

FISCAL IMPACT OF PROPOSED LEGISLATION

Measure: SB 692 - 3

82nd Oregon Legislative Assembly – 2023 Regular Session

Legislative Fiscal Office

Only Impacts on Original or Engrossed Versions are Considered Official

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Measure Description:

Directs Department of Human Services to develop or acquire and maintain information system for tracking investigations related to allegations of workplace discrimination and harassment.

Government Unit(s) Affected:

Bureau of Labor and Industries, Department of Administrative Services, Department of Human Services, Information Technology, Oregon Health Authority

Summary of Fiscal Impact:

Costs related to the measure are anticipated to be minimal - See explanatory analysis.

Analysis:

SB 692-3 replaces the introduced measure. The measure requires state agencies to track internal investigation of workplace discrimination and harassment using an information system maintained by the Department of Administrative Services (DAS). DAS is directed to develop training for state agency personnel who investigate workplace discrimination and harassment. The measure does not declare an effective date, as a result, the default effective date of January 1, 2024 applies.

DAS will use existing resources to make the new investigation tracking module in the Workday system available to agencies to track internal investigations of workplace discrimination and harassment as required by this measure. However, to assist existing staff with the implementation of new training required by the measure, DAS may need one full-time limited duration Administrative Specialist 2 (0.50 FTE) for the 2023-25 biennium. The cost for this position is \$75,970 with an additional \$7,139 in position related services and supplies costs. Under current practice, these investigations are managed individually. With the exception of small boards and commissions, multiple human resources staff within an agency will need training to use the investigations tracking module. Statewide training is currently being developed in multiple self-guided modules. However, with over 75 agencies currently in Workday that would need to comply with this measure, this part-time position might be needed to coordinate the different modules of training within the Workday Learning Management system and to assign required training to the appropriate agency staff statewide.

The Legislative Fiscal Office notes that these training costs should be absorbable within the existing DAS budget.

There is a minimal fiscal impact to the Bureau of Labor and Industries, Department of Human Services and the Oregon Health Authority.