

PREPARED BY: Liz Hruska
 DATE PREPARED: February 23, 2022
 PHONE: 402-471-0053

LB 885

Revision: 00

FISCAL NOTE
 LEGISLATIVE FISCAL ANALYST ESTIMATE

ESTIMATE OF FISCAL IMPACT – STATE AGENCIES (See narrative for political subdivision estimates)				
	FY 2022-23		FY 2023-24	
	EXPENDITURES	REVENUE	EXPENDITURES	REVENUE
GENERAL FUNDS				
CASH FUNDS			\$314,948	
FEDERAL FUNDS				
OTHER FUNDS				
TOTAL FUNDS			\$314,948	

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

Beginning on or after October 1, 2023, individuals who apply for a credential under the Uniform Credentialing Act would be required to complete implicit bias training. Also all individuals who hold a credential under the Uniform Credentialing Act would be required to complete annual implicit bias training.

The Department of Health and Human Services indicates the need for four administrative technicians and a health licensing coordinator to review and approve training and review, verify and enter annual bias training. The annual cost would be \$314,948. The costs would be paid form fees.

ADMINISTRATIVE SERVICES STATE BUDGET DIVISION: REVIEW OF AGENCY & POLT. SUB. RESPONSE				
LB:	885	AM:	AGENCY/POLT. SUB: Nebraska Department of Health and Human Services	
REVIEWED BY:	Ann Linneman	DATE:	1-25-2022	PHONE: (402) 471-4180
COMMENTS: No basis to disagree with the Nebraska Department of Health and Human Services' assessment of fiscal impact.				

ADMINISTRATIVE SERVICES STATE BUDGET DIVISION: REVIEW OF AGENCY & POLT. SUB. RESPONSE				
LB:	885	AM:	AGENCY/POLT. SUB: Nebraska Department of Correctional Services	
REVIEWED BY:	Ann Linneman	DATE:	1-21-2022	PHONE: (402) 471-4180
COMMENTS: No basis to disagree with the Nebraska Department of Correctional Services' assessment of fiscal impact.				

ESTIMATE PROVIDED BY STATE AGENCY OR POLITICAL SUBDIVISION

State Agency or Political Subdivision Name:(2) Department of Health and Human Services

Prepared by: (3) John Meals

Date Prepared 1-25-2022

Phone: (5) 471-6719

	<u>FY 2022-2023</u>		<u>FY 2023-2024</u>	
	EXPENDITURES	REVENUE	EXPENDITURES	REVENUE
GENERAL FUNDS				
CASH FUNDS	\$0	\$0	\$314,948	\$314,948
FEDERAL FUNDS				
OTHER FUNDS				
TOTAL FUNDS	\$0	\$0	\$314,948	\$314,948

Return by date specified or 72 hours prior to public hearing, whichever is earlier.

Explanation of Estimate:

LB885 requires certain credential holders under the Uniform Credentialing Act (UCA) to provide evidence of implicit bias training completion on an annual basis prior to issuance of an initial or renewed credential. The implicit bias training received must be approved by the Department of Health and Human Services (DHHS).

The estimate is based on approximately ten training programs being evaluated by DHHS for approval. The number of active credential holders within the applicable professions and occupations is approximately 116,000 as of July 1, 2021. Most of these UCA professions renew credentials biennially and could be notified along with renewal notifications on a biennial basis. However, LB885 requires annual implicit bias training and that will create additional work to notify all impacted credential holders and track completion of training during non-renewal years. Renewals are scheduled during different times of the year and in alternating years depending upon the profession. Because of these variables, this estimate assumes all first year trainings to occur in the FY2023-2024, regardless of the renewal year. DHHS would require four FTE Administrative Technicians and one FTE Health Licensing Coordinator in order to complete the work. The calculations used to estimate the number of additional FTEs are as follows:

	Estimated Man-hours
Implicit Bias Training programs: review and respond 10 each x 8 hours = (Most likely to be in FY2023-2024 only)	80
Receive, verify, and enter training completions in credentialing system 116,000 annually x 5 minutes each = 580,000 min / 60 min =	9,667
Total Hours	9,747 / 2,080 = 4.7 FTEs

The Office of Health Disparities and Health Equity would assist with identifying appropriate implicit bias training offerings to credential holders.

