



**151st GENERAL ASSEMBLY
FISCAL NOTE**

BILL:	HOUSE BILL NO. 435
SPONSOR:	Representative Lambert
DESCRIPTION:	AN ACT TO AMEND TITLE 19 OF THE DELAWARE CODE RELATING TO THE COMMUNITY WORKFORCE AGREEMENT ACT.

Assumptions:

1. Upon signature by the Governor, this Act takes effect January 1, 2023.
2. This Act, known as the Community Workforce Agreement Act, requires all large public works construction projects, utilizing state funds, to negotiate and enter into Community Workforce Agreements with labor organizations in the construction industry.
3. The Act expands upon the duties of the following public entities that will enter into the Community Workforce Agreements: the Department of Transportation (DOT), the Office of Management and Budget (OMB), and the Department of Labor (DOL).
4. Recurring annual costs to the DOT are estimated at \$1,038,449 as follows:
 - a. \$966,449 in Personnel Costs, including Other Employment Costs (OECs), for 1.0 FTE, Labor Relations and Employment Practices Administrator; 3.0 FTEs, Labor Relations & Employment Practices Specialist; 1.0 FTE, Sr. Labor Relations & Employment Practices Specialist; 2.0 FTEs, Deputy Attorney General III; and 2.0 FTEs, Paralegal II.
 - b. \$72,000 for ongoing contractual services, supplies, etc.
5. Recurring annual costs to OMB are estimated at \$801,168 as follows:
 - a. \$611,168 in Personnel Costs, including OECs, for 1.0 FTE, Deputy Attorney General III; 1.0 FTE, Paralegal III; 1.0 FTE, Sr. Labor Relations & Employment Practices Specialist; 1.0 FTE, Labor Relations & Employment Administrator; and 1.0 FTE, Management Analyst III.
 - b. \$190,000 for ongoing contractual services, supplies, etc.
6. Recurring annual costs to DOL are estimated at \$270,411 and one-time costs of \$800,000 as follows:
 - a. \$270,411 in Personnel Costs, including OECs, for 1.0 FTE, Regulatory Specialist; 1.0 FTE, Management Analyst III; and 1.0 FTE, Labor Market Economist.
 - b. \$800,000 one-time costs for system technology.
7. The Fiscal Year 2023 costs have been estimated for 6 months of funding, with the annualization of the remaining 6 months incorporated into subsequent year estimates. Additionally, a 2% inflation cost is included for projected salary increases, health insurance, and OECs in future years.

<u>Cost:</u>	<u>Transportation Trust Fund</u>	<u>General Fund On-going</u>	<u>General Fund One-Time</u>
Fiscal Year 2023:	\$519,224	\$535,789	\$800,000
Fiscal Year 2024:	\$1,059,218	\$1,093,010	
Fiscal Year 2025:	\$1,080,402	\$1,114,870	