

Legislative Fiscal Office

Oregon State Capitol
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Joint Committee on Ways and Means

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To: Members of the Ways and Means Transportation and Economic Development Subcommittee

From: Ben Ruef, Legislative Fiscal Office

Date: June 9, 2021

Subject: HB 5015 - Bureau of Labor and Industries
Work Session Recommendations

Bureau of Labor and Industries - Agency Totals

	2017-19 Actual	2019-21 Legislatively Approved	2021-23 Current Service Level	2021-23 LFO Recommended
General Fund	12,855,950	14,585,247	15,725,680	17,829,892
Lottery Funds	--	260,230	--	261,416
Other Funds	11,457,934	14,812,241	14,679,546	14,980,246
Other Funds (NL)	612,180	900,000	938,700	938,700
Federal Funds	1,186,762	1,400,145	1,502,094	1,842,766
Total Funds	26,112,826	31,957,863	32,846,020	35,853,020
Positions	106	111	108	122
FTE	105.00	109.08	106.50	119.50

The Legislative Fiscal Office recommends a 2021-23 total funds budget of \$35,853,020 and 122 positions (119.50 FTE) for the Bureau of Labor and Industries. The recommended budget is a 12.2% increase from the legislatively approved budget for the 2019-21 biennium and a 9.2% increase from the current service level.

This budget includes the same fund totals as passed May 26th by the Transportation and Economic Development Subcommittee and makes recommendation adjustments to packages 103 and 131, as follows: the nine positions funded with General Fund are changed from Limited Duration to Permanent; rather than funding these positions through a one-time reappropriation of Wage Security Fund dollars, these positions will be funded through General Fund on an ongoing basis, and added to the agency's current service level for purposes of calculating the budget for the 2023-25 biennium.

The Legislative Fiscal Office also recommends the following packages (and the budget being reconsidered contains no changes to amounts and positions from what was presented for the committee's consideration on May 26th.

Increases to current service level are primarily due to the following eight packages:

- Package 103 - Technical Assistance for Employers
- Package 105 - Administrative Prosecution Unit Caseload Increase
- Package 106 - IT Staff Reclass
- Package 131 - CRD HUD/EEOC Policy Issues and Caseload
- Package 141 - Proactive Investigator Enforcement Reclass
- Package 143 - WHD and PWR Workload
- Package 151 - Eastern Oregon Apprenticeship and Veterans Outreach
- Package 152 - Compliance, DEI

Also included are packages carrying forward 2019-20 interim budget actions.

Adjustments to Current Service Level

The attached “Work Session Presentation Report” has been amended to appropriately reflect the permanency of positions in packages 103 and 131, and to reflect General Fund as the funding source.

Budget Notes

The Legislative Fiscal Office recommends adoption of the following budget note: By July 1, 2022 the Bureau of Labor and Industries will submit to the Joint Ways and Means Subcommittee on Transportation and Economic Development a report describing steps the agency is taking to address and improve internal organization culture and developing or improving external culture of customer centered service.

Performance Measures

There are no changes to the Performance Measures as recommended by LFO on May 26, 2021.

Recommended Changes

LFO recommends a budget of \$17,829,892 General Fund, \$261,416 Lottery Funds, \$14,980,246 Other Funds, \$1,842,766 Federal Funds, \$938,700 Nonlimited Other Funds, and 122 positions (119.50 FTE), which is reflected in the -1 amendment. The changes to the LFO recommendation do not necessitate the drafting of a new amendment, as dollar amounts and funding sources for these recommendations have not changed.

Final Subcommittee Action

LFO recommends that HB 5015, as amended by the -1 amendment, be moved to the Ways and Means Full Committee.

