

**2025-2027 STATE OF OREGON and SEIU CENTRAL TABLE**  
**Management Proposal**  
**July 2, 2025**

**EMPLOYER PACKAGE PROPOSAL - K**

<b>ARTICLE/LOA</b>	<b>VERSION</b>	<b>DATE OF REFERENCE</b>
ARTICLE 4—TERM OF AGREEMENT	Management Proposal	March 20, 2025
ARTICLE 26—DIFFERENTIAL PAY	Management Proposal	See Attached
ARTICLE 27—SALARY INCREASE	Management Proposal	See Attached
ARTICLE 29—SALARY ADMINISTRATION	Management Proposal	March 20, 2025
ARTICLE 31—INSURANCE	Management Proposal	March 20, 2025
LOA 27.00-19-364—PERS PICKUP TRANSITION	Management Proposal	Continue LOA
LOA 31.00-13-248—PEBB MEMBER ADVISORY COMMITTEE	Management Proposal	Continue LOA (March 20, 2025)
LOA 31.00-13-252—PEBB PROJECTED FUNDING COMPOSITE RATE AND COLA	Management Proposal	Continue LOA
NEW LOA—TRANSITION TO BI-WEEKLY		Management Withdraw
NEW LOA—STRUCTURAL CHANGES TO PAY PRACTICES	Management Proposal	March 20, 2025

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1    **ARTICLE 26--DIFFERENTIAL PAY**

2    **Section 1. Geographic Area Pay.**

3    (a) Classifications C4001, C4003, C4004, C4005, C4007, C4008, C4009, C4018,  
4        C4020, C4021, C4116:

5        Prevailing basic rates in specific geographic areas for employment of limited  
6        duration less than one-hundred twenty (120) days will be approved. Employees paid  
7        at such rates will not be eligible for vacation, sick leave, or holiday benefits. Such  
8        rates will be paid only for construction work.

9    (b) A differential, not to exceed twenty-five percent (25%) over the base rate, may be  
10        paid a permanent, nonresident classified employee upon request of the Appointing  
11        Authority. The amount of the differential must be approved by administrators of the  
12        Budget Division and Labor Relations Unit. An employee would not be entitled to a  
13        per diem expense allowance in lieu of the differential.

14    **Section 2. Special Duty Pay.**

15    (a) High Work Differential: When an employee is required to perform work more than  
16        six (6) feet directly above the ground or water and is required to use personal fall  
17        arrest systems, personal fall restraint systems or boatswain chairs, the employee  
18        shall receive a high work differential.

19        Rate: One dollar and fifty cents (\$1.50) per hour.

20    (b) UBIT Differential: When an employee is required to operate an under bridge  
21        inspection truck (UBIT), the employee shall receive four dollars (\$4.00) per hour for

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22        all hours worked performing these duties. When applied, the differential includes all  
23        time worked on the job site, but not travel time to and from the job site.

24        (c) Forestry employees who work from light fixed-wing aircraft or helicopters for work  
25        assignments involving flying grid patterns or low-altitude spotting shall receive a  
26        differential of one dollar and fifty cents (\$1.50) per hour for actual air-time time only.  
27        Employees who are being transported to a job site, normal courier duties, point-to-  
28        point travel, or similar circumstances shall not qualify for this differential. (Pilots are  
29        excluded from any part of this provision.)

30        (d) Diving Differential:

31        Eligibility: Employees whose work assignment requires the use of self-contained  
32        underwater breathing apparatus or other sustained underwater diving equipment  
33        and who pass current certification for the use of such equipment will receive a  
34        differential of five dollars (\$5.00) per hour or any fraction thereof, for actual diving  
35        time.

36        (e) ODOT DMV and/or ODOT IS Inmate Differential. DMV employees regularly  
37        assigned, and ODOT IS employees who are temporarily assigned, to work directly  
38        with inmates inside the security fences at State of Oregon correctional facilities will  
39        receive a five percent (5%) pay differential. The employees will receive this  
40        additional five percent (5%) above their current rate of pay for all hours worked  
41        during this assignment.

42        (f) ODOT Only: An employee who is selected by management and assigned, in writing,  
43        to instruct or facilitate specific training identified by management shall receive an

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44 additional one dollar (\$1.00) per hour above their current rate of pay for all hours  
45 they are conducting this training. **Employees are not eligible for the one dollar**  
46 **(\$1.00) per hour differential when they are mentoring or providing on-the-job**  
47 **training to a coworker.**

48

49 **Section 3. Special Qualifications Pay.**

50 (a) **Medical Consultants:** Medical Consultants (U7538) working in the ODHS-DDS  
51 program shall receive a Board Certification differential of an additional seven and  
52 one-half percent (7.5%) for the first Board Certification in one (1) specialty held and  
53 ten percent (10%) if two (2) or more specialty certifications are held. This differential  
54 will only be paid for those specialties or certifications recognized by the American  
55 Board of Medical Specialties, American Osteopathic Association, American Board  
56 of Professional Psychology, American Board of Professional Disability Consultants,  
57 **National Board of Physicians and Surgeons** or American Board of Medical  
58 Psychotherapists.

