

LEGISLATIVE FISCAL OFFICE
 900 Court Street NE, Room H-178
 Salem, Oregon 97301
 (503) 986-1828



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 WAYS AND MEANS

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To: Capital Construction Subcommittee
 From: Ben Ruef, Legislative Fiscal Office
 Date: June 18, 2025
 Subject: HB 5015 – Bureau of Labor and Industries
 Work Session Recommendations

| Bureau of Labor and Industries | | | | |
|---------------------------------------|-------------------|--------------------------------------|-------------------------------------|-------------------------------|
| <i>Agency Totals</i> | | | | |
| FUND TYPE | 2021-23 ACTUAL | 2023-25 LEGISLATIVELY APPROVED | 2025-27 CURRENT SERVICE LEVEL | 2025-27 LFO RECOMMENDED |
| General Fund | 37,111,513 | 34,002,114 | 34,594,538 | 35,167,209 |
| Lottery Funds | 202,834 | 316,222 | 307,006 | 307,006 |
| Other Funds | 12,849,290 | 22,127,472 | 23,361,958 | 40,452,909 |
| Other Funds NL | 235,751 | 938,700 | 938,700 | 938,700 |
| Federal Funds | 1,486,593 | 3,122,531 | 2,715,926 | 2,366,174 |
| TOTAL FUNDS | 51,885,981 | 60,507,039 | 61,918,128 | 79,231,998 |
| Positions | 150 | 183 | 161 | 217 |
| FTE | 138.92 | 157.43 | 156.88 | 203.38 |

The Oregon Bureau of Labor and Industries (BOLI) enforces labor and civil rights laws across Oregon, overseeing issues such as civil rights, public accommodations, sick leave, wage issues, and workplace discrimination. It also oversees skilled labor apprenticeship programs, partnering with employers, educational institutions, and workforce agencies. Through its Technical Assistance for Employers program, BOLI offers training, resources, and support to help employers comply with workplace laws.

The Legislative Fiscal Office recommends a 2025-27 total funds budget of \$79,231,998 and 217 positions (203.38 FTE), which is a 31% increase from the legislatively approved budget for the 2023-25 biennium and a 30.5% increase from current service level.

The recommended budget includes several investments totaling \$18.5 million and 59 positions (49.50 FTE) to expand BOLI's capacity in business operations, civil rights enforcement, wage and hour enforcement, and apprenticeship support and compliance. Funding for these investments comes primarily from General Fund, Wage Security Fund, and a one-time transfer of \$14.6 million from the Department of Consumer and Business Services' Workers Benefit Fund to be spent over the course of four years.

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 5015. *(vote)*

OR

Modify LFO Recommendation

MOTION: I move the LFO recommendation to HB 5015, 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)*

Budget Notes

#1 Budget Note: Case Management System Project

The Bureau of Labor and Industries (BOLI) has initiated a Case Management System project. BOLI's current case management system is nearing the end of its useful life and the agency reports the system no longer meets agency needs and is increasingly difficult maintain, support, and secure. Although BOLI has estimated the total estimated cost for phase two of this project to be \$2.2 million with an expected completion by the end of 2027, those estimates will need to be further refined when solution vendor cost and schedule proposals are received during the Request for Proposal process. BOLI has completed an initial business case and is in the process of completing the planning and procurement phases of the project. BOLI is directed to:

- Continue to work closely with and regularly report project status to DAS Office of Enterprise Information Services (EIS) and the Legislative Fiscal Office (LFO) throughout the project's lifecycle.
- Continue to follow the Joint State CIO/LFO Stage Gate Review Process.
- Work with EIS and DAS Procurement Services to hire a project manager or establish a contract for project management services – ensuring the project is led by a qualified project manager with experience in managing projects of this magnitude.
- Update the project's Business Case and foundational project management documents as directed by EIS.
- Work with EIS to obtain third-party, independent quality management services and ensure the contractor conducts an initial risk assessment and performs quality control reviews on the updated Business case, foundational project management documents, solution vendor procurement documents, as appropriate, prior the agency's request for Stage Gate 2 endorsement; and performs ongoing, independent quality management services as directed by EIS.
- Submit the updated business case, project management documents, risk assessment and quality control reviews to EIS and LFO for Stage Gate 2 Review and endorsement.
- Report back to the Joint Legislative Committee on Information Management and the Joint Committee on Ways and Means on the project status in the 2026 legislative session.
- Utilize the State CIO's Enterprise Project and Portfolio Management system all project review, approval, and project status and QA reporting activities throughout the life of the BOLI Case Management System Project.

#2 Budget Note: Investment Implementation and Progress

The Bureau of Labor and Industries is directed to report to the Joint Committee on Ways and Means during the 2026 legislative session on investments made in the agency during the 2025 session, including a status update on new positions and agency workload and backlogs. The report should address the following investments:

- Reclassification of 34 positions across the agency to address previously reported recruitment and retention challenges, and the impact of these changes on employee retention and addressing caseloads and associated backlogs.
- Addition of 15 positions in the Civil Rights Division to respond to increased caseloads and associated backlogs, including the progress on hiring and integration of these positions into the agency's organizational structure.
- Addition of 21 positions in the Wage and Hour Division to address increased caseload and associated backlog, including the progress on hiring and integration of these positions into the agency's organizational structure.
- Addition of 14 business operations positions to strengthen support for the agency's core mission, the progress on hiring and integration of these positions into the agency's organizational structure.

Accept LFO Recommendation

MOTION: I move the LFO recommendation on Budget Notes. *(vote)*

OR

Modify LFO Recommendation

MOTION: I move the LFO recommendation on Budget Notes, with modifications. *(vote)*

Amendment

LFO recommends a budget of \$35,167,209 General Fund, \$307,006 Lottery Funds, \$40,452,909 Other Funds, \$2,366,174 Federal Funds, and 217 positions (203.38 FTE), which is reflected in the –3 amendment.

MOTION: I move adoption of the –3 amendment to HB 5015. *(vote)*

Final Subcommittee Action

LFO recommends that HB 5015, as amended by the –3 amendment, be moved to the Ways and Means Full Committee.

