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BEFORE THE BOARD OF COMMISSIONERS JUL 6 1987

FOR LINCOLN COUNTY, OREGON

Lincoln County Legal Counsel

Ordinance # 254

AN ORDINANCE AMENDING ORDINANCE #218, CHAPTER SEVEN, SECTION 7.255(3), and DECLARING AN EMERGENCY

WHEREAS the board has negotiated certain salary and employment benefits with the Lincoln County Employees Association and extended these benefits to management and confidential employees by board order dated June 3, 1987; and

WHEREAS included among those benefits are changes in the way compensation is determined under the Personnel Rules, Chapter Seven, Lincoln County Code; and

WHEREAS implementation of those changes requires amendment of the Lincoln County Code;

Now, therefore, the board hereby ORDAINS as follows:

1. That the Lincoln County Code, Section 7.255(3) be amended to read as follows:

"(3) Salary increases shall be subject to the availability of funding. The adjustment of employee salaries to advanced steps of their respective salary ranges shall be governed as follows:

"(a) A new employee shall be eligible for advancement to the next step of the salary range after six continuous months of satisfactory service in that class.

"(b) Employees who have served for 12 continuous months following an in-range advancement to the next step of the salary adjustment shall automatically be eligible for advancement to the next step of the salary range until attaining step 6.

"(c) An employee who is promoted or whose position is reclassified upward is eligible on the date of such promotion or reclassification for an increase to the next higher rate in the new salary range. The first of the month following the date of promotion or reclassification shall establish a new anniversary date for subsequent salary increases unless the accompanying adjustment was to step 1 of the

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1 higher range making subsection (a) above  
2 applicable.

3 "(d) The term 'continuous month' means any full  
4 calendar month of employment during which  
5 an employe is on pay status (at work or paid  
6 leave) for 16 or more working days."

7 2. That a copy of this ordinance be provided to the  
8 fiscal/personnel office;

9 3. That this ordinance, being necessary for the im-  
10 mediate preservation of the public peace, health, and safety,  
11 an emergency is declared to exist and this ordinance takes effect  
12 upon its adoption.

13 DATED this 1st day of July, 1987.

14 LINCOLN COUNTY BOARD OF COMMISSIONERS

15 Alberta Bryan  
16 Chairman

17 Frank Armstrong  
18 Commissioner

19 Norma McMillin  
20 Commissioner