

**BEFORE THE BOARD OF COUNTY COMMISSIONERS  
FOR MULTNOMAH COUNTY, OREGON**

**RESOLUTION NO. 2018-053**

Authorizing Salary Adjustments for Employees Not Covered by Collective Bargaining Agreements for Fiscal Year 2018-2019.

**The Multnomah County Board of Commissioners Finds:**

- a. Multnomah County employs individuals not covered by any collective bargaining agreement.
- b. The Multnomah County Board of Commissioners 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, 2018 of 3.6%. These pay ranges are shown in an exhibit attached to this Resolution, labeled Non-Rep Salary Table by FY for Resolution.

**ADOPTED** this 31st day of May, 2018.



BOARD OF COUNTY COMMISSIONERS  
FOR MULTNOMAH COUNTY, OREGON

*Deborah Kafoury*

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Deborah Kafoury, Chair

REVIEWED:

JENNY M. MADKOUR, COUNTY ATTORNEY  
FOR MULTNOMAH COUNTY, OREGON

*J. Madkour*

By \_\_\_\_\_  
Jenny M. Madkour, County Attorney

**SUBMITTED BY:** Travis Graves, Chief Human Resources Officer

Job Class	Job Title	Status	Pay Grade	Annual Min	Annual Max	Semi-Monthly Min	Semi-Monthly Max
9749	AA/EEO Specialist	MGMT	226	\$65,114.64	\$97,673.04	\$2,713.11	\$4,069.71
9006	Administrative Analyst	MGMT	223	\$53,153.52	\$79,731.12	\$2,214.73	\$3,322.13
9005	Administrative Analyst Senior	MGMT	224	\$56,874.00	\$85,311.60	\$2,369.75	\$3,554.65
9634	Administrative Specialist	MGMT	221	\$48,360.48	\$67,705.44	\$2,015.02	\$2,821.06
9060	Assistant County Attorney 1	EXEC	227	\$69,673.68	\$104,509.68	\$2,903.07	\$4,354.57
9190	Assistant County Attorney 2	EXEC	229	\$79,768.32	\$119,653.92	\$3,323.68	\$4,985.58
9440	Assistant County Attorney Senior	EXEC	233	\$104,350.56	\$166,961.04	\$4,347.94	\$6,956.71
9449	Assistant District Attorney	EXEC	233	\$104,350.56	\$166,961.04	\$4,347.94	\$6,956.71
9623	Bridge Maintenance Supervisor	MGMT	124	\$59,772.24	\$83,678.64	\$2,490.51	\$3,486.61
9734	Budget Analyst Principal	MGMT	229	\$79,768.32	\$119,653.92	\$3,323.68	\$4,985.58
9730	Budget Analyst Senior	MGMT	227	\$69,673.68	\$104,509.68	\$2,903.07	\$4,354.57
9808	Budget Director	EXEC	232	\$96,621.12	\$154,593.36	\$4,025.88	\$6,441.39
9627	Captain	EXEC	233	\$104,350.56	\$166,961.04	\$4,347.94	\$6,956.71
9007	Chaplain	EXEC	120	\$49,182.00	\$68,856.72	\$2,049.25	\$2,869.03
9630	Chief Appraiser	EXEC	229	\$79,768.32	\$119,653.92	\$3,323.68	\$4,985.58
9625	Chief Deputy	EXEC	234	\$112,699.20	\$180,318.48	\$4,695.80	\$7,513.27
9064	Chief Deputy Medical Examiner	MGMT	226	\$65,114.64	\$97,673.04	\$2,713.11	\$4,069.71
9810	Chief Financial Officer	EXEC	235	\$123,968.64	\$198,350.64	\$5,165.36	\$8,264.61
9668	Chief Human Resources Officer	EXEC	235	\$123,968.64	\$198,350.64	\$5,165.36	\$8,264.61
9455	Chief Information Officer	EXEC	235	\$123,968.64	\$198,350.64	\$5,165.36	\$8,264.61
9117	Communications Advisor	MGMT	227	\$69,673.68	\$104,509.68	\$2,903.07	\$4,354.57
9620	Community Justice Program Manager	MGMT	227	\$69,673.68	\$104,509.68	\$2,903.07	\$4,354.57
9605	County Assessor	EXEC	233	\$104,350.56	\$166,961.04	\$4,347.94	\$6,956.71
9510	County Attorney	EXEC	237	\$150,002.64	\$240,003.60	\$6,250.11	\$10,000.15
5014	County Auditor	Elec Off	5014	\$108,620.74	\$108,620.74	\$4,525.86	\$4,525.86
5001	County Chair	Elec Off	5001	\$179,755.44	\$179,755.44	\$7,489.81	\$7,489.81
