

EMPLOYMENT RELATIONS COMMISSION

GOVERNOR'S BUDGET RECOMMENDATIONS

Source of Funds	FY05 Adjusted Base	FY06 Recommended	% Change Over FY05	FY07 Recommended	% Change Over FY06
GPR	2,229,800	2,595,500	16.4	2,595,500	0.0
PR-O	502,100	533,800	6.3	533,800	0.0
TOTAL	2,731,900	3,129,300	14.5	3,129,300	0.0

FULL-TIME EQUIVALENT POSITION SUMMARY

Source of Funds	FY05 Adjusted Base	FY06 Recommended	FTE Change From FY05	FY07 Recommended	FTE Change From FY06
GPR	18.50	20.50	2.00	20.50	0.00
PR-O	5.00	5.00	0.00	5.00	0.00
TOTAL	23.50	25.50	2.00	25.50	0.00

AGENCY DESCRIPTION

The commission consists of three commissioners who are appointed by the Governor with the advice and consent of the Senate, for six-year terms, with one commissioner designated by the Governor to serve as chairperson for a two-year term.

The commission is charged with administering processes established by the Wisconsin Employment Peace Act, Municipal Employment Relations Act and State Employment Labor Relations Act (Subchapters I, IV and V of Chapter 111, Wisconsin Statutes) to avoid the costly consequences of strikes, lockouts and other interruptions of services and production. To fulfill these duties, the commission conducts elections to determine bargaining units and bargaining representatives; holds referenda with respect to all union, maintenance of membership and fair-share agreements; and issues decisions in the adjudication of unfair labor practice, election, unit clarification and declaratory ruling cases. It also mediates collective bargaining disputes and provides arbitration services for grievances arising in the interpretation and application of existing collective bargaining agreements. In addition, the commission serves as an administrative appeals body for reviewing personnel actions relating to the state civil service (Subchapter II of Chapter 230, Wisconsin Statutes).

MISSION

The mission of the commission is to promote peaceful and harmonious labor-management relations by professionally and impartially administering Wisconsin's municipal, state and private sector labor relations statutes to protect and promote the interrelated interests of the public, the employee and the employer. Through its administration of the statutes, the commission aims to provide taxpayers, labor, management and the public with cost-effective services that promote employment peace; employee freedom to choose whether to bargain collectively about wages, hours and other conditions of employment; uninterrupted production of goods and services; orderly and constructive employment relations; and efficient administration of state and local government.

PROGRAMS, GOALS, OBJECTIVES AND ACTIVITIES

Program 1: Labor Relations

Goal: Promptly, competently and fairly address and resolve the parties' disputes in grievance arbitration, complaints and representation case processing.

Objective/Activity: Work toward 100 percent time line compliance for all decisions/awards.

Goal: Delivery of cost-effective agency services to municipal, state and private sectors.

Objective/Activity: Provide more timely service to the parties and increase the efficient utilization of agency resources.

PERFORMANCE MEASURES

HISTORICAL DATA

Prog. No.	Performance Measure	Actual 2000	Actual 2001	Actual 2002
1.	Percentage of grievance awards issued by attorney-mediator staff in compliance with time guidelines.	88%	76% ¹	79% ¹
1.	Percentage of decisions issued by attorney-mediator staff in compliance with time guidelines.	91%	85% ¹	65% ¹
1.	Average miles driven by attorney-mediator staff per calendared activity.	144 miles	144 miles ¹	141 miles ¹
1.	Average travel time of attorney-mediator staff per calendared activity.	2.9 hours	2.2 hours	2.2 hours ¹

Note: Based on fiscal year.

¹A slowdown in the economy hindered the commission's ability to meet its performance measures. During economic slowdowns, the responsibilities of the commission increase significantly. Tight budget situations and uncertainty over funding require a greater number of return visits to municipalities for mediation and arbitration. Greater concern over job security and health insurance costs also complicate negotiations and arbitration. The commission's performance was also impacted by unexpected staff turnover.

2003 AND 2004 GOALS AND ACTUALS

Prog. No.	Performance Measure	Goal 2003	Actual 2003	Goal 2004 ¹	Actual 2004
1.	Percentage of grievance awards issued by attorney-mediator staff in compliance with time guidelines.	94%	70%	N/A	64%
1.	Percentage of decisions issued by attorney-mediator staff in compliance with time guidelines.	97%	69%	N/A	47%
1.	Average miles driven by attorney-mediator staff per calendared activity.	125 miles	143 miles	N/A	146 miles
1.	Average travel time of attorney-mediator staff per calendared activity.	2.5 hours	2.2 hours	N/A	2.2 hours

Note: Based on fiscal year.

¹The commission anticipated revising its performance measures; therefore goals were not set for fiscal year 2003-04.

2005, 2006 AND 2007 GOALS

Prog. No.	Performance Measure ¹	Goal 2005	Goal 2006	Goal 2007
1.	Percentage of grievance awards issued by attorney-mediator staff and commissioners in compliance with time guidelines.	65%	75%	85%
1.	Percentage of labor relations decisions issued by attorney-mediator staff, commissioners or commission in compliance with time guidelines.	50%	70%	90%
1.	Percentage of mediation-type cases closed without interest arbitration award or fact finding recommendation.	90%	95%	95%
1.	Median number of calendar days from opening to closing of personnel appeal cases.	210	190	170

Note: Based on fiscal year.

