

**Agency Programs/Activities: Inventory and Key Data
Governor's Office of Employee Relations**

Relation to Core Mission (H/M/L)	Program/Activity	Spending Category (SO, ATL, CAP)	3/31/09 FTEs (All Funds)	General Fund Disbursements (\$000s)				State Special Revenue Funds Disbursements (\$000s)				Capital Projects Funds Disbursements (\$000s)			
				2006-07 Actual	2007-08 Actual	2008-09 Plan	2009-10 Projected	2006-07 Actual	2007-08 Actual	2008-09 Plan	2009-10 Projected	2006-07 Actual	2007-08 Actual	2008-09 Plan	2009-10 Projected
H	1. Contract Negotiation and Administration Program (GF)	SO	39	3,437	3,276	3,882	3,963								
M	2. Management/Confidential Affairs Program (GF)	SO	3	400	329	330	340								
L	3. Materials and Registration Fees Account (SRO)	SO	0					0	0	28	29				
L	4. National Association of State Directors of Employee Relations - NASDER (SRO)	SO	0					15	9	22	22				
TOTALS			42	3,837	3,605	4,212	4,303	15	9	50	51				

Governor's Office of Employee Relations
PROGRAM INFORMATION SHEET

Program: 1. Contract Negotiation and Administration Program (General Fund)

Mandate:

Article 24 of the New York State Executive Law, Section 650 through 654
Article 14 of the NYS Civil Service Law (Taylor Law)

Mandated Funding Level: None

Brief Description / History / Background:

The Governor's Office of Employee Relations (GOER) was established by Chapter 491 of the Laws of 1969 to promote harmonious and cooperative relationships between the State's executive branch and its employees, and to protect the public by assuring the orderly and uninterrupted operations of State government. As the Governor's agent, GOER is charged with responsibilities that originate in the Taylor Law, which was enacted in 1967 and is contained in Article 14 of the Civil Service Law. The Taylor Law permits public employees to organize and engage in collective negotiations with the State, its political subdivisions, and other governmental or public entities, and prohibits strikes by public employees.

As the Governor's representative in executive branch collective negotiations, GOER currently negotiates agreements for 14 different bargaining units represented by nine public employee unions, for approximately 175,000 employees at the state level.

Although originally established to negotiate, implement, and administer collectively negotiated agreements, the advent of Labor-Management Committees in 1979 gradually expanded GOER's mission. Joint labor-management initiatives, while proving to be very beneficial to the State as an employer, have required considerable GOER staff time. This expanded mission supports agencies in developing, coordinating, and implementing a comprehensive human resource management program, with a major focus on the continued development of training programs, often in partnership with the unions.

Today, GOER's mission is to advance the performance of state government through collaborative labor relations, workforce training, education, and benefits. The expanded mission of the agency developed in response to several major changes during the last 25-plus years. These changes include:

- The establishment of a Management/Confidential Affairs program with responsibility and program funding for employees not subject to the Taylor Law due to their designation as managerial or confidential.
- An increasing number of negotiating units in state service, with the current number of units standing at fourteen plus management/confidential employees.
- In addition to the fourteen units, GOER is also has a role in negotiating the City University of New York (CUNY) collective bargaining agreements with two units represented by five unions,

and recent legislation has given GOER a role in negotiating collective bargaining agreements with NYC Off Track Betting's (OTB) three units represented by three unions.

- The inclusion, since 1982, of substantial funding in the negotiated agreements for training and developing the state's work force. Much of this training is administered through a multi-funded labor-management committee, the Workforce and Organizational Development Unit (WODU).
- Diminishing fiscal resources in the public sector and heightened expectations by the public for governmental services have generated pressure to upgrade the quality of these services.
- Increasing activity by the statewide and local joint labor-management committees to identify issues, to assist in solving problems of concern to both labor and management, and to promote harmonious relations, have required substantial commitment in time and attention by GOER personnel. The labor-management committee experiment, begun in the late 1970's, has worked very well for both management and labor in addressing workplace issues and problems away from the negotiating table.

Issues:

GOER is bound by the existing collective bargaining agreements and interest arbitration awards to fund and implement these agreed-upon programs.

GOER's now has responsibilities with respect to collective bargaining for CUNY and NYC OTB, yet no funding has been provided for this.

Population Served:

Executive branch state agencies and approximately 175,000 employees and their nine public employee unions, and all employees designated as management/confidential.

Employees of CUNY and NYC OTB and their affiliated unions.

Performance Measures:

GOER is in the infancy stages of developing performance measures to meet both agency and Executive Chamber needs.

Governor's Office of Employee Relations (GOER)
PROGRAM INFORMATION SHEET

Program: 2. Management/Confidential (M/C) Affairs Program (General Fund)

Mandate: Established by order of the Executive Chamber, in 1979.

Mandated Funding Level: None

Brief Description / History / Background:

In broad terms, the mission of the Management/Confidential (M/C) Affairs program is to improve the quality of state government services by providing programs and policies for New York State's M/C employees that encourage and educate them to contribute their fullest. In addition, one of GOER's key responsibilities is to serve as part of the Administration's team in determining, communicating, and carrying out state policies as they affect M/C employees. Although services for M/C employees emanate from various organizational units within GOER, the accounts for these programs remain separate in order to distinguish between M/C funds and funds appropriated under the collective bargaining agreements.

M/C Affairs was established within GOER in 1979 to ensure that the State's M/C employees are treated similarly to their represented counterparts. As a result, GOER is responsible for developing and maintaining a comprehensive and competitive compensation and benefits package for the State's M/C workforce through fiscally responsible initiatives. GOER strives to create a work environment conducive to employee satisfaction, motivation and productivity, in addition to addressing employee needs in the area of health and family-friendly benefits. GOER's activities in these areas, therefore, are an important factor in the State's ability to recruit and retain qualified M/C employees. A key goal is the development of progressive, employee-oriented programs that foster M/C employees' continued contributions to the work of the State. Efficiency in this effort is obtained by structuring benefits to provide adequate levels of protection while encouraging prudent use of benefit dollars.

Staff support for M/C benefits is located in GOER while funding for M/C training and organizational development activities is located in the Workforce and Organizational Development (WODU) Unit. WODU is a Labor-Management Committee responsible for administering M/C training and organizational development activities. WODU's mission is to "provide employee, management and organization development resources (training, consulting, contractor access, library, toolkits) to assist New York State agencies in achieving their goals to provide high quality services." Additional information about WODU's responsibilities is included in the Multi Bargaining Unit Labor-Management Committees section of the Labor-Management Committees report, Attachment C-13.

