

HB 4046 A STAFF MEASURE SUMMARY

Senate Committee On Workforce

Prepared By: Debra Maryanov, LPRO Analyst

Meeting Dates: 2/27

WHAT THE MEASURE DOES:

Provides that outside compensation received by employee of public university, Oregon Health and Science University (OHSU), or community college is not included in employee's salary for purposes of Public Employees Retirement System (PERS) unless it is paid to the employee by the public university, OHSU, or community college. Applies to compensation paid on or after effective date of this Act. Declares emergency, effective on passage.

ISSUES DISCUSSED:

EFFECT OF AMENDMENT:

No amendment.

BACKGROUND:

Oregon law allows university and community college employees to earn income from private or public resources including, but not limited to, consulting, appearances, speeches, and intellectual property. These external compensation laws for employees of public universities (ORS 352.232) and OHSU (ORS 353.270) were enacted many years ago, and a similar law was passed during the 2017 legislative session (Senate Bill 206) for community college faculty members. Each law specifies what compensation is considered official compensation in accordance with state ethics laws (ORS 244.040).

PERS calculates benefits based on the salaries reported by PERS employers. The salaries of PERS Tier One/Tier Two members are defined as the cash remuneration paid to an employee out of the funds of a public employer in return for services to the employer under ORS 238.005(26). This definition would exclude outside payments from PERS calculations since the moneys would not have been paid out of the funds of a public employer or be paid in return for services to the employer. By contrast, the salaries of Oregon Public Service Retirement Plan (OPSRP) members are defined as the remuneration paid to an active member in return for services to the participating employer under ORS 238A.005. The OPSRP salary definition does not as clearly exclude outside payments as part of an employee's compensation package as the PERS Tier One/Tier Two definition. For OPSRP and Tier Two PERS calculations, final average salary is currently capped at \$275,000 per calendar year (ORS 238A.005(17)(a)(J)). House Bill 4046-A clarifies that outside compensation of community college, public university, and OHSU employees is not included in the employee's salary reported to PERS unless it is paid to the employee by the community college, public university, or OHSU.