

Analysis

Item 15: Department of Administrative Services

Compensation Plan Changes

Analyst: Paul Siebert

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 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 the Emergency Board.

The report contains the following sections:

- Section A: Describes statewide compensation plan changes for annual performance pay (step increases) and insurance agreements for employees of all three branches of state government.
- Section B: Describes the compensation plan changes for Service Employee International Union (SEIU) Local 503.
- Section C: Describes the compensation plan changes for American Federation of State, County, and Municipal Employees (AFSCME) Council 75 Central Table.
- Section D: Describes the compensation plan changes for the Association of Engineering Employees (AEE).
- Section E: Describes the compensation plan changes for AFSCME Council 75, Local 2035 and 3743, Department of Corrections Parole and Probation Officers.
- Section F: Describes the compensation plan changes for the Oregon State Police Officers Association (OSPOA).
- Section G: Describes the compensation plan changes for the International Association of Firefighters (IAFF), Local 3340 Klamath Falls Airport Firefighters Association.
- Section H: Describes the compensation plan changes for the Oregon Nurses Association (ONA)
- Section I: Describes the compensation plan changes for the Oregon Public Safety Association.
- Section J: Describes the compensation plan changes for Executive Service, Unclassified Excluded, and Management Service employees.
- Section K: Describes the compensation plan changes for Classified and Unclassified Unrepresented Service employees.

DAS estimates that the total cost for the 2019-21 biennium of the above compensation changes will be \$430,060,476 total funds (\$169,390,778 General Fund, \$5,634,318 Lottery Funds, \$174,514,075 Other Funds, and \$80,521,305 Federal Funds). For the 2021-23 biennium, the full 24-month cost of the compensation changes would be \$841,230,973 total funds (\$318,769,771 General Fund, \$11,224,851 Lottery Funds, \$351,160,873 Other Funds, and \$160,076,132 Federal Funds). Therefore, the 2021-23 roll-up cost of the compensation plan changes (the future full biennial cost less costs already incurred in the current biennium) are estimated to be \$411,936,497 total funds (\$149,378,339 General Fund, \$5,590,553 Lottery Funds, \$177,412,798 Other Funds, and \$79,554,827 Federal Funds). Allocation of the special purpose appropriations to the Emergency Board for

employee compensation changes and increases in expenditure limitation for the affected agencies will be considered at a later date.

The first section implements statewide compensation plan approvals authorizing annual performance pay increases and insurance coverage that are assumed will apply to all 2019-21 compensation plans for all branches of state government. This includes eligibility for performance pay increases (commonly referred to as step increases) on an employee's eligibility date if the employee is not at the top of the salary range for their classification. For compensation related to insurance, for the remainder of plan year 2019 through plan year 2021, employers will continue to make a monthly contribution of at least 95% of the costs of PEBB health, vision, dental, and basic life insurance benefits. If an employee enrolls in a medical plan that is at least 10% cheaper than the highest cost plan available to the majority of employees, then the employer will pay 99% of the contributions. For the same time period the state will continue to pay the part-time subsidy for eligible part-time employees. The 2019-21 total funds cost of the performance pay and insurance provisions included in this section is estimated at \$166.8 million.

Section B implements the compensation plan changes for Service Employee International Union (SEIU) Local 503. The major components include: (1) increasing salary rates by 2.15% effective July 1, 2019; (2) increasing salary rates by 3% effective October 1, 2020; (3) adding an additional step to all salary ranges effective July 1, 2020; and (4) allowing vacation cash out of up to 40 hours for regular status employees per calendar year, provided they have at least 60 hours of vacation remaining after the cash out. In addition, the salary ranges for 29 identified classifications are increased by at least one salary range beginning July 1, 2019. Thirty pay scales related to high school coaching were eliminated and five new high school coaching pay scales were created in their place effective upon ratification. The agreement also includes numerous increases in pay differentials for specific classifications. The 2019-21 total funds cost of the compensation adjustments included in this section are estimated to be \$139.3 million. This agreement has yet to be ratified by members.

Section C implements compensation plan changes for American Federation of State, County, and Municipal Employees (AFSCME) Council 75 Central Table. These changes include: (1) increasing salary rates by 2.15% effective July 1, 2019; (2) increasing salary rates by 3% effective October 1, 2020; (3) adding an additional step to all salary ranges effective July 1, 2020; and (4) allowing vacation cash out of up to 40 hours for regular status employees per calendar year, provided they have at least 60 hours of vacation remaining after the cash out. Changes also include increasing the salary ranges for 16 identified classifications by at least one salary range, establishing 13 new classifications, eliminating six current classifications, and various increases to shift differential pay. The 2019-21 total funds cost of the compensation adjustments included in this section is \$27.5 million. This agreement has yet to be ratified by members.

