

FISCAL IMPACT OF PROPOSED LEGISLATION

81st Oregon Legislative Assembly – 2021 Regular Session
Legislative Fiscal Office

Measure: HB 2221

*Only Impacts on Original or Engrossed
Versions are Considered Official*

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Measure Description:

Imposes requirements on appointing authority that employs person in state service at rate higher than rate for executives under compensation plan for state employees.

Government Unit(s) Affected:

Statewide, Department of Administrative Services (DAS)

Summary of Fiscal Impact:

Costs related to the measure are indeterminate at this time - See analysis.

Analysis:

HB 2221 stipulates that state agencies cannot pay an employee in state service at a rate higher than the rate for executives under the compensation plan for state employees unless the agency makes available to the public the following information:

1. An expert opinion regarding the appropriateness of the range of pay;
2. An explanation of how the rate of pay is appropriate and in the public interest or will not result in General Fund expenditures.

With passage of this bill, DAS may need additional staffing if a critical mass number of agencies expect the Department’s Chief Human Resources Classification and Compensation Unit to provide the expert opinion regarding the appropriateness of the exceptional pay range. As a point of reference, the Personal Services and related Services and Supplies expenditures for one Human Resources Consultant 1 position is \$189,057 Other Funds per biennium. However, note that state agencies subject to this measure reported that complying with the provision of this bill would have no to minimal fiscal impact on the agency.