



# MULTNOMAH COUNTY OREGON

BOARD OF COUNTY COMMISSIONERS  
ROOM 606, COUNTY COURTHOUSE  
1021 S.W. FOURTH AVENUE  
PORTLAND, OREGON 97204

GLADYS McCOY • CHAIR • 248-3308  
PAULINE ANDERSON • DISTRICT 1 • 248-5220  
GARY HANSEN • DISTRICT 2 • 248-5219  
RICK BAUMAN • DISTRICT 3 • 248-5217  
SHARRON KELLEY • DISTRICT 4 • 248-5213  
CLERK'S OFFICE • 248-3277

## AGENDA

### MEETINGS OF THE MULTNOMAH COUNTY BOARD OF COMMISSIONERS

FOR THE WEEK OF

June 3 - 7, 1991

Tuesday, June 4, 1991 - 9:30 AM - Board Briefings. . .Page 2  
Tuesday, June 4, 1991 - 11:00 AM - Agenda Review . . .Page 2  
Thursday, June 6, 1991 - 9:00 AM - Executive Session .Page 2  
Thursday, June 6, 1991 - 9:30 AM - Regular Meeting . .Page 2

Thursday Meetings of the Multnomah County Board of Commissioners are recorded and can be seen at the following times:

Thursday, 10:00 PM, Channel 11 for East and West side subscribers  
Friday, 6:00 PM, Channel 27 for Paragon Cable (Multnomah East) subscribers  
Saturday 12:00 PM, Channel 21 for East Portland and East County subscribers

Tuesday, June 4, 1991 - 9:30 AM

Multnomah County Courthouse, Room 602

BOARD BRIEFINGS

1. Briefing on Reorganization as Directed by the Board at the Meeting on May 21, 1991 (TIME CERTAIN 9:30 - 11:00).

Tuesday, June 4, 1991 - 11:00 AM

Multnomah County Courthouse, Room 602

AGENDA REVIEW

2. Review of Agenda for Regular Meeting of June 6, 1991.

Thursday, June 6, 1991 - 9:00 AM

Multnomah County Courthouse, Room 602

EXECUTIVE SESSION

Pursuant to ORS 192.660 (1)(d), the Multnomah County Board of Commissioners will Meet in Executive Session to Discuss Labor Negotiations.

Thursday, June 6, 1991 - 9:30 AM

Multnomah County Courthouse, Room 602

REGULAR MEETING

DEPARTMENT OF GENERAL SERVICES

- APP* R-1 In the Matter of Extension of the Operating Engineers' (Local 87) Contract for One Year
- APP* R-2 In the Matter of Extension of the Electricians' (Local 48) Contract for One Year
- APP* R-3 Second Reading and Possible Adoption of an ORDINANCE Adopting Salary Ranges for Fiscal Year 1991-92 for Employees Covered by the Exempt Classification/Compensation Plan and Repealing Ordinance No. 667 (Amended Second Reading Continued from May 23, 1991)

683

PUBLIC CONTRACT REVIEW BOARD

(Recess as the Board of County Commissioners and convene as the Public Contract Review Board)

- APP* R-4 ORDER in the Matter of an Exemption to Contract With Photo & Sound Co. for IBM Personal Computers *91-79*

(Recess as the Public Contract Review Board and reconvene as the Board of County Commissioners)

DEPARTMENT OF HUMAN SERVICES

*APP*  
R-5 Request for Approval of the Notice of Intent to Apply for a Four Year \$2,780,000 Grant with the Federal Office of Treatment Improvement: Adolescent Drug Treatment in Juvenile Justice to Improve the System of Services for Youth with Alcohol & Drug Problems who are Adjudicated through the Juvenile Court System

*APP*  
R-6 Budget Modification DHS #40 Authorizing an Increase of \$6,002 in Federal and State Funds to the Aging Services Division, Contracted Services Pass Through Budget to Fund Case Management and In Home Services for Elderly Persons

*APP*  
R-7 Budget Modification DHS #44 Authorizing an Increase of \$65,000 in City of Portland Funds to the Aging Services Division, Contracted Services Budget to Fund One-Time Tenant Improvement Costs for Contract Agencies at the New North Northeast Multi-Cultural Senior Center

NON-DEPARTMENTAL

*APP*  
R-8 RESOLUTION in the Matter of Establishing an Employee Suggestion System (continued from May 23, 1991) *91-80*

*APP*  
R-9 RESOLUTION in the Matter of Establishing a Policy to Maintain Foreclosed Properties while in Multnomah County's Possession (continued from May 23, 1991) *91-81*

R-10 ORDER on Procedure in the Matter of the Appeal of James Weaver *91-82*

*APP*  
R-11 In the Matter of Approval of Recently Negotiated Amendment to the Corrections Officers' Contract *Hold Tak (6-13-91)*  
*w/ a session* *Continue*

R-12 First Reading of an ORDINANCE Relating to the Business Income Tax; Amending Multnomah County Code 5.70.045 *13*  
*Continue to 6-13-91*

0103C/43-45  
cap

BOARD OF COUNTY COMMISSIONERS  
 FORMAL BOARD MEETING  
 RESULTS

MEETING DATE: 6-6-91

Agenda Item #	Motion	Second	APP/NOT APP	
<u>R-1</u>	<u>SK</u>	<u>RB</u>	<u>App</u>	
<u>R-2</u>	<u>SK</u>	<u>RB</u>	<u>App</u>	
<u>R-3</u>	<u>RB</u>	<u>PA</u>	<u>App</u>	} SK-No
<u>R-4</u>	<u>RB</u>	<u>SK</u>	<u>App</u>	
<u>R-5</u>	<u>RB</u>	<u>SK</u>	<u>App</u>	
<u>R-6</u>	<u>SK</u>	<u>GH</u>	<u>App</u>	
<u>R-7</u>	<u>SK</u>	<u>RB</u>	<u>App</u>	
<u>R-8</u>	<u>RB</u>	<u>SK</u>	<u>App</u>	
<u>R-9</u>	<u>GH</u>	<u>SK</u>	<u>App</u>	
<u>R-10</u>	<u>RB</u>	<u>SK</u>	<u>App</u>	
<u>R-11</u>	<u>SK</u>	<u>RB</u>	<u>App</u>	} ←
<u>R-12</u>	<u>SK</u>	<u>RB</u>	<u>App</u>	
	<u>SK</u>	<u>GH</u>	<u>App</u>	} ←
	<u>SK</u>	<u>GH</u>	<u>App</u>	
	<u>SK</u>	<u>GH</u>	<u>App</u>	} ←
	<u>SK</u>	<u>GH</u>	<u>App</u>	
	<u>GH</u>	<u>SK</u>	<u>App</u>	} ←
	<u>GH</u>	<u>SK</u>	<u>App</u>	

Set over 1st  
 motion to postpone to end of ~~Sept~~ end of Sept.  
 Amend Motion to have 1st Reading Sept 5, 1991  
 Motion for 1st Reading today

SK-Y  
 H-Y  
 A-N  
 B-N  
 MC-N

SK-Y  
 GH-Y  
 MC-Y  
 RB-N  
 PA-N

#

1

DATE

6/6/91

NAME

Rick Jensen

ADDRESS

Mainstream youth program

STREET

234-3400

CITY

ZIP CODE

I WISH TO SPEAK ON AGENDA ITEM #

OT 1 Grant

SUBJECT

Application to Serve Adjudicated Youth

FOR

AGAINST

PLEASE PRINT LEGIBLY!

#

1

DATE

6/6

NAME

CRAIG HOWEY/UNITA

ADDRESS

N.W. NATURAL GAS (but representing

STREET

The Greater P. Hand Chamber

CITY

of Commerce

ZIP CODE

I WISH TO SPEAK ON AGENDA ITEM #

R-8

SUBJECT

X FOR \_\_\_\_\_ AGAINST  
PLEASE PRINT LEGIBLY!

✓ ~~28~~ 2

DATE 6-69

NAME Arlene M Collins

ADDRESS \_\_\_\_\_

STREET

CITY

ZIP CODE

I WISH TO SPEAK ON AGENDA ITEM # R8

SUBJECT Swing Prog

\_\_\_\_\_ FOR \_\_\_\_\_ AGAINST

PLEASE PRINT LEGIBLY!



#

2

DATE

6/6/91

NAME

BLANCHE SCHROEDER

ADDRESS

PORTLAND CHAMBER  
STREET

CITY

ZIP CODE

I WISH TO SPEAK ON AGENDA ITEM #

R-12

SUBJECT

Handout

FOR

X

AGAINST

PLEASE PRINT LEGIBLY!

✓  
# 3

DATE 6-6

NAME Sedley Stuart

ADDRESS 150 w Powell *Gresham City Council*

STREET

Gresham, 97030

CITY ZIP CODE

I WISH TO SPEAK ON AGENDA ITEM # R-12

SUBJECT Business Income Tax

\_\_\_\_\_ FOR X AGAINST

PLEASE PRINT LEGIBLY!

#

24

DATE

6-6

NAME

JOAN PASCO

ADDRESS

Edi. Gresham Chamber150 W Powell

STREET

Gresham97030

CITY

ZIP CODE

I WISH TO SPEAK ON AGENDA ITEM #

R-12

SUBJECT

Business Income tax

FOR

X

AGAINST

PLEASE PRINT LEGIBLY!

✓  
# 5

DATE

6-6-91

NAME

CHUCK CURRIE

ADDRESS

Burnside Addition Group  
1217 SW 11TH AVE.

STREET

PORTLAND, OR

CITY

97205

ZIP CODE

I WISH TO SPEAK ON AGENDA ITEM #

R-12

SUBJECT

Business Income Tax

X FOR

AGAINST

PLEASE PRINT LEGIBLY!

✓  
# 6

DATE 6-6-91

NAME ROBERT E. LOWE

ADDRESS 1360 NW NINTA

STREET

GRESHAM

97030

CITY

ZIP CODE

I WISH TO SPEAK ON AGENDA ITEM # R-12

SUBJECT BUSINESS INCOME TAX

FOR

X

AGAINST

PLEASE PRINT LEGIBLY!

Meeting Date: June 6, 1991

Agenda No.: Executive Session

(Above space for Clerk's Office Use)

AGENDA PLACEMENT FORM  
(For Non-Budgetary Items)

SUBJECT: Labor Negotiations / EXECUTIVE SESSION

BCC Informal \_\_\_\_\_ (date) BCC Formal 6/6/91 (date)

DEPARTMENT DGS DIVISION Labor Relations

CONTACT Ellen Ullrick TELEPHONE 248-5135 X2340

PERSON(S) MAKING PRESENTATION Darrell Murray

ACTION REQUESTED:

INFORMATIONAL ONLY  POLICY DIRECTION  APPROVAL

ESTIMATED TIME NEEDED ON BOARD AGENDA: 1/2 hr. 9am TIME CERTAIN

CHECK IF YOU REQUIRE OFFICIAL WRITTEN NOTICE OF ACTION TAKEN: \_\_\_\_\_

BRIEF SUMMARY (include statement of rationale for action requested, as well as personnel and fiscal/budgetary impacts, if applicable):

Request executive session pursuant to ORS 192.660(1)(d) to discuss labor negotiations.

BOARD OF  
COUNTY COMMISSIONERS  
MULTI-NOMINEE COUNTY  
OREGON  
1991 MAY 29 AM 11:41

(If space is inadequate, please use other side)

SIGNATURES:

ELECTED OFFICIAL \_\_\_\_\_

Or

DEPARTMENT MANAGER Jim Murray

(All accompanying documents must have required signatures)

Meeting Date: June 6, 1991

Agenda No.: Executive Session

(Above space for Clerk's Office Use)

AGENDA PLACEMENT FORM  
(For Non-Budgetary Items)

SUBJECT: Labor Negotiations

BCC Informal \_\_\_\_\_ (date) BCC Formal \_\_\_\_\_ (date)

DEPARTMENT DGS DIVISION Labor Relations

CONTACT Ellen Ullrick TELEPHONE 248-5135 X2340

PERSON(S) MAKING PRESENTATION Darrell Murray

ACTION REQUESTED:

INFORMATIONAL ONLY  POLICY DIRECTION  APPROVAL

ESTIMATED TIME NEEDED ON BOARD AGENDA: 1/2 hr.

CHECK IF YOU REQUIRE OFFICIAL WRITTEN NOTICE OF ACTION TAKEN: \_\_\_\_\_

BRIEF SUMMARY (include statement of rationale for action requested, as well as personnel and fiscal/budgetary impacts, if applicable):

Request executive session pursuant to ORS 192.660(1)(d) to discuss labor negotiations.

(If space is inadequate, please use other side)

SIGNATURES:

ELECTED OFFICIAL \_\_\_\_\_

Or

DEPARTMENT MANAGER Jim Murray

(All accompanying documents must have required signatures)



# MULTNOMAH COUNTY OREGON

*Executive Session  
6-6-91  
Handout #1*

BOARD OF COUNTY COMMISSIONERS  
GLADYS McCOY  
PAULINE ANDERSON  
GARY HANSEN  
RICK BAUMAN  
SHARRON KELLEY

DEPARTMENT OF GENERAL SERVICES  
PORTLAND BUILDING  
1120 SW FIFTH, 14TH FLOOR  
PORTLAND, OR 97204-1934

AT OTHER LOCATIONS:

OFFICE OF THE DIRECTOR (503) 248-3303  
EMPLOYEE SERVICES (503) 248-5015  
FINANCE (503) 248-3312  
LABOR RELATIONS (503) 248-5135

ADMINISTRATIVE SERVICES (503) 248-5111  
ASSESSMENT & TAXATION (503) 248-3345  
ELECTIONS (503) 248-3720  
INFORMATION SERVICES (503) 248-3749

## CONFIDENTIAL MEMORANDUM

TO: Chair Gladys McCoy  
Commissioner Pauline Anderson  
Commissioner Rick Bauman  
Commissioner Gary Hanson  
Commissioner Sharron Kelley

FROM: Darrell Murray, Deputy Labor Relations Manager *D*

DATE: June 4, 1991

SUBJECT: Background For June 6 Executive Session re: Nurses Negotiations

### Summary

At the executive session Thursday morning concerning nurses negotiations I need clear bargaining parameters related to the following questions:

1. What level of compensation increase, if any, is the County prepared to offer if the agreement is to be for more than one year?
2. How committed is the Board to obtaining some form of medical/dental insurance cost containment, and when?
3. Should the County extend the time frame for acceptance by the nurses of a one-year freeze?

Several weeks ago we offered the nurses a one-year extension of the existing labor agreement. Enclosed is the Association's counterproposal. It calls for a two year agreement running from July 1, 1991 through June 30, 1993. In the first year, each nurse would take two unpaid days off. In the second year they would take an additional unpaid day off. Effective half way through the first year, nurses would receive a wage increase of 8% or 6% depending on job classification. At the beginning of the second year, an additional step

equal to four percent would be added to the top of each salary range for nurses with ten or more consecutive years of service. There would be no other across the board adjustment in the second year, although several premium adjustments have been proposed. First year net continuing wage cost increase, excluding rollup costs, would be (very roughly) 3.25 %; second year, an additional 4%. Third year increases would be premised on a present wage base inflated by roughly 7.3%, again not counting step increases, rollups or premiums. It also does not include increased costs for medical and dental insurance.

To date the Board has not authorized me to place any offer on the table which provides for increased compensation, although we have placed a four year proposal on the table. The County's position is tentatively set to revert to the four year offer if the Nurses categorically reject a one-year freeze. To date they have not done so. Instead, they tendered the enclosed proposal which I view as a good faith effort to explore options that would serve the interests of both parties. The next bargaining is set for June 10. It will be the fourth session. To comply with statutory good faith requirements, it is imperative that the County be prepared to engage in offers and counter offers on economic matters. I cannot do this without clear bargaining parameters from the Board. Therefore, the Board should carefully consider what compensation increases, if any, it is willing to commit beyond the first year of an agreement. If the Board is unable or unwilling to commit itself, it will be my recommendation that we withdraw our four year proposal and bargain exclusively for a one year contract. To bargain for a multi-year freeze would not be credible, and would exacerbate an already sensitive bargaining problem.

I have discussed the matter with Ken Upton, and he concurs that anything other than a first year freeze in some clear form would be unwise. One possible form was discussed in the last executive session and is similar to that proposed by the Association; an increase in the first year offset by unpaid days off. The problem with this approach is that it yields the employee the same net annual pay as a freeze, but the nurse would work fewer days to earn that pay. Thus, it is decidedly better than what Local 88, the crafts, and managers received.

On a multi-year agreement and assuming a first year freeze, I recommend the Board authorize this office to offer (at an appropriate time) a cost of living clause with a cap of 5% for FY 1992-93. I have discussed such an approach with Dave Warren and he believes this would be compatible with the County's likely revenue picture. To the extent the Board is willing to entertain longer term contracts, I request initial authority to offer the same type of clause the third and fourth years, with a cap of 4.4% minus the increased cost of health insurance, plus the addition of a half percent increase for each increase in Consumer Price Index (CPI) beyond, say, 6%. (For example, if the cost of living increased 8%, the wage-insurance increase would be 4.4% plus one half the CPI over 6% (an additional 1%) for a total increase of 5.4%. This "safety valve" clause would be further capped so that the total increase

would not exceed 7.5%. This is the same type of clause we have used previously with Prosecuting Attorneys and Corrections Officers. The 4.4% figure is based on the Wharton Econometrics projection of inflation in 1994. In addition, I would recommend an additional one half of one percent in authority to be used perhaps mid-way through the second year to adjust the Nurse Practitioner top step, and to make minor adjustments in shift differential. Step increases would be granted as usual throughout the life of the agreement.

An alternative to a CPI clause in the second year would be a flat, pre-agreed percentage increase. A five percent increase would probably prove reasonable in light of current inflation projections, and especially in light of the near certainty that local 88 and crafts will come to the table next year looking for catch-up in addition to CPI increases. However, it is a gamble on the cost of living and revenues.

The other critical issue in negotiations is medical and dental insurance costs. Enclosed is a sheet prepared by Merrie Ziady reflecting County cost increases over the last five years for medical and dental insurance premiums. As is readily evident, even our least expensive plan has increased in price at a rate far in excess of inflation. As part of the four year proposal we have included a cap on the employer's contribution at our FY 1990-91 levels with the County picking up 50% of the increase occurring on or after 7/1/92. Also, we have proposed restructuring the ODS medical plan including increased deductibles, preferred provider incentives, etc. The above recommendations for initial third and fourth year authority for cost of living adjustments implicitly includes an offset for health insurance increases. The Association, however, has forcefully indicated that any cap or plan changes may well be a strike issue for its members. The team has expressed reluctance to again be the pattern-setter on such changes. Consequently, I need to know the depth of the Board's commitment to change in this area. Is the Board prepared to take a strike for such changes, if push comes to shove?

Finally, I request authority to extend the time frame for a firm "yes" or "no" answer on our "one-time-only" offer of a one-year freeze. I believe that the Association is testing whether a multi-year option is feasible, before making a final decision on the one-year freeze offer. I believe it would be wise not to foreclose that option for now.

I look forward to meeting with the Board on Thursday. If you have questions in the interim, please call. Thank you.

c: Billi Odegaard  
Jan Sinclair  
Kathy Page  
Gloria McClendon  
Merrie Ziady  
Dave Warren

## MEDICAL/DENTAL RATES 1987-1991

	1987	1988	1989	1990	1991	Percent Increase Since 1987
<b>BC/ODS Medical</b>						
1	\$ 74	\$ 85	\$ 93	\$108	\$137	85%
2	148	170	186	215	273	84%
Family	200	230	250	295	375	88%
<b>BC/ODS Dental</b>						
1	19	20	22	22	23	21%
2	37	40	44	44	45	22%
Family	51	54	59	59	61	20%
<b>Kaiser Medical (No Rx)</b>						
1	65	68	76	88	105	62%
2	133	135	151	176	211	59%
Family	199	203	227	265	316	59%
<b>Kaiser Medical (50% Rx)</b>						
1	N/A	71	80	94	111	56%
2	N/A	142	159	187	223	57%
Family	N/A	213	239	281	334	57%
<b>Kaiser Medical (\$5 Rx)</b>						
1	N/A	N/A	82	97	115	40%
2	N/A	N/A	163	193	230	41%
Family	N/A	N/A	245	290	345	41%
<b>Kaiser Dental</b>						
1	17	17	19	22	24	41%
2	34	33	38	44	49	44%
Family	51	50	57	66	73	43%
<b>DentaCare</b>						
1	N/A	18	20	16	17	- 5%
2	N/A	41	45	37	40	- 2%
Family	N/A	46	50	42	44	- 43%

Note: N/A means plan was not in existence in 1987 (or in the case of DentaCare, composite rates used in 1987).

From ONA 5/30/91

ONA Proposal for  
Multnomah County Negotiations  
May 30, 1991

IN GENERAL: This proposal is made to shorten the time and scope of negotiations.

If this proposal does not prove the basis to work toward such a settlement, ONA reserves the right to re-propose any items from our April 19, 1991 proposal not included herein.

ONA Proposal for  
Multnomah County Negotiations  
May 30, 1991

ARTICLE 10 HEALTH AND WELFARE

9. Disability Insurance.

Any full-time or part-time employee covered by this Agreement may participate consistent with carrier contract(s), in the County's short-term disability insurance program; the monthly premium to be paid individually through payroll deduction, and effective July 1, 1992 50% to be paid by the County for participating nurses.

