

**Greenbook**  
**LBO Analysis of Enacted Budget**  
**State Employment Relations Board**

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# LBO Greenbook

## State Employment Relations Board

### Quick look...

- The State Employment Relations Board (SERB) oversees more than 3,500 public employer collective bargaining contracts covering nearly 329,000 public employees across the state.
- The State Personnel Board of Review (SPBR) under the administrative umbrella of SERB deals with matters concerning exempt and nonexempt employees in the classified civil service.
- As of July 2023, the agency employed 22 full-time employees, four part-time employees, and six fixed-term board members. This combined staff supported both SERB and SPBR.
- The budget provides approximately \$4.6 million in FY 2024 and \$4.5 million in FY 2025.

FY 2020 Actual	FY 2021 Actual	FY 2022 Actual	FY 2023 Actual	FY 2024 Appropriation	FY 2025 Appropriation
<b>GRF ALI 125321, Operating Expenses</b>					
\$3,830,713	\$3,674,825	\$3,992,713	\$4,041,909	\$4,250,000	\$4,375,000
% change	-4.1%	8.7%	1.2%	5.2%	2.9%
<b>Fund 5720 ALI 125603, Training and Publications</b>					
\$154,120	\$20,270	\$41,484	\$76,256	\$334,128	\$162,149
% change	-86.8%	104.7%	83.8%	338.2%	-51.5%
<b>Total funding:</b>					
\$3,984,833	\$3,695,095	\$4,034,197	\$4,118,165	\$4,584,128	\$4,537,149
% change	-7.3%	9.2%	2.1%	11.3%	-1.0%

### Agency overview

The State Employment Relations Board (SERB) acts as a neutral party in carrying out Ohio's collective bargaining laws as they pertain to public employers and employees. Its responsibilities include overseeing representation elections, certifying exclusive bargaining representatives, monitoring and enforcing statutory dispute resolution procedures, mediating collective bargaining negotiations, adjudicating unfair labor practice charges, determining unauthorized strike claims, and providing information and training to parties in contract negotiations. Although the matters under its jurisdiction are different, the State Personnel Board of Review (SPBR) is under the administrative structure of SERB. SPBR is an appeals body that hears cases filed by classified exempt employees at the state and local levels but whose jurisdiction extends to other specific civil service matters. SERB and SPBR each have their own three-member boards.

## **Analysis of FY 2024-FY 2025 budget**

### **Operating Expenses (ALI 125321)**

Appropriations under this line item are \$4.3 million in FY 2024 and \$4.4 million in FY 2025. This funding covers the combined operating expenses of the State Employment Relations Board (SERB) and State Personnel Board of Review (SPBR). The majority of funding is budgeted for payroll costs, including board members, administrative law judges, labor relations specialists and mediators, researchers, and administrative staff working among the two boards. For FY 2023, these costs accounted for just over \$4.0 million of the total \$4.1 million spent on SERB operations.

SERB consists of seven functional sections: (1) Bureau of Mediation, (2) Business and Records, (3) Clerk's Office, (4) Hearings, (5) Representation, (6) Research and Training, and (7) Investigations. Nearly 1,800 labor contract-related cases were filed with the Board in 2022, including 223 union election or representation issues, 257 unfair labor practice investigations, and 78 mediations. SERB also hosts an academy to familiarize public sector managers, employees, and others involved with labor relations in the public sector an overview of Ohio collective bargaining laws. In addition, the Board produces an annual Health Insurance Report that summarizes the cost of health care in Ohio's public sector workplaces. Another key research product is the annual Wage Settlement Report that summarizes wage increase information contained in collective bargaining agreements across the state.

### **Training and Publications (ALI 125603)**

Appropriations under this line item are \$334,128 in FY 2024 and \$162,149 in FY 2025. The funding pays for research and training programs among the two boards. These activities are supported by the sale of various types of employee data collected by SERB, receipts from training seminars, and other sources of revenue deposited into the Training and Publications Fund (Fund 5720). Receipts from these sources totaled \$70,477 in FY 2023.