Carriers

Full Committee: _____

House Floor: _____

Senate Floor: _____

	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	Total Funds	Positions	Full-Time Equivalent (FTE)
2019-21 Agy. Leg. Adopted	14,894,178	250,000	13,953,296	1,335,294	900,000	-	31,332,768	113	109.80
2019-21 Ebds, SS & Admin Act	(308,931)	10,230	858,945	64,851	-	-	625,095	(2)	(0.72)
Ways & Means Actions	-	-	-	-	-	-	-	-	-
2019-21 Leg Approved Budget	14,585,247	260,230	14,812,241	1,400,145	900,000	-	31,957,863	111	109.08
2019-21 Leg Approved Budget (Base)	14,894,178	250,000	13,953,296	1,335,294	900,000	-	31,332,768	113	109.80
Summary of Base Adjustments	815,032	(150,362)	726,861	150,518	38,700	-	1,580,749	(5)	(3.30)
2021-23 Base Budget	15,709,210	99,638	14,680,157	1,485,812	938,700	-	32,913,517	108	106.50
010: Non-PICS Pers Svc/Vacancy Factor	(74,269)	-	(44,128)	(4,822)	-	-	(123,219)	-	-
020: Phase In / Out Pgm & One-time Cost	(260,000)	(99,638)	(369,309)	-	-	-	(728,947)	-	-
030: Inflation & Price List Adjustments	350,739	-	412,826	21,104	-	-	784,669	-	-
2021-23 Current Service Level	15,725,680	-	14,679,546	1,502,094	938,700	-	32,846,020	108	106.50
070: Revenue Reductions/Shortfall	-	-	(687,894)	-	-	-	(687,894)	(2)	(2.00)
080: E-Boards	(422,857)	-	235,523	-	-	-	(187,334)	(2)	(2.00)
Adjusted 2021-23 Current Service Level	15,302,823	-	14,227,175	1,502,094	938,700	-	31,970,792	104	102.50
Total LFO Recommended Packages	2,527,069	261,416	753,071	340,672	-	-	3,882,228	18	17.00
2021-23 Legislative Actions	17,829,892	261,416	14,980,246	1,842,766	938,700	-	35,853,020	122	119.50
Net change from 2019-21 Leg Approved Budget	3,244,645	1,186	168,005	442,621	38,700	-	3,895,157	11	10.42
Percent change from 2019-21 Leg Approved Budget	22.3%	0.5%	1.1%	31.6%	4.3%	0.0%	12.2%	9.9%	9.6%
Net change from 2021-23 Adj Current Service Level	2,527,069	261,416	753,071	340,672	-	-	3,882,228	18	17.00
Percent change from 2021-23 Adj Current Service Level	16.5%	100.0%	5.3%	22.7%	0.0%	0.0%	12.1%	17.3%	16.6%

	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	Total Funds	Positions	Full-Time Equivalent (FTE)
2019-21 Agy. Leg. Adopted	4,653,053	-	3,745,485	283,523	-	-	8,682,061	28	27.38
2019-21 Ebds, SS & Admin Act	(11,774)	-	425,163	18,273	-	-	431,662	1	0.54
Ways & Means Actions	-	-	-	-	-	-	-	-	-
2019-21 Leg Approved Budget	4,641,279	-	4,170,648	301,796	-	-	9,113,723	29	27.92
2019-21 Leg Approved Budget (Base)	4,653,053	-	3,745,485	283,523	-	-	8,682,061	28	27.38
Summary of Base Adjustments	401,075	-	415,489	38,663	-	-	855,227	-	0.62
2021-23 Base Budget	5,054,128	-	4,160,974	322,186	-	-	9,537,288	28	28.00
010: Non-PICS Pers Svc/Vacancy Factor	(19,544)	-	(7,265)	(1,574)	-	-	(28,383)	-	-
020: Phase In / Out Pgm & One-time Cost	(250,000)	-	-	-	-	-	(250,000)	-	-
030: Inflation & Price List Adjustments	113,442	-	88,501	394	-	-	202,337	-	-
2021-23 Current Service Level	4,898,026	-	4,242,210	321,006	-	-	9,461,242	28	28.00
070: Revenue Reductions/Shortfall	-	-	(556,656)	-	-	-	(556,656)	(2)	(2.00)
080: E-Boards	261,705	-	-	-	-	-	261,705	1	1.00
Adjusted 2021-23 Current Service Level	5,159,731	-	3,685,554	321,006	-	-	9,166,291	27	27.00
Total LFO Recommended Packages	760,032	-	50,557	-	-	-	810,589	3	3.00
2021-23 Legislative Actions	5,919,763	-	3,736,111	321,006	-	-	9,976,880	30	30.00
Net change from 2019-21 Leg Approved Budget	1,278,484	-	(434,537)	19,210	-	-	863,157	1	2.08
Percent change from 2019-21 Leg Approved Budget	27.6%	0.0%	(10.4%)	6.4%	0.0%	0.0%	9.5%	3.5%	7.5%
Net change from 2021-23 Adj Current Service Level	760,032	-	50,557	-	-	-	810,589	3	3.00
Percent change from 2021-23 Adj Current Service Level	14.7%	0.0%	1.4%	0.0%	0.0%	0.0%	8.8%	11.1%	11.1%

