

FISCAL NOTE
LEGISLATIVE FISCAL ANALYST ESTIMATE

ESTIMATE OF FISCAL IMPACT – STATE AGENCIES (See narrative for political subdivision estimates)				
	FY 2019-20		FY 2020-21	
	EXPENDITURES	REVENUE	EXPENDITURES	REVENUE
GENERAL FUNDS	\$69,103		\$70,024	
CASH FUNDS				
FEDERAL FUNDS				
OTHER FUNDS	\$99,766	\$99,766	\$49,890	\$49,890
TOTAL FUNDS	\$168,869	\$99,766	\$119,914	\$49,890

Any Fiscal Notes received from state agencies and political subdivisions are attached following the Legislative Fiscal Analyst Estimate.

LB511 authorizes adjustments to state employees work schedules for participation in approved youth mentoring programs. An agency head, or management designee, may adjust the work schedule of a state employee by up to 1 hour per week to permit the employee to participate in an approved youth mentoring program. LB511 does not authorize paid leave for the employee. State employee is defined to include the University of Nebraska, state colleges and the State Department of Education.

The Director of Personnel shall:

- Develop a process and criteria for approving youth mentoring programs based on nationally recognized standards for quality youth mentoring programs.
- Develop screening criteria which shall include criminal background checks on prospective mentors including
 - Searches of the central registry maintained by the sex offender registration and community notification division of the Nebraska State Patrol.
 - Searches of the central registry of child protection cases maintained by the Department of Health and Human Services.
- Adopt and promulgate necessary rules and regulations.
- Maintain a list or use an existing publicly accessible data base of approved youth mentoring programs

The state agency:

- Is responsible for verifying the youth mentoring program for which the employee is requesting an adjusted work schedule is on the approved list.
- May deny a request to adjust a work schedule based on criteria listed in section 1(4)(a-e)

The Department of Administrative Services (DAS) – Personnel Division indicates that an additional FTE would be necessary at a cost of \$69,103 General Funds in FY2019-20 and \$70,024 General Funds in FY2020-21. The estimate appears reasonable.

DAS – Personnel Division also indicates that the cost for background checks could be billed back to the agency whose employee has requested to participate in the program. Personnel estimates the cost to be \$99,766 Revolving Funds in FY2019-20 and \$49,890 Revolving Funds in FY2020-21. The estimate is based on the assumption that ½ of state employees would request to participate in the program in the first year. The assumption for FY2020-21 is that ¼ of employees will apply. The number of employees participating may be somewhat high.

The Nebraska State College System indicates that LB511 is permissive and the colleges' personnel are not subject to State Personnel's rules and regulations. Therefore, there is no fiscal impact.

The University of Nebraska indicates that the University is likely not subject to the rules and regulations established by the Director of State Personnel and there is no requirement for providing leave, only scheduling adjustment. Therefore, there is no fiscal impact.

ADMINISTRATIVE SERVICES STATE BUDGET DIVISION: REVIEW OF AGENCY & POLT. SUB. RESPONSE		
LB: 511	AM:	AGENCY/POLT. SUB: Department of Administrative Services
REVIEWED BY: Neil Sullivan	DATE: 2/11/2019	PHONE: (402) 471-4179
COMMENTS: No basis to disagree with the Department of Administrative Services assessment of fiscal impact from LB 511, the participation assumption may be overstated.		

ADMINISTRATIVE SERVICES STATE BUDGET DIVISION: REVIEW OF AGENCY & POLT. SUB. RESPONSE		
LB: 511	AM:	AGENCY/POLT. SUB: NSCS
REVIEWED BY: Neil Sullivan	DATE: 2/5/2019	PHONE: (402) 471-4179
COMMENTS: No basis to disagree with the NSCS estimate of no fiscal impact from LB 511.		

ADMINISTRATIVE SERVICES STATE BUDGET DIVISION: REVIEW OF AGENCY & POLT. SUB. RESPONSE		
LB: 511	AM:	AGENCY/POLT. SUB: University of Nebraska
REVIEWED BY: Neil Sullivan	DATE: 1/31/2019	PHONE: (402) 471-4179
COMMENTS: No basis to disagree with the University of Nebraska estimate of no fiscal impact from LB 511.		

