

## ANALYSIS

### Department of Administrative Services Compensation Plan Changes

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**Analyst:** 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 on changes to the state's compensation plan prior to implementation.

The report contains changes for the following six bargaining units:

Section A: Service Employees International Union (SEIU) Local 503.

Section B: American Federation of State, County, and Municipal Employees (AFSCME) Council 75 Registered Nurses.

Section C: Association of Oregon Corrections Employees (AOCE).

Section D: Oregon State Police Officers Association (OSPOA).

Section E: Oregon Public Safety Association (OPSA).

Section F: Executive Service, Unclassified Excluded, and Management Service.

DAS estimates the 2021-23 cost compensation changes for all six units listed above to be \$1,589,625 total funds (\$1,090,560 General Fund, \$11,020 Lottery Funds, \$400,134 Other Funds, and \$87,911 Federal Funds). For the 2023-25 biennium, the cost of the compensation changes would be \$2,332,275 total funds (\$1,623,702 General Fund, \$22,799 Lottery Funds, \$541,312 Other Funds, and \$144,463 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 describes compensation plan changes for the Service Employees International Union (SEIU) Local 503, which include: (1) establishing a \$5 per hour Medical Isolation LOA for all Group Life Coordinators at the Oregon Youth Authority that volunteer to work in the medical isolation unit; and (2) establishing a 10% Recruitment and Retention differential for employees classified as Wildland Fire Dispatcher and Wildland Fire Dispatcher Entry at the Department of Forestry. The 2021-23 cost of the compensation adjustments included in this section is \$183,935 total funds.

Section B covers compensation plan changes for the American Federation of State, County, and Municipal Employees (AFSCME) Council 75 Registered Nurses, which include: (1) increasing the American Nurses Credentialing Center (ANCC) Certification differential from 1.5% to 2.5%; and (2) increasing the Night Shift differential from \$3.85 to \$4.34 per hour and the Weekend Shift differential from \$1.65 to \$3.14 per hour. The 2021-23 cost of the compensation adjustments included in this

section is \$105,260 total funds.

Section C covers compensation plan changes for the Association of Oregon Corrections Employees (AOCE), which include: (1) establishing a new payroll analyst classification; (2) deleting three accounting classifications; and (3) aligning steps for three correctional positions with the American Federation of State, County, and Municipal Employees (AFSCME) Council 75 Department of Corrections Security Employees. The 2021-23 cost of the compensation adjustments included in this section is \$719,012 total funds.

Section D covers compensation plan changes for the Oregon State Police Officers Association (OSPOA), which include the restructuring of the salary range for the Sergeant classification. The 2021-23 cost of the compensation adjustments included in this section is \$129,667 total funds.

Section E covers compensation plan changes for the Oregon Public Safety Association (OPSA), which includes establishing a new payroll analyst classification and deleting three accounting classifications.

Section F covers compensation plan changes for Executive Service, Unclassified Excluded, and Management Service. These changes include: (1) selectively increasing two medical examiner classifications, three deputy/superintendent classifications, and the Public Employees Retirement Director classification; (2) establishing a Board Certification Differential of 7.5% for State Medical Examiners with one certification and 10% for State Medical Examiners with two or more certifications; and (3) establishing a Board Certification Differential of 7.5% for Deputy State Medical Examiners with at least one certification. The 2021-23 cost of the compensation adjustments included in this section is \$451,751 total funds.

**Recommendation:** The Legislative Fiscal Office recommends acknowledging receipt of the report.



# Oregon

Governor Kate Brown

## Department of Administrative Services

Chief Human Resources Office

Labor Relations Unit

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February 22, 2022

The Honorable Steiner Hayward, Co-Chair  
The Honorable Tawna Sanchez, Co-Chair  
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 compensation plan changes for the Service Employees International Union (SEIU) Local 503.

Section B: Implements compensation plan changes for the American Federation of State, County, and Municipal Employees (AFSCME) Council 75 Registered Nurses.

Section C: Implements compensation plan changes for the Association of Oregon Corrections Employees (AOCE).

Section D: Implements compensation plan changes for the Oregon State Police Officers Association (OSPOA).

Section E: Implements compensation plan changes for the Oregon Public Safety Association (OPSA).

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

### Statewide Impact

The table below aggregates the costs (by fund type) for all changes included in this letter.

Statewide	General Fund	Lottery Funds	Other Funds	Federal Funds	Total Funds
<b>2021-2023 Cost:</b>	1,090,560	11,020	400,134	87,911	1,589,625
<b>Roll-up Cost:</b>	573,835	11,780	275,493	65,479	926,586
<b>2023-2025 Cost:</b>	1,623,702	22,799	541,312	144,463	2,332,275

**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

## SECTION A

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Implements compensation plan changes for the Service Employees International Union (SEIU) Local 503.

- 1) Effective February 1, 2022 through April 30, 2022, establish a five dollar (\$5.00) per hour Medical Isolation LOA for all Group Life Coordinators at the Oregon Youth Authority that volunteer to work in the medical isolation unit.
- 2) Effective February 1, 2022 through the completion of bargaining the result of the a Classification Study for the affected classifications, establish a ten percent (10%) Recruitment and Retention differential for employees classified as Wildland Fire Dispatcher and Wildland Fire Dispatcher Entry at the Department of Forestry.

