



Oregon

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Department of Administrative Services

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DATE: March 21, 2013
TO: House Committee on Business and Labor
FROM: Sarah Miller, Deputy Chief Operations Officer
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SUBJECT: HB 3361

On behalf of the Chief Human Resource Office of the Department of Administrative Services, I respectfully submit this written testimony on House Bill 3361.

INTRODUCTION

HB 3361 requires Department of Corrections (DOC) to use the three most populous counties in Oregon as comparators to determine compensation levels for Corrections Officers.

DISCUSSION

The effect will likely exclude the use of state comparisons, required at the present time. Two of the three most populous Oregon counties—Multnomah and Washington—use out-of-state county comparators, as permitted by current law (ORS 243.746(4)(e)(B)). Some of these out-of-state comparator counties include King County (Seattle) and San Francisco County in California. Both are high cost-of-living labor markets, with commensurately high wages.

In essence, the effect of the bill will be to use higher-paying out-of-state counties in much different labor markets to determine the compensation levels of corrections officers in not only the Portland area, but also the out-lying areas of Malheur, Baker, Umatilla, Jefferson, Lake, Coos and other rural counties. The potential result would be an increase in compensation and the amount the Department of Corrections would need for personal services expenditures.

By limiting the comparators to the three most populous counties in Oregon, it would prohibit the use of local labor market comparators in which there are currently Oregon State Prison facilities (i.e. Malheur, Coos, Lake, Umatilla, Baker, & Marion Counties).

At the present time, Oregon counties do not use the State as a comparator because of the population limitation. The State does not use individual counties as comparators because of the difference in demographics, funding sources and basic operational missions. In 1995, SB 750 was passed excluding counties as state comparators. This bill reverses the SB 750 reforms.

SUMMARY

The effect of the bill will most likely be to increase compensation of Corrections Officers and therefore expenditures from the General Fund.