

March 31, 2025



GOOD GOVERNANCE OMNIBUS PACKAGE

HB 3803





2024-2025 PROCESS

**IDENTIFYING THE
PROBLEM**



**COLLABORATING WITH
STAKEHOLDERS**



**DEVELOPING THE FIVE
TOPIC INTERVENTIONS**



I. ENTERPRISE STRATEGIC WORKFORCE PLANNING

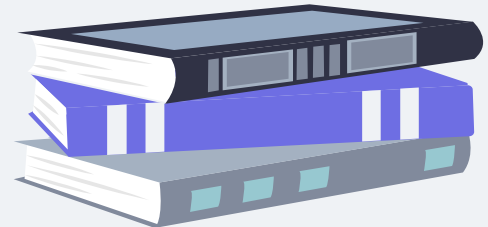
Department of Administrative Services (DAS) creates an **Enterprise Strategic Workforce Plan** every 4 years.

Topics include succession planning, competency focus, career pathways, review processes, and more.

Individual Agencies submit their **own strategic plans** in keeping with the Enterprise Plan.

Individual Agencies may deviate from the Enterprise Plan but must provide reasoning.

DAS Director can exempt agencies.



II. DIRECT APPROPRIATIONS, REPORTING REQUIREMENTS

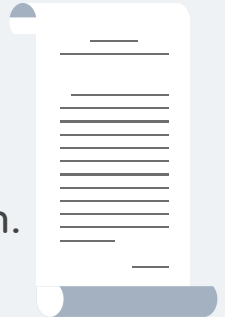
Any non-public organization that receives direct appropriation funding from the legislature must submit a report every 2 years detailing how funds were spent.

DAS shall create a report form, submission process, and timeline for the report. Reports shall break down expenditures by category.

DAS shall identify existing reports that may already satisfy these requirements.

Financial profiles can be accessed by legislative budget makers and SOS Audits.

Aggregated, privacy-approved data hosted on Transparency Oregon.

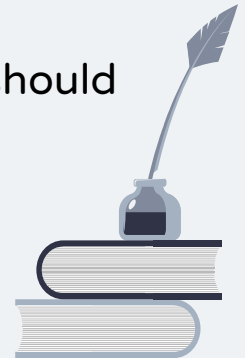


III. LEGISLATIVE KEY PERFORMANCE MEASURES (KPMS)

Every 4 years - delegates from Legislative and Executive branch leadership shall convene with non-partisan offices to **review and adjust Legislative KPMS.**

KPMS should provide clear measures of success for legislation, align with Agency KPMS, and streamline reporting requirements.

Delegates shall make recommendations for how legislative offices should interact with KPMS, **including at the concept-drafting phase.** These recommendations are optional to adopt in rule.



IV. BOLSTERING THE SECRETARY OF STATE AUDITS TEAM

Add a 3-person “small agencies” audit team, dedicated to auditing entities with fewer than 75 employees, or auditing an entity of any size that has not been audited in **over 10 years**.

More auditors can work on similar cases, but at minimum this team must focus on “small agencies” in each year’s audit schedule.



V. STANDARDIZED DEFINITIONS

DAS to create standardized definitions and administrative parameters of common agency functions (Programs, Commissions, Boards, Task Forces, etc), as well as defining when a function is “dormant”.

DAS shall consult with agencies of varying sizes, LPRO, and LC.

Standardized Definitions cannot limit an agency function in scope, duration, or subject matter.

Standardized Definitions shall be adopted by rule for agencies moving forward, but not applied retroactively.

Agency functions should adopt these parameters by default.



-I AMENDMENT



- Constitutionally independent offices are being **exempted** from DAS workforce planning.
- Timing of Workforce Planning is set to align with the **2nd year** of a Governor's term, to allow Governor input on strategy.
- Labor unions representing state employees are being given reasonable opportunity to be **consulted** on strategic workforce planning.
- The proposals that were Task Forces are being changed to either directives or Councils.
- And the removal of the SOS 'economic impact' audit team.

THANK YOU

Please contact my office with any further comments, questions, or suggestions

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