AGENDA COVER MEMO

Memorandum Date: December 2, 2024

Order Date: December 10, 2024

TO:	Board of County Commissioners
DEPARTMENT:	Human Resources
PRESENTED BY:	Alana Holmes, Chief Human Resources Officer Eliza Kashinsky, Sr. Human Resources Analyst, Classification & Compensation
AGENDA ITEM TITLE:	ORDER/ IN THE MATTER OF APPROVING COMPENSATION ADJUSTMENTS AND HEALTH INSURANCE PLAN CHANGES FOR NON-REPRESENTED CLASSIFICATIONS

I. MOTION

Move to approve Order No. 24-12-10-06/ In the Matter of Approving Compensation Adjustments and Health Insurance Plan Changes for Non-Represented Classifications.

II. AGENDA ITEM SUMMARY

The Board is being asked to approve compensation adjustments for non-represented classifications, excluding elected officials. The compensation adjustments include a revised non-represented salary plan, the placement of non-represented classifications on a grade within a salary plan based on review of market comparators, and a 4.3% cost of living adjustment for non-represented employees effective January 4, 2025. The Board is also being asked to approve cost of living adjustments in 2026 and 2027 based on the consumer price index, with a minimum adjustment of 2% and a maximum adjustment of 5%. The Board is being asked to approve changes to the health insurance plan. The compensation adjustments and health insurance plan changes are consistent with those made for represented employee groups who completed contract negotiations in 2024.

III. BACKGROUND/IMPLICATIONS OF ACTION

A. Board Action and Other History

In Board Order 15-10-27-07, in December of 2015, the Board of Commissioners approved market adjustments for non-represented classifications based on a study conducted by Gallagher Benefit Services, Inc.'s Fox Lawson Group. The study

used the same five comparable counties used to conduct market analyses for represented employee groups. Those five counties are: Clackamas, Deschutes, Jackson, Marion and Washington. The changes were effective January 1, 2016. Employees were moved to the closest step without a decrease in pay, which resulted in an average salary increase of 3.43 percent.

In Board Order 17-11-07-03, on November 7, 2017, the Board of Commissioners approved all non-represented employees receiving a two percent (2%) percent cost of living adjustment each year for January 1, 2018, January 1, 2019 and January 1, 2020, as well as employee monthly contributions toward health insurance.

In Board Order 18-08-28-07, on August 28, 2018, the Board of Commissioners approved a salary range adjustment of dropping one step and adding one step to maintain market competitiveness for non-represented classifications, excluding elected officials and psychiatrists.

In Board Order 20-07-21-07, on July 21, 2020, the Board of Commissioners approved all non-represented employees receiving a one percent (1%) cost of living adjustment for January 1, 2021.

In Board Order 21-12-14-09, passed on December 14, 2021, the Board of Commissioners approved salary adjustments for non-represented positions consistent with methodology used for other represented employee groups, based on salary grade, job codes and working title. These adjustments resulted in sub-groupings to the existing salary plan. This board order also approved all non-represented employees, excluding elected officials, receiving a two percent (2%) cost of living adjustment in January of 2023 and 2024.

In Board Order 24-01-30-02, passed on January 30, 2024, the Board of Commissioners approved a new classification and compensation plan for non-represented employees, to be effective July 6, 2024. The new plan did not result in compensation adjustments for non-represented employees.

B. Policy Issues

Lane Code 2.020.030 states, “The Board shall fix the maximum and minimum salary ranges for each classification in the classified service.”

The Lane Manual 2.235 (5) (a) states, “The compensation plan for County personnel will provide reasonably competitive ranges of pay for each classification of employment. The Board may make adjustments in a salary range or ranges as necessary to attract and hold competent personnel and to provide equity between the various classifications.”

C. Board Goals

The approval of compensation adjustments for non-represented classifications is in alignment with the County's strategic priority *"Our People and Organizational Health: Invest in our employees who are the backbone of our organization and invest in our systems and organizational health so that employees can thrive and residents can experience a more effective government."*

D. Financial and/or Resource Considerations

Lane County has approximately 362 non-represented positions, including supervisors, managers, directors, analysts, investigators, psychiatrists, pharmacists, and executive assistants.

The employees in these classifications provide a broad range of services throughout all departments in the County, and the services provided by these employees are funded by a variety of sources, including County General Fund.

The recommended changes to non-represented employee compensation and benefits include the following:

Non-represented classifications will receive a 4.3% cost of living adjustment, effective the first full pay period following January 1, 2025. In addition, non-represented classifications will be placed in grades on a newly designed salary plan that aligns compensation with market comparators. Non-represented employees will be placed on a step in the salary grade for their classification based on an equal pay wage analysis.

Non-represented employees, excluding elected officials, will receive cost of living adjustments on the first full pay period following January 1, 2026 based on the CPI-U West Region (Annual Average) percentage for calendar year 2024, by no less than two percent (2%) and no more than five percent (5%) rounded to the nearest tenth. They will receive another cost of living adjustment on the first full pay period following January 1, 2027 based on the CPI-U West region (Annual Average) percentage for calendar year 2025, by no less than two percent (2.0%) and no more than five percent (5%) rounded to the nearest tenth.

Effective January 1, 2026, the co-pay for specialist office visits will increase to thirty-five dollars ($35.00) for the Plus Plan and fifty dollars ($50.00) for the Co-Pay Plan. Under the Plus Plan and the Co-Pay Plan, specialty drugs will require a 30% co-insurance, up to an employee maximum of one-hundred dollars ($100.00) employee maximum for both plans. All plans will be subject to generic preferred drugs, with brand name drugs covered only when medically required by the employee's physician. An employee and their spouse/domestic partner enrolled in a Lane County health insurance plan who use tobacco products will pay a monthly surcharge of twenty-five dollars ($25.00) per month per person up to a maximum of fifty dollars ($50.00) per month.

Effective January 1, 2026, the annual out of pocket maximum will increase for all health insurance plans and the ability for an employee to receive full funding of the

High Deductible Health Plan (HDHP) deductible into a Health Savings Account/Health Reimbursement Arrangement (HSA/HRA) will be dependent upon completion of an annual Health Risk Assessment. Additional details are provided in the attached summary.

The total additional estimated cost for the proposed compensation adjustments is approximately $15.6 - $16.6 million through FY 26-27. The costing assumes a 2.7% COLA for January 2026 and range of 2%-3.5% COLA for January 2027 based upon current economic data.

	FY 24-25	FY 25-26	FY 26-27	TOTAL
COLA 4.3% Jan 4, 2025	$1,260,412	$2,558,371	$2,590,300	$6,409,084
COLA est. 2.7% Jan 2026		$837,748	$1,696,406	$2,534,153
COLA est 2%-3.5% Jan 2027			$1,290,525 - $2,258,418	$1,290,525 - $2,258,418
Salary Plan & Market Adjusts	$1,224,078	$2,351,861	$2,214,589 - $2,237,837	$5,790,528 - $5,813,776
Medical Plan Changes		($124,979)	($249,957)	($374,936)
TOTAL	**$2,484,490**	**$5,623,001**	**$7,541,863 - $8,782,961**	**$15,649,354 - $16,640,495**

E. Health Implications

There are no known significant health implications. Changes to the County health insurance plans include provisions for promoting healthy outcomes and ensuring sustainable, affordable healthcare for employees.

F. Analysis

The County strives for consistency among employees. The County's eight bargaining units received compensation adjustments as part of their respective contracts.

The project to shift the classification system for non-represented employees from the prior Decision Band Method (DBM) of classification to the new Comparable Classification Criteria (C3) methodology required that a new salary plan be put in place for non-represented classifications. The salary plan that was in place prior to the implementation of the C3 classification methodology, approved by the Board in January of 2024, was heavily tied to the DBM classification methodology. When approving the non-represented classifications created with the C3 methodology, the Board approved an interim salary plan. The salary plan included in this recommendation is the revised salary plan, the final step in the project, and includes even spacing between grades, even spacing between steps within a grade, and a range spread of 37% which is more consistent with Lane County's bargaining units and with comparator counties.

To determine which grade to assign to each classification, Lane County staff completed a market study for non-represented classifications. This method consists of reviewing comparator data for appropriate market matches from five designated comparator counties: Clackamas, Deschutes, Jackson, Marion, and Washington. In addition, the value of benefits such as health insurance, retirement contributions, and time management accrual was included in the analysis to allow for a

comparison of total compensation.

Classifications were then placed in grades that put them within +/- 5% of the comparator average. This is the same methodology used for represented employees. Classifications where there was insufficient market data to assign a grade based on comparator average were assigned a grade based on internal job family or level relationships.

Grade placements were reviewed for compression, which is when the grade for a supervisory classification is lower or very close to the grade for a direct report classification. If compression was present, the grade assignment was adjusted to eliminate the compression. As a note, there are a few situations where compression remains and is not considered a concern, primarily when a direct report has specialized skills or licensure that may not be possessed by the supervisor, an example being when a medical provider is reporting to a non-medical provider supervisor.

59 of the non-represented classifications were found to be aligned with the comparator average compensation; the grade on which these classifications were placed was similar to the grade the classifications are currently on, with differences due only to the shift to the new salary plan. 51 classifications are receiving market adjustments of between 2% and 6% to bring the assigned grade to within +/- 5% of the comparator average. 20 classifications were severely misaligned with market averages and are being assigned a grade that is between 6% and 16% higher than the current grade in order to bring them within +/-5%.

