

LC 789  
2025 Regular Session  
10/25/24 (RH/ps)

# D R A F T

## SUMMARY

Digest: The Act creates a task force about how to recruit and retain certain long term care workers. (Flesch Readability Score: 80.0).

Establishes a task force on the recruitment and retention of case managers and adult protective services workers.

Takes effect on the 91st day following adjournment sine die.

Declares an emergency, effective July 1, 2025.

## 1 A BILL FOR AN ACT

2 Relating to the long term care workforce; and declaring an emergency.

3 **Be It Enacted by the People of the State of Oregon:**

4 **SECTION 1. (1) The Task Force on the Recruitment and Retention**  
5 **of Case Managers and Adult Protective Services Workers is estab-**  
6 **lished.**

7 **(2) The task force consists of nine members appointed by the Gov-**  
8 **ernor as follows:**

9 **(a) Two members representing area agencies, as defined in ORS**  
10 **410.040;**

11 **(b) One member representing the Department of Human Services;**

12 **(c) One member representing the Oregon Health Authority;**

13 **(d) One member representing a labor organization that represents**  
14 **case managers and adult protective services workers;**

15 **(e) One member who is employed as a case manager or adult pro-**  
16 **tective services worker;**

17 **(f) One member who supervises case managers or adult protective**  
18 **services workers;**

**NOTE:** Matter in **boldfaced** type in an amended section is new; matter [*italic and bracketed*] is existing law to be omitted.  
New sections are in **boldfaced** type.

1       (g) One member who is a provider of Medicaid-funded long term  
2 care services; and

3       (h) One member who is a consumer of Medicaid-funded long term  
4 care services.

5       (3) The task force shall:

6       (a) Identify barriers to the recruitment and retention of case man-  
7 agers and adult protective services workers who serve consumers of  
8 Medicaid-funded long term care services;

9       (b) Identify recruitment and retention best practices from other  
10 states; and

11       (c) Provide solutions to improve current recruitment and retention  
12 rates.

13       (4) In carrying out the duties under subsection (3) of this section,  
14 the task force shall examine the following:

15       (a) Applicable state and federal laws, rules and regulations;

16       (b) Potential pathways to enter the profession;

17       (c) Potential retention programs;

18       (d) Strategies for reducing unnecessary administrative burdens;

19       (e) Reimbursement rates and wages;

20       (f) Strategies for improving supervision and training;

21       (g) Caseload guidelines and ratios based on national and local  
22 staffing studies;

23       (h) The impact of the Oregon Eligibility (ONE) system on recruit-  
24 ment and retention;

25       (i) Strategies for increasing the diversity of the workforce and the  
26 impact of having a diverse workforce on recruitment and retention;

27       (j) Burnout rates;

28       (k) The numbers and types of workers needed to meet the demand  
29 for services and comply with state and federal law; and

30       (L) Alternative options for providing services.

31       (5) A majority of the members of the task force constitutes a quo-

1 **rum for the transaction of business.**

2 **(6) Official action by the task force requires the approval of a ma-**  
3 **jority of the members of the task force.**

4 **(7) The task force shall elect one of its members to serve as chair-**  
5 **person.**

6 **(8) If there is a vacancy for any cause, the Governor shall make an**  
7 **appointment to become immediately effective.**

8 **(9) The task force shall meet at times and places specified by the**  
9 **call of the chairperson or of a majority of the members of the task**  
10 **force.**

11 **(10) The task force may adopt rules necessary for the operation of**  
12 **the task force.**

13 **(11) No later than December 15, 2026, the task force shall submit a**  
14 **report in the manner provided in ORS 192.245 to the interim commit-**  
15 **tees of the Legislative Assembly related to health and shall make**  
16 **recommendations about:**

17 **(a) Consumer access to care;**

18 **(b) Consumer safety;**

19 **(c) Federal regulatory requirements;**

20 **(d) Administrative burdens on staff, managers, supervisors and**  
21 **agencies; and**

22 **(e) Needed resources.**

23 **(12) The Department of Human Services shall provide staff support**  
24 **to the task force. The department may contract with a third party to**  
25 **provide staff support services under this subsection.**

26 **(13) Members of the task force are not entitled to compensation or**  
27 **reimbursement for expenses and serve as volunteers on the task force.**

28 **(14) All agencies of state government, as defined in ORS 174.111, are**  
29 **directed to assist the task force in the performance of the duties of the**  
30 **task force and, to the extent permitted by laws relating to**  
31 **confidentiality, to furnish information and advice the members of the**

1 task force consider necessary to perform their duties.

2 **SECTION 2.** Section 1 of this 2025 Act is repealed on December 31,  
3 2026.

4 **SECTION 3.** In addition to and not in lieu of any other appropri-  
5 ation, there is appropriated to the Department of Human Services, for  
6 the biennium beginning July 1, 2025, out of the General Fund, the  
7 amount of \$\_\_\_\_\_, which may be expended for the purposes of section  
8 1 of this 2025 Act.

9 **SECTION 4.** This 2025 Act being necessary for the immediate pres-  
10 ervation of the public peace, health and safety, an emergency is de-  
11 clared to exist, and this 2025 Act takes effect July 1, 2025.

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