

ANALYSIS

Item 46: Department of Administrative Services Compensation Plan Changes

Analyst: Paul Siebert and Kim To

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, describing the compensation changes for the following groups of employees:

- Section A: Statewide compensation plan changes for annual step pay increases and insurance agreements for all employees.
- Section B: Service Employee International Union (SEIU) Local 503.
- Section C: American Federation of State, County, and Municipal Employees (AFSCME) Council 75 Central Table, pending ratification.
- 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 (OPSA).
- Section H: American Federation of State, County and Municipal Employees (AFSCME) Council 75 Department of Corrections Security Employees, pending ratification.
- Section I: Association of Oregon Corrections Employees (AOCE), pending ratification.
- Section J: Federation of Oregon Parole and Probation Officers (FOPPO), pending ratification.
- Section K: Criminal Investigators Association (CIA), pending ratification.
- Section L: International Association of Firefighters (IAFF) Kingsley Firefighters Association (KFAFFA), pending ratification.
- Section M: Executive Service, Unclassified Excluded, and Management Service employees.
- Section N: Classified and Unclassified Unrepresented Service employees.

DAS estimates the total cost for the 2021-23 biennium of the above compensation changes will be \$463,787,363 total funds (\$205,189,743 General Fund, \$5,830,739 Lottery Funds, \$171,379,331 Other Funds, and \$81,387,550 Federal Funds). For the 2023-25 biennium, the full 24-month cost of the compensation changes would be \$796,517,082 total funds (\$345,915,685 General Fund, \$10,762,967 Lottery Funds, \$303,887,898 Other Funds, and \$135,950,532 Federal Funds). Allocation of the special purpose appropriations to the Emergency Board intended to cover the major components of employee compensation changes and other budget adjustments for the affected agencies will be considered at a later date.

Section A 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 PEBB health, vision, dental, and basic life insurance benefits. The 2021-23 total funds cost of the step pay increases and insurance provisions included in this section is estimated at \$203 million. The annual step increases and employer paid insurance components represent almost half the cost of all the changes included in this report

Section B implements the compensation plan changes for Service Employee International Union (SEIU) Local 503. The major components include: (1) increasing salary rates by 2.5% 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) increasing the salary ranges for 12 identified classifications beginning July 1, 2021; (5) removing bottom steps from the Licensed Practical Nurse classification; (6) establishing a Payroll Analyst classification; (7) deleting three existing classifications; (8) decreasing the threshold for High Work Differential from twenty feet to six feet; (9) expanding the Geologist License Differential to include employees classified as a Natural Resource Specialist 4 at DOGAMI; (10) eliminating the salary range cap to qualify for Shift Differential; (11) establishing an Essential Worker Pay Differential of \$1 when an employee is required to work in person under certain conditions; (12) 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 (13) establishing a Staffing Crisis Differential for three classifications. The 2021-23 total funds cost of the compensation adjustments included in this section are estimated to be \$135.1 million.

Section C describes compensation plan changes for American Federation of State, County, and Municipal Employees (AFSCME) 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) increasing the salary ranges for 10 classifications beginning July 1, 2021; (5) removing bottom step from the Mental Health Registered Nurse classification at the Oregon State Hospital; (6) adds one new Payroll Analyst classification; (7) deleting four existing classifications; (8) adjusting the salary scale for the Assistant Attorney General and Senior Assistant Attorney General classification; (9) eliminating the salary range cap to qualify for Shift Differential; (10) establishing an Essential Worker Pay Differential of \$1 when an employee is required to work in person under certain conditions; (11) 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; (12) expanding the Agency Operation Center Differential at the Oregon State Fire Marshal to include the Drive Team; (13) increasing the salary range 15V by two 2%; (14) establishing a Mandated Overtime Differential for 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; (15) establishing a 2.5% Equipment Operator Differential for employees in the Liquor Distribution Worker 1 classification at OLCC; (16) establishing a Staffing Crisis Differential for all Mental Health Registered Nurses who provide direct patient care; and (17) establishing a Staffing Crisis Differential for DHS Stabilization and Crisis Unit employees who provide direct resident care. The 2021-23 cost of the compensation adjustments included in this section is \$32.5 million total funds. This agreement has yet to be ratified by members.

Section D covers compensation plan changes for the Association of Engineering Employees (AEE). 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) increasing the salary range for three classifications; (5) establishing an Essential Worker Pay Differential of \$1 when an employee is required to work in person under certain conditions; (6) 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; (7) decreasing the threshold for High Work Differential from 20 to 6 feet; (8) eliminating the salary range cap to qualify for Shift Differential and change the start time from 9pm to 8pm; and (9) expanding the Professional Registration Incentive to include the Certified Engineering Geologist. The 2021-23 total funds cost of the compensation adjustments included in this section is \$8.3 million.

