

September 2007

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 take effect as indicated, pending ratification. If you have any questions, please contact me at (503)373-1847.

### **OBSOLETE CLASSIFICATIONS**

The following classifications are deleted from the compensation plan:

0775 Parts Supply Spec 1  
0832 Technical/Executive Assistant 2  
1107 Planner 1  
1108 Planner 2  
1189 Executive Analyst 4  
1492 Information Specialist  
2172 Communications Tech  
4207 Carpenter  
4407 Mechanical Repair Worker  
4413 Body/Fender Repair Worker  
4430 Heavy Equip Mech-Entry  
5662 State Audit Administrator  
5835 Railroad Specialist 1  
5836 Railroad Specialist 2  
9200 Seamster 1

### **SERVICE EMPLOYEES INTERNATIONAL UNION (SEIU)**

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

<b><u>Class</u></b>	<b><u>From SR</u></b>	<b><u>To SR</u></b>
0015 Medical Records Specialist	SR17	SR18
0739 Timber Auditor/Appraiser 1	SR20	SR21L (Steps 1-4)
0740 Timber Auditor/Appraiser 2	SR23	SR25
0741 Timber Auditor/Appraiser 3	SR25	SR28
1105 Traffic Survey Interviewer	SR06	SR08
3116 Cartographer 1	SR15	SR17
3117 Cartographer 2	SR19	SR21
3118 Cartographer 3	SR21	SR23
3121 Cartographic Program Specialist 1	SR23	SR25

3251	Facilities Engineer 1	SR25	SR27
3252	Facilities Engineer 2	SR27	SR29
3253	Facilities Engineer 3	SR29	SR31
3779	Microbiologist 1	SR21	SR23
3780	Microbiologist 2	SR23	SR25
3781	Microbiologist 3	SR25	SR27
4037	Physical Electronic Security Tech 1	SR17	SR19
4038	Physical Electronic Security Tech 2	SR21	SR22
4039	Physical Electronic Security Tech 3	SR23	SR24
4161	Transportation Maintenance Coordinator 1	SR20	SR21
4162	Transportation Maintenance Coordinator 2	SR21	SR22
4163	Transportation Operations Specialist	SR19	SR20
5450	Shipping Point Inspector 1	SR13	SR15
5451	Shipping Point Inspector 2	SR15	SR17
5630	Tax Auditor Entry	SR19	SR20L (Steps 1-4)
5631	Tax Auditor 1	SR24	SR25
5632	Tax Auditor 2	SR27	SR28
5645	Governmental Auditor Entry	SR18	SR19L (Steps 1-4)
5705	Industrial Hygienist 1	SR20	SR22L (Steps 1-4)
5706	Industrial Hygienist 2	SR25	SR27
5707	Industrial Hygienist 3	SR27	SR29
5708	Industrial Hygienist 4	SR29	SR31
5709	Occupational Safety Specialist 1	SR20	SR22
5710	Occupational Safety Specialist 2	SR25	SR27
5711	Occupational Safety Specialist 3	SR27	SR29
5911	Health Care Investigator – Pay Option E	SR26	SR 26 (OA 39)
5925	Disability Analyst Entry	SR19	SR19L (Steps 1-4)
5955	Nutrition Consultant	SR27	SR29
6135	Licensed Practical Nurse	SR16	SR20S
6214	Institution Registered Nurse	SR28N	SR31N
6228	Public Health Nurse 1	SR27	SR28
6229	Public Health Nurse 2	SR30	SR31
6255	Nurse Practitioner	SR30	SR35
6260	Pharmacist	SR35	SR39
6391	Dental Assistant	SR13	SR15
6396	Dental Hygienist	SR26	SR29
6611	Social Service Specialist Entry	SR18	SR20L (Steps 1-4)
6685	Client Care Surveyor	SR26	SR28
6720	Psychiatric Social Worker	SR26	SR28
6820	Medical Lab Technician 1	SR14	SR17
6821	Medical Lab Technician 2	SR17	SR20
6823	Medical Lab Technologist	SR23	SR24