MOTION: I move HB 5015, as amended, to the Full Committee with a do pass recommendation. *(vote)*

Carriers

Full Committee: _____

House Floor:

Senate Floor:

| | General Fund | Lottery Funds | Other Funds | Federal Funds | Nonlimited Other Funds | Nonlimited Federal Funds | Total Funds | Positions | Full-Time Equivalent (FTE) |
|---|-------------------|----------------|-------------------|------------------|------------------------|--------------------------|-------------------|------------|----------------------------|
| 2023-25 Agy. Leg. Adopted | 31,822,914 | 297,187 | 18,527,853 | 2,050,945 | 938,700 | - | 53,637,599 | 157 | 145.05 |
| 2023-25 Ebds, SS & Admin Act | 2,179,200 | 19,035 | 3,599,619 | 1,071,586 | - | - | 6,869,440 | 26 | 12.38 |
| Ways & Means Actions | - | - | - | - | - | - | - | - | - |
| 2023-25 Leg Approved Budget | 34,002,114 | 316,222 | 22,127,472 | 3,122,531 | 938,700 | - | 60,507,039 | 183 | 157.43 |
| 2023-25 Leg Approved Budget (Base) | 34,002,114 | 316,222 | 22,127,472 | 2,240,160 | 938,700 | - | 59,624,668 | 177 | 154.43 |
| Summary of Base Adjustments | 4,224,461 | (8,721) | 1,023,044 | 226,053 | - | - | 5,464,837 | (16) | 3.45 |
| 2025-27 Base Budget | 38,226,575 | 307,501 | 23,150,516 | 2,466,213 | 938,700 | - | 65,089,505 | 161 | 157.88 |
| 010: Non-PICS Pers Svc/Vacancy Factor | (575,420) | (6,846) | (305,045) | (47,461) | - | - | (934,772) | - | - |
| 020: Phase In / Out Pgm & One-time Cost | (6,756,213) | - | (1,377,320) | (10,000) | - | - | (8,143,533) | - | (1.00) |
| 030: Inflation & Price List Adjustments | 3,287,488 | 6,351 | 2,305,915 | 307,174 | - | - | 5,906,928 | - | - |
| 050: Fundshifts and Revenue Reductions | 412,108 | - | (412,108) | - | - | - | - | - | - |
| 2025-27 Current Service Level | 34,594,538 | 307,006 | 23,361,958 | 2,715,926 | 938,700 | - | 61,918,128 | 161 | 156.88 |
| 070: Revenue Reductions/Shortfall | - | - | (764,280) | (454,656) | - | - | (1,218,936) | (3) | (3.00) |
| Adjusted 2025-27 Current Service Level | 34,594,538 | 307,006 | 22,597,678 | 2,261,270 | 938,700 | - | 60,699,192 | 158 | 153.88 |
| Total LFO Recommended Packages | 572,671 | - | 17,855,231 | 104,904 | - | - | 18,532,806 | 59 | 49.50 |
| 2025-27 Legislative Actions | 35,167,209 | 307,006 | 40,452,909 | 2,366,174 | 938,700 | - | 79,231,998 | 217 | 203.38 |
| Net change from 2023-25 Leg Approved Budget | 1,165,095 | (9,216) | 18,325,437 | (756,357) | - | - | 18,724,959 | 34 | 45.95 |
| Percent change from 2023-25 Leg Approved Budget | 3.4% | (2.9%) | 82.8% | (24.2%) | 0.0% | 0.0% | 31.0% | 18.6% | 29.2% |
| Net change from 2025-27 Adj Current Service Level | 572,671 | - | 17,855,231 | 104,904 | - | - | 18,532,806 | 59 | 49.50 |
| Percent change from 2025-27 Adj Current Service Level | 1.7% | 0.0% | 79.0% | 4.6% | 0.0% | 0.0% | 30.5% | 37.3% | 32.2% |

| | General Fund | Lottery Funds | Other Funds | Federal Funds | Nonlimited Other Funds | Nonlimited Federal Funds | Total Funds | Positions | Full-Time Equivalent (FTE) |
|---|-------------------|---------------|------------------|----------------|------------------------|--------------------------|-------------------|-----------|----------------------------|
| 2023-25 Agy. Leg. Adopted | 7,933,812 | - | 4,223,489 | 318,808 | - | - | 12,476,109 | 35 | 34.64 |
| 2023-25 Ebds, SS & Admin Act | 638,412 | - | 336,629 | 130,551 | - | - | 1,105,592 | 3 | 0.25 |
| Ways & Means Actions | - | - | - | - | - | - | - | - | - |
| 2023-25 Leg Approved Budget | 8,572,224 | - | 4,560,118 | 449,359 | - | - | 13,581,701 | 38 | 34.89 |
| 2023-25 Leg Approved Budget (Base) | 8,572,224 | - | 4,560,118 | 350,680 | - | - | 13,483,022 | 37 | 34.39 |
| Summary of Base Adjustments | 1,490,334 | - | 687,430 | 37,613 | - | - | 2,215,377 | 1 | 3.61 |
| 2025-27 Base Budget | 10,062,558 | - | 5,247,548 | 388,293 | - | - | 15,698,399 | 38 | 38.00 |
| 010: Non-PICS Pers Svc/Vacancy Factor | (187,193) | - | (79,193) | (8,124) | - | - | (274,510) | - | - |
| 020: Phase In / Out Pgm & One-time Cost | (546,030) | - | (120,776) | - | - | - | (666,806) | - | (0.50) |
| 030: Inflation & Price List Adjustments | 738,803 | - | 718,289 | 419 | - | - | 1,457,511 | - | - |
| 050: Fundshifts and Revenue Reductions | 108,110 | - | (108,110) | - | - | - | - | - | - |
| 060: Technical Adjustments | 24,474 | - | - | - | - | - | 24,474 | - | - |
| 2025-27 Current Service Level | 10,200,722 | - | 5,657,758 | 380,588 | - | - | 16,239,068 | 38 | 37.50 |
| 070: Revenue Reductions/Shortfall | - | - | (236,420) | - | - | - | (236,420) | (1) | (1.00) |
| Adjusted 2025-27 Current Service Level | 10,200,722 | - | 5,421,338 | 380,588 | - | - | 16,002,648 | 37 | 36.50 |
| Total LFO Recommended Packages | 773,938 | - | 4,232,772 | 8,830 | - | - | 5,015,540 | 15 | 13.06 |
| 2025-27 Legislative Actions | 10,974,660 | - | 9,654,110 | 389,418 | - | - | 21,018,188 | 52 | 49.56 |
| Net change from 2023-25 Leg Approved Budget | 2,402,436 | - | 5,093,992 | (59,941) | - | - | 7,436,487 | 14 | 14.67 |
| Percent change from 2023-25 Leg Approved Budget | 28.0% | 0.0% | 111.7% | (13.3%) | 0.0% | 0.0% | 54.8% | 36.8% | 42.1% |
| Net change from 2025-27 Adj Current Service Level | 773,938 | - | 4,232,772 | 8,830 | - | - | 5,015,540 | 15 | 13.06 |
| Percent change from 2025-27 Adj Current Service Level | 7.6% | 0.0% | 78.1% | 2.3% | 0.0% | 0.0% | 31.3% | 40.5% | 35.8% |

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

Package 070 Revenue Shortfalls

Package Description This package reduces Other Funds expenditure limitation by \$236,420 and one Administrative Specialist 2 position (1.00 FTE) associated with the collection of public records fees. This position was approved in the 2023 session contingent on public records fees covering the cost of the position.

LFO Recommendation The Legislative Fiscal Office recommends approval.

| | | | | | | | | | |
|-----------------|---|---|-----------|---|---|---|-----------|-----|--------|
| LFO Recommended | - | - | (236,420) | - | - | - | (236,420) | (1) | (1.00) |
|-----------------|---|---|-----------|---|---|---|-----------|-----|--------|

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

Package 090 Analyst Adjustments

Package Description This package reduces General Fund by \$194,961 in various services & supplies categories.

