



# MULTNOMAH COUNTY

## AGENDA PLACEMENT REQUEST (short form)

### Board Clerk Use Only

Meeting Date: 6/10/2010  
Agenda Item #: R-3  
Est. Start Time: 10:00 am

**Agenda Title:** *Authorizing Salary Adjustments for Employees Not Covered by Collective Bargaining Agreements for Fiscal Year 2010-2011*

*Note: If Ordinance, Resolution, Order or Proclamation, provide exact title. For all other submissions, provide a clearly written title.*

**Requested Meeting Date:** June 10, 2010 **Amount of Time Needed:** 10 minutes  
**Department:** DCM **Division:** Central HR  
**Contact(s):** Travis Graves *CCIMW04 HARRIS & KARYNE KIST*  
**Phone:** 503-988-6134 **Ext.** 86134 **I/O Address:** 503/4  
**Presenter(s):** Travis Graves, HR Director

### General Information

**1. What action are you requesting from the Board?**

Approval of the compensation plan and cost of living increase for fiscal year 2010-2011 for all non represented staff, except for elected officials' staff. Elected officials are responsible for setting the pay for their staff.

**2. Please provide sufficient background information for the Board and the public to understand this issue. Please note which Program Offer this action affects and how it impacts the results.**

Per County Code 9.160 – Compensation Plan (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. The Chair is responsible for developing and presenting annual compensation plan adjustment recommendations to the Board for approval (County Code 9.170 – Plan Maintenance). This Resolution approves the compensation plan for FY' 11.

This Resolution authorizes a 2.0% cost of living adjustment for employees not covered by collective bargaining agreements, except for elected official staff. It also approves the compensation plan for fiscal year 2010-2011.

**3. Explain the fiscal impact (current year and ongoing).**

This salary adjustment is consistent with the increase included in the personnel costs in the budget for FY'11. This resolution adjusts the ranges and all non-bargaining unit employees' salaries, except elected officials staff, by 2.0%.

**4. Explain any legal and/or policy issues involved.**

N/A

**5. Explain any citizen and/or other government participation that has or will take place.**

None

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**Required Signature**

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**Elected Official or  
Department/  
Agency Director:**

*Mindy Harris*

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**Date:** 5/25/10

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BEFORE THE BOARD OF COUNTY COMMISSIONERS  
FOR MULTNOMAH COUNTY, OREGON

**RESOLUTION NO.**

Authorizing Salary Adjustments for Employees Not Covered by Collective Bargaining Agreements for Fiscal Year 2010-2011.

**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. Except for elected officials' staff, management and executive employees are eligible for a cost of living increase effective July 1, 2010 of 2.0%. These pay ranges are shown in an exhibit attached to this Resolution, labeled Management/Executive Pay Table - effective July 1, 2010.

