

HOUSING AUTHORITY AND COMMUNITY SERVICES AGENCY OF  
LANE COUNTY, OREGON

RESOLUTION/ORDER NO.

00-9-27-2H

)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 January 1, 1999 through December 31, 2002; 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, 2000 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, 2000, the salary ranges and individual salary rates for all eligible HACSA excluded personnel shall increase by three percent (3%).

DATED this 27th Day of September, 2000

*Anna Morrison*

VICE-Chairperson, HACSA Board of Commissioners

APPROVED AS TO FORM

Date 9/26/00 Lane Cou

*[Signature]*  
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) Personnel and Approving a Three Percent (3%) COLA for all HACSA Excluded Personnel

**COMPENSATION PLAN (SCHEDULE A)  
EFFECTIVE 10/01/00**

	<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>	<b>STEP 6</b>	<b>STEP 7</b>	<b>STEP 8</b>
<b>Laborer/Janitor</b>	8.77 1,520.10	9.27 1,606.77	9.80 1,698.63	10.35 1,793.97	10.94 1,896.23	11.79 2,043.56		
<b>Painter</b>	11.03 1,911.83	11.65 2,019.29	12.31 2,133.69	13.02 2,256.76	13.76 2,385.02	14.83 2,570.48		
<b>Resident Manager</b>	10.36 1,795.70	10.95 1,897.96	11.57 2,005.43	12.23 2,119.83	13.19 2,286.22			
<b>Administrative Resident Manager</b>	9.27 1,606.77	9.80 1,698.63	10.36 1,795.70	10.95 1,897.96	11.57 2,005.43			
<b>Maintenance Worker</b>	11.03 1,911.83	11.65 2,019.29	12.31 2,133.69	13.02 2,256.76	13.76 2,385.02	14.83 2,570.48		
<b>Lead Maintenance Mechanic</b>	14.91 2,584.35	15.78 2,735.15	16.68 2,891.14	17.63 3,055.81	18.63 3,229.14	20.09 3,482.20		
<b>Maintenance Mechanic</b>	13.27 2,300.09	14.03 2,431.82	14.82 2,568.75	15.67 2,716.08	16.89 2,927.54			
<b>Computer Specialist</b>	13.50 2,340.79	14.27 2,474.21	15.09 2,615.24	15.95 2,764.31	16.86 2,921.87	18.17 3,150.19	19.21 3,329.75	20.31 3,519.55
<b>Energy Auditor</b>	12.86 2,229.31	13.59 2,356.39	14.37 2,490.69	15.19 2,632.68	16.05 2,782.73	17.31 3,000.18		
<b>Income Analyst</b>	10.60 1,836.84	11.20 1,941.55	11.84 2,052.21	12.51 2,169.19	13.23 2,292.84	13.98 2,423.53	15.07 2,612.90	15.93 2,761.84
<b>Applications Specialist</b>	10.60 1,836.84	11.20 1,941.55	11.84 2,052.21	12.51 2,169.19	13.23 2,292.84	14.26 2,471.99	15.07 2,612.90	
<b>Office Assistant</b>	9.49 1,644.69	10.03 1,738.43	10.60 1,837.52	11.21 1,942.27	11.84 2,052.98	12.52 2,169.99	13.50 2,339.56	
<b>Data Entry/ Spanish Interpreter</b>	10.03 1,738.43	10.60 1,837.52	11.21 1,942.26	11.84 2,052.98	12.52 2,169.99	13.50 2,339.56		
<b>Secretary</b>	10.60 1,836.84	11.20 1,941.55	11.84 2,052.21	12.51 2,169.19	13.23 2,292.84	14.26 2,471.99		
<b>Lead Accounting Technician</b>	14.08 2,440.18	14.88 2,579.27	15.73 2,726.30	16.62 2,881.60	17.57 3,045.95	18.57 3,219.57	19.63 3,403.09	
<b>Accounting Technician</b>	10.00 1,734.16	10.58 1,833.01	11.18 1,937.48	11.82 2,047.94	12.49 2,164.66	13.20 2,288.04	13.95 2,418.46	15.04 2,607.45
<b>Resident Volunteer Specialist/FSS</b>	12.13 2,102.52	12.82 2,222.36	13.55 2,349.03	14.32 2,482.93	15.14 2,624.45	16.32 2,829.51	17.26 2,990.81	