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2019

LB⁽¹⁾ 511

FISCAL NOTE

State Agency OR Political Subdivision Name: ⁽²⁾ Department of Administrative Services (DAS) – State Personnel

Prepared by: ⁽³⁾ RJ Borer Date Prepared: ⁽⁴⁾ 01/29/2019 Phone: ⁽⁵⁾ 402-471-4460

ESTIMATE PROVIDED BY STATE AGENCY OR POLITICAL SUBDIVISION

	<u>FY 2019-20</u>		<u>FY 2020-21</u>	
	<u>EXPENDITURES</u>	<u>REVENUE</u>	<u>EXPENDITURES</u>	<u>REVENUE</u>
GENERAL FUNDS	<u>\$69,103</u>	<u></u>	<u>\$70,024</u>	<u></u>
CASH FUNDS	<u></u>	<u></u>	<u></u>	<u></u>
FEDERAL FUNDS	<u></u>	<u></u>	<u></u>	<u></u>
REVOLVING FUNDS	<u>\$99,766</u>	<u>\$99,766</u>	<u>\$49,890</u>	<u>\$49,890</u>
TOTAL FUNDS	<u>\$168,869</u>	<u>\$99,766</u>	<u>\$119,914</u>	<u>\$49,890</u>

Explanation of Estimate:

LB 511 allows an agency head to adjust the work schedule of a state employee, as defined, by up to one hour per week to permit such state employee to volunteer in an approved youth mentoring program. Any request is to be submitted and approved in accordance with agency procedures, including approval by the supervisor. Such adjustment is not to be construed as authorization for paid leave for any State employee.

LB 511 requires the Director of Personnel to develop a process and criteria for approving youth mentoring programs to include criminal background checks on prospective adult mentors to include searches of the central registry maintained by the sex offender registration and community notification division of the Nebraska State Patrol, and the central register of child protection cases maintained by the Department of Health and Human Services (DHHS). The Director of Personnel is to also maintain a list of approved youth mentoring programs as well as adopt and promulgate rules and regulations to administer the requirements.

These additional costs would result in the need for additional General Fund appropriation of \$69,103 in FY19-20 and \$70,024 in FY20-21.

In addition there would be costs for the required background checks. Using an assumption that approximately half of state employees would request to participation in a program each fiscal year from the State, University and State Colleges, such costs are estimated below. The number of employees is estimated at 6,651, based on half of the 13,302 code and non-code State employees from the 2018 Personnel Almanac.

State Patrol Checks in FY19-20: \$12.50 each x 6,651 employees = \$83,138

Central Registry Checks by DHHS in FY19-20: \$2.50 each x 6,651 employees = \$16,628

The total estimated additional costs for FY19-20 are \$99,766 (\$83,138 + \$16,628 = \$99,766) or \$15 per employee (\$12.50 + \$2.50 = \$15.00 per employee).

There would be ongoing background checks in FY20-21 for new employees and/or current employees who want to participate in the program. Assuming 3,326 employees (one half of the first year's number) requested program participation in FY20-21 the additional costs is estimated to be \$49,890 (3,326 employees x \$15).

These costs could be billed back to the agency, board or commission, the University and/or State College whose employee had requested to participate in the program. State Personnel would need \$99,766 in revolving fund appropriation in FY19-20 and \$49,890 in FY20-21. This revolving fund appropriation would be used to process payments for the background checks before they were billed back.

It is impossible to determine which agency a participant might be employed by or the funding source. The table below summarizes the estimated impact by fund type of the costs that could be billed back for both fiscal years. The allocation by fund type is based on a four (4) year [2015-2018] average of salaries paid.

Fund Type	FY19-20	FY20-21
General Fund	\$52,990	\$26,499
Cash Fund	\$24,959	\$12,481
Federal Fund	\$17,599	\$8,801
Revolving Fund	\$4,218	\$2,109
Total	\$99,766	\$49,890

BREAKDOWN BY MAJOR OBJECTS OF EXPENDITURE

Personal Services:

POSITION TITLE	NUMBER OF POSITIONS		2019-20	2020-21
	19-20	20-21	EXPENDITURES	EXPENDITURES
Personnel Assistant	1	1	\$31,720	\$32,354
Benefits.....			\$31,019	\$32,806
Operating.....			\$6,364	\$4,864
Operating Back Ground Checks.....			\$99,766	\$49,890
Capital outlay.....				
Aid.....				
Capital improvements.....				
TOTAL.....			\$168,869	\$119,914

