



## Oregon DD COLA's and Industry Losses

Erratic and insufficient COLA's have crippled the comprehensive system, exacerbating the impact of numerous financial setbacks.

<u>Year</u>	<u>COLA</u>	<u>Other Industry Impact</u>
<b>89/90</b>	<b>4.0</b>	
<b>90/91</b>	<b>4.4</b>	1995 – Health insurance costs and other nonpayroll costs begin dramatic climb.
<b>91/92</b>	<b>4.4</b>	
<b>92/93</b>	<b>4.1</b>	1999 – Oregon minimum wage begins annual increase narrowing gap with DHS allowed wage.
<b>93/94</b>	<b>3.2</b>	
<b>94/95</b>	<b>3.1</b>	2003 – Loss of workers compensation rebate to comprehensive system means a loss of over \$7 million a year.
<b>95/96</b>	<b>0.0</b>	
<b>96/97</b>	<b>0.0</b>	2004 – Energy costs dramatically increase.
<b>97/98</b>	<b>3.0</b>	
<b>98/99</b>	<b>2.8</b>	2005 – State employees with comparable jobs receive 9% compensation boost.
<b>99/00</b>	<b>2.0</b>	2005 – Express payment system affects cash flow.
<b>00/01</b>	<b>2.0</b>	
<b>01/02</b>	<b>2.2</b>	2005 – Oregon's recovering economy increases competition for labor.
<b>02/03</b>	<b>0.0</b>	2005 – Nonpayroll costs for US workers increased by 82.5% since 1991.
<b>03/04</b>	<b>0.0</b>	
<b>04/05</b>	<b>0.0</b>	