

June 11, 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.

### **OBSOLETE CLASSIFICATIONS**

The following classifications were deleted from the compensation plan:

#### **Class**

0706 Property Specialist 2  
0709 Inventory Control Specialist  
0777 Parts Supply Specialist 3  
1181 Management Analyst 2  
3220 Transportation Engineer 1  
4123 Trades Maintenance Coordinator  
4411 Auto Mechanic 2  
4412 Corrections Auto Mechanic  
4421 Equipment Operator 2  
8319 Fish and Wildlife Technician Entry  
8328 Fish and Wildlife Manager 2  
8329 Fish and Wildlife Manager 3

### **VARIOUS CLASSIFIED REPRESENTED AND UNREPRESENTED COMPENSATION PLANS**

Effective June 30, 2009 at 11:59 pm, we will add one step to the top and remove the bottom step of all salary ranges in the following compensation plans:

American Federation of State, County and Municipal Employees (AFSCME)  
Central Table (including Oregon Association of Justice Attorneys)

American Federation of State, County and Municipal Employees (AFSCME)  
Department of Corrections Security Unit

American Federation of State, County and Municipal Employees (AFSCME)  
Department of Corrections Security Plus Unit

Association of Engineering Employees (AEE)

Association of Oregon Corrections Employees (AOCE)

Criminal Investigators Association (CIA)

International Association of Firefighters (IAFF) Oregon Military Department,  
Klamath Falls Air National Guard

International Association of Firefighters (IAFF) Oregon Military Department,  
Portland Air National Guard

Mid-Valley Bargaining Council and State Teacher Education Association (STEA)

Oregon Nurses Association (ONA)

Oregon State Police Officers Association (OSPOA)

Service Employees International Union Local 503 (SEIU)

Classified and Unclassified Unrepresented

Unclassified Excluded Non-Supervisory Department of Justice Labor and  
Employment Attorneys

**AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL  
EMPLOYEES (AFSCME) DEPT OF CORRECTIONS SECURITY EMPLOYEES**

1. Effective July 1, 2007, we generally increased salary rates by 3 percent.
2. Effective January 1, 2008, we increased 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 June 1, 2008, we
  - a. Applied a 2% pay differential for TERT to CNT (Hostage Negotiators).
  - b. Increased current Shift differential from \$.50 per hour to \$.75 per hour.
  - c. Increased Bilingual differential from 4 percent to 5 percent.
4. Effective July 1, 2008, we will:
  - a. First, adjust the salary steps of the classifications of Correctional Officer, Corporal and Sergeant to match the AOCE Compensation Plan.
  - b. Second, selectively increase the salary ranges for the following classifications:

<u>Class</u>	<u>From SR</u>	<u>To SR</u>
6775 Correctional Officer	SR 16	SR 17
6776 Correctional Corporal	SR 17	SR 18

5. Effective November 1, 2008, we will generally increase salary rates by 3.2 percent.
6. Effective January 1, 2009, we will increase monthly insurance contributions by up to 12 percent of the actual monthly composite resulting from plan year 2008.

### **DISTRICT ATTORNEYS AND THEIR DEPUTIES**

1. Effective July 1, 2007, we eliminated the third tier of the salary structure by moving Gilliam, Sherman and Wheeler into the middle pay tier, as follows:

Tier 1: Multnomah, Washington, Clackamas, Lane, Marion, Jackson, Deschutes, Linn and Douglas.

Tier 2: Yamhill, Benton, Josephine, Umatilla, Klamath, Polk, Coos, Lincoln, Columbia, Clatsop, Malheur, Tillamook, Union, Wasco, Curry, Hood River, Crook, Jefferson, Baker, Morrow, Grant, Lake, Harney, Wallowa, Gilliam, Sherman and Wheeler.

2. Effective July 1, 2008, we will generally increase the salary rates by 1.5%.