

REVENUE: No revenue impact

FISCAL: Fiscal statement issued

Action:	Do Pass as Amended and Be Printed Engrossed and Be Referred to the Committee on Ways and Means by prior reference
Vote:	8 - 0 - 0
Yeas:	Cameron, Clem, Matthews, Sheehan, Smith J., Weidner, Holvey, Whisnant
Nays:	0
Exc.:	0
Prepared By:	Jan Nordlund, Administrator
Meeting Dates:	2/1, 2/8

WHAT THE MEASURE DOES: Prohibits state agency with more than 100 employees that has not reached a ratio of 11-to-1 employees to supervisors and managers with supervisory duties from filling position of supervisor or manager with supervisory duties until agency has increased ratio of employees to supervisors and managers with supervisory duties by one employee. Directs state agency to lay off or reclassify by October 31, 2012, number of supervisors or managers with supervisory duties necessary to attain increase in ratio by one employee if ratio cannot be increased through attrition. Directs state agency that has not reached ratio of 11- to-1 but has complied with measure's other provisions from filling position of supervisor or manager with supervisory duties until agency has increased ratio by at least one employee. Directs agency to lay off or reclassify by October 31 of each subsequent year number of supervisors or managers with supervisory duties necessary to increase ratio by at least one employee. Requires that layoffs and reclassifications be made in accordance with terms of any applicable collective bargaining agreement. Requires supervisor or manager with supervisory duties reclassified into classified position be compensated in salary range of classified position. Defines state government to exclude Legislative Branch, Judicial Branch, Public Defense Services Commission, Secretary of State, and State Treasurer. Declares emergency, effective upon passage.

ISSUES DISCUSSED:

- Anticipated savings of improving the ratio by one employee
- Whether ratio can be improved through attrition only or with layoffs and reclassifications
- Process agencies underwent in 1989 to reach a target ratio of 9-to-1
- How "agency of state government" is defined
- Whether exceptions could be allowed
- Potential effect on state troopers
- Effort by Department of Administrative Services to evaluate staffing levels as directed by HB 2020 (2011)
- Number of agencies affected
- Bumping rights of managers reclassified as classified employees

EFFECT OF COMMITTEE AMENDMENT: Replaces the measure.

BACKGROUND: SEIU Local 503 issued a report in March 2011 that outlined how the state could use operational efficiencies and savings to redirect \$1 billion into direct services. One proposal was to increase the ratio of staff-to-supervisor and the ratio of staff-to-manager. With the passage of House Bill 2020 (2011), Department of Administrative Services was directed to develop a plan for every state agency with more than 100 employees to attain a ratio of 11-to-1 public employees to supervisors and managers with supervisory duties. The plan is to be used to develop the legislatively adopted budget. The Department is required to report to the Joint Committee on Ways and Means during the 2012 session and every odd-numbered year regular session thereafter.

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This summary has not been adopted or officially endorsed by action of the committee.