Funding authorized in Chapter 50 of the Laws of 2008 for certain M/C programs provides for staff, while program funds are provided for in the Multi Bargaining Unit Labor-Management Committees section of the Labor-Management Committees report, Attachment C-13.

Issues: None

Population Served:

Approximately 11,850 Executive branch M/C employees. Employees of the Legislature and Judiciary may participate in certain programs and benefits.

Performance Measures:

GOER is in the infancy stages of developing performance measures to meet both agency and Executive Chamber needs.

Governor's Office of Employee Relations
PROGRAM INFORMATION SHEET

Program: 3. Materials and Registration Fees Account (Special Revenue Fund- Other)

Mandate: None

Mandated Funding Level: None

Brief Description / History / Background:

This Special Revenue Account was established during the 1991-92 fiscal year to permit reimbursement to the Management/Confidential Program for registration fees from public authorities and other non-General Fund accounts whose employees participate in training, staff development and organizational development programs. The title of the account was broadened in the 1993-94 budget to include provision for reimbursing certain collective bargaining services provided to non-General Fund agencies, principally the Insurance Liquidation Bureau. On occasion, GOER will receive requests from other governments for copies of training materials. Any fees associated with these requests are deposited into this account and used to offset printing and reproduction costs.

Issues: None

Population Served:

Potentially these funds can be used for professional development and educational opportunities for PEF, CSEA and management/confidential employees.

Performance Measures: Not applicable.

Governor's Office of Employee Relations
PROGRAM INFORMATION SHEET

Program: 4. National Association of State Directors of Employee Relations- NASDER (Special Revenue Fund- Other)

Mandate: None

Mandated Funding Level: None

Brief Description / History / Background:

The National Association of State Directors of Employee Relations (NASDER) is an organization comprised of directors of employees relations of various States and the Port Authority of New York and New Jersey. NASDER originated in the mid-70's and was formed as a network for employee relations staff from member states and the Port Authority of New York and New Jersey to meet on an ad hoc basis to exchange information related to collective bargaining and other workplace issues. In 1980 NASDER obtained a Federal Intergovernmental Personnel Act (IPA) grant to develop a methodology for collecting and organizing salary and benefits data on state public employee jurisdictions primarily in the Northeast. Although the IPA grant expired in 1982, the organization has continued, funded by an annual fee assessed on each member jurisdiction.

With the advent of the Internet, most information now is exchanged through that medium and also during the semiannual meetings of the organization. Labor relations directors from the member states usually attend these meetings and guest speakers sometimes are invited to discuss topics of mutual interest. Since the inception of NASDER, the State of New York has been a member and has had sole responsibility for administrative oversight of the organization. Continuation of the \$75,000 special revenue appropriation enables GOER to collect the annual dues and make payments for expenses associated with operating the organization. The only New York State money included in the NASDER Special Revenue Account is the \$1,500 in dues that New York pays each year.

Issues: None

Population Served: Participating state directors of employee relations and their staff.

Performance Measures: Not applicable.

**Agency Programs/Activities: Inventory and Key Data
Deferred Compensation Board**

Relation to Core Mission (H/M/L)	Program/Activity	Spending Category (SO, ATL, CAP)	3/31/09 FTEs (All Funds)	General Fund Disbursements (\$000s)				State Special Revenue Funds Disbursements (\$000s)				Capital Projects Funds Disbursements (\$000s)				
				2006-07 Actual	2007-08 Actual	2008-09 Plan	2009-10 Projected	2006-07 Actual	2007-08 Actual	2008-09 Plan	2009-10 Projected	2006-07 Actual	2007-08 Actual	2008-09 Plan	2009-10 Projected	
H	1. Deferred Compensation Board (GF)	SO	0	91	127	177	182									
H	2. Deferred Compensation Administration Account (SRO)	SO	4					404	474	775	805					
TOTALS			4	91	127	177	182	404	474	775	805					

New York State Deferred Compensation Board
PROGRAM INFORMATION SHEET

Program: 1. Deferred Compensation Board

Mandate: Chapter 547 of the Laws of 1982

Mandated Funding Level: None

Brief Description / History / Background:

The Deferred Compensation Board was established in Chapter 547 of the Laws of 1982 and issued rules and regulations governing deferred compensation plans in December 1984. The New York State Deferred Compensation Plan became effective on April 1, 1985. Since that time, the State Plan has grown to over 180,000 participants and 1,200 participating local governments. The Board's oversight responsibilities of the State Plan require it to (1) assure that the Plan is being administered in conformance with Section 457 of the Internal Revenue Code, (2) select and monitor the plan's investment options, administrative service agency, trustee, auditor, investment consultant, and legal counsel, (3) update the plan document and Board's rules upon changes to federal law and applicable regulations and guidance. The Board's responsibilities with regard to locally-sponsored Section 457 deferred compensation plans that do not participate in the State Plan include providing assistance and guidance, assuring that the rules are adhered to, and maintaining a model plan document for use by local governments that conforms to Section 457.

Issues:

Federal laws and regulations pertaining to governmental deferred compensation plans may be changed at any time. Federal changes will require amendments to plan documents and, possibly, to the Board's rules and regulations.

Population Served:

All state employees, employees of local governments who participate in or are eligible to participate in the State Deferred Compensation Plan, the employers of those employees, and 250 local governments that sponsor deferred compensation plans currently, and any local government that may locally sponsor a deferred compensation plan in the future.

Performance Measures:

The Deferred Compensation Board establishes performance measures with penalties as appropriate on all contracts with financial vendors.

New York State Deferred Compensation Board
PROGRAM INFORMATION SHEET

Program: 2. Deferred Compensation Administration Account

Mandate: Chapter 547 of the Laws of 1982

Mandated Funding Level: None

Brief Description / History / Background:

The Deferred Compensation Board was established in Chapter 547 of the Laws of 1982 and the New York State Deferred Compensation Plan became effective on April 1, 1985. The Board is required to administer a deferred compensation plan for state employees and the employees of participating jurisdictions in conformance with Section 457 of the Internal Revenue Code and the Rules and Regulations that apply to Section 457. Currently, over 175,000 employees of that State and participating local governments have account balances in the Plan and over 1,200 local governments are participating employers in the Plan. The cumulative account balance of Plan participants exceeds \$10 billion, making it the largest 457 deferred compensation plan in the country. The Board's administrative and oversight responsibilities require it to select and monitor each of the Plan's administrative and financial service providers. This includes an administrative service agency that maintains all plan records and administrative services, financial institutions to manage plan assets, a trustee, auditor, investment consultant, and legal counsel. A staff of four administers the State Plan on a day-to-day basis.

