



DEPARTMENT OF JUSTICE

1162 Court Street NE
Justice Building
Salem, Oregon 97301-4096
Telephone: (503) 378-4400

October 4, 2011

SENT ELECTRONICALLY

Colleen Savage, Staff Representative
AFSCME
1400 Tandem Ave. NE
Salem, OR 97301

Re: Pay-Line Exception for Department of Justice Topped Out Attorney Managers

Dear Ms. Savage:

I am writing to notify you that DOJ has requested and DAS has granted pay-line exceptions for DOJ attorney managers who are at the top of their salary classification. This notification is not required by the DOJ-OAJA collective bargaining agreement, but I am providing it to you in an effort to maintain open communications with the union.

As you know, for a number of years both represented and non-represented state employees have been subject to salary freezes and step increase roll-backs. While the unions have had some success in negotiating for restoration of steps and COLAs, restoration of these salary components for managers was often delayed and, in some cases, never occurred. As a result, our attorney managers are falling significantly behind line attorneys in compensation. For example, the top step for Assistant Attorneys-in-Charge currently is \$642.00 a month less than the top step for the line attorneys they supervise. The top step for Attorneys-in-Charge is \$154.00 a month less than the top step for line attorneys.

These pay disparities have caused some managers to return to line attorney positions where they have a higher salary and no management responsibilities. The salaries paid managers also creates a strong disincentive for line attorneys to apply for management positions. We have a number of managing attorneys who are at or near retirement age, and it is vitally important that we are able to attract qualified attorneys to apply for these positions.

To address these salary problems, we requested and DAS agreed to pay-line exceptions for attorney managers who currently are at the top step of their classification. The pay-line

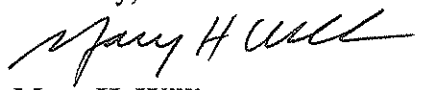


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exceptions would move AAICs at the top step to 2% above the top step for senior AAGs. AICs at their top step would move to 5% above the top step for senior AAGs, and division administrators/special counsel at their top step would move to 5% above AICs. The Deputy AG would move to 5% above division administrators. The salary for other managing attorneys is not affected.

I believe that these salary adjustments are necessary to allow DOJ to continue to attract and retain high quality managers, and that they serve the long-term interest of DOJ and its employees.

Sincerely,



Mary H. Williams
Deputy Attorney General

MHW:mwc/3029895

Enclosure

c: Marc Abrams
Judith Anderson
Gretchen Merrill
Eva Novick
Joanna Jenkins