

BEFORE THE BOARD OF COUNTY COMMISSIONERS
FOR MULTNOMAH COUNTY OREGON

ORDINANCE NO. 792

An ordinance relating to the pay ranges and COLA increases for exempt employees and repealing Ordinance Nos. 767, 774, 777 and 788.

MULTNOMAH COUNTY ORDAINS AS FOLLOWS:

Section I. Findings.

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

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

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

Section II. General Adjustments.

The pay ranges of the exempt compensation plan shall be increased by 2.5%, effective July 1, 1994. These pay ranges are shown in Exhibit A to this Ordinance and are hereby adopted.

Section III. Effect on Employees.

With the exception of elected official's staff in classifications marked with a triple asterisk (***), each employee in a classification listed in Exhibit A shall have his/her salary increased by 2.5%, effective July 1, 1994.

1 Section IV. Repeal.

2 Ordinance Nos. 767, 774, 777 and 788 are hereby repealed.

3 ADOPTED the 16th day of June, 1994, being the date of
4 its second reading before the Board of County Commissioners of Multnomah County,
5 Oregon.



6
7 By Beverly Stein
8 Beverly Stein, Chair
9 MULTNOMAH COUNTY, OREGON

10 REVIEWED:

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13 Laurence Kressel
14 Laurence Kressel, County Counsel
15 of Multnomah County, Oregon

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EXHIBIT A

EXEMPT PAY RANGES
EFFECTIVE JULY 1, 1994

JOB TITLE	ANNUAL SALARY		
	Min	Mid	Max
A & T Manager, Senior *	\$54,320	\$65,184	\$76,048
AA/EEO Officer *	\$44,686	\$53,624	\$62,561
Accounts Payable Supervisor	\$36,776	\$44,132	\$51,487
Administrative Analyst	\$30,253	\$36,303	\$42,354
Administrative Analyst, Senior	\$33,362	\$40,035	\$46,707
Administrative Services Officer	\$38,602	\$46,323	\$54,043
Adult Housing Administrator	\$36,776	\$44,132	\$51,487
Aging Services Branch Administrator	\$36,776	\$44,132	\$51,487
Aging Services Manager, Senior *	\$54,320	\$65,184	\$76,048
Aging Services Program Manager *	\$46,934	\$56,321	\$65,708
Alcohol/Drug Manager *	\$44,686	\$53,624	\$62,561
Animal Control Manager *	\$46,934	\$56,321	\$65,708
Animal Control Supervisor	\$33,362	\$40,035	\$46,707
Appraisal Supervisor, Commercial	\$33,362	\$40,035	\$46,707
Appraisal Supervisor, Personal Property	\$33,362	\$40,035	\$46,707
Appraisal Supervisor, Residential	\$33,362	\$40,035	\$46,707
Assessment Information Resources Manager *	\$44,686	\$53,624	\$62,561
Assistant County Counsel 1 *	\$35,019	\$42,023	\$49,027
Assistant County Counsel 2 *	\$38,602	\$46,323	\$54,043
Assistant County Counsel, Chief *	\$51,734	\$62,080	\$72,427
Assistant County Counsel, Senior *	\$44,686	\$53,624	\$62,561
Benefits Administrator	\$40,528	\$48,633	\$56,739
Board of Equalization Admin.	\$30,253	\$36,303	\$42,354
Bridge Maintenance Supervisor	\$33,362	\$40,035	\$46,707
Bridge Operations Supervisor	\$22,579	\$27,095	\$30,087
Bridge Services Manager *	\$44,686	\$53,624	\$62,561
Budget & Quality Manager *	\$51,734	\$62,080	\$72,427
Budget Analyst	\$31,774	\$38,128	\$44,483
Budget Analyst/Principal	\$40,528	\$48,633	\$56,739
Captain *	\$58,585	\$64,454	\$70,298
Captain, Corrections *	\$54,185	\$59,603	\$65,022
Cartography Supervisor	\$30,253	\$36,303	\$42,354
Case Management Supervisor	\$33,362	\$40,035	\$46,707
Cataloging Administrator	\$42,556	\$51,068	\$59,579
Central Library Coordinator	\$42,556	\$51,068	\$59,579
Chaplain *	\$28,816	\$34,579	\$40,342
Chief Appraiser, Commercial	\$42,556	\$51,068	\$59,579
Chief Appraiser, Residential	\$40,528	\$48,633	\$56,739
Chief Deputy/Sheriff's Office *	\$66,370	\$73,018	\$79,644
Child & Adol Mental Health Manager *	\$44,686	\$53,624	\$62,561
Circulation Administrator	\$33,362	\$40,035	\$46,707
Civil Process Supervisor	\$31,774	\$38,128	\$44,483
Clinical Supervisor	\$35,019	\$42,023	\$49,027
Comm Corrections Program Administrator	\$38,602	\$46,323	\$54,043
Community Services Administrator	\$38,602	\$46,323	\$54,043
Comm & Family Serv Manager, Senior *	\$54,320	\$65,184	\$76,048
Comm & Family Serv Manager, Asst *	\$46,934	\$56,321	\$65,708
Comm & Family Serv Support Services Mgr *	\$44,686	\$53,624	\$62,561

