

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

RESOLUTION NO. 2016-046

Authorizing Salary Adjustments for Employees Not Covered by Collective Bargaining Agreements for Fiscal Year 2016-2017

The Multnomah County Board of Commissioners Finds:

- a. Multnomah County (County) employs individuals not covered by any collective bargaining agreement.
- b. The Multnomah County Board of Commissioners (Board) adopted County compensation policy in MCC 9.160 to provide such pay as necessary for the County to recruit, select and retain qualified management, supervisory, administrative and professional employees; to recognize employee performance, growth and development; to maintain an appropriate internal relationship among classifications and employees based on job responsibilities, qualifications and authority; and to maintain parity between equivalent non-represented and represented positions.
- c. The Chair is responsible for developing and recommending compensation plan adjustments to the Board.
- d. Certain employees work as elected officials' staff, and the elected officials set their pay.

The Multnomah County Board of Commissioners Resolves:

1. General Salary Increases. Except for elected officials' staff, management and executive employees are eligible for a cost of living increase effective July 1, 2016 of 1.0%. These pay ranges are shown in an exhibit attached to this Resolution, labeled Non-Represented Salary Pay Table - effective July 1, 2016.

ADOPTED this 26th day of May, 2016.



BOARD OF COUNTY COMMISSIONERS
FOR MULTNOMAH COUNTY, OREGON

Deborah Kafoury

Deborah Kafoury, Chair

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

Jenny M. Madkour

By _____
Jenny M. Madkour, County Attorney

SUBMITTED BY: Travis Graves, Human Resources Director.

Non-Represented Salary Table - July 1, 2016

Job Class	Job Title	Status	Pay Scale Group	Annual Min	Annual Max	Semi-monthly Min	Semi-monthly Max
9749	AA/EEO Specialist	MGMT	226	61499.04	92249.52	2562.46	3843.73
9006	Administrative Analyst	MGMT	121	48768.48	68275.92	2032.02	2844.83
9005	Administrative Analyst Senior	MGMT	123	53781.84	75293.52	2240.91	3137.23
9634	Administrative Specialist	MGMT	117	40074.24	56102.64	1669.76	2337.61
9060	Assistant County Attorney 1	EXEC	227	65804.88	98706.48	2741.87	4112.77
9190	Assistant County Attorney 2	EXEC	229	75339.12	113010.00	3139.13	4708.75
9440	Assistant County Attorney Senior	EXEC	233	98556.24	157690.08	4106.51	6570.42
9449	Assistant District Attorney	EXEC	233	98556.24	157690.08	4106.51	6570.42
9623	Bridge Maintenance Supervisor	MGMT	124	56453.28	79032.00	2352.22	3293.00
9734	Budget Analyst Principal	MGMT	227	65804.88	98706.48	2741.87	4112.77
9730	Budget Analyst Senior	MGMT	225	57476.64	86214.24	2394.86	3592.26
9627	Captain	EXEC	232	91255.92	146009.28	3802.33	6083.72
