

## ANALYSIS

### Department of Administrative Services Compensation Plan Changes

---

**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 when the Legislative Assembly is in session on any changes to the state's compensation plan. When the Legislature is not in session, the agency must report to the Joint Interim Committee on Ways and Means or the Emergency Board.

The current report submitted by DAS contains the following nine sections describing the compensation changes for nine groups of executive branch employees:

- Section A: American Federation of State, County, and Municipal Employees (AFSCME), Council 75, Local 2376, Department of Corrections Non-Security employees.
- Section B: Service Employees International Union (SEIU), Local 503.
- Section C: American Federation of State, County and Municipal Employees (AFSCME), Council 75 – Central Table.
- Section D: Association of Oregon Corrections Employees (AOCE).
- Section E: Oregon Nurses Association (ONA).
- Section F: Oregon State Police Officers Association (OSPOA).
- Section G: State Teacher Education Association (STEA).
- Section H: Classified and Unclassified Unrepresented Service.
- Section I: Executive Service, Unclassified Excluded, and Management Service.

DAS estimates the total 2023-25 cost of these changes is \$31,100,198 total funds, which includes \$28,944,372 General Fund, \$372,580 Lottery Funds, \$1,599,929 Other Funds, and \$183,317 Federal Funds. For the 2025-27 biennium, the cost of these compensation changes is anticipated to be \$53,528,308 total funds, including \$50,537,490 General Fund, \$384,326 Lottery Funds, \$2,403,388 Other Funds, and \$203,103 Federal Funds.

Section A changes for AFSCME, Council 75, Local 2376, Department of Corrections Non-Security employees include the following cost of living adjustments (COLA): (1) increasing salary rates by 6.5%, effective December 1, 2023; (2) increasing salary rates by 6.55%, effective February 1, 2025; and (3) establishing a one-time COLA payment of \$1,500 for employees as of August 23, 2023. Other changes include shift differentials and selective increases, abolishment, or truncation for specified classifications. In addition, effective September 1, 2023, eligible OPRSP members have the option, once per calendar year, to make an irrevocable contribution to the employee's OSGP account, on a pre-tax basis, of up to fifty (50) hours of the employee's sick leave.

Section B changes for SEIU, Local 503 employees include shift, training, and temporary lodging differentials, as well as selective increases, abolishment, or truncation for specified classifications.

Section C changes for AFSCME, Council 75 – Central Table employees include an increase of \$2.50 per hour Special Shift Differential, a selective increase for the Public Service Representative 3 classification, truncation of the Staff Development Nurse classification, establishment of Incident Response Assignment Pay, and establishment of stand-by pay for employees of the Oregon Military Department.

Section D changes for the Association of Oregon Corrections Employees include the abolishment of Safety Committee Differential and the Office Coordinator classification.

Section E changes for Oregon Nurses Association employees include the abolishment of per-diem differential, a 2.5% increase for American Nurses Credentialing Center and Developmental Disability Nursing Association certifications.

Section F changes for Oregon State Police Officers Association employees include the abolishment of the international Association for Property and Evidence Inc. Certification differential, and an increase in temporary retirees pay to align with OSP Trooper pay scale.

Section G changes for State Teacher Education Association employees include an increase in Extra Duties differential to align with the Master Degree pay scale.

Section H changes for Classified and Unclassified Unrepresented Service employees include selective increases, abolishment, or truncation for specified classifications. Changes also include the establishment of Pay Option E to align with Association of Engineering Employees (AEE) rates for corresponding classifications.

Section I changes for Executive Service, Unclassified Excluded, and Management Service employees include establishment of new classifications for the Oregon State Hospital, Department of Corrections, and the Land Use Board of Appeals.

**Recommendation:** The Legislative Fiscal Office recommends that the Joint Committee on Ways and Means acknowledge receipt of the report.

## Department of Administrative Services Ball

---

**Request:** Report on compensation plan changes by the Department of Administrative Services as required by ORS 291.371.

