

March 14, 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.

AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES (AFSCME) DEPARTMENT OF CORRECTIONS SECURITY PLUS

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>
4039 Physical Electronics Security Technician 3	SR23	SR24
6214 Institution RN	SR25N	SR28N
6255 Nurse Practitioner	SR27	SR33
6391 Dental Assistant	SR13	SR15

2. Effective October 1, 2007
 - a. Establish the following new/revised classifications in the compensation plan:

<u>Class</u>	<u>SR</u>
0758 Supply Specialist 1	SR14
0759 Supply Specialist 2	SR20
1519 Correctional Hearings Officer	SR28
4109 Grounds Maintenance Worker 1	SR14
4110 Grounds Maintenance Worker 2	SR17
4401 Truck Driver 1	SR17
4402 Truck Driver 2	SR20
4417 Automotive Service Technician	SR11
4418 Automotive Technician 1	SR17
4419 Automotive Technician 2	SR21

- b. Selectively increase salary range for the following class:

<u>Class</u>	<u>From SR</u>	<u>To SR</u>
6260 Pharmacist	SR34	SR37

3. Effective February 1, 2008
 - a. Increase Nurse Shift differential as follows:

1. Evenings from \$1.35 to \$1.85
 2. Nights from \$1.75 to \$2.25
 3. Weekends from \$1.10 to \$1.60
- b. Increase current Shift differential from \$.50 per hour to \$.75 per hour.
4. Effective February 15, 2008,
 - a. Increase Bilingual differential from 4 percent to 5 percent.
 - b. Establish the Limited Maintenance Electrician differential at 5 percent.
 - c. Establish a Team Lead differential at 10 percent.
 5. 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.
 6. Effective March 1, 2008, selectively increase salary range for the following class:

<u>Class</u>	<u>From SR</u>	<u>To SR</u>
6783 Correctional Counselor	SR24	SR25

7. Effective November 1, 2008, generally increase salary rates by 3.2 percent, but not less than \$85 per month.
8. Effective January 1, 2009, increase monthly insurance contributions by up to 12 percent of the actual monthly composite resulting from plan year 2008.