

FISCAL IMPACT OF PROPOSED LEGISLATION

Measure: HB 2151

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

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

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Measure Description:

Establishes Task Force on the State as Model Employer Program for Employment of People with Developmental and Intellectual Disabilities.

Government Unit(s) Affected:

Department of Human Services (DHS), Department of Administrative Services (DAS)

Summary of Fiscal Impact:

Costs related to the measure may require budgetary action - See analysis.

Analysis:

HB 2151 establishes the seven-member Task Force on the State as Model Employer Program for Employment of People with Developmental and Intellectual Disabilities charged with coordinating and providing leadership to increase inclusion in the state’s workforce of persons with intellectual and developmental disabilities through the State as Model Employer Program. The task force is required to submit a report and its recommendations to a committee of the Legislative Assembly by September 15, 2022. Members of the task force serve as volunteers and are not entitled to compensation or reimbursement. The task force sunsets on December 31, 2023.

In addition, the measure directs the Department of Human Services, in collaboration with the Department of Administrative Services, to establish the State as Model Employer Program to establish a noncompetitive hiring process for individuals with intellectual and developmental disabilities, subject to applicable provisions of collective bargaining agreements. The program must bring adults with intellectual and developmental disabilities into gainful employment with the state at a rate that is as close as possible to that of the general adult population. DHS must encourage, educate and assist state agencies in implementing the program.

Department of Human Services (DHS), Department of Administrative Services (DAS)

Passage of this measure is anticipated to have minimal impact on DHS and DAS. These two agencies will use existing staff and resources to support the work of the Task Force and to establish the State as Model Employer Program.

In addition, DAS notes that current practice, statutes, and policies align with the provisions of this measure:

ORS 240.306(3) - Competition for appropriate positions may be limited to facilitate employment of those with a substantial disability or who are economically disadvantaged, or for purposes of implementing a specified affirmative action program.

Chief Human Resource Office (CHRO) policy 40.010.02 Recruitment and Selection – allows for recruitments for positions using employment programs serving people with disabilities and outlines a separate recruitment process for these positions. The policy also lists the classifications which may be filled in this limited-competitive or non-competitive process. Any person hired into these classifications is paid according to the established salary schedules at the rate determined by a pay equity assessment. There is not a separate salary schedule for employees using employment programs serving people with disabilities.