Section D implements compensation plan changes for the Association of Engineering Employees (AEE). These changes include: (1) increasing salary rates by 2.15% effective July 1, 2019; (2) increasing salary rates by 3% effective October 1, 2020; (3) adding an additional step to all salary ranges effective July 1, 2020; and (4) allowing vacation cash out of up to 40 hours for regular status employees per calendar year, provided they have at least 60 hours of vacation remaining after the cash out. Additional adjustments include increasing the salary ranges for six identified classifications by at least one salary range and establishing a 5% shift differential pay for Professional Engineers 1 and 2 with licensure for electrical or control systems engineering. The 2019-21 total funds cost of the compensation adjustments included in this section is \$11 million.

Section E implements compensation plan changes for AFSCME Council 75, Local 2035 and 3743 Department of Corrections Parole and Probation Officers which includes: (1) increasing salary rates by 2.15% effective July 1, 2019; (2) increasing salary rates by 3% effective October 1, 2020; (3) adding an additional step to all salary ranges effective July 1, 2020; and (4) allowing vacation cash out of up to 40 hours for regular status employees per calendar year, provided they have at least 60 hours of vacation remaining after the cash out. Also included is a 1% differential for Hearing Officer positions. The 2019-21 total funds cost of the compensation adjustments included in this section is \$402,053.

Section F implements compensation plan changes for the Oregon State Police Officers Association. The major components of the agreement are: (1) increasing salary rates by 2.15% effective July 1, 2019; (2) increasing salary rates by 3% effective October 1, 2020; and (3) adding an additional step to all salary ranges effective July 1, 2020. The agreement also includes selective increases to four classifications and five changes to differential pay. The 2019-21 total funds cost of the compensation adjustments included in this section is \$8.2 million.

Section G implements compensation plan changes for the International Association of Firefighters (IAFF), Local 3340 Klamath Falls Airport Firefighters Association. The compensation adjustments in this agreement include three elements, increasing salary rates by 2.15% effective July 1, 2019, increasing salary rates by 3% effective October 1, 2020, and adding an additional step to all salary ranges effective July 1, 2020. The 2019-21 total funds cost of the compensation adjustments included in this section is \$285,828.

Section H implements compensation plan changes for the Oregon Nurses Association. These include, increasing salary rates by 2.15% effective July 1, 2019, increasing salary rates by 3% effective October 1, 2020, and adding an additional step to all salary ranges effective July 1, 2020, and three shift differential increases. The 2019-21 total funds cost of the compensation adjustments included in this section is \$208,826. This agreement has yet to be ratified by members.

Section I implements compensation plan changes for the Oregon Public Safety Association. Compensation adjustments include increasing salary rates by 2.15% effective July 1, 2019, increasing salary rates by 3% effective October 1, 2020, and adding an additional step to all salary ranges effective July 1, 2020. Also included are increases to the salary ranges of five identified classifications by one salary range and ensuring that the salary ranges within the same Information System Specialist classifications are consistent. The 2019-21 total funds cost of the compensation adjustments included in this section is just under \$1 million.

Section J implements compensation plan changes for Executive Service, Unclassified Excluded, and Management Service employees. Changes include increasing salary rates by 2.15% effective July 1, 2019, increasing salary rates by 3% effective October 1, 2020, adding an additional step to all salary ranges effective July 1, 2020, and increasing the salary ranges for 11 identified classifications by at least one salary range to match changes in other agreements. The 2019-21 total funds cost of the compensation adjustments included in this section is \$68 million. These changes will not go into effect until union agreements included in this report are ratified.

Section K compensation plan changes for Classified and Unclassified Unrepresented Service employees include increasing salary rates by 2.15% effective July 1, 2019, increasing salary rates by 3% effective October 1, 2020, adding an additional step to all salary ranges effective July 1, 2020, and adjusting the salary ranges of 21 identified classifications to match changes in other agreements. The

2019-21 total funds cost of the compensation adjustments included in this section is \$7.4 million. These changes will not go into effect until union agreements included in this report are ratified.

Legislative Fiscal Office Recommendation: Acknowledge receipt of the report.

15
Department of Administrative Services
Ball

Request: Report on compensation plan changes and position allocations.

Recommendation: Acknowledge receipt of the report.

Discussion: The Department of Administrative Services (DAS) is reporting on compensation plan changes, as required by ORS 291.371. This report covers the implementation of agreements with several executive branch bargaining units as well as statewide compensation plan changes. Approximately 90 percent of executive branch employees belong to one of the groups being included in this report. A detailed breakdown of the compensation plan changes is included in the DAS letter as follows:

- Section A: Applies statewide
- Section B: Service Employees International Union Local 503
- Section C: American Federation of State, County and Municipal Employees (AFSCME) Council 75 Central Table
- Section D: Association of Engineering Employees (AEE)
- Section E: AFSCME Council 75, Local 2035 and 3743 Department of Corrections Parole and Probation Officers
- Section F: Oregon State Police Officers Association (OSPOA)
- Section G: International Association of Firefighters (IAFF), Local 3340 Klamath Falls Airport Firefighters Association
- Section H: Oregon Nurses Association (ONA)
- Section I: Oregon Public Safety Association
- Section J: Executive Service, Unclassified Excluded, and Management Service
- Section K: Classified and Unclassified Unrepresented Services

