

ANALYSIS

Item 26: 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 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 step pay increases and insurance agreements for all employees.
- Section B: Describes compensation plan changes for Service Employees International Union Local 503.
- Section C: Describes the compensation plan changes for American Federation of State, County, and Municipal Employees Council 75 Central Table.
- Section D: Describes the compensation plan changes for the Association of Engineering Employees.
- Section E: Describes the compensation plan changes for the Oregon State Police Officers Association.
- Section F: Describes the compensation plan changes for the Oregon Nurses Association.
- Section G: Describes the compensation plan changes for the Oregon Public Safety Association.
- Section H: Describes the compensation plan changes for Executive Service, Unclassified Excluded, and Management Service employees.
- Section I: Describes the compensation plan changes for Classified and Unclassified Unrepresented Service employees.

DAS estimates the total cost for the 2021-23 biennium of the above compensation changes will be \$423,757,708 total funds (\$171,982,218 General Fund, \$5,830,740 Lottery Funds, \$169,673,047 Other Funds, and \$76,271,702 Federal Funds). For the 2023-25 biennium, the full 24-month cost of the compensation changes would be \$758,766,643 total funds (\$309,125,163 General Fund, \$10,762,967 Lottery Funds, \$303,422,193 Other Funds, and \$135,456,320 Federal Funds). Allocation of the special purpose appropriation to the Emergency Board intended to pay for the major components of employee compensation changes and other related agency budget changes will be considered at a later date.

The first section includes standard statewide compensation plan approvals authorizing annual pay, or step increases, and health insurance coverage that are assumed will apply to all 2021-23 compensation plans for all state government. This includes eligibility for step pay 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 2021 through plan year 2023, employers will continue to make a monthly contribution of at least 95% of the costs of Public Employees' Benefit Board health, vision, dental, and basic life insurance benefits. The 2021-23 total funds cost of the step pay increases and employer-paid insurance components included in this section is estimated at just under \$203 million; this represents almost half the cost of all the changes included in this report.

Section B implements the compensation plan changes for Service Employees International Union Local 503. The major components include: (1) increasing salary rates by 2.5% effective December 1, 2021 but not less than \$85; (2) increasing salary rates by 3.1% effective December 1, 2022 but not less than \$100; (3) establishing Juneteenth on June 19th of each year as a paid holiday; (4) establishing a one-time Pandemic Recognition payment for employees designated frontline workers between March 2020 and June 2021 of \$1,050 or \$1,500 depending on total hours worked during the 16 month period; and (5) establishing an Essential Worker Pay Differential of \$1 when an employee is required to work in person under certain conditions. In addition, the salary ranges for 12 identified classifications are increased by at least one salary range beginning July 1, 2021, one new classification is added, three classifications are deleted, and bottom steps from the Licensed Practical Nurse classification are removed. The 2021-23 total funds cost of the compensation adjustments included in this section are estimated to be \$127.3 million. This agreement has yet to be ratified by members.

Section C describes compensation plan changes for American Federation of State, County, and Municipal Employees Council 75 Central Table. These include: (1) increasing salary rates by 2.5% effective December 1, 2021 but not less than \$85; (2) increasing salary rates by 3.1% effective December 1, 2022 but not less than \$100; (3) establishing Juneteenth on June 19th of each year as a paid holiday; (4) establishing a one-time Pandemic Recognition payment for employees designated frontline workers between March 2020 and June 2021 of \$1,050 or \$1,500 depending on total hours worked during the 16 month period; and (5) establishing an Essential Worker Pay Differential of \$1 when an employee is required to work in person under certain conditions. In addition, the salary ranges for 10 classifications are increased beginning July 1, 2021, one new classification is added, four existing classifications are deleted, the salary scale for the Assistant Attorney General and Senior Assistant Attorney General classifications are adjusted, and some shift differentials are increased. The 2021-23 cost of the compensation adjustments included in this section is \$25 million total funds. This agreement has yet to be ratified by members.