	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	Total Funds	Positions	Full-Time Equivalent (FTE)
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Package 070 Revenue Shortfalls

Package Description This package reduces Other Funds expenditure limitation by \$556,656 as well as eliminating two permanent Training and Development Specialist positions (2.00 FTE) due to a revenue shortfall in the Technical Assistance for Employers Program.

LFO Recommendation The Legislative Fiscal Office recommends approval.

LFO Recommended	-	-	(556,656)	-	-	-	(556,656)	(2)	(2.00)
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**LFO102 - Work Session Presentation Report
2021-23 Biennium**

**Version: L - 01 - LFO Analyst Recommended
Cross Reference: 83900-010-00-00-00000
Commissioner's Office/Supp Svcs**

	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	Total Funds	Positions	Full-Time Equivalent (FTE)
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Package 081 April 2020 Eboard

Package Description This package includes \$261,705 General Fund to support a permanent Human Resources Analyst (1.00 FTE) granted during the April 2020 Emergency Board.

LFO Recommendation The Legislative Fiscal Office recommends approval.

LFO Recommended	261,705	-	-	-	-	-	261,705	1	1.00
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	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	Total Funds	Positions	Full-Time Equivalent (FTE)
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Package 099 Microsoft 365 Consolidation

Package Description Microsoft 365 is being consolidated within the Office of the State Information Officer at the E5 level of service. This cost is built into the State Government Service Charge for every agency as a cost increase for the 21-23 biennium. This package makes a corresponding reduction to the agency base budget in an amount equivalent to what agencies should be paying in the current 2019-21 biennium for Microsoft 365 at the E3 level of service.

LFO Recommendation The Legislative Fiscal Office recommends approval.

LFO Recommended	(10,985)	-	(9,972)	-	-	-	(20,957)	-	-
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	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	Total Funds	Positions	Full-Time Equivalent (FTE)
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Package 103 Technical Assistance for Employers

Package Description This package brings back two positions (2.00 FTE) that were laid off due to lack of revenue from the cancellation of the Technical Assistance for Employers revenue-generating training and seminars during the pandemic shutdown. This package helps re-establish revenue streams with an adapted business model that includes virtual alternatives to the historically in-person training and seminars.

LFO Recommendation The Legislative Fiscal Office recommends approval.

LFO Recommended	556,656	-	-	-	-	-	556,656	2	2.00
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	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	Total Funds	Positions	Full-Time Equivalent (FTE)
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Package 105 Administrative Prosecution Unit Caseload Increase

Package Description This package requests \$214,952 General Fund to fund one permanent Compliance Specialist 3 position (1.00 FTE) as well as related services and supplies. The Administrative Prosecution Unit is experiencing increasing case volume, leading to slower case processing, overloaded employees, and dissatisfied customers. Civil rights cases have notably increased year after year.

LFO Recommendation The Legislative Fiscal Office recommends approval.

LFO Recommended	214,952	-	-	-	-	-	214,952	1	1.00
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	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	Total Funds	Positions	Full-Time Equivalent (FTE)
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Package 106 Information Technology Staff Reclass

Package Description This package requests the reclassification of three Information Services Unit (ISU) positions to reflect market realities. BOLI has a small, efficient, Information Services Unit, led by a Principal Executive Manager (PEM E) who serves as the budget director, fiscal services manager, and ISU manager. This unit requires reclassification to reflect the level of work expected and completed to meet the increased enterprise wide compliance standards and the real challenges to be faced by the agency in retaining or potentially replacing these positions. The package requests \$60,529 Other Funds expenditure limitation and reduces General Fund by \$591 through reclassification of BOLI's three Information Services Unit positions as such:

- Position 8390202 is currently a PEM E with a proposed reclassification to PEMF
- Position 8390219 is currently an ISS4 with a proposed classification to an ISS7
- Position 8390218 is currently an ISS6 with a proposed classification to an ISS8

LFO Recommendation The Legislative Fiscal Office recommends approval.

