

BEFORE THE BOARD OF COMMISSIONERS OF LANE COUNTY, OREGON

ORDER NO: 18-06-19-12

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

**WHEREAS**, Lane County and the Lane County American Federation of State, County and Municipal Employees, Local 2831 – General 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) AFG-17-13; 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

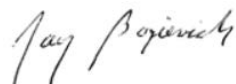
**WHEREAS**, the three person panel completed its review and presented the market based compensation data and panel recommendations to the Lane County Board of Commissioners; and

**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 General 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 to be effective the first full pay period following July 1, 2018.

**ADOPTED** this 19 day of June, 2018.



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Jay Bozievich, Chair  
Lane County Board of Commissioners

**AFSCME General Market Comparison  
2017**

FTE = Filled FTE			Lane County			Comp Avg	LC v Comps		Current	County Proposal	Union Proposal	Recom County	Panel Proposal
Job Code	Working Title	Grade	Low	Mid	High	Total Comp	Total Comp		Grade	2/9/2018	4/25/2018	Proposal	6/13/2018
						Low	LC v Comps						
A014	<b>Legal Secretary 1</b>	016	Legal Secretary 1			Low	\$ 20.94	18.43%	016	018	018	018	018
2 FTE	Current		\$15.39	\$18.45	\$21.33	Mid	\$ 25.57	15.54%	<b># of Grades</b>	<b>2</b>	<b>2</b>	<b>AFSCME Agreed</b>	<b>2<sup>B</sup></b>
	Total Compensation		\$17.69	\$22.13	\$26.64	High	\$ 28.02	5.18%					
	Longevity TC - 10 Years		\$21.33		\$26.64	10 yrs	\$ 28.44	6.77%					
	Longevity TC - 25 years		\$21.33		\$26.64	25 yrs	\$ 29.07	9.13%					
						<b>AFSCME</b>		<b>9.32%</b>					
A015	<b>Legal Secretary 2</b>	019	Legal Secretary 2			Low	\$ 22.70	18.97%	019	022	022	022	022
7 FTE	Current		\$16.58	\$19.19	\$22.96	Mid	\$ 27.69	20.21%	<b># of Grades</b>	<b>3</b>	<b>3</b>	<b>AFSCME Agreed</b>	<b>3</b>
	Total Compensation		\$19.08	\$23.04	\$28.70	High	\$ 30.96	7.88%					
	Longevity TC - 10 Years		\$22.96		\$28.70	10 yrs	\$ 31.55	9.94%					
	Longevity TC - 25 years		\$22.96		\$28.70	25 yrs	\$ 32.44	13.02%					
						<b>AFSCME</b>		<b>-1.44%</b>					
A032	<b>Accountant</b>	032	Accountant			Low	\$ 30.90	16.80%	032	033	036	034(new data)	034(new data)
1.5 FTE	Current		\$22.85	\$26.43	\$31.66	Mid	\$ 38.10	19.51%	<b># of Grades</b>	<b>1</b>	<b>4</b>	<b>2</b>	<b>2</b>
	Total Compensation		\$26.45	\$31.88	\$39.73	High	\$ 41.99	5.69%					
	Longevity TC - 10 Years		\$31.66		\$39.73	10 yrs	\$ 42.75	7.59%					
	Longevity TC - 25 years		\$31.66		\$39.73	25 yrs	\$ 43.88	10.43%					
						<b>AFSCME</b>		<b>8.71%</b>					
B006	<b>Program Services Coord 1</b>	028	Program Services Coordinator 1			Low	\$ 25.18	5.15%	028	No Change	No Change(package)	No Change	028
1FTE	Current		\$20.72	\$23.92	\$28.69	Mid	\$ 31.02	7.64%	<b># of Grades</b>	<b>0</b>	<b>0</b>	<b>AFSCME Agreed</b>	<b>0<sup>B</sup></b>
	Total Compensation		\$23.95	\$28.82	\$35.97	High	\$ 34.11	-5.15%					
	Longevity TC - 10 Years		\$28.69		\$35.97	10 yrs	\$ 34.80	-3.25%					
	Longevity TC - 25 years		\$28.69		\$35.97	25 yrs	\$ 35.82	-0.41%					
						<b>AFSCME</b>		<b>8.71%</b>					
B064	<b>Program Services Coord 2</b>	032	Program Services Coord 2			Low	\$ 30.62	15.76%	032	033	035(package)	033	034
8.55 FTE	Current		\$22.85	\$26.43	\$31.66	Mid	\$ 37.72	18.31%	<b># of Grades</b>	<b>1</b>	<b>3</b>	<b>1</b>	<b>2*</b>
	Total Compensation		\$26.45	\$31.88	\$39.73	High	\$ 41.39	4.17%					
	Longevity TC - 10 Years		\$31.66		\$39.73	10 yrs	\$ 42.13	6.05%					
	Longevity TC - 25 years		\$31.66		\$39.73	25 yrs	\$ 43.25	8.87%					
						<b>AFSCME</b>		<b>8.71%</b>					
B007	<b>Program Services Coord, Sr</b>	034	Program Services Coordinator, Sr			Low	\$ 35.05	26.06%	034	037	039(package)	038	039
1 FTE +	Current		\$24.00	\$27.75	\$33.25	Mid	\$ 43.67	30.38%	<b># of Grades</b>	<b>3</b>	<b>5</b>	<b>4</b>	<b>5*,<sup>B</sup></b>
1 FTE Bil	Total Compensation		\$27.81	\$33.49	\$41.75	High	\$ 46.76	12.00%					
	Longevity TC - 10 Years		\$33.25		\$41.75	10 yrs	\$ 47.13	12.89%					
	Longevity TC - 25 years		\$33.25		\$41.75	25 yrs	\$ 47.69	14.23%					
						<b>AFSCME</b>		<b>13.44%</b>					

