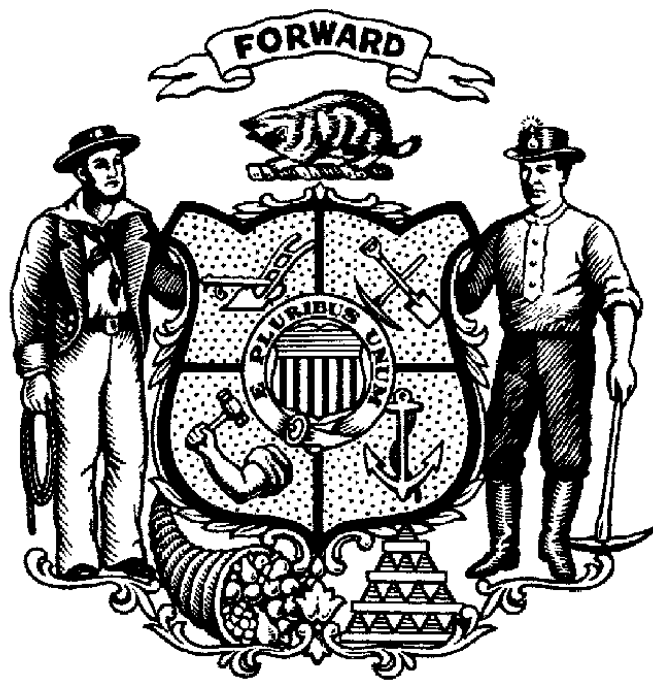


# State of Wisconsin

## Employment Relations Commission



Agency Budget Request  
2021 – 2023 Biennium  
September 15, 2020

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**STATE OF WISCONSIN  
Employment Relations Commission**

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**James J. Daley**  
Chairman

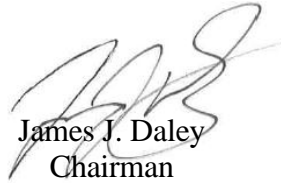
September 15, 2020

The Honorable Tony Evers  
Office of the Governor  
115 East, State Capitol  
Madison, WI 53702

Dear Governor:

I have attached the Biennial Budget Request of the Wisconsin Employment Relations Commission for the 2021-23 biennium.

Respectfully Submitted,  
WISCONSIN EMPLOYMENT RELATIONS COMMISSION



James J. Daley  
Chairman

## **AGENCY DESCRIPTION**

The commission consists of a chairperson, appointed by the Governor with the advice and consent of the Senate, for a six-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. The commission's labor relations work includes conducting elections to determine bargaining units and bargaining representatives; issuing decisions regarding unfair labor practice, election, unit clarification and declaratory ruling cases; mediating collective bargaining disputes; and providing arbitration services for grievances arising over the interpretation and application of existing collective bargaining agreements. The commission also issues decisions regarding appeals of certain state personnel actions under s. 230.45(1), Wisconsin Statutes, and provides labor management consensus bargaining training, designed to enable the parties to work together to achieve common goals.

## **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, 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, civil service, labor law complaints and election cases.

**Objective/Activity:** Work toward 100 percent timeline compliance for all decisions and awards.

**Goal:** Delivery of effective mediation services to municipal, state, and private sectors.

**Objective/Activity:** Provide timely and effective mediation services.

## PERFORMANCE MEASURES

### 2019 AND 2020 GOALS AND ACTUALS

Prog. No.	Performance Measure	Goal 2019	Actual 2019	Goal 2020	Actual 2020
1.	Percentage of mediation-type cases closed without interest arbitration award or fact-finding recommendation.	90%	94%	90%	100%
1.	Percentage of labor relations decisions and drafts issued by attorney-mediator staff, commissioners or commission in compliance with time guidelines. <sup>1</sup>	90%	89%	90%	100%
1.	Percentage of grievance awards issued by attorney-mediator staff and commissioners in compliance with time guidelines.	85%	100%	85%	100%
1.	Percentage of personnel appeals and drafts issued by attorney-mediator staff, commissioners or commission in compliance with time guidelines.	90%	93%	90%	94%

Note: Based on fiscal year.

<sup>1</sup>Individual staff members may prepare drafts of decisions for the commission, and, in those cases, the staff member's timeliness guideline for the draft is separate from the commission's timeliness guideline for its decision. The agency would like to track its performance more completely by including drafts in those cases as well as decisions.