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2019

LB⁽¹⁾ 511

FISCAL NOTE

State Agency OR Political Subdivision Name: ⁽²⁾ Nebraska State College System (NSCS)

Prepared by: ⁽³⁾ Carolyn Murphy Date Prepared: ⁽⁴⁾ 01/29/2019 Phone: ⁽⁵⁾ 402-471-2505

ESTIMATE PROVIDED BY STATE AGENCY OR POLITICAL SUBDIVISION

	<u>FY 2019-20</u>		<u>FY 2020-21</u>	
	<u>EXPENDITURES</u>	<u>REVENUE</u>	<u>EXPENDITURES</u>	<u>REVENUE</u>
GENERAL FUNDS	_____	_____	_____	_____
CASH FUNDS	_____	_____	_____	_____
FEDERAL FUNDS	_____	_____	_____	_____
OTHER FUNDS	_____	_____	_____	_____
TOTAL FUNDS	<u>-0-</u>	<u>_____</u>	<u>-0-</u>	<u>_____</u>

Explanation of Estimate:

LB511 would authorize agencies to adjust the work schedules of a state employee by up to one hour per week to allow participation in an approved youth mentoring program. The bill specifically includes the state colleges, but states an agency head “may” adjust the work hours, and does not require participation. LB511 directs the Director of Personnel to carry out much of the administrative functions of the program. Given the Board of Trustees’ constitutional authority, its personnel are not subject to DAS/State Personnel regulations. Therefore, there is no fiscal impact on the NSCS from LB511.

BREAKDOWN BY MAJOR OBJECTS OF EXPENDITURE

Personal Services:

<u>POSITION TITLE</u>	<u>NUMBER OF POSITIONS</u>		<u>2019-20 EXPENDITURES</u>	<u>2020-21 EXPENDITURES</u>
	<u>19-20</u>	<u>20-21</u>		
Benefits.....	_____	_____	_____	_____
Operating.....	_____	_____	_____	_____
Travel.....	_____	_____	_____	_____
Capital outlay.....	_____	_____	_____	_____
Aid.....	_____	_____	_____	_____
Capital improvements.....	_____	_____	_____	_____
TOTAL.....	_____	_____	_____	_____

Please complete ALL (5) blanks in the first three lines.

2019

LB⁽¹⁾ 511

FISCAL NOTE

State Agency OR Political Subdivision Name: ⁽²⁾ University of Nebraska

Prepared by: ⁽³⁾ Michael Justus Date Prepared: ⁽⁴⁾ January 25, 2019 Phone: ⁽⁵⁾ 402-472-7109

ESTIMATE PROVIDED BY STATE AGENCY OR POLITICAL SUBDIVISION

	<u>FY 2019-20</u>		<u>FY 2020-21</u>	
	<u>EXPENDITURES</u>	<u>REVENUE</u>	<u>EXPENDITURES</u>	<u>REVENUE</u>
GENERAL FUNDS	_____	_____	_____	_____
CASH FUNDS	_____	_____	_____	_____
FEDERAL FUNDS	_____	_____	_____	_____
OTHER FUNDS	_____	_____	_____	_____
TOTAL FUNDS	=====	=====	=====	=====

Explanation of Estimate:

The bill requires employees to be allowed to participate in youth mentoring programs. The University is likely not subject to rules established by the Director of State Personnel. There is no requirement for providing leave, only scheduling adjustments, so no fiscal impact to the University.

BREAKDOWN BY MAJOR OBJECTS OF EXPENDITURE

Personal Services:

<u>POSITION TITLE</u>	<u>NUMBER OF POSITIONS</u>		<u>2019-20</u>	<u>2020-21</u>
	<u>19-20</u>	<u>20-21</u>	<u>EXPENDITURES</u>	<u>EXPENDITURES</u>
_____	_____	_____	_____	_____
_____	_____	_____	_____	_____
Benefits.....	_____	_____	_____	_____
Operating.....	_____	_____	_____	_____
Travel.....	_____	_____	_____	_____
Capital outlay.....	_____	_____	_____	_____
Aid.....	_____	_____	_____	_____
Capital improvements.....	_____	_____	_____	_____
TOTAL.....	_____	_____	_____	_____