LFO Recommendation The Legislative Fiscal Office recommends approval.

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|------------------------|------------------|---|---|---|---|---|------------------|---|---|
| LFO Recommended | (194,961) | - | - | - | - | - | (194,961) | - | - |
|------------------------|------------------|---|---|---|---|---|------------------|---|---|

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

Package 101 Case Mgt Replacement Project Phase 2

Package Description This package includes an ongoing General Fund appropriation of \$256,625 and a Other Funds expenditure limitation increase of \$1,898,393 for phase two of BOLI's Case Management Replacement Project. Also included are three full-time positions. Positions include:

- One permanent full-time Information Systems Specialist 6 (0.88 FTE): Serves as the technical lead for system architecture, integration, and ongoing support.
- One permanent full-time Administrative Specialist 2 (0.75 FTE): Provides administrative support, including documentation management and scheduling.
- One limited duration full-time Operations and Policy Analyst 3 (0.75 FTE): Leads change management processes, training, and user adoption efforts.

Ongoing Other Funds expenditure limitation of \$109,982 is funded by the Wage Security Fund. One-time Other Funds expenditure limitation of \$1,788,411 is supported by a one-time transfer from the Department of Consumer and Business Services' Workers Benefit Fund. These funds will cover system-related costs such as vendor contracts for testing, implementation support, resolution of technical issues, change management, training, and initial user licenses.

LFO Recommendation The Legislative Fiscal Office recommends approval.

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|------------------------|----------------|----------|------------------|----------|----------|----------|------------------|----------|-------------|
| LFO Recommended | 256,625 | - | 1,898,393 | - | - | - | 2,155,018 | 3 | 2.38 |
|------------------------|----------------|----------|------------------|----------|----------|----------|------------------|----------|-------------|

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

Package 102 BOLI Modernization

Package Description This package includes an ongoing General Fund appropriation of \$590,705, ongoing Other Funds expenditure limitation increase of \$3,187,125 and ongoing Federal Funds expenditure limitation increase of \$104,904. Funding supports the reclassification of 34 positions agency-wide, approved by the Department of Administrative Services, to address ongoing recruitment retention issues. Also included are 12 permanent full-time positions (10.68 FTE) to expand the agency's capacity in business operations, administration, public records, administrative rules coordination, and learning and development. Positions include:

- One permanent full-time Business Operations Administrator 1 (0.88 FTE)
- One permanent full-time Administrative Specialist 2 (1.00 FTE)
- One permanent full-time Operations and Policy Analyst 3 (0.88 FTE)
- Learning and Development Specialist 2 (0.88 FTE)
- Compliance and Regulatory Manager 2 (0.88 FTE)
- Operations and Policy Analyst 2 (0.88 FTE)
- Executive Support Specialist 2 (0.88 FTE)
- Executive Support Specialist 2 (0.88 FTE)
- Business Operations Manager 3 (0.88 FTE)
- Compliance and Regulatory Manager 2 (0.88 FTE)
- Project Manager 3 (0.88 FTE)
- Executive Assistant (0.88 FTE)

Total package Other Funds limitation is funded by the Wage Security Fund (\$1,033,870), Workers Benefit Fund (\$2,151,623), and Prevailing Wage Fund (\$1,632).

For the Commissioner's Office this nets to increases of \$440,993 General Fund, \$1,829,030 Other Funds, \$8,830 Federal Funds, and eight permanent full-time positions (7.16 FTE).

LFO Recommendation The Legislative Fiscal Office recommends approval.

| | | | | | | | | | |
|------------------------|----------------|----------|------------------|--------------|----------|----------|------------------|----------|-------------|
| LFO Recommended | 440,993 | - | 1,829,030 | 8,830 | - | - | 2,278,853 | 8 | 7.16 |
|------------------------|----------------|----------|------------------|--------------|----------|----------|------------------|----------|-------------|

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

Package 107 Business Operations Sustainability

Package Description This package includes a ongoing General Fund appropriation of \$271,281 and Other Funds expenditure limitation increase of \$505,349, and four permanent full-time positions (3.52 FTE) for agency capacity expansion in areas of human resources, communications, and learning and development. Other Funds is funded by the Wage Security Fund (\$271,281) and Wage Benefit Fund (\$234,068). Positions include:

- Human Resources Analyst 3 (0.88 FTE)
- Human Resource Analyst 2 (0.88 FTE)
- Learning and Development Specialist 2 (0.88 FTE)
- Public Affairs Specialist 2 (0.88 FTE)

This package also includes a reduction of \$64,412 General Fund and \$64,412 Other Funds for the phase out of a human resources services contract with the Department of Consumer and Business Services after one year.

LFO Recommendation The Legislative Fiscal Office recommends approval.

| | | | | | | | | | |
|-----------------|---------|---|---------|---|---|---|---------|---|------|
| LFO Recommended | 271,281 | - | 505,349 | - | - | - | 776,630 | 4 | 3.52 |
|-----------------|---------|---|---------|---|---|---|---------|---|------|

| | General Fund | Lottery Funds | Other Funds | Federal Funds | Nonlimited Other Funds | Nonlimited Federal Funds | Total Funds | Positions | Full-Time Equivalent (FTE) |
|---|-------------------|---------------|------------------|------------------|------------------------|--------------------------|-------------------|-----------|----------------------------|
| 2023-25 Agy. Leg. Adopted | 9,643,050 | - | 2,004,794 | 1,732,137 | - | - | 13,379,981 | 48 | 47.38 |
| 2023-25 Ebds, SS & Admin Act | 924,829 | - | 174,903 | 147,343 | - | - | 1,247,075 | 3 | 1.50 |
| Ways & Means Actions | - | - | - | - | - | - | - | - | - |
| 2023-25 Leg Approved Budget | 10,567,879 | - | 2,179,697 | 1,879,480 | - | - | 14,627,056 | 51 | 48.88 |
| 2023-25 Leg Approved Budget (Base) | 10,567,879 | - | 2,179,697 | 1,879,480 | - | - | 14,627,056 | 51 | 48.88 |
| Summary of Base Adjustments | 1,268,059 | - | 169,033 | 188,440 | - | - | 1,625,532 | (1) | 0.62 |
| 2025-27 Base Budget | 11,835,938 | - | 2,348,730 | 2,067,920 | - | - | 16,252,588 | 50 | 49.50 |
| 010: Non-PICS Pers Svc/Vacancy Factor | (212,600) | - | (48,624) | (39,337) | - | - | (300,561) | - | - |
| 020: Phase In / Out Pgm & One-time Cost | - | - | (10,850) | - | - | - | (10,850) | - | - |
| 030: Inflation & Price List Adjustments | 1,377,607 | - | 200,667 | 306,755 | - | - | 1,885,029 | - | - |
| 060: Technical Adjustments | 287,990 | - | - | - | - | - | 287,990 | 1 | 1.00 |
| 2025-27 Current Service Level | 13,288,935 | - | 2,489,923 | 2,335,338 | - | - | 18,114,196 | 51 | 50.50 |
| 070: Revenue Reductions/Shortfall | - | - | - | (454,656) | - | - | (454,656) | (2) | (2.00) |
| Adjusted 2025-27 Current Service Level | 13,288,935 | - | 2,489,923 | 1,880,682 | - | - | 17,659,540 | 49 | 48.50 |
| Total LFO Recommended Packages | (130,773) | - | 3,092,650 | 96,074 | - | - | 3,057,951 | 15 | 13.20 |
| 2025-27 Legislative Actions | 13,158,162 | - | 5,582,573 | 1,976,756 | - | - | 20,717,491 | 64 | 61.70 |
| Net change from 2023-25 Leg Approved Budget | 2,590,283 | - | 3,402,876 | 97,276 | - | - | 6,090,435 | 13 | 12.82 |
| Percent change from 2023-25 Leg Approved Budget | 24.5% | 0.0% | 156.1% | 5.2% | 0.0% | 0.0% | 41.6% | 25.5% | 26.2% |
| Net change from 2025-27 Adj Current Service Level | (130,773) | - | 3,092,650 | 96,074 | - | - | 3,057,951 | 15 | 13.20 |
| Percent change from 2025-27 Adj Current Service Level | (1.0%) | 0.0% | 124.2% | 5.1% | 0.0% | 0.0% | 17.3% | 30.6% | 27.2% |

