

**REVENUE:** No revenue impact

**FISCAL:** Fiscal statement issued

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<b>Action:</b>	Do Pass as Amended and Be Printed Engrossed
<b>Vote:</b>	7 - 0 - 1
<b>Yeas:</b>	Clem, Conger, Matthews, Sheehan, Smith J., Holvey, Whisnant
<b>Nays:</b>	0
<b>Exc.:</b>	Cameron
<b>Prepared By:</b>	Jan Nordlund, Administrator
<b>Meeting Dates:</b>	3/31, 4/14, 4/19

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**WHAT THE MEASURE DOES:** Requires state agencies to report to Joint Committee on Ways and Means for each division or unit of the agency the ratio of employees to supervisors, ratio of employees to managers, and number of non-supervisory managers and a description of their duties. Requires Ways and Means to develop a plan to attain a ratio of employees to supervisors and supervisory managers of 11 to 1 for each unit or division of an agency with more than 100 employees. Allows Ways and Means to develop a plan with a different ratio if it determines it is not possible for the agency to reach an 11 to 1 ratio. Applies to budgets for the biennium beginning July 1, 2011. Declares an emergency, effective on passage.

**ISSUES DISCUSSED:**

- Determination of 11 to 1 ratio as goal
- Variation in specific staffing needs for agencies
- Department of Human Services transformation effort
- Methodology for determining ratio in SEIU report
- SEIU budget savings estimate by changing ratio
- Managers who carry workload in addition to supervising

**EFFECT OF COMMITTEE AMENDMENT:** Changes criteria used to determine if a state agency should attain a ratio of 11 to 1.

**BACKGROUND:** The Service Employees International Union, Local 503, released *Moving Oregon Forward: A Better Way* in March 2011. One of the recommendations in the report was for a review of the structure of state agencies, with a focus on the staff to manager ratio. The report stated that the current ratio is 5.7 to 1. SEIU recommends that the ratio of staff to managers be increased by one each year.