

LEGISLATIVE FISCAL OFFICE  
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## JOINT COMMITTEE ON WAYS AND MEANS

Senator Lieber, Senate Co-Chair  
Representative Sanchez, House Co-Chair

Senator Girod, Senate Co-Vice Chair  
Representative Gomberg, House Co-Vice Chair  
Representative Smith, House Co-Vice Chair

**To:** General Government Subcommittee  
**From:** Kim To, Legislative Fiscal Office  
**Date:** May 15, 2025  
**Subject:** HB 5008 – Employment Relations Board  
Work Session Recommendations

| Employment Relations Board<br><i>Agency Totals</i> |                   |                                      |                                     |                               |
|--|-------------------|--------------------------------------|-------------------------------------|-------------------------------|
| FUND TYPE  | 2021-23<br>ACTUAL | 2023-25<br>LEGISLATIVELY<br>APPROVED | 2025-27<br>CURRENT<br>SERVICE LEVEL | 2025-27<br>LFO<br>RECOMMENDED |
| General Fund                                       | 3,254,151         | 3,548,203                            | 3,882,449                           | 4,123,111                     |
| Other Funds  | 2,562,238         | 2,816,298                            | 3,075,897                           | 3,256,296                     |
| <b>TOTAL FUNDS</b>                                 | <b>5,816,389</b>  | <b>6,364,501</b>                     | <b>6,958,346</b>                    | <b>7,379,407</b>              |
| Positions  | 13                | 13                                   | 13                                  | 14                            |
| FTE  | 13.00             | 13.00                                | 13.00                               | 14.00                         |

The 2025-27 LFO recommended budget for the Employment Relations Board is 14 positions (14.00 FTE) and \$7,379,407 Total Funds (\$4,123,111 General Fund, and \$3,256,296 Other Funds). This is a \$1,014,906, or 16%, increase from 2023-25 legislatively approved budget of \$6,364,501 Total Funds. The increase reflects standard inflation for services and supplies expenditures and pay equity salary adjustments. The 2025-27 LFO recommended budget also includes \$421,061 total funds (\$240,662 General Fund and \$180,399 Other Funds) for one additional full-time mediator position (1.00 FTE) to allow the agency to train more public employers and labor organizations. This staffing capacity will also allow the agency to facilitate more contract negotiations between labor and management.

## Adjustments to Current Service Level

See attached “Work Session Presentation Report.”

Note: Statewide adjustments and six-year capital construction expenditures are not included in these recommendations. Any needed adjustments will be made in end of session bills.

### **Accept** LFO Recommendation

MOTION: I move the LFO recommendation to HB 5008. *(vote)*

**OR**

### **Modify** LFO Recommendation

MOTION: I move the LFO recommendation to HB 5008, with modifications. *(vote)*

## Performance Measures

See attached “Legislatively Proposed 2025-27 Key Performance Measures.”

### **Accept** LFO Recommendation

MOTION: I move the LFO recommendation on Key Performance Measures. *(vote)*

**OR**

### **Modify** LFO Recommendation

MOTION: I move the LFO recommendation on Key Performance Measures, with modifications. *(vote)*

## Amendment

LFO recommends a budget of \$4,123,111 General Fund, \$3,256,296 Other Funds, and 14 positions (14.00 FTE), which is reflected in the – 1 amendment.

MOTION: I move adoption of the – 1 amendment to HB 5008. *(vote)*

## Final Subcommittee Action

LFO recommends that HB 5008, as amended by the – 1 amendment, be moved to the Ways and Means Full Committee.