Non-represented employees will be placed on a step within the grade assigned to their classification based on an equal pay analysis, determined by their education, experience, and seniority at the County, using consistent criteria as required by the Oregon Equal Pay Act. In no event will an employee be placed on a step which results in a reduction in pay.

The salary plan was then adjusted by 4.3% to provide a 4.3% cost of living adjustment (COLA). The 4.3% COLA is based on the CPI-U West Region (Annual Average) percentage for calendar year 2023. This methodology and COLA is consistent with what was negotiated with AFSCME General, AFSCME Nurses, Federation of Oregon Parole & Probation Officers, and Prosecuting Attorneys Association in 2024. Additional COLAs are proposed for January of 2026 and January of 2027, to be determined using the CPI-U West Region in the same methodology that was included for represented employees in contracts bargained in 2024, with the one difference being that represented employees receive COLAs in July while non-represented employees will receive COLAs in January.

The changes to the health insurance plans will provide more stability to the County's health care costs in the future. The changes applied for non-represented employees is consistent with what was negotiated with represented groups in

contracts bargained in 2024.

G. Alternatives/Options

1. Approve the recommended changes to adjust non-represented staff compensation effective the first full pay period following January 1, 2025, and provide cost of living adjustments in January of 2026 and 2027 with health insurance plan changes effective in January of 2026.
2. Request that staff return with an alternative proposal for compensation adjustments and health insurance plan changes for non-represented staff.
3. Reject the changes to non-represented staff compensation and health insurance plans.

IV. RECOMMENDATION

The County Administrator and Human Resources staff recommend approval of the proposed salary plan and adjustments to non-represented employee compensation and health insurance plans.

V. TIMING/IMPLEMENTATION

Following Board action, County staff will move to implement the salary plan and compensation adjustments with an effective date of the first full pay period following January 1, 2025. County staff will implement the health insurance plan changes with an effective date of January 1, 2026. Any necessary budget adjustments will occur in a future FY 24-25 supplemental budget.

VI. FOLLOW-UP

Human Resources staff will conduct a market study for non-represented employees again in 2027, consistent with the three-year cycle of market reviews used for represented groups as part of contract negotiations.

VII. ATTACHMENTS

A. Classification List with Grade Assignments
B. Non-Represented Salary Plan
C. Health Insurance Plan Changes Summary
D. Board Order

Job Code	Full Job Title	Grade		Min	Max
P001	Budget Analyst	32		$ 36.40	$ 49.82
P002	Budget Analyst, Sr.	36		$ 39.37	$ 53.89
P004	Budget Manager	55		$ 57.10	$ 78.14
P011	Executive Assistant	22		$ 29.92	$ 40.95
P012	Board Coordinator	30		$ 35.00	$ 47.90
P021	Financial Analyst	30		$ 35.00	$ 47.90
P022	Financial Analyst, Sr.	34		$ 37.86	$ 51.82
P023	Financial Services Supervisor	40		$ 42.59	$ 58.29
P024	Administrative Supervisor	40		$ 42.59	$ 58.29
P025	County Finance Manager	55		$ 57.10	$ 78.14
P026	Finance & Admin Manager	45		$ 46.94	$ 64.24
P027	Finance & Admin Principal Manager	52		$ 53.89	$ 73.78
P031	Grants & Contracts Analyst	30		$ 35.00	$ 47.90
P032	Grants & Contracts Analyst, Sr.	34		$ 37.86	$ 51.82
P051	Behavioral Health Clinical Supervisor	41		$ 43.40	$ 59.39
P052	LaneCare Supervisor	41		$ 43.40	$ 59.39
P054	Behavioral Health Systems Principal Manager	52		$ 53.89	$ 73.78
P055	Behavioral Health Manager	48		$ 49.82	$ 68.21
P056	Child Psychiatrist	88		$ 109.20	$ 149.46
P057	Psychiatrist	86		$ 105.00	$ 143.71
P059	Behavioral Health Principal Manager	56		$ 58.29	$ 79.80
P061	Clinic Services Supervisor	40		$ 42.59	$ 58.29
P062	Nursing Supervisor	43		$ 45.13	$ 61.77
P063	Nursing Manager	50		$ 51.82	$ 70.94
P071	Clinical Pharmacist	63		$ 66.80	$ 91.42
P072	Clinical Pharmacist Supervisor	68		$ 73.78	$ 100.96
P081	Associate Medical Director (Non-Rep)	85		$ 102.84	$ 140.74
P082	Medical Director- Behavioral Health	91		$ 115.68	$ 158.32
P083	Medical Director- Primary Care	89		$ 111.23	$ 152.23
P092	Medical Director - Dental	79		$ 91.42	$ 125.12
P101	Epidemiologist	33		$ 37.10	$ 50.76
P102	Public Health Supervisor	40		$ 42.59	$ 58.29
P103	Public Health Nursing Supervisor	43		$ 45.13	$ 61.77
P104	County Health Officer	93		$ 120.31	$ 164.65
P121	Victim Services Supervisor	29		$ 34.29	$ 46.94
P125	Developmental Disabilities Supervisor	41		$ 43.40	$ 59.39
P130	Human Services Supervisor	37		$ 40.12	$ 54.90
P131	Health & Human Services Manager	48		$ 49.82	$ 68.21
P132	Health & Human Services Principal Manager	54		$ 56.05	$ 76.73
P133	Health & Human Services Director	68		$ 73.78	$ 100.96
P180	Data & Analytics Analyst	32		$ 36.40	$ 49.82
P181	Data & Analytics Analyst, Sr.	36		$ 39.37	$ 53.89
P182	Data & Analytics Supervisor	41		$ 43.40	$ 59.39
P190	Quality & Compliance Analyst	30		$ 35.00	$ 47.90
P191	Quality & Compliance Analyst, Sr.	34		$ 37.86	$ 51.82
P192	Quality & Compliance Supervisor	40		$ 42.59	$ 58.29

Job Code	Full Job Title	Grade		Min	Max
P193	Quality & Compliance Manager	49		$ 50.76	$ 69.47
P200	Operational Assistant	13		$ 25.06	$ 34.29
P201	Operational Associate	21		$ 29.32	$ 40.12
P202	Operational Analyst	30		$ 35.00	$ 47.90
P203	Operational Analyst, Sr.	34		$ 37.86	$ 51.82
P204	Operational Supervisor	37		$ 40.12	$ 54.90
P205	Operational Support Supervisor	29		$ 34.29	$ 46.94
P206	Operational Manager	39		$ 41.73	$ 57.10
P209	Chief of Staff	47		$ 48.81	$ 66.80
P210	Business Operations Assistant	13		$ 25.06	$ 34.29
P211	Business Operations Specialist	21		$ 29.32	$ 40.12
P213	Business Operations Analyst, Sr.	35		$ 38.58	$ 52.80
P214	Business Operations Supervisor	37		$ 40.12	$ 54.90
P217	Chief Operations Officer	66		$ 70.94	$ 97.08
P219	Assistant Department Director	61		$ 64.24	$ 87.90
P221	Public Information Supervisor	35		$ 38.58	$ 52.80
P222	Public Information Officer	42		$ 44.29	$ 60.63
P230	Workers Comp Analyst	31		$ 35.67	$ 48.81
P240	Human Resources Assistant	13		$ 25.06	$ 34.29
P241	Human Resources Specialist	21		$ 29.32	$ 40.12
P243	Human Resources Analyst	34		$ 37.86	$ 51.82
P244	Human Resources Analyst, Sr.	38		$ 40.95	$ 56.05
P245	Human Resources Business Partner	38		$ 40.95	$ 56.05
P246	Human Resources Supervisor	40		$ 42.59	$ 58.29
P247	Human Resources Manager	47		$ 48.81	$ 66.80
P249	Chief Human Resources Officer	66		$ 70.94	$ 97.08
P252	Events Supervisor	29		$ 34.29	$ 46.94
P280	Capital Projects Coordinator	33		$ 37.10	$ 50.76
P281	Facilities Supervisor	36		$ 39.37	$ 53.89
P282	Capital Planning Supervisor	39		$ 41.73	$ 57.10
P283	Capital Planning & Facilities Manager	48		$ 49.82	$ 68.21
P300	Sergeant	42		$ 44.29	$ 60.63
P301	Lieutenant	51		$ 52.80	$ 72.25
P302	Captain	56		$ 58.29	$ 79.80
P303	Chief Deputy Sheriff	62		$ 65.58	$ 89.76
P311	Search & Rescue Coordinator	38		$ 40.95	$ 56.05
P313	Search & Rescue Manager	51		$ 52.80	$ 72.25
P321	Public Safety Support Supervisor	37		$ 40.12	$ 54.90
P322	Public Safety Support Manager	45		$ 46.94	$ 64.24
P330	Investigator	38		$ 40.95	$ 56.05
P331	Investigations Supervisor	43		$ 45.13	$ 61.77
P342	Medical Legal Death Investigation Supervisor	38		$ 40.95	$ 56.05
P370	Paralegal (County Counsel)	24		$ 31.12	$ 42.59
P373	Assistant County Counsel 1	44		$ 46.06	$ 63.06
P374	Assistant County Counsel 2	52		$ 53.89	$ 73.78
P375	Assistant County Counsel 3	58		$ 60.63	$ 82.99

