

**FISCAL IMPACT OF PROPOSED LEGISLATION**

**Measure: HB 2168**

81st Oregon Legislative Assembly – 2021 Regular Session  
Legislative Fiscal Office

*Only Impacts on Original or Engrossed  
Versions are Considered Official*

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Date: March 16, 2021

**Measure Description:**

Establishes Juneteenth as legal state holiday.

**Government Unit(s) Affected:**

Statewide, Department of Administrative Services (DAS), Oregon Parks and Recreation Department (OPRD), Oregon Health Authority (OHA), Oregon Youth Authority (OYA), Oregon Parks and Recreation Department (OPRD), cities, counties

**Summary of Fiscal Impact:**

Costs related to the measure are indeterminate at this time - See explanatory analysis.

**Analysis:**

HB 2168 adds Juneteenth on June 19th to the list of legal holidays for the State of Oregon. The measure takes effect on the 91st day after the date on which the 2021 Legislative Assembly adjourns sine die.

The fiscal impact of this measure is indeterminate depending on the outcomes of collective bargaining. If Juneteenth becomes a paid holiday defined as a day not worked by employees and/or counted as a State Paid Holiday in state government, for most agencies, employees would receive holiday pay for this newly established state holiday, and employees who are required to work on the holiday could receive premium pay typically at a rate of 1.5 times the regular salary rate of pay. For most agencies, the fiscal impact of this measure is absorbable within its existing resources. For example, under current practice, Oregon State Police (OSP) troopers bargain for six hours of holiday leave every month, with the expectation that they work holidays with the exception of Thanksgiving and Christmas. This measure may change the calculus at the bargaining table but would not lead to new costs for the majority of state agencies.

However, for a small number of agencies, including the Oregon Health Authority (OHA), the Oregon Youth Authority (OYA), the Oregon Parks and Recreation Department (OPRD), with duties that cannot be shifted or delayed, and/or facilities that will need to stay open on state holidays coupled with a large number of overtime/holiday pay-eligible employees who are mandated to work, passage of this measure could result in an increase in compensation expenses. However, this impact cannot be quantified until the results of collective bargaining are known.