Seventy-Eighth Oregon Legislative Assembly - 2015 Regular Session **MEASURE: HB 2255 A**
STAFF MEASURE SUMMARY **CARRIER: Rep. Smith Warner**
House Committee On Rules

Fiscal: Has minimal fiscal impact
Revenue: No Revenue Impact

Action Date: 06/01/15
Action: Do Pass As Amended, Be Printed Engrossed, And Rescind Subsequent Referral To Ways And Means.
Meeting Dates: 06/01
Vote:
Yeas: 9 - Barnhart, Gilliam, Hoyle, Kennemer, McLane, Nosse, Rayfield, Smith Warner, Wilson
Prepared By: Erin Seiler, Committee Administrator

WHAT THE MEASURE DOES:
Delays implementation of 11 to 1 ratio of nonsupervisory employees to supervisory employees until June 30, 2017. Establishes baseline ratio of nonsupervisory employees to supervisory employees during two-year delay. Requires Oregon Department of Administrative Services (DAS) report quarterly on agency ratios. Specifies content of report. Requires DAS notify labor organizations when reports are available. Provides that if agency increases its ratio of nonsupervisory employees to supervisory employees during the biennium beginning July 1, 2015, increase can be credited to years after delay ends, provisions sunset June 30, 2019. Requires DAS to convene work group to study and report on appropriate ratios of nonsupervisory employees to supervisory employees. Work group is required to report on, or before, start of 2017 legislative session. Declares emergency, effective upon passage.

ISSUES DISCUSSED:

- Legislative history of issue-related ratio of nonsupervisory employees to supervisory
- Establishment of leaner management structure in state agencies
- Recognition that there is not “one size fits all” ratio for nonsupervisory employees to supervisory across state agencies

EFFECT OF COMMITTEE AMENDMENT:
Replaces original measure.

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 nonsupervisory 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 nonsupervisory 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-A temporarily delays implementation of the 11 to 1 ratio requirement of nonsupervisory employees to supervisory employees until June 30, 2017. During which time the Oregon Department of Administrative Services is to convene a work group to study and report to the 2017 Legislative Assembly on appropriate ratios of nonsupervisory employees to supervisory employees.