MOTION: I move HB 5008, as amended, to the Full Committee with a do pass recommendation. *(vote)*

## Carriers

Full Committee:

House Floor:

Senate Floor:

**Employment Relations Board****LFO Analyst Recommended****Agency Number: 11500****LFO102 - Work Session Presentation Report  
2025-27 Biennium****Version: L - 01 - LFO Analyst Recommended****Cross Reference: 11500-000-00-00-00000****Employment Relations Board**

|   | General Fund     | Lottery Funds | Other Funds      | Federal Funds | Nonlimited Other Funds | Nonlimited Federal Funds | Total Funds      | Positions | Full-Time Equivalent (FTE) |
|---|------------------|---------------|------------------|---------------|------------------------|--------------------------|------------------|-----------|----------------------------|
| <b>2023-25 Agy. Leg. Adopted</b>                      | <b>3,339,446</b> | -             | <b>2,652,273</b> | -             | -                      | -                        | <b>5,991,719</b> | <b>13</b> | <b>13.00</b>               |
| 2023-25 Ebds, SS & Admin Act                          | 208,757          | -             | 164,025          | -             | -                      | -                        | 372,782          | -         | -                          |
| Ways & Means Actions                                  | -                | -             | -                | -             | -                      | -                        | -                | -         | -                          |
| <b>2023-25 Leg Approved Budget</b>                    | <b>3,548,203</b> | -             | <b>2,816,298</b> | -             | -                      | -                        | <b>6,364,501</b> | <b>13</b> | <b>13.00</b>               |
| <b>2023-25 Leg Approved Budget (Base)</b>             | <b>3,548,203</b> | -             | <b>2,816,298</b> | -             | -                      | -                        | <b>6,364,501</b> | <b>13</b> | <b>13.00</b>               |
| Summary of Base Adjustments                           | 249,275          | -             | 195,886          | -             | -                      | -                        | 445,161          | -         | -                          |
| <b>2025-27 Base Budget</b>                            | <b>3,797,478</b> | -             | <b>3,012,184</b> | -             | -                      | -                        | <b>6,809,662</b> | <b>13</b> | <b>13.00</b>               |
| 010: Non-PICS Pers Svc/Vacancy Factor                 | 25,347           | -             | 20,068           | -             | -                      | -                        | 45,415           | -         | -                          |
| 030: Inflation & Price List Adjustments               | 59,624           | -             | 43,645           | -             | -                      | -                        | 103,269          | -         | -                          |
| <b>2025-27 Current Service Level</b>                  | <b>3,882,449</b> | -             | <b>3,075,897</b> | -             | -                      | -                        | <b>6,958,346</b> | <b>13</b> | <b>13.00</b>               |
| <b>Adjusted 2025-27 Current Service Level</b>         | <b>3,882,449</b> | -             | <b>3,075,897</b> | -             | -                      | -                        | <b>6,958,346</b> | <b>13</b> | <b>13.00</b>               |
| <b>Total LFO Recommended Packages</b>                 | <b>240,662</b>   | -             | <b>180,399</b>   | -             | -                      | -                        | <b>421,061</b>   | <b>1</b>  | <b>1.00</b>                |
| <b>2025-27 Legislative Actions</b>                    | <b>4,123,111</b> | -             | <b>3,256,296</b> | -             | -                      | -                        | <b>7,379,407</b> | <b>14</b> | <b>14.00</b>               |
| Net change from 2023-25 Leg Approved Budget           | 574,908          | -             | 439,998          | -             | -                      | -                        | 1,014,906        | 1         | 1.00                       |
| Percent change from 2023-25 Leg Approved Budget       | 16.2%            | 0.0%          | 15.6%            | 0.0%          | 0.0%                   | 0.0%                     | 16.0%            | 7.7%      | 7.7%                       |
| Net change from 2025-27 Adj Current Service Level     | 240,662          | -             | 180,399          | -             | -                      | -                        | 421,061          | 1         | 1.00                       |
| Percent change from 2025-27 Adj Current Service Level | 6.2%             | 0.0%          | 5.9%             | 0.0%          | 0.0%                   | 0.0%                     | 6.1%             | 7.7%      | 7.7%                       |

