

BEFORE THE BOARD OF COMMISSIONERS OF LANE COUNTY, OREGON

ORDER NO: 18-06-19-13

IN THE MATTER OF APPROVING THE
COMPENSATION CHANGES FOR THE
LANE COUNTY AMERICAN FEDERATION
OF STATE, COUNTY AND MUNICIPAL
EMPLOYEES LOCAL 2831 – NURSES UNIT

WHEREAS, Lane County and the Lane County American Federation of State, County and Municipal Employees, Local 2831 – Nurses Unit (AFSCME) agreed during negotiations for the 2017-2020 contract to conduct a mid-market review for FY 18-19 for selected classifications within the unit per Memorandum of Understanding (MOU) AFN-17-06; and

WHEREAS, a market based compensation review was conducted on the selected classifications;

WHEREAS, per the MOU, a three person panel was invoked to review the compensation data and make market adjustment recommendations to the Lane County Board of Commissioners consistent with the factors set forth in the MOU; and

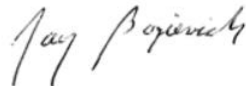
WHEREAS, the three person panel completed its review and presented the market based compensation data and panel recommendations to the Lane County Board of Commissioners; and

WHEREAS, the Board has considered the panel's recommendations in conjunction with County-wide guiding principles on employee compensation and has determined appropriate market adjustments for the reviewed classifications based on this consideration; and

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

1. That the attached panel proposed recommendations dated June 13, 2018 for the reviewed classifications within the AFSCME Nurses Unit for FY 18-19 are approved.
2. That the County Administrator and County staff are authorized to implement the Board ordered market adjustments on behalf of the County effective the first full pay period following July 1, 2018.

ADOPTED this 19 day of June, 2018.



Jay Bozievich, Chair
Lane County Board of Commissioners

**AFSCME Nurses Market Comparison
2017**

FTE = Filled FTE			Lane County			Comp Avg Total Comp	LC v Comps Total Comp		Current Grade	County Proposal 2/9/2018	Union Proposal 4/25/2018	County Proposal 5/2/2018	Panel Proposal 6/13/2018	
Job Code	Working Title	Grade	Low	Mid	High									
B051	Certified Medication Aide	016	Certified Medication Aide			Low	No Match	0 Matches	016	No Change	020	No Change	016	
No EEs	Current		\$16.81	\$19.44	\$23.32	Mid								
	Total Compensation		\$22.36	\$26.37	\$32.79	High								
	Longevity TC - 10 Years		\$23.32		\$32.79	10 yrs								
	Longevity TC - 25 years		\$23.32		\$32.79	25 yrs								
B067	Community Health Nurse 1	031	Community Health Nurse 1			Low	\$38.94	19.55%	031	034	036	036	035(new data)	
1 FTE	Current		\$24.35	\$28.15	\$33.76	Mid	\$47.76	24.48%	3 Matches	# of Grades	3	5	5	4 ^B
	Total Compensation		\$32.57	\$38.37	\$47.65	High	\$57.15	19.93%						
	Longevity TC - 10 Years		\$33.76		\$47.65	10 yrs	\$58.33	22.40%						
	Longevity TC - 25 years		\$33.76		\$47.65	25 yrs	\$61.30	28.65%						
							AFSCME	28.00%						
B022	Community Health Nurse 2	037	Community Health Nurse 2			Low	\$40.05	5.92%	037	039	042	040	041	
25.8 FTE+	Current		\$28.22	\$32.64	\$39.15	Mid	\$48.54	8.95%	4 Matches	# of Grades	2	5	3	4 ^B
3 FTE Bil	Total Compensation		\$37.81	\$44.55	\$55.32	High	\$58.58	5.89%						
	Longevity TC - 10 Years		\$39.15		\$55.32	10 yrs	\$59.31	7.21%						
	Longevity TC - 25 years		\$39.15		\$55.32	25 yrs	\$61.03	10.31%						
							AFSCME	12.00%						
B024	Corrections Health Nurse	037	Corrections Health Nurse			Low	No Match		037	039	042	040	041	
No EEs	Current		\$28.22	\$32.64	\$39.15	Mid	No Match		0 Matches	# of Grades	2	5	3	4
	Total Compensation		\$37.81	\$44.55	\$55.32	High								
	Longevity TC - 10 Years		\$39.15		\$55.32	10 yrs								
	Longevity TC - 25 years		\$39.15		\$55.32	25 yrs								
B066	Dental Assistant	018	Dental Assistant			Low	\$24.02	2.04%	018	No Change	No Change	No Change	018	
No EEs	Current		\$17.68	\$20.43	\$24.49	Mid	\$28.12	1.39%	1 Match	# of Grades	0	0	AFSCME Agreed	0
	Total Compensation		\$23.54	\$27.74	\$34.46	High	\$32.42	-5.91%						
	Longevity TC - 10 Years		\$24.49		\$34.46	10 yrs	\$32.92	-4.48%						
	Longevity TC - 25 years		\$24.49		\$34.46	25 yrs	\$33.57	-2.57%						
B061	Expanded Practice Dental Hygienist	040	Expanded Practice Dental Hygienis			Low	\$44.56	9.39%	040	No Change	050	040	042	
3.5 FTE	Current		\$30.38	\$35.14	\$42.14	Mid	\$52.11	8.58%	1 Match	# of Grades	0	10	0	2*
	Total Compensation		\$40.74	\$47.99	\$59.58	High	\$60.03	0.76%						
	Longevity TC - 10 Years		\$42.14		\$59.58	10 yrs	\$60.94	2.28%						
	Longevity TC - 25 years		\$42.14		\$59.58	25 yrs	\$62.15	4.31%						
							AFSCME	8.00%						
B069	Expanded Practice Dental Hygienist, Sr	043	Expanded Practice Dental Hygienis			Low	No Match		043	No Change	053	043	045	
2 FTE	Current		\$32.73	\$37.84	\$45.38	Mid	No Match		0 Matches	# of Grades	0	10	0	2*
	Total Compensation		\$43.92	\$51.71	\$64.19	High								
	Longevity TC - 10 Years		\$45.38		\$64.19	10 yrs								
	Longevity TC - 25 years		\$45.38		\$64.19	25 yrs								

