

**HOUSING AND COMMUNITY SERVICES AGENCY OF
LANE COUNTY, OREGON**

ORDER/RESOLUTION NO. **)In the Matter of Adopting and Ratifying the
)Collective Bargaining Agreement with AFSCME
11-12-14-1H)Local 3267 and Approving Health Plan Changes
)and a One and One-half Percent (1.5%) Cost of
)Living Adjustment (COLA) for all Eligible HACSA
)Bargaining Unit and Excluded Personnel**

WHEREAS, a collective bargaining agreement, between the Housing And Community Services Agency of Lane County and the American Federation of State, County and Municipal Employees (AFSCME) Local 3267, has been negotiated for the period October 1, 2011 through September 30, 2013; and

WHEREAS, certain health plan changes to the agreement were negotiated; and

WHEREAS, certain salary modifications to the agreement were negotiated; and

WHEREAS, other modifications to the agreement were negotiated; and

WHEREAS, such changes are consistent with the guidelines set forth by the Board of Commissioners; and

WHEREAS, it is desired to maintain an internal salary differential between excluded and bargaining unit classifications, **NOW, THEREFORE IT IS HEREBY**

RESOLVED AND ORDERED, that, upon approval by AFSCME Local 3267, effective January 1, 2012, certain modifications to the current preferred provider plan or a new high deductible plan, utilizing a health savings account, will be offered to all eligible HACSA bargaining units and excluded personnel.

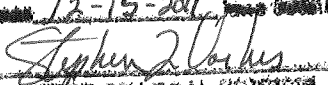
IT IS HEREBY FURTHER ORDERED, that, upon approval by AFSCME Local 3267, effective October 1, 2011, the salary ranges and individual salary rates for all eligible HACSA bargaining unit and excluded personnel shall increase by one and one-half percent (1.5%).

IT IS HEREBY FURTHER ORDERED, that, upon approval by AFSCME Local 3267, effective October 1, 2012, the salary ranges and individual salary rates for all eligible HACSA bargaining unit and excluded personnel shall increase by one and one-half percent (1.5%).

DATED this 14th day of December, 2011.



Chairperson, HACSA Board of Commissioners

APPROVED AS TO FORM
Date: 12-15-2011

OFFICE OF LEGAL COUNSEL