Issues:

The Board is the fiduciary to the Plan and all aspects of the Plan. This responsibility requires the Board or its staff to monitor all Plan administrative and financial service providers, issue and analyze all Requests for Proposals (RFPs) in relation to Plan services, and manage all contracts entered into by the Board. The Board's rules limit contracts to a five-year term. The contracts for administrative, trustee, and financial services expire on March 31, 2009. Therefore, in specific reference to the 2008-09 FY, the Board has issued and is in the process of analyzing responses to the RFPs for these services, and contracts for each service will have to be negotiated following the procurement process. This is in addition to the regular monitoring of all other Plan activities.

Population Served:

All state employees, employees of local governments who participate in or are eligible to participate in the State Deferred Compensation Plan, and the employers of those employees.

Performance Measures:

The Deferred Compensation Board establishes performance measures with penalties as appropriate on all contracts with financial vendors.

**Agency Programs/Activities: Inventory and Key Data
Collective Bargaining Agreements
(Labor-Management Committees)**

Relation to Core Mission (H/M/L)	Program/Activity	Spending Category (SO, ATL, CAP)	3/31/09 FTEs (All Funds)	General Fund Disbursements (\$000s)				State Special Revenue Funds Disbursements (\$000s)				Capital Projects Funds Disbursements (\$000s)			
				2006-07 Actual	2007-08 Actual	2008-09 Plan	2009-10 Projected	2006-07 Actual	2007-08 Actual	2008-09 Plan	2009-10 Projected	2006-07 Actual	2007-08 Actual	2008-09 Plan	2009-10 Projected
CBA - Mandated by Collective Bargaining Agreement															
LMC - Labor-Management Committee															
1. Civil Service Employees Association (CSEA)-represented State employees															
Administrative, Institutional, and Operational Services Units and Division of Military and Naval Affairs Unit															
CBA	Employee Training and Development:														
CBA	NYS/CSEA Partnership for Education and Training (LMC) - see 12. A.	SO		n/a	n/a	n/a	n/a								
CBA	Workforce and Organizational Development Unit - see 13. E.	SO		n/a	n/a	n/a	n/a								
CBA	CSEA Multi-Funded Program	SO		556	275	300	556								
CBA	CSEA Funded Program	SO		9	0	50	50								
CBA	Statewide Perf. Rating Comm.	SO		3	5	10	10								
CBA	CSEA Family Benefits Program - see 13. C.	SO		n/a	n/a	n/a	n/a								
CBA	Safety and Health Comm. - see 12. A.	SO		n/a	n/a	n/a	n/a								
CBA	CSEA Employee Assistance Prog. - see 13. B.	SO		n/a	n/a	n/a	n/a								
CBA	ISU Uniform Allowance	SO		327	19	830	430								
CBA	ISU Work Related Clothing Allowance	SO		4	0	140	80								
CBA	OSU Work Related Clothing Allow.	SO		839	50	1,890	1,020								
CBA	OSU Tool Allowance	SO		66	8	130	70								
CBA	OSU Tool Insurance	SO		0	0	10	10								
CBA	CSEA Employment Security Comm.: Career Mobility Office	SO		n/a	n/a	n/a	n/a								
CBA	CSEA Jt. Comm. on Health Benefits	SO		836	282	1,000	600								
CBA	Alternative Prescription Drug Purchasing Study - see 13. D.	SO		n/a	n/a	n/a	n/a								
CBA	CSEA Contract Administration	SO		167	0	200	200								
CBA	CSEA Property Damage	SO		3	0	10	10								
CBA	CSEA Discipline LMC - see 12. B.	SO		n/a	n/a	n/a	n/a								
2. Management/Confidential (M/C)-designated State employees															
H	M/C Family Benefits - see 13. C.	SO		n/a	n/a	n/a	n/a								
H	M/C Medical Flexible Spending Acct	SO		376	318	450	500								
H	Pre-Tax Transportation Benefit	SO		287	152	500	500								
H	Uniform Allowance	SO		156	152	245	245								
H	Management Training	SO		636	590	850	950								
H	Tuition Reimbursement	SO		230	221	250	250								
H	M/C Share of Negotiated Agreements	SO		223	156	480	520								
3. Public Employees Federation (PEF)-represented State Employees															
Professional, Scientific, and Technical Services (PS&T) Unit															
CBA	PS&T Professional Dev. Comm.:														
CBA	Workforce and Organizational Development Unit - see 13. E.	SO		n/a	n/a	n/a	n/a								
CBA	PS&T PSTP Programs	SO		6,061	3,711	5,500	9,000								
CBA	PS&T Prof. Dev. for Nurses	SO		n/a	n/a	700	800								
CBA	PS&T Joint Funded Programs	SO		744	0	800	1,500								
CBA	PS&T Multi-Funded Programs	SO		482	173	900	1,590								
CBA	PS&T Prof. Dev. & QWL Co. Comm.: Career Mobility Office	SO		73	317	500	800								
CBA	PS&T Health and Safety	SO		0	0	400	800								
CBA	PS&T Family Benefits - see 13. C.	SO		n/a	n/a	n/a	n/a								