59 (a) **Bilingual:** A differential of five percent (5%) over base rate will be paid to employees  
60 in positions which specifically require bilingual skills (i.e., translation to and from  
61 English to another foreign language or the use of sign language\*) as a condition of  
62 employment. The interpretation and translation skills must be assigned and  
63 contained in an employee's individual position's position description. Only  
64 employees receiving a bilingual or multilingual differential will be required to provide  
65 interpretation or translation services on behalf of their Agency. **Based on the**

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66 operational needs of the Agency, bilingual duties may be assigned on a  
67 temporary basis. The duties must be formally assigned by a supervisor in  
68 writing and include the estimated duration of the assignment. The differential  
69 shall be five percent (5%) beginning from the first day the duties were formally  
70 assigned in writing for the full period of the assignment.

71 (b) \*NOTE: This differential will be paid to School for the Deaf employees excluding  
72 intermittents whose assignments require the use of sign language. Such payment  
73 will be made in accordance with the level of proficiency assigned by management,  
74 beginning the first day of the month following the employee's successful evaluation  
75 of the expected sign skill level for their position. Employees in the other Agencies  
76 will be paid this differential only when such bilingual sign requirements are assigned.

77 (b) (d) Multilingual: A differential of ten percent (10%) over base rate will be paid to  
78 employees in positions which require multilingual skills (i.e., translation to and from  
79 English to two (2) or more foreign languages\*) as a condition of employment. The  
80 interpretation and translation skills must be assigned in writing for multiple  
81 languages and must be contained in an employee's individual position's position  
82 description. Only employees receiving a bilingual or multilingual differential will be  
83 required to provide interpretation or translation services on behalf of their Agency.

84 Based on the operational needs of the Agency, multilingual duties may be  
85 assigned on a temporary basis. The duties must be formally assigned by a  
86 supervisor in writing and include the estimated duration of the assignment.

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87       **The differential shall be five percent (5%) beginning from the first day the**  
88       **duties were formally assigned in writing for the full period of the assignment.**

90       \*NOTE: American Sign Language will count as one (1) of the two (2) foreign  
91       languages for purposes of the multilingual differential.

92       (f) **Certified Bridge Worker:** Employees in the classifications of Transportation  
93       Maintenance Specialist 2 (C4152), Transportation Maintenance Coordinator 1  
94       (C4161) and Transportation Maintenance Coordinator 2 (C4162) who are members  
95       of a Bridge Crew and hold a certification in either structural welding or boom  
96       operation will, upon submitting proof of such certification, receive a five percent (5%)  
97       “Certified Bridge Worker” pay differential above their base rate of pay. Employees  
98       receiving this differential are also eligible for the High Work differential (Section 2(a))  
99       to be paid for all hours actively engaged in this work and meeting the High Work  
100      Differential requirements.

101       (g) **Pesticide/Herbicide Spray.** An employee who possesses a valid pesticide/herbicide  
102      license shall receive two dollars and seventy-five cents (\$2.75) per hour for actual  
103      hours worked when assigned work involving the preparation, the handling, and/or  
104      the application of pesticides/herbicides and any associated clean-up work.  
105      Licensed pesticide/herbicide applicators who drive for other licensed  
106      pesticide/herbicide applicators, while applying pesticides/herbicides, shall receive  
107      the same hourly differential for actual hours worked.

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108 (h) Tree Faller. Employees who hold a current Advanced Tree Faller certification  
109 (Forestry FAL 1, OPRD Level 3, ODOT Level 3 or 4) shall receive twelve dollars and  
110 fifty cents (\$12.50) per day when evaluating, falling or bucking advanced level trees  
111 or when training/certifying another employee who is an Advanced Tree Faller  
112 trainee. The differential does not apply when the tree faller is in training or  
113 participating in their own certification activities.

114 (i) Engineering and/or Geologist License (Forestry and DOGAMI). Employees in the  
115 classification of Natural Resource Specialist 4, who are required to be licensed per  
116 the requirements of ORS Chapter 672 and their position description, shall be paid  
117 an additional five percent (5%) above their base rate.

118 **Section 4. Student Trainee Pay.**

119 (a) Student Professional Forester Worker (C8235)  
120 When hiring a Student Professional Forester Worker, if:  
121 • the worker has completed one (1) year of Natural Resources or a related field  
122 at a recognized college or university, Step 3 of the salary range is  
123 recommended.  
124 • the worker has completed two (2) years of Natural Resources or a related field  
125 at a recognized college or university, Step 4 of the salary range is  
126 recommended.  
127 • the worker has completed three (3) years of Natural Resources or a related  
128 field at a recognized college or university, Step 5 of the salary range is  
129 recommended.

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- the worker has completed four (4) years of Natural Resources or a related field at a recognized college or university, Step 6 of the salary range is recommended.

