

Budget Change Proposal - Cover Sheet

Fiscal Year: 2020/21

Business Unit: 7350

Department: Department of Industrial Relations

Priority Number: 3

Budget Request Name: 7350-010-BCP-2020-GB

Program: 6105 – Division of Labor Standards Enforcement

Subprogram: 6105010 – Wage Claim Adjudication

Budget Request Description: Wage Claim Adjudication Support to Decrease Claim Processing Times

Budget Request Summary:

The Division of Labor Standards Enforcement, Wage Claim Adjudication unit requests a four-year phase-in and increase of 15.0 positions and \$2.3 million in 2020/21, 31.0 positions and \$4.6 million in 2021/22, 47.0 positions and \$6.7 million in 2022/23, 63.0 positions and \$8.8 million in 2023/24, with an ongoing need of \$8.6 million from the Labor Enforcement and Compliance Fund to assist in decreasing current wage claim processing times due to changes in law, which have made wage claims much more complex. In addition, the requested resources will support a framework for developing targeted efforts to combat wage theft that includes case-assignment and handling claims by low-wage industry.

Requires Legislation: Yes No

Code Section(s) to be Added/Amended/Repealed:

Does this BCP contain information technology (IT) components? Yes No

If yes, departmental Chief Information Officer must sign.

Department CIO Name:

Department CIO Signature:

Signed On Date:

For IT requests, specify the project number, the most recent project approval document (FSR, SPR, S1BA, S2AA, S3SD, S4PRA), and the approval date.

Project Number:

Project Approval Document:

Approval Date:

If proposal affects another department, does other department concur with proposal?

Yes No

Attach comments of affected department, signed and dated by the department director or designee.

Prepared By: Carlos Torres, Assistant Chief, DLSE

Date: 1/10/20

Reviewed By: Courtney Monte

Date: 1/10/20

Department Director: Victoria Hassid, Chief Deputy Director

Date: 1/10/20

Agency Secretary: Julie A. Su

Date: 1/10/20

Department of Finance Use Only

Additional Reviews: Capital Outlay: ITCU: FSCU: OSAE:
Department of Technology:

PPBA: Danielle Brandon

Date submitted to the Legislature: 1/10/2020

A. Budget Request Summary

The Division of Labor Standards Enforcement (DLSE or Labor Commissioner's Office), Wage Claim Adjudication (WCA) unit is requesting a four-year phase-in and increase of 15.0 positions and \$2.3 million in Fiscal Year (FY) 2020/21, 31.0 positions and \$4.6 million in FY 2021/22, 47.0 positions and \$6.7 million in FY 2022/23, 63.0 positions and \$8.8 million in FY 2023/24, with an ongoing need of \$8.6 million from the Labor Enforcement and Compliance Fund to assist in decreasing current wage claim processing times due to changes in law, which have made wage claims more complex. In addition, the requested resources will support a framework for developing targeted efforts to combat wage theft that includes case-assignment and handling claims by low-wage industry.

Positions and resources will be phased in over a four-year period to allow sufficient time for hiring and training.

B. Background/History

The WCA unit within the Labor Commissioner's Office accepts claims from individuals for unpaid wages, unpaid vacation or sick leave, missed meal and rest breaks, and other unpaid compensation - California Labor Code (LC) sections 96 and 98. WCA is the largest unit within DLSE with over 200 positions. In the WCA unit, there are 16 offices across the state with each managed by a Deputy Labor Commissioner (DLC) III, who report directly to the Assistant Chief over the WCA unit.

Due to new legal tools and increased wage theft awareness by the public, the WCA unit has seen tremendous growth in the complexity of claims, number of parties, and ability for WCA to put earned wages into workers' pockets.

On the other hand, these necessary changes have caused significant delays in the WCA unit's claims filing process. Such delays give underground economy operators and unscrupulous employers increased opportunity to further evade the responsibility of unpaid wages by shutting down their operation, moving or changing the legal entity. Further, low-wage workers may be in situations where they are forced to give up in the process because they need to keep their current jobs, or they sacrifice additional work time to participate in the proceedings that may result in a paper judgment that leaves little promise of collectability after so much time has passed by. Many of these workers live paycheck to paycheck and live under the constant fear of eviction or otherwise becoming homeless. Overall, the harm to wage theft victims is compounded in multiple ways by inadequate staffing.

