

MINUTES OF THE HOUSE COMMITTEE ON LABOR AND INDUSTRY.

The meeting was called to order by Chairman David Heinemann at 9:00 a.m. on February 7, 1994, in Room 526-S of the Capitol.

All members were present except: Representative Edlund (excused)
Representative Garner (excused)
Representative Hayzlett (excused)
Representative Packer (excused)

Committee staff present: Jerry Ann Donaldson, Legislative Research Department
Kay Scarlett, Committee Secretary

Conferees appearing before the committee:

Jessie Cornejo, American Federation of State, County & Municipal Employees
Robert S. Wing, Kansas State Council of Fire Fighters
Brad Avery, Public Employees Service Organization
Patricia E. Baker, Kansas Association of School Boards
Gerry Ray, Johnson County Board of Commissioners and the City of Overland Park
Chris McKenzie, The League of Kansas Municipalities
Jim Reardon, Kansas Association of Counties

Others attending: See attached list

Continuation of Hearing on HB 2454 - Public employer-employee relations law, local government option.

Jessie Cornejo, President and Executive Director of Kansas Public Employees Council 64 of the American Federation of State, County and Municipal Employees union, AFL-CIO, testified in support of HB 2454 to remove the local option portion of the Public Employer Employee Relations Act. They feel local public employees deserve the same rights and privileges that state employees have had for many years. (Attachment 1)

Robert S. Wing, a Captain with the Fire Department of the City of Kansas City, Kansas, and President of Local 64 of the International Association of Fire Fighters and the Kansas State Council of Fire Fighters, testified in support of HB 2454. As president of the state council, he has dealt with labor organizations and public employers who are not subject to PEERA, as well as public employers who have elected coverage under the act. Where there is no procedure for collective bargaining, investigation of prohibited practices, or impasse resolution, there is no vehicle for the public employer and employee organization to resolve their differences. (Attachment 2)

In support of HB 2454, Brad E. Avery, Public Employees Service Organization, outlined how the Public Employer Employee Relations Act works. If a group of employees elects to organize, both sides must meet and confer in good faith with the intention of reaching agreement. However, there is no requirement that an agreement actually be reached. Mediation and fact-finding procedures are available upon impasse, but the final decision regarding the contract at the local level is made by the governing body. Negotiation and the principal of cooperation generally work better at the local level than at the state level. Mr. Avery pointed out that employees who are satisfied with their conditions of employment do not organize. (Attachment 3)

Patricia E. Baker, Associate Executive Director and General Counsel, Kansas Association of School Boards, appeared in opposition to the passage of HB 2454. Their members support the concept of local control that allows school boards to use locally appropriate means of communication with classified employees to determine terms and conditions of employment. However, if it is the will of the committee and the legislature

CONTINUATION SHEET

MINUTES OF THE HOUSE COMMITTEE ON LABOR AND INDUSTRY, Room 526-S Statehouse, at 9:00 a.m. on February 7, 1994.

that boards of education be required to engage in formal negotiations at the request of the classified employees, KASB asks that the Public Employer Employee Relations Act and the Professional Negotiations Act be examined to create a single procedure to conduct negotiations with public employees. One acceptable negotiations law should be applied to all public employees. (Attachment 4)

Gerry Ray testified in opposition to HB 2454 on behalf of the Johnson County Board of Commissioners and the City of Overland Park. They oppose the bill because it is an encroachment, by the State, in an area that should remain under the authority of the local employer. Decisions on employee-employer relations in the public sector should be left to local officials. (Attachments 5a and 5b)

Chris McKenzie, Executive Director, The League of Kansas Municipalities, testified in opposition to HB 2454. Elected city officials of Kansas believe this is essentially a matter of home rule and local self-determination, and that state government should not intervene in local employee relations by mandating the procedures and requirements for dealing with employees and their organizations. The League actively supported the passage of PEERA in 1972 with the local option provision for those cities and counties which elect to come under the act in order to take advantage of the procedures and processes established by PEERA. As additional administrative costs would accompany this mandate, it would fall into the category of being yet another unfunded mandate. (Attachment 6)