- c. Establish an Educational differential for Institution Registered Nurse or Nurse Practitioner in the following amounts:
    1. Baccalaureate Degree 4.75 percent
    2. Master's Degree 9.5 percent
  - d. Increase Shift differential currently at \$.50 to \$.75 per hour.
  - e. Increase Nurse Shift differential from \$1.35 to \$1.85 per hour.
  - f. Establish a Facilitation Certificate differential for Group Life Coordinators of \$1.50 per hour.
2. Effective October 1, 2007,
    - a. Establish the following new/revised classifications in the compensation plan:

**Class**

**Salary Range (SR)**

0758	Supply Specialist 1	SR14
0759	Supply Specialist 2	SR20
0782	Parts Specialist 1	SR15
0783	Parts Specialist 2	SR20
1510	Administrative Law Judge 1	SR30
1511	Administrative Law Judge 2	SR32
1512	Administrative Law Judge 3	SR37
1547	Financial Enforcement Officer	SR32
4109	Grounds Maintenance Worker 1	SR14
4110	Grounds Maintenance Worker 2	SR17
4116	Laborer/Student Worker	SR12
4130	Sign Technician Entry	SR15L (Steps 1-4)
4131	Sign Technician 1	SR19
4132	Sign Technician 2	SR21
4401	Truck Driver 1	SR17
4402	Truck Driver 2	SR20
4404	Mail Delivery Driver	SR14
4417	Automotive Service Technician	SR11
4418	Automotive Technician 1	SR17
4419	Automotive Technician 2	SR21
4422	Equipment Operator	SR21
4436	Heavy Equipment Technician Entry	SR19L (Steps 1-4)
4437	Heavy Equipment Technician 1	SR23T (Steps 5-9)
4438	Heavy Equipment Technician 2	SR26B (Steps 5-9)
5747	Insurance Examiner Entry	SR26L (Steps 1-4)
5748	Insurance Examiner	SR30
6766	Dormitory Counselor Entry	SR12L (Steps 1-4)
6767	Dormitory Counselor 1	SR16
6768	Dormitory Counselor 2	SR20
9201	Seamster	SR15

- b. Eliminate Insurance Examiners AFE, CFE, AIE or CIE certificate differential of 20 percent.
- 3. 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.
- 4. 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

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

**EXECUTIVE SERVICE, UNCLASSIFIED EXCLUDED  
AND MANAGEMENT SERVICE**

1. Effective July 1, 2007,
  - a. Generally increase salary rates by 3 percent, but not less than \$80 per month.
  - b. Generally increase salary rates for salary ranges 24 and above by 3 percent (excluding Unclassified Excluded Non-Supervisory Department of Justice Labor and Employment Attorneys).
  - c. Add one step to the top and remove the bottom step of all salary ranges (excluding Unclassified Excluded Non-Supervisory Department of Justice Labor and Employment Attorneys).
  - d. Selectively increase the salary ranges of agency head classifications by 10 percent.
  - e. Selectively increase the salary ranges of the following classifications:

<u>Class</u>	<u>From SR</u>	<u>To SR</u>
3255 Facilities Engineer Supervisor	SR30	SR31
5453 Shipping Point Inspection Assistant Manager	SR17	SR19
5454 Shipping Point District Manager 1	SR19	SR21
5455 Shipping Point District Manager 2	SR24	SR26
5562 Supervising Deputy State Fire Marshal	SR29	SR32
5911 Health Care Investigator – E pay option	SR26	MENN 39 rates
6209 Mental Health Supervising RN	SR30	SR32
6218 RN Epidemiologist	SR27S	SR32N
6240 Supervising RN	SR30	SR32
6241 Nurse Manager	SR32	SR36
6264 Pharmacy Manager 1	SR37	SR41
6265 Pharmacy Manager 2	SR39	SR43
7511 Supervising Dentist A	SR32	SR34
7512 Supervising Dentist B	SR34	SR36
7518 Supervising Physician	SR47	SR50