DHHS would need to modify the credentialing system to add the implicit bias training requirement to the applicable credential holders' modules. It is expected that the new online licensing system would have all modules in place and minimal resources would be needed to make these changes. Also, it is expected that DHHS would be able to provide electronic notification to the applicable credential holders at minimal cost.

LB 885 will also require DHHS to make minor rules and regulation changes to all of the applicable sections of the Nebraska Administrative Code. This would involve changes to 27 different sets of rules and regulations at a one time cost and would be absorbed by existing staff. The estimated costs of making these changes are as follows:

Title	Hour(s)	Hourly Cost	Absorbed Cost
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Director	1	76	\$	76
Deputy Director	1	55	\$	55
Administrator I	1	31	\$	31
Program Specialist	2	23	\$	46
Program Analyst	4	23	\$	92
Attorney III	10	35	\$	350
Total Absorbed Costs per Regulation change	19		\$	650
Total Cost of 27 Regulation Changes			\$	17,550

This estimate is based on all associated costs to implement LB 885 being provided by licensing fee proceeds within Program 178 – Professional & Occupational Licensing - Cash Funds.

MAJOR OBJECTS OF EXPENDITURE

PERSONAL SERVICES:

POSITION TITLE	NUMBER OF POSITIONS		2022-2023	2023-2024
	22-23	23-24	EXPENDITURES	EXPENDITURES
K01013 Administrative Technician	0	4.0	\$0	\$146,931
R01740 Health Licensing Coordinator	0	1.0	\$0	\$41,194

Benefits.....		\$0	\$56,400
Operating.....		\$0	\$70,423
Travel.....			
Capital Outlay.....			
Aid.....			
Capital Improvements.....			
TOTAL.....		\$0	\$314,948

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2022

LB⁽¹⁾ 885

FISCAL NOTE

State Agency OR Political Subdivision Name: ⁽²⁾ Nebraska Department of Correctional Services

Prepared by: ⁽³⁾ Lisa Stanton Date Prepared: ⁽⁴⁾ 01/19/2022 Phone: ⁽⁵⁾ (402)479-5702

ESTIMATE PROVIDED BY STATE AGENCY OR POLITICAL SUBDIVISION

	<u>FY 2022-23</u>		<u>FY 2023-24</u>	
	<u>EXPENDITURES</u>	<u>REVENUE</u>	<u>EXPENDITURES</u>	<u>REVENUE</u>
GENERAL FUNDS	_____	_____	\$9,800	_____
CASH FUNDS	_____	_____	_____	_____
FEDERAL FUNDS	_____	_____	_____	_____
OTHER FUNDS	_____	_____	_____	_____
TOTAL FUNDS	=====	=====	\$9,800	=====

Explanation of Estimate:

LB885 would require implicit bias training for certain applicants and credential holders under the Uniform Credentialing Act.

NDCS currently offers a full day course called Unconscious Bias. This course is lead by two trained staff members.

There are approximately 280 teammates that would be required to complete this training annually beginning after October 1, 2023 under LB 885. A \$35 workbook is needed for each participant. NDCS estimates the annual cost to be \$9,800 a year.

BREAKDOWN BY MAJOR OBJECTS OF EXPENDITURE

Personal Services:

<u>POSITION TITLE</u>	<u>NUMBER OF POSITIONS</u>		<u>2022-23</u>	<u>2023-24</u>
	<u>22-23</u>	<u>23-24</u>	<u>EXPENDITURES</u>	<u>EXPENDITURES</u>
_____	_____	_____	_____	_____
_____	_____	_____	_____	_____
Benefits.....	_____	_____	_____	_____
Operating.....	_____	_____	_____	\$9,800
Travel.....	_____	_____	_____	_____
Capital outlay.....	_____	_____	_____	_____
Aid.....	_____	_____	_____	_____
Capital improvements.....	_____	_____	_____	_____
TOTAL.....	_____	_____	_____	\$9,800