

# SUBCOMMITTEE RECOMMENDATION

## Item 28: Employment Department

### Paid Leave Oregon Support and System Enhancements

---

To: Ways and Means Full Committee  
From: Transportation and Economic Development Subcommittee  
Carrier: Senator McLane

---

The Transportation and Economic Development Subcommittee heard a request from the Employment Department for Paid Leave Oregon system enhancements.

The department seeks additional Other Funds limitation and limited duration positions to implement a series of enhancements to Paid Leave Oregon to achieve performance metrics for eligibility and payment timeliness. IT programming costs will streamline applications, paperwork submission, and communications to applicants, as well as enhance system and user security. Eleven limited duration positions will gather business requirements, design, and test functionality of the improvements, which are expected to be completed by June 2027. No increases to contribution rates for employers or employees are required, and the agency estimates the Paid Leave Oregon fund balance will be equivalent to approximately 7.5 months of operating expenditures in 2026 and 2027.

The Transportation and Economic Development Subcommittee recommends that the Joint Interim Committee on Ways and Means recommend an increase of \$2,989,139 in Other Funds expenditure limitation and authorize the establishment of 11 limited duration positions (6.42 FTE) for the Employment Department in a budget reconciliation bill during the 2026 legislative session for Paid Leave Oregon programming and process enhancements.