

House Bill 2332

Introduced and printed pursuant to House Rule 12.00. Pre-session filed (at the request of Governor Kate Brown for Oregon Department of Administrative Services)

SUMMARY

The following summary is not prepared by the sponsors of the measure and is not a part of the body thereof subject to consideration by the Legislative Assembly. It is an editor's brief statement of the essential features of the measure **as introduced**.

Extends suspension of requirement that state agencies attain 11-to-1 ratio of nonsupervisory employees to supervisory employees to 2017-2019 biennium.

Extends deadline for work group to study and report to Legislative Assembly to date of convening of 2019 regular session.

Declares emergency, effective on passage.

A BILL FOR AN ACT

1
2 Relating to the ratio of state agency public employees to supervisory employees; amending sections
3 1, 2, 3 and 4, chapter 622, Oregon Laws 2015; and declaring an emergency.

4 **Be It Enacted by the People of the State of Oregon:**

5 **SECTION 1.** Section 1, chapter 622, Oregon Laws 2015, is amended to read:

6 **Sec. 1.** (1) During the biennium beginning July 1, 2015, **and the biennium beginning July 1,**
7 **2017**, the provisions of ORS 291.231 do not apply to a state agency.

8 (2) Notwithstanding subsection (1) of this section, during the biennium beginning July 1, 2015,
9 **and the biennium beginning July 1, 2017**, a state agency may not reduce the agency's ratio of
10 nonsupervisory employees to supervisory employees, as approved by the agency's legislatively ap-
11 proved budget, unless the Director of the Oregon Department of Administrative Services grants an
12 exception pursuant to ORS 291.231 (4).

13 (3) The Oregon Department of Administrative Services shall monitor state agency staffing ratios
14 during the biennium beginning July 1, 2015, **and the biennium beginning July 1, 2017**, and produce
15 quarterly reports describing any changes in the ratios. The reports shall include data on all em-
16 ployee types as the data is reasonably available. The department shall publish the reports on the
17 department's webpage and shall notify labor organizations representing state employees when the
18 reports are published.

19 (4) As used in this section:

20 (a) "State agency" has the meaning given that term in ORS 291.231.

21 (b) "Supervisory employee" has the meaning given that term in ORS 243.650.

22 **SECTION 2.** Section 2, chapter 622, Oregon Laws 2015, is amended to read:

23 **Sec. 2.** Notwithstanding section 1 [*of this 2015 Act*], **chapter 622, Oregon Laws 2015**, if a state
24 agency increases the agency's ratio of nonsupervisory employees to supervisory employees during
25 the biennium beginning July 1, 2015, **or the biennium beginning July 1, 2017**, the state agency
26 may count the increase in subsequent years for purposes of complying with ORS 291.231 (2).

27 **SECTION 3.** Section 3, chapter 622, Oregon Laws 2015, is amended to read:

28 **Sec. 3.** (1) The Oregon Department of Administrative Services shall convene a work group to
29 study and develop a report on appropriate ratios of state agency employees who are not supervisory

NOTE: Matter in **boldfaced** type in an amended section is new; matter [*italic and bracketed*] is existing law to be omitted. New sections are in **boldfaced** type.

1 employees to supervisory employees.

2 (2) Members of the work group shall be appointed by the Director of the Oregon Department
3 of Administrative Services and shall include:

4 (a) Representatives from the Oregon Department of Administrative Services;

5 (b) Representatives from other state agencies in the executive department as defined in ORS
6 174.112, including but not limited to agency managers or supervisory employees, agency employees
7 who are not supervisory employees and agency human resources employees;

8 (c) Representatives of the two largest labor organizations representing state agency employees;
9 and

10 (d) Representatives of private entities as the director determines is appropriate.

11 (3) The work group shall:

12 (a) Study public and private sector standards and best practices related to appropriate ratios
13 of employees who are not supervisory employees to supervisory employees;

14 (b) Identify job families or services for consideration of best practices, including but not limited
15 to public safety, administration and human service delivery;

16 (c) Consider practices in other states, geographic location issues, public and private industry
17 standards for specific professional requirements and any other issues related to a specific line of
18 business or particular service or function;

19 (d) Consider the best approaches for providing exceptions to required staffing ratios; and

20 (e) Develop and submit a report to the Legislative Assembly, including proposals for establishing
21 rational, best practices for state agency staffing ratios based on the nature of job families or ser-
22 vices provided by each state agency, and may submit recommendations for legislation.

23 (4) The Oregon Department of Administrative Services shall convene the work group as soon
24 as practicable after *[the effective date of this 2015 Act]* **July 1, 2015**. The department shall provide
25 facilities and administrative support for meetings of the work group.

26 (5) The work group shall submit the report, including any recommendations for legislation, to
27 the Legislative Assembly in the manner provided in ORS 192.245 on or before the date of the con-
28 vening of the *[2017]* **2019** regular session of the Legislative Assembly as specified in ORS 171.010.

29 (6) As used in this section:

30 (a) “Job families” means groups of occupations based upon work performed, skills, education,
31 training and credentials.

32 (b) “State agency” has the meaning given that term in ORS 291.231.

33 (c) “Supervisory employee” has the meaning given that term in ORS 243.650.

34 **SECTION 4.** Section 4, chapter 622, Oregon Laws 2015, is amended to read:

35 **Sec. 4.** (1) Sections 1 and 3 *[of this 2015 Act]*, **chapter 622, Oregon Laws 2015**, are repealed
36 on June 30, *[2017]* **2019**.

37 (2) Section 2 *[of this 2015 Act]*, **chapter 622, Oregon Laws 2015**, is repealed January 2, *[2020]*
38 **2022**.

39 **SECTION 5. This 2017 Act being necessary for the immediate preservation of the public**
40 **peace, health and safety, an emergency is declared to exist, and this 2017 Act takes effect**
41 **on its passage.**