

Testimony in Support of HB 2332 with -2 amendments

Chair Williamson and members of the Rules Committee Oregon AFSCME supports HB 2332 with the -2 amendments. In 2011 we worked with several partners and members of both parties to create more accountability in state government by establishing an 11:1 manager to frontline staff ratios. Before this bill we were seeing a very out of whack portion of managers to front line folks. We would also see that in cut years that agencies would recommend laying off far more frontline workers than managers. In one case we saw a staff reduction of 52 people fifty rank and file and two managers. With so many agencies and the limited ability for the legislature to dig deep into their budgets the problem was expanding. Working in a bipartisan way we are able curb the problem in many agencies.

Over the years we acknowledge that a one size fits all solution may not work for all agencies and we worked with the Department of Administrative Services and other agencies along with a group of rank and file workers on making the law more flexible while still making sure the underlying problem is still being controlled. We believe that HB 2332 with the -2 amendments keeps the 11:1 ratio but allows for different agencies to have a more flexible system that meets their needs. We would not support a wholesale scraping of the rule because we believe the problems of imbalance would come back but every agency is different. In addition we think that adding a level of oversight by the Ways and Means Committee on staffing levels will also ensure that there will be more accountability for how agencies are staffed.

We believe the -2 amendments keeps the key parts of the original law while still allowing for flexibility and we hope you will support those amendments.

Respectfully Submitted by,

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