

Joint Committee on Ways and Means

Carrier – House: Rep. J. Smith  
Carrier – Senate: Sen. Whitsett

Revenue: No revenue impact

Fiscal: No fiscal impact

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Action: Do Pass the A-Engrossed Measure as Amended and as Printed B-Engrossed

Vote: 23 – 1 – 1

House

Yeas: Beyer, Buckley, Freeman, Garrard, Komp, Kotek, McLane, Nathanson, Richardson,  
G. Smith, Thatcher, Whisnant

Nays: Cowan

Exc: Nolan

Senate

Yeas: Bates, Devlin, Edwards, Girod, Johnson, Monroe, Nelson, Thomsen, Verger, Whitsett, Winters

Nays:

Exc:

Prepared By: Daron Hill, Legislative Fiscal Office

Meeting Date: June 8, 2011

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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:**

- Impact of the –A4 amendment
- Bill’s fiscal impact

**EFFECT OF COMMITTEE AMENDMENT:** Replaces the measure. The key provisions are:

- Requires the Department of Administrative Services to develop a plan for state agencies of more than 100 employees to attain a ratio of 11 to 1 public employees to supervisory employees and managerial employees acting in a supervisory capacity.
- Requires the plan to be used in developing the legislatively adopted budget.
- Creates reporting requirements as part of the budget development process.
- Focuses plan/ratio at the enterprise level rather than at the division or organizational unit level.
- Defines terms used in the bill for reporting purposes.
- Makes the ongoing reporting requirements effective for the biennium beginning July 1, 2013.
- Requires the Department of Administrative Services to report to the Legislature during the 2012 regular session on the ratio of public employees to supervisory employees or managerial employees acting in a supervisory capacity.
- Contains an emergency clause, so the bill becomes effective on passage.

**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.