9007	Chaplain	EXEC	120	46451.04	65033.28	1935.46	2709.72
9630	Chief Appraiser	EXEC	229	75339.12	113010.00	3139.13	4708.75
9625	Chief Deputy	EXEC	233	98556.24	157690.08	4106.51	6570.42
9064	Chief Deputy Medical Examiner	MGMT	226	61499.04	92249.52	2562.46	3843.73
9810	Chief Financial Officer	EXEC	235	117084.96	187336.56	4878.54	7805.69
9455	Chief Information Officer	EXEC	235	117084.96	187336.56	4878.54	7805.69
8007	College Intern	Intern	8007	0.00	0.00	0.00	0.00
9117	Communications Analyst Senior	MGMT	227	65804.88	98706.48	2741.87	4112.77
9620	Community Justice Manager	MGMT	227	65804.88	98706.48	2741.87	4112.77
9605	County Assessor	EXEC	233	98556.24	157690.08	4106.51	6570.42
9510	County Attorney	EXEC	237	141673.20	226676.64	5903.05	9444.86
5014	County Auditor	Elec Off	5014	101817.60	101817.60	4242.40	4242.40
5001	County Chair	Elec Off	5001	169774.08	169774.08	7073.92	7073.92
5010	County Commissioner	Elec Off	5010	100944.96	100944.96	4206.04	4206.04
9676	County Engineer	EXEC	233	98556.24	157690.08	4106.51	6570.42
9649	County Surveyor	EXEC	229	75339.12	113010.00	3139.13	4708.75
9499	Dental Director	EXEC	235	117084.96	187336.56	4878.54	7805.69
9390	Dentist	EXEC	233	98556.24	157690.08	4106.51	6570.42
9610	Department Director 1	EXEC	234	106441.44	170305.92	4435.06	7096.08
9613	Department Director 2	EXEC	235	117084.96	187336.56	4878.54	7805.69
9812	Department Director Principal (COO)	EXEC	236	128792.88	206069.76	5366.37	8586.24
9461	Deputy Chief Information Officer	EXEC	234	106441.44	170305.92	4435.06	7096.08
9618	Deputy County Assessor	EXEC	230	81366.24	122049.60	3390.26	5085.40
9631	Deputy County Attorney	EXEC	234	106441.44	170305.92	4435.06	7096.08
9501	Deputy Dental Director	EXEC	234	106441.44	170305.92	4435.06	7096.08
9619	Deputy Director	EXEC	232	91255.92	146009.28	3802.33	6083.72
9450	Deputy District Attorney Chief	Elec Off Staff	9450	0.00	0.00	0.00	0.00
9465	Deputy District Attorney First Assistant	Elec Off Staff	9465	0.00	0.00	0.00	0.00
9540	Deputy Health Officer	EXEC	236	128792.88	206069.76	5366.37	8586.24
9541	Deputy Medical Director	EXEC	236	128792.88	206069.76	5366.37	8586.24
9664	District Attorney Administrative Manager	EXEC	230	81366.24	122049.60	3390.26	5085.40
9445	District Attorney Investigator Chief	EXEC	230	81366.24	122049.60	3390.26	5085.40
5053	District Attorney*	Elec Off	5053	56778.48	56778.48	2365.77	2365.77
9601	Division Director 1	EXEC	230	81366.24	122049.60	3390.26	5085.40
9602	Division Director 2	EXEC	231	87875.76	131814.72	3661.49	5492.28
9731	Economist	EXEC	229	75339.12	113010.00	3139.13	4708.75
9666	Elections Manager	EXEC	229	75339.12	113010.00	3139.13	4708.75
9530	EMS Medical Director	EXEC	236	128792.88	206069.76	5366.37	8586.24
9671	Engineering Services Manager 1	EXEC	230	81366.24	122049.60	3390.26	5085.40
9672	Engineering Services Manager 2	EXEC	232	91255.92	146009.28	3802.33	6083.72

