

Redbook

LBO Analysis of Executive Budget Proposal

State Employment Relations Board

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LBO Redbook

State Employment Relations Board

Quick look...

- The State Employment Relations Board (SERB) oversees more than 3,400 public employer collective bargaining contracts covering nearly 321,000 public employees across the state.
 - More than 1,700 labor contract-related cases were filed with SERB in 2018.
 - The Board's Research and Training Section produced ten training sessions, conferences, and SERB academies in 2018 designed for public employer human resources professionals.
- The State Personnel Board of Review (SPBR) under the administrative umbrella of SERB deals with matters concerning exempt and nonexempt employees in the classified civil service.
- As of January 2019, the agency employed 23 full-time employees, one part-time employee, and six fixed-term board members. This combined staff supported both SERB and SPBR.
- Recommended budget of approximately \$4.2 million in FY 2020 and \$4.4 million in FY 2021.
 - Uses of the budget: personal services (84.5%), supplies and maintenance (12.4%), and purchased personal services (3.1%)

FY 2016 Actual	FY 2017 Actual	FY 2018 Actual	FY 2019 Estimate	FY 2020 Introduced	FY 2021 Introduced
GRF ALI 125321, Operating Expenses					
\$3,482,527	\$3,647,417	\$3,666,636	\$3,939,380	\$3,998,046	\$4,136,626
% change	4.7%	0.5%	7.4%	1.5%	3.5%
Fund 5720 ALI 125603, Training and Publications					
\$68,590	\$30,624	\$147,765	\$131,409	\$227,193	\$227,760
% change	-55.4%	382.5%	-11.1%	72.9%	0.3%
Total funding:					
\$3,551,116	\$3,678,041	\$3,814,401	\$4,070,789	\$4,225,239	\$4,364,386
% change	3.6%	3.7%	6.7%	3.8%	3.3%

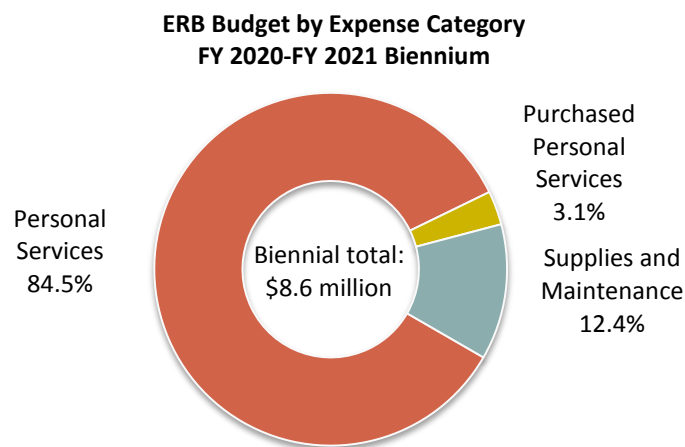
Agency overview

The State Employment Relations Board (SERB) acts as a neutral party in carrying out Ohio's collective bargaining laws as they pertain to public employers and employees. Its responsibilities include overseeing representation elections, certifying exclusive bargaining representatives, monitoring and enforcing statutory dispute resolution procedures, mediating collective bargaining negotiations, adjudicating unfair labor practice charges, determining unauthorized strike claims, and providing information and training to parties in contract negotiations. Although the matters under its jurisdiction are different, the State Personnel

Board of Review (SPBR) is under the administrative structure of SERB. SPBR is an appeals body that hears cases filed by classified exempt employees at the state and local levels but whose jurisdiction extends to other specific civil service matters. SERB and SPBR each have their own three-member boards.

Analysis of FY 2020-FY 2021 budget proposal

As with many smaller state agencies, personnel costs constitute the largest expense for SERB and SPBR and account for about \$7.3 million (84.5%) of the total recommended appropriation for the FY 2020-FY 2021 biennium. That is followed by approximately \$1.0 million (12.4%) for supplies and maintenance (12.4%), and purchased personal services making up the remaining amount of approximately \$266,000 (3.1%) of the recommended budget.



Operating Expenses (125321)

This line item covers the combined operating expenses of SERB and SPBR. The majority of funding is budgeted for payroll costs, including board members, administrative law judges, labor relations specialists and mediators, researchers, and administrative staff working among the two boards. In all, the total amount of funding recommended for payroll is more than \$3.5 million in FY 2020 and \$3.7 million in FY 2021, or nearly 85% of the total amount provided for both boards under the executive proposal.

SERB consists of seven functional sections: (1) Bureau of Mediation, (2) Business and Records, (3) Clerk's Office, (4) Hearings, (5) Representation, (6) Research and Training, and (7) Unfair Labor Practices. More than 1,700 labor contract-related cases were filed with the Board in 2018, including 136 representation matters, 247 unfair labor practice investigations, and 156 mediations. The Board's Research and Training Section produced ten training sessions, conferences, and SERB academies in 2018 that were attended by more than 700 public employer managers, employee organization representatives, and contract neutrals such as mediators and fact finders. SERB also produces an annual Health Insurance Report that summarizes the cost of health care in Ohio's public sector workplaces. It also produces an

annual Wage Settlement Report that summarizes wage increase information contained in collective bargaining agreements across the state.

Training and Publications (125603)

This line item is used to pay for research and training programs among the two boards. These activities are supported by the sale of various types of employee data collected by SERB, receipts from training seminars, and other sources of revenue deposited into the Training and Publications Fund (Fund 5720). Receipts from these sources totaled nearly \$96,000 in FY 2018. Expenditures from Fund 5720 are mostly for purchased personal services, supplies and maintenance, with a small amount used to cover some payroll.