11. Waiver of Health and Welfare Benefits.

Employees may elect to waive participation (coverage) in the County's Health and Welfare Benefits Plan and/or the dental plan by submitting such request for waiver in writing on the appropriate County waiver form. Employees making such waiver will not be eligible to re-enroll until the County's official open enrollment period. The County shall reimburse employee(s) for waiver of benefit coverage an amount of money equal to thirty-three percent (33%) of the highest two (2) party premium paid by the County.

ARTICLE 13 SENIORITY AND LAYOFF GUIDELINES

1. Seniority and Layoff shall be governed by Personnel Rule 306 WCF ("Seniority and Layoff"), attached hereto as Addendum D and by this reference made a part of this Agreement, with the following exceptions and clarifications:

a. Promotional Line.

The following classifications (or future equivalents) shall be considered a promotional line:

(1) Clinical Licensed Practical Nurse

~~{(1)}~~ (2) Community Health Nurse (Community Health Nurses assigned to clinics or the field shall be treated as one classification for purposes of this Article subject to Section B. below).

~~{(2)}~~ (3) Nurse Practitioner.

~~{(3)}~~ (4) Nursing Services Supervisor.

b. Bumping Qualification.

An employee may bump another within the same classification or downward in the promotional line only if qualified to perform the duties of the position to which he or she is bumping. A clarification of this restriction shall include but not be limited to the following:

(1) A Nurse Practitioner may bump another Nurse Practitioner only if he or she is in the same specialty.

ONA Proposal for  
Multnomah County Negotiations  
May 30, 1991

- (2) Any Nurse Practitioner with a baccalaureate degree in nursing may bump any Community Health Nurse.
- (3) A Community Health Nurse with a baccalaureate degree in nursing may bump a Community Health Nurse assigned to either the field or clinic; a Community Health Nurse without a baccalaureate degree in nursing may only bump a Community Health Nurse assigned to a clinic/  
Corrections Health. Any Community Health Nurse may bump a Licensed Practical Nurse.
- (4) A Nursing Services Supervisor (or its future equivalent(s) bumping into the bargaining unit may exercise only seniority gained while a member of the bargaining unit.
- (5) Qualifications for bumping purposes are specifically limited to legal and/or job description qualifications, and specifically exclude knowledge, skills, and abilities normally acquired in orientation or on-the-job training.
- (6) A Licensed Practical Nurse shall be credited with bargaining unit seniority for continuous County employment as a LPN in a prior bargaining unit.

3. Reinstatement

a. Nurses on a layoff list shall be permitted to refuse one offer of re-employment without loss of reinstatement rights. A nurse who accepts a reinstatement to a classification and/or shift other than the last position she/he held prior to layoff shall retain seniority rights to her/his prior position.

b) Nurses laid off during their initial probationary period will have reinstatement rights consistent with their length of service. Unworked time

ONA Proposal for  
Multnomah County Negotiations  
May 30, 1991

while on layoff shall not count toward the completion of a nurse's probationary period.

ARTICLE 14 HOURS OF WORK

7. Alternate Shifts

By agreement of County, the Association and a majority of affected nurses, shifts of longer than 8 hours may be adopted. Such alternative schedules may include changes to this collective bargaining agreement for the affected nurses.

8. Uncompensated Days Off

a. Between August 1, 1991 and December 31, 1991 each nurse covered by this agreement shall take one unpaid day off. By July 15, 1991 nurses shall provide their supervisor with a list, in preference order, four potential unpaid days off. Consistent with the County needs, and an individual nurse's seniority, the supervisor will match the day off with the preference order selected by the nurse. Should a nurse fail to submit a list of four days, the supervisor may schedule an unpaid day off for the nurse.

b. Between January 2, 1992 and June 30, 1992 each nurse covered by this agreement shall take one unpaid day off. By December 1, 1991 nurses shall provide their supervisor with a list, in preference order, four potential unpaid days off. Consistent with the County needs, and an individual nurse's seniority, the supervisor will match the day off with the preference order selected by the nurse. Should a nurse fail to submit a list of four days, the supervisor may schedule an unpaid day off for the nurse.

ONA Proposal for  
Multnomah County Negotiations  
May 30, 1991

c. Between July 1, 1992 and December 31, 1992 each nurse covered by this agreement shall take one unpaid day off. By June 1, 1992 nurses shall provide their supervisor with a list, in preference order, four potential unpaid days off. Consistent with the County needs, and an individual nurse's seniority, the supervisor will match the day off with the preference order selected by the nurse. Should a nurse fail to submit a list of four days, the supervisor may schedule an unpaid day off for the nurse.

ARTICLE 15 WAGES

1. Wages.

a. Effective July 1, ~~{1988}~~ 1991 employees shall be compensated in accordance with the wage schedule attached to this Agreement as Addendum A, which by this reference is incorporated herein. ~~{The parties agree that this wage table results from a general wage increase over and above implementation of a new step system constructed to transition from the prior system as equitably as possible with the addition of an entry step for a graduate CHN (hired without a permanent nursing license pending successful passage of the State Board Examination).}~~

Employees shall remain in the same numbered step in the new system as in the prior system, and each employee's anniversary date shall remain unchanged. Any nurse hired pending permanent licensure examination shall be advanced to Step 1 upon receiving his or her permanent license. Time spent at the temporary licensure step shall count toward the anniversary date for advancement to Step 2.

b. Effective January 1, 1992 this scale shall increase to reflect an increase of 8% at each wage step for Nurse Practitioners and 6% for other classifications covered by this bargaining Agreement.

c. Effective July 1, 1992 add a step to the wage scale of all classifications covered by this agreement at 4% above the current Step 9. Nurses are eligible for Step 10 after completion of 10 consecutive years of service with the County in a position(s) covered by this bargaining agreement.

ONA Proposal for  
Multnomah County Negotiations  
May 30, 1991

2. Shift Differential.

The County agrees to pay the following shift premium in addition to the established hourly wage rate:

a. An hourly premium of seventy-five cents (75¢) (effective January 1, 1992 \$1.10) for all hours worked on shifts beginning between the hours of twelve (12:00) noon and seven (7:00) p.m., or

b. An hourly premium of one dollar and sixty cents (\$1.60) (effective January 1, 1992 \$2.25) for all hours worked on shifts beginning between the hours of seven (7:00) p.m. and six (6:00) a.m.

7. Reimbursement for Required Use of Personal Automobile.

a. Employees who are required to use their vehicle, as determined by the County, shall be reimbursed at the rate of ~~{twenty-two cents (22¢)}~~ thirty cents (30¢) per mile. Employees shall be assigned a regular reporting site, and if required by the County to report for work at an alternate work site, the employee shall be entitled to mileage reimbursement, the difference in mileage to and from their regular work site and the alternate work site, if reporting directly from home to the alternate work site is a further distance.

b. To qualify for the ~~{thirty-five dollars (\$35.00)}~~ forty dollars (\$40.00) mileage base reimbursement employees must be required by the County, as a condition of their current job assignment, to have a vehicle available daily. They must routinely report to more than one site in a day and/or be required to make field visits. The ~~{thirty-five dollars (\$35.00)}~~ forty dollars (\$40.00) per month base reimbursement shall be for vehicle maintenance and insurance allowance.

It is further understood and agreed that employee(s) must be in active pay status to qualify and receive mileage base reimbursement. All other employees

ONA Proposal for  
Multnomah County Negotiations  
May 30, 1991

that use their own vehicles shall be reimbursed [~~twenty-two cents (22¢)~~] thirty cents (30¢) per mile only, pursuant to Section 7. a. above.

14. Corrections Health Nursing Premiums.

Each employee assigned to one of the correctional facilities shall be paid an hourly premium as follows:

Licensed Community Practical Nurse	<del>{44¢}</del> <u>96¢</u>
Community Health Nurse	<del>{58¢}</del> <u>\$1.30</u>
Nurse Practitioner	<del>{72¢}</del> <u>\$1.44</u>

These premium amounts shall be increased in a percentage amount equal to any subsequent general wage increase during the term of the Agreement.

16. Weekend Differential: Effective July 1, 1992 any work performed on a weekend shift shall be paid a differential of \$1.00 per hour.

ONA Proposal for  
Multnomah County Negotiations  
May 30, 1991

ARTICLE 16 PERFORMANCE EVALUATION TRANSITION

~~{1. Transition from Article 16 of Predecessor Agreement.~~

~~Effective July 1, 1988, all terms of Article 16 of the predecessor agreement shall be terminated and compensation for each wage step shall be solely in accordance with Article 15, Addendum A, and Subsection 2 below. The County will consult with the Association in the development of a new evaluation instrument. For this purpose, a Performance Evaluation Committee will be constituted composed of three County and three Association members. The committee will meet at least twice a month for four (4) hours per meeting for a three (3) month period.~~

~~Any substitute evaluation system will minimally include:~~

- ~~■ Clinical observations of the employee;~~
- ~~■ That clinical observations related to professional nursing practice shall be performed by a registered nurse; and~~
- ~~■ That a performance conference shall occur annually.~~

~~Prior to implementation of the new evaluation system, the bargaining teams will reconvene to hear comments from both teams.~~

ONA Proposal for  
Multnomah County Negotiations  
May 30, 1991

~~2. Appeals and Relationship to Salary~~

~~a. Transition~~

~~During the transition in which a new performance evaluation instrument is being developed, step increases shall be granted automatically upon each employee's anniversary date. Employees will be evaluated with the current evaluation tool with the elimination of scoring boxes and the addition of a summary by the evaluating supervisor. Interim evaluations will be subject to the same minimum standards as defined in Section 1, paragraph 2 above.~~

~~b. Implementation of the New Plan~~

~~Any new evaluation instrument shall provide for the right of written employee response to the content of the evaluation. Once the new evaluation instrument is implemented, step increases will be granted only upon a determination by the County that the employee's overall performance is satisfactory. Any employee who is denied a step increase may appeal the reasonableness of such a denial in accordance with Article 19 of this Agreement.]~~

The County shall continue with the evaluation system, and its terms for modification, as adopted during the term of the 1988-1991 collective bargaining agreement.

ONA Proposal for  
Multnomah County Negotiations  
May 30, 1991

ARTICLE 23 TERMINATION

This Agreement shall be effective as of the 1st day of July, ~~{1988}~~ 1991, and shall remain in full force and effect through the ~~{30th}~~ 31st day of ~~{June, 1991}~~ December 1992, and shall be automatically renewed from year-to-year thereafter, unless either party shall notify the other in writing no later than ~~{April 1, 1991}~~ October 1, 1992 or ninety days (90) prior to any subsequent anniversary date that it wishes to modify the contract for any reason. The contract shall remain in full force and effect during the period of negotiations.

ONA Proposal for  
Multnomah County Negotiations  
May 30, 1991

ADDENDUM A  
SALARY SCHEDULE FOR ONA BARGAINING UNIT

Effective July 1, 1990 the following rates shall apply for the steps indicated. The below rates shall continue in effect until January 1, 1992:

Class	1	2	3	4	5	6	7	8	9
LCPN	9.14	9.50	9.87	10.28	10.68	11.10	11.55	12.02	12.51
CHN*	13.00	13.53	14.06	14.62	15.20	15.81	16.44	17.08	17.78
NP	16.11	16.67	17.19	17.70	18.52	19.04	19.60	20.19	20.80

\* Any graduate nurse hired with a temporary license shall be paid at a special Temporary License Step of ~~\$12.63~~ <sup>12.62</sup> per hour for a maximum of six (6) months.

Effective January 1, 1992

Class	1	2	3	4	5	6	7	8	9
LCPN	9.69	10.07	10.46	10.90	11.32	11.77	12.24	12.74	13.26
CHN*	13.78	14.34	14.90	15.50	16.11	16.76	17.42	18.10	18.85
NP	17.40	18.00	18.57	19.12	20.00	20.56	21.17	21.81	22.46

\* Graduate nurse \$13.38

Effective July 1, 1992

Class	1	2	3	4	5	6	7	8	9	10**
LCPN	9.69	10.07	10.46	10.90	11.32	11.77	12.24	12.74	13.26	13.79
CHN	13.78	14.34	14.90	15.50	16.11	16.76	17.42	18.10	18.85	19.60
NP	17.40	18.00	18.57	19.12	20.00	20.56	21.17	21.81	22.46	23.36

\* Graduate nurse \$13.38

\*\* Available to nurses who have been employed by Multnomah County for 10 consecutive years in a position(s) covered by this bargaining agreement.

BEFORE THE BOARD OF COUNTY COMMISSIONERS  
FOR MULTNOMAH COUNTY, OREGON

In the Matter of Establishing a Policy )  
to Maintain Foreclosed Properties while ) RESOLUTION  
in Multnomah County's Possession ) 91-81

WHEREAS, Multnomah County has possession of nearly 400 tax foreclosed properties, and

WHEREAS, many of these properties are concentrated in a few neighborhoods, and

WHEREAS, the neighborhoods with large concentrations of foreclosed properties are important to the well-being and livability of Multnomah County, and

WHEREAS, proper maintenance of foreclosed properties are important for the continued visibility of many Multnomah County neighborhoods, and

WHEREAS, proper maintenance of foreclosed properties increases the value of neighboring properties, and

WHEREAS, proper maintenance of foreclosed properties can increase the market value of properties, and

WHEREAS, non-profit housing corporations chances of successfully rehabilitating foreclosed properties improve if the properties have been well-maintained, and

NOW, THEREFORE BE IT RESOLVED, that Multnomah County shall seek to maintain properties in its possession to current neighborhood standards within budgetary constraints, and

BE IT FURTHER RESOLVED that the County Chair is directed to develop specific measures that shall meet neighborhood standards.

ADOPTED this 6th day of June 1991.

MULTNOMAH COUNTY, OREGON

By Gladys McCoy  
Gladys McCoy, County Chair



LAURENCE KRESSEL, COUNTY COUNSEL  
for Multnomah County, Oregon

By John D. Bay

BEFORE THE BOARD OF COUNTY COMMISSIONERS  
FOR MULTNOMAH COUNTY, OREGON

In the Matter of Establishing )  
an Employee Suggestion System )

RESOLUTION  
91-80

WHEREAS, the policy of the County should be to encourage constructive suggestions from its employees by making cash awards or paid leave to those who submit cost saving suggestions; and

WHEREAS, suggestions should clearly state the problem, how the problem might be solved and the benefit that would be realized if the suggestion was adopted; and

WHEREAS, an Employee Suggestion System is morale-building and improves productivity; and.

NOW THEREFORE BE IT RESOLVED that the Board of County Commissioners establishes an Employee Suggestion Committee by July 1, 1991. The Committee will be composed of two members from Local 88, one member from the Oregon Nurses Association, one member from the Deputy Sheriff's Association, one member from the Corrections Officer's Association, one member from the Prosecuting Attorney's Association, one member from Planning and Budget, one member from Board Staff and one member from the Chair's office; and

IT IS FURTHER RESOLVED that the Committee will establish criteria for selection of suggestions that are submitted for consideration by the Board of County Commissioners. Suggestions supported by a majority of the Committee will be forwarded to the Board of County Commissioners for consideration. The Committee will meet bi-monthly (or when deemed necessary) to review suggestions submitted by any employees; and

IT IS FURTHER RESOLVED THAT any implemented suggestion will result in an award by the Board to a maximum of 1% of the first year's financial savings to the County, not to exceed \$1,000. A choice of paid leave may be substituted for a comparable cash award. The award will be made one year following the implementation of the suggestion to the extent that tangible direct savings or increase in revenue occur; and

BE IT FURTHER RESOLVED THAT the terms of the above resolution shall become applicable to any bargaining unit only upon execution of a memorandum of exception in accordance with the terms of the applicable collective bargaining agreement. Any such memorandum of exception agreement may be terminated upon thirty (30) days notice by the Board or the applicable bargaining agent; and

BE IT FURTHER RESOLVED THAT the results and actions by the Committee will be reviewed annually by the Board of County Commissioners.



ADOPTED this 6th day of June, 1991

MULTNOMAH COUNTY, OREGON

By Gladys McCoy  
Gladys McCoy, County Chair

REVIEWED  
LAURENCE KRESSEL, COUNTY COUNSEL  
for Multnomah County, Oregon

By John D. Bay



Meeting Date: JUN 06 1991

Agenda No.: R-1

(Above space for Clerk's Office Use)

AGENDA PLACEMENT FORM  
(For Non-Budgetary Items)

SUBJECT: Extension of Operating Engineers' Contract for One Year

BCC Informal \_\_\_\_\_ (date) BCC Formal June 6, 1991 (date)

DEPARTMENT DGS DIVISION Labor Relations

CONTACT Darrell Murray TELEPHONE 248-5135

PERSON(S) MAKING PRESENTATION Darrell Murray

ACTION REQUESTED:

INFORMATIONAL ONLY  POLICY DIRECTION  APPROVAL

ESTIMATED TIME NEEDED ON BOARD AGENDA: 5 minutes

CHECK IF YOU REQUIRE OFFICIAL WRITTEN NOTICE OF ACTION TAKEN: X

BRIEF SUMMARY (include statement of rationale for action requested, as well as personnel and fiscal/budgetary impacts, if applicable):

This will implement a one year wage freeze for members of this bargaining unit, consistent with Board bargaining instructions.

*Sent Originals to Darrell Murray on 6-10-91*

(If space is inadequate, please use other side)

SIGNATURES:

ELECTED OFFICIAL \_\_\_\_\_

Or

DEPARTMENT MANAGER Jenda Alexander

(All accompanying documents must have required signatures)

MULTI-MEDIA COUNTY  
1991 MAY 20 PM 1:43  
CLERK'S OFFICE

CONTRACT EXTENSION

I. Parties

The Parties to this contract extension are Multnomah County, Oregon (hereafter "County") and the International Union of Operating Engineers Local 87, AFL-CIO (hereafter "Union"). The Parties agree as follows:

II. PURPOSE

The purpose of this contract extension is to add a fourth year to the 1988-91 collective bargaining agreement between the parties, and provide the applicable terms under which the extension is to occur.

III. TERMS OF EXTENSION

Section 1. Article 21, Termination, of the 1988-91 collective bargaining agreement between the Parties shall be amended to read as follows. (Language to be deleted is bracketed and language to be added is in boldface and underscored.)

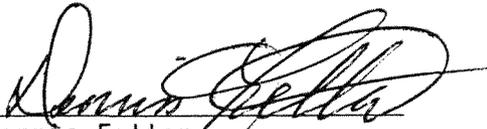
"This agreement shall be effective as of the 1st day of July, 1988, and shall remain in full force and effect through the 30th day of June, [1991] 1992, and shall be automatically renewed from year-to-year thereafter, unless either party notifies the other in writing between January 1, [1991] 1992, and March 1, [1991] 1992, that it wishes to modify the contract for any reason. The contract shall remain in full force and effect during the period of negotiations.

Section 2. The following subsection shall be added to section 1 of ADDENDUM A of the 1988-91 collective bargaining agreement between the parties:

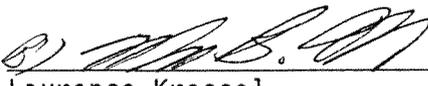
"e. The wage schedule in effect for County fiscal year 1990-91 for employees covered by the collective bargaining agreement between the parties shall remain in effect through June 30, 1992."

Done this 6<sup>th</sup> day of June, 1991.

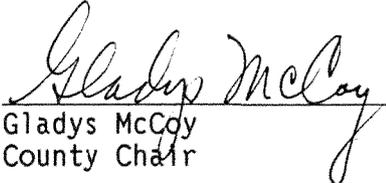
For the Union:

  
Dennis Fetter  
Business Agent

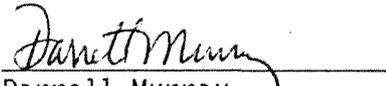
Reviewed:

  
Laurence Kressel  
County Counsel  
Multnomah County, Oregon

For the County:

  
Gladys McCoy  
County Chair

Negotiated By:

  
Darrell Murray  
Deputy Labor Relations  
Manager

Meeting Date: JUN 0 6 1991

Agenda No.: R-2

(Above space for Clerk's Office Use)

AGENDA PLACEMENT FORM  
(For Non-Budgetary Items)

SUBJECT: Extension of Electrician's Contract for One Year

BCC Informal \_\_\_\_\_ BCC Formal June 6, 1991  
(date) (date)

DEPARTMENT DGS DIVISION Labor Relations

CONTACT Darrell Murray TELEPHONE 248-5135

PERSON(S) MAKING PRESENTATION Darrell Murray

ACTION REQUESTED:

INFORMATIONAL ONLY  POLICY DIRECTION  APPROVAL

ESTIMATED TIME NEEDED ON BOARD AGENDA: 5 minutes

CHECK IF YOU REQUIRE OFFICIAL WRITTEN NOTICE OF ACTION TAKEN: X

BRIEF SUMMARY (include statement of rationale for action requested, as well as personnel and fiscal/budgetary impacts, if applicable):

This will implement a one year wage freeze for members of this bargaining unit, consistent with Board bargaining instructions.

*Sent Originals to Darrell Murray 6-10-91.*

CLERK OF COUNTY COMMISSIONERS  
OREGON  
1991 MAY 28 PM 1:43

(If space is inadequate, please use other side)

SIGNATURES:

ELECTED OFFICIAL 1

Or

DEPARTMENT MANAGER Linda Alexander

(All accompanying documents must have required signatures)

CONTRACT EXTENSION

I. Parties

The Parties to this contract extension are Multnomah County, Oregon (hereafter "County") and the International Brotherhood of Electrical Workers Local 48, AFL-CIO (hereafter "Union"). The Parties agree as follows:

II. PURPOSE

The purpose of this contract extension is to add a fourth year to the 1988-91 collective bargaining agreement between the parties, and provide the applicable terms under which the extension is to occur.