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

Package 070 Revenue Shortfalls

Package Description This package reduces Federal Funds expenditure limitation by \$454,626 and two positions (2.00 FTE) related to the contract with the U.S. Department of Housing and Urban Development (HUD). BOLI currently does not have an active contract with HUD and does not have an estimated timeline for the establishment of a new contract.

LFO Recommendation The Legislative Fiscal Office recommends approval.

| | | | | | | | | | |
|-----------------|---|---|---|-----------|---|---|-----------|-----|--------|
| LFO Recommended | - | - | - | (454,656) | - | - | (454,656) | (2) | (2.00) |
|-----------------|---|---|---|-----------|---|---|-----------|-----|--------|

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

Package 090 Analyst Adjustments

Package Description This package reduces General Fund by \$356,766 in various services & supplies categories.

LFO Recommendation The Legislative Fiscal Office recommends approval.

| | | | | | | | | | |
|------------------------|------------------|---|---|---|---|---|------------------|---|---|
| LFO Recommended | (356,766) | - | - | - | - | - | (356,766) | - | - |
|------------------------|------------------|---|---|---|---|---|------------------|---|---|

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

Package 102 BOLI Modernization

Package Description This package includes an ongoing General Fund appropriation of \$590,705, ongoing Other Funds expenditure limitation increase of \$3,187,125 and ongoing Federal Funds expenditure limitation increase of \$104,904. Funding supports the reclassification of 34 positions agency-wide, approved by the Department of Administrative Services, to address ongoing recruitment retention issues. Also included are 12 permanent full-time positions (10.68 FTE) to expand the agency’s capacity in business operations, administration, public records, administrative rules coordination, and learning and development. Positions include:

- One permanent full-time Business Operations Administrator 1 (0.88 FTE)
- One permanent full-time Administrative Specialist 2 (1.00 FTE)
- One permanent full-time Operations and Policy Analyst 3 (0.88 FTE)
- Learning and Development Specialist 2 (0.88 FTE)
- Compliance and Regulatory Manager 2 (0.88 FTE)
- Operations and Policy Analyst 2 (0.88 FTE)
- Executive Support Specialist 2 (0.88 FTE)
- Executive Support Specialist 2 (0.88 FTE)
- Business Operations Manager 3 (0.88 FTE)
- Compliance and Regulatory Manager 2 (0.88 FTE)
- Project Manager 3 (0.88 FTE)
- Executive Assistant (0.88 FTE)

Total package Other Funds limitation is funded by the Wage Security Fund (\$1,033,870), Workers Benefit Fund (\$2,151,623), and Prevailing Wage Fund (\$1,632).

For the Civil Rights Division this nets to a decrease of \$20,221 General Fund, an increases of \$780,968 Other Funds, \$96,074 Federal Funds, and two permanent full-time positions (1.76 FTE).

LFO Recommendation The Legislative Fiscal Office recommends approval.

| | | | | | | | | | |
|-----------------|----------|---|---------|--------|---|---|---------|---|------|
| LFO Recommended | (20,221) | - | 780,968 | 96,074 | - | - | 856,821 | 2 | 1.76 |
|-----------------|----------|---|---------|--------|---|---|---------|---|------|

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

Package 130 CRD Backlog and Future Sustainability

Package Description This package includes a General Fund appropriation of \$246,214 and Other Funds expenditure limitation increase of \$1,686,495 and nine full-time positions (7.92 FTE) to expand the Civil Rights Division’s capacity to perform claim intake, mediation and investigations. Positions include:

- Compliance and Regulatory Manager 2
- Program Analyst 1 (Intake)
- Program Analyst 1 (Intake)
- Compliance Specialist 3 (Mediator)
- Compliance Specialist 3 (Mediator)
- Civil Rights Investigator 2
- Civil Rights Investigator 2 (Oregon Saves) LD
- Two - Learning and Development 2

Other Funds is funded by Wage Security Fund (\$246,214), Paid Leave Oregon IAA (\$843,736), Wage Benefit Fund (\$387,042), and Department of Treasury IAA (\$209,504).

LFO Recommendation The Legislative Fiscal Office recommends approval.

| | | | | | | | | | |
|-----------------|---------|---|-----------|---|---|---|-----------|---|------|
| LFO Recommended | 246,214 | - | 1,686,495 | - | - | - | 1,932,709 | 9 | 7.92 |
|-----------------|---------|---|-----------|---|---|---|-----------|---|------|

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

Package 801 LFO Analyst Adjustments

Package Description This package includes a one-time Other Funds expenditure limitation increase of \$625,187 and four full-time limited duration positions (3.52 FTE) to enhance work performed as part of an interagency agreement with the Department of Business and Consumer Services to investigate complaints related to occupational safety and injured workers discrimination. Funding is provided from an ending fund balance made up of a surplus of revenue from an interagency agreement with the Department of Consumer and Business Services. Positions include:

- Administrative Specialist 2 (LD)
- Administrative Specialist 1 (LD)
- Administrative Specialist 1 (LD)
- Program Analyst 1 (LD)

LFO Recommendation The Legislative Fiscal Office recommends approval.

