

PASSED

HOUSING AND COMMUNITY SERVICES AGENCY OF
LANE COUNTY, OREGON

RESOLUTION/ORDER NO.
06-11-29-1H

)In the Matter of Adopting and
)Ratifying a Three Percent (3%) Cost of
)Living Adjustment (COLA) for all
)Eligible HACSA Bargaining Unit
) (AFSCME Local 3267) and HACSA
) Excluded Personnel

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, Local 3267, has been negotiated for the period October 1, 2005 through September 30, 2008; and

WHEREAS, the agreement allows for wage openers in 2006 and 2007; and

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

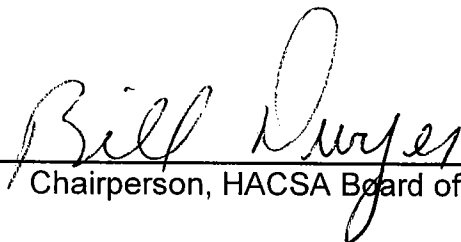
WHEREAS, such changes are consistent with the guidelines set forth by the Board of Commissioners; and

WHEREAS, it is desired to maintain an internal salary differential between excluded and bargaining unit classifications, **NOW, THEREFORE IT IS HEREBY**

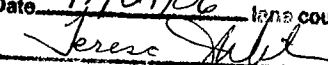
RESOLVED AND ORDERED, that effective October 1, 2006, the salary ranges and individual salary rates for all eligible HACSA bargaining unit personnel shall increase by three percent (3%).

IT IS HEREBY FURTHER ORDERED that effective October 1, 2006, the salary ranges and individual salary rates for all eligible HACSA excluded personnel shall increase by three percent (3%).

DATED this 29th day of November, 2006



Chairperson, HACSA Board of Commissioners

APPROVED AS TO FORM
Date 11/21/06 Lane County


OFFICE OF LEGAL COUNSEL

In the Matter of Adopting and Ratifying a Three Percent (3%) Cost of Living Adjustment (COLA) for all Eligible HACSA Bargaining Unit (AFSCME Local 3267) and HACSA Excluded Personnel

COMPENSATION PLAN

(Schedule A)

Effective 10/01/06

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
Laborer/Janitor	9.54 1,653.57	10.08 1,747.17	10.66 1,847.70	11.26 1,951.70	11.91 2,064.36	12.81 2,220.36	
Painter	12.00 2,079.96	12.67 2,196.09	13.39 2,320.89	14.15 2,452.62	14.97 2,594.75	16.13 2,795.81	
Resident Manager	11.27 1,953.43	11.92 2,066.09	12.59 2,182.22	13.31 2,307.02	14.35 2,487.29		
Administrative Resident Manager Development Maintenance Worker	10.08 1,747.17	10.66 1,847.70	11.27 1,953.43	11.92 2,066.09	12.59 2,182.22		
Maintenance Worker	12.00 2,079.96	12.67 2,196.09	13.39 2,320.89	14.15 2,452.62	14.97 2,594.75	16.12 2,794.08	
Lead Maintenance Mechanic	16.21 2,809.68	17.16 2,974.34	18.14 3,144.21	19.17 3,322.74	20.26 3,511.67	21.85 3,787.26	
Maintenance Mechanic	14.43 2,501.15	15.26 2,645.02	16.12 2,794.08	17.04 2,953.54	18.36 3,182.34		
IS Technician/ Programmer Analyst	17.04 2,954.25	18.02 3,122.62	19.04 3,300.62	20.13 3,488.75	21.28 3,687.61	22.49 3,897.81	23.72 4,111.23
Energy Auditor	14.78 2,562.34	15.63 2,708.39	16.52 2,862.78	17.46 3,025.95	18.45 3,198.43	19.89 3,448.36	
Income Analyst	12.87 2,231.59	13.61 2,358.78	14.38 2,493.25	15.20 2,635.35	16.07 2,785.56	17.32 3,002.84	
Applications Specialist	12.18 2,111.24	12.87 2,231.59	13.61 2,358.78	14.38 2,493.25	15.20 2,635.35	16.39 2,841.28	
Office Assistant	10.32 1,788.44	10.91 1,890.38	11.53 1,998.13	12.19 2,112.03	12.88 2,232.41	13.61 2,359.65	14.68 2,544.05
Data Entry/ Spanish Interpreter	10.91 1,890.38	11.53 1,998.13	12.18 2,112.02	12.88 2,232.41	13.61 2,359.65	14.68 2,544.05	
Secretary	12.18 2,111.24	12.87 2,231.59	13.61 2,358.78	14.38 2,493.25	15.20 2,635.35	16.39 2,841.28	
Lead Accounting Technician	15.31 2,653.47	16.18 2,804.71	17.10 2,964.59	18.08 3,133.46	19.11 3,312.17	20.20 3,500.97	21.35 3,700.53