III. TERMS OF EXTENSION

Section 1. Article 22, Termination, of the 1988-91 collective bargaining agreement between the Parties shall be amended to read as follows. (Language to be deleted is bracketed and language to be added is in boldface and underscored.)

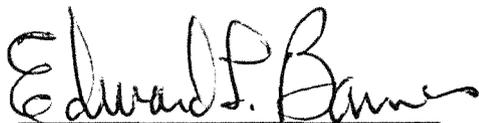
"This agreement shall be effective as of the 1st day of July, 1988, and shall remain in full force and effect through the 30th day of June, [1991] **1992**, and shall be automatically renewed from year-to-year thereafter, unless either party notifies the other in writing between January 1, [1991] **1992**, and March 1, [1991] **1992**, that it wishes to modify the contract for any reason. The contract shall remain in full force and effect during the period of negotiations.

Section 2. The following subsection shall be added to section 1 of ADDENDUM A of the 1988-91 collective bargaining agreement between the parties:

"e. The wage schedule in effect for County fiscal year 1990-91 for employees covered by the collective bargaining agreement between the parties shall remain in effect through June 30, 1992."

Done this 6<sup>th</sup> day of June, 1991.

For the Union:



Edward L. Barnes  
Business Manager-Fin. Secy

Reviewed:



Laurence Kressel  
County Counsel  
Multnomah County, Oregon

For the County:



Gladys McCoy  
County Chair

Negotiated By:



Darrell Murray  
Deputy Labor Relations  
Manager

JUN 0 6 1991

Meeting Date: ~~MAY 0 2 1991~~ ~~MAY 2 3 1991~~

Agenda No.: ~~R-8~~ ~~R-1~~

(Above space for Clerk's Office Use)

JUN 6 1991

R-3

AGENDA PLACEMENT FORM  
(For Non-Budgetary Items)

SUBJECT: Exempt Classification/Compensation Ordinance

BCC Informal \_\_\_\_\_ (date) BCC Formal May 2, 1991 \_\_\_\_\_ (date)

DEPARTMENT General Services DIVISION Employee Services

CONTACT Colette Umbras TELEPHONE 248-5015 Colette 2200

PERSON(S) MAKING PRESENTATION Curtis Smith

ACTION REQUESTED:

INFORMATIONAL ONLY  POLICY DIRECTION  APPROVAL

ESTIMATED TIME NEEDED ON BOARD AGENDA: 15 minutes

CHECK IF YOU REQUIRE OFFICIAL WRITTEN NOTICE OF ACTION TAKEN: \_\_\_\_\_

BRIEF SUMMARY (include statement of rationale for action requested, as well as personnel and fiscal/budgetary impacts, if applicable):

This Ordinance implements the exempt portion of the Classification/Compensation Study. Funds required for implementation are currently included in the 1990-91 budget.

*Original Ord. 683 Printed. Sent Copies to list + Curtis Smith + Colette Umbras 6-10-91*

(If space is inadequate, please use other side)

SIGNATURES:

ELECTED OFFICIAL Synda Alexander

Or

DEPARTMENT MANAGER \_\_\_\_\_

(All accompanying documents must have required signatures)

CLERK OF COUNTY EDWARDS COUNTY OREGON  
1991 APR 24 PM 3:11

ORDINANCE FACT SHEET

Title Exempt Compensation Plan Effective Date July 1, 1990

Brief Statement of purpose of ordinance (include the rationale for adoption of ordinance, a description of persons benefited, and other alternatives explored).

This Ordinance implements the exempt portion of the Classification/Compensation Study.

What other local jurisdictions in the metropolitan area have enacted similar legislation?

N/A

What has been the experience in other areas with this type of legislation?

N/A

What authority is there for Multnomah County to adopt this legislation? (State statute, home rule charter). Are there constitutional problems?

Home Rule Charter; Multnomah County Code, Title 3, Chapter 3.10.120.

Fiscal Impact Analysis

Implementation costs are estimated at \$37,260, which had already been budgeted for in the 1990-91 FY budget. No additional funds are requested for implementation.

(If space is inadequate, please use other side)

SIGNATURES:

Office of County Counsel \_\_\_\_\_

Department Head Linda Alexander \_\_\_\_\_

Liaison Commissioner \_\_\_\_\_



# MULTNOMAH COUNTY OREGON

BOARD OF COUNTY COMMISSIONERS  
GLADYS McCOY  
PAULINE ANDERSON  
GARY HANSEN  
RICK BAUMAN  
SHARRON KELLEY

DEPARTMENT OF GENERAL SERVICES  
PORTLAND BUILDING  
1120 SW FIFTH, 14TH FLOOR  
PORTLAND, OR 97204-1934

OFFICE OF THE DIRECTOR  
EMPLOYEE SERVICES (503) 248-3303  
FINANCE (503) 248-5015  
LABOR RELATIONS (503) 248-3312  
(503) 248-5135

AT OTHER LOCATIONS:

ADMINISTRATIVE SERVICES (503) 248-5111  
ASSESSMENT & TAXATION (503) 248-3345  
ELECTIONS (503) 248-3720  
INFORMATION SERVICES (503) 248-3749

## M E M O R A N D U M

---

TO: County Chair and County Commissioners

THROUGH: Jim Munz, Acting Director  
Department of General Services

FROM: Curtis Smith, Director  
Employee Services Division

DATE: May 28, 1991

SUBJECT: Exempt Compensation Ordinance, Revised Second Reading

---

On May 23, at Second Reading, the Board approved Alternative #2 of the Exempt Classification/Compensation Plan Ordinance. However, County Counsel ruled that, since Alternative #2 (eliminating retroactivity) was substantially different from the Ordinance as proposed, another reading is required. The Board set the next reading for June 6.

The revised Ordinance attached is the Alternative #2 approved by the Board on May 23. If approved at the Revised Second Reading on June 6, it will be effective July 1, 1991 without retroactivity implications. No change has occurred in the cost analysis presented to the Board in my May 20 memo.

1223ES2/CS/ljd

Attachment

1                   BEFORE THE BOARD OF COUNTY COMMISSIONERS

2                   FOR MULTNOMAH COUNTY, OREGON

3                   ORDINANCE No. 683

4                   An ordinance adopting salary ranges for fiscal year  
5 1991-92 for employees covered by the Exempt Classification/  
6 Compensation Plan and repealing Ordinance No. 667.

7                   Multnomah County ordains as follows:

8                   Section I. Findings

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

12                   (B) It is the County's policy to establish an Exempt  
13 Compensation Plan that provides such salaries and fringe  
14 benefits as necessary for the County to recruit, select, and  
15 retain qualified management, supervisory, administrative and  
16 professional employees; that recognizes employee performance,  
17 growth, and development; that maintains an appropriate internal  
18 relationship between classifications based on job responsi-  
19 bilities, qualifications, and authority; and that maintains  
20 parity between equivalent exempt and nonexempt positions.

21                   (C) The Personnel Officer is responsible for  
22 developing and recommending compensation plan adjustment  
23 recommendations to the Multnomah County Board of Commissioners  
24 (hereinafter "Board").

25                   May 24, 1991: 3

26                   Draft includes amendments  
                    approved at 5/23/91 Hearing

1 (D) The County has reviewed and evaluated each exempt  
2 position based on the position's required expertise, decision  
3 making impact and independence, supervisory/management  
4 responsibility, type and purpose of contacts with others, and  
5 physical working conditions.

6 (E) A salary survey of comparable and competing  
7 public employers was conducted to determine the County's  
8 position in the relevant labor market.

9 (F) Taking into consideration the data development  
10 through the job evaluation process and salary survey described  
11 in (D) and (E) above, the County's pay policy line for exempt  
12 classifications was established.

13 (G) At the November 6, 1990 election the voters  
14 approved an amendment to the Home Rule Charter, requiring the  
15 Board of County Commissioners to set the salary of the County  
16 Sheriff. The Charter amendment further required that the  
17 Sheriff's salary be not less than that for any member of the  
18 Sheriff's Office. This Ordinance carries out the Charter  
19 amendment and establishes the Sheriff's salary at the same rate  
20 as other experienced department managers.

21 Section II. Adoption of Salary Ranges

22 (A) The job titles and salary ranges for exempt  
23 employee classifications as shown in Exhibit A to this  
24 Ordinance ("Exempt Salary Ranges Effective July 1, 1991") are  
25 adopted. Notwithstanding adoption of these ranges, or the  
26 provisions of this or any other previously adopted ordinance,

1 there shall be no cost-of-living adjustment (COLA) granted to  
2 exempt employees during fiscal year 1991-92.

3 (B) Except as provided in paragraphs (C) through (F)  
4 of this section, adoption of this Ordinance shall not change  
5 the salary rate being paid any exempt employee on the effective  
6 date of this Ordinance. "Exempt employee" under this Ordinance  
7 covers only those persons in exempt positions as of the  
8 effective date of this Ordinance.

9 (C) An exempt employee whose salary rate on the  
10 effective date of this Ordinance is below the minimum rate  
11 established for the employee's position by Exhibit A shall  
12 receive an increase to the minimum hourly rate. The increase  
13 shall take effect on the effective date of this Ordinance.

14 (D) An exempt employee whose salary rate on the  
15 effective date of the Ordinance exceeds the applicable maximum  
16 established by Exhibit A shall remain at the current rate until  
17 the maximum for the range is increased by the Board of County  
18 Commissioners.

19 (E) No exempt employee shall be reduced in pay as a  
20 result of the implementation of this Ordinance.

21 (F) The salary for the Sheriff shall be \$33.60 per  
22 hour.

1           Section III. New or Revised Classifications

2           When exempt classifications are established or  
3 substantially revised, the Personnel Officer shall recommend  
4 compensation plan adjustments to the Board which are consistent  
5 with the County's pay policy line for exempt classifications  
6 adopted by this Ordinance.

7           Section IV. Repeal of Ordinance No. 667

8           Ordinance No. 667 is hereby repealed.

9           ADOPTED this 6th day of June,

10           1991, being the date of its second reading before the Board of  
11 County Commissioners of Multnomah County.



12  
13  
14 By Gladys McCoy  
15 GLADYS McCOY  
16 Multnomah County Chair

17 REVIEWED:

18 LAURENCE KRESSEL  
19 County Counsel for  
20 Multnomah County, Oregon

21 By Laurence Kessel  
22 County Counsel  
23  
24  
25  
26

1052ES2

**EXHIBIT A  
EXEMPT SALARY RANGES  
EFFECTIVE JULY 1, 1991**

<u>Job Title</u>	<u>Min.</u>	<u>Mid.</u>	<u>Max.</u>
A & T Manager, Senior	22.96	27.55	32.14
AA/EEO Officer	16.31	19.58	22.84
Accounts Payable Supervisor	15.54	18.65	21.76
Administrative Analyst	12.79	15.35	17.90
Administrative Services Manager	19.83	23.80	27.77
Administrative Services Officer	16.31	19.58	22.84
Adult Housing Administrator	15.54	18.65	21.76
Aging Services Branch Administrator	15.54	18.65	21.76
Aging Services Manager, Senior	22.96	27.55	32.14
Aging Services Program Manager	19.83	23.80	27.77
AIDS Program Manager	18.88	22.66	26.44
Alcohol/Drug Administrator	17.98	21.58	25.18
Alternative Community Services Manager	17.13	20.56	23.98
Animal Care Supervisor	14.10	16.92	19.74
Animal Control Manager	19.83	23.80	27.77
Animal Control Supervisor	14.10	16.92	19.74
Assessment Information Resources Manager	18.88	22.66	26.44
Assistant County Counsel 1	14.80	17.76	20.72
Assistant County Counsel 2	16.31	19.58	22.84
Assistant Health Officer	26.46	31.76	37.05
Assistant Health Services Manager	17.13	20.56	23.98
Assistant Social Services Manager	17.98	21.58	25.18
Benefits Administrator	17.13	20.56	23.98
Board of Equalization Admin.	12.79	15.35	17.90
Bridge Maintenance Administrator	16.31	19.58	22.84
Bridge Maintenance Supervisor	14.10	16.92	19.74
Bridge Operations Supervisor	9.54	11.45	13.36
Bridge Services Manager	18.88	22.66	26.44
Business Services Administrator	17.13	20.56	23.98
Cable Telecommunications Admin.	17.13	20.56	23.98
Captain	24.76	27.24	29.71
Cartography Supervisor	12.79	15.35	17.90
Case Management Supervisor	14.10	16.92	19.74
Chaplain	12.17	14.61	17.05
Chief Appraiser/Commercial	17.13	20.56	23.98
Chief Appraiser/Residential	17.13	20.56	23.98
Chief Assistant County Counsel	21.86	26.24	30.61
Chief Deputy/Sheriff's Office	28.05	30.86	33.66
Chief Deputy Medical Examiner	18.88	22.66	26.44
Childrens Clinical Services Admin.	17.13	20.56	23.98
Childrens M.H. Partner's Proj. Supv.	15.54	18.65	21.76
Civil Process Supervisor	13.43	16.12	18.80
Commercial Appraisal Supervisor.	14.10	16.92	19.74
Community Action Program Admin.	16.31	19.58	22.84
Community Action Program Supervisor	14.10	16.92	19.74
Community Corr. Program Services Mgr.	18.88	22.66	26.44
Community Development Manager	19.83	23.80	27.77
Community Services Administrator	16.31	19.58	22.84
Computer Operations Administrator	15.54	18.65	21.76
Construction Projects Administrator	17.98	21.58	25.18
Contracts Administrator	15.54	18.65	21.76

**EXHIBIT A**  
**EXEMPT SALARY RANGES**

Page 2

Corrections Captain	22.90	25.19	27.48
Corrections Counselor Supervisor	14.80	17.76	20.72
Corrections Health Manager	18.88	22.66	26.44
Corrections Lieutenant	21.40	23.54	25.68
Corrections Major	24.50	26.95	29.40
County Counsel	26.46	31.76	37.05
County Surveyor	16.31	19.58	22.84
Data Base Administrator	17.13	20.56	23.98
Data Control & Scheduling Supervisor	12.79	15.35	17.90
Data Systems Administrator	15.54	18.65	21.76
Data Systems Manager	17.13	20.56	23.98
Dental Health Officer	21.86	26.24	30.61
Dentist	20.56	22.27	23.98
Department Director, D.C.C.	26.46	31.76	37.05
Department Director, D.E.S.	26.46	31.76	37.05
Department Director, D.G.S.	26.46	31.76	37.05
Department Director, D.H.S.	26.46	31.76	37.05
Deputy Director, D.E.S.	19.83	23.80	27.77
Deputy District Attorney/Chief	22.96	27.55	32.14
Deputy District Attorney/First Asst.	0	0	0
Deputy Labor Relations Manager	17.98	21.58	25.18
Developmental Disabilities Admin.	15.54	18.65	21.76
Developmental Disabilities Manager	18.88	22.66	26.44
Direct Clinical Services Supervisor	15.54	18.65	21.76
Distribution Supervisor	12.17	14.61	17.05
D.A. Operations Manager	15.54	18.65	21.76
Elections Administrator	14.80	17.76	20.72
Elections Manager	19.83	23.80	27.77
Electrical Supervisor	14.80	17.76	20.72
Emergency Management Administrator	16.31	19.58	22.84
Emergency Medical Services Admin.	17.13	20.56	23.98
Employee Services Manager	19.83	23.80	27.77
Employee Services Specialist 1	12.17	14.61	17.05
Employee Services Specialist 2	14.10	16.92	19.74
Engineering Services Administrator	15.54	18.65	21.76
Engineering Services Manager	18.88	22.66	26.44
Environmental Health Administrator	17.13	20.56	23.98
Executive Assistant	0	0	0
Executive Assistant/Sheriff's Office	19.83	23.80	27.77
Expo Manager	19.83	23.80	27.77
Expo Operations Supervisor	14.10	16.92	19.74
Facilities Building Manager	17.13	20.56	23.98
Facilities Building Supervisor	14.10	16.92	19.74
Facilities Coordinator	11.60	13.92	16.24
Facilities Environmental Coord.	14.80	17.76	20.72
Facilities Maintenance Manager	18.88	22.66	26.44
Facilities Maintenance Supervisor	14.80	17.76	20.72
Facilities Manager, Senior	21.86	26.24	30.61
Facilities Refurbishment Manager	17.13	20.56	23.98
Fair/Expo Administrator	14.10	16.92	19.74
Family Services Manager	18.88	22.66	26.44
Finance Manager	19.83	23.80	27.77
Fiscal Specialist Supervisor	15.54	18.65	21.76
Fiscal Specialist/D.H.S.	14.10	16.92	19.74
Fleet & Electronics Manager	19.83	23.80	27.77
Fleet Maintenance Supervisor	14.80	17.76	20.72
General Accounting Administrator	17.13	20.56	23.98
Geographic Information Records Mgr.	18.88	22.66	26.44

EXHIBIT A  
EXEMPT SALARY RANGES  
Page 3

Health Officer	29.18	35.02	40.85
Health Operations Supervisor	11.60	13.92	16.24
Health Services Administrator	16.31	19.58	22.84
Health Services Manager	19.83	23.80	27.77
Health Services Manager, Senior	22.96	27.55	32.14
Health Supply Administrator	12.17	14.61	17.05
Information Services Manager, Senior	21.86	26.24	30.61
Information Systems Manager	18.88	22.66	26.44
Inmate Program Manager	20.83	25.00	29.16
Juvenile Counseling Services Manager	18.88	22.66	26.44
Juvenile Counselor Supervisor	14.80	17.76	20.72
Juvenile Detention Manager	18.88	22.66	26.44
Juvenile Justice Manager, Senior	21.86	26.24	30.61
Juvenile Justice Program Manager	17.13	20.56	23.98
Labor Relations Manager	18.88	22.66	26.44
Labor Relations Specialist	12.17	14.61	17.05
Laboratory Administrator	16.31	19.58	22.84
Laundry Supervisor	11.60	13.92	16.24
Law Clerk	11.60	13.92	16.24
Legislative/Administrative Secretary	0	0	0
Lieutenant	23.14	25.46	27.77
Litigation Counsel	20.83	25.00	29.16
Long Term Care Administrator	17.13	20.56	23.98
Loss Control Specialist	13.43	16.12	18.80
Major	25.50	28.05	30.60
Management Assistant, D.C.C.	17.13	20.56	23.98
Management Assistant, D.G.S.	17.13	20.56	23.98
Management Assistant, D.H.S.	17.98	21.58	25.18
Management Auditor 1	11.60	13.92	16.24
Management Auditor 2	12.79	15.35	17.90
MCSO Personnel Administrator	17.13	20.56	23.98
MCSO Planning & Fiscal Admin.	17.13	20.56	23.98
M.E.D. Program Manager	18.88	22.66	26.44
Office Automation Administrator	17.13	20.56	23.98
Office Manager/County Counsel	12.79	15.35	17.90
Operations Administrator	14.10	16.92	19.74
Operations Supervisor	11.60	13.92	16.24
Operations/Telecommunications Mgr.	18.88	22.66	26.44
Park Manager	19.83	23.80	27.77
Parks Maintenance Supervisor	14.80	17.76	20.72
Payroll Supervisor	15.54	18.65	21.76
Personal Property Appraisal Supv.	14.10	16.92	19.74
Pharmacist	17.76	19.24	20.72
Pharmacist Supervisor	19.58	21.21	22.84
Physician*	24.11	28.93	33.75
Planning Manager	19.83	23.80	27.77
Planning/Budget Administrator	16.31	19.58	22.84
Planning/Budget Manager	19.83	23.80	27.77
Planning/Budget Specialist	13.43	16.12	18.80
Probation Services Manager	19.83	23.80	27.77
Probation/Parole Supervisor	14.80	17.76	20.72
Property Management Supervisor	14.10	16.92	19.74
Public Affairs Coordinator	17.13	20.56	23.98
Public Guardian	16.31	19.58	22.84
Purchasing Agent	17.98	21.58	25.18
Purchasing Specialist Supervisor	14.80	17.76	20.72

**EXHIBIT A  
EXEMPT SALARY RANGES**

Page 4

Records Administrator	16.31	19.58	22.84
Regional Drug Initiative Prog. Supv.	14.80	17.76	20.72
Regional Park Supervisor	13.43	16.12	18.80
Residential Appraisal Supervisor.	14.10	16.92	19.74
Risk Manager	17.98	21.58	25.18
Road Maintenance Manager	18.88	22.66	26.44
Road Maintenance Supervisor	13.43	16.12	18.80
Safety Specialist/Transportation	13.43	16.12	18.80
Sheriff	26.46	31.76	37.05
Sheriff's Operations Administrator	14.10	16.92	19.74
Social Services Manager, Senior	22.96	27.55	32.14
Sr. Administrative Analyst	14.10	16.92	19.74
Sr. Assistant County Counsel	18.88	22.66	26.44
Sr. Data Analyst	14.10	16.92	19.74
Sr. Dentist	22.66	24.55	26.44
Sr. Employee Services Specialist	14.80	17.76	20.72
Sr. Fiscal Specialist	14.10	16.92	19.74
Sr. Management Auditor	14.10	16.92	19.74
Sr. Program Development Specialist	14.80	17.76	20.72
Staff Assistant	0	0	0
Staff Assistant/Sheriff's Office	14.10	16.92	19.74
Systems Administrator	17.13	20.56	23.98
Tax Collection Manager	18.88	22.66	26.44
Technical Support Manager	18.88	22.66	26.44
Telecommunications Administrator	17.13	20.56	23.98
Traffic Aids Manager	18.88	22.66	26.44
Traffic Aids Supervisor	13.43	16.12	18.80
Transportation Manager, Senior	22.96	27.55	32.14
Transportation Support Services Mgr.	17.98	21.58	25.18
Transportation Planning & Oper. Admin.	15.54	18.65	21.76
Transportation Planning & Oper. Supv.	14.80	17.76	20.72
Treasury Administrator	17.13	20.56	23.98
Undersheriff	22.96	27.55	32.14
Valuation Manager	20.83	25.00	29.16
Victim Services Administrator	15.54	18.65	21.76
Womens Transition Services Manager	17.13	20.56	23.98
Worker's Compensation Specialist	12.79	15.35	17.90
Youth Services Administrator	17.13	20.56	23.98

NOTE: Salary for elected officials' staff to be determined by respective elected official pursuant to Ord. 438 Section 4.B.