Relation to Core Mission (H/M/L)	Program/Activity	Spending Category (SO, ATL, CAP)	3/31/09 FTEs (All Funds)	General Fund Disbursements (\$000s)				State Special Revenue Funds Disbursements (\$000s)				Capital Projects Funds Disbursements (\$000s)					
				2006-07 Actual	2007-08 Actual	2008-09 Plan	2009-10 Projected	2006-07 Actual	2007-08 Actual	2008-09 Plan	2009-10 Projected	2006-07 Actual	2007-08 Actual	2008-09 Plan	2009-10 Projected		
CBA	PS&T Employee Assistance Prog. - see 13. B.	SO		n/a	n/a	n/a	n/a										
CBA	PS&T Jt. Comm. on Health Benefits	SO		178	0	430	250										
CBA	PS&T Dental & Vision Benefit Study - see 13. D.	SO		n/a	n/a	n/a	n/a										
CBA	PS&T Property Damage	SO		0	0	20	20										
CBA	PS&T Contract Administration	SO		180	19	60	90										
4. United University Professions (UUP)-represented State employees																	
State University Professional Services Unit																	
CBA	UUP Programs	SO		1,154	388	1,600	4,500										
CBA	UUP Jt. Comm. on Health Benefits	SO		128	63	87	88										
5. District Council 37 (DC-37)-represented State employees																	
Rent Regulation Services Unit																	
CBA	DC-37 Family Benefits - see 13. C.	SO		n/a	n/a	n/a	n/a										
CBA	DC-37 Jt. Comm. on Health Benefits	SO		0	2	3	3										
CBA	DC-37 Employee Assistance Prog. - see 13. B.	SO		n/a	n/a	n/a	n/a										
CBA	DC-37 Contract Administration	SO		0	0	3	0										
CBA	Statewide Perf. Rating Comm. Admin.	SO		0	0	2	2										
CBA	Time & Attendance Umpire Process Administration	SO		0	0	2	2										
CBA	Disciplinary Panel Administration	SO		0	0	2	2										
CBA	DC-37 Training & Development	SO		185	0	104	60										
6. NYS Correctional Officers and Police Benevolent Association (NYSOPBA)-represented State employees																	
Security Services Unit (SSU)																	
CBA	SSU Jt. Comm. on Health Benefits	SO		0	273	0	0										
CBA	SSU Employee Training & Dev.	SO		0	217	45	0										
CBA	SSU Training Stipends	SO		150	286	350	350										
CBA	SSU Employee Assistance Program - see 13. B.	SO		n/a	n/a	n/a	n/a										
CBA	SSU Organizational Alcoholism Prog.	SO		n/a	n/a	n/a	n/a										
CBA	SSU Labor Management Training	SO		0	55	76	0										
CBA	SSU Blood Exposure Response	SO		n/a	n/a	n/a	n/a										
CBA	SSU Uniform Maintenance Allowance	SO		25,246	1,745	1,800	1,800										
CBA	SSU Legal Defense Fund	SO		58	0	50	50										
CBA	SSU Quality of Work Life - see 12. C.	SO		n/a	n/a	n/a	n/a										
CBA	SSU Family Benefits - see 13. C.	SO		n/a	n/a	n/a	n/a										
CBA	SSU Contract Administration	SO		6	76	0	0										
7. Council 82-represented State employees																	
Security Supervisors (SUPERVISORS) Unit																	
CBA	SUPERVISORS Employee Training and Development	SO		0	0	6	0										
CBA	SUPERVISORS DCAA / LifeWorks - see 13. C.	SO		n/a	n/a	n/a	n/a										
CBA	SUPERVISORS Directions Program - see 13. C.	SO		n/a	n/a	n/a	n/a										
CBA	SUPERVISORS Uniform Maint. Allowance	SO		1,169	3,298	1,800	1,800										
CBA	SUPERVISORS Mgmt Directed Tmg	SO		0	3	n/a	n/a										
CBA	SUPERVISORS Organizational Alcoholism Program	SO		n/a	n/a	n/a	n/a										
CBA	SUPERVISORS Legal Defense Fund	SO		0	0	n/a	n/a										
CBA	SUPERVISORS Employee Assist. Program - 13. B.	SO		0	n/a	n/a	n/a										
CBA	SUPERVISORS LMC - see 12. C.	SO		0	0	5	5										
CBA	SUPERVISORS Contract Admin.	SO		0	0	n/a	n/a										
CBA	SUPERVISORS Joint Committee on Health Benefits	SO		0	0	n/a	n/a										

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				2006-07 Actual	2007-08 Actual	2008-09 Plan	2009-10 Projected	2006-07 Actual	2007-08 Actual	2008-09 Plan	2009-10 Projected	2006-07 Actual	2007-08 Actual	2008-09 Plan	2009-10 Projected	
8. Council 82-represented State employees																
Agency Law Enforcement Services (ALES) Unit																
CBA	ALES Uniform Allowance	SO		163	129	200	200									
CBA	ALES Jt. Comm. on Health Benefits	SO		0	0	n/a	n/a									
CBA	ALES Contract Administration	SO		0	10	n/a	n/a									
9. Police Benevolent Association (PBA) of the NYS Troopers-represented State employees																
State Troopers Unit; and Commissioned and Non-Commissioned Officers (Supervisors) Unit																
CBA	PBA Joint Comm. on Health Benefits	SO		0	19	n/a	n/a									
CBA	Trooper Contract Administration	SO		1	25	n/a	n/a									
10. NYS Police Investigators Association (PIA)-represented State employees																
Bureau of Criminal Investigation (BCI) Unit																
CBA	BCI Indemnification Fund	SO		0	0	n/a	n/a									
CBA	BCI Joint Comm. on Health Benefits	SO		0	8	n/a	n/a									
CBA	BCI Contract Administration	SO		0	50	n/a	n/a									
11. Graduate Student Employees Union-represented State employees																
Graduate Student Negotiating Unit																
CBA	GSEU Family Benefits Program - see 13. C.	SO		n/a	n/a	n/a	n/a									
CBA	GSEU Employee Assistance Prog. - see 13. B.	SO		n/a	n/a	n/a	n/a									
12. Specific Bargaining Unit Labor-Management Committees (LMCs)																
CBA	A. NYS/CSEA Partnership for Education and Training Labor-Management Committee (LMC)	SO	26	8,134	3,950	9,300	14,000									
	B. CSEA Discipline Panel Admin. - (LMC)	SO	3	358	321	350	370									
CBA	C. SSU Quality of Work Life (LMC)	SO	2	99	241	1,200	400									
CBA	D. UUP Quality of Work Life (LMC)	SO	1	109	43	120	130									
13. Multi-Bargaining Unit Labor-Management Committees (LMCs)																
CBA	A. Division for Administration	SO	To ISF*	1,118	1,334	1,420	1,460									
CBA	B. Employee Assistance Program	SO	16	1,346	1,361	1,400	1,500									
CBA	C. Family Benefits Program	SO	9	5,641	1,504	5,500	7,400									
CBA	D. Employee Benefits Mgmt Unit	SO	7	648	545	700	1,650									
CBA	E. Joint Comm. on Health Benefits	SO	14	1,294	0	1,100	1,400									
	F. Workforce and Organizational Development Unit	SO														
*ISF - 13. A. funds transferred to Internal Service Fund																
CBA	14. NYS Flex Spending Account (SRO)	SO	0					280	400	1,006	1,012					
TOTALS			78	59,465	22,394	43,880	58,025	280	400	1,006	1,012					

