

STAFF MEASURE SUMMARY**House Committee On Business and Labor****Fiscal:** Fiscal impact issued**Revenue:** No Revenue Impact**Action Date:** 04/10/15**Action:** Do Pass As Amended, Be Printed Engrossed, And Bill Be Referred To Ways
And Means.**Meeting Dates:** 02/23, 03/02, 04/10**Vote:**

Yeas: 9 - Barton, Doherty, Esquivel, Evans, Fagan, Heard, Holvey, Kennemer, Nosse

Exc: 2 - Barreto, Weidner

Prepared By: Jan Nordlund, Committee Administrator

WHAT THE MEASURE DOES:

Includes base pay of corrections employees of five most populous counties as the comparable factor to be considered by an arbitrator when establishing base pay for employees of Department of Corrections.

ISSUES DISCUSSED:

- Current practice is for arbitrator to compare to county employees
- Change made in 2009 for State Police troopers
- Prevalence of losing recruitment of retention competition to counties
- Difference in pay between large counties and Department of Corrections

EFFECT OF COMMITTEE AMENDMENT:

Replaces proposed five most populous cities as the comparable factor with five most populous counties.

BACKGROUND:

The Public Employees Collective Bargaining Act (PECBA) established a collective bargaining process for Oregon's public employers and unions representing public employees. While most bargaining units are allowed to strike, some bargaining units are prohibited from striking and must resolve disputes through binding interest arbitration. Arbitrators are required to base their findings and opinions on several specified criteria, including the comparison of overall compensation of employees performing similar services with employees in comparable communities. "Comparable" is defined differently for cities, counties, and the State of Oregon. For employees of the State of Oregon, overall compensation is compared to employees of other states. Legislation passed in 2009 (House Bill 2501) defined the comparable community for Oregon State Police troopers as the base pay for city police officers employed by the five most populous Oregon cities.

The Department of Corrections (DOC) competes with counties when recruiting employees and it is generally believed that the base pay in the larger counties is higher than what DOC currently offers. Arbitrators in at least four cases have used county wages as a comparison for DOC. House Bill 2805-A defines, for arbitration purposes, "comparable" communities for employees of DOC to include the base pay for corrections staff employed by the five most populous counties in Oregon.