



The League of Women Voters of Oregon is a 101-year-old grassroots nonpartisan political organization that encourages informed and active participation in government. We envision informed Oregonians participating in a fully accessible, responsive, and transparent government to achieve the common good. LWVOR Legislative Action is based on advocacy positions formed through studies and member consensus. The League never supports or opposes any candidate or political party.

April 21, 2021

To: Joint Committee on Ways and Means Subcommittee on General Government  
Co-Chair, Senator Jeff Golden  
Co-Chair, Representative Greg Smith

Re: HB 5016 – Financial administration of legislative branch agencies – **Comment**

As you know, the League of Women Voters of Oregon Legislative Action Team routinely interacts with the staff on legislative statutory committees: **Legislative Administration Committee; Legislative Counsel Committee (LC); Legislative Fiscal Office (LFO); Legislative Revenue Office (LRO); Legislative Policy and Research Committee (LPRO); and the Legislative Equity Office.** We know that these highly skilled professionals are integral to each legislative session and that they provide nonpartisan services to legislators throughout the year.

We support the recent classification, pay equity, and compensation study so that employees received updated classification and salary ranges, including adjustments for pay equity. “During the 2019-21 biennium, the Legislature engaged Segal Waters Group to conduct a classification, pay equity, and compensation study for legislative agency employees. Based on the analysis of position duties and completion of a market assessment, a new classification and compensation structure, as well as updated and revised position descriptions, were recommended. Pay equity evaluations were also completed for all employees. This new structure was implemented in January 2021, with employees being placed in updated classification and salary ranges, including adjustments for pay equity. However, the 2021-23 CSL budget for legislative agencies’ personal services costs was developed prior to adoption of the new compensation structure. Therefore, **budget adjustments in each legislative agency will be necessary to align the budget with updated personal services costs.**”

We appreciate the highly skilled professionals that work year-round to facilitate the complexities of LC, LFO, LRO and LPRO. We recognize that these budgets in HB 5016 are, for the most part, driven by salaries of the qualified specialists and managers. “Since the **expenditures of the legislative branch agencies are primarily driven by personal services costs, any reduction below CSL would necessarily mean the elimination of positions in some or all the legislative staff offices, especially the smaller agencies,** including Legislative Counsel, Legislative Policy and Research, Legislative Revenue, Legislative Fiscal and the Commission on Indian Services”

LWVOR urges serious consideration to adequate staffing, and in bottleneck areas increasing staff, in order to maintain these professionals and minimize burnout.

Thank you for the opportunity to discuss this legislation. We appreciate the opportunity to publicly recognize employees on the legislative statutory committees.

Rebecca Gladstone  
LWVOR President

Alice Bartelt  
LWVOR Action Committee Chair

Cc Members Joint Committee on Ways and Means  
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