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**STATE OF NEVADA**  
**DEPARTMENT OF EMPLOYMENT, TRAINING, AND REHABILITATION**  
**NEVADA EQUAL RIGHTS COMMISSION**  
**S.B. 22 FISCAL IMPACT**

1.5 New Investigator Positions - Grade 32 ~~WITHOUT ADA~~

	<u>SFY04</u>	<u>SFY05</u>
Salary	52,897	73,175
Furniture (Professional setup)	5,376	0
Computer (Including software)	3,800	0
Non-State Owned Rent	3,915	5,220
Misc. Operating costs	3,951	5,268
Travel	150	200
Training	165	220
Advertising (Public Education)	750	1,000
Deputy Attorney General	58,500	117,000
Department Cost Allocation	12,375	16,500
<b>Total</b>	<b><u>141,879</u></b>	<b><u>218,583</u></b>

1.0 New Investigator Positions - Grade 32 ~~WITHOUT ADA~~

	<u>SFY04</u>	<u>SFY05</u>
Salary	35,265	48,773
Furniture (Professional setup)	2,688	0
Computer (Including software)	1,900	0
Non-State Owned Rent	1,957	2,610
Misc. Operating costs	2,634	3,512
Travel	75	100
Training	82	110
Advertising (Public Education)	750	1,000
Deputy Attorney General	58,500	117,000
Department Cost Allocation	8,250	11,000
<b>Total</b>	<b><u>112,101</u></b>	<b><u>184,105</u></b>

Since the Federal Equal Employment Opportunity Commission will not participate in discrimination cases involving employers with less than 15 employees, the source of funding for S.B. 22 would require a General Fund Appropriation.

The current 8,281 employers with 15 or more employees have a total of 916,573 employees. Based on the Nevada Equal Rights Commission's (NERC) current workload (approximately 1,860 cases), .20 percent of the employees file a claim. S.B. 22 introduces 11,039 additional employers with 90,164 employees to NERC's possible workload. Based on the percentage (.20%) for employers with 15 or more employees, this would result in approximately 180 additional cases (.0020 X 90,164). Disability cases make up approximately 14% of the current caseload (265 of 1860 cases); therefore, without including disability as a basis, the number of cases would increase by

approximately 155 cases. The average number of case resolutions per investigator is 11 per month or 132 per year.

In addition, as there would be neither federal remedy nor right-to-sue option for these additional complainants, they would have no other option than a NERC public hearing. Based on an estimate of 24 probable cause cases per year (13% X 180), NERC would need to hold at least 12 public hearings per year, resulting in the need for one additional full-time Deputy Attorney General at a cost of \$117,000 per year.

Total fiscal impact of SB22 for the 2003-2005 biennium would be \$360,462 with ADA or \$296,206 without ADA.