Non-Represented Salary Table - July 1, 2016

9062	Environmental Health Supervisor	MGMT	128	68602.08	96043.68	2858.42	4001.82
9711	Executive Advisor	EXEC	229	75339.12	113010.00	3139.13	4708.75
9460	Executive Assistant	Elec Off Staff	9460	0.00	0.00	0.00	0.00
9679	Facilities & Property Mgmt Division Director	EXEC	232	91255.92	146009.28	3802.33	6083.72
9336	Finance Manager	EXEC	229	75339.12	113010.00	3139.13	4708.75
9338	Finance Manager Senior	EXEC	231	87875.76	131814.72	3661.49	5492.28
9335	Finance Supervisor	MGMT	226	61499.04	92249.52	2562.46	3843.73
9689	Fleet Maintenance Supervisor	MGMT	124	56453.28	79032.00	2352.22	3293.00
8008	Graduate Intern	Intern	8008	0.00	0.00	0.00	0.00
9551	Health Centers Division Operations Director	EXEC	231	87875.76	131814.72	3661.49	5492.28
9521	Health Department Director	EXEC	237	141673.20	226676.64	5903.05	9444.86
9550	Health Officer	EXEC	237	141673.20	226676.64	5903.05	9444.86
9698	Health Services Development Administrator	MGMT	128	68602.08	96043.68	2858.42	4001.82
9080	Human Resources Analyst 1	MGMT	222	48872.40	68422.08	2036.35	2850.92
9670	Human Resources Analyst 2	MGMT	224	53715.84	80574.48	2238.16	3357.27
9748	Human Resources Analyst Senior	MGMT	226	61499.04	92249.52	2562.46	3843.73
9668	Human Resources Director	EXEC	234	106441.44	170305.92	4435.06	7096.08
9715	Human Resources Manager 1	EXEC	228	70411.20	105615.84	2933.80	4400.66
9621	Human Resources Manager 2	EXEC	230	81366.24	122049.60	3390.26	5085.40
9669	Human Resources Manager Senior	EXEC	232	91255.92	146009.28	3802.33	6083.72
9061	Human Resources Technician	MGMT	118	42148.08	59008.08	1756.17	2458.67
9700	Human Services Policy Manager	EXEC	230	81366.24	122049.60	3390.26	5085.40
9699	ICS Director	EXEC	234	106441.44	170305.92	4435.06	7096.08
9452	IT Manager 1	EXEC	230	81366.24	122049.60	3390.26	5085.40
9453	IT Manager 2	EXEC	232	91255.92	146009.28	3802.33	6083.72
9454	IT Manager Senior	EXEC	233	98556.24	157690.08	4106.51	6570.42
9458	IT Project Manager 1	EXEC	229	75339.12	113010.00	3139.13	4708.75
9459	IT Project Manager 2	EXEC	230	81366.24	122049.60	3390.26	5085.40
9456	IT Security Manager	EXEC	232	91255.92	146009.28	3802.33	6083.72
9451	IT Supervisor	EXEC	229	75339.12	113010.00	3139.13	4708.75
9055	Law Clerk	EXEC	222	48872.40	68422.08	2036.35	2850.92
9002	Legal Assistant 1	MGMT	115	36369.60	50918.16	1515.40	2121.59
9003	Legal Assistant 2	MGMT	117	40074.24	56102.64	1669.76	2337.61
9004	Legal Assistant Senior	MGMT	120	46451.04	65033.28	1935.46	2709.72
9001	Legislative/Administrative Secretary	Elec Off Staff	9001	0.00	0.00	0.00	0.00
9776	Library Administrator	MGMT	226	61499.04	92249.52	2562.46	3843.73
9783	Library Director of Digital Strategies	EXEC	232	91255.92	146009.28	3802.33	6083.72
9780	Library Manager Branch	MGMT	227	65804.88	98706.48	2741.87	4112.77
9782	Library Manager Senior	EXEC	230	81366.24	122049.60	3390.26	5085.40
9152	Library Safety and Security Manager	EXEC	227	65804.88	98706.48	2741.87	4112.77
9784	Library Supervisor	MGMT	223	50202.00	75303.84	2091.75	3137.66
9705	Lieutenant	EXEC	230	81366.24	122049.60	3390.26	5085.40
9647	Lieutenant Corrections	EXEC	230	81366.24	122049.60	3390.26	5085.40
9010	Management (Performance) Auditor	Elec Off Staff	9010	0.00	0.00	0.00	0.00
9279	Management (Performance) Auditor Principal	Elec Off Staff	9279	0.00	0.00	0.00	0.00
9280	Management (Performance) Auditor Senior	Elec Off Staff	9280	0.00	0.00	0.00	0.00
9710	Management Assistant	EXEC	127	65330.88	91464.72	2722.12	3811.03
9364	Manager 2	EXEC	228	70411.20	105615.84	2933.80	4400.66
9365	Manager Senior	EXEC	229	75339.12	113010.00	3139.13	4708.75
9202	MCSC Corrections Program Administrator	MGMT	126	62226.48	87119.52	2592.77	3629.98
9520	Medical Director	EXEC	237	141673.20	226676.64	5903.05	9444.86
9744	Mental Health Director	EXEC	232	91255.92	146009.28	3802.33	6083.72
9518	Nursing Development Consultant	MGMT	227	65804.88	98706.48	2741.87	4112.77
9519	Nursing Director	EXEC	230	81366.24	122049.60	3390.26	5085.40
9493	Nurse Practitioner Manager	EXEC	230	81366.24	122049.60	3390.26	5085.40