Job Code	Full Job Title	Grade		Min	Max
P376	Assistant County Counsel Sr	63		$ 66.80	$ 91.42
P383	Legal Support Supervisor	29		$ 34.29	$ 46.94
P384	Mediation Supervisor	40		$ 42.59	$ 58.29
P401	Information Technology Supervisor	43		$ 45.13	$ 61.77
P403	Information Technology Manager	52		$ 53.89	$ 73.78
P406	Chief Information Officer	66		$ 70.94	$ 97.08
P410	Radio System Coordinator	42		$ 44.29	$ 60.63
P450	Fee Collection Supervisor	35		$ 38.58	$ 52.80
P455	Public Works Superintendent	47		$ 48.81	$ 66.80
P456	Public Works Manager	48		$ 49.82	$ 68.21
P457	Public Works Principal Manager	54		$ 56.05	$ 76.73
P458	Public Works Director	66		$ 70.94	$ 97.08
P463	Planning Supervisor	39		$ 41.73	$ 57.10
P464	Building Supervisor	41		$ 43.40	$ 59.39
P501	Youth Services Supervisor	39		$ 41.73	$ 57.10
P502	Parole & Probation Supervisor	42		$ 44.29	$ 60.63
P503	Community Justice Manager	47		$ 48.81	$ 66.80
P504, P504PF	Community Justice Principal Manager	54		$ 56.05	$ 76.73
P505	Food & Nutrition Supervisor	29		$ 34.29	$ 46.94
P533	Assessment & Taxation Supervisor	35		$ 38.58	$ 52.80
P534	Assessment & Taxation Manager	47		$ 48.81	$ 66.80
P555	Chief Deputy District Attorney	69		$ 75.14	$ 102.84
P581	County Performance Auditor	53		$ 54.90	$ 75.14
P582	Law Librarian	29		$ 34.29	$ 46.94
P583	Intergovernmental Relations Officer	50		$ 51.82	$ 70.94
P584	Elections & Recording Supervisor	36		$ 39.37	$ 53.89
P585	Elections & Recording Manager	45		$ 46.94	$ 64.24
P586	Elections & Recording Principal Manager	52		$ 53.89	$ 73.78
P591	Emergency Coordinator	33		$ 37.10	$ 50.76
P593	Emergency Manager	49		$ 50.76	$ 69.47
P602	Specialized Program Analyst	29		$ 34.29	$ 46.94
P603	Specialized Program Analyst, Sr.	33		$ 37.10	$ 50.76
P604	Program Management Coordinator	40		$ 42.59	$ 58.29
P607	County Program Manager	45		$ 46.94	$ 64.24
P608	County Program Officer	45		$ 46.94	$ 64.24
P609	Specialized Program Supervisor	35		$ 38.58	$ 52.80
P610	Policy Director	62		$ 65.58	$ 89.76
V012	Assistant County Administrator	71		$ 78.14	$ 106.95

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
1	$ 19.82	$ 20.61	$ 21.43	$ 22.29	$ 23.18	$ 24.10	$ 25.06	$ 26.06	$ 27.11
2	$ 20.21	$ 21.03	$ 21.87	$ 22.75	$ 23.66	$ 24.60	$ 25.58	$ 26.61	$ 27.67
3	$ 20.61	$ 21.43	$ 22.29	$ 23.18	$ 24.10	$ 25.06	$ 26.06	$ 27.11	$ 28.19
4	$ 21.03	$ 21.87	$ 22.75	$ 23.66	$ 24.60	$ 25.58	$ 26.61	$ 27.67	$ 28.78
5	$ 21.43	$ 22.29	$ 23.18	$ 24.10	$ 25.06	$ 26.06	$ 27.11	$ 28.19	$ 29.32
6	$ 21.87	$ 22.75	$ 23.66	$ 24.60	$ 25.58	$ 26.61	$ 27.67	$ 28.78	$ 29.92
7	$ 22.29	$ 23.18	$ 24.10	$ 25.06	$ 26.06	$ 27.11	$ 28.19	$ 29.32	$ 30.49
8	$ 22.75	$ 23.66	$ 24.60	$ 25.58	$ 26.61	$ 27.67	$ 28.78	$ 29.92	$ 31.12
9	$ 23.18	$ 24.10	$ 25.06	$ 26.06	$ 27.11	$ 28.19	$ 29.32	$ 30.49	$ 31.71
10	$ 23.66	$ 24.60	$ 25.58	$ 26.61	$ 27.67	$ 28.78	$ 29.92	$ 31.12	$ 32.36
11	$ 24.10	$ 25.06	$ 26.06	$ 27.11	$ 28.19	$ 29.32	$ 30.49	$ 31.71	$ 32.98
12	$ 24.60	$ 25.58	$ 26.61	$ 27.67	$ 28.78	$ 29.92	$ 31.12	$ 32.36	$ 33.66
13	$ 25.06	$ 26.06	$ 27.11	$ 28.19	$ 29.32	$ 30.49	$ 31.71	$ 32.98	$ 34.29
14	$ 25.58	$ 26.61	$ 27.67	$ 28.78	$ 29.92	$ 31.12	$ 32.36	$ 33.66	$ 35.00
15	$ 26.06	$ 27.11	$ 28.19	$ 29.32	$ 30.49	$ 31.71	$ 32.98	$ 34.29	$ 35.67
16	$ 26.61	$ 27.67	$ 28.78	$ 29.92	$ 31.12	$ 32.36	$ 33.66	$ 35.00	$ 36.40
17	$ 27.11	$ 28.19	$ 29.32	$ 30.49	$ 31.71	$ 32.98	$ 34.29	$ 35.67	$ 37.10
18	$ 27.67	$ 28.78	$ 29.92	$ 31.12	$ 32.36	$ 33.66	$ 35.00	$ 36.40	$ 37.86
19	$ 28.19	$ 29.32	$ 30.49	$ 31.71	$ 32.98	$ 34.29	$ 35.67	$ 37.10	$ 38.58
20	$ 28.78	$ 29.92	$ 31.12	$ 32.36	$ 33.66	$ 35.00	$ 36.40	$ 37.86	$ 39.37
21	$ 29.32	$ 30.49	$ 31.71	$ 32.98	$ 34.29	$ 35.67	$ 37.10	$ 38.58	$ 40.12
22	$ 29.92	$ 31.12	$ 32.36	$ 33.66	$ 35.00	$ 36.40	$ 37.86	$ 39.37	$ 40.95
23	$ 30.49	$ 31.71	$ 32.98	$ 34.29	$ 35.67	$ 37.10	$ 38.58	$ 40.12	$ 41.73
24	$ 31.12	$ 32.36	$ 33.66	$ 35.00	$ 36.40	$ 37.86	$ 39.37	$ 40.95	$ 42.59
25	$ 31.71	$ 32.98	$ 34.29	$ 35.67	$ 37.10	$ 38.58	$ 40.12	$ 41.73	$ 43.40
26	$ 32.36	$ 33.66	$ 35.00	$ 36.40	$ 37.86	$ 39.37	$ 40.95	$ 42.59	$ 44.29
27	$ 32.98	$ 34.29	$ 35.67	$ 37.10	$ 38.58	$ 40.12	$ 41.73	$ 43.40	$ 45.13
28	$ 33.66	$ 35.00	$ 36.40	$ 37.86	$ 39.37	$ 40.95	$ 42.59	$ 44.29	$ 46.06
29	$ 34.29	$ 35.67	$ 37.10	$ 38.58	$ 40.12	$ 41.73	$ 43.40	$ 45.13	$ 46.94
30	$ 35.00	$ 36.40	$ 37.86	$ 39.37	$ 40.95	$ 42.59	$ 44.29	$ 46.06	$ 47.90
31	$ 35.67	$ 37.10	$ 38.58	$ 40.12	$ 41.73	$ 43.40	$ 45.13	$ 46.94	$ 48.81
32	$ 36.40	$ 37.86	$ 39.37	$ 40.95	$ 42.59	$ 44.29	$ 46.06	$ 47.90	$ 49.82
33	$ 37.10	$ 38.58	$ 40.12	$ 41.73	$ 43.40	$ 45.13	$ 46.94	$ 48.81	$ 50.76
34	$ 37.86	$ 39.37	$ 40.95	$ 42.59	$ 44.29	$ 46.06	$ 47.90	$ 49.82	$ 51.82
35	$ 38.58	$ 40.12	$ 41.73	$ 43.40	$ 45.13	$ 46.94	$ 48.81	$ 50.76	$ 52.80
36	$ 39.37	$ 40.95	$ 42.59	$ 44.29	$ 46.06	$ 47.90	$ 49.82	$ 51.82	$ 53.89
37	$ 40.12	$ 41.73	$ 43.40	$ 45.13	$ 46.94	$ 48.81	$ 50.76	$ 52.80	$ 54.90
38	$ 40.95	$ 42.59	$ 44.29	$ 46.06	$ 47.90	$ 49.82	$ 51.82	$ 53.89	$ 56.05
39	$ 41.73	$ 43.40	$ 45.13	$ 46.94	$ 48.81	$ 50.76	$ 52.80	$ 54.90	$ 57.10
40	$ 42.59	$ 44.29	$ 46.06	$ 47.90	$ 49.82	$ 51.82	$ 53.89	$ 56.05	$ 58.29
41	$ 43.40	$ 45.13	$ 46.94	$ 48.81	$ 50.76	$ 52.80	$ 54.90	$ 57.10	$ 59.39
42	$ 44.29	$ 46.06	$ 47.90	$ 49.82	$ 51.82	$ 53.89	$ 56.05	$ 58.29	$ 60.63
43	$ 45.13	$ 46.94	$ 48.81	$ 50.76	$ 52.80	$ 54.90	$ 57.10	$ 59.39	$ 61.77
44	$ 46.06	$ 47.90	$ 49.82	$ 51.82	$ 53.89	$ 56.05	$ 58.29	$ 60.63	$ 63.06
45	$ 46.94	$ 48.81	$ 50.76	$ 52.80	$ 54.90	$ 57.10	$ 59.39	$ 61.77	$ 64.24
46	$ 47.90	$ 49.82	$ 51.82	$ 53.89	$ 56.05	$ 58.29	$ 60.63	$ 63.06	$ 65.58