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

**Discussion:** This report, by the Department of Administrative Services (DAS), is for executive branch compensation plan changes required by ORS 291.371. This is a supplemental report to the reports provided by DAS to the Interim Joint Committee on Ways and Means in September 2023, November 2023, and January 2024. This report includes additional executive branch compensation changes, which have been negotiated subsequent to those prior reports. A detailed breakdown of the compensation plan changes is included in the DAS letter, as follows:

- Section A: American Federation of State, County, and Municipal Employees, Council 75 local 2376, Department of Corrections Non-Security employees
- Section B: Service Employees International Union, Local 503
- Section C: American Federation of State, County, and Municipal Employees, Council 75 – Central Table
- Section D: Association of Oregon Corrections Employees
- Section E: Oregon Nurses Association
- Section F: Oregon State Police Officers Association
- Section G: State Teacher Education Association
- Section H: Classified and Unclassified Unrepresented Service
- Section I: Executive Service, Unclassified Excluded, and Management Service

The cost of implementing the compensation plan changes included in this report include: \$28,944,372 General Fund, \$372,580 Lottery Funds, \$1,599,929 Other Funds, and \$183,317 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

February 5, 2024

Senator Elizabeth Steiner, Co-Chair  
Representative Tawna Sanchez, Co-Chair  
Joint Committee on Ways and Means  
900 Court Street NE  
H-178 State Capitol  
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**

### Executive Branch Compensation Changes:

- Section A: Implements compensation plan changes for the American Federation of State, County, and Municipal Employees (AFSCME), Council 75 Local 2376, Department of Corrections Non-Security employees.
- Section B: Implements compensation plan changes for the Service Employees International Union (SEIU), Local 503.
- Section C: Implements compensation plan changes for the American Federation of State, County and Municipal Employees (AFSCME), Council 75 – Central Table.
- Section D: Implements compensation plan changes for the Association of Oregon Corrections Employees (AOCE).
- Section E: Implements compensation plan changes for the Oregon Nurses Association (ONA).
- Section F: Implements compensation plan changes for the Oregon State Police Officers Association (OSPOA).
- Section G: Implements compensation plan changes for the State Teacher Education Association (STEA).
- Section H: Implements compensation plan changes Classified and Unclassified Unrepresented Service.

Section I: Implements compensation plan changes for Executive Service, Unclassified Excluded, and Management Service.

### 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>2023-2025 Cost:</b>	28,944,372	372,580	1,599,929	183,317	31,100,198
<b>Roll-up Cost:</b>	24,225,486	11,746	892,888	19,786	25,149,906
<b>2025-2027 Cost:</b>	50,537,490	384,326	2,403,388	203,103	53,528,308

### 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 American Federation of State, County, and Municipal Employees (AFSCME), Council 75 Local 2376, Department of Corrections Non-Security employees.

- 1) Effective December 1, 2023, generally increase salary rates by six and five tenths percent (6.5%).
- 2) Effective February 1, 2025, generally increase salary rates by six and fifty-five hundredths percent (6.55%).
- 3) Establish a one-time COLA payment for employees as of August 23, 2023 of one thousand five hundred dollars (\$1,500).
- 4) Effective July 1, 2023, selectively increase the following classifications, as indicated:

Class Number	Classification Title	From SR	To SR
0758	Supply Specialist 1	14	15
1338	Training and Development Specialist 1	23	24
1339	Training and Development Specialist 2	27	28
1488	Information Systems Specialist 8	33I	34I
6531	Behavioral Health Specialist 1	23	27
6534	Behavioral Health Specialist 2	27	29
6535	Behavioral Health Specialist 3	29	32

- 5) Effective July 1, 2023, abolish the following classification, as indicated:

Class Number	Classification Title	SR
0801	Office Coordinator	15

- 6) Effective July 1, 2023, truncate the following classifications by removing the bottom three steps:

Class Number	Classification Title	SR
4007	Electrician 1	22
4008	Electrician 2	26
4009	Electrician 3	28

- 7) Effective July 1, 2023, truncate the following classification by removing the bottom 6 steps:

Class Number	Classification Title	SR
6294	Clinical Psychologist 1	32

- 8) Effective April 1, 2024, truncate the following classifications by removing the bottom two steps:

Class Number	Classification Title	SR
0102	Office Assistant 2	10
0103	Office Specialist 1	11
0104	Office Specialist 2	15
0107	Administrative Specialist 1	17
0108	Administrative Specialist 2	19
0118	Executive Support Specialist 1	17
0119	Executive Support Specialist 2	19
0150	Student Professional/Technical Worker	11
0212	Accounting Technician	19
0214	Payroll Analyst	21
0321	Public Service Representative 1	9
0322	Public Service Representative 2	11
0323	Public Service Representative 3	15
0324	Public Service Representative 4	19
0405	Mail Services Assistant	10
0435	Procurement And Contract Assistant	19
0530	Word Processing Technician 1	11
0531	Word Processing Technician 2	13
0532	Word Processing Technician 3	15
0758	Supply Specialist 1	14
0759	Supply Specialist 2	20
0801	Office Coordinator	15
1115	Research Analyst 1	19

