

ANALYSIS

Item 30: Department of Administrative Services Compensation Plan Changes

Analyst: Kim To

Request: Acknowledge receipt of a report from the Department of Administrative Services on compensation plan changes.

Analysis: ORS 291.371 requires the Department of Administrative Services (DAS), when the Legislature is in session, to report to the Joint Committee on Ways and Means on any changes to the state's compensation plan. When the Legislature is not in session, the agency must report to the Joint Interim Committee on Ways and Means or the Emergency Board.

The current report submitted by DAS contains the following sections describing the compensation changes for the following five groups of executive branch employees:

- Section A: Service Employees International Union (SEIU) Local 503
- Section B: American Federation of State, County, and Municipal Employees (AFSCME) Council 75, Non-Security Employees at the Department of Corrections
- Section C: Association of Oregon Corrections Employees (AOCE)
- Section D: International Association of Fire Fighters (IAFF) Local 3340, Kingsley Firefighters Association (KFFA)
- Section E: Unclassified Non-Represented and Management Service

DAS estimates the total 2025-27 biennium cost of these executive branch employee changes is \$531,860 total funds, which includes \$287,615 General Fund; \$266 Lottery Funds; \$183,189 Other Funds; and \$60,790 Federal Funds. For the 2027-29 biennium, the cost of these compensation changes is anticipated to be \$729,668 total funds, which includes \$398,571 General Fund; \$290 Lottery Funds; \$251,894 Other Funds; and \$78,913 Federal Funds.

Section A implements compensation plan changes for SEIU Local 503. The components include the following: 1) effective April 7, 2026, establish a \$1.60-per-hour preceptor differential for licensed practical nurses working as Preceptors at the Oregon State Hospital; 2) effective April 7, 2026, establish a \$1.25-per-hour preceptor differentials for mental health therapists working as preceptors at the Oregon State Hospital; 3) effective January 30, 2026, selectively increase three specified engineering specialist classifications; 4) effective January 30, 2026, establish a new engineering specialist 4 classification; 5) effective January 30, 2026, abolish

three engineering technician classifications; and 6) effective January 1, 2026, truncate specified electrician, electronic security technician, and plumber classifications.

Section B implements compensation plan changes for AFSCME Council 75, Non-Security Employees at the Department of Corrections, including establishing a new corrections mail inspector classification, effective April 6, 2026.

Section C implements compensation plan changes for AOCE. The components include the following: 1) establish new corrections mail inspector and spiritual services provider classifications; and 2) effective January 1, 2026, truncate specified electrician, electronic security technician, and plumber classifications.

Section D implements compensation plan changes for IAFF Local 3340, KFFA, including increasing paid time off accrual rates by 8 hours per month and increasing paid time off payout upon separation by 250 hours, effective August 18, 2025.

Section E implements compensation plan changes for Unclassified Non-Represented and Management Services. The components include the following: 1) effective September 8, 2025, establish a 2% canine handler differential for employees classified as Oregon State Police lieutenants who are assigned to the Canine Program; and 2) effective December 31, 2025, establish a nursing administrator 2 pay option.

Recommendation: The Legislative Fiscal Office recommends that the Emergency Board acknowledge receipt of the report.

Request: Report on the compensation plan changes by the Department of Administrative Services.

Recommendation: Acknowledge receipt of the report.

Discussion: The Department of Administrative Services (DAS) is reporting on compensation plan changes and position allocations, as required by ORS 291.371, ORS 329A.430, ORS 410.612, and ORS 443.733. This report covers the implementation of agreements with several executive branch bargaining units, as well as statewide compensation plan changes. A detailed breakdown of the changes is included in the DAS letter, as follows:

- Section A: Compensation plan changes for the Services Employees International Union (SEIU) Local 503.
- Section B: Compensation plan changes American Federal of State, County, and Municipal Employees (AFSCME) Council 75.
- Section C: Compensation plan changes for the Associate of Oregon Corrections Employees (AOCE).
- Section D: Compensation plan changes for the International Association of Fire Fighters (IAFF) Local 3340, Kingsley Firefighters Association (KFFA).
- Section E: Compensation plan changes for Unclassified Non-represented and Management Service.

The cost of implementing the negotiated compensation plan changes for the Executive Branch for the 2025-27 biennium is estimated at \$267,615 General Fund, \$266 Lottery Funds, \$183,189 Other Funds, and \$60,790 Federal Funds, which equals \$531,860 total funds. For the next full biennium (2027-29), the total cost of these salary plan changes is anticipated to be \$729,668 total funds.



Oregon

Tina Kotek, Governor

Department of Administrative Services

155 Cottage St NE

Salem, OR 97301

oregon.gov/das

May 6, 2026

The Honorable Senator Rob Wagner, Co-Chair
The Honorable Representative Julie Fahey, Co-Chair
Emergency Board
900 Court Street NE, H-178
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, ORS 329A.430, ORS 410.612 and ORS 443.733.

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.

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

Section D: Implements compensation plan changes for the International Association of Fire Fighters (IAFF) Local 3340, Kingsley Firefighters Association (KFFA).

Section E: Implements compensation plan changes for Unclassified Non-represented and Management Service.

Statewide Impact

The tables below aggregate the costs (by fund type) for all items reported in this letter.