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 (ONA). 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 as a paid holiday; (4) removing bottom step of the salary range for the Mental Health Registered Nurse classification; (5) establishing an Essential Worker Pay Differential of \$1 when an employee is required to work in person under certain conditions; and (6) 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. The 2021-23 total funds cost of these changes is \$209,517.

Section G implements compensation plan changes for the Oregon Public Safety Association (OPSA). Adjustments include; (1) a general increase in 2.5% COLA effective December 1, 2021 but not less than \$85; (2) a 3.1% COLA effective December 1, 2022 but not less than \$100; (3) establishing Juneteenth as a paid holiday; (4) increasing salary ranges for two classifications; (5) establishing the Essential Worker Pay Differential of \$1 and increasing the salary range of two classifications (6) 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. The 2021-23 total funds cost of these adjustments is just under \$667,543.

Section H describes compensation plan changes for American Federation of State, County, and Municipal Employees (AFSCME) Council 75 Department of Corrections Security Employees. Adjustments include: (1) increasing salary rates by 2.5% effective December 1, 2021; (2) increasing salary rates by 3.1% effective December 1, 2022; (3) establishing Juneteenth on June 19th of each year as a paid holiday; (4) increasing shift differential from \$0.75 to \$1.00 per hour for applicable hours; (5) increasing the LEDS Certified Warrant Differential for employees at the Santiam Correction Institution from 4% to 5%; (6) providing Correctional Officer, Corporal and Sergeant Classifications with a temporary increase of 1.5% from September 1, 2021 to December 31, 2021; (7) aligning three correctional classifications with the same rates as AOCE; and (8) establishing an Essential Worker Pay Differential of \$1 when an

employee is required to work in person under certain conditions. The 2021-23 total funds cost of these changes is estimated at \$16.2 million.

Section I describes compensation plan changes for Association of Oregon Corrections Employees (AOCE). Adjustments include: (1) increasing salary rates by 2.5% effective December 1, 2021; (2) increasing salary rates by 3.1% effective December 1, 2022; (3) establishing Juneteenth on June 19th of each year as a paid holiday; (4) increasing the salary ranges for 7 classifications; (5) eliminating the Intermediate and Advanced DPSST Differentials effective January 1, 2022; (6) removing bottom steps from the Institution Registered Nurse, Nurse Practitioner, and Physician Assistant classifications effective July 1, 2021; (7) increasing shift differential from \$0.75 to \$1.00 per hour for applicable hours; (8) increasing the shift differentials for Registered Nurses, Nurse Practitioners, Physician Assistants, and Health Services Technicians; (9) increasing the security differential points from \$13 to \$15 per point; (10) establishing an Essential Worker Pay Differential of \$1 when an employee is required to work in person under certain conditions; and (11) 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. The 2021-23 total funds cost of these changes is estimated at \$7.4 million.

Section J describes compensation plan changes for the Federation of Oregon Parole and Probation Officers (FOPPO). Adjustments 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) increasing the salary range for the Adult Parole/Probation Officer classification; (5) establishing an Essential Worker Pay Differential of \$1 when an employee is required to work in person under certain conditions; and (6) 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. The 2021-23 total funds cost of these changes is estimated at \$607,435.

Section K describes compensation plan changes for the Criminal Investigators Association (CIA). Adjustments include: (1) increasing salary rates by 2.5% effective December 1, 2021; (2) increasing salary rates by 3.1% effective December 1, 2022; (3) establishing Juneteenth on June 19th of each year as a paid holiday; (4) establishing a Computer Forensics Examiners Differential of 2.0% of an employee's monthly base pay for no more than 2 employees who hold the Computer Forensics Examiner Certification; (5) establishing a High Work Differential of \$1.50 per hour for employees who are required to perform work more than six feet directly above the ground or water and are required to use personal fall arrest systems, personal full restraint systems or boatswain chairs; (6) establishing an Essential Worker Pay Differential of \$1 when an employee is required to work in person under certain conditions; and (7) 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. The 2021-23 total funds cost of these changes is estimated at \$168,190.

