



Oregon

Tina Kotek, Governor

Department of Administrative Services

Chief Human Resources Office

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MEMORANDUM

To: Agency Heads and Agency Human Resources Directors
From: Jessica Knieling, Chief Human Resources Officer
Date: February 27, 2025
Subject: Addendum E – Pay Differentials policy 20.005.11

Boldened and italicized text reflects revisions and additions to current policy language.

Policy Statement:

As of August 1, 2023, the Executive Branch of state government temporarily modifies the Pay Differentials policy as a result of classification and pay option changes.

Policy Authority: ORS 240.145(3); 240.240; 240.250; 240.551

Applicability: Classified unrepresented, management service, unclassified “executive” service, unclassified excluded, unclassified unrepresented employees, and temporary employees, where noted.

Attachments: None

Policy Amendments

Effective August 1, 2023, Pay Differentials policy 20.005.11 is amended as follows:

(c) Board Certification Differentials

(B) Physicians and Medical Examiner, Chief in Unclassified Excluded and Executive Service

~~This differential applies to Supervising Physician (Z7518), Public Health Physician 1 (Z7571) and Public Health Physician 2 (Z7572), PEM I (Z7016) acting as Chief Medical Officer at an OHA Institution, PEM J (Z7018) acting as Chief Medical Officer at an OHA Institution, PEM J (Z7018) in Public Health as Administrator, PEM J (Z7018) in Public Health as Public Health Director, Sr. Medical Consultant (Z7539) at OHA, Sr. Medical Consultant (Z7539) at DOC and, effective Jan. 1, 2022, the Medical Examiner, Chief (Z7508), who are board certified. For the first board certification in one specialty, the differential is 7.5 percent of base pay. For two or more board certification specialties, the differential is 10 percent of base pay.~~

This differential applies to Supervising Physician (Z7518), Public Health Physician 1 (Z7571) and Public Health Physician 2 (Z7572), Sr. Medical Consultant

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(Z7539) at OHA, Sr. Medical Consultant (Z7539) at DOC and, effective Jan. 1, 2022, the Medical Examiner, Chief (Z7508), who are board certified. For the first board certification in one specialty, the differential is 7.5 percent of base pay. For two or more board certification specialties, the differential is 10 percent of base pay. This differential does not apply to Supervising Physician (Z7518) employees at OHA in the Pay Option "C", effective August 1, 2023. The Supervising Physician (Z7518) at OHA in the "C" Pay Option is eligible for a 2.5 percent board certification differential if they have two or more board certifications.

(x) Psychiatric Work Differential

~~This differential applies to unclassified executive service positions of Supervising Physician (Z7518), PEM I (Z7016), or PEM J (Z7018) acting as Chief Medical Officer within an OHA Institution and the Department of Corrections, and Physician Specialist (Z7517) at Oregon Youth Authority whose position includes the performance of psychiatric duties; and positions in PEM I (Z7016) acting as an Administrator, OHA Office of Mental Health and Addiction Services. The differential is \$10,000 annually.~~

This differential applies to unclassified executive service positions of Supervising Physician (Z7518), Clinical Director (7519) acting as Medical Director or Chief Psychiatrist at the Department of Corrections, and Physician Specialist (Z7517) at Oregon Youth Authority whose position includes the performance of psychiatric duties. The differential is \$10,000 annually. This differential does not apply to Supervising Physician (Z7518) employees at OHA in the Pay Option "C", effective August 1, 2023.

Questions should be sent to CHRO.Policy@oregon.gov