

1 **ARTICLE 26.2--PAY DIFFERENTIAL (Institutions)**

2 **Section 1. Differentials.**

3 (a) (OSH, PC Only) Shift Charge.

4 Application: C6710-Mental Health Therapy Technician, C6711-Mental Health
5 Therapist 1.

6 Eligibility: Full-time employees in classification C6710 or C6711 who are designated
7 in writing by the Agency to perform assigned duties of "shift charge" where two (2)
8 or more other employees are scheduled to work during that shift, shall be eligible for
9 a pay differential of thirty-four cents (\$0.34) per hour for each full eight (8) hour shift
10 worked in such assignment. When this special duty pay occurs on an overtime
11 period worked, this additional premium pay shall be added to the basic rate for
12 computation of pay.

13 (b) (OSH, PC Only) Administration of Medications.

14 Application: C6710-Mental Health Therapy Technician, C6711-Mental Health
15 Therapist 1, C6712-Mental Health Therapist 2, C6718-Mental Health Therapy
16 Coordinator.

17 Eligibility: Employees in the above-referenced classifications and Mental Health
18 Therapist 2s who have the working title of, and certification as, LPNs who are
19 assigned medication administration duties shall be eligible for the differential.

20 Rate: Twenty-seven cents (\$0.27) per hour for all shifts so assigned.

21 (c) (OSH, **Pendelton Cottage** Only) Custodian Differential. ~~Oregon State Hospital~~

22 Custodians who are regularly assigned custodian work in the Oregon State Hospital
23 **or Pendelton Cottage** which requires client contact shall receive a ten percent

(10%) pay differential. The employees will receive this additional ten percent (10%) above their current rate of pay for all hours worked during this assignment.

(d) (OSH Only) Clinical Psychologists 2. Clinical Psychologists 2 who are American Board of Professional Psychology certificated shall receive a five (5%) percent differential for all hours worked. The American Board of Professional Psychology certification must be in an area relevant to the employee's job duties.

(e) (OSH Only) Institutional Training. Licenses Practical Nurses (LPNs) and any employee working in a position at a salary range 22 or lower who is selected by Hospital Administration and assigned, in writing, to instruct or facilitate Institutional training shall receive an additional five percent (5%) above their current rate of pay for all hours they are conducting Institutional training. When requested and approved, in writing, by the Hospital Administration Licensed Practical Nurses (LPNs) and any employee working in a position at a salary range 22 or lower shall receive an additional five percent (5%) above their current rate of pay for all hours spent obtaining required certification of required recertification to instruct or facilitate Institution training.

(f) **(OSH Only) Oregon State Hospital Office Specialist 2's who are permanently assigned to a specific patient unit inside the secure parameter of the Oregon State Hospital, that requires routine patient contact, shall receive a five percent (5%) pay differential for all hours worked.**

(g) (OYA, OSH, Pendleton Cottage). Employees who are Certified Alcohol and Drug Counselors who are assigned to use that certification as part of their work duties shall be paid a differential of an additional five percent (5%) above their base rate of

pay, unless the certification is a minimum or special qualification of the position. Group Life Coordinators who receive the CADC differential, will not be eligible to receive the "Group Life Coordinator" hourly differential in [Article 26, Section 3](#) for preparing/facilitating/documenting ATOD treatment groups.

(h) (OYA Only) Group Life Coordinator: Group Life Coordinators who are assigned in writing to facilitate agency-approved treatment curricula or education/vocational curricula that leads to an Agency approved vocational certification for youth offenders shall be paid a differential of two dollars (\$2.00) per hour for time spent in actual youth group facilitation. At the discretion of management, Group Life Coordinators will also be assigned time for preparation and post group documentation in the Juvenile Justice Information System and paid two dollars (\$2.00) per hour for this work.

(i) (OYA Only). An employee who is working as direct care in the classification of Institution Registered Nurse (C6214) or Nurse Practitioner (C6255) and possesses a Baccalaureate degree with relevant course work shall receive an additional four and seventy five one hundredths percent (4.75%) of their salary rate or possesses a Master's degree with relevant course work shall receive an additional nine and five tenths percent (9.5%) of their salary rate. The differentials are based on a full-time employee and will be prorated for part-time employees on the basis of hours paid.

Section 2. Shift Differential.

(a) Eligibility. All employees required to work a designated schedule shall be paid a differential (except those as outlined in Subsections (b) and (c) below) each hour or major portion thereof (thirty (30) minutes or more), worked between 6:00 PM and

6:00 AM and for each hour or major 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 employees position by the agency, shift differential pay shall be waived by the employee for the hours affected by the change. Employees will receive a differential of one dollar and fifty cents (\$1.50) per hour.

(b) OYA RN & LPN Only: Registered Nurses and Nurse Practitioners will receive a shift differential of four dollars and fifty cents (\$4.50). Licensed Practical Nurses will receive a shift differential of two dollars (\$2.00).

(c) OSH LPN Only:

1. LPNs, except those working as LPNs in Treatment Services, shall be eligible for the following Shift Differentials:

i. Employees who regularly scheduled work is on the swing shift shall be eligible for the swing shift differential of two dollars (\$2.00) for all hours worked, or major portion thereof (thirty (30) minutes or more) between the hours of 3:00 PM and 11:00 PM.

ii. Employees who regularly scheduled work is on the night shift shall be eligible for the night shift differential of three dollars and fifty cents (\$3.50) for all hours worked, or major portion thereof (thirty (30) minutes or more) between the hours of 11:00 PM and 5:00 AM.

iii. Employees who work overtime on a swing shift or night shift will only be eligible for hours worked during the shift differential(s) time periods that are outside of their assigned hours.

iv. Employees who regularly scheduled work week includes a Saturday and/or Sunday, shall be paid a three dollar and seventy cents (\$3.70) per hour differential for each hour or major portion thereof (thirty (30) minutes or more) for all scheduled hours worked between 12:01 AM on Saturday through 12:00 midnight on Sunday.

2. LPNs in Treatment Services required to work a designated schedule shall be paid shift differential of two dollars (\$2.00) for each hour or major portion thereof (thirty (30) minutes or more), worked between 6:00 PM and 6:00 AM and for each hour or major portion thereof worked on Saturday or Sunday.

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