

IN THE BOARD OF COUNTY COMMISSIONERS OF LANE COUNTY  
OREGON

**PASSED**

**RESOLUTION AND  
ORDER 2001-10-17- 13**

) **IN THE MATTER OF APPROVING**  
) **THE SALARY RANGE**  
) **ADJUSTMENTS FOR THE REAL**  
) **PROPERTY OFFICER JOB**  
) **CLASSIFICATION SERIES AND**  
) **ADDING DIFFERENTIAL PAY FOR**  
**ENGINEER-IN-TRAINING**  
**CERTIFICATION FOR THE**  
**ENGINEERING ASSOCIATE AND**  
**SENIOR ENGINEERING ASSOCIATE**  
**CLASSIFICATION SERIES**

**WHEREAS**, a tentative agreement has been reached between Lane County and the Administrative-Professional Association regarding interim salary negotiations on selected represented positions; and

**WHEREAS**, there is an ongoing recruitment and retention problem with the Engineering Associate job classification series, and

**WHEREAS**, in order to prepare for succession planning it is prudent to recognize and reward employees for obtaining and maintaining professional licensing and certification and promote the purposes of succession planning; and

**WHEREAS**, in order to restore the Real Property Officer job classification series internal equity; and therefore

**IT IS HEREBY RESOLVED AND ORDERED**, that, effective July 1, 2001, for the Engineering Associate and Senior Engineering Associate classifications, differential pay of 3% shall be offered for possession of EIT (Engineer-in-Training) certification. Once a PE (Professional Engineer) registration is obtained, affected employees will receive an additional 2% differential, making the total pay differential for the PE certification 5%; and

Effective July 1, 2001, adjust the salary range of the Real Property Officer II (RPO) and Senior Real Property Officer (Sr. RPO) classifications to conform with the Engineering Associate (EA), range 31, and Senior Engineering Associate (Sr. EA), range 36, classifications; and

The County agrees to pursue the feasibility of establishing a professional engineering series of classifications to recognize the need for and value of professional registration. The intent of the County's effort will primarily be to try to address concerns of the County's Department of Public Works regarding its ability to recruit for and retain

professional engineers at the entry/training and journey/supervisory levels. The County's effort will be concluded no later than March 31, 2003.

Dated this 17th day of October, 2001.

  
Chair, Board of County Commissioners