## 2021, 2022 AND 2023 GOALS

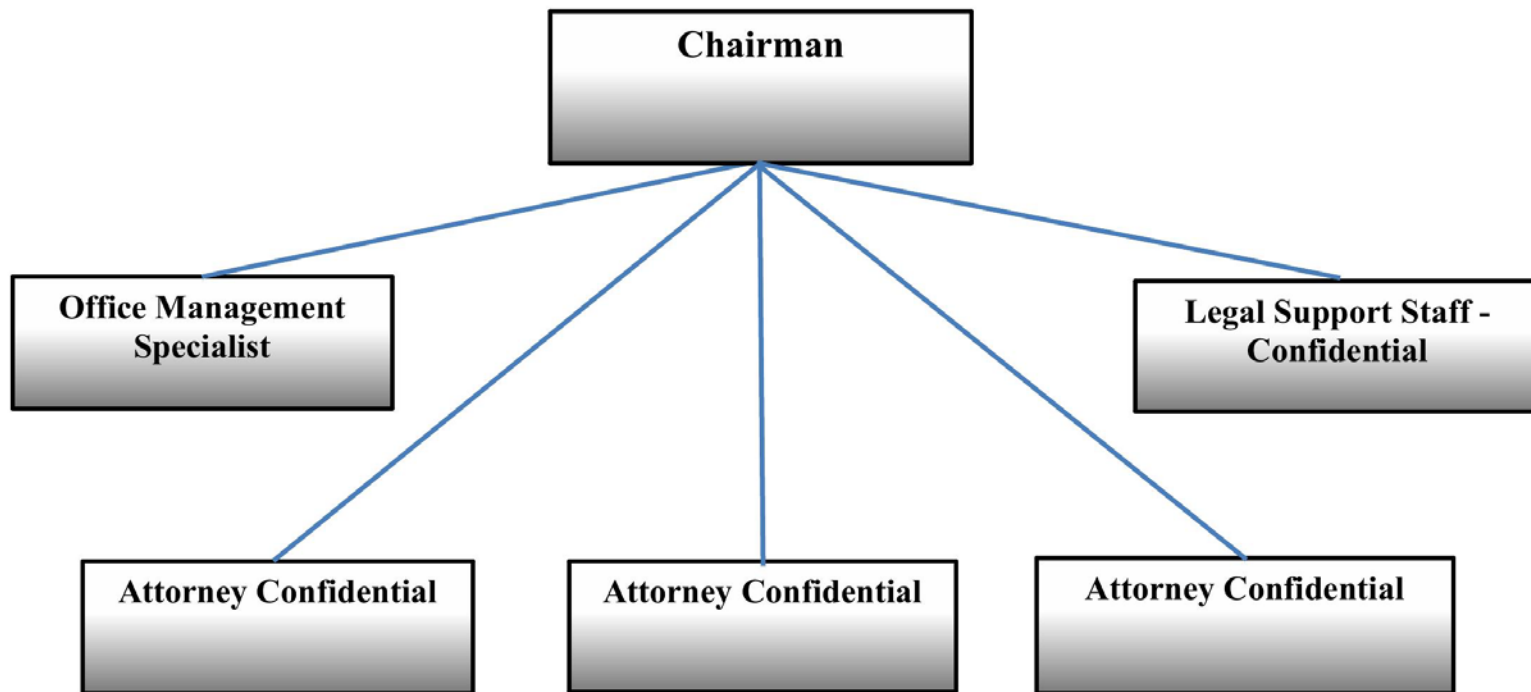
<b>Prog. No.</b>	<b>Performance Measure</b>	<b>Goal 2021</b>	<b>Goal 2022</b>	<b>Goal 2023</b>
1.	Percentage of mediation-type cases closed without interest arbitration award or fact-finding recommendation.	90%	90%	90%
1.	Percentage of labor relations decisions and drafts issued by attorney-mediator staff, commissioners or commission in compliance with time guidelines. <sup>1</sup>	90%	90%	90%
1.	Percentage of grievance awards issued by attorney-mediator staff and commissioners in compliance with time guidelines.	85%	85%	85%
1.	Percentage of personnel appeals and drafts issued by attorney-mediator staff, commissioners or commission in compliance with time guidelines.	90%	90%	90%

Note: Based on fiscal year.

<sup>1</sup>Individual staff members may prepare drafts of decisions for the commission, and, in those cases, the staff member's timeliness guideline for the draft is separate from the commission's timeliness guideline for its decision. The agency would like to track its performance more completely by including drafts in those cases as well as decisions.



Wisconsin Employment Relations Commission  
Organizational Chart



# Agency Total by Fund Source

Employment Relations Commission

2123 Biennial Budget

		ANNUAL SUMMARY				BIENNIAL SUMMARY					
Source of Funds		Prior Year Total	Adjusted Base	1st Year Total	2nd Year Total	1st Year FTE	2nd Year FTE	Base Year Doubled (BYD)	Biennial Request	Change From (BYD)	Change From BYD %
GPR	S	\$816,569	\$920,200	\$943,000	\$944,800	6.00	6.00	\$1,840,400	\$1,887,800	\$47,400	2.6%
<b>Total</b>		\$816,569	\$920,200	\$943,000	\$944,800	6.00	6.00	\$1,840,400	\$1,887,800	\$47,400	2.6%
PR	S	\$113,456	\$145,600	\$145,600	\$145,600	0.00	0.00	\$291,200	\$291,200	\$0	0.0%
<b>Total</b>		\$113,456	\$145,600	\$145,600	\$145,600	0.00	0.00	\$291,200	\$291,200	\$0	0.0%
<b>Grand Total</b>		\$930,025	\$1,065,800	\$1,088,600	\$1,090,400	6.00	6.00	\$2,131,600	\$2,179,000	\$47,400	2.2%

