

HOUSING AUTHORITY AND COMMUNITY SERVICES AGENCY OF
LANE COUNTY, OREGON

FILED

RESOLUTION/ORDER NO.

OCT 17 1997

COUNTY CLERK

BY M. B. [Signature]

97-10-15-1H

)In the Matter of Adopting and Ratifying a
)Two and one-fifth (2.2%) Cost of Living
)Adjustment (COLA) for all Eligible HACSA
)Bargaining Unit Personnel and the
)Addition of Steps to Certain HACSA
)Bargaining Unit Classifications in the
)AFSCME Local 3267 Collective
)Bargaining Agreement and Approving a
)Three Percent (3%) COLA for all HACSA
)Excluded Personnel

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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 desirable to maintain an internal salary differential between excluded and bargaining unit classifications, **NOW THEREFORE IT IS HEREBY**

RESOLVED AND ORDERED, THAT effective October 1, 1997 the salary ranges and individual salary rates for all eligible HACSA bargaining unit personnel shall increase by two and one-fifth percent (2.2%) and that one additional step be added to the top of the salary range for the Income Analyst, Applications Specialist, Family Self-Sufficiency Coordinator, Lead Housing Representative, Housing Representative and Intake Coordinator classifications, and two additional steps be added to the top of the salary range for the Computer Specialist classification; and

IT IS HEREBY FURTHER ORDERED that effective October 1, 1997, the salary ranges and individual salary rates for all eligible HACSA excluded personnel shall increase by three percent (3%).

DATED this 15th Day of October, 1997

Cindy Weeldreyer
Chairperson, HACSA Board of Commissioners

APPROVED AS TO FORM

Date 10/3/97
[Signature]
OFFICE OF LEGAL COUNSEL

In the Matter of Adopting and Ratifying a Two and one-fifth (2.2%) Cost of Living Adjustment (COLA) for all Eligible HACSA Bargaining Unit Personnel and the Addition of Steps to Certain HACSA Bargaining Unit Classifications in the AFSCME Local 3267 Collective Bargaining Agreement and Approving a Three Percent (3%) COLA for all HACSA Excluded Personnel

COMPENSATION PLAN (SCHEDULE A) EFFECTIVE 10/01/97

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Laborer/Janitor	\$8.10 \$1,403.37	\$8.56 \$1,483.37	\$9.05 \$1,567.92	\$9.56 \$1,657.29	\$10.11 \$1,751.76	\$10.90 \$1,888.64		
Painter	\$10.19 \$1,765.65	\$10.77 \$1,866.29	\$11.38 \$1,972.67	\$12.03 \$2,085.12	\$12.72 \$2,203.97	\$13.71 \$2,376.18		
Resident Manager	\$9.57 \$1,658.89	\$10.12 \$1,753.44	\$10.69 \$1,853.39	\$11.30 \$1,959.03	\$12.19 \$2,112.11			
Maintenance Worker	\$10.19 \$1,765.65	\$10.77 \$1,866.29	\$11.38 \$1,972.67	\$12.03 \$2,085.12	\$12.72 \$2,203.97	\$13.71 \$2,376.18		
Maintenance Mech	\$12.26 \$2,125.03	\$12.96 \$2,246.16	\$13.70 \$2,374.19	\$14.48 \$2,509.52	\$15.61 \$2,705.62			
Inspect / Maint Spec	\$13.79 \$2,391.06	\$14.58 \$2,527.35	\$15.41 \$2,671.41	\$16.29 \$2,823.68	\$17.22 \$2,984.63	\$18.56 \$3,217.85		
Computer Specialist	\$12.48 \$2,163.16	\$13.19 \$2,286.46	\$13.94 \$2,416.78	\$14.74 \$2,554.54	\$15.58 \$2,700.15	\$16.80 \$2,911.14	\$17.75 \$3,077.07	\$18.76 \$3,252.47
Energy Auditor	\$11.89 \$2,060.14	\$12.56 \$2,177.57	\$13.28 \$2,301.69	\$14.04 \$2,432.89	\$14.84 \$2,571.56	\$16.00 \$2,772.51		
Income Analyst *	\$9.79 \$1,697.45	\$10.35 \$1,794.21	\$10.94 \$1,896.48	\$11.57 \$2,004.58	\$12.22 \$2,118.84	\$12.92 \$2,239.61	\$13.93 \$2,414.62	\$14.72 \$2,552.25
Applications Spec	\$9.79 \$1,697.45	\$10.35 \$1,794.21	\$10.94 \$1,896.48	\$11.57 \$2,004.58	\$12.22 \$2,118.84	\$13.18 \$2,284.40	\$13.93 \$2,414.62	
Office Assistant	\$8.30 \$1,437.92	\$8.77 \$1,519.88	\$9.27 \$1,606.51	\$9.80 \$1,698.08	\$10.36 \$1,794.88	\$10.95 \$1,897.18	\$11.57 \$2,005.32	\$12.47 \$2,162.02
Data Entry / Spanish Interpreter	\$8.77 \$1,519.88	\$9.27 \$1,606.51	\$9.80 \$1,698.08	\$10.36 \$1,794.87	\$10.95 \$1,897.18	\$11.57 \$2,005.32	\$12.47 \$2,162.02	
Secretary	\$9.79 \$1,697.45	\$10.35 \$1,794.21	\$10.94 \$1,896.48	\$11.57 \$2,004.58	\$12.22 \$2,118.84	\$13.18 \$2,284.40		
Accounting Tech	\$9.25 \$1,602.56	\$9.77 \$1,693.91	\$10.33 \$1,790.46	\$10.92 \$1,892.52	\$11.54 \$2,000.39	\$12.20 \$2,114.41	\$12.89 \$2,234.93	\$13.90 \$2,409.57

* The top step of the Income Specialist is not available until serving two years in the previous step.