LFO102 - Work Session Presentation Report  
2025-27 Biennium

Version: L - 01 - LFO Analyst Recommended

Cross Reference: 11500-030-00-00-00000

Administration

|   | General Fund     | Lottery Funds | Other Funds      | Federal Funds | Nonlimited Other Funds | Nonlimited Federal Funds | Total Funds      | Positions | Full-Time Equivalent (FTE) |
|---|------------------|---------------|------------------|---------------|------------------------|--------------------------|------------------|-----------|----------------------------|
| <b>2023-25 Agy. Leg. Adopted</b>                      | <b>1,659,567</b> | -             | <b>1,311,130</b> | -             | -                      | -                        | <b>2,970,697</b> | <b>5</b>  | <b>5.00</b>                |
| 2023-25 Ebds, SS & Admin Act                          | 81,415           | -             | 84,777           | -             | -                      | -                        | 166,192          | -         | -                          |
| Ways & Means Actions                                  | -                | -             | -                | -             | -                      | -                        | -                | -         | -                          |
| <b>2023-25 Leg Approved Budget</b>                    | <b>1,740,982</b> | -             | <b>1,395,907</b> | -             | -                      | -                        | <b>3,136,889</b> | <b>5</b>  | <b>5.00</b>                |
| <b>2023-25 Leg Approved Budget (Base)</b>             | <b>1,740,982</b> | -             | <b>1,395,907</b> | -             | -                      | -                        | <b>3,136,889</b> | <b>5</b>  | <b>5.00</b>                |
| Summary of Base Adjustments                           | 98,779           | -             | 56,364           | -             | -                      | -                        | 155,143          | -         | -                          |
| <b>2025-27 Base Budget</b>                            | <b>1,839,761</b> | -             | <b>1,452,271</b> | -             | -                      | -                        | <b>3,292,032</b> | <b>5</b>  | <b>5.00</b>                |
| 010: Non-PICS Pers Svc/Vacancy Factor                 | 9,486            | -             | 8,091            | -             | -                      | -                        | 17,577           | -         | -                          |
| 030: Inflation & Price List Adjustments               | 56,631           | -             | 40,224           | -             | -                      | -                        | 96,855           | -         | -                          |
| <b>2025-27 Current Service Level</b>                  | <b>1,905,878</b> | -             | <b>1,500,586</b> | -             | -                      | -                        | <b>3,406,464</b> | <b>5</b>  | <b>5.00</b>                |
| <b>Adjusted 2025-27 Current Service Level</b>         | <b>1,905,878</b> | -             | <b>1,500,586</b> | -             | -                      | -                        | <b>3,406,464</b> | <b>5</b>  | <b>5.00</b>                |
| <b>Total LFO Recommended Packages</b>                 | <b>13,337</b>    | -             | <b>8,890</b>     | -             | -                      | -                        | <b>22,227</b>    | -         | -                          |
| <b>2025-27 Legislative Actions</b>                    | <b>1,919,215</b> | -             | <b>1,509,476</b> | -             | -                      | -                        | <b>3,428,691</b> | <b>5</b>  | <b>5.00</b>                |
| Net change from 2023-25 Leg Approved Budget           | 178,233          | -             | 113,569          | -             | -                      | -                        | 291,802          | -         | -                          |
| Percent change from 2023-25 Leg Approved Budget       | 10.2%            | 0.0%          | 8.1%             | 0.0%          | 0.0%                   | 0.0%                     | 9.3%             | 0.0%      | 0.0%                       |
| Net change from 2025-27 Adj Current Service Level     | 13,337           | -             | 8,890            | -             | -                      | -                        | 22,227           | -         | -                          |
| Percent change from 2025-27 Adj Current Service Level | 0.7%             | 0.0%          | 0.6%             | 0.0%          | 0.0%                   | 0.0%                     | 0.7%             | 0.0%      | 0.0%                       |

LFO102 - Work Session Presentation Report  
2025-27 Biennium

Version: L - 01 - LFO Analyst Recommended

Cross Reference: 11500-030-00-00-00000

Administration

|  | General Fund | Lottery Funds | Other Funds | Federal Funds | Nonlimited Other Funds | Nonlimited Federal Funds | Total Funds | Positions | Full-Time Equivalent (FTE) |
|--|--------------|---------------|-------------|---------------|------------------------|--------------------------|-------------|-----------|----------------------------|
|--|--------------|---------------|-------------|---------------|------------------------|--------------------------|-------------|-----------|----------------------------|

**Package 100 Additional Mediator**

Package Description This package authorizes the establishment of a permanent mediator position, and related services and supplies costs, to expand the agency's ability to provide training, facilitation, and mediation services to assist public employers and labor organizations in resolving collective bargaining disputes.

