

LANE COUNTY PROPOSED CONTRACT PROVISIONS – WAGES AND BENEFITS

ARTICLE X

WAGES

Section 1 – Salary Range Adjustments

- (A) Effective the first full pay period following July 1, 2008 employees covered under this agreement employed by the **COUNTY** at the time of contract ratification shall receive a three point nine percent (3.9%) cost of living increase. Retroactive to the first full pay period in July 2008. The salary ranges shall be those set forth in Schedule A and attached hereto. Employees on the payroll covered under this agreement as of January 1, 2009 and subsequently laid off before ratification of this agreement shall receive the retroactive pay.
- (B) Effective the first full pay period following July 1, 2009 employees covered under this agreement shall receive a cost of living adjustment based on FY 09-10 CPI-U (Portland-Salem OR-WA index) with a minimum of two percent (2%) and maximum of three percent (3%). Salary ranges shall be changed to reflect the increase and attached hereto in Schedule A.
- (C) Effective the first full pay period following July 1, 2010 employees covered under this agreement shall receive a cost of living adjustment based on FY 10-11 CPI-U (Portland-Salem OR-WA index) with a minimum of two percent (2%) and maximum of three percent (3%). Salary ranges shall be changed to reflect the increase and attached hereto in Schedule A.
- (D) Effective the first full pay period following July 01, 2008 employees in the following eight (8) Information Technology classifications employed by the **COUNTY** at the time of contract ratification will be provided a temporary market adjustment of 5% in addition to the approved COLA. Programmer Analyst 1, Programmer Analyst 2, Programmer & System Analyst SR, Information Services Technician, Information Services Analyst, Information Services Analyst SR, Data Base Administrator, System Network Analyst SR.
- (E) The **COUNTY** reserves the right to rescind this final offer at 5 p.m. Friday, February 27, if the Local has not yet ratified the proposed contract, or if both parties have not agreed on new provisions during the course of mediation.

Section 3 – New or Revised Classifications

The **COUNTY** agrees to contract with Fox Lawson & Associates (Consultant) to complete a classification and compensation study for the following (11) classifications; Programmer Analyst 1, Programmer Analyst 2, Programmer & System Analyst SR, Information Services Technician, Information Services Analyst, Information Services Analyst SR, Data Base Administrator, System Network Analyst SR and Plans Examiner1, Plans Examiner 2 and Plans Examiner SR. The study shall begin March 01, 2009 with the goal of completion by July 01, 2009.

Within 30 calendar days of completion of the study, the **UNION** and **COUNTY** agree to bargain the final salary adjustments. Adjustments to pay will be implemented the first full pay period following Board of Commissioner approval of the negotiated classification and salary adjustments.

ARTICLE XII

INSURANCE AND RELATED

Section 2 – Health Insurance Plan

- (A) Employees covered under this agreement employed by the **COUNTY** at the time of contract ratification who receive health insurance benefits shall receive a one-time only \$500.00 health insurance conversion bonus to be paid on the first full pay period following ratification and Board approval of this agreement.
- (B) Effective the first of the month following contract ratification and Board approval the following

changes will be made to the Health Insurance Plan:

- (1) The annual deductible for the Standard Plan will be \$100 per year, per insured, with a maximum of three deductibles per family.
- (2) The annual out of pocket maximum for the Traditional medical plan will be \$1,500 per year per insured, with a maximum of three per family.
- (3) The office visit co-payment for the Managed Care plan will be \$10 per visit.
- (4) The prescription drug plan for the traditional and managed care plans will be a three tiered co-payment of \$15/\$30/\$35. Members will be eligible to participate in a mail order prescription drug program in order to reduce out of pocket expenses.

ARTICLE XI

LEAVE TIME AND HOLIDAYS

Section 2 – Time Management

(K) Conversion

- (1) After six (6) months of continuous employment, employees may sell back to the **COUNTY** their time management hours, subject to the following restrictions:
 - (a) The maximum number of time management hours that can be converted into cash compensation in a calendar year cannot be greater than eighty (80) hours.
 - (b) The cash-out must be irrevocably elected (pre-designated) prior to the beginning of the year in which the hours will be cashed out.
 - (c) The hours must be earned in the year of cash-out prior to the sale, unless the cash-out is being made at time of termination.
 - (d) If cash-out is elected and there are inadequate hours in the employee's TM bank to cover the cash-out at the end of the calendar year, the income that would have been received if the elected amount of TM were sold will still be taxable under IRS regulations.
- (2) Subsection (1) above notwithstanding, employees may sell up to 200 hours of their annual leave accrual at the current rate of pay for any three years prior to retirement eligibility. While an employee is not required to retire when first eligible, extension of the employee's retirement date will not entitle the employee to this benefit in any more than three (3) years.
- (3) Subsection (1) above notwithstanding, employees who are laid off or otherwise terminate from County employment may sell back up to a maximum of eighty (80) or if eligible under Subsection (2), a maximum of 200 hour, of time management inclusive of any time management previously sold back in that year.