

ADP Manager 1
ADP Manager 2
Director of Data Processing
Manager ADP Planning and Education
Manager ADP Standards and Hardware Evaluation
Right of Way Agent 1
Right of Way Agent 2
Mediator
Hearings Referee 1
Hearings Referee 2
Hearings Referee Supervisor
Safety Representative 1
Safety Representative 2
Safety Representative 3
Safety Representative 4
Investigator 1
Investigator 2
Weighmaster 1
Weighmaster 2
Weighmaster 3
Assistant Chief Weighmaster
Chief Weighmaster
Boiler Inspector
Boiler Safety Supervisor 1
Boiler Safety Supervisor 2
Plumbing Inspector 1
Plumbing Inspector 2
Liquor Control Officer 1
Liquor Control Officer 2
Liquor Control Officer 3
Elevator Inspector
Electrical Inspector
Electric Elevator Safety Inspector 1
Electric Elevator Safety Inspector 2
Electric Elevator Safety Supervisor 1
Electric Elevator Safety Supervisor 2
Archivist 2
State Archivist
Librarian 2
Librarian 3
Librarian 4
Librarian 5
Librarian Administrator
Education Program Specialist 2
Coordinator of Professional Education Mental Retardation
Radio Technician 2
Scientific Instrument Technician 1
Scientific Instrument Technician 2
Chemistry Storekeeper 1
Chemistry Storekeeper 2
Chemistry Storekeeper 3
Meteorologist
Painter
Mason
Plasterer
Sheet Metal Worker
Locksmith
Carpenter
Cabinet Maker
Elevator Repairman
Electrician
Lead Electrician
Electrical Foreman 1
Plumber
Plumber Foreman 1
Refrigeration Mechanic
Welder
Stationary Fireman
Stationary Engineer
Machinist
Machinist Foreman
Public Health Nurse 1
Public Health Nurse 2
Public Health Nurse 3
Public Health Nurse 4
Public Health Nurse 5
Nursing Education and License Consultant
Hospital Technician
Institution Hospital Manager
Anesthetist
Nursing Instructor 1
Nursing Instructor 2
Nursing Instructor 3
Nursing Instructor 4
Director of Nursing Education
Public Health Dentist 2 (Licensed)
Health Facilities Surveyor 1
Health Facilities Surveyor 2
Health Facilities Surveyor 3
Police Standard Coordinator
Grain Inspection Supervisor
Livestock Police Officer
Livestock District Supervisor
Park Manager 2
Park Manager 3
Assistant District Park Supervisor
District Park Supervisor
Park Operations Supervisor
Forester 4
Gamekeeper 2
Wild Life Conservation Supervisor

Section 6. A 5.5 per cent salary increase plus an additional two-step increase for the following classifications:

Transportation Specialist 3
Utility Auditor 3
Utility Engineer 3

Section 7. A 5.5 per cent salary increase for all other classifications with the exception of:

X-Ray Technician 1 (registered) will be placed at the top four steps of salary range 13.

Nurses Aide will be placed on salary range 2.

Teachers' salary increases will be equated to those granted by Salem School District 24-J.

Section 8. Percentages are approximate to assure all classifications are paid on the new salary steps.

Article XII: Incentive Award Program

Section 1. Awards.

Up to, but not exceeding, 10 per cent, but at least one employe of an agency's eligible employes may be granted a lump sum award of three per cent of their annual base salary excluding overtime, differentials and other forms of special compensation as of the month preceding the award. The awards are to be made in March of each year, and shall commence in March, 1974.

Seasonal employes who are not on the payroll in March and who have been selected for an award shall receive the award when they return to the payroll so long as the return is within 12 consecutive months of the date of the selection. In such case, the award is to be based upon the total salary received during the previous 12 consecutive months, excluding special forms of compensation, as of the last full month worked prior to leaving the payroll.

Section 2. Eligibility.

All classified and unclassified state employes with at least one year of service prior to the date of the award are eligible for an incentive award except for those in teacher classifications. The program does not cover exempt (ORS 240.200) and higher education academic positions.