5010	County Commissioner	Elec Off	5010	\$112,699.20	\$112,699.20	\$4,695.80	\$7,513.27
9676	County Engineer	EXEC	233	\$104,350.56	\$166,961.04	\$4,347.94	\$6,956.71
9649	County Surveyor	EXEC	229	\$79,768.32	\$119,653.92	\$3,323.68	\$4,985.58
9499	Dental Director	EXEC	235	\$123,968.64	\$198,350.64	\$5,165.36	\$8,264.61
9390	Dentist	EXEC	233	\$104,350.56	\$166,961.04	\$4,347.94	\$6,956.71
9389	Dentist (On Call)	OC NR	233	\$104,350.56	\$166,961.04	\$4,347.94	\$6,956.71
9610	Department Director 1	EXEC	234	\$112,699.20	\$180,318.48	\$4,695.80	\$7,513.27
9613	Department Director 2	EXEC	235	\$123,968.64	\$198,350.64	\$5,165.36	\$8,264.61
9812	Department Director Principal (COO)	EXEC	236	\$136,364.88	\$218,185.20	\$5,681.87	\$9,091.05
9461	Deputy Chief Information Officer	EXEC	235	\$123,968.64	\$198,350.64	\$5,165.36	\$8,264.61
9618	Deputy County Assessor	EXEC	230	\$86,149.92	\$129,225.12	\$3,589.58	\$5,384.38
9631	Deputy County Attorney	EXEC	234	\$112,699.20	\$180,318.48	\$4,695.80	\$7,513.27
9501	Deputy Dental Director	EXEC	234	\$112,699.20	\$180,318.48	\$4,695.80	\$7,513.27
9619	Deputy Director	EXEC	232	\$96,621.12	\$154,593.36	\$4,025.88	\$6,441.39
9450	Deputy District Attorney Chief	Elec Off Staff	9450	\$0.00	\$0.00	\$0.00	\$0.00
9465	Deputy District Attorney First Assistant	Elec Off Staff	9465	\$0.00	\$0.00	\$0.00	\$0.00
9540	Deputy Health Officer	EXEC	237	\$150,002.64	\$240,003.60	\$6,250.11	\$10,000.15
9541	Deputy Medical Director	EXEC	237	\$150,002.64	\$240,003.60	\$6,250.11	\$10,000.15
9664	District Attorney Administrative Manager	EXEC	230	\$86,149.92	\$129,225.12	\$3,589.58	\$5,384.38
9445	District Attorney Investigator Chief	EXEC	230	\$86,149.92	\$129,225.12	\$3,589.58	\$5,384.38
5053	District Attorney*	Elec Off	5053	\$60,116.64	\$60,116.64	\$2,504.86	\$2,504.86
9601	Division Director 1	EXEC	230	\$86,149.92	\$129,225.12	\$3,589.58	\$5,384.38
9602	Division Director 2	EXEC	231	\$93,042.00	\$139,564.32	\$3,876.75	\$5,815.18
9731	Economist	EXEC	230	\$86,149.92	\$129,225.12	\$3,589.58	\$5,384.38
9666	Elections Manager	EXEC	229	\$79,768.32	\$119,653.92	\$3,323.68	\$4,985.58
9530	EMS Medical Director	EXEC	237	\$150,002.64	\$240,003.60	\$6,250.11	\$10,000.15
9671	Engineering Services Manager 1	EXEC	230	\$86,149.92	\$129,225.12	\$3,589.58	\$5,384.38
9672	Engineering Services Manager 2	EXEC	232	\$96,621.12	\$154,593.36	\$4,025.88	\$6,441.39
9062	Environmental Health Supervisor	MGMT	128	\$72,635.52	\$101,690.16	\$3,026.48	\$4,237.09
9711	Executive Advisor	EXEC	229	\$79,768.32	\$119,653.92	\$3,323.68	\$4,985.58
9679	Facilities & Property Mgmt Division Director	EXEC	232	\$96,621.12	\$154,593.36	\$4,025.88	\$6,441.39
9149	Facilities Strategic Planning & Projects Manager	EXEC	232	\$96,621.12	\$154,593.36	\$4,025.88	\$6,441.39
9336	Finance Manager	EXEC	229	\$79,768.32	\$119,653.92	\$3,323.68	\$4,985.58
9338	Finance Manager Senior	EXEC	231	\$93,042.00	\$139,564.32	\$3,876.75	\$5,815.18
9335	Finance Supervisor	MGMT	226	\$65,114.64	\$97,673.04	\$2,713.11	\$4,069.71
9689	Fleet Maintenance Supervisor	MGMT	124	\$59,772.24	\$83,678.64	\$2,490.51	\$3,486.61
9551	Health Centers Division Operations Director	EXEC	234	\$112,699.20	\$180,318.48	\$4,695.80	\$7,513.27
9521	Health Department Director	EXEC	237	\$150,002.64	\$240,003.60	\$6,250.11	\$10,000.15