LC v Comps Total Comp: The largest factor for discrepancy between the County and AFSCME analyses is the union's inclusion of longevity

***Certification Medication Aide, Corrections Health Nurse, Dental Assistant:** AFSCME did not complete a separate analysis for these classifications

Expanded Practice Dental Hygienist & Sr: AFSCME Rep recommended higher grades based on AFSCME's calculations, of 8% at top, inclusive of longevity payments. Additionally AFSCME proposed creation of a director level above the senior level in exchange for a 2 grade increase. LC EPDH program is relatively unique among Oregon Counties. AFSCME believes the program brings in significant revenue and needs evaluation for ways it can be strengthened.

B=Adjunct Bilingual classification will also receive increase

**AFSCME Nurses Market Comparison
2017**

FTE = Filled FTE			Lane County			Comp Avg Total Comp	LC v Comps Total Comp		Current Grade	County Proposal 2/9/2018	Union Proposal 4/25/2018	County Proposal 5/2/2018	Panel Proposal 6/13/2018
Job Code	Working Title	Grade	Low	Mid	High								
B071	Juvenile Justice System Nurse	037	Juvenile Justice System Nurse			Low		0 Matches	037	039	042	040	041
1 FTE	Current		\$28.22	\$32.64	\$39.15	Mid			# of Grades	2	5	3	4
	Total Compensation		\$37.81	\$43.80	\$55.32	High	No Match						
	Longevity TC - 10 Years		\$39.15		\$55.32	10 yrs							
	Longevity TC - 25 years		\$39.15		\$55.32	25 yrs							
B021	Licensed Practical Nurse	024	Licensed Practical Nurse			Low	\$27.65 1.13%	2 Matches	024	No Change	029	026	026
28 FTE +	Current		\$20.49	\$23.67	\$28.40	Mid	\$34.65 7.75%		# of Grades	0	5	2	2 ^B
3 FTE Bil	Total Compensation		\$27.35	\$32.20	\$40.02	High	\$42.41 5.95%						
	Longevity TC - 10 Years		\$28.40		\$40.02	10 yrs	\$42.94 7.30%						
	Longevity TC - 25 years		\$28.40		\$40.02	25 yrs	\$45.86 14.59%						
							AFSCME 28.00%						
B065	Medical Assistant 1	017	Medical Assistant 1			Low	\$22.89 6.70%	4 Matches	017	No Change	021	017	018 (new data)
No EEs	Current		\$16.14	\$18.65	\$22.34	Mid	\$26.79 5.94%		# of Grades	0	4	0	1*, ^B
	Total Compensation		\$21.46	\$25.28	\$31.40	High	\$31.81 1.31%						
	Longevity TC - 10 Years		\$22.34		\$31.40	10 yrs	\$32.25 2.71%						
	Longevity TC - 25 years		\$22.34		\$31.40	25 yrs	\$33.77 7.56%						
							AFSCME 7.50%						
B060	Medical Assistant 2	020	Medical Assistant 2			Low	\$25.79 11.48%	1 Match	020	No Change	024	020	021
4 FTE +	Current		\$17.38	\$20.11	\$24.07	Mid	\$28.93 5.99%		# of Grades	0	4	0	1*, ^B
5 FTE Bil	Total Compensation		\$23.13	\$27.30	\$33.86	High	\$32.93 -2.74%						
	Longevity TC - 10 Years		\$24.07		\$33.86	10 yrs	\$32.93 -2.74%						
	Longevity TC - 25 years		\$24.07		\$33.86	25 yrs	\$32.93 -2.74%						
							AFSCME 6.00%						
B025	Mental Health Nurse	035	Mental Health Nurse			Low	\$36.85 2.43%	1 Match	035	No Change	040	036	039 (align with nurses)
No EEs	Current		\$26.86	\$31.08	\$37.27	Mid	\$42.42 0.05%		# of Grades	0	5	1	4
	Total Compensation		\$35.97	\$42.40	\$52.65	High	\$53.24 1.13%						
	Longevity TC - 10 Years		\$37.27		\$52.65	10 yrs	\$53.78 2.16%						
	Longevity TC - 25 years		\$37.27		\$52.65	25 yrs	\$54.60 3.71%						
							AFSCME 17.00%						
B023	Nurse Practitioner	049	Nurse Practitioner			Low	\$60.32 18.34%	3 Matches	049	052	053	053	053
6 FTE +	Current		\$37.94	\$43.87	\$52.61	Mid	\$71.86 19.73%		# of Grades	3	4	4	4 ^B
1.85 FTE Bil	Total Compensation		\$50.98	\$60.02	\$74.48	High	\$88.29 18.53%						
	Longevity TC - 10 Years		\$52.61		\$74.48	10 yrs	\$89.02 19.52%						
	Longevity TC - 25 years		\$52.61		\$74.48	25 yrs	\$90.05 20.90%						
							AFSCME 12.00%						