The cost of implementing the agreements in the 2019-21 biennium is estimated at \$169.4 million General Fund, \$5.6 million Lottery Funds, \$174.5 million Other Funds, and \$80.5 million Federal Funds. For the 2021-23 biennium, the cost of the salary plan changes are anticipated to be \$318.8 million General Fund, \$11.2 million Lottery Funds, \$351.2 million Other Funds, and \$160.1 million Federal Funds. The Emergency Board received and allocation of \$200 million General Fund for employee compensation changes during the 2019-21 biennium. These funds are typically allocated to agencies during the February 2020 Legislative Session.

While this report covers a large share of executive branch employees, DAS is still in negotiation with several bargaining units. Outstanding units include: AFSCME Security (DOC), AFSCME Non-Security (DOC), Association of Oregon Correction Employees (DOC), Criminal Investigators Association (CIA), IAFF Portland National Guard (OMD) and State Teacher Education Association. When an agreement is reached with the outstanding bargaining units, DAS will need to return to the appropriately legislative body and report the compensation plan changes prior to implementation.



Oregon

Governor Kate Brown

Department of Administrative Services

Chief Human Resources Office

Labor Relations Unit

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Salem, OR 97301

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August 28, 2019

The Honorable Senator Betsy Johnson
The Honorable Senator Elizabeth Steiner Hayward
The Honorable Representative Dan Rayfield
State Emergency Board
900 Court Street NE
H-178 State Capitol
Salem, Oregon 97301-4048

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

- Section A: Implements Statewide compensation plan changes for annual performance pay increases and insurance.
- Section B: Implements the agreement with the Service Employees International Union (SEIU) Local 503 for compensation plan changes, pending ratification.
- Section C: Implements the agreement with the American Federation of State, County and Municipal Employees (AFSCME) Council 75 Central Table for compensation plan changes, pending ratification.
- Section D: Implements the agreement with the Association of Engineering Employees (AEE) for compensation plan changes.
- Section E: Implements the agreement with the AFSCME Council 75, Local 2035 and 3743 Department of Corrections Parole and Probation Officers for compensation plan changes.
- Section F: Implements the agreement with the Oregon State Police Officers Association (OSPOA) for compensation plan changes.
- Section G: Implements the agreement with the International Association of Firefighters (IAFF), Local 3340 Klamath Falls Airport Firefighters Association compensation plan changes.
- Section H: Implements the agreement with the Oregon Nurses Association (ONA) compensation plan changes, pending ratification.

Section I: Implements the agreement with the Oregon Public Safety Association for compensation plan changes.

Section J: Implements the compensation plan changes for the Executive Service, Unclassified Excluded, and Management Service.

Section K: Implements the compensation plan changes for the Classified and Unclassified Unrepresented Service.

Statewide Impact

The table below aggregates the costs (by fund type) for all units reported to date, all of which are included in this letter. These totals also include the costs associated with granting step increases.

Statewide ¹ (to date)	General Fund	Lottery Funds	Other Funds	Federal Funds	Total Funds
2019-2021 Cost:	169,390,778	5,634,318	174,514,075	80,521,305	430,060,476
Roll-up Cost:	149,378,339	5,590,533	177,412,798	79,554,827	411,936,497
2021-2023 Cost:	318,769,117	11,224,851	351,160,873	160,076,132	841,230,973

Action Requested

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

Legislation Affected

None.

Thank you for your consideration.

Sincerely,



Katy Coba
DAS Director | Chief Operating Officer

Attachments

CC: Dustin Ball, Department of Administrative Services
Paul Siebert, Legislative Fiscal Office

¹ Outstanding units include: AFSCME Security (DOC), AFSCME Non-Security (DOC), Association of Oregon Correction Employees (DOC), Criminal Investigators Association (CIA), IAFF Portland Air National Guard (OMD), and State Teacher Education Association.

SECTION A

Implements the Statewide compensation plan changes for annual performance pay increases and insurance.

- 1) Effective July 1, 2019 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) For the remainder of plan year 2019 through plan year 2021, the Employer will continue to make a 95% monthly contribution towards PEBB health, vision, dental, and basic life insurance benefits for employees. 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 the Employer will make a 99% contribution towards PEBB health, vision, dental and basic life insurance.
- 3) For plan year 2019 through plan year 2021, the state will continue to pay the part-time subsidy for part-time eligible employees who participate in the part-time PEBB plan.

