



LANE COUNTY

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

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W. G. A.

AGENDA COVER MEMO

Memorandum Date: May 19, 2009

Order Date: June 3, 2009

TO: Board of County Commissioners

DEPARTMENT: Human Resources

PRESENTED BY: Cindy Tofflemoyer, Sr. Management Analyst/HR

AGENDA ITEM TITLE: IN THE MATTER OF ESTABLISHING PAY GRADE C66 IN THE PSYCHIATRIST CLASSIFICATION COMPENSATION RANGE.

I. MOTION

MOVE APPROVAL OF ORDER 09 -- _____ IN THE MATTER OF ESTABLISHING PAY GRADE C66 IN THE PSYCHIATRIST CLASSIFICATION COMPENSATION RANGE.

II. AGENDA ITEM SUMMARY

The Board is being asked to establish an additional compensation grade to the Psychiatrist classification in order to provide equitable and competitive levels to recruit and retain qualified specialized Psychiatric staff.

III. BACKGROUND/IMPLICATIONS OF ACTION

A. Board Action and Other History

In May 2008, Board Order 08-5-7-12 adjusted the salary ranges and adopted the compensation package for all physician-based classifications, the Psychiatrist classification being one of them. Pay grade C65 was established for the Psychiatrist classification. Human Resources recommended that physician-based classification compensation be adjusted in an attempt to address both recruitment and retention concerns at that time. Our compensation model provides market based salaries and the opportunity to address market factors as necessary in the future. The current salary range for the Psychiatrist classification is \$118,352-\$177,507 (D65).

B. Policy Issues

Lane Manual 2.220 (3)(a) states that “the compensation plan for County personnel shall provide reasonably competitive ranges of pay for each classification of employment” and 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.”

Under the Charter, the Lane Code (2.265) and Lane Manual (2.235), the Board sets the compensation plans for the County.

C. Board Goals

The mission of Lane County is to provide high quality government services in a fair, open and economical manner to best meet the needs and expectations of our citizens and guests. The Lane County Strategic Plan clearly addresses the need for the Human Resources department to direct and coordinate the overall planning effort to identify actions to assure that workforce capabilities meet future needs, and to aim for a flexible classification and compensation system so that the system supports and does not inhibit excellent performance in the delivery of County services.

The County’s Strategic Plan outlines specific objectives for our personnel programs, which include our compensation plans. Section B3 of the Strategic Plan goes on to describe the requirements of the Human Resources Plan, stating that it should assess both current and future workforce needs and capabilities, identify actions to assure that workforce capabilities meet future needs.

In addition, Lane Manual Section 2.235, Rule IV-3(a) states 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. Such salary range adjustments are to be distinguished from merit increases in that they are not intended to give recognition to length or quality of service but are to be based solely on prevailing rates of pay in private business and other public jurisdictions in our market area for positions comparable to the various classes of work in the County service.”

The addition of compensation grade C66 (\$124,259-186,410) for the Psychiatrist classification meets and is in the spirit of these policy goals.

Having a competitive compensation range that will attract and retain qualified Psychiatrist staff in County positions is within the scope of the Board’s goal to ensure the provision of basic social support in the areas of health care, disease prevention, protection, poverty, reduction and independent living.

D. Financial and/or Resource Considerations

Costs associated with filling Psychiatrist positions in the proposed salary range will be covered by revenue generated through clinical care fees and grants.

Analysis

Health and Human Services has a business need to hire a Child Psychiatrist. The department has recently been notified that the two Child Psychiatrists that they contract services with are retiring. The department would like to create an employee position rather than continue to have personal service contracts.

Human Resources conducted a survey to see if Child Psychiatrist positions were compensated differently than Psychiatrist positions and we found from our county comparators that Multnomah does pay a 5% differentiation in pay (\$137,749-\$192,850), and then the State of Oregon has a 7.5% differentiation in pay for this specialty as well. The remaining counties contract these services.

Psychiatrist classifications are hard to fill positions. In November 2007 we began recruiting for a Psychiatrist and the position was filled in July 2008 at step seven (7-\$159,536) of compensation plan. The American Academy of Child & Adolescent Psychiatry indicates that there are approximately seven thousand (7,000) practicing Child Psychiatrist's in the U.S. and that the projected demand is for over thirty thousand (30,000). As of April, 2009 the Oregon Medical Board listed that there are fifty-nine (59) Medical Doctors certified as Child Psychiatrist's in the state. Physician-based recruiting and retention continues to be a very competitive market and indications are that the nation wide demand for these classifications in health organizations will only increase. Due to a limited candidate pool in this Psychiatric specialty and to address recruitment and retention issues Human Resources recommends that the Board establish pay grade C66 (\$124,259-\$186,410), which is 5% more than the Psychiatrist C65 compensation range.

