

BEFORE THE BOARD OF COMMISSIONERS OF LANE COUNTY, OREGON

ORDER NO: 18-08-28-07

IN THE MATTER OF DROPPING ONE  
STEP AND ADDING ONE STEP TO  
MAINTAIN MARKET  
COMPETITIVENESS FOR NON-  
REPRESENTED CLASSIFICATIONS

**WHEREAS**, On November 7, 2017, the Board of Commissioners requested County staff, in an effort to address market competitiveness, to conduct a market study in 2018 to review the classifications identified as significantly misaligned. The study was also to provide recommendations to address the lower end of the salary ranges;

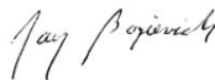
**WHEREAS**, the Board of County Commissioners has current collective bargaining agreements in place with the Lane County Peace Officers' Association, the Lane County Public Works Association Local 626, and the American Federation of State, County, and Municipal Employees, Local 2831 General and Nurses Units, which all provided for salary range market adjustments;

**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 all non-represented employees, excluding elected officials and psychiatrists, effective the first full pay period following January 1, 2019 receive a market adjustment by dropping one step and adding one step to the salary ranges. The adjusted salary ranges are attached; and
2. That Human Resources conduct a market review in 2019 for non-represented classifications; and
3. That the County Administrator be authorized to execute and implement the compensation changes for non-represented employees on behalf of the County as follows: Current employees will move to the step in the new ranges that corresponds with their existing wage rate. Employees in Step 1 of the former pay ranges will move to Step 1 of the newly established pay ranges and will have their merit dates reset to the first day of the first full pay period following January 1, 2019.

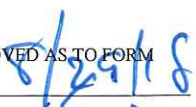
**ADOPTED** this 28<sup>th</sup> day of August, 2018.