Class Number	Classification Title	SR
1481	Information Systems Specialist 1	15
1482	Information Systems Specialist 2	18
1483	Information Systems Specialist 3	21
4012	Facility Maintenance Specialist	18
4020	Welder 1	20
4101	Custodian	9
4103	Custodial Services Coordinator	13
4109	Grounds Maintenance Worker 1	14
4110	Grounds Maintenance Worker 2	17
4401	Truck Driver 1	17
4402	Truck Driver 2	20
4409	General Maintenance Mechanic	19
4417	Automotive Fleet Attendant	11
4418	Automotive Technician 1	17
4419	Automotive Technician 2	21
5231	Investigator 1	19
5232	Investigator 2	21
5237	Department of Corrections Inspector 1	21
6138	Health Services Technician	19
6386	Pharmacy Technician 2	14
6393	Dental Technician	15
6606	Human Services Assistant 2	14

- 9) Effective April 1, 2024, the classifications following classifications will be truncated by removing the first step in each range:

Class Number	Classification Title	SR
6260	Pharmacist	37
6263	Pharmacist 2	39
6294	Clinical Psychologist 1	32
6396	Dental Hygienist	26
6531	Behavioral Health Specialist 1	23
6534	Behavioral Health Specialist 2	26
6535	Behavioral Health Specialist 3	29
6680	Chaplain	23
6720	Psychiatric Social Worker	26
6783	Correctional Counselor	26

Effective April 1, 2025, the classifications listed above shall have an additional step removed from the truncated range.

- 10) Effective April 1, 2024, truncate the following classifications by removing the bottom three steps:

Class Number	Classification Title	SR
0015	Health Information Specialist	18
2219	Correction Library Coordinator	17
6128	Certified Medication Aide	16
6138	Health Services Technician	19
6261	Pharmacist Resident	21
6298	Test Coordinator	16
6348	Radiologic Technologist	19
6385	Pharmacy Clerk/Pharmacy Technician 1	12
6391	Dental Assistant 1	15
6394	Dental Assistant 2	20
6518	Corrections Recreation Specialist 1	17
6519	Corrections Recreation Specialist 2	19
6781	Correctional Counselor Entry	19
9120	Corrections Food Service Coordinator	18

Effective April 1, 2025, the classifications listed above shall have an additional step removed from the truncated range.

- 11) Effective October 1, 2023, shift differential shall be increased to one dollar and fifty cents (\$1.50) per hour.
- 12) Effective January 2, 2024, increase Night Shift differential for Registered Nurses and Health Services Technicians working four (4) or more hours from three dollars and eight-five cents (\$3.85) per hour to five dollars (\$5.00) per hour.
- 13) Effective January 2, 2024, increase Weekend differential for Registered Nurses and Licensed Practical Nurses from one dollar and sixty-five cents (\$1.65) per hour to five dollars (\$5.00) per hour.
- 14) Effective January 2, 2024, increase security differential points from fifteen dollars (\$15.00) to sixteen dollars (\$16.00) per point.
- 15) Effective January 2, 2024, Essential Worker Differential shall be increased to three dollars (\$3.00) per hour.
- 16) Effective January 2, 2024, increase the Trades Apprenticeship Differential from two and one half percent (2.5%) to three percent (3%).
- 17) Effective January 2, 2023, establish a two percent (2%) Sexual Abuse Response Team (SART) Differential for employees assigned, in writing, to be SART members.



- 18) Effective September 1, 2023, OPRSP members shall have the option, once per calendar year, to make an irrevocable contribution to the employee's OSGP account, on a pre-tax basis, of up to fifty (50) hours of the employee's sick leave. In order to be eligible, the employee must have a balance of one hundred (100) hours of sick leave after the irrevocable contribution and must not have had unprotected leave without pay for one hundred-eight (180) days prior to the requested irrevocable contribution.

<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>2023-2025 Cost:</b>	28,335,538	-	955,034	-	29,290,572
<b>Roll-up Cost:</b>	24,196,300	-	814,089	-	25,010,389
<b>2025-2027 Cost:</b>	49,899,470	-	1,679,694	-	51,579,164

## SECTION B

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

- 1) Selectively increase the following classifications, as indicated:

Class Number	Classification Title	From SR	To SR	Effective
6811	Laboratory Technician 2	17	18	7/1/2023

- 2) Truncate the following classifications as indicated:

Class Number	Classification Title	Steps Removed	Effective
6630	Human Services Case Manager	1	7/1/23
0015	Health Information Specialist	3*	4/1/24
0015	Health Information Specialist	1	4/1/25

\*This action will be done in the place of the prior reported two step truncation effective April 1, 2024.