Labor-Management Committees
PROGRAM INFORMATION SHEET

Program: 1. Civil Service Employees Association (CSEA) Collective Bargaining Agreements

Mandate: Chapter 10, Part A, Section 26 of the Laws of 2008

Mandated Funding Level: \$69,362,000 (4 Years)

Brief Description / History / Background:

This program represents the agreements reached in collective bargaining between the state and CSEA for the 2007-2011 Agreements for employees in the Administrative Services Unit (ASU), Institutional Services Unit (ISU), Operational Services Unit (OSU), and the Division of Military and Naval Affairs (DMNA). In summary, it provides for the following:

- Employee Training and Development
 - NYS/CSEA Partnership for Education and Training Labor-Management Committee - See Attachment C-12
 - Workforce and Organizational Development Unit - See Attachment C-13
 - CSEA Multi Funded Program
 - CSEA Funded Program
- Statewide Performance Rating Committee
- CSEA Family Benefits Program - See Attachment C-13
- Safety and Health Committee - See Attachment C-12
- CSEA Employee Assistance Program - See Attachment C-13
- ISU Uniform Allowance
- ISU Work Related Clothing Allowance
- OSU Work-Related Clothing Allowance
- OSU Tool Allowance
- OSU Tool Insurance
- CSEA Employment Security Committee
 - Career Mobility Office
- CSEA Joint Committee on Health Benefits - See Attachment C-13
 - Alternative Prescription Drug Purchasing Study
- CSEA Contract Administration
- CSEA Property Damage
- CSEA Discipline Panel Labor-Management Committee - See Attachment C-12

Issues:

GOER is bound by the existing collective bargaining agreements to fund and implement these agreed-upon programs.

Population Served:

Approximately 61,500 Executive Branch CSEA employees in employees in the Administrative Services Unit (ASU), Institutional Services Unit (ISU), Operational Services Unit (OSU), and the Division of Military and Naval Affairs (DMNA).

Performance Measures:

The LMCs are in the infancy stages of developing performance measures to meet both agency and Executive Chamber needs.

Labor-Management Committees
PROGRAM INFORMATION SHEET

Program: 2. Management/Confidential Affairs (General Fund)

Mandate:

Established by order of the Executive Chamber, in 1979.

Mandated Funding Level: None

Brief Description / History / Background:

In broad terms, the mission of the Management/Confidential (M/C) Affairs program is to improve the quality of state government services by providing programs and policies for New York State's M/C employees that encourage and educate them to contribute their fullest. In addition, one of GOER's key responsibilities is to serve as part of the Administration's team in determining, communicating and carrying out state policies as they affect M/C employees. Although services for M/C employees emanate from various organizational units within GOER, the accounts for these programs remain separate in order to distinguish between M/C funds and funds appropriated under the collective bargaining agreements.

GOER is responsible for developing and maintaining a comprehensive and competitive compensation and benefits package for the state's M/C workforce through fiscally responsible initiatives. GOER strives to create a work environment conducive to employee satisfaction, motivation and productivity, in addition to addressing employee needs in the area of health and family friendly benefits. GOER's activities in these areas, therefore, are an important factor in the state's ability to recruit and retain qualified M/C employees. A key goal is the development of progressive, employee-oriented programs that foster M/C employees' continued contributions to the work of the State. Efficiency in this effort is obtained by structuring benefits to provide adequate levels of protection while encouraging prudent use of benefit dollars.

Staff support for M/C benefits is located in GOER (see GOER C-2) while funding for M/C training and organizational development activities is located in the Workforce and Organizational Development (WODU) Unit. WODU is a Labor-Management Committee responsible for administering M/C training and organizational development activities. WODU's mission is to "provide employee, management and organization development resources (training, consulting, contractor access, library, toolkits) to assist New York State agencies in achieving their goals to provide high quality services." Additional information about WODU's responsibilities is included in the Multi Bargaining Unit Labor-Management Committees section of the labor-management committees report, Attachment C-13.

Funding is also provided for the M/C share in the Family Benefits Program, Employee Assistance Program, Medical Flexible Spending Account, Pre-Tax Transportation Benefit, uniform allowance, and tuition reimbursement.

Issues: None

Population Served:

Approximately 11,850 M/C employees in Executive Branch agencies.

Performance Measures:

The LMCs are in the infancy stages of developing performance measures to meet both agency and Executive Chamber needs.

Labor-Management Committees
PROGRAM INFORMATION SHEET

Program: 3. Public Employees Federation (PEF) Collective Bargaining Agreement

Mandate: Chapter 114, Section 17 of the Laws of 2008

Mandated Funding Level: \$45,207,800 (4 Years)

Brief Description / History / Background:

This program represents the agreement reached in collective bargaining between the state and PEF for the 2007-2011 Agreements for employees in Professional, Scientific and Technical Services Unit (PS&T). In summary, it provides for the following:

- PS&T Professional Development Committee
- Workforce and Development Unit - See Attachment C-13
 - PS&T PSTP Programs
 - PS&T Professional Development for Nurses
 - PS&T Joint Funded Programs
 - PS&T Multi-Funded Programs
- PS&T Professional Development & QWL Coordination Committee
 - Career Mobility Office
- PS&T Health and Safety
- PS&T Family Benefits - See Attachment C-13
- PS&T Employee Assistance Program - See Attachment C-13
- PS&T Joint Committee on Health Benefits - See Attachment C-13
 - PS&T Dental and Vision Benefit Study
- PS&T Property Damage
- PS&T Contract Administration

Issues:

GOER is bound by the existing collective bargaining agreements to fund and implement these agreed-upon programs.

Population Served:

Approximately 49,000 Executive Branch PEF employees.

Performance Measures:

The LMCs are the infancy stages of developing performance measures to meet both agency and Executive Chamber needs.

Labor-Management Committees
PROGRAM INFORMATION SHEET

Program: 4. United University Professions (UUP) Collective Bargaining Agreement

Mandate: Chapter 113, Section 16 of the Laws of 2008 (UUP)

Mandated Funding Level: \$12,500,000 (4 Years)

Brief Description/History/Background:

This program represents the agreements reached in collective bargaining between the state and UUP for the 2007-2011 Agreement for employees in the State University Professional Services Unit. In summary, it provides for the following:

UUP Programs

UUP Joint Committee on Health Benefits - See Attachment C-13

Issues:

GOER is bound by the existing collective bargaining agreements to fund and implement the agreed-upon programs.