¹New or modified performance measures.

EMPLOYMENT RELATIONS COMMISSION

GOVERNOR'S BUDGET RECOMMENDATIONS

RECOMMENDATIONS

1. Budget Efficiency Measures
2. Qualified Economic Offer
3. Program Revenue State Operations Appropriation
4. Standard Budget Adjustments

**Table 1
Department Budget Summary by Funding Source (in thousands of dollars)**

	ACTUAL FY04	ADJUSTED BASE FY05	AGENCY REQUEST		GOVERNOR'S RECOMMENDATION	
			FY06	FY07	FY06	FY07
GENERAL PURPOSE REVENUE	\$2,208.2	\$2,229.8	\$2,355.4	\$2,355.4	\$2,595.5	\$2,595.5
State Operations	2,208.2	2,229.8	2,355.4	2,355.4	2,595.5	2,595.5
PROGRAM REVENUE (2)	505.2	502.1	550.3	550.3	533.8	533.8
State Operations	505.2	502.1	550.3	550.3	533.8	533.8
TOTALS-ANNUAL	2,713.4	2,731.9	2,905.7	2,905.7	3,129.3	3,129.3
State Operations	2,713.4	2,731.9	2,905.7	2,905.7	3,129.3	3,129.3

(2) Includes Program Revenue-Service and Program Revenue-Other

**Table 2
Department Position Summary by Funding Source (in FTE positions) (4)**

	ADJUSTED BASE FY05	AGENCY REQUEST		GOVERNOR'S RECOMMENDATION	
		FY06	FY07	FY06	FY07
GENERAL PURPOSE REVENUE	18.50	18.50	18.50	20.50	20.50
PROGRAM REVENUE (2)	5.00	5.00	5.00	5.00	5.00
TOTALS-ANNUAL	23.50	23.50	23.50	25.50	25.50

(2) Includes Program Revenue-Service and Program Revenue-Other

(4) All positions are State Operations unless otherwise specified

**Table 3
Department Budget Summary by Program (in thousands of dollars)**

	ACTUAL FY04	ADJUSTED BASE FY05	AGENCY REQUEST		GOVERNOR'S RECOMMENDATION	
			FY06	FY07	FY06	FY07
1. Labor relations	\$2,713.4	\$2,731.9	\$2,905.7	\$2,905.7	\$3,129.3	\$3,129.3
TOTALS	2,713.4	2,731.9	2,905.7	2,905.7	3,129.3	3,129.3

**Table 4
Department Position Summary by Program (in FTE positions)**

	ADJUSTED BASE FY05	AGENCY REQUEST		GOVERNOR'S RECOMMENDATION	
		FY06	FY07	FY06	FY07
1. Labor relations	23.50	23.50	23.50	25.50	25.50
TOTALS	23.50	23.50	23.50	25.50	25.50

1. Budget Efficiency Measures

Source of Funds	Agency Request				Governor's Recommendation			
	FY06		FY07		FY06		FY07	
	Dollars	Positions	Dollars	Positions	Dollars	Positions	Dollars	Positions
PR-O	0	0.00	0	0.00	-25,000	0.00	-25,000	0.00
TOTAL	0	0.00	0	0.00	-25,000	0.00	-25,000	0.00

The Governor recommends reducing expenditure authority in the commission's state operations appropriation in the amounts shown to create additional operational efficiencies and balance the budget by: (a) reducing expenditures for supplies and services.

2. Qualified Economic Offer

Source of Funds	Agency Request				Governor's Recommendation			
	FY06		FY07		FY06		FY07	
	Dollars	Positions	Dollars	Positions	Dollars	Positions	Dollars	Positions
GPR	0	0.00	0	0.00	237,800	2.00	237,800	2.00
TOTAL	0	0.00	0	0.00	237,800	2.00	237,800	2.00

The Governor recommends providing 2.0 FTE positions for mediation between school districts and their employees. The repeal of the qualified economic offer law will provide more flexibility to teachers and school boards to consider and implement new approaches to address rising health care costs and create further incentives for teachers to upgrade their skills. Additional resources for the commission will facilitate the bargaining efforts necessary to produce these reforms. See Department of Public Instruction, Item #11.

3. Program Revenue State Operations Appropriation

Source of Funds	Agency Request				Governor's Recommendation			
	FY06		FY07		FY06		FY07	
	Dollars	Positions	Dollars	Positions	Dollars	Positions	Dollars	Positions
PR-O	3,000	0.00	3,000	0.00	3,000	0.00	3,000	0.00
TOTAL	3,000	0.00	3,000	0.00	3,000	0.00	3,000	0.00

The Governor recommends expanding the commission's program revenue state operations appropriation to include activities related to personnel appeals.

4. Standard Budget Adjustments

Source of Funds	Agency Request				Governor's Recommendation			
	FY06		FY07		FY06		FY07	
	Dollars	Positions	Dollars	Positions	Dollars	Positions	Dollars	Positions
GPR	125,600	0.00	125,600	0.00	127,900	0.00	127,900	0.00
PR-O	45,200	0.00	45,200	0.00	53,700	0.00	53,700	0.00
TOTAL	170,800	0.00	170,800	0.00	181,600	0.00	181,600	0.00

The Governor recommends adjusting the commission's base budget for: (a) full funding of continuing position salaries and fringe benefits (\$173,100 in each year); and (b) reclassifications and semiautomatic pay progression (\$8,500 in each year).