

**SUBCOMMITTEE RECOMMENDATION**

**Item 19: Department of Human Services  
State Employee Collective Bargaining**

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The Human Services Subcommittee recommends that the Joint Interim Committee on Ways and Means recommend including an increase of \$4,276,382 General Fund and an increase of \$2,801,035 in the Federal Funds expenditure limitation for the Department of Human Services in a budget reconciliation bill during the 2020 legislative session to cover state employee collective bargaining costs.

DHS is requesting additional funding to pay for collective bargaining agreement costs outside those expected to be covered by prospective salary pot adjustments. The request addresses salary range increases and shift differential costs for child welfare caseworkers, a \$500 retention payment for child welfare workers, and a salary range increase for certain staff working in the Stabilization and Crisis Unit.

The LFO recommendation excludes the amount needed to cover shift differential costs, as the cost magnitude of this change does not appear to be a significant burden and should be managed by DHS consistent with statewide past practice. The Subcommittee noted a potential disconnect between General Fund dollars set aside for collective bargaining agreements and costs driven by those contracts.

The Subcommittee recommends approval.