

# House Bill 3049

Sponsored by Representative GORSEK; Representatives EVANS, GALLEGOS, HELM, LININGER, LIVELY, NOSSE, PILUSO, REARDON, SMITH WARNER, WHISNANT, Senator DEMBROW

## SUMMARY

The following summary is not prepared by the sponsors of the measure and is not a part of the body thereof subject to consideration by the Legislative Assembly. It is an editor's brief statement of the essential features of the measure **as introduced**.

Requires Higher Education Coordinating Commission to develop plan for public universities to have ratio of at least 7 to 1 of public employees to supervisory employees.

Requires commission to report on status of plan to Joint Committee on Ways and Means at each odd-numbered year regular session.

Becomes operative January 1, 2016.

Declares emergency, effective on passage.

## A BILL FOR AN ACT

1  
2 Relating to staffing ratios at public universities; creating new provisions; amending ORS 351.708 and  
3 351.711; and declaring an emergency.

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

5 **SECTION 1.** ORS 351.708 is amended to read:

6 351.708. (1) As used in this section, "employee group" means each category of employee em-  
7 ployed by a public institution of higher education, including at least categories for:

8 (a) Administrative or management employees;

9 (b) Faculty employees; and

10 (c) Classified or professional nonfaculty employees.

11 (2)(a) [*The State Board of Higher Education shall establish baselines and conduct an annual re-*  
12 *view of each public university listed in ORS 352.002 with respect to the employment of all employee*  
13 *groups.*] **The Higher Education Coordinating Commission shall develop a plan for public uni-**  
14 **versities listed in ORS 352.002 to attain a ratio of at least 7 to 1 of public employees, as de-**  
15 **defined in ORS 243.650, to supervisory employees, as defined in ORS 243.650. The plan shall be**  
16 **used to develop the legislatively adopted budget, as defined in ORS 291.002, and may provide**  
17 **for a transition to the ratio specified in this subsection during a period lasting more than**  
18 **one biennium.**

19 **(b) With respect to the employment of all employee groups, the commission shall:**

20 **(A) Establish baselines that are subject to the plan.**

21 **(B) Conduct an annual review of each public university listed in ORS 352.002.**

22 (c) Each public university shall provide the necessary data for the [*board's*] **commission's** re-  
23 port prior to September 1 of each year. The [*board*] **commission** shall use data available from a  
24 national post-secondary data collection system within the United States Department of Education.  
25 The [*board*] **commission** shall report the results of the reviews to the Legislative Assembly and the  
26 Governor's office prior to December 1 of each year.

27 (3)(a) The Department of Community Colleges and Workforce Development shall determine de-  
28 finitions and data that will be used for annual reviews and conduct an annual review of each com-

**NOTE:** Matter in **boldfaced** type in an amended section is new; matter [*italic and bracketed*] is existing law to be omitted.  
New sections are in **boldfaced** type.

1 community college district with respect to the employment of all employee groups.

2 (b) The department shall use data available from a national post-secondary data collection sys-  
 3 tem within the United States Department of Education. The department shall report the results of  
 4 the reviews to the Legislative Assembly and the Governor before December 1 of each year.

5 (4) An annual review under this section must include:

6 (a) Examination of data related to the ratio of instruction provided by the following faculty  
 7 categories:

8 (A) Full-time faculty;

9 (B) Part-time faculty; and

10 (C) Graduate assistants.

11 (b) The pay differential for the faculty categories.

12 (c) The average contracted wages for each employee group.

13 (d) The number of employees in each employee group within a public university or community  
 14 college district, and a ratio of the number of employees in each employee group to the number of  
 15 students enrolled in the university or district, both full-time and part-time.

16 (e) The health care and other benefits provided for each faculty category.

17 (f) A recommendation on whether a different method of data tracking would improve the ability  
 18 of the Legislative Assembly to obtain the most precise and relevant data on staffing ratios without  
 19 placing undue financial burdens on public universities and community colleges.

20 **SECTION 2.** ORS 351.711 is amended to read:

21 351.711. (1) Not later than July 1 of each year, the [*State Board of Higher Education*] **Higher**  
 22 **Education Coordinating Commission** shall report to the Legislative Assembly in the manner pro-  
 23 vided by ORS 192.245:

24 [(1)] (a) For each public university listed in ORS 352.002, the number of employees and the  
 25 number of full-time equivalent employees of the university in the following categories:

26 [(a)] (A) Supervisory employees, as defined in ORS 243.650 [(23)], who supervise classified em-  
 27 ployees covered by a collective bargaining agreement;

28 [(b)] (B) Full-time faculty;

29 [(c)] (C) Part-time faculty; and

30 [(d)] (D) Classified employees.

31 [(2)] *The number of supervisory employees as defined in ORS 243.650 (23) and the number of non-*  
 32 *supervisory employees in the office of the Chancellor of the Oregon University System.]*

33 [(3)] (b) A recommendation on whether a different method of data tracking would improve the  
 34 ability of the Legislative Assembly to obtain the most precise and relevant data on staffing ratios  
 35 without placing undue financial burdens on public universities.

36 (2) **At each odd-numbered year regular session of the Legislative Assembly, as part of the**  
 37 **development of the legislatively adopted budget as defined in ORS 291.002, the commission**  
 38 **shall report on the status of the plan developed under ORS 351.708 (2) to the Joint Committee**  
 39 **on Ways and Means. The report shall include the ratio of employees of public universities**  
 40 **who are public employees, as defined in ORS 243.650, to supervisory employees, as defined in**  
 41 **ORS 243.650.**

42 **SECTION 3.** The amendments to ORS 351.708 and 351.711 by sections 1 and 2 of this 2015  
 43 Act become operative on January 1, 2016.

44 **SECTION 4.** The amendments to ORS 351.708 and 351.711 by sections 1 and 2 of this 2015  
 45 Act apply to all plans and reports required to be filed on or after the operative date specified

1 in section 3 of this 2015 Act.

2 **SECTION 5. The Higher Education Coordinating Commission and the public universities**  
3 **listed in ORS 352.002 may take any action before the operative date specified in section 3 of**  
4 **this 2015 Act that is necessary for the commission and the universities to exercise, on and**  
5 **after the operative date specified in section 3 of this 2015 Act, all of the duties, functions and**  
6 **powers conferred to the commission and the universities by the amendments to ORS 351.708**  
7 **and 351.711 by sections 1 and 2 of this 2015 Act.**

8 **SECTION 6. This 2015 Act being necessary for the immediate preservation of the public**  
9 **peace, health and safety, an emergency is declared to exist, and this 2015 Act takes effect**  
10 **on its passage.**

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