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
47	$ 48.81	$ 50.76	$ 52.80	$ 54.90	$ 57.10	$ 59.39	$ 61.77	$ 64.24	$ 66.80
48	$ 49.82	$ 51.82	$ 53.89	$ 56.05	$ 58.29	$ 60.63	$ 63.06	$ 65.58	$ 68.21
49	$ 50.76	$ 52.80	$ 54.90	$ 57.10	$ 59.39	$ 61.77	$ 64.24	$ 66.80	$ 69.47
50	$ 51.82	$ 53.89	$ 56.05	$ 58.29	$ 60.63	$ 63.06	$ 65.58	$ 68.21	$ 70.94
51	$ 52.80	$ 54.90	$ 57.10	$ 59.39	$ 61.77	$ 64.24	$ 66.80	$ 69.47	$ 72.25
52	$ 53.89	$ 56.05	$ 58.29	$ 60.63	$ 63.06	$ 65.58	$ 68.21	$ 70.94	$ 73.78
53	$ 54.90	$ 57.10	$ 59.39	$ 61.77	$ 64.24	$ 66.80	$ 69.47	$ 72.25	$ 75.14
54	$ 56.05	$ 58.29	$ 60.63	$ 63.06	$ 65.58	$ 68.21	$ 70.94	$ 73.78	$ 76.73
55	$ 57.10	$ 59.39	$ 61.77	$ 64.24	$ 66.80	$ 69.47	$ 72.25	$ 75.14	$ 78.14
56	$ 58.29	$ 60.63	$ 63.06	$ 65.58	$ 68.21	$ 70.94	$ 73.78	$ 76.73	$ 79.80
57	$ 59.39	$ 61.77	$ 64.24	$ 66.80	$ 69.47	$ 72.25	$ 75.14	$ 78.14	$ 81.27
58	$ 60.63	$ 63.06	$ 65.58	$ 68.21	$ 70.94	$ 73.78	$ 76.73	$ 79.80	$ 82.99
59	$ 61.77	$ 64.24	$ 66.80	$ 69.47	$ 72.25	$ 75.14	$ 78.14	$ 81.27	$ 84.52
60	$ 63.06	$ 65.58	$ 68.21	$ 70.94	$ 73.78	$ 76.73	$ 79.80	$ 82.99	$ 86.31
61	$ 64.24	$ 66.80	$ 69.47	$ 72.25	$ 75.14	$ 78.14	$ 81.27	$ 84.52	$ 87.90
62	$ 65.58	$ 68.21	$ 70.94	$ 73.78	$ 76.73	$ 79.80	$ 82.99	$ 86.31	$ 89.76
63	$ 66.80	$ 69.47	$ 72.25	$ 75.14	$ 78.14	$ 81.27	$ 84.52	$ 87.90	$ 91.42
64	$ 68.21	$ 70.94	$ 73.78	$ 76.73	$ 79.80	$ 82.99	$ 86.31	$ 89.76	$ 93.35
65	$ 69.47	$ 72.25	$ 75.14	$ 78.14	$ 81.27	$ 84.52	$ 87.90	$ 91.42	$ 95.08
66	$ 70.94	$ 73.78	$ 76.73	$ 79.80	$ 82.99	$ 86.31	$ 89.76	$ 93.35	$ 97.08
67	$ 72.25	$ 75.14	$ 78.14	$ 81.27	$ 84.52	$ 87.90	$ 91.42	$ 95.08	$ 98.89
68	$ 73.78	$ 76.73	$ 79.80	$ 82.99	$ 86.31	$ 89.76	$ 93.35	$ 97.08	$ 100.96
69	$ 75.14	$ 78.14	$ 81.27	$ 84.52	$ 87.90	$ 91.42	$ 95.08	$ 98.89	$ 102.84
70	$ 76.73	$ 79.80	$ 82.99	$ 86.31	$ 89.76	$ 93.35	$ 97.08	$ 100.96	$ 105.00
71	$ 78.14	$ 81.27	$ 84.52	$ 87.90	$ 91.42	$ 95.08	$ 98.89	$ 102.84	$ 106.95
72	$ 79.80	$ 82.99	$ 86.31	$ 89.76	$ 93.35	$ 97.08	$ 100.96	$ 105.00	$ 109.20
73	$ 81.27	$ 84.52	$ 87.90	$ 91.42	$ 95.08	$ 98.89	$ 102.84	$ 106.95	$ 111.23
74	$ 82.99	$ 86.31	$ 89.76	$ 93.35	$ 97.08	$ 100.96	$ 105.00	$ 109.20	$ 113.57
75	$ 84.52	$ 87.90	$ 91.42	$ 95.08	$ 98.89	$ 102.84	$ 106.95	$ 111.23	$ 115.68
76	$ 86.31	$ 89.76	$ 93.35	$ 97.08	$ 100.96	$ 105.00	$ 109.20	$ 113.57	$ 118.12
77	$ 87.90	$ 91.42	$ 95.08	$ 98.89	$ 102.84	$ 106.95	$ 111.23	$ 115.68	$ 120.31
78	$ 89.76	$ 93.35	$ 97.08	$ 100.96	$ 105.00	$ 109.20	$ 113.57	$ 118.12	$ 122.84
79	$ 91.42	$ 95.08	$ 98.89	$ 102.84	$ 106.95	$ 111.23	$ 115.68	$ 120.31	$ 125.12
80	$ 93.35	$ 97.08	$ 100.96	$ 105.00	$ 109.20	$ 113.57	$ 118.12	$ 122.84	$ 127.76
81	$ 95.08	$ 98.89	$ 102.84	$ 106.95	$ 111.23	$ 115.68	$ 120.31	$ 125.12	$ 130.12
82	$ 97.08	$ 100.96	$ 105.00	$ 109.20	$ 113.57	$ 118.12	$ 122.84	$ 127.76	$ 132.87
83	$ 98.89	$ 102.84	$ 106.95	$ 111.23	$ 115.68	$ 120.31	$ 125.12	$ 130.12	$ 135.33
84	$ 100.96	$ 105.00	$ 109.20	$ 113.57	$ 118.12	$ 122.84	$ 127.76	$ 132.87	$ 138.19
85	$ 102.84	$ 106.95	$ 111.23	$ 115.68	$ 120.31	$ 125.12	$ 130.12	$ 135.33	$ 140.74
86	$ 105.00	$ 109.20	$ 113.57	$ 118.12	$ 122.84	$ 127.76	$ 132.87	$ 138.19	$ 143.71
87	$ 106.95	$ 111.23	$ 115.68	$ 120.31	$ 125.12	$ 130.12	$ 135.33	$ 140.74	$ 146.37
88	$ 109.20	$ 113.57	$ 118.12	$ 122.84	$ 127.76	$ 132.87	$ 138.19	$ 143.71	$ 149.46
89	$ 111.23	$ 115.68	$ 120.31	$ 125.12	$ 130.12	$ 135.33	$ 140.74	$ 146.37	$ 152.23
90	$ 113.57	$ 118.12	$ 122.84	$ 127.76	$ 132.87	$ 138.19	$ 143.71	$ 149.46	$ 155.44
91	$ 115.68	$ 120.31	$ 125.12	$ 130.12	$ 135.33	$ 140.74	$ 146.37	$ 152.23	$ 158.32
92	$ 118.12	$ 122.84	$ 127.76	$ 132.87	$ 138.19	$ 143.71	$ 149.46	$ 155.44	$ 161.65

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
93	$ 120.31	$ 125.12	$ 130.12	$ 135.33	$ 140.74	$ 146.37	$ 152.23	$ 158.32	$ 164.65
94	$ 122.84	$ 127.76	$ 132.87	$ 138.19	$ 143.71	$ 149.46	$ 155.44	$ 161.65	$ 168.12
95	$ 125.12	$ 130.12	$ 135.33	$ 140.74	$ 146.37	$ 152.23	$ 158.32	$ 164.65	$ 171.23
96	$ 127.76	$ 132.87	$ 138.19	$ 143.71	$ 149.46	$ 155.44	$ 161.65	$ 168.12	$ 174.85
97	$ 130.12	$ 135.33	$ 140.74	$ 146.37	$ 152.23	$ 158.32	$ 164.65	$ 171.23	$ 178.08
98	$ 132.87	$ 138.19	$ 143.71	$ 149.46	$ 155.44	$ 161.65	$ 168.12	$ 174.85	$ 181.85
99	$ 135.33	$ 140.74	$ 146.37	$ 152.23	$ 158.32	$ 164.65	$ 171.23	$ 178.08	$ 185.21

Non-Represented Health Plan Comparison 1/1/2026

ELIGIBILITY:

- Eligible non-represented employees, retirees and COBRA participants hired **on or before December 31, 2015** may choose between the HDHP, Plus and Co-Pay Plan.
- Eligible non-represented employees, retirees and COBRA participants hired **on or after January 1, 2016** may choose between the HDHP and Plus Plan.
- All employees who enroll in the HDHP can choose between a Health Savings Account (HSA) and an HRA-VEBA for the County Contribution.

