



# Oregon

Governor Kate Brown

## Department of Administrative Services

Chief Human Resources Office

Labor Relations Unit

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January 29, 2016

The Honorable Senator Richard Devlin, Co-Chair  
The Honorable Representative Peter Buckley, Co-Chair  
Joint Committee on Ways and Means  
900 Court Street NE  
H-178 State Capitol  
Salem, Oregon 97301-4048

Dear Co-Chairpersons:

### **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**

- Section A: Implements the Investment Analyst classification series at the Oregon State Treasury, represented by the Service Employees International Union, Local 503.
- Section B: Implements the Selective Salary Adjustment for the Administrative Law Judge 2 classification within the Employment Department, Office of Administrative Hearings, represented by the American Federation of State, County and Municipal Employees (AFSCME) Council 75.
- Section C: Implements the agreement with the State Teacher Education Association (STEA) for compensation plan changes and insurance.

### **Action Requested**

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

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**Legislation Affected**

None.

Thank you for your consideration.

Sincerely,

A handwritten signature in black ink, appearing to be "GN", written over a faint, illegible typed name.

George Naughton  
Acting COO and DAS Director

Attachment

## SECTION A

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Implements the Investment Analyst classification series at the Oregon State Treasury, represented by the Service Employees International Union, Local 503.

- 1) Effective October 23, 2015 establish new classifications as follows:

| REPR | Class Number | Class Title              | Salary Range |
|------|--------------|--------------------------|--------------|
| OA   | 1221         | Investment Analyst Entry | 23           |
| OA   | 1222         | Investment Analyst 1     | 27           |
| OA   | 1223         | Investment Analyst 2     | 30           |
| OA   | 1224         | Investment Analyst 3     | 33           |

The Agency will allocate five current positions to this new classification. In addition, the Agency may seek new positions within this classification.

| SECTION A       | General Fund | Other Funds | Lottery Funds | Federal Funds | Total Funds |
|-----------------|--------------|-------------|---------------|---------------|-------------|
| 2015-2017 Cost: | -            | -           | -             | -             | -           |
| Roll-up Cost:   | -            | 10,998      | -             | -             | 10,998      |
| 2017-2019 Cost: | -            | 10,998      | -             | -             | 10,998      |

## SECTION B

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Implements the Selective Salary Adjustment for the Administrative Law Judge 2 classification within the Employment Department, Office of Administrative Hearings, represented by the American Federation of State, County and Municipal Employees (AFSCME) Council 75.

- 2) Effective July 1, 2015 selectively increase the salary ranges of the following classification:

| Class Number | Class Title                | From Salary Range | To Salary Range |
|--------------|----------------------------|-------------------|-----------------|
| 1511         | Administrative Law Judge 2 | 32                | 33              |

| SECTION B       | General Fund | Other Funds | Lottery Funds | Federal Funds | Total Funds |
|-----------------|--------------|-------------|---------------|---------------|-------------|
| 2015-2017 Cost: | -            | -           | -             | -             | -           |
| Roll-up Cost:   | -            | 3,165       | -             | -             | 3,165       |
| 2017-2019 Cost: | -            | 3,165       | -             | -             | 3,165       |

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## SECTION C

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Implements the agreement with the State Teacher Education Association (STEA) compensation plan changes and insurance.

- 1) Effective July 1, 2015 employees will be granted an annual performance pay increase (i.e. step increases) on their eligibility date if the employee is not at the top of the salary range of their classification.
- 2) Effective January 8, 2016, generally increase salary rates by two and one-quarter percent (2.25 %).
- 3) Effective December 1, 2016, generally increase salary rates by two and three-quarters percent (2.75%).
- 4) For the remainder of plan year 2015 through plan year 2017, the Employer will continue to make a 95% monthly contribution towards PEBB health, vision, dental and basic life insurance benefits for employees. For plan year 2015, the Employer will make a 97% monthly contribution towards PEBB health, vision, dental and basic life insurance for full-time employees who enroll in the least expensive available plan. For plan year 2016 and plan year 2017, the Employer will make a 99% contribution towards PEBB health, vision, dental and basic life insurance for all employees who enroll in a medical plan that is at least 10% lower in cost than the highest cost plan that is available to the majority of employees.
- 5) For plan year 2016, employees who elect to enroll in the Kaiser Deductible plan will be eligible to receive the 99% contribution by the Employer.
- 6) The Friday after Thanksgiving will be recognized as a state holiday.
- 7) Effective January 8, 2016, all extra duty pay (except OSD Athletic Director, M.S. Sports Coordinator, Athletic Coach, and Assistant Athletic Coach) will be set at 5.78% of the annual salary for a Bachelor degree step "0".

| SECTION C              | General Fund | Other Funds | Lottery Funds | Federal Funds | Total Funds |
|------------------------|--------------|-------------|---------------|---------------|-------------|
| <b>2015-2017 Cost:</b> | 222,354      | 10,391      | -             | 5,029         | 237,774     |
| <b>Roll-up Cost:</b>   | 178,184      | 8,327       | -             | 4,030         | 190,541     |
| <b>2017-2019 Cost:</b> | 400,538      | 18,718      | -             | 9,059         | 428,315     |