

BEFORE THE BOARD OF COMMISSIONERS OF LANE COUNTY, OREGON

ORDER NO: 17-11-07-03

IN THE MATTER OF APPROVING
HEALTH INSURANCE AND COST OF
LIVING ADJUSTMENTS FOR NON-
REPRESENTED EMPLOYEES

WHEREAS, on October 31, 2017, the Board of County Commissioners requested County staff prepare an action related to health insurance and cost of living increases consistent with the County's seven bargaining units;

WHEREAS, all of the employees represented by labor groups at the County will contribute to their health insurance costs by July 1, 2018, with amounts ranging from twenty dollars (\$20.00) to seventy dollars (\$70.00) per month with a monthly credit of twenty dollars (\$20.00) for employees who complete an annual three-step health risk assessment;

WHEREAS, the Board of County Commissioners has current collective bargaining agreements 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, the Prosecuting Attorneys' Association, and the American Federation of State, County, and Municipal Employees, Local 2831 General and Nurses Units, which all provide for cost of living adjustment increases of a minimum of two percent (2%) for each contract year;

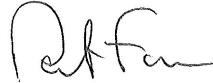
WHEREAS, this recommended action is consistent with the County's commitment to consistency, fairness and meeting the needs of employees while balancing Lane County's ability to sustain the invaluable services on which our community depends.

NOW, THEREFORE, the Board of County Commissioners of Lane County **ORDERS** as follows:

1. That effective January 1, 2018 all non-represented employees, including elected officials but excluding physicians, will be offered health insurance options with monthly contributions as described in the attached summary; and
2. That all non-represented employees, excluding physicians and elected officials, be granted a two percent (2%) cost of living adjustment effective the first full pay period following January 1, 2018, January 1, 2019, and January 1, 2020; and
3. That Human Resources conduct a market review in 2018 for the classifications identified as significantly misaligned; and

4. That the County Administrator be authorized to execute and implement the compensation changes for non-represented employees on behalf of the County.

ADOPTED this 7th day of November, 2017.



Pat Farr, Chair
Lane County Board of Commissioners

APPROVED AS TO FORM

Date 11/2/17

LANE COUNTY OFFICE OF LEGAL COUNSEL

