

EXECUTIVE AGENCY
FISCAL NOTE

AGENCY'S ESTIMATES

Date Prepared: March 29, 2017

Agency Submitting: Department of Employment, Training and Rehabilitation

Items of Revenue or Expense, or Both	Fiscal Year 2016-17	Fiscal Year 2017-18	Fiscal Year 2018-19	Effect on Future Biennia
Total	0	0	0	0

Explanation

(Use Additional Sheets of Attachments, if required)

The Nevada Equal Rights Commission (NERC) anticipates that imposing a civil penalty, or any other additional damages onto the current enforcement scheme, would result in an increase in the number of cases filed with NERC and with an increased adversarial climate of those cases. As a matter of course, NERC is capable of an investigation that will hopefully result in settlement. If not, the aggrieved party will be issued a "right to sue," whereby punitive damages are recoverable by a finding from the federal court. An award of punitive damages in favor of the complainant by NERC as an administrative agency would most likely result in NERC having to proceed to District Court and beyond to defend/enforce the damage award, which would incur more staff time and Nevada Attorney General (AG) fees. Although hard to calculate, any expansion on caseload or percentage of cases not resolved via settlement is not currently covered under NERC's contract with the Federal Equal Employment Opportunity Commission (EEOC). Therefore, it is likely that any increase in NERC resources resulting from this bill will be borne by the State's General Fund.

Name Kathleen DeSocio

Title Deputy Chief Financial Officer

GOVERNOR'S OFFICE OF FINANCE COMMENTS

Date Wednesday, March 29, 2017

The agency's response appears reasonable.

Name Susan Brown

Title Executive Budget Officer