

BEFORE THE BOARD OF COMMISSIONERS OF LANE COUNTY, OREGON

ORDER NO: 21-08-03-08

In the Matter of

ESTABLISHING A \$15 PER HOUR
MINIMUM WAGE FOR ALL LANE COUNTY
POSITIONS

WHEREAS, the Board of Commissioners is committed to paying employees fair and equitable wages and recruiting and retaining a talented and dedicated workforce; and

WHEREAS, the Board of Commissioners requested the County Administrator to conduct research on which Oregon counties have established a minimum wage for entry-level positions that exceeds state law and provide information on the financial impacts of setting a \$15 per hour minimum wage at Lane County; and

WHEREAS, a review of approximately 118 non-represented extra help positions will result in projected increased annual cost of \$24,563 based upon current employee wages; and

WHEREAS, any increases in minimum wage for represented positions will be handled through the collective bargaining process; and

WHEREAS, the Board of Commissioners held a work session on this issue at their July 20, 2021 meeting and directed staff to return with an order establishing the \$15 minimum wage;

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

1. To establish a minimum wage of \$15 per hour for all Lane County positions.
2. That the County Administrator and the Human Resources Department are authorized to implement establishing a minimum wage of \$15 per hour for all Lane County positions as follows:
 - a. Non-represented positions raised to a minimum of \$15 per hour effective the first full pay period following the date of this Order; and
 - b. Represented positions raised to a minimum of \$15 per hour through the collective bargaining process

ADOPTED this 3rd day of August, 2021.



Joe Berney, Chair
Lane County Board of Commissioners