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 (AFSCME) Local 3267, has been negotiated for the period October 1, 2013 through September 30, 2015; and

WHEREAS, certain health plan changes to the agreement were negotiated; and

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

WHEREAS, other 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 January 1, 2014, certain modifications to the current health insurance plan will be implemented and effective February 1, 2014, the Agency's health plan will be moved from Pacific Source to Citycounty Insurance Services.

IT IS HEREBY FURTHER ORDERED, that effective October 1, 2013, the salary ranges and individual salary rates for all eligible HACSA bargaining unit and excluded personnel shall increase by one percent (1%).

IT IS HEREBY FURTHER ORDERED that effective October 1, 2014, the salary ranges and individual salary rates for all eligible HACSA bargaining unit and excluded personnel shall increase by one (1%).

IT IS HEREBY FURTHER ORDERED, that effective October 1, 2013, a one-time bonus will be paid to for all eligible HACSA bargaining unit and excluded personnel.
IT IS HEREBY FURTHER ORDERED, that effective October 1, 2014, a one-time bonus will be paid to all eligible HACSA bargaining unit and excluded personnel.

DATED this 17th day of December, 2013

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Chairperson, HACSA Board of Commissioners

In the Matter of Adopting and Ratifying the Collective Bargaining Agreement with AFCME Local 3267 and Approving Health Plan Changes and a One Percent (1%) Cost of Living Adjustment (COLA) and a one-time bonus of $250 for all Eligible HACSA Bargaining Unit and Excluded Personnel