Executive Branch	General Fund	Lottery Funds	Other Funds	Federal Funds	Total Funds
2025-2027 Cost:	287,615	266	183,189	60,790	531,860
Roll-up Cost:	110,956	24	68,705	18,123	197,808
2027-2029 Cost:	398,571	290	251,894	78,913	729,668

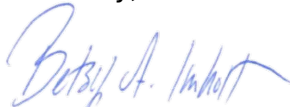
Action Requested

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

Legislation Affected

None.

Sincerely,



Betsy Imholt
Director

Attachment(s)

CC: Kate Nass, Chief Financial Office
Tamara Brickman, Department of Administrative Services
Amada Beitel, Legislative Fiscal Office
Kim To, Legislative Fiscal Office

SECTION A

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

- 1) Effective April 7, 2026, establish a one dollar and sixty cent (\$1.60) per hour Preceptor differential for Licensed Practical Nurses working as Preceptors at the Oregon State Hospital.
- 2) Effective April 7, 2026, establish a one dollar and twenty-five cent (\$1.25) per hour Preceptor differentials for Mental Health Therapists working as Preceptors at the Oregon State Hospital.
- 3) Effective January 30, 2026, selectively increase the following classifications, as indicated:

Class Number	Class Title	From SR	To SR
3103	Engineering Specialist, Entry	12	17
3105	Engineering Specialist 1	16	20
3106	Engineering Specialist 2	21	25
3107	Engineering Specialist 3	23	27

- 4) Effective January 30, 2026, establish the following classification, as indicated:

Class Number	Class Title	SR
3108	Engineering Specialist 4	30

- 5) Effective January 30, 2026, abolish the following classifications:

Class Number	Class Title	SR
3109	Engineering Technician 1	15
3110	Engineering Technician 2	19
3111	Engineering Technician 3	21

- 6) Effective January 1, 2026, truncate the following classifications, as indicated:

Class Number	Class Title	Remaining Steps
4007	Electrician 1	1
4008	Electrician 2	1
4009	Electrician 3	1
4050	Electronic Security Technician 1	3
4051	Electronic Security Technician 2	3
4037	Physical/Electronic Security Technician	3
4005	Plummer	1

SECTION A	General Fund	Lottery Funds	Other Funds	Federal Funds	Total Funds
2025-2027 Cost:	144,498	-	145,601	10,430	300,529
Roll-up Cost:	64,938	-	56,492	6,257	127,687
2027-2029 Cost:	209,436	-	202,093	16,687	428,216

SECTION B

Implements compensation plan changes for the American Federation of State, County, and Municipal Employees (AFSCME) Council 75, Non-Security Employees at the Department of Corrections.

- 1) Effective April 6, 2026, establish the following classification, as indicated:

Class Number	Class Title	SR
5230	Corrections Mail Inspector	17

SECTION B	General Fund	Lottery Funds	Other Funds	Federal Funds	Total Funds
2025-2027 Cost:	-	-	-	-	-
Roll-up Cost:	-	-	-	-	-
2027-2029 Cost:	-	-	-	-	-

SECTION C

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

- 1) Establish the following classifications, as indicated:

Class Number	Class Title	SR	Effective Date
5230	Corrections Mail Inspector	17	3/17/26
6681	Spiritual Services Provider, Entry	20	1/1/26
6682	Spiritual Services Provider	23T	1/1/26

- 2) Effective January 1, 2026, truncate the following classifications, as indicated:

Class Number	Class Title	Remaining Steps
4007	Electrician 1	1
4008	Electrician 2	1
4009	Electrician 3	1
4051	Electronic Security Technician 2	3
4037	Physical/Electronic Security Technician	3
4005	Plummer	1

SECTION C	General Fund	Lottery Funds	Other Funds	Federal Funds	Total Funds
2025-2027 Cost:	-	-	-	-	-
Roll-up Cost:	-	-	-	-	-
2027-2029 Cost:	-	-	-	-	-

SECTION D

Implements compensation plan changes for the International Association of Fire Fighters (IAFF) Local 3340, Kingsley Firefighters Association (KFFA).

- 1) Effective August 18, 2025, increase paid time off accrual rates by eight hours per month and increase paid time off payout upon separation by two hundred and fifty (250) hours.

SECTION D	General Fund	Lottery Funds	Other Funds	Federal Funds	Total Funds
2025-2027 Cost:	-	-	-	14,738	14,738
Roll-up Cost:	-	-	-	-	-
2027-2029 Cost:	-	-	-	14,738	14,738

Section E

Implements compensation plan changes for Unclassified Non-represented and Management Service.

- 1) Effective September 8, 2025, establish a two percent (2.0%) Canine Handler differential for employees classified as OSP Lieutenant who are assigned the Canine Program.
- 2) Effective December 31, 2025, establish the following pay option, as indicated:

Class Number	Class Title	SR	Pay Option
7471	Nursing Administrator 2	40X	N

SECTION E	General Fund	Lottery Funds	Other Funds	Federal Funds	Total Funds
2025-2027 Cost:	143,117	266	37,588	35,622	216,593
Roll-up Cost:	46,018	24	12,213	11,866	70,121
2027-2029 Cost:	189,135	290	49,801	47,488	286,714