# Agency Total by Program

## 425 Employment Relations Commission

2123 Biennial Budget

Source of Funds	ANNUAL SUMMARY						BIENNIAL SUMMARY			
	Prior Year Actual	Adjusted Base	1st Year Total	2nd Year Total	1st Year FTE	2nd Year FTE	Base Year Doubled (BYD)	Biennial Request	Change From (BYD)	Change From BYD %
<b>01 LABOR RELATIONS</b>										
<b>Non Federal</b>										
GPR	\$816,569	\$920,200	\$943,000	\$944,800	6.00	6.00	\$1,840,400	\$1,887,800	\$47,400	2.58%
	\$816,569	\$920,200	\$943,000	\$944,800	6.00	6.00	\$1,840,400	\$1,887,800	\$47,400	2.58%
PR	\$113,456	\$145,600	\$145,600	\$145,600	0.00	0.00	\$291,200	\$291,200	\$0	0.00%
	\$113,456	\$145,600	\$145,600	\$145,600	0.00	0.00	\$291,200	\$291,200	\$0	0.00%
<b>Total - Non Federal</b>	<b>\$930,025</b>	<b>\$1,065,800</b>	<b>\$1,088,600</b>	<b>\$1,090,400</b>	<b>6.00</b>	<b>6.00</b>	<b>\$2,131,600</b>	<b>\$2,179,000</b>	<b>\$47,400</b>	<b>2.22%</b>
S	\$930,025	\$1,065,800	\$1,088,600	\$1,090,400	6.00	6.00	\$2,131,600	\$2,179,000	\$47,400	2.22%
<b>PGM 01 Total</b>	<b>\$930,025</b>	<b>\$1,065,800</b>	<b>\$1,088,600</b>	<b>\$1,090,400</b>	<b>6.00</b>	<b>6.00</b>	<b>\$2,131,600</b>	<b>\$2,179,000</b>	<b>\$47,400</b>	<b>2.22%</b>
GPR	\$816,569	\$920,200	\$943,000	\$944,800	6.00	6.00	\$1,840,400	\$1,887,800	\$47,400	2.58%
S	\$816,569	\$920,200	\$943,000	\$944,800	6.00	6.00	\$1,840,400	\$1,887,800	\$47,400	2.58%
PR	\$113,456	\$145,600	\$145,600	\$145,600	0.00	0.00	\$291,200	\$291,200	\$0	0.00%
S	\$113,456	\$145,600	\$145,600	\$145,600	0.00	0.00	\$291,200	\$291,200	\$0	0.00%
<b>TOTAL 01</b>	<b>\$930,025</b>	<b>\$1,065,800</b>	<b>\$1,088,600</b>	<b>\$1,090,400</b>	<b>6.00</b>	<b>6.00</b>	<b>\$2,131,600</b>	<b>\$2,179,000</b>	<b>\$47,400</b>	<b>2.22%</b>
S	\$930,025	\$1,065,800	\$1,088,600	\$1,090,400	6.00	6.00	\$2,131,600	\$2,179,000	\$47,400	2.22%
<b>Agency Total</b>	<b>\$930,025</b>	<b>\$1,065,800</b>	<b>\$1,088,600</b>	<b>\$1,090,400</b>	<b>6.00</b>	<b>6.00</b>	<b>\$2,131,600</b>	<b>\$2,179,000</b>	<b>\$47,400</b>	<b>2.22%</b>

# Agency Total by Decision Item

Employment Relations Commission

2123 Biennial Budget

Decision Item	1st Year Total	2nd Year Total	1st Year FTE	2nd Year FTE
2000 Adjusted Base Funding Level	\$1,065,800	\$1,065,800	6.00	6.00
3003 Full Funding of Continuing Position Salaries and Fringe Benefits	(\$16,400)	(\$16,400)	0.00	0.00
3005 Reclassifications and Semiautomatic Pay Progression	\$6,600	\$6,600	0.00	0.00
3010 Full Funding of Lease and Directed Moves Costs	(\$1,100)	\$700	0.00	0.00
4000 Retirement Contingency	\$33,700	\$33,700	0.00	0.00
<b>TOTAL</b>	<b>\$1,088,600</b>	<b>\$1,090,400</b>	<b>6.00</b>	<b>6.00</b>

# Program Revenue

2123 Biennial Budget

	<b>CODES</b>	<b>TITLES</b>
<b>DEPARTMENT</b>	425	Employment Relations Commission
<b>PROGRAM</b>	01	Labor relations
<b>SUBPROGRAM</b>		
<b>NUMERIC APPROPRIATION</b>	34	Fees, collective bargaining training, publications, and appeals

<b>Revenue and Expenditures</b>	<b>Prior Year Actuals</b>	<b>Base Year Estimate</b>	<b>1st Year Estimate</b>	<b>2nd Year Estimate</b>
<b>Opening Balance</b>	<b>\$12,500</b>	<b>\$11,200</b>	<b>\$48,600</b>	<b>\$63,000</b>
Collected Revenue	\$164,900	\$160,000	\$160,000	\$160,000
<b>Total Revenue</b>	<b>\$177,400</b>	<b>\$171,200</b>	<b>\$208,600</b>	<b>\$223,000</b>
<b>Expenditures</b>	<b>\$113,456</b>	<b>\$122,600</b>	<b>\$0</b>	<b>\$0</b>
2000 Adjusted Base Funding Level	\$0	\$0	\$145,600	\$145,600
<b>Total Expenditures</b>	<b>\$113,456</b>	<b>\$122,600</b>	<b>\$145,600</b>	<b>\$145,600</b>
<b>Closing Balance</b>	<b>\$63,944</b>	<b>\$48,600</b>	<b>\$63,000</b>	<b>\$77,400</b>

