

HB 5015 A BUDGET REPORT and MEASURE SUMMARY

Carrier: Sen. Frederick

Joint Committee On Ways and Means

Action Date: 06/20/25

Action: Do pass the A-Eng bill.

Senate Vote

Yeas: 6 - Broadman, Campos, Frederick, Lieber, Manning Jr, Smith DB

Nays: 4 - Anderson, Bonham, Girod, McLane

Exc: 1 - Sollman

House Vote

Yeas: 8 - Bowman, Gomberg, Levy E, Owens, Ruiz, Sanchez, Smith G, Valderrama

Nays: 3 - Breese-Iverson, Cate, Drazan

Exc: 1 - Evans

Prepared By: Tamara Brickman, Department of Administrative Services

Reviewed By: Ben Ruef, Legislative Fiscal Office

CORRECTED

Bureau of Labor and Industries

2025-27

Budget Summary*

| | 2023-25 Legislatively Approved Budget ⁽¹⁾ | 2025-27 Current Service Level | 2025-27 Committee Recommendation | Committee Change from 2023-25 Leg. Approved | |
|------------------------|---|----------------------------------|-------------------------------------|--|--------------|
| | | | | \$ Change | % Change |
| General Fund | \$ 34,002,114 | \$ 34,594,538 | \$ 35,167,209 | \$ 1,165,095 | 3.4% |
| Lottery Funds | \$ 316,222 | \$ 307,006 | \$ 307,006 | \$ (9,216) | (2.9%) |
| Other Funds Limited | \$ 22,127,472 | \$ 23,361,958 | \$ 40,452,909 | \$ 18,325,437 | 82.8% |
| Other Funds Nonlimited | \$ 938,700 | \$ 938,700 | \$ 938,700 | \$ - | 0.0% |
| Federal Funds Limited | \$ 3,122,531 | \$ 2,715,926 | \$ 2,366,174 | \$ (756,357) | (24.2%) |
| Total | \$ 60,507,039 | \$ 61,918,128 | \$ 79,231,998 | \$ 18,724,959 | 30.9% |

Position Summary

| | | | | |
|--------------------------------------|--------|--------|--------|-------|
| Authorized Positions | 183 | 161 | 217 | 34 |
| Full-time Equivalent (FTE) positions | 157.43 | 156.88 | 203.38 | 45.95 |

⁽¹⁾ Includes adjustments through January 2025

* Excludes Capital Construction expenditures

Summary of Revenue Changes

The Subcommittee's recommended budget for the Oregon Bureau of Labor and Industries (BOLI) provides General Fund, Lottery Funds, Other Funds, and Federal Funds.

BOLI's Other Funds revenue is made up of licenses and fees, charges for services, fines, interest and sales income. Additional sources of Other Funds are received through state agency contracts with the Oregon Employment Department (OED), the Department of Consumer and Business Services (DCBS), and the Oregon Department of Transportation (ODOT). The largest source of Other Funds come from OED, which is derived from a portion of unemployment insurance taxes paid by employers each biennium. These funds, called Wage Security Funds (WSF) are used to pay employees final wages when an employer goes out of business without paying the employees their wages. The funds are also statutorily dedicated for the indirect costs in the Commissioner's Office related to the Civil Rights and Wage and Hour Programs, for a portion of the administration of the Civil Rights Division, and most of the administrative costs of the Wage and Hour Division. The Subcommittee's recommendation also assumes a one-time transfer of \$14.6 million from DCBS Workers' Benefit Fund (WBF) to provide additional revenues to support BOLI programs intended to be spent over four years (this transfer is expected to be included in the close of session bill). BOLI's revenues have been adjusted to reflect updated information regarding the receipt of certain Other Funds accounts.

BOLI receives approximately two-thirds of its Federal Funds revenues from the U.S. Equal Employment Opportunity Commission and one-third from the U.S. Department of Housing and Urban Development. These funds are received on a reimbursable basis for work associated with employment related civil rights violations and fair housing violations.

BOLI receives Lottery Funds from the Veterans' Services Fund to support veterans outreach coordination.

Summary of Capital Construction Subcommittee Action

The mission of BOLI is to protect employment rights, advance employment opportunities, and ensure access to housing and public accommodations free from discrimination. BOLI works to protect the rights of workers and individuals to equal, non-discriminatory treatment through the enforcement of anti-discrimination laws that apply to workplaces, housing, and public accommodations. BOLI encourages and enforces compliance with state laws relating to wages, hours, terms, and conditions of employment; and educates and trains employers to understand and comply with both wage and hour and civil rights law. BOLI also promotes the development of a highly skilled, competitive workforce in Oregon through the apprenticeship program and through partnerships with government, labor, business, and educational institutions. BOLI operates through four divisions: Commissioner's Office; Civil Rights; Wage and Hour; and Apprenticeship and Training.

The Subcommittee recommended a budget of \$79,231,998 total funds, which consists of \$35,167,209 General Fund, \$307,006 Lottery Funds, \$40,452,909 Other Funds expenditure limitation, \$2,366,174 Federal Funds expenditure limitation, \$938,700 Other Funds Nonlimited, and 217 positions (203.38 FTE). This is a total funds increase of 31.0% from the 2003-25 legislatively approved budget (LAB). The agency position count is increased by 34 positions (45.95 FTE) from the 2023-25 LAB.