Section L describes compensation plan changes for the International Association of Firefighters (IAFF) Kingsley Firefighters Association (KFAFFA). Adjustments include: (1) increasing salary rates by 2.5% effective December 1, 2021; (2) increasing salary rates by 3.1% effective December 1, 2022; (3) increasing Compensatory Hours, in lieu of federal holidays, from 144 to 152 hour per year; (4) increasing work out of classification pay for employees working out of classification as a Lieutenant from \$1.45 to \$1.70 per hour and for employees working out of classification as a Captain from \$1.45 to \$1.85 per hour; (5) establishing an Essential Worker Pay Differential of \$1 when an employee is required to work in person under certain conditions; and (6) 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. The 2021-23 total funds cost of these changes is estimated at \$286,516.

Section M 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. New classifications 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 N 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 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. DAS submitted an initial report in September. This report is updated and covers the implementation of agreements with several executive branch bargaining units as well as statewide compensation plan changes. Approximately 96% 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: American Federation of State, County and Municipal Employees (AFSCME) Council 75 Department of Corrections Security Employees
- Section I: Association of Oregon Corrections Employees (AOCE)
- Section J: Federation of Oregon Parole and Probation Officers (FOPPO)
- Section K: Criminal Investigators Association (CIA)
- Section L: International Association of Firefighters (IAFF) and Kingsley Firefighters Association (KFAFFA)
- Section M: Executive Service, Unclassified Excluded, and Management Services
- Section N: Classified and Unclassified Unrepresented Services

The cost of implementing the agreements in the 2021-23 biennium is estimated at \$205.2 million General Fund, \$5.8 million Lottery Funds, \$171.4 million Other Funds, and \$81.4 million Federal Funds. For the next full biennium (2023-25), the cost of these salary plan changes is anticipated to be \$345.9 million General Fund, \$10.8 million Lottery Funds, \$303.9 million Other Funds, and \$136.0 million Federal Funds.

The Emergency Board received an allocation (salary pot) of \$198 million General Fund to defray the costs of step increases, cost of living adjustments, and increased medical insurance benefit cost to agencies, during the 2021-23 biennium. Funds from the salary pot 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 the following bargaining units: AFSCME Non-Security (DOC), IAFF Portland Air National Guard (OMD), and State Teachers Education Association (ODE). When agreements are 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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October 18, 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.
- 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 agreement with the American Federation of State, County and Municipal Employees (AFSCME) Council 75 Department of Corrections Security Employees for compensation plan changes, pending ratification.
- Section I: Implements the agreement with the Association of Oregon Corrections Employees (AOCE) for compensation plan changes, pending ratification.
- Section J: Implements the agreement with the Federation of Oregon Parole and Probation Officers (FOPPO) for compensation plan changes, pending ratification.

Section K: Implements the agreement with the Criminal Investigators Association (CIA) for compensation plan changes, pending ratification.

Section L: Implements the agreement with the International Association of Firefighters (IAFF) Kingsley Firefighters Association (KFAFFA) for compensation plan changes, pending ratification.

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

Section N: 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
2021-2023 Cost:	205,189,743	5,830,739	171,379,331	81,387,550	463,787,363
Roll-up Cost:	160,570,781	5,235,118	144,043,166	64,363,289	374,212,354
2023-2025 Cost:	345,915,685	10,762,967	303,887,898	135,950,532	796,517,082

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
Kim To Legislative Fiscal Office

¹ Outstanding units include: AFSCME Non-Security (DOC), 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.

- 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) Delete the following classifications from the compensation plan as indicated:

Class Number	Class Title	Agency	Effective Date
0210	Accounting Tech 1	All	7/1/21
0211	Accounting Tech 2	All	7/1/21
1215	Accountant 1	All	7/1/21

2204	Archivist 1	All	1/1/21
2205	Archivist 2	All	1/1/21
6725	Habilitative Training Technician 1	All	9/1/19
6726	Habilitative Training Technician 2	All	9/1/19
6727	Habilitative Training Technician 3	All	9/1/19

- 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).
- 13) Effective October 1, 2021 until January 31, 2022, establish a Staffing Crisis Differential as follows:

Classification	Weekend Differential	Weekday Differential
Custodian, Food Service Worker, Cook, and Administrative Specialist 1	\$13.00 per hour	\$5.00 per hour
Mental Health Therapy Technician, Mental Health Therapist 1, Mental Health Therapist 2, Mental Health Security Technician, Transporting Mental Health Aid, and Activities Coordinator	\$18.00 per hour	\$7.00 per hour
Licensed Practical Nurse	\$24.00 per hour	\$10.00 per hour

SECTION B	General Fund	Lottery Funds	Other Funds	Federal Funds	Total Funds
2021-2023 Cost:	51,625,064	1,549,614	51,266,226	30,671,100	135,112,004
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) 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 upon ratification, truncate the salary range for the Mental Health Registered Nurse classification at the Oregon State Hospital by removing the bottom step of the salary range.
- 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
4139	Liquor Distribution Equipment Operator	OLCC