**Decision Item (DIN) - 2000**

**Decision Item (DIN) Title - Adjusted Base Funding Level**

**Decision Item by Line**

**2123 Biennial Budget**

	<b>CODES</b>	<b>TITLES</b>
<b>DEPARTMENT</b>	425	Employment Relations Commission
	<b>CODES</b>	<b>TITLES</b>
<b>DECISION ITEM</b>	2000	Adjusted Base Funding Level

<b>Expenditure items</b>		<b>1st Year Cost</b>	<b>2nd Year Cost</b>
01	Permanent Position Salaries	\$555,500	\$555,500
02	Turnover	\$0	\$0
03	Project Position Salaries	\$0	\$0
04	LTE/Misc. Salaries	\$11,000	\$11,000
05	Fringe Benefits	\$194,300	\$194,300
06	Supplies and Services	\$302,500	\$302,500
07	Permanent Property	\$2,500	\$2,500
08	Unalloted Reserve	\$0	\$0
09	Aids to Individuals Organizations	\$0	\$0
10	Local Assistance	\$0	\$0
11	One-time Financing	\$0	\$0
12	Debt Service	\$0	\$0
13		\$0	\$0
14		\$0	\$0
15		\$0	\$0
16		\$0	\$0
<b>17</b>	<b>Total Cost</b>	<b>\$1,065,800</b>	<b>\$1,065,800</b>
18	Project Positions Authorized	0.00	0.00
19	Classified Positions Authorized	5.00	5.00
20	Unclassified Positions Authorized	1.00	1.00

# Decision Item by Numeric

## Employment Relations Commission

Program	Decision Item/Numeric	1st Year Total	2nd Year Total	1st Year FTE	2nd Year FTE
	<b>2000</b>	<b>Adjusted Base Funding Level</b>			
<b>01</b>	<b>Labor relations</b>				
	01 General program operations	\$920,200	\$920,200	6.00	6.00
	34 Fees, collective bargaining training, publications, and appeals	\$145,600	\$145,600	0.00	0.00
	<b>Labor relations SubTotal</b>	<b>\$1,065,800</b>	<b>\$1,065,800</b>	<b>6.00</b>	<b>6.00</b>
	<b>Adjusted Base Funding Level SubTotal</b>	<b>\$1,065,800</b>	<b>\$1,065,800</b>	<b>6.00</b>	<b>6.00</b>
	<b>Agency Total</b>	<b>\$1,065,800</b>	<b>\$1,065,800</b>	<b>6.00</b>	<b>6.00</b>

# Decision Item by Fund Source

## Employment Relations Commission

	Source of Funds		1st Year Total	2nd Year Total	1st Year FTE	2nd Year FTE
<b>Decision Item</b>	<b>2000</b>	<b>Adjusted Base Funding Level</b>				
	GPR	S	\$920,200	\$920,200	6.00	6.00
	PR	S	\$145,600	\$145,600	0.00	0.00
	<b>Total</b>		<b>\$1,065,800</b>	<b>\$1,065,800</b>	<b>6.00</b>	<b>6.00</b>
<b>Agency Total</b>			<b>\$1,065,800</b>	<b>\$1,065,800</b>	<b>6.00</b>	<b>6.00</b>



**Decision Item (DIN) - 3003**

**Decision Item (DIN) Title - Full Funding of Continuing Position Salaries and Fringe Benefits**

**Decision Item by Line**

**2123 Biennial Budget**

	<b>CODES</b>	<b>TITLES</b>
<b>DEPARTMENT</b>	425	Employment Relations Commission
	<b>CODES</b>	<b>TITLES</b>
<b>DECISION ITEM</b>	3003	Full Funding of Continuing Position Salaries and Fringe Benefits

<b>Expenditure items</b>		<b>1st Year Cost</b>	<b>2nd Year Cost</b>
01	Permanent Position Salaries	(\$12,100)	(\$12,100)
02	Turnover	\$0	\$0
03	Project Position Salaries	\$0	\$0
04	LTE/Misc. Salaries	\$0	\$0
05	Fringe Benefits	(\$4,300)	(\$4,300)
06	Supplies and Services	\$0	\$0
07	Permanent Property	\$0	\$0
08	Unallotted Reserve	\$0	\$0
09	Aids to Individuals Organizations	\$0	\$0
10	Local Assistance	\$0	\$0
11	One-time Financing	\$0	\$0
12	Debt Service	\$0	\$0
13		\$0	\$0
14		\$0	\$0
15		\$0	\$0
16		\$0	\$0
<b>17</b>	<b>Total Cost</b>	<b>(\$16,400)</b>	<b>(\$16,400)</b>
18	Project Positions Authorized	0.00	0.00
19	Classified Positions Authorized	0.00	0.00
20	Unclassified Positions Authorized	0.00	0.00

# Decision Item by Numeric

## Employment Relations Commission

Program	Decision Item/Numeric	1st Year Total	2nd Year Total	1st Year FTE	2nd Year FTE
	<b>3003</b>	<b>Full Funding of Continuing Position Salaries and Fringe Benefits</b>			
<b>01</b>	<b>Labor relations</b>				
	01 General program operations	(\$16,400)	(\$16,400)	0.00	0.00
	<b>Labor relations SubTotal</b>	<b>(\$16,400)</b>	<b>(\$16,400)</b>	<b>0.00</b>	<b>0.00</b>
	<b>Full Funding of Continuing Position Salaries and Fringe Benefits SubTotal</b>	<b>(\$16,400)</b>	<b>(\$16,400)</b>	<b>0.00</b>	<b>0.00</b>
	<b>Agency Total</b>	<b>(\$16,400)</b>	<b>(\$16,400)</b>	<b>0.00</b>	<b>0.00</b>