ADOPTED this \_\_\_ day of \_\_\_\_\_ 2010

BOARD OF COUNTY COMMISSIONERS  
FOR MULTNOMAH COUNTY, OREGON

\_\_\_\_\_  
Jeff Cogen, Chair

REVIEWED:  
AGNES SOWLE, COUNTY COUNSEL  
FOR MULTNOMAH COUNTY, OREGON

By \_\_\_\_\_  
Agnes Sowle, County Attorney

**Multnomah County Management/Executive Pay Table - effective July 1, 2010**

Job Class	Job Title	Notes	Pay Scale Group	Annual		Semi-Monthly		
				Min	Max	Min	Mid	Max
9603	AA/EEO Officer	Exec	129	\$64,683.09	\$90,554.53	\$2,695.13	\$3,234.12	\$3,773.11
9792	Access Services Administrator		124	\$50,690.15	\$70,963.95	\$2,112.09	\$2,534.46	\$2,956.83
9006	Administrative Analyst		121	\$43,789.75	\$61,305.65	\$1,824.57	\$2,189.49	\$2,554.40
9005	Administrative Analyst/Senior		123	\$48,291.50	\$67,606.96	\$2,012.15	\$2,414.55	\$2,816.96
9607	Administrative Serv Officer		126	\$55,874.00	\$78,225.86	\$2,328.08	\$2,793.75	\$3,259.41
9634	Administrative Specialist/NR		117	\$35,983.31	\$50,375.26	\$1,499.30	\$1,799.14	\$2,098.97
9060	Asst County Attorney 1	Exec	128	\$61,598.94	\$86,239.22	\$2,566.62	\$3,079.96	\$3,593.30
9190	Asst County Attorney 2	Exec	132	\$74,882.51	\$104,835.07	\$3,120.10	\$3,744.12	\$4,368.13
9440	Asst County Attorney/Senior	Exec	135	\$86,629.14	\$121,375.59	\$3,609.55	\$4,333.43	\$5,057.32
9623	Bridge Maintenance Supervisor		124	\$50,690.15	\$70,963.95	\$2,112.09	\$2,534.46	\$2,956.83
9734	Budget Analyst/Principal		128	\$61,598.94	\$86,239.22	\$2,566.62	\$3,079.96	\$3,593.30
9730	Budget Analyst/Senior		125	\$53,232.06	\$74,524.42	\$2,218.00	\$2,661.59	\$3,105.18
9627	Captain	Exec	135	\$86,629.14	\$121,375.59	\$3,609.55	\$4,333.43	\$5,057.32
9773	Cataloging Administrator		128	\$61,598.94	\$86,239.22	\$2,566.62	\$3,079.96	\$3,593.30
9007	Chaplain	Exec	120	\$41,709.39	\$58,394.29	\$1,737.89	\$2,085.49	\$2,433.10
9630	Chief Appraiser	Exec	129-130	\$64,683.09	\$95,109.71	\$2,695.13	\$3,329.02	\$3,962.90
9625	Chief Deputy	Exec	136	\$90,638.66	\$126,891.38	\$3,776.61	\$4,531.88	\$5,287.14
9064	Chief Deputy Medical Examiner		125	\$53,232.06	\$74,524.42	\$2,218.00	\$2,661.59	\$3,105.18
9810	Chief Financial Officer	Exec	137-139	\$95,063.08	\$146,900.28	\$3,960.96	\$5,040.90	\$6,120.85
9455	Chief Information Officer	Exec	141	\$115,593.80	\$161,959.55	\$4,816.41	\$5,782.36	\$6,748.31
9620	Community Justice Manager		126-128	\$55,874.00	\$86,239.22	\$2,328.08	\$2,960.69	\$3,593.30
9510	County Attorney	Exec	140-142	\$110,090.52	\$169,925.15	\$4,587.11	\$5,833.66	\$7,080.21
5014	County Auditor	Staff	5014	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
5001	County Chair	Staff	5001	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
5010	County Commissioner	Staff	5010	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
9649	County Surveyor	Exec	130	\$67,936.64	\$95,109.71	\$2,830.69	\$3,396.80	\$3,962.90
9515	County Web Manager	Exec	131	\$71,335.69	\$99,868.37	\$2,972.32	\$3,566.75	\$4,161.18
9445	D A Investigator/Chief		124-126	\$50,690.15	\$78,225.86	\$2,112.09	\$2,685.75	\$3,259.41
9499	Dental Director/Clinical	Exec	140	\$110,090.52	\$154,125.83	\$4,587.11	\$5,504.51	\$6,421.91
9390	Dentist	Exec	137	\$95,063.08	\$133,088.09	\$3,960.96	\$4,753.15	\$5,545.34
9610	Department Director 1	Exec	137-139	\$95,063.08	\$146,900.28	\$3,960.96	\$5,040.90	\$6,120.85
9613	Department Director 2	Exec	140-142	\$110,090.52	\$169,925.15	\$4,587.11	\$5,833.66	\$7,080.21
9281	Deputy Auditor	Staff	9281	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
9631	Deputy County Attorney	Exec	138	\$99,857.00	\$139,798.67	\$4,160.71	\$4,992.83	\$5,824.94
9619	Deputy Director	Exec	133	\$78,626.03	\$110,075.74	\$3,276.08	\$3,931.29	\$4,586.49
9465	Deputy Dist Atty/First Asst	Staff	9465	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
9450	Deputy District Attorney/Chief	Staff	9450	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
9540	Deputy Health Officer	Exec	141	\$115,593.80	\$161,959.55	\$4,816.41	\$5,782.36	\$6,748.31
9541	Deputy Medical Director	Exec	141	\$115,593.80	\$161,959.55	\$4,816.41	\$5,782.36	\$6,748.31
5053	District Attorney	Staff	5053	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
9665	Elections Administrator		124	\$50,690.15	\$70,963.95	\$2,112.09	\$2,534.46	\$2,956.83
9666	Elections Manager	Exec	130	\$67,936.64	\$95,109.71	\$2,830.69	\$3,396.80	\$3,962.90
9530	EMS Medical Director	Exec	144	\$133,814.52	\$187,339.87	\$5,575.61	\$6,690.72	\$7,805.83
9671	Engineering Services Manager 1		129	\$64,683.09	\$90,554.53	\$2,695.13	\$3,234.12	\$3,773.11
9672	Engineering Services Manager 2	Exec	132	\$74,882.51	\$104,835.07	\$3,120.10	\$3,744.12	\$4,368.13
9062	Environmental Health Supervisor		128	\$61,598.94	\$86,239.22	\$2,566.62	\$3,079.96	\$3,593.30
9460	Executive Assistant	Staff	9460	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
9686	Facilities Dev & Services Mgr	Exec	129	\$64,683.09	\$90,554.53	\$2,695.13	\$3,234.12	\$3,773.11
9336	Finance Manager		129-130	\$64,683.09	\$95,109.71	\$2,695.13	\$3,329.02	\$3,962.90
9335	Finance Supervisor		125-126	\$53,232.06	\$78,225.86	\$2,218.00	\$2,738.71	\$3,259.41
9689	Fleet Maintenance Supervisor		124	\$50,690.15	\$70,963.95	\$2,112.09	\$2,534.46	\$2,956.83
9550	Health Officer	Exec	143	\$127,441.58	\$178,561.47	\$5,310.07	\$6,375.06	\$7,440.06

