

BEFORE THE BOARD OF COUNTY COMMISSIONERS
FOR MULTNOMAH COUNTY, OREGON

RESOLUTION NO. 09-069

Approving the Compensation Plan for Employees Not Covered by Collective Bargaining Agreements for Fiscal Year 2009-2010

The Multnomah County Board of Commissioners Finds:

- a. Multnomah County (County) employs individuals not covered by any collective bargaining agreement.
- b. The Multnomah County Board of Commissioners (Board) adopted County compensation policy in MCC 9.160 to provide such pay as necessary for the County to recruit, select and retain qualified management, supervisory, administrative and professional employees; to recognize employee performance, growth and development; to maintain an appropriate internal relationship among classifications and employees based on job responsibilities, qualifications and authority; and to maintain parity between equivalent non-represented and represented positions.
- c. The Chair is responsible for developing and recommending compensation plan adjustments to the Board.
- d. Certain employees work as elected officials' staff, and the elected officials set their pay.

The Multnomah County Board of Commissioners Resolves:

1. General Salary Increases. Management and executive employees will not receive a cost of living or merit increase for Fiscal Year 2010 (July 1, 2009 - June 30, 2010). The Fiscal Year 2010 pay ranges are shown in an exhibit attached to this Resolution, labeled Management/Executive Pay.

Table - effective July 1, 2009

ADOPTED this 4th day of June, 2009.



BOARD OF COUNTY COMMISSIONERS
FOR MULTNOMAH COUNTY, OREGON



Ted Wheeler, Chair

REVIEWED:

AGNES SOWLE, COUNTY ATTORNEY
FOR MULTNOMAH COUNTY, OREGON

By 

Agnes Sowle, County Attorney

SUBMITTED BY:

