

**2009 Regular Legislative Session**  
**FISCAL ANALYSIS OF PROPOSED LEGISLATION**  
**Prepared by the Oregon Legislative Fiscal Office**

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**MEASURE NUMBER:** HB 2501                      **STATUS:** Original  
**SUBJECT:** Requires the Department of State Police to establish base pay for troopers.  
**GOVERNMENT UNIT AFFECTED:** Oregon State Police  
**PREPARED BY:** Tim Walker  
**REVIEWED BY:** Doug Wilson  
**DATE:** February 19, 2009

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	<u><b>2009-2011</b></u>	<u><b>2011-2013</b></u>
<b>EXPENDITURES:</b> See Analysis		

**EFFECTIVE DATE:** January 1, 2015

**GOVERNOR'S BUDGET:** This bill is not anticipated by the Governor's recommended budget.

**LOCAL GOVERNMENT MANDATE:** This bill does not affect local governments' service levels or shared revenues sufficient to trigger Section 15, Article XI of the Oregon Constitution.

**ANALYSIS:** This bill would require the Oregon State Police (OSP) to establish a base pay for troopers that is equal to or exceeds the average of the base pay for city police officers in the five most populous cities in the state; Portland, Eugene, Salem, Gresham, and Hillsboro. This base pay would be calculated for each year of service to develop a pay scale. The calculation would not include shift differentials, bonus pay, or compensation for possession of certain skills. The calculation would include longevity pay and employer contributions to retirement plans. The calculations would be updated annually on July 2.

Although the bill would not take effect until 2015 and does not have a fiscal effect in 2009-11 or 2011-13, the bill would obligate OSP GF in the future. The Department of Administrative Services, Human Resources Services Division (HRSD) calculated that if the bill were operative currently, the cost to OSP would be \$9.0 million dollars in 2009-11. Of that amount, \$6.5 million would be General Fund (GF) and the balance a mix of other funds, federal funds and lottery funds. The \$9.0 million includes all other payroll expenses such as retirement and benefits. In addition, the amount calculated by HRSD includes \$250,000 to maintain pay the differential between troopers and line management (Sergeants, Lieutenants, Captains, and Majors), but does not include any increases for managers in the Principal Executive Manager (PEM) series.