E. Alternatives/Options

1. Adopt the proposed C66 (\$124,259-\$186,410) compensation grade.

Advantages: Creates a competitive wage to recruit and retain specialized Psychiatrist skills.

Disadvantages: None

2. Reject the motion.

Advantages: None

Disadvantages: Does not provide a competitive wage to recruit and retain specialized Psychiatrist skills.

IV. TIMING/IMPLEMENTATION

Human Resources recommend the creation of the C66 salary range be effective upon Board Order approval.

V. RECOMMENDATION

Human Resources recommend approval of the motion.

VI. FOLLOW-UP

If the Board approves the motion and adopts the proposed C66 pay grade Human Resources staff will update our non-represented compensation plan and prepare to immediately recruit for a Child Psychiatrist in an effort to prevent any break in service to Health and Human Services clients.

VII. ATTACHMENTS

Attachment A-Physician Based Salary Summary
Attachment B-Non-Represented Classification Plan Summary

IN THE BOARD OF COUNTY COMMISSIONERS OF LANE COUNTY, OREGON

ORDER 09-) IN THE MATTER OF ESTABLISHING
) PAY GRADE C66 IN THE
) PSYCHIATRIST CLASSIFICATION
) COMPENSATION RANGE.
)
)

WHEREAS, Human Resources has completed an analysis of the Lane County Psychiatrist compensation range

WHEREAS, it is the intent of Lane County to provide reasonably competitive ranges of pay for each classification of employment; and

WHEREAS, changes to the compensation plans require board approval; now, therefore,

IT IS HEREBY RESOLVED AND ORDERED, that, that the new pay grade C66 be established in the Psychiatrist classification compensation as follows:

Psychiatrist

Grade C66 (\$124,259-\$186,410)

Dated this _____ day of _____, 2009.

Peter Sorenson, Chair
Board of County Commissioners

APPROVED _____
Date 5/26/09

OFFICE _____

Attachment A

Working Title	Classification	DBM Rating	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
Physician	Physician	C63									
	Hourly		\$45,51	\$48,36	\$51,20	\$54,05	\$56,89	\$59,74	\$62,58	\$65,43	\$68,27
	Annual		\$94,661	\$100,589	\$106,496	\$112,424	\$118,331	\$124,259	\$130,166	\$136,094	\$142,002
Public Health Officer	Program Mgr.	D82									
	Hourly		\$50,04	\$53,17	\$56,30	\$59,43	\$62,55	\$65,68	\$68,81	\$71,94	\$75,06
	Annual		\$104,083	\$110,594	\$117,104	\$123,614	\$130,104	\$136,614	\$143,125	\$149,635	\$156,125
CommHilMedOfc	Manager	D83									
	Hourly		\$52,34	\$55,16	\$58,88	\$62,16	\$65,43	\$68,70	\$71,97	\$75,24	\$78,51
	Annual		\$108,867	\$115,669	\$122,470	\$129,293	\$136,094	\$142,896	\$149,698	\$156,499	\$163,301
Psychiatrist	Psychiatrist	C65									
	Hourly		\$55,78	\$59,27	\$62,75	\$66,24	\$69,73	\$73,21	\$76,70	\$80,19	\$83,67
	Annual		\$116,022	\$123,282	\$130,520	\$137,779	\$145,038	\$152,277	\$159,536	\$166,795	\$174,034
Psychiatrist	Psychiatrist	C66									
	Hourly		\$59,74	\$63,47	\$67,21	\$70,94	\$74,67	\$78,23	\$81,79	\$85,34	\$89,62
	Annual		\$124,259	\$132,018	\$139,797	\$147,555	\$155,314	\$162,718	\$170,123	\$177,502	\$186,410
MH Med Ofc	Manager	D85									
	Hourly		\$64,15	\$68,16	\$72,17	\$76,18	\$80,19	\$84,19	\$88,20	\$92,21	\$96,22
	Annual		\$133,432	\$141,773	\$150,114	\$158,454	\$166,795	\$175,115	\$183,456	\$191,797	\$200,138

Non-Represented Classification Plan Summary

with

DBM Pay Grade Ratings

(Addition in Bold Italics)