Jay Bozievich, Chair  
Lane County Board of Commissioners

APPROVED AS TO FORM

Date





**PROPOSED NON-REPRESENTED SALARY RANGES  
EFFECTIVE FIRST FULL PAYPERIOD AFTER JANUARY 1, 2019**

GRADE	JOB CODE	CLASSIFICATION	POSITION TITLE(S)		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
A12	N7014	Office Support Assistant		Current	27,186	28,870	30,576	32,240	33,987	35,672	37,357	39,083	40,747
				Proposed	28,870	30,576	32,240	33,987	35,672	37,357	39,083	40,747	42,411
A14	N7012	Administrative Support Tech	Human Resources Technician	Current	32,198	34,216	36,234	38,251	40,269	42,266	44,283	46,301	48,318
				Proposed	34,216	36,234	38,251	40,269	42,266	44,283	46,301	48,318	50,336
A14	N7021	Legal Secretary, Co Counsel		Current	32,198	34,216	36,234	38,251	40,269	42,266	44,283	46,301	48,318
				Proposed	34,216	36,234	38,251	40,269	42,266	44,283	46,301	48,318	50,336
B21	N7011	Administrative Support Assist	Administrative Support Assist	Current	34,445	36,629	38,771	40,934	43,077	45,240	47,382	49,546	51,688
				Proposed	36,629	38,771	40,934	43,077	45,240	47,382	49,546	51,688	53,830
B21	N7030	Paralegal-Co Counsel	Paralegal-Co Counsel	Current	34,445	36,629	38,771	40,934	43,077	45,240	47,382	49,546	51,688
				Proposed	36,629	38,771	40,934	43,077	45,240	47,382	49,546	51,688	53,830
B22	N7010	Administrative Support Spec	Administrative Support Spec Executive Assistant	Current	37,045	39,354	41,662	43,992	46,322	48,630	50,939	53,248	55,557
				Proposed	39,354	41,662	43,992	46,322	48,630	50,939	53,248	55,557	57,866
B22	N7020	Legal Secretary, Sr-Co Counsel	Sr. Legal Assistant	Current	37,045	39,354	41,662	43,992	46,322	48,630	50,939	53,248	55,557
				Proposed	39,354	41,662	43,992	46,322	48,630	50,939	53,248	55,557	57,866
B22	N3033	Program Specialist	Human Resources Program Spec Program Specialist	Current	37,045	39,354	41,662	43,992	46,322	48,630	50,939	53,248	55,557
				Proposed	39,354	41,662	43,992	46,322	48,630	50,939	53,248	55,557	57,866
B23	N4630	Medical-Legal Death Investigat	Medical-Legal Death Investigat	Current	39,624	42,120	44,574	47,050	49,546	52,000	54,475	56,971	59,446
				Proposed	42,120	44,574	47,050	49,546	52,000	54,475	56,971	59,446	61,922
B23	N3032 N3031	Program Specialist, Sr Program Specialist, Sr	Program Specialist, Sr	Current	39,624	42,120	44,574	47,050	49,546	52,000	54,475	56,971	59,446
				Proposed	42,120	44,574	47,050	49,546	52,000	54,475	56,971	59,446	61,922
B25	N4621 N4620	Investigator Investigator	Investigator	Current	46,738	49,650	52,582	55,494	58,406	61,339	64,251	67,163	70,096
				Proposed	49,650	52,582	55,494	58,406	61,339	64,251	67,163	70,096	73,029
B31	N7001	Administrative Support Supv	Administrative Support Supv Clerical Supervisor	Current	42,848	45,531	48,214	50,898	53,581	56,243	58,947	61,610	64,293
				Proposed	45,531	48,214	50,898	53,581	56,243	58,947	61,610	64,293	66,976
B31	N6003	Maintenance/Trades Supv		Current	42,848	45,531	48,214	50,898	53,581	56,243	58,947	61,610	64,293
				Proposed	45,531	48,214	50,898	53,581	56,243	58,947	61,610	64,293	66,976
C41	N6001	Maintenance/Trades Supv	Corrections Facility Maint Spv	Current	49,962	53,082	56,202	59,322	62,442	65,582	68,702	71,822	74,942
				Proposed	53,082	56,202	59,322	62,442	65,582	68,702	71,822	74,942	78,062
C41	N4102	Management Analyst	Clinical Technology Mgmt Analy Contract Administrator Equity & Access Coordinator Management Analyst	Current	49,962	53,082	56,202	59,322	62,442	65,582	68,702	71,822	74,942
				Proposed	53,082	56,202	59,322	62,442	65,582	68,702	71,822	74,942	78,062
C41	N4008 N4007	Professional/Technical Supv Professional/Technical Supv	Professional/Technical Supv	Current	49,962	53,082	56,202	59,322	62,442	65,582	68,702	71,822	74,942
				Proposed	53,082	56,202	59,322	62,442	65,582	68,702	71,822	74,942	78,062
C41	N3016	Program Supervisor	Board and Admin Services Supv Deeds & Records Supervisor Elections Supervisor Family Law Supervisor Food & Nutrition Supervisor Law Librarian Program Supervisor	Current	49,962	53,082	56,202	59,322	62,442	65,582	68,702	71,822	74,942
				Proposed	53,082	56,202	59,322	62,442	65,582	68,702	71,822	74,942	78,062
C41	N3017 N3016	Program Supervisor Program Supervisor	Search & Rescue Coordinator Veteran Services Supervisor Victim/Witness Coordinator	Current	49,962	53,082	56,202	59,322	62,442	65,582	68,702	71,822	74,942
				Proposed	53,082	56,202	59,322	62,442	65,582	68,702	71,822	74,942	78,062
C41	N5020	Public Safety Support Supv	Communications/Records Supv Public Safety Support Supv	Current	49,962	53,082	56,202	59,322	62,442	65,582	68,702	71,822	74,942
				Proposed	53,082	56,202	59,322	62,442	65,582	68,702	71,822	74,942	78,062