SERVICE	HIGH DEDUCTIBLE HEALTH PLAN (HDHP)		PLUS PLAN		CO-PAY PLAN	
	PARTICIPATING PROVIDER	OUT OF NETWORK	PARTICIPATING PROVIDER	OUT OF NETWORK	PARTICIPATING PROVIDER	OUT OF NETWORK
Annual Deductible Single / Family	$2,000 / $4,000		$250 / $750		None	
Out-of-Pocket Limit Single / Family	$4,000 / $8,000		$3,000 / $6,000		$3,000 / $6,000	
HEALTH SAVINGS ACCOUNT (HSA) or HRA-VEBA funded by Lane County for eligible employees & retirees (not COBRA)	$1,600 / $3200 $2,000/$4,000 with completion of Live Well Credit		N/A		N/A	
PREVENTIVE SERVICES						
Well baby care	No charge*	Deductible then 40%	No charge*	Deductible then 50%	No charge	50%
Routine/annual exams	No charge*	Deductible then 40%	No charge*	Deductible then 50%	No charge	50%
Immunizations	No charge*	Deductible then 40%	No charge*	Deductible then 50%	No charge	50%
PROFESSIONAL SERVICES						
Primary Care Office visits	Deductible then 20%	Deductible then 40%	$25 co-pay*	Deductible then 50%	$35 co-pay	50%
Specialist Office visits	Deductible then 20%	Deductible then 40%	$35 co-pay	Deductible then 50%	$50 co-pay	50%
Surgery	Deductible then 20%	Deductible then 40%	Deductible then 20%	Deductible then 50%	$35 co-pay	50%
Urgent care office visits	Deductible then 20%	Deductible then 40%	$25 co-pay*	Deductible then 50%	$35 co-pay	50%
HOSPITAL SERVICES						
Inpatient room and board	Deductible then 20%	Deductible then 40%	Deductible then 20%	Deductible then 50%	$250 co-pay per day ^	50% ^
Inpatient rehabilitation	Deductible then 20%	Deductible then 40%	Deductible then 20%	Deductible then 50%	$250 co-pay per day ^	50% ^
Skilled nursing facility care	Deductible then 20%	Deductible then 40%	Deductible then 20%	Deductible then 50%	$250 co-pay per day ^	50% ^
Emergency room visits (true emergency)	Deductible then 20%	Deductible then 20%	$250 co-pay* ^	Deductible then 50% ^	$250 co-pay per day ^	50% ^
OUTPATIENT SERVICES						
Outpatient surgery facility fee	Deductible then 20%	Deductible then 40%	Deductible then 20%	Deductible then 50%	$250 co-pay	50%
Advanced diagnostic imaging	Deductible then 20%	Deductible then 40%	Deductible then 20%	Deductible then 50%	20%	50%
Diagnostic and therapeutic radiology and lab	Deductible then 20%	Deductible then 40%	No charge up to the first $500* then deductible then 20% co-insurance	Deductible then 50%	No charge	50%
OTHER COVERED SERVICES						
Durable medical equipment	Deductible then 20%	Deductible then 40%	Deductible then 20%	Deductible then 50%	20%	20%
Alternative care (includes chiropractic and acupuncture – excludes massage)	Deductible then 20% (up to a maximum of $500/year)	Deductible then 40% (up to a maximum of $500/year)	$25 co-pay* (up to a maximum of $500/year)	Deductible then 50% (up to a maximum of $500/year)	$35 co-pay (up to a maximum of $500/year)	50% (up to a maximum of $500/year)
Routine eye exam (active employees only)**	$15 co-pay*	30%*	$15 co-pay*	30%*	$15 co-pay*	30%*

This is just a summary of benefits, and the plan documents govern. Please consult your PacificSource Member Handbook or contact 541-684-5582 for more information.

*Not subject to annual deductible.

^Co-Pay Plan: Co-pay subject to 5 day max. Co-pay waived if admitted to hospital. For emergency medical conditions, out of network providers are paid at the participating provider level.

^Plus Plan: Co-pay applies to emergency room physician and facility charges only. Co-pay waived if admitted to hospital.

**One eye exam every 24 months for adults, one eye exam every 12 months for children 18 or younger. LCPOA members receive two exams every 12 months regardless of age. Retiree plans exclude eye exam.

Prescription Comparison 1/1/2026

HIGH DEDUCTIBLE HEALTH PLAN*	Tier 1	Tier 2	Tier 3
Participating Retail Pharmacy ^			
Up to a 90 day supply	20% co-insurance	20% co-insurance	20% co-insurance
Participating Mail Order Service			
Up to a 90 day supply	20% co-insurance	20% co-insurance	20% co-insurance
Non-participating Pharmacy			
Regardless of tier or day(s) supply	50% co-insurance		
Specialty Drugs – Participating Specialty Pharmacy			
Up to a 30 day supply	20% co-insurance		
Specialty Drugs – Not filled through Participating Specialty Pharmacy			
Regardless of tier or day(s) supply	50% co-insurance		

PLUS & CO-PAY PLANS*	Tier 1	Tier 2	Tier 3
Participating Retail Pharmacy ^			
Up to a 30 day supply	$15 co-pay	$30 co-pay	$35 co-pay
31-60 day supply	$30 co-pay	$60 co-pay	$70 co-pay
61-90 day supply	$45 co-pay	$90 co-pay	$105 co-pay
Participating Mail Order Service			
Up to a 90 day supply	$30 co-pay	$60 co-pay	$70 co-pay
Non-participating Pharmacy			
Regardless of tier or day(s) supply	50% co-insurance or retail co-pay, whichever is greater		
Specialty Drugs – Participating Specialty Pharmacy			
Up to a 30 day supply	30% co-insurance up to $100 max		
Specialty Drugs – Not filled through Participating Specialty Pharmacy			
Regardless of tier or day(s) supply	50% co-insurance or retail co-pay, whichever is greater		

Important:

- Eligible non-represented employees, retirees and COBRA participants hired **on or before December 31, 2015** may choose between the High Deductible Health, Plus and Co-Pay Plan.
- Eligible non-represented employees, retirees and COBRA participants hired **on or after January 1, 2016** may choose between the High Deductible Health Plan and Plus Plan.

^ Remember to show your PacificSource ID card each time you fill a prescription at a retail pharmacy.

All plans are subject to a generic preferred drugs. Brand name drugs will only be covered when medically required **Note:** If you receive a brand name drug when a generic is available, you will be responsible for the cost of the drug.

This is just a summary of benefits, and the plan documents govern. Please consult your PacificSource Member Handbook or contact 541-684-5582 for more information.

Health Plan Monthly Premium Comparison 1/1/2026

Employee cost per month^

Labor Agreement	Hire Date	Co-Pay Plan**	High Deductible Health Plan**	Plus Plan**
Non-represented	On or after 1/1/2016	N/A	$20/month	Employee $30/month Employee + Dependent(s) $50/month
Non-represented	On or before 12/31/2015	Employee – $50/month Employee + Dependent(s) – $70/month	$20/month	Employee $30/month Employee + Dependent(s) $50/month

^ If you and/or your spouse/domestic partner are enrolled in a Lane County medical plan and use tobacco products, you'll pay a monthly surcharge of $25/mo for employee, $25/mo for spouse/domestic partner, or $50/mo for both employee and spouse/domestic partner.
*** All eligible employees with a premium cost share who complete all parts of the "Live Well Incentive" annually will receive a $20/month credit.*

BEFORE THE BOARD OF COMMISSIONERS OF LANE COUNTY, OREGON

ORDER NO: 24-12-10-06	In the Matter of Approving Compensation Adjustments and Health Insurance Plan Changes for Non-Represented Classifications

WHEREAS, the Board of County Commissioners has current collective bargaining agreements in place with eight bargaining 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; and

WHEREAS, Human Resources has completed a comprehensive review of non-represented classifications and market compensation, and has created a compensation structure designed to meet the County's goals of attracting and retaining excellent employees; and

WHEREAS, the Classification and Compensation Plan presented in Attachments A and B include adjustments to align the compensation of non-represented classifications with market comparators as well as a 4.3% cost of living adjustment, consistent with cost of living adjustments approved for bargaining units in 2024; and

WHEREAS, the health insurance plan changes described in Attachment C is consistent with changes approved for bargaining units in 2024.

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

1. Non-represented positions shall be placed on the corresponding grade for associated classifications listed in Attachment A and the salary plan listed in Attachment B, incorporated by this reference, effective the first full pay period following January 1, 2025.