## Section 5. Shift Differential.

(a) Eligibility. All employees required to work a designated schedule shall be paid a differential as outlined in Subsections (b) and (c) below, for each hour or major portion thereof (thirty (30) minutes or more), worked between 6:00 p.m. and 6:00 a.m. and for each hour or major portion thereof worked on Saturday or Sunday. ~~When a work schedule is requested by an employee and approved by the Agency, and the requested schedule contains hours outside of the hours designated for the employee's position by the Agency, shift differential pay shall be waived by the employee for the hours affected by the change.~~

(b) All Agencies, except OSH: Registered Nurses and Nurse Practitioners will receive a shift differential of four dollars and fifty cents (\$4.50) per hour. Licensed Practical Nurses will receive a shift differential of two dollars (\$2.00).

(c) All other personnel will receive a differential of one dollar and fifty cents (\$1.50) per hour.

## Section 6 Leadwork Differential

(c) Leadwork differential shall be defined as a differential for employees who have been formally assigned by their supervisor in writing, "leadwork" duties for ten (10) consecutive calendar days (or the equivalent thereof for alternate or flexible schedules) or longer provided the leadwork or team leader duties are not included

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152 in the classification specification for the employee's position. Leadwork is where, on  
153 a recurring daily basis, the employee has been directed to perform substantially all  
154 of the following functions: to orient new employees, if appropriate; assign and  
155 reassign tasks to accomplish prescribed work efficiently; give direction to workers  
156 concerning work procedures; transmit established standards of performance to  
157 workers; review work of employees for conformance to standards; and provide  
158 informal assessment of workers' performance to the supervisor.

159 (d) The differential shall be five percent (5%) beginning from the first day the duties were  
160 formally assigned in writing for the full period of the assignment.

161 (e) Leadwork differential shall not be computed at the rate of time and one-half (1 1/2) for  
162 the time worked in an overtime or holiday work situation, or to effect a "pyramiding"  
163 of work out-of-classification payments. However, leadwork differential shall be  
164 included in calculation of the overtime rate of pay.

165 (f) Leadwork differential shall not apply for voluntary training and development  
166 purposes which are mutually agreed to in writing between the supervisor and the  
167 employee.

168 (g) If an employee believes that they are performing the duties that meet the criteria in  
169 Subsection (a), leadworker, but the duties have not been formally assigned in  
170 writing, the employee may notify the Agency Head in writing. The Agency will review  
171 the duties within fifteen (15) calendar days of the notification. If the Agency  
172 determines that leadwork duties were in fact assigned and are appropriate, the

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173 leadwork differential will be effective beginning with the day the employee notified  
174 the Agency Head of the issue.

175 If the Agency determines that the leadwork duties were in fact assigned but  
176 should not be continued, the Agency may remove the duties during the fifteen (15)  
177 day review period with no penalty.

178 If the Agency concludes that the duties are not leadwork, the Agency shall notify the  
179 employee in writing within fifteen (15) calendar days from receipt of the employee's  
180 notification to the Agency Head.

181 **Section 7. Leadwork Differential. Employment Department.**

182 (a) ~~Leadwork differential will be paid to employees who are formally assigned in writing~~  
183 ~~to perform leadwork provided the leadwork or team leader duties are not included in~~  
184 ~~the classification specification for the employee's position. Leadwork is where an~~  
185 ~~employee has been formally assigned to do substantially all of the following: to~~  
186 ~~orient new employees, if appropriate; assign and reassign tasks to accomplish~~  
187 ~~prescribed work efficiently; give direction to workers concerning work procedures;~~  
188 ~~transmit established standards of performance to workers; review work of~~  
189 ~~employees for conformance to standards; and provide informal assessment of~~  
190 ~~workers' performance to the supervisor.~~

191 (b) ~~The differential shall be five percent (5%) beginning from the first day the duties were~~  
192 ~~formally assigned in writing.~~

193 (c) ~~If an employee receives more than one (1) differential (except overtime as mandated~~  
194 ~~by the FLSA), the differentials will be calculated on the base so that no "pyramiding"~~

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195 occurs (i.e., if an employee is receiving the leadworker differential and an out-of-  
196 classification differential, the two (2) differentials would be calculated separately and  
197 then added on to the base pay).

198 ~~(d) Leadwork differential shall not apply for voluntary training and development~~  
199 ~~purposes which are mutually agreed to in writing between the supervisor and the~~  
200 ~~employee.~~

201 ~~(e) If an employee believes that they are performing the duties of a leadworker but the~~  
202 ~~duties have not been formally assigned in writing, they may submit the matter for~~  
203 ~~resolution as per the dispute resolution process, or through the grievance procedure~~  
204 ~~(as for example, classification review, work out-of-class).~~

205 **Section 8. Leadwork Differential. ODOT Highway Division, TMS1, TMS2 and**  
206 **Transportation Operations Specialist.**

207 (a) Leadwork differential shall be defined as a differential for employees who have been  
208 formally assigned by their supervisor "leadwork" duties for five (5) days (or the  
209 equivalent thereof for alternate or flexible schedules) or longer in a calendar month;  
210 or five (5) (or the equivalent thereof for alternate or flexible schedules) consecutive  
211 calendar days or longer that span the end of one (1) month and the beginning of the  
212 next month. In no case shall days be counted twice to meet the leadwork pay  
213 qualification.

