

HB 2255-2 AMENDMENT



In an effort to ensure an appropriate balance between management structure and line staff, the Oregon Legislature, in 2012, set a required staffing ratio of state agency employees who are not supervisory to those that are at 11:1; and set in motion a process for state agencies to manage towards the new ratio.

In the years since, state agencies have made significant progress toward achieving the Legislative goal, but unintended consequences of a one size fits all ratio have emerged – sparking a cooperative conversation among state managers, line staff and labor organizations. The HB 2255-2 amendment is the product of that collaborative work and an effort to better meet the Legislature’s original goals.

HB 2255-2 essentially hits the pause button on agency efforts to move towards the 11:1 ratio. It also establishes a workgroup comprising line staff, managers, private sector reps and labor groups to study and report on and recommend appropriate ratios – based on industry best-practice – across the various job categories within state government.

Specifically, HB 2255-2:

- Places a 2-year pause on the requirement to make progress toward the 11:1 ratio, (the pause sunsets June 30, 2017). Agencies will remain at the ratio in their 2015-17 Legislatively Approved Budget.
- Allows agencies to utilize the current exception request process if ratio changes are sought during the pause.
- Requires DAS to report quarterly on agency ratios, in as much detail as is possible with our current HR systems.
- Requires DAS to notify labor organizations when the reports are available.
- Directs DAS to convene a workgroup – composed of managers, line staff, labor and private sector representatives – to study appropriate ratios across various sectors of state government and report its findings and recommendations on or before the start of the 2017 Legislative Session.

Work completed during this interim time provides the Legislature with thorough analysis and vetted recommendations – a necessary primer for productive action during the 2017 Legislative Session. Because the goal remains the same; striking an appropriate balance between management structure and line staff.