Section D covers compensation plan changes for the Association of Engineering Employees. These include: (1) increasing salary rates by 2.5% effective December 1, 2021 but not less than \$85; (2) increasing salary rates by 3.1% effective December 1, 2022 but not less than \$100; (3) establishing Juneteenth on June 19th of each year as a paid holiday; (4) establishing a one-time Pandemic Recognition payment for employees designated frontline workers between March 2020 and June 2021 of \$1,050 or \$1,500 depending on total hours worked during the 16 month period; (5) establishing an Essential Worker Pay Differential of \$1 when an employee is required to work in person under certain conditions; and (6) increasing the salary range for three classifications. The 2021-23 total funds cost of the compensation adjustments included in this section is \$8.3 million. This agreement has yet to be ratified by members.

Section E includes compensation plan changes for the Oregon State Police Officers Association which includes: (1) increasing salary rates by 2.5% effective December 1, 2021 but not less than \$85; (2) increasing salary rates by 3.1% effective December 1, 2022 but not less than \$100; (3) increasing the Holiday Leave Bank by 1.33 hours per month; and various differential and selective increases. The 2021-23 cost of the compensation adjustments included in this section is \$6.9 million total funds. This agreement has yet to be ratified by members.

Section F describes compensation plan changes for the Oregon Nurses Association. These include, increasing salary rates by 2.5% effective December 1, 2021 but not less than \$85, increasing salary rates

by 3.1% effective December 1, 2022 but not less than \$100, establishing Juneteenth as a paid holiday; a one-time Pandemic Recognition payment for employees designated frontline workers between March 2020 and June 2021 of \$1,050 or \$1,500 depending on total hours worked, and establishing the Essential Worker Pay Differential of \$1. The 2021-23 total funds cost of these changes is \$209,517. This agreement has yet to be ratified by members.

Section G implements compensation plan changes for the Oregon Public Safety Association. These include a 2.5% COLA effective December 1, 2021 but not less than \$85, a 3.1% COLA effective December 1, 2022 but not less than \$100, establishing Juneteenth as a paid holiday, a one-time Pandemic Recognition payment for employees designated frontline workers between March 2020 and June 2021 of \$1,050 or \$1,500 depending on total hours worked, establishing the Essential Worker Pay Differential of \$1 and increasing the salary range of two classifications. The 2021-23 total funds cost of these adjustments is just under \$667,543. This agreement is pending ratification.

Section H implements compensation plan changes for Executive Service, Unclassified Excluded, and Management Service employees. Changes include: (1) increasing salary rates by 2.5% effective December 1, 2021 but not less than \$85; (2) increasing salary rates by 3.1% effective December 1, 2022 but not less than \$100; (3) establishing Juneteenth on June 19th of each year as a paid holiday; (4) establishing a one-time Pandemic Recognition payment for employees designated frontline workers between March 2020 and June 2021 of \$1,050 or \$1,500 depending on total hours worked during the 16 month period; and (5) establishing an Essential Worker Pay Differential of \$1 when an employee is required to work in person under certain conditions.

The report also details significant changes being made to the Executive and Management Service classifications. New classifications are replacing almost all the previous classifications and include Agency Head, Deputy/Chief, Administrator, Consultant Advisor, Manager, and Supervisor. These will be established within various categories or pay options. Pay options include General Service, Information Technology, Education, Engineering, Legal, Behavioral Health, and Psychology. Each of category of pay options will include various rates to ensure they align with the job market. The transition to the new classification will be done through a “least cost” implementation, meaning employees will be slotted into their new classification as close to their current salary as possible. Because of this, the 2021-23 total funds cost of this change is estimated to be only \$1,673,124, while the total funds cost of all the compensation adjustments in this section totals \$48.1 million. None of the changes in this section will go into effect until union agreements included in this report are ratified.