Population Served:

Approximately 22,900 Executive Branch UUP employees.

Performance Measures:

The LMCs are the infancy stages of developing performance measures to meet both agency and Executive Chamber needs.

Labor-Management Committees
PROGRAM INFORMATION SHEET

Program: 5. District Council 38 (DC-37) Collective Bargaining Agreement

Mandate: Chapter 49, Section 12 of the Laws of 2008 (DC-37)

Mandated Funding Level: \$344,946 (4 Years)

Brief Description / History / Background:

This program represents the agreements reached in collective bargaining between the state and DC-37 for the 2007-2011 Agreement for employees in the Rent Regulation Services Unit. In summary, it provides for the following:

- DC-37 Family Benefits - See Attachment C-13
- DC-37 Joint Committee on Health Benefits - See Attachment C-13
- DC-37 Employee Assistance Program - See Attachment C-13
- DC-37 Contract Administration
- Statewide Performance Rating Committee Administration
- Time & Attendance Umpire Process Administration
- Disciplinary Panel Administration
- DC-37 Training & Development

Issues:

GOER is bound by the existing collective bargaining agreements to fund and implement these agreed-upon programs.

Population Served:

Approximately 360 Executive Branch DC-37 employees.

Performance Measures:

The LMCs are the infancy stages of developing performance measures to meet both agency and Executive Chamber needs.

Labor-Management Committees
PROGRAM INFORMATION SHEET

Program: 6. NYS Correctional Officers and Police Benevolent Association, Inc. (NYSCOPBA)
Collective Bargaining Agreement and Interest Arbitration Award

Mandate:

Chapter 50 of the Laws of 2008
Chapter 114, Section 17 of the Laws of 2008 (NYSCOPBA)
Chapter 113, Section 19 of the Laws of 2006 (NYSCOPBA)
Chapter 688, Section 21 of the Laws of 2007 (NYSCOPBA Non-Arb. Eligible)

Mandated Funding Level: \$2,300,000

Brief Description / History / Background:

This program represents the agreements reached in collective bargaining and the terms of an interest arbitration award between the state and NYSCOPBA for the 2003-2007 time period for employees in the Security Services Unit (SSU). In summary, it provides for the following:

- SSU Joint Committee on Health Benefits - See Attachment C-13
- SSU Employee Training & Development
- SSU Training Stipends
- SSU Employee Assistance Program - See Attachment C-13
- SSU Organizational Alcoholism Program
- SSU Labor-Management Training
- SSU Blood Exposure Response Team
- SSU Uniform Maintenance Allowance
- SSU Legal Defense Fund
- SSU Quality of Work Life - See Attachment C-12
- SSU Family Benefits - See Attachment C-13
- SSU Contract Administration

Issues:

GOER is bound by the existing collective bargaining agreements and interest arbitration awards to fund and implement these agreed-upon programs.

Population Served:

Approximately 22,800 Executive Branch NYSCOPBA employees.

Performance Measures:

The LMCs are the infancy stages of developing performance measures to meet both agency and Executive Chamber needs.

Labor-Management Committees
PROGRAM INFORMATION SHEET

Program: 7. Council 82 Collective Bargaining Agreement and Interest Arbitration Award (Security Supervisors)

Mandate:

Chapter 50 of the Laws of 2008

Chapter 375, Section 23 of the Laws of 2007 (Council 82-SSU Supervisors)

Chapter 4, Section 27 of the Laws of 2007 (Council 82- SSU Supervisors)

Mandated Funding Level: \$1,000,000

Brief Description / History / Background:

This program represents the agreements reached in collective bargaining between the State and Council 82 for the 2003-2007 Agreement and the terms of an interest arbitration award for the time period 2003-2007 for employees in the Security Supervisors Unit (SSPU). In summary, it provides for the following:

- Supervisors Employee Training and Development
- Supervisors DCAA/LifeWorks - See Attachment C-13
- Supervisors Directions Program - See Attachment C-13
- Supervisors Uniform Maintenance Allowance
- Supervisors Management Directed Training
- Supervisors Organizational Alcoholism Program
- Supervisors Legal Defense Fund
- Supervisors Employee Assistance Program - See Attachment C-13
- Supervisors Labor-Management Committee - See Attachment C-12
- Supervisors Contract Administration
- Supervisors Joint Committee on Health Benefits - See Attachment C-13

Issues:

GOER is bound by the existing collective bargaining agreement and interest arbitration award to fund and implement these agreed-upon programs.

Population Served:

Approximately 610 Executive Branch Council 82 employees in the SSPU.

Performance Measures:

The LMCs are the infancy stages of developing performance measures to meet both agency and Executive Chamber needs.

Labor-Management Committees
PROGRAM INFORMATION SHEET

Program: 8. Council 82 Collective Bargaining Agreement and Interest Arbitration Award (Agency Law Enforcement Services Unit -ALES)

Mandate:

Chapter 50 of the Laws of 2008
Chapter 3, Section 26 of the Laws of 2007
Chapter 114, Section 24 of the Laws of 2006

Mandated Funding Level: \$725,000

Brief Description / History / Background:

This program represents agreements reached in collective bargaining and the terms of an interest arbitration award between the State and Council 82 for the 2003-2005 time period for employees in the Agency Law Enforcement Services Unit. In summary, it provides for the following:

- ALES Uniform Allowance
- ALES Joint Committee on Health Benefits - See Attachment C-13
- ALES Contract Administration

Issues:

GOER is bound by the existing collective bargaining agreement and interest arbitration award to fund and implement these agreed-upon programs.

Population Served:

Approximately 1,240 Executive Branch Council 82 employees in the ALES unit.

Performance Measures:

The LMCs are the infancy stages of developing performance measures to meet both agency and Executive Chamber needs.

Labor-Management Committees
PROGRAM INFORMATION SHEET

Program: 9. Police Benevolent Association of the New York State Troopers, Inc. (PBA) Collective Bargaining Agreements

Mandate: Chapter 157, Section 24 of the Laws of 2005; 2007-11 Contract Pending Ratification

Mandated Funding Level: 0

Brief Description / History / Background:

This program represents the agreements reached in collective bargaining between the State and PBA for employees in the Troopers Unit and Supervisors Unit for the time period 2003-2007. In summary, it provides for the following:

PBA Joint Committee on Health Benefits - See Attachment C-13
Trooper Contract Administration

Issues:

GOER is bound by the existing collective bargaining agreement and interest arbitration award to fund and implement these agreed-upon programs.