LFO Recommended	(591)	-	60,529	-	-	-	59,938	-	-
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	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	Total Funds	Positions	Full-Time Equivalent (FTE)
2019-21 Agy. Leg. Adopted	3,917,253	-	1,637,038	1,051,771	-	-	6,606,062	31	30.50
2019-21 Ebds, SS & Admin Act	16,730	-	88,547	46,578	-	-	151,855	-	-
Ways & Means Actions	-	-	-	-	-	-	-	-	-
2019-21 Leg Approved Budget	3,933,983	-	1,725,585	1,098,349	-	-	6,757,917	31	30.50
2019-21 Leg Approved Budget (Base)	3,917,253	-	1,637,038	1,051,771	-	-	6,606,062	31	30.50
Summary of Base Adjustments	300,102	-	100,961	111,855	-	-	512,918	-	-
2021-23 Base Budget	4,217,355	-	1,737,999	1,163,626	-	-	7,118,980	31	30.50
010: Non-PICS Pers Svc/Vacancy Factor	(16,904)	-	(10,997)	(3,248)	-	-	(31,149)	-	-
030: Inflation & Price List Adjustments	107,501	-	44,749	20,710	-	-	172,960	-	-
2021-23 Current Service Level	4,307,952	-	1,771,751	1,181,088	-	-	7,260,791	31	30.50
Adjusted 2021-23 Current Service Level	4,307,952	-	1,771,751	1,181,088	-	-	7,260,791	31	30.50
Total LFO Recommended Packages	1,339,859	-	(4,016)	340,672	-	-	1,676,515	9	9.00
2021-23 Legislative Actions	5,647,811	-	1,767,735	1,521,760	-	-	8,937,306	40	39.50
Net change from 2019-21 Leg Approved Budget	1,713,828	-	42,150	423,411	-	-	2,179,389	9	9.00
Percent change from 2019-21 Leg Approved Budget	43.6%	0.0%	2.4%	38.6%	0.0%	0.0%	32.3%	29.0%	29.5%
Net change from 2021-23 Adj Current Service Level	1,339,859	-	(4,016)	340,672	-	-	1,676,515	9	9.00
Percent change from 2021-23 Adj Current Service Level	31.1%	0.0%	(0.2%)	28.8%	0.0%	0.0%	23.1%	29.0%	29.5%

	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	Total Funds	Positions	Full-Time Equivalent (FTE)
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Package 099 Microsoft 365 Consolidation

Package Description Microsoft 365 is being consolidated within the Office of the State Information Officer at the E5 level of service. This cost is built into the State Government Service Charge for every agency as a cost increase for the 21-23 biennium. This package makes a corresponding reduction to the agency base budget in an amount equivalent to what agencies should be paying in the current 2019-21 biennium for Microsoft 365 at the E3 level of service.

LFO Recommendation The Legislative Fiscal Office recommends approval.

LFO Recommended	(13,315)	-	(4,016)	(5,497)	-	-	(22,828)	-	-
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	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	Total Funds	Positions	Full-Time Equivalent (FTE)
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Package 131 CRD HUD/EEOC Policy Issues & Caseload Needs

Package Description The purpose of this package is to increase civil rights enforcement capacity and lower investigator caseload to below 45 per investigator by adding 9 positions (9.00 FTE) to the Civil Rights Division. This package also responds to an anticipated increased workload from HUD fair housing cases due to the October 2021 expiration of an amendment to OR 659A.845 resulting in a statutory requirement of BOLI to take on these cases. HUD fair housing cases are reimbursable by the federal government and therefore the 2.00 FTE proposed for this work is paid for by Federal Funds (\$346,169). The Legislative Fiscal Office recommends the approval of these two positions. The other 7.00 FTE proposed in this package are paid for by General Fund (\$1,353,174).

LFO Recommendation The Legislative Fiscal Office recommends approval.

