



Context for Reduction

- All agencies asked to model 5% reduction across all fund types
- Last biennium, BOLI was 57% funded through the general fund. Our current budget is 46% funded through the general fund and 50% funded through other funds. Over the next 4 years, we anticipate being 42-45% funded through general funds.
- BOLI's budget is already lean, not sufficient for existing needs
- BOLI already lost \$800k in S&S
- Recent staffing investments directly tied to reducing backlogs

GOAL: maintain core services and minimize public impact



Criteria Used

- Vacant Positions – first reviewed to avoid layoffs
- Least impact on backlog reduction – positions whose absence wouldn't immediately slow investigations
- Grant-funded or externally funded positions – assessed for flexibility and contractual impact
- Supplies and Services – already reduced by \$800k, minimal room for further savings
- Investigations-adjacent roles – though reductions here still create ripple effects

TAKEAWAY: every reduction was chosen to minimize direct harm to case processing and service delivery



Proposed Reduction Areas

- **Firefighter Grant Program:** Training expansion slowed, roughly 12 fewer apprentices served
- **Customer Service Unit:** Longer response times; diversion of investigative staff, slowing investigation timelines
- **Administrative Law Judge:** Delayed hearings, delayed wage recovery for workers, longer case timelines
- **ISU Business Operations Manager:** Slower IT, facility, and fiscal operations; risk to case management system rollout
- **Executive Support Specialists:** Increased administrative burden for managers, slower hiring and training
- **Project Manager 3:** Limited cross-team coordination and efficiency programs