Section I covers compensation plan changes for Classified and Unclassified Unrepresented Service employees include a 2.5% COLA effective December 1, 2021 but not less than \$85, a 3.1% COLA effective December 1, 2022 but not less than \$100, establishing Juneteenth as a paid holiday, a one-time Pandemic Recognition payment for employees designated frontline workers between March 2020 and June 2021 of \$1,050 or \$1,500 depending on total hours worked, establishing a Essential Worker Pay Differential of \$1 and increasing the salary range of 12 classifications. The 2021-23 cost of these compensation adjustments is \$4.3 million total funds. These changes will not go into effect until union agreements included in this report are ratified.

Recommendation: The Legislative Fiscal Office recommends that the Joint Interim Committee on Ways and Means acknowledge receipt of the report.

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Department of Administrative Services
Ball

Request: Report on the 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:	Oregon State Police Officers Association (OSPOA)
Section F:	Oregon Nurses Association (ONA)
Section G:	Oregon Public Safety Association
Section H:	Executive Service, Unclassified Excluded, and Management Services
Section I:	Classified and Unclassified Unrepresented Services

The cost of implementing the agreements in the 2021-23 biennium is estimated at \$172.0 million General Fund, \$5.7 million Lottery Funds, \$171.7 million Other Funds, and \$76.3 million Federal Funds. For the next full biennium (2023-25) the cost of these salary plan changes are anticipated to be \$309.1 million General Fund, \$10.8 million Lottery Funds, \$303.4 million Other Funds, and \$135.5 million Federal Funds. The Emergency Board received an allocation of \$198 million General Fund to defray some of the cost to agencies for employee compensation changes during the 2021-23 biennium. These funds are typically allocated to agencies during the February 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 Corrections Employees (DOC), Federation of Oregon Parole and Probation Officers (DOC), Criminal Justice Association (DOJ), IAFF Kingley Firefighters Association (OMD), IAFF Portland Air National Guard (OMD), and State Teachers Education Association (ODE). When an agreement is reached with the outstanding bargaining units, DAS will need to return to the appropriate 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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September 20, 2021

Senator Elizabeth Steiner Hayward, Co-Chair
Senator Betsy Johnson, Co-Chair
Representative Dan Rayfield, Co-Chair
Interim 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

- 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 Oregon State Police Officers Association (OSPOA) for compensation plan changes.
- Section F: Implements the agreement with the Oregon Nurses Association (ONA) compensation plan changes, pending ratification.
- Section G: Implements the agreement with the Oregon Public Safety Association for compensation plan changes.
- Section H: Implements the compensation plan changes for the Executive Service, Unclassified Excluded, and Management Service.
- Section I: 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.

Statewide¹ (to date)	General Fund	Lottery Funds	Other Funds	Federal Funds	Total Funds
2021-2023 Cost:	171,982,219	5,830,740	169,673,047	76,271,702	423,757,708
Roll-up Cost:	145,426,860	5,235,118	143,860,028	64,052,432	358,574,438
2023-2025 Cost:	309,125,163	10,762,967	303,422,193	135,456,320	758,766,643

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), Federation of Oregon Parole and Probation Officers (DOC), IAFF Kingsley Firefighters Association (OMD), 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, 2021 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 2021 through plan year 2023, 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 2021 through plan year 2023, 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
2021-2023 Cost:	94,555,637	2,221,977	70,850,927	35,333,819	202,962,360
Roll-up Cost:	79,460,449	1,869,995	59,577,682	29,704,187	170,612,313
2023-2025 Cost:	174,016,086	4,091,972	130,428,609	65,038,006	373,574,673

SECTION B

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

- 1) Effective December 1, 2021, generally increase salary rates by 2.5% but no less than eighty-five dollars (\$85).
- 2) Effective December 1, 2022, generally increase salary rates by 3.1% but no less than one hundred dollars (\$100).
- 3) Establish Juneteenth on June 19th as a paid holiday.
- 4) Effective July 1, 2021, selectively increase the salary ranges of the following classifications:

Class Number	Class Title	From SR	To SR
0101	Office Assistant 1	7	8
0102	Office Assistant 2	9	10
4032	Facility Energy Technician 1	16	18
4033	Facility Energy Technician 2	20	22
4034	Facility Energy Technician 3	24	26
4035	Facility Energy Technician 4	26	29
5671	Securities Examiner	26	30
6348	Radiologic Technologist	21	25
6394	Dental Assistant 2	16	20
6502	Physical Therapy Assistant	18	21
6503	Physical Therapist	29	31
6506	Certified Occupational Therapist	18	20

- 5) Effective July 1, 2021, truncate the salary range for the Licensed Practical Nurse (6135) by removing steps one (1), two (2), and three (3).
- 6) Effective July 1, 2021, establish the following classifications:

Class Number	Class Title	Salary Range
0214	Payroll Analyst	21

- 7) Effective July 1, 2021, delete the following classifications from the compensation plan:

Class Number	Class Title	Agency
0210	Accounting Tech 1	All
0211	Accounting Tech 2	All
1215	Accountant 1	All

- 8) Effective upon ratification, decrease the threshold for High Work Differential from twenty (20) feet to six (6) feet.
- 9) Effective upon ratification, expand the Geologist License Differential to include employees classified as a Natural Resource Specialist 4 at DOGAMI, when it is required for their job.
- 10) Effective upon ratification, eliminate the salary range cap to qualify for Shift Differential.
- 11) Effective upon ratification, establish an Essential Worker Pay Differential of one dollar (\$1.00) per hour for actual hours worked when an employee is required to report to work in person where other employees are able to access Inclement Weather/Hazardous Conditions Leave. This differential does not apply to employees whose primary job functions include responding to inclement weather or hazardous conditions or who live at their worksite.
- 12) Establish a one-time Pandemic Recognition payment for employees designated as Frontline workers between March 2020 and June 2021. Frontline workers who worked between four hundred eighty (480) non-telecommuting hours and one thousand thirty-nine (1,039) non-telecommuting hours will receive a one-time payment of one thousand fifty dollars (\$1,050). Frontline workers who worked one thousand forty (1,040) non-telecommuting hours or more will receive a one-time payment of one thousand five hundred fifty dollars (\$1,550). In addition to qualifying for one (1) of the two (2) payments listed above, Frontline workers who worked two hundred (200) or more hours of overtime during the period will receive an additional one-time payment of five hundred seventy-five dollars (\$575).

SECTION B	General Fund	Lottery Funds	Other Funds	Federal Funds	Total Funds
2021-2023 Cost:	46,347,718	1,549,614	50,306,469	29,090,681	127,294,482
Roll-up Cost:	38,253,663	1,278,561	41,521,055	24,010,870	105,064,149
2023-2025 Cost:	78,351,162	2,618,748	85,043,437	49,179,071	215,192,418

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, pending ratification.

- 1) Effective December 1, 2021, generally increase salary rates by 2.5% but no less than eighty-five dollars (\$85).
- 2) Effective December 1, 2022, generally increase salary rates by 3.1% but no less than one hundred dollars (\$100).
- 3) Establish Juneteenth on June 19th as a paid holiday.
- 4) Effective July 1, 2019, selectively increase the following classifications as indicated:

Class Number	Class Title	From SR	To SR	Effective Date
0101	Office Assistant 1	7	8	7/1/21
0102	Office Assistant 2	9	10	7/1/21
4032	Facility Energy Technician 1	16	18	7/1/21
4033	Facility Energy Technician 2	20	22	7/1/21
4034	Facility Energy Technician 3	24	26	7/1/21
4035	Facility Energy Technician 4	26	29	7/1/21
4137	Liquor Distribution Worker 1	15T	16T	10/1/21
4138	Liquor Distribution Worker 2	17T	17S	10/1/21
5750	Environmental Law Specialist	30	31D	3/1/19
6726	Health Crisis Technician	16	18	9/3/19

- 5) Effective July 1, 2021, establish the following classifications:

Class Number	Class Title	Salary Range
0214	Payroll Analyst	21

- 6) Effective July 1, 2021, delete the following classifications from the compensation plan:

Class Number	Class Title	Agency
0210	Accounting Tech 1	All
0211	Accounting Tech 2	All
1215	Accountant 1	All
4139	Liquor Distribution Equipment Operator	OLCC

- 7) Effective September 1, 2021 the salary scale for the Assistant Attorney General and Senior Assistant Attorney General shall be adjusted as follows:

Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
7886	8282	8694	9129	9585	10041	10523	11028	11557	12112	12694	13303	13941	14611	15312

- 8) Effective upon ratification, eliminate the salary range cap to qualify for Shift Differential.
- 9) Effective upon ratification, establish an Essential Worker Pay Differential of one dollar (\$1.00) per hour for actual hours worked when an employee is required to report to work in person where other employees are able to access Inclement Weather/Hazardous Conditions Leave. This differential does not apply to employees whose primary job functions include responding to inclement weather or hazardous conditions or who live at their worksite.
- 10) Establish a one-time Pandemic Recognition payment for employees designated as Frontline workers between March 2020 and June 2021. Frontline workers who worked between four hundred eighty (480) non-telecommuting hours and one thousand thirty-nine (1,039) non-telecommuting hours will receive a one-time payment of one thousand fifty dollars (\$1,050). Frontline workers who worked one thousand forty (1,040) non-telecommuting hours or more will receive a one-time payment of one thousand five hundred fifty dollars (\$1,550). In addition to qualifying for one (1) of the two (2) payments listed above, Frontline workers who worked two hundred (200) or more hours of overtime during the period will receive an additional one-time payment of five hundred seventy-five dollars (\$575).
- 11) Effective upon ratification, expand the Agency Operation Center Differential at the Oregon State Fire Marshal to include the Drive Team.
- 12) Effective September 1, 2021 or the first of the month following ratification, whichever is later, increase the salary range 15V by two percent (2%).
- 13) Effective upon ratification, establish a Mandated Overtime Differential of ten percent (10%) for employees at the Stabilization and Crisis Unit that are mandated to work overtime for three or more days in a scheduled work week.
- 14) Effective upon ratification, establish a two and one half percent (2.5%) Equipment Operator Differential for employees in the Liquor Distribution Worker 1 classification at the OLCC that are assigned Equipment Operator Duties.

SECTION C	General Fund	Lottery Funds	Other Funds	Federal Funds	Total Funds
2021-2023 Cost:	6,669,276	214,701	13,299,213	4,767,999	24,951,189
Roll-up Cost:	5,453,401	112,844	10,672,149	3,825,752	20,064,146
2023-2025 Cost:	11,334,154	313,464	22,454,088	8,040,003	42,141,709

SECTION D

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

- 1) Effective December 1, 2021, generally increase salary rates by 2.5% but no less than eighty-five dollars (\$85).
- 2) Effective December 1, 2022, generally increase salary rates by 3.1% but no less than one hundred dollars (\$100).
- 3) Establish Juneteenth on June 19th as a paid holiday.
- 4) Effective July 1, 2020, selectively increase the following classifications as indicated:

Class Number	Class Title	From SR	To SR
3145	Professional Land Surveyor 2	33	34
3269	Construction Project Manager 3	32	33
4309	Traffic Systems Technician 1	21	24

- 5) Effective upon ratification, establish an Essential Worker Pay Differential of one dollar (\$1.00) per hour for actual hours worked when an employee is required to report to work in person where other employees are able to access Inclement Weather/Hazardous Conditions Leave. This differential does not apply to employees whose primary job functions include responding to inclement weather or hazardous conditions or who live at their worksite.
- 6) Establish a one-time Pandemic Recognition payment for employees designated as Frontline workers between March 2020 and June 2021. Frontline workers who worked between four hundred eighty (480) non-telecommuting hours and one thousand thirty-nine (1,039) non-telecommuting hours will receive a one-time payment of one thousand fifty dollars (\$1,050). Frontline workers who worked one thousand forty (1,040) non-telecommuting hours or more will receive a one-time payment of one thousand five hundred fifty dollars (\$1,550). In addition to qualifying for one (1) of the two (2) payments listed above, Frontline workers who worked two hundred (200) or more hours of overtime during the period will receive an additional one-time payment of five hundred seventy-five dollars (\$575).
- 7) Effective upon ratification, decrease the threshold for High Work Differential from twenty (20) feet to six (6) feet.
- 8) Effective upon ratification, eliminate the salary range cap to qualify for Shift Differential and change the start time from 9:00 p.m. to 8:00 p.m.
- 9) Effective upon ratification, expand the Professional Registration Incentive to include the Certified Engineering Geologist.

