

### **Role and Overview**

The State Employment Relations Board (SERB) administers Ohio Revised Code Section 4117, which governs collective bargaining relationships between all Ohio public employers and employees including schools, universities, the state, and its political subdivisions. The board acts as a neutral, quasi-judicial body in conducting representation elections; certifying exclusive bargaining representatives; monitoring and enforcing statutory dispute resolution procedures; resolving unfair labor practice charges; determining unauthorized strike claims; and providing collective bargaining data to assist parties in resolving negotiation issues.

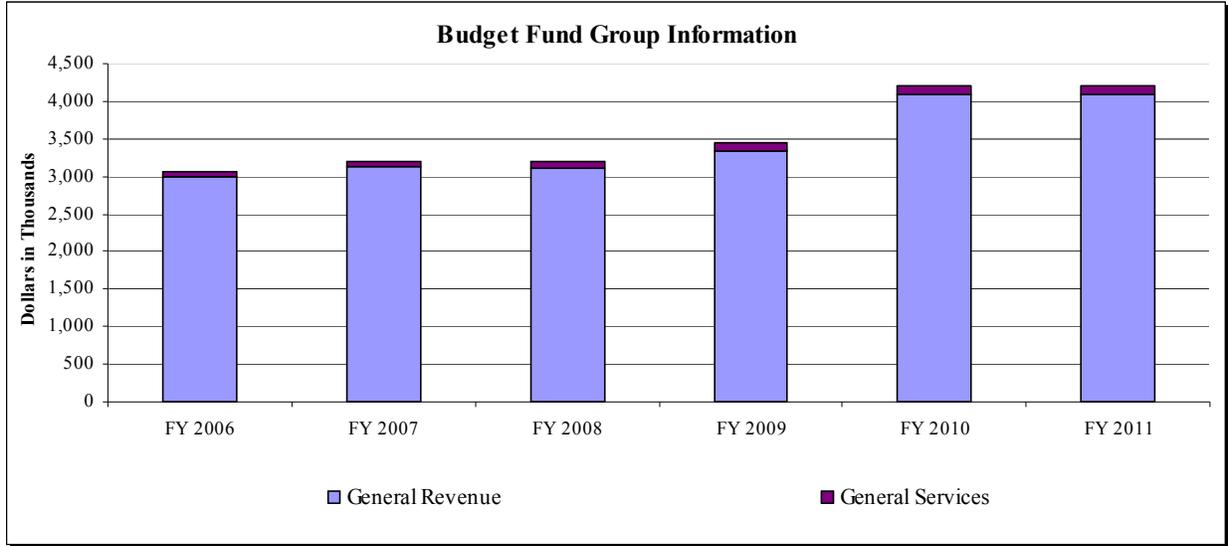
In the fiscal year 2010-2011 biennium, the State Personnel Board of Review (SPBR) will be consolidated into SERB to achieve administrative cost savings. However, SPBR's three-member board will continue to exist as a separate entity within SERB to continue to perform its statutory duties to hear appeals from classified employees and monitor and assist Ohio's approximately 220 municipal civil service commissions and personnel boards.

The three-member boards of both SERB and SPBR are appointed by the Governor for staggered six-year terms. A consolidated staff of 33 employees will assist the boards, with an annual budget of \$4.2 million. Additional information regarding SERB is available at <http://www.serb.state.oh.us/> and at <http://pbr.ohio.gov/> for SPBR.

