

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 on changes to the state's compensation plan prior to implementation.

The current report submitted by DAS contains the following compensation plan changes for the Association of Engineering Employees (AEE), effective June 1, 2025:

- Selective increases for certain Engineering Specialists and Associate in Engineering classifications.
- Establishes an Engineering Specialist 4 classification.
- Abolishes the Student Engineering Specialist classification.

DAS estimates the total 2023-25 cost of these changes is \$586,751 total funds, which includes \$1,350 General Fund, \$8,508 Lottery Funds, and \$576,894 Other Funds. For the 2025-27 biennium, the cost of these compensation changes is anticipated to be \$14,082,028 total funds, including \$32,389 General Fund, \$204,189 Lottery Funds, and \$13,845,450 Other Funds.

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

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

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 report includes information on the implementation of compensation plan changes for the Association of Engineering Employees (AEE) union. The adjustments change salary ranges on six classifications, establish a new classification, and abolish one classification.

The total cost of changes in the 2023-25 biennium are \$586,751, with \$576,894 coming from Other Funds sources. Roll up costs for the 2025-27 biennium are \$32,389 General Fund, \$204,189 Lottery Funds, and \$13,845,450 Other 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 23, 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 Association of Engineering Employees (AEE).

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:	1,350	8,508	576,894	-	586,751
Roll-up Cost:	31,039	195,682	13,268,557	-	13,495,277
2025-2027 Cost:	32,389	204,189	13,845,450	-	14,082,028

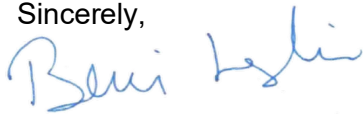
Action Requested

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

Legislation Affected

None.

Sincerely,

A handwritten signature in blue ink that reads "Berri Leslie". The signature is fluid and cursive, with the first name "Berri" and last name "Leslie" clearly distinguishable.

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

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

- 1) Effective June 1, 2025, selectively increase the following classifications, as indicated:

Class Number	Classification Title	From SR	To SR
3103	Engineering Specialist Entry	12	17
3105	Engineering Specialist 1	17	20
3106	Engineering Specialist 2	22	25
3106	Engineering Specialist 3	24	27
3146	Associate in Engineering 1	25	27
3147	Associate in Engineering 2	27	30

- 2) Effective June 1, 2025, establish the following classification, as indicated:

Class Number	Classification Title	SR
3108	Engineering Specialist 4	30

- 3) Effective June 1, 2025, abolish the following classifications:

Class Number	Classification Title	SR
3101	Student Engineering Specialist	12

SECTION A	General Fund	Lottery Funds	Other Funds	Federal Funds	Total Funds
2023-2025 Cost:	1,350	8,508	576,894	-	586,751
Roll-up Cost:	31,039	195,682	13,268,557	-	13,495,277
2025-2027 Cost:	32,389	204,189	13,845,450	-	14,082,028