- f. Eliminate the Insurance Examiner Travel differential of 10 percent when working out-of-state for 15 consecutive work days.
- g. Establish the School Activities Differentials as follows:
  1. Freshman Class Advisor at 5.78 percent
  2. Sophomore Class Advisor at 5.78 percent
- h. Increase the School Activities Differentials as follows:
  1. Junior Class Advisor from 2.78 percent to 5.78 percent
  2. Softball, Track, Volleyball, Wrestling, or Basketball Coach differential from 6.69 percent to 7.5 percent
  3. Assistant Coach Softball, Track, Volleyball, Wrestling, or Basketball differential from 5 percent to 5.28 percent
- i. Eliminate the School Activities Differentials as follows:
  1. Music differential of 5.7 percent
  2. Scouts differential of 5 percent
  3. Drill Team differential of 4 percent
- j. Increase current Shift differentials as follows:
  1. \$.50 per hour to \$.75 per hour
  2. \$.42 per hour to \$.75 per hour
  3. Supervising Registered Nurse (X6240) at Oregon Youth Authority currently at \$1.35 per hour to \$1.85 per hour
  4. Mental Health Supervising RN (X6209) and Nurse Manager (X6241) in DHS currently at \$1.35 per hour to \$1.85 per hour

5. Mental Health Supervising RN (X6209) and Nurse Manager (X6241) in DHS currently at \$1.75 per hour to \$2.25 per hour
2. Effective October 1, 2007,
  - a. Establish the following new/revised classifications in the compensation plan:

<u>Class</u>		<u>SR</u>
4439	Auto/Heavy Equipment Repair Supv.	SR28
5746	Supervising Insurance Examiner	SR32
6769	Dormitory Counselor Supervisor	SR24

- b. Eliminate Insurance Examiner AFE, CFE, AIE or CIE certificate differential of 20 percent.

3. Effective January 1, 2008,
  - a. 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.
  - b. Selectively increase salary range for the following classes:

<u>Class</u>		<u>From SR</u>	<u>To SR</u>
7504	Assistant Attorney General	SR29	SR30
7505	Senior Assistant Attorney General	SR36S	SR37S

4. Effective July 1, 2008, add one step to the top and remove the bottom step of all salary ranges (excluding Unclassified Excluded Non-Supervisory Department of Justice Labor and Employment Attorneys).
5. Effective November 1, 2008, generally increase salary rates by 3.2 percent, but not less than \$85 per month.
6. Effective January 1, 2009,
  - a. Increase monthly insurance contributions by up to 12 percent of the actual monthly composite resulting from plan year 2008.
  - b. Selectively increase salary range for the following classes:

<u>Class</u>		<u>From SR</u>	<u>To SR</u>
7504	Assistant Attorney General	SR30	SR31
7505	Senior Assistant Attorney General	SR37S	SR38S

## **CLASSIFIED AND UNCLASSIFIED UNREPRESENTED**

1. Effective July 1, 2007,
  - a. Generally increase salary rates by 3 percent, but not less than \$80 per month.
  - b. Increase current Shift differential from \$.50 per hour to \$.75 per hour.
  - c. Selectively increase the salary ranges of the following classifications:

<u>Class</u>		<u>From SR</u>	<u>To SR</u>
1105	Traffic Survey Interviewer	SR06	SR08 (Steps 4-9)
3118	Cartographer 3	SR21	SR23
3251	Facilities Engineer 1	SR25	SR27
3252	Facilities Engineer 2	SR27	SR29

3253	Facilities Engineer 3	SR29	SR31
3780	Microbiologist 2	SR23	SR25
6135	Licensed Practical Nurse	SR16	SR20
6229	Public Health Nurse 2	SR30	SR31
6820	Medical Lab Technician 1	SR14	SR17