PROPOSED NON-REPRESENTED SALARY RANGES  
EFFECTIVE FIRST FULL PAYPERIOD AFTER JANUARY 1, 2019

GRADE	JOB CODE	CLASSIFICATION	POSITION TITLE(S)		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
C42	N4603	Assist County Counsel 1	Assist County Counsel 1	Current	60,424	64,210	67,974	71,760	75,525	79,310	83,075	86,861	90,626
				Proposed	64,210	67,974	71,760	75,525	79,310	83,075	86,861	90,626	94,390
C42	N4101	Management Analyst, Sr	Management Analyst, Sr	Current	52,541	55,827	59,114	62,400	65,666	68,952	72,238	75,525	78,811
			Public Works Human Res Analyst	Proposed	55,827	59,114	62,400	65,666	68,952	72,238	75,525	78,811	82,098
			Sr Human Resources Analyst Training & Org Develop Analyst										
C42	N4006	Professional/Technical Supv	Appraisal Supervisor	Current	52,541	55,827	59,114	62,400	65,666	68,952	72,238	75,525	78,811
			Clinical Fiscal Services Supv Professional/Technical Supv	Proposed	55,827	59,114	62,400	65,666	68,952	72,238	75,525	78,811	82,098
C42	N3015	Program Supervisor	HR Information Systems Supvr.	Current	52,541	55,827	59,114	62,400	65,666	68,952	72,238	75,525	78,811
			Program Supervisor	Proposed	55,827	59,114	62,400	65,666	68,952	72,238	75,525	78,811	82,098
C43	N4602	Assist County Counsel 2	Assist County Counsel 2	Current	71,906	76,398	80,870	85,363	89,877	94,370	98,862	103,355	107,848
				Proposed	76,398	80,870	85,363	89,877	94,370	98,862	103,355	107,848	112,341
C43	N4100	Management Analyst, Sr	Management Analyst, Sr	Current	55,120	58,552	62,005	65,458	68,890	72,342	75,774	79,227	82,680
				Proposed	58,552	62,005	65,458	68,890	72,342	75,774	79,227	82,680	86,133
C43	N4005 N4004	Professional/Technical Supv	Lead Investigator	Current	55,120	58,552	62,005	65,458	68,890	72,342	75,774	79,227	82,680
		Professional/Technical Supv	Lead Medical Examiner	Proposed	58,552	62,005	65,458	68,890	72,342	75,774	79,227	82,680	86,133
C43	N5010	Sergeant	Sergeant	Current	55,120	58,552	62,005	65,458	68,890	72,342	75,774	79,227	82,680
				Proposed	58,552	62,005	65,458	68,890	72,342	75,774	79,227	82,680	86,133
C43	N4700	System Programmer, Lead (NRP)		Current	55,120	58,552	62,005	65,458	68,890	72,342	75,774	79,227	82,680
				Proposed	58,552	62,005	65,458	68,890	72,342	75,774	79,227	82,680	86,133
C44	N4601	Assist County Counsel 3		Current	86,174	91,562	96,949	102,336	107,744	113,131	118,518	123,885	129,272
				Proposed	91,562	96,949	102,336	107,744	113,131	118,518	123,885	129,272	134,659
C44	N4003	Professional/Technical Supv		Current	58,344	61,984	65,645	69,285	72,946	76,586	80,226	83,866	87,526
				Proposed	61,984	65,645	69,285	72,946	76,586	80,226	83,866	87,526	91,187
C44	N3013	Program Supervisor	Asst Fair Mngr/Marketing Mngr	Current	58,344	61,984	65,645	69,285	72,946	76,586	80,226	83,866	87,526
			Procurement Supervisor Program Supervisor	Proposed	61,984	65,645	69,285	72,946	76,586	80,226	83,866	87,526	91,187
C45	N4009 N4001	Professional/Technical Supv		Current	62,234	66,102	69,992	73,902	77,771	81,661	85,571	89,440	93,330
		Professional/Technical Supv	Parole & Probation Supervisor Professional/Technical Supv	Proposed	66,102	69,992	73,902	77,771	81,661	85,571	89,440	93,330	97,219
C51	N4002	Professional/Technical Supv	Behavioral Health Supervisor	Current	58,344	61,984	65,645	69,285	72,946	76,586	80,226	83,866	87,526
			Clinical Services Supervisor Clinical Solutions Supervisor Developmental Disabilities Spv Environmental Health Supv Human Services Supervisor Maternal and Child Healt Sup Mediation/Restorative Supv Phoenix Supervisor Prevention and Planning Supv Professional/Technical Supv Program Services Supervisor Secure Program Supervisor Supervision Supervisor Trillium Behavior Hlth Prg Sup	Proposed	61,984	65,645	69,285	72,946	76,586	80,226	83,866	87,526	91,187