Jim Reardon, Director of Legal Services, Kansas Association of Counties, appeared in opposition to HB 2454. The Kansas Association of Counties supports the concept of home rule and self-determination. Most county governments are very responsive to their employees' needs. They feel that HB 2454 would thrust the state into an unnecessary and unwarranted incursion into local employee relationships. (Attachment 7)

Vice Chairman Lane closed the hearing on HB 2454. He called the committee's attention to the Fiscal Note on HB 2454 dated February 24, 1993, that was included with their handouts. (Attachment 8)

The meeting adjourned at 10:00 a.m. The next meeting is On Call of the Chair.

GUEST LIST

COMMITTEE: HOUSE LABOR AND INDUSTRY

DATE: 2-7-94

[illegible]

HB 2454
PUBLIC EMPLOYEES
LOCAL OPTIONS

FEBRUARY 02, 1994
9:00 A.M.

BY: JESSIE CORNEJO

House Labor and Industry
Attachment 1
2-7-94

HOUSE, LABOR, & INDUSTRY COMMITTEE

Good morning, my name is Jessie Cornejo. I am President/ Executive Director of Kansas Public Employees Council 64 of the American Federation of State, County and Municipal Employees union, AFL-CIO; testifying on behalf of our 1.3 million members nationwide and the 4,000 public workers we represent in Kansas. I will keep my testimony brief as I know there are many people to hear from in a short period of time.

I want to thank the committee for the opportunity to appear before you on HB 2454; which will delete from PEER ACT that section which denies employees of political sub-divisions of the state the same rights and privileges that state employees and all employees of private business have had for many years. This section says that the governing body of the local government unit must vote to have the provisions of the Public Employer Employee Relations Act extended to the citizens of Kansas that they employ, there is no other class of workers in the state of Kansas that this basic right is controlled to this degree by their employer.

Kansas Public Employees Council 64, AFSCME, AFL-CIO is a union that has been representing public employees in Kansas since they 1950's. We were a supporter of this law when it was passed by the Legislature in the early 1970's, even then, we urged the Legislature to extend the Act to all public employees in Kansas.

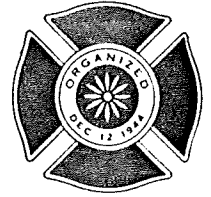
It has been our experience since the PEER ACT was adopted, approximately twenty {20} years ago, that many cities, counties and other political sub-divisions at the State of Kansas refuse to allow their employees to have the same rights as their family members, neighbors and most other citizens enjoy.

They are denied the right to have a collective voice in their future.

It is time the Kansas Legislature recognize and give these citizens the rights they've been denied for so long.

"PROGRESS THROUGH UNITY"

KANSAS STATE COUNCIL OF FIRE FIGHTERS



Affiliated With
INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS • KANSAS STATE FEDERATION OF LABOR • CENTRAL LABOR BODIES

February 2, 1994

TESTIMONY OF ROBERT S. WING

IN SUPPORT OF HOUSE BILL NO. 2454

BEFORE THE COMMITTEE ON LABOR AND INDUSTRY

My name is Robert S. Wing. I am an employee of the Fire Department of the City of Kansas City, Kansas. I hold the rank of Captain. I am also President of Local 64 of the International Association of Firefighters and the Kansas State Council of Firefighters. I am testifying today as a representative of the State Council of Firefighters in support of House Bill No. 2454.

It is my understanding that this Bill would remove the local option from the provisions of the Public Employee Relations Act. In my duties as State Council President, I have dealt both with labor organizations and public employers who are not subject to the provisions of PERA as well as public employers who have

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elected coverage under this statute. I have been involved in all facets of labor relations matters involving these employers including initial organizing campaigns, collective bargaining, impasse resolution, fact-finding and prohibited practice matters.