SECTION A	General Fund	Lottery Funds	Other Funds	Federal Funds	Total Funds
<b>2021-2023 Cost:</b>	40,693	-	134,315	8,927	183,935
<b>Roll-up Cost:</b>	-	-	-	-	-
<b>2023-2025 Cost:</b>	-	-	-	-	-

## SECTION B

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Implements compensation plan changes for the American Federation of State, County, and Municipal Employees (AFSCME) Council 75 Registered Nurses.

- 1) Effective August 25, 2021, increase the ANCC Certification differential from one and one half percent (1.5%) to two and one half percent (2.5%).
- 2) Effective August 25, 2021, increase the Night Shift differential from three dollars and eighty-five cents (\$3.85) to four dollars and thirty four cents (\$4.34) per hour and the Weekend Shift differential from one dollar and sixty five cents (\$1.65) to three dollars and fourteen cents (\$3.14) per hour.

SECTION B	General Fund	Lottery Funds	Other Funds	Federal Funds	Total Funds
<b>2021-2023 Cost:</b>	71,057	-	12,923	21,280	105,260
<b>Roll-up Cost:</b>	6,460	-	1,175	1,935	9,569
<b>2023-2025 Cost:</b>	77,517	-	14,098	23,214	114,829

## SECTION C

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Implements compensation plan changes for the Association of Oregon Corrections Employees (AOCE).

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

Class Number	Class Title	Salary Range
0214	Payroll Analyst	21

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

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

- 5) Effective January 1, 2022, align steps 9 and 10 of the following classifications with the American Federation of State, County, and Municipal Employees (AFSCME) Council 75 Department of Corrections Security Employees.

Class Number	Class Title	Salary Range
6775	Correctional Officer	18
6776	Correctional Corporal	19
1215	Correctional Sergeant	21

SECTION C	General Fund	Lottery Funds	Other Funds	Federal Funds	Total Funds
<b>2021-2023 Cost:</b>	711,734	-	7,278	-	719,012
<b>Roll-up Cost:</b>	293,067	-	2,997	-	296,064
<b>2023-2025 Cost:</b>	1,004,801	-	10,275	-	1,015,075

## SECTION D

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

- 1) Effective February 1, 2022, restructure the salary range for the Sergeant classification as follows:

Class Number	Class Title	Range/Pay Option	Salary Range	Step 1	Step 2	Step 3	Step 4
7556	Sergeant	AP	32S	9027	9388	9764	10172

SECTION D	General Fund	Lottery Funds	Other Funds	Federal Funds	Total Funds
<b>2021-2023 Cost:</b>	97,950	1,751	29,966	-	129,667
<b>Roll-up Cost:</b>	81,525	1,456	24,941	-	107,922
<b>2023-2025 Cost:</b>	179,475	3,207	54,907	-	237,589



## SECTION E

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Implements compensation plan changes for the Oregon Public Safety Association (OPSA).

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

<b>Class Number</b>	<b>Class Title</b>	<b>Salary Range</b>
0214	Payroll Analyst	21

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

<b>Class Number</b>	<b>Class Title</b>	<b>Effective Date</b>
0210	Accounting Tech 1	7/1/21
0211	Accounting Tech 2	7/1/21
1215	Accountant 1	7/1/21

<b>SECTION E</b>	<b>General Fund</b>	<b>Lottery Funds</b>	<b>Other Funds</b>	<b>Federal Funds</b>	<b>Total Funds</b>
<b>2021-2023 Cost:</b>	-	-	-	-	-
<b>Roll-up Cost:</b>	-	-	-	-	-
<b>2023-2025 Cost:</b>	-	-	-	-	-

## SECTION F

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Implements compensation plan changes for Executive Service, Unclassified Excluded, and Management Service.

- 1) Selectively increase the following classifications as indicated:

Class Number	Class Title	Salary Range	Pay Option	Effective Date
7507	Deputy State Medical Examiner	47	A	1/1/22
7508	State Medical Examiner	50	A	1/1/22
7595	Deputy/Chief 5	42X	D	2/1/22
7577	OSP Superintendent	42X	H	2/1/22
7576	OSP Deputy Superintendent	41X	H	2/1/22
7578	Public Employees Retirement Director	42X	H	2/1/22

- 2) Effective January 1, 2022, establish a Board Certification Differential of seven and one half percent (7.5%) for a State Medical Examiner who possess one Board Certification and ten percent (10%) for a State Medical Examiner who possess two or more Board Certifications.
- 3) Effective January 1, 2022, establish a Board Certification Differential of seven and one half percent (7.5%) for Deputy State Medical Examiners who possess at least one Board Certification.

SECTION F	General Fund	Lottery Funds	Other Funds	Federal Funds	Total Funds
<b>2021-2023 Cost:</b>	169,126	9,269	215,652	57,704	451,751
<b>Roll-up Cost:</b>	192,783	10,324	246,380	63,544	513,031
<b>2023-2025 Cost:</b>	361,909	19,592	462,032	121,249	964,782

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