

HACSA W. 3.a

HACSA MEMORANDUM

TO: HACSA Board of Commissioners

FROM: Dorothy Cummings, Administrative Services Director

AGENDA ITEM TITLE: ORDER/RESOLUTION/In the Matter of Adopting and Ratifying a Three Percent (3%) Cost of Living Adjustment (COLA) for all Eligible HACSA Bargaining Unit (AFSCME Local 3267) and Excluded HACSA Personnel

AGENDA DATE: November 29, 2006

I. MOTION

IT IS MOVED THAT THE ORDER/RESOLUTION BE APPROVED ADOPTING AND RATIFYING A THREE PERCENT (3%) COST OF LIVING ADJUSTMENT (COLA) FOR ALL ELIGIBLE HACSA BARGAINING UNIT (AFSCME LOCAL 3267) AND HACSA EXCLUDED PERSONNEL.

II. ISSUE

Approval of a COLA for all eligible HACSA personnel.

III. DISCUSSION

A. Background/Analysis

On February 22, 2006, the Board adopted and ratified a Collective Bargaining Agreement effective October 1, 2005 through September 30, 2008. This Agreement included a wage opener only clause for the years 2006 and 2007. As is required by the Agreement, the Union gave notice of their desire to open the contract for wage negotiations.

The Agency's management negotiating team met with the AFSCME Local 3267 team, and the result of the meeting was a recommendation for a 3% COLA. Since HACSA personnel have not received a COLA since October of 2002, the teams are both pleased to recommend a salary increase effective October 1, 2006.

The bargaining unit voted on November 9, 2006 to ratify the contract with a 3% COLA. Attached is a copy of the Compensation Plan reflecting the 3% COLA (Schedule A).

Historically, due to salary compaction within the Agency, excluded classifications have received the same percentage salary increase as bargaining unit staff. In that the Agency's FY2007 budget will support a 3% across-the-board COLA and that the Agency has the desire to treat all of its employees fairly and equitably, we also propose a 3% COLA for excluded personnel. Attached is a copy of the Compensation Plan for Excluded Personnel reflecting the 3% COLA (Schedule B).

B. Alternatives/Recommendation

The management negotiating team unanimously recommends adoption and ratification of a 3% COLA for all bargaining unit and excluded personnel.

C. Timing

Upon approval by the Board, the Executive Director will authorize the implementation of the above recommendation.

IV. IMPLEMENTATION/FOLLOW-UP

Same as in Item III. C.

V. ATTACHMENTS

- A. Schedule A - Compensation Plan, effective October 1, 2006 - reflecting a Three Percent (3%) COLA.
- B. Schedule B - Compensation Plan for Excluded Personnel, effective October 1, 2006 - reflecting a Three Percent (3%) COLA.

HOUSING AND COMMUNITY SERVICES AGENCY OF
LANE COUNTY, OREGON

RESOLUTION/ORDER NO.

)In the Matter of Adopting and
)Ratifying a Three Percent (3%) Cost of
)Living Adjustment (COLA) for all
)Eligible HACSA Bargaining Unit
) (AFSCME Local 3267) and HACSA
) Excluded Personnel

WHEREAS, a collective bargaining agreement between the Housing And Community Services Agency of Lane County, and the American Federation of State, County and Municipal Employees, Local 3267, has been negotiated for the period October 1, 2005 through September 30, 2008; and

WHEREAS, the agreement allows for wage openers in 2006 and 2007; and

WHEREAS, certain salary modifications to the Agreement were negotiated; and

WHEREAS, such changes are consistent with the guidelines set forth by the Board of Commissioners; and

WHEREAS, it is desired to maintain an internal salary differential between excluded and bargaining unit classifications, **NOW, THEREFORE IT IS HEREBY**

RESOLVED AND ORDERED, that effective October 1, 2006, the salary ranges and individual salary rates for all eligible HACSA bargaining unit personnel shall increase by three percent (3%).