# Decision Item by Fund Source

## Employment Relations Commission

	Source of Funds		1st Year Total	2nd Year Total	1st Year FTE	2nd Year FTE
<b>Decision Item</b>	<b>3003</b>	<b>Full Funding of Continuing Position Salaries and Fringe Benefits</b>				
	GPR	S	(\$16,400)	(\$16,400)	0.00	0.00
	<b>Total</b>		<b>(\$16,400)</b>	<b>(\$16,400)</b>	<b>0.00</b>	<b>0.00</b>
<b>Agency Total</b>			<b>(\$16,400)</b>	<b>(\$16,400)</b>	<b>0.00</b>	<b>0.00</b>

**Decision Item (DIN) - 3005**

**Decision Item (DIN) Title - Reclassifications and Semiautomatic Pay Progression**

**NARRATIVE:** Agency consists of 6 FTE with a position reclassification scheduled for 07/01/2021. Included in this DIN is the cost impact of that reclassification.

**Decision Item by Line**

**2123 Biennial Budget**

	<b>CODES</b>	<b>TITLES</b>
<b>DEPARTMENT</b>	425	Employment Relations Commission
	<b>CODES</b>	<b>TITLES</b>
<b>DECISION ITEM</b>	3005	Reclassifications and Semiautomatic Pay Progression

<b>Expenditure items</b>		<b>1st Year Cost</b>	<b>2nd Year Cost</b>
01	Permanent Position Salaries	\$5,700	\$5,700
02	Turnover	\$0	\$0
03	Project Position Salaries	\$0	\$0
04	LTE/Misc. Salaries	\$0	\$0
05	Fringe Benefits	\$900	\$900
06	Supplies and Services	\$0	\$0
07	Permanent Property	\$0	\$0
08	Unalloted Reserve	\$0	\$0
09	Aids to Individuals Organizations	\$0	\$0
10	Local Assistance	\$0	\$0
11	One-time Financing	\$0	\$0
12	Debt Service	\$0	\$0
13		\$0	\$0
14		\$0	\$0
15		\$0	\$0
16		\$0	\$0
<b>17</b>	<b>Total Cost</b>	<b>\$6,600</b>	<b>\$6,600</b>
18	Project Positions Authorized	0.00	0.00
19	Classified Positions Authorized	0.00	0.00
20	Unclassified Positions Authorized	0.00	0.00

# Decision Item by Numeric

## Employment Relations Commission

Program	Decision Item/Numeric	1st Year Total	2nd Year Total	1st Year FTE	2nd Year FTE
	<b>3005</b>	<b>Reclassifications and Semiautomatic Pay Progression</b>			
<b>01</b>	<b>Labor relations</b>				
	01 General program operations	\$6,600	\$6,600	0.00	0.00
	<b>Labor relations SubTotal</b>	<b>\$6,600</b>	<b>\$6,600</b>	<b>0.00</b>	<b>0.00</b>
	<b>Reclassifications and Semiautomatic Pay Progression SubTotal</b>	<b>\$6,600</b>	<b>\$6,600</b>	<b>0.00</b>	<b>0.00</b>
	<b>Agency Total</b>	<b>\$6,600</b>	<b>\$6,600</b>	<b>0.00</b>	<b>0.00</b>

# Decision Item by Fund Source

## Employment Relations Commission

	Source of Funds		1st Year Total	2nd Year Total	1st Year FTE	2nd Year FTE
<b>Decision Item</b>	<b>3005</b>	<b>Reclassifications and Semiautomatic Pay Progression</b>				
	GPR	S	\$6,600	\$6,600	0.00	0.00
	<b>Total</b>		<b>\$6,600</b>	<b>\$6,600</b>	<b>0.00</b>	<b>0.00</b>
<b>Agency Total</b>			<b>\$6,600</b>	<b>\$6,600</b>	<b>0.00</b>	<b>0.00</b>

**Decision Item (DIN) - 3010**

**Decision Item (DIN) Title - Full Funding of Lease and Directed Moves Costs**

**NARRATIVE:** Standard Budget Adjustment - Full Funding of Lease and Directed Moves Costs  
Adjustments differ from Appendix G and are based upon executed lease agreement.

**Decision Item by Line**

**2123 Biennial Budget**

	<b>CODES</b>	<b>TITLES</b>
<b>DEPARTMENT</b>	425	Employment Relations Commission
	<b>CODES</b>	<b>TITLES</b>
<b>DECISION ITEM</b>	3010	Full Funding of Lease and Directed Moves Costs

<b>Expenditure items</b>		<b>1st Year Cost</b>	<b>2nd Year Cost</b>
01	Permanent Position Salaries	\$0	\$0
02	Turnover	\$0	\$0
03	Project Position Salaries	\$0	\$0
04	LTE/Misc. Salaries	\$0	\$0
05	Fringe Benefits	\$0	\$0
06	Supplies and Services	(\$1,100)	\$700
07	Permanent Property	\$0	\$0
08	Unalloted Reserve	\$0	\$0
09	Aids to Individuals Organizations	\$0	\$0
10	Local Assistance	\$0	\$0
11	One-time Financing	\$0	\$0
12	Debt Service	\$0	\$0
13		\$0	\$0
14		\$0	\$0
15		\$0	\$0
16		\$0	\$0
<b>17</b>	<b>Total Cost</b>	<b>(\$1,100)</b>	<b>\$700</b>
18	Project Positions Authorized	0.00	0.00
19	Classified Positions Authorized	0.00	0.00
20	Unclassified Positions Authorized	0.00	0.00