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

<u>Class</u>		<u>SR</u>
1510	Administrative Law Judge 1	SR30
1511	Administrative Law Judge 2	SR32
1512	Administrative Law Judge 3	SR37

3. 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.
  - Selectively increase salary range for the following classes:

<u>Class</u>		<u>From SR</u>	<u>To SR</u>
7504	Assistant Attorney General	SR29	SR30
7505	Senior Assistant Attorney General	SR36S	SR37S

4. Effective November 1, 2008,
- Generally increase salary rates by 3.2 percent, but not less than \$85 per month.
  - 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

5. Effective January 1, 2009,
- Increase monthly insurance contributions by up to 12 percent of the actual monthly composite resulting from plan year 2008.
  - Selectively increase salary range for the following classes:

<u>Class</u>		<u>From SR</u>	<u>To SR</u>
7504	Assistant Attorney General	SR30	SR31
7505	Senior Assistant Attorney General	SR37S	SR38S

### **STATE TEACHER EDUCATION ASSOCIATION (STEA)**

1. Effective September 1, 2007,
- Generally increase salary rates by 3 percent.
  - Establish the Freshman Class Advisor differential at 5.78 percent.

- c. Establish the Sophomore Class Advisor differential at 5.78 percent.
- d. Increase the Rally Squad Coach differential to 7.5 percent.
- e. Eliminate the following differentials:
  - 1. Music differential of 5.7 percent
  - 2. Scouts differential of 5 percent
  - 3. Drill Team differential of 4 percent
- 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 September 1, 2008, generally increases salary rates by 3.2 percent.
- 4. Effective January 1, 2009, increase monthly insurance contributions by up to 12 percent of the actual monthly composite resulting from plan year 2008.

### **OREGON NURSES ASSOCIATION (ONA)**

- 1. Effective July 1, 2007,
  - a. Generally increase salary rates by 3 percent.
  - b. Selectively increase the salary ranges of the following classifications:

<u><b>Class</b></u>	<u><b>From SR</b></u>	<u><b>To SR</b></u>
6208    Mental Health Registered Nurse	SR25	SR28

- c. Increase 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
- 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, generally increase salary rates by 3.2 percent.
- 4. Effective January 1, 2009, increase monthly insurance contributions by up to 12 percent of the actual monthly composite resulting from plan year 2008.

### **OREGON STATE POLICE OFFICERS ASSOCIATION (OSPOA)**

- 1. Effective July 1, 2007,
  - a. Generally increase salary rates by 3 percent.
  - b. Selectively increase the salary ranges of the following classifications:

<u><b>Class</b></u>	<u><b>From SR</b></u>	<u><b>To SR</b></u>
0313    Oregon State Police Telecommunicator 1	SR13S	SR16S
0314    Oregon State Police Telecommunicator 2	SR16S	SR18S
2167    Communication Systems Analyst 1	SR20S	SR21S
2168    Communication Systems Analyst 2	SR22S	SR23S
2169    Communication Systems Analyst 3	SR25	SR26

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, generally increase salary rates by 3.2 percent.
4. Effective January 1, 2009, increase monthly insurance contributions by up to 12 percent of the actual monthly composite resulting from plan year 2008.
5. Effective March 1, 2009, selectively increase the salary ranges of the following classifications by 3.8 percent.

**Class**

3788	Questioned Document Examiner
3789	Latent Print Examiner
3790	Forensic Scientist Entry
3791	Forensic Scientist 1
3792	Forensic Scientist 2
7555	OSP Trooper
7562	Criminalist 3-Ltd

**INTERNATIONAL ASSOCIATION OF FIREFIGHTERS (IAFF)  
PORTLAND AIR NATIONAL GUARD**

1. Effective October 1, 2007,
  - a. Establish the Haz-Mat Technician differential at \$50.00
  - b. Eliminate the Hazardous Material Train-the-Trainer differential of \$50.00
  - c. Selectively increase the salary ranges of the following classifications:

<b><u>Class</u></b>	<b><u>From SR</u></b>	<b><u>To SR</u></b>
5555 Firefighter	SR20	SR21
5556 Lieutenant	SR23	SR24
5557 Captain	SR25	SR27

2. Effective January 1, 2008,
  - a. Generally increase salary rates by 3 percent.
  - b. 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, generally increase salary rates by 3.2 percent.
4. Effective January 1, 2009, increase monthly insurance contributions by up to 12 percent of the actual monthly composite resulting from plan year 2008.