COMPENSATION PLAN

(Schedule A)

Effective 10/01/06

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
Accounting Technician	11.50 1,993.21	12.18 2,111.25	12.87 2,231.59	13.61 2,358.78	14.38 2,493.25	15.20 2,635.35	16.39 2,841.28
Resident Volunteer Specialist/FSS	13.94 2,416.61	14.74 2,554.34	15.58 2,699.95	16.46 2,853.83	17.40 3,016.51	18.76 3,252.21	
Lead Housing Rep.	15.34 2,658.25	16.21 2,809.78	17.13 2,969.92	18.11 3,139.21	19.14 3,318.15	20.64 3,577.44	
Housing Rep.	13.94 2,416.61	14.74 2,554.34	15.58 2,699.95	16.46 2,853.83	17.40 3,016.50	18.76 3,252.21	
Intake Coordinator	13.40 2,322.38	14.16 2,454.74	14.97 2,594.65	15.82 2,742.55	16.72 2,898.87	18.03 3,125.40	
Resident Resource Coordinator	18.42 3,192.19	19.43 3,367.76	20.50 3,553.00	21.63 3,748.41	22.82 3,954.56	24.07 4,172.07	24.19 4,192.29
Development Occ. Coordinator	18.56 3,217.17	19.58 3,394.12	20.66 3,580.80	21.80 3,777.74	22.99 3,985.52	24.26 4,204.73	24.38 4,225.12
ASA - 3	16.23 2,813.56	17.16 2,973.93	18.14 3,143.45	19.17 3,322.64	20.26 3,512.01	21.42 3,712.20	22.59 3,915.46
ASA - 2	14.53 2,518.30	15.36 2,661.85	16.23 2,813.57	17.16 2,973.94	18.14 3,143.46	19.55 3,389.09	
ASA - 1	12.54 2,173.23	13.25 2,297.10	14.01 2,428.04	14.81 2,566.42	15.65 2,712.72	16.87 2,924.69	
LIEAP Intake Specialist	10.22 1,772.08	10.81 1,873.09	11.42 1,979.86	12.07 2,092.71	12.76 2,211.99	13.76 2,384.84	
Site Supervisor	7.17 1,243.63	7.58 1,314.52	8.02 1,389.44	8.64 1,498.01			
Asst. Cooks	9.33 1,617.18	10.06 1,743.54					
Cooks	10.04 1,740.19	10.61 1,839.39	11.22 1,944.24	12.09 2,096.14			
Site Monitor	9.68 1,678.67	10.44 1,809.84					

COMPENSATION PLAN
(Schedule B)
EFFECTIVE 10/01/06

CLASSIFICATION	BOTTOM	TOP
EXECUTIVE DIRECTOR	\$5,700.70	\$7,856.61
DEPUTY DIRECTOR	\$4,341.86	\$5,825.01
ADMINISTRATIVE SERVICES DIRECTOR	\$3,960.45	\$5,308.06
HOUSING DIRECTOR	\$3,960.45	\$5,308.06
SECTION 8 DIVISION DIRECTOR	\$3,960.45	\$5,308.06
DEVELOPMENT DIRECTOR	\$3,960.45	\$5,308.06
RESIDENT SERVICES DIRECTOR	\$3,960.45	\$5,308.06
HOUSING PROGRAM MANAGER	\$3,547.20	\$4,754.16
CONVENTIONAL OCCUPANCY SUPERVISOR	\$3,547.20	\$4,754.16
MODERNIZATION ARCHITECT	\$3,331.31	\$4,420.40
WEATHERIZATION SUPERVISOR	\$3,547.20	\$4,754.16
MAINTENANCE SUPERVISOR	\$3,547.20	\$4,754.16
CLERICAL SUPERVISOR	\$3,217.17	\$4,225.12
ACCOUNTING SUPERVISOR	\$3,217.17	\$4,225.12
SECTION 8 SUPERVISOR	\$3,217.17	\$4,225.12
INTAKE SUPERVISOR	\$3,217.17	\$4,225.12
COMPUTER COORDINATOR	\$3,217.17	\$4,436.37
RESIDENT RESOURCES COORDINATOR	\$3,217.17	\$4,225.12
DEVELOPMENT OCCUPANCY COORDINATOR	\$3,217.17	\$4,225.12
COMPLIANCE OFFICER	\$3,059.30	\$4,079.06
ASA-3	\$2,914.83	\$3,946.12
ASA-2	\$2,752.74	\$3,670.30