Changes in the law demand that we continue to create effective ways for handling claims as well as obtain enough resources in order to meet WCA's statutory obligations,

fulfill the spirit of the new laws, and overall accomplish our mission.

A Legislative History: New Enforcement Tools for the Labor Commissioner's Office

2013

In 2013, Assembly Bills (AB) 442 and AB 1384 were passed to expand the Bureau of Field Enforcement's (BOFE) citation authority to cite liquidated damages for failure to pay minimum wages under LC sections 1194.2 and 1197. AB 241 then added LC sections 1450-1454 to provide that personal attendants who work in private households are entitled to overtime for hours worked over 9 hours in a day or 45 hours in a week. Also in 2013, appellate court decision *Gonzales v. Downtown LA Motors*, 215 Cal. App. 4th 36 (2d App. Dist. Mar. 6, 2013) held that an employer must compensate piece rate workers separately for "non-productive" time.

2014

AB 1522 was passed in 2014 and created LC sections 245, which requires payment of Paid Sick Leave for employees throughout the State. The passage of AB 1897 further added LC section 2810.3, allowing joint liability of a "client employer" for wage violations of its "labor contractor" and any failure by the contractor to secure workers' compensation insurance. Finally, AB 1723 amended LC section 1197.1 in 2014 to authorize DLSE to determine waiting time penalties in citations under LC section 203.

2015

In 2015, Senate Bill (SB) 588 added LC sections 238 et seq. and 558.1. Under LC sections 238, the Labor Commissioner can assess civil penalties through citation authority if an employer continues to conduct business in the state and has not filed the required bond under section 238. Further, LC section 238.1 allows the Labor Commissioner to impose a Stop Order on an employer conducting business when that employer is subject to the bond requirement. These citations are appealable and heard by WCA hearing officers. In addition, LC section 238.5 makes businesses that contract for "property services" or for long-term care industry services jointly and severally liable for unpaid wages. LC section 558.1 expands liability for violations of the minimum wage, hours or days of work provisions of Industrial Welfare Commission orders and for violations of LC sections 203, 226, 226.7, 1193.6, 1194, or 2802 to owners, directors, officers, and managing agents of the employer.

AB 970, also passed in 2015, amended LC sections 558 and 1197.1 by providing BOFE citation authority for enforcement of local minimum wages and amendment to LC section 2802 to provide citation authority for employers violating reimbursement obligations. In addition, AB 1513 added LC section 226.2 in 2015, which codifies the

holdings in appellate court decisions *Gonzalez v. Downtown LA Motors*, 215 Cal. App. 4th 36 (2d App. Dist. Mar. 6, 2013) and *Bluford v. Safeway, Inc.*, 216 Cal. App. 4th 864 (3d App. Dist., May 8, 2013) by removing any uncertainty regarding the correctness of the statutory and regulatory interpretations adopted in those cases.

Furthermore in 2015, California Supreme Court decision *Mendiola v. CPS Security Solutions*, No. S212704 (Cal. January 8, 2015) held that employers cannot exclude sleep time from wages during “on call” time by agreement between the employer and the employee unless a state wage order provides otherwise. This decision clarified DLSE authority to recover wages for sleep time.

2017

In 2017, SB 96 added LC section 1174.1, which allows evidentiary sanctions for failure to provide documents. AB 1066 made changes to the method of calculating wages, hours, and working conditions for agricultural workers.

2018

In 2018, SB 306 added LC section 98.74, which establishes the procedures for citations in Retaliation Complaint Investigation proceedings (WCA hears the appeals of these citations). AB 1701 added LC section 218.7, stipulating direct contractor liability on private works of construction. SB 490 added LC section 204.11 assessing liability on employers to pay employees licensed under the Barbering and Cosmetology act twice a month on a set payday. SB 295 added LC section 1697.5, requiring sexual harassment training for Farm Labor Contractors, which allows DLSE’s Licensing and Registration unit to assess penalties and issue citations, appealable to the WCA unit.