214 (b) Leadwork is where, on a recurring daily basis, while performing essentially the same  
215 duties as the workers led, the employee has been directed to perform substantially  
216 all of the following functions: to orient new employees, if appropriate; assign and

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217       reassign tasks to accomplish prescribed work efficiently; give direction to workers  
218       concerning work procedures; transmit established standards of performance to  
219       workers; review work of employees for conformance of standards and provide  
220       informal assessment of workers' performance to the supervisor.

221       **Section 9. Leadwork Differential. State Library.**

222       (a) ~~Team Coordinator differential shall be defined as a differential for employees who~~  
223       ~~have been formally assigned in writing "team coordinator" responsibilities for a~~  
224       ~~specific team on a recurring daily basis, for a designated length of time that extends~~  
225       ~~beyond ten (10) consecutive calendar days (or the equivalent thereof for alternate~~  
226       ~~or flexible schedules).~~

227       (b) ~~Team Coordinator responsibilities shall include substantially the following roles:~~  
228       ~~monitor team progress in meeting performance goals; coordinate team workflow to~~  
229       ~~accomplish the work efficiently; coordinate team development processes; identify,~~  
230       ~~plan, and approve training; assist in hiring of new team members, orient new~~  
231       ~~employees; review team member timesheets; give feedback to team members~~  
232       ~~concerning work procedures; and serve as communication liaison between the team~~  
233       ~~and management.~~

234       (c) ~~The Team Coordinator differential shall be five percent (5%) beginning from the first~~  
235       ~~day the duties were formally assigned in writing for the full period of the assignment.~~

236       (d) ~~If an employee receives more than one (1) differential (except overtime as mandated~~  
237       ~~by the FLSA), the differentials will be calculated on the base so that no "pyramiding"~~  
238       ~~occurs (i.e., if an employee is receiving the Team Coordinator differential and an~~

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239       ~~out-of-classification differential, the two (2) differentials would be calculated~~  
240       ~~separately and then added on to the base pay).~~

**Section 10. Differential Pay IS Team Lead.**

242       (a)

243       (1) Bargaining unit employees occupying positions that are classified as  
244           Information Specialist 1-8 will be eligible for the differential in accordance with  
245           subsection (5) below.

246       (2) The differential shall be ten percent (10%) beginning from the first (1<sup>st</sup>) day the  
247           duties were formally assigned in writing.

248       (3) Bargaining unit employees shall not be eligible for any work out-of-class pay,  
249           leadwork differentials or any other premium pay except for overtime and  
250           penalty payments as compensation for team leader duties. If an employee  
251           receives more than one (1) differential (except overtime as mandated by the  
252           FLSA), the differentials will be calculated on the base so that no "pyramiding"  
253           occurs (i.e., if an employee is receiving the team leader differential and out-of-  
254           class differential, the two (2) differentials would be calculated separately and  
255           then added onto the base pay).

256       (4) The differential shall be ten percent (10%) above the employee's base salary  
257           rate.

258       (5) For a bargaining unit employee to be eligible for the differential, the Agency  
259           must formally assign the employee in writing to perform team leader duties, the

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260 employee leads a team of employees and performs substantially all of the  
261 following duties under supervisory direction:

262 (A) Plans for short and long term needs of team, including such areas as  
263 technology to be used, user requirements, resources required, training  
264 necessary, methods to accomplish work, multiple project timelines and  
265 competing priorities.

266 (B) Establishes and coordinates multiple interrelated project schedules for all  
267 projects on which the team is working.

268 (C) Works directly with multiple users to identify broad user needs and  
269 requested timelines when projects are submitted for the team.

270 (D) Provides technical/operation guidance to contractors and monitors quality  
271 assurance.

272 (E) Develops technical standards and monitors team members' work for  
273 compliance.

274 (F) Performs leadwork duties on a recurring daily basis, as listed in Article 26,  
275 Section 6 of the Master Agreement, which are to orient new employees, if  
276 appropriate, assign and reassign tasks to accomplish prescribed work  
277 efficiently, give direction to workers concerning work procedures, transmit  
278 established standards of performance to workers, review work of  
279 employees for conformance to standards and provide informal assessment  
280 of workers' performance to the supervisor.

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281 (b) Bargaining unit employees shall not be eligible for the differential if they are on  
282 voluntary developmental training assignments.

283 (c)

284 (1) If an employee believes that they are performing the duties that meet the  
285 criteria stated in Subsection a(5), but the duties have not been formally  
286 assigned in writing, the employee may notify the Agency Head in writing. The  
287 Agency will review the duties within fifteen (15) calendar days of the notification.  
288 If the Agency determines that Information Services Team Leader duties were,  
289 in fact, assigned and are appropriate, the differential will be effective beginning  
290 with the day the employee notifies the Agency Head of the issue.

