



Legislative Fiscal Office
83rd Oregon Legislative Assembly
2025 Regular Session

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Bill Title: Relating to public employer policies regarding language pay differentials.

Government Unit(s) Affected: Cities, Counties, School Districts, Special Districts, Metro, TriMet, Community Colleges, Department of Administrative Services, Statewide - Executive Branch, Statewide - Legislative Branch, Statewide - Judicial Branch, Oregon Health and Science University

Summary of Fiscal Impact

Costs related to the measure are anticipated to be minimal - see explanatory analysis.

Measure Description

The measure specifies that when a public employer’s employment policies provide a pay differential for a public employee’s use of bilingual or multilingual skills in performing assigned duties, the employment policies must also provide a pay differential for an employee’s use of American Sign Language (ASL) in performing assigned duties.

Fiscal Analysis

The measure applies to public employers, which include all state agencies, cities, counties, school districts, special districts, community colleges, mass transit districts, metropolitan service districts, public service corporations or municipal corporations, and public and quasi-public corporations. For any public employer that does not currently have a bilingual or multilingual pay differential, or for any public employer with a collective bargaining agreement that already requires an ASL pay differential, the measure is anticipated to have no fiscal impact. For any public employer that requires the use of bilingual or multilingual skills in performing assigned duties, but does not currently have an ASL pay differential, the measure is anticipated to have a minimal fiscal impact. While the exact number of ASL speakers in Oregon is unknown, estimates suggest that there are thousands of ASL speakers in Oregon, out of an estimated 4.3 million Oregon residents.

Relevant Dates

The measure takes effect on January 1, 2026.