| | | | | | | | | | |
|------------------------|---|---|---------|---|---|---|---------|---|------|
| LFO Recommended | - | - | 625,187 | - | - | - | 625,187 | 4 | 3.52 |
|------------------------|---|---|---------|---|---|---|---------|---|------|

| | General Fund | Lottery Funds | Other Funds | Federal Funds | Nonlimited Other Funds | Nonlimited Federal Funds | Total Funds | Positions | Full-Time Equivalent (FTE) |
|---|------------------|---------------|-------------------|---------------|------------------------|--------------------------|-------------------|-----------|----------------------------|
| 2023-25 Agy. Leg. Adopted | 4,226,682 | - | 8,662,293 | - | 938,700 | - | 13,827,675 | 55 | 45.77 |
| 2023-25 Ebds, SS & Admin Act | 314,840 | - | 694,981 | 10,000 | - | - | 1,019,821 | 2 | 0.50 |
| Ways & Means Actions | - | - | - | - | - | - | - | - | - |
| 2023-25 Leg Approved Budget | 4,541,522 | - | 9,357,274 | 10,000 | 938,700 | - | 14,847,496 | 57 | 46.27 |
| 2023-25 Leg Approved Budget (Base) | 4,541,522 | - | 9,357,274 | 10,000 | 938,700 | - | 14,847,496 | 57 | 46.27 |
| Summary of Base Adjustments | 1,991,806 | - | 1,064,036 | - | - | - | 3,055,842 | - | 8.11 |
| 2025-27 Base Budget | 6,533,328 | - | 10,421,310 | 10,000 | 938,700 | - | 17,903,338 | 57 | 54.38 |
| 010: Non-PICS Pers Svc/Vacancy Factor | (100,769) | - | (182,297) | - | - | - | (283,066) | - | - |
| 020: Phase In / Out Pgm & One-time Cost | (6,060) | - | (68,822) | (10,000) | - | - | (84,882) | - | - |
| 030: Inflation & Price List Adjustments | 634,742 | - | 1,118,891 | - | - | - | 1,753,633 | - | - |
| 050: Fundshifts and Revenue Reductions | 202,665 | - | (202,665) | - | - | - | - | - | - |
| 2025-27 Current Service Level | 7,263,906 | - | 11,086,417 | - | 938,700 | - | 19,289,023 | 57 | 54.38 |
| Adjusted 2025-27 Current Service Level | 7,263,906 | - | 11,086,417 | - | 938,700 | - | 19,289,023 | 57 | 54.38 |
| Total LFO Recommended Packages | (149,566) | - | 4,505,669 | - | - | - | 4,356,103 | 21 | 18.48 |
| 2025-27 Legislative Actions | 7,114,340 | - | 15,592,086 | - | 938,700 | - | 23,645,126 | 78 | 72.86 |
| Net change from 2023-25 Leg Approved Budget | 2,572,818 | - | 6,234,812 | (10,000) | - | - | 8,797,630 | 21 | 26.59 |
| Percent change from 2023-25 Leg Approved Budget | 56.7% | 0.0% | 66.6% | (100.0%) | 0.0% | 0.0% | 59.3% | 36.8% | 57.5% |
| Net change from 2025-27 Adj Current Service Level | (149,566) | - | 4,505,669 | - | - | - | 4,356,103 | 21 | 18.48 |
| Percent change from 2025-27 Adj Current Service Level | (2.1%) | 0.0% | 40.6% | 0.0% | 0.0% | 0.0% | 22.6% | 36.8% | 34.0% |

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

Package 090 Analyst Adjustments

Package Description This package reduces General Fund by \$146,870 in various services & supplies categories.

LFO Recommendation The Legislative Fiscal Office recommends approval.

| | | | | | | | | | |
|------------------------|------------------|---|---|---|---|---|------------------|---|---|
| LFO Recommended | (146,870) | - | - | - | - | - | (146,870) | - | - |
|------------------------|------------------|---|---|---|---|---|------------------|---|---|

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

Package 102 BOLI Modernization

Package Description This package includes an ongoing General Fund appropriation of \$590,705, ongoing Other Funds expenditure limitation increase of \$3,187,125 and ongoing Federal Funds expenditure limitation increase of \$104,904. Funding supports the reclassification of 34 positions agency-wide, approved by the Department of Administrative Services, to address ongoing recruitment retention issues. Also included are 12 permanent full-time positions (10.68 FTE) to expand the agency’s capacity in business operations, administration, public records, administrative rules coordination, and learning and development. Positions include:

- One permanent full-time Business Operations Administrator 1 (0.88 FTE)
- One permanent full-time Administrative Specialist 2 (1.00 FTE)
- One permanent full-time Operations and Policy Analyst 3 (0.88 FTE)
- Learning and Development Specialist 2 (0.88 FTE)
- Compliance and Regulatory Manager 2 (0.88 FTE)
- Operations and Policy Analyst 2 (0.88 FTE)
- Executive Support Specialist 2 (0.88 FTE)
- Executive Support Specialist 2 (0.88 FTE)
- Business Operations Manager 3 (0.88 FTE)
- Compliance and Regulatory Manager 2 (0.88 FTE)
- Project Manager 3 (0.88 FTE)
- Executive Assistant (0.88 FTE)

Total package Other Funds limitation is funded by the Wage Security Fund (\$1,033,870), Workers Benefit Fund (\$2,151,623), and Prevailing Wage Fund (\$1,632).

For the Wage and Hour Division this nets to a decrease of \$2,696 General Fund, and increases of \$364,604 Other Funds, and one permanent full-time position (0.88 FTE).

LFO Recommendation The Legislative Fiscal Office recommends approval.

| | | | | | | | | | |
|-----------------|---------|---|---------|---|---|---|---------|---|------|
| LFO Recommended | (2,696) | - | 364,604 | - | - | - | 361,908 | 1 | 0.88 |
|-----------------|---------|---|---------|---|---|---|---------|---|------|

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

Package 140 WHD Backlog & Future Sustainability

Package Description This package includes an Other Funds expenditure limitation increase of \$4,141,065 and 20 permanent full-time positions (17.62 FTE) to expand management, training, intake, investigations, and adjudication within the division. Positions include:

- Three - Compliance & Regulatory Supervisor 2
- Nine- Compliance Specialist 2
- One - Compliance Specialist 1 (Prevailing Wage)
- Three - Public Service Representative 4
- Two - Learning & Development Specialist 2
- One - Administrative Law Judge 3
- One - Administrative Specialist 2

Other Funds are funded by Wage Security Fund (\$1,266,015), Prevailing Wage Fund (\$175,424), and a one-time transfer from the Department of Consumer and Business Services' Workers Benefit Fund (\$2,327,951) to be spent over the course of four years.