291 (2) If the Agency determines that the duties were, in fact, assigned but should not  
292 be continued, the Agency may remove the duties during the fifteen (15) day  
293 review period with no penalty.

294 (3) If the Agency concludes that the duties are not Information Services Team  
295 Leader duties, the Agency shall notify the employee in writing within fifteen (15)  
296 calendar days from receipt of the employee's notification to the Agency Head.

297 **Section 11. Work Out-of-Classification.**

298 a) Employees who are temporarily assigned to perform the duties of a higher-  
299 level classification shall receive a work-out-of-classification differential. To  
300 qualify for this differential, the employee must perform the duties that  
301 distinguish the higher-level classification on a regular and significant basis  
302 When an employee is assigned for a limited period to perform the duties of a

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303 position at a higher level classification for more than ten (10) consecutive calendar  
304 days (or the equivalent thereof for alternate or flexible schedules).~~1~~

305 **b) The agency's appointing authority or management designee will conduct an**  
306 **internal assessment to determine the appropriate rate of the differential.**

307 i. **If the assessment results in one step above, equal to, or below the**  
308 **employee's current pay rate, the differential will be five percent (5%)**  
309 **or a dollar amount based on the first step of the higher salary range,**  
310 **whichever is greater.**

311 ii. **If the assessment results in two steps or more above the employee's**  
312 **current pay rate, the agency will use the outcome of the assessment**  
313 **to determine the dollar amount of the differential.**

314 iii. **If the differential is a dollar amount, the amount will be adjusted due**  
315 **to changes to the base salary (e.g. COLA or step increase).**

316 ~~, the employee shall be paid five percent (5%) above the employee's base rate~~  
317 ~~of pay or the first step of the higher salary range, whichever is greater.~~

318 c) When assignments are made to work out-of-classification for more than ten (10)

319 consecutive calendar days (or the equivalent thereof for alternate or flexible  
320 schedules), the employee shall be compensated for all hours worked beginning  
321 from the first day of the assignment for the full period of the assignment.

322 ~~Agencies may provide an additional five percent (5%) differential if the work~~  
323 ~~out-of-class would not result in additional compensation for the employee. Agencies~~  
324 ~~must document the reasons for the exception.~~

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325        **d)** An employee performing duties out-of-classification for training or developmental  
326        purposes shall be informed in writing of the purpose and length of the assignment  
327        during which there shall be no extra pay for the work. A copy of the notice shall  
328        be placed in the employee's file.

329        **e)** An employee who is underfilling a position shall be informed in writing that they are  
330        an underfill, the reasons for the underfill, and the requirements necessary for the  
331        employee to qualify for reclassification to the allocated level. Upon gaining regular  
332        status and meeting the requirements for the allocated level of the position, the  
333        employee shall be reclassified.

334        **f)** Assignments of work out-of-classification shall not be made in a manner which will  
335        subvert or circumvent the administration of this Article.

**Section 12. Work Out-Of-Classification Pending Upward Reclassification.**

337        Agency Initiated Work Out-of-Classification Pending Upward Reclassification.

338        (a) If an Agency wishes to reclassify a position upwards, the Agency will gain approval  
339        from DAS CHRO the higher classification is appropriate. When an Agency receives  
340        approval from DAS CHRO agreeing a reclassification upward is appropriate, the  
341        Agency will pay work out-of-classification pending reclassification effective the date  
342        the Agency requested approval from DAS CHRO.

343        (b) The agency's appointing authority or management designee will conduct an  
344        internal assessment to determine the appropriate rate of the differential. The  
345        assessment will be conducted using those performing work of a comparable  
346        character in the higher classification.

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347           i. If the assessment results in a step equal to or below the employee's  
348           current pay rate, the differential will be a dollar amount based on the  
349           next higher step in the new classification's salary range.

350           ii. If the assessment results in a step above the employee's current pay  
351           rate, the agency will use the outcome of the assessment to determine  
352           the dollar amount of the differential.

353           (c) The differential will be adjusted due to changes to the base salary (e.g. COLA  
354           or step increase).

355           (d) ~~The amount of work out-of-class pending reclassification will be determined by the~~  
356           ~~internal pay assessment.~~

357           (e) ~~The internal pay assessment shall be conducted using those performing work of a~~  
358           ~~comparable character in the higher classification.~~

359           (f) ~~The differential will be a dollar amount.~~

360           (g) ~~The differential shall place the employee on the next higher step in the higher~~  
361           ~~classification or on an appropriate higher step as determined by the internal pay~~  
362           ~~assessment, whichever is greater.~~

363           d) Employees at the top step of their current job classification will have the differential  
364           adjusted to the next step in the higher salary range annually on their salary  
365           eligibility date until their base salary plus the work out-of-classification pending  
366           reclassification reaches the top step of the higher salary range.

367           (d) ~~Employees will have the differential adjusted due to changes to the base salary (e.g.~~  
368           ~~COLA or step increase).~~

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369 (e) Agencies will designate the reason for the work out-of-class in the state human  
370 resources information system as Work Out-of-Classification – Pending Upward  
371 Reclassification.