Computer Operations Administrator	\$36,776	\$44,132	\$51,487
Construction Projects Administrator	\$42,556	\$51,068	\$59,579
Contracts Administrator	\$36,776	\$44,132	\$51,487
Co-Principal Investigator	\$51,734	\$62,080	\$72,427
Corrections Counselor Supervisor	\$36,776	\$44,132	\$51,487
Corrections Program Administrator	\$36,776	\$44,132	\$51,487
County Counsel *	\$62,618	\$75,141	\$87,665
County Surveyor *	\$38,602	\$46,323	\$54,043
Data Analyst, Senior	\$33,362	\$40,035	\$46,707
Data Base Administrator	\$40,528	\$48,633	\$56,739
Data Systems Administrator	\$36,776	\$44,132	\$51,487
Data Systems Manager *	\$40,528	\$48,633	\$56,739
Dental Health Officer *	\$54,320	\$65,184	\$76,048
Dentist **	\$48,632	\$52,685	\$56,737
Dentist, Senior	\$53,617	\$55,711	\$62,553
Department Director, DCC *	\$62,618	\$75,141	\$87,665
Department Director, DES *	\$62,618	\$75,141	\$87,665
Department Director, DSS *	\$62,618	\$75,141	\$87,665
Department Director, Health *	\$62,618	\$75,141	\$87,665
Deputy Director, Library *	\$54,320	\$65,184	\$76,048
Deputy District Attorney/Chief *	\$54,320	\$65,184	\$76,048
Deputy District Attorney/1st Asst */***	\$0	\$0	\$0
Detention Programs Administrator	\$38,602	\$46,323	\$54,043
Developmental Disabilities Manager *	\$44,686	\$53,624	\$62,561
Dir, Comm on Child & Family *	\$40,528	\$48,633	\$56,739
Distribution Supervisor	\$28,816	\$34,579	\$40,342
District Attorney Investigator/Chief	\$31,774	\$38,128	\$44,483
District Attorney's Operations Manager *	\$36,776	\$44,132	\$51,487
District Manager/DCC *	\$44,686	\$53,624	\$62,561
Elections Administrator	\$35,019	\$42,023	\$49,027
Elections Manager *	\$46,934	\$56,321	\$65,708
Emergency Management Administrator	\$38,602	\$46,323	\$54,043
Employee Services Manager *	\$46,934	\$56,321	\$65,708
Employee Services Specialist 1	\$28,816	\$34,579	\$40,342
Employee Services Specialist 2	\$33,362	\$40,035	\$46,707
Employee Services Specialist, Senior	\$35,019	\$42,023	\$49,027
Engineering Services Administrator	\$36,776	\$44,132	\$51,487
Executive Assistant */***	\$0	\$0	\$0
Facilities Building Manager *	\$40,528	\$48,633	\$56,739
Facilities Building Supervisor	\$33,362	\$40,035	\$46,707
Facilities Coordinator	\$27,447	\$32,937	\$38,426
Facilities Maintenance Manager *	\$44,686	\$53,624	\$62,561
Facilities Maintenance Supervisor	\$35,019	\$42,023	\$49,027
Facilities Manager, Senior *	\$51,734	\$62,080	\$72,427
Facilities Refurbishment Manager *	\$40,528	\$48,633	\$56,739
Family Services Manager *	\$44,686	\$53,624	\$62,561
Finance Manager *	\$46,934	\$56,321	\$65,708
Fiscal Officer/Sheriff's Office	\$46,934	\$56,321	\$65,708
Fiscal Specialist, Senior	\$33,362	\$40,035	\$46,707
Fiscal Specialist Supervisor	\$36,776	\$44,132	\$51,487
Fleet & Support Services Manager *	\$46,934	\$56,321	\$65,708
Fleet Maintenance Supervisor	\$35,019	\$42,023	\$49,027
General Accounting Administrator	\$40,528	\$48,633	\$56,739