The Subcommittee approved the following budget note related to investment implementation and progress:

Budget Note: Investment Implementation and Progress

The Bureau of Labor and Industries is directed to report to the Joint Committee on Ways and Means during the 2026 legislative session on investments made in the agency during the 2025 session, including a status update on new positions and agency workload and backlogs. The report should address the following investments:

- Reclassification of 34 positions across the agency to address previously reported recruitment and retention challenges, and the impact of these changes on employee retention and addressing caseloads and associated backlogs.
- Addition of 15 positions in the Civil Rights Division to respond to increased caseloads and associated backlogs, including the progress on hiring and integration of these positions into the agency's organizational structure.
- Addition of 21 positions in the Wage and Hour Division to address increased caseload and associated backlog, including the progress on hiring and integration of these positions into the agency's organizational structure.

- Addition of 14 business operations positions to strengthen support for the agency's core mission, the progress on hiring and integration of these positions into the agency's organizational structure.

Commissioner's Office and Support Services

The Commissioner's Office provides policy direction and overall management of BOLI's programs. The Commissioner is a legislatively established statewide elected official.

BOLI's program support services perform four primary functions:

- Employer Assistance - Provides Oregon employers free telephone and web-based assistance and responds to compliance questions.
- Administrative Prosecution Unit - Prosecutes and resolves cases involving civil rights laws, wage and hour laws, and certain laws regarding licensed and regulated occupations.
- Administrative Law Forum – Consists of two administrative law judges who hear cases, review evidence, and draft orders, which are reviewed, approved, and issued by the Commissioner.
- Administration – Includes human resources, fiscal services, public records, and information technology support.

The Subcommittee recommended a budget of \$21,018,188 total funds and 52 positions (49.56 FTE). The LAB represents an 54.8% increase from the 2023-25 LAB and adds 14 positions (14.67 FTE). The Subcommittee recommended the following packages:

Package 070, Revenue Shortfalls: This package eliminates one Administrative Specialist 2 position (1.00 FTE), which reduces Other Funds expenditure limitation by \$236,420. The position was approved in the 2023 legislative session contingent on public records fees being able to cover the costs of the position moving forward. Fee revenues were not substantial enough to cover the costs of the position.

Package 090, Analyst Adjustments: This package reduces General Fund by \$194,961 in various services and supplies categories.

Package 101, Case Mgt Replacement Project Phase 2: This package includes an ongoing General Fund appropriation of \$256,625 and an increase in Other Funds expenditure limitation of \$1,898,393 for phase two of BOLI's Case Management Replacement Project. Included are:

- One permanent, full-time Information Systems Specialist 6 (0.88 FTE) to serve as the technical lead for system architecture, integration, and ongoing support.
- One permanent, full-time Administrative Specialist 2 (0.75 FTE) to provide administrative support, including documentation management and scheduling.

- One limited duration, full-time Operations and Policy Analyst 3 (0.75 FTE) to lead the change management processes, training, and user adoption efforts.

The Other Funds expenditure limitation includes an ongoing \$109,982 funded by the Wage Security Fund (WSF), and a one-time amount of \$1,788,411 from a one-time transfer from the DCBS WBF, to be included in legislation at the end of session. These funds will cover system-related costs such as vendor contracts for testing, implementation support, resolution of technical issues, change management, training, and initial user licenses.

The Subcommittee approved the following budget note related to the agency's Case Management Replacement Project:

Budget Note: Case Management System Project

The Bureau of Labor and Industries (BOLI) has initiated a Case Management System project. BOLI's current case management system is nearing the end of its useful life, and the agency reports the system no longer meets agency needs and is increasingly difficult maintain, support, and secure. Although BOLI has estimated the total estimated cost for phase two of this project to be \$2.2 million with an expected completion by the end of 2027, those estimates will need to be further refined when solution vendor cost and schedule proposals are received during the Request for Proposal process. BOLI has completed an initial business case and is in the process of completing the planning and procurement phases of the project. BOLI is directed to:

- Continue to work closely with and regularly report project status to DAS Office of Enterprise Information Services (EIS) and the Legislative Fiscal Office (LFO) throughout the project's lifecycle.
- Continue to follow the Joint State CIO/LFO Stage Gate Review Process.
- Work with EIS and DAS Procurement Services to hire a project manager or establish a contract for project management services – ensuring the project is led by a qualified project manager with experience in managing projects of this magnitude.
- Update the project's business case and foundational project management documents as directed by EIS.
- Work with EIS to obtain third-party, independent quality management services and ensure the contractor conducts an initial risk assessment and performs quality control reviews on the updated business case, foundational project management documents, solution vendor procurement documents, as appropriate, prior the agency's request for Stage Gate 2 endorsement; and performs ongoing, independent quality management services as directed by EIS.
- Submit the updated business case, project management documents, risk assessment and quality control reviews to EIS and LFO for Stage Gate 2 review and endorsement.
- Report back to the Joint Legislative Committee on Information Management and the Joint Committee on Ways and Means on the project status in the 2026 legislative session.
- Utilize the State CIO's Enterprise Project and Portfolio Management system all project review, approval, and project status and QA reporting activities throughout the life of the BOLI Case Management System Project.