LFO Recommendation The Legislative Fiscal Office recommends approval.

| | | | | | | | | | |
|-----------------|---|---|-----------|---|---|---|-----------|----|-------|
| LFO Recommended | - | - | 4,141,065 | - | - | - | 4,141,065 | 20 | 17.60 |
|-----------------|---|---|-----------|---|---|---|-----------|----|-------|

| | General Fund | Lottery Funds | Other Funds | Federal Funds | Nonlimited Other Funds | Nonlimited Federal Funds | Total Funds | Positions | Full-Time Equivalent (FTE) |
|---|-------------------|----------------|------------------|----------------|------------------------|--------------------------|-------------------|-----------|----------------------------|
| 2023-25 Agy. Leg. Adopted | 10,019,370 | 297,187 | 3,637,277 | - | - | - | 13,953,834 | 19 | 17.26 |
| 2023-25 Ebds, SS & Admin Act | 301,119 | 19,035 | 2,393,106 | 783,692 | - | - | 3,496,952 | 18 | 10.13 |
| Ways & Means Actions | - | - | - | - | - | - | - | - | - |
| 2023-25 Leg Approved Budget | 10,320,489 | 316,222 | 6,030,383 | 783,692 | - | - | 17,450,786 | 37 | 27.39 |
| 2023-25 Leg Approved Budget (Base) | 10,320,489 | 316,222 | 6,030,383 | - | - | - | 16,667,094 | 32 | 24.89 |
| Summary of Base Adjustments | (525,738) | (8,721) | (897,455) | - | - | - | (1,431,914) | (16) | (8.89) |
| 2025-27 Base Budget | 9,794,751 | 307,501 | 5,132,928 | - | - | - | 15,235,180 | 16 | 16.00 |
| 010: Non-PICS Pers Svc/Vacancy Factor | (74,858) | (6,846) | 5,069 | - | - | - | (76,635) | - | - |
| 020: Phase In / Out Pgm & One-time Cost | (6,204,123) | - | (1,176,872) | - | - | - | (7,380,995) | - | (0.50) |
| 030: Inflation & Price List Adjustments | 536,336 | 6,351 | 268,068 | - | - | - | 810,755 | - | - |
| 050: Fundshifts and Revenue Reductions | 101,333 | - | (101,333) | - | - | - | - | - | - |
| 060: Technical Adjustments | (312,464) | - | - | - | - | - | (312,464) | (1) | (1.00) |
| 2025-27 Current Service Level | 3,840,975 | 307,006 | 4,127,860 | - | - | - | 8,275,841 | 15 | 14.50 |
| 070: Revenue Reductions/Shortfall | - | - | (527,860) | - | - | - | (527,860) | - | - |
| Adjusted 2025-27 Current Service Level | 3,840,975 | 307,006 | 3,600,000 | - | - | - | 7,747,981 | 15 | 14.50 |
| Total LFO Recommended Packages | 79,072 | - | 6,024,140 | - | - | - | 6,103,212 | 8 | 4.76 |
| 2025-27 Legislative Actions | 3,920,047 | 307,006 | 9,624,140 | - | - | - | 13,851,193 | 23 | 19.26 |
| Net change from 2023-25 Leg Approved Budget | (6,400,442) | (9,216) | 3,593,757 | (783,692) | - | - | (3,599,593) | (14) | (8.13) |
| Percent change from 2023-25 Leg Approved Budget | (62.0%) | (2.9%) | 59.6% | (100.0%) | 0.0% | 0.0% | (20.6%) | (37.8%) | (29.7%) |
| Net change from 2025-27 Adj Current Service Level | 79,072 | - | 6,024,140 | - | - | - | 6,103,212 | 8 | 4.76 |
| Percent change from 2025-27 Adj Current Service Level | 2.1% | 0.0% | 167.3% | 0.0% | 0.0% | 0.0% | 78.8% | 53.3% | 32.8% |

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

Package 070 Revenue Shortfalls

Package Description This package reduces Other Funds expenditure limitation by \$527,860 associated with the Oregon Department of Transportation Highway Diversity Project. The amount of the existing program contract is capped at \$3.6 million. This package brings the project total back in line with the cap amount by reducing Services and Supplies primarily related to inflation factors associated with pass through professional services.

LFO Recommendation The Legislative Fiscal Office recommends approval.

| | | | | | | | | | |
|-----------------|---|---|-----------|---|---|---|-----------|---|---|
| LFO Recommended | - | - | (527,860) | - | - | - | (527,860) | - | - |
|-----------------|---|---|-----------|---|---|---|-----------|---|---|

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

Package 090 Analyst Adjustments

Package Description This package reduces General Fund by \$93,557 in various services & supplies categories.

This package also provides one limited duration Administrative Specialist 2 position (0.88 FTE) and \$5 million Other Funds expenditure limitation to pay childcare subsidies to eligible construction apprentices and construction journey workers in the first five years after completing an apprenticeship. Funded by a one-time transfer from the Oregon Business Development Department's, CHIPS Childcare Fund.

Services and supplies totaling \$4,808,304 consist of the following:

- \$4,000,000 for a Transfer to the Department of Early Learning and Care (DELIC) through a new Interagency Agreement for providing child care subsidies.
- \$500,000 for a Third-Party Contractor to do case management, including identifying individuals who need services and assisting eligible applicants to provide the information that DELIC needs to process childcare subsidy payments. The contractor shall be selected through a competitive Request for Proposals (conducted by DAS Procurement Services on behalf of BOLI) with a preference for a COBID firm.
- \$25,000 for a Small Contract to do marketing to construction apprentices and journeyworkers and outreach to semiconductor companies, construction companies, and labor unions.
- \$150,000 for an Interagency Agreement with Portland State University to evaluate the effectiveness of the services.
- \$25,000 for a Small Contract to prepare a report with evaluation findings and recommendations for the future.
- \$108,304 for community engagement through Oregon's Kitchen Table to recommend policies for future collaborations between the Apprenticeship and Training Division and the Oregon Business Development Department.

LFO Recommendation The Legislative Fiscal Office recommends approval.

| | | | | | | | | | |
|-----------------|----------|---|-----------|---|---|---|-----------|---|------|
| LFO Recommended | (93,557) | - | 5,000,000 | - | - | - | 4,906,443 | 1 | 0.88 |
|-----------------|----------|---|-----------|---|---|---|-----------|---|------|

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

Package 102 BOLI Modernization

Package Description This package includes an ongoing General Fund appropriation of \$590,705, ongoing Other Funds expenditure limitation increase of \$3,187,125 and ongoing Federal Funds expenditure limitation increase of \$104,904. Funding supports the reclassification of 34 positions agency-wide, approved by the Department of Administrative Services, to address ongoing recruitment retention issues. Also included are 12 permanent full-time positions (10.68 FTE) to expand the agency’s capacity in business operations, administration, public records, administrative rules coordination, and learning and development. Positions include:

- One permanent full-time Business Operations Administrator 1 (0.88 FTE)
- One permanent full-time Administrative Specialist 2 (1.00 FTE)
- One permanent full-time Operations and Policy Analyst 3 (0.88 FTE)
- Learning and Development Specialist 2 (0.88 FTE)
- Compliance and Regulatory Manager 2 (0.88 FTE)
- Operations and Policy Analyst 2 (0.88 FTE)
- Executive Support Specialist 2 (0.88 FTE)
- Executive Support Specialist 2 (0.88 FTE)
- Business Operations Manager 3 (0.88 FTE)
- Compliance and Regulatory Manager 2 (0.88 FTE)
- Project Manager 3 (0.88 FTE)
- Executive Assistant (0.88 FTE)

Total package Other Funds limitation is funded by the Wage Security Fund (\$1,033,870), Workers Benefit Fund (\$2,151,623), and Prevailing Wage Fund (\$1,632).