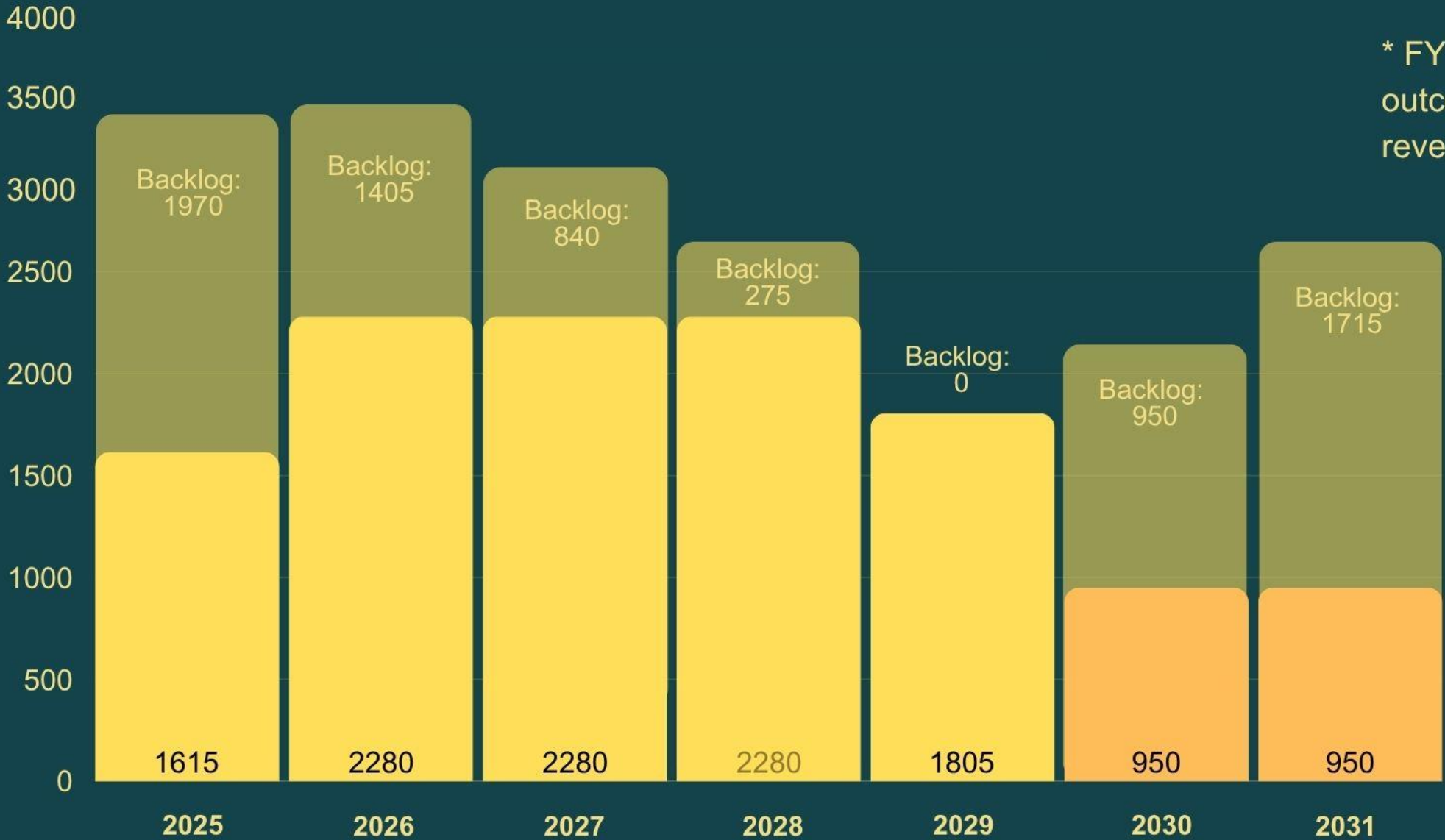


Broader Impact

- Slower wage recovery for workers
- Delayed resolution of discrimination complaints
- Reduced access to apprenticeship pathways
- Increased administrative strain on already lean teams
- Risks to meeting statutory investigation timelines



WHD Investigation Backlog Projections



* FY 2030 and FY 2031 outcome if funding levels revert to FY 2024 levels



Where We Are Headed

Mid-2026

**Civil Rights
Intake Backlog
cleared**

Mid-2027

**Wage and Hour
Intake backlog
cleared**

Mid-2029

**Wage and Hour
Investigation
backlog
cleared**



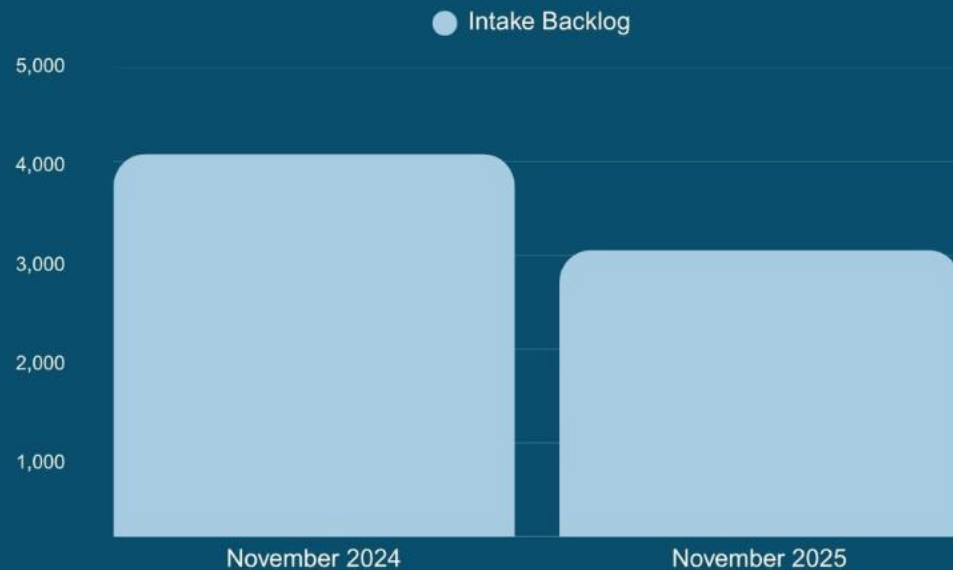
Progress Report

Filled (26)

