

Note: Includes Board Order and status.

98-10-7-2H

PASSED

BOOK **161** PAGE **0218**

**HOUSING AUTHORITY AND COMMUNITY SERVICES AGENCY OF
LANE COUNTY, OREGON**

RESOLUTION/ORDER NO.

98-10-7-2H

FILED

OCT 09 1998

PASSED

COUNTY CLERK

BY *M. [Signature]*

)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)
)Personnel and Approving a Three
)Percent (3%) COLA for all HACSA
)Excluded Personnel

WHEREAS, a collective bargaining agreement between the Housing Authority 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, 1994 through December 31, 1998; and

WHEREAS, this agreement requires a continuing process of negotiations under the Interest Based Bargaining Model; and

WHEREAS, certain modifications to the Agreement were negotiated under the Interest Based Bargaining Model; 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, 1998 the salary ranges and individual salary rates for all eligible HACSA bargaining unit personnel shall increase by three percent (3%) and

IT IS HEREBY FURTHER ORDERED that effective October 1, 1998, the salary ranges and individual salary rates for all eligible HACSA excluded personnel shall increase by three percent (3%).

DATED this 7th Day of October, 1998

Eric Sundt
Chairman, HACSA Board of Commissioners

APPROVED AS TO FORM
Date 9/25/98, Lane County

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) Personnel and Approving a Three Percent (3%) COLA for all HACSA Excluded Personnel

COMPENSATION PLAN (SCHEDULE A)
EFFECTIVE 10/01/98

SOBM 161 PAGE 0219

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Laborer/Janitor	8.34 1,445.57	8.82 1,528.77	9.32 1,615.44	9.85 1,707.30	10.41 1,804.37	11.23 1,946.50		
Painter	10.50 1,819.97	11.09 1,922.23	11.72 2,031.43	12.39 2,147.56	13.10 2,270.62	14.12 2,447.42		
Resident Manager	9.86 1,709.03	10.42 1,806.10	11.01 1,908.36	11.64 2,017.56	12.56 2,177.02			
Administrative Resident Manager	8.82 1,528.77	9.32 1,615.44	9.86 1,709.03	10.42 1,806.10	11.01 1,908.36			
Maintenance Worker	10.50 1,819.97	11.09 1,922.23	11.72 2,031.43	12.39 2,147.56	13.10 2,270.62	14.12 2,447.42		
Lead Maintenance Mechanic	14.20 2,461.29	15.02 2,603.42	15.87 2,750.75	16.78 2,908.48	17.74 3,074.87	19.12 3,314.07		
Maintenance Mechanic	12.63 2,189.16	13.35 2,313.96	14.11 2,445.69	14.91 2,584.35	16.08 2,787.15			
Computer Specialist	12.85 2,228.05	13.59 2,355.05	14.36 2,489.28	15.18 2,631.18	16.05 2,781.15	17.30 2,998.47	18.29 3,169.38	19.33 3,350.04
Energy Auditor	12.24 2,121.94	12.94 2,242.90	13.68 2,370.74	14.46 2,505.88	15.28 2,648.71	16.48 2,855.69		
Income Analyst	10.09 1,748.37	10.66 1,848.04	11.27 1,953.37	11.91 2,064.72	12.59 2,182.41	13.31 2,306.80	14.35 2,487.06	15.17 2,628.82
Applications Specialist	10.09 1,748.37	10.66 1,848.04	11.27 1,953.37	11.91 2,064.72	12.59 2,182.41	13.57 2,352.93	14.35 2,487.06	
Office Assistant	8.54 1,481.06	9.03 1,565.48	9.55 1,654.71	10.09 1,749.02	10.67 1,848.73	11.27 1,954.10	11.92 2,065.48	12.85 2,226.88
Data Entry/ Spanish Interpreter	9.03 1,565.48	9.55 1,654.71	10.09 1,749.02	10.67 1,848.72	11.27 1,954.10	11.92 2,065.48	12.85 2,226.88	
Secretary	10.09	10.66	11.27	11.91	12.59	13.57		

	1,748.37	1,848.04	1,953.37	2,064.72	2,182.41	2,352.93		
Lead Accounting Technician	10.76	11.37	12.02	12.71	13.43	14.20	15.01	16.18
	1,865.22	1,971.53	2,083.92	2,202.70	2,328.25	2,460.96	2,601.23	2,804.49
Accounting Technician	9.52	10.07	10.64	11.25	11.89	12.56	13.28	14.32
	1,650.64	1,744.73	1,844.17	1,949.30	2,060.40	2,177.84	2,301.98	2,481.86