**PROPOSED NON-REPRESENTED SALARY RANGES  
EFFECTIVE FIRST FULL PAYPERIOD AFTER JANUARY 1, 2019**

GRADE	JOB CODE	CLASSIFICATION	POSITION TITLE(s)		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
C51	N3012	Program Supervisor	Energy Services Supervisor Facilities Program Supervisor MLK Education Center Sup Program Supervisor Public Information Officer WIC Supervisor Workforce Development Supv	Current	58,344	61,984	65,645	69,285	72,946	76,586	80,226	83,866	87,526
				Proposed	61,984	65,645	69,285	72,946	76,586	80,226	83,866	87,526	91,187
C52	N4000	Professional/Technical Supv	Financial Services Supervisor Primary Care Nursing Supv Principal Planner Professional/Technical Supv Transportation Planning Pr Sup	Current	62,234	66,102	69,992	73,902	77,771	81,661	85,571	89,440	93,330
				Proposed	66,102	69,992	73,902	77,771	81,661	85,571	89,440	93,330	97,219
C62	N4800	Clinical Pharmacist	Clinical Pharmacist	Current	87,485	92,976	98,446	103,917	109,366	114,837	120,307	125,798	131,248
				Proposed	92,976	98,446	103,917	109,366	114,837	120,307	125,798	131,248	136,698
CA	V001	County Administrator	County Administrator	Current	130,541	137,322	144,477	151,986	159,910	168,230	176,966	186,181	195,853
				Proposed	137,322	144,477	151,986	159,910	168,230	176,966	186,181	195,853	206,024
D61	N2034	Manager	Admin Services Manager Administrative Services Mgr Building Program Manager Healthcare Operations Manager Waste Mgmt Superintendent	Current	65,458	69,555	73,632	77,709	81,806	85,904	90,002	94,099	98,176
				Proposed	69,555	73,632	77,709	81,806	85,904	90,002	94,099	98,176	102,253
D61	N3002	Program Manager	Community & Econ Develop Mgr Design Svcs Program Manager Employee & Labor Relations Mgr Performance Auditor Program Manager Traffic Engineer Wellness & Benefits Manager Workers' Comp Administrator	Current	65,458	69,555	73,632	77,709	81,806	85,904	90,002	94,099	98,176
				Proposed	69,555	73,632	77,709	81,806	85,904	90,002	94,099	98,176	102,253
D62	N2036	Manager	Community Corrections Manager Lieutenant SAR Program Manager	Current	68,723	73,029	77,314	81,619	85,904	90,189	94,494	98,779	103,085
				Proposed	73,029	77,314	81,619	85,904	90,189	94,494	98,779	103,085	107,390
D62	N2025	Manager, Sr	Nursing Manager	Current	68,723	73,029	77,314	81,619	85,904	90,189	94,494	98,779	103,085
				Proposed	73,029	77,314	81,619	85,904	90,189	94,494	98,779	103,085	107,390
D62	N3001	Program Manager	Clinical Financial Officer Communications Manager Program Manager	Current	68,723	73,029	77,314	81,619	85,904	90,189	94,494	98,779	103,085
				Proposed	73,029	77,314	81,619	85,904	90,189	94,494	98,779	103,085	107,390



**PROPOSED NON-REPRESENTED SALARY RANGES  
EFFECTIVE FIRST FULL PAYPERIOD AFTER JANUARY 1, 2019**

GRADE	JOB CODE	CLASSIFICATION	POSITION TITLE(S)		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
D63	N2035	Manager		Current	72,155	76,669	81,182	85,696	90,189	94,702	99,237	103,730	108,243
	N2032	Manager	Appraisal Manager Capital Projects Manager County Clerk County Surveyor Desktop Support Svcs Manager Developmental Disabilities Mgr Enterprise Applications Mngr GIS/Bus Apps Manager Intergovernmental Relation Mgr LRIG System Manager Lane Events Ctr Manager Project Management Office Mngr Security & Audit Manager Support Services Manager Technology Infra Svcs Manager	Proposed	76,669	81,182	85,696	90,189	94,702	99,237	103,730	108,243	112,757
D63	N2024	Manager, Sr	Behavioral Health Manager Fleet and General Services Mgr Human Services Manager Manager, Sr Parks Manager Youth Services Manager	Current	72,155	76,669	81,182	85,696	90,189	94,702	99,237	103,730	108,243
				Proposed	76,669	81,182	85,696	90,189	94,702	99,237	103,730	108,243	112,757
D64	N2031	Manager		Current	75,754	80,496	85,238	89,981	94,702	99,445	104,166	108,930	113,651
				Proposed	80,496	85,238	89,981	94,702	99,445	104,166	108,930	113,651	118,373
D64	N2023	Manager, Sr	Community Health Ctr Div Mgr Manager, Sr Public Health Manager Road Maintenance Manager Trillium Behavioral Health Man Waste Mgmt Manager	Current	75,754	80,496	85,238	89,981	94,702	99,445	104,166	108,930	113,651
				Proposed	80,496	85,238	89,981	94,702	99,445	104,166	108,930	113,651	118,373
D65	N2030	Manager		Current	79,560	84,531	89,482	94,474	99,445	104,416	109,387	114,358	119,350
				Proposed	84,531	89,482	94,474	99,445	104,416	109,387	114,358	119,350	124,342
D65	N2021	Manager, Sr		Current	79,560	84,531	89,482	94,474	99,445	104,416	109,387	114,358	119,350
				Proposed	84,531	89,482	94,474	99,445	104,416	109,387	114,358	119,350	124,342
D71	N2022	Manager, Sr	County Engineer Land Management Manager Manager, Sr	Current	75,754	80,496	85,238	89,981	94,702	99,445	104,166	108,930	113,651
				Proposed	80,496	85,238	89,981	94,702	99,445	104,166	108,930	113,651	118,373
D72	N2020	Manager, Sr	Captain	Current	79,560	84,531	89,482	94,474	99,445	104,416	109,387	114,358	119,350
				Proposed	84,531	89,482	94,474	99,445	104,416	109,387	114,358	119,350	124,342
D81	N4604	Assist County Counsel, Sr		Current	98,301	104,437	110,573	116,730	122,866	129,022	135,138	141,294	147,430
				Proposed	104,437	110,573	116,730	122,866	129,022	135,138	141,294	147,430	153,566
D82	V008	County Counsel	County Counsel	Current	109,928	116,771	123,677	130,541	137,405	144,248	151,133	158,018	164,861
				Proposed	116,771	123,677	130,541	137,405	144,248	151,133	158,018	164,861	171,704
D82	N3005	Program Manager		Current	109,928	116,771	123,677	130,541	137,405	144,248	151,133	158,018	164,861
				Proposed	116,771	123,677	130,541	137,405	144,248	151,133	158,018	164,861	171,704