### **Agency Priorities**

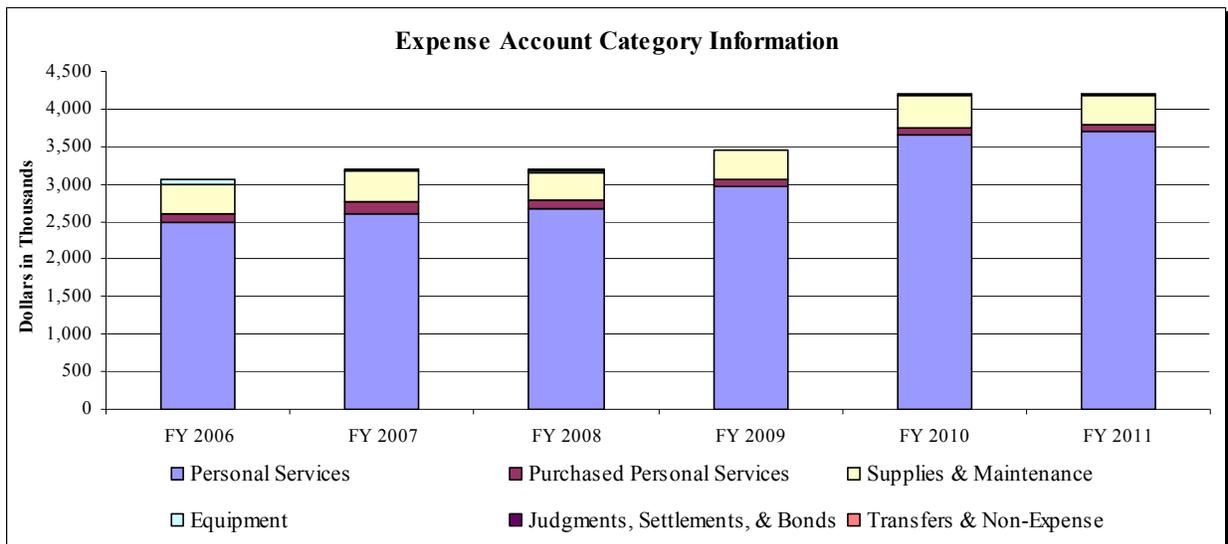
- Promote orderly and constructive relationships between all public employers and employees.
- Maximize efforts to foster collaborative employer-employee relationships by emphasizing mediation processes and training.
- Promote efficiency and public information availability by continuing comprehensive information technology initiatives and building on the current, high level of accessibility that includes online access to clearinghouse data and distribution of the annual *Report on Health Insurance Costs*.
- Administer and enforce the provisions governing collective bargaining in public employment.
- Ensure that the citizens of the State of Ohio are provided with an efficient and high quality civil service system, as contemplated by Article 15, Section 10 of the Ohio Constitution.
- Provide all parties appearing before SPBR with a fair, comprehensive, and impartial review of their respective claims, consistent with Ohio Revised Code Chapters 124 and 4167.
- Monitor and assist Ohio's approximately 220 municipal civil service commissions to ensure the uniform application of Ohio's civil service laws at the municipal level.

**Summary of Budget History and Recommendations**



- In fiscal year 2010, the SERB and SPBR budgets will be consolidated into SERB to achieve administrative cost savings. This is why SERB's budget increases in the fiscal year 2010-2011 biennium. The consolidated General Revenue Fund budget represents a 10.3 percent decrease from fiscal year 2009.

(In Thousands) BUDGET FUND GROUP	ACTUAL			EST.	%	RECOMMENDED			
	FY 2006	FY 2007	FY 2008	FY 2009	FY 08-09	FY 2010	%	FY 2011	%
General Revenue	3,003	3,123	3,106	3,344	7.7	4,091	22.3	4,091	0.0
General Services	52	85	87	107	22.6	105	-1.6	105	0.0
<b>TOTAL</b>	<b>3,055</b>	<b>3,208</b>	<b>3,193</b>	<b>3,451</b>	<b>8.1</b>	<b>4,196</b>	<b>21.6</b>	<b>4,196</b>	<b>0.0</b>



State of Ohio  
**State Employment Relations Board**

(In Thousands) EXPENSE ACCOUNT CATEGORY	ACTUAL			EST.	% CHANGE	RECOMMENDED			
	FY 2006	FY 2007	FY 2008	FY 2009	FY 08-09	FY 2010	% CHANGE	FY 2011	% CHANGE
Personal Services	2,483	2,602	2,675	2,966	10.9	3,646	22.9	3,694	1.3
Purchased Personal Services	116	171	109	90	-17.8	94	4.3	94	0.0
Supplies & Maintenance	386	392	368	394	7.2	436	10.7	386	-11.6
Equipment	69	44	17	0	-100.0	10	100.0	12	26.3
Judgments, Settlements, & Bonds	0	0	22	0	-100.0	0	0.0	0	0.0
Transfers & Non-Expense	0	0	1	0	-100.0	10	100.0	10	0.0
<b>TOTAL</b>	<b>3,055</b>	<b>3,208</b>	<b>3,193</b>	<b>3,451</b>	<b>8.1</b>	<b>4,196</b>	<b>21.6</b>	<b>4,196</b>	<b>0.0</b>

**PROGRAM SERIES 01: Collective Bargaining Act Administration**

This program series administers the Ohio Public Employees' Collective Bargaining Act by performing interfacing functions of investigation, adjudication, education, mediation, and dispute resolution. The board stresses and utilizes mediation at all phases of its work including pre-probable cause findings, elections, and in the hearing process. The program series also includes SPBR duties to hear civil service appeals and monitor and assist municipal civil service commissions and personnel boards.