372 Article 81 Initiated Work Out-of-Classification Pending Upward Reclassification.

373 (a) Work out-of-classification pending upward reclassification as a result of a request  
374 for classification review under Article 81, Section 2 shall be effective the date the  
375 reclassification request was received by the Agency.

376 (b) The agency's appointing authority or management designee will conduct an  
377 internal assessment to determine the appropriate rate of the differential. The  
378 assessment will be conducted using those performing work of a comparable  
379 character in the higher classification.

380 i. If the assessment results in a step equal to or below the employee's  
381 current pay rate, the differential will be a dollar amount based on the  
382 next higher step in the new classification's salary range.  
383 ii. If the assessment results in a step above the employee's current pay  
384 rate, the agency will use the outcome of the assessment to determine  
385 the dollar amount of the differential.

386 (c) The differential will be adjusted due to changes to the base salary (e.g. COLA  
387 or step increase).

388 (d) ~~The amount of work out-of-class pending reclassification will be determined by the~~  
389 ~~internal pay assessment.~~

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390 (e) ~~The internal pay assessment shall be conducted using those performing work of a~~  
391 ~~comparable character in the higher classification.~~

392 (f) ~~The differential will be a dollar amount.~~

393 (g) ~~The differential shall place the employee on the next higher step in the higher~~  
394 ~~classification or on an appropriate higher step as determined by the internal pay~~  
395 ~~assessment, whichever is greater.~~

396 d) Employees at the top step of their current job classification will have the differential  
397 adjusted to the next step in the higher salary range annually on their salary  
398 eligibility date until their base salary plus the work out-of-classification pending  
399 reclassification reaches the top step of the higher salary range.

400 (a) ~~Employees will have the differential adjusted due to changes to the base salary (e.g.~~  
401 ~~COLA, step increase, etc.)~~

402 e) Agencies will designate the reason for the work out-of-class in the state human  
403 resources information system as Work Out-of-Classification – Pending  
404 Reclassification.

405 **Section 13. Work Out-of-Classification. ODOT.**

406 (a) Transportation Maintenance Specialists. In addition to any entitlement to work out-  
407 of-classification pay pursuant to Section 10 of this Article, notwithstanding  
408 Transportation Maintenance Specialist 1s who are assigned to a TMS 2  
409 Maintenance crew by their supervisor and who independently perform work  
410 consisting of sweeping, snow removal, sanding, de-icing or removal of land/rock  
411 slide materials from roadways at the Transportation Maintenance Specialist 2 (TMS

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412        2) level shall be paid a differential of five percent (5%) over their base rate of pay for  
413        all hours of such work. Operation of heavy earth-moving equipment on land/rock  
414        slides and operation of a pick-up broom for sweeping are considered TMS 2 level  
415        work, whereas traffic control activities such as flagging, operating pilot vehicles and  
416        setting signs are not considered TMS 2 level work.

417        (b) Self-Managed Crews. Where the Agency utilizes self-managed work crews, crew  
418        members, including positional leaders, may not be entitled to work out-of-  
419        classification payments at the supervisory level unless they assume a majority of  
420        duties specific to that classification.

421        **Section 14. Essential Worker Pay.** When a situation exists that would otherwise close  
422        or curtail state offices, essential workers having to report to work, in-person, shall receive  
423        the Essential Worker Inclement Weather/Hazardous Conditions Pay differential.

424        The Essential Worker Inclement Weather/Hazardous Conditions Pay differential shall  
425        be four three dollars (\$4.00 3.00 per hour. Employees will receive the differential for  
426        their entire shift if any part of it falls on a designated closure day, regardless of  
427        when the closure starts or ends. Employees will receive the differential for their  
428        entire shift when it takes place during a curtailment. ~~for all hours worked on a~~  
429        ~~designated closure or curtailment day, regardless of the starting or ending time of the~~  
430        ~~designated closure or curtailment.~~

431        DAS or ODOT will determine if a closure would have occurred on a weekend and/or  
432        a holiday when state offices are otherwise closed.

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433     **Section 15. Lateral Classification Assignment Differential.** When an employee is  
434     temporarily assigned for a period of ten (10) or more consecutive calendar days (or the  
435     equivalent thereof for alternate or flexible schedules) to a lateral classification within the  
436     same salary range base number and the salary is a higher salary schedule, the employee  
437     shall be paid at the lowest step in the new schedule that provides the employee an  
438     increase in their base or adjusted rate of pay (if any).

439     (See also Institutions Coalition Letters of Agreement [26.2C-15-274](#) & 26.2C-18-383 &  
440     [26.2C-19-340](#) & [26.2C-19-358](#) [26.2C-21-405](#) & [26.2C-21-412](#) & [26.2C-23-447](#) & [26.2C-](#)  
441     [23-449](#) & ODOT Coalition Letter of Agreement [26.3A-13-250](#) & [26.3C-22-420](#) & Special  
442     Agencies Coalition [26.5-21-407](#) in Appendix A.)

