

PASSED

IN THE BOARD OF COUNTY COMMISSIONERS OF LANE COUNTY, OREGON

ORDER NO.  
08-12-10-11

) IN THE MATTER OF APPROVING THE  
) TENTATIVE AGREEMENT  
) BETWEEN LANE COUNTY AND THE  
) AMERICAN FEDERATION OF STATE,  
) COUNTY AND MUNICIPAL EMPLOYEES  
) NURSES UNIT

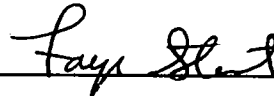
**WHEREAS**, a tentative agreement has been reached between Lane County's bargaining team and the American Federation of State, County and Municipal Employees (AFSCME) Local 2831, Nurses Unit, and

**WHEREAS**, the agreement is consistent with the guidelines set forth by the Board of County Commissioners.


**IT IS NOW HEREBY ORDERED** that the attached tentative agreement between Lane County and American Federation of State, County and Municipal Employees (AFSCME) Local 2831, Nurses Unit, and

**IT IS FURTHER ORDERED** that the County Administrator and the County's bargaining team be authorized to execute the revised agreement on behalf of the County.

**DATED** this 10<sup>th</sup> day of December, 2008.



\_\_\_\_\_  
Faye Stewart., Chair  
Lane County Board of County Commissioners

APPROVED AS TO FORM  
Date 12/9/08 Lane County  
  
\_\_\_\_\_  
OFFICE OF LEGAL COUNSEL

**SUMMARY**  
**Changes to AFSCME Nurses Bargaining Agreement**  
**2008-2011**

**Article X Wages**

<b>COLA</b>			
	<b>Year 1</b>	<b>Year 2</b>	<b>Year 3</b>
<b>AFSCME NURSES</b>	3%	3%	3%

<b>MARKET ADJUSTMENTS</b>			
	<b>Year 1</b>	<b>Year 2</b>	<b>Year 3</b>
Community Health Nurse 1	2.5%	-	-
Community Health Nurse 2	2.5%	2.5%	-
Corrections Health Nurse	2.5%	2.5%	-
Mental Health Nurse	2.5%	-	-
Juvenile Justice System Nurse	2.5%	-	-
Dental Assistant	2.5%	-	-
Nurse Practitioners	5%	5%	-
Nurse Practitioners - Mental Health	5%	5%	-
Nurse Practitioners Corrections	5%	5%	-
Dental Hygienist	10%	5%	-
SR Dental Hygienist	15%	5%	-

Effective 7/10/08: New classification and compensation

- Juvenile Justice System Nurse: Pay range 35 (\$21.48 – \$29.77/hr.)

Effective 7/11/08: Move from five separate pay plans to one consolidated pay plan.

- This plan will provide five percent (5%) for bilingual differential

Effective the first full pay period following 7/1/08: Nurse Practitioners working in Mental Health will be on the same pay plan as Nurse Practitioners working in Corrections.

**Article XII Insurance**

Maintenance of benefits

**Costs**

The estimated total cost of the three-year agreement is approximately \$306,000.00, which includes the implementation of the above market adjustments and health benefits.

**General**

There are no significant general changes included in the proposed agreement. Overall, the proposed agreement includes language to recognize the changes in the number of classifications included in the agreement. For example, the prior agreements did not include language to address series (progression of similar job classifications within an occupational field) because they did not exist. This is no longer the case because the County has added new job classifications in some of the areas to improve recruiting efforts and to create developmental opportunities, while reducing costs. In fact, the proposed agreement also includes a new proposed classification and compensation for a Juvenile Justice System Nurse.

**Three Year Agreement, ending June 30, 2011.**