**Program 01.01: Labor Disputes**

This program assists parties with active labor issues by mediating contract negotiations, investigating and attempting to mediate alleged unfair labor practices, and processing petitions to resolve questions concerning representation. The program also includes SPBR functions to adjudicate civil service appeals from employees of state agencies, state universities, county agencies, and general health districts, as well as monitor and assist municipal civil service commissions and personnel boards.

**The Executive Recommendation will fund the following objectives:**

- Present cases to the SERB board for action within 150 days of filing with the Investigations Section;
- Allow the SERB board to place representation cases on the agenda within 180 days of filing;
- Fund dispute prevention work to avert costly, lengthy negotiations and strikes;
- Support mediation to intervene in contract negotiations as required by statute;
- Allow SPBR to adjudicate hundreds of cases per year filed by employees who have been displaced by removal, layoff, and reorganization;
- Allow SPBR to assist in maintaining the integrity of the civil service system; and
- Allow SPBR to assist municipal civil service commissions to ensure the uniform application of Ohio's civil service laws at the municipal level

FUND				RECOMMENDED	
GROUP	FUND	ALI	ALI NAME	FY 2010	FY 2011
GRF	GRF	125321	Operating Expense	3,410,133	3,410,133
<b>TOTAL FOR PROGRAM</b>				<b>3,410,133</b>	<b>3,410,133</b>

**Program 01.02: Research and Training**

This program helps avoid costly public sector labor disputes by gathering, analyzing, and providing information relating to conditions of employment of public employees throughout the state. SERB fulfills statutory requirements to provide public employer and employee organizations working at all levels of government in Ohio with the information and training needed to comply with the Ohio Public Employees' Collective Bargaining Act and to successfully negotiate collective bargaining agreements.

**The Executive Recommendation will fund the following objectives:**

- Continue to provide training programs and seminars;
- Fund a basic system for electronic submission of contracts and contract information; and
- Analyze public employer labor contracts for information on over 100 separate categories of employment terms.

FUND				RECOMMENDED	
GROUP	FUND	ALI	ALI NAME	FY 2010	FY 2011
GRF	GRF	125321	Operating Expense	680,743	680,743
GSF	5720	125603	Training & Publications	105,000	105,000
<b>TOTAL FOR PROGRAM</b>				<b>785,743</b>	<b>785,743</b>

**LINE ITEM SUMMARY - State Employment Relations Board**

<b>FUND</b>	<b>ALI</b>	<b>ALI NAME</b>	<b>FY 2006 ACTUAL</b>	<b>FY 2007 ACTUAL</b>	<b>FY 2008 ACTUAL</b>	<b>FY 2009 ESTIMATE</b>	<b>FY 2010 RECOMMENDED</b>	<b>% CHANGE</b>	<b>FY 2011 RECOMMENDED</b>	<b>% CHANGE</b>
GRF	125321	Operating Expense	3,002,700	3,123,032	3,105,963	3,343,775	4,090,876	22.3	4,090,876	0.0
<b>TOTAL General Revenue</b>			<b>3,002,700</b>	<b>3,123,032</b>	<b>3,105,963</b>	<b>3,343,775</b>	<b>4,090,876</b>	<b>22.3</b>	<b>4,090,876</b>	<b>0.0</b>
5720	125603	Training & Publications	51,975	85,447	87,075	106,741	105,000	-1.6	105,000	0.0
<b>TOTAL General Services</b>			<b>51,975</b>	<b>85,447</b>	<b>87,075</b>	<b>106,741</b>	<b>105,000</b>	<b>-1.6</b>	<b>105,000</b>	<b>0.0</b>
<b>TOTAL State Employment Relations Board</b>			<b>3,054,675</b>	<b>3,208,479</b>	<b>3,193,038</b>	<b>3,450,516</b>	<b>4,195,876</b>	<b>21.6</b>	<b>4,195,876</b>	<b>0.0</b>