Job Class	Job Title	Notes	Pay Scale Group	Min	Max	Min	Mid	Max
9698	Health Services Development Admin		128	\$61,598.94	\$86,239.22	\$2,566.62	\$3,079.96	\$3,593.30
9694	Health Services Manager	Exec	130	\$67,936.64	\$95,109.71	\$2,830.69	\$3,396.80	\$3,962.90
9695	Health Services Manager/Senior	Exec	133	\$78,626.03	\$110,075.74	\$3,276.08	\$3,931.29	\$4,586.49
9080	Human Resources Analyst 1		121	\$43,789.75	\$61,305.65	\$1,824.57	\$2,189.49	\$2,554.40
9670	Human Resources Analyst 2		124	\$50,690.15	\$70,963.95	\$2,112.09	\$2,534.46	\$2,956.83
9748	Human Resources Analyst/Senior		126	\$55,874.00	\$78,225.86	\$2,328.08	\$2,793.75	\$3,259.41
9668	Human Resources Director	Exec	138	\$99,857.00	\$139,798.67	\$4,160.71	\$4,992.83	\$5,824.94
9715	Human Resources Manager 1		128	\$61,598.94	\$86,239.22	\$2,566.62	\$3,079.96	\$3,593.30
9621	Human Resources Manager 2	Exec	131	\$71,335.69	\$99,868.37	\$2,972.32	\$3,566.75	\$4,161.18
9669	Human Resources Manager/Senior	Exec	134	\$82,563.91	\$115,588.12	\$3,440.16	\$4,128.17	\$4,816.17
9061	Human Resources Technician		118	\$37,845.40	\$52,984.25	\$1,576.89	\$1,892.28	\$2,207.68
9699	ICS Director	Exec	138	\$99,857.00	\$139,798.67	\$4,160.71	\$4,992.83	\$5,824.94
9452	IT Manager 1		132	\$74,882.51	\$104,835.07	\$3,120.10	\$3,744.12	\$4,368.13
9453	IT Manager 2	Exec	134	\$82,563.91	\$115,588.12	\$3,440.16	\$4,128.17	\$4,816.17
9454	IT Manager/Senior	Exec	137	\$95,063.08	\$133,088.09	\$3,960.96	\$4,753.15	\$5,545.34
9458	IT Project Manager 1		132	\$74,882.51	\$104,835.07	\$3,120.10	\$3,744.12	\$4,368.13
9459	IT Project Manager 2	Exec	134	\$82,563.91	\$115,588.12	\$3,440.16	\$4,128.17	\$4,816.17
9456	IT Security Manager	Exec	132	\$74,882.51	\$104,835.07	\$3,120.10	\$3,744.12	\$4,368.13
9451	IT Supervisor		130	\$67,936.64	\$95,109.71	\$2,830.69	\$3,396.80	\$3,962.90
9055	Law Clerk	Exec	122	\$45,991.75	\$64,386.39	\$1,916.32	\$2,299.54	\$2,682.77
9002	Legal Assistant 1/NR		115	\$32,657.01	\$45,720.05	\$1,360.71	\$1,632.86	\$1,905.00
9003	Legal Assistant 2/NR		117	\$35,983.31	\$50,375.26	\$1,499.30	\$1,799.14	\$2,098.97
9004	Legal Assistant SR/NR		120	\$41,709.39	\$58,394.29	\$1,737.89	\$2,085.49	\$2,433.10
9001	Legislative/Admin Secretary	Staff	9001	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
9776	Library Administrator/Branch		127	\$58,661.43	\$82,127.38	\$2,444.23	\$2,933.10	\$3,421.97
9777	Library Administrator/Central		127	\$58,661.43	\$82,127.38	\$2,444.23	\$2,933.10	\$3,421.97
9780	Library Manager/Branch		129	\$64,683.09	\$90,554.53	\$2,695.13	\$3,234.12	\$3,773.11