SECTION A	General Fund	Lottery Funds	Other Funds	Federal Funds	Total Funds
2019-2021 Cost:	76,511,206	1,851,550	56,759,136	31,697,373	166,819,265
Roll-up Cost:	70,903,902	1,747,809	53,217,104	29,384,730	155,253,545
2021-2023 Cost:	147,415,108	3,599,359	109,976,240	61,082,103	322,072,810

SECTION B

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

- 1) Effective July 1, 2019, generally increase salary rates by two and fifteen hundredths percent (2.15%).
- 2) Effective October 1, 2020, generally increase salary rates by three percent (3.0%).
- 3) Effective July 1, 2020, add an additional step to all salary ranges.
- 4) Effective upon ratification, allow a vacation cash out of up to forty (40) hours for regular status employees per calendar year. Employees must have a remaining balance of sixty (60) hours or more after the cash out in order to be eligible.
- 5) Effective July 1, 2019, selectively increase the salary ranges of the following classifications:

Class Number	Class Title	From SR	To SR
0110	Legal Secretary	17	18
1524	Paralegal	23	26
2302	Teaching Assistant	13	15
6386	Pharmacy Technician 2	14	16
6508	Occupational Therapist	29	32
6294	Clinical Psychologist	32	33
6295	Clinical Psychologist 2	34	35
6606	Human Services Assistant 2	15	16
4417	Automotive Technician	12	14
4418	Automotive Technician 1	17	19
4419	Automotive Technician 2	21	23
6229	Public Health Nurse	31	28N
6214	Institution Registered Nurse	31N	28N
0103	Office Specialist 1	12	13
6612	Social Services Specialist 1	24	25
6613	Social Services Specialist 2	26	27
6720	Psychiatric Social Worker	28	29
5550	Parking Services Representative	13	14
0119	Executive Support Specialist 2	19	20
0322	Public Service Representative 2	12	13
0324	Public Service Representative 4	19	20
2511	Electronic Publishing Design Specialist 2	21	22
2512	Electronic Publishing Design Specialist 3	23	24
4409	General Maintenance Mechanic	19B	21

5232	Investigator 2	21	23
5233	Investigator 3	25	26
5420	Livestock Brand Inspector	13	15
5857	Motor Carrier Enforcement Officer 1	19	21
5858	Motor Carrier Enforcement Officer 2	21	24

- 6) Effective May 1, 2019, selectively increase the following classification as indicated:

Class Number	Class Title	SR	Rng Opt	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
6210	Medical Review Coord	28N	A	5681	5949	6232	6529	6838	7163	7504	7858	8232
6210	Medical Review Coord	28N	P	6076	6362	6665	6983	7313	7661	8062	9404	8804

- 7) Effective upon ratification, increase High Work Differential from \$0.75 (seventy-five cents) to \$1.50 (one dollar and fifty cents) per hour.
- 8) Effective upon ratification, establish a Bridge Condition Inspection Work differential of four dollars (\$4.00) per hour for employees who are certified as a National Bridge Inspector and/or in the Society of Professional Rope Access Technicians doing bridge inspection work.
- 9) Effective upon ratification, eliminate the 5% (five percent) Motor Carrier Enforcement Officer 2 differential.
- 10) Effective upon ratification, establish an OSH Custodian Differential of 10% (ten percent) for Oregon State Hospital Custodians who are regularly assigned custodian work in the Oregon State Hospital which requires client contact.
- 11) Effective April 1, 2019, employees classified as Facility Energy Technician 3 (4034) shall receive a five percent (5%) recruitment and retention differential pending a classification study.
- 12) Effective upon ratification, eliminate the following coaching pay:

Class Title
High School Senior Class Advisor
High School Junior Class Advisor
High School Drama Advisor
High School Rally Advisor
High School Outlook Co-Editors
High School Student Body Government
High School Yearbook
High School Scouts

High School Football Coach
High School Assistant Football Coach
High School Volleyball Coach
High School Assistant Volleyball Coach
High School Boys Basketball Coach
High School Assistant Boys Basketball Coach
High School Girls Basketball Coach
High School Assistant Girls Basketball Coach
High School Track Coach
High School Assistant Track Coach
High School Recreation Director
High School Sports Coordinator
Middle School Sports Coordinator
Middle School Football Coach
Middle School Assistant Football Coach
Middle School Boys Basketball Coach
Middle School Assistant Boys Basketball Coach
Middle School Girls Basketball Coach
Middle School Student Body Government
Middle School Volleyball Coach
Middle School Assistant Volleyball Coach
Middle School Scouts

- 13) Effective upon ratification, establish the following coaching pay rates:

Class Title	
All Extracurricular Advisor Positions	\$1,740
Athletic Director	\$2,050
Coach	\$2,257
Assistant Coach	\$1,589
Middle School Sports	\$2,950

- 14) Effective upon ratification, expand the Licensed Clinical Social Work differential at the Oregon State Hospital to cover employees working at Pendleton Cottage.
- 15) Effective upon ratification, establish a five percent (5%) Institutional Training differential for Mental Health Therapists, Certified Nurse Assistants, Licensed Practical Nurses, and Mental Health Security Technicians who instruct institution training. Differential shall apply to all hours worked while conducting institutional training as well as all hours worked to obtain certification or recertification to facilitate institutional training.

