

W. 3. H. 1.

IN THE BOARD OF COUNTY COMMISSIONERS OF LANE COUNTY, OREGON

ORDER 08-) **IN THE MATTER OF APPROVING**
) **BENEFIT AND COMPENSATION**
) **CHANGES FOR NON-REPRESENTED**
) **EMPLOYEES**

WHEREAS, the Board of County Commissioners has set a compensation philosophy for non-represented employees that strives to be close to or at market;

WHEREAS, the Board of County Commissioners has current contracts in place with the Lane County Peace Officers Association, the Federation of Oregon Parole & Probation Officers, the Lane County Public Works Association Local 626, the Administrative-Professional Association of Lane County Public Works, and the Prosecuting attorneys Associations which all provide for total compensation increases of a minimum of 3% ;

WHEREAS, the consumer price index for this area was 3.6% overall for 2007 and is 4.1% for the first six months of 2008;

WHEREAS, comparative agencies and jurisdictions have already implemented Cost of Living Adjustments (COLAs) ranging between 3.3% and 4.25%;

WHEREAS, Lane County's financial resources have been significantly reduced due to the discontinuation of federal forest revenues;

WHEREAS, County human resources staff has reviewed the compensation options available for non-represented employees and developed a recommendation as described and reflected by Option One on Attachment A; and

WHEREAS, the recommendation is consistent with the financial guidelines set forth by the Board of County Commissioners.

IT IS NOW HEREBY ORDERED that non-elected non-represented employees (i.e., employee groups 07, 08, 09, 10, 11 and 12) be granted a two percent (2%) cost of living adjustment and the County-paid deferred compensation contribution be increased by one percent (1%); and

IT IS FURTHER ORDERED that the changes referenced above apply to all non-elected non-represented employees in groups 07, 08, 09, 10, 11 and 12 employed by the County as of the workday prior to the day on which the proposed changes are adopted by the Board of County Commissioners, and that the changes be retroactive based on hours worked since the first day of the first full pay period following July 1, 2008 and

IT IS FURTHER ORDERED that the County Administrator is authorized to implement the compensation changes for non-represented employees.

DATED this ____ day of August, 2008.

Faye Stewart, Chair
Lane County Board of County Commissioners

Attachment A

Options for Non-Represented Employees Compensation Changes

FY08-09 Wages, Benefits, and Total Costs

	Total FTE = 192.53	Salary	Benefits	Total
Current Base Projection	\$ 13,657,034	\$ 13,657,034	\$ 7,562,325	\$ 21,219,359

1% Deferred Compensation Only	\$ 13,657,034	\$ 7,693,858	\$ 21,350,892
Increase Above Base	\$ -	\$ 131,533	\$ 131,533

2% COLA Only	\$ 13,912,396	\$ 7,645,424	\$ 21,557,820
Increase Above Base	\$ 255,362	\$ 83,099	\$ 338,461

Options

1. Grant a 2% (two percent) Cost of Living Adjustment to non-represented employees (groups 07,08, 09,10,11,12) and increase County contribution to employees' deferred compensation accounts by 1% (one percent).

2% COLA & 1% Def Comp	\$ 13,912,396	\$ 7,779,310	\$ 21,691,706
Increase Above Base	\$ 255,362	\$ 216,985	\$ 472,347

2. Grant a 3% (three percent) Cost of Living Adjustment to non-represented employees (groups 07,08, 09,10,11,12).

3% COLA Only	\$ 14,040,399	\$ 7,686,587	\$ 21,726,986
Increase Above Base	\$ 383,365	\$ 124,262	\$ 507,627