

Budget Brief: Career Service Review Board

SUMMARY

The Career Service Review Board (CSRFB) administers the state’s grievance and appeals process and is a quasi-judicial body that hears final administrative appeals. It hears cases related to decisions about promotions, dismissals, demotions, suspensions, written reprimands, wages, violation of personnel rules, benefits, reductions in force, and abandonment of position. The goal of the program is to resolve grievances at the lowest possible managerial level. The CSRFB has no jurisdiction over classification grievances which are the responsibility of the Department of Human Resource Management.

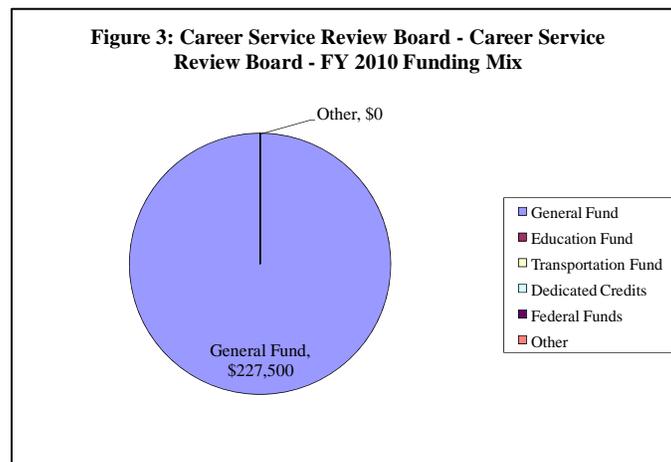
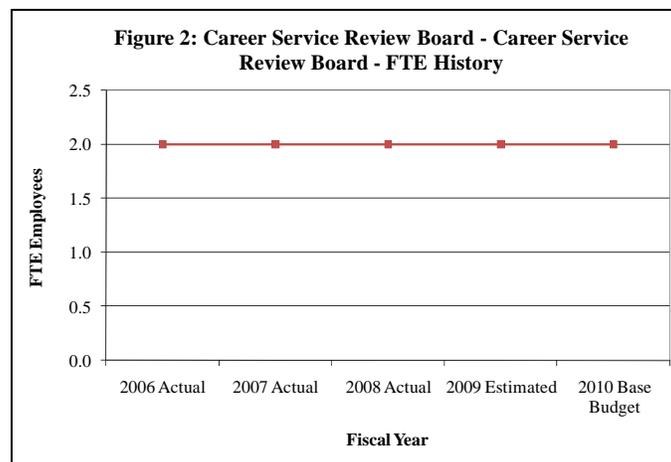
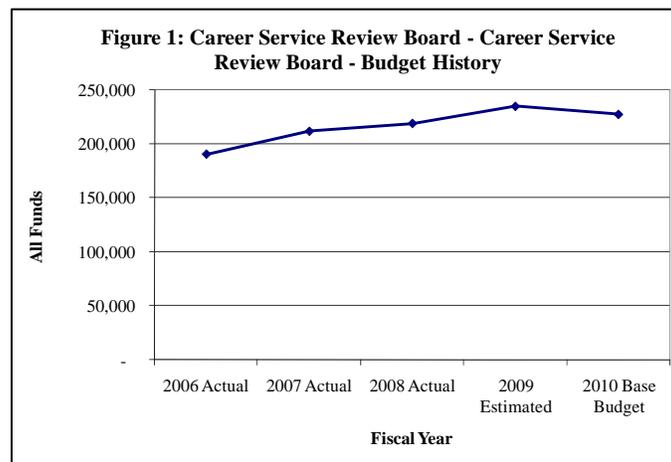
The CSRFB conducts pre-hearing conferences in an attempt to mediate cases which come before them. When necessary they conduct jurisdictional, evidentiary, and appellate levels of adjudications. The CSRFB uses hearing officers under contract. As such the only ongoing salary costs are for the Administrator and a secretary to research, write, and issue legal decisions.

ACCOUNTABILITY DETAIL

Grievances and Hearings

One way of measuring the program’s workload is by tracking the number of grievance cases resolved by year, as shown on the following page. However, other factors such as complexity of cases should be considered. In recent years cases have become more complex as grievants are almost always hiring attorneys. This increases the time and effort required to resolve cases.

The number of grievances increased by 42 percent in FY 2004 but has declined since. Reasons for the FY 2004 increase are uncertain, but the office states that grievances tend to trend upward after multiple years of no or low pay increases. The office is making an effort to reduce the number of grievances heard in an evidentiary hearing (step 5) through mediation and closer scrutiny of grievances. A growing percentage of cases are resolved under mediation, as shown in the chart as “Between 4-5.”