Geographic Information Records Manager *	\$44,686	\$53,624	\$62,561
Health Information Supervisor	\$27,447	\$32,937	\$38,426
Health Officer *	\$69,041	\$82,850	\$96,658
Health Officer, Assistant	\$62,618	\$75,141	\$87,665
Health Operations Supervisor	\$27,447	\$32,937	\$38,426
Health Services Administrator	\$40,528	\$48,633	\$56,739
Health Services Manager *	\$44,686	\$53,624	\$62,561
Health Services Manager, Senior *	\$51,734	\$62,080	\$72,427
Health Services Specialist	\$31,774	\$38,128	\$44,483
Health Supply Administrator	\$28,816	\$34,579	\$40,342
Hispanic Services Coordinator	\$31,774	\$38,128	\$44,483
Housing & Community Services Prog Admin	\$38,602	\$46,323	\$54,043
Information Services Manager, Senior *	\$51,734	\$62,080	\$72,427
Information Systems Manager *	\$44,686	\$53,624	\$62,561
Inmate Programs Manager *	\$49,283	\$59,139	\$68,996
Juvenile Counseling Administrator	\$38,602	\$46,323	\$54,043
Juvenile Counseling Services Manager *	\$44,686	\$53,624	\$62,561
Juvenile Counselor Supervisor	\$36,776	\$44,132	\$51,487
Juvenile Detention Manager *	\$44,686	\$53,624	\$62,561
Juvenile Justice Manager, Senior *	\$54,320	\$65,184	\$76,048
Juvenile Justice Program Manager *	\$40,528	\$48,633	\$56,739
Juvenile Justice Program Supervisor	\$35,019	\$42,023	\$49,027
Labor Relations Manager *	\$44,686	\$53,624	\$62,561
Labor Relations Manager, Deputy *	\$42,556	\$51,068	\$59,579
Labor Relations Specialist	\$28,816	\$34,579	\$40,342
Laundry Supervisor	\$27,447	\$32,937	\$38,426
Law Clerk *	\$28,816	\$34,579	\$40,342
Legislative/Admin Secretary */***	\$0	\$0	\$0
Library Administrator/Branch	\$40,528	\$48,633	\$56,739
Library Administrator/Central	\$40,528	\$48,633	\$56,739
Library Automated Systems Administrator	\$42,556	\$51,068	\$59,579
Library Director *	\$62,618	\$75,141	\$87,665
Library Manager/Branch	\$44,686	\$53,624	\$62,561
Library Manager/Central	\$44,686	\$53,624	\$62,561
Library Manager, Senior *	\$49,283	\$59,139	\$68,996
Library Supervising Secretary	\$24,879	\$29,854	\$34,830
Library Supervisor/Branch	\$33,362	\$40,035	\$46,707
Library Supervisor/Central	\$33,362	\$40,035	\$46,707
Library Support Services Administrator *	\$40,528	\$48,633	\$56,739
Library Technical Supervisor	\$28,816	\$34,579	\$40,342
Library Youth Services Coordinator *	\$42,556	\$51,068	\$59,579
Lieutenant	\$54,752	\$60,242	\$65,707
Lieutenant, Corrections	\$50,635	\$55,700	\$60,762
Litigation Counsel *	\$49,283	\$59,139	\$68,996
Loss Control Specialist	\$31,774	\$38,128	\$44,483
Major *	\$60,338	\$66,370	\$72,403
Major, Corrections *	\$57,970	\$63,767	\$69,565
Management Assistant, DCC *	\$40,528	\$48,633	\$56,739
Management Assistant, DES *	\$40,528	\$48,633	\$56,739
Management Auditor 1 *	\$27,447	\$32,937	\$38,426
Management Auditor 2 *	\$30,253	\$36,303	\$42,354
Management Auditor, Senior *	\$33,362	\$40,035	\$46,707
MCSO Office Operations Supervisor	\$30,253	\$36,303	\$42,354