9782	Library Manager/Senior	Exec	131	\$71,335.69	\$99,868.37	\$2,972.32	\$3,566.75	\$4,161.18
9784	Library Supervisor		123	\$48,291.50	\$67,606.96	\$2,012.15	\$2,414.55	\$2,816.96
9786	Library Support Services Admin	Exec	130	\$67,936.64	\$95,109.71	\$2,830.69	\$3,396.80	\$3,962.90
9705	Lieutenant		133	\$78,626.03	\$110,075.74	\$3,276.08	\$3,931.29	\$4,586.49
9647	Lieutenant/Corrections		133	\$78,626.03	\$110,075.74	\$3,276.08	\$3,931.29	\$4,586.49
9710	Management Assistant	Exec	127	\$58,661.43	\$82,127.38	\$2,444.23	\$2,933.10	\$3,421.97
9010	Management Auditor 1	Staff	9010	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
9120	Management Auditor 2	Staff	9120	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
9280	Management Auditor/Senior	Staff	9280	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
9640	MCSO Volunteer Program Coordinator		122	\$45,991.75	\$64,386.39	\$1,916.32	\$2,299.54	\$2,682.77
9202	MCSOCorrections Program Admin		126	\$55,874.00	\$78,225.86	\$2,328.08	\$2,793.75	\$3,259.41
9520	Medical Director	Exec	142	\$121,373.31	\$169,925.15	\$5,057.22	\$6,068.72	\$7,080.21
9744	Mental Health Director	Exec	138	\$99,857.00	\$139,798.67	\$4,160.71	\$4,992.83	\$5,824.94
9020	Nutrition Services Manager		123	\$48,291.50	\$67,606.96	\$2,012.15	\$2,414.55	\$2,816.96
9697	Nutritionist Supervisor		123	\$48,291.50	\$67,606.96	\$2,012.15	\$2,414.55	\$2,816.96
9011	Office Assist 2/NR		112	\$28,192.78	\$39,472.16	\$1,174.70	\$1,409.69	\$1,644.67
9720	Operations Administrator		123	\$48,291.50	\$67,606.96	\$2,012.15	\$2,414.55	\$2,816.96
9025	Operations Supervisor		121	\$43,789.75	\$61,305.65	\$1,824.57	\$2,189.49	\$2,554.40
9337	Payroll Specialist		121	\$43,789.75	\$61,305.65	\$1,824.57	\$2,189.49	\$2,554.40
9355	Pharmacist	Exec	134	\$82,563.91	\$115,588.12	\$3,440.16	\$4,128.17	\$4,816.17
9357	Pharmacy Services Director	Exec	139	\$104,847.57	\$146,900.28	\$4,368.65	\$5,244.75	\$6,120.85
9490	Physician	Exec	141	\$115,593.80	\$161,959.55	\$4,816.41	\$5,782.36	\$6,748.31
9146	Planner/Principal		126	\$55,874.00	\$78,225.86	\$2,328.08	\$2,793.75	\$3,259.41
9798	Principal Investigator	Exec	132	\$74,882.51	\$104,835.07	\$3,120.10	\$3,744.12	\$4,368.13
9677	Production Supervisor		122	\$45,991.75	\$64,386.39	\$1,916.32	\$2,299.54	\$2,682.77
9615	Program Manager 1		127-129	\$58,661.43	\$90,554.53	\$2,444.23	\$3,108.67	\$3,773.11
9360	Program Manager 2	Exec	129-131	\$64,683.09	\$99,868.37	\$2,695.13	\$3,428.16	\$4,161.18
9362	Program Manager/Senior	Exec	132-134	\$74,882.51	\$115,588.12	\$3,120.10	\$3,968.14	\$4,816.17

