

1 BEFORE THE BOARD OF COUNTY COMMISSIONERS

2 FOR MULTNOMAH COUNTY OREGON

3 ORDINANCE NO. 777

4 An ordinance amending Ordinance No. 767, in order to add, delete and revise  
5 exempt pay ranges and to remove the pay freeze on employees with annual base pay  
6 of \$60,000 and above.

7 MULTNOMAH COUNTY ORDAINS AS FOLLOWS:

8 Section I. Findings.

9 (A) Multnomah County, Oregon employs a variety of individuals excluded from  
10 any collective bargaining agreement referred to as "exempt" employees.

11 (B) It is the County's policy to establish an exempt compensation plan that  
12 provides such pay as necessary for the County to recruit, select, and retain qualified  
13 management, supervisory, administrative, and professional employees; that recognizes  
14 employee performance, growth, and development; that maintains an appropriate internal  
15 relationship among classifications and employees based on job responsibilities,  
16 qualifications, and authority; and that maintains parity between equivalent exempt and  
17 non-exempt positions.

18 (C) The Personnel officer is responsible for developing and recommending  
19 compensation plan adjustments to the Multnomah County Board of Commissioners.

20 Section II. Removal of the Freeze on Pay of \$60,000 and Above.

21 (A) Ordinance No. 767, Exhibit A, is amended to revise the following job titles  
22 and pay ranges, effective July 1, 1993:

23	<u>Job Title</u>	<u>Min</u>	<u>Mid</u>	<u>Max</u>
24	A & T Manager, Senior *	\$53,002	\$63,596	\$74,193
25	AA/EEO Officer *	\$43,582	\$52,309	\$61,035
26	Aging Services Manager, Senior *	\$53,002	\$63,596	\$74,193

	<u>Job Title</u>	<u>Min</u>	<u>Mid</u>	<u>Max</u>
1				
2	Aging Services Program Manager *	\$45,775	\$54,941	\$64,105
3	Animal Control Manager *	\$45,775	\$54,941	\$64,105
4	Assess Information Resources Manager *	\$43,582	\$52,309	\$61,035
5	Assistant County Counsel, Chief *	\$50,462	\$60,573	\$70,660
6	Assistant County Counsel, Senior *	\$43,582	\$52,309	\$61,035
7	Bridge Services Manager *	\$43,582	\$52,309	\$61,035
8	Captain *	\$57,156	\$62,882	\$68,583
9	Captain, Corrections *	\$52,863	\$58,149	\$63,436
10	Chief Deputy/Sheriff's Office *	\$64,751	\$71,237	\$77,701
11	Child & Adol Mental Health Manager *	\$43,582	\$52,309	\$61,035
12	Co-Principal Investigator	\$50,462	\$60,573	\$70,660
13	County Counsel *	\$61,080	\$73,315	\$85,527
14	Dental Health Officer *	\$53,002	\$63,596	\$74,193
15	Department Director, DCC *	\$61,080	\$73,315	\$85,527
16	Department Director, DES *	\$61,080	\$73,315	\$85,527
17	Department Director, DSS *	\$61,080	\$73,315	\$85,527
18	Department Director, Health *	\$61,080	\$73,315	\$85,527
19	Deputy Director, Library *	\$53,002	\$63,596	\$74,193
20	Deputy District Attorney/Chief *	\$53,002	\$63,596	\$74,193
21	Developmental Disabilities Manager *	\$43,582	\$52,309	\$61,035
22	District Manager/DCC *	\$43,582	\$52,309	\$61,035
23	Elections Manager *	\$45,775	\$54,941	\$64,105
24	Employee Services Manager *	\$45,775	\$54,941	\$64,105
25	Engineering Services Manager *	\$43,582	\$52,309	\$61,035
26	Expo Manager *	\$45,775	\$54,941	\$64,105

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	<u>Job Title</u>	<u>Min</u>	<u>Mid</u>	<u>Max</u>
2	Facilities Maintenance Manager *	\$43,582	\$52,309	\$61,035
3	Facilities Manager, Senior *	\$50,462	\$60,573	\$70,660
4	Family Services Manager *	\$43,582	\$52,309	\$61,035
5	Finance Manager *	\$45,775	\$54,941	\$64,105
6	Fiscal Officer/Sheriff's Office *	\$45,775	\$54,941	\$64,105
7	Fleet & Support Services Manager *	\$45,775	\$54,941	\$64,105
8	Geographic Information Records Manager *	\$43,582	\$52,309	\$61,035
9	Health Officer *	\$67,360	\$80,841	\$94,300
10	Health Officer, Assistant	\$61,080	\$73,315	\$85,527
11	Health Services Manager *	\$43,582	\$52,309	\$61,035
12	Health Services Manager, Senior *	\$50,462	\$60,753	\$70,660
13	Information Services Manager, Senior *	\$50,462	\$60,753	\$70,660
14	Information Systems Manager *	\$43,582	\$52,309	\$61,035
15	Inmate Programs Manager *	\$48,085	\$57,711	\$67,313
16	Juvenile Counseling Services Manager *	\$43,582	\$52,309	\$61,035
17	Juvenile Detention Manager *	\$43,582	\$52,309	\$61,035
18	Juvenile Justice Manager, Senior *	\$50,462	\$60,573	\$70,660
19	Labor Relations Manager *	\$43,582	\$52,309	\$61,035
20	Library Director *	\$61,080	\$73,315	\$85,527
21	Library Manager/Branch	\$43,582	\$52,309	\$61,035
22	Library Manager/Central	\$43,582	\$52,309	\$61,035
23	Library Manager, Senior *	\$48,085	\$57,711	\$67,313
24	Lieutenant	\$53,417	\$58,773	\$64,105
25	Litigation Counsel *	\$48,085	\$57,711	\$67,313
26	Major *	\$58,866	\$64,751	\$70,637