A Growth in Processing Times

All of these changes, while adding new tools to combat wage theft, not only significantly increase the length of time it takes to process a wage claim, but also requires more constant training and supervision to ensure the requirements of the law are properly carried out.

Currently, all 16 WCA offices are not in compliance with the processing time laid out in LC section 98. In 2018, over 32,000 claims were filed for unpaid wages, yet only ~29,000 claims were closed. One of the crucial reasons why WCA was established was to provide a no cost, quick alternative to the Superior court system. Our current processing times are failing to provide this alternative to the public. By statute, hearings are to take place within 90 days from the date the Labor Commissioner determines to accept the complaint, a determination that is to be made within 30 days of filing. The time to process claims from filing to hearing has risen to an average of 396 days in 2018

and are projected to continue increasing. Over the past four years we have seen an average 20.25% increase in processing time per year. If this trend holds, then 2020 processing times are projected to be approximately 572 days.

Claim processing delays are further impacted by other program functions and resources diverted to those functions. For example, WCA hears the appeals of those employers who appeal citations issued by other DLSE enforcement programs, such as BOFE. In the past 3 years, we have seen an overall increase in more complex citation appeal hearings. Notwithstanding, new citation authority has not been fully explored, and we expect that once programs with this authority start to issue more citations, appeals will increase exponentially, and more hearing officer resources will be necessary to hear these appeals.

The WCA unit further enforces child labor laws through the Entertainment Work Permit sub-unit which processes applications to permit children, blanket permits to employ minors and grants minors work hour waivers. WCA also oversees the AB 633 Garment Unit, which processes wage claims for those in the garment industry. Additionally, the Labor Commissioner dedicated Hearing Officers in the WCA Long Beach office to hear Port-Drayage claims. This was due to many independent contractor misclassification issues in the port trucking industry, and also due to the specialized issues in the industry and because of the high profile nature of the issues.

With the WCA drowning in stale wage claims awaiting hearing, all the while receiving more new claims each year, the WCA unit is in desperate need of Deputies and Hearing Officers to address burgeoning processing times and ensure cheated workers are receiving justice in a reasonable amount of time.

Resource History

Dollars in thousands

Program Budget	2014/15	2015/16	2016/17	2017/18	2018/19
Authorized Expenditures	\$29,125	\$30,341	\$32,748	\$32,298	\$34,124
Actual Expenditures	\$28,598	\$29,064	\$30,247	\$32,321	N/A
Authorized Positions	190.5	201.5	201.5	196.0	200.5
Filled Positions	167.3	172.4	174.6	181.2	179.5
Vacancies	23.2	29.1	26.9	14.8	21.0

Workload History

Workload Measure	2015	2016	2017	2018
Average Number of Days: Docket to Hearing Transmittal/Referral	85	113	160	231
Average Number of Days: Docket to Hearing Held	220	250	305	396

C. State Level Considerations

This proposal does not impact other state departments, although it does impact other program units in DLSE that issue citations, since additional WCA support will result in more timely hearings on appeal of such citations.

D. Justification

With the clientele of the WCA unit being private employees/employers. Pursuant to LC section 98, hearings are to take place within 90 days from date the Labor Commissioner determines to accept the complaint, a determination that is to be made within 30 days of filing. With current data projecting the number of days to process a wage claim climbing to well over 500 days by 2020, the WCA unit will continue to remain out of statute without additional resources.

The Labor Commissioner's Office was created by statute to, among other things, process and adjudicate disputes regarding wage theft. Court decisions have made it clear that a prompt payment of wages to an employee who has earned them is necessary to pay for the necessities of life (medical, housing, food, education, etc.). Further, the prompt payment of wages benefits the California economy by increasing consumer spending. Moreover, the prompt payment of wages accelerates the withholding and payment of taxes to the State.

Additional Deputies for Claim Processing and Adjudicating Settlement Conferences

A determination to accept the complaint for adjudication must be made within 30 days of

filing. This determination is typically made during a settlement conference. Currently, the average number of days from claim filing to completion of a settlement conference or transmittal to a hearing is over 230 days which is 200 days over statute. This increased delay is driven by additional time required to evaluate claim complexity and simultaneously handle volume of claims received and processed.