LFO Recommended	1,353,174	-	-	346,169	-	-	1,699,343	9	9.00
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	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	Total Funds	Positions	Full-Time Equivalent (FTE)
2019-21 Agy. Leg. Adopted	3,009,278	-	5,881,413	-	900,000	-	9,790,691	35	33.50
2019-21 Ebds, SS & Admin Act	(3,353)	-	319,190	-	-	-	315,837	-	-
Ways & Means Actions	-	-	-	-	-	-	-	-	-
2019-21 Leg Approved Budget	3,005,925	-	6,200,603	-	900,000	-	10,106,528	35	33.50
2019-21 Leg Approved Budget (Base)	3,009,278	-	5,881,413	-	900,000	-	9,790,691	35	33.50
Summary of Base Adjustments	145,050	-	354,623	-	38,700	-	538,373	(2)	(1.00)
2021-23 Base Budget	3,154,328	-	6,236,036	-	938,700	-	10,329,064	33	32.50
010: Non-PICS Pers Svc/Vacancy Factor	(15,055)	-	(21,207)	-	-	-	(36,262)	-	-
030: Inflation & Price List Adjustments	106,168	-	178,297	-	-	-	284,465	-	-
2021-23 Current Service Level	3,245,441	-	6,393,126	-	938,700	-	10,577,267	33	32.50
080: E-Boards	(235,523)	-	235,523	-	-	-	-	-	-
Adjusted 2021-23 Current Service Level	3,009,918	-	6,628,649	-	938,700	-	10,577,267	33	32.50
Total LFO Recommended Packages	(7,493)	-	315,226	-	-	-	307,733	2	1.00
2021-23 Legislative Actions	3,002,425	-	6,943,875	-	938,700	-	10,885,000	35	33.50
Net change from 2019-21 Leg Approved Budget	(3,500)	-	743,272	-	38,700	-	778,472	-	-
Percent change from 2019-21 Leg Approved Budget	(0.1%)	0.0%	12.0%	0.0%	4.3%	0.0%	7.7%	0.0%	0.0%
Net change from 2021-23 Adj Current Service Level	(7,493)	-	315,226	-	-	-	307,733	2	1.00
Percent change from 2021-23 Adj Current Service Level	(0.3%)	0.0%	4.8%	0.0%	0.0%	0.0%	2.9%	6.1%	3.1%

Wage and Hour

	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	Total Funds	Positions	Full-Time Equivalent (FTE)
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Package 087 August 2020 Special Session

Package Description This package includes a fund shift for portions of two positions in the Wage and Hour Division from General Fund to Other Funds from the Wage Security Fund, as directed by Senate Bill 5723 during the 2020 2nd Special Session.

LFO Recommendation The Legislative Fiscal Office recommends approval.

LFO Recommended	(235,523)	-	235,523	-	-	-	-	-	-
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	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	Total Funds	Positions	Full-Time Equivalent (FTE)
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Package 099 Microsoft 365 Consolidation

Package Description Microsoft 365 is being consolidated within the Office of the State Information Officer at the E5 level of service. This cost is built into the State Government Service Charge for every agency as a cost increase for the 21-23 biennium. This package makes a corresponding reduction to the agency base budget in an amount equivalent to what agencies should be paying in the current 2019-21 biennium for Microsoft 365 at the E3 level of service.

LFO Recommendation The Legislative Fiscal Office recommends approval.

LFO Recommended	(10,524)	-	(13,800)	-	-	-	(24,324)	-	-
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	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	Total Funds	Positions	Full-Time Equivalent (FTE)
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Package 141 WHD Proactive Investigator Enforcement Reclass

Package Description This package aims to increase system efficiency by reclassifying positions to receive and investigate both Civil Rights complaints and Wage and Hour complaints instead of just one or the other. The Proactive Investigation and Enforcement Unit was created to be proactive, investigate, and enforce wage and hour violations. As these investigators visit workplaces and follow-up on tips and complaints, they frequently encounter potential civil rights cases that co-occur with Wage and Hour complaints. This is not surprising – a workplace with issues doesn't necessarily confine those issues to one narrow area of law. However, the PIE unit – due to state classification rules and collective bargaining agreements – cannot field or investigate civil rights violations. An investigator from BOLI – the workplace and civil rights agency - arrives, hears their complaint and as soon as it veers outside of wage and hour law they are told that someone else, back at an office, has to handle that aspect of their complaints.