# Decision Item by Numeric

## Employment Relations Commission

Program	Decision Item/Numeric	1st Year Total	2nd Year Total	1st Year FTE	2nd Year FTE
	<b>3010</b>	<b>Full Funding of Lease and Directed Moves Costs</b>			
<b>01</b>	<b>Labor relations</b>				
	01 General program operations	(\$1,100)	\$700	0.00	0.00
	<b>Labor relations SubTotal</b>	<b>(\$1,100)</b>	<b>\$700</b>	<b>0.00</b>	<b>0.00</b>
	<b>Full Funding of Lease and Directed Moves Costs SubTotal</b>	<b>(\$1,100)</b>	<b>\$700</b>	<b>0.00</b>	<b>0.00</b>
	<b>Agency Total</b>	<b>(\$1,100)</b>	<b>\$700</b>	<b>0.00</b>	<b>0.00</b>



# Decision Item by Fund Source

## Employment Relations Commission

	Source of Funds		1st Year Total	2nd Year Total	1st Year FTE	2nd Year FTE
<b>Decision Item</b>	<b>3010</b>	<b>Full Funding of Lease and Directed Moves Costs</b>				
	GPR	S	(\$1,100)	\$700	0.00	0.00
	<b>Total</b>		<b>(\$1,100)</b>	<b>\$700</b>	<b>0.00</b>	<b>0.00</b>
<b>Agency Total</b>			<b>(\$1,100)</b>	<b>\$700</b>	<b>0.00</b>	<b>0.00</b>

**Decision Item (DIN) - 4000**

**Decision Item (DIN) Title - Retirement Contingency**

**NARRATIVE:** Our agency consists of 6 FTE, of which two attorneys who started with the agency 40 years ago. One attorney is anticipated to retire in FY2022 and may require employment of two junior attorneys to onboard and maintain the agency’s case load requirements. Due to years of state service, we will need to carry our retiree’s payroll through the first half of FY2022. Therefore, due to this projected expense we would like to ask for an increase in our budget allocation toward salary and fringe.

**Decision Item by Line**

**2123 Biennial Budget**

	<b>CODES</b>	<b>TITLES</b>
<b>DEPARTMENT</b>	425	Employment Relations Commission
	<b>CODES</b>	<b>TITLES</b>
<b>DECISION ITEM</b>	4000	Retirement Contingency

Expenditure items		1st Year Cost	2nd Year Cost
01	Permanent Position Salaries	\$25,000	\$25,000
02	Turnover	\$0	\$0
03	Project Position Salaries	\$0	\$0
04	LTE/Misc. Salaries	\$0	\$0
05	Fringe Benefits	\$8,700	\$8,700
06	Supplies and Services	\$0	\$0
07	Permanent Property	\$0	\$0
08	Unalloted Reserve	\$0	\$0
09	Aids to Individuals Organizations	\$0	\$0
10	Local Assistance	\$0	\$0
11	One-time Financing	\$0	\$0
12	Debt Service	\$0	\$0
13		\$0	\$0
14		\$0	\$0
15		\$0	\$0
16		\$0	\$0
<b>17</b>	<b>Total Cost</b>	<b>\$33,700</b>	<b>\$33,700</b>
18	Project Positions Authorized	0.00	0.00
19	Classified Positions Authorized	0.00	0.00
20	Unclassified Positions Authorized	0.00	0.00

# Decision Item by Numeric

## Employment Relations Commission

Program	Decision Item/Numeric	1st Year Total	2nd Year Total	1st Year FTE	2nd Year FTE
	<b>4000</b>	<b>Retirement Contingency</b>			
<b>01</b>	<b>Labor relations</b>				
	01 General program operations	\$33,700	\$33,700	0.00	0.00
	<b>Labor relations SubTotal</b>	<b>\$33,700</b>	<b>\$33,700</b>	<b>0.00</b>	<b>0.00</b>
	<b>Retirement Contingency SubTotal</b>	<b>\$33,700</b>	<b>\$33,700</b>	<b>0.00</b>	<b>0.00</b>
	<b>Agency Total</b>	<b>\$33,700</b>	<b>\$33,700</b>	<b>0.00</b>	<b>0.00</b>

# Decision Item by Fund Source

## Employment Relations Commission

	Source of Funds		1st Year Total	2nd Year Total	1st Year FTE	2nd Year FTE
<b>Decision Item</b>	<b>4000</b>	<b>Retirement Contingency</b>				
	GPR	S	\$33,700	\$33,700	0.00	0.00
	<b>Total</b>		<b>\$33,700</b>	<b>\$33,700</b>	<b>0.00</b>	<b>0.00</b>
<b>Agency Total</b>			<b>\$33,700</b>	<b>\$33,700</b>	<b>0.00</b>	<b>0.00</b>



**STATE OF WISCONSIN**  
**Employment Relations Commission**

2418 Crossroads Drive, Suite 1000, Madison, WI 53718-7896  
Telephone: 608-243-2424 • Facsimile: 608-243-2433  
E-mail: [werc@werc.state.wi.us](mailto:werc@werc.state.wi.us) • <http://werc.wi.gov>

**James J. Daley**  
Chairman

September 15, 2020

The Honorable Tony Evers  
Office of the Governor  
115 East, State Capitol  
Madison, WI 53702

Dear Governor:

Attached is the Wisconsin Employment Relations Commission's (WERC) biennial budget proposal required by Act 201 showing a 5% reduction.

