

February 2008

To: State Agency Human Resource Directors and Managers

From: Sierra Hernandez, Assoc Compensation Analyst
Human Resource Services Division

COMPENSATION PLAN CHANGES

The following changes were reported for the 2007-09 biennium. Implementation of the changes takes effect as indicated. If you have any questions, please contact me at (503)373-1847.

AFSCME- DEQ

1. Effective July 1, 2007,
 - a. Generally increase salary rates by 3 percent, but not less than \$80 per month.
 - b. Selectively increase salary range for the following classes:

<u>Class</u>	<u>From SR</u>	<u>To SR</u>
3410 Environmental Engineer 1	SR23	SR25
3411 Environmental Engineer 2	SR28	SR30
3412 Environmental Engineer 3	SR30	SR32
3715 Chemist 1	SR23	SR24
3716 Chemist 2	SR25	SR26
3717 Chemist 3	SR27	SR28
5750 Environmental Law Specialist	SR28	SR30
8503 Nat'l Resource Spec. 3 – Hydro Geologist	SR27 (Pay Opt B)	SR28 (Pay Opt B)
8504 Nat'l Resource Spec. 4 – Hydro Geologist	SR30 (Pay Opt B)	SR31 (Pay Opt B)

- c. Implement new pay options for the following classes:

<u>Class</u>	<u>From SR</u>	<u>To SR</u>
8503 Natural Resource Spec. 3 - Sanitarian	SR27	SR28 (Pay Opt D)
8504 Natural Resource Spec. 4 -Toxicologist	SR30	SR32 (Pay Opt C)
8504 Natural Resource Spec. 4 - Sanitarian	SR30	SR31 (Pay Opt D)
8505 Nat'l Resource Spec. 5 - Hydro Geologist	SR32	SR33 (Pay Opt B)

2. Effective January 1, 2008, increase the state-paid subsidy to meet increases in insurance premium costs for PEBB medical, dental and basic life benefit plans for eligible employees for plan year 2008.
3. Effective November 1, 2008,
 - a. Generally increase salary rates by 3.2 percent, but not less than \$85 per month.
 - b. Remove steps from the following salary ranges:

<u>Range</u>	<u>Delete Steps</u>
SR05	1 through 6
SR06	1 through 5
SR07	1 through 4
SR08	1 through 3
SR09	1 through 2
SR10	1

4. Effective January 1, 2009, increase monthly insurance contributions by up to 12 percent of the actual monthly composite resulting from plan year 2008.