Steps:

2=immediate supervisor level;

3=division/agency director level;

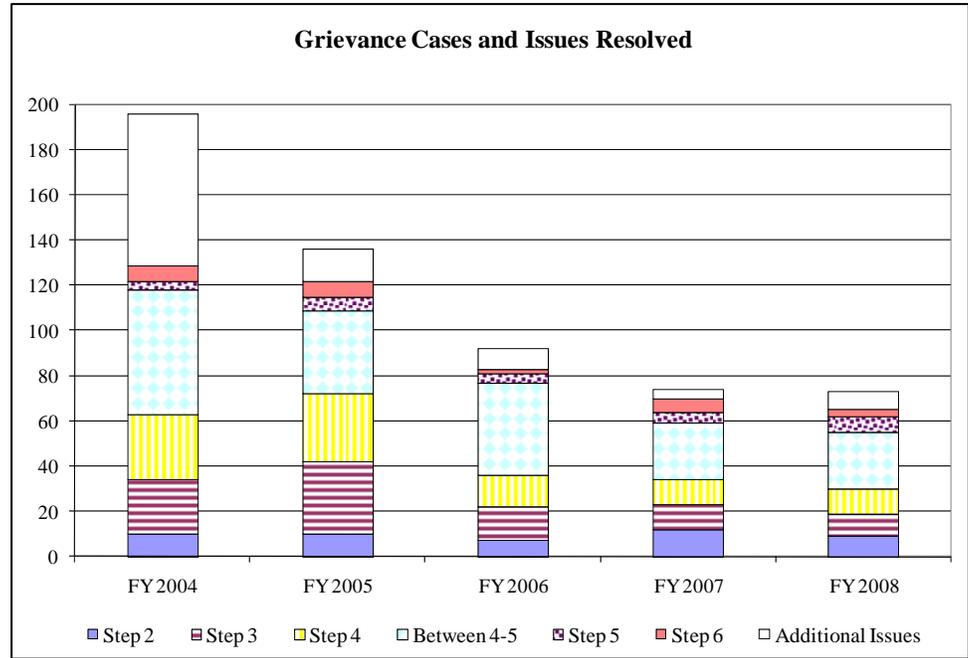
4=department head level;

Between 4-5=mediation forum;

5=evidentiary hearing;

6=appellate review/board;

“Additional Issues”=some cases have multiple issues involved.



BUDGET DETAIL

The Board utilizes funding from the General Fund.

Intent Language

The Analyst recommends the Legislature adopt the following supplemental intent language for Fiscal Year 2009:

Under terms of UCA 63-38-8.1(3), the Legislature intends not to lapse Item 50, Chapter 1, or Item 46, Chapter 371, Laws of Utah 2007. Expenditure of these funds is limited to: Grievance Resolution - \$15,000.

LEGISLATIVE ACTION

The Analyst recommends the consider Legislature adopting:

1. A total FY 2009 base appropriation of \$227,500 for the Career Service Review Board, all from the General Fund.
2. Intent language making the FY 2008 appropriation nonlapsing but limited to uses specified in the language.

BUDGET DETAIL TABLE

Career Service Review Board						
Sources of Finance	FY 2008	FY 2009	FY 2009	FY 2009	FY 2010*	
	Actual	Appropriated	Changes	Revised	Changes	Base Budget
General Fund	228,200	232,500	(5,000)	227,500	0	227,500
General Fund, One-time	0	0	2,500	2,500	(2,500)	0
Beginning Nonlapsing	5,000	0	5,000	5,000	(5,000)	0
Closing Nonlapsing	(5,000)	0	0	0	0	0
Lapsing Balance	(9,100)	0	0	0	0	0
Total	\$219,100	\$232,500	\$2,500	\$235,000	(\$7,500)	\$227,500
Programs						
Career Service Review Board	219,100	232,500	2,500	235,000	(7,500)	227,500
Total	\$219,100	\$232,500	\$2,500	\$235,000	(\$7,500)	\$227,500
Categories of Expenditure						
Personal Services	183,500	190,500	(1,800)	188,700	0	188,700
In-State Travel	0	300	0	300	0	300
Out of State Travel	0	3,400	(3,400)	0	0	0
Current Expense	31,300	34,900	6,700	41,600	(7,500)	34,100
DP Current Expense	4,300	3,400	1,000	4,400	0	4,400
Total	\$219,100	\$232,500	\$2,500	\$235,000	(\$7,500)	\$227,500
Other Data						
Budgeted FTE	2.0	2.0	0.0	2.0	0.0	2.0
Actual FTE	2.0	0.0	0.0	0.0	0.0	0.0