The City of Kansas City, Kansas has elected coverage under PERA. In my duties as Local Union President, I have had the opportunity to utilize the provisions of this statute. I have filed representation matters and prohibited practice complaints. I have also utilized the fact-finding procedures of the statute. In all of my dealings with my employer, the provisions of this statute have led to a successful resolution of all disputes. There has never been a work stoppage or disruption of service to the citizens of Kansas City, Kansas since the City has elected coverage under PERA.

I have been involved in other labor management matters with public employers who have not elected coverage under the statute. Quite simply, many of these matters have not been resolved. Where there is no procedure for collective bargaining, investigation of prohibited practices, or impasse resolution, there is no vehicle for the public employer and employee organization to resolve their differences. Tempers flare, employee morale suffers, and the potential for work stoppages or disruption of services

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increases. The parties resort to media accusations, personal attacks, and political maneuverings in an attempt to resolve matters that should be reserved for the bargaining table.

The purpose of the PERA statute is to promote stability in labor relations matters between public employers and their employees. I believe that this statute has been successful in achieving those goals for those employers who have elected coverage. However, the local option has effectively precluded stability in labor relations for most municipalities and other local governments in our State. Public employees of employers who have not elected coverage have no vehicle to seek their legitimate right to organize and collectively bargain.

Removal of the local option to not elect coverage will not lead to any great hardship by these local government entities. PERA sets forth only minimum rights for public employees to organize and collectively bargain. The public employer retains ultimate control to approve any proposals submitted by the employee organization. I know of no situation where any public employer in our State who has elected coverage under the statute has suffered any work stoppage.

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In summary, PERA has proven to be successful and effective legislation for those employers who have elected its coverage. It has well served the public employers and public employees who work together under these provisions. It is now time that the provisions of this statute be extended to all public employers, public employees, and citizens of our State. Therefore, the Kansas State Council of Firefighters supports House Bill No. 2454 and urges its passage.

I will be happy to answer any questions that the Committee might have concerning my testimony.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "Robert S. Wing", with a stylized flourish at the end.

Robert S. Wing
On behalf of the Kansas State
Council of Firefighters

COMMENTS OF BRAD E. AVERY
PUBLIC EMPLOYEES SERVICE ORGANIZATION
ON HB 2454

HOW THE PUBLIC EMPLOYER EMPLOYEE RELATIONS ACT WORKS:

I) BARGAINING UNIT ESTABLISHED BY PERB

a) based on assorted factors stated within statute and regulations of the Public Employee Relations Board (PERB), but it most often comes down to how much the employees have in common, e.g. in a local unit of government it is common to have the following types of groups as bargaining units: clerical employees, service and maintenance employees, law enforcement employees and fire protection.

b) size and scope of unit is negotiable; PERB will almost always establish a group agreed upon by the parties.

c) not every employee is eligible to be part of the unit, even if he or she is performs the same work. Supervisory employees and those regarded as "confidential" are not regarded as "public employees" for the purposes of the Act and therefore can't be part of the unit.

II) SHOWING OF INTEREST

a) in order to conduct an election, an employee organization must demonstrate that at least 30 percent of the employees in the bargaining unit have enough interest in conducting an election.

b) showing of interest can be accomplished by

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(2)

turning into PERB cards or petitions with the signatures of the required 30 percent.

c) PERB will verify the validity of showing of interest with a list of employees provided by the employer.

d) Doesn't have to be formal organization like KAPE or AFSCME; petition for bargaining unit, showing of interest and election can be done by five or more employees.

III) ELECTION

a) depending on how many employee organizations have sought designation as the "recognized employee organization" the ballot will look like this:

EMPLOYEE ORGANIZATION "A"

EMPLOYEE ORGANIZATION "B"

NO REPRESENTATION

b) voting list eligibility determined by PERB

c) conducted by PERB through secret ballot; result is determined by a majority of those actually voting.