- 16) Effective upon ratification, expand the two dollar (\$2.00) per hour Group Life Coordinator differential to include hours worked facilitating education/vocational curricula that leads to agency approved vocational certification.
- 17) Effective upon ratification, establish a Commercial Driver's License (CDL) examination and renewal reimbursement of up to one hundred dollars (\$100) for Oregon Department of Fish and Wildlife employees that are required to hold a CDL as part of their employment.

SECTION B	General Fund	Lottery Funds	Other Funds	Federal Funds	Total Funds
2019-2021 Cost:	46,830,353	1,796,478	57,162,315	33,524,083	139,313,229
Roll-up Cost:	47,068,727	1,728,401	60,238,635	34,836,418	143,872,181
2021-2023 Cost:	93,899,080	3,524,879	117,400,950	68,360,501	283,185,410

SECTION C

Implements the agreement with the American Federation of State, County and Municipal Employees (AFSCME) Council 75 Central Table for compensation plan changes, pending ratification.

- 1) Effective July 1, 2019, generally increase salary rates by two and fifteen hundredths percent (2.15%).
- 2) Effective October 1, 2020, generally increase salary rates by three percent (3.0%).
- 3) Effective July 1, 2020, add an additional step to all salary ranges.
- 4) Effective upon ratification of the local table agreements, allow a vacation cash out of up to forty (40) hours for regular status employees per calendar year. Employees must have a remaining balance of sixty (60) hours or more after the cash out in order to be eligible.
- 5) Effective July 1, 2019, align salary ranges across classifications to ensure rates within the same salary range are the equivalent across agencies. The following classifications are excluded from this alignment:

Class Number	Class Title
6633	Juvenile Parole and Probation Assistants
6634	Juvenile Parole and Probation Officers
6208	Mental Health Registered Nurse
6226	Staff Development Nurse
6219	Registered Nurse Epidemiologist
6255	Nurse Practitioner
6710	Mental Health Therapy Technician
6135	Licensed Practical Nurse
7510	Dentist
5561	Deputy State Fire Marshall
5560	Deputy State Fire Marshall/Entry
7517	Physician Specialist
7504	Assistant Attorney General
7505	Senior Assistant Attorney General
1481	Information Systems Specialist 1
1482	Information Systems Specialist 2
1483	Information Systems Specialist 3
1484	Information Systems Specialist 4
1485	Information Systems Specialist 5
1486	Information Systems Specialist 6
1487	Information Systems Specialist 7

1488	Information Systems Specialist 8
8503	Natural Resource Specialist 3 (Pay Option B, C, D)
8504	Natural Resource Specialist 4 (Pay Option B, C, D)
8505	Natural Resource Specialist 5 (Pay Option B, C, D)
0323	Public Service Representative 3 (Pay Option V)

- 6) Effective July 1, 2019, selectively increase the following classifications as indicated:

Class Number	Class Title	From SR	To SR
4418	Automotive Technician 1	17	19
4419	Automotive Technician 2	21	23
0119	Executive Support Specialist 2	19	20
0322	Public Service Representative 2	12C	13C
0324	Public Service Representative 4	19	20
0103	Office Specialist 1	12C	13C
2511	Electronic Publishing Design Specialist 2	21	22
2512	Electronic Publishing Design Specialist 3	23	25
5233	Investigator 3	25	26
4409	General Maintenance Mechanic	17T	21
6550	Respiratory Care Practitioner	23	26
4137	Liquor Distribution Worker 1	15	15T
4138	Liquor Distribution Worker 2	17	17T
4139	Liquor Distribution Equip. Operator	16	16T
6255	Nurse Practitioner	32	33

- 7) Effective July 1, 2019, selectively increase the following classifications as indicated:

Class Number	Range Option	Class Title	SR	Step 1	Step 2	Step 3	Step 4	Step 5
5561	P	Deputy State Fire Marshall	31	6901	7242	7584	7942	8327

- 8) Effective July 1, 2019, establish the following classifications:

Class Number	Class Title	Salary Range
6705	Direct Support Crisis Specialist	19
5370	Electrical Inspector – Residential	25
5371	Electrical Inspector – Commercial & Residential	28
5372	Electrical Inspector – Multi-Discipline	29
5390	Plans Examiner – Residential	26

5391	Plans Examiner – Commercial & Residential	29
5360	Plumbing Inspector – Residential	25
5361	Plumbing Inspector – Commercial & Residential	28
5362	Plumbing Inspector – Multi-Discipline	29
5395	Inspector Multi-Discipline – Residential	26
5380	Structural/Mechanical Inspector – Residential	25
5381	Structural/Mechanical Inspector – Commercial & Residential	28
5382	Structural/Mechanical Inspector – Multi-Discipline	29

