



Legislative Fiscal Office
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2025 Regular Session

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Bill Title: Relating to violence in health care settings; prescribing an effective date.

Government Unit(s) Affected: Bureau of Labor and Industries, Department of Consumer and Business Services, Department of Human Services, Oregon Health Authority

Summary of Fiscal Impact

2025-27 Biennium	General Fund	Lottery Funds	Other Funds	Federal Funds	Total Funds	Positions	FTE
Oregon Health Authority	\$ 2,334,228	\$ -	\$ -	\$ -	\$ 2,334,228	8	7.50
Total Fiscal Impact	\$ 2,334,228	\$ -	\$ -	\$ -	\$ 2,334,228	8	7.50
2027-29 Biennium	General Fund	Lottery Funds	Other Funds	Federal Funds	Total Funds	Positions	FTE
Oregon Health Authority	\$ 2,456,922	\$ -	\$ -	\$ -	\$ 2,456,922	8	8.00
Total Fiscal Impact	\$ 2,456,922	\$ -	\$ -	\$ -	\$ 2,456,922	8	8.00

Measure Description

The measure introduces new safety requirements for health care employers to strengthen workplace violence prevention and response efforts. Health care employers must collaborate with their workplace safety committees when developing a comprehensive safety program and while conducting security and safety assessments. Workplace violence protection programs must now include a detailed prevention and response plan, annual training, assessments with specific reporting requirements, trauma counseling, internal investigations and first aid or medical care procedures.

The Department of Consumer and Business Services (DCBS) is required to adopt rules to establish how workplace violence is investigated, documented, and reported. DCBS must submit an annual report on workplace assaults and recommendations to the Legislature by December 31. The Oregon State Hospital (OSH) is exempt from reporting on the frequency of attempted workplace violence incidents from the preceding five years.

The measure makes additional safety requirements including the use of flagging systems, updated client intake procedures, and requiring a bullet resistant barrier or enclosure at each emergency department intake window. Home health care employers are required to provide nationally endorsed safety training, conduct quarterly assessments, provide identifying client information, and establish policies and procedures for safety and security procedures.

Fiscal AnalysisOregon Health Authority

The fiscal impact of the measure on the Oregon Health Authority (OHA) is \$2.3 million General Fund for eight permanent full-time positions (7.50 FTE) in the 2025-27 biennium. In 2027-29, the fiscal impact increases to \$2.5 million General Fund for eight permanent full-time positions (8.00 FTE) and reflects a full biennium of position and contract costs.

Although OSH does report on workplace violence and patient aggression, the broader definition of workplace violence included in the measure is expected to significantly increase reporting. To manage the increase in reporting, OSH will need six permanent full-time positions (6.00 FTE) estimated to cost \$1.5 million General Fund. These positions would need to be established upon the measure's passage to meet the operative date of January 1, 2026. New positions include:

- Business Operations Manager 1 to provide management and supervision of the team and manage contract administration for employee counseling.
- Operations and Policy Analyst 2 to develop internal policy and procedures for the workplace violence protection program and assist with development of performance measures.
- Compliance Specialist 2 position to process the expected increase in investigations, which are currently required to be completed within 30 days.
- Two Learning and Development Specialist 2 positions to develop and facilitate training that meets the expanded requirements of the measure.
- Administrative Specialist 1 to provide general administrative support for the new team.

Additional costs for OSH include \$425,000 General Fund per biennium for contracted trauma counseling services for staff affected by workplace violence incidents. OSH also anticipates expenses to update its incident reporting system, though these costs will depend on the rules established by DCBS.

OHA's Health Care Regulation and Quality Improvement Division is responsible for ensuring health care facilities comply with state and federal building and safety requirements. As the measure expands physical and safety requirements for hospitals and health care settings, OHA will require two additional positions (2.00 FTE): one Client Care Surveyor position to monitor compliance and enforce the new requirements and one Operations and Policy Analyst 2 position to provide outreach and support to impacted facilities. The estimated cost for these two positions including personal services and position-related services and supplies costs is \$394,554 General Fund.

Department of Consumer and Business Services

The fiscal impact of the measure on DCBS is minimal. DCBS plans to use existing staff to complete approximately 1,000 hours of rulemaking and 49 hours to prepare the annual report. Additionally, DCBS can absorb the costs to train 114 employees on the new requirements.

DCBS currently uses a manual process to collect the required data; however, depending on the impact of the expanded reporting requirement, the agency may request additional resources to implement a web-based portal for report submissions and storage.

Other Entities

The measure has a minimal fiscal impact on the Bureau of Labor and Industries and the Department of Human Services.

Relevant Dates

The measure takes effect on January 1, 2026.

Annually, by December 31, the Department of Consumer and Business Services must submit a report to the interim committee of the Legislative Assembly related to business and labor on workplace assaults that occurred during the year.