Package 102, BOLI Modernization: This package includes ongoing General Fund appropriation of \$440,993, an Other Funds expenditure limitation increase of \$1,829,030, and a Federal Funds expenditure limitation increase of \$8,830 to support the reclassification of three positions approved by the Department of Administrative Services Chief Human Resources Office (DAS CHRO) to address recruitment retention issues. The package also establishes the following eight permanent, full-time positions (7.16 FTE) to expand the agency's capacity in business operations, public records, administrative rules coordination, and learning and development, including:

- One Business Operations Administrator 1 position (0.88 FTE)
- One Administrative Specialist 2 position (1.00 FTE)
- One Operations and Policy Analyst 3 position (0.88 FTE)
- One Compliance and Regulatory Manager 2 position (0.88 FTE)
- One Learning and Development Specialist 2 position (0.88 FTE)
- One Business Operations Manager 3 position (0.88 FTE)
- One Project Manager 3 position (0.88 FTE)
- One Executive Assistant position (0.88 FTE)

The package also includes services and supplies. The Other Funds expenditure limitation is comprised of \$527,753 WSF and \$1,301,277 WBF. The WBF funds will be transferred to BOLI from DCBS to be included in end of session legislation and are intended to be spent over four years.

Package 107, Business Operations Sustainability: This package includes a General Fund appropriation of \$271,281 and an Other Funds expenditure limitation increase of \$505,349 for four permanent, full-time positions (3.52 FTE) for agency capacity expansion in areas of human resources, communications, and learning and development, including:

- One Human Resources Analyst 3 position (0.88 FTE)
- One Human Resource Analyst 2 position (0.88 FTE)
- One Learning and Development Specialist 2 position (0.88 FTE)
- One Public Affairs Specialist 2 position (0.88 FTE)

The package includes services and supplies for the new positions and reduces existing services and supplies by \$64,412 General Fund and \$54,957 Other Funds expenditure limitation to phase out of the human resources services contract with DCBS after one year. The Other Funds expenditure limitation in this are comprised of \$271,281 WSF and \$234,068 WBF. The WBF funds will be transferred to BOLI from DCBS to be included in end of session legislation and are intended to be spent over four years.

Civil Rights

The Civil Rights Division receives complaints, conducts investigations, makes evidence determinations, and provides remedies for thousands of Oregonians who allege civil rights violations in workplaces, housing, and public accommodations each year. In addition to enforcing Oregon laws prohibiting discrimination, the Division has contracts for processing civil rights cases for the U.S. Equal Employment Opportunities Commission and the Oregon Occupational Safety and Health Administration.

The Subcommittee recommended a budget of \$20,717,491 total funds and 64 positions (61.70 FTE). This represents a 41.6% increase from the 2023-25 legislatively approved budget and adds 13 positions (12.82 FTE). The Subcommittee recommended the following packages:

Package 070, Revenue Shortfalls: This package reduces Federal Funds expenditure limitation by \$454,656 and eliminates two positions (2.00 FTE) related to a contract with the U.S. Department of Housing and Urban Development (HUD). BOLI does not currently have an active contract with HUD and does not have an estimated timeline for the establishment of a new contract.

Package 090, Analyst Adjustments: This package reduces General Fund by \$356,766 in various services and supplies categories.

Package 102, BOLI Modernization: This package reduces General Fund by \$20,221, increases Other Funds expenditure limitation by \$780,968, and increases Federal Funds expenditure limitation by \$96,074 to support the reclassification of fifteen positions approved by CHRO to address recruitment retention issues. The package shifts the funding splits for some of the positions being reclassified. The package also establishes the following two permanent full-time positions (1.76 FTE) to expand the agency's capacity in business operations, public records, administrative rules coordination, and learning and development, including:

- One Executive Support Specialist 2 position (0.88 FTE)
- One Compliance & Regulatory Manager position (0.88 FTE)

The package includes services and supplies for the new positions. The Other Funds expenditure limitation in this package are comprised of \$318,858 WSF and \$462,110 WBF. The WBF funds will be transferred to BOLI from DCBS to be included in end of session legislation and are intended to be spent over four years.

Package 130, CRD Backlog and Future Sustainability: This package includes an ongoing General Fund appropriation of \$246,214 and Other Funds expenditure limitation increase of \$1,686,495 for eight permanent, full-time positions and one limited duration, full-time position (7.92 FTE) to expand the Civil Rights Division's capacity to perform claim intake, mediation, and investigations, including:

- One Compliance and Regulatory Manager 2 position (0.88 FTE)

- Two Program Analyst 1 (Intake) positions (1.76 FTE)
- Two Compliance Specialist 3 (Mediator) positions (1.76 FTE)
- One Civil Rights Investigator 2 position (0.88 FTE)
- Two Learning & Development Specialist 2 positions (1.76 FTE)
- One limited duration Civil Rights Investigator 2 (Oregon Saves) position (0.88 FTE)

The package includes services and supplies for the new positions. The Other Funds revenue in this package is comprised of \$246,214 WSF, \$387,041 WBF, \$843,736 to come from an interagency agreement (IAA) with the Oregon Employment Department for Paid Leave Oregon, and \$209,504 to come from an IAA with the Oregon Treasurer's Office for the Oregon Saves Program. The WBF funds will be transferred to BOLI from DCBS to be included in end of session legislation and are intended to be spent over four years.