Job Class	Job Title	Notes	Pay Scale Group	Min	Max	Min	Mid	Max
9361	Program Supervisor		124-126	\$50,690.15	\$78,225.86	\$2,112.09	\$2,685.75	\$3,259.41
9063	Project Manager		127	\$58,661.43	\$82,127.38	\$2,444.23	\$2,933.10	\$3,421.97
9491	Psychiatrist	Exec	144	\$133,814.52	\$187,339.87	\$5,575.61	\$6,690.72	\$7,805.83
9790	Public Relations Coordinator	Exec	129	\$64,683.09	\$90,554.53	\$2,695.13	\$3,234.12	\$3,773.11
9732	Records Administrator		126	\$55,874.00	\$78,225.86	\$2,328.08	\$2,793.75	\$3,259.41
9041	Research Scientist		128	\$61,598.94	\$86,239.22	\$2,566.62	\$3,079.96	\$3,593.30
9043	Research/Evaluation Analyst/Senior		126	\$55,874.00	\$78,225.86	\$2,328.08	\$2,793.75	\$3,259.41
9140	Road Operations Supervisor		123	\$48,291.50	\$67,606.96	\$2,012.15	\$2,414.55	\$2,816.96
5004	Sheriff	Staff	5004	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
9400	Staff Assistant	Staff	9400	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
9674	Survey Supervisor		126	\$55,874.00	\$78,225.86	\$2,328.08	\$2,793.75	\$3,259.41
3005	Tax Supr/Admin Officer	Staff	3005	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
1096	Tax Supr/Budget Analyst	Staff	1096	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
9789	Team Developer/Library		127	\$58,661.43	\$82,127.38	\$2,444.23	\$2,933.10	\$3,421.97
9626	Undersheriff	Exec	137	\$95,063.08	\$133,088.09	\$3,960.96	\$4,753.15	\$5,545.34
9746	Veterinarian	Exec	125	\$53,232.06	\$74,524.42	\$2,218.00	\$2,661.59	\$3,105.18

**Bold** – Classifications shown in bold have had salary range adjustments since the Board last approved the salary schedule. No salary range adjustments were implemented this year.

**Exec** - Executive, unclassified, non-Civil Service position.

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

**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 pay when a Pharmacist is assigned supervision of Pharmacists or to help train, supervise and direct the orientation of Pharmacists and evaluate performance during their probation period.
- 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.
- Premium pay of 5% over base pay when a non-Director, non-Officer Dentist is officially assigned program duties that require supervising dental services in a locked correctional facility or when supervising clinical operations in a county dental clinic.
- Premium pay of 5% over base when a non-director, non-Officer Dentist has additional training/clinical expertise and is required to perform advanced dental treatment/care for patients.