

Analysis  
**Department of Administrative Services**  
Compensation Plan Changes Report

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**Analyst:** Daron Hill

**Request:** Acknowledge receipt of a report on implementation of compensation plan changes and position allocations.

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

**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 interim Joint Committee on Ways and Means or to the Emergency Board.

The report contains the following sections on compensation plan changes:

Section A: Describes the compensation plan changes and insurance agreements resulting from the bargaining agreement (pending ratification) with the Criminal Investigators Association (CIA).

The agreement includes a cost of living salary increase of 1.5% on December 1, 2013. Another cost of living salary increase of 2% is effective December 1, 2014.

The agreement has a provision that continues to require employees to pay 5% of the cost of their health, vision, dental, and basic life benefits for the remainder of plan year 2013 through plan year 2015. The employee will only have to pay 3% of the cost if they choose the least expensive available plan.

The bargaining agreement also includes a provision to compensate certain employees that were at the first step during a pay freeze in 2009 and 2010. Due to the timing of the implementation of the freeze and subsequent resumption of steps, some employees were unfairly kept frozen longer than employees that were hired after them.

Effective January 1, 2015, a new top step, 5% above the current top step, will be added to the compensation plan.

The Legislative Fiscal Office recommends acknowledging receipt of the report.