Following the implementation of 2011 Act 10, the Commission's staffing and operating budget were reduced by approximately 66%. The Commission has continually worked on streamlining processes and increasing efficiency in our daily operations since then. At current spending levels, we can meet our statutory obligations with our staff.

The Commission currently has one vacant attorney position which is why our budget proposal is approximately 2 percent higher than the standard budget adjustment figures. The two WERC attorneys on staff combined have over 80 years of experience working in labor law. Both employees are eligible to retire at any time and likely the Commission would need to hire two junior attorneys to replace one senior attorney at that time. Given the likelihood of one or both senior attorneys retiring within the upcoming biennial, I believe it is important to fiscally prepare for this shift in personnel.

The Commission is committed to operating as efficiently as possible and will continue to look for ways to reduce costs while still providing excellent customer service to the citizens of Wisconsin.

Very truly yours,

A handwritten signature in black ink, appearing to read "James J. Daley".

James J. Daley  
Chairman

Direct: (608) 243-2432  
Email: [James.Daley@wisconsin.gov](mailto:James.Daley@wisconsin.gov)

JJD/eml

## ACT 201

Proposal under s. 16.42(4)(b)2.: **0% change in each fiscal year**

FY: **FY22**

Agency: **WERC - 425**

Exclusions: Federal  
Debt Service

Columns A-G were prepopulated for agencies to reflect state operations adjusted base and reductions agreed to by DOA and LFB. See Appendix H for instructions on how to complete these templates.

**Proposed \$ and Proposed FTE columns reflect total agency proposed spending and positions for indicated fiscal year. These amounts should include standard budget adjustments (SBAs), any proposed reallocations or reductions to meet the target, and any other requests that the agency would want considered under this proposal.**

Appropriations with zero dollars and zero FTEs are not loaded into the template. If you have any questions, contact your SBO analyst.

**IF YOUR AGENCY PLANS TO TAKE THE SAME CUTS OVER BOTH YEARS, YOU SHOULD ONLY FILL OUT ONE GRID FOR 0% GROWTH AND ONE GRID FOR 5% REDUCTION, THEN CHANGE FY22 TO FY22 AND 23.**

Agency	Appropriation		Fund Source	Adjusted Base		(See Note 1) 0% Change Target	Proposed Budget 2021-22			Change from Adj Base		(See Note 2) Remove SBAs		Change from Adjusted Base after Removal of SBAs	
	Alpha	Numeric		\$	FTE		Proposed \$	Proposed FTE	Item Ref.	\$	FTE	\$	FTE		
425	1a	101	GPR	\$920,200.00	6.00	0	909,300	6.00	1	(10,900)	0.00	10,900	0.00	0	0.00
425	1i	134	PR	\$145,600.00	0.00	0	145,600	0.00		0	0.00	0	0.00	0	0.00
<b>Totals</b>				<b>1,065,800</b>	<b>6.00</b>	<b>0</b>	<b>1,054,900</b>	<b>6.00</b>		<b>(10,900)</b>	<b>0.00</b>	<b>10,900</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>

Note 1: Reduction target must be met within state operations appropriations, but may be allocated across those appropriations and fund sources.

Note 2: Amounts should be SBAs (DINs 3001 - 3011) from agency request multiplied by -1.

Target Reduction = 0  
Difference = **0**  
Should equal \$0

**Items - Describe proposed changes (excl. SBAs) to reach target or other priorities of agency**

- 1 Eliminate 1 attorney position which may effect Commission's ability to maintain statutory timelines. This may reduce the Commission's ability to provide the current base level of essential services to our regulated communities.
- 2
- 3

## ACT 201

Proposal under s. 16.42(4)(b)1.: 5% change in each fiscal year

FY: **FY22**

Agency: **WERC - 425**

Exclusions: Federal  
Debt Service

Columns A-G were prepopulated for agencies to reflect state operations adjusted base and reductions agreed to by DOA and LFB. See Appendix H for instructions on how to complete these templates.

**Proposed \$ and Proposed FTE columns reflect total agency proposed spending and positions for indicated fiscal year. These amounts should include standard budget adjustments (SBAs), any proposed reallocations or reductions to meet the target, and any other requests that the agency would want considered under this proposal.**

Appropriations with zero dollars and zero FTEs are not loaded into the template. If you have any questions, contact your SBO analyst.