\*Premium pay up to 10% over base salary when physician is assigned extra responsibilities for medical program.

42291/920ES2



# MULTNOMAH COUNTY OREGON

BOARD OF COUNTY COMMISSIONERS  
GLADYS McCOY  
PAULINE ANDERSON  
GARY HANSEN  
RICK BAUMAN  
SHARRON KELLEY

DEPARTMENT OF GENERAL SERVICES  
PORTLAND BUILDING  
1120 SW FIFTH, 14TH FLOOR  
PORTLAND, OR 97204-1934

AT OTHER LOCATIONS:

OFFICE OF THE DIRECTOR  
EMPLOYEE SERVICES (503) 248-3303  
FINANCE (503) 248-5015  
LABOR RELATIONS (503) 248-3312  
(503) 248-5135

ADMINISTRATIVE SERVICES (503) 248-5111  
ASSESSMENT & TAXATION (503) 248-3345  
ELECTIONS (503) 248-3720  
INFORMATION SERVICES (503) 248-3749

## MEMORANDUM

TO: County Chair  
Board of County Commissioners

FROM: Curtis Smith, Director *Curtis Smith*  
Employee Services Division

THROUGH: Linda Alexander, Director  
Department of General Services

DATE: April 23, 1991

SUBJECT: Exempt Compensation Ordinance

This Ordinance reflects the efforts of County management over the last two and a half years to implement the Board's directive to conduct a classification and compensation study. The results of the study were implemented on July 1, 1990, for employees represented by Local 88 and the Oregon Nurses Association. Now we are requesting that the exempt portion of this study be implemented. The reasons for doing so are as follows:

- The Board stated its commitment formally, by resolution, to pay equity in 1986, and again in 1988 when it funded the Classification and Compensation Study.
- Implementation of the study for Local 88 and ONA employees has created a number of equity and compression issues, which passage of this Ordinance would help correct. An example of this is that there are several instances of supervisory employees at a considerably lower rate of pay than their subordinate employees.
- The cost to implement this Ordinance is approximately \$81,260. Implementation of Local 88 and ONA cost approximately \$650,000.

Memo to County Chair/Board of Commissioners  
April 23, 1991  
Page 2

- In order for managers and supervisors to obtain equity between exempt and non-exempt classifications, implementation of the new compensation plan should be retroactive to July 1, 1990, the date both Local 88 and ONA were implemented. This would allow those exempt staff who have been topped out in their range to receive regular anniversary merit increases for FY 1990-91, similar to Local 88 and ONA members.
- The Library Department will be the final step of this study, with both exempt and non-exempt employees due to be reclassified July 1, 1991, per the union agreement and Ordinance 649. We will be basing our recommendations for exempt Library classes on the classification and compensation structure that this Ordinance provides.

1020ES2



# MULTNOMAH COUNTY OREGON

BOARD OF COUNTY COMMISSIONERS  
GLADYS McCOY  
PAULINE ANDERSON  
GARY HANSEN  
RICK BAUMAN  
SHARRON KELLEY

DEPARTMENT OF GENERAL SERVICES  
PORTLAND BUILDING  
1120 SW FIFTH, 14TH FLOOR  
PORTLAND, OR 97204-1934

AT OTHER LOCATIONS:

OFFICE OF THE DIRECTOR (503) 248-3303  
EMPLOYEE SERVICES (503) 248-5015  
FINANCE (503) 248-3312  
LABOR RELATIONS (503) 248-5135

ADMINISTRATIVE SERVICES (503) 248-5111  
ASSESSMENT & TAXATION (503) 248-3345  
ELECTIONS (503) 248-3720  
INFORMATION SERVICES (503) 248-3749

## MEMORANDUM

TO: County Chair and County Commissioners

THROUGH: Jim Munz, Acting Director *Jim Munz*  
Department of General Services

FROM: Curtis Smith, Director *Curtis Smith*  
Employee Services Division

DATE: May 20, 1991

SUBJECT: Exempt Compensation Ordinance, Second Reading

At the request of Board staff at last Wednesday's meeting, attached are several alternatives for action. Alternative #1 would adopt the Ordinance as drafted and proposed. The remaining Alternatives represent various compromise positions which would enable the County to adopt an exempt compensation system at lower financial cost.

In accordance with the suggestion made at an earlier Commission meeting, the salary and benefit data have been reviewed by Dave Warren. His analysis has found some additional benefits costs. Future Employee Services proposals involving costs, such as the Library exempt compensation program to be proposed in June, will follow the same review procedure.

1206ES2/CS/js

Attachment

## Exempt Classification and Compensation System

May 20, 1991

### Advantages

- + Achieves pay equity across departments for jobs of equal responsibility.
- + Updates all job descriptions.
- + Incorporates exempt positions into the system already implemented for Local 88 and ONA.
- + Will match the final phase of the system to be proposed in June 1991 (Library).
- + Installs a classification & compensation system which can be monitored and adjusted in-house, incrementally as needed.
- + Brings to a successful conclusion a multi-year compensation study performed by an outside consulting firm, our managers, and the Employee Services Division.

### Costs to Implement Exempt Employees

#### Alternative #1: Implement 7/1/90

Number of Employees FY 91 & 92	FY 90-91 Total Cost	FY 90-91 General Fund Cost	FY 91-92 Total Cost	FY 91-92 General Fund Cost
121/145	\$131,316	\$70,533	\$219,428	\$118,642

(Motion: I move that the Board adopt the proposed Ordinance.)

#### Alternative #2: Implement 7/1/91

Number of Employees FY 91 & 92	FY 90-91 Total Cost	FY 90-91 General Fund Cost	FY 91-92 Total Cost	FY 91-92 General Fund Cost
0 /145	0	0	\$156,718	\$ 90,298

(Motion: I move that the Board adopt the proposed Ordinance with the following amendments:

- A. The effective date for implementation shall be July 1, 1991; and
- B. Paragraph II(D) relating to retroactivity is deleted.)

Alternative #3 Implement 7/1/91

And freeze anniversary increases for those making \$46,980/yr (\$22.50/hr) and above (86 employees)

Number of Employees <u>FY 91 &amp; 92</u>	<u>FY 90-91 Total Cost</u>	<u>FY 90-91 General Fund Cost</u>	<u>FY 91-92 Total Cost</u>	<u>FY 91-92 General Fund Cost</u>
0 /145	0	0	\$156,718	\$ 90,298
			( 61,242)	( 20,124)
			( 45,083)	( 29,397)
			\$ 50,393	\$ 40,777

(Motion: I move that the Board adopt the proposed Ordinance with the following amendments:

- A. The effective date for implementation shall be July 1, 1991; and
- B. Paragraph II(D) relating to retroactivity is deleted; and
- C. Any employee paid at the rate of \$22.50 per hour or more on June 30, 1991, shall not receive an anniversary raise in FY 91-92.)

Alternative #4 Implement 7/1/91

And freeze anniversary increases for those making \$50,000/yr (\$23.95/hr) and above (68 employees)

Number of Employees <u>FY 91 &amp; 92</u>	<u>FY 90-91 Total Cost</u>	<u>FY 90-91 General Fund Cost</u>	<u>FY 91-92 Total Cost</u>	<u>FY 91-92 General Fund Cost</u>
0 /145	0	0	\$156,718	\$ 90,298
			( 54,214)	( 15,600)
			( 34,242)	( 21,239)
			\$ 68,262	\$ 53,459

(Motion: I move that the Board adopt the proposed Ordinance with the following amendments:

- A. The effective date for implementation shall be July 1, 1991; and
- B. Paragraph II(D) relating to retroactivity is deleted; and
- C. Any employee paid at the rate of \$23.95 per hour or more on June 30, 1991, shall not receive an anniversary raise in FY 91-92.)

Alternative #5 Implement 7/1/91

And freeze anniversary increases for those making \$55,000/yr (\$26.34/hr) and above (41 employees)

Number of Employees FY 91 & 92	FY 90-91 Total Cost	FY 90-91 General Fund Cost	FY 91-92 Total Cost	FY 91-92 General Fund Cost
0 /145	0	0	\$156,718	\$ 90,298
			( 39,975)	( 5,231)
			( 17,296)	( 13,009)
			\$ 99,447	\$ 72,058

(Motion: I move that the Board adopt the proposed Ordinance with the following amendments:

- A. The effective date for implementation shall be July 1, 1991; and
- B. Paragraph II(D) relating to retroactivity is deleted; and
- C. Any employee paid at the rate of \$26.34 per hour or more on June 30, 1991, shall not receive an anniversary raise in FY 91-92.)

Alternative #6 Implement 7/1/91

And freeze anniversary increases for those making \$60,000/yr (\$28.74/hr) and above (31 employees)

Number of Employees FY 91 & 92	FY 90-91 Total Cost	FY 90-91 General Fund Cost	FY 91-92 Total Cost	FY 91-92 General Fund Cost
0 /145	0	0	\$156,718	\$ 90,298
			( 26,024)	( 3,601)
			( 17,296)	( 13,009)
			\$113,398	\$ 73,688

(Motion: I move that the Board adopt the proposed Ordinance with the following amendments:

- A. The effective date for implementation shall be July 1, 1991; and
- B. Paragraph II(D) relating to retroactivity is deleted; and
- C. Any employee paid at the rate of \$28.74 per hour or more on June 30, 1991, shall not receive an anniversary raise in FY 91-92.)

Exempt Classification and Compensation System

May 20, 1991

Page 4

Alternative #7: Implement 7/1/91

Number of Employees FY 91 & 92	FY 90-91 Total Cost	FY 90-91 General Fund Cost	FY 91-92 Total Cost	FY 91-92 General Fund Cost
0 /145	0	0	\$156,718	\$ 90,298

(Motion: I move that the Board adopt the proposed Ordinance with the following amendments:

- A. The effective date for implementation shall be July 1, 1991; and
- B. Paragraph II(D) relating to retroactivity is deleted; and
- C. Reduce the salary ranges for Department Directors by 5% to \$25.31 minimum, \$30.38 midpoint, and \$35.44 maximum.)

NOTE: Salary and rollups have been verified by Dave Warren, Planning and Budget Division, and include all costs except for the Sheriff position.

1185ES2/CS/js

cc: Hank Miggins  
Larry Kressel  
Jim Munz  
Dave Warren

# Alternative #3 - Entire List

EXEMPT EMPLOYEES AT \$22.50 OR MORE, AS OF MAY 14, 1991

11:54 WEDNESDAY, MAY 15, 1991

1

OBS	NAME	TITLE	ORG	JCDATE	HRA1E	
1		DEPUTY COUNTY COUNSEL 3	7560	900205	22.52	✓
2		HUMAN SERVICES MANAGER	1210	900702	22.68	✓
3		BUILDING/GROUNDS COORDINATOR	5637	8/9 0	22.78	top
4		PROGRAM MANAGER 2	6102	750428	22.82	✓
5		CORRECTIONS PROGRAM MANAGER 1	3946	910408	22.90	✓
6		CORRECTIONS PROGRAM MANAGER 1	3810	910408	22.90	✓
7		DATA PROCESSING MANAGER 2	7940	910506	22.94	✓
8		PROGRAM MANAGER 2	7510	901226	22.94	✓
9		PUBLIC SAFETY MANAGER	3350	900828	23.38	✓
10		ENGINEER/STRUCTURAL	6701	830912	23.50	top
11		ENGINEER/TRAFFIC	6550	710104	23.50	top
12		CORRECTIONS PROGRAM MANAGER 1	3946	800801	23.59	top
13		CORRECTIONS PROGRAM MANAGER 1	3931	880701	23.59	top
14		CORRECTIONS PROGRAM MANAGER 1	3955	780612	23.59	top
15		CORRECTIONS PROGRAM MANAGER 1	3931	890921	23.59	top
16		CORRECTIONS PROGRAM MANAGER 1	3936	830523	23.59	top
17		CORRECTIONS PROGRAM MANAGER 1	3965	910408	23.59	top
18		CORRECTIONS PROGRAM MANAGER 1	3931	880405	23.59	top
19		PROGRAM MANAGER 2	2520	760621	24.84	✓
20		DENTIST 2	0812	860701	24.28	✓
21		HUMAN SERVICES MANAGER	0668	810727	24.32	top
22		HUMAN SERVICES MANAGER	0405	730705	24.32	top
23		HUMAN SERVICES MANAGER	0710	740425	24.32	top
24		PROGRAM MANAGER 2	7430	880222	24.32	
25		DEPUTY COUNTY COUNSEL 4	7560	890626	25.06 24.33	✓
26		PROGRAM MANAGER 2	7400	880627	25.06 24.53	✓
27		DEPUTY COUNTY COUNSEL 3	7560	831115	24.41	top

↓  
Alternative  
# 4  
(68 employees)

EXEMPT EMPLOYEES AT \$22.50 OR MORE, AS OF MAY 14, 1991

11:54 WEDNESDAY, MAY 15, 1991 2

OBS	NAME	TITLE	ORG	JCDATE	HRATE
28		PUBLIC SAFETY MANAGER	3170	890412	24.52 ✓
29		LABOR RELATIONS MANAGER	7220	870701	24.86 ✓
30		PROGRAM MANAGER 2	7585	850729	25.00 ✓
31		PROGRAM MANAGER 2	7335	871123	25.06 ✓
32		PUBLIC SAFETY MANAGER	3301	881010	25.26 ✓
33		CORRECTIONS PROGRAM MANAGER 2	3931	890921	25.53, 40¢ 1.57% 1.43
34		PROGRAM MANAGER 2	4110	720912	25.53, 40¢ 1.57% 1.43
35		PROGRAM MANAGER 2	2201	840816	25.53, 40¢ 1.57% 1.43
36		PROGRAM MANAGER 2	6101	830511	<del>25.56</del> , 2.02% 25.93
37		DATA PROCESSING MANAGER 2	7960	880613 ✓	25.92 top 2.02%
38		CORRECTIONS PROGRAM MANAGER 2	3911	890921	25.93 top
39		DATA PROCESSING MANAGER 2	7970	740708	25.93 top 2.02%
40		DENTIST 2	0814	900917	25.93 top 2.02%
41		PROGRAM MANAGER 2	7690	840301	25.93 top
42		PROGRAM MANAGER 2	5910	830919	25.93 top
43		PROGRAM MANAGER 2	5610	800922	25.93 top
44		PUBLIC SAFETY MANAGER	3317	<u>740601</u> <del>26.97</del>	26.75 ✓
45		PROGRAM MANAGER 3	1715	880814	26.08 ✓
46		PUBLIC SAFETY MANAGER	3501	750326	26.75 ✓
47		PROGRAM MANAGER 3	1100	851023	27.08 ✓
48		PUBLIC SAFETY MANAGER	4010	730122	27.20 ✓
49		PHYSICIAN	0638	900703	27.39 ✓
50		PHYSICIAN	0678	901029	27.40 ✓
51		PHYSICIAN	0628	900430	27.92 ✓
52		PHYSICIAN	0628	901224	28.25 ✓
53		PHYSICIAN	0651	901107	28.25 ✓
54		PHYSICIAN	0481	880718	28.39 ✓

↓  
 Alternative  
 # 5  
 (41 employees)

OBS	NAME	TITLE	ORG	JCDATE	HRATE
55		PHYSICIAN	0410	890925	28.63 ✓
56		PUBLIC SAFETY MANAGER	2471	780405	28.78 .47¢ 1.63%
57		PUBLIC SAFETY MANAGER	3601	740413	28.94 .31¢ 1.07
58		PROGRAM MANAGER 3	7930	870119	28.98 .21¢ 0.93
59		PUBLIC SAFETY MANAGER	3810	890622	<del>28.98</del> top
60		DENTAL HEALTH OFFICER	0810	900917	29.00 ✓
61		PHYSICIAN	0631	900709	29.03 ✓
62		PROGRAM MANAGER 3	2520	870701	29.12 .13 0.45
63		PROGRAM MANAGER 3	0668	710701	29.25 top
64		PROGRAM MANAGER 3	6102	830103	29.25 top
65		PROGRAM MANAGER 3	7565	881024	29.25 top
66		PUBLIC SAFETY MANAGER	3102	810305	29.25 top
67		PUBLIC SAFETY MANAGER	3008	740705	29.25 top
68		PHYSICIAN	0641	910201	29.30 ✓
69		PHYSICIAN	0975	881031	29.74 ✓
70		EXECUTIVE PROGRAM DIRECTOR	2101	901123	29.93 ✓
71		PHYSICIAN	0638	851001	29.94 ✓
72		PHYSICIAN	0951	900716	30.33 ✓
73		PHYSICIAN	0608	830110	30.81 ✓
74		PHYSICIAN	0710	891002	31.05 ✓
75		DEPUTY DISTRICT ATTORNEY/CHIEF	2431	851202	31.49 top
76		DEPUTY DISTRICT ATTORNEY/CHIEF	2441	851202	31.49 top
77		DEPUTY DISTRICT ATTORNEY/CHIEF	2451	851217	31.49 top
78		PHYSICIAN	0658	841202	31.66 ✓
79		PHYSICIAN	0648	830829	31.73 ✓
80		PHYSICIAN	0951	910225	31.96 ✓
81		HEALTH OFFICER/ASSISTANT	0710	880912	32.27 ✓

↓  
 Alternative  
 # 6  
 (31 employees)

EXEMPT EMPLOYEES AT \$22.50 OR MORE, AS OF MAY 14, 1991

11:54 WEDNESDAY, MAY 15, 1991

OBS	NAME	TITLE	ORG	JCDATE	HRATE
82		COUNTY COUNSEL	7560	870302	33.60 top
83		EXECUTIVE PROGRAM DIRECTOR	0110	870401	33.60 top
84		EXECUTIVE PROGRAM DIRECTOR	7200	870330	33.60 top
85		EXECUTIVE PROGRAM DIRECTOR	5010	830110	33.60 top
86		HEALTH OFFICER	0210	871221	35.87 ✓

N=



1 (D) The County has reviewed and evaluated each exempt  
2 position based on the position's required expertise, decision  
3 making impact and independence, supervisory/management  
4 responsibility, type and purpose of contacts with others, and  
5 physical working conditions.

6 (E) A salary survey of comparable and competing  
7 public employers was conducted to determine the County's  
8 position in the relevant labor market.

9 (F) Taking into consideration the data development  
10 through the job evaluation process and salary survey described  
11 in (D) and (E) above, the County's pay policy line for exempt  
12 classifications was established.

13 (G) At the November 6, 1990 election the voters  
14 approved an amendment to the Home Rule Charter, requiring the  
15 Board of County Commissioners to set the salary of the County  
16 Sheriff. The Charter amendment further required that the  
17 Sheriff's salary be not less than that for any member of the  
18 Sheriff's Office. This Ordinance carries out the Charter  
19 amendment and establishes the Sheriff's salary at the same rate  
20 as other experienced department managers.

21 Section II. Adoption of Salary Ranges

22 (A) The job titles and salary ranges for exempt  
23 employee classifications as shown in Exhibit A to this  
24 Ordinance ("Exempt Salary Ranges Effective July 1, 1990") are  
25 adopted. Notwithstanding adoption of these ranges, or the  
26 provisions of this or any other previously adopted ordinance,

1           there shall be no cost-of-living adjustment (COLA) granted to  
2           exempt employees during fiscal year 1991-92.

3                   (B) Except as provided in paragraphs (C) through (G)  
4           of this section, adoption of this Ordinance shall not change  
5           the salary rate being paid any exempt employee on the effective  
6           date of this Ordinance. "Exempt employee" under this Ordinance  
7           covers only those persons in exempt positions as of the  
8           effective date of this Ordinance.

9                   (C) An exempt employee whose salary rate on the  
10          effective date of this Ordinance is below the minimum rate  
11          established for the employee's position by Exhibit A shall  
12          receive an increase to the minimum hourly rate. The increase  
13          shall take effect on the effective date of this Ordinance.

14                   (D) An exempt employee whose salary rate as of July  
15          1, 1990 was such that the employee was ineligible for all or  
16          part of the three percent (3%) FY 90-91 rate adjustment under  
17          Ordinance 438, Section 7 (c) (anniversary date salary  
18          adjustment), shall be eligible for that anniversary adjustment,  
19          retroactively, if the maximum rate for the position under  
20          Exhibit A is greater than the previously established maximum.

21                   (E) An exempt employee whose salary rate on the  
22          effective date of the Ordinance exceeds the applicable maximum  
23          established by Exhibit A shall remain at the current rate until  
24          the maximum for the range is increased by the Board of County  
25          Commissioners.

1 (F) No exempt employee shall be reduced in pay as a  
2 result of the implementation of this Ordinance.

3 (G) The salary for the Sheriff shall be \$33.60 per  
4 hour.