LFO Recommendation LFO Recommended.

|                 |        |   |       |   |   |   |        |   |   |
|-----------------|--------|---|-------|---|---|---|--------|---|---|
| LFO Recommended | 13,337 | - | 8,890 | - | - | - | 22,227 | - | - |
|-----------------|--------|---|-------|---|---|---|--------|---|---|

|   | General Fund     | Lottery Funds | Other Funds    | Federal Funds | Nonlimited Other Funds | Nonlimited Federal Funds | Total Funds      | Positions | Full-Time Equivalent (FTE) |
|---|------------------|---------------|----------------|---------------|------------------------|--------------------------|------------------|-----------|----------------------------|
| <b>2023-25 Agy. Leg. Adopted</b>                      | <b>775,414</b>   | -             | <b>614,536</b> | -             | -                      | -                        | <b>1,389,950</b> | <b>4</b>  | <b>3.50</b>                |
| 2023-25 Ebds, SS & Admin Act                          | 52,189           | -             | 36,313         | -             | -                      | -                        | 88,502           | -         | -                          |
| Ways & Means Actions                                  | -                | -             | -              | -             | -                      | -                        | -                | -         | -                          |
| <b>2023-25 Leg Approved Budget</b>                    | <b>827,603</b>   | -             | <b>650,849</b> | -             | -                      | -                        | <b>1,478,452</b> | <b>4</b>  | <b>3.50</b>                |
| <b>2023-25 Leg Approved Budget (Base)</b>             | <b>827,603</b>   | -             | <b>650,849</b> | -             | -                      | -                        | <b>1,478,452</b> | <b>4</b>  | <b>3.50</b>                |
| Summary of Base Adjustments                           | 48,972           | -             | 43,283         | -             | -                      | -                        | 92,255           | -         | -                          |
| <b>2025-27 Base Budget</b>                            | <b>876,575</b>   | -             | <b>694,132</b> | -             | -                      | -                        | <b>1,570,707</b> | <b>4</b>  | <b>3.50</b>                |
| 010: Non-PICS Pers Svc/Vacancy Factor                 | 6,575            | -             | 5,060          | -             | -                      | -                        | 11,635           | -         | -                          |
| 030: Inflation & Price List Adjustments               | 1,678            | -             | 1,540          | -             | -                      | -                        | 3,218            | -         | -                          |
| <b>2025-27 Current Service Level</b>                  | <b>884,828</b>   | -             | <b>700,732</b> | -             | -                      | -                        | <b>1,585,560</b> | <b>4</b>  | <b>3.50</b>                |
| <b>Adjusted 2025-27 Current Service Level</b>         | <b>884,828</b>   | -             | <b>700,732</b> | -             | -                      | -                        | <b>1,585,560</b> | <b>4</b>  | <b>3.50</b>                |
| <b>Total LFO Recommended Packages</b>                 | <b>227,325</b>   | -             | <b>171,509</b> | -             | -                      | -                        | <b>398,834</b>   | <b>1</b>  | <b>1.00</b>                |
| <b>2025-27 Legislative Actions</b>                    | <b>1,112,153</b> | -             | <b>872,241</b> | -             | -                      | -                        | <b>1,984,394</b> | <b>5</b>  | <b>4.50</b>                |
| Net change from 2023-25 Leg Approved Budget           | 284,550          | -             | 221,392        | -             | -                      | -                        | 505,942          | 1         | 1.00                       |
| Percent change from 2023-25 Leg Approved Budget       | 34.4%            | 0.0%          | 34.0%          | 0.0%          | 0.0%                   | 0.0%                     | 34.2%            | 25.0%     | 28.6%                      |
| Net change from 2025-27 Adj Current Service Level     | 227,325          | -             | 171,509        | -             | -                      | -                        | 398,834          | 1         | 1.00                       |
| Percent change from 2025-27 Adj Current Service Level | 25.7%            | 0.0%          | 24.5%          | 0.0%          | 0.0%                   | 0.0%                     | 25.2%            | 25.0%     | 28.6%                      |

