

**2025-2027 STATE OF OREGON and AFSCME CENTRAL TABLE
Management Counter Proposal
July 11, 2025**

EMPLOYER PACKAGE PROPOSAL - D

ARTICLE/LOA	VERSION	DATE OF REFERENCE
SALARIES	Management Proposal	See Attached
SALARY ADMINISTRATION	Management Proposal	June 17, 2025
HEALTH AND WELFARE INSURANCE	Union Proposal	May 6, 2025
LOA PEBB PMAC	Management Proposal	Continue LOA
LOA SALARY AND BENEFIT REPORT	Management Proposal	Continue LOA
NEW LOA—TRANSITION TO BI-WEEKLY PAY	Management Proposal	Withdraw
NEW LOA—STRUCTURAL CHANGES TO PAY PRACTICES	Management Proposal	March 25, 2025

This package proposal is contingent on the Legislature funding one hundred percent (100%) of the Governor's Special Purpose Appropriations (SPA) for state employee compensation in the Governor's Recommended 2025-2027 Budget. If the Legislature does not fund one hundred percent (100%) of the Governor's Special Purpose Appropriations (SPA) for state employee compensation, this specific package proposal shall be considered automatically withdrawn and the Employer will submit an amended package proposal. The submission of an amended package proposal shall be deemed a timely submission of the Employer's economic package proposal under the ground rules.

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DATE: 7/11/25 TIME:

SALARIES

[Building Codes Division (BCD) Article 25]

Section 1. PERS Pickup

Effective February 1, 2019 compensation plan salary rates for PERS participating members shall be increased by six and ninety five one hundredths percent (6.95%). At that time bargaining unit employees will begin to make their own six percent (6%) contributions to their PERS account or the Individual Account Program as applicable. Employees' contributions shall be treated as 'pretax' contributions pursuant to Internal Revenue Code Section 414(h)(2).

Revise Section 2 as follows:

Section 2. Cost of Living Adjustment

a. Effective December 1, ~~2025~~2023 or on the first of the month following receipt of an interest arbitration award whichever is later, all pay rates will be increased by two and one-half six and five tenths percent (~~2.5%~~6.5%).

b. Effective December 1, 2026 January 1, 2025* or first of the month following receipt of an interest arbitration award whichever is later, all pay rates will be increased by three and forty-five hundredths six and fifty five hundredths percent (~~3.45%~~6.55%).

Effective March 1, 2027, an additional step shall be added to all salary ranges. Employees who are at top step prior to implementation of the new top step will have their prior Benefit Service Date (BSD), using the same month and day, restored and will be eligible to move to the new top step on their next BSD after implementation.

~~*If the legislature appropriates new funding of at least \$13 million in calendar year 2024, the 2025 cost of living adjustment will be effective January 1, 2025. If the legislature does~~

~~not appropriate at least \$13 million in calendar year 2024, the 2025 cost of living adjustment will be effective February 1, 2025.~~

Revise Section 3 as follows:

Section 3. Selective Salary Adjustment

TBD

<u>Class #</u>	<u>Classification Title</u>	<u>From To</u>	
<u>6821</u>	<u>Medical Laboratory Technician 2</u>	<u>20</u>	<u>21</u>
<u>1481-1488</u>	<u>Information Systems Specialist Series</u>	<u>Class Study</u>	
1338	Training and Development Specialist 1	23	24
1339	Training and Development Specialist 2	27	28
6811	Laboratory Technician 2	18	19
0801	Office Coordinator	Abolish	

~~All other classifications under the AFSCME Central Table that receive a salary range increase will be reviewed and negotiated consistent with standard practices. All AFSCME classifications that are part of a classification study negotiated at other bargaining units will be included.~~

~~Effective July 1, 2023 or the first of the month following ratification of the local agreement whichever is later, all employees will retain their current salary rate in the new range except that employees whose current rate is below the first step of the new range shall be moved to the first step in the new range and a new salary eligibility date what would be twelve (12) months from the effective date of the selective salary adjustment will be assigned. For an employee whose rate is within the new salary range but not at a corresponding step, the employee's salary shall be adjusted to the next higher rate closest to the employee's current salary rate.~~

See LOA: [Salary and Benefit Report](#), [Salary Range Truncation](#), [One-Time Payment COLA](#)