

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

ASSOCIATION OF CORRECTIONS EMPLOYEES (AOCE)

This section implements the agreement with the Association of Corrections Employees (AOCE) for salaries, differentials, and insurance.

Effective July 1, 2005, we

Generally increased salary rates by 2 percent, but not less than \$50 per month.

Established a Weekend Differential at \$1.10 per hour for Registered Nurses and Licensed Practical Nurses.

Effective September 1, 2005, we selectively increased the salary range for the following:

<u>Class</u>		<u>From SR</u>	<u>To SR</u>
6214	Institution RN	SR 24	SR 25N

Effective October 1, 2005, we established the following new and revised classifications:

<u>Class</u>		<u>SR</u>
0860	Program Analyst 1	SR 23
0861	Program Analyst 2	SR 27
0862	Program Analyst 3	SR 29
0863	Program Analyst 4	SR 31
4001	Painter	SR 22
4003	Carpenter	SR 22
4005	Plumber	SR 24
4007	Electrician 1	SR 22
4008	Electrician 2	SR 26
4009	Electrician 3	SR 28
4012	Facility Maint Spec	SR 18
4032	Facility Energy Tech 1	SR 16
4033	Facility Energy Tech 2	SR 20
4034	Facility Energy Tech 3	SR 24
4035	Facility Energy Tech 4	SR 26
4037	Phys/Elect Sec Tech 1	SR 17
4038	Phys/Elect Sec Tech 2	SR 21
4039	Phys/Elect Sec Tech 3	SR 23

Effective December 2005 mid-month payroll, we established a one-time \$250 lump sum payment in lieu of interest arbitration for Correctional Officers, Corporals, and Sergeants who are on steps 1 through 6 on October 12, 2005.

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.

Expanded the TERT Team differential of 2% to Hostage Negotiators.

Established an educational differential for a Bachelor's degree in Nursing at 4.75% and a Master's degree in Nursing at 9.5% for Institution Registered Nurses.

Effective May 1, 2006, we will resume salary step progression per agreement.

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, but not less than \$50 per month.

Implement a market adjustment of 1.25% for Correctional Officers, Corporals, and Sergeants.

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 6, and have continuous service since May 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 STATE OPERATED COMMUNITY PROGRAMS

This section implements the agreement with the AFSCME State Operated Community Programs for salaries and insurance.

Effective July 1, 2005, we generally increased salary rates by 2 percent, but not less than \$50 per month.

Effective September 1, 2005, we resumed salary step progression per agreement.

Effective October 1, 2005, we

Established the following new classifications:

<u>Class</u>		<u>SR</u>
0860	Program Analyst 1	SR 23
0861	Program Analyst 2	SR 27
0862	Program Analyst 3	SR 29
0863	Program Analyst 4	SR 31
4012	Facility Maintenance Specialist	SR 18

Selectively increased the salary ranges of the following classifications:

<u>Class</u>		<u>From SR</u>	<u>To SR</u>
6550	Licensed Resp Care Tech	SR 18	SR 20
6135	Licensed Practical Nurse	SR 18	SR 18 (Pay Option B)

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 full-time employees with at least 80 regular hours per month, for plan year 2006.

Effective July 1, 2006, we will

Add one step to the top of all salary ranges.

Selectively increase the salary range of the following classification:

<u>Class</u>		<u>From SR</u>	<u>To SR</u>
6726	Habilitative Training Tech 2	SR 15	SR 16

Effective December 1, 2006, we will generally increase salary rates by 2 percent, but not less than \$50 per month.

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 6, and have either continuous service from September 1, 2003, or are seasonal employees employed in calendar year 2003 and recalled pursuant to the agreement for subsequent seasons. 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 OREGON MILITARY DEPARTMENT

This section implements a differential for American Federation of State, County and Municipal Employees (AFSCME) employees at the Oregon Military Department.

Effective October 1, 2005, we established a 5% differential to base pay for Scientific Instrument Technicians (4339) with formally assigned inspection duties as a primary job function.

OBSOLETE CLASSIFICATIONS

This section deletes obsolete classifications from the compensation plan:

Class

1191 Executive Analyst 1
1340 Public Safety Training Specialist
4253 Boiler Operations Supervisor
4319 Corrections Electronic Security Specialist 1
4335 Electronic Technician 1
6206 Mental Health Staff RN
6796 Correctional Treatment Therapist 1
8425 Park Maintenance Coordinator