

Department of Administrative Services

COMPENSATION

Joint Committee on Ways and Means

General Government Subcommittee –
February 3

2022 Legislative Session



Compensation

- Compensation is defined as both salary and benefits
- The Executive Branch needs to maintain its status as a “market employer” (Executive Order 17-08)
 - Conduct a market study every two years
 - Employees earn, on average, between 95 and 105% of similarly situated employees in comparable markets
- 2020 report found that employee average compensation inclusive of major benefits, was 100.2% of the overall market
- Next report published in November/December 2022

State of Oregon Comparator Market

As an employer, the state of Oregon's defined labor market is made up of the following comparators:

- **4 Contiguous states** - California, Idaho, Nevada, and Washington
- **7 Oregon Counties** - Clackamas, Deschutes, Jackson, Lane, Marion, Multnomah, and Washington
- **3 Washington State Counties** – Clark, Thurston, and King
- **Purchased Surveys** – Variety of public and private sector, scoped to Pacific Northwest

Examples of Positions Under Market

2020 Salary and Benefit Report

Title (Number of Employees in State Service)	Percentage of Salary Compared to Market	Percentage of Salary and Benefits Compared to Market
Information Systems Specialist 8 (304)	93.2%	97.4%
Principal Executive Manager F (40)	92.8%	95.2%
Project Manager 3 (34)	92%	94.8%
Fiscal Analyst 3 (94)	91.9%	96.9%
Construction Project Manager 3 (26)	87.7%	91.3%

Examples of Positions Over Market

2020 Salary and Benefit Report



Title (Number of Employees in State Service)	Percentage of Salary Compared to Market	Percentage of Salary and Benefits Compared to Market
Information Systems Specialist 4 (208)	104.5%	108.6%
Social Services Specialist 2 (112)	112.0%	111.3%
Accounting Technician 3 (189)	110.3%	110.7%
Licensed Practical Nurse (137)	103.9%	106.4%
Electrician 2 (58)	108.4%	112.2%

Labor Market

State's market study

- Uses data as of July of even numbered years
- 2022 will account for any increase in the comparator labor market

Since the last study in 2020

- From December 2020 to December 2021, Consumer Price Index increased by 7.0%, highest December through December percent change since June of 1981

Oregonian reported *"Oregon has more open jobs than unemployed people, exacerbating hiring squeeze"* (1/19/2022)

- 7 unemployed people for every 10 job openings, reflection of national trend

Failed recruitments (2019-21)

(due to insufficient applicants)

Year	Recruitments for Vacant Positions	Failed Due to Insufficient Applicant Pool	% of Failed Recruitments Due to Insufficient Applicant Pool
2019	16,056	493	3.1%
2020	14,148	645	4.6%
2021	13,536	948	7.0%

Year	Classifications with 20 or More Failed Recruitments Due to Insufficient Applicant Pool	# of Recruitments
2019	Mental Health Therapy Technician	69
	Mental Health Registered Nurse	41
	Office Specialist 2	22
2020	Direct Support Crisis Specialist	103
	Social Service Specialist 1	25
	Institution Registered Nurse	23
2021	Group Life Coordinator 2	84
	Office Specialist 2	49
	Direct Support Crisis Specialist	34
	Park Ranger Assistant	32
	Mental Health Registered Nurse	26
	Administrative Specialist 1	24
	Institution Registered Nurse	22

Strategies and solutions

- Encouraging underfills on recruitments
- Flexibility in support for the workforce
 - Utilization of remote work including out-of-state
 - Flexible work schedules
 - Supporting work/life balance
- Collaboration between agencies via statewide workgroups
- Recruitment strategies
 - Collaborating with Office of Culture Change
 - Streamline application and recruitment processes
 - Use experiential equivalencies in lieu of education to meet minimum qualifications