

BEFORE THE BOARD OF COMMISSIONERS OF LANE COUNTY, OREGON

ORDER NO: 14-12-09-02

IN THE MATTER OF APPROVING  
ADJUSTMENTS IN COMPENSATION FOR NON-  
REPRESENTED EMPLOYEES FUNDED AT NO  
ADDITIONAL COST AND DIRECTING THE  
COUNTY ADMINISTRATOR TO MAKE  
RECOMMENDATIONS FOR FUTURE  
ADJUSTMENTS AS PART OF THE FY 15-16  
PROPOSED BUDGET

**WHEREAS**, non-represented employees have not received a cost of living increase since 2008;

**WHEREAS**, it has been eight years since implementation of the current salary levels/structure for non-represented employees and the recruitment for non-represented employees is becoming increasingly difficult;

**WHEREAS**, Lane Manual Chapter 2.235(3)(a) states in part that "The compensation plan for County personnel shall provide reasonably competitive ranges of pay for each classification of employment...";

**NOW, THEREFORE**, the Board of County Commissioners of Lane County **ORDERS** as follows for non-represented employees:

1. One and a half percent (1.5%) cost-of-living adjustment (COLA) effective the first, full pay period following January 1, 2015. The adjustment will be funded through health insurance savings.
2. Employees will receive a County paid fitness membership at a local health club/gym so that employees may choose to work out on their own personal time in order to maintain or improve their physical fitness. The cost of the annual membership is approximately \$17.85/employee. PacificSource has committed to providing \$15,000 to assist in covering costs in the first year. The remainder will be funded through health insurance savings.
3. Employees who elect the HSA Health Insurance Plan, the County will deposit an amount equivalent to the annual deductible, based on their enrollment as individual (\$1500) or family (\$3000), into the employee's health savings account (HSA). These funds will be deposited as an annual lump sum the first, full pay period following January 1, 2015. No additional financial impact.
4. That the County Administrator work with Human Resources staff to further review recommendations for future salary adjustments and make recommendations as part of his FY 15-16 Proposed Budget.

**ADOPTED** this 9th day of December, 2014.

  
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Pat Farr, Chair  
Lane County Board of Commissioners

APPROVED AS TO FORM  
Date 11/26/14  
\_\_\_\_\_  
LANE COUNTY OFFICE OF LEGAL COUNSEL