9550	Health Officer	EXEC	238	\$165,002.40	\$264,004.08	\$6,875.10	\$11,000.17
9698	Health Services Development Administrator	MGMT	128	\$72,635.52	\$101,690.16	\$3,026.48	\$4,237.09
9080	Human Resources Analyst 1	MGMT	222	\$51,745.68	\$72,444.72	\$2,156.07	\$3,018.53
9670	Human Resources Analyst 2	MGMT	224	\$56,874.00	\$85,311.60	\$2,369.75	\$3,554.65
9748	Human Resources Analyst Senior	MGMT	226	\$65,114.64	\$97,673.04	\$2,713.11	\$4,069.71
9715	Human Resources Manager 1	EXEC	228	\$74,550.72	\$111,825.12	\$3,106.28	\$4,659.38
9621	Human Resources Manager 2	EXEC	230	\$86,149.92	\$129,225.12	\$3,589.58	\$5,384.38
9669	Human Resources Manager Senior	EXEC	232	\$96,621.12	\$154,593.36	\$4,025.88	\$6,441.39
9061	Human Resources Technician	MGMT	118	\$44,626.08	\$62,477.28	\$1,859.42	\$2,603.22
9700	Human Services Policy Manager	EXEC	230	\$86,149.92	\$129,225.12	\$3,589.58	\$5,384.38
9699	ICS Director	EXEC	236	\$136,364.88	\$218,185.20	\$5,681.87	\$9,091.05
9807	Investment Officer	EXEC	228	\$74,550.72	\$111,825.12	\$3,106.28	\$4,659.38
9452	IT Manager 1	EXEC	230	\$86,149.92	\$129,225.12	\$3,589.58	\$5,384.38
9453	IT Manager 2	EXEC	232	\$96,621.12	\$154,593.36	\$4,025.88	\$6,441.39
9454	IT Manager Senior	EXEC	233	\$104,350.56	\$166,961.04	\$4,347.94	\$6,956.71
9458	IT Project Manager 1	EXEC	229	\$79,768.32	\$119,653.92	\$3,323.68	\$4,985.58
9459	IT Project Manager 2	EXEC	230	\$86,149.92	\$129,225.12	\$3,589.58	\$5,384.38
9456	IT Security Manager	EXEC	232	\$96,621.12	\$154,593.36	\$4,025.88	\$6,441.39
9451	IT Supervisor	EXEC	229	\$79,768.32	\$119,653.92	\$3,323.68	\$4,985.58
9055	Law Clerk	EXEC	222	\$51,745.68	\$72,444.72	\$2,156.07	\$3,018.53
9002	Legal Assistant 1	MGMT	219	\$42,240.00	\$59,136.48	\$1,760.00	\$2,464.02
9003	Legal Assistant 2	MGMT	221	\$48,360.48	\$67,705.44	\$2,015.02	\$2,821.06
9004	Legal Assistant Senior	MGMT	222	\$51,745.68	\$72,444.72	\$2,156.07	\$3,018.53
9776	Library Administrator	MGMT	226	\$65,114.64	\$97,673.04	\$2,713.11	\$4,069.71
9783	Library Director of Digital Strategies	EXEC	232	\$96,621.12	\$154,593.36	\$4,025.88	\$6,441.39
9780	Library Manager	MGMT	227	\$69,673.68	\$104,509.68	\$2,903.07	\$4,354.57