2. Affected employees shall be placed onto steps in the salary grade based on an equal pay analysis, though in no case shall this result in a decrease in pay.

3. Effective the first full pay period following January 1, 2026, non-represented employees, excluding elected officials, on the payroll on that date shall receive a COLA equivalent to the CPI-U West Region (Annual Average) percentage for calendar year 2024, by no less than two percent (2%) and no more than five percent (5%) rounded to the nearest tenth.

4. Effective the first full pay period following January 1, 2027, non-represented employees, excluding elected officials, on the payroll on that date shall receive a COLA equivalent to the CPI-U West Region (Annual Average) percentage for calendar year 2025, by no less than two percent (2%) and no more than five percent (5%) rounded to the nearest tenth.

5. Effective January 1, 2026, health insurance plans available to non-represented employees will include an increased co-pay for specialty office visits and 30% co-insurance up to $100 for specialty medications under the Co-Pay and Plus plans. All plans will be subject to generic preferred drugs, with brand name only covered when medically necessary. Employees and their spouses who use tobacco products will pay a $25/mo surcharge up to $50/mo total per household. The deductibles and out of pocket maximum will increase for all plans and employees will have the option for a fully funded deductible for the High Deductible Health Plan with participation in the Live Well Incentive Program.

ADOPTED this 10th day of December, 2024.

_____
Laurie Trieger, Chair
Lane County Board of Commissioners

Non-Rep Compensation Adjustments

Board of County Commissioners

December 10, 2024

Lane Charter Section 26
"The board of county commissioners shall maintain a system of personnel administration… in which each person… shall receive equitable compensation"

Lane Code 2.020.030

"The Board shall fix the maximum and minimum salary ranges for each classification in the classified service."

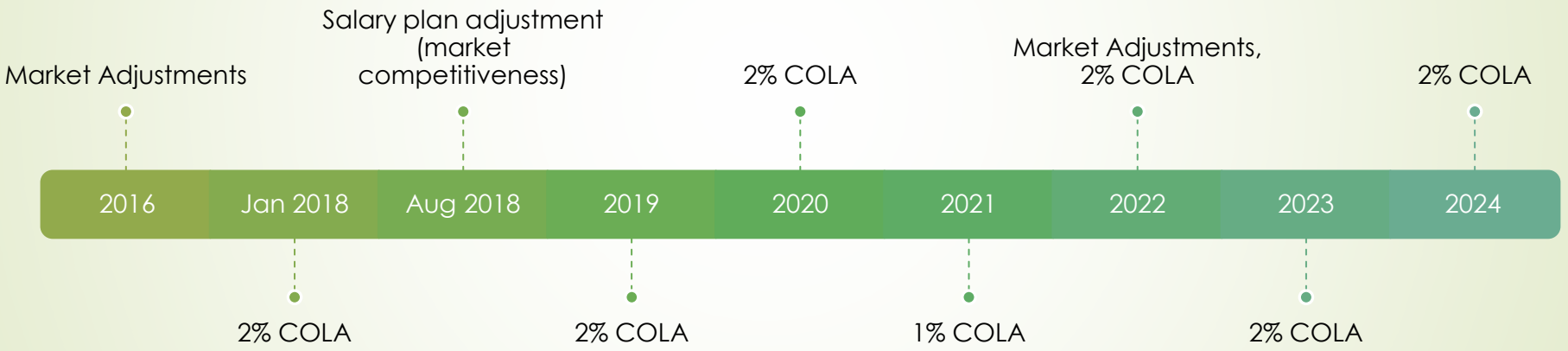
The Lane Manual 2.235 (5) (a)

"The compensation plan for County personnel will provide reasonably competitive ranges of pay for each classification of employment. The Board may make adjustments in a salary range or ranges as necessary to attract and hold competent personnel and to provide equity between the various classifications."

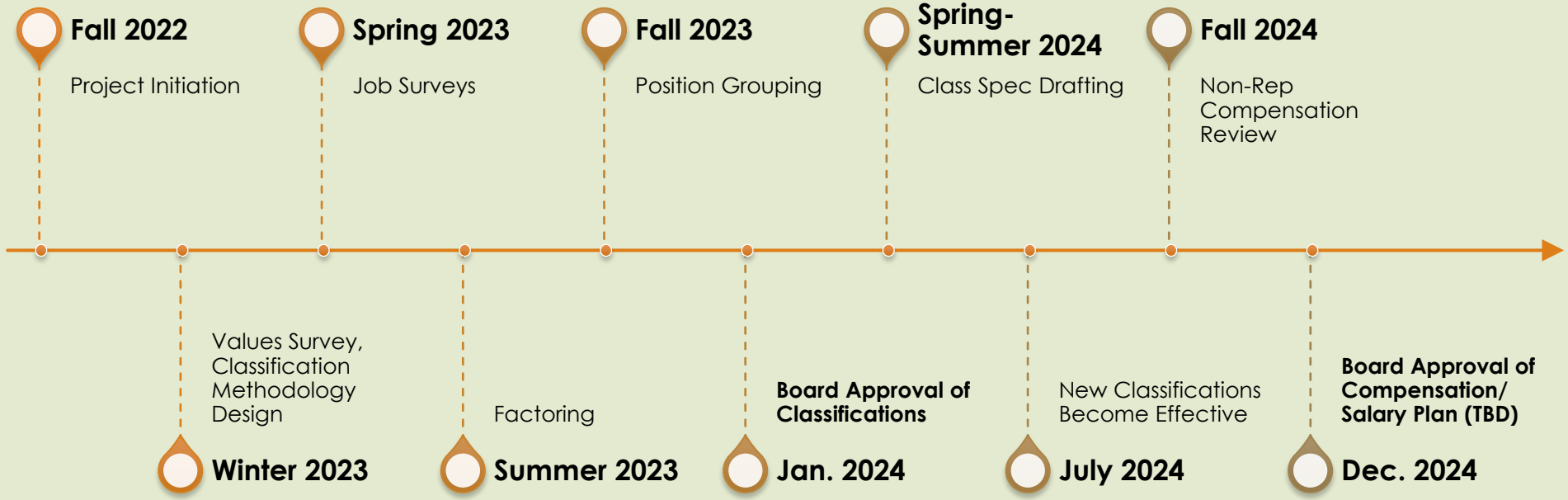
Summary of Actions

- Adopt new salary plan for non-reps (incorporates 4.3% COLA)
- Adopt grade assignments for non-rep classifications
- Adopt two future COLA adjustments for non-reps
- Adopt changes to the health insurance plans available to non-reps

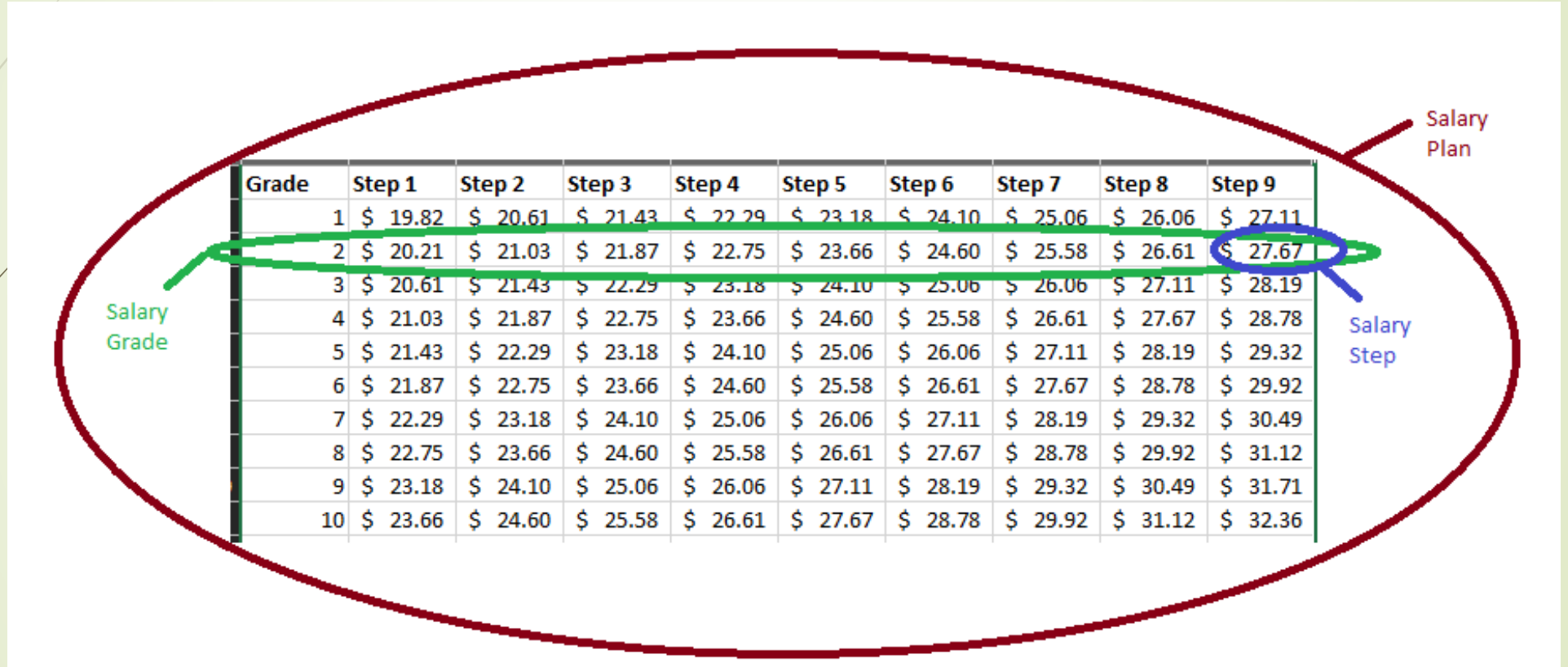
Historic Non-Rep Compensation Adjustments



