

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:	9 - 0 - 0
Yeas:	Doherty, Johnson, Keny-Guyer, Lively, Richardson, Smith, Thatcher, Vega Pederson, Holvey
Nays:	0
Exc.:	0
Prepared By:	Bob Estabrook, Administrator
Meeting Dates:	4/16, 4/18

WHAT THE MEASURE DOES: Specifies type of exceptions that Director of Department of Administrative Services may grant from staffing restrictions related to 11-to-1 supervisory ratio based on determination that exception is warranted by unique or emergency circumstances. Requires Director to notify bargaining agent of employees in appropriate bargaining unit for agency requesting exception. Repeals requirement for Department to develop plan for state agencies to attain 11-to-1 supervisory ratio. Declares emergency, effective on passage.

ISSUES DISCUSSED:

- History of 11-to-1 supervisory ratio in Oregon
- Flexibility needed in limited circumstances with regard to staffing ratios

EFFECT OF COMMITTEE AMENDMENT: Requires exception granted by Director of Department of Administrative Services to be based on determination that exception is warranted by unique or emergency circumstances.

BACKGROUND: In 2011, the Legislative Assembly enacted House Bill 2020, establishing a target supervisory ratio of 11 public employees to 1 supervisory employee across all state agencies with at least 100 employees. House Bill 4131 (2012) clarified and reinforced the requirement. Statute currently prohibits an agency from filling vacant supervisory positions until the agency meets the 11-to-1 ratio or has increased its ratio by one employee from the preceding year. October 31st is the specified date for agencies to have improved their ratios, or to lay-off or reclassify enough employees to increase the ratio by one employee.

House Bill 3165 A specifies the types of exceptions, based on unique or emergency circumstances, that the Director of the Department of Administrative Services may grant from staffing restrictions applied to agencies not yet meeting the 11-to-1 supervisory ratio.