IT IS HEREBY FURTHER ORDERED that effective October 1, 2006, the salary ranges and individual salary rates for all eligible HACSA excluded personnel shall increase by three percent (3%).

DATED this _____ day of _____, 2006

Chairperson, HACSA Board of Commissioners

APPROVED AS TO FORM
Date 11/21/06 Lane County
[Signature]
OFFICE OF LEGAL COUNSEL

In the Matter of Adopting and Ratifying a Three Percent (3%) Cost of Living Adjustment (COLA) for all Eligible HACSA Bargaining Unit (AFSCME Local 3267) and HACSA Excluded Personnel

COMPENSATION PLAN

(Schedule A)

Effective 10/01/06

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
Laborer/Janitor	9.54 1,653.57	10.08 1,747.17	10.66 1,847.70	11.26 1,951.70	11.91 2,064.36	12.81 2,220.36	
Painter	12.00 2,079.96	12.67 2,196.09	13.39 2,320.89	14.15 2,452.62	14.97 2,594.75	16.13 2,795.81	
Resident Manager	11.27 1,953.43	11.92 2,066.09	12.59 2,182.22	13.31 2,307.02	14.35 2,487.29		
Administrative Resident Manager Development Maintenance Worker	10.08 1,747.17	10.66 1,847.70	11.27 1,953.43	11.92 2,066.09	12.59 2,182.22		
Maintenance Worker	12.00 2,079.96	12.67 2,196.09	13.39 2,320.89	14.15 2,452.62	14.97 2,594.75	16.12 2,794.08	
Lead Maintenance Mechanic	16.21 2,809.68	17.16 2,974.34	18.14 3,144.21	19.17 3,322.74	20.26 3,511.67	21.85 3,787.26	
Maintenance Mechanic	14.43 2,501.15	15.26 2,645.02	16.12 2,794.08	17.04 2,953.54	18.36 3,182.34		
IS Technician/ Programmer Analyst	17.04 2,954.25	18.02 3,122.62	19.04 3,300.62	20.13 3,488.75	21.28 3,687.61	22.49 3,897.81	23.72 4,111.23
Energy Auditor	14.78 2,562.34	15.63 2,708.39	16.52 2,862.78	17.46 3,025.95	18.45 3,198.43	19.89 3,448.36	
Income Analyst	12.87 2,231.59	13.61 2,358.78	14.38 2,493.25	15.20 2,635.35	16.07 2,785.56	17.32 3,002.84	
Applications Specialist	12.18 2,111.24	12.87 2,231.59	13.61 2,358.78	14.38 2,493.25	15.20 2,635.35	16.39 2,841.28	
Office Assistant	10.32 1,788.44	10.91 1,890.38	11.53 1,998.13	12.19 2,112.03	12.88 2,232.41	13.61 2,359.65	14.68 2,544.05
Data Entry/ Spanish Interpreter	10.91 1,890.38	11.53 1,998.13	12.18 2,112.02	12.88 2,232.41	13.61 2,359.65	14.68 2,544.05	
Secretary	12.18 2,111.24	12.87 2,231.59	13.61 2,358.78	14.38 2,493.25	15.20 2,635.35	16.39 2,841.28	
Lead Accounting Technician	15.31 2,653.47	16.18 2,804.71	17.10 2,964.59	18.08 3,133.46	19.11 3,312.17	20.20 3,500.97	21.35 3,700.53

COMPENSATION PLAN

(Schedule A)

