



# Legislative Testimony

OREGON DEPARTMENT OF CORRECTIONS

March 21, 2017

The Honorable Jeff Barker, Chair  
House Committee on Judiciary

**RE: House Bill 2104**

Chair Barker and members of the House Judiciary Committee, I am John Nees, Administrator of Human Resources for the Oregon Department of Corrections (DOC). I am here to provide information related to House Bill (HB) 2104.

**What the Bill Does:**

HB 2104 requires an employer of security personnel in a correctional facility to pay an employee three times the regular rate of an employee's pay if they are required to work more than 40 hours in a given week.

**Background Information:**

Currently, DOC has approximately 4,500 employees, the majority of which are employed as correctional officers within its prisons. While Oregon has one of the safest correctional systems in the country, staff must remain vigilant because they are often faced with threats of violence and other traumatic stressors that are inherent to working in a correctional environment. In addition, it is often difficult for employees to create a healthy balance between home and work life, due to operational factors such as shift work and mandatory overtime.

The department recognizes how overtime impacts employees' readiness, personal lives, and individual health. Reducing the number of mandatory overtime assignments is critically important. In 2016, DOC established a strategic initiative to assess and address the issue of mandatory overtime, and to help better understand the interrelated variables relating to overtime, such as wellness, turnover, and sick leave. As part of the initiative, DOC has set goals to reduce mandatory overtime by 20 percent in four years and by 50 percent in ten years.

In late 2016, the department established a workgroup to study overtime drivers, which includes DOC managers, institution staff, and representatives from the American Federation of State, County and Municipal Employees and Association of Oregon Corrections Employees. The DOC Chief of Security is conducting a review of each institution's staff deployment plan. The review is focused on how positions are being utilized and identifying operational efficiencies that reduce overtime.

DOC understands the significant impacts of mandatory overtime and is committed to reducing its frequency. The department is confident in the ongoing efforts of the workgroup, and a review of institution staff deployment plans will help to achieve the 4- and 10-year goals to reduce mandatory overtime.

If HB 2104 passes, it will have a significant financial impact on the department. Given the ongoing study and conversations with labor management about these issues, the department believes this concept requires further review and discussion.

Thank you for your time. I am happy to answer any questions you may have.

*Submitted by:*  
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