

April 2006

To: State Agency Personnel Directors and Managers

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

COMPENSATION PLAN CHANGES

The following changes were reported to the April 2006 Emergency Board. Implementation of the changes take effect as indicated. If you have any questions, please contact me at (503)373-1847.

AFSCME DEPARTMENT OF CORRECTIONS - SECURITY UNIT

The following implements the agreement with American Federation of State, County and Municipal Employees (AFSCME) Department of Corrections Security Unit for salaries, differentials, and insurance.

Effective January 1, 2006,

- a. We generally increase salary rates by 2 percent.
- b. We implemented a market adjustment of 1.25% for Correctional Officers, Corporals, and Sergeants.
- c. 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 2006.
- d. We expanded the TERT Team differential of 2% to Hostage Negotiators.
- e. We removed the \$74 reimbursement cap for employees obtaining their original Commercial Drivers License (CDL).
- e. We resumed salary step progression per agreement.

Effective March 1, 2006, we established a one-time \$125 lump sum payment in lieu of interest arbitration for employees continuously employed since January 1, 2004.

Effective July 1, 2006, we will add one step to the top of all salary ranges.

Effective December 1, 2006, we will generally increase salary rates by 2 percent.

Effective January 1, 2007, we will increase monthly insurance contributions by up to 12 percent of the actual monthly composite resulting from plan year 2006.

On February 1, 2007, an additional one step increase will be granted to employees whose salary eligibility date is between July 1, 2006 and January 31, 2007, are on step 1 through 7, and have continuous service since January 1, 2004. Employees whose salary eligibility dates are between February 1, 2007 and June 30, 2007, shall receive an additional step increase on their salary eligibility date.

AFSCME DEPARTMENT OF CORRECTIONS – PAROLE AND PROBATION OFFICERS

The following implements the me-too agreement with American Federation of State, County and Municipal Employees (AFSCME) Department of Corrections Parole and Probation Officers for salaries and insurance.

Effective July 1, 2005, we generally increased salary rates by 2 percent.

Effective January 1, 2006, 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 2006.

Effective July 1, 2006, we will add one step to the top of all salary ranges.

Effective December 1, 2006, we will generally increase salary rates by 2 percent.

Effective January 1, 2007, we will increase monthly insurance contributions by up to 12 percent of the actual monthly composite resulting from plan year 2006.

SEIU

This section establishes new classifications in the Service Employees International Union Local 503 (SEIU) compensation plan.

Effective April 1, 2006, we established the following classifications:

8510	Water Resource Data Technician 1	SR 19 (\$2258-3121)
8511	Water Resource Data Technician 2	SR 21 (\$2480-3437)

MANAGEMENT SERVICE

This section implements changes to the Management Service compensation plan for two classifications at the Department of Corrections.

Effective May 1, 2006, we will selectively increase salary ranges for the following:

<u>Class</u>		<u>From SR</u>	<u>To SR</u>
6779	Correctional Lieutenant	SR23 (\$2788-3909)	SR28 (\$3451-4840)
6780	Correctional Captain	SR25 (\$2979-4181)	SR32 (\$4181-5878)

OBSOLETE CLASSIFICATIONS

The following classifications were deleted from the compensation plan:

Class

0790 Bankruptcy Tech
1236 Investment Analyst
1241 Investment Officer A
1242 Investment Officer B
1332 Training Specialist
4180 Armory Oper Tech 1
4181 Armory Oper Tech 2
4201 Corrections Plant Maintenance Wkr
4203 Corrections Painter
4216 Corrections Plumber
4217 Corrections Electrician
4246 Corrections Boiler Operator
4248 Elect/Control Systems Tech
4249 Mechanical Systems Tech
4320 Corrections Elect Security Spec 2