149th GENERAL ASSEMBLY
FISCAL NOTE

BILL:	**HOUSE BILL NO. 96**
SPONSOR:	**Representative Mulrooney**
DESCRIPTION:	**AN ACT TO AMEND TITLES 19 AND 29 OF THE DELAWARE CODE AND CHAPTER 298, VOLUME 80 OF THE LAWS OF DELAWARE RELATING TO COLLECTIVE BARGAINING FOR STATE EMPLOYEES.**

Assumptions:

1. This Bill would become effective upon the signature of the Governor.
2. This Bill requires that compensation be considered during collective bargaining negotiations for any employee groups represented by a certified labor organization. The Bill also eliminates any deadline for reaching an agreement related to compensation.
3. Currently, the Office of Management and Budget's (OMB) Human Resources Management (HRM) section staff of three (3) Senior Labor Relations and Employment Specialists participant in 12 to 15 contract negotiations proceedings annually.
4. OMB projects the full impact of this Bill could require annual negotiation with each of the over 40 current union groups. OMB, thereby, anticipates additional operational impacts to implement this legislation in their Human Resources Management section and in PHRST, the State's payroll and human resources software. The estimated full impact includes:

   Human Resources Management

   a) $100,000 for legal fees related to dispute resolution and other legal proceedings that result from the anticipated increase in contract negotiations.

   b) $475,270 for five (5) Senior Labor Relations and Employment Practices Specialists, their materials, supplies, and computer expenses. These positions' job responsibilities will focus solely on labor relations, which are anticipated to increase with this legislation.

   PHRST

   c) $236,861 for two (2) HR Specialist V and one (1) Information systems support specialist position and their related computing supplies and materials to update and maintain changes to the payroll system for additional pay grades and pay plans resulting from this legislation.

5. This fiscal analysis assumes less than the full impact of all compensation negotiations occur each year, requiring approximately half the above staffing, legal fees and material needed annually.

Cost:

FY 2018:	$ 494,727
FY 2019:	$ 494,727
FY 2020:	$ 494,727

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