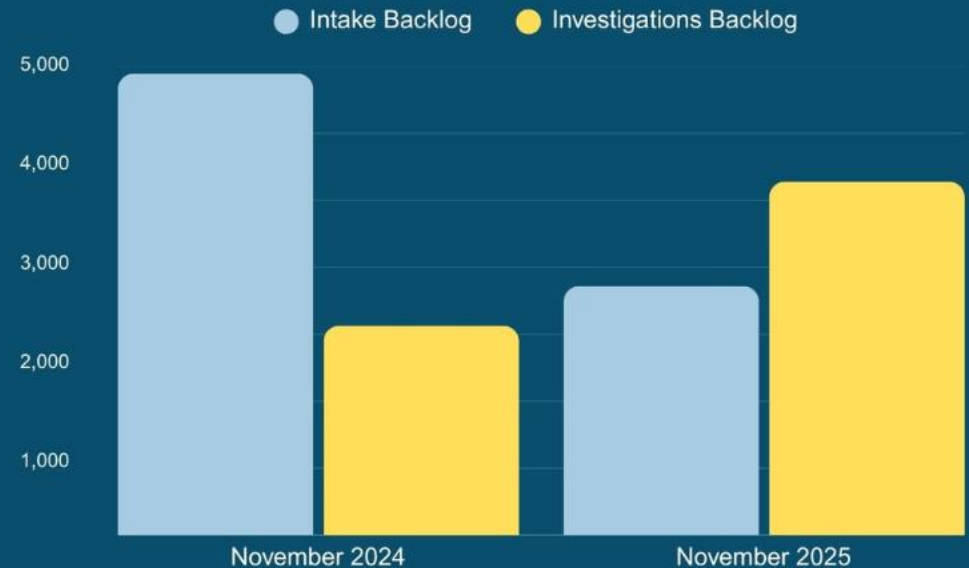
Active Recruitment (4)

BOLI has either hired or has live postings for **over half** of the positions we were allocated by the Legislature July 1.

Civil Rights Backlog Update



Wage and Hour Backlog Update



Income Threshold Removal Effective October 1, 2025

IW InvestigateWest

Oregon labor bureau prioritizes wage claims of lower-paid workers, setting stage for big budget ask

Lawmakers and advocates express mixed reactions to the policy, which the state labor commissioner says is critical to reduce backlogs that...

Jan 16, 2025

Statesman Journal

Hundreds of Oregon workers' claims — from wage theft to paid leave — may be dismissed

An Oregon Bureau of Labor and Industries report says it does not have enough investigators to cut through a backlog of claims.

Sep 19, 2024

Oregon BOLI to implement salary threshold for investigations due to backlog of wage claims



Dianne Lugo

Salem Statesman Journal

Sept. 24, 2024, 12:46 p.m. PT

KOIN.com

Oregon workers exceeding BOLI's salary threshold will have wage claims dismissed

Oregon workers exceeding BOLI's salary threshold will have wage claims dismissed ...
PORTLAND, Ore. (KOIN) — Starting next month, the Oregon...

Sep 26, 2024

Oregon Public Broadcasting - OPB

Have a wage theft claim? BOLI will investigate, if you make less than \$53K

The state agency tasked with investigating wage theft says it will have to dismiss about 17% of cases because it doesn't have enough staff...

Sep 25, 2024

Oregon's Bureau of Labor aims to end wage threshold by end of 2025



Dianne Lugo

Salem Statesman Journal

Sept. 17, 2025, 9:00 a.m. PT

LOCAL

Oregon labor agency plans to nix income threshold for wage claims by end of year

by: Jashayla Pettigrew

Posted: Sep 18, 2025 / 05:51 PM PDT

Updated: Sep 18, 2025 / 06:48 PM PDT

The threshold came as Labor Commissioner Christina Stephenson announced the bureau was facing a significant lack of funding

SHARE



“Being forced to institute the wage threshold, only being able to take claims from Oregonians in the most challenging financial situations, was the most difficult decision I've had to make in office,” said BOLI Commissioner Christina Stephenson.



Continued Commitment

- Continue focusing on backlog reduction and public service outcomes
- Ongoing partnership with the Legislature to ensure sustainable operations
- Commitment to efficiency, transparency, and accountability



Questions?