To combat long processing times from a growing number of complex claims that WCA is experiencing, the division requests 27.0 additional Deputy Labor Commissioner (DLC) Is. The WCA unit forecasts that by increasing the number of DLC I positions by approximately 50 percent that total wait times for claim processing will decrease by 50 percent or 115 days. The WCA unit plans to place additional DLC Is in high capacity offices throughout the state to begin diminishing these growing wait times being experienced, and ultimately close more claims than received. Additional DLC I positions will also assist the effort to combat wage theft through a new low-wage industry initiative.

Under the low wage-industry initiative, each district office will assign deputies cases in a dedicated low-wage industry, and require that such low-wage industry claims be prioritized for in-person conferences, while deputies conduct telephonic conferences for less complex, non-low wage industry cases. This will improve efficiency by dedicating a proportional share of our resources by the types of claims we process and to build more wage theft awareness and expertise among deputies in order to more successfully resolve cases.

Specifically, by adopting this model, deputies will learn about the structures that perpetuate wage theft in those industries. In turn, deputies will be empowered to be more effective at applying all relevant enforcement tools. This way, deputies become experts at educating parties about their rights and obligations and promote more settlements with better law enforcement outcomes and ultimately help decrease total claim processing times.

To assist with hiring, training and onboarding 27.0 DLC Is, the WCA unit will phase them in over a four-year period, strategically placing positions in offices with the longest processing times

An Increase of Hearing Officers

According to statute, hearings are to take place within 90 days from date the Labor Commissioner determines to accept the complaint, a determination that is to be made within 30 days of filing. Accordingly, a hearing should be held approximately 120 days from the date of filing (30 days + 90 days). On average, it took 396 days from date of docket to date of hearing in 2018. Thus, the WCA unit is statutorily out of compliance by 276 days. Additionally, Labor Code section 98.1 requires the Labor Commissioner to

issue an order, decision or award (ODA) with 15 days after the hearing has concluded. In 2018, the average number of days from hearing to the date of the ODA was 49 – currently, the average is at 79 days in 2019. These increases have to do with factors of case complexity, as shown by the history of new laws that impact our law enforcement activities, which affects how much time we dedicate to certain cases.

Taking into account the information above, we have identified offices holding hearings in excess of 400 days from the date of filing: Long Beach, Los Angeles, Oakland, Sacramento, San Francisco, Santa Ana, Stockton and Van Nuys. The request for 14.0 additional DLC II (also known as Hearing Officers) will be placed in these highly-impacted offices. With these additional resources, the WCA unit projects that processing times to hold a hearing will decrease by 50% or an average of 198 days. These positions will further facilitate the expected increase in citation appeal hearings we will experience once those units with new citation authority begin to issue more citations.

Equal to the WCA unit's strategy to phase-in DLC Is, the unit requests a four-year phase-in for Hearing Officers. By spreading the onboarding of Hearing Officers into four-years, the WCA unit is able to strategize which of the high capacity offices require the most assistance. This method allows seasoned Hearing Officers to handle complex hearings, and gives opportunity to newly hired Hearing Officers to assist in holding hearings that are less complex and eventually decreasing overall processing times, which allows for more claims to be processed and closed.

Supplementary Senior Deputy Positions

The scope of a supervisor's job in the district office has grown to the point where it is difficult for anyone to focus on the entire process. For example, the DLC III manages all clerical and professional staff in various classifications, some of which require special attention and distinct training (the DLC I and DLC II classifications require different skill sets and modes of management and training). The DLC III is tasked with training oversight and management over classifications, including the following: handling performance issues, coordination of staff to achieve efficient functioning of the office, handling actual conferences and hearings as needed, managing monthly reports on case filings, compiling cashiering reports, addressing concerns made by the public and staff regarding increasingly complex cases and issues, initiating or completing special projects and coordinating responses through our case filing e-mail case inquiry system.

In the Van Nuys WCA office, we have successfully modeled the use of a second DLC III where one DLC III manages the conference deputies (DLC Is) and the other DLC III manages the Hearing Officers (DLC IIs). This has resulted in the abatement of increasing the number of days to process a claim in a climate where other WCA offices are experiencing a growth in the number of days to process complex claims. While

other similar WCA offices are experiencing an astronomical increase in the number of days to process a claim, like the San Francisco office processing claims from filing to hearing in an average of 644 days in 2018, the Van Nuys office is experiencing a plateau where days to process a claim have not increased over the last few years, averaging at 445 days from claim filing to hearing held.