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Lead Accounting Tech.	\$10.45 \$1,810.89	\$11.04 \$1,914.11	\$11.67 \$2,023.22	\$12.34 \$2,138.54	\$13.04 \$2,260.44	\$13.78 \$2,389.28	\$14.57 \$2,525.47	\$15.71 \$2,722.81
Resident Vol Spec FSS Coordinator	\$11.21 \$1,942.96	\$11.85 \$2,053.71	\$12.52 \$2,170.77	\$13.24 \$2,294.50	\$13.99 \$2,425.29	\$15.09 \$2,614.80	\$15.95 \$2,763.84	
Lead Housing Rep	\$12.33 \$2,137.25	\$13.03 \$2,259.08	\$13.78 \$2,387.84	\$14.56 \$2,523.95	\$15.39 \$2,667.82	\$16.59 \$2,876.28	\$17.54 \$3,040.23	
Housing Rep	\$11.21 \$1,942.96	\$11.85 \$2,053.71	\$12.52 \$2,170.77	\$13.24 \$2,294.50	\$13.99 \$2,425.29	\$15.09 \$2,614.80	\$15.95 \$2,763.84	
Intake Coordinator	\$11.10 \$1,923.21	\$11.39 \$1,973.63	\$12.04 \$2,086.13	\$12.72 \$2,205.03	\$13.45 \$2,330.72	\$14.50 \$2,512.84	\$15.32 \$2,656.08	
Resident Resources Coordinator	\$15.65 \$2,712.84	\$16.51 \$2,862.04	\$17.42 \$3,019.46	\$18.38 \$3,185.53	\$19.39 \$3,360.73	\$20.46 \$3,545.57	\$20.55 \$3,562.76	
ASA-3	\$13.79 \$2,391.06	\$14.58 \$2,527.35	\$15.41 \$2,671.41	\$16.29 \$2,823.68	\$17.22 \$2,984.63	\$18.20 \$3,154.76	\$19.20 \$3,327.49	
ASA-2	\$12.35 \$2,140.14	\$13.05 \$2,262.13	\$13.79 \$2,391.07	\$14.58 \$2,527.36	\$15.41 \$2,671.42	\$16.62 \$2,880.16		
ASA-1	\$10.66 \$1,846.88	\$11.26 \$1,952.16	\$11.90 \$2,063.43	\$12.58 \$2,181.04	\$13.30 \$2,305.36	\$14.34 \$2,485.50		
LIEAP Intake Spec	\$8.69 \$1,505.98	\$9.18 \$1,591.82	\$9.71 \$1,682.55	\$10.26 \$1,778.46	\$10.85 \$1,879.83	\$11.69 \$2,026.72		
Site Super	\$6.10 \$1,056.88	\$6.45 \$1,117.13	\$6.81 \$1,180.80	\$7.34 \$1,273.07				
Asst. Cooks	\$7.93 \$1,374.34	\$8.55 \$1,481.73						
Cooks	\$8.53 \$1,478.87	\$9.02 \$1,563.17	\$9.53 \$1,652.27	\$10.28 \$1,781.37				
Site Monitor	\$8.23 \$1,426.60	\$8.87 \$1,538.07						

COMPENSATION PLAN FOR EXCLUDED PERSONNEL

OCTOBER 1, 1997

CLASSIFICATION	BOTTOM	TOP
EXECUTIVE DIRECTOR	\$4,837.28	\$6,481.29
DEPUTY DIRECTOR	\$3,689.86	\$4,950.29
HOUSING DIRECTOR	\$3,365.74	\$4,510.97
SECTION 8 DIVISION DIRECTOR	\$3,365.74	\$4,510.97
DEVELOPMENT DIRECTOR	\$3,363.41	\$4,239.78
SECTION 8 PROGRAM MANAGER	\$3,014.53	\$4,040.25
MODERNIZATION ARCHITECT	\$2,831.06	\$3,756.60
CONVENTIONAL OCCUPANCY SUPERVISOR	\$2,734.08	\$3,590.65
ACCOUNTING SUPERVISOR	\$2,734.08	\$3,590.65
SECTION 8 SUPERVISOR	\$2,734.08	\$3,590.65
INTAKE SUPERVISOR	\$2,734.08	\$3,590.65
WEATHERIZATION SUPERVISOR	\$2,734.08	\$3,590.65
MAINTENANCE SUPERVISOR	\$2,734.08	\$3,590.65
COMPUTER COORDINATOR	\$2,734.08	\$3,590.65
RESIDENT RESOURCES COORDINATOR	\$2,734.08	\$3,590.65
DEVELOPMENT OCCUPANCY COORDINATOR	\$2,734.08	\$3,590.65
COMPLIANCE OFFICER	\$2,599.89	\$3,466.52
ASA-3	\$2,477.13	\$3,353.54
EXECUTIVE SECRETARY	\$2,339.38	\$3,119.16