Non-Rep Classification Project:



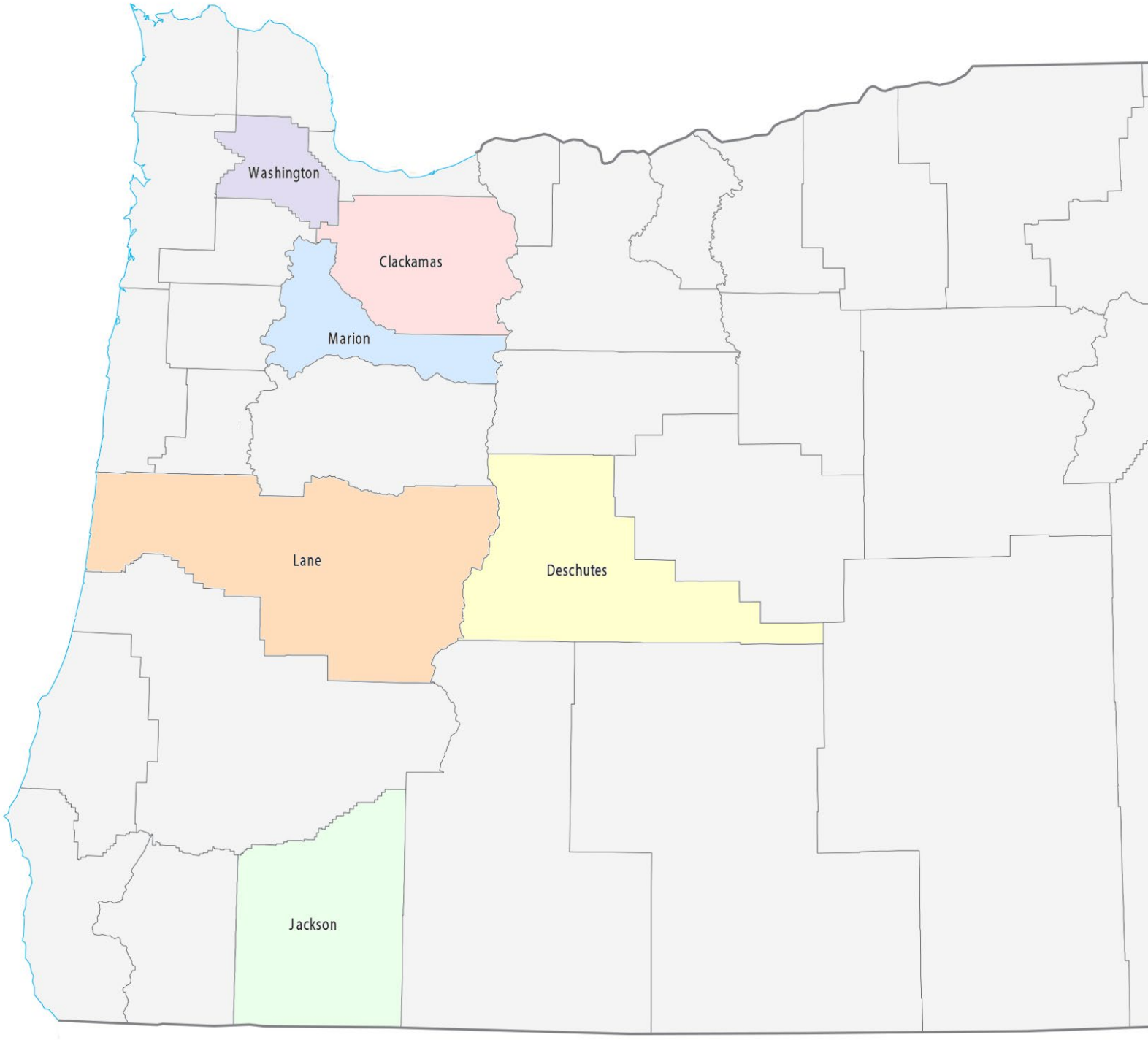
Compensation Review- Salary Plan



Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
1	$ 19.82	$ 20.61	$ 21.43	$ 22.29	$ 23.18	$ 24.10	$ 25.06	$ 26.06	$ 27.11
2	$ 20.21	$ 21.03	$ 21.87	$ 22.75	$ 23.66	$ 24.60	$ 25.58	$ 26.61	$ 27.67
3	$ 20.61	$ 21.43	$ 22.29	$ 23.18	$ 24.10	$ 25.06	$ 26.06	$ 27.11	$ 28.19
4	$ 21.03	$ 21.87	$ 22.75	$ 23.66	$ 24.60	$ 25.58	$ 26.61	$ 27.67	$ 28.78
5	$ 21.43	$ 22.29	$ 23.18	$ 24.10	$ 25.06	$ 26.06	$ 27.11	$ 28.19	$ 29.32
6	$ 21.87	$ 22.75	$ 23.66	$ 24.60	$ 25.58	$ 26.61	$ 27.67	$ 28.78	$ 29.92
7	$ 22.29	$ 23.18	$ 24.10	$ 25.06	$ 26.06	$ 27.11	$ 28.19	$ 29.32	$ 30.49
8	$ 22.75	$ 23.66	$ 24.60	$ 25.58	$ 26.61	$ 27.67	$ 28.78	$ 29.92	$ 31.12
9	$ 23.18	$ 24.10	$ 25.06	$ 26.06	$ 27.11	$ 28.19	$ 29.32	$ 30.49	$ 31.71
10	$ 23.66	$ 24.60	$ 25.58	$ 26.61	$ 27.67	$ 28.78	$ 29.92	$ 31.12	$ 32.36

Market Review

- Base wages
- Benefits
  - Retirement
  - Paid Leave
  - Health Insurance



Assigning Grade- Market Matches

Compartor County Matching Titles (Based on Duties)		Lane Title		Lane	Comp Avg
				Total Co	Total C
Clackamas	Ferry Supervisor	Ferry Operations Supervisor	Low	$28.96	$32.77
Deschutes	Water Transport Supervisor		Mid	$34.03	$38.50
Jackson	Ferry Supervisor		High	$39.10	$44.22
Marion	No Match				
Washington	Ferry Ops Supervisor				

Grade	Total Comp Midpoint	Step 1	Mid	Step 9
13	$ 34.87	$ 24.03	$ 28.46	$ 32.88
14	$ 35.60	$ 24.53	$ 29.05	$ 33.56
15	$ 36.28	$ 24.99	$ 29.60	$ 34.20
16	$ 37.04	$ 25.51	$ 30.21	$ 34.90
17	$ 37.75	$ 25.99	$ 30.78	$ 35.57
18	$ 38.54	$ 26.53	$ 31.42	$ 36.30
19	$ 39.28	$ 27.03	$ 32.01	$ 36.99
20	$ 40.09	$ 27.59	$ 32.67	$ 37.75
21	$ 40.86	$ 28.11	$ 33.29	$ 38.47
22	$ 41.71	$ 28.69	$ 33.98	$ 39.26
23	$ 42.51	$ 29.23	$ 34.62	$ 40.01

Market Adjustments

Aligned: 59 classifications

Market Adjustment: 71 classifications

Classifications Receiving Market Adjustments				
	No Market	2%-6%	8%-12%	14%-16%
Classes	59	51	15	5
Positions	159	155	36	12

Step Placement

- Based on equal pay review
- Accounts for education, experience, and seniority
- Consistent with methodology used elsewhere