BAND F	
Band F: These are decisions that determine the scope, the direction, and the overall goals of the whole organization. They are subject to few constraints other than those imposed by law and/or economic conditions, and they take into consideration all the major divisions or departments, the limits of funds available to each, and the scope of their programs. Band F decisions are the kind typically made by a Board or the County Administrator.	
Not applicable: None of the affected classifications fall in this band	

BAND E	Possible DBM Ratings
Band E decisions deal with the means of achieving the goals established at Band F. These decisions are concerned with formulating or adjusting programs for the major functions/divisions/departments, and allocating resources (facilities, people, money, materials) among these groups. Positions at this level tend to be executives that head up major functions, such as the Department Heads.	PE92/E85 E91/E84 E83 E82 E81
Classification Title:	Assigned DBM Rating:
Department Director	E82-E85
Assistant Department Director	E81-E83

BAND D	Possible DBM Ratings
Decisions in Band D require the incumbents to interpret and carry out the programs or objectives developed at Band E. These decisions specify what is to be done in lower Bands, and how the resources allocated by Band E are to be deployed. Band D decisions are typically made by either department heads heading up minor functions or upper managers in various functions.	Possible: D85 D85 D83 D82 D72/D65 D71/D64 D63 D62 D61
Band D Classification Titles:	Assigned DBM Rating:
Senior Manager	D71/D64; D62,D63,D65
Manager	D61,D63,

Non-Represented Classification Plan Summary
with
DBM Pay Grade Ratings
(Phase Three Additions/Changes in Bold Italics)

	D64,D65, D83,D85
Program Manager	D61, D62,D82
Assistant County Counsel 4	D63

Non-Represented Classification Plan Summary

with

DBM Pay Grade Ratings

(Phase Three Additions/Changes in Bold Italics)

Band C	Possible DBM Ratings:
Decisions in Band C involve determining the means or process of achieving the objectives, standards, or guidelines established by Band D decisions. They are subject to the limits imposed by the available technology and resources and to the constraints set by Band D. Selecting the process is a decision that must precede carrying out the operations that make up the process. A process decision specifies what is to be done at Band B. These are typically decisions made by managers, supervisors, professionals and/or senior technical specialist positions. These jobs are typically Exempt from the Fair Labor Standards Act (FLSA).	C66 C65 C63 C52/C45 C51/C44 C43 C42 C41
Band C Classification Titles:	Assigned DBM Rating:
Psychiatrist	C65, C66
Physician	C63
Professional/Technical Supervisor	C41, C42, C43, C51/C44 C52/C45
Program Supervisor	C41, C42, C51/C44
Lieutenant	C52*
Sergeant	C42
Public Safety Administrative Supervisor	C41
Assistant County Counsel 1	C43
Assistant County Counsel 2	C44
Assistant County Counsel 3	C45
Lead System Programmer	C43
Senior Management Analyst	C42, C43
Management Analyst	C41
Maintenance/Trades Supervisor	B31/C41

Non-Represented Classification Plan Summary

with

DBM Pay Grade Ratings

(Phase Three Additions/Changes in Bold Italics)

Band B	Possible DBM Ratings:
<p>Band B: These decisions focus on how to carry out the operations of the process specified by a Band C decision. There is, within the limits set by the specific process, a choice as to how and when the operations are carried out, but not as to what operations constitute the process. Band B decisions are typically made by skilled personnel and paraprofessional positions. These jobs are typically Non-Exempt from the Fair Labor Standards Act (FLSA). Supervisory jobs in Band B may qualify as Exempt under the FLSA Executive Exemption Test.</p>	<p>Possible: B32/B25 B31/B24 B23 B22 B21</p>
Band B Classification Titles:	DBM Rating:
Administrative Support Supervisor	B31
Administrative Support Specialist	B22
Administrative Support Assistant	B21
County Counsel Paralegal	B21
Senior County Counsel Legal Secretary	B22
Senior Program Specialist	B23
Program Specialist	B22
Investigator	B25
Deputy Medical Examiner	B23
Band A	Possible DBM Ratings:
<p>Band A: Band A decisions are confined to the manner and speed of performing the elements of an operation. There is, within the limits set by the prescribed operation, a choice as to how the elements are performed, but not as to what elements constitute the operation. This group consists of entry level and semi-skilled positions.</p>	<p>Possible: A14 A13 A12 A11</p>
Band A Classification Titles:	DBM Rating:
Administrative Support Technician	A14
County Counsel Legal Secretary	A14
Office Support Assistant	A12