443     **Section 16. Underfill Differential. When the agency selects an employee to fill a**  
444     **higher-level classification position as an underfill, the employee shall be notified**  
445     **in writing that they are an underfill, provided with the reasons for the underfill, and**  
446     **informed of the requirements needed to meet the minimum qualifications of the**  
447     **position's classification.**

448     **A. New Hire**  
449     i.     **An agency appointing authority or management designee will conduct**  
450     **an internal assessment to determine the appropriate rate of pay in the**  
451     **employee's base position upon hire. The agency's appointing authority**  
452     **or management designee will then conduct an internal assessment to**  
453     **determine the appropriate dollar amount of the underfill differential. The**

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454 assessment will be conducted using the work of a comparable character  
455 in the higher-level classification.

456 ii. If the assessment results in a step equal to or below the employee's  
457 current pay rate, the differential will be a dollar amount based on the next  
458 higher step in the new salary range. If that step provides an increase of  
459 less than two and five-tenths percent (2.5%), the agency will apply the  
460 next higher step in the new classification's salary range.

461 iii. If the assessment results in a step above the employee's current pay rate,  
462 the agency will use the outcome of the assessment to determine the  
463 dollar amount of the differential. If this increase is still less than two-point  
464 five percent (2.5%), the agency use the next higher step in the new  
465 classification's salary range to determine the dollar amount of the  
466 differential.

467 iv. The differential will be adjusted due to changes to the base salary (e.g.  
468 COLA or step increase).

469 v. Once the employee meets the minimum qualifications of the position, the  
470 Agency shall administratively move the employee to the higher  
471 classification and the underfill differential shall be removed. This  
472 action is not considered a reclassification.

473 vi. When the employee is administratively moved to the higher position, the  
474 benefit service date remains unchanged.

475 =

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476      **B. Current State Employee**

477      **i. The agency's appointing authority or management designee will conduct**

478      **an internal assessment to determine the appropriate dollar amount**

479      **of the underfill differential. The assessment will be conducted using**

480      **the work of a comparable character in the higher-level classification.**

481      **ii. If the assessment results in a step equal to or below the employee's**

482      **current pay rate, the differential will be a dollar amount based on the**

483      **next higher step in the new salary range. If that step provides an**

484      **increase of less than two and five-tenths percent (2.5%), the agency**

485      **will apply the next higher step in the new classification's salary range.**

486      **iii. If the assessment results in a step above the employee's current pay**

487      **rate, the agency will use the outcome of the assessment to determine**

488      **the dollar amount of the differential. If this increase is still less than**

489      **two-point five percent (2.5%), the agency use the next higher step in**

490      **the new classification's salary range to determine the dollar amount**

491      **of the differential.**

492      **iv. The differential will be adjusted due to changes to the base salary (e.g.**

493      **COLA or step increase).**

494      **v. The employee's benefit service date is set out six (6) months from the date**

495      **of placement into the underfill position. The employee will be eligible**

496      **for a step increase at the conclusion of the six months from the date**

497      **of placement into the underfill and annually thereafter until they have**

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498        reached top step in the higher classification's salary range,

499        consistent with the collective bargaining agreement.

500        vi. Once the employee meets the minimum qualifications of the position, the

501        Agency shall administratively move the employee to the higher

502        classification and the underfill differential shall be removed. This

503        action is not considered a reclassification.

504        vii. The benefit service date shall remain the date determined by subsection

505        (v).

506

507        REV: 2013, 2015, 2017, 2019, 2021,2023

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1 **ARTICLE 27--SALARY INCREASE**

2 **Section 1. Cost of Living Adjustments.** Effective December 1, 2025 2023,  
3 Compensation Plan salary rates shall be increased by two and sixty-five hundredths  
4 six and five tenths percent (2.65% 6.5%). Effective December 1, 2026 January 1, 2025,  
5 Compensation Plan salary rates shall be increased by three six and fifty five hundredths  
6 percent (3% 6.55%). (See Appendix C & E.)

7 ~~\* If the legislature appropriates new funding of at least thirteen million dollars~~  
8 ~~(\$13,000,000) in calendar year 2024, the 2025 cost of living adjustment will be effective~~  
9 ~~January 1, 2025. If the legislature does not appropriate at least thirteen million dollars~~  
10 ~~(\$13,000,000) in calendar year 2024, the 2025 cost of living adjustment will be effective~~  
11 ~~February 1, 2025.~~

12 **Section 2. Compensation Plan for Non-Strikeable Unit.** The Parties agree to maintain  
13 a separate wage compensation plan for SEIU Local 503, OPEU-represented employees  
14 in the non-strikeable unit, including employees at Oregon State Hospital in positions  
15 designated as security. (See Appendix D.)