Pkg 801, LFO Analyst Adjustments: This package includes a one-time Other Funds expenditure limitation increase of \$625,187 and four full-time, limited duration positions (3.52 FTE) to enhance work performed as part of an IAA with DCBS to investigate complaints related to occupational safety and injured workers discrimination. Funding is provided from an ending fund balance made up of a surplus of revenue from an IAA with DCBS. The package includes the following positions:

- One Administrative Specialist 2 position (0.88 FTE)
- Two Administrative Specialist 1 positions (1.76 FTE)
- Program Analyst 1 position (0.88 FTE)

Wage and Hour Division

The Wage and Hour Division (WHD) is responsible for the administration and enforcement of the state's minimum wage and overtime laws; child labor laws; wage collection; farm and forest labor contractors; prevailing wages; mandatory sick time laws (Oregon Family Medical Leave Act); and work scheduling laws. The population served by this Division is largely unrepresented, low-income employees who are vulnerable to exploitation. This includes children, migrant farm workers, and non-English speakers lacking the ability and resources to defend themselves against their employers. Among the classes of workers who routinely seek the services of the Division, many are terminated and unpaid workers who assign their wage collection to the state through WHD. This includes teenagers and working minors who are protected under child labor laws, and farm workers, through the regulation of farm/forest labor contractors and camps.

The Subcommittee recommended a budget of \$23,645,126 total funds and 78 positions (72.86 FTE). This represents a 59.3% increase from the 2023-25 legislatively approved budget and adds 21 positions (26.59 FTE). The Subcommittee recommended the following packages:

Package 090, Analyst Adjustments: This package reduces General Fund by \$146,870 in various services and supplies categories.

Package 102, BOLI Modernization: This package reduces General Fund by \$2,696 and increases Other Funds expenditure limitation by \$364,604 to support the reclassification of eight positions approved by CHRO to address recruitment retention issues. The package shifts the funding splits for some of the positions being reclassified. The package also establishes one permanent, full-time Operations & Policy Analyst 2 position (0.88 FTE) to expand the agency's capacity in business operations, public records, administrative rules coordination, and learning and development. The package provides services and supplies for the new position. The Other Funds in this package is comprised of \$153,921 WSF, \$209,051 WBF and \$1,632 Prevailing Wage Funds (PWF). The WBF funds will be transferred to BOLI from DCBS to be included in end of session legislation and are intended to be spent over four years.

Package 140, WHD Backlog & Future Sustainability: This package increases Other Funds expenditure limitation by \$4,141,065 and establishes 20 permanent, full-time positions (17.60 FTE) to expand management, training, intake, and investigations within the division, including:

- Three Compliance & Regulatory Supervisor 2 positions (2.64 FTE)
- Nine Compliance Specialist 2 positions (7.92 FTE)
- One Compliance Specialist 1 (Prevailing Wage) position (0.88 FTE)
- Three Public Service Representative 4 positions (2.64 FTE)
- Two Learning & Development Specialist 2 positions (1.76 FTE)
- One Administrative Law Judge 3 position (0.88 FTE)
- One Administrative Specialist 2 position (0.88 FTE)

The package provides for services and supplies for the new positions. The Other Funds in this package are \$1,266,015 WSF, \$175,424 PWF, and \$2,327,950 WBF from a one-time transfer from DCBS WBF to be included in end of session legislation, and \$371,676 from an interagency agreement with the Oregon Employment Department for Paid Leave Oregon. The WBF transfer is to be spent over the course of four years.

Apprenticeship and Training

The Apprenticeship and Training Division (ATD) promotes the development of a highly skilled, competitive workforce in a variety of occupations and trades. The Division provides technical assistance to employers, labor unions, and government and education partners to increase training and employment opportunities by promoting apprenticeship. ATD works with local apprenticeship committees statewide to ensure quality training and equal employment opportunities, particularly for veterans, women and minorities engaged in technical and craft occupations. The Division regulates the operation of registered apprenticeship programs to make sure they meet quality and industry

standards. It tracks and certifies the attainment of skills by apprentices and provides oversight to programs to ensure they meet all statutory obligations. ATD also oversees the requirement for apprentice employers to meet diversity requirements.

The Subcommittee recommended a budget of \$13,851,193 total funds and 23 positions (19.26 FTE). This represents a 20.6% decrease from the 2023-25 legislatively approved budget and a decrease of 14 positions (8.13 FTE). The Subcommittee recommended the following packages:

Package 070, Revenue Shortfalls: This package reduces Other Funds expenditure limitation by \$527,860 associated with the Oregon Department of Transportation Highway Diversity Project. The amount of the existing program contract is capped at \$3.6 million. This package brings the project total back in line with the cap amount by reducing services and supplies primarily related to inflation factors associated with pass through professional services.

