

BEFORE THE BOARD OF COUNTY COMMISSIONERS

FOR MULTNOMAH COUNTY OREGON

ORDINANCE NO. 820

An ordinance amending Ordinance No. 778 relating to pay administration for employees not covered by collective bargaining agreement.

MULTNOMAH COUNTY ORDAINS AS FOLLOWS:

Section I. Findings.

(A) Multnomah County, Oregon employs a variety of individuals excluded from any collective bargaining agreement referred to as "exempt" employees.

(B) It is the desire of the Board of County Commissioners (hereinafter "Board") to adopt administrative policies and procedures governing pay administration for exempt employees.

(C) It is the desire of the Board to reschedule the implementation of the linkage between evaluation and pay provided for in Ordinance No. 778 for exempt classified employees and other exempt employees.

Section II. Amendment.

(A) Ordinance No. 778 Section II. (Definitions) is amended to add the following:

Classified Employee. An employee who is not exempt from the classified service pursuant to MCC 3.10.100.

Unclassified Employee. An employee who is exempt from the classified service pursuant to MCC 3.10.100.

Section III. Amendment.

(A) Ordinance No. 778 Section VII. (A) (Current Performance Appraisal System) is amended to read as follows:

(A) Until exempt employees are covered by the results-oriented evaluation system, they shall be covered by the current performance appraisal system. Due to the phase-in provisions of Section VIII of this Ordinance, no employee shall receive a merit increase under the current performance appraisal system effective later than June 30, ~~1997~~ 1998.

1 Section IV. Amendment.

2 (A) Ordinance No. 778 Section VIII. (D) (Results-Oriented Merit Evaluation
3 System) Definitions is amended to read as follows:

4 (1) "Department managers" mean the Directors of the following:
5 Department of Community Corrections, Department of Environmental
6 Services, [Department of Social Services], Department of Community and
Family Services, Department of Aging Services, Department of Juvenile
Justice Services, Health Department, and Library.

7 (2) "Division managers and equivalent positions," mean those positions so
8 designated by a department manager, the Sheriff, the District Attorney, and
the County Chair within his/her area of authority.

9 (3) "Remaining managers and supervisors" means employees
10 occupying any other exempt [classification] position [which has a] where
the job title includ[ing]es any of the following terms: "manager,"
11 "supervisor," "administrator," "officer," or "chief." [and] The category also
includes members of the Sheriff's Office Command Staff [as designated by
12 the Sheriff]. Remaining managers and supervisors may occupy either
classified or unclassified positions.

13 Section V. Amendment.

14 (A) Ordinance No. 778 Section VIII. (D) (Results-Oriented Merit Evaluation
15 System Phase-In Plan) is amended to read as follows:

16 [D] (E) Phase-In Plan. The results-oriented merit evaluation system shall
17 cover all exempt employees within the scope of this Ordinance and shall
be phased in using the following schedule:

18 (1) The performance of department managers, divisions
19 managers and equivalent positions will be evaluated in terms of
performance objectives beginning fiscal year 1994-95.

20 (2) The performance of remaining unclassified managers and
21 supervisors will be evaluated in terms of performance objectives
beginning fiscal year 1995-96.

22 (3) The performance of remaining classified managers and
23 supervisors will be evaluated in terms of performance objectives
beginning fiscal year 1996-97.

24 [(3)](4) The performance of all remaining exempt employees
25 covered by this Ordinance will be evaluated in terms of performance
objectives beginning fiscal year [1996-97] 1997-98.

26 [(4)](5) On his/her anniversary date during the first fiscal year
27 for which performance objectives have been established, each
exempt employee to be phased into the results-oriented merit
28 evaluation system shall be eligible to receive a merit increase as
defined in Section VII Part (D). This shall be his/her final merit

1 increase under the "current performance appraisal system," as that
2 term is defined in this Ordinance.

3 Section VI. Amendment.

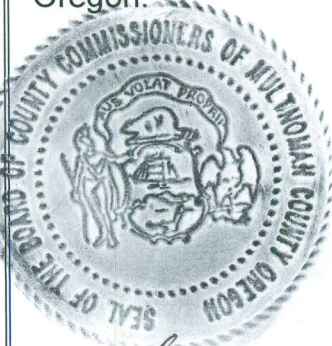
4 (A) Ordinance No. 778 Section VIII. (E) (Results-Oriented Merit Evaluation
5 System Merit Increases is amended to read as follows:

6 ☒ (F) Merit Increases.

7 (1) The Personnel Officer shall be responsible for developing and
8 presenting an annual recommendation to the Board of County
9 Commissioners regarding the allocation of money to be used for
10 merit pay for employees covered by the results-oriented merit
11 evaluation system. The allocation of money adopted by the Board
12 shall be no less than the sums that would have gone toward cost of
13 living increases plus merit increases under the "current performance
14 appraisal system," as that term is defined in this Ordinance.

15 (2) No later than October 1 of each year, retroactive to July 1,
16 each exempt employee covered by the results-oriented merit
17 evaluation system ~~shall~~ may be awarded merit pay, based on
18 his/her accomplishment of the performance objectives established
19 for the prior fiscal year.

20 ADOPTED the 8th day of June, 1995, being the date of
21 its second reading before the Board of County Commissioners of Multnomah County,
22 Oregon.



23 By Beverly Stein
24 Beverly Stein, Chair
25 MULTNOMAH COUNTY, OREGON

26 REVIEWED:

27 Laurence Kressel
28 Laurence Kressel, County Counsel
of Multnomah County, Oregon

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