**COMPENSATION PLAN (SCHEDULE A)
EFFECTIVE 10/01/98**

BOOK 161 PAGE 0220

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Resident Volunteer Specialist/FSS Coord.	11.55 2,001.25	12.20 2,115.32	12.90 2,235.89	13.63 2,363.34	14.41 2,498.05	15.54 2,693.24	16.42 2,846.76	
Lead Housing Rep.	12.70 2,201.37	13.42 2,326.85	14.19 2,459.48	15.00 2,599.67	15.85 2,747.85	17.09 2,962.57	18.07 3,131.44	
Housing Rep.	11.55 2,001.25	12.20 2,115.32	12.90 2,235.89	13.63 2,363.34	14.41 2,498.05	15.54 2,693.24	16.42 2,846.76	
Intake Coordinator	11.43 1,980.91	11.73 2,032.84	12.40 2,148.71	13.10 2,271.18	13.85 2,400.64	14.93 2,588.23	15.78 2,735.76	
Resident Resource Coordinator	16.12 2,794.23	17.01 2,947.90	17.94 3,110.04	18.93 3,281.10	19.97 3,461.55	21.07 3,651.94	21.17 3,669.64	
ASA - 3	14.21 2,462.79	15.02 2,603.17	15.87 2,751.55	16.78 2,908.39	17.74 3,074.17	18.75 3,249.40	19.77 3,427.32	
ASA - 2	12.72 2,204.34	13.44 2,329.99	14.21 2,462.80	15.02 2,603.18	15.87 2,751.56	17.12 2,966.57		
ASA - 1	10.98 1,902.29	11.60 2,010.72	12.26 2,125.33	12.96 2,246.47	13.70 2,374.52	14.77 2,560.07		
LIEAP Intake Specialist	8.95 1,551.16	9.46 1,639.57	10.00 1,733.03	10.57 1,831.81	11.17 1,936.22	12.04 2,087.52		
Site Supervisor	6.28 1,088.59	6.64 1,150.64	7.02 1,216.22	7.57 1,311.26				
Asst. Cooks	8.17 1,415.57	8.81 1,526.18						
Cooks	8.79 1,523.24	9.29 1,610.07	9.82 1,701.84	10.59 1,834.81				

Site Monitor	8.48	9.14
	1,469.40	1,584.21

BOOK 161 PAGE 0221
SCHEDULE B

COMPENSATION PLAN FOR EXCLUDED PERSONNEL

October 1, 1998

CLASSIFICATION	BOTTOM	TOP
EXECUTIVE DIRECTOR	\$ 4,990.00	\$ 6,877.13
DEPUTY DIRECTOR	3,800.56	5,098.80
ADMINISTRATIVE SERVICES DIRECTOR	3,466.71	4,646.30
HOUSING DIRECTOR	3,466.71	4,646.30
SECTION 8 DIVISION DIRECTOR	3,466.71	4,646.30
DEVELOPMENT DIRECTOR	3,466.71	4,646.30
SECTION 8 PROGRAM MANAGER	3,104.97	4,161.46
CONVENTIONAL OCCUPANCY SUPERVISOR	3,104.97	4,161.46
MODERNIZATION ARCHITECT	2,915.99	3,869.30
WEATHERIZATION SUPERVISOR	3,104.97	4,161.46
MAINTENANCE SUPERVISOR	3,104.97	4,161.46
CLERICAL SUPERVISOR	2,816.10	3,698.37
ACCOUNTING SUPERVISOR	2,816.10	3,698.37

SECTION 8 SUPERVISOR	2,816.10	3,698.37
INTAKE SUPERVISOR	2,816.10	3,698.37
COMPUTER COORDINATOR	2,816.10	3,698.37
RESIDENT RESOURCES COORDINATOR	2,816.10	3,698.37
DEVELOPMENT OCCUPANCY COORDINATOR	2,816.10	3,698.37
COMPLIANCE OFFICER	2,677.89	3,570.52
ASA-3	2,551.44	3,454.15
EXECUTIVE SECRETARY	2,409.56	3,212.73

[Return to 1998 Board Orders](#)