

BEFORE THE BOARD OF COMMISSIONERS OF LANE COUNTY, OREGON

ORDER NO: 18-07-31-08

IN THE MATTER OF ESTABLISHING THE  
NEW SALARY RANGES FOR  
PSYCHIATRIST AND CHILD  
PSYCHIATRIST CLASSIFICATIONS

**WHEREAS**, Human Resources conducted a market based compensation review for the psychiatrist and child psychiatrist classifications; and

**WHEREAS**, it is the intent of Lane County to provide reasonably competitive ranges of pay for each job classification while maintaining fiscal responsibilities; and

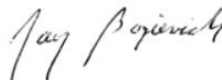
**WHEREAS**, the Board has considered the recommendations in conjunction with County-wide guiding principles on employee compensation; and

**WHEREAS**, Lane Manual requires Board approval for changing compensation plans; and

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

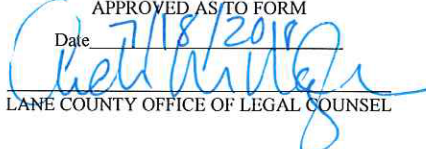
1. That the attached recommended wage schedules are approved.
2. That the County Administrator and County staff are authorized to implement the Board ordered wage adjustments on behalf of the County to be effective retroactive to June 30, 2018.

**ADOPTED** this 31 day of July, 2018.



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Jay Bozievich, Chair  
Lane County Board of Commissioners

APPROVED AS TO FORM  
Date 7/18/2018  
  
LANE COUNTY OFFICE OF LEGAL COUNSEL

Psychiatrist Proposed Compensation Plan

**Current Info:**

SAL PLAN	GRADE	Psychiatrist/N4500	1	2	3	4	5	6	7	8	9
PNR	C65	Hourly	\$71.40	\$75.87	\$80.33	\$84.79	\$89.25	\$93.72	\$98.18	\$102.64	\$107.10
		Annual	\$148,512.00	\$157,809.60	\$167,086.40	\$176,363.20	\$185,640.00	\$194,937.60	\$204,214.40	\$213,491.20	\$222,768.00
		% Btwn Steps		6.26%	5.88%	5.55%	5.26%	5.01%	4.76%	4.54%	4.35%
		\$ Btwn Steps	\$	4.47	\$4.46	\$4.46	\$4.46	\$4.47	\$4.46	\$4.46	\$4.46

**Proposed Range  
(Drop 3 steps/Add 3 steps)**

Psychiatrist/N4500	1	2	3	4	5	6	7	8	9
Hourly	\$84.79	\$89.25	\$93.72	\$98.18	\$102.64	\$107.10	\$111.56	\$116.02	\$120.48
Annual	\$176,363.20	\$185,640.00	\$194,937.60	\$204,214.40	\$213,491.20	\$222,768.00	\$232,044.80	\$241,321.60	\$250,598.40
% Btwn Steps		5.26%	5.01%	4.76%	4.54%	4.35%	4.16%	4.00%	3.84%
\$ Btwn Steps		\$4.46	\$4.47	\$4.46	\$4.46	\$4.46	\$4.46	\$4.46	\$4.46

**Current Info:**

SAL PLAN	GRADE	Child Psychiatrist/n4503	1	2	3	4	5	6	7	8	9
PNR	C66	Hourly	\$74.96	\$79.65	\$84.33	\$89.02	\$93.71	\$98.39	\$103.07	\$107.76	\$112.44
		Annual	\$155,916.80	\$165,672.00	\$175,406.40	\$185,161.60	\$194,916.80	\$204,651.20	\$214,385.60	\$224,140.80	\$233,875.20
		% Btwn Steps		6.26%	5.88%	5.56%	5.27%	4.99%	4.76%	4.55%	4.34%
		\$ Btwn Steps		\$4.69	\$4.68	\$4.69	\$4.69	\$4.68	\$4.68	\$4.69	\$4.68

**Proposed Range  
(Drop 3 steps/Add 3 steps)**

Child Psychiatrist/n4503	1	2	3	4	5	6	7	8	9
Hourly	\$89.02	\$93.71	\$98.39	\$103.07	\$107.76	\$112.44	\$117.12	\$121.81	\$126.49
Annual	\$185,161.60	\$194,916.80	\$204,651.20	\$214,385.60	\$224,140.80	\$233,875.20	\$243,609.60	\$253,364.80	\$263,099.20
% Btwn Steps		5.27%	4.99%	4.76%	4.55%	4.34%	4.16%	4.00%	3.84%
\$ Btwn Steps		\$4.69	\$4.68	\$4.68	\$4.69	\$4.68	\$4.68	\$4.69	\$4.68