IV) BARGAINING

a) stated duty is to meet and confer in good faith with the intention of reaching agreement.

b) no requirement that agreement actually be reached.

c) mediation and fact-finding procedures available upon impasse; final decision regarding the contract at local level is made by the governing body.

d) generally works better at the local level than at the state level. Local units seem to have less difficulty adhering to the principal of cooperation than does the state and are usually more flexible.

V) ENFORCEMENT

a) for the employer there is a laundry list of prohibited practices listed in K.S.A. 75-4333(b). Basic requirements are that as a local body of government you can't prevent employees from attempting to organize and you must show good faith in the bargaining effort.

b) for the employee organization there is also a laundry list, but the main requirement is that you cannot strike.

c) Kansas Supreme Court has held that this requirement does not apply unless the local body has recognized PEERA.

VI) POINTS TO REMEMBER

a) employees satisfied with their conditions of employment do not organize. Most often, they will seek out an outside organization to represent them. A group such as KAPE will not generally assist them unless there are a sufficient number of individuals within the unit willing to pay dues. If the so called employee councils referred to in prior testimony are really working, those employees won't be organized.

b) the factors which seem to guide most public employers opposition to PEERA are fear and ignorance. They fear a loss of control and have little knowledge of how the process is conducted.

c) there is no rational distinction to be made in terms of bargaining rights between teachers and other public employees.



TESTIMONY ON HOUSE BILL NO. 2454
BEFORE THE HOUSE COMMITTEE ON LABOR AND INDUSTRY

by

PATRICIA E. BAKER
ASSOCIATE EXECUTIVE DIRECTOR/GENERAL COUNSEL
KANSAS ASSOCIATION OF SCHOOL BOARDS

February 2, 1994

Mr. Chairman and members of the committee, on behalf of the unified school boards of education which are members of the Kansas Association of School Boards, we wish to express our opposition to the passage of H.B. 2454.

The current provisions of the Public Employer-Employee Relations Act recognize the advisability of the governing body determining whether the provisions of the Act are the proper forum for communication with its classified employees. Our members support the concept of local control that allows the board to use locally appropriate means of communication with classified employees to determine terms and conditions of employment.

We therefore urge the continuation of the local option portions of the Public Employer-Employee Relations Act. The elected board of education representing all staff, students, taxpayers, and patrons is in the best position to determine the appropriate form of communication to determine local conditions of employment.

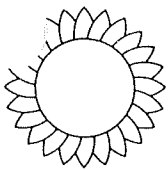
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In addition, we believe that more formal bargaining procedures with classified staff would take away from other educational pursuits being considered by many local school districts. At a time when districts are considering educational reforms and restructuring, improvement in performance, and outcomes accreditation, additional formal negotiations may take away from or impede such activities.

In the alternative, if it is the will of this committee and the legislature that boards of education be required to engage in formal negotiations at the request of their classified employees, then we should examine the Public Employer-Employee Relations act and the Professional Negotiations Act and create a single procedure to conduct negotiations with classified and professional public employees. We believe that ease of administration and consistency of all employees covered by the same negotiation rules would result in more consistent application. One set of rules for teachers and another set for classified employees may lead to confusion and additional frustration and expense.

In closing, we urge the committee to oppose H.B. 2454, or in the alternative, if it is the will of this committee and the legislature to engage in bargaining with all public employees, that one acceptable negotiations law be applied to all public employees.

Thank you for your consideration in this matter.



Johnson County
Kansas

FEBRUARY 2, 1994

HOUSE LABOR AND INDUSTRY COMMITTEE

HEARING ON HOUSE BILL 2454

TESTIMONY OF GERRY RAY, INTERGOVERNMENTAL COORDINATOR
JOHNSON COUNTY BOARD OF COMMISSIONERS

Mr. Chairman, members of the Committee, my name is Gerry Ray, representing the Johnson County Board of Commissioners. I am appearing today to express the County's opposition to House Bill 2454.