***Juvenile Justice System Nurse:** AFSCME did not complete a separate analysis for this classification
LPN, Medical Assistant 1 & 2: AFSCME did not include PeaceHealth high end comparators because the County's use of that data point relied on an assumed wage rate, potentially lowering the market competitiveness calculation.
Medical Assistants 1&2: AFSCME Rep recommended 2 grades (5%), based on AFSCME calculations including longevity payments. AFSCME also did not agree with the Benton County matches and with the estimated top step PeaceHealth wages

**AFSCME Nurses Market Comparison
2017**

FTE = Filled FTE			Lane County			Comp Avg Total Comp	LC v Comps Total Comp		Current Grade	County Proposal 2/9/2018	Union Proposal 4/25/2018	County Proposal 5/2/2018	Panel Proposal 6/13/2018
Job Code	Working Title	Grade	Low	Mid	High								
B049	Nurse Practitioner Corrections	049	Nurse Practitioner Corrections			Low	No Match	0 Matches	049	052	No proposal	053	053
No EEs	Current		\$37.94	\$43.87	\$52.61	Mid							
	Total Compensation		\$50.98	\$60.02	\$74.48	High							
	Longevity TC - 10 Years		\$52.61		\$74.48	10 yrs							
	Longevity TC - 25 years		\$52.61		\$74.48	25 yrs							
B072	Nurse Practitioner Mental Health	050	Nurse Practitioner Mental Health			Low	No Match	0 Matches	050	053	No proposal		
1 FTE	Current		\$38.89	\$44.97	\$53.94	Mid							
	Total Compensation		\$52.26	\$61.53	\$76.38	High							
	Longevity TC - 10 Years		\$53.94		\$76.38	10 yrs							
	Longevity TC - 25 years		\$53.94		\$76.38	25 yrs							
B079	Patient Care Coordinator	025	Patient Care Coordinator			Low	No Match	0 Matches	025	No Change	030	027	027
11 FTE +	Current		\$20.99	\$24.30	\$29.11	Mid							
1 FTE Bil	Total Compensation		\$28.02	\$33.07	\$41.03	High							
	Longevity TC - 10 Years		\$29.11		\$41.03	10 yrs							
	Longevity TC - 25 years		\$29.11		\$41.03	25 yrs							
							AFSCME	11.00%					
B078	Physician Assistant	049	Physician Assistant			Low	\$59.07	15.88%	049	051	053	051	052
2 FTE	Current		\$37.94	\$43.87	\$52.61	Mid	\$68.20	13.64%					
	Total Compensation		\$50.98	\$60.02	\$74.48	High	\$78.56	5.48%					
	Longevity TC - 10 Years		\$52.61		\$74.48	10 yrs	\$79.20	6.33%					
	Longevity TC - 25 years		\$52.61		\$74.48	25 yrs	\$80.04	7.47%					
							AFSCME	6.00%					

***Nurse Practitioner MH:** AFSCME did not complete at separate analysis for this classification
Patient Care Coord: Original AFSCME recommendation for higher range based on different comparators than County.
 For internal equity, Panel proposed maintaining one grade differential between PCC and LPN classifications

Negative indicates
% over market.

County's Methodology:

Total Compensation includes: PERS, TM, Holidays, Healthcare Contributions.
 Mid is calculated at Step 5. 2.5% between LC grades.
 PERS - 22.72% composite rate for all counties to show full value of the retirement plan.
 CHN2 based on ONA contract start at step 3 with 3% pay for BSN.
 PH Retirement: 1% at low, 10% at mid/high.