Package 090, Analyst Adjustments: This package reduces General Fund by \$93,557 in various services and supplies categories, increases Other Funds expenditure limitation by \$5,000,000 to pay childcare subsidies to eligible construction apprentices and construction journey workers in the first five years after completing an apprenticeship, and establishes one full-time, limited duration Administrative Specialist 2 position (0.88 FTE). The \$5,000,000 is from a one-time transfer of CHIPS Childcare funds from OBDD. In addition to the position, the package will support:

- A \$4,000,000 special payment to the Department of Early Learning and Care (DELIC) through a new interagency agreement (IAA) for providing childcare subsidies.
- \$500,000 for a third-party contractor to do case management, including identifying individuals who need services and assisting eligible applicants to provide the information that DELIC needs to process childcare subsidy payments. The contractor shall be selected through a competitive Request for Proposals (conducted by DAS Procurement Services on behalf of BOLI) with a preference for a COBID firm.
- \$25,000 for a contract to do marketing to construction apprentices and journey workers and outreach to semiconductor companies, construction companies, and labor unions.
- \$150,000 for an IAA with Portland State University to evaluate the effectiveness of the services.
- \$25,000 for a contract to prepare a report with evaluation findings and recommendations for the future.
- \$108,304 for community engagement through Oregon's Kitchen Table to recommend policies for future collaborations between the Apprenticeship and Training Division and OBDD.

Package 102, BOLI Modernization: This package appropriates \$172,629 General Fund and increases Other Funds expenditure limitation by \$212,524 to support the reclassification of five positions approved by CHRO to address recruitment retention issues. The package also establishes one permanent, full-time Executive Support Specialist 2 position (0.88 FTE) to expand BOLI's capacity in business operations, public records, administrative rules coordination, and learning and development. The package provides services and supplies for the new position.

The Other Funds in this package is comprised of \$212,524 WBF. The WBF funds will be transferred to BOLI from DCBS to be included in end of session legislation and are intended to be spent over four years.

Package 801, LFO Analyst Adjustments: This package establishes six, limited duration positions (3.00 FTE) and includes services and supplies for the continuation of registered apprenticeship program compliance review. In the 2024 session these positions were funded to reduce a backlog of 150 in registered apprenticeship program compliance reviews. BOLI has completed a total of 110 as of March 2025. Other Funds revenue comes from the remaining balance of American Rescue Plan Act funds and must be spent by December 31, 2026.

Summary of Performance Measure Action

See attached Legislatively Adopted 2025-27 Key Performance Measures form.

DETAIL OF JOINT COMMITTEE ON WAYS AND MEANS ACTION

Bureau of Labor and Industries
 Tamara Brickman -- (971) 719-3492

| DESCRIPTION | GENERAL FUND | LOTTERY FUNDS | OTHER FUNDS | | FEDERAL FUNDS | | TOTAL ALL FUNDS | POS | FTE |
|---|---------------|---------------|---------------|------------|---------------|------------|-----------------|-----|--------|
| | | | LIMITED | NONLIMITED | LIMITED | NONLIMITED | | | |
| 2023-25 Legislatively Approved Budget at Jan 2025 * | \$ 34,002,114 | \$ 316,222 | \$ 22,127,472 | \$ 938,700 | \$ 3,122,531 | \$ - | \$ 60,507,039 | 183 | 157.43 |
| 2025-27 Current Service Level (CSL)* | \$ 34,594,538 | \$ 307,006 | \$ 23,361,958 | \$ 938,700 | \$ 2,715,926 | \$ - | \$ 61,918,128 | 161 | 156.88 |
| SUBCOMMITTEE ADJUSTMENTS (from CSL) | | | | | | | | | |
| SCR 010 - Commissioner's Office/Supp Svcs | | | | | | | | | |
| Package 070: Revenue Shortfalls | | | | | | | | | |
| Personal Services | \$ - | \$ - | \$ (236,003) | \$ - | \$ - | \$ - | \$ (236,003) | (1) | (1.00) |
| Services and Supplies | \$ - | \$ - | \$ (417) | \$ - | \$ - | \$ - | \$ (417) | | |
| Package 90: Analyst Adjustments | | | | | | | | | |
| Services and Supplies | \$ (194,961) | \$ - | \$ - | \$ - | \$ - | \$ - | \$ (194,961) | | |
| Package 101: Case Mgt Replacement Project Phase 2 | | | | | | | | | |
| Personal Services | \$ 256,625 | \$ - | \$ 309,313 | \$ - | \$ - | \$ - | \$ 565,938 | 3 | 2.38 |
| Services and Supplies | \$ - | \$ - | \$ 1,589,080 | \$ - | \$ - | \$ - | \$ 1,589,080 | | |
| Package 102: BOLI Modernization | | | | | | | | | |
| Personal Services | \$ 426,810 | \$ - | \$ 1,767,572 | \$ - | \$ 8,830 | \$ - | \$ 2,203,212 | 8 | 7.16 |
| Services and Supplies | \$ 14,183 | \$ - | \$ 61,458 | \$ - | \$ - | \$ - | \$ 75,641 | | |
| Package 107: Business Operations Sustainability | | | | | | | | | |
| Personal Services | \$ 335,693 | \$ - | \$ 560,306 | \$ - | \$ - | \$ - | \$ 895,999 | 4 | 3.52 |
| Services and Supplies | \$ (64,412) | \$ - | \$ (54,957) | \$ - | \$ - | \$ - | \$ (119,369) | | |
| SCR 030 - Civil Rights | | | | | | | | | |
| Package 070: Revenue Shortfalls | | | | | | | | | |
| Personal Services | \$ - | \$ - | \$ - | \$ - | \$ (454,656) | \$ - | \$ (454,656) | (2) | (2.00) |
| Package 90: Analyst Adjustments | | | | | | | | | |
| Services and Supplies | \$ (356,766) | \$ - | \$ - | \$ - | \$ - | \$ - | \$ (356,766) | | |
| Package 102: BOLI Modernization | | | | | | | | | |
| Personal Services | \$ (20,221) | \$ - | \$ 762,058 | \$ - | \$ 96,074 | \$ - | \$ 837,911 | 2 | 1.76 |
| Services and Supplies | \$ - | \$ - | \$ 18,910 | \$ - | \$ - | \$ - | \$ 18,910 | | |
| Package 130: CRD Backlog and Future Sustainability | | | | | | | | | |
| Personal Services | \$ 236,759 | \$ - | \$ 1,610,855 | \$ - | \$ - | \$ - | \$ 1,847,614 | 9 | 7.92 |
| Services and Supplies | \$ 9,455 | \$ - | \$ 75,640 | \$ - | \$ - | \$ - | \$ 85,095 | | |
| Package 801: LFO Analyst Adjustments | | | | | | | | | |
| Personal Services | \$ - | \$ - | \$ 625,187 | \$ - | \$ - | \$ - | \$ 625,187 | 4 | 3.52 |

