



CAREER SERVICE REVIEW BOARD

CAPITAL FACILITIES & GOVERNMENT OPERATIONS APPROPRIATIONS SUBCOMMITTEE
 STAFF: RICH AMON AND GARY RICKS

BUDGET BRIEF

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, the board conducts 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.

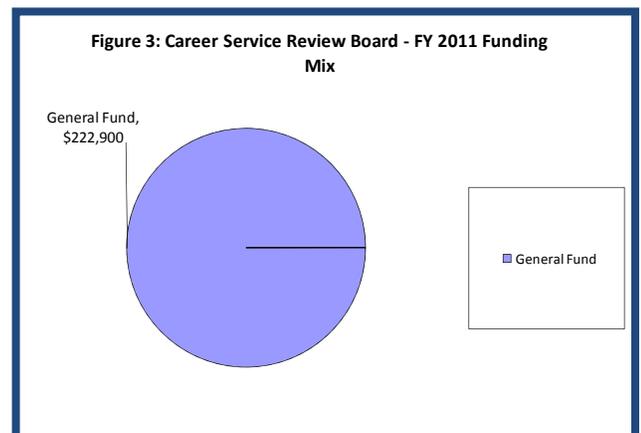
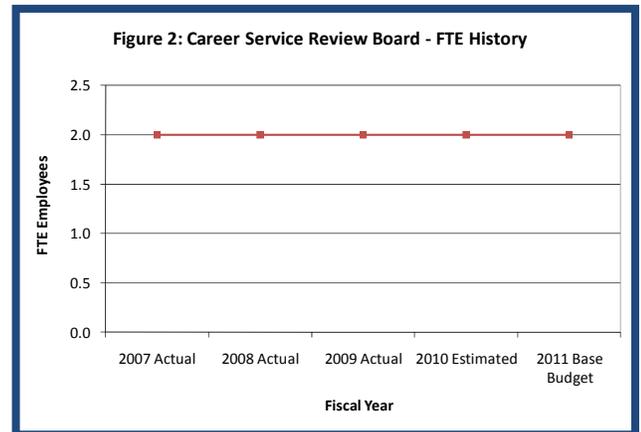
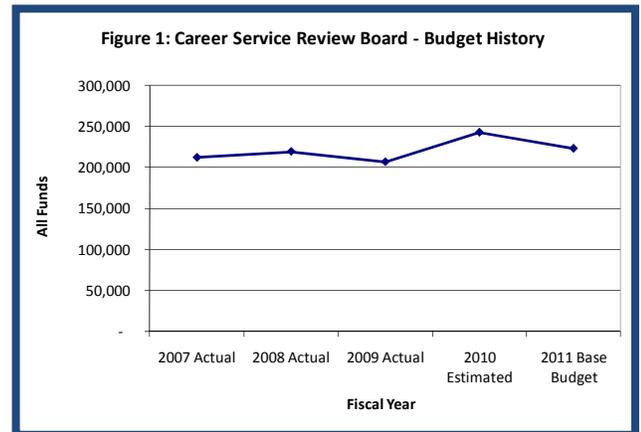
Grievances and Hearings

In recent years, cases have become more complex as grievants are hiring attorneys more frequently. This increases the time and effort required to resolve cases. The board has observed that grievances tend to trend upward after multiple years of no or low pay increases. In FY 2009, CSRB reported 57 Grievance Cases brought forward by 57 employees.

RECOMMENDATIONS

The Executive Appropriations Committee adopted FY 2011 General and Education Fund revenue estimates that are 98 percent of the original FY 2010 ongoing appropriations. The FY 2011 base budget bills (S.B. 1 and H.B. 1) reduce appropriations for all line items and programs proportionately to match revenues. However, the Executive Appropriations Committee allocated 95 percent of the original FY 2010 ongoing appropriations to each subcommittee and directed the subcommittees to compile a list of options equal to a five percent ongoing reduction. The Executive Appropriations Committee will use these options to make final adjustments to the FY 2011 budget.

The Analyst recommends that the Subcommittee approve the FY 2011 Base Budget Funding as the beginning point for subsequent budget adjustments throughout the rest of the 2010 General Session.



BUDGET DETAIL TABLE

Career Service Review Board						
	FY 2009	FY 2010		FY 2010		FY 2011*
Sources of Finance	Actual	Appropriated	Changes	Revised	Changes	Base Budget
General Fund	227,500	227,500	0	227,500	(4,600)	222,900
General Fund, One-time	2,500	0	0	0	0	0
Beginning Nonlapsing	5,000	0	15,000	15,000	(15,000)	0
Closing Nonlapsing	(15,000)	0	0	0	0	0
Lapsing Balance	(13,500)	0	0	0	0	0
Total	\$206,500	\$227,500	\$15,000	\$242,500	(\$19,600)	\$222,900
Line Items						
Career Service Review Board	206,500	227,500	15,000	242,500	(19,600)	222,900
Total	\$206,500	\$227,500	\$15,000	\$242,500	(\$19,600)	\$222,900
Categories of Expenditure						
Personnel Services	187,000	188,700	(2,700)	186,000	2,700	188,700
In-state Travel	0	300	100	400	(100)	300
Current Expense	16,300	34,000	17,700	51,700	(22,300)	29,400
DP Current Expense	3,200	4,500	(100)	4,400	100	4,500
Total	\$206,500	\$227,500	\$15,000	\$242,500	(\$19,600)	\$222,900
Other Data						
Budgeted FTE	2.0	2.0	0.0	2.0	0.0	2.0

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