

PASSED

IN THE BOARD OF COUNTY COMMISSIONERS OF LANE COUNTY, OREGON

ORDER NO.  
09-3-18-13

) IN THE MATTER OF APPROVING THE  
) TENTATIVE AGREEMENT BETWEEN  
) BETWEEN LANE COUNTY AND THE  
) AMERICAN FEDERATION OF STATE  
) COUNTY AND MUNICIPAL EMPLOYEES,  
) LOCAL 2831

**WHEREAS**, a tentative agreement has been reached between Lane County's bargaining team and the Agreement between Lane County and the American Federation of State, County and Municipal Employees, Local 2831

**WHEREAS**, the agreement is consistent with the guidelines set forth by the Board of County Commissioners.

**IT IS NOW HEREBY ORDERED** that the attached tentative agreement between Lane County and the American Federation of State, County and Municipal Employees, Local 2831

**IT IS FURTHER ORDERED** that the County Administrator and the County's bargaining team be authorized to execute the revised agreement on behalf of the County.

**DATED** this 18<sup>th</sup> day of March 2009.



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Pete Sorenson, Chair  
Lane County Board of County Commissioners

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24

**SUMMARY**  
**Changes to AFSCME Local 2831 Bargaining Agreement**  
**2008-2011**

**Article X Wages**

- 3.9% COLA, effective 1<sup>st</sup> full pay period following July 1, 2008
- 5% market adjustment for information technology classifications, effective 1<sup>st</sup> full pay period following July 1, 2008
- 2-3% base wage increase, based on the average Consumer Price Index (CPI-U) for the Salem/Portland region for fiscal year 2008-2009, effective 1<sup>st</sup> pay full period following July 1, 2009
- 2-3% base wage increase, based on the average Consumer Price Index (CPI-U) for the Salem/Portland region for fiscal year 2009-2010, effective 1<sup>st</sup> pay full period following July 1, 2010

**Article XII Insurance**

Beginning January 01, 2010 AFSCME active members and retirees will move from the AFSCME current health insurance plan to the County's standard health insurance plan.

**Costs**

The estimated total cost of the three-year agreement is approximately \$3.5 million, which includes the proposed savings of more than \$500,000 from the changes in health insurance benefits.

**General**

Moving AFSCME will save the County hundreds of thousands of dollars each year over the long term. If health care costs continue to grow at the same rate they've grown for the past four years, in just the next six years the County will save \$1,000 per employee per year on the standard plan.

**Three Year Agreement, ending June 30, 2011.**