

# 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 when the Legislative Assembly is in session on changes to the state's compensation plan prior to implementation. 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 four sections describing the compensation changes that include selective compensation increases and establishment of an underfill differential for the following four groups of executive branch employees:

- Section A: Service Employees International Union (SEIU), Local 503.
- Section B: Association of Engineering Employees (AEE).
- Section C: Executive Service, Unclassified Excluded, and Management Service.
- Section D: Classified and Unclassified Unrepresented Service

DAS estimates the total 2023-25 cost of these changes is \$2,484,344 total funds, which includes \$959,588 General Fund, \$1,404 Lottery Funds, \$727,031 Other Funds, and \$796,321 Federal Funds. For the 2025-27 biennium, the cost of these compensation changes is anticipated to be \$5,914,458 total funds, including \$2,302,992 General Fund, \$3,176 Lottery Funds, \$1,697,118 Other Funds, and \$1,911,172 Federal Funds.

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

**Request:** Report on compensation plan changes 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 to be reported by ORS 291.371. This includes increases to certain classifications and differential payments.

A detailed breakdown of the compensation plan changes is included in the DAS letter, including compensation changes for:

- Section A: Service Employees International Union (SEIU), Local 503.
- Section B: Association of Engineering Employees (AEE).
- Section C: Executive Service, Unclassified Excluded, and Management Service
- Section D: Classified and Unclassified Unrepresented Service.

The cost of implementing the compensation plan changes included in this report for the remainder of the 2023-25 biennium includes: \$959,588 General Fund, \$1,404 Lottery Funds, \$727,031 Other Funds, and \$796,321 Federal Funds.



# Oregon

Tina Kotek, Governor

**Department of Administrative Services**  
Chief Human Resources Office | Labor Relations Unit  
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January 10, 2025

Senator Kate Lieber, 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 Service Employees International Union (SEIU), Local 503.
- Section B: Implements compensation plan changes for the Association of Engineering Employees (AEE).
- Section C: Implements compensation plan changes for Executive Service, Unclassified Excluded, and Management Service.
- Section D: Implements compensation plan changes for Classified and Unclassified Unrepresented 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
2023-2025 Cost:	959,588	1,404	727,031	796,321	2,484,344
Roll-up Cost:	1,343,404	1,772	970,087	1,114,851	3,430,114
2025-2027 Cost:	2,302,992	3,176	1,697,118	1,911,172	5,914,458

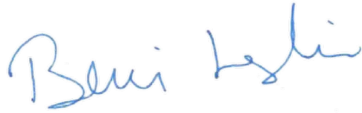
**Action Requested**

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: Renee Klein, Department of Administrative Services  
Kim To, Legislative Fiscal Office  
Meliah Masiba, Department of Administrative Services  
Robert Otero, Department of Administrative Services

## SECTION A

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

- 1) Effective September 1, 2024, selectively increase the following classifications, as indicated:

Class Number	Classification Title	From SR	To SR
6609	Social Service Assistant	17	19
6611	Social Service Specialist/Entry	20	21

SECTION A	General Fund	Lottery Funds	Other Funds	Federal Funds	Total Funds
<b>2023-2025 Cost:</b>	959,559	1,096	552,052	796,321	2,309,028
<b>Roll-up Cost:</b>	1,343,382	1,532	772,874	1,114,851	3,232,639
<b>2025-2027 Cost:</b>	2,302,941	2,628	1,324,926	1,911,172	5,541,667

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**SECTION B**

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Implements compensation plan changes for the Association of Engineering Employees (AEE).

- 1) Effective September 16, 2024, establish an Underfill Differential for employees who are placed in an underfill position.

<b>SECTION B</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>	29	308	23,713	-	24,050
<b>Roll-up Cost:</b>	22	240	18,444	-	18,706
<b>2025-2027 Cost:</b>	51	548	42,157	-	42,756

## SECTION C

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

- 1) Effective July 29, 2024, selectively increase the following classification, as indicated:

Class Number	Classification Title	From SR	From Pay Op	To SR	To Pay Op
7521	Workers Compensation Board Member	38	A	38X	R

SECTION C	General Fund	Lottery Funds	Other Funds	Federal Funds	Total Funds
<b>2023-2025 Cost:</b>			151,266		151,266
<b>Roll-up Cost:</b>	-	-	178,769	-	178,769
<b>2025-2027 Cost:</b>			330,035		330,035

## SECTION D

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Implements compensation plan changes for Classified and Unclassified Unrepresented Service.

- 1) Effective September 1, 2024, selectively increase the following classifications, as indicated:

Class Number	Classification Title	From SR	To SR
6609	Social Service Assistant	17	19
6611	Social Service Specialist/Entry	20	21

SECTION D	General Fund	Lottery Funds	Other Funds	Federal Funds	Total Funds
2023-2025 Cost:	-	-	-	-	-
Roll-up Cost:	-	-	-	-	-
2025-2027 Cost:	-	-	-	-	-