

REVENUE: No revenue impact

FISCAL: Fiscal statement issued

Action:	Do Pass as Amended and Be Printed Engrossed and Be Referred to the Committee on Ways and Means by Prior Reference
Vote:	8 - 0 - 2
Yeas:	Barton, Cameron, Edwards C., Esquivel, Holvey, Matthews, Witt, Schaufler
Nays:	0
Exc.:	Kenemer, Thatcher
Prepared By:	Theresa Van Winkle, Administrator
Meeting Dates:	2/20, 3/20

WHAT THE MEASURE DOES: Establishes that when a “last best offer” is made prior to an arbitration procedure for a collective bargaining agreement for Department of State Police troopers, the term “comparable” includes the base pay for city police officers employed by the five most populous cities in Oregon.

ISSUES DISCUSSED:

- Overview of how base pay is calculated during the collective bargaining process
- Overview of arbitration in the Public Employee Collective Bargaining Act (PECBA)
- What is entailed in base pay; i.e. items in compensation package
- Number of former Oregon State Police troopers who are currently working for another police department
- Fiscal impact of the measure

EFFECT OF COMMITTEE AMENDMENT: Replaces the bill.

BACKGROUND: The Public Employee Collective Bargaining Act (PECBA) establishes a collective bargaining process for Oregon’s public employers and unions representing public employees. While most bargaining units are able to strike after completing prior steps of the bargaining process in good faith and giving proper notification, some bargaining units are prohibited from striking and must resolve differences via binding interest arbitration. Oregon State Police (OSP) troopers are one of the groups of employees who are strike-prohibited.

Under ORS 243.746, prior to the arbitration hearing, unresolved mandatory subjects submitted to the arbitrator in the parties’ “last best offer” packages shall be decided by the arbitrator, basing their findings and opinions on statutory criteria. The fifth criterion is the “comparison of the overall compensation of other employees performing similar services with the same or other employees in comparable communities.” “Comparable” is currently limited to communities of the same or near the same population within Oregon. HB 2501-A requires the arbitrator to use the base pay for city police officers employed by the five most populous cities in Oregon (currently, Portland, Eugene, Salem, Gresham, and Hillsboro) when determining “comparable” compensation for OSP troopers.