

1 BEFORE THE BOARD OF COUNTY COMMISSIONERS  
2 FOR MULTNOMAH COUNTY OREGON

3 ORDINANCE NO. 856

4 An ordinance relating to the pay ranges and COLA increases for exempt  
5 employees.

6 MULTNOMAH COUNTY ORDAINS AS FOLLOWS:

7 Section I. Findings.

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

10 (B) It is the County's policy to establish an exempt compensation plan that  
11 provides such pay as necessary for the County to recruit, select, and retain qualified  
12 management, supervisory, administrative, and professional employees; that recognizes  
13 employee performance, growth, and development; that maintains an appropriate internal  
14 relationship among classifications and employees based on job responsibilities,  
15 qualifications, and authority; and that maintains parity between equivalent exempt and  
16 non-exempt positions.

17 (C) The Personnel Officer is responsible for developing and recommending  
18 compensation plan adjustments to the Multnomah County Board of Commissioners.

19 Section II. General Adjustments.

20 The pay ranges of the exempt compensation plan shall be increased by 2.8%,  
21 effective July 1, 1996. These pay ranges are shown in Exhibit A to this Ordinance and  
22 are adopted.

23 Section III. Effect on Employees.

24 (A) Employees in positions described below shall receive no pay adjustment  
25 as a result of Section II of this Ordinance, unless an increase is necessary to meet the  
26 requirement to pay each exempt employee at least the minimum rate for his/her pay  
27

1 range. Such increases shall be limited to the amount necessary to bring an employee  
2 to the minimum rate of his/her pay range.

3 (1) Elected Officials' Staff (marked with a triple asterisk (\*\*\*) on Exhibit  
4 A); and

5 (2) All department and division managers and other unclassified  
6 managers and supervisors (marked with a plus sign (+) on Exhibit A).

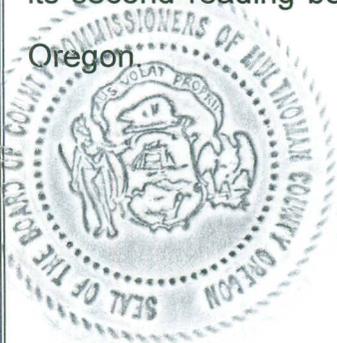
7 (B) Except as provided in (A) above, each employee in a classification listed in  
8 Exhibit A shall have his/her pay increased by 2.8%, effective July 1, 1996.

9 Section IV. Pay Rate for Sheriff.

10 Effective July 1, 1996, the Sheriff shall be paid \$94,675.68 annually (\$3,944.82  
11 semimonthly).

12 ADOPTED the 13th day of June, 1996, being the date of  
13 its second reading before the Board of County Commissioners of Multnomah County,

14 Oregon



15 By   
16 Beverly Stein, Chair  
17 MULTNOMAH COUNTY, OREGON  
18

19 REVIEWED:

20  for  
21 Laurence Kressel, County Counsel  
22 of Multnomah County, Oregon

23 N:\DATA\EMPSER\WPDATA\EXCOLA

**EXHIBIT A**  
**EXEMPT PAY RANGES - Effective July 1, 1996**

JOB TITLE	ANNUAL		
	Min	Mid	Max
A & T Manager/Senior */+	60,737	72,884	85,032
AA/EEO Officer */+	49,966	59,959	69,952
Accounts Payable Supervisor	41,121	49,345	57,569
Administrative Analyst	33,827	40,592	47,358
Administrative Analyst/Senior	37,303	44,765	52,225
Administrative Serv Officer	43,162	51,795	60,427
Adult Housing Administrator	41,121	49,345	57,569
Aging Services Branch Admin	41,121	49,345	57,569
Aging Services Program Manager */+	52,479	62,975	73,470
Animal Control Manager */+	52,479	62,975	73,470
Appraisal Supervisor/Commercial	37,303	44,765	52,225
Appraisal Supervisor/Personal Prop	37,303	44,765	52,225
Appraisal Supervisor/Residential	37,303	44,765	52,225
Assessment Info Resource Mgr */+	49,966	59,959	69,952
Asst County Counsel 1 *	39,156	46,987	54,819
Asst County Counsel 2 *	43,162	51,795	60,427
Asst County Counsel/Chief */+	57,845	69,414	80,983
Asst County Counsel/Senior *	49,966	59,959	69,952
Background Investigator	29,235	35,082	40,928
Benefits Administrator	45,316	54,379	63,442
Board of Equalization Admin	33,827	40,592	47,358
Bridge Maintenance Supervisor	37,303	44,765	52,225
Bridge Operations Supervisor	25,247	30,296	35,345
Bridge Services Manager */+	49,966	59,959	69,952
Budget Analyst	35,527	42,632	49,738
Budget Analyst/Principal	45,316	54,379	63,442
Budget & Quality Manager */+	57,845	69,414	80,983
Captain */+	65,506	72,054	78,603
Captain/Corrections */+	60,586	66,644	72,703
Cartography Supervisor	33,827	40,592	47,358
Case Management Supervisor	37,303	44,765	52,225
Cataloging Administrator	47,584	57,101	66,617
Central Library Coordinator	47,584	57,101	66,617
Central Stores Supervisor	41,121	49,345	57,569
CFS Administrator	47,584	57,101	66,617
CFS Manager */+	52,479	62,975	73,470
CFS Manager/Senior */+	60,737	72,884	85,032
CFS Specialist	35,527	42,632	49,738
CFS Supervisor	41,121	49,345	57,569
Chaplain *	32,220	38,664	45,108
Chief Appraiser/Commercial	47,584	57,101	66,617
Chief Appraiser/Residential	45,316	54,379	63,442
Circulation Administrator	37,303	44,765	52,225
Civil Process Supervisor	37,303	44,765	52,225
Clinical Supervisor	39,156	46,987	54,819
Commander */+	67,466	74,211	80,957
Comm Corrections Program Admin	43,162	51,795	60,427
Community Services Admin	43,162	51,795	60,427
Computer Operations Admin	41,121	49,345	57,569
Construction Projects Admin	47,584	57,101	66,617
Contracts Administrator	41,121	49,345	57,569

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JOB TITLE	ANNUAL		
	Min	Mid	Max
Corrections Program Admin	41,121	49,345	57,569
County Counsel */+	70,015	84,018	98,021
County Surveyor */+	43,162	51,795	60,427
D A Investigator/Chief	35,527	42,632	49,738
D A Operations Manager */+	41,121	49,345	57,569
Data Analyst/Senior	37,303	44,765	52,225
Data Base Administrator	45,316	54,379	63,442
Data Systems Administrator	41,121	49,345	57,569
Data Systems Manager */+	45,316	54,379	63,442
Dental Health Officer */