



Department of County Management
MULTNOMAH COUNTY OREGON
 Human Resources

Multnomah Building
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To: Gayle Kron, DCHS, Addiction Services, x26392
From: Elisabeth Nunes, Classification & Compensation Unit 503/4
Date: October 19, 2010
Subject: **REVISED** Reclassification Request #1104 (PDS to PDS Sr.)

We have completed our review of your request and the decision is outlined below.

Request Information:

| | |
|---|--------------------------------------|
| Date Request Received: October 10, 2008 | Position Number: 711840 |
| Current Classification: Program Dev. Specialist | Requested Classification: PDS Senior |
| Job Class Number: 6021 | Job Class Number: 6088 |
| Pay Grade: 25 | Pay Grade: 31 |

Request is: Approved as Requested
 Approved – **Revised per**

REVISED Effective Date: April 11, 2008

Arbitration dated July 12, 2010

| | |
|-------------------------------------|------------------------|
| Allocated Classification: PDS Sr. | Job Class Number: 6088 |
| Pay Range: \$26.61 - \$32.76 hourly | Pay Grade: 31 |

Please note this classification decision is subject to all applicable requirements stated in MC Personnel Rule 5-50 and may require Board of County Commissioners' approval. This decision is considered preliminary until such approval is received.

Position Information:

- Vacant - see New/Vacant Section
- Filled & incumbent reclassified - see Employee Information Section
- Filled & incumbent not reclassified with position - see New/Vacant Section

Employee Information:

Name of Incumbent Employee: Gayle Kron
 New Job Class Seniority Date: April 11, 2008

| Date | Job Class and Number | Grade | Step | Rate | Action |
|----------------|---------------------------------------|-------|------|---------|--------------|
| April 10, 2008 | Program Development Specialist (6021) | 25 | 8 | \$27.43 | Pre-reclass |
| April 11, 2008 | Program Dev. Specialist Sr. (6088) | 31 | 2 | \$27.43 | Post-reclass |

Employees in positions reclassified downward to a classification with a lower salary range will receive no change in pay. If an employee's pay exceeds the maximum of the lower salary range, pay will be frozen at the existing rate until the new salary range is higher than the employee's rate of pay. Compensation will be determined in accordance with applicable bargaining agreement or MC Personnel Rule 2-40. Any compensation or seniority adjustments will be processed in accordance with applicable bargaining agreement or MC Personnel Rule 5-50 and 2-40.

Per MC Personnel Rule 5-50-055, when the position is reclassified downward, the employee will be placed on the recall list for reappointment to the higher classification. The employee's Department Human Resource Unit will originate and process required documentation. Contact your Department HR Unit for additional information.

Reason for Revised Classification Decision

Per the Arbitration Opinion and Award dated October 11, 2010, the decision to deny the reclassification of Gayle Kron from Program Development Specialist to Program Development Specialist Senior effective April 11, 2008, has been overturned. Therefore, the above changes will be implemented.

If you have any questions, please feel free to contact me at 503-988-5015 ext. 22342.

cc: Urmilla Jhattu, HR Manager
Pauline Reed, HR Maintainer
Local 88
Ann Boss, Labor Relations
Class Comp File Copy