

## **SUBCOMMITTEE RECOMMENDATION**

### **Department of Administrative Services Compensation Plan Changes**

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To: Ways and Means Full Committee  
From: General Government Subcommittee  
Carrier: Representative Smith

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On February 8th, the General Government Subcommittee recommended acknowledging receipt of a report from the Department of Administrative Services (DAS) on compensation plan changes.

The report includes compensation changes for three additional state employee bargaining units, which are: (1) the Service Employees International Union (SEIU) Local 503 Oregon State Hospital; (2) the Association of Oregon Corrections Employees; and (3) the American Federation of State, County and Municipal Employees (AFSCME) Department of Corrections Non-Security Employees. DAS estimates the 2021-23 cost of compensation changes for all three units to be \$7.5 million total funds. For the 2023-25 biennium, the cost of the compensation changes would be \$170,020 total funds. The major compensation adjustments includes a trades apprenticeship pay differential and a temporary staffing crisis differential for direct care employees such as Nurse Practitioners and Institution Registered Nurses, and Health Services Technicians.

In addition, the report details compensation plan changes for non-state employees for the Home Care Commission, the Adult Foster Homes, and Licensed Child Care Providers. The major compensation adjustments includes wage increases and one-time pandemic recognition payments. DAS estimates the 2021-23 cost of compensation changes for these non-state employees to be \$227.8 million total funds. For the 2023-25 biennium, the cost of the compensation changes would be \$453.7 million total funds.

The General Government Subcommittee recommends approval.