

Jan 12th Brief: Career Service Review Board

SUMMARY

The Career Service Review Board (CSRB) 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 CSRB has no jurisdiction over classification grievances which are the responsibility of the Department of Human Resource Management.

The CSRB 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 CSRB 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.

ISSUES AND RECOMMENDATIONS

Prior Budget Increases

During the 2008 General Session the Legislature approved a budget increase of \$5,000 to train the Administrator and hearing officers.

FY 2009 Special Session Reductions

During the 2008 Special Session the Legislature reduced the Career Service Review Boards' budget by \$7,200 ongoing General Fund. All of this reduction will come from travel and current expenses including the \$5,000 building block for training in FY 2009.

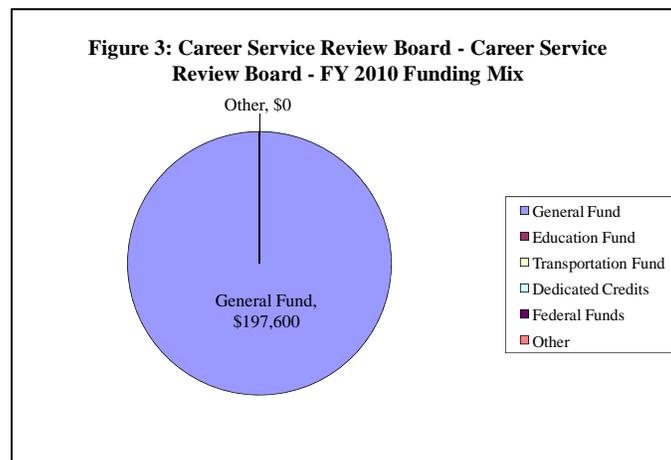
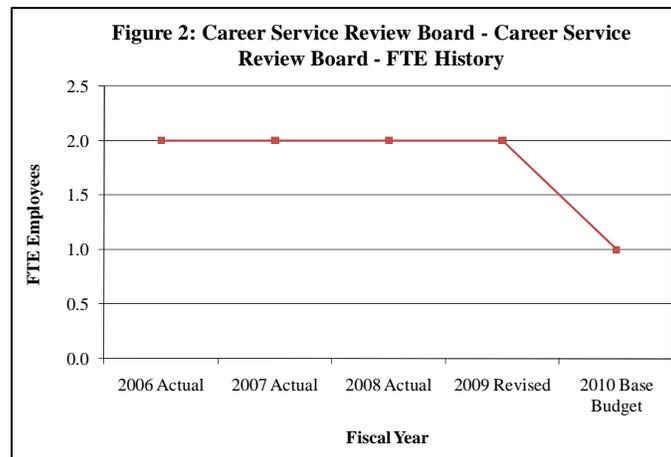
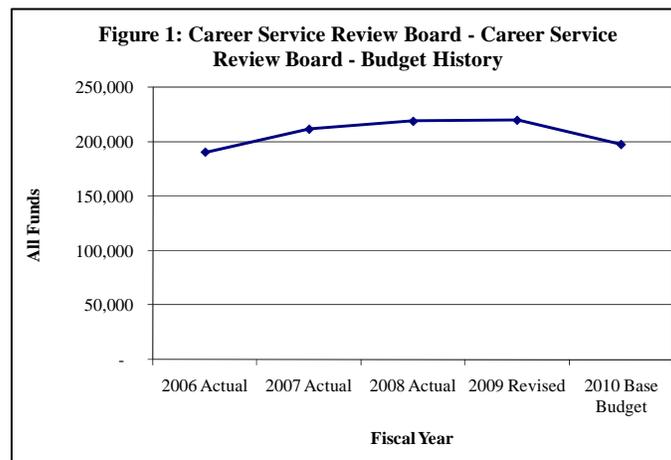
FY 2009 Additional 7.5% Budget Reductions

The Analyst recommends a one-time reduction of \$17,400 General Fund including: \$5,600 in current expenses for hearing officers, transcripts, and other current expenses; and \$11,800 in personnel expenses in FY 2009.

FY 2010 Base Budget Reduction of 15%

The Analyst recommends ongoing budget reductions of \$34,900 General Fund in the following order:

1. \$1,900 from miscellaneous current expenses



CAPITAL FACILITIES AND GOVERNMENT OPERATIONS

2. \$4,400 from transcript current expenses
3. \$5,000 from hearing officer current expenses
4. \$23,600 from personnel (0.5 to 1.0 reduction in FTE)

LEGISLATIVE ACTION

The Analyst recommends the Legislature consider adopting:

1. A FY 2009 one-time 7.5% reduction of \$17,400 from the General Fund
2. A FY 2010 ongoing 15% base budget reduction of \$34,900 from the General Fund

BUDGET DETAIL TABLE

Career Service Review Board								
	FY 2007	FY 2008	FY 2009	7.5%	FY 2009	FY 2010	15%	FY 2010
Sources of Finance	Actual	Actual	Approp	Reduction	Revised	Base	Reduction	Revised
General Fund	218,300	228,200	232,500	0	232,500	232,500	(34,900)	197,600
General Fund, One-time	(200)	0	0	(17,400)	(17,400)	0	0	0
Beginning Nonlapsing	200	5,000	5,000	0	5,000	0	0	0
Closing Nonlapsing	(5,000)	(5,000)	0	0	0	0	0	0
Lapsing Balance	(1,500)	(9,100)	0	0	0	0	0	0
Total	211,800	219,100	237,500	(17,400)	220,100	232,500	(34,900)	197,600
Programs								
Career Service Review Board	211,800	219,100	237,500	(17,400)	220,100	232,500	(34,900)	197,600
	211,800	219,100	237,500	(17,400)	220,100	232,500	(34,900)	197,600
Categories of Expenditure								
Personal Services	174,100	183,500	188,700	(11,800)	176,900	188,700	(23,600)	165,100
In-State Travel	0	0	300	0	300	300	0	300
Current Expense	34,700	31,300	44,100	(5,600)	38,500	39,100	(11,300)	27,800
DP Current Expense	3,000	4,300	4,400	0	4,400	4,400	0	4,400
	211,800	219,100	237,500	(17,400)	220,100	232,500	(34,900)	197,600
Other Data								
Budgeted FTE	2.00	2.00	2.00	0.00	2.00	2.00	(1.00)	1.00
Actual FTE	1.98	2.00	0.00	0.00	0.00	0.00	0.00	0.00

*Does not include amounts in excess of subcommittee's state fund allocation that may be recommended by the Fiscal Analyst.