The bill removes the authority of counties and cities to make decisions on recognizing employee organizations. The Commission opposes the bill because it is an encroachment, by the State, in an area that should remain under the authority of the County as the employer. Decisions on employee/employer relations in the public sector should be left to the local people to make.

About ten years ago, Johnson County contracted with the Hay Company to develop a pay plan for the county that is fair and equitable. When it was determined some positions were being paid too high and some to low, the appropriate adjustments were made. No one's salary was reduced, the adjustments were made over an extended period of time by modifying salary increases.

The County also has an grievance procedure that begins with the immediate supervisor, through the department head, the division director and finally with a committee made up of the County elected officials. After those administrative remedies are exhausted, the aggrieved employee has the option of going to the district court.

Johnson County is committed to providing the highest level of service at the lowest cost possible. Our citizens expect and deserve to receive these services without any potential interruption or unnecessary costs. We believe the current system works and urge the Committee to defeat House Bill 2454.

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City Hall • 8500 Santa Fe Drive
Overland Park, Kansas 66212
913/381-5252 • FAX 913/381-9387

Testimony of Gerry Ray, City of Overland Park

House Labor and Industry Committee

Hearing on House Bill 2454

February 2, 1994

Mr. Chairman, members of the Committee, my name is Gerry Ray, representing the City of Overland Park, and presenting testimony in opposition to House Bill 2454.

The bill would eliminate the authority of city officials to make their own determinations on the acceptance of employee organizations. The Overland Park officials feel this would have a negative impact on their ability to manage the city government in a way that produces results that are best suited to that community.

The city has an equitable pay plan and a reasonable benefit package that serves the employees well and utilizes the city's tax dollars in a prudent manner. Additionally, the city has a grievance process that includes the various levels of management to assure the aggrieved employee will have ample opportunity to find a solution to the problem.

Overland Park is a well managed city, that has a low employee turnover. It is unnecessary for the State to intervene in what is a strictly local affair. The passage of HB 2454 can cause a "we and they" relationship to develop between the employees and the city management and reduce the ability of the city to achieve the results it now enjoys. In other words, the current method is working and there is no need to make changes.

The City of Overland Park respectfully requests the Committee to recommend against the passage of House Bill 2454.

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THE LEAGUE OF KANSAS MUNICIPALITIES

AN INSTRUMENTALITY OF KANSAS CITIES 112 W. 7TH TOPEKA, KS 66603 (913) 354-9565 FAX (913) 354-4186

Memo

TO: House Committee on Labor and Industry

FROM: Chris McKenzie, Executive Director

DATE: February 7, 1994

RE: Proposed New State Mandate Of Coverage of All Local Units Under the Kansas Peer Act--HB 2454

I appreciate the opportunity to appear today on behalf of the League's 540 member cities in opposition to HB 2454. This bill would repeal subsection (c) of K.S.A. 75-4321, thus eliminating the local option provision which has been in the Kansas Public Employer-Employee Relations (PEER) Act since its enactment in 1972. The effect of this mandate would be to require the formation of employee organizations under PEER in all governmental units, and to require the governing bodies of these units to meet and confer with such "recognized employee organizations". We also interpret the thrust of the act as effectively nullifying any locally-established employee relations procedures other than under the Kansas PEER Act.

There are two sections of the League's convention-adopted "Statement of Municipal Policy" dealing with this basic issue. These sections provide as follows:

"The governing bodies of cities should have full authority to establish comprehensive personnel programs, including authority to determine hours of work, compensation, overtime, leave policies, residency requirements, training requirements, fringe benefits, promotion, firing and all other terms, conditions and qualifications of city employment. We urge local governing bodies to adopt comprehensive personnel programs and policies, including grievance procedures, which are fair to employees, respect their legal rights, protect the public interest and are consistent with adopted policies of affirmative action."

