

## **SUMMARY OF 33 BILLS RE: “TOOL KITS”**

### **MUNICIPAL AND COUNTY TOOL KIT**

1. Constitutional amendment to impose a 2.5% cap on increases in the property tax levy increases for municipal, school and county taxes, cap banking is allowed.
2. Constitutional amendment to place a 2.5% cap on spending for State government operations (excluding state aid to municipalities and school districts, support for higher education and direct property tax relief); cap banking is allowed.
3. PERC selects three arbitrators for union contracts from list of 25, parties then pick one of the three selected arbitrators, instead of parties agreeing to choose a specific name directly from the list of 25 as is currently the case
4. Arbitrators are mandated to consider impact of union contracts on property taxes, no such requirement in current law.
5. Arbitrators are barred from making contract awards that exceed 2.5% cap, inclusive of all salary, benefit and other economic contract provisions
6. Pension benefit reform – eliminate eligibility for State retirement systems for outside groups and associations.
7. Pension benefit reform – cap sick leave and carry forward of vacation for current employees.
8. First Bill – Shared services reform – when local units decide to share services current law requires buyout of union contracts, bumping and other civil service protections that destroy the efficiencies of the merger; this proposal eliminates certain civil services protections when services are shared (2 bills to amend different statutes)
9. Second bill – Shared services reform – when local units decide to share services current law requires buyout of union contracts, bumping and other civil service protections that destroy the efficiencies of the merger; the proposal eliminates certain civil services protections when services are shared (2 bills to amend different statutes)
10. Allow furloughs by local government to save costs.
11. Allow counties and municipalities to opt out of civil service municipalities by ordinance or referendum signed by 15% of the voters.

12. Public employee discipline reform – reclassify many offenses as minor to avoid lengthy and costly hearings for relatively trivial infractions.
13. Police employee discipline reform – reclassify many offenses as minor to avoid lengthy and costly hearings for relatively trivial infractions.
14. Firefighters discipline reform – reclassify many offenses as minor to avoid lengthy and costly hearings for relatively trivial infractions.
15. Employee discipline reform – revise appeal process of employee disciplinary hearings to reclassify many offenses as minor
16. Revise layoff rules to allow less senior, but more essential employees to avoid bumping
17. Give Civil Service Commissioner more day-to-day control as when the Department of Personnel was a freestanding department
18. Increase testing and appeal fees for civil service promotional exams
19. Allow Civil Service Commissioner to make seasonal appointment for 9 months
20. Move school and fire elections to November
21. Allow municipalities to offset property tax refunds against State income tax refunds
22. Expand parties that may bring challenges to Council on Local Mandates to include groups, like the League of Municipalities. Currently, only individual municipalities can do this and is too costly for one town to “go it alone.”

### **EDUCTAIONAL TOOL KIT**

23. No school contract award, including benefits costs, in excess of the statutory or constitutional levy cap.
24. School districts could once again impose a “last best offer” contract under certain circumstances.
25. Executive county superintendents approval of all union and superintendent contracts. No approval if:
  - a. Salary /benefit increases exceed the levy cap
  - b. Pupil contract time per day as set by reg;
  - c. Minimum number of work as set by reg;
  - d. Auxiliary/ancillary services contracted out.

26. Executive county superintendents would be required to implement sharing of school business functions across districts and municipalities.

27. Pensions reforms similar to those affecting municipalities.

### **HIGHER EDUCATION TOOL KIT**

28. Revise fact finder decision standards (when awarding a new employee contract) to account for decrease in state aid level, effect on tuition, and benefits already provided to employees

29. Designate State colleges and universities as employer for record for collective bargaining. Allows colleges and universities more control of a process when they have day-to-day contact with employees

30. Allow state colleges and universities to heir faculty members for a probationary period

31. Remove classified employers from Civil Service status and include them within each institution's personnel system.

32. Allow separate workers compensation program management for college and universities.

### **MISCELLANEOUS**

33. Require only single ballot to each household instead of multiple ballots to all voters residing in household.