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1	<u>Job Title</u>	<u>Min</u>	<u>Mid</u>	<u>Max</u>
2	Major, Corrections *	\$56,556	\$62,212	\$67,868
3	Mental/Emotional Disabilities Manager *	\$43,582	\$52,309	\$61,035
4	Operations/Telecommunications Manager *	\$43,582	\$52,309	\$61,035
5	Parks Manager *	\$45,775	\$54,941	\$64,105
6	Planning Manager *	\$45,775	\$54,941	\$64,105
7	Planning/Budget Manager *	\$45,775	\$54,941	\$64,105
8	Program Develop & Eval Manager *	\$43,582	\$52,309	\$61,035
9	Purchasing Manager *	\$45,775	\$54,941	\$64,105
10	Road Maintenance Manager *	\$43,582	\$52,309	\$61,035
11	Sheriff	\$61,080	\$73,315	\$85,527
12	Tax Collection Manager *	\$43,582	\$52,309	\$61,035
13	Technical Support Manager *	\$43,582	\$52,309	\$61,035
14	Traffic Aids Manager *	\$43,582	\$52,309	\$61,035
15	Transportation Manager, Senior *	\$53,002	\$63,596	\$74,193
16	Undersheriff *	\$64,751	\$71,327	\$77,701
17	Valuation Manager *	\$48,085	\$57,711	\$67,313

18 \*Unclassified, non-Civil Service position pursuant to MCC 3.10.100.

19 (B) Effect on Employees

20 The cap on pay of \$60,000 and higher instituted by Ordinance No. 764 and  
21 Ordinance No. 767 is no longer in effect, retroactive to July 1, 1993. Retroactive to  
22 July 1, 1993, employees in classifications listed in this Section shall receive the following  
23 increases, to which they would have been entitled but for the salary freeze imposed by  
24 Ordinance 764: (1) the unpaid portions of the July 1, 1993, 3.0% pay increase, and (2)  
25 any unpaid merit increase.

1 Section III. Deletion, Addition and Revision of Job Titles and Ranges.

2 (A) The following job titles established in Exhibit A of Ordinance No. 767 are  
3 deleted, effective January 1, 1994:

- 4 Chief Deputy Medical Examiner
- 5 Housing and Community Services Manager
- 6 Social Services Manager, Senior
- 7 Youth Librarian/Branch Supervisor

8 (B) The following job titles and pay ranges are added to Exhibit A of Ordinance  
9 No. 767, effective January 1, 1994:

<u>Job Title</u>	<u>Min</u>	<u>Mid</u>	<u>Max</u>
11 Child & Family Services Manager, Senior *	\$53,002	\$63,596	\$74,193
12 Corrections Program Administrator	\$35,873	\$43,052	\$50,231
13 Road Maintenance Systems Administrator	\$35,873	\$43,052	\$50,231

14 \*Unclassified, non-Civil Service position pursuant to MCC 3.10.100.

15 (C) The following job titles and pay ranges established in Exhibit A of  
16 Ordinance No. 767 are revised, effective January 1, 1994:

<u>Job Title</u>	<u>Min</u>	<u>Mid</u>	<u>Max</u>
18 Law Clerk *	\$28,093	\$33,726	\$39,358

19 \*Unclassified, non-Civil Service position pursuant to MCC 3.10.100.

20 Section IV. Special Adjustments.

21 The following employees shall receive a one-time salary adjustment, effective  
22 July 1, 1993, to the following annual salary rates. These adjustments are necessary to  
23 maintain appropriate internal relationships between managers and their subordinates.

<u>Employee</u>	<u>Job Title</u>	<u>Annual Salary</u>
25 Leroux, Vicki	Appraisal Supervisor/Commercial	\$37,957
26 Kaminski, Frank	Appraisal Supervisor/Commercial	\$37,957

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<u>Employee</u>	<u>Job Title</u>	<u>Annual Salary</u>
Mills, Robert	Appraiser Supervisor/Residential	\$39,527
Walruff, Randy	Appraiser Supervisor/Residential	\$39,527

ADOPTED the 9th day of December, 1993, being the date of its second reading before the Board of County Commissioners of Multnomah County,



By *Beverly Stein*  
Beverly Stein, Chair  
MULTNOMAH COUNTY, OREGON

REVIEWED:

*Laurence Kressel*  
Laurence Kressel, County Counsel  
of Multnomah County, Oregon

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