Travis Graves, Human Resources Director, Department of County Management

Multnomah County Management/Executive Pay Table - effective July 1, 2009

Job Class #	Job Title	Notes	Pay Scale Group	Annual		Semi-Monthly		
				Min.	Max.	Min.	Max.	Min.
9603	AA/EEO OFFICER	EXEC	129	63,414.79	88,778.95	2,642.28	3,170.70	3,699.12
9792	ACCESS SERVICES ADMINISTRATOR		124	49,696.23	69,572.50	2,070.68	2,484.77	2,898.85
9006	ADMINISTRATIVE ANALYST		121	42,931.13	60,103.58	1,788.80	2,146.56	2,504.32
9005	ADMINISTRATIVE ANALYST/SENIOR		123	47,344.61	66,281.33	1,972.69	2,367.21	2,761.72
9634	ADMINISTRATIVE SECRETARY/NR		117	35,277.75	49,387.51	1,469.91	1,763.86	2,057.81
9607	ADMINISTRATIVE SERV OFFICER		126	54,778.43	76,692.02	2,282.43	2,738.97	3,195.50
9060	ASST COUNTY ATTORNEY 1	EXEC	128	60,391.12	84,548.25	2,516.30	3,019.57	3,522.84
9190	ASST COUNTY ATTORNEY 2	EXEC	132	73,414.23	102,779.48	3,058.93	3,670.71	4,282.48
9440	ASST COUNTY ATTORNEY/SENIOR	EXEC	135	84,930.53	118,995.68	3,538.77	4,248.46	4,958.15
9015	BOARD CLERK		127	57,511.21	80,517.04	2,396.30	2,875.59	3,354.88
9623	BRIDGE MAINTENANCE SUPERVISOR		124	49,696.23	69,572.50	2,070.68	2,484.77	2,898.85
9734	BUDGET ANALYST/PRINCIPAL		128	60,391.12	84,548.25	2,516.30	3,019.57	3,522.84
9730	BUDGET ANALYST/SENIOR		125	52,188.29	73,063.16	2,174.51	2,609.41	3,044.30
9627	CAPTAIN	EXEC	135	84,930.53	118,995.68	3,538.77	4,248.46	4,958.15
9773	CATALOGING ADMINISTRATOR		128	60,391.12	84,548.25	2,516.30	3,019.57	3,522.84
9007	CHAPLAIN	EXEC	120	40,891.56	57,249.30	1,703.82	2,044.61	2,385.39
9630	CHIEF APPRAISER	EXEC	129-130	63,414.79	93,244.81	2,642.28	3,263.74	3,885.20
9625	CHIEF DEPUTY	EXEC	136	88,861.43	124,403.31	3,702.56	4,443.02	5,183.47
9064	CHIEF DEPUTY MEDICAL EXAMINER		125	52,188.29	73,063.16	2,174.51	2,609.41	3,044.30
9810	CHIEF FINANCIAL OFFICER	EXEC	137-139	93,199.10	144,019.88	3,883.30	4,942.07	6,000.83
9455	CHIEF INFORMATION OFFICER	EXEC	141	113,327.25	158,783.87	4,721.97	5,668.98	6,615.99
9620	COMMUNITY JUSTICE MANAGER		126-128	54,778.43	84,548.25	2,282.43	2,902.64	3,522.84
9510	COUNTY ATTORNEY	EXEC	140-142	107,931.88	166,593.28	4,497.16	5,719.28	6,941.39
5014	COUNTY AUDITOR	EXEC	5014	0	0	0	0	0
5001	COUNTY CHAIR	EXEC	5001	0	0	0	0	0
5010	COUNTY COMMISSIONER	EXEC	5010	0	0	0	0	0
9649	COUNTY SURVEYOR	EXEC	130	66,604.55	93,244.81	2,775.19	3,330.20	3,885.20
9515	COUNTY WEB MANAGER	EXEC	131	69,936.95	97,910.17	2,914.04	3,496.82	4,079.59
9445	D A INVESTIGATOR/CHIEF		124-126	49,696.23	76,692.02	2,070.68	2,633.09	3,195.50
9499	DENTAL DIRECTOR/CLINICAL	EXEC	140	107,931.88	151,103.75	4,497.16	5,396.58	6,295.99
9500	DENTAL HEALTH OFFICER	EXEC	138	97,899.02	137,057.52	4,079.13	4,894.93	5,710.73
9390	DENTIST		137	93,199.10	130,478.52	3,883.30	4,659.96	5,436.61
9430	DENTIST/SENIOR		138	97,899.02	137,057.52	4,079.13	4,894.93	5,710.73
9610	DEPARTMENT DIRECTOR 1	EXEC	137-139	93,199.10	144,019.88	3,883.30	4,942.07	6,000.83
9613	DEPARTMENT DIRECTOR 2	EXEC	140-142	107,931.88	166,593.28	4,497.16	5,719.28	6,941.39
9281	DEPUTY AUDITOR	STAFF	9281	0	0	0	0	0
9631	DEPUTY COUNTY ATTORNEY	EXEC	138	97,899.02	137,057.52	4,079.13	4,894.93	5,710.73
9619	DEPUTY DIRECTOR	EXEC	133	77,084.34	107,917.39	3,211.85	3,854.21	4,496.56
9465	DEPUTY DIST ATTY/FIRST ASST	STAFF	9465	0	0	0	0	0
9450	DEPUTY DISTRICT ATTORNEY/CHIEF	STAFF	9450	0	0	0	0	0
9540	DEPUTY HEALTH OFFICER	EXEC	141	113,327.25	158,783.87	4,721.97	5,668.98	6,615.99
9541	DEPUTY MEDICAL DIRECTOR	EXEC	141	113,327.25	158,783.87	4,721.97	5,668.98	6,615.99
5053	DISTRICT ATTORNEY	EXEC	5053	0	0	0	0	0
9665	ELECTIONS ADMINISTRATOR		124	49,696.23	69,572.50	2,070.68	2,484.77	2,898.85
9666	ELECTIONS MANAGER	EXEC	130	66,604.55	93,244.81	2,775.19	3,330.20	3,885.20
9530	EMS MEDICAL DIRECTOR	EXEC	144	131,190.71	183,666.54	5,466.28	6,559.53	7,652.77
9671	ENGINEERING SERVICES MANAGER 1		129	63,414.79	88,778.95	2,642.28	3,170.70	3,699.12
9672	ENGINEERING SERVICES MANAGER 2	EXEC	132	73,414.23	102,779.48	3,058.93	3,670.71	4,282.48