Effective 10/01/06

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
Accounting Technician	11.50 1,993.21	12.18 2,111.25	12.87 2,231.59	13.61 2,358.78	14.38 2,493.25	15.20 2,635.35	16.39 2,841.28
Resident Volunteer Specialist/FSS	13.94 2,416.61	14.74 2,554.34	15.58 2,699.95	16.46 2,853.83	17.40 3,016.51	18.76 3,252.21	
Lead Housing Rep.	15.34 2,658.25	16.21 2,809.78	17.13 2,969.92	18.11 3,139.21	19.14 3,318.15	20.64 3,577.44	
Housing Rep.	13.94 2,416.61	14.74 2,554.34	15.58 2,699.95	16.46 2,853.83	17.40 3,016.50	18.76 3,252.21	
Intake Coordinator	13.40 2,322.38	14.16 2,454.74	14.97 2,594.65	15.82 2,742.55	16.72 2,898.87	18.03 3,125.40	
Resident Resource Coordinator	18.42 3,192.19	19.43 3,367.76	20.50 3,553.00	21.63 3,748.41	22.82 3,954.56	24.07 4,172.07	24.19 4,192.29
Development Occ. Coordinator	18.56 3,217.17	19.58 3,394.12	20.66 3,580.80	21.80 3,777.74	22.99 3,985.52	24.26 4,204.73	24.38 4,225.12
ASA - 3	16.23 2,813.56	17.16 2,973.93	18.14 3,143.45	19.17 3,322.64	20.26 3,512.01	21.42 3,712.20	22.59 3,915.46
ASA - 2	14.53 2,518.30	15.36 2,661.85	16.23 2,813.57	17.16 2,973.94	18.14 3,143.46	19.55 3,389.09	
ASA - 1	12.54 2,173.23	13.25 2,297.10	14.01 2,428.04	14.81 2,566.42	15.65 2,712.72	16.87 2,924.69	
LIEAP Intake Specialist	10.22 1,772.08	10.81 1,873.09	11.42 1,979.86	12.07 2,092.71	12.76 2,211.99	13.76 2,384.84	
Site Supervisor	7.17 1,243.63	7.58 1,314.52	8.02 1,389.44	8.64 1,498.01			
Asst. Cooks	9.33 1,617.18	10.06 1,743.54					
Cooks	10.04 1,740.19	10.61 1,839.39	11.22 1,944.24	12.09 2,096.14			
Site Monitor	9.68 1,678.67	10.44 1,809.84					

COMPENSATION PLAN
(Schedule B)
EFFECTIVE 10/01/06

CLASSIFICATION	BOTTOM	TOP
EXECUTIVE DIRECTOR	\$5,700.70	\$7,856.61
DEPUTY DIRECTOR	\$4,341.86	\$5,825.01
ADMINISTRATIVE SERVICES DIRECTOR	\$3,960.45	\$5,308.06
HOUSING DIRECTOR	\$3,960.45	\$5,308.06
SECTION 8 DIVISION DIRECTOR	\$3,960.45	\$5,308.06
DEVELOPMENT DIRECTOR	\$3,960.45	\$5,308.06
RESIDENT SERVICES DIRECTOR	\$3,960.45	\$5,308.06
HOUSING PROGRAM MANAGER	\$3,547.20	\$4,754.16
CONVENTIONAL OCCUPANCY SUPERVISOR	\$3,547.20	\$4,754.16
MODERNIZATION ARCHITECT	\$3,331.31	\$4,420.40
WEATHERIZATION SUPERVISOR	\$3,547.20	\$4,754.16
MAINTENANCE SUPERVISOR	\$3,547.20	\$4,754.16
CLERICAL SUPERVISOR	\$3,217.17	\$4,225.12
ACCOUNTING SUPERVISOR	\$3,217.17	\$4,225.12
SECTION 8 SUPERVISOR	\$3,217.17	\$4,225.12
INTAKE SUPERVISOR	\$3,217.17	\$4,225.12
COMPUTER COORDINATOR	\$3,217.17	\$4,436.37
RESIDENT RESOURCES COORDINATOR	\$3,217.17	\$4,225.12
DEVELOPMENT OCCUPANCY COORDINATOR	\$3,217.17	\$4,225.12
COMPLIANCE OFFICER	\$3,059.30	\$4,079.06
ASA-3	\$2,914.83	\$3,946.12
ASA-2	\$2,752.74	\$3,670.30