By obtaining 6.0 additional DLC IIIs for other large, high capacity offices identified for additional Hearing Officers to support deputies and hearing officers by helping manage complex cases and providing ongoing on-the-job training, the WCA unit estimates total claim processing times will significantly decrease. Additionally, the senior commissioners can conduct the more complex hearings, as well as train and oversee DLC Is to support the development of a strategic effort for combating wage theft that includes a targeted approach for case-assignment and handling claims by low-wage industry. Of those 8 offices identified, the Van Nuys office has already instituted this additional supervisor and the Los Angeles office has selected a candidate for hire. This leaves 6 remaining offices in need of supervisory support.

To assist with the training and onboarding of newly hired staff requested in this proposal, the WCA unit asks that the 6.0 DLC IIIs be phased in over a three-year period. This will further nourish the WCA unit's strategy for more training and focused supervision for each classification to further decrease claim processing times by increasing deputy confidence on new enforcement laws and the handling of complex wage cases.

Bolstered Clerical Support

With an influx of deputies and Hearing Officers being requested, additional clerical support would be crucial to the success of this proposal. At a 1:3 ratio of clerical to professional staff, the WCA unit requests an additional 16.0 Office Technicians (OT).

The role of the OT in a WCA office to assist the WCA team to accomplish their roles in processing claims, adjudicating settlement conferences, and presiding over hearings is important. By receiving and inputting new claims into program systems, OTs insure that claims are being acknowledged. This also insures any missing information can be collected and addressed before a deputy begins claim processing. Once claims have been processed, OTs issue notices of determinations, hearings scheduled or other important informational correspondence to claimants. Perhaps one of the most vital duties an OT provides to the WCA unit is providing the public information. With the plethora of new wage laws and enforcement legislation, public information duties becomes a crucial piece to assist cheated workers. By providing this imperative service, OTs are the forefront to helping achieve justice against criminal employers.

The WCA unit also plans to onboard its clerical request over four years, comparable to the phase-in plan for DLC Is and DLC IIs. This allows for training new clerical staff of the multi-faceted environment encapsulated in a WCA office without becoming overwhelmed with the ultimate goal of decreasing case processing times.

E. Outcomes and Accountability

This proposal will achieve the following outcomes:

- Reduce the wage claim processing time from claim filing to settlement or transmittal/referral to hearing by 50%.
- Reduce the wage claim processing time from claim filing to hearing held by 50%.
- Implement a strategy to utilize an additional supervisor in large, high-capacity offices to focus on training staff on new legislation and the handling of complex wage cases.

Projected Outcomes

Workload Measure	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26
Average Number of Days: Docket to Hearing Transmittal/Referral	211	192	173	154	135	115
Average Number of Days: Docket to Hearing Held	363	330	297	264	231	198

F. Analysis of All Feasible Alternatives

1. Do Nothing

Pro: No additional resources would be required.

Con: This alternative fails to address any of the issues raised and discussed in this proposal. This alternative would continue operating with the present understaffed levels at which statutory mandates cannot be met, and was determined not to be prudent or in the best interests of California’s workforce. The number of days to process a claim will continue to climb and the Labor Commissioner’s mission to help cheated workers will

fail.

2. Approve as Proposed

Pro: This alternative is recommended. This proposal will provide resources to address the disparity in the management structure of DLSE's units and address inadequate staffing levels to accomplish the outcomes listed above.

Con: Outside of additional costs to the state, this alternative has no immediate con as it requests a level of resources which is logistically possible to implement as reflected in the time line below.

3. Approve proposal for limited-term basis

Pro: This alternative would help address the backlog of roll-over claims and hearings from prior years and help decrease the immense processing times in the majority of WCA offices.

Con: This alternative does not factor in the learning curve experienced by new staff during training, particularly of areas of complexity mentioned above. Just at the time staff become journeymen and start addressing the ever growing backlog, positions would expire, leaving the WCA unit just as it was before this proposal was approved, making the WCA unit vulnerable to increasing claim processing times. Additionally, limited-term positions divert resources from processing claims in order to train and supervise limited-term staff who will be leaving in a short time.