For the Apprenticeship and Training Division this nets to increases of \$172,629 General Fund, \$212,524 Other Funds, and one permanent full-time position (0.88 FTE).

LFO Recommendation The Legislative Fiscal Office recommends approval.

| | | | | | | | | | |
|------------------------|----------------|----------|----------------|----------|----------|----------|----------------|----------|-------------|
| LFO Recommended | 172,629 | - | 212,524 | - | - | - | 385,153 | 1 | 0.88 |
|------------------------|----------------|----------|----------------|----------|----------|----------|----------------|----------|-------------|

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

Package 801 LFO Analyst Adjustments

Package Description This package includes a one-time Other Fund expenditure limitation increase of \$811,616 and six limited duration positions (3.00 FTE) for the continuation of registered apprenticeship program compliance review. In the 2024 session these positions were funded to reduce a backlog of 150 in registered apprenticeship program compliance reviews. In that time, BOLI has completed a total of 110 as of March 2025. Other Funds are funded by the remaining balance of American Rescue Plan Act (ARPA) funds and must be spent by December 31, 2026

LFO Recommendation The Legislative Fiscal Office recommends approval.

| | | | | | | | | | |
|-----------------|---|---|---------|---|---|---|---------|---|------|
| LFO Recommended | - | - | 811,616 | - | - | - | 811,616 | 6 | 3.00 |
|-----------------|---|---|---------|---|---|---|---------|---|------|

Legislatively Proposed 2025 - 2027 Key Performance Measures

Published: 5/30/2025 12:08:07 PM

Agency: Bureau of Labor and Industries

Mission Statement:

The mission of the Bureau of Labor and Industries is to protect employment rights, advance employment opportunities, and protect access to housing and public accommodations free from discrimination.

| Legislatively Proposed KPMs | Metrics | Agency Request | Last Reported Result | Target 2026 | Target 2027 |
|---|--|----------------|----------------------|-------------|-------------|
| 1. CUSTOMER SERVICE - Percent of customers rating their satisfaction with the agency's customer service as "good" or "excellent": overall, timeliness, accuracy, helpfulness, expertise, availability of information. | a) Overall | Approved | 25 | 95 | 95 |
| | b) Accuracy | | 29 | 95 | 95 |
| | c) Availability of Information | | 31 | 95 | 95 |
| | d) Expertise | | 31 | 95 | 95 |
| | e) Helpfulness | | 29 | 95 | 95 |
| | f) Timeliness | | 19 | 95 | 95 |
| 2. Timely Completion of Civil Rights Investigations - This measure reflects the timeliness and thoroughness of civil rights investigations at 180 days, 240 days, and one year. | a) Completion of investigations within 180 days | Approved | 39% | 45% | 45% |
| | b) Completion of investigations within 240 days | | 49% | 65% | 65% |
| | c) Completion of investigations within 1 year | | 100% | 100% | 100% |
| 12. CRD - Initial Contact - Measures the percentage of initial public inquiries responded to by the Civil Rights Division within two business days. | | Proposed New | | 85% | 85% |
| 13. CRD - Complaints Drafted & Initial Interviews - This measure tracks the efficiency of the Civil Rights Division in converting initial complaints into formal documents. It reflects the speed at which potential cases move from initial contact to official investigation. This measures the timeliness of the Civil Rights Division in scheduling and conducting initial interviews with complainants. It reflects how quickly they can gather information and begin assessing potential cases. | a) Percent of intake interviews conducted within 30 days of assignment | Proposed New | | 80% | 80% |
| | b) Percent of complaints drafted within 7 days of intake interview. | | | 80% | 80% |
| 14. WHD - Wage Claims - Measures amount of time the divisions takes to issue demand letter. Which can be a potential indicator of the Wage and Hour Division's effectiveness. | a) 30 days from receipt of wage claim | Proposed New | | 50% | 50% |
| | b) 60 days from receipt of wage claim | | | 75% | 75% |
| | c) 90 days from receipt of wage claim | | | 100% | 100% |
| 15. WHD - Wage Security Fund Claims - Tracking the processing time for Wage Security Fund claims. Indicates Wage and Hour Division efficiency. | | Proposed New | | 85% | 85% |
| 16. WHD - Prevailing Wage Investigations - Monitoring the number of days between receipt of case and when the investigation is complete shows Wage and Hour Division efficiency. | a) 60 days | Proposed New | | 25% | 25% |
| | b) 90 days | | | 50% | 50% |
| | c) 120 days | | | 75% | 75% |
| | d) 180 days | | | 100% | 100% |

| Legislatively Proposed KPMS | Metrics | Agency Request | Last Reported Result | Target 2026 | Target 2027 |
|---|--|-----------------|----------------------|-------------|-------------|
| 17. WHD - Prevailing Wage Coverage Determinations - This metric tracks the efficiency of the Wage and Hour Division in making determinations about whether a worker or workplace falls under their statutory coverage. A high percentage of determinations made within 60 days suggests the Division is processing coverage requests efficiently. | | Proposed New | | 100% | 100% |
| 18. APU - Case Assignment & Charging Document Creation - Tracking the amount of time needed to assign cases and draft charging documents. | | Proposed New | | 75% | 75% |
| 19. Public Records Processing - The percentage of requests resolved or estimated shows the Records Department's efficiency. | a) Percentage of requests resolved within 30 days. | Proposed New | | 75% | 75% |
| | b) Percentage of requests resolved within 45 days. | | | 85% | 85% |
| | c) Percentage of requests resolved within 90 days. | | | 95% | 95% |
| 20. ATD - Apprenticeship Demographics and Completion Rates - The Apprenticeship and Training Division tracks completion rates and new apprentice demographics to gauge how Registered Apprenticeship Programs are retaining and recruiting apprentices from diverse backgrounds. By disaggregating data by demographic groups, including female, BIPOC (Black, Indigenous, and People of Color), veterans, and other underrepresented groups, the Division can identify equity challenges and opportunities for growth, and showcase the program's contribution to workforce diversity and inclusion. | a) Overall Completion to New Registrants | Proposed New | | 55% | 60% |
| | b) Racial and Ethnic Minority Groups Completion to New Registrants | | | 20% | 25% |
| | c) Underrepresented Gender Groups Completion to New Registrants | | | 15% | 20% |
| | d) Veteran Completion to New Registrants | | | 15% | 20% |
| 21. ATD - Compliance Reviews - Measuring compliance review completion rate helps ensure all reviews are done and identify potential risks of non-compliance. Every program is required to have a compliance review completed every 3 years, so 33% per year ensures the Division is maintaining its compliance requirements. | | Proposed New | | 33% | 33% |
| 22. EA - Response Time - This measures the Employer Assistance Division's responsiveness to inquiries. | | Proposed New | | 95% | 95% |
| 3. Timely Processing of Wage and Hour Complaints - Percentage of target met for timely: intake and jurisdiction determination; demand letter, investigation: Composite measure. | | Proposed Delete | 79% | 85% | 85% |
| 4. Wage and Hour Division - Percentage of Wage Security Fund claims processed within fewer than 30 days. | | Proposed Delete | 59 | 85 | 85 |
| 5. Wage and Hour Division - Percentage of Prevailing Wage Rate investigations completed within 90 days. | | Proposed Delete | 30 | 65 | 65 |
| 6. Apprenticeship and Training Division - Number of apprentices receiving journey level certificates. | | Proposed Delete | 2,181 | 2,000 | 2,000 |
| 7. Apprenticeship and Training Division - Number of newly registered apprentices. | | Proposed Delete | 3,730 | 4,200 | 4,200 |
| 8. Minority Apprenticeship Participation - Percentage of new apprenticeship participants who are minorities. | | Proposed Delete | 28% | 25% | 25% |
| 9. Administrative Prosecution Unit (APU) - Percentage of cases scheduled for hearing within 30 days of assignment to APU. | | Proposed Delete | 100 | 100 | 100 |
| 10. Technical Assistance - Percentage of employer technical assistance calls or emails returned no later than the next business day. | | Proposed Delete | 98% | 95% | 95% |

