

BEFORE THE BOARD OF COUNTY COMMISSIONERS
FOR MULTNOMAH COUNTY, OREGON

ORDINANCE NO. 1105

Amending MCC Sections 9.160 and 9.170 Relating to County Compensation Plan

(Stricken language is ~~noted~~; double underlined language is new.)

Multnomah County Ordains as follows:

Section 1. MCC Section 9.160 is amended as follows:

9.160 Compensation Plan.

(A) The Chair must maintain a compensation plan. The compensation plan revisions are subject to ~~must be approved of by the~~ Board if costs of the revision exceed department or county budgets, or if the revisions are subject to negotiation with appropriate bargaining agents under state law ~~resolution prior to adoption of the annual County budget.~~

(B) It is county policy to establish a compensation plan that provides pay and benefits necessary for the county to recruit, select, and retain qualified employees who are not part of a bargaining unit; recognizes employee performance, growth, and development; maintains an appropriate internal relationship among classification and employees based on job responsibilities, qualifications, and authority, and that maintains parity between equivalent nonrepresented and represented positions.

(C) The compensation plan includes the following benefits defined ~~by Board resolution~~ and implemented by Chair executive rule:

- (1) Paid holidays;
- (2) Paid leaves;
- (3) Leaves of absence without pay;
- (4) Leave-sharing programs;
- (5) Health and welfare benefits;
- (6) Educational assistance programs;
- (7) Deferred compensation programs;
- (8) Flexible spending accounts;
- (9) Pension programs;
- (10) Workers' compensation and supplemental benefits;
- (11) Other benefits to implement subsection (B); and
- (12) Other benefits approved by the Board.

Section 2. MCC Section 9.170 is amended as follows:

§ 9.170 Plan Maintenance.

9.170 Plan Maintenance.

The Chair is ~~responsible for~~ will developing and presenting annual compensation plan adjustments ~~recommendations for review and approval by~~ to the Board ~~resolution~~. These ~~adjustments recommendations~~ must be based on periodic surveys of comparable employers, internal classification relationships, financial constraints, and actual or anticipated pay adjustments for nonrepresented employees.

FIRST READING:

December 20, 2007

SECOND READING AND ADOPTION:

January 03, 2008



BOARD OF COUNTY COMMISSIONERS
FOR MULTNOMAH COUNTY, OREGON

Ted Wheeler
Ted Wheeler, Chair

REVIEWED:

AGNES SOWLE, COUNTY ATTORNEY
FOR MULTNOMAH COUNTY, OREGON

By

Agnes Sowle
Agnes Sowle, County Attorney

SUBMITTED BY:

Travis Graves, Multnomah County HR Director