Population Served:

Approximately 3,550 Executive Branch PBA employees.

Performance Measures:

The LMCs are the infancy stages of developing performance measures to meet both agency and Executive Chamber needs.

Labor-Management Committees
PROGRAM INFORMATION SHEET

Program: 10. New York State Police Investigators Association (NYSPIA) Collective Bargaining Agreement (Bureau of Criminal Investigation Unit- BCI)

Mandate: Chapter 112, Section 26 of the Laws of 2006; currently in negotiations

Mandated Funding Level: 0

Brief Description / History / Background:

This program represents the interest arbitration award for the period ending March 31, 2007 for employees in the BCI Unit. In summary, it provides for the following:

- BCI Indemnification Fund
- BCI Joint Committee on Health Benefits - See Attachment C-13
- BCI Contract Administration

Issues:

GOER is bound by the existing interest arbitration award to fund and implement these agreed-upon programs.

Population Served:

Approximately 1,300 Executive Branch NYSPIA employees.

Performance Measures:

The LMCs are the infancy stages of developing performance measures to meet both agency and Executive Chamber needs.

Labor-Management Committees
PROGRAM INFORMATION SHEET

Program: 11. Graduate Student Employees Union (GSEU) Collective Bargaining Agreement

Mandate: Chapter 41, Section 15 of the Laws of 2005; currently in negotiations

Mandated Funding Level: 0

Brief Description / History / Background:

This program represents the agreements reached in collective bargaining between the state and GSEU for the 2003-2007 Agreement for employees in the Graduate Student Negotiating Unit (SUNY-GSNU). In summary, it provides for the following:

GSEU Family Benefits Program - See Attachment C-13
GSEU Employee Assistance Program - See Attachment C-13

Issues:

GOER is bound by the existing collective bargaining agreement to fund and implement these agreed-upon programs.

Population Served:

Approximately 4,600 part-time Executive Branch employees in the SUNY- GSNU.

Performance Measures:

GOER is bound by the existing collective bargaining agreements to fund and implement these agreed-upon programs.

Labor-Management Committees
PROGRAM INFORMATION SHEET

Program: 12. Specific Bargaining Unit Labor-Management Committees (LMCs)

Mandate:

Chapter 10, Part A Section 26 of the Laws of 2008 (CSEA)
 Chapter 113, Section 16 of the Laws of 2008 (UUP)
 Chapter 114, Section 17 of the Laws of 2008 (NYSCOPBA & PEF)
 Chapter 375, Section 23 of the Laws of 2007 (Council 82-SSU Supervisors)
 Chapter 688, Section 21 of the Laws of 2007 (NYSCOPBA Non-Arb. Eligible)
 Chapter 3, Section 26 of the Laws of 2007 (ALES)
 Chapter 4, Section 27 of the Laws of 2007 (Council 82- SSU Supervisors)
 Chapter 113, Section 19 of the Laws of 2006 (NYSCOPBA)
 Chapter 114, Section 24 of the Laws of 2006 (ALES)

Mandated Funding Level: \$48,527,300 (4 Years)

Brief Description / History / Background:

This program represents the Labor-Management Committees agreed to in collective bargaining between the state and CSEA, UUP, Council 82, and NYSCOPBA, or in interest arbitration awards. The union specific labor-management committees and their responsibilities are:

NYS & CSEA Partnership for Education and Training (Partnership) administers workforce development resources for 74,000 CSEA-represented NYS employees and their agency managers and CSEA leaders. Under the leadership of two co-directors, Partnership programs and services are committed to cooperative labor-management relations for organizational effectiveness and employee quality of work life. A joint labor-management Board of Directors directs and oversees Partnership activities. It is the mission of the Partnership to provide, through labor-management cooperation, programs and services for NYS employees and agencies that promote:

- Increased career mobility, workplace safety and health, and job satisfaction.
- A highly skilled, motivated, and productive workforce committed to excellence in public service.
- Effective labor-management relationships between State and CSEA representatives.

CSEA-represented employees in the following bargaining units are served: Administrative Services Unit (ASU), Institutional Services Unit (ISU), Operational Services Unit (OSU), and the Division of Military and Naval Affairs (DMNA). For additional information visit:
<http://www.nyscseapartnership.org/>

CSEA Discipline Panel Administration (DPA) LMC processes the appeals of all charges filed by all State agencies against CSEA-represented employees. CSEA disciplinary arbitrations are scheduled and followed through conclusion by Panel staff members. The range of activity involves coordination of the schedules of arbitrators, management, and union representatives, and available hearing locations for multi-day hearings across the state. As the State and CSEA implement the recently negotiated disciplinary pilot across the state, the

role of the DPA becomes more complicated as it will be administering two different scheduling processes and increased volume during the term of the agreement. In addition, the DPA administers the Time and Attendance (T&A) panels across the state. The T&A process was negotiated between CSEA and the State in 1982 as an expedited means of addressing this specific workplace issue. Approximately 1,050 T&A cases are filed by state agencies involving T&A charges against CSEA-represented members each year. The DPA, like the administration of CSEA discipline cases, must coordinate the scheduling of these cases geographically in conjunction with the scheduling of hearing locations, management, union and arbitrator (called umpires in this process) calendars.

NYS/UUP Joint Labor-Management Committees (JLMC) provide a forum to discuss, consider, and attempt to resolve matters of interest to the parties. The JLMC is comprised of six committees and 11 programs. With equal numbers of State and UUP representatives serving on the committees, the programs are designed to address mutually-identified needs and goals of UUP members and of SUNY. Through the JLMC, funding is provided for projects or activities that would develop or enhance areas of professional development, creative use and understanding of technology, safer working conditions, employment security, and understanding and facilitating diversity in the workplace. The Joint Labor-Management Executive Committee oversees the committees and the neutral staff makes recommendations, implements, and monitor programs and projects pertaining to each committee's mandate. Joint labor-management committee meetings are held regularly. For additional information visit: <http://www.nysuup.lmc.state.ny.us/>

NYS/Security & Security Supervisors Labor-Management Committees consist of the State/NYSCOPBA Labor-Management Committee (LMC) and the State/Council 82 Labor-Management Committee. The State/NYSCOPBA LMC was established to explore and deal with quality of work life, training and development issues for State employees in the Security Services Unit. The State/Council 82 LMC was established to explore and deal with quality of work life and training and development issues for State employees represented by Council 82. Committee funding has been used for agency- specific training, work life improvement projects, education and training including tuition reimbursement, team building and supervisory training, and the statewide dependent care initiative.

