

BEFORE THE BOARD OF COMMISSIONERS OF LANE COUNTY, OREGON

ORDER NO: 15-10-27-07

IN THE MATTER OF IMPROVING LANE
COUNTY'S PUBLIC SECTOR MARKET
COMPETITIVENESS THROUGH ADOPTING
UPDATED SALARY RANGES FOR NON-
REPRESENTED EMPLOYEES EFFECTIVE
JANUARY 2016

WHEREAS, non-represented salary ranges have only been updated by 1.5% over the past seven (7) years; and

WHEREAS, the Board of Commissioners directed Human Resources to evaluate non-represented compensation; and

WHEREAS, Gallagher Benefit Services, Inc.'s Fox Lawson Group has completed a study and recommended updating salary ranges.

NOW, THEREFORE, the Board of County Commissioners of Lane County **ORDERS** as follows:

1. Revised salary ranges for non-represented employees will be adopted effective January 1, 2016; and
2. Non-represented employees will be placed on the step closest to but not below their current step within the new salary range effective the first full pay period of January 2016.

ADOPTED this 1st day of December, 2015.



Jay Boziewich, Chair
Lane County Board of Commissioners

APPROVED AS TO FORM
Date 12/15/15

LANE COUNTY OFFICE OF LEGAL COUNSEL