This package requests \$3,031 General Fund and \$135,475 Other Fund expenditure limitation to reclassify four positions from Compliance Specialist 2 to Compliance Specialist 3.

LFO Recommendation The Legislative Fiscal Office recommends approval.

LFO Recommended	3,031	-	135,475	-	-	-	138,506	-	-
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Wage and Hour

	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	Total Funds	Positions	Full-Time Equivalent (FTE)
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Package 143 WHD and PWR Workload Needs

Package Description This package adds a bilingual Compliance Specialist 2 (1.00 FTE) and reclassifies an Administrative Specialist 2 to an Operations and Policy Analyst 1 in the Eugene office. The Compliance Specialist will provide support to Spanish speakers in the investigation of wage claims and complaints. Currently, BOLI's Eugene office does not have any bilingual staff. The Operations and Policy Analyst position is intended to increase employer familiarity and compliance with Prevailing Wage laws across the state. This package is funded with Other Funds from the Wage Security Fund.

LFO Recommendation The Legislative Fiscal Office recommends approval.

LFO Recommended	-	-	193,551	-	-	-	193,551	1	1.00
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	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	Total Funds	Positions	Full-Time Equivalent (FTE)
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Package 801 LFO Analyst Adjustments

Package Description While the agency's FTE count is accurate, BOLI requires a position count increase by one to reflect legislatively approved positions. This is a data anomaly that was not caught at the time the PICS system transitioned to ORPICS, and has been identified after the Governor's Budget was finalized. Position #8390407.

LFO Recommendation The Legislative Fiscal Office recommends approval.

LFO Recommended	-	-	-	-	-	-	-	1	-
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	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	Total Funds	Positions	Full-Time Equivalent (FTE)
2019-21 Agy. Leg. Adopted	3,314,594	250,000	2,689,360	-	-	-	6,253,954	19	18.42
2019-21 Ebds, SS & Admin Act	(310,534)	10,230	26,045	-	-	-	(274,259)	(3)	(1.26)
Ways & Means Actions	-	-	-	-	-	-	-	-	-
2019-21 Leg Approved Budget	3,004,060	260,230	2,715,405	-	-	-	5,979,695	16	17.16
2019-21 Leg Approved Budget (Base)	3,314,594	250,000	2,689,360	-	-	-	6,253,954	19	18.42
Summary of Base Adjustments	(31,195)	(150,362)	(144,212)	-	-	-	(325,769)	(3)	(2.92)
2021-23 Base Budget	3,283,399	99,638	2,545,148	-	-	-	5,928,185	16	15.50
010: Non-PICS Pers Svc/Vacancy Factor	(22,766)	-	(4,659)	-	-	-	(27,425)	-	-
020: Phase In / Out Pgm & One-time Cost	(10,000)	(99,638)	(369,309)	-	-	-	(478,947)	-	-
030: Inflation & Price List Adjustments	23,628	-	101,279	-	-	-	124,907	-	-
2021-23 Current Service Level	3,274,261	-	2,272,459	-	-	-	5,546,720	16	15.50
070: Revenue Reductions/Shortfall	-	-	(131,238)	-	-	-	(131,238)	-	-
080: E-Boards	(449,039)	-	-	-	-	-	(449,039)	(3)	(3.00)
Adjusted 2021-23 Current Service Level	2,825,222	-	2,141,221	-	-	-	4,966,443	13	12.50
Total LFO Recommended Packages	434,671	261,416	391,304	-	-	-	1,087,391	4	4.00
2021-23 Legislative Actions	3,259,893	261,416	2,532,525	-	-	-	6,053,834	17	16.50
Net change from 2019-21 Leg Approved Budget	255,833	1,186	(182,880)	-	-	-	74,139	1	(0.66)
Percent change from 2019-21 Leg Approved Budget	8.5%	0.5%	(6.7%)	0.0%	0.0%	0.0%	1.2%	6.3%	(3.9%)
Net change from 2021-23 Adj Current Service Level	434,671	261,416	391,304	-	-	-	1,087,391	4	4.00
Percent change from 2021-23 Adj Current Service Level	15.4%	100.0%	18.3%	0.0%	0.0%	0.0%	21.9%	30.8%	32.0%