G. Implementation Plan

The hiring process will begin immediately upon authorization of the additional staff as laid out according the WCA unit's four-year phase-in plan.

H. Supplemental Information

None.

I. Recommendation

Approve proposal as requested. This enhancement will be funded by the Labor Enforcement and Compliance Fund.

BCP Fiscal Detail Sheet

BCP Title: Wage Claim Adjudication Support to Decrease Claim Processing Times

BR Name: 7350-010-BCP-2020-GB

Budget Request Summary

Personal Services

Personal Services	FY20 Current Year	FY20 Budget Year	FY20 BY+1	FY20 BY+2	FY20 BY+3	FY20 BY+4
Positions - Permanent	0.0	15.0	31.0	47.0	63.0	63.0
Total Positions	0.0	15.0	31.0	47.0	63.0	63.0
Earnings - Permanent	0	1,091	2,210	3,242	4,302	4,302
Total Salaries and Wages	\$0	\$1,091	\$2,210	\$3,242	\$4,302	\$4,302
Total Staff Benefits	0	628	1,272	1,865	2,475	2,475
Total Personal Services	\$0	\$1,719	\$3,482	\$5,107	\$6,777	\$6,777

Operating Expenses and Equipment

Operating Expenses and Equipment	FY20 Current Year	FY20 Budget Year	FY20 BY+1	FY20 BY+2	FY20 BY+3	FY20 BY+4
5301 - General Expense	0	23	48	73	98	98
5302 - Printing	0	8	16	24	32	32
5304 - Communications	0	27	46	64	82	71
5306 - Postage	0	21	44	67	89	89
5320 - Travel: In-State	0	30	61	93	125	125
5322 - Training	0	5	9	14	19	19
5324 - Facilities Operation	0	211	437	662	888	888
5344 - Consolidated Data Centers	0	61	125	190	255	255
5346 - Information Technology	0	115	187	257	326	273
5368 - Non-Capital Asset Purchases - Equipment	0	128	138	139	140	4
Total Operating Expenses and Equipment	\$0	\$629	\$1,111	\$1,583	\$2,054	\$1,854

Total Budget Request

Total Budget Request	FY20 Current Year	FY20 Budget Year	FY20 BY+1	FY20 BY+2	FY20 BY+3	FY20 BY+4
Total Budget Request	\$0	\$2,348	\$4,593	\$6,690	\$8,831	\$8,631

Fund Summary

Fund Source

Fund Source	FY20 Current Year	FY20 Budget Year	FY20 BY+1	FY20 BY+2	FY20 BY+3	FY20 BY+4
State Operations - 3152 - Labor Enforcement and Compliance Fund	0	2,348	4,593	6,690	8,831	8,631
Total State Operations Expenditures	\$0	\$2,348	\$4,593	\$6,690	\$8,831	\$8,631
Total All Funds	\$0	\$2,348	\$4,593	\$6,690	\$8,831	\$8,631

Program Summary

Program Funding

Program Funding	FY20 Current Year	FY20 Budget Year	FY20 BY+1	FY20 BY+2	FY20 BY+3	FY20 BY+4
6105010 - Wage Claim Adjudication	0	2,348	4,593	6,690	8,831	8,631
Total All Programs	\$0	\$2,348	\$4,593	\$6,690	\$8,831	\$8,631