Non-Represented Salary Table - July 1, 2016

9517	Nursing Supervisor	MGMT	227	65804.88	98706.48	2741.87	4112.77
9020	Nutrition Services Manager	MGMT	123	53781.84	75293.52	2240.91	3137.23
9011	Office Assistant 2	MGMT	112	31397.76	43960.08	1308.24	1831.67
9636	Office Assistant Senior	MGMT	115	36369.60	50918.16	1515.40	2121.59
9720	Operations Administrator	MGMT	123	53781.84	75293.52	2240.91	3137.23
9025	Operations Supervisor	MGMT	121	48768.48	68275.92	2032.02	2844.83
9054	Paralegal	MGMT	222	48872.40	68422.08	2036.35	2850.92
9337	Payroll Specialist	MGMT	222	48872.40	68422.08	2036.35	2850.92
9355	Pharmacist	EXEC	231	87875.76	131814.72	3661.49	5492.28
9357	Pharmacy & Clinical Support Services Director	EXEC	234	106441.44	170305.92	4435.06	7096.08
9492	Physician (On Call)	EXEC	236	128792.88	206069.76	5366.37	8586.24
9146	Planner Principal	EXEC	228	70411.20	105615.84	2933.80	4400.66
9798	Principal Investigator	EXEC	230	81366.24	122049.60	3390.26	5085.40
9797	Principal Investigator Manager	EXEC	231	87875.76	131814.72	3661.49	5492.28
9677	Production Supervisor	MGMT	122	51220.56	71706.48	2134.19	2987.77
9615	Program Manager 1	MGMT	127-129	65330.88	100849.92	2722.12	4202.08
9361	Program Supervisor	MGMT	124-126	56453.28	87119.52	2352.22	3629.98
9063	Project Manager	MGMT	127	65330.88	91464.72	2722.12	3811.03
9491	Psychiatrist	EXEC	237	141673.20	226676.64	5903.05	9444.86
9790	Public Relations Coordinator	EXEC	129	72036.96	100849.92	3001.54	4202.08
9366	Quality Manager	EXEC	229	75339.12	113010.00	3139.13	4708.75
9732	Records Administrator	MGMT	126	62226.48	87119.52	2592.77	3629.98
9043	Research Evaluation Analyst Senior	MGMT	126	62226.48	87119.52	2592.77	3629.98
9041	Research Scientist	EXEC	227	65804.88	98706.48	2741.87	4112.77
9140	Road Operations Supervisor	MGMT	123	53781.84	75293.52	2240.91	3137.23
8005	Shelver (On Call)^	OC NR		0.00	0.00	0.00	0.00
5004	Sheriff	Elec Off	5004	169774.08	169774.08	7073.92	7073.92
9490	Site Medical Director	EXEC	236	128792.88	206069.76	5366.37	8586.24
9400	Staff Assistant	Elec Off Staff	9400	0.00	0.00	0.00	0.00
9809	Strategic Capital Planning Director	EXEC	232	91255.92	146009.28	3802.33	6083.72
8006	Student Intern	Intern	8006	0.00	0.00	0.00	0.00
9674	Survey Supervisor	MGMT	227	65804.88	98706.48	2741.87	4112.77
1096	Tax Supervising Budget Analyst	MGMT	1096	0.00	0.00	0.00	0.00
3005	TSCC Executive Director	EXEC	3005	0.00	0.00	0.00	0.00
9626	Undersheriff	EXEC	233	98556.24	157690.08	4106.51	6570.42
9746	Veterinarian	EXEC	230	81366.24	122049.60	3390.26	5085.40

No COLA

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

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

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

Bold – Classifications shown in bold are either new classifications created or have had salary range adjustments since the Board last approved the salary schedule. Salary range adjustments are necessary to reflect labor market comparisons or internal reorganizations.

Health Premium Pay:

- Premium pay of 5% in addition to base pay when a Pharmacist is assigned supervision of Pharmacists or to help train, supervise and direct the orientation of Pharmacists and evaluate performance during their probation period.
- Premium pay of 5% in addition to base pay to Physician/Clinical Lead Provider for providing technical and functional supervision over Physicians.
- Premium pay of 5% in addition to base when a non-director, non-Officer Psychiatrist has medical expertise and is assigned specialty responsibility requiring additional certification and the passing of a subspecialty examination given by the appropriate medical board recognized within the state of Oregon.
- Premium pay of 5% in addition to base pay when a non-Director, non-Officer Dentist is officially assigned program duties that require supervising dental services in a locked correctional facility or when supervising clinical operations in a county dental clinic; and/or