

House Bill 3499

Sponsored by Representative CONGER; Representative WHISNANT, Senator TELFER

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**.

Requires all increases in state employee compensation provided for by collective bargaining agreement between state and exclusive representative of state employees in bargaining unit covered by agreement to be based on performance of employee for which increase is proposed.

Prohibits granting of increases in state employee compensation that are implemented on predetermined schedule without prior evaluation of performance of employee.

A BILL FOR AN ACT

Relating to performance-based increases in state employee compensation.

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

SECTION 1. Section 2 of this 2011 Act is added to and made a part of ORS 243.650 to 243.782.

SECTION 2. A collective bargaining agreement entered into between the state and its agencies and the exclusive representative of state employees in the bargaining unit covered by the agreement:

(1) Must provide that all increases in compensation are based solely on the evaluation of the performance of the employee for which the increase in compensation is proposed.

(2) May not provide for merit step, longevity step, cost-of-living based or similar increases in employee compensation that are implemented on a predetermined schedule without evaluation of the performance of the employee for which the increase in compensation is proposed.

SECTION 3. Section 2 of this 2011 Act applies to collective bargaining agreements entered into by the state and its agencies and the exclusive representative of state employees in the bargaining unit covered by the agreement on or after the effective date of this 2011 Act.

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.