SECTION D	General Fund	Lottery Funds	Other Funds	Federal Funds	Total Funds
2021-2023 Cost:	-	122,466	8,194,139	181	8,316,786
Roll-up Cost:	-	112,658	7,554,290	29	7,666,977
2023-2025 Cost:	-	231,988	15,550,932	102	15,783,022

SECTION E

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

- 1) Effective December 1, 2021, generally increase salary rates by 2.5% but no less than eighty-five dollars (\$85).
- 2) Effective December 1, 2022, generally increase salary rates by 3.1% but no less than one hundred dollars (\$100).
- 3) Effective upon ratification, increase the Holiday Leave Bank by 1.33 hours per full calendar month.
- 4) Effective February 1, 2022, selectively increase the OSP Telecommunicator 1 and OSP Telecommunicator 2 by three percent (3%).
- 5) Effective February 1, 2022, selectively increase the OSP Telecommunicator 1, OSP Telecommunicator 2, and OSP Trooper classifications for employees that possess the appropriate education or DPSST certification.
- 6) Effective February 1, 2022, truncate the bottom two (2) steps of the OSP Sergeant compensation plan.
- 7) Effective February 1, 2022, selectively increase the Sergeant classification for employees who possess the appropriate education.
- 8) Effective February 1, 2022, delete the three percent (3%) education differential for the OSP Telecommunicator 1, OSP Telecommunicator 2, OSP Trooper, and Sergeant classifications.
- 9) Effective February 1, 2022, delete the six percent (6%) education differential for the OSP Telecommunicator 1, OSP Telecommunicator 2, OSP Trooper, and Sergeant classifications.
- 10) Effective February 1, 2022, increase the SWAT differential by one and one half percent (1.5%) for employees who have been assigned as a SWAT member for five (5) or more continuous years.
- 11) Effective February 1, 2022, establish the Mobile Response Team (MRT) differential of two percent (2%).
- 12) Effective February 1, 2022, establish a Technical Collision Investigator differential of two percent (2%).
- 13) Effective February 1, 2022, establish a Collision Reconstructionist differential of four percent (4%).
- 14) Effective February 1, 2022, establish a Region Reconstructionist differential of five percent (5%).

- 15) Effective February 1, 2022, delete the Reconstructionist differential of two and one half percent (2.5%).
- 16) Effective February 1, 2022, establish the Criminal Investigations Division (CID) and Special Investigations Unit (SIU) differential of two percent (2%).

SECTION E	General Fund	Lottery Funds	Other Funds	Federal Funds	Total Funds
2021-2023 Cost:	4,910,791	171,885	1,797,540	22,780	6,902,996
Roll-up Cost:	4,160,896	145,710	1,523,103	19,267	5,848,976
2023-2025 Cost:	8,867,280	310,440	3,245,822	41,098	12,464,640