Issues:

GOER is bound by the existing collective bargaining agreements and interest arbitration awards to fund and implement these agreed-upon programs.

Population Served:

Executive branch employees represented by and CSEA, UUP, Council 82, and NYSCOPBA.

Performance Measures:

GOER is in the infancy stages of developing performance measures to meet both agency and Executive Chamber needs.

Labor-Management Committees
PROGRAM INFORMATION SHEET

Program: 13. Multi-Bargaining Unit Labor-Management Committees (LMCs)

Mandate:

Chapter 10, Part A, Section 26 of the Laws of 2008 (CSEA)
 Chapter 10, Part B, Section 26 of the Laws of 2008 (M/C)
 Chapter 49, Section 12 of the Laws of 2008 (DC-37)
 Chapter 113, Section 16 of the Laws of 2008 (UUP)
 Chapter 114, Section 17 of the Laws of 2008 (NYSCOPBA & PEF)
 Chapter 375, Section 23 of the Laws of 2007 (Council 82-SSU Supervisors)
 Chapter 688, Section 21 of the Laws of 2007 (NYSCOPBA Non-Arb. Eligible)
 Chapter 3, Section 26 of the Laws of 2007 (ALES)
 Chapter 4, Section 27 of the Laws of 2007 (Council 82- SSU Supervisors)
 Chapter 113, Section 19 of the Laws of 2006 (NYSCOPBA)
 Chapter 114, Section 24 of the Laws of 2006 (ALES)
 Chapter 112, Section 26 of the Laws of 2006 (NYSPIA- BCI)
 Chapter 157, Section 24 of the Laws of 2005 (PBA- Troopers & Supervisors)
 Chapter 41, Section 15, of the Laws of 2005 (GSEU)

Mandated Funding Level: 56,780,400 (4 Years)

Brief Description / History / Background:

Labor-management committees began as an experiment in 1976 when severe fiscal distress forced the layoff of 10,000 employees statewide, the State and the largest union representing State employees, the Civil Service Employees Association (CSEA), negotiated and funded a Continuity of Employment Committee. Over a three-year period, this Committee studied the impact of the layoffs that had occurred and operated several demonstration projects, including setting up a center to help displaced employees secure new jobs. The success of these efforts led both labor and management to renew the Continuity of Employment Committee concept in 1979. They expanded its mandate to include work environment and productivity issues in that same year. Since that time, the State and the public employee unions have created a myriad of joint committees designed to meet the emerging needs of employees and management in the work place. The following labor-management committees are currently operational and receive funding from the Management/Confidential program and the various collective bargaining agreements:

- **Employee Assistance Program (EAP)** is a peer assistance program that helps ensure a productive workforce by helping employees resolve problems that may be affecting their work. EAP provides confidential information, assessment, and referral services to help state employees, and their families, address a variety of problems such as marital, mental health, medical, legal, financial, parenting, and alcohol or other drug-related problems. Referrals are provided by more than 360 coordinators, located in State agencies and facilities throughout the State, who are specially trained to assess an employee's problems and to refer the employee to the appropriate community resource provider. EAP is overseen by professional staff located in Albany and in regional field offices throughout the State. For additional information visit: <http://www.worklife.state.ny.us/EAP/>

- **Family Benefits Program** is a cooperative labor-management program funded through the collective bargaining agreements to help employees with issues that could otherwise affect their work, e.g., caregiving or financial concerns. Family Benefits programs are designed to help employees save money, give them more time, and provide peace of mind. These programs include a flexible spending account for dependent care with an employer subsidy, consultation and referral services, worksite child care centers for children under five and summer camps for school-aged children, pre-retirement planning seminars, and a pre-tax transportation program. Program benefits include improved employee morale, productivity, reduction in unplanned absences and tardiness, and improved recruitment and retention. For additional information visit: <http://www.worklife.state.ny.us/>

- **Employee Benefits Management (EBM) Unit & Joint Committees on Health Benefits-** The EBM Unit is responsible for negotiating and providing administration assistance with the employee health insurance portion of the collective bargaining agreements, and managing the various benefit programs. Joint Labor-Management Committees on Health Benefits exist with each employee union, and EBM staff work with them to cooperatively design, implement, and monitor the various benefit programs. The joint committee process has facilitated many effective program modifications outside of regularly scheduled negotiations, program modifications that would not have occurred on a timely basis, if at all, without this forum being available. Through its ongoing work with the state employee unions, the EBM Unit has achieved better health plan design, more effective plan administration, improved access to quality medical care, and timely solutions to important health benefits issues.

- **Workforce and Organizational Development Unit (WODU)** provides development and training opportunities to state agencies and employees so that they can meet their goals and provide high quality services to the public. Funding is provided through the negotiated agreements between the State and CSEA and PEF, and with funding provided on behalf of M/C employees. WODU is also coordinating the efforts for the agency to create a statewide learning management system entitled NYS-Learn, which will allow registration for all GOER-sponsored training to be managed through a single operation. For additional information visit: <http://www.goer.state.ny.us/train/index.html>

Issues:

GOER is bound by the existing collective bargaining agreements and interest arbitration awards to fund and implement these agreed-upon programs.

Population Served:

Approximately 175,000 Executive Branch state employees represented in fourteen different bargaining units by nine public employee unions. In addition, employees of the Legislature and Judiciary may participate in certain programs and benefits.

Performance Measures:

The LMCs are in the infancy stages of developing performance measures to meet both agency and Executive Chamber needs.

Labor-Management Committees
PROGRAM INFORMATION SHEET

Program: 14. NYS Flex Spending Account (Special Revenue- Other)

Mandate: None

Mandated Funding Level: None

Brief Description / History / Background:

This program provides access to the interest accrued under the Short-Term Investment Program for the Flex Spending Account. The interest offsets program costs for the Flex Spending Program administered by the Family Benefits Program (see Attachment C-13).

Issues:

GOER is bound by the existing collective bargaining agreements and interest arbitration awards to fund and implement these agreed-upon programs.

Population Served:

Approximately 175,000 Executive Branch state employees represented in fourteen different bargaining units by nine public employee unions.

Performance Measures:

The LMCs are in the infancy stages of developing performance measures to meet both agency and Executive Chamber needs.