

**Enrolled**  
**House Bill 2255**

Introduced and printed pursuant to House Rule 12.00. Pre-session filed (at the request of House Interim Committee on Consumer Protection and Government Efficiency)

CHAPTER .....

AN ACT

Relating to the ratio of state agency public employees to supervisory employees; and declaring an emergency.

Whereas in 2012 the Legislative Assembly set the required staffing ratio of state agency employees who are not supervisory employees to supervisory employees at 11 to 1; and

Whereas the Legislative Assembly established a timeline and procedures for state agencies to attain the required 11-to-1 staffing ratio; and

Whereas a goal of the staffing ratio requirement was to establish a lean management structure for state agencies and ensure the efficient delivery of services provided by state agencies; and

Whereas the current law may impose staffing requirements that do not fit the mission of a state agency or a unit of a state agency; and

Whereas the current law provides exceptions to the staff ratio requirements that sometimes are not responsive to specific state agency and public safety needs; and

Whereas state agencies need logical and targeted staffing ratio requirements that are based on industry standards and accepted best practices and that are based on specific types of services provided, professional standards and employee and public safety requirements; now, therefore,

**Be It Enacted by the People of the State of Oregon:**

**SECTION 1. (1) During the biennium beginning July 1, 2015, the provisions of ORS 291.231 do not apply to a state agency.**

**(2) Notwithstanding subsection (1) of this section, during the biennium beginning July 1, 2015, a state agency may not reduce the agency’s ratio of nonsupervisory employees to supervisory employees, as approved by the agency’s legislatively approved budget, unless the Director of the Oregon Department of Administrative Services grants an exception pursuant to ORS 291.231 (4).**

**(3) The Oregon Department of Administrative Services shall monitor state agency staffing ratios during the biennium beginning July 1, 2015, and produce quarterly reports describing any changes in the ratios. The reports shall include data on all employee types as the data is reasonably available. The department shall publish the reports on the department’s webpage and shall notify labor organizations representing state employees when the reports are published.**

**(4) As used in this section:**

**(a) “State agency” has the meaning given that term in ORS 291.231.**

**(b) “Supervisory employee” has the meaning given that term in ORS 243.650.**

**SECTION 2.** Notwithstanding section 1 of this 2015 Act, if a state agency increases the agency's ratio of nonsupervisory employees to supervisory employees during the biennium beginning July 1, 2015, the state agency may count the increase in subsequent years for purposes of complying with ORS 291.231 (2).

**SECTION 3.** (1) The Oregon Department of Administrative Services shall convene a work group to study and develop a report on appropriate ratios of state agency employees who are not supervisory employees to supervisory employees.

(2) Members of the work group shall be appointed by the Director of the Oregon Department of Administrative Services and shall include:

(a) Representatives from the Oregon Department of Administrative Services;

(b) Representatives from other state agencies in the executive department as defined in ORS 174.112, including but not limited to agency managers or supervisory employees, agency employees who are not supervisory employees and agency human resources employees;

(c) Representatives of the two largest labor organizations representing state agency employees; and

(d) Representatives of private entities as the director determines is appropriate.

(3) The work group shall:

(a) Study public and private sector standards and best practices related to appropriate ratios of employees who are not supervisory employees to supervisory employees;

(b) Identify job families or services for consideration of best practices, including but not limited to public safety, administration and human service delivery;

(c) Consider practices in other states, geographic location issues, public and private industry standards for specific professional requirements and any other issues related to a specific line of business or particular service or function;

(d) Consider the best approaches for providing exceptions to required staffing ratios; and

(e) Develop and submit a report to the Legislative Assembly, including proposals for establishing rational, best practices for state agency staffing ratios based on the nature of job families or services provided by each state agency, and may submit recommendations for legislation.

(4) The Oregon Department of Administrative Services shall convene the work group as soon as practicable after the effective date of this 2015 Act. The department shall provide facilities and administrative support for meetings of the work group.

(5) The work group shall submit the report, including any recommendations for legislation, to the Legislative Assembly in the manner provided in ORS 192.245 on or before the date of the convening of the 2017 regular session of the Legislative Assembly as specified in ORS 171.010.

(6) As used in this section:

(a) "Job families" means groups of occupations based upon work performed, skills, education, training and credentials.

(b) "State agency" has the meaning given that term in ORS 291.231.

(c) "Supervisory employee" has the meaning given that term in ORS 243.650.

**SECTION 4.** (1) Sections 1 and 3 of this 2015 Act are repealed on June 30, 2017.

(2) Section 2 of this 2015 Act is repealed January 2, 2020.

**SECTION 5.** This 2015 Act being necessary for the immediate preservation of the public peace, health and safety, an emergency is declared to exist, and this 2015 Act takes effect on its passage.

**Passed by House June 8, 2015**

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Timothy G. Sekerak, Chief Clerk of House

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Tina Kotek, Speaker of House

**Passed by Senate June 23, 2015**

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Peter Courtney, President of Senate

**Received by Governor:**

.....M,....., 2015

**Approved:**

.....M,....., 2015

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Kate Brown, Governor

**Filed in Office of Secretary of State:**

.....M,....., 2015

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Jeanne P. Atkins, Secretary of State