5 Section III. New or Revised Classifications

6 When exempt classifications are established or  
7 substantially revised, the Personnel Officer shall recommend  
8 compensation plan adjustments to the Board which are consistent  
9 with the County's pay policy line for exempt classifications  
10 adopted by this Ordinance.

11 Section IV. Repeal of Ordinance No. 667

12 Ordinance No. 667 is hereby repealed.

13 ADOPTED this \_\_\_\_\_ day of \_\_\_\_\_,  
14 1991, being the date of its second reading before the Board of  
15 County Commissioners of Multnomah County.

16  
17  
18 By \_\_\_\_\_  
19 GLADYS McCOY  
20 Multnomah County Chair

21 REVIEWED:

22 LAURENCE KRESSEL  
23 County Counsel for  
24 Multnomah County, Oregon

25 By   
26 \_\_\_\_\_  
County Counsel

1052ES2

**EXHIBIT A  
EXEMPT SALARY RANGES  
EFFECTIVE JULY 1, 1990**

<u>Job Title</u>	<u>Min.</u>	<u>Mid.</u>	<u>Max.</u>
A & T Manager, Senior	22.96	27.55	32.14
AA/EEO Officer	16.31	19.58	22.84
Accounts Payable Supervisor	15.54	18.65	21.76
Administrative Analyst	12.79	15.35	17.90
Administrative Services Manager	19.83	23.80	27.77
Administrative Services Officer	16.31	19.58	22.84
Adult Housing Administrator	15.54	18.65	21.76
Aging Services Branch Administrator	15.54	18.65	21.76
Aging Services Manager, Senior	22.96	27.55	32.14
Aging Services Program Manager	19.83	23.80	27.77
AIDS Program Manager	18.88	22.66	26.44
Alcohol/Drug Administrator	17.98	21.58	25.18
Alternative Community Services Manager	17.13	20.56	23.98
Animal Care Supervisor	14.10	16.92	19.74
Animal Control Manager	19.83	23.80	27.77
Animal Control Supervisor	14.10	16.92	19.74
Assessment Information Resources Manager	18.88	22.66	26.44
Assistant County Counsel 1	14.80	17.76	20.72
Assistant County Counsel 2	16.31	19.58	22.84
Assistant Health Officer	26.46	31.76	37.05
Assistant Health Services Manager	17.13	20.56	23.98
Assistant Social Services Manager	17.98	21.58	25.18
Benefits Administrator	17.13	20.56	23.98
Board of Equalization Admin.	12.79	15.35	17.90
Bridge Maintenance Administrator	16.31	19.58	22.84
Bridge Maintenance Supervisor	14.10	16.92	19.74
Bridge Operations Supervisor	9.54	11.45	13.36
Bridge Services Manager	18.88	22.66	26.44
Business Services Administrator	17.13	20.56	23.98
Cable Telecommunications Admin.	17.13	20.56	23.98
Captain	24.76	27.24	29.71
Cartography Supervisor	12.79	15.35	17.90
Case Management Supervisor	14.10	16.92	19.74
Chaplain	12.17	14.61	17.05
Chief Appraiser/Commercial	17.13	20.56	23.98
Chief Appraiser/Residential	17.13	20.56	23.98
Chief Assistant County Counsel	21.86	26.24	30.61
Chief Deputy/Sheriff's Office	28.05	30.86	33.66
Chief Deputy Medical Examiner	18.88	22.66	26.44
Childrens Clinical Services Admin.	17.13	20.56	23.98
Childrens M.H. Partner's Proj. Supv.	15.54	18.65	21.76
Civil Process Supervisor	13.43	16.12	18.80
Commercial Appraisal Supervisor.	14.10	16.92	19.74
Community Action Program Admin.	16.31	19.58	22.84
Community Action Program Supervisor	14.10	16.92	19.74
Community Corr. Program Services Mgr.	18.88	22.66	26.44
Community Development Manager	19.83	23.80	27.77
Community Services Administrator	16.31	19.58	22.84
Computer Operations Administrator	15.54	18.65	21.76
Construction Projects Administrator	17.98	21.58	25.18
Contracts Administrator	15.54	18.65	21.76

**EXHIBIT A**  
**EXEMPT SALARY RANGES**

Page 2

Corrections Captain	22.90	25.19	27.48
Corrections Counselor Supervisor	14.80	17.76	20.72
Corrections Health Manager	18.88	22.66	26.44
Corrections Lieutenant	21.40	23.54	25.68
Corrections Major	24.50	26.95	29.40
County Counsel	26.46	31.76	37.05
County Surveyor	16.31	19.58	22.84
Data Base Administrator	17.13	20.56	23.98
Data Control & Scheduling Supervisor	12.79	15.35	17.90
Data Systems Administrator	15.54	18.65	21.76
Data Systems Manager	17.13	20.56	23.98
Dental Health Officer	21.86	26.24	30.61
Dentist	20.56	22.27	23.98
Department Director, D.C.C.	26.46	31.76	37.05
Department Director, D.E.S.	26.46	31.76	37.05
Department Director, D.G.S.	26.46	31.76	37.05
Department Director, D.H.S.	26.46	31.76	37.05
Deputy Director, D.E.S.	19.83	23.80	27.77
Deputy District Attorney/Chief	22.96	27.55	32.14
Deputy District Attorney/First Asst.	0	0	0
Deputy Labor Relations Manager	17.98	21.58	25.18
Developmental Disabilities Admin.	15.54	18.65	21.76
Developmental Disabilities Manager	18.88	22.66	26.44
Direct Clinical Services Supervisor	15.54	18.65	21.76
Distribution Supervisor	12.17	14.61	17.05
D.A. Operations Manager	15.54	18.65	21.76
Elections Administrator	14.80	17.76	20.72
Elections Manager	19.83	23.80	27.77
Electrical Supervisor	14.80	17.76	20.72
Emergency Management Administrator	16.31	19.58	22.84
Emergency Medical Services Admin.	17.13	20.56	23.98
Employee Services Manager	19.83	23.80	27.77
Employee Services Specialist 1	12.17	14.61	17.05
Employee Services Specialist 2	14.10	16.92	19.74
Engineering Services Administrator	15.54	18.65	21.76
Engineering Services Manager	18.88	22.66	26.44
Environmental Health Administrator	17.13	20.56	23.98
Executive Assistant	0	0	0
Executive Assistant/Sheriff's Office	19.83	23.80	27.77
Expo Manager	19.83	23.80	27.77
Expo Operations Supervisor	14.10	16.92	19.74
Facilities Building Manager	17.13	20.56	23.98
Facilities Building Supervisor	14.10	16.92	19.74
Facilities Coordinator	11.60	13.92	16.24
Facilities Environmental Coord.	14.80	17.76	20.72
Facilities Maintenance Manager	18.88	22.66	26.44
Facilities Maintenance Supervisor	14.80	17.76	20.72
Facilities Manager, Senior	21.86	26.24	30.61
Facilities Refurbishment Manager	17.13	20.56	23.98
Fair/Expo Administrator	14.10	16.92	19.74
Family Services Manager	18.88	22.66	26.44
Finance Manager	19.83	23.80	27.77
Fiscal Specialist Supervisor	15.54	18.65	21.76
Fiscal Specialist/D.H.S.	14.10	16.92	19.74
Fleet & Electronics Manager	19.83	23.80	27.77
Fleet Maintenance Supervisor	14.80	17.76	20.72
General Accounting Administrator	17.13	20.56	23.98
Geographic Information Records Mgr.	18.88	22.66	26.44

EXHIBIT A  
EXEMPT SALARY RANGES  
Page 3

Health Officer	29.18	35.02	40.85
Health Operations Supervisor	11.60	13.92	16.24
Health Services Administrator	16.31	19.58	22.84
Health Services Manager	19.83	23.80	27.77
Health Services Manager, Senior	22.96	27.55	32.14
Health Supply Administrator	12.17	14.61	17.05
Information Services Manager, Senior	21.86	26.24	30.61
Information Systems Manager	18.88	22.66	26.44
Inmate Program Manager	20.83	25.00	29.16
Juvenile Counseling Services Manager	18.88	22.66	26.44
Juvenile Counselor Supervisor	14.80	17.76	20.72
Juvenile Detention Manager	18.88	22.66	26.44
Juvenile Justice Manager, Senior	21.86	26.24	30.61
Juvenile Justice Program Manager	17.13	20.56	23.98
Labor Relations Manager	18.88	22.66	26.44
Labor Relations Specialist	12.17	14.61	17.05
Laboratory Administrator	16.31	19.58	22.84
Laundry Supervisor	11.60	13.92	16.24
Law Clerk	11.60	13.92	16.24
Legislative/Administrative Secretary	0	0	0
Lieutenant	23.14	25.46	27.77
Litigation Counsel	20.83	25.00	29.16
Long Term Care Administrator	17.13	20.56	23.98
Loss Control Specialist	13.43	16.12	18.80
Major	25.50	28.05	30.60
Management Assistant, D.C.C.	17.13	20.56	23.98
Management Assistant, D.G.S.	17.13	20.56	23.98
Management Assistant, D.H.S.	17.98	21.58	25.18
Management Auditor 1	11.60	13.92	16.24
Management Auditor 2	12.79	15.35	17.90
MCSO Personnel Administrator	17.13	20.56	23.98
MCSO Planning & Fiscal Admin.	17.13	20.56	23.98
M.E.D. Program Manager	18.88	22.66	26.44
Office Automation Administrator	17.13	20.56	23.98
Office Manager/County Counsel	12.79	15.35	17.90
Operations Administrator	14.10	16.92	19.74
Operations Supervisor	11.60	13.92	16.24
Operations/Telecommunications Mgr.	18.88	22.66	26.44
Park Manager	19.83	23.80	27.77
Parks Maintenance Supervisor	14.80	17.76	20.72
Payroll Supervisor	15.54	18.65	21.76
Personal Property Appraisal Supv.	14.10	16.92	19.74
Pharmacist	17.76	19.24	20.72
Pharmacist Supervisor	19.58	21.21	22.84
Physician*	24.11	28.93	33.75
Planning Manager	19.83	23.80	27.77
Planning/Budget Administrator	16.31	19.58	22.84
Planning/Budget Manager	19.83	23.80	27.77
Planning/Budget Specialist	13.43	16.12	18.80
Probation Services Manager	19.83	23.80	27.77
Probation/Parole Supervisor	14.80	17.76	20.72
Property Management Supervisor	14.10	16.92	19.74
Public Affairs Coordinator	17.13	20.56	23.98
Public Guardian	16.31	19.58	22.84
Purchasing Agent	17.98	21.58	25.18
Purchasing Specialist Supervisor	14.80	17.76	20.72

EXHIBIT A  
 EXEMPT SALARY RANGES  
 Page 4

Records Administrator	16.31	19.58	22.84
Regional Drug Initiative Prog. Supv.	14.80	17.76	20.72
Regional Park Supervisor	13.43	16.12	18.80
Residential Appraisal Supervisor.	14.10	16.92	19.74
Risk Manager	17.98	21.58	25.18
Road Maintenance Manager	18.88	22.66	26.44
Road Maintenance Supervisor	13.43	16.12	18.80
Safety Specialist/Transportation	13.43	16.12	18.80
Sheriff	26.46	31.76	37.05
Sheriff's Operations Administrator	14.10	16.92	19.74
Social Services Manager, Senior	22.96	27.55	32.14
Sr. Administrative Analyst	14.10	16.92	19.74
Sr. Assistant County Counsel	18.88	22.66	26.44
Sr. Data Analyst	14.10	16.92	19.74
Sr. Dentist	22.66	24.55	26.44
Sr. Employee Services Specialist	14.80	17.76	20.72
Sr. Fiscal Specialist	14.10	16.92	19.74
Sr. Management Auditor	14.10	16.92	19.74
Sr. Program Development Specialist	14.80	17.76	20.72
Staff Assistant	0	0	0
Staff Assistant/Sheriff's Office	14.10	16.92	19.74
Systems Administrator	17.13	20.56	23.98
Tax Collection Manager	18.88	22.66	26.44
Technical Support Manager	18.88	22.66	26.44
Telecommunications Administrator	17.13	20.56	23.98
Traffic Aids Manager	18.88	22.66	26.44
Traffic Aids Supervisor	13.43	16.12	18.80
Transportation Manager, Senior	22.96	27.55	32.14
Transportation Support Services Mgr.	17.98	21.58	25.18
Transportation Planning & Oper. Admin.	15.54	18.65	21.76
Transportation Planning & Oper. Supv.	14.80	17.76	20.72
Treasury Administrator	17.13	20.56	23.98
Undersheriff	22.96	27.55	32.14
Valuation Manager	20.83	25.00	29.16
Victim Services Administrator	15.54	18.65	21.76
Womens Transition Services Manager	17.13	20.56	23.98
Worker's Compensation Specialist	12.79	15.35	17.90
Youth Services Administrator	17.13	20.56	23.98

NOTE: Salary for elected officials' staff to be determined by respective elected official pursuant to Ord. 438 Section 4.B.

\*Premium pay up to 10% over base salary when physician is assigned extra responsibilities for medical program.

42391/920ES2

DATE SUBMITTED \_\_\_\_\_

(For Clerk's Use)  
Meeting Date JUN 06 1991  
Agenda No. 2-4

**REQUEST FOR PLACEMENT ON THE AGENDA**

Informal Only \* \_\_\_\_\_ (Date)      Formal Only \_\_\_\_\_ (Date)

DEPARTMENT General Services      DIVISION Admin. Svcs/Purchasing

CONTACT Lillie Walker/Munz      TELEPHONE 248-5111/248-3749

\*NAME(S) OF PERSON MAKING PRESENTATION TO BOARD \_\_\_\_\_

**BRIEF SUMMARY** Should include other alternatives explored, if applicable, and clear statement of rationale for the action requested.

Request of the Board of County Commissioners, acting as PCRB, for an approval of a specific exemption with the vendor that can provide the needed IBM personal computers in the most timely and cost effective manner to the County.

**ACTION REQUESTED:**

INFORMATION ONLY     PRELIMINARY APPROVAL     POLICY DIRECTION     APPROVAL

INDICATE THE ESTIMATED TIME NEEDED ON AGENDA 10 minutes

**IMPACT:**

PERSONNEL

FISCAL/BUDGETARY

GENERAL FUND

OTHER \_\_\_\_\_

*Mailed PCRB Application to list 5-31-91*  
*Mailed PCRB order to list 6-10-91*

1991 MAY 28 PM 1:43  
CLERK OF COUNTY COMMISSIONERS  
CLERK OF BOARD OF COUNTY COMMISSIONERS  
CLERK OF BOARD OF COUNTY COMMISSIONERS  
CLERK OF BOARD OF COUNTY COMMISSIONERS  
OREGON  
CLERK OF BOARD OF COUNTY COMMISSIONERS

**SIGNATURES:**

DEPARTMENT HEAD, ELECTED OFFICIAL, or COUNTY COMMISSIONER: KB

BUDGET/PERSONNEL Carolyn Meeks

COUNTY COUNSEL (Ordinances, Resolutions, Agreements, Contracts) John DuBay

OTHER Lillie M. Walker KJR  
(Purchasing, Facilities Management, etc.)

**NOTE:** If requesting unanimous consent, state situation requiring emergency action on back.



# MULTNOMAH COUNTY OREGON

BOARD OF COUNTY COMMISSIONERS  
ROOM 606, COUNTY COURTHOUSE  
1021 S.W. FOURTH AVENUE  
PORTLAND, OREGON 97204

GLADYS McCOY • CHAIR • 248-3308  
PAULINE ANDERSON • DISTRICT 1 • 248-5220  
GARY HANSEN • DISTRICT 2 • 248-5219  
RICK BAUMAN • DISTRICT 3 • 248-5217  
SHARRON KELLEY • DISTRICT 4 • 248-5213  
CLERK'S OFFICE • 248-3277

## NOTICE OF HEARING

The Multnomah County Board of Commissioners, sitting as the Public Contract Review Board, will consider an application on Thursday, June 6, 1991, at 9:30 A.M. in Room 602 of the Multnomah County Courthouse, 1021 SW Fourth, Portland, Oregon, in the Matter of an Exemption to Contract With Photo & Sound Co. for IBM Personal Computers.

A copy of the application is attached.

For additional information, contact Lillie Walker, Purchasing Director at 248-5111, or the Office of the Board Clerk at 248-3277.

BOARD OF COUNTY COMMISSIONERS  
MULTNOMAH COUNTY, OREGON  
PUBLIC CONTRACT REVIEW BOARD

  
Office of the Board Clerk

enclosure  
0516C/cap  
5/30/91

BEFORE THE BOARD OF COUNTY COMMISSIONERS  
FOR MULTNOMAH COUNTY, OREGON  
ACTING AS THE PUBLIC CONTRACT REVIEW BOARD

In the Matter of an Exemption to )  
Contract With Photo & Sound Co. for ) A P P L I C A T I O N  
IBM Personal Computers )

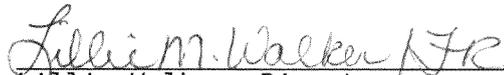
Application to the Public Contract Review Board on behalf of a request from the Department of General Services, Information Services Division, is hereby made pursuant to the Board's Administrative Rules AR 10.010, 10.090 and AR 20.030, adopted under the provisions of ORS 279.015, for an order of exemption to purchase two (2) IBM personal computers necessary to run the Bachman Re-Engineering software purchased under a previous exemption. The total cost of this purchase is \$25,524.00.

This Exemption Request is due to the following facts:

1. ISD attempted to purchase this equipment from IBM under the State of Oregon price agreement. IBM is unable to even quote a delivery date for this equipment.
2. The Bachman Re-Engineering software has been purchased and the IBM personal computers are essential to completing the design phase of the development project.
3. Two vendors that have this equipment in stock were contacted for price quotes with Photo & Sound Company being the lowest quote.
4. Further delays in obtaining this equipment would be costly to the County.

The Department of General Services, Information Services Division, has budgeted funds to cover the cost of the contract in the FY 1990-91 budget.

Dated this 24th day of May, 1991.

  
Lillie Walker, Director  
Purchasing Section



# MULTNOMAH COUNTY OREGON

BOARD OF COUNTY COMMISSIONERS  
ROOM 606, COUNTY COURTHOUSE  
1021 S.W. FOURTH AVENUE  
PORTLAND, OREGON 97204

GLADYS McCOY • CHAIR • 248-3308  
PAULINE ANDERSON • DISTRICT 1 • 248-5220  
GARY HANSEN • DISTRICT 2 • 248-5219  
RICK BAUMAN • DISTRICT 3 • 248-5217  
SHARRON KELLEY • DISTRICT 4 • 248-5213  
CLERK'S OFFICE • 248-3277

## NOTICE OF APPROVAL

The Multnomah County Board of Commissioners, sitting as the Public Contract Review Board, considered an application on Thursday, June 6, 1991, and Approved Order 91-79 in the Matter of an Exemption to Contract With Photo & Sound Co. for IBM Personal Computers.

A copy of the Order is attached.

BOARD OF COUNTY COMMISSIONERS  
MULTNOMAH COUNTY, OREGON  
PUBLIC CONTRACT REVIEW BOARD

Carrie A. Parkerson  
Office of the Board Clerk

0516C/cap  
enclosure  
cc: Lillie Walker

BEFORE THE BOARD OF COUNTY COMMISSIONERS  
FOR MULTNOMAH COUNTY, OREGON  
ACTING AS THE PUBLIC CONTRACT REVIEW BOARD

In the Matter of an Exemption )  
to Contract With Photo & Sound Co. )     O R D E R 91-79  
for IBM Personal Computers     )

The above entitled matter is before the Board of County Commissioners, acting in its capacity as the Multnomah County Public Contract Review Board, to consider a request from the Department of General Services, Information Services Division, under Multnomah County PCRB Rules AR 10.010, 10.090 and 20.030, to award a contract to Photo & Sound Company for the purchase of two (2) IBM personal computers necessary to run the Bachman Re-Engineering software. The total cost of this purchase is \$25,524.00 .

It appearing to the Board that the recommendation for exemption, as it appears in the application, is based upon the fact that the Department of General Services, Information Services Division, attempted to purchase this equipment from IBM under the State of Oregon price agreement. When IBM could not make delivery, informal quotes were obtained from two companies which had equipment in stock. Further delays in obtaining this equipment would be costly to the County.

It appearing to the Board that this request for an exemption is in accord with the requirements of the Multnomah County Public Contract Review Board Administration Rules AR 10.010, 10.090 and 30.010; now, therefore,

**IT IS ORDERED** that the exemption is hereby approved, as it represents the most efficient and cost effective method of obtaining this equipment.

Dated this 6th day of June, 1991.



BOARD OF COUNTY COMMISSIONERS  
FOR MULTNOMAH COUNTY, OREGON  
ACTING AS THE PUBLIC CONTRACT  
REVIEW BOARD:

By Gladys McCoy  
Gladys McCoy, County Chair

REVIEWED:

LAURENCE KRESSEL, County Counsel  
for Multnomah County, Oregon

By Laurence Kessel  
Assistant County Counsel



# MULTNOMAH COUNTY OREGON

DEPARTMENT OF GENERAL SERVICES  
INFORMATION SERVICES DIVISION  
4747 EAST BURNSIDE  
PORTLAND, OREGON 97215  
(503) 248-3749

GLADYS McCOY  
COUNTY CHAIR

## M E M O R A N D U M

---

TO: Lillie Walker, Manager  
Purchasing

FROM: Jim Munz, Director *JM*  
ISD

SUBJECT: Exemption Request

DATE: May 23, 1991

---

Please request on our behalf an exemption from the PCRB for the County to acquire two IBM Personnel Computers from Photo and Sound. The cost of this hardware is \$25,524.00. We contacted three vendors for quotes; IBM, Photo and Sound, and CTR. We attempted to purchase this hardware from IBM through the State Contract, however, they are unable to even quote a delivery date. Of the two remaining vendors who had this equipment in stock, Photo and Sound had the lowest quote.