| DESCRIPTION | GENERAL FUND | LOTTERY FUNDS | OTHER FUNDS | | FEDERAL FUNDS | | TOTAL ALL FUNDS | POS | FTE |
|--|----------------------|-------------------|----------------------|-------------------|---------------------|-------------|----------------------|------------|---------------|
| | | | LIMITED | NONLIMITED | LIMITED | NONLIMITED | | | |
| SCR 040 - Wage and Hour | | | | | | | | | |
| Package 90: Analyst Adjustments | | | | | | | | | |
| Services and Supplies | \$ (146,870) | \$ - | \$ - | \$ - | \$ - | \$ - | \$ (146,870) | | |
| Package 102: BOLI Modernization | | | | | | | | | |
| Personal Services | \$ (2,696) | \$ - | \$ 355,149 | \$ - | \$ - | \$ - | \$ 352,453 | 1 | 0.88 |
| Services and Supplies | \$ - | \$ - | \$ 9,455 | \$ - | \$ - | \$ - | \$ 9,455 | | |
| Package 140: WHD Backlog & Future Sustainability | | | | | | | | | |
| Personal Services | \$ - | \$ - | \$ 3,951,965 | \$ - | \$ - | \$ - | \$ 3,951,965 | 20 | 17.60 |
| Services and Supplies | \$ - | \$ - | \$ 189,100 | \$ - | \$ - | \$ - | \$ 189,100 | | |
| SCR 050 - Apprenticeship and Training | | | | | | | | | |
| Package 070: Revenue Shortfalls | | | | | | | | | |
| Services and Supplies | \$ - | \$ - | \$ (527,860) | \$ - | \$ - | \$ - | \$ (527,860) | | |
| Package 90: Analyst Adjustments | | | | | | | | | |
| Personal Services | \$ - | \$ - | \$ 191,696 | \$ - | \$ - | \$ - | \$ 191,696 | 1 | 0.88 |
| Services and Supplies | \$ (93,557) | \$ - | \$ 808,304 | \$ - | \$ - | \$ - | \$ 714,747 | | |
| Special Payment to Dept of Early Learning and Care | \$ - | \$ - | \$ 4,000,000 | \$ - | \$ - | \$ - | \$ 4,000,000 | | |
| Package 102: BOLI Modernization | | | | | | | | | |
| Personal Services | \$ 172,629 | \$ - | \$ 203,069 | \$ - | \$ - | \$ - | \$ 375,698 | 1 | 0.88 |
| Services and Supplies | \$ - | \$ - | \$ 9,455 | \$ - | \$ - | \$ - | \$ 9,455 | | |
| Package 801: LFO Analyst Adjustments | | | | | | | | | |
| Personal Services | \$ - | \$ - | \$ 754,886 | \$ - | \$ - | \$ - | \$ 754,886 | 6 | 3.00 |
| Special Payments | \$ - | \$ - | \$ 56,730 | \$ - | \$ - | \$ - | \$ 56,730 | | |
| TOTAL ADJUSTMENTS | \$ 572,671 | \$ - | \$ 17,090,951 | \$ - | \$ (349,752) | \$ - | \$ 17,313,870 | 56 | 46.50 |
| SUBCOMMITTEE RECOMMENDATION * | \$ 35,167,209 | \$ 307,006 | \$ 40,452,909 | \$ 938,700 | \$ 2,366,174 | \$ - | \$ 79,231,998 | 217 | 203.38 |
| | | | | | | | | | |
| % Change from 2023-25 Leg Approved Budget | 3.4% | (2.9%) | 82.8% | 0.0% | (24.2%) | 0.0% | 30.9% | 18.6% | 29.2% |
| % Change from 2025-27 Current Service Level | 1.7% | 0.0% | 73.2% | 0.0% | (12.9%) | 0.0% | 28.0% | 34.8% | 29.6% |