- 9) Effective July 1, 2019, delete the following classifications from the compensation plan:

Class Number	Class Title	Agency
6710	Mental Health Therapy Technician	Department of Human Services
5343	Plans Examiner 1	DCBS – Building Codes Division
5344	Plans Examiner 2	DCBS – Building Codes Division
5345	Structural/Mechanical Inspector	DCBS – Building Codes Division
5355	Electrical Inspector	DCBS – Building Codes Division
5354	Plumbing Inspector	DCBS – Building Codes Division

- 10) Effective upon ratification of the local agreement, increase the Portability differential for employees of the Stabilization and Crisis Unit within the Department of Human Services from two dollars and seventy-three cents (\$2.73) per hour to three dollars and twenty-three cents (\$3.23) per hour for all hours worked when an employee is ported to an alternate location.
- 11) Effective July 1, 2019 through June 30, 2021 establish an Acute Care differential of twenty-five dollars (\$25.00) per month to be paid to all Habilitative Training Technicians at the Stabilization and Crisis Unit within the Department of Human Services.
- 12) Effective July 1, 2019, establish a Distribution Center High Work differential of seventy-five cents (\$0.75) per hour for all hours an employee is assigned remote sorter selector duties at the Oregon Liquor Control Commission.
- 13) Effective July 1, 2019, establish a two percent (2%) Multiple Assignment differential for Distribution Center employees working at the Oregon Liquor Control Commission who perform multiple “assignments” on an ongoing and continuous basis.
- 14) Effective July 1, 2019, establish a three percent (3%) Advanced Marijuana Licensing Specialist differential for employees who are processing highly complex licensing application at the Oregon Liquor Control Commission.
- 15) Effective upon ratification of the local table agreement, increase the Board Certification Differential for Nurse Practitioners at the Oregon State Hospital from five percent (5%) to seven and one half percent (7.5%) for all Nurse Practitioners who hold a Board

certification related to their assignment. For those Nurse Practitioners who hold two (2) or more Board certification specialties, the differential shall increase from seven and five tenths percent (7.5%) to ten percent (10%).

- 16) Effective upon ratification of the local table agreement, increase the shift differential for Nurses at the Oregon State Hospital as follows:
- a) Swing Shift from two dollars and thirty-five cents (\$2.35) to three dollars and ninety-two cents (\$3.92).
 - b) Nights from two dollars and seventy cents (\$2.70) to three dollars and eighty-five cents (\$3.85).
- 17) Effective November 26, 2018, establish a weekend shift differential of five dollars (\$5.00) per hour for each hour or major portion thereof (thirty (30) minutes or more) for Registered Nurses working at the Oregon State Hospital who regularly scheduled work week includes a Saturday and/or Sunday shift.
- 18) Effective July 1, 2019, employees classified as Facility Energy Technician 3 (4034) shall receive a five percent (5%) recruitment and retention differential pending a classification study.

SECTION C	General Fund	Lottery Funds	Other Funds	Federal Funds	Total Funds
2019-2021 Cost:	8,489,780	127,529	12,742,244	6,136,479	27,496,032
Roll-up Cost:	8,042,350	138,149	13,090,099	5,163,686	26,434,285
2021-2023 Cost:	16,532,130	265,678	25,832,343	11,300,165	53,930,316

SECTION D

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

- 1) Effective July 1, 2019, generally increase salary rates by two and fifteen hundredths percent (2.15%).
- 2) Effective October 1, 2020, generally increase salary rates by three percent (3.0%).
- 3) Effective July 1, 2020, add an additional step to all salary ranges.
- 4) Effective August 22, 2019, allow a vacation cash out of up to forty (40) hours for regular status employees per calendar year. Employees must have a remaining balance of sixty (60) hours or more after the cash out in order to be eligible.
- 5) Effective July 1, 2019, establish Electrical and Control Systems Engineering differential of five percent (5%) for Professional Engineers 1 and 2 with licensure for electrical engineering or control systems engineering.
- 6) Effective July 1, 2019, selectively increase the following classifications as indicated:

Class Number	Class Title	From SR	To SR
2511	Electronic Publishing Design Specialist 2	21	22
2512	Electronic Publishing Design Specialist 3	23	25
3144	Professional Land Surveyor 1	30	31
3145	Professional Land Surveyor 2	32	33
4310	Traffic Systems Technician 2	25	27
4311	Traffic Systems Technician 3	27	29

SECTION D	General Fund	Lottery Funds	Other Funds	Federal Funds	Total Funds
2019-2021 Cost:	-	176,958	10,794,828	6,185	10,977,971
Roll-up Cost:	-	188,378	11,375,027	7,150	11,570,555
2021-2023 Cost:	-	365,336	22,169,855	13,335	22,548,526

SECTION E

Implements the agreement with the AFSCME Council 75, Local 2035 and 3743 Department of Corrections Parole and Probation Officers for compensation plan changes.