LFO102 - Work Session Presentation Report  
2025-27 Biennium

Version: L - 01 - LFO Analyst Recommended

Cross Reference: 11500-040-00-00-00000

Mediation

|  | General Fund | Lottery Funds | Other Funds | Federal Funds | Nonlimited Other Funds | Nonlimited Federal Funds | Total Funds | Positions | Full-Time Equivalent (FTE) |
|--|--------------|---------------|-------------|---------------|------------------------|--------------------------|-------------|-----------|----------------------------|
|--|--------------|---------------|-------------|---------------|------------------------|--------------------------|-------------|-----------|----------------------------|

**Package 100 Additional Mediator**

Package Description This package authorizes the establishment of a permanent mediator position, and related services and supplies costs, to expand the agency's ability to provide training, facilitation, and mediation services to assist public employers and labor organizations in resolving collective bargaining disputes.

LFO Recommendation LFO Recommended.

|                 |         |   |         |   |   |   |         |   |      |
|-----------------|---------|---|---------|---|---|---|---------|---|------|
| LFO Recommended | 227,325 | - | 171,509 | - | - | - | 398,834 | 1 | 1.00 |
|-----------------|---------|---|---------|---|---|---|---------|---|------|



**LFO102 - Work Session Presentation Report  
2025-27 Biennium**

**Version: L - 01 - LFO Analyst Recommended  
Cross Reference: 11500-050-00-00-00000  
Hearings**

|   | General Fund     | Lottery Funds | Other Funds    | Federal Funds | Nonlimited Other Funds | Nonlimited Federal Funds | Total Funds      | Positions | Full-Time Equivalent (FTE) |
|---|------------------|---------------|----------------|---------------|------------------------|--------------------------|------------------|-----------|----------------------------|
| <b>2023-25 Agy. Leg. Adopted</b>                      | <b>904,465</b>   | -             | <b>726,607</b> | -             | -                      | -                        | <b>1,631,072</b> | <b>4</b>  | <b>4.50</b>                |
| 2023-25 Ebds, SS & Admin Act                          | 75,153           | -             | 42,935         | -             | -                      | -                        | 118,088          | -         | -                          |
| Ways & Means Actions                                  | -                | -             | -              | -             | -                      | -                        | -                | -         | -                          |
| <b>2023-25 Leg Approved Budget</b>                    | <b>979,618</b>   | -             | <b>769,542</b> | -             | -                      | -                        | <b>1,749,160</b> | <b>4</b>  | <b>4.50</b>                |
| <b>2023-25 Leg Approved Budget (Base)</b>             | <b>979,618</b>   | -             | <b>769,542</b> | -             | -                      | -                        | <b>1,749,160</b> | <b>4</b>  | <b>4.50</b>                |
| Summary of Base Adjustments                           | 101,524          | -             | 96,239         | -             | -                      | -                        | 197,763          | -         | -                          |
| <b>2025-27 Base Budget</b>                            | <b>1,081,142</b> | -             | <b>865,781</b> | -             | -                      | -                        | <b>1,946,923</b> | <b>4</b>  | <b>4.50</b>                |
| 010: Non-PICS Pers Svc/Vacancy Factor                 | 9,286            | -             | 6,917          | -             | -                      | -                        | 16,203           | -         | -                          |
| 030: Inflation & Price List Adjustments               | 1,315            | -             | 1,881          | -             | -                      | -                        | 3,196            | -         | -                          |
| <b>2025-27 Current Service Level</b>                  | <b>1,091,743</b> | -             | <b>874,579</b> | -             | -                      | -                        | <b>1,966,322</b> | <b>4</b>  | <b>4.50</b>                |
| <b>Adjusted 2025-27 Current Service Level</b>         | <b>1,091,743</b> | -             | <b>874,579</b> | -             | -                      | -                        | <b>1,966,322</b> | <b>4</b>  | <b>4.50</b>                |
| <b>2025-27 Legislative Actions</b>                    | <b>1,091,743</b> | -             | <b>874,579</b> | -             | -                      | -                        | <b>1,966,322</b> | <b>4</b>  | <b>4.50</b>                |
| Net change from 2023-25 Leg Approved Budget           | 112,125          | -             | 105,037        | -             | -                      | -                        | 217,162          | -         | -                          |
| Percent change from 2023-25 Leg Approved Budget       | 11.5%            | 0.0%          | 13.7%          | 0.0%          | 0.0%                   | 0.0%                     | 12.4%            | 0.0%      | 0.0%                       |
| Net change from 2025-27 Adj Current Service Level     | -                | -             | -              | -             | -                      | -                        | -                | -         | -                          |
| Percent change from 2025-27 Adj Current Service Level | 0.0%             | 0.0%          | 0.0%           | 0.0%          | 0.0%                   | 0.0%                     | 0.0%             | 0.0%      | 0.0%                       |