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

**\*Program Services Coord 2:** County Rep recommended 1 grade inc (2.5%) based on 4.17% out of market at top and no recruitment issues

**Program Services Coord Sr:** County Rep recommended 4 grade inc (10%) based on 12% our of market at top and no recruitment issues

**B=**Adjunct Bilingual classification will also receive increase

**AFSCME General Market Comparison  
2017**

FTE = Filled FTE			Lane County			Comp Avg		LC v Comps	Current Grade	County Proposal 2/9/2018	Union Proposal 4/25/2018	Recom County Proposal 5/2/2018	Panel Proposal 6/13/2018						
Job Code	Working Title	Grade	Low	Mid	High	Total Comp	Total Comp												
B055	<b>Assist Veteran Svcs Coord</b>	023	Assistant Veteran Services Coord			Low	\$ 23.86	13.10%	4 Matches	023	No Change	025	No Change	024					
2 FTE	Current		\$18.29	\$21.13	\$25.35	Mid	\$ 29.22	15.00%		# of Grades	0	2	0	1*					
	Total Compensation		\$21.09	\$25.41	\$31.73	High	\$ 32.24	1.60%											
	Longevity TC - 10 Years		\$25.35		\$31.73	10 yrs	\$ 32.66	2.93%											
	Longevity TC - 25 years		\$25.35		\$31.73	25 yrs	\$ 33.27	4.86%											
							AFSCME	5.32%											
B075	<b>Community Health Analyst 1</b>	028	Community Health Analyst 1			Low			0 Matches	028	No Change	031(package)	031 (new data)	031 (new data)					
1 FTE	Current		\$20.72	\$23.92	\$28.69	Mid				# of Grades	0	3	3	3					
	Total Compensation		\$23.95	\$28.82	\$35.97	High									No Match				
	Longevity TC - 10 Years		\$28.69		\$35.97	10 yrs													
	Longevity TC - 25 years		\$28.69		\$35.97	25 yrs													
							AFSCME	-											
B076	<b>Community Health Analyst 2</b>	032	Community Health Analyst 2			Low	\$ 31.96	20.82%	1 Match	032	No Change	040(package)	036(new data)	036(new data)					
4 FTE	Current		\$22.85	\$26.43	\$31.66	Mid	\$ 36.34	13.98%		# of Grades	0	8	4	4					
	Total Compensation		\$26.45	\$31.88	\$39.73	High	\$ 45.55	14.65%											
	Longevity TC - 10 Years		\$31.66		\$39.73	10 yrs	\$ 46.67	17.46%											
	Longevity TC - 25 years		\$31.66		\$39.73	25 yrs	\$ 48.34	21.68%											
							AFSCME	19.21%											
B077	<b>Community Health Analyst, Sr</b>	036	Community Health Analyst, Sr			Low			0 Matches	036	No Change	044(package)	040(new data)	040(new data)					
5 FTE +	Current		\$25.23	\$29.17	\$34.95	Mid				# of Grades	0	8	4	4*, <sup>B</sup>					
1 FTE Bil	Total Compensation		\$29.25	\$35.23	\$43.90	High									No Match				
	Longevity TC - 10 Years		\$34.95		\$43.90	10 yrs													
	Longevity TC - 25 years		\$34.95		\$43.90	25 yrs													
							AFSCME	-											
C007	<b>Administrative Analyst, Sr</b>	029	Administrative Analyst, Sr			Low	\$ 29.19	18.84%	4 Matches	029	No Change	036	033(new data)	033(new data)					
3 FTE	Current		\$21.24	\$24.53	\$29.43	Mid	\$ 35.40	19.74%		# of Grades	0	7	4	4					
	Total Compensation		\$24.56	\$29.56	\$36.90	High	\$ 40.09	8.64%											
	Longevity TC - 10 Years		\$29.43		\$36.90	10 yrs	\$ 41.00	11.11%											
	Longevity TC - 25 years		\$29.43		\$36.90	25 yrs	\$ 42.37	14.80%											
							AFSCME	18.26%											
F037	<b>Correctional Services Tech</b>	023	Correctional Services Tech			Low	\$ 24.60	16.62%	3 Matches	023	No Change	025	024(new data)	024(new data)					
1 FTE +	Current		\$18.29	\$21.13	\$25.35	Mid	\$ 30.04	18.25%		# of Grades	0	2	1	1 <sup>B</sup>					
1 FTE Bil	Total Compensation		\$21.09	\$25.41	\$31.73	High	\$ 32.43	2.20%											
	Longevity TC - 10 Years		\$25.35		\$31.73	10 yrs	\$ 32.80	3.37%											
	Longevity TC - 25 years		\$25.35		\$31.73	25 yrs	\$ 33.36	5.13%											
							AFSCME	4.23%											

