

## ANALYSIS

### Department of Administrative Services Compensation Plan Changes

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**Analyst:** Kim To

**Request:** Acknowledge receipt of a report on compensation plan changes.

**Analysis:** ORS 291.371 requires the Department of Administrative Services (DAS) to report to the Joint Committee on Ways and Means on changes to the state's compensation plan prior to implementation.

The report contains changes for the following four bargaining units:

- Section A: Service Employees International Union (SEIU) Local 503. Changes include continuation of the Staffing Crisis Differential for certain direct care classifications (including Mental Health Therapy Technician, Mental Health Security Technician, Licensed Practical Nurse, and Custodian) at the Oregon State Hospital through June 30, 2023.
- Section B: American Federation of State, County, and Municipal Employees (AFSCME) Council 75, Department of Human Services Stabilization and Crisis Unit (SACU). Changes include establishing an extreme emergency overtime differential for qualified SACU employees and establishing certain specified hourly overtime differentials.
- Section C: American Federation of State, County, and Municipal Employees (AFSCME) Council 75, Department of Correction Non-Security employees. Changes include the abolishment of certain specified classifications and establishing new classifications for certain pharmacy, public service, and custodial employees
- Section D: Association of Oregon Correction Employees. Changes include the abolishment of certain specified classifications.

DAS estimates the cost of implementing the compensation changes for all four units listed above to be \$1,524,044 total funds (\$783,354 General Fund, \$93,503 Other Funds, and \$647,187 Federal Funds).

**Legislative Fiscal Office Recommendation:** The Legislative Fiscal Office recommends acknowledging receipt of the report.

# Department of Administrative Services

## Ball

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**Request:** Report on the compensation plan changes and position allocations.

**Recommendation:** Acknowledge receipt of the report.

**Discussion:** The Department of Administrative Services (DAS) is reporting on compensation plan changes, as required by ORS 291.371. This report includes information on the implementation of compensation plan changes for four bargaining units. A detailed breakdown of the compensation plan changes is included in the DAS letter as follows:

Section A: Implements compensation plan changes for the Service Employees International Union Local 503. Changes include continuation of the Staffing Crisis Differential for employees at the Oregon State Hospital through June 30, 2023.

Section B: Implements compensation plan changes for the American Federation of State, County and Municipal Employees (AFSCME) Council 75, Department of Human Services Stabilization and Crisis Unit (SACU). Changes include establishing an extreme emergency overtime differential for qualified SACU employees and establishing certain specified hourly overtime differentials.

Section C: Implements compensation plan changes for AFSCME Council 75, Department of Corrections Non-Security employees. Changes include the abolishment of certain specified classifications and establishing new classifications for employees.

Section D: Implements compensation plan changes for the Association of Oregon Correction Employees. Changes include the abolishment of certain specified classifications.

The cost of implementing all compensation plan changes included in this report are estimated at \$783,354 General Fund, \$93,503 Other Funds, and \$647,187 Federal Funds.



# Oregon

Tina Kotek, Governor

Department of Administrative Services  
Chief Human Resources Office | Labor Relations Unit  
155 Cottage Street NE  
Salem, OR 97301  
LRU@das.oregon.gov

May 18, 2023

The Honorable Elizabeth Steiner, Co-Chair  
The Honorable Tawna Sanchez, Co-Chair  
Joint Ways and Means  
900 Court Street NE  
Salem, OR 97301

Dear Co-Chairs:

## Nature of Request

The Department of Administrative Services (DAS) submits the following report prior to implementation of compensation plan changes and position allocations, as required by ORS 291.371.

## Agency Action

- Section A: Implements compensation plan changes for the Service Employees International Union (SEIU) Local 503.
- Section B: Implements compensation plan changes for the American Federation of State, County and Municipal Employees (AFSCME) Council 75, Department of Human Services Stabilization and Crisis Unit.
- Section C: Implements compensation plan changed for the American Federation of State, County and Municipal Employees (AFSCME) Council 75, Department of Correction Non-Security employees.
- Section D: Implements compensation plan changes for the Association of Oregon Correction Employees.

## Statewide Impact

The table below aggregates the costs (by fund type) for all items reported in this letter.