- 1) Effective July 1, 2019, generally increase salary rates by two and fifteen hundredths percent (2.15%).
- 2) Effective October 1, 2020, generally increase salary rates by three percent (3.0%).
- 3) Effective July 1, 2020, add an additional step to all salary ranges.
- 4) Effective July 25, 2019, allow a vacation cash out of up to forty (40) hours for regular status employees per calendar year. Employees must have a remaining balance of sixty (60) hours or more after the cash out in order to be eligible.
- 5) Effective July 25, 2019, establish a Hearings Officer differential of one percent (1%).

SECTION E	General Fund	Lottery Funds	Other Funds	Federal Funds	Total Funds
2019-2021 Cost:	402,053	-	-	-	402,053
Roll-up Cost:	402,188	-	-	-	402,188
2021-2023 Cost:	804,241	-	-	-	804,241

SECTION F

Implements the agreement with the Oregon State Police Officers Association (OSPOA) for compensation plan changes.

- 1) Effective July 1, 2019, generally increase salary rates by two and fifteen hundredths percent (2.15%).
- 2) Effective October 1, 2020, generally increase salary rates by three percent (3.0%).
- 3) Effective July 1, 2020, add an additional step to all salary ranges.
- 4) Effective August 7, 2019, increase the Recruit Coach differential from five percent (5%) to seven percent (7%).
- 5) Effective July 1, 2019, selectively increase the following classification by six percent (6%):

Class Number	Class Title	SR
3790	Forensic Scientist Entry	23
3791	Forensic Scientist 1	27
3792	Forensic Scientist 2	29

- 6) Effective July 1, 2019, delete the six percent (6%) education differential for all Forensic Science classifications.
- 7) Effective July 1, 2019, establish a one percent (1%) education differential for Forensic Scientist 1 and 2 who have a master's degree in a science related field of study
- 8) Effective July 1, 2019, establish a two percent (2%) education differential for Forensic Scientist 1 and 2 who have a doctorate degree in a science related field of study.
- 9) Effective August 7, 2019, establish a Field Investigation/Crime Scene Rotation and Response pay of two and one half (2.5) times a Forensic Scientist 1 regular rate of pay for all hours worked outside of their regular schedule while responding to a crime scene.
- 10) Effective July 1, 2019, selectively increase the following classifications as indicated:

Class Number	Class Title	From SR	Pay Option	To SR	Pay Option
4415	Emergency Vehicle Technician	17	A	20S	V

SECTION F	General Fund	Lottery Funds	Other Funds	Federal Funds	Total Funds
2019-2021 Cost:	5,456,034	257,981	2,424,841	31,718	8,170,574
Roll-up Cost:	5,841,214	260,017	2,301,985	30,347	8,433,563
2021-2023 Cost:	11,297,248	517,998	4,726,826	62,065	16,604,137

SECTION G

Implements the agreement with the International Association of Firefighters (IAFF), Local 3340 Klamath Falls Airport Firefighters Association (KFAFFA) compensation plan changes.

- 1) Effective July 1, 2019, generally increase salary rates by two and fifteen hundredths percent (2.15%).
- 2) Effective October 1, 2020, generally increase salary rates by three percent (3.0%).
- 3) Effective July 1, 2020, add an additional step to all salary ranges.

SECTION G	General Fund	Lottery Funds	Other Funds	Federal Funds	Total Funds
2019-2021 Cost:	-	-	-	285,828	285,828
Roll-up Cost:	-	-	-	324,511	324,511
2021-2023 Cost:	-	-	-	610,339	610,339

SECTION H

Implements the agreement with the Oregon Nurses Association (ONA) compensation plan changes, pending ratification.

- 1) Effective July 1, 2019, generally increase salary rates by two and fifteen hundredths percent (2.15%).
- 2) Effective October 1, 2020, generally increase salary rates by three percent (3.0%).
- 3) Effective July 1, 2020, add an additional step to all salary ranges.
- 4) Effective upon ratification of the agreement, establish a one and one half percent (1.5%) American Nurses Credentialing Center (ANCC) certification differential for employees working at Pendleton Cottage who hold the ANCC certification.
- 5) Effective upon ratification of the agreement, establish a one and one half percent (1.5%) Developmental Disability Nursing Association (DDNA) Certification differential for employees working at the Stabilization and Crisis Unit who hold the DDNA certification.
- 6) Effective upon ratification of the agreement, increase the on-call pay from one (1) hour of their base rate for every eight (8) hours on-call to one (1) hour of their base rate for every six (6) hours on-call.

SECTION H	General Fund	Lottery Funds	Other Funds	Federal Funds	Total Funds
2019-2021 Cost:	100,884	-	-	107,942	208,826
Roll-up Cost:	111,735	-	-	119,552	231,287
2021-2023 Cost:	212,619	-	-	227,494	440,113

SECTION I

Implements the agreement with the Oregon Public Safety Association for compensation plan changes.

