

PASSED

IN THE BOARD OF COUNTY COMMISSIONERS OF LANE COUNTY, OREGON

ORDER 11- 8-24-3) *IN THE MATTER OF ESTABLISHING*
) *PAY GRADE D84 IN THE MANAGER*
) *CLASSIFICATION COMPENSATION*
) *RANGE.*
)
)

WHEREAS, Human Resources has completed an analysis of the Lane County Manager 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,

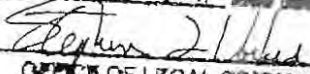
IT IS HEREBY RESOLVED AND ORDERED, that, that the new pay grade D84 be established in the Manager classification compensation as follows:

<u>Manager</u>	Grade D84 (\$123,261-\$184,891)
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Dated this 24th day of August, 2011.



 Faye Stewart, Chair
 Board of County Commissioners

APPROVED AS TO FORM
 Date 8-16-2011 Lane County

 OFFICE OF LEGAL COUNSEL

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; E84; 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 <i>D84</i> D83 D82 D72/D65 D71/D64 D63 D62 D61
Band D Classification Titles:	Assigned DBM Rating:
Senior Manager	D72; D71/D64; D62,D63,D65
Manager	D61,D63, D64,D65, D83, <i>D84</i> ,D85
Program Manager	D61, D62,D82
Assistant County Counsel 4	D63

Non-Represented Classification Plan Summary
with
DBM Pay Grade Ratings

(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
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(Additions/Changes in Bold Italics)

Band B	Possible DBM Ratings:
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.	Possible: B32/B25 B31/B24 B23 B22 B21
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:
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.	Possible: A14 A13 A12 A11 A10
Band A Classification Titles:	DBM Rating:
Administrative Support Technician	A14
County Counsel Legal Secretary	A14
Office Support Assistant	A12