**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

- c. Establish the Limited Maintenance Electrician differential at 5 percent.

- d. Increase current Shift differential from \$.50 per hour to \$.75 per hour.

- e. 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

- f. Increase Bilingual differential from 4 percent to 5 percent.

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
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 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.

4. Effective November 1, 2008, generally increase salary rates by 3.2 percent, but not less than \$85 per month.

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

### **American Federation of State, County and Municipal Employees (AFSCME)**

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:

For Department of Public Safety Standards and Training:

<u>Class</u>		<u>From SR</u>	<u>To SR</u>
1347	Public Safety Training Specialist 1	SR25	SR26
1348	Public Safety Training Specialist 2	SR29	SR30

For Dentists at the Department of Corrections:

<u>Class</u>		<u>From SR</u>	<u>To SR</u>
7510	Dentist	SR45	SR47S

For Department of Environmental Quality:

<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
5750	Environmental Law Specialist	SR28	SR30
8504	Natural Resource Spec. 4 -Toxicologist	SR30	SR32 (Pay Opt C)

For Oregon Liquor Control Commission:

<u>Class</u>		<u>From SR</u>	<u>To SR</u>
5723	Liquor Regulatory Specialist	SR24	SR25

For State Operated Community Programs:

<u>Class</u>		<u>From SR</u>	<u>To SR</u>
6550	Licensed Respiratory Care Tech	SR20	SR22

For Oregon State Fire Marshal:

<u>Class</u>		<u>From SR</u>	<u>To SR</u>
5560	Deputy State Fire Marshal Entry	SR22	SR24
5561	Deputy State Fire Marshal	SR28	SR30

For Nurses at Oregon State Hospital:

<u>Class</u>		<u>From SR</u>	<u>To SR</u>
6208	Mental Health Registered Nurse	SR25	SR28
6219	RN Epidemiologist	SR25	SR30
6255	Nurse Practitioner	SR27	SR32

For Oregon Military Department

<u>Class</u>		<u>From SR</u>	<u>To SR</u>
6750	Group Life Coordinator 1	SR14	SR16
6751	Group Life Coordinator 2	SR18	SR20
6752	Group Life Coordinator 3	SR20	SR22
9116	Cook 1	SR12	SR13
9117	Cook 2	SR16	SR17

For Physicians at Oregon State Hospital, Eastern Oregon Training Center and Eastern Oregon Psychiatric Center:

<u>Class</u>		<u>From SR</u>	<u>To SR</u>
7517	Physician Specialist	SR44	SR47

c. Establish the following differentials:

For Oregon State Fire Marshal:

1. Emergency Response Center differential of \$.75.

For Department of Public Safety Standards and Training:

1. High Work differential of \$.75.

For Oregon Liquor Control Commission

1. Training differential of 4 percent.

d. Increase current Shift differential from \$.50 per hour to \$.75 per hour

e. Increase Nurse Shift differential, for Nurses at Oregon State Hospital, 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

2. Effective October 1, 2007,

a. Establish the following new and revised classifications:

For Department of Public Safety Standards and Training:

<u>Class</u>		<u>SR</u>
0758	Supply Specialist 1	SR14
0759	Supply Specialist 2	SR20
4109	Grounds Maintenance Worker 1	SR14
4110	Grounds Maintenance Worker 2	SR17
4116	Laborer/Student Worker	SR12

For Department of Oregon State Police Support Unit:

<u>Class</u>		<u>SR</u>
0758	Supply Specialist 1	SR14
0759	Supply Specialist 2	SR20
1461	Criminal Justice Emerg. Comm. Spec.	SR20