| Legislatively Proposed KPMs | Metrics | Agency Request | Last Reported Result | Target 2026 | Target 2027 |
|---|---------|-----------------|----------------------|-------------|-------------|
| 11. Prevailing Wage Rate Pre-determinations - Response time for requests by public agencies concerning potential coverage of projects under state Prevailing Wage laws. | | Proposed Delete | 97 | 95 | 95 |

LFO Recommendation:

Proposed KPM #12 - Civil Right Division Initial Contact

The Legislative Fiscal Office recommends approval of the proposed new KPM #12 Civil Rights Division Initial Contact which measures the percent of responses to initial contact within 2 business days. Target is set at 85%.

Proposed KPM #13 - Civil Rights Division Complaints Drafted and Initial Interviews

The Legislative Fiscal Office recommends approval of the proposed new KPM #13 Civil Rights Division Complaints Drafted and Initial Interviews which measures the percentage of intake interviews conducted within 30 days of assignment and the percentage of complaints drafted within seven days of the intake interview. Target is set at 80%.

Proposed KPM #14 - Wage and Hour Division Wage Claims

This proposed KPM measures the amount of time the division takes to issue a demand letter within 30 days from receipt, 60 days from receipt, and 90 days from receipt.

The Legislative Fiscal Office does not recommend approval of the proposed new KPM #5 Wage and Hour Division Wage Claims as this captured in the existing Timely Processing of Wage and Hour Complaints KPM #3.

Proposed KPM #15 Wage and Hour Division Wage Security Fund Claims

This proposed KPM, measures the processing for Wage Security Fund claims within 60 or fewer days.

The Legislative Fiscal Office does not recommend approval of the proposed KPM as this is captured in the existing KPM #4 measuring the percentage of Wage Security Fund claims processed within fewer than 30 days.

Proposed KPM #16 Wage and Hour Division Prevailing Wage Investigations

This proposed KPM replaces the existing KPM which measures the percentage of prevailing wage case investigations completed within 90 days. The proposed KPM expands the criteria to show how many case investigations are completed within 60, 90, 120, and 180 increments with respective targets at 25%, 50%, 75%, and 100%.

The Legislative Fiscal Office recommends approval. A corresponding deletion of the existing KPM #5 is also recommended for approval.

Proposed KPM #17 Wage and Hour Division Prevailing Wage Coverage Determinations

This proposed KPM, measures the percent of statutorily required coverage determinations made within 60 days, when provided information by requestor.

The Legislative Fiscal Office does not recommend approval of the proposed KPM as this is captured in existing KPM #11 below measuring the percentage of prevailing wage rate predeterminations processed with in 15 days.

Proposed KPM #18 Administrative Prosecution Unit Case Assignment and Charging Documentation Creation

This proposed KPM measures the percentage of cases assigned and charges drafted within 75 days.

The Legislative Fiscal Office does not recommend approval of the proposed KPM as the existing KPM #9 measuring the percentage of cases scheduled for hearing within 30 days of assignment better captures performance by measuring the scheduling of hearings in addition, measuring the charges drafted could incentivize the agency to draft unsubstantiated charges.

KPM #19 Public Records Processing

This proposed KPM measures the percentage of public records requests resolved within 30, 45, and 90 days.

The Legislative Fiscal Office does not recommend approval of the proposed KPM as this is an internal business process measure.

KPM #20 Apprenticeship and Training Division Apprenticeship Demographics and Completion Rates

This proposed KPM measures overall completion of new registrants, racial and ethnic minority groups completion of new registrants, underrepresented gender groups completion of new registrants, and veteran completion of new registrants.

The Legislative Fiscal Office does not recommend approval of the proposed KPM as this is a subset of data measured in the existing KPM #8.

KPM #21 Apprenticeship and Training Division Compliance Reviews

This proposed KPM measures the compliance review completion rate of registered apprenticeship programs in Oregon. Targets are set at the review of 33% of total apprenticeship programs a year ensuring all programs receive a review every three years as federally required.

The Legislative Fiscal Office recommends approval.

KPM #22 Employer Assistance Response Time

This proposed KPM measures the percentage of employer technical assistance calls or emails returned no later than the next business day.

The Legislative Fiscal Office does not recommend approval as this is captured in captured in the agency's existing KPM #10 which measures the percentage of calls responded to within two business days.

Existing KPM #3 Timely Processing of Wage and Hour Complaints

This KPM measures the percentage of target met for timely intake and jurisdiction determinations, demand letters, and investigations.

The request for deletion is not recommended.

Existing KPM #5 Wage and Hour Division Investigations

This KPM measures the percentage of prevailing wage rate investigations completed within 90 days.

The Legislative Fiscal Office recommends deleting this KPM and replacing it with the proposed KPM #16 as discussed.

Existing KPM #6 measures the number of apprentices receiving journey level certificates.

The request for deletion is not recommended.

Existing KPM #7 measures the number of newly registered apprentices.

The request for deletion is not recommended.

Existing KPM #8 measures the percentage of new apprenticeship participants who are minorities.

The request for deletion is not recommended.

Existing KPM #9 measures the percentage of cases scheduled for hearing within 30 days of assignment to Administrative Prosecution Unit.

The request for deletion is not recommended.

Existing KPM #10 measures the percentage of employer technical assistance calls or emails returned no later than the next business day.

The request for deletion is not recommended.

Existing KPM #11 measures the percentage of PWR Predeterminations Processed within 15 days.

The request for deletion is not recommended.

SubCommittee Action: