

# 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 nearly 3,500 public employer collective bargaining contracts covering more than 377,000 public employees across the state.
  - More than 1,750 labor contract-related cases were filed with SERB in FY 2020.
  - The Board's Research and Training Section provided training for 320 public employer human resources professionals in FY 2020, fewer than in prior years because of COVID-19 limitations.
- 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 2021, the agency employed 21 full-time employees, two part-time employees, and six fixed-term board members. This combined staff supported both SERB and SPBR.
- Recommended budget of approximately \$4.2 million in FY 2022 and \$4.4 million in FY 2023.
  - Uses of the budget: personal services (84.5%), supplies and maintenance (13.1%), purchased personal services (1.8%), and equipment and transfers (0.6%).

FY 2018 Actual	FY 2019 Actual	FY 2020 Actual	FY 2021 Estimate	FY 2022 Introduced	FY 2023 Introduced
<b>GRF ALI 125321, Operating Expenses</b>					
\$3,666,636	\$3,816,540	\$3,830,713	\$3,685,671	\$4,011,118	\$4,116,551
% change	4.1%	0.4%	-3.8%	8.8%	2.6%
<b>Fund 5720 ALI 125603, Training and Publications</b>					
\$147,765	\$87,218	\$154,120	\$171,161	\$172,160	\$242,173
% change	-41.0%	76.7%	11.1%	0.6%	40.7%
<b>Total funding:</b>					
\$3,814,401	\$3,903,758	\$3,984,833	\$3,856,832	\$4,183,278	\$4,358,724
% change	2.3%	2.1%	-3.2%	8.5%	4.2%

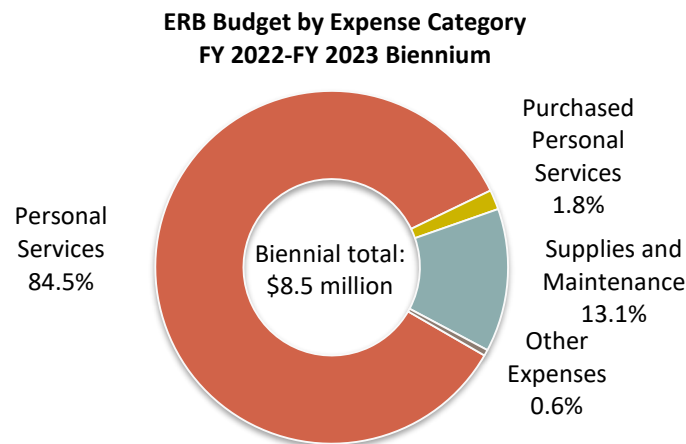
### Agency overview

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 2022-FY 2023 budget proposal

As with many smaller state agencies, personnel costs constitute the largest expense for SERB and SPBR and account for about \$7.2 million (84.5%) of the total recommended appropriation for the FY 2022-FY 2023 biennium. That is followed by approximately \$1.1 million (13.1%) for supplies and maintenance, \$155,000 (1.8%) for purchased personal services, and equipment and transfers making up the remaining amount \$47,000 (0.6%) 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 nearly \$3.6 million in FY 2022 and approximately that same amount in FY 2023. Overall, payroll accounts for 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 1,750 labor contract-related cases were filed with the Board in 2020, including 142 union election or representation issues, 260 unfair labor practice investigations, and 72 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. As a result, attendance at these events fell from a typical total of around 700 per year to just 320 in FY 2020. 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 (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 \$35,280 in FY 2020, down from \$102,613 in FY 2019, largely due to the effects that COVID-19 had on attendance at training seminars. As of February 2021, SERB has hosted two virtual training events in FY 2021 and is making plans to return to in-person training events in FY 2022. Expenditures from Fund 5720 in FY 2020 were mostly for purchased personal services, supplies and maintenance, with a small amount used to cover some payroll.