SECTION F

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

- 1) Effective December 1, 2021, generally increase salary rates by 2.5% but no less than eighty-five dollars (\$85).
- 2) Effective December 1, 2022, generally increase salary rates by 3.1% but no less than one hundred dollars (\$100).
- 3) Establish Juneteenth on June 19th as a paid holiday.
- 4) Effective upon ratification, establish an Essential Worker Pay Differential of one dollar (\$1.00) per hour for actual hours worked when an employee is required to report to work in person where other employees are able to access Inclement Weather/Hazardous Conditions Leave. This differential does not apply to employees whose primary job functions include responding to inclement weather or hazardous conditions or who live at their worksite.
- 5) Establish a one-time Pandemic Recognition payment for employees designated as Frontline workers between March 2020 and June 2021. Frontline workers who worked between four hundred eighty (480) non-telecommuting hours and one thousand thirty-nine (1,039) non-telecommuting hours will receive a one-time payment of one thousand fifty dollars (\$1,050). Frontline workers who worked one thousand forty (1,040) non-telecommuting hours or more will receive a one-time payment of one thousand five hundred fifty dollars (\$1,550). In addition to qualifying for one (1) of the two (2) payments listed above, Frontline workers who worked two hundred (200) or more hours of overtime during the period will receive an additional one-time payment of five hundred seventy-five dollars (\$575).

SECTION F	General Fund	Lottery Funds	Other Funds	Federal Funds	Total Funds
2021-2023 Cost:	93,585	-	-	115,932	209,517
Roll-up Cost:	81,852	-	-	102,648	184,500
2023-2025 Cost:	167,673	-	-	210,272	377,945

SECTION G

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

- 1) Effective December 1, 2021, generally increase salary rates by 2.5% but no less than eighty-five dollars (\$85).
- 2) Effective December 1, 2022, generally increase salary rates by 3.1% but no less than one hundred dollars (\$100).
- 3) Establish Juneteenth on June 19th as a paid holiday.
- 4) Effective July 1, 2021, selectively increase the following classifications as indicated:

Class Number	Class Title	From SR	To SR
0102	Office Assistant 2	9	10
4034	Facility and Energy Technician 3	24	26

- 6) Effective upon ratification, establish an Essential Worker Pay Differential of one dollar (\$1.00) per hour for actual hours worked when an employee is required to report to work in person where other employees are able to access Inclement Weather/Hazardous Conditions Leave. This differential does not apply to employees whose primary job functions include responding to inclement weather or hazardous conditions or who live at their worksite.
- 7) Establish a one-time Pandemic Recognition payment for employees designated as Frontline workers between March 2020 and June 2021. Frontline workers who worked between four hundred eighty (480) non-telecommuting hours and one thousand thirty-nine (1,039) non-telecommuting hours will receive a one-time payment of one thousand fifty dollars (\$1,050). Frontline workers who worked one thousand forty (1,040) non-telecommuting hours or more will receive a one-time payment of one thousand five hundred fifty dollars (\$1,550). In addition to qualifying for one (1) of the two (2) payments listed above, Frontline workers who worked two hundred (200) or more hours of overtime during the period will receive an additional one-time payment of five hundred seventy-five dollars (\$575).

SECTION G	General Fund	Lottery Funds	Other Funds	Federal Funds	Total Funds
2021-2023 Cost:	-	-	658,041	9,502	667,543
Roll-up Cost:	-	-	611,406	8,830	620,236
2023-2025 Cost:	-	-	1,269,447	18,332	1,287,779

SECTION H

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

- 1) Effective December 1, 2021, generally increase salary rates by 2.5% but no less than eighty-five dollars (\$85).
- 2) Effective December 1, 2022, generally increase salary rates by 3.1% but no less than one hundred dollars (\$100).
- 3) Establish Juneteenth on June 19th as a paid holiday.
- 4) Effective February 1, 2022, establish the following classification:

Class Title	SR
Supervisor 1	24X
Supervisor 2	28X
Manager 1	31X
Manager 2	33X
Manager 3	35X
Consultant Advisor 1	35X
Consultant Advisor 2	38X
Administrator 1	38X
Administrator 2	40X
Administrator 3	42X
Deputy/Chief 6	41X
Deputy/Chief 4	43X
Deputy/Chief 3	45X
Agency Head 9	32X
Agency Head 8	34X
Agency Head 7	37X
Agency Head 6	39X
Agency Head 5	41X
Agency Head 4	43X
Agency Head 3	45X
Agency Head 2	47X
Agency Head 1	48X

The above classification will be established as needed at the corresponding salary range for each of the following pay options: General Service, Information Technology, Education, Engineering, Legal, Behavioral Health, and Psychology. Each of these pay options may have different rates to ensure they are aligned with the job market.