*Excludes Capital Construction Expenditures

Legislatively Approved 2025 - 2027 Key Performance Measures

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Agency: Bureau of Labor and Industries

Mission Statement:

The mission of the Bureau of Labor and Industries is to protect employment rights, advance employment opportunities, and protect access to housing and public accommodations free from discrimination.

| Legislatively Approved KPMs | Metrics | Agency Request | Last Reported Result | Target 2026 | Target 2027 |
|---|---|----------------|----------------------|-------------|-------------|
| 1. CUSTOMER SERVICE - Percent of customers rating their satisfaction with the agency's customer service as "good" or "excellent": overall, timeliness, accuracy, helpfulness, expertise, availability of information. | a) Overall | Approved | 25 | 95 | 95 |
| | b) Accuracy | | 29 | 95 | 95 |
| | c) Availability of Information | | 31 | 95 | 95 |
| | d) Expertise | | 31 | 95 | 95 |
| | e) Helpfulness | | 29 | 95 | 95 |
| | f) Timeliness | | 19 | 95 | 95 |
| 2. Timely Completion of Civil Rights Investigations - This measure reflects the timeliness and thoroughness of civil rights investigations at 180 days, 240 days, and one year. | a) Completion of investigations within 180 days | Approved | 39% | 45% | 45% |
| | b) Completion of investigations within 240 days | | 49% | 65% | 65% |
| | c) Completion of investigations within 1 year | | 100% | 100% | 100% |
| 3. Timely Processing of Wage and Hour Complaints - Percentage of target met for timely: intake and jurisdiction determination; demand letter, investigation: Composite measure. | | Approved | 79% | 85% | 85% |
| 4. Wage and Hour Division - Percentage of Wage Security Fund claims processed within fewer than 30 days. | | Approved | 59 | 85 | 85 |
| 6. Apprenticeship and Training Division - Number of apprentices receiving journey level certificates. | | Approved | 2,181 | 2,000 | 2,000 |
| 7. Apprenticeship and Training Division - Number of newly registered apprentices. | | Approved | 3,730 | 4,200 | 4,200 |
| 8. Minority Apprenticeship Participation - Percentage of new apprenticeship participants who are minorities. | | Approved | 28% | 25% | 25% |
| 9. Administrative Prosecution Unit (APU) - Percentage of cases scheduled for hearing within 30 days of assignment to APU. | | Approved | 100 | 100 | 100 |
| 10. Technical Assistance - Percentage of employer technical assistance calls or emails returned no later than the next business day. | | Approved | 98% | 95% | 95% |
| 11. Prevailing Wage Rate Pre-determinations - Response time for requests by public agencies concerning potential coverage of projects under state Prevailing Wage laws. | | Approved | 97 | 95 | 95 |
| 12. CRD - Initial Contact - Measures the percentage of initial public inquiries responded to by the Civil Rights Division within two business days. | | Approved | | 85% | 85% |

| Legislatively Approved KPMs | Metrics | Agency Request | Last Reported Result | Target 2026 | Target 2027 |
|---|--|-----------------------|----------------------|-------------|-------------|
| 13. CRD - Complaints Drafted & Initial Interviews - This measure tracks the efficiency of the Civil Rights Division in converting initial complaints into formal documents. It reflects the speed at which potential cases move from initial contact to official investigation. This measures the timeliness of the Civil Rights Division in scheduling and conducting initial interviews with complainants. It reflects how quickly they can gather information and begin assessing potential cases. | a) Percent of intake interviews conducted within 30 days of assignment | Approved | | 80% | 80% |
| | b) Percent of complaints drafted within 7 days of intake interview. | | | 80% | 80% |
| 16. WHD - Prevailing Wage Investigations - Monitoring the number of days between receipt of case and when the investigation is complete shows Wage and Hour Division efficiency. | a) 60 days | Approved | | 25% | 25% |
| | b) 90 days | | | 50% | 50% |
| | c) 120 days | | | 75% | 75% |
| | d) 180 days | | | 100% | 100% |
| 21. ATD - Compliance Reviews - Measuring compliance review completion rate helps ensure all reviews are done and identify potential risks of non-compliance. Every program is required to have a compliance review completed every 3 years, so 33% per year ensures the Division is maintaining its compliance requirements. | | Approved | | 33% | 33% |
| 5. Wage and Hour Division - Percentage of Prevailing Wage Rate investigations completed within 90 days. | | Legislatively Deleted | 30 | 65 | 65 |

LFO Recommendation:

Proposed KPM #12 - Civil Right Division Initial Contact

The Legislative Fiscal Office recommends approval of the proposed new KPM #12 Civil Rights Division Initial Contact which measures the percent of responses to initial contact within 2 business days. Target is set at 85%.