# Legislatively Proposed 2025 - 2027 Key Performance Measures

Published: 3/18/2025 1:58:04 PM

**Agency:** Employment Relations Board

**Mission Statement:**

The mission of the Employment Relations Board is to resolve disputes concerning labor and employment relations.

| Legislatively Proposed KPMs  | Metrics                     | Agency Request | Last Reported Result | Target 2026 | Target 2027 |
|--|-----------------------------|----------------|----------------------|-------------|-------------|
| 1. Union representation - Average number of days to resolve a petition for union representation when a contested case hearing is not required.   |                             | Approved       | 34                   | 45          | 45          |
| 2. Recommended orders - Average number of days for an Administrative Law Judge to issue a recommended order after the record in a contested case hearing is closed.  |                             | Approved       | 91                   | 100         | 100         |
| 3. Final Board orders - Average number of days from submission of a case to the Board until issuance of a final order.   |                             | Approved       | 22                   | 30          | 30          |
| 4. Mediation effectiveness - Percentage of contract negotiations disputes that are resolved by mediation for strike-permitted employees.   |                             | Approved       | 91%                  | 95%         | 95%         |
| 5. Appeals - Percentage of Board Orders which are reversed on appeal.  |                             | Approved       | 0%                   | 5%          | 5%          |
| 6. Mediation effectiveness - Percentage of contract negotiations disputes that are resolved by mediation for strike-prohibited employees.  |                             | Approved       | 100%                 | 85%         | 85%         |
| 7. Customer Satisfaction - Percent of customers rating their satisfaction with the agency's customer service as "good" or "excellent": overall, timeliness, accuracy, helpfulness, expertise, and availability of information. | Expertise                   | Approved       | 90%                  | 95%         | 95%         |
|  | Helpfulness                 |                | 100%                 | 95%         | 95%         |
|  | Accuracy                    |                | 87%                  | 95%         | 95%         |
|  | Timeliness                  |                | 83%                  | 95%         | 95%         |
|  | Overall                     |                | 90%                  | 95%         | 95%         |
|  | Availability of Information |                | 83%                  | 95%         | 95%         |

**LFO Recommendation:**

The Legislative Fiscal Office recommends approval of the proposed Key Performance Measures and targets.

**SubCommittee Action:**

HB 5008-1  
(LC 9008)  
4/3/25 (DFY/ps)

Requested by JOINT COMMITTEE ON WAYS AND MEANS

**PROPOSED AMENDMENTS TO  
HOUSE BILL 5008**

1 In line 6 of the printed bill, delete “\$4,127,103” and insert “\$4,123,111”.

2 In line 13, delete “\$2,887,504” and insert “\$2,884,766”.

3 \_\_\_\_\_