



**149th GENERAL ASSEMBLY
FISCAL NOTE**

BILL:	HOUSE BILL NO. 447
SPONSOR:	Representative Mitchell
DESCRIPTION:	AN ACT TO AMEND TITLE 19 OF THE DELAWARE CODE RELATING TO POLICE OFFICERS' AND FIREFIGHTERS' EMPLOYMENT RELATIONS ACT.

Assumptions:

1. This Act becomes effective upon the signature of the Governor.
2. This Act moves all police officers and firefighters employed by the State and its political subdivisions under the jurisdiction of the Police Officers' and Firefighters' Employment Relations Act.
3. This Act affects employees in collective bargaining units 9, 10, and 11.
4. Because these employees are in terms and conditions units included in merit compensation units, this Act increases the number of compensation bargaining units. This Act would require the Department of Human Resources to conduct collective bargaining with five (5) additional individual units for compensation and manage the work (grievances, Unfair Labor Practices, etc.) that accompany new bargaining units.
5. Because each unit will be able to bargain for compensation separately and each unit may vary significantly, any increased costs associated with the actual bargaining agreements in future years are indeterminable.
6. In order to accommodate the additional workload, the Department of Human Resources anticipates the need for 1.0 FTE, Senior Labor Relations and Employment Practices Specialist, and associated personnel costs of \$92,356, including other employment costs and health insurance.

Cost:

Fiscal Year 2019: \$92,356

Fiscal Year 2020: \$92,356

Fiscal Year 2021: \$92,356

Prepared by Ruth Ann Jones
Office of the Controller General