**PROPOSED NON-REPRESENTED SALARY RANGES  
EFFECTIVE FIRST FULL PAYPERIOD AFTER JANUARY 1, 2019**

GRADE	JOB CODE	CLASSIFICATION	POSITION TITLE(S)		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
D82	N3005P	Program Manager	Associate Medical Officer	Current	141,440	150,280	159,120	167,960	176,800	185,640	194,480	203,320	212,160
				Proposed	150,280	159,120	167,960	176,800	185,640	194,480	203,320	212,160	221,000
D83	N2042	Manager		Current	114,962	122,138	129,334	136,531	143,707	150,883	158,080	165,256	172,453
				Proposed	122,138	129,334	136,531	143,707	150,883	158,080	165,256	172,453	179,650
D84	N2041	Manager	Assoc Hlth Officer-Psychiatrist County Health Officer Manager Trillium BH Medical Director	Current	153,130	162,698	172,266	181,854	191,402	200,970	210,579	220,126	229,715
				Proposed	162,698	172,266	181,854	191,402	200,970	210,579	220,126	229,715	239,304
D85	N2040	Manager		Current	140,899	149,698	158,496	167,336	176,134	184,912	193,731	202,530	211,328
				Proposed	149,698	158,496	167,336	176,134	184,912	193,731	202,530	211,328	220,126
E81	N2013	Assist Department Director		Current	83,533	88,754	93,974	99,195	104,416	109,637	114,858	120,078	125,299
				Proposed	88,754	93,974	99,195	104,416	109,637	114,858	120,078	125,299	130,520
E82	N2012	Assist Department Director	Assist Department Director Assist Director Public Works	Current	86,466	91,874	97,261	102,669	108,077	113,485	118,872	124,280	129,688
				Proposed	91,874	97,261	102,669	108,077	113,485	118,872	124,280	129,688	135,096
E82	N2005	Department Director		Current	86,466	91,874	97,261	102,669	108,077	113,485	118,872	124,280	129,688
				Proposed	91,874	97,261	102,669	108,077	113,485	118,872	124,280	129,688	135,096
E83	N2010 N2011	Assist Department Director Assist Department Director	Chief Deputy	Current	89,482	95,077	100,672	106,267	111,842	117,458	123,032	128,627	134,243
				Proposed	95,077	100,672	106,267	111,842	117,458	123,032	128,627	134,243	139,859
E83	N2004	Department Director		Current	89,482	95,077	100,672	106,267	111,842	117,458	123,032	128,627	134,243
				Proposed	95,077	100,672	106,267	111,842	117,458	123,032	128,627	134,243	139,859
E84	N2003	Department Director	Department Director	Current	92,602	98,405	104,187	109,990	115,773	121,555	127,338	133,141	138,923
				Proposed	98,405	104,187	109,990	115,773	121,555	127,338	133,141	138,923	144,706
E85	N2001	Department Director	Health & Human Svcs Director Public Works Director	Current	95,389	101,358	107,307	113,277	119,226	125,195	131,165	137,114	143,083
				Proposed	101,358	107,307	113,277	119,226	125,195	131,165	137,114	143,083	149,053

*Current employees will move to the step corresponding to their existing salary*

*Employees on step 1 will move to step 1 of new range and merti dates will reset*