9782	Library Manager Senior	EXEC	230	\$86,149.92	\$129,225.12	\$3,589.58	\$5,384.38
9152	Library Safety and Security Manager	EXEC	227	\$69,673.68	\$104,509.68	\$2,903.07	\$4,354.57
9784	Library Supervisor	MGMT	223	\$53,153.52	\$79,731.12	\$2,214.73	\$3,322.13
9647	Lieutenant	EXEC	231	\$93,042.00	\$139,564.32	\$3,876.75	\$5,815.18
9010	Management Auditor	Elec Off Staff	9010	\$0.00	\$0.00	\$0.00	\$0.00
9279	Management Auditor Principal	Elec Off Staff	9279	\$0.00	\$0.00	\$0.00	\$0.00
9280	Management Auditor Senior	Elec Off Staff	9280	\$0.00	\$0.00	\$0.00	\$0.00
9710	Management Assistant	EXEC	127	\$69,171.84	\$96,842.16	\$2,882.16	\$4,035.09
9615	Manager 1	MGMT	127-129	\$69,171.84	\$106,779.12	\$2,882.16	\$4,449.13
9364	Manager 2	EXEC	228	\$74,550.72	\$111,825.12	\$3,106.28	\$4,659.38
9365	Manager Senior	EXEC	229	\$79,768.32	\$119,653.92	\$3,323.68	\$4,985.58
9520	Medical Director	EXEC	238	\$165,002.40	\$264,004.08	\$6,875.10	\$11,000.17
9744	Mental Health Director	EXEC	232	\$96,621.12	\$154,593.36	\$4,025.88	\$6,441.39
9518	Nursing Development Consultant	MGMT	227	\$69,673.68	\$104,509.68	\$2,903.07	\$4,354.57
9519	Nursing Director	EXEC	230	\$86,149.92	\$129,225.12	\$3,589.58	\$5,384.38
9493	Nurse Practitioner Manager	EXEC	232	\$96,621.12	\$154,593.36	\$4,025.88	\$6,441.39
9517	Nursing Supervisor	MGMT	227	\$69,673.68	\$104,509.68	\$2,903.07	\$4,354.57
9020	Nutrition Services Program Supervisor	MGMT	123	\$56,943.84	\$79,720.32	\$2,372.66	\$3,321.68
9011	Office Assistant 2	MGMT	216	\$34,480.32	\$48,272.88	\$1,436.68	\$2,011.37
9720	Operations Administrator	MGMT	123	\$56,943.84	\$79,720.32	\$2,372.66	\$3,321.68
9025	Operations Supervisor	MGMT	121	\$51,635.52	\$72,290.16	\$2,151.48	\$3,012.09
9054	Paralegal	MGMT	223	\$53,153.52	\$79,731.12	\$2,214.73	\$3,322.13
9337	Payroll Tax Specialist	MGMT	222	\$51,745.68	\$72,444.72	\$2,156.07	\$3,018.53
9355	Pharmacist	EXEC	231	\$93,042.00	\$139,564.32	\$3,876.75	\$5,815.18
9357	Pharmacy & Clinical Support Services Director	EXEC	234	\$112,699.20	\$180,318.48	\$4,695.80	\$7,513.27
9492	Physician (On Call)	EXEC	237	\$150,002.64	\$240,003.60	\$6,250.11	\$10,000.15
9146	Planner Principal	EXEC	228	\$74,550.72	\$111,825.12	\$3,106.28	\$4,659.38
