

Submitter: Joseph Auth

On Behalf Of:

Committee: House Committee On Business and Labor

Measure: HB3205

Dear House Committee on Business and Labor:

I support the goals and objectives of the Pay Equity Bill (HB2005 in 2017). The bill did not consider the difference in salary between the public and private sectors. Local and state governments cannot hire talented engineers from the private sector since these governments are bounded by not considering salary range from previous employer as prescribed in ORS 652.220(1)(d). Since the passage of HB2005, local and state governments are offering a salary based on years of experience. This approach would be ideal if the public and private sectors had the same salary ranges. Human Resources Departments with local and state governments do not do compensation studies as frequent as the private sector to keep up with the current job market. When Human Resources Departments of state and local governments do compensation studies, some of these studies are poor quality. Some Human Resources Departments of state and local governments maintain lower salary steps that are not marketable.

House Bill 3205 provides an avenue for state and local governments to do hiring bonuses to be competitive with the private sector when Human Resources Departments of local and state governments do not do frequently good quality compensation studies. I also suggest adding as 652.210(1)(b)(D) "Paid Vacation Days" as another incentive to attract a new hire. Our state and local governments need to attract the best quality engineers to ensure our public infrastructure is superior.

Sincerely,

Joseph Auth  
325 NW 334th Avenue  
Hillsboro, OR 97124