Proposed KPM #13 - Civil Rights Division Complaints Drafted and Initial Interviews

The Legislative Fiscal Office recommends approval of the proposed new KPM #13 Civil Rights Division Complaints Drafted and Initial Interviews which measures the percentage of intake interviews conducted within 30 days of assignment and the percentage of complaints drafted within seven days of the intake interview. Target is set at 80%.

Proposed KPM #14 - Wage and Hour Division Wage Claims

This proposed KPM measures the amount of time the division takes to issue a demand letter within 30 days from receipt, 60 days from receipt, and 90 days from receipt.

The Legislative Fiscal Office does not recommend approval of the proposed new KPM #5 Wage and Hour Division Wage Claims as this captured in the existing Timely Processing of Wage and Hour Complaints KPM #3.

Proposed KPM #15 Wage and Hour Division Wage Security Fund Claims

This proposed KPM, measures the processing for Wage Security Fund claims within 60 or fewer days.

The Legislative Fiscal Office does not recommend approval of the proposed KPM as this is captured in the existing KPM #4 measuring the percentage of Wage Security Fund claims processed within fewer than 30 days.

Proposed KPM #16 Wage and Hour Division Prevailing Wage Investigations

This proposed KPM replaces the existing KPM which measures the percentage of prevailing wage case investigations completed within 90 days. The proposed KPM expands the criteria to show how many case investigations are completed within 60, 90, 120, and 180 increments with respective targets at 25%, 50%, 75%, and 100%.

The Legislative Fiscal Office recommends approval. A corresponding deletion of the existing KPM #5 is also recommended for approval.

Proposed KPM #17 Wage and Hour Division Prevailing Wage Coverage Determinations

This proposed KPM, measures the percent of statutorily required coverage determinations made within 60 days, when provided information by requestor.

The Legislative Fiscal Office does not recommend approval of the proposed KPM as this is captured in existing KPM #11 below measuring the percentage of prevailing wage rate predeterminations processed with in 15 days.

Proposed KPM #18 Administrative Prosecution Unit Case Assignment and Charging Documentation Creation

This proposed KPM measures the percentage of cases assigned and charges drafted within 75 days.

The Legislative Fiscal Office does not recommend approval of the proposed KPM as the existing KPM #9 measuring the percentage of cases scheduled for hearing within 30 days of assignment better captures performance by measuring the scheduling of hearings in addition, measuring the charges drafted could incentivize the agency to draft unsubstantiated charges.

KPM #19 Public Records Processing

This proposed KPM measures the percentage of public records requests resolved within 30, 45, and 90 days.

The Legislative Fiscal Office does not recommend approval of the proposed KPM as this is an internal business process measure.

KPM #20 Apprenticeship and Training Division Apprenticeship Demographics and Completion Rates

This proposed KPM measures overall completion of new registrants, racial and ethnic minority groups completion of new registrants, underrepresented gender groups completion of new registrants, and veteran completion of new registrants.

The Legislative Fiscal Office does not recommend approval of the proposed KPM as this is a subset of data measured in the existing KPM #8.

KPM #21 Apprenticeship and Training Division Compliance Reviews

This proposed KPM measures the compliance review completion rate of registered apprenticeship programs in Oregon. Targets are set at the review of 33% of total apprenticeship programs a year ensuring all programs receive a review every three years as federally required.

The Legislative Fiscal Office recommends approval.

KPM #22 Employer Assistance Response Time

This proposed KPM measures the percentage of employer technical assistance calls or emails returned no later than the next business day.

The Legislative Fiscal Office does not recommend approval as this is captured in captured in the agency's existing KPM #10 which measures the percentage of calls responded to within two business days.

Existing KPM #3 Timely Processing of Wage and Hour Complaints

This KPM measures the percentage of target met for timely intake and jurisdiction determinations, demand letters, and investigations.

The request for deletion in not recommended.

Existing KPM #5 Wage and Hour Division Investigations

This KPM measures the percentage of prevailing wage rate investigations completed within 90 days.

The Legislative Fiscal Office recommends deleting this KPM and replacing it with the proposed KPM #16 as discussed.

Existing KPM #6 measures the number of apprentices receiving journey level certificates.

The request for deletion in not recommended.

Existing KPM #7 measures the number of newly registered apprentices.

The request for deletion in not recommended.

Existing KPM #8 measures the percentage of new apprenticeship participants who are minorities.

The request for deletion in not recommended.

Existing KPM #9 measures the percentage of cases scheduled for hearing within 30 days of assignment to Administrative Prosecution Unit.

The request for deletion in not recommended.

Existing KPM #10 measures the percentage of employer technical assistance calls or emails returned no later than the next business day.

The request for deletion in not recommended.

Existing KPM #11 measures the percentage of PWR Predeterminations Processed within 15 days.

The request for deletion in not recommended.

SubCommittee Action:

The Capital Construction Subcommittee approved the key performance measures and targets.