

FISCAL NOTE

(Return original and 10 copies)

Bill/Resolution No.: SB 2488 Amendment to: \_\_\_\_\_

Requested by Legislative Council Date of Request: 1-25-95

- 1. Please estimate the fiscal impact (in dollar amounts) of the above measure for state general or special funds, counties, and cities.

Narrative:

SB2488 allows employees of the state to bargain collectively over wages, hours, and other terms and conditions of employment. It impacts all state agencies. It establishes the State Employee Relations Board, and gives that Board jurisdiction over the bargaining between employers and employees.

- 2. State fiscal effect in dollar amounts:

1993-95 <u>Biennium</u>		1995-97 <u>Biennium</u>		1997-99 <u>Biennium</u>	
<u>General Fund</u>	<u>Special Funds</u>	<u>General Fund</u>	<u>Special Funds</u>	<u>General Fund</u>	<u>Special Funds</u>

Revenues:

Expenditures:           None           None           \$455,638           \$0           \$478,420           \$0

- 3. What, if any, is the effect of this measure on the appropriation for your agency or department:

- a. For rest of 1993-95 biennium: None
- b. For the 1995-97 biennium: None
- c. For the 1997-99 biennium: None

- 4. County and City fiscal effect in dollar amounts:

1993-95 <u>Biennium</u>		1995-97 <u>Biennium</u>		1997-99 <u>Biennium</u>	
<u>Counties</u>	<u>Cities</u>	<u>Counties</u>	<u>Cities</u>	<u>Counties</u>	<u>Cities</u>

None           None           None           None           None           None

If additional space is needed, attach a supplemental sheet.

Signed BRIAN McCLURE

Typed Name Brian McClure

Date Prepared: January 26, 1995

Department Central Personnel Division

Phone Number 328-4735

**Fiscal Note SB2488**

STATE EMPLOYEES RELATIONS BOARD

1. Compensation for 3 Board members. \$20,520

Members are entitled to receive per diem payments equal to that paid to members of the Legislative Assembly (\$90/day). Assumes the Board meets for one week in the first two months of the biennium, and then for 3 days a month in the remaining 22 months of the biennium. (\$270/day x 66 days)

OFFICE OF THE STATE EMPLOYEE RELATIONS BOARD \$306,352

1. Salaries and Fringe Benefits of Staff

1 Director \$45,000 yr.

1 Attorney \$37,200 yr.

1 Admin. Asst. \$20,400 yr.

1 Admin. Sec. \$16,800 yr.

\*Hearing Officers - contact @ \$15/hr. - \$1200

Assume 10 days service ea. yr.

\*Mediators - contact @ \$20/hr.

(paid for by agency)

\*No fringe benefits

Note: Fringe benefits are calculated at 28% of salary.

2. Operating Expenses \$80,266

Operating expenses are estimated and calculated at 1/3 of the annual salaries, less fringes, times 2 for the two years of the biennium.

3. Equipment \$20,000

4. Agency Costs \$28,500

Estimate of cost for 95-97 biennium \$455,638

Estimate of cost for 97-99 biennium \$478,420  
(\$455,638 + 5%)

Assumptions

- That employees will form 15 bargaining units in the biennium.
- That the forming of some bargaining units will be disputed.
- That hearing officers, mediators, and arbitrators will be required to some degree.

Agency Costs

- |   |          |
|---|----------|
| • Cost of conducting 15 representative elections (15 x \$200 ea.)   | \$3000   |
| • Cost of extra staff to conduct negotiations<br>(Negotiator @ \$25/hr., 15 contracts, 10 meetings per contract,<br>6 hrs. a meeting)   | \$22,500 |
| • Costs associated with unfair labor practice charges, mediation, and<br>arbitration (10 days/yr. ULPs, 5 days mediation sessions, 5 days<br>for arbitration at \$150 per day). | \$3,000  |