

**PROPOSED AMENDMENTS TO
HOUSE BILL 2255**

1 On page 1 of the printed bill, line 2, delete “amending ORS”.

2 In line 3, delete “291.231;”.

3 After line 3, insert:

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

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

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

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

14 “Whereas the current law provides exceptions to the staff ratio require-
15 ments that sometimes are not responsive to specific state agency and public
16 safety needs; and

17 “Whereas state agencies need logical and targeted staffing ratio require-
18 ments that are based on industry standards and accepted best practices and
19 that are based on specific types of services provided, professional standards
20 and employee and public safety requirements; now, therefore,”.

21 Delete lines 5 through 26 and delete pages 2 and 3 and insert:

22 “**SECTION 1. (1) During the biennium beginning July 1, 2015, the**

1 provisions of ORS 291.231 do not apply to a state agency.

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

8 “(3) The Oregon Department of Administrative Services shall mon-
9 itor state agency staffing ratios during the biennium beginning July
10 1, 2015, and produce quarterly reports describing any changes in the
11 ratios. The reports shall include data on all employee types as the data
12 is reasonably available. The department shall publish the reports on
13 the department’s webpage and shall notify labor organizations repre-
14 senting state employees when the reports are published.

15 “(4) As used in this section:

16 “(a) ‘State agency’ has the meaning given that term in ORS 291.231.

17 “(b) ‘Supervisory employee’ has the meaning given that term in
18 ORS 243.650.

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

24 “SECTION 3. (1) The Oregon Department of Administrative Services
25 shall convene a work group to study and develop a report on appro-
26 priate ratios of state agency employees who are not supervisory em-
27 ployees to supervisory employees.

28 “(2) Members of the work group shall be appointed by the Director
29 of the Oregon Department of Administrative Services and shall in-
30 clude:

1 **“(a) Representatives from the Oregon Department of Administra-**
2 **tive Services;**

3 **“(b) Representatives from other state agencies in the executive de-**
4 **partment as defined in ORS 174.112, including but not limited to**
5 **agency managers or supervisory employees, agency employees who are**
6 **not supervisory employees and agency human resources employees;**

7 **“(c) Representatives of the two largest labor organizations repre-**
8 **senting state agency employees; and**

9 **“(d) Representatives of private entities as the director determines**
10 **is appropriate.**

11 **“(3) The work group shall:**

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

15 **“(b) Identify job families or services for consideration of best prac-**
16 **tices, including but not limited to public safety, administration and**
17 **human service delivery;**

18 **“(c) Consider practices in other states, geographic location issues,**
19 **public and private industry standards for specific professional re-**
20 **quirements and any other issues related to a specific line of business**
21 **or particular service or function;**

22 **“(d) Consider the best approaches for providing exceptions to re-**
23 **quired staffing ratios; and**

24 **“(e) Develop and submit a report to the Legislative Assembly, in-**
25 **cluding proposals for establishing rational, best practices for state**
26 **agency staffing ratios based on the nature of job families or services**
27 **provided by each state agency, and may submit recommendations for**
28 **legislation.**

29 **“(4) The Oregon Department of Administrative Services shall con-**
30 **vene the work group as soon as practicable after the effective date of**

1 this 2015 Act. The department shall provide facilities and administra-
2 tive support for meetings of the work group.

3 “(5) The work group shall submit the report, including any recom-
4 mendations for legislation, to the Legislative Assembly in the manner
5 provided in ORS 192.245 on or before the date of the convening of the
6 2017 regular session of the Legislative Assembly as specified in ORS
7 171.010.

8 “(6) As used in this section:

9 “(a) ‘Job families’ means groups of occupations based upon work
10 performed, skills, education, training and credentials.

11 “(b) ‘State agency’ has the meaning given that term in ORS 291.231.

12 “(c) ‘Supervisory employee’ has the meaning given that term in
13 ORS 243.650.

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

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

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

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