For Oregon Military Department:

<u>Class</u>		<u>SR</u>
0758	Supply Specialist 1	SR14
0759	Supply Specialist 2	SR20
0782	Parts Specialist 1	SR15
0783	Parts Specialist 2	SR20
4109	Grounds Maintenance Worker 1	SR14
4110	Grounds Maintenance Worker 2	SR17
4116	Laborer/Student Worker	SR12
4417	Automotive Service Technician	SR11
4418	Automotive Technician 1	SR17
4419	Automotive Technician 2	SR21
4422	Equipment Operator	SR21
4436	Heavy Equipment Technician Entry	SR19
4437	Heavy Equipment Technician 1	SR23
4438	Heavy Equipment Technician 2	SR26

For Oregon Liquor Control Commission:

<u>Class</u>		<u>SR</u>
0758	Supply Specialist 1	SR14
0759	Supply Specialist 2	SR20

For Oregon Employment Department:

<u>Class</u>		<u>SR</u>
1510	Administrative Law Judge 1	SR30
1511	Administrative Law Judge 2	SR32
1512	Administrative Law Judge 3	SR37

3. Effective January 1, 2008,
  - a. 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.
  - b. Selectively increase salary range for the following classes:

For Oregon Association of Justice Attorneys:

<u>Class</u>		<u>From SR</u>	<u>To SR</u>
7504	Assistant Attorney General	SR29	SR30
7505	Senior Assistant Attorney General	SR36S	SR37S

4. 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

5. Effective January 1, 2009,
  - a. Increase monthly insurance contributions by up to 12 percent of the actual monthly composite resulting from plan year 2008.
  - b. Selectively increase salary range for the following classes:

For Oregon Association of Justice Attorneys:

<u>Class</u>		<u>From SR</u>	<u>To SR</u>
7504	Assistant Attorney General	SR30	SR31
7505	Senior Assistant Attorney General	SR37S	SR38S

### **CRIMINAL INVESTIGATOR'S ASSOCIATION (CIA)**

1. Effective July 1, 2007, generally increase salary rates by 3 percent.
2. Effective January 1, 2008,
  - a. 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.
  - b. Add one step to the top and remove the bottom step of all salary ranges.
3. Effective November 1, 2008, generally increase salary rates by 3.2 percent.
4. Effective January 1, 2009, increase monthly insurance contributions by up to 12 percent of the actual monthly composite resulting from plan year 2008

## **Association of Engineering Employees (AEE)**

1. Effective July 1, 2007,
  - a. Generally increase salary rates by 3 percent
  - b. Establish a Lead Work differential of 5 percent.
2. Effective October 1, 2007, selectively increase the salary ranges of the following classifications:

	<u><b>Class</b></u>	<u><b>From SR</b></u>	<u><b>To SR</b></u>
2167	Communications System Analyst 1	SR23	SR24
2168	Communications System Analyst 2	SR25	SR26
2169	Communications System Analyst 3	SR27	SR28
3105	Engineering Specialist 1	SR16	SR17
3106	Engineering Specialist 2	SR21	SR22
3251	Facilities Engineer 1	SR25	SR27
3252	Facilities Engineer 2	SR27	SR29
3253	Facilities Engineer 3	SR29	SR31
3521	Geologist 2	SR25	SR26
3846	Environmental Program Coordinator 2	SR27	SR28
4240	Geotechnical Drilling Specialist 1	SR17	SR18
4241	Geotechnical Drilling Specialist 2	SR19	SR20

3. Effective January 1, 2008,
  - a. 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.
  - b. Realign the complete compensation plan, beginning at salary range 34, step 7, to achieve a 5 percent difference between each step.
4. Effective November 1, 2008, generally increase salary rates by 3.2 percent.
5. Effective January 1, 2009, increase monthly insurance contributions by up to 12 percent of the actual monthly composite resulting from plan year 2008.