Executive Branch	General Fund	Lottery Funds	Other Funds	Federal Funds	Total Funds
<b>2021-2023 Cost:</b>	783,354	-	93,503	647,187	1,524,044
<b>Roll-up Cost:</b>	-	-	-	-	-
<b>2023-2025 Cost:</b>	-	-	-	-	-

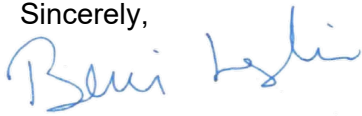
**Action Requested**

The Department of Administrative Services requests acknowledgement of this report as required by ORS 291.371.

**Legislation Affected**

None.

Sincerely,



Berri Leslie  
DAS Director | Chief Operating Officer

**Attachments**

CC: Dustin Ball, Department of Administrative Services  
Kim To, Legislative Fiscal Office  
Meliah Masiba, Department of Administrative Services

**SECTION A**

Implements compensation plan changes for the Service Employees International Union (SEIU) Local 503, pending agreement.

- 1) Effective April 1, 2023 through June 30, 2023, continue the Staffing Crisis Differential for employees at the Oregon State Hospital as follows:

<b>Classification</b>	<b>Type of Work</b>	<b>Weekend differential</b>	<b>Weekday differential</b>
MHTT, MHT1, MHT2, and MHST	Direct Care	\$11.25	\$4.50
Licensed Practical Nurse	Direct Care	\$15.00	\$6.00
Custodiam		\$8.00	\$3.25

<b>SECTION A</b>	<b>General Fund</b>	<b>Lottery Funds</b>	<b>Other Funds</b>	<b>Federal Funds</b>	<b>Total Funds</b>
<b>2021-2023 Cost:</b>	514,139	-	93,503	153,971	761,613
<b>Roll-up Cost:</b>	-	-	-	-	-
<b>2023-2025 Cost:</b>	-	-	-	-	-

## SECTION B

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Implements compensation plan changes for the American Federation of State, County and Municipal Employees (AFSCME) Council 75 Stabilization and Crisis Unit (SACU).

- 1) Effective April 1, 2023 through May 12, 2023, establish an Extreme Emergency Overtime (EEOT) differential of eighteen dollars (\$18.00) per hour or major portion thereof (thirty (30) minutes or more) for qualified SACU employees when providing direct resident care once SACU has identified a shift meets the criteria for EEOT.
  
- 2) Effective May 13, 2023 through June 30, 2023, establish the following hourly overtime differentials:

Type of Overtime	Hourly Rate
Scheduled Overtime	\$18.00
Emergency Scheduled Overtime	\$12.00
Unscheduled Overtime	\$10.00
Mandated Overtime	\$10.00

SECTION B	General Fund	Lottery Funds	Other Funds	Federal Funds	Total Funds
<b>2021-2023 Cost:</b>	269,215	-	-	493,216	762,431
<b>Roll-up Cost:</b>	-	-	-	-	-
<b>2023-2025 Cost:</b>	-	-	-	-	-

## SECTION C

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Implements compensation plan changed for the American Federation of State, County and Municipal Employes (AFSCME) Council 75, Department of Correction Non-Security employees.

- 1) Effective June 1, 2023, abolish the following classifications as indicated:

Class Number	Class Title	Salary Range
4101	Custodian	9
6385	Pharmacy Clerk/Pharmacy Technician 1	12
6386	Pharmacy Technician 2	14
0321	Public Service Representative 1	9

- 2) Effective July 1, 2021, establish the following classifications:

Class Number	Class Title	Salary Range
6387	Pharmacy Clerk and Technician 1	12
6388	Pharmacy Clerk and Technician 2	15
6389	Pharmacy Clerk and Technician 3	16

SECTION C	General Fund	Lottery Funds	Other Funds	Federal Funds	Total Funds
<b>2021-2023 Cost:</b>	-	-	-	-	-
<b>Roll-up Cost:</b>	-	-	-	-	-
<b>2023-2025 Cost:</b>	-	-	-	-	-

## SECTION D

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Implements compensation plan changes for the Association of Oregon Correction Employees (AOCE).

- 1) Effective June 1, 2023, abolish the following classifications as indicated:

Class Number	Class Title	Salary Range
4101	Custodian	8
0501	Data Entry Operator	9
0102	Office Assistant 2	9
0321	Public Service Representative 1	9

SECTION D	General Fund	Lottery Funds	Other Funds	Federal Funds	Total Funds
<b>2021-2023 Cost:</b>	-	-	-	-	-
<b>Roll-up Cost:</b>	-	-	-	-	-
<b>2023-2025 Cost:</b>	-	-	-	-	-