\*Asst Veterans Svcs Coord: County Rep recommended no increases based on 1.6% out of market at top and no recruitment issues

Community Health Analyst Sr: AFSCME Rep recommended 5 grade inc (12.5%) to keep 2 grade differential between CHA Sr. and Program Services Coord Sr.

County Rep recommended 4 grades for internal equity to keep 4 grade differential with CHA 2 and given there were no matches for the senior level

**AFSCME General Market Comparison  
2017**

FTE = Filled FTE

Job Code	Working Title	Grade	Lane County			Comp Avg Total Comp	LC v Comps Total Comp		Current Grade	County Proposal 2/9/2018	Union Proposal 4/25/2018	Recom County Proposal 5/2/2018	Panel Proposal 6/13/2018	
			Low	Mid	High									
H029	<b>Info Technology Specialist 2</b>	036	Info Technology Specialist 2			Low	\$ 34.76	18.84%	5 Matches	036	037	041	038(new data)	039(new data)
10 FTE	Current		\$25.23	\$29.17	\$34.95	Mid	\$ 41.56	22.65%		# of Grades	1	5	2	3*
	Total Compensation		\$29.25	\$33.88	\$43.90	High	\$ 47.16	7.43%						
	Longevity TC - 10 Years		\$34.95		\$43.90	10 yrs	\$ 47.96	9.24%						
	Longevity TC - 25 years		\$34.95		\$43.90	25 yrs	\$ 49.14	11.94%						
							AFSCME	12.10%						
I024	<b>Waste Mgmt Fee Collector, Sr</b>	021	Waste Mgmt Fee Collector, Sr			Low	No Match		0 Matches	021	No Change	No Proposal	No Change	No Change
	Current		\$17.41	\$20.16	\$24.14	Mid				# of Grades	0	Track to WM Fee Collector once studied*	Agreement made: to track to WM Fee Collector if studied in next review	
	Total Compensation		\$20.06	\$24.22	\$30.20	High								
	Longevity TC - 10 Years		\$24.14		\$30.20	10 yrs								
	Longevity TC - 25 years		\$24.14		\$30.20	25 yrs								
							AFSCME	-						
L007	<b>Cartographer/GIS Technician</b>	023	Cartographer/GIS Technician			Low	\$ 25.06	18.81%	4 Matches	023	No Change	028	026(new data)	026(new data)
No Ees	Current		\$18.29	\$21.13	\$25.35	Mid	\$ 30.95	21.83%		# of Grades	0	5	3	3
	Total Compensation		\$21.09	\$25.41	\$31.73	High	\$ 34.14	7.57%						
	Longevity TC - 10 Years		\$25.35		\$31.73	10 yrs	\$ 34.94	10.12%						
	Longevity TC - 25 years		\$25.35		\$31.73	25 yrs	\$ 36.16	13.94%						
							AFSCME	12.52%						

\*IT Specialist 2: County Rep recommended 2 grade inc (5%) based on 7.43% out of market at top and no recruitment issues

Negative number indicates % above market

**County's Methodology:**

Total Compensation includes: PERS, TM, Holidays, Healthcare Contributions

Methodology: PERS - 6% except WA County rolled into wage

2.5% between LC Grades

2% COLA 7/1/18 not included, no COLAs for all Counties