

Co-Chairs Gorsek and Smith, and members of the committee

My name is Andrew Hull, and I am the LA2 for Representative Andersen, though I am speaking for myself, not my boss.

While I do not speak for him, I love working for him. I have learned a lot in this job, and I have come to love and respect the work that we do here. But I have also found that every time I get the hang of one aspect of my job, it's time to move on to the next thing. I want to keep working here.

In the last two years, my FTE has changed seven times. During this time, I have worked in two separate offices. For a few months, I worked three jobs, two in the legislature, and one outside of it.

The constant uncertainty about employment takes a mental toll, but in addition, this is just not an effective way to run a government. Every time that I have started a new position - in or out of the legislature - I have needed time to learn the ropes. Every time that my FTE has changed, I have needed time to learn or relearn the tasks I'm taking on or train someone else on how to do a task that the office no longer has the budget to assign to me.

The staffing level and constant staffing changes have real costs for the effectiveness of this body and the people of Oregon. Onboarding and training are expensive, both directly and indirectly. Additionally, every district is different, and many would be more effective with more consistent staffing. Constituents still need help after sine die.

I started this testimony by emphasizing that I love my job and the work we do here, and I want to reiterate that. I understand that the budget is incredibly difficult this cycle, and I am not envious of the position you are in. But I don't just love the legislature for what it is, I love what it could be. With the option for more consistent staffing, we could take more time to craft stronger legislation, respond to the ever growing needs of constituents, and retain institutional knowledge. Let's work together to build a legislature that works for every Oregonian and build stronger, smarter legislation while delivering for everyone.

Thank you for your time, and I'd be happy to answer any questions.

List of seven FTE changes in last two years:

- 1) September 2023 - Hired in Andersen's office at 0.4 FTE
- 2) November 2023 - Hired temporarily in Neron's office at 0.25 FTE
- 3) January 2024 - Time in Neron's office concluded
- 4) January 2024 - Brought up to 1.0 FTE in Andersen's office
- 5) March 2024 - Reduced to 0.4 FTE in Andersen's office
- 6) June 2024 - Reduced to 0.2 FTE in Andersen's office
- 7) January 2024 - Brought up to 1.0 FTE in Andersen's office