

## **ENGINEERING CLASS STUDY**

The Department of Administrative Services Classification and Compensation Unit has completed the new class specifications and salary setting processes for the following classifications:

Current Class Name & Number	Current Salary Range	New Salary Range
Engineering Specialist Entry (3103)	SR12	SR17
Engineering Specialist 1 (3105)	SR17	SR20
Engineering Specialist 2 (3106)	SR22	SR25
Engineering Specialist 3 (3107)	SR24	SR27
Engineering Specialist 4 (3108)	NA	SR30
Associate in Engineering 1 (3146)	SR25	SR27
Associate in Engineering 2 (3147)	SR27	SR30
Professional Engineer 1 (3148)	SR32	SR32
Professional Engineer 2 (3149)	SR35	SR35
Student Engineering Specialist (3101)	Active	Abolish
Civil Engineering Specialist 1,2,3 (3136, 3137, 3138)	Active	Abolish

**Implementation date:**

- June 1, 2025

**Minimum Qualifications:**

- Employees are not required to meet the minimum qualifications of the classification in which their position is allocated.

**Salary Implementation:**

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- Employees whose base salary falls below the first step of the new range will be placed on the first step of the new range.
- Employees whose base salary falls on a step in the new salary range will be placed on the equivalent step number in the new range (i.e., Step 6 to Step 6).
- Employees who are off step will be placed on the next higher step in the old range and then placed on the equivalent step number in the new range (i.e., Step 6 to Step 6).
- Employees whose base salary is above the top step of the new range will be red circled\*.
- All salary eligibility dates (SED) will remain the same.

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

As soon as practicable, and no later than June 1, 2025, the State will provide AEE a list of bargaining unit members' in the above classifications identifying the employee's allocated classification and step placement.

For AEE:

Karen N. Scott  
Karen N. Scott (May 12, 2025 16:00 PDT)

05/12/2025

Date

For DAS/State of Oregon:

John R. Nees  
John R. Nees (May 12, 2025 15:13 PDT)

05/12/2025

Date

AEE/State of Oregon – Engineering Class Study Agreement











# FINAL Engineering Class Study

Final Audit Report

2025-05-12

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