"The state and federal government should not intervene in local government employee relations. Neither should city officials, employees or employee organizations seek state or federal legislative determination of such local affairs. Because personnel management must remain a local responsibility, we oppose any federal or state legislation which would mandate collective bargaining or the recognition of employee organizations. The local option provisions of the Kansas public employer-employee relations law (PEER act) should be retained."

The elected city officials of Kansas believe the matter before you is essentially a matter of home rule and local self-determination, and that state government should not intervene in local employee relations by mandating the procedures and requirements for dealing with employees and their organizations. The League was active in the development of the PEER Act and actively supported its passage, with the inclusion of the local option provision. The League's policy position at that time was taken after thoughtful consideration. We believed that some cities and counties would elect to come under the law, in order to take advantage of the procedures and processes established by the PEER Act, as has occurred. We also believed, at that time, that

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some local units would not elect to come under the act, for a variety of reasons, including the disinterest of their employees, the absence of need, the attitude of the general public, or the desire to establish a local process separate and distinct from the state act.

We do not believe circumstances have changed in this regard since 1972. We respectfully suggest that locally elected governing bodies are responsive to community needs and interests, and recognize the need to have good employee relations. In fact, municipal organizations have undergone significant change in recent years to reflect recent developments in the area of total quality management (TQM) and other areas. We suggest to you that if local employees find it difficult or impossible to convince their locally elected governing body to come under the PEER Act, one can question whether the state legislature should take it upon itself to mandate the inclusion of that local unit within the PEER Act.

We remind you that the bill applies to public employers, not private businesses. In our judgment, the state has fulfilled its responsibilities to the public, and to local public employers and public employees, by making the PEER Act available. We believe the public policy decision as to whether a local government is within or without the PEER Act should continue to be a local government decision, based on local conditions.

Finally, since additional administrative costs would accompany this mandate, it would fall into the category of being yet another unfunded mandate. Municipal taxpayers simply cannot afford any more unfunded state or federal mandates. We also would suggest that the fiscal impact on state government of having 627 cities participate in the PEER process could be dramatic and negative as well, but we do not believe a fiscal note has yet been prepared on the bill.

Thank you for your consideration.

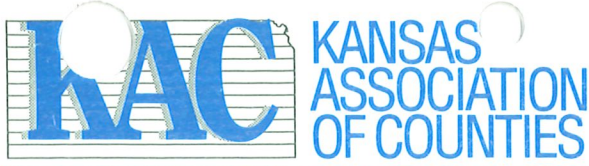
Cities and Counties Under the PEER Act January, 1994

Cities (15)

Burlington (may have no organization), Chanute, Coffeyville, Derby, Ellis, Hays, Hutchinson, Junction City, Kansas City, Manhattan, McPherson (may have no organization), Osawatomie, Russell (may have no organization), Topeka and Wichita

Counties (10)

Ellis, Geary, Norton, Phillips, Reno, Russel, Saline, Sedgwick, Shawnee, Wyandotte



"Service to County Government"

215 S.E. 8th
Topeka, Kansas 66603-3906
(913) 233-2271
FAX (913) 233-4830

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Nemaha County Register of Deeds
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Geary County Commissioner
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(913) 762-4748

NACo Representative

Marjory Scheufler
Edwards County Commissioner
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Kinsley, KS 67547
(316) 995-3973

Darrell Wilson
Saline County Sheriff
300 W. Ash
Salina, KS 67401
(913) 826-6500

Executive Director

John T. Torbert, CAE

To: House Committee on Labor & Industry

From: Jim Reardon
Director of Legal Services

Date: February 7, 1994

RE: HB 2454

KAC appears in opposition to HB 2454. This bill would remove the local option provisions of the Kansas public employer-employee relations (PEER) Act and substitute a state-mandated collective bargaining requirement.

Local governing bodies accept the basic premise of the Act that:

"the people of this state have a fundamental interest in the development of harmonious and cooperative relationships between government and its employees..."

