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Good morning. For the record, my name is Mary Botkin representing AFSCME Council 75 and the men and women who work for the Oregon Department of Corrections. AFSCME Council 75 represents all the workers in the 14 prisons in Oregon. I am here today to support a Council 75 priority, HB 2805. With me today is Tim Woolery who is the chief negotiator for Council 75 and the 4500 employees working for the Oregon Department of Corrections. Additionally, Tim was a state corrections officer for more than 15 years.

During the collective bargaining process one of the key issues is always compensation. Historically, the Oregon Department of Corrections and the Oregon Department of Administrative services have used surrounding states as a wage and benefit comparator for establishing the appropriate wage rate for the men and women working in your state prisons. This creates a false comparison.

Oregon Corrections does not compete with other states when comparing salary and benefits. The DOC accurately compares with local corrections staff working in county correctional facilities.

There is no evidence indicating that state corrections staff go to other states to work. Rather they are recruited to go to county facilities. The reasons are simple. Local government facilities can hire a state officer who has already been trained and has experience working in a correctional environment. This practice by local governments creates a great deal of savings from training costs. The opportunity to work for a local facility appeals to State Police Officers and State Corrections Officers because the wage rates are somewhat higher and they can expect a benefit package that compares or exceeds that of the state and their work location is usually closer to their home.

Because of this false comparison the wages and benefits for the states correctional staff have been out of sync with that of equivalent positions with a local government employer.

For many years the state police faced similar issues. The state police would train staff for employment only to have local police and sheriff's recruit from their ranks for officers ready to start a shift. In an effort to stop the movement of state trained public safety officers the Oregon legislature changed the comparators for the Oregon State Police from surrounding state to Oregon's largest 5 counties. Since that change it has been easier for the state police to stop the movement of their trained staff to local governments. Council 75 is asking that the legislature now correct this in accurate measurement to reflect the same procedure for the states corrections staff.

There is a drafting, rather a requesting error that is corrected by the dash one amendment. The bill should have indicated **COUNTIES, NOT CITIES**.

Thank you. Please pass this bill out of your committee with a do pass recommendation.