Cost Of Living Adjustment

Increased entire plan by 4.3%

$19 + 4.3% = $19.82
$20 + 4.3%= $20.86

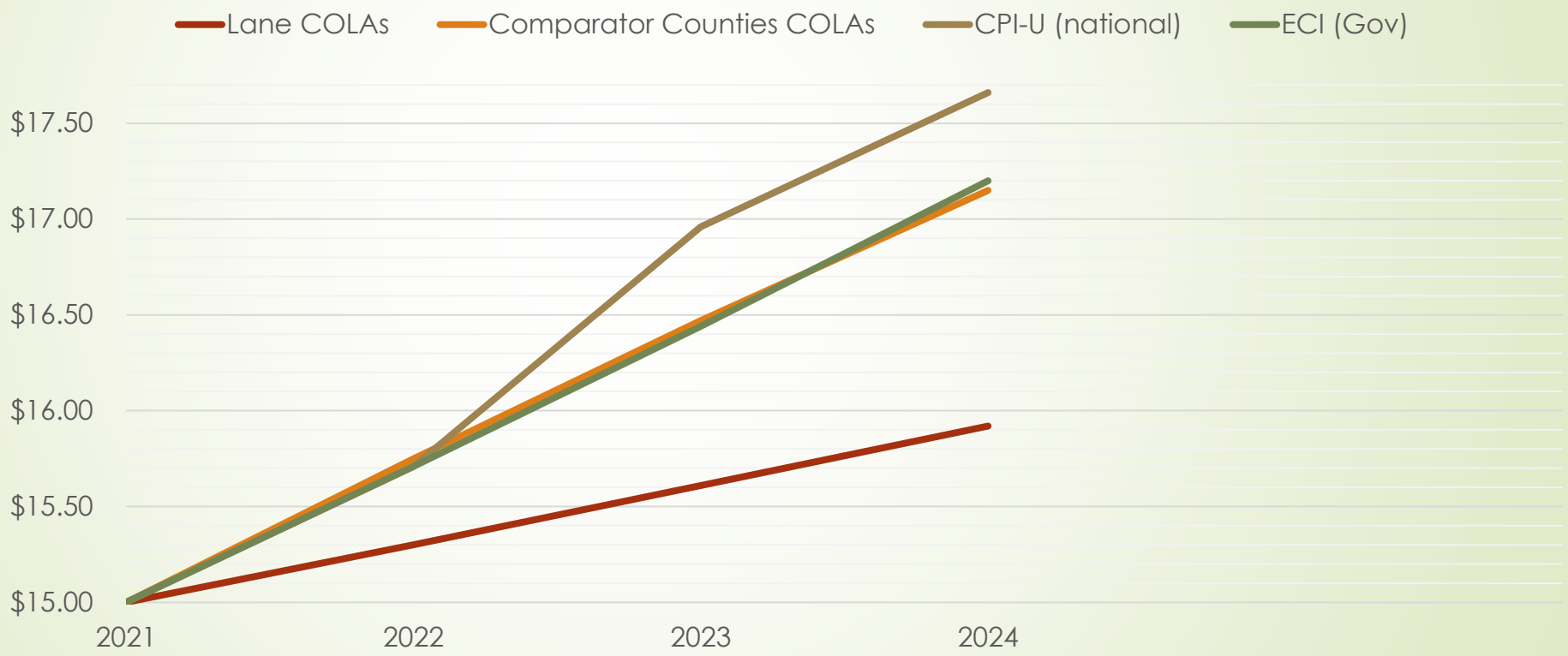
CPI-U West region (Annual Average) percentage for calendar year 2023, by no less than two percent (2%) and no more than five percent (5%) rounded to the nearest tenth.

2026 and 2027 COLA included using the same methodology

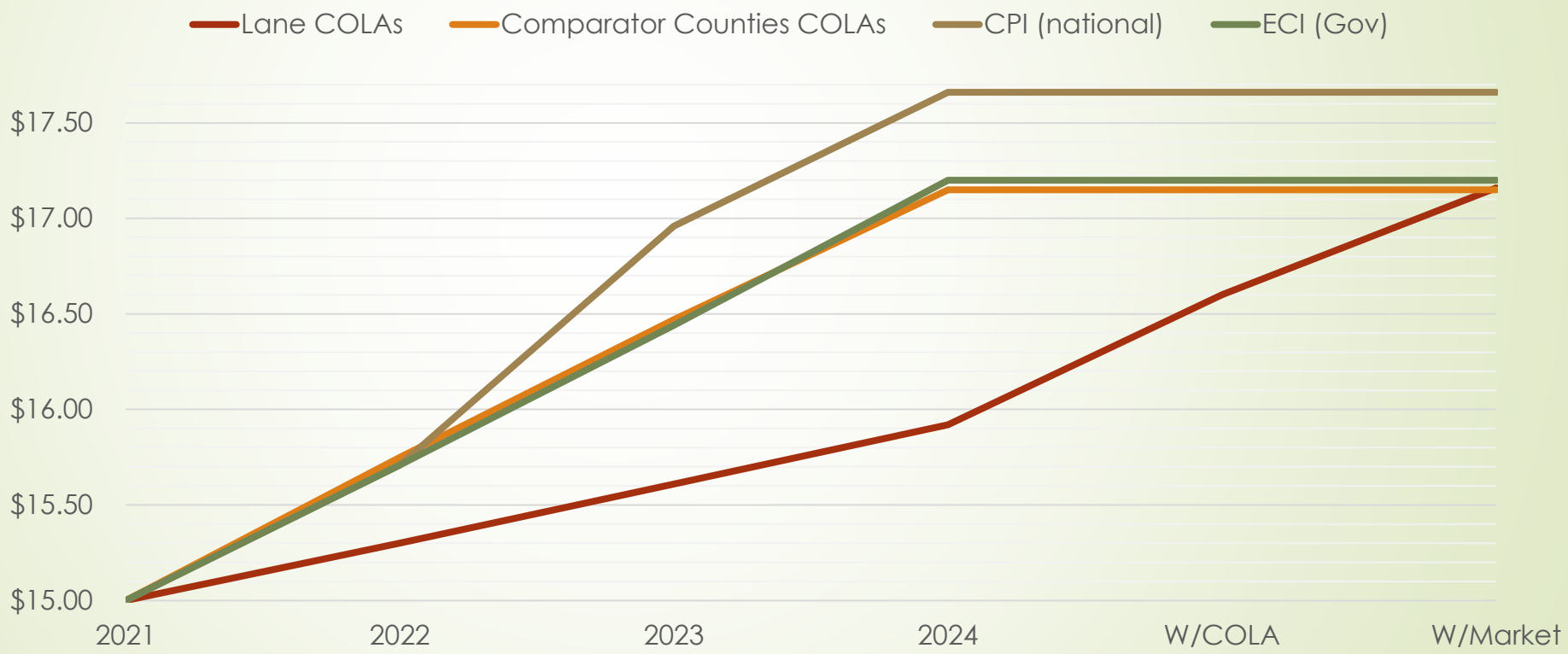
	FY 24-25	FY 25-26	FY 26-27	TOTAL
COLA 4.3% Jan 4, 2025	$1,260,412	$2,558,371	$2,590,300	$6,409,084
COLA est. 2.7% Jan 2026		$837,748	$1,696,406	$2,534,153
COLA est 2%-3.5% Jan 2027			$1,290,525 - $2,258,418	$1,290,525 - $2,258,418
Salary Plan & Market Adjusts	$1,224,078	$2,351,861	$2,214,589 - $2,237,837	$5,790,528 - $5,813,776
Medical Plan Changes		($124,979)	($249,957)	($374,936)
TOTAL	**$2,484,490**	**$5,623,001**	**$7,541,863 - $8,782,961**	**$15,649,354 - $16,640,495**

Projected additional Countywide Cost through FY 26-27

Lane County Non-Rep Wages Compared to Economic Indicators



Lane County Non-Rep Wages Compared to Economic Indicators

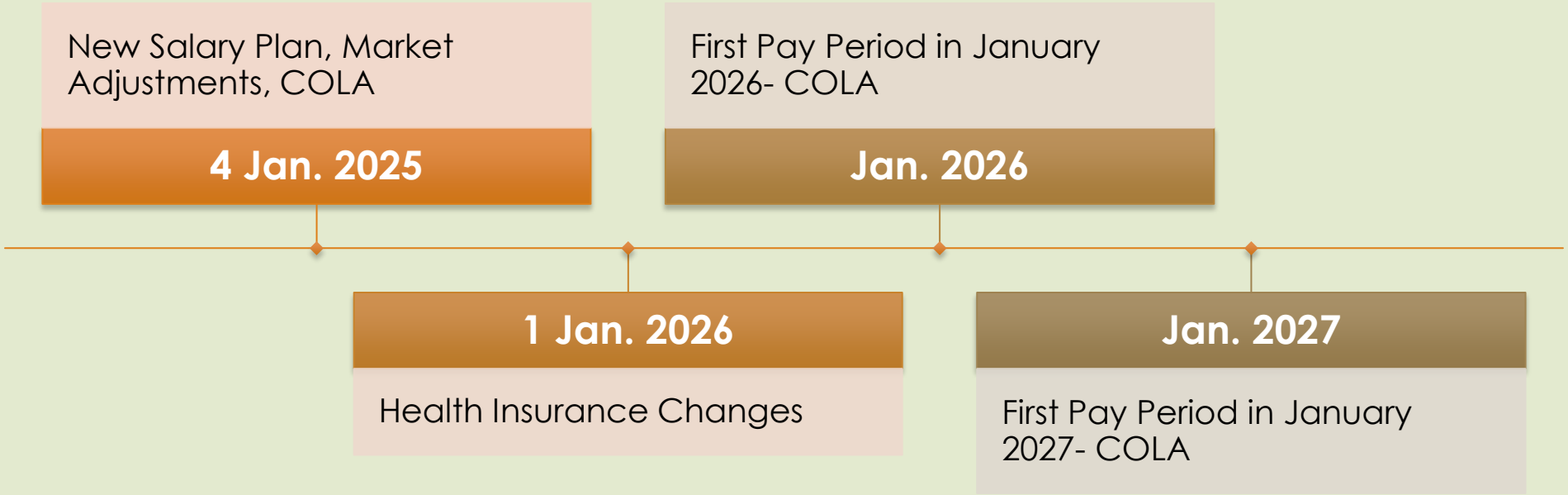


Communications

- Collaboration with Directors
- All non-rep email
- FAQ Page
- Individual Conversations
- Individual Letters

Health Insurance Changes

Effective Dates



The End

Thoughts?

Comments?

Questions?