	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	Total Funds	Positions	Full-Time Equivalent (FTE)
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Package 070 Revenue Shortfalls

Package Description This package reduces Other Funds expenditure limitation by \$131,238 to account for a revenue shortfall in the Apprenticeship and Training Division associated with the Oregon Department of Transportation Highway Diversity Project. The amount of this contract is capped at \$2.1 million and Package 070 brings the project total back in line with the \$2.1 million cap by reducing Services and Supplies related to inflation factors for the 21-23 biennium.

LFO Recommendation The Legislative Fiscal Office recommends approval.

LFO Recommended	-	-	(131,238)	-	-	-	(131,238)	-	-
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	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	Total Funds	Positions	Full-Time Equivalent (FTE)
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Package 087 August 2020 Special Session

Package Description This package includes elimination of three permanent positions (3.00 FTE) from the Apprenticeship and Training Division as part of the 2019-21 biennium statewide reduction measures directed by Senate Bill 5723 during the 2020 2nd Special Session. Positions include an Office Specialist and two Apprenticeship Representatives.

LFO Recommendation The Legislative Fiscal Office recommends approval.

LFO Recommended	(449,039)	-	-	-	-	-	(449,039)	(3)	(3.00)
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	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	Total Funds	Positions	Full-Time Equivalent (FTE)
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Package 099 Microsoft 365 Consolidation

Package Description Microsoft 365 is being consolidated within the Office of the State Information Officer at the E5 level of service. This cost is built into the State Government Service Charge for every agency as a cost increase for the 21-23 biennium. This package makes a corresponding reduction to the agency base budget in an amount equivalent to what agencies should be paying in the current 2019-21 biennium for Microsoft 365 at the E3 level of service.

LFO Recommendation The Legislative Fiscal Office recommends approval.

LFO Recommended	(10,134)	-	(1,467)	-	-	-	(11,601)	-	-
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	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	Total Funds	Positions	Full-Time Equivalent (FTE)
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Package 151 Eastern OR Apprenticeship Rep & Vet's Outreach

Package Description This package requests \$222,691 General Fund and \$261,416 Lottery Fund to continue two limited duration positions (2.00 FTE) and reclassify one manager from a PEM C to a PEM D. This package continues the limited duration Eastern Oregon based position for improved customer service, continues the Veteran's Outreach limited duration position granted for the 2019-21 biennium and reclassify the Apprenticeship and Training Division Operations Manager equal to comparable positions in the agency.

LFO Recommendation The Legislative Fiscal Office recommends approval.

LFO Recommended	222,691	261,416	-	-	-	-	484,107	2	2.00
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	General Fund	Lottery Funds	Other Funds	Federal Funds	Nonlimited Other Funds	Nonlimited Federal Funds	Total Funds	Positions	Full-Time Equivalent (FTE)
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Package 152 Compliance, Diversity, Equity & Inclusion in Apprenticeship

Package Description This package proposes the addition of two positions (2.00 FTE) in the Apprenticeship and Training Division (ATD).

The first proposed position is funded by General Funds (\$222,114) and would establish a full-time Diversity, Equity, and Inclusion specialist (1.00 FTE) to work proactively with apprenticeship training agents to develop strategies and supports to ensure greater participation and success for women and minorities in apprenticeship

The second position is funded by Other Funds (\$392,771) from a contract with the Higher Education Coordinating Commission (HECC). This proposed position would establish a limited duration Compliance Specialist 2 (1.00 FTE) to fulfill obligations related to an ongoing collaboration with HECC and the Oregon Employment Department (OED). Deliverables associated with the collaboration include enhancement of BOLI's apprenticeship database to increase functionality and data sharing with other agencies, support for pre-apprenticeship programs, services for apprentices, and the expansion of a cultural competency training program for apprentices and journey workers.

LFO Recommendation The Legislative Fiscal Office recommends approval.

LFO Recommended	222,114	-	392,771	-	-	-	614,885	2	2.00
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