Section 3. Funding.

The program will be fully funded with the cost of the program deducted from the sum of money approved for salary adjustments.

Section 4. Procedures and Guidelines.

The Executive Department (Personnel Division) will establish appropriate procedures and guidelines for the operation of the program in accordance with Article VI of this contract. The procedures will be uniform throughout all agencies and will provide for an appeals process within each agency. Each agency shall determine its incentive award recipients. Nominations may come from any state employe. The criteria for the granting of the award will be limited to job performance.

Article XIII: Mid-Biennium Salary Adjustment

The parties agree that a sum of money equal to 5.5 per cent of payroll be earmarked for classified state employe compensation on July 1, 1974 (the 5.5 per cent will include "other payroll expenses.") The plan for expenditure shall be negotiated between the Association and the Executive Department. Such negotiations shall begin on or after February 1, 1974.

The parties agree to limit negotiations to matters contained in the state compensation plan and those matters contained in Article I of this contract.

Article XIV: Hospital-Medical Insurance

It is agreed by the parties that the state shall increase its contribution for hospital-medical insurance, commencing July 1, 1973. The state shall provide a \$15 per month per employe premium payment, and such payment, if in excess of the premium for employe coverage, shall apply to dependent coverage carried under the same plan.

Article XV: Retirement

It is agreed that funds necessary to implement the provision of the retirement bill developed by the Public Employe Retirement Conference should be a separate appropriation and should not be offset against the funds required to implement the terms of this contract.

Article XVI: Sick Leave Compensation

The parties agree that full-time employes shall accrue eight hours of sick leave with pay credits for each full month worked. Employes who work less than a full month and part-time employes shall earn sick leave with pay on a pro-rata basis in any month during which the employe works 32 hours or more. Persons serving under temporary appointments shall not earn sick leave except as provided for in the Personnel Division rules. There shall be no limit on sick leave accrual.

Employes who cease their employment with the State of Oregon as a result of retirement, disability, or death shall have credited the value of unused accrued sick leave to their pension benefits. Employes who terminate and leave their annuity account with the Public Employes' Retirement System until earliest retirement age shall meet the definition of retirement. The value of the unused sick leave shall be calculated and added to the employe's pension benefits based upon the following procedures:

The employe's "final average salary," as defined in ORS 237, shall include the value of any unused sick leave at that time. The value of unused sick leave shall be calculated based upon the salary used in determining an employe's current service pension. The value of the unused accrued sick leave shall be added to the sum of the three highest years of salary for the purpose of determining his-her final average salary upon which his-her pension benefit will be based.

Article XVII: Vacations

It is agreed by the parties that vacations with pay shall be granted to employes in accordance with the following schedule:

Section 1. Eligibility.

An employe shall be entitled to a vacation of at least 5.5 working days with pay on completion of the first full six calendar months of service, and shall accrue at least 5.5 working days of vacation with pay for each subsequent six full calendar months of service.

Section 2. Accrual.

The full-time accrual rate shall be as follows:

After six months through the 5th year: 5.5 work days for each six full calendar months of service.

After the 5th year through the 10th year: 6.75 work days for each six full calendar months of service.

After the 10th year through the 15th year: 8 work days for each six full calendar months of service.

After the 15th year through the 20th year: 9.25 work days for each six full calendar months of service.

After the 20th year: 10.5 work days for each six full calendar months of service.

Employes working less than full-time shall accrue vacation leave on a pro-rata basis, provided the employe works 32 hours or more in that month.

Section 3. Separation.

Any employe who is laid-off or terminated after a full six months of state service shall be paid in cash at the time of separation from state service for his accrued vacation time.

Section 4. Maximum Accrual.

It is further agreed that the statutory limitation on the amount of vacation leave that may be accumulated should be modified to permit accrual of a maximum of 250 hours of vacation.

Article XVIII: Mileage Reimbursement

The parties agree that the state shall increase the private automobile reimbursement rate to 11-cents per mile, and 7.5-cents per mile for private automobiles used for the convenience of employes (and state automobiles are available).

(Continued on Page 9)