

BEFORE THE BOARD OF COMMISSIONERS OF LANE COUNTY, OREGON

ORDER NO: 21-12-14-09

In the Matter of Approving Compensation
Adjustments for Market Competitiveness for
Non-Represented Classifications

WHEREAS, the Board of Commissioners has current collective bargaining agreements in place with eight (8) units, which all provide for compensation adjustments for represented employees; and

WHEREAS, the County is committed to maintaining market competitiveness and consistency among employee groups in a fiscally responsible manner.

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

1. That all non-represented employees, excluding elected officials, on the payroll on the date of the first full pay period following January 1, 2022 receive a three percent (3%) cost of living adjustment.
2. That all non-represented employees, excluding elected officials, on the payroll on the date of the first full pay period following January 1, 2022 receive a one-time payment of one thousand three hundred dollars (\$1,300).
3. Authority is delegated to the County Administrator to implement market compensation adjustments for non-represented classifications effective the first full pay period following January 1, 2022, consistent with methodology used for other represented employee groups.
4. Non-represented employees will be placed on the step closest not resulting in a decrease.
5. That all non-represented employees, excluding elected officials, on the payroll on the date of the first full pay period following January 1, 2023 receive a two percent (2%) cost of living adjustment.
6. That all non-represented employees, excluding elected officials, on the payroll on the date of the first full pay period following January 1, 2024 receive a two percent (2%) cost of living adjustment.

ADOPTED this 14th day of December, 2021.



Joe Berney, Chair
Lane County Board of Commissioners

Non-Represented Classifications

2021 Market Study

SUMMARY

Market Alignment	Number of Positions
Significantly Misalignment (greater than 20% from market average)	40
Possible Misalignment (+/- 20% from market average)	94
Competitive (+/- 10% from market average)	22
Highly Competitive (+/- 5% from market average)	42
Under Additional Review	107 (18 Classifications)

Recommended Adjustments

Wage Band	Estimated Min/Max Adjustment	Range Average Adjustment	Outliers (not included in average)
A	4.0% - 4.0%	4.0%	N/A
B	10.0% - 23.5%	18.0%	0%, 35%
C	4.0% - 19.0%	13.0%	24%, 28%
D	3.0% - 20.0%	10.0%	32%
E	11.0 - 18.0%	15.5%	N/A

Percentages indicate an adjustment to the salary grade. Employees will move to the closest step that does not result in a decrease on the new scales.