9798	Principal Investigator	EXEC	230	\$86,149.92	\$129,225.12	\$3,589.58	\$5,384.38
9797	Principal Investigator Manager	EXEC	231	\$93,042.00	\$139,564.32	\$3,876.75	\$5,815.18
9677	Production Supervisor	MGMT	122	\$54,231.84	\$75,922.32	\$2,259.66	\$3,163.43
9361	Program Supervisor	MGMT	124-126	\$59,772.24	\$92,241.36	\$2,490.51	\$3,843.39
9063	Project Manager	MGMT	127	\$69,171.84	\$96,842.16	\$2,882.16	\$4,035.09
9491	Psychiatrist	EXEC	237	\$150,002.64	\$240,003.60	\$6,250.11	\$10,000.15
9790	Public Relations Coordinator	EXEC	129	\$76,272.00	\$106,779.12	\$3,178.00	\$4,449.13
9366	Quality Manager	EXEC	229	\$79,768.32	\$119,653.92	\$3,323.68	\$4,985.58
9043	Research Evaluation Analyst Senior	MGMT	227	\$69,673.68	\$104,509.68	\$2,903.07	\$4,354.57
9041	Research Evaluation Scientist	EXEC	228	\$74,550.72	\$111,825.12	\$3,106.28	\$4,659.38
9140	Road Operations Supervisor	MGMT	123	\$56,943.84	\$79,720.32	\$2,372.66	\$3,321.68
5004	Sheriff	Elec Off	5004	\$179,755.44	\$179,755.44	\$7,489.81	\$7,489.81
9490	Site Medical Director	EXEC	237	\$150,002.64	\$240,003.60	\$6,250.11	\$10,000.15
9400	Staff Assistant	Elec Off Staff	9400	\$0.00	\$0.00	\$0.00	\$0.00

9809	Strategic Capital Planning Director	EXEC	232	\$96,621.12	\$154,593.36	\$4,025.88	\$6,441.39
9674	Survey Supervisor	MGMT	227	\$69,673.68	\$104,509.68	\$2,903.07	\$4,354.57
1096	Tax Supervising Budget Analyst	MGMT	1096	\$0.00	\$0.00	\$0.00	\$0.00
3005	TSCC Executive Director	EXEC	3005	\$0.00	\$0.00	\$0.00	\$0.00
9626	Undersheriff	EXEC	234	\$112,699.20	\$180,318.48	\$4,695.80	\$7,513.27
9746	Veterinarian	EXEC	230	\$86,149.92	\$129,225.12	\$3,589.58	\$5,384.38

**No COLA**

\* District Attorney's salary includes County supplemental portion of salary only.

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

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

**Bold** – Classifications shown in bold are either new classifications created or have 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.

As of 7/1/2018 the following classifications will be updated from a starting rate of \$11.25 to \$12.00 per Oregon minimum wage and are not eligible for COLA: Student Intern, College Intern, Shelver (On Call).