- 8) 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

- 9) Effective upon ratification, eliminate the salary range cap to qualify for Shift Differential.
- 10) 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.
- 11) 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).
- 12) Effective upon ratification, expand the Agency Operation Center Differential at the Oregon State Fire Marshal to include the Drive Team.
- 13) Effective September 1, 2021 or the first of the month following ratification, whichever is later, increase the salary range 15V by two percent (2%).
- 14) 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.
- 15) 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.
- 16) Effective October 1, 2021 until January 31, 2022, establish a Staffing Crisis Differential for all Mental Health Registered Nurses who provide direct patient care. Eligible employees will receive thirty-one dollars (\$31.00) per hour for hours worked between Friday at ten o'clock pm (10:00 p.m.) until Monday at seven o'clock am (7:00 a.m.) and thirteen dollars (\$13.00) per hour for all other hours.
- 17) Effective November 1, 2021 until January 31, 2022, establish a Staffing Crisis Differential for DHS Stabilization and Crisis Unit employees who provide direct resident care. Eligible employees will receive fourteen dollars (\$14.00) per hours for hours

worked between Friday at ten o'clock pm (10:00 p.m.) until Monday at seven o'clock am (7:00 a.m.) and six dollars (\$6.00) per hour for all other hours.

SECTION C	General Fund	Lottery Funds	Other Funds	Federal Funds	Total Funds
2021-2023 Cost:	10,524,317	214,701	13,765,979	7,992,617	32,497,614
Roll-up Cost:	5,453,401	112,844	10,672,149	3,825,752	20,064,146
2023-2025 Cost:	11,463,048	313,464	22,477,529	8,078,604	42,332,645

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, 2021, 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 July 1, 2021, truncate the salary range for the Mental Health Registered Nurse classification by removing the bottom step of the salary range.
- 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).

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

- 7) 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.
- 8) 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 agreement with the American Federation of State, County and Municipal Employees (AFSCME) Council 75 Department of Corrections Security Employees for compensation plan changes, pending ratification.

- 1) Effective December 1, 2021, generally increase salary rates by 2.5%.
- 2) Effective December 1, 2022, generally increase salary rates by 3.1%.
- 3) Establish Juneteenth on June 19th as a paid holiday.
- 4) Effective October 1, 2021, increase shift differential from seventy-five cents (\$0.75) to one dollar (\$1.00) per hour for applicable hours.
- 5) Effective upon ratification of the agreement, increase the LEDS Certified Warrant Differential for employees at the Santiam Correction Institution from four percent (4%) to five percent (5%).
- 6) Effective September 1, 2021, Correctional Officer, Corporal and Sergeant Classifications shall receive a temporary increase of one and one half percent (1.5%) which shall expire December 31, 2021.
- 7) Effective January 1, 2022, align the following classifications with the rates for the same classifications within the Association of Oregon Corrections Employees (AOCE):

Class Number	Classification Title	Salary Range
6775	Correctional Officer	18
6776	Correctional Corporal	19
6777	Correctional Sergeant	21

- 8) 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.

SECTION H	General Fund	Lottery Funds	Other Funds	Federal Funds	Total Funds
2021-2023 Cost:	15,996,702	-	170,405	-	16,167,107
Roll-up Cost:	10,626,583	-	114,668	-	10,741,251
2023-2025 Cost:	25,817,616	-	276,746	-	26,094,362

SECTION I

Implements the agreement with the Association of Oregon Corrections Employees (AOCE) for compensation plan changes, pending ratification.

- 1) Effective December 1, 2021, generally increase salary rates by 2.5%.
- 2) Effective December 1, 2022, generally increase salary rates by 3.1%.
- 3) Establish Juneteenth on June 19th as a paid holiday.
- 4) Selectively increase the following classifications as indicated:

Class Number	Class Title	From SR	To SR	Effective Date
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
6775	Correctional Officer	17	18	1/1/22
6776	Correctional Corporal	18	19	1/1/22
6777	Correctional Sergeant	20	21	1/1/22

