Seventy-Eighth Oregon Legislative Assembly - 2015 Regular Session **MEASURE: HB 2255**
STAFF MEASURE SUMMARY
House Committee On Consumer Protection and Government Effectiveness

Fiscal: Fiscal impact issued
Revenue: No Revenue Impact

Action Date: 04/14/15
Action: Without Recommendation As To Passage, And Be Referred To Rules, Then Ways And Means.
Meeting Dates: 04/14
Vote:
Yeas: 7 - Buehler, Fagan, Holvey, McLain, Nearman, Rayfield, Stark
Prepared By: Wendy Simons, Committee Administrator

WHAT THE MEASURE DOES:
Modifies law requiring state agencies to attain 11 to 1 ratio of non-supervisory employees to supervisory employees. Requires report to Legislative Assembly of actions taken by state agency to achieve ratio or explain why agency has not achieved ratio and describe plan to attain increased ratio. Directs agencies with fewer than 100 employees to report agency's ratio to Legislative Assembly. Specifies that increase in ratio exceeding statutory requirement may be counted to satisfy future ratio increase requirements. Specifies that ratio must be calculated to minimum of two decimal places. Declares emergency, effective upon passage.

ISSUES DISCUSSED:

- History of legislation related to 11 to 1 ratio
- Implementation of efforts to reach ratio and effects on state agencies
- Percentage of state employees currently eligible to retire
- Effects of 11 to 1 ratio requirement on agencies using large number of volunteers
- Number of exceptions granted and how many relate to geography versus operational considerations like safety and security

EFFECT OF COMMITTEE AMENDMENT:
No amendment.

BACKGROUND:
Beginning with the 2011 session, the Legislative Assembly adopted three measures to address concerns that Oregon state agencies have experienced a decrease in the number of employees supervised by each manager, leading to operational inefficiencies and increased personnel costs. House Bill 2020 (2011) required the Department of Administrative Services (DAS) to report to the Joint Committee on Ways and Means on the ratio of supervisory employees to non-supervisory employees, and to develop a plan for agencies with more than 100 employees to attain a ratio of at least 11 to 1.

House Bill 4131 (2012) excluded a number of public entities from the 11 to 1 ratio requirement, and provided direction to state agencies not yet attaining the 11 to 1 ratio, including requiring agencies to lay off or reclassify supervisory employees in some circumstances. State agencies are not to fill a supervisory position until the agency has increased its ratio of non-supervisory to supervisory employees by at least one, although the measure gives DAS the power to grant exceptions. House Bill 3165 (2013) replaced the general authority for DAS to grant exceptions with specific language identifying circumstances under which agencies may qualify for exceptions.

House Bill 2255 makes a number of changes to the 11 to 1 ratio law, including requiring agencies to report to the Legislative Assembly on actions taken to achieve the ratio. Agencies not achieving the ratio must report the reasons for non-attainment and a plan for attaining the 11 to 1 ratio. The bill specifies that that ratio must be calculated to a minimum of two decimal places.