Local governing bodies are committed to the purposes of the act:

1. "...to obligate public agencies, public employees and their representatives to enter into discussions with affirmative willingness to resolve grievances and disputes relating to conditions of employment acting within the framework of law."
2. "....providing a uniform basis for recognizing the right of public employees to join organizations of their own choice, or to refrain from joining, and be represented by such organizations in their employment relations and dealings with public agencies."

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The PEER Act already establishes basic ground rules for:

1. Recognition of employee representation units.
2. The election of union or employee organizations to represent employees within a bargaining unit.
3. Rules of conduct or prohibited practices.
4. Dispute resolution procedures.

Under the PEER Act, local governing bodies are given two options:

1. Whether to elect coverage under the PEER Act.
2. If coverage is elected, whether to adopt procedures for recognizing appropriate bargaining units.

HB 2454 would deny those options to county employers. Further, it would nullify the numerous locally established employee relations policies and procedures county employers have implemented.

The PEER Act seems to be working effectively the way it is.

Most county governments are very responsive to their employees needs. The vast majority of our counties have implemented uniform personnel policies, improved salary scales and working conditions, and cultivated good working relationships with their employees. Nine of our county governments, including most of the populous counties, have chosen coverage under the PEER Act for bargaining purposes.

KAC supports the concept of home rule and self determination. We feel that HB 2454 would thrust the state into an unnecessary and unwarranted incursion into local employee relationships.

Thank you for your consideration of our concerns.

STATE OF KANSAS



DIVISION OF THE BUDGET

Room 152-E
State Capitol Building
Topeka, Kansas 66612-1504
(913) 296-2436
FAX (913) 296-0231

Joan Finney
Governor

Gloria M. Timmer
Director

February 24, 1993

The Honorable David Heinemann, Chairperson
Committee on Labor and Industry
Statehouse, Room 112-S
Topeka, Kansas 66612

Dear Representative Heinemann:

SUBJECT: Fiscal Note for HB 2454 by House Committee on Labor
and Industry

In accordance with KSA 75-3715a, the following fiscal note
concerning HB 2454 is respectfully submitted to your committee.

Current law provides for local units of government, by a majority vote of the governing body, to bring the local unit under the provisions of the Public Employer-Employee Relations Act. The election to do so remains in effect until rescinded, also by majority vote of the governing body. HB 2454 would delete this local option. The effect would be to make the provisions of the Public Employer-Employee Relations Act applicable to all state and local public employees in the state, because the remaining provisions of the law reference all public employees.

The Kansas Department of Human Resources indicates that under current law, only 13 cities, 10 counties, one school district and two special boards have elected coverage under the act. With all local units of government required to come under the act, the Department anticipates that its workload in administering the act, involving employee unit determination hearings and electing, would increase significantly.

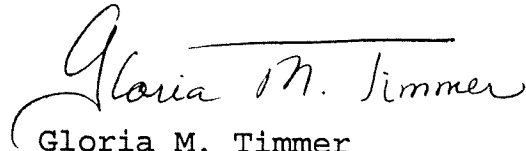
The Department estimates the fiscal effect of this legislation to be \$268,210 for 6.0 FTE positions and related costs to be borne by the State General Fund. The estimate includes 4.0 FTE Labor Conciliator positions and 2.0 FTE Keyboard Operator I positions, for a total salary cost of \$159,643. In addition, \$108,567 for

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The Honorable David Heinemann, Chairperson
February 24, 1993
Page 2

other operating expenditures would be incurred, including \$15,000 for one-time capital outlay expenditures and \$15,192 for administrative overhead. These costs would be in addition to the expenditures included in the *FY 1994 Governor's Budget Report*.

Sincerely,

A handwritten signature in cursive script that reads "Gloria M. Timmer". The signature is written in dark ink and is positioned above the printed name and title.

Gloria M. Timmer
Director of the Budget

cc: Sid Snider, Department of Human Resources
Nancy Echols, Division of Personnel Services
Pat Higgins, Department of Administration

2454.fn