## EFFECTIVE 10/01/00

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
<b>Lead Housing Rep.</b>	13.34 2,312.76	14.10 2,444.59	14.91 2,583.93	15.76 2,731.21	16.66 2,886.89	17.96 3,112.47	18.98 3,289.89	
<b>Housing Rep.</b>	12.13 2,102.52	12.82 2,222.36	13.55 2,349.03	14.32 2,482.93	15.14 2,624.45	16.32 2,829.51	17.26 2,990.81	
<b>Intake Coordinator</b>	12.01 2,081.15	12.32 2,135.71	13.02 2,257.43	13.77 2,386.10	14.55 2,522.11	15.69 2,719.19	16.58 2,874.19	
<b>Resident Resource Coordinator</b>	16.94 2,935.61	17.87 3,097.07	18.85 3,267.41	19.89 3,447.12	20.98 3,636.70	22.14 3,836.73	22.24 3,855.32	
<b>ASA - 3</b>	14.93 2,587.41	15.78 2,734.89	16.68 2,890.78	17.63 3,055.56	18.63 3,229.72	19.70 3,413.82	20.77 3,600.75	
<b>ASA - 2</b>	13.36 2,315.88	14.12 2,447.89	14.93 2,587.42	15.78 2,734.90	16.68 2,890.79	17.98 3,116.68		
<b>ASA - 1</b>	11.53 1,998.55	12.19 2,112.46	12.88 2,232.88	13.62 2,360.14	14.39 2,494.67	15.52 2,689.61		
<b>LIEAP Intake Specialist</b>	9.40 1,629.65	9.94 1,722.53	10.50 1,820.72	11.10 1,924.50	11.74 2,034.19	12.65 2,193.15		
<b>Site Supervisor</b>	6.60 1,143.67	6.97 1,208.86	7.37 1,277.76	7.95 1,377.61				
<b>Asst. Cooks</b>	8.58 1,487.20	9.25 1,603.40						
<b>Cooks</b>	9.23 1,600.31	9.76 1,691.54	10.32 1,787.96	11.12 1,927.66				
<b>Site Monitor</b>	8.91 1,543.75	9.60 1,664.37						

COMPENSATION PLAN (SCHEDULE B)  
For Excluded Personnel  
EFFECTIVE 10/01/00

<b>CLASSIFICATION</b>	<b>BOTTOM</b>	<b>TOP</b>
EXECUTIVE DIRECTOR	\$5,242.49	\$7,225.11
DEPUTY DIRECTOR	\$3,992.87	\$5,356.80
ADMINISTRATIVE SERVICES DIRECTOR	\$3,642.12	\$4,881.41
HOUSING DIRECTOR	\$3,642.12	\$4,881.41
SECTION 8 DIVISION DIRECTOR	\$3,642.12	\$4,881.41
DEVELOPMENT DIRECTOR	\$3,642.12	\$4,881.41
HOUSING PROGRAM MANAGER	\$3,262.08	\$4,372.03
CONVENTIONAL OCCUPANCY SUPERVISOR	\$3,262.08	\$4,372.03
MODERNIZATION ARCHITECT	\$3,063.54	\$4,065.09
WEATHERIZATION SUPERVISOR	\$3,262.08	\$4,372.03
MAINTENANCE SUPERVISOR	\$3,262.08	\$4,372.03
CLERICAL SUPERVISOR	\$2,958.59	\$3,885.51
ACCOUNTING SUPERVISOR	\$2,958.59	\$3,885.51
SECTION 8 SUPERVISOR	\$2,958.59	\$3,885.51
INTAKE SUPERVISOR	\$2,958.59	\$3,885.51
COMPUTER COORDINATOR	\$2,958.59	\$3,885.51
RESIDENT RESOURCES COORDINATOR	\$2,958.59	\$3,885.51
DEVELOPMENT OCCUPANCY COORDINATOR	\$2,958.59	\$3,885.51
COMPLIANCE OFFICER	\$2,813.39	\$3,751.19
ASA-3	\$2,680.54	\$3,628.93
EXECUTIVE SECRETARY	\$2,531.48	\$3,375.29