ANE COUNTY

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HUMAN RESOURCES DIVISION / 125 East 8th Ave. / Eugene, OR 97401

M). 8 C

AGENDA COVER MEMORANDUM

AGENDA DATE:

August 24, 2005

PRESENTED TO:

Board of County Commissioners

PRESENTED BY:

Jan Wilbur, Personnel Program Manager

AGENDA TITLE:

IN THE MATTER OF ADJUSTING THE SALARY RANGE FOR

THE PUBLIC HEALTH NURSING SUPERVISOR

Ĭ. **MOTION**

MOVE APPROVAL OF ORDER 05 -- /IN THE MATTER OF ADJUSTING THE SALARY RANGE FOR PUBLIC HEALTH NURSING SUPERVISOR

II. ISSUE

The Health and Human Services Department has requested that Human Resources adjust the salary range of the Public Health Nursing Supervisor.

III. DISCUSSION

A. Background

The Public Health Nursing Supervisor classification and salary range was established in April 1990, and has not been adjusted since that time. The Public Health Nursing Supervisor classification plans, organizes, and supervises nursing and health care services within the public health programs. Over the years the nursing classifications represented by the AFSCME Nurses contract have received significant increases, causing increasing compaction issues between the nurses and their supervisors.

В. **Analysis**

Human Resources reviewed the compensation of the Public Health Nursing Supervisor and the nurses that this classification supervises. The AFSCME contract recently approved resulted in a market adjustment for the nursing classifications effective July 2005, and there will be a subsequent market adjustment of 5% which will be effective in July 2006.

Lane Manual 2.235 indicates that the Board may make adjustments in a salary range or ranges as necessary to attract and hold competent personnel and to provide equity between the various classifications. To address this situation Human Resources began an analysis in terms of studying a possible range adjustment for this classification due to compaction. Placing this position at our proposed compensation range 42 (\$52,770-\$73,216) will provide greater equity between classifications. Placing this position at range 42 is a minimal step to address compaction between the nurses and their supervisors, while still recognizing internal equity considerations with classifications above the supervisory level. Human Resources, hopes to address these and other issues related to non-represented classifications through a concerted approach in the near future.

Budget: The Health & Human Services Department has lapsing position funds from vacant positions in FY 04/05 that will cover the increase in personnel as a result of this change. Future years will be budgeted in the annual budget process.

C. Alternatives/Options

- 1. Adopt the proposed adjustment to the salary range as described above.
- 2. Reject the motion.

D. Recommendation

It is recommended that the Board of County Commissioners adopt option 1 and adjust the salary range for the Public Health Nursing Supervisor classification.

Public Health Nursing Supervisor

Grade 42 (\$52,770-\$73,216)

IV. IMPLEMENTATION/FOLLOW-UP

Following Board action, Human Resources staff will update the classification and compensation plans, and adjust the salary range for the Public Health Nursing Supervisor.

V. ATTACHMENT

Board Order

IN THE BOARD OF COUNTY COMMISSIONERS OF LANE COUNTY, OREGON

ORDER NO.

)IN THE MATTER OF ADJUSTING THE)SALARY RANGE FOR THE PUBLIC)HEALTH NURSING SUPERVISOR

WHEREAS, Human Resources has completed a review of the salary adjustment for the Public Health Nursing Supervisor

WHEREAS, it is the intent of Lane County to properly classify positions with regard to duties and compensation; and

WHEREAS, changes to the classification and compensation plans require board approval; and

IT IS NOW HEREBY ORDERED that the adjusted salary range for Public Health Nursing Supervisor be approved as follows:

Public Health Nursing Supervisor

Range 42 (\$52,770-\$73,216)

DATED this 24th day of August 2005.

Anna Morrison, Chair Lane County Board of Commissioners

APPROVED AS 30 FORM

OFFICE OF LEGITLE COURSE

IN THE MATTER OF ADJUSTING THE SALARY RANGE FOR THE PUBLIC HEALTH NURSING SUPERVISOR