This hardware configuration is being purchased to run the Bachman Re-engineering Software which was exempted from the bid process by the Board of Commissioners in April of this year. We are in the process of obtaining training on the Bachman software and have a new development project completing the design phase which would benefit from having these tools available today. We feel that to take the time to go through the competitive bid process or wait an indeterminate amount of time for IBM to deliver the hardware would be costly for the County.

RECEIVED  
PURCHASING SECTION

91 MAY 24 AM 11:02

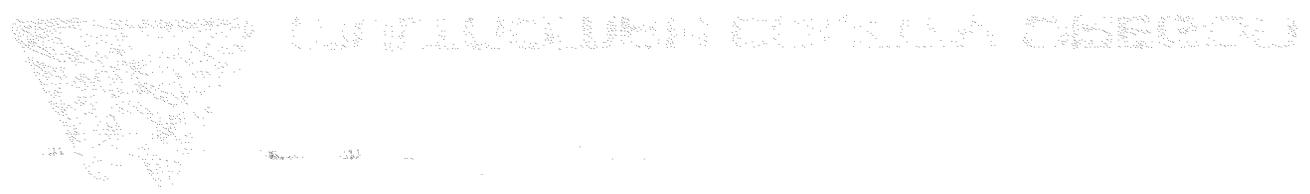
MULTNOMAH COUNTY

[Faint, illegible text]

[Faint, illegible text]

[Faint, illegible text]

[Faint, illegible text]



### PC PRODUCTS PRICE QUOTE

**VENDOR 1**

**VENDOR 2**

**VENDOR 3**

Company: Photo & Sound  
 Address: 820 NW 18th Ave  
Portland OR 97209  
 Phone: 224-3456  
 Fax: \_\_\_\_\_  
 Contact: BRYANT J. PIERRE  
 Prices Are \_\_\_\_\_  
 Valid Thru: \_\_\_\_\_

Company: CTR  
 Address: 6420 SW MACADAM  
Portland OR 97201  
 Phone: 293-2414  
 Fax: \_\_\_\_\_  
 Contact: TOM CUNNINGHAM  
 Prices Are \_\_\_\_\_  
 Valid Thru: \_\_\_\_\_

Company: IBM  
 Address: \_\_\_\_\_  
 Phone: \_\_\_\_\_  
 Fax: \_\_\_\_\_  
 Contact: \_\_\_\_\_  
 Prices Are \_\_\_\_\_  
 Valid Thru: \_\_\_\_\_

COMMENTS: CTR indicated that the PS/2 MOD 70 is being  
discontinued JUN 15  
DELIVERY - Photo & Sound 14 days  
- CTR 5 business days  
- IBM CANNOT DELV

Item No.	Description	Qty.	Vendor 1 Unit Price	Vendor 1 Total Price	Vendor 2 Unit Price	Vendor 2 Total Price	Vendor 3 Unit Price	Vendor 3 Total Price
1	8570-A21 PS/2 MOD 70	1	4125	4125 <sup>x</sup>	4475	4475	See ATTACHED	
2	2000 IBM 3270 CONNECTION	1	411	411 <sup>x</sup>	435	435		
3	4054 DISPLAY ADAPTER 8514/A	1	864	864	765 <sup>x</sup>	765		
4	3077 2-14MB MEMORY EXPANSION	1	637	637	580 <sup>x</sup>	580		
5	5213 2MB MEMORY MOD 85AS	3	317	951	260 <sup>x</sup>	780		
6	5214 2MB MEMORY MOD 80NS	3	317	951	260 <sup>x</sup>	780		
7	8770 PS/2 MOUSE	1	64	64 <sup>x</sup>	70	70		
8	8514-001 PS/2 color display	1	1066	1066 <sup>x</sup>	1175	1175		
<b>SHIPPING</b>								
<b>TOTAL PRICE:</b>								

Prepared By: \_\_\_\_\_  
 ISD Office Automation Section  
 248-3749

Date: 5/13/91

### PC PRODUCTS PRICE QUOTE

**VENDOR 1**

**VENDOR 2**

**VENDOR 3**

Company: \_\_\_\_\_  
 Address: \_\_\_\_\_  
 \_\_\_\_\_  
 Phone: \_\_\_\_\_  
 Fax: \_\_\_\_\_  
 Contact: \_\_\_\_\_  
 Prices Are Valid Thru: \_\_\_\_\_

Company: \_\_\_\_\_  
 Address: \_\_\_\_\_  
 \_\_\_\_\_  
 Phone: \_\_\_\_\_  
 Fax: \_\_\_\_\_  
 Contact: \_\_\_\_\_  
 Prices Are Valid Thru: \_\_\_\_\_

Company: \_\_\_\_\_  
 Address: \_\_\_\_\_  
 \_\_\_\_\_  
 Phone: \_\_\_\_\_  
 Fax: \_\_\_\_\_  
 Contact: \_\_\_\_\_  
 Prices Are Valid Thru: \_\_\_\_\_

**COMMENTS:** \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

Item No.	Description	Qty.	Vendor 1 Unit Price	Vendor 1 Total Price	Vendor 2 Unit Price	Vendor 2 Total Price	Vendor 3 Unit Price	Vendor 3 Total Price
9	8590-DKD PS/2 MD 90 XP	1	9853	9853 <sup>x</sup>	10,695	10,695		
10	0128 4MB MEMORY KIT 70ns	2	701	1402	565	1130 <sup>x</sup>		
11	0129 2MB MEMORY KIT 70ns	2	362	724	285	570 <sup>x</sup>		
12	1066 5.25 DISKETTE DRIVE	1	199	199 <sup>x</sup>	210	210		
13	1098 256KB CACHE OPTION	1	1486	1486	1390	1390 <sup>x</sup>		
14	4007 VIDEO 512K MEM KIT	1	224	224 <sup>x</sup>	245	245		
15	2000 IBM 3270 CONNECTION	1	411	411 <sup>x</sup>	435	435		
16	8514-001 PS/2 color display	1	1066	1066 <sup>x</sup>	1175	1175		
	<b>SHIPPING</b>							
<b>TOTAL PRICE:</b>								

Prepared By: \_\_\_\_\_  
 ISD Office Automation Section  
 248-3749

Date: \_\_\_\_\_



JUN 6 1991

Meeting Date: \_\_\_\_\_

Agenda No.: R-5

(Above space for Clerk's Office Use)

AGENDA PLACEMENT FORM  
(For Non-Budgetary Items)

Notice of Intent:

SUBJECT: Adolescent Drug Treatment in Juvenile Justice Grant Application

BCC Informal \_\_\_\_\_ (date) BCC Formal \_\_\_\_\_ (date)

DEPARTMENT Human Services DIVISION Social Services/Juvenile Justice

CONTACT Norma Jaeger TELEPHONE 248-3691

PERSON(S) MAKING PRESENTATION Gary Smith, Harold Ogburn

ACTION REQUESTED:

INFORMATIONAL ONLY  POLICY DIRECTION  APPROVAL

ESTIMATED TIME NEEDED ON BOARD AGENDA: 10-15 minutes

CHECK IF YOU REQUIRE OFFICIAL WRITTEN NOTICE OF ACTION TAKEN: \_\_\_\_\_

BRIEF SUMMARY (include statement of rationale for action requested, as well as personnel and fiscal/budgetary impacts, if applicable):

Notice of Intent to apply for a grant through the federal Office of Treatment Improvement: Adolescent Drug Treatment in Juvenile Justice. A 4 year grant of approximately \$695,000 annually (\$2,780,000 total) to improve the system of services for youth with A&D problems who are adjudicated through the Juvenile Court system.

(If space is inadequate, please use other side)

SIGNATURES:

ELECTED OFFICIAL \_\_\_\_\_

Or

DEPARTMENT MANAGER Dee Odegaard

(All accompanying documents must have required signatures)

1991 MAY 29 AM 11:41  
CLERK OF COUNTY CLERK  
MULTI-NOMINATING COUNTY  
OREGON



# MULTNOMAH COUNTY OREGON

DEPARTMENT OF HUMAN SERVICES  
SOCIAL AND FAMILY SERVICES DIVISION  
ADMINISTRATIVE OFFICES  
426 S.W. STARK ST., 6TH FLOOR  
PORTLAND, OREGON 97204  
(503) 248-3691  
FAX (503) 248-3379

BOARD OF COUNTY COMMISSIONERS  
GLADYS McCOY • CHAIR OF THE BOARD  
PAULINE ANDERSON • DISTRICT 1 COMMISSIONER  
GARY HANSEN • DISTRICT 2 COMMISSIONER  
RICK BAUMAN • DISTRICT 3 COMMISSIONER  
SHARRON KELLEY • DISTRICT 4 COMMISSIONER

## MEMORANDUM

TO: Gladys McCoy  
Multnomah County Chair

VIA: Bill Odegaard, Acting Director  
Department of Human Services

FROM: Hal Ogburn, Director  
Juvenile Justice Division

Gary Smith, Director  
Social Services Division

DATE: May 24, 1991

SUBJECT: Notice of Intent: Adolescent Drug Treatment in  
Juvenile Justice Grant

**RECOMMENDATION:** The Juvenile Justice and Social Services Divisions recommend County Chair and Board approval of a Notice of Intent to apply for a 4 year grant of \$2,780,000 for Adolescent Drug Treatment in Juvenile Justice through the federal Office of Treatment Improvement.

**ANALYSIS AND BACKGROUND:** This 4 year grant would provide approximately \$695,000 annually to improve the system of services for youth with alcohol and drug problems who are adjudicated through the Juvenile Court system.

Plans include creation of a specific network of qualified providers of a variety of treatment services to improve the client assessment process and to better develop comprehensive service plans. Plans also call for establishing a service fund to purchase individualized treatment; improving the cultural sensitivity and competency of the network; strengthening family treatment; and improving relapse prevention and aftercare services for these youth. We also hope to increase the availability of residential services for youth.

The grant would provide funding for a combination of direct and contracted services as well as materials and services to support direct care staff.

MULTNOMAH COUNTY NOTICE OF INTENT

DATE: May 23, 1991

TO: BOARD OF COUNTY COMMISSIONERS

DEPARTMENT AND CONTACT PERSON: Human Services Norma D. Jaeger

GRANTOR AGENCY: Pub. Health Service/ADAMHA/ Office of Treatment Improvement

BEGINNING DATE OF GRANT: October 1, 1991

PROJECT TITLE: Adolescent Drug Treatment in Juvenile Justice

PROJECT DESCRIPTION/GOALS: To improve identification and treatment planning for youth in the juvenile justice programs who have drug problems, to improve treatment opportunities and outcomes of treatment including the provision of needed physical and mental health and educational and vocational services in addition to needed drug abuse treatment. To organize a network of treatment and related youth services for drug abusing youth and establish peer support and mentor services for these youth.

PROJECT ESTIMATED BUDGET:		Direct/Indirect	
Projected Annual Budget:	FEDERAL SHARE	\$ 2,440,000	\$
\$695,000	STATE SHARE	\$ 340,000	\$
	LOCAL SHARE	\$ /	\$
	TOTAL	\$ 2,780,000	\$

EXPLANATION OF LOCAL SHARE: (explain indirect costs, hard-match, in-kind, etc.)

No additional local costs are anticipated beyond resources already available for youth services which may be integrated into the overall project. Indirect costs are being requested in the grant application at the FY91-92 rate of 5.08% although this award will flow through the State Mental Health Division Grant which does not allow for Indirect Cost recovery.

SPECIFY REPORTING AND/OR BILLING REQUIREMENTS OF GRANTOR AND WHO REPORTS:  
 FINANCE \_\_\_\_\_ DEPARTMENT XX IF DEPT. REPORTS; INDICATE REASONS

Reporting will be of a program specific nature and will flow through the State of Oregon Alcohol and Drug Program

GRANT DURATION AND FUTURE RATIO: (INDICATE AMOUNT OF COUNTY MATCH PER YEAR)  
 Through September 30, 1995 No county match required throughout grant

ADVANCE REQUESTED X YES \_\_\_\_\_ NO, IF NOT INDICATE REASON.



BUDGET MODIFICATION NO. DHS #40

(For Clerk's Use) Meeting Date JUN 0 6 1991  
Agenda No. R-6

1. REQUEST FOR PLACEMENT ON THE AGENDA FOR \_\_\_\_\_ (Date)

DEPARTMENT: HUMAN SERVICES DIVISION: AGING SERVICES  
CONTACT: Shirley Sanders TELEPHONE: 248-3646  
\*NAME(S) OF PERSON MAKING PRESENTATION TO BOARD: Billi Odegaard/Jim McConnell

SUGGESTED AGENDA TITLE (To assist in preparing a description for the printed agenda)  
DHS Budget Modification #40 adds \$6,002 in federal and state funds to the Aging Services Division, Contracted Services pass through budget to fund case management and inhome services for elderly persons.

2. DESCRIPTION OF MODIFICATION (Explain the changes this Bud Mod makes. What budget does it increase? What do the changes accomplish? Where does the money come from? What budget is reduced? Attach additional information if you need more space.)

[ ] PERSONNEL CHANGES ARE SHOWN IN DETAIL ON THE ATTACHED SHEET  
DHS Budget Modification #40 adds \$21,304 Oregon Project Independence funds and removes \$15,302 of Older Americans Act Titles IIID and IIIB, for a net increase of \$6,002 to the pass through line in the Aging Services Division Contracted Services (Org 1750) budget. These funds will be used to pay for case management and inhome services provided by contract agencies. Additionally, \$35,509 of federal and state funds are exchanged between Aging Services Division Central Office and East Branch, with no change in total funding.

3. REVENUE IMPACT (Explain revenues being changed and the reason for the change)

- Decrease Org. 1750 Contracted Services by \$1,439 in Title IID.
- Decrease Org. 1750 Contracted Services by \$13,863 in Title IIIB.
- Increase Org. 1750 Contracted Services by \$21,304 Oregon Project Independence funds.
- Exchange \$35,509 IIIB for OPI in Org 1710, Central Office.
- Exchange \$35,509 OPI for IIIB in Org 1910, East Branch.
- Increase General Fund Indirect Support for Aging Services by \$42.
- Increase Service Reimbursement from F/S to General Fund by \$42.

CLERK OF COUNTY CLERK  
MAY 20 PM 1:43  
MULTNOMAH COUNTY  
OREGON

4. CONTINGENCY STATUS (to be completed by Finance/Budget)

Contingency before this modification (as of \_\_\_\_\_) \$ \_\_\_\_\_  
(Specify Fund) (Date)  
After this modification \$ \_\_\_\_\_

Originated By	Date	Department Manager	Date
<i>James W. Connell</i>	<i>5/20/91</i>	<i>Billi Odegaard (as Acting)</i>	<i>5/22/91</i>
Finance/Budget	Date	Employee Relations	Date
<i>Kathleen Ann</i>	<i>5/24/91</i>		
Board Approval	Date		
<i>Carris A. Peterson</i>	<i>6-6-91</i>		

dm14/wp

*Sent original to Kathy Davis 6-10-91*

16-May-91

File Name: bml4  
EXPENDITURE  
TRANSACTION EB [ ]

		GM [ ]		TRANSACTION DATE		ACCOUNTING PERIOD		BUDGET FY 1990-91				
Document Number	Action	Fund	Agency	Organi- zation	Activity	Reporting Category	Object	Current Amount	Revised Amount	Change Increase (Decrease)	Subtotal	Description
		156	010	1750			6060			6,002		Pass Through
		156	010	1750			7100			42	6,044	Indirect TOTAL, ORG 1750
		100	010	0105			7608			42		Cash Transfer
TOTAL EXPENDITURE CHANGE										6,086		TOTAL EXPENDITURE CHANGE

File Name: bml4  
REVENUE  
TRANSACTION RB [ ]

		GM [ ]		TRANSACTION DATE		ACCOUNTING PERIOD		BUDGET FY 1990-91				
Document Number	Action	Fund	Agency	Organi- zation	Activity	Reporting Category	Revenue Source	Current Amount	Revised Amount	Change Increase (Decrease)	Subtotal	Description
		156	010	1750			2063			(1,439)		Title IIID-Federal
		156	010	1750			2064			(13,863)		Title IIIB-Federal
		156	010	1750			2387			21,304		OR Project Ind
		156	010	1750			7601			42	6,044	Gen.Fund Ind. Support TOTAL, ORG 1750
		156	010	1710			2064			35,509		Title IIIB-Federal
		156	010	1710			2387			(35,509)	0	OR Project Ind TOTAL, ORG 1710
		156	010	1910			2064			(35,509)		Title IIIB-Federal
		156	010	1910			2387			35,509	0	OR Project Ind TOTAL, ORG 1910
		100	045	7410			6602			42		Serv.Reimb./Gen.Fund
TOTAL REVENUE CHANGE										6,086		TOTAL REVENUE CHANGE



# MULTNOMAH COUNTY OREGON

DEPARTMENT OF HUMAN SERVICES  
AGING SERVICES DIVISION  
AREA AGENCY ON AGING  
421 S.W. 5TH, 3RD FLOOR  
PORTLAND, OREGON 97204  
(503) 248-3646  
TDD: 248-3683

BOARD OF COUNTY COMMISSIONERS  
GLADYS McCOY • CHAIR OF THE BOARD  
PAULINE ANDERSON • DISTRICT 1 COMMISSIONER  
GRETCHEN KAFOURY • DISTRICT 2 COMMISSIONER  
RICK BAUMAN • DISTRICT 3 COMMISSIONER  
SHARRON KELLEY • DISTRICT 4 COMMISSIONER

## MEMORANDUM

TO: Gladys McCoy, County Chair

VIA: Billi Odegaard, Acting Director  
Department of Human Services

*Billi Odegaard (cc), Acting*

FROM: Jim McConnell, Director  
Aging Services Division

*JMc*

DATE: May 22, 1991

SUBJECT: DHS Budget Modification # 40

Recommendation: The Aging Services Division recommends Board of County Commissioner approval of the attached DHS Budget Modification # 40 .

Analysis: DHS Budget Modification # 40 adds \$6,002 of federal and state funds to the Aging Services Division Contracted Services pass through budget. This amount represents the balance of reductions in Older Americans Act Titles IIID (-\$1,439) and IIIB (-\$13,863) and increases in Oregon Project Independence (+\$21,304) funds. These funds will be used to pay for contract services, specifically case management and inhome services.

DHS Budget Modification # 40 also exchanges \$35,509 of federal and state funding sources between Aging Services Division Central Office and East Branch, with no change in total revenues. This change has been made to better reflect service delivery patterns.

Background: DHS Budget Modification # 40 adds funds to the Aging Services Division budget based on amendment #2 of the revenue contract with the State Senior and Disabled Services Division, which is being routed separately for processing. The amendment #2 allocates federal carryover from FY 89-90.

bm14z

BUDGET MODIFICATION NO. DHS#44

(For Clerk's Use) Meeting Date JUN 06 1991  
Agenda No. R-7

1. REQUEST FOR PLACEMENT ON THE AGENDA FOR \_\_\_\_\_ (Date)

DEPARTMENT: HUMAN SERVICES DIVISION: AGING SERVICES  
CONTACT: Shirley Sanders TELEPHONE: 248-3646  
\*NAME(S) OF PERSON MAKING PRESENTATION TO BOARD: Billi Odegaard/Jim McConnell

SUGGESTED AGENDA TITLE (To assist in preparing a description for the printed agenda)

DHS Budget Modification #44 adds \$65,000 in City of Portland funds to the Aging Services Division, Contracted Services budget to fund one-time tenant improvement costs for contract agencies at the new North Northeast Multi-Cultural Senior Center.

2. DESCRIPTION OF MODIFICATION (Explain the changes this Bud Mod makes. What budget does it increase? What do the changes accomplish? Where does the money come from? What budget is reduced? Attach additional information if you need more space.)  
 PERSONNEL CHANGES ARE SHOWN IN DETAIL ON THE ATTACHED SHEET

DHS Budget Modification #44 adds \$65,000 of City of Portland funds to the Rental line in the Aging Services Division Contracted Services (Org 1750) budget. These funds will be used to pay for one-time tenant improvements, which will reduce overall lease costs of contract agencies located at the North Northeast Multi-Cultural Senior Center. This money was promised by the City as support for development of the multi-cultural community center.

3. REVENUE IMPACT (Explain revenues being changed and the reason for the change)

- Increase Org. 1750 Contracted Services by \$65,000 City of Portland funds
- Increase General Fund Indirect Support for Aging Services by \$4,225.
- Increase Service Reimbursement from F/S to General Fund by \$4,225.

