

House Bill 2459

Sponsored by Representative EVANS (Pre-session filed.)

SUMMARY

The following summary is not prepared by the sponsors of the measure and is not a part of the body thereof subject to consideration by the Legislative Assembly. It is an editor's brief statement of the essential features of the measure **as introduced**. The statement includes a measure digest written in compliance with applicable readability standards.

Digest: The Act says that some state agencies may not pay a worker more than 10 times as much as the lowest paid worker in the agency. The Act lets an agency ask for an exemption. The Act makes some agencies report to the LFO. (Flesch Readability Score: 78.5).

Provides that, beginning on January 1, 2028, the annual salary or wages paid to an officer or employee of certain state agencies may not exceed 10 times the lowest annual salary or wages paid to a full-time officer or employee of the agency. Allows an agency to request an exemption.

Requires certain agencies, including agencies not subject to the limit on salary and wages, to report to the Legislative Fiscal Officer.

A BILL FOR AN ACT

1
2 Relating to compensation of state employees.

3 **Be It Enacted by the People of the State of Oregon:**

4 **SECTION 1. (1) As used in this section, "state agency" means a state officer, board,**
5 **commission, bureau, department, or division thereof, in the executive branch of state gov-**
6 **ernment, except that "state agency" does not include the office of the Secretary of State or**
7 **office of the State Treasurer.**

8 **(2)(a) Except as provided in subsection (3) of this section, the annual salary or wages paid**
9 **to any officer or employee of a state agency may not exceed 10 times the lowest annual sal-**
10 **ary or wages paid to a full-time officer or employee of the state agency.**

11 **(b) For purposes of this section, the annual salary and wages of an officer or employee**
12 **does not include amounts paid to the officer or employee from private, nongovernmental**
13 **sources.**

14 **(3) An agency may request an exemption from the Workers' Compensation**
15 **Management-Labor Advisory Committee to allow the agency to pay an officer or employee**
16 **in excess of the amount allowed under subsection (2) of this section for a three-year period.**
17 **If the committee grants the exemption under this subsection, the agency may request one**
18 **two-year extension of the exemption.**

19 **SECTION 2. (1) As used in this section, "agency" means the Secretary of State, the State**
20 **Treasurer, the Oregon Health and Science University and the Oregon State Bar.**

21 **(2) An agency shall submit annually to the Legislative Fiscal Officer a list of officers or**
22 **employees of the agency whose salary or wages exceeds 10 times the lowest annual salary**
23 **or wages paid to a full-time officer or employee of the agency.**

24 **SECTION 3. A state agency, as defined in section 1 of this 2025 Act, shall submit to the**
25 **Legislative Fiscal Officer, no later than January 1, 2027, a list of officers or employees of the**
26 **agency whose salary or wages exceeds 10 times the lowest annual salary or wages paid to a**
27 **full-time officer or employee of the agency.**

NOTE: Matter in **boldfaced** type in an amended section is new; matter *[italic and bracketed]* is existing law to be omitted. New sections are in **boldfaced** type.

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SECTION 4. Section 1 of this 2025 Act becomes operative on January 1, 2028.

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