**IF YOUR AGENCY PLANS TO TAKE THE SAME CUTS OVER BOTH YEARS, YOU SHOULD ONLY FILL OUT ONE GRID FOR 0% GROWTH AND ONE GRID FOR 5% REDUCTION, THEN CHANGE FY22 TO FY20 AND 23.**

Agency	Appropriation		Fund Source	Adjusted Base		(See Note 1)	Proposed Budget 2021-22			Change from Adj Base		(See Note 2)		Change from Adjusted Base after Removal of SBAs	
	Alpha	Numeric		\$	FTE	5% Reduction Target	Proposed \$	Proposed FTE	Item Ref.	\$	FTE	\$	FTE	\$	FTE
<b>425</b>	<b>1a</b>	101	GPR	\$920,200.00	6.00	(46,000)	863,300	6.00	1	(56,900)	0.00	10,900	0.00	(46,000)	(6.00)
<b>425</b>	<b>1i</b>	134	PR	\$145,600.00	0.00	(7,300)	138,300	0.00		(7,300)	0.00	0	0.00	(7,300)	0.00
<b>Totals</b>				<b>1,065,800</b>	<b>6.00</b>	<b>(53,300)</b>	<b>1,001,600</b>	<b>6.00</b>		<b>(64,200)</b>	<b>0.00</b>	<b>10,900</b>	<b>0.00</b>	<b>(53,300)</b>	<b>(6.00)</b>

Note 1: Reduction target must be met within state operations appropriations, but may be allocated across those appropriations and fund sources.

Note 2: Amounts should be SBAs (DINs 3001 - 3011) from agency request multiplied by -1.

Target Reduction = (53,300)

Difference = **0**  
Should equal \$0

**Items - Describe proposed changes (excl. SBAs) to reach target or other priorities of agency**

- 1 Eliminate 1 attorney position which may effect Commission's ability to maintain statutory timelines. This may reduce the Commission's ability to provide the current base level of essential services to our regulated communities.
- 2
- 3
- 4
- 5

## ACT 201

Proposal under s. 16.42(4)(b)2.: **0% change in each fiscal year**

FY: **FY23**  
 Agency: **WERC - 425**

**IF YOUR AGENCY PLANS TO TAKE THE SAME CUTS OVER BOTH YEARS, YOU SHOULD ONLY FILL OUT ONE GRID FOR 0% GROWTH AND ONE GRID FOR 5% REDUCTION, THEN CHANGE FY22 TO FY22 AND 23.**

Agency	Appropriation		Fund Source	Adjusted Base		(See Note 1)	Proposed Budget 2022-23		Item Ref.	Change from Adj Base		(See Note 2)		Change from Adjusted Base after Removal of SBAs	
	Alpha	Numeric		\$	FTE	0% Change Target	Proposed \$	Proposed FTE		\$	FTE	Remove SBAs \$	FTE	\$	FTE
<b>425</b>	<b>1a</b>	101	GPR	\$920,200.00	6.00	0	911,100	6.00		(9,100)	0.00	9,100	0.00	0	0.00
<b>425</b>	<b>1i</b>	134	PR	\$145,600.00	0.00	0	145,600	0.00		0	0.00	0	0.00	0	0.00
<b>Totals</b>				<b>1,065,800</b>	<b>6.00</b>	<b>0</b>	<b>1,056,700</b>	<b>6.00</b>		<b>(9,100)</b>	<b>0.00</b>	<b>9,100</b>	<b>0.00</b>	<b>0</b>	<b>0.00</b>

Note 1: Reduction target must be met within state operations appropriations, but may be allocated across those appropriations and fund sources.

Note 2: Amounts should be SBAs (DINs 3001 - 3011) from agency request multiplied by -1.

Target Reduction = 0

**Difference = 0**

Should equal \$0

**Items - Describe proposed changes (excl. SBAs) to reach target or other priorities of agency**

- 1 Eliminate 1 attorney position which may effect Commission's ability to maintain statutory timelines. This may reduce the Commission's ability to provide the current base level of essential services to our regulated communities.
- 2
- 3



## ACT 201

Proposal under s. 16.42(4)(b)1.: 5% change in each fiscal year

FY: **FY23**

Agency: **WERC - 425**

**IF YOUR AGENCY PLANS TO TAKE THE SAME CUTS OVER BOTH YEARS, YOU SHOULD ONLY FILL OUT ONE GRID FOR 0% GROWTH AND ONE GRID FOR 5% REDUCTION, THEN CHANGE FY22 TO FY22 AND 23.**

Agency	Appropriation		Fund Source	Adjusted Base		(See Note 1)	Proposed Budget 2022-23			Change from Adj Base		(See Note 2)		Change from Adjusted Base after Removal of SBAs	
	Alpha	Numeric		\$	FTE	5% Reduction Target	Proposed \$	Proposed FTE	Item Ref.	\$	FTE	\$	FTE	\$	FTE
425	1a	101	GPR	\$920,200.00	6.00	(46,000)	865,100	6.00	1	(55,100)	0.00	9,100	0.00	(46,000)	(6.00)
425	1i	134	PR	\$145,600.00	0.00	(7,300)	138,300	0.00		(7,300)	0.00	0	0.00	(7,300)	0.00
<b>Totals</b>				<b>1,065,800</b>	<b>6.00</b>	<b>(53,300)</b>	<b>1,003,400</b>	<b>6.00</b>		<b>(62,400)</b>	<b>0.00</b>	<b>9,100</b>	<b>0.00</b>	<b>(53,300)</b>	<b>(6.00)</b>

Note 1: Reduction target must be met within state operations appropriations, but may be allocated across those appropriations and fund sources.

Note 2: Amounts should be SBAs (DINs 3001 - 3011) from agency request multiplied by -1.

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