- 1) Effective July 1, 2019, generally increase salary rates by two and fifteen hundredths percent (2.15%).
- 2) Effective October 1, 2020, generally increase salary rates by three percent (3.0%).
- 3) Effective July 1, 2020, add an additional step to all salary ranges.
- 4) Effective July 1, 2019, establish a five percent (5%) retention differential for employees classified as Facility Energy Technician 3, pending a classification study.
- 5) Effective July 1, 2019, selectively increase the following classifications as indicated:

Class Number	Class Title	From SR	To SR
0103	Office Specialist 1	12C	13C
0322	Public Service Representative 2	12C	13C
0324	Public Service Representative 4	19	20
0211	Accounting Technician 2	17	18
1347	Public Safety Training Specialist 1	26	27

- 6) Effective July 1, 2019, align salary ranges across classifications to ensure rates within the same salary range are the equivalent. The following classifications are excluded from this alignment:

Class Number	Class Title
1481	Information Systems Specialist 1
1482	Information Systems Specialist 2
1483	Information Systems Specialist 3
1484	Information Systems Specialist 4
1485	Information Systems Specialist 5
1486	Information Systems Specialist 6
1487	Information Systems Specialist 7
1488	Information Systems Specialist 8

SECTION I	General Fund	Lottery Funds	Other Funds	Federal Funds	Total Funds
2019-2021 Cost:	-	-	965,028	14,893	979,921
Roll-up Cost:	-	-	924,594	14,454	939,048
2021-2023 Cost:	-	-	1,889,622	29,347	1,918,969

SECTION J

Implements the compensation plan changes for the Executive Service, Unclassified Excluded, and Management Service, pending ratification of the Union agreements.

- 1) Effective July 1, 2019, generally increase salary rates by two and fifteen hundredths percent (2.15%).
- 2) Effective October 1, 2020, generally increase salary rates by three percent (3.0%).
- 3) Effective July 1, 2020, add an additional step to all salary ranges.
- 4) Effective July 1, 2019, selectively increase the salary ranges of the following classifications:

Class Number	Class Title	From SR	To SR
0110	Legal Secretary	17	18
1524	Paralegal	23	26
2302	Teaching Assistant	13	15
0103	Office Specialist 1	12	13
6612	Social Services Specialist 1	24	25
6613	Social Services Specialist 2	26	27
0119	Executive Support Specialist 2	19	20
0322	Public Service Representative 2	12	13
0324	Public Service Representative 4	19	20
5232	Investigator 2	21	23
5233	Investigator 3	25	26

SECTION J	General Fund	Lottery Funds	Other Funds	Federal Funds	Total Funds
2019-2021 Cost:	30,411,007	1,200,057	28,036,860	8,336,746	67,984,670
Roll-up Cost:	15,922,724	1,293,112	30,053,173	9,300,209	56,569,218
2021-2023 Cost:	46,333,731	2,493,169	58,090,033	17,636,955	124,553,888

SECTION K

Implements the compensation plan changes for the Classified and Unclassified Unrepresented Service, pending ratification of the Union agreements.

- 1) Effective July 1, 2019, generally increase salary rates by two and fifteen hundredths percent (2.15%).
- 2) Effective October 1, 2020, generally increase salary rates by three percent (3.0%).
- 3) Effective July 1, 2020, add an additional step to all salary ranges.
- 4) Effective July 1, 2019, selectively increase the salary ranges of the following classifications:

Class Number	Class Title	From SR	To SR
0110	Legal Secretary	17	18
1524	Paralegal	23	26
2302	Teaching Assistant	13	15
6508	Occupational Therapist	29	32
6606	Human Services Assistant 2	15	16
4417	Automotive Service Technician	11	14
6229	Public Health Nurse	31	28N
0103	Office Specialist 1	12	13
6612	Social Services Specialist 1	24	25
6613	Social Services Specialist 2	26	27
6720	Psychiatric Social Worker	28	29
5550	Parking Services Representative	13	14
0119	Executive Support Specialist 2	19	20
0322	Public Service Representative 2	12	13
0324	Public Service Representative 4	19	20
2511	Electronic Publishing Design Specialist 2	21	22
2512	Electronic Publishing Design Specialist 3	23	24
5232	Investigator 2	21	23
5233	Investigator 3	25	26
5420	Livestock Brand Inspector	13	15
5857	Motor Carrier Enforcement Officer 1	19	21

SECTION K	General Fund	Lottery Funds	Other Funds	Federal Funds	Total Funds
2019-2021 Cost:	1,189,461	223,765	5,628,823	380,058	7,422,107
Roll-up Cost:	1,085,499	234,667	6,212,181	373,770	7,906,117
2021-2023 Cost:	2,274,960	458,432	11,841,004	753,828	15,328,224