- 3) Effective August 22, 2023, increase the Pesticide/Herbicide differential to two dollars and seventy-five cents (\$2.75) per hour.
- 4) Effective August 22, 2023, increase the following shift differentials, as indicated, for all applicable locations except for the Oregon State Hospital:

Class Number	Classification Title	Rate
6214	Institution Registered Nurse	\$4.50
6255	Nurse Practitioner	\$4.50
6135	Licensed Practical Nurse	\$2.00

- 5) Effective August 22, 2023, establish a one dollar (\$1.00) per hour Training Differential for ODOT employees only.
- 6) Effective August 22, 2023, establish a one dollar (\$1.00) per hour Temporary Lodging differential.

SECTION B	General Fund	Lottery Funds	Other Funds	Federal Funds	Total Funds
<b>2023-2025 Cost:</b>	214,816	6,019	251,280	136,012	608,127
<b>Roll-up Cost:</b>	8,990	252	10,516	5,692	25,450
<b>2025-2027 Cost:</b>	223,806	6,271	261,796	141,704	633,577

## SECTION C

Implements compensation plan changes for the American Federation of State, County and Municipal Employees (AFSCME), Council 75 – Central Table.

- 1) Selectively increase the following classifications, as indicated:

Class Number	Classification Title	From SR	To SR	Effective
0323	Public Service Representative 3	15V	Add 1.5%	9/1/23

- 2) Truncate the following classifications as indicated:

Class Number	Classification Title	Steps Removed	Effective
6226	Staff Development Nurse	1	7/1/23

- 3) Effective August 1, 2023, increase the Special Shift Differential to two dollars and fifty cents (\$2.50) per hour.
- 4) Effective July 31, 2023, establish Incident Response Assignment Pay of time and one-half of an FLSA-exempt employees base rate of pay for all hours worked in excess of forty (40) in a work week when assigned by management to participate as a member of an Incident Management Team.
- 5) Increase On-Call pay to one and one-half (1.5) hours pay at the regular straight rate for each six (6) hours the employee is on-call for the following Agencies, as indicated:

Agency	Effective
Oregon Liquor and Cannabis Commission	8/21/23
Oregon State Police – Support Unit	7/31/23

- 6) Effective July 31, 2023, for employees of the Oregon Military Department, establish Stand-By pay of five percent (5%) of an employees base salary for overtime-eligible employees and twenty-five dollars (\$25) per day, or portion thereof, for overtime-exempt employees.

SECTION C	General Fund	Lottery Funds	Other Funds	Federal Funds	Total Funds
<b>2023-2025 Cost:</b>	60,960	2,550	151,444	9,561	224,515
<b>Roll-up Cost:</b>	3,630	232	9,812	862	14,536
<b>2025-2027 Cost:</b>	64,590	2,782	161,256	10,423	239,052

## SECTION D

---

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

- 1) Effective October 1, 2023, abolish the Safety Committee Differential.
- 2) Effective July 1, 2023, abolish the following classifications as indicated:

Class Number	Classification Title	SR
0801	Office Coordinator	15

SECTION D	General Fund	Lottery Funds	Other Funds	Federal Funds	Total Funds
<b>2023-2025 Cost:</b>	(38,177)	-	(94)	-	(38,271)
<b>Roll-up Cost:</b>	(5,455)	-	(13)	-	(5,468)
<b>2025-2027 Cost:</b>	(43,632)	-	(107)	-	(43,739)

---

---

## SECTION E

---

Implements compensation plan changes for the Oregon Nurses Association (ONA).

- 1) Effective September 19, 2023, abolish Per-Diem Differential.
- 2) Effective September 19, 2023, increase the American Nurses Credentialing Center (ANCC) certification to two and one-half percent (2.5%).
- 3) Effective September 19, 2023, increase the Developmental Disability Nursing Association (DDNA) certification to two and one-half percent (2.5%).

<b>SECTION E</b>	<b>General Fund</b>	<b>Lottery Funds</b>	<b>Other Funds</b>	<b>Federal Funds</b>	<b>Total Funds</b>
<b>2023-2025 Cost:</b>	6,611	-	-	12,112	18,723
<b>Roll-up Cost:</b>	4,722	-	-	8,652	13,374
<b>2025-2027 Cost:</b>	11,333	-	-	20,764	32,097

---

---

## SECTION F

---

Implements compensation plan changes for the Oregon State Police Officers Association (OSPOA).

- 1) Effective September 1, 2023, abolish the International Association for Property and Evidence Inc. Certification differential.
  