16 **Section 3. Compensation Plan Changes.**

17 (a) **Selective Salary Increases.** Effective July 1, 2023 2025, the classifications listed  
18 below shall be adjusted as follows:

19 <b>CLASS</b>	20 <b>CLASS TITLE</b>	21	<b>SALARY RANGE #</b>	22	23
			<b>FROM</b>	<b>TO</b>	
24 <b>6440</b>	<b>District Veterinarian</b>		<b>29</b>	<b>32</b>	
<b>6821</b>	<b>Medical Laboratory Technician 2</b>		<b>20</b>	<b>21</b>	
<b>6503</b>	<b>Physical Therapist</b>		<b>31T</b>	<b>32T</b>	
<b>0251</b>	<b>State Library Specialist 1</b>		<b>12</b>	<b>13</b>	

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25	<u>1481-1488</u>	<u>Information Systems Specialist Series</u>	<u>Class Study</u>
26	<u>1511</u>	<u>Administrative Law Judge 2</u>	<u>No change</u>
27	<u>0726-0727</u>	<u>Appraiser Analyst 2 &amp; Appraiser Analyst 3</u>	<u>No change</u>
28	<u>4003</u>	<u>Carpenter</u>	<u>No change</u>
29	<u>6506</u>	<u>Certified Occupation Therapist Assistant</u>	<u>No change</u>
30	<u>5902</u>	<u>Communicable Disease Analyst</u>	<u>No change</u>
31	<u>3269</u>	<u>Construction Project Manager 3</u>	<u>No change</u>
32	<u>6396</u>	<u>Dental Hygienist</u>	<u>No change</u>
33	<u>6270- 6271</u>	<u>Dietitian 1 – 2</u>	<u>No change</u>
34	<u>4007-4009</u>	<u>Electrician 1, 2, &amp; 3</u>	<u>No change</u>
35	<u>2512</u>	<u>Electronic Publishing Design Specialist 3</u>	<u>No change</u>
36	<u>3253</u>	<u>Facilities Engineer 3</u>	<u>No change</u>
37	<u>4033</u>	<u>Facility Energy Technician 2</u>	<u>No change</u>
38	<u>4035</u>	<u>Facility Energy Technician 4</u>	<u>No change</u>
39	<u>3521</u>	<u>Geologist 2</u>	<u>No change</u>
40	<u>5705, 5706, 5707, 5708</u>	<u>Industrial Hygienist 1, 2, 3, &amp; 4</u>	<u>No change</u>
41	<u>6632</u>	<u>Juvenile Probation/SS Officer/Juvenile Correction</u>	<u>No Change</u>
42	<u>6708</u>	<u>Mental Health Security Technician</u>	<u>No change</u>
43	<u>4037</u>	<u>Physical/Electronic Security Technician</u>	<u>No change</u>
44	<u>1116-1117</u>	<u>Research Analyst 2 and Research Analyst 3</u>	<u>No change</u>
45	<u>9201</u>	<u>Seamster</u>	<u>No change</u>
46	<u>4162</u>	<u>Transportation Maintenance Coordinator</u>	<u>No change</u>
47	<u>5923</u>	<u>DOJ Claims Examiner</u>	22                    23*

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48	1338	Training and Development Specialist 1	23	24
49	1339	Training and Development Specialist 2	27	28
50	4151	Transportation Maintenance Spec 1	17	18
51	4152	Transportation Maintenance Spec 2	19	20
52	4161	Transportation Maintenance Coordinator 1		Abolish
53	4162	Transportation Maintenance Coordr(rename was TMC2)	22	
54	0801	Office Coordinator		Abolish

55 ~~Effective July 1, 2023, all employees in these classifications will retain their current~~  
56 ~~salary rate in the new range except that employees whose current rate is below the first~~  
57 ~~(1<sup>st</sup>) step of the new range shall be moved to the first (1<sup>st</sup>) step in the new range and a~~  
58 ~~new salary eligibility date will be established twelve (12) months later. For an employee~~  
59 ~~whose rate is within the new salary range, but not at a corresponding salary step, their~~  
60 ~~current salary rate shall be adjusted to the next higher rate closest to their current salary~~  
61 ~~upon the effective date. “Red circle” under Article 81, Section 3 will apply when~~  
62 ~~appropriate, (i.e., in cases of downward reclassification).~~

63 ~~\*DOJ Claims Examiners will be placed on step in the new range for the revised~~  
64 ~~classification to the nearest step which is greater than the employee's current adjusted~~  
65 ~~salary rate. The adjusted salary rate is inclusive of the employee's base rate of pay and~~  
66 ~~the five percent (5%) work out of classification differential. FETs Recruitment and~~  
67 ~~Retention Differential. These employees will retain their current salary eligibility date, if~~  
68 ~~applicable.~~

69 (See Letters of Agreement [27.00-19-325](#) & [27.00-19-364](#) & [27.00-23-464](#) & [27.00-23-465](#)  
70 & [27.00-23-466](#) & [27.00-23-467](#) in Appendix A.)

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71 (See also Institutions Coalition Letter of Agreement [27.2C-23-446](#) & Special Agencies

72 Coalition Letter of Agreement [27.5A-03-73](#) in Appendix A.)

73

REV: 2013, 2015, 2017, 2019, 2021,2023