BOARD OF  
COUNTY COMMISSIONERS  
1991 MAY 28 PM 1:43  
MULTI-COUNTY  
REGION

4. CONTINGENCY STATUS (to be completed by Finance/Budget)

(Specify Fund) \_\_\_\_\_ Contingency before this modification (as of \_\_\_\_\_) \$ \_\_\_\_\_  
(Date) \_\_\_\_\_  
After this modification \$ \_\_\_\_\_

Originated By	Date	Department Manager	Date
<i>Jim McConnell</i>	<i>5/20/91</i>	<i>Billi Odegaard (ac), Acting</i>	<i>5/22/91</i>
Finance/Budget	Date	Employee Relations	Date
<i>Carol Annus</i>	<i>5/28/91</i>		
Board Approval	Date		
<i>Craig A. Patterson</i>	<i>6-6-91</i>		

bm13/wp

*Sent original to Kathy Jones 6-10-91.*

09-May-91

File Name: bm13

EXPENDITURE

TRANSACTION EB [ ]

GM [ ] TRANSACTION DATE \_\_\_\_\_

ACCOUNTING PERIOD \_\_\_\_\_

BUDGET FY 1990-91

Document Number	Action	Fund	Agency	Organization	Activity	Reporting Category	Object	Current Amount	Revised Amount	Change Increase (Decrease)	Subtotal	Description
		156	010	1750			6170			65,000		Rentals
		156	010	1750			7100			4,225	69,225	Indirect
												TOTAL, ORG 1750
		100	010	0105			7608			4,225		Cash Transfer
TOTAL EXPENDITURE CHANGE										73,450	TOTAL EXPENDITURE CHANGE	

File Name: bm13

REVENUE

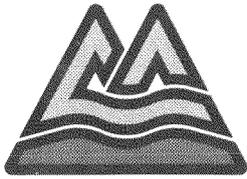
TRANSACTION RB [ ]

GM [ ] TRANSACTION DATE \_\_\_\_\_

ACCOUNTING PERIOD \_\_\_\_\_

BUDGET FY 1990-91

Document Number	Action	Fund	Agency	Organization	Activity	Reporting Category	Revenue Source	Current Amount	Revised Amount	Change Increase (Decrease)	Subtotal	Description
		156	010	1750			2773			65,000		City of Portland
		156	010	1750			7601			4,225	69,225	Gen.Fund Ind. Support
												TOTAL, ORG 1750
		100	045	7410			6602			4,225		Serv.Reimb./Gen.Fund
TOTAL REVENUE CHANGE										73,450	TOTAL REVENUE CHANGE	



# MULTNOMAH COUNTY OREGON

DEPARTMENT OF HUMAN SERVICES  
AGING SERVICES DIVISION  
AREA AGENCY ON AGING  
421 S.W. 5TH, 3RD FLOOR  
PORTLAND, OREGON 97204  
(503) 248-3646  
TDD: 248-3683

BOARD OF COUNTY COMMISSIONERS  
GLADYS MCCOY • CHAIR OF THE BOARD  
PAULINE ANDERSON • DISTRICT 1 COMMISSIONER  
GRETCHEN KAFOURY • DISTRICT 2 COMMISSIONER  
RICK BAUMAN • DISTRICT 3 COMMISSIONER  
SHARRON KELLEY • DISTRICT 4 COMMISSIONER

## MEMORANDUM

TO: Gladys McCoy, County Chair

VIA: Billi Odegaard, Acting Director  
Department of Human Services

FROM: Jim McConnell, Director  
Aging Services Division

DATE: May 22, 1991

SUBJECT: DHS Budget Modification #44

*Billi Odegaard (as), Acting*

*J. McConnell*

Recommendation: The Aging Services Division recommends Board of County Commissioner approval of the attached DHS Budget Modification #44 .

Analysis: DHS Budget Modification #44 adds \$65,000 of City of Portland funds to the Aging Services Division Contracted Services rental budget to pay for one-time only tenant improvements. This one-time payment will pay for lease improvements and reduce the overall lease costs of Aging Services Division and contract agencies providing services at the North Northeast Multi-Cultural Senior Center. The City of Portland promised these funds as City support for the development of a Multi-Cultural Senior Center in North Northeast Portland.

Background: The City funds are being added to the County Budget based on the attached letter of intent. The City determined that the County could bill the City for reimbursement without a contract.

Commitments to fund the NNE Multi-Cultural Senior Center were made last spring by both the City and County. The County has allocated funds to the center through DHS Budget Modification #25 and #26. This Budget Modification represents the City's commitment.

bm13z



CITY OF  
**PORTLAND, OREGON**  
OFFICE OF PUBLIC AFFAIRS

Mike Lindberg, Commissioner  
1220 S.W. Fifth Ave.  
Portland, OR 97204  
(503) 823-4145

May 24, 1991

MEMORANDUM

TO: Shirley Sanders, Multnomah County Aging Services  
FROM: Art Alexander, Executive Assistant to  
Commissioner Mike Lindberg  
RE: Aging Services Budget

I have spoken with the Mayor's Office and the \$65,000, pledged by the City for capital costs at the NE Senior Service Center, will be part of the Third Quarter budget adjustment ordinance to be voted on by City Council in two weeks. The ordinance should pass without any problems.

JUN 06 1991

Meeting Date: MAY 23 1991 *R-8*

Agenda No.: *R-2*

(Above space for Clerk's Office Use)

AGENDA PLACEMENT FORM  
(For Non-Budgetary Items)

SUBJECT: Resolution in the matter of Establishing an Employee Suggestion System.  
AGENDA REVIEW/ BOARD BRIEFING: 5-21-91 (date) REGULAR MEETING 5-23-91 (date)

DEPARTMENT Non Departmental DIVISION BCC

CONTACT Mike Delman TELEPHONE 248-5275

PERSON(S) MAKING PRESENTATION \_\_\_\_\_

ACTION REQUESTED:

INFORMATIONAL ONLY       POLICY DIRECTION       APPROVAL

ESTIMATED TIME NEEDED ON BOARD AGENDA: 15 min.

CHECK IF YOU REQUIRE OFFICIAL WRITTEN NOTICE OF ACTION TAKEN: \_\_\_\_\_

BRIEF SUMMARY (include statement of rationale for action requested, as well as personnel and fiscal/budgetary impacts, if applicable):

Resolution in the matter of Establishing and Employee Suggestion System.

*Sent copy of Resolution to Mike Delman 6-10-91*  
*NO FISCAL IMPACT IN '91-'92 BUDGET YEAR*  
*+ Curtis Smith.*  
*91-80*

BOARD OF COUNTY COMMISSIONERS  
MULTNOMAH COUNTY  
OREGON  
1991 MAY 13 AM 10:12

(If space is inadequate, please use other side)

SIGNATURES:

ELECTED OFFICIAL *Ray H...*

OR

DEPARTMENT MANAGER \_\_\_\_\_

(All accompanying documents must have required signatures)

BEFORE THE BOARD OF COUNTY COMMISSIONERS  
FOR MULTNOMAH COUNTY, OREGON

In the Matter of Establishing )  
an Employee Suggestion System )

RESOLUTION  
91-80

WHEREAS, the policy of the County should be to encourage constructive suggestions from its employees by making cash awards or paid leave to those who submit cost saving suggestions; and

WHEREAS, suggestions should clearly state the problem, how the problem might be solved and the benefit that would be realized if the suggestion was adopted; and

WHEREAS, an Employee Suggestion System is morale-building and improves productivity; and.

NOW THEREFORE BE IT RESOLVED that the Board of County Commissioners establishes an Employee Suggestion Committee by July 1, 1991. The Committee will be composed of two members from Local 88, one member from the Oregon Nurses Association, one member from the Deputy Sheriff's Association, one member from the Corrections Officer's Association, one member from the Prosecuting Attorney's Association, one member from Planning and Budget, one member from Board Staff and one member from the Chair's office; and

IT IS FURTHER RESOLVED that the Committee will establish criteria for selection of suggestions that are submitted for consideration by the Board of County Commissioners. Suggestions supported by a majority of the Committee will be forwarded to the Board of County Commissioners for consideration. The Committee will meet bi-monthly (or when deemed necessary) to review suggestions submitted by any employees; and

IT IS FURTHER RESOLVED THAT any implemented suggestion will result in an award by the Board to a maximum of 1% of the first year's financial savings to the County, not to exceed \$1,000. A choice of paid leave may be substituted for a comparable cash award. The award will be made one year following the implementation of the suggestion to the extent that tangible direct savings or increase in revenue occur; and

BE IT FURTHER RESOLVED THAT the terms of the above resolution shall become applicable to any bargaining unit only upon execution of a memorandum of exception in accordance with the terms of the applicable collective bargaining agreement. Any such memorandum of exception agreement may be terminated upon thirty (30) days notice by the Board or the applicable bargaining agent; and

BE IT FURTHER RESOLVED THAT the results and actions by the Committee will be reviewed annually by the Board of County Commissioners.

ADOPTED this 6th day of June, 1991

MULTNOMAH COUNTY, OREGON

By Gladys McCoy  
Gladys McCoy, County Chair

REVIEWED  
LAURENCE KRESSEL, COUNTY COUNSEL  
for Multnomah County, Oregon

By John D. Bay



BEFORE THE BOARD OF COUNTY COMMISSIONERS  
FOR MULTNOMAH COUNTY, OREGON

In the Matter of Establishing )  
an Employee Suggestion System ) RESOLUTION

WHEREAS, the policy of the County should be to encourage constructive suggestions from its employees by making cash awards or paid leave to those who submit cost saving suggestions, and

WHEREAS, suggestions should clearly state the problem, how the problem might be solved and the benefit that would be realized if the suggestion was adopted, and

WHEREAS, an Employee Suggestion System is morale-building and improves productivity.

NOW THEREFORE BE IT RESOLVED that the Board of County Commissioners establishes an Employee Suggestion Committee by July 1, 1991. The Committee will be composed of two members from Local 88, one member from the Oregon Nurses Association, one member from the Deputy Sheriff's Association, one member from the Corrections Officer's Association, one member from the Prosecuting Attorney's Association, one member from Planning and Budget, one member from Board Staff and one member from the Chair's office.

BE IT FURTHER RESOLVED that the Committee will establish criteria for selection of suggestions that are submitted for consideration by the Board of County Commissioners. Suggestions supported by a majority of the Committee will be forwarded to the Board of County Commissioners for consideration. The Committee will meet bi-monthly (or when deemed necessary) to review suggestions submitted by any permanent employees.

BE IT FURTHER RESOLVED any suggestion implemented by the Board of County Commissioners will result in an award up to 1% of the first year's financial savings to the County, not to exceed \$1,000. A choice of paid leave may be substituted for a comparable cash award. The award will be made one year following the implementation of the suggestion to the extent that tangible direct savings or increase in revenue occur.

BE IT FURTHER RESOLVED THAT the terms of the above resolution shall become applicable to any bargaining unit only upon execution of a memorandum of exception in accordance with the terms of the applicable collective bargaining agreement. Any such memorandum of exception agreement may be terminated upon thirty (30) days notice by the Board or the applicable bargaining agent.

BE IT FURTHER RESOLVED THAT the results and actions by the Committee will be reviewed annually by the Board of County Commissioners.

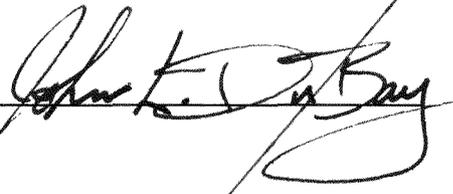
ADOPTED this \_\_\_\_\_ day of \_\_\_\_\_, 1991

MULTNOMAH COUNTY, OREGON

By \_\_\_\_\_  
Gladys McCoy, County Chair

REVIEWED  
LAURENCE KRESSEL, COUNTY COUNSEL  
for Multnomah County, Oregon

By \_\_\_\_\_

A handwritten signature in cursive script, appearing to read "John L. DeBay", is written over a horizontal line. The signature is written in dark ink and is somewhat stylized.

BEFORE THE BOARD OF COUNTY COMMISSIONERS  
FOR MULTNOMAH COUNTY, OREGON

In the Matter of Establishing )  
an Employee Suggestion System ) RESOLUTION

WHEREAS, the policy of the County should be to encourage constructive suggestions from its employees by making cash awards or paid leave to those who submit cost saving suggestions, and

WHEREAS, suggestions should clearly state the problem, how the problem might be solved and the benefit that would be realized if the suggestion was adopted, and

WHEREAS, an Employee Suggestion System is morale-building and improves productivity.

NOW THEREFORE BE IT RESOLVED that the Board of County Commissioners establishes an Employee Suggestion Committee by July 1, 1991. The Committee will be composed of two members from Local 88, one member from the Oregon Nurses Association, one member from the Deputy Sheriff's Association, one member from the Corrections Officer's Association, one member from the Prosecuting Attorney's Association, one member from Planning and Budget, one member from Board Staff and one member from the Chair's office.

BE IT FURTHER RESOLVED that the Committee will establish criteria for selection of suggestions that are submitted for consideration by the Board of County Commissioners. Suggestions supported by a majority of the Committee will be forwarded to the Board of County Commissioners for consideration. The Committee will meet bi-monthly (or when deemed necessary) to review suggestions submitted by any permanent employees.

BE IT FURTHER RESOLVED any suggestion implemented by the Board of County Commissioners will result in an award up to 1% of the first year's financial savings to the County, not to exceed \$1,000. A choice of paid leave may be substituted for a comparable cash award. The award will be made one year following the implementation of the suggestion to the extent that tangible direct savings or increase in revenue occur.

BE IT FURTHER RESOLVED THAT the results and actions by the Committee will be reviewed annually by the Board of County Commissioners.

ADOPTED this \_\_\_\_\_ day of \_\_\_\_\_, 1991

MULTNOMAH COUNTY, OREGON

By \_\_\_\_\_  
Gladys McCoy, County Chair

REVIEWED  
LAURENCE KRESSEL, COUNTY COUNSEL  
for Multnomah County, Oregon

By John L. DuBay



# Portland Chamber

May 22, 1991

TO: Multnomah County Commissioners

FROM: John Pihás, Chairman

RE: Resolution R-2

One of the recommendations of the Portland Metropolitan and Gresham Chambers Multnomah County Budget Review Task Force was to establish employee incentive programs in Multnomah County.

Several task force members cited their personal experiences stating the positive, all-around benefits of employee award programs. The employee is personally and tangibly rewarded for their creativity; the organization can operate more cost effectively and efficiently; the end user gets better and less costly service delivery; and, in the case of a government, the taxpayer gets more for their dollars. It is a "win, win, win" program.

One of our task force members, Mr. Craig Honeyman, Economic Development and Community Relations Manager for Northwest Natural Gas Company, offered to help the county draft an incentive program and the offer was accepted. The resolution as drafted carries with it built-in protections against misuse or abuse.

In good times employee involvement and morale is important to keep an organization stable and healthy. In hard times, it is crucial. R-2 is a step in the right direction. We urge your "yes" vote on Resolution-2 establishing a Multnomah County Employee Suggestion System.

1031G/bjb

BEFORE THE BOARD OF COUNTY COMMISSIONERS  
FOR MULTNOMAH COUNTY, OREGON

In the matter of Establishing )  
an Employee Suggestion System )

RESOLUTION

WHEREAS, the policy of the county should be to encourage constructive suggestions from its employees by making cash awards or paid leave to those who submit acceptable ideas. Such their own welfare and that of the county, but also to demonstrate their own initiative and ability in improving county service and cost-control over and beyond the responsibilities of their jobs, and

WHEREAS, the suggestion should clearly state the problem, how the problem might be solved, and the benefit that would be realized if the suggestion was adopted. Suggestions with no definite proposal for improvement, or pertaining to conditions over which the county has not control or similar to one suggestion already under consideration, will be rejected, and

WHEREAS, cost-saving ideas are morale-building, very effective and improve productivity.

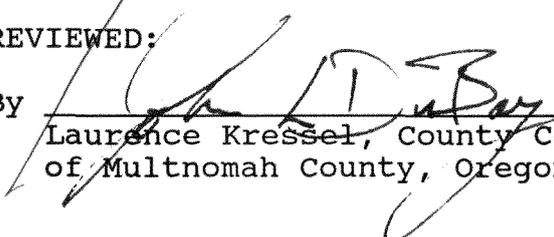
NOW THEREFORE BE IT RESOLVED that the Board of County Commissioners establishes an Employee Suggestion Committee by July 1. The Committee will be composed of 2 members of Local 88, one member from the Oregon Nurses Assn., one member of the Deputy Sheriff's assn., one member from the Corrections Officer's Assn., one member from the Prosecuting Attorney's Assn., one member from Planning and Budget, one member from Board staff and one member from the Chair's office. This Committee will meet bi-monthly (or when deemed necessary) to review suggestions submitted by any permanent employee excluding program managers. Ideas that are supported by the majority of the committee will be forwarded to the Board of County Commissioners for consideration.

BE IT FURTHER RESOLVED any new or original idea that is implemented by the Board of County Commissioners will result in an award up to 1% of the first year's financial savings to the county not to exceed \$1,000. A choice of one week's paid leave may be substituted for a cash award. The award will be made one year following the implementation of the suggestion to the extent that tangible direct savings or increase in revenue occur.

ADOPTED this \_\_\_\_\_ day of \_\_\_\_\_, 1991

By \_\_\_\_\_  
Gladys McCoy, Chair  
Multnomah County, Oregon

REVIEWED:

By   
Laurence Kressel, County Counsel  
of Multnomah County, Oregon

BEFORE THE BOARD OF COUNTY COMMISSIONERS  
FOR MULTNOMAH COUNTY, OREGON

In the matter of Establishing )  
an Employee Suggestion System )

RESOLUTION

WHEREAS, the policy of the county should be to encourage constructive suggestions from its employees by making cash awards or paid leave to those who submit acceptable ideas. Such suggestions are to the benefit of the county, but also to demonstrate employee initiative and ability in improving county service and cost-control over and beyond the responsibilities of their jobs, and

WHEREAS, the suggestion should clearly state the problem, how the problem might be solved, and the benefit that would be realized if the suggestion was adopted. Suggestions with no definite proposal for improvement, or pertaining to conditions over which the county has not control or similar to one suggestion already under consideration, will be rejected, and

WHEREAS, cost-saving ideas are morale-building, very effective and improve productivity.

NOW THEREFORE BE IT RESOLVED that the Board of County Commissioners establishes an Employee Suggestion Committee by July 1. The Committee will be composed of two members of Local 88, one member from the Oregon Nurses Assn., one member of the Deputy Sheriff's Association, one member from the Corrections Officer's Assn., one member from the Prosecuting Attorney's Assn., one member from Planning and Budget, one member from Board staff and one member from the Chair's office. This committee will establish criteria for selection of suggestions that are submitted for consideration of implementation by the Board of County Commissioners. This Committee will meet bi-monthly (or when deemed necessary ) to review suggestions submitted by any permanent employee excluding program managers.

BE IT FURTHER RESOLVED any new or original idea that is implemented by the Board of County Commissioners will result in an award up to 1% of the first year's financial savings to the county not to exceed \$1,000. A choice of paid leave may be substituted for a comparable cash award. The award will be made one year following the implementation of the suggestion to the extent that tangible direct savings or increase in revenue occur. The results and actions by the committee will be reviewed annually by the Board of County Commissioners.

ADOPTED this \_\_\_\_\_ day of \_\_\_\_\_, 1991

By \_\_\_\_\_  
Gladys McCoy, Chair  
Multnomah County, Oregon

REVIEWED:

By

  
Laurence Kressel, County Counsel  
of Multnomah County, Oregon



Presented to  
the Board  
on 6-4-91  
Agenda Review  
by Merlin R.

BE IT FURTHER RESOLVED THAT the results and actions by the Committee will be reviewed annually by the Board of County Commissioners.

ADOPTED this \_\_\_\_\_ day of \_\_\_\_\_, 1991

MULTNOMAH COUNTY, OREGON

By \_\_\_\_\_  
Gladys McCoy, County Chair

REVIEWED  
LAURENCE KRESSEL, COUNTY COUNSEL  
for Multnomah County, Oregon

By \_\_\_\_\_

JUN 06 1991

Meeting Date: May 23, 1991 *R-9*

Agenda No.: *R-3*

(Above space for Clerk's Office Use)

AGENDA PLACEMENT FORM  
(For Non-Budgetary Items)

SUBJECT: Policy on Maintenance of Foreclosed Properties

AGENDA REVIEW/  
BOARD BRIEFING \_\_\_\_\_ (date) \_\_\_\_\_ REGULAR MEETING \_\_\_\_\_ (date)

DEPARTMENT Bon-departmental DIVISION BCC Dist. 2

CONTACT Mike Delman TELEPHONE 248-5219

PERSON(S) MAKING PRESENTATION Comm. Gary Hansen

ACTION REQUESTED:

INFORMATIONAL ONLY       POLICY DIRECTION       APPROVAL

ESTIMATED TIME NEEDED ON BOARD AGENDA: 15 minutes

CHECK IF YOU REQUIRE OFFICIAL WRITTEN NOTICE OF ACTION TAKEN: \_\_\_\_\_

BRIEF SUMMARY (include statement of rationale for action requested, as well as personnel and fiscal/budgetary impacts, if applicable):

There's a critical need to immediately improve the lack of maintenance on the current 450 foreclosed, abandoned and neglected properties in Multnomah County.

*Sent copy to Mike Delman, Bob Oberst, Larry Porter + Duayne George 6-10-91*      *91-81*

(If space is inadequate, please use other side)

SIGNATURES:

ELECTED OFFICIAL *Gary Hansen*

Or

DEPARTMENT MANAGER \_\_\_\_\_

(All accompanying documents must have required signatures)

MULTNOMAH COUNTY  
OREGON  
MAY 10 PM 3:42  
BOARD OF  
COUNTY COMMISSIONERS

BEFORE THE BOARD OF COUNTY COMMISSIONERS  
FOR MULTNOMAH COUNTY, OREGON

In the Matter of Establishing a Policy )  
to Maintain Foreclosed Properties while ) RESOLUTION  
in Multnomah County's Possession ) 91-81

WHEREAS, Multnomah County has possession of nearly 400 tax foreclosed properties, and

WHEREAS, many of these properties are concentrated in a few neighborhoods, and

WHEREAS, the neighborhoods with large concentrations of foreclosed properties are important to the well-being and livability of Multnomah County, and

WHEREAS, proper maintenance of foreclosed properties are important for the continued visibility of many Multnomah County neighborhoods, and

WHEREAS, proper maintenance of foreclosed properties increases the value of neighboring properties, and

WHEREAS, proper maintenance of foreclosed properties can increase the market value of properties, and

WHEREAS, non-profit housing corporations chances of successfully rehabilitating foreclosed properties improve if the properties have been well-maintained, and

NOW, THEREFORE BE IT RESOLVED, that Multnomah County shall seek to maintain properties in its possession to current neighborhood standards within budgetary constraints, and

BE IT FURTHER RESOLVED that the County Chair is directed to develop specific measures that shall meet neighborhood standards.

