

BEFORE THE BOARD OF COMMISSIONERS OF LANE COUNTY, OREGON

ORDER NO: 20-09-15-07

IN THE MATTER OF DELEGATING
AUTHORITY TO THE COUNTY
ADMINISTRATOR TO MAKE LIMITED
COMPENSATION ADJUSTMENTS TO
ADDRESS PAY INEQUITY,
COMPRESSION, AND INVERSION

WHEREAS, the Lane County Home Rule Charter Chapter 5 §§ 24(4) and 25 grants the Board of Commissioners authority to establish employee classification and compensation; and,

WHEREAS, Lane Code 2.260 and 2.265 requires the Board of Commissioners to adopt a classification and compensation plan for County employees; and,

WHEREAS, Lane Manual 2.235(5) permits the Board of Commissioners authority to make adjustments in a salary range or ranges as necessary to attract and hold competent personnel and provide equity between the various classifications; and,

WHEREAS, the Lane County Administrative Procedures Manual Chapter 3, Section 16 Issue 10 establishes a policy for adjustments to classification and compensation in accordance with Lane Manual 2.235; and,

WHEREAS, periodic changes to pay and/or salary structures are made for a selected subset of employees as a result of market reviews, contract bargaining, and/or equity pay reviews; and

WHEREAS, periodic changes to pay and/or salary structures for a subset of employees can create pay inequity, pay compression and/or pay inversion for employees not contained in the subset of employees receiving the changes in pay and/or salary structure; and,

WHEREAS, periodic review of changes to pay and/or salary structures is required to eliminate pay inequity, pay compression and/or pay inversion; and,

WHEREAS, eliminating pay inequity, pay compression and/or pay inversion is necessary to attract and retain competent personnel and provide equity between the various classifications and does not include reducing pay for an employee or classification;

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

1. The Lane County Administrator or his designee is delegated authority to make limited compensation adjustments for employees to address pay inequity, pay compression and/or pay inversion for employees caused by increases in pay for other subsets of employees prospectively and retrospectively.

2. The Lane County Administrator and Human Resources will provide an annual report to the Board of Commissioners on all changes made by the County Administrator pursuant to this delegation of authority.

ADOPTED this 15th day of September, 2020.



Heather Buch, Chair
Lane County Board of Commissioners