

OFFICE OF FISCAL ANALYSIS

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SB-912

AN ACT CONCERNING THE STATUS OF PROBATE COURT
SYSTEM EMPLOYEES.

OFA Fiscal Note

State Impact:

Agency Affected	Fund-Effect	FY 24 \$	FY 25 \$
Judicial Dept.	GF - Potential Cost	See Below	See Below
Probate Court	PCAF - Potential Cost	See Below	See Below

Note: GF=General Fund; PCAF=Probate Court Administration Fund

Municipal Impact: None

Explanation

The bill allows probate court employees to be deemed state employees for the purpose of collective bargaining and results in potential costs to the Probate Court Administration Fund (PCAF) and to the General Fund. The bill limits the number of bargaining units to two, but it does not require the probate court employees to unionize.

If the probate court employees do choose to unionize, there is an estimated one-time cost of \$8,200-\$16,400 for the PCA to retain outside legal counsel. Additionally, there may be a cost of \$10,000- \$20,000 in equipment, office furniture, and fixtures for new human resources employees. Potential recurring costs for two to four¹ additional staff salary and fringe benefits is estimated to be between \$335,000 and \$600,000. The PCA may also need to retain outside counsel on an annual

¹ A Manager of Labor Relations, two Personnel Officers, and a Personnel Assistant may be needed in the case of four employees. In the case of two staff, there would likely be a Manager of Labor Relations and one Personnel Officer. In the case of three staff, there may be one of each position type.

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basis and the cost associated with that would be between \$4,000 and \$8,500 depending upon the number of unions and the length of negotiations.

If additional office space is required due to increased number of staff, the bill may result in a cost for leasing space. This cost is dependent on state owned office space that may be available, other space that may need to be leased, or the PCA's flexibility in allowing some positions to work remotely. It is estimated that lease related costs will be approximately \$12,000-\$27,000 annually depending upon the number of new staff who would require office space.

The Probate Court Administration Fund receives revenue through probate court fees as well as a General Fund subsidy through an appropriated account in the Judicial Department. These additional costs may result in an increase to the General Fund subsidy or an increase to probate court fees.

The Out Years

The annualized ongoing fiscal impact identified above would continue into the future subject to inflation.