- 2) Effective July 26, 2023, increase temporary retirees pay to align with step five (5) of the OSP Trooper pay scale.

<b>SECTION F</b>	<b>General Fund</b>	<b>Lottery Funds</b>	<b>Other Funds</b>	<b>Federal Funds</b>	<b>Total Funds</b>
<b>2023-2025 Cost:</b>	42,066	-	830	-	42,896
<b>Roll-up Cost:</b>	3,823	-	76	-	3,899
<b>2025-2027 Cost:</b>	45,889	-	906	-	46,795

---

## SECTION G

---

Implements compensation plan changes for the State Teacher Education Association (STEA).

- 1) Effective July 1, 2023, increase Extra Duties differential to align with the equivalent percentage based on step one (1) of the Master Degree pay scale.

<b>SECTION G</b>	<b>General Fund</b>	<b>Lottery Funds</b>	<b>Other Funds</b>	<b>Federal Funds</b>	<b>Total Funds</b>
<b>2023-2025 Cost:</b>	17,755	-	1,270	-	19,025
<b>Roll-up Cost:</b>	-	-	-	-	-
<b>2025-2027 Cost:</b>	17,755	-	1,270	-	19,025

**SECTION H**

Implements compensation plan changes for the Classified and Unclassified Unrepresented Service.

- 1) Selectively increase the following classifications, as indicated:

Class Number	Classification Title	From SR	To SR	Effective
0100	Student Office Worker	7	8	4/1/2024
1349	Role Player	7	8	4/1/2024
2167	Communications System Analyst 1	20	25	3/1/2024
4125	Litter Patrol Worker	5	8	4/1/2024
8125	Agricultural Worker	5	8	4/1/2024
6811	Laboratory Technician 2	17	18	7/1/2023
0001	Supported Employment Worker	3	8	4/1/2024
0331	Transportation Services Representative 1	17	18	7/1/2023
0332	Transportation Services Representative 2	19	20	7/1/2023

- 2) Effective December 1, 2023, establish the Pay Option E for classifications as needed. Pay Option E rates will align with Association of Engineering Employees (AEE) rates for corresponding classifications.
- 3) Effective July 1, 2023, truncate the following classification by removing the bottom step:

Class Number	Classification Title	SR	Steps Removed
6630	Human Services Case Manager	22	1

- 4) Effective July 1, 2023, abolish the following classifications:

Class Number	Classification Title	SR
0801	Office Coordinator	15
4161	Transportation Maintenance Coordinator 1	21
7553	Cadet	75

SECTION H	General Fund	Lottery Funds	Other Funds	Federal Funds	Total Funds
<b>2023-2025 Cost:</b>	16,144	8,914	12,6018	9,557	160,633
<b>Roll-up Cost:</b>	7,179	3,964	56,036	4,250	71,429
<b>2025-2027 Cost:</b>	23,323	12,878	182,054	13,807	232,062



**SECTION I**

Implements compensation plan changes for Executive Service, Unclassified Excluded, and Management Service.

- 1) Establish the following classifications as indicated:

Class Number	Classification Title	SR	Pay Option	Effective
7526	Oregon State Hospital – Chief	51	C	8/1/23
7527	Deputy Chief Medical Officer	52	C	8/1/23
7528	Chief Medical Officer	53	C	8/1/23
7518	Supervising Physician	50	C	8/1/23
7961	Community Corrections Administrator 2	40	A	3/1/24
7962	Community Corrections Administrator 1	38	A	3/1/24
7963	Community Corrections Manager 3	35	Y	3/1/24
7964	Community Corrections Manager 2	33	Y	3/1/24
7965	Community Corrections Manager 1	31	Y	3/1/24
7966	Community Corrections Supervisor 2	28	A	3/1/24
7967	Community Corrections Supervisor 1	24	A	3/1/24

- 2) Establish the following classifications as needed:

Class Number	Classification Title	SR	Pay Option
7530	Land Use Board of Appeals Chair	40X	H
7619	Land Use Board of Appeals Member	38X	R

- 3) Effective July 1, 2023, abolish the following classification as indicated:

Class Number	Classification Title	SR
0801	Office Coordinator	15

SECTION I	General Fund	Lottery Funds	Other Funds	Federal Funds	Total Funds
<b>2023-2025 Cost:</b>	306,414	355,097	115,417	16,075	793,002
<b>Roll-up Cost:</b>	6,297	7,298	2,372	330	16,298
<b>2025-2027 Cost:</b>	312,711	362,395	117,789	16,405	809,300