

TA'd 08/01/2025

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2025-2027 STATE OF OREGON and SEIU CENTRAL TABLE
 Management Counter Proposal
 July 31, 2025

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1 **ARTICLE 27--SALARY INCREASE**

2 **Section 1. Cost of Living Adjustments.** Effective ~~February~~ December 1, ~~2026~~ 2023,
 3 Compensation Plan salary rates shall be increased by ~~two and five tenths~~ six and five
 4 tenths percent (~~2.5%~~ 6.5%). Effective January 1, ~~2027~~ 2025, Compensation Plan salary
 5 rates shall be increased by ~~four~~ six and fifty-five hundredths percent (~~4%~~ 6.55%). (See
 6 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 **Effective February 1, 2027, an additional step shall be added to all salary ranges.**
 13 **Employees who are at the top step prior to implementation of the new top step and**
 14 **have been employed with the State for ten (10) or more years will be moved to the**
 15 **next step in the salary range on February 1, 2027. All employees who are at the top**
 16 **step prior to implementation but have been employed with the State for less than**
 17 **ten (10) years will have their prior Benefit Service Date (BSD) restored, using the**
 18 **same month and day, and will be eligible to move to the new top step on their next**
 19 **BSD after implementation.**

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

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Section 3. Compensation Plan Changes.

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

<u>CLASS</u>	<u>CLASS TITLE</u>	<u>SALARY RANGE #</u>	
		<u>FROM</u>	<u>TO</u>
<u>6657</u>	<u>Human Services Specialist 1 (Rename to Public Benefits Specialist, Entry)</u>	<u>15</u>	<u>16Q*</u>
<u>6658</u>	<u>Human Services Specialist 2</u>	<u>Abolish and move</u>	
	<u>incumbents to 6659</u>		
<u>6659</u>	<u>Human Services Specialist 3 (rename to Public Benefits Specialist)</u>		
		<u>19</u>	<u>20Q*</u>
<u>6660</u>	<u>Human Services Specialist 4 (rename to Public Benefits Specialist, Senior)</u>	<u>22</u>	<u>23S*</u>
<u>6630</u>	<u>Human Services Case Manager</u>	<u>22Q</u>	<u>23S*</u>
<u>6440</u>	<u>District Veterinarian</u>	<u>29</u>	<u>32</u>
<u>6821</u>	<u>Medical Laboratory Technician 2</u>	<u>20</u>	<u>21</u>
<u>6503</u>	<u>Physical Therapist</u>	<u>31T</u>	<u>32T</u>
<u>0251</u>	<u>State Library Specialist 1</u>	<u>12</u>	<u>13</u>
<u>1481-1488</u>	<u>Information Systems Specialist Series</u>	<u>Class Study</u>	
<u>5240</u>	<u>Civil Rights Investigator 1</u>	<u>21</u>	<u>23</u>
<u>5241</u>	<u>Civil Rights Investigator 2</u>	<u>26</u>	<u>28</u>
<u>1511</u>	<u>Administrative Law Judge 2</u>	<u>No change</u>	
<u>0726-0727</u>	<u>Appraiser Analyst 2 & Appraiser Analyst 3</u>	<u>No change</u>	
<u>4003</u>	<u>Carpenter</u>	<u>No change</u>	

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48	<u>6506</u>	<u>Certified Occupation Therapist Assistant</u>	<u>No change</u>
49	<u>5902</u>	<u>Communicable Disease Analyst</u>	<u>No change</u>
50	<u>3269</u>	<u>Construction Project Manager 3</u>	<u>No change</u>
51	<u>6396</u>	<u>Dental Hygienist</u>	<u>No change</u>
52	<u>6270- 6271</u>	<u>Dietitian 1 – 2</u>	<u>No change</u>
53	<u>4007-4009</u>	<u>Electrician 1, 2, & 3</u>	<u>No change</u>
54	<u>2512</u>	<u>Electronic Publishing Design Specialist 3</u>	<u>No change</u>
55	<u>3253</u>	<u>Facilities Engineer 3</u>	<u>No change</u>
56	<u>4033</u>	<u>Facility Energy Technician 2</u>	<u>No change</u>
57	<u>4035</u>	<u>Facility Energy Technician 4</u>	<u>No change</u>
58	<u>3521</u>	<u>Geologist 2</u>	<u>No change</u>
59	<u>5705, 5706, 5707, 5708</u>	<u>Industrial Hygienist 1, 2, 3, & 4</u>	<u>No change</u>
60	<u>6632</u>	<u>Juvenile Probation/SS Officer/Juvenile Correction</u>	<u>No Change</u>
61	<u>6708</u>	<u>Mental Health Security Technician</u>	<u>No change</u>
62	<u>4037</u>	<u>Physical/Electronic Security Technician</u>	<u>No change</u>
63	<u>1116-1117</u>	<u>Research Analyst 2 and Research Analyst 3</u>	<u>No change</u>
64	<u>9201</u>	<u>Seamster</u>	<u>No change</u>
65	<u>4162</u>	<u>Transportation Maintenance Coordinator</u>	<u>No change</u>

66 ***Salary range is equivalent to standard salary range at each step but truncate first**
67 **three (3) steps**

68	5923	DOJ Claims Examiner	22	23*
69	1338	Training and Development Specialist 1	23	24
70	1339	Training and Development Specialist 2	27	28

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71	4151	Transportation Maintenance Spec 1	17	18
72	4152	Transportation Maintenance Spec 2	19	20
73	4161	Transportation Maintenance Coordinator 1		Abolish
74	4162	Transportation Maintenance Coordr(rename — was TMC2)		22
75	0801	Office Coordinator		Abolish

76 **Effective July 1, 2025, the salary selectives will be implemented as follows:**

- 77 • **Employees whose base salary falls below the first step of the new range will**
78 **be placed on the first step of the new range.**
- 79 • **Employees whose base salary falls on a step in the new salary range will be**
80 **placed on the equivalent step number in the new range (i.e., Step 6 to Step**
81 **6).**
- 82 • **Employees who are off step will be placed on the next higher step in the old**
83 **range and then placed on the equivalent step number in the new range (i.e.,**
84 **Step 6 to Step 6).**
- 85 • **Employees whose base salary is above the top step of the new range will be**
86 **red circled*.**
- 87 • **All benefit service dates (BSDs) will remain the same.**

88 ***Per State Policy: 10.000.01 - Red-Circle: a term sometimes used to refer to a**
89 **procedure in which an employee's previous rate of pay above the top step of a new**
90 **salary range is retained, provided the employee remains in the reclassified position**
91 **until the rate is equal to or exceeded by the top step of the new salary range.**

92 ~~Effective July 1, 2023, all employees in these classifications will retain their current~~
93 ~~salary rate in the new range except that employees whose current rate is below the first~~

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~~(1st) step of the new range shall be moved to the first (1st) step in the new range and a new salary eligibility date will be established twelve (12) months later. For an employee whose rate is within the new salary range, but not at a corresponding salary step, their current salary rate shall be adjusted to the next higher rate closest to their current salary upon the effective date. “Red circle” under [Article 81, Section 3](#) will apply when appropriate, (i.e., in cases of downward reclassification).~~

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

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

~~(See also Institutions Coalition Letter of Agreement [27.2C-23-446](#) & Special Agencies Coalition Letter of Agreement [27.5A-03-73](#) in Appendix A.)~~

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