- 5) Effective January 1, 2022, eliminate the Intermediate and Advanced DPSST Differentials. Employees who are receiving one of the differentials as of December 31, 2021 shall have their salary adjusted by the amount of the differential until such time as they reach the top step of the salary range.
- 6) Effective July 1, 2021, truncate the salary range for the Institution Registered Nurse, Nurse Practitioner, and Physician Assistant by removing steps one (1), two (2), and three (3).
- 7) Effective upon ratification, increase shift differential from seventy-five cents (\$0.75) to one dollar (\$1.00) per hour for applicable hours.
- 8) Effective upon ratification, increase the shift differentials for Registered Nurses, Nurse Practitioners, Physician Assistants, and Health Services Technicians as follows:
 - a) Swing Shift from one dollar and eighty-five cents (\$1.85) to three dollars and ninety-two cents (\$3.92).
 - b) Night Shift from two dollars and twenty-five cents (\$2.25) to three dollars and eighty-five cents (\$3.85).
 - c) Weekend Shift from one dollar and sixty cents (\$1.60) to one dollar and sixty-five cents (\$1.65).
- 9) Effective upon ratification, increase the security differential points from thirteen dollars (\$13.00) to fifteen dollars (\$15.00) per point.
- 10) 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.

- 11) Establish a one-time Pandemic Recognition payment for employees designated as Frontline workers between March 2020 and June 2021. Employees must be a member of the bargaining unit as of September 15, 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:	7,361,190	-	75,273	-	7,436,462
Roll-up Cost:	4,152,090	-	42,458	-	4,194,548
2023-2025 Cost:	9,841,524	-	100,636	-	9,942,160

SECTION J

Implements the agreement with the Federation of Oregon Parole and Probation Officers (FOPPO) 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
6787	Adult Parole/Probation Officer	26	27

- 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. Employees must be a member of the bargaining unit as of September 15, 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 J	General Fund	Lottery Funds	Other Funds	Federal Funds	Total Funds
2021-2023 Cost:	607,435	-	-	-	607,435
Roll-up Cost:	266,027	-	-	-	266,027
2023-2025 Cost:	793,457	-	-	-	793,457

SECTION K

Implements the agreement with the Criminal Investigators Association (CIA) for compensation plan changes, pending ratification.

- 1) Effective December 1, 2021, generally increase salary rates by 2.5%.
- 2) Effective December 1, 2022, generally increase salary rates by 3.1%.
- 3) Establish Juneteenth on June 19th as a paid holiday.
- 4) Effective upon ratification, establish a Computer Forensics Examiners Differential of two percent (2.0%) of an employee's monthly base pay for no more than two (2) employees who hold the Computer Forensics Examiner Certification.
- 5) Effective upon ratification, establish a High Work Differential of one dollar and fifty cents (\$1.50) per hour for employees who are required to perform work more than six (6) feet directly above the ground or water and are required to use personal fall arrest systems, personal full restraint systems or boatswain chairs.
- 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. Employees must be a member of the bargaining unit as of September 15, 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 K	General Fund	Lottery Funds	Other Funds	Federal Funds	Total Funds
2021-2023 Cost:	109,811	-	34,084	24,295	168,190
Roll-up Cost:	99,221	-	30,797	21,952	151,969
2023-2025 Cost:	209,032	-	64,881	46,247	320,160

SECTION L

Implements the agreement with the International Association of Firefighters (IAFF) Kingsley Firefighters Association (KFAFFA) for compensation plan changes.

- 1) Effective December 1, 2021, generally increase salary rates by 2.5%.
- 2) Effective December 1, 2022, generally increase salary rates by 3.1%.
- 3) Effective upon ratification, increase Compensatory Hours, in lieu of federal holidays, from one-hundred forty-four (144) to one hundred fifty-two (152) hour per year.
- 4) Effective upon ratification, increase work out of classification pay for employees working out of classification as a Lieutenant from one dollar and forty-five cents (\$1.45) to one dollar and seventy cents (\$1.70) per hour and for employees working out of classification as a Captain from one dollar and forty-five cents (\$1.45) to one dollar and eight-five cents (\$1.85) per hour.
- 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. Employees must be a member of the bargaining unit as of September 15, 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 L	General Fund	Lottery Funds	Other Funds	Federal Funds	Total Funds
2021-2023 Cost:	-	-	-	286,516	286,516
Roll-up Cost:	-	-	-	197,974	197,974
2023-2025 Cost:	-	-	-	409,365	409,365

SECTION M

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 July 1, 2021, selectively increase the following classifications, as indicated:

Class Number	Class Title	From SR	To SR
0102	Office Assistant 2	9	10
3269	Construction Project Manager 3	32	33

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

Class Number	Class Title	Salary Range
0214	Payroll Analyst	21

- 6) 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.

- 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 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.
- 9) 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 M	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 N

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
5750	Environmental Law Specialist	30	31D
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
6726	Health Crisis Technician	16	18

- 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
6727	Habilitative Training Technician 3	All

- 7) 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.
- 8) 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 N	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