9062	ENVIRONMENTAL HEALTH SUPERVISOR		128	60,391.12	84,548.25	2,516.30	3,019.57	3,522.84
9460	EXECUTIVE ASSISTANT	STAFF	9460	0	0	0	0	0
9686	FACILITIES DEV & SERVICES MGR	EXEC	129	63,414.79	88,778.95	2,642.28	3,170.70	3,699.12
9336	FINANCE MANAGER		129-130	63,414.79	93,244.81	2,642.28	3,263.74	3,885.20
9335	FINANCE SUPERVISOR		125-126	52,188.29	76,692.02	2,174.51	2,685.01	3,195.50
9689	FLEET MAINTENANCE SUPERVISOR		124	49,696.23	69,572.50	2,070.68	2,484.77	2,898.85
9550	HEALTH OFFICER	EXEC	143	124,942.73	175,060.26	5,205.95	6,250.07	7,294.18
9698	HEALTH SERVICES DEVELOPMENT ADMIN		128	60,391.12	84,548.25	2,516.30	3,019.57	3,522.84
9694	HEALTH SERVICES MANAGER	EXEC	130	66,604.55	93,244.81	2,775.19	3,330.20	3,885.20
9695	HEALTH SERVICES MANAGER/SENIOR	EXEC	133	77,084.34	107,917.39	3,211.85	3,854.21	4,496.56
9080	HUMAN RESOURCES ANALYST 1		121	42,931.13	60,103.58	1,788.80	2,146.56	2,504.32
9670	HUMAN RESOURCES ANALYST 2		124	49,696.23	69,572.50	2,070.68	2,484.77	2,898.85
9748	HUMAN RESOURCES ANALYST/SENIOR		126	54,778.43	76,692.02	2,282.43	2,738.97	3,195.50
9668	HUMAN RESOURCES DIRECTOR	EXEC	138	97,899.02	137,057.52	4,079.13	4,894.93	5,710.73
9715	HUMAN RESOURCES MANAGER 1		128	60,391.12	84,548.25	2,516.30	3,019.57	3,522.84
9621	HUMAN RESOURCES MANAGER 2	EXEC	131	69,936.95	97,910.17	2,914.04	3,496.82	4,079.59
9669	HUMAN RESOURCES MANAGER/SENIOR	EXEC	134	80,945.01	113,321.69	3,372.71	4,047.23	4,721.74
9061	HUMAN RESOURCES TECHNICIAN		118	37,103.33	51,945.34	1,545.97	1,855.18	2,164.39
9699	ICS DIRECTOR	EXEC	138	97,899.02	137,057.52	4,079.13	4,894.93	5,710.73
9452	IT MANAGER 1		132	73,414.23	102,779.48	3,058.93	3,670.71	4,282.48
9453	IT MANAGER 2	EXEC	134	80,945.01	113,321.69	3,372.71	4,047.23	4,721.74
9454	IT MANAGER/SENIOR	EXEC	137	93,199.10	130,478.52	3,883.30	4,659.96	5,436.61
9458	IT PROJECT MANAGER 1		132	73,414.23	102,779.48	3,058.93	3,670.71	4,282.48
9459	IT PROJECT MANAGER 2	EXEC	134	80,945.01	113,321.69	3,372.71	4,047.23	4,721.74
9456	IT SECURITY MANAGER	EXEC	132	73,414.23	102,779.48	3,058.93	3,670.71	4,282.48
9451	IT SUPERVISOR		130	66,604.55	93,244.81	2,775.19	3,330.20	3,885.20
9024	LAUNDRY SUPERVISOR		121	42,931.13	60,103.58	1,788.80	2,146.56	2,504.32