ADOPTED this 6th day of June 1991.

MULTNOMAH COUNTY, OREGON

By Gladys McCoy  
Gladys McCoy, County Chair

LAURENCE KRESSEL, COUNTY COUNSEL  
for Multnomah County, Oregon

By John D. Bay

5/29/91/

BEFORE THE BOARD OF COUNTY COMMISSIONERS  
FOR MULTNOMAH COUNTY, OREGON

In the matter of establishing a policy )  
to maintain foreclosed properties while) RESOLUTION  
in Multnomah County's possession )

WHEREAS, Multnomah County has possession of nearly 400 tax foreclosed properties, and

WHEREAS, many of these properties are concentrated in a few neighborhoods, and

WHEREAS, the neighborhoods with large concentrations of foreclosed properties are important to the well-being and livability of Multnomah County, and

WHEREAS, proper maintenance of foreclosed properties are important for the continued visibility of many Multnomah County neighborhoods, and

WHEREAS, proper maintenance of foreclosed properties increase the value of neighboring properties, and

WHEREAS, proper maintenance of foreclosed properties can increase the market value of properties, and

WHEREAS, non-profit housing corporations chances of successfully rehabilitating foreclosed properties improve if the properties have been well-maintained,

THEREFORE BE IT RESOLVED that properties in the possession of Multnomah County shall be maintained to current neighborhood standards and at a minimum:

1. Be inspected monthly.
2. Properties shall be identified with some kind of sign.
3. Litter and garbage shall be removed immediately.
4. Grass shall be mowed bi-weekly. between March 1  
October 1.
5. Shrubbery, trees, etc., shall be maintained and trimmed.
6. Plywood window and door coverings shall be painted.
7. Attempt to identify and mitigate unsafe conditions.
8. Lots shall be seeded to grass

ADOPTED this \_\_\_\_\_ day of \_\_\_\_\_, 1991

By Gladys McCoy  
Gladys McCoy, Chair  
Multnomah County, Oregon

REVIEWED:

By Laurence Kressel  
Laurence Kressel, County Counsel  
of Multnomah County, Oregon

MULTNOMAH COUNTY, OREGON

Executive Order \_\_\_\_\_

WHEREAS, Multnomah County has possession of a large number of tax foreclosed properties, and

WHEREAS, neighborhoods with large concentrations of foreclosed properties are important to the well-being and livability of Multnomah County, and

WHEREAS, proper maintenance of foreclosed properties are important for the continued vitality of many Multnomah County neighborhoods.

IT IS HEREBY ORDERED THAT the following steps shall be followed for proper maintenance of foreclosed properties in the possession of Multnomah County within budgetary constraints:

1. Monthly inspections;
2. Properties shall be identified by proper signage;
3. Litter and garbage shall be removed as soon as possible;
4. Grass shall be mowed on a regular schedule between March 1 and October 1;
5. Shrubbery, trees, etc., shall be maintained;
6. Plywood window and door coverings shall be painted;
7. Attempt to identify and mitigate unsafe conditions, and
8. Lots that are left bare by demolition shall be seeded to grass.

DATED this \_\_\_\_\_ day of \_\_\_\_\_, 1991.

MULTNOMAH COUNTY, OREGON

By \_\_\_\_\_  
Gladys McCoy  
Multnomah County Chair

REVIEWED  
LAURENCE KRESSEL, COUNTY COUNSEL  
for Multnomah County, Oregon

By John L. DuBay

Meeting Date: JUN 0 6 1991

Agenda No.: R-10

(Above space for Clerk's Office Use)

AGENDA PLACEMENT FORM  
(For Non-Budgetary Items)

SUBJECT: Order

AGENDA REVIEW/  
BOARD BRIEFING \_\_\_\_\_ (date) \_\_\_\_\_ REGULAR MEETING 6/6/91 \_\_\_\_\_ (date)

DEPARTMENT Nondepartmental DIVISION County Counsel

CONTACT Larry Kressel TELEPHONE X-3138

PERSON(S) MAKING PRESENTATION Larry Kressel

ACTION REQUESTED:

INFORMATIONAL ONLY       POLICY DIRECTION       APPROVAL

ESTIMATED TIME NEEDED ON BOARD AGENDA: \_\_\_\_\_

CHECK IF YOU REQUIRE OFFICIAL WRITTEN NOTICE OF ACTION TAKEN: \_\_\_\_\_

BRIEF SUMMARY (include statement of rationale for action requested, as well as personnel and fiscal/budgetary impacts, if applicable):

Order on Procedure in the Matter of the Appeal of James Weaver

*Sent copy of order to Rita 6-10-91.  
91-82*

1991 MAY 28 PM 1:42  
MULTNOMAH COUNTY  
OREGON

(If space is inadequate, please use other side)

SIGNATURES:

ELECTED OFFICIAL *Judys Mc Coy*  
Or  
DEPARTMENT MANAGER \_\_\_\_\_

(All accompanying documents must have required signatures)

BEFORE THE BOARD OF COUNTY COMMISSIONERS

FOR MULTNOMAH COUNTY, OREGON

In the Matter of the Appeal of James Weaver, dba Abes Second Hand Store

RESOLUTION AND ORDER 91-82

WHEREAS, pursuant to MCC 6.81, James Weaver, dba Abes Second Hand Store, applied for a permit to do business, and

WHEREAS, the permit request was denied by the City Bureau of Licenses, acting as agent for the County, and

WHEREAS, Mr. Weaver appealed the denial to the Board, and

WHEREAS, the record supporting the denial is voluminous, consisting of nearly 3,000 pages, and

WHEREAS, in the interests of fairness and efficient use of Board resources, the Board wishes to remand this matter to a Hearings Officer to afford Mr. Weaver the opportunity to respond to the record and to have prepared for Board review a Proposed Final Order, and

WHEREAS, the Board is advised that the City of Portland is considering procedural and other amendments to the City's second hand dealer regulations, which regulations parallel the County Code, and

WHEREAS, the Board desires to maintain uniform regulations with the City on this subject,

THEREFORE, BE IT RESOLVED AND ORDERED:

1. The appeal by Mr. Weaver is remanded to a Hearings Officer who shall review the record, conduct further proceedings as necessary to comply with legal requirements, and prepare a proposed Final Order, Findings of Fact, and Conclusions of Law and submit them to the Board as soon as is reasonably practical; the Chair is authorized to designate a Hearings Officer; and

2. The Sheriff's Office shall prepare and submit to the Board as soon as possible amendments to MCC Chapter 6.81, which shall take into account legal requirements stemming from recent

1 court decisions, the Board's desire for uniformity with City  
2 regulations, and efficient use of County resources. The Sheriff  
shall report to the Board within 60 days of this Order.

3 ORDERED this 6th day of June, 1991.



4  
5 By Gladys McCoy  
6 Gladys McCoy, Chair  
Multnomah County, Oregon

7 REVIEWED:

8  
9 By Laurence Kressel  
10 Laurence Kressel, County Counsel  
For Multnomah County, Oregon

11  
12  
13  
14 05/28/91:1

15 R:\FILES\095LK.RES\dc

16  
17  
18  
19  
20  
21  
22  
23  
24  
25  
26



# MULTNOMAH COUNTY OREGON

*Delma*  
GLADYS McCOY  
MULTNOMAH COUNTY CHAIR  
1021 S.W. 4th, ROOM 134  
PORTLAND, OREGON 97204  
5/29/91

OFFICE OF COUNTY COUNSEL  
1120 S.W. FIFTH AVENUE, SUITE 1530  
P.O. BOX 849  
PORTLAND, OREGON 97207-0849  
(503) 248-3138  
FAX 248-3377

BOARD OF COUNTY COMMISSIONERS  
GLADYS McCOY, CHAIR  
PAULINE ANDERSON  
RICK BAUMAN  
GARY HANSEN  
SHARRON KELLEY

## MEMORANDUM

TO: Delma Farrell (101/134)  
Office Manager

FROM: Laurence Kressel (106/1530) *LK*  
County Counsel

DATE: May 28, 1991

SUBJECT: Weaver Appeal; Procedural Order

COUNTY COUNSEL  
LAURENCE KRESSEL  
CHIEF ASSISTANT  
JOHN L. DU BAY  
ASSISTANTS  
SANDRA N. DUFFY  
J. MICHAEL DOYLE  
GERALD H. ITKIN  
H.H. LAZENBY, JR.  
MATTHEW O. RYAN  
JACQUELINE A. WEBER  
MARK B. WILLIAMS

Attached is the Resolution and Order I have proposed for Board consideration in the Weaver appeal. Please calendar it for Board consideration and notify Mr. Weaver's attorney, Mr. Ransom, of the hearing date.

By copy of this memorandum, I am inviting the Sheriff's Office to get me any comments on this resolution as soon as possible.

Attachment

cc: Sheriff Bob Skipper (313/105)  
Clyde Stites (313/122)  
John Werneken  
John S. Ransom, Esq.

R:\FILES\096LK.MEM\dc

BEFORE THE BOARD OF COUNTY COMMISSIONERS

FOR MULTNOMAH COUNTY, OREGON

In the Matter of the Appeal of James Weaver, dba Abes Second Hand Store

RESOLUTION AND ORDER

WHEREAS, pursuant to MCC 6.81, James Weaver, dba Abes Second Hand Store, applied for a permit to do business, and

WHEREAS, the permit request was denied by the City Bureau of Licenses, acting as agent for the County, and

WHEREAS, Mr. Weaver appealed the denial to the Board, and

WHEREAS, the record supporting the denial is voluminous, consisting of nearly 3,000 pages, and

WHEREAS, in the interests of fairness and efficient use of Board resources, the Board wishes to remand this matter to a Hearings Officer to afford Mr. Weaver the opportunity to respond to the record and to have prepared for Board review a Proposed Final Order, and

WHEREAS, the Board is advised that the City of Portland is considering procedural and other amendments to the City's second hand dealer regulations, which regulations parallel the County Code, and

WHEREAS, the Board desires to maintain uniform regulations with the City on this subject,

THEREFORE, BE IT RESOLVED AND ORDERED:

1. The appeal by Mr. Weaver is remanded to a Hearings Officer who shall review the record, conduct further proceedings as necessary to comply with legal requirements, and prepare a proposed Final Order, Findings of Fact, and Conclusions of Law and submit them to the Board as soon as is reasonably practical; the Chair is authorized to designate a Hearings Officer; and

2. The Sheriff's Office shall prepare and submit to the Board as soon as possible amendments to MCC Chapter 6.81, which shall take into account legal requirements stemming from recent

1 court decisions, the Board's desire for uniformity with City  
2 regulations, and efficient use of County resources. The Sheriff  
3 shall report to the Board within 60 days of this Order.

4 ADOPTED this \_\_\_\_ day of \_\_\_\_\_, 1991.

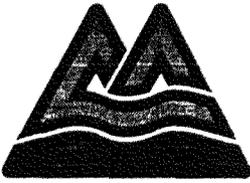
5 (SEAL)

6 By \_\_\_\_\_  
7 Gladys McCoy, Chair  
8 Multnomah County, Oregon

9 REVIEWED:

10 By \_\_\_\_\_  
11 Laurence Kressel, County Counsel  
12 For Multnomah County, Oregon

13  
14 05/28/91:1  
15 R:\FILES\095LK.RES\dc



R-12

MULTNOMAH COUNTY OREGON

GLADYS McCOY  
MULTNOMAH COUNTY CHAIR  
1021 S.W. 4th, ROOM 134  
PORTLAND, OREGON 97204

6/5/91

CGM, MGR

BOARD OF COUNTY COMMISSIONERS  
GLADYS McCOY  
PAULINE ANDERSON  
GARY HANSEN  
RICK BAUMAN  
SHARRON KELLEY

PLANNING & BUDGET  
PORTLAND BUILDING  
1120 S.W. 5TH—ROOM 1400  
PORTLAND, OREGON 97204-1934  
PHONE (503) 248-3883

M E M O R A N D U M

TO: Gladys McCoy, Chair  
FROM: Dave Warren, Budget Manager *DCW*  
DATE: June 4, 1991  
SUBJECT: When Must We Pass the Ordinance Increasing the B.I.T.?

I understand there was some discussion at the June 4 Board meeting about whether the Business Income Tax (B.I.T.) increase needs to be passed before the adoption of the 1991-92 Budget.

I believe the answer is, no. The County does not need to pass the ordinance increasing the B.I.T. before the budget is adopted on June 27. That is, Local Budget Law (ORS 294) does not require the ordinance to be in place before the Fiscal Year begins.

The budget is a spending plan supported by reasonable estimates of revenue that will be available. Adopting the budget authorizes County employees to spend up to specified amounts of County money for specified purposes. If County employees spend more than the authorized amounts, they violate budget law and may be compelled to reimburse the County. This is one way of violating budget law.

If the County were to spend more money than it takes in, the County would have a deficit. This is also a violation of budget law.

However, as far as I can tell nothing requires that the County actually have in place before the budget is adopted any implementing legislation necessary to assure that the estimated revenues will be collected. The ordinance raising the B.I.T. could be passed in July or August and the State could still collect the revenue during the 1991-92 Fiscal Year.

I want to add that this is not a recommendation to wait until July or

When Must We Pass the B.I.T  
June 4, 1991

August to pass the ordinance increasing the B.I.T. It is possible that changing the rate will trigger a referendum petition. The sooner the rate has been formally changed, the sooner we will know whether such a process will require an election. If such an election were required, and if it were held after November 1991, and if the rate increase were repealed, we would face a fairly serious set of problems:

- o we would have spent 3/4 of the \$6.5 million estimated to be received from the tax and put ourselves into real danger of running a deficit,
- o we would be in the position of having to refund the unauthorized taxes collected and incurring administrative costs at the State level which would further reduce our net receipts from the B.I.T.

For what it is worth, my recommendation is to pass the increase now. If sufficient resources become available, either because the Legislature gives us more money or because we receive some other windfall, we can repeal the increase through August. The only timing consideration involved in a repeal would be to give the State time to reverse whatever administrative steps they will have to take to collect the B.I.T. at the higher rate.

Ben and I will be at the Managing the Changing Workforce training on June 6 and June 7. We won't be at the Formal for the first reading of the ordinance. Please let me know if there are any further questions that I should try to answer before then.

cc Dave Boyer  
Larry Kressel  
Hank Miggins  
Merlin Reynolds

R-12  
6-6-91  
Reg. Meeting  
Handout



**GRESHAM AREA  
CHAMBER OF COMMERCE**

Serving:  
Gresham  
Troutdale  
Wood Village  
Fairview  
Rockwood  
Boring  
Damascus

June 6, 1991

To: Multnomah County Commission  
Gladys McCoy, Chair

Re: BUSINESS COMMUNITY OPPOSITION TO THE INCREASE IN  
THE BUSINESS INCOME TAX

Fr: Gresham Area Chamber of Commerce  
Public Affairs Council  
Rob Lowe, Chairman

**Commissioners:**

We maintain our opposition to an increase in the business income tax in Multnomah county for the following reasons:

1) Cost cutting measures recommended by the Chamber budget overview task force have not been given time for implementation. The realization of savings from these measures will take time to determine total budget impact.

2) This is a regressive tax. It is a sales tax, not an income tax as it is imposed regardless of whether a profit was realized.

3) Imposing a tax on business which is retroactive to January 1, 1991 cannot be recouped. Prices are based on cost of production at the time of production. This is a hit to business which occurs after the sale of a product or service.

4) True growth in our county income will occur through growth in numbers of jobs and residents. This tax does not encourage either; and may indeed cause the loss of businesses and jobs from Multnomah County. A business must be able to absorb the cost of this tax, or pass it along to the consumer through a price increase. If they cannot do this and remain competitive in their marketplace; they have a difficult choice to make. They must either move their business to an area where the cost of doing business is lower or stop producing the product.

5) This tax sends a message to business site locators that we are not a "Business Friendly" county. Many

will not seek further information on our county. The finest "quality of life" we may be able to offer will not overcome a negative message from local government.

We oppose the implementation of an increase in the Business Income Tax. However, should you continue to pursue this effort to obtain replacement revenue, we urge you to delay any implementation until fall when we have a clearer picture of revenue projections and the net gain resulting from cost saving measures.



**GRESHAM AREA  
CHAMBER OF COMMERCE**

*Serving:  
Gresham  
Troutdale  
Wood Village  
Fairview  
Rockwood  
Boring  
Damascus*

June 6, 1991

To: Multnomah County Commission  
Gladys McCoy, Chair

Re: BUSINESS COMMUNITY OPPOSITION TO THE INCREASE IN  
THE BUSINESS INCOME TAX

Fr: Gresham Area Chamber of Commerce  
Public Affairs Council  
Rob Lowe, Chairman

**Commissioners:**

We maintain our opposition to an increase in the business income tax in Multnomah county for the following reasons:

1) Cost cutting measures recommended by the Chamber budget overview task force have not been given time for implementation. The realization of savings from these measures will take time to determine total budget impact.

2) This is a regressive tax. It is a sales tax, not an income tax as it is imposed regardless of whether a profit was realized.

3) Imposing a tax on business which is retroactive to January 1, 1991 cannot be recouped. Prices are based on cost of production at the time of production. This is a hit to business which occurs after the sale of a product or service.

4) True growth in our county income will occur through growth in numbers of jobs and residents. This tax does not encourage either; and may indeed cause the loss of businesses and jobs from Multnomah County. A business must be able to absorb the cost of this tax, or pass it along to the consumer through a price increase. If they cannot do this and remain competitive in their marketplace; they have a difficult choice to make. They must either move their business to an area where the cost of doing business is lower or stop producing the product.

5) This tax sends a message to business site locators that we are not a "Business Friendly" county. Many

will not seek further information on our county. The finest "quality of life" we may be able to offer will not overcome a negative message from local government.

We oppose the implementation of an increase in the Business Income Tax. However, should you continue to pursue this effort to obtain replacement revenue, we urge you to delay any implementation until fall when we have a clearer picture of revenue projections and the net gain resulting from cost saving measures.

*Regular Meeting  
Craig Honey*

TESTIMONY

MULTNOMAH COUNTY COMMISSION

RESOLUTION R-8

*JUNE 6,*  
~~MAY 23~~, 1991

It is a pleasure to appear this morning before the Board of County Commissioners for Multnomah County on behalf of the Portland Metropolitan and Gresham Area Chambers of Commerce. I am here to testify in support of Resolution R-8, establishing an employee suggestion program to reward productivity improvements.

As a member of the Chamber's Multnomah County Budget Review Task Force, I am pleased by the speed at which you are moving ahead with consideration and adoption of some of the recommendations that were made.

It was the intent of the task force to assist the county in identifying ways to operate more efficiently in order to minimize the impact of Ballot Measure 5 on your ability deliver programs and services. In short we tried to review the county budget in the same manner as would a business facing declining revenues.

One of the most effective ways to promote efficiency in operations is to provide employees incentives to:

- 1). Suggest and implement procedural and technological improvements in workplace - i.e. a suggestion program.
- 2). Meet specific organizational key goals for improving output and creating cost savings by offering cash rewards for clearly defined and measurable objectives established for the entire work group.
- 3). Perform at superior levels on an individual or team basis with performance awards made based on established criteria for those accomplishments.

It is my participation in such a program at Northwest Natural Gas, my employer, that provoked my recommendation that the county consider the adoption of some of these gainsharing principles. For several years now, and due to our own need to hold the line on expenses, Northwest Natural has successfully conducted such a program. We have incorporated all three of the concepts I have just described - employee suggestions, company-wide key goals, and individual pay for performance into our corporate structure. It has paid off in some handsome reductions in operating costs. At least partially due to this program, we have not had to layoff employees, a common phenomenon among corporations these days. Indeed, we are serving 62,042 more customers today than we did in 1984, with only 23 more employees. Put another way, in 1980 each employee served 190 customers. Last year that number rose to 254 customers. Expenses per customer were \$220 in 1985, but were down to \$169 in 1990. We also achieved a 10% reduction in the cost of serving a new customer.

The impact of these programs in terms of improved employee morale and creativity has resulted in a true "win, win, win" situation - the Company benefits due to a stronger bottom line, the employees are stimulated to

work more efficiently and are rewarded for it, and the customer receives superior service.

By adopting Resolution R-8, you will send an important message to your employees and your "customers", the businesses and residents of Multnomah County. You will be indicating that you are serious about taking the steps necessary to operate cost-effectively in a post-Ballot Measure 5 environment. I commend your efforts, and urge you to not stop in your search for employee productivity enhancements with the creation of this program. The Chamber of Commerce and Northwest Natural Gas would be pleased to continue to work with you in developing other programs, appropriate for the county, that would stimulate improved employee productivity.

I offer for your review copies of a description of Northwest Natural Gas Company's Employee Suggestion Program. Thank you for allowing me to ~~opportunity to~~ testify this morning.