- 5) Effective October 1, 2021, establish an Essential Worker Pay Differential of one dollar (\$1.00) per hour for actual hours worked when an employee is required to report to work in person where other employees are able to access Inclement Weather/Hazardous Conditions Leave. This differential does not apply to employees whose primary job functions include responding to inclement weather or hazardous conditions or who live at their worksite.

- 6) Establish a one-time Pandemic Recognition payment for employees designated as Frontline workers between March 2020 and June 2021. Frontline workers who worked between four hundred eighty (480) non-telecommuting hours and one thousand thirty-nine (1,039) non-telecommuting hours will receive a one-time payment of one thousand fifty dollars (\$1,050). Frontline workers who worked one thousand forty (1,040) non-telecommuting hours or more will receive a one-time payment of one thousand five hundred fifty dollars (\$1,550). In addition to qualifying for one (1) of the two (2) payments listed above, Frontline workers who worked two hundred (200) or more hours of overtime during the period will receive an additional one-time payment of five hundred seventy-five dollars (\$575).

SECTION H	General Fund	Lottery Funds	Other Funds	Federal Funds	Total Funds
2021-2023 Cost:	18,987,890	1,366,959	21,059,743	6,713,977	48,128,569
Roll-up Cost:	17,653,033	1,555,803	19,340,308	6,191,879	44,741,023
2023-2025 Cost:	35,645,795	2,870,292	39,185,917	12,543,382	90,245,386

SECTION I

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

- 1) Effective December 1, 2021, generally increase salary rates by 2.5% but no less than eighty-five dollars (\$85).
- 2) Effective December 1, 2022, generally increase salary rates by 3.1% but no less than one hundred dollars (\$100).
- 3) Establish Juneteenth on June 19th as a paid holiday.
- 4) Effective July 1, 2021, selectively increase the salary ranges of the following classifications:

Class Number	Class Title	From SR	To SR
0101	Office Assistant 1	7	8
0102	Office Assistant 2	9	10
4032	Facility Energy Technician 1	16	18
4033	Facility Energy Technician 2	20	22
4034	Facility Energy Technician 3	24	26
4035	Facility Energy Technician 4	26	29
5671	Securities Examiner	26	30
6348	Radiologic Technologist	21	25
6394	Dental Assistant 2	16	20
6502	Physical Therapy Assistant	18	21
6503	Physical Therapist	29	31
6506	Certified Occupational Therapist	18	20

- 5) Effective October 1, 2021, establish an Essential Worker Pay Differential of one dollar (\$1.00) per hour for actual hours worked when an employee is required to report to work in person where other employees are able to access Inclement Weather/Hazardous Conditions Leave. This differential does not apply to employees whose primary job functions include responding to inclement weather or hazardous conditions or who live at their worksite.
- 6) Establish a one-time Pandemic Recognition payment for employees designated as Frontline workers between March 2020 and June 2021. Frontline workers who worked between four hundred eighty (480) non-telecommuting hours and one thousand thirty-nine (1,039) non-telecommuting hours will receive a one-time payment of one thousand fifty dollars (\$1,050). Frontline workers who worked one thousand forty (1,040) non-telecommuting hours or more will receive a one-time payment of one thousand five hundred fifty dollars (\$1,550). In addition to qualifying for one (1) of the two (2) payments listed above, Frontline workers who worked two hundred (200) or more hours

of overtime during the period will receive an additional one-time payment of five hundred seventy-five dollars (\$575).

SECTION I	General Fund	Lottery Funds	Other Funds	Federal Funds	Total Funds
2021-2023 Cost:	417,321	183,137	3,506,974	216,831	4,324,263
Roll-up Cost:	363,566	159,547	3,055,250	188,901	3,767,264
2023-2025 Cost:	743,012	326,063	6,243,942	386,053	7,699,070