BEFORE THE BOARD OF COMMISSIONERS OF LANE COUNTY, OREGON

ORDER NO: 18-06-19-13

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

WHEREAS, Lane County and the Lane County American Federation of State, County and Municipal Employees, Local 2831 – Nurses 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) AFN-17-06; 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 Nurses 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 effective the first full pay period following July 1, 2018.

ADOPTED this 19 day of June, 2018.

____________________________________
Jay Bozievich, Chair
Lane County Board of Commissioners
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**LC v Comps Total Comp:** The largest factor for discrepancy between the County and AFSCME analyses is the union's inclusion of longevity.

*Certification Medication Aide, Corrections Health Nurse, Dental Assistant:* AFSCME did not complete a separate analysis for these classifications.

**Expanded Practice Dental Hygienist & Sr:** AFSCME Rep recommended higher grades based on AFSCME's calculations, of 8% at top, inclusive of longevity payments. Additionally AFSCME proposed creation of a director level above the senior level in exchange for a 2 grade increase. LC EPDH program is relatively unique among Oregon Counties. AFSCME believes the program brings in significant revenue and needs evaluation for ways it can be strengthened.

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

See last page for methodology and notes.
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*Juvenile Justice System Nurse: AFSCME did not complete a separate analysis for this classification.

LPN, Medical Assistant 1 & 2: AFSCME did not include PeaceHealth high end comparators because the County’s use of that data point relied on an assumed wage rate, potentially lowering the market competitiveness calculation.

Medical Assistants 1 & 2: AFSCME Rep recommended 2 grades (5%), based on AFSCME calculations including longevity payments. AFSCME also did not agree with the Benton County matches and with the estimated top step PeaceHealth wages.
### AFSCME Nurses Market Comparison 2017

**Attachment 9**
June 13, 2018

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<td>$20.99</td>
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<tr>
<td>8078</td>
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<td>$59.07</td>
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</tbody>
</table>

**County’s Methodology:**

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

Mid is calculated at Step 5. 2.5% between LC grades.

PERS - 22.72% composite rate for all counties to show full value of the retirement plan.

CHN2 based on ONA contract start at step 3 with 3% pay for BSN.

PH Retirement: 1% at low, 10% at mid/high.

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See last page for methodology and notes.