Personal Services Details

Positions

Positions	FY20 Current Year	FY20 Budget Year	FY20 BY+1	FY20 BY+2	FY20 BY+3	FY20 BY+4
1139 - Office Techn (Typing) (Eff. 07-01-2020)	0.0	3.0	3.0	3.0	3.0	3.0
1139 - Office Techn (Typing) (Eff. 07-01-2021)	0.0	0.0	3.0	3.0	3.0	3.0
1139 - Office Techn (Typing) (Eff. 07-01-2022)	0.0	0.0	0.0	6.0	6.0	6.0
1139 - Office Techn (Typing) (Eff. 07-01-2023)	0.0	0.0	0.0	0.0	4.0	4.0
9502 - Dep Labor Commissioner I (Eff. 07-01-2020)	0.0	5.0	5.0	5.0	5.0	5.0
9502 - Dep Labor Commissioner I (Eff. 07-01-2021)	0.0	0.0	8.0	8.0	8.0	8.0
9502 - Dep Labor Commissioner I (Eff. 07-01-2022)	0.0	0.0	0.0	5.0	5.0	5.0
9502 - Dep Labor Commissioner I (Eff. 07-01-2023)	0.0	0.0	0.0	0.0	9.0	9.0
9504 - Dep Labor Commissioner III (Eff. 07-01-2020)	0.0	4.0	4.0	4.0	4.0	4.0
9504 - Dep Labor Commissioner III (Eff. 07-01-2021)	0.0	0.0	1.0	1.0	1.0	1.0
9504 - Dep Labor Commissioner III (Eff. 07-01-2022)	0.0	0.0	0.0	1.0	1.0	1.0
9536 - Dep Labor Commissioner II (Eff. 07-01-2020)	0.0	3.0	3.0	3.0	3.0	3.0
9536 - Dep Labor Commissioner II (Eff. 07-01-2021)	0.0	0.0	4.0	4.0	4.0	4.0
9536 - Dep Labor Commissioner II (Eff. 07-01-2022)	0.0	0.0	0.0	4.0	4.0	4.0
9536 - Dep Labor Commissioner II (Eff. 07-01-2023)	0.0	0.0	0.0	0.0	3.0	3.0
Total Positions	0.0	15.0	31.0	47.0	63.0	63.0

Salaries and Wages

Salaries and Wages	FY20 Current Year	FY20 Budget Year	FY20 BY+1	FY20 BY+2	FY20 BY+3	FY20 BY+4
1139 - Office Techn (Typing) (Eff. 07-01-2020)	0	128	128	128	128	128
1139 - Office Techn (Typing) (Eff. 07-01-2021)	0	0	127	127	127	127
1139 - Office Techn (Typing) (Eff. 07-01-2022)	0	0	0	255	255	255
1139 - Office Techn (Typing) (Eff. 07-01-2023)	0	0	0	0	170	170
9502 - Dep Labor Commissioner I (Eff. 07-01-2020)	0	357	357	357	357	357
9502 - Dep Labor Commissioner I (Eff. 07-01-2021)	0	0	572	572	572	572
9502 - Dep Labor Commissioner I (Eff. 07-01-2022)	0	0	0	357	357	357
9502 - Dep Labor Commissioner I (Eff. 07-01-2023)	0	0	0	0	643	643
9504 - Dep Labor Commissioner III (Eff. 07-01-2020)	0	359	359	359	359	359
9504 - Dep Labor Commissioner III (Eff. 07-01-2021)	0	0	90	90	90	90
9504 - Dep Labor Commissioner III (Eff. 07-01-2022)	0	0	0	90	90	90
9536 - Dep Labor Commissioner II (Eff. 07-01-2020)	0	247	247	247	247	247
9536 - Dep Labor Commissioner II (Eff. 07-01-2021)	0	0	330	330	330	330
9536 - Dep Labor Commissioner II (Eff. 07-01-2022)	0	0	0	330	330	330
9536 - Dep Labor Commissioner II (Eff. 07-01-2023)	0	0	0	0	247	247
Total Salaries and Wages	\$0	\$1,091	\$2,210	\$3,242	\$4,302	\$4,302

Staff Benefits

Staff Benefits	FY20 Current Year	FY20 Budget Year	FY20 BY+1	FY20 BY+2	FY20 BY+3	FY20 BY+4
5150350 - Health Insurance	0	62	125	184	244	244
5150600 - Retirement - General	0	339	687	1,007	1,337	1,337
5150900 - Staff Benefits - Other	0	227	460	674	894	894
Total Staff Benefits	\$0	\$628	\$1,272	\$1,865	\$2,475	\$2,475

Total Personal Services

Total Personal Services	FY20 Current Year	FY20 Budget Year	FY20 BY+1	FY20 BY+2	FY20 BY+3	FY20 BY+4
Total Personal Services	\$0	\$1,719	\$3,482	\$5,107	\$6,777	\$6,777