

**FISCAL IMPACT OF PROPOSED LEGISLATION**  
**82nd Oregon Legislative Assembly – 2023 Regular Session**

**Measure: HB 3205 B**

Legislative Fiscal Office

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

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**Measure Description:**

Modifies definition of "compensation," for purposes of pay equity requirements, to exclude hiring bonuses and retention bonuses.

**Government Unit(s) Affected:**

Bureau of Labor and Industries

**Analysis:**

The proposed legislation has been determined to have

**MINIMAL EXPENDITURE IMPACT**

on state or local government.

While this individual measure has a "Minimal" fiscal impact, an agency may incur a net fiscal impact greater than minimal depending on the cumulative impact of all measures enacted into law that affect the agency.