

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 3,500 public employer collective bargaining contracts covering nearly 329,000 public employees across the state.
 - Nearly 1,800 labor contract-related cases were filed with SERB in FY 2022.
 - The Board's Research and Training Section provided training for more than 750 public employer human resources professionals in FY 2022.
- 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 2023, the agency employed 22 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 \$4.8 million in FY 2024 and \$4.6 million in FY 2025.
 - Uses of the budget: personal services (84.4%), supplies and maintenance (12.8%), purchased personal services (2.7%), and equipment and transfers (0.1%).

FY 2020 Actual	FY 2021 Actual	FY 2022 Actual	FY 2023 Estimate	FY 2024 Introduced	FY 2025 Introduced
GRF ALI 125321, Operating Expenses					
\$3,830,713	\$3,674,825	\$3,992,713	\$4,340,463	\$4,421,423	\$4,466,029
% change	-4.1%	8.7%	8.7%	1.9%	1.0%
Fund 5720 ALI 125603, Training and Publications					
\$154,120	\$20,270	\$41,484	\$243,160	\$334,128	\$162,149
% change	-86.8%	104.7%	486.2%	37.4%	-51.5%
Total funding:					
\$3,984,833	\$3,695,094	\$4,034,197	\$4,583,623	\$4,755,551	\$4,628,178
% change	-7.3%	9.2%	13.6%	3.8%	-2.7%

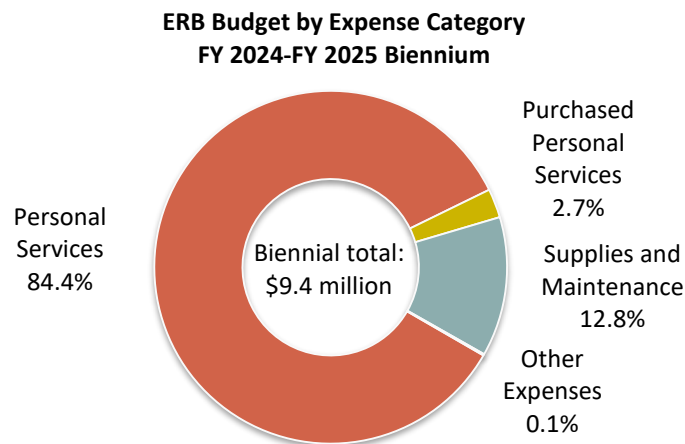
Agency overview

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 2024-FY 2025 budget proposal

As with many smaller state agencies, personnel costs constitute the largest expense for SERB and SPBR and account for about \$7.9 million (84.4%) of the total recommended appropriation for the FY 2024-FY 2025 biennium. That is followed by approximately \$1.2 million (12.8%) for supplies and maintenance, \$249,000 (2.7%) for purchased personal services, and equipment and transfers making up the remaining amount, \$12,000 (0.1%) of the recommended budget.



Operating Expenses (ALI 125321)

This GRF appropriation line item (ALI) 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 under this ALI is just over \$3.9 million in FY 2024 and just under \$4.0 million in FY 2025, or almost 90.0%. As noted immediately above, payroll accounts for 84.4% 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) Investigations. Nearly 1,800 labor contract-related cases were filed with the Board in 2022, including 223 union election or representation issues, 257 unfair labor practice investigations, and 78 mediations. Although the Board's Research and Training Section typically produces around ten training sessions, conferences, and SERB academies annually, COVID-19 forced the cancelation of many of the events in FY 2020 and FY 2021. In FY 2022 SERB hosted two academies (one in person and one virtual) attended by more than 750 people. SERB also produces an annual Health Insurance Report that summarizes the cost of health care in Ohio's public sector

workplaces. Another key research product is the annual Wage Settlement Report that summarizes wage increase information contained in collective bargaining agreements across the state.

Training and Publications (ALI 125603)

This ALI 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 \$40,050 in FY 2022, an increase from the \$2,086 collected in FY 2021, largely due to hosting an in-person training seminar as COVID-19 restrictions were lifted. SERB also hosted one virtual training academy in FY 2022. More than 750 people attended these events. Expenditures from Fund 5720 in FY 2022 were mostly for purchased personal services and supplies and maintenance. A small amount was used to cover some payroll.