

October 2009

### **COMPENSATION PLAN CHANGES**

The following changes were reported for the 2009-11 biennium. Implementation of the changes takes effect as indicated, pending ratification. If you have any questions, contact Sierra Hernandez at (503)373-1847.

### **OBSOLETE CLASSIFICATIONS**

The following classifications were deleted from the compensation plan:

<u>Class No</u>	<u>Class Title</u>
0739	Timber Auditor/Appraiser 1
0740	Timber Auditor/Appraiser 2
0741	Timber Auditor/Appraiser 3
0817	Program Representative 2
1182	Management Analyst 3

### **OREGON NURSES ASSOCIATION (ONA)**

1. Effective September 1, 2009, the step added to the top of each salary range in all classifications that became effective June 30, 2009 at 11:59 pm, is suspended through August 31, 2010.
2. Effective January 1, 2010, increase the state-paid subsidy to meet increases in insurance premium costs for PEBB health, dental and basic life benefit plans for eligible employees by up to five percent (5%) of the actual monthly composite resulting for plan year 2010.
3. Effective January 1, 2011, increase the state-paid subsidy to meet increases in insurance premium costs for PEBB health, dental and basic life benefit plans for eligible employees by up to five percent (5%) of the actual monthly composite resulting for plan year 2011.

If in either or both of the plan years described above, the premium increase is greater than five percent (5%), PEBB will be petitioned to use reserve funding for premium increases in excess of five percent (5%) up to a maximum of ten percent (10%) in each year.

### **STATE TEACHER EDUCATION ASSOCIATION (STEA)**

1. Effective September 1, 2009, the step added to the top of each salary range in all classifications that became effective June 30, 2009 at 11:59 pm, is suspended through August 31, 2010.

2. Effective January 1, 2010, increase the state-paid subsidy to meet increases in insurance premium costs for PEBB health, dental and basic life benefit plans for eligible employees by up to five percent (5%) of the actual monthly composite resulting for plan year 2010.
3. Effective January 1, 2011, increase the state-paid subsidy to meet increases in insurance premium costs for PEBB health, dental and basic life benefit plans for eligible employees by up to five percent (5%) of the actual monthly composite resulting for plan year 2011.

If in either or both of the plan years described above, the premium increase is greater than five percent (5%), PEBB will be petitioned to use reserve funding for premium increases in excess of five percent (5%) up to a maximum of ten percent (10%) in each year.

**AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL  
EMPLOYEES (AFSCME) DEPARTMENT OF CORRECTIONS PAROLE AND  
PROBATION OFFICERS**

1. Effective September 1, 2009, the step added to the top of each salary range in all classifications that became effective June 30, 2009 at 11:59 pm, is suspended through August 31, 2010.
2. Effective upon the signing of the agreement, while assigned to perform Field Training Officer (FTO) duties, up to three (3) FTOs shall receive a reduction in the FTO differential from five percent (5%) to two and one-half percent (2.5%) of the base wage. Payment of this differential will be for up to a maximum of sixteen (16) weeks per trainee.
3. Effective January 1, 2010, increase the state-paid subsidy to meet increases in insurance premium costs for PEBB health, dental and basic life benefit plans for eligible employees by up to five percent (5%) of the actual monthly composite resulting for plan year 2010.
4. Effective January 1, 2011, increase the state-paid subsidy to meet increases in insurance premium costs for PEBB health, dental and basic life benefit plans for eligible employees by up to five percent (5%) of the actual monthly composite resulting for plan year 2011.

If in either or both of the plan years described above, the premium increase is greater than five percent (5%), PEBB will be petitioned to use reserve funding for premium increases in excess of five percent (5%) up to a maximum of ten percent (10%) in each year.