MCSO Personnel Administrator *	\$40,528	\$48,633	\$56,739
Mental/Emotional Disabilities Manager *	\$44,686	\$53,624	\$62,561
Office Automation Administrator	\$40,528	\$48,633	\$56,739
Operations Administrator	\$33,362	\$40,035	\$46,707
Operations Supervisor	\$27,447	\$32,937	\$38,426
Operations/Telecommunications Manager *	\$44,686	\$53,624	\$62,561
Payroll Supervisor	\$36,776	\$44,132	\$51,487
Pharmacist	\$42,009	\$45,510	\$49,011
Physician **	\$57,041	\$68,449	\$79,857
Planning Manager *	\$46,934	\$56,321	\$65,708
Probation/Parole Supervisor	\$36,776	\$44,132	\$51,487
Program Develop & Eval Manager *	\$44,686	\$53,624	\$62,561
Program Development Specialist, Senior	\$35,019	\$42,023	\$49,027
Program Services Admin/MHYFS	\$36,776	\$44,132	\$51,487
Property Management Supervisor	\$33,362	\$40,035	\$46,707
Public Guardian	\$38,602	\$46,323	\$54,043
Public Relations Coordinator *	\$40,528	\$48,633	\$56,739
Purchasing Manager *	\$46,934	\$56,321	\$65,708
Purchasing Specialist Supervisor	\$35,019	\$42,023	\$49,027
Records Administrator	\$38,602	\$46,323	\$54,043
Risk Manager *	\$42,556	\$51,068	\$59,579
Road Maintenance Manager *	\$44,686	\$53,624	\$62,561
Road Maintenance Supervisor	\$31,774	\$38,128	\$44,483
Road Maintenance Systems Administrator	\$36,776	\$44,132	\$51,487
Safety Specialist/Transportation	\$31,774	\$38,128	\$44,483
Selection and Acquisition Administrator	\$42,556	\$51,068	\$59,579
Sheriff	\$62,618	\$75,141	\$87,665
Sheriff's Operations Administrator	\$33,362	\$40,035	\$46,707
Stack Services Supervisor	\$28,816	\$34,579	\$40,342
Staff Assistant */***	\$0	\$0	\$0
Staff Assistant/Sheriff's Office *	\$33,362	\$40,035	\$46,707
Systems Administrator	\$40,528	\$48,633	\$56,739
Tax Collection Manager *	\$44,686	\$53,624	\$62,561
Technical Support Manager *	\$44,686	\$53,624	\$62,561
Telecommunications Administrator	\$40,528	\$48,633	\$56,739
Traffic Aids Manager *	\$44,686	\$53,624	\$62,561
Traffic Aids Supervisor	\$31,774	\$38,128	\$44,483
Transportation Manager, Senior *	\$54,320	\$65,184	\$76,048
Transportation Support Services Manager *	\$42,556	\$51,068	\$59,579
Transportation Planning Administrator	\$36,776	\$44,132	\$51,487
Treasury Administrator	\$40,528	\$48,633	\$56,739
Undersheriff *	\$66,370	\$73,110	\$79,644
Valuation Manager *	\$49,283	\$59,139	\$68,996
Victim Services Administrator	\$36,776	\$44,132	\$51,487
Volunteer Program & Bookstore Admin.	\$40,528	\$48,633	\$56,739
Worker's Compensation Specialist	\$31,774	\$38,128	\$44,483

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

** Premium pay up to 10% over base pay when physician is assigned extra responsibilities for medical program and when Physician or Dentist is assigned to one of the correctional facilities.

*** Pay for elected official's staff to be determined by respective elected official pursuant to MCC 3.30.100 (B) (2).