

BEFORE THE BOARD OF COMMISSIONERS OF LANE COUNTY, OREGON

ORDER NO: 18-08-28-07

IN THE MATTER OF DROPPING ONE  
STEP AND ADDING ONE STEP TO  
MAINTAIN MARKET  
COMPETITIVENESS FOR NON-  
REPRESENTED CLASSIFICATIONS

**WHEREAS**, On November 7, 2017, the Board of Commissioners requested County staff, in an effort to address market competitiveness, to conduct a market study in 2018 to review the classifications identified as significantly misaligned. The study was also to provide recommendations to address the lower end of the salary ranges;

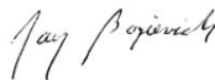
**WHEREAS**, the Board of County Commissioners has current collective bargaining agreements in place with the Lane County Peace Officers' Association, the Lane County Public Works Association Local 626, and the American Federation of State, County, and Municipal Employees, Local 2831 General and Nurses Units, which all provided for salary range market adjustments;

**WHEREAS**, this recommended action is consistent with the County's commitment to consistency, fairness and meeting the needs of employees while balancing Lane County's ability to sustain the invaluable services on which our community depends.

**NOW, THEREFORE**, the Board of County Commissioners of Lane County **ORDERS** as follows:

1. That all non-represented employees, excluding elected officials and psychiatrists, effective the first full pay period following January 1, 2019 receive a market adjustment by dropping one step and adding one step to the salary ranges. The adjusted salary ranges are attached; and
2. That Human Resources conduct a market review in 2019 for non-represented classifications; and
3. That the County Administrator be authorized to execute and implement the compensation changes for non-represented employees on behalf of the County as follows: Current employees will move to the step in the new ranges that corresponds with their existing wage rate. Employees in Step 1 of the former pay ranges will move to Step 1 of the newly established pay ranges and will have their merit dates reset to the first day of the first full pay period following January 1, 2019.

**ADOPTED** this 28<sup>th</sup> day of August, 2018.



Jay Bozievich, Chair  
Lane County Board of Commissioners

APPROVED AS TO FORM

Date