9055	LAW CLERK	EXEC	122	45,089.95	63,123.91	1,878.75	2,254.46	2,630.16
9002	LEGAL ASSISTANT 1/NR		115	32,016.68	44,823.58	1,334.03	1,600.84	1,867.65
9003	LEGAL ASSISTANT 2/NR		117	35,277.75	49,387.51	1,469.91	1,763.86	2,057.81
9004	LEGAL ASSISTANT SR/NR		120	40,891.56	57,249.30	1,703.82	2,044.61	2,385.39
9001	LEGISLATIVE/ADMIN SECRETARY	STAFF	9001	0	0	0	0	0
9776	LIBRARY ADMINISTRATOR/BRANCH		127	57,511.21	80,517.04	2,396.30	2,875.59	3,354.88
9777	LIBRARY ADMINISTRATOR/CENTRAL		127	57,511.21	80,517.04	2,396.30	2,875.59	3,354.88
9780	LIBRARY MANAGER/BRANCH		129	63,414.79	88,778.95	2,642.28	3,170.70	3,699.12
9782	LIBRARY MANAGER/SENIOR	EXEC	131	69,936.95	97,910.17	2,914.04	3,496.82	4,079.59
9784	LIBRARY SUPERVISOR		123	47,344.61	66,281.33	1,972.69	2,367.21	2,761.72
9786	LIBRARY SUPPORT SERVICES ADMIN	EXEC	130	66,604.55	93,244.81	2,775.19	3,330.20	3,885.20
9705	LIEUTENANT		133	77,084.34	107,917.39	3,211.85	3,854.21	4,496.56
9647	LIEUTENANT/CORRECTIONS		133	77,084.34	107,917.39	3,211.85	3,854.21	4,496.56
9710	MANAGEMENT ASSISTANT	EXEC	127	57,511.21	80,517.04	2,396.30	2,875.59	3,354.88
9010	MANAGEMENT AUDITOR 1	STAFF	9010	0	0	0	0	0
9120	MANAGEMENT AUDITOR 2	STAFF	9120	0	0	0	0	0
9280	MANAGEMENT AUDITOR/SENIOR	STAFF	9280	0	0	0	0	0
9202	MCSO CORRECTIONS PROGRAM ADMIN		126	54,778.43	76,692.02	2,282.43	2,738.97	3,195.50
9640	MCSO VOLUNTEER PROGRAM COORDINATOR		122	45,089.95	63,123.91	1,878.75	2,254.46	2,630.16
9520	MEDICAL DIRECTOR	EXEC	142	118,993.44	166,593.28	4,958.06	5,949.73	6,941.39
9744	MENTAL HEALTH DIRECTOR	EXEC	138	97,899.02	137,057.52	4,079.13	4,894.93	5,710.73
9020	NUTRITION SERVICES MANAGER		123	47,344.61	66,281.33	1,972.69	2,367.21	2,761.72
9697	NUTRITIONIST SUPERVISOR		123	47,344.61	66,281.33	1,972.69	2,367.21	2,761.72
9011	OFFICE ASSIST 2/NR		112	27,639.98	38,698.20	1,151.67	1,382.05	1,612.43
9720	OPERATIONS ADMINISTRATOR		123	47,344.61	66,281.33	1,972.69	2,367.21	2,761.72
9025	OPERATIONS SUPERVISOR		121	42,931.13	60,103.58	1,788.80	2,146.56	2,504.32
9337	PAYROLL SPECIALIST		121	42,931.13	60,103.58	1,788.80	2,146.56	2,504.32
9355	PHARMACIST		134	80,945.01	113,321.69	3,372.71	4,047.23	4,721.74

9354	PHARMACY PROGRAM COORDINATOR	EXEC	135	84,930.53	118,995.68	3,538.77	4,248.46	4,958.15
9357	PHARMACY SERVICES DIRECTOR	HP	139	102,791.74	144,019.88	4,282.99	5,141.91	6,000.83
9490	PHYSICIAN	HP	141	113,327.25	158,783.87	4,721.97	5,668.98	6,615.99
9146	PLANNER/PRINCIPAL		126	54,778.43	76,692.02	2,282.43	2,738.97	3,195.50
9798	PRINCIPAL INVESTIGATOR		132	73,414.23	102,779.48	3,058.93	3,670.71	4,282.48
9677	PRODUCTION SUPERVISOR		122	45,089.95	63,123.91	1,878.75	2,254.46	2,630.16
9615	PROGRAM MANAGER 1		127-129	57,511.21	88,778.95	2,396.30	3,047.71	3,699.12
9360	PROGRAM MANAGER 2	EXEC	129-131	63,414.79	97,910.17	2,642.28	3,360.94	4,079.59
9362	PROGRAM MANAGER/SENIOR	EXEC	132-134	73,414.23	113,321.69	3,058.93	3,890.34	4,721.74
9361	PROGRAM SUPERVISOR		124-126	49,696.23	76,692.02	2,070.68	2,633.09	3,195.50
9063	PROJECT MANAGER		127	57,511.21	80,517.04	2,396.30	2,875.59	3,354.88
9491	PSYCHIATRIST	HP	144	131,190.71	183,666.54	5,466.28	6,559.53	7,652.77
9790	PUBLIC RELATIONS COORDINATOR	EXEC	129	63,414.79	88,778.95	2,642.28	3,170.70	3,699.12
9732	RECORDS ADMINISTRATOR		126	54,778.43	76,692.02	2,282.43	2,738.97	3,195.50
9043	RESEARCH/EVALUATION ANALYST/SENIOR		126	54,778.43	76,692.02	2,282.43	2,738.97	3,195.50
9041	RESEARCH/EVALUATION SUPERVISOR		128	60,391.12	84,548.25	2,516.30	3,019.57	3,522.84
9140	ROAD OPERATIONS SUPERVISOR		123	47,344.61	66,281.33	1,972.69	2,367.21	2,761.72
5004	SHERIFF	EXEC	5004	0	0	0	0	0
9400	STAFF ASSISTANT	STAFF	9400	0	0	0	0	0
9674	SURVEY SUPERVISOR		126	54,778.43	76,692.02	2,282.43	2,738.97	3,195.50
3005	TAX SUPR/ADMIN OFFICER		3005	0	0	0	0	0
1096	TAX SUPR/BUDGET ANALYST		1096	0	0	0	0	0
9789	TEAM DEVELOPER/LIBRARY		127	57,511.21	80,517.04	2,396.30	2,875.59	3,354.88
9626	UNDERSHERIFF	EXEC	137	93,199.10	130,478.52	3,883.30	4,659.96	5,436.61
9746	VETERINARIAN		125	52,188.29	73,063.16	2,174.51	2,609.41	3,044.30

Bold – Classifications shown in bold are new job classes or represent classifications that had salary range adjustments since the Board last approved the salary schedule. Salary range adjustments are necessary to reflect labor market comparisons or internal reorganizations.

Exec – Executive, unclassified, non-Civil Service position

HP – Health Premium Pay:

- Premium pay of 5% over base pay when a non-Director, non-Officer Physician is assigned extra responsibility for a major medical program or for in-patient hospital care;
- Premium pay of 5% over base pay when a non-Director, non-Officer Physician is assigned to work on an ongoing basis in correctional facilities;
- Premium pay of 5% over base pay when Pharmacy Services Director is assigned non-Pharmacy, additional major program functions, (i.e. x-ray, clinical lab, etc.) responsibilities, and staff.
- Premium pay of 5% over base when a non-director, non-Officer Physician/Psychiatrist is assigned specialty responsibility requiring additional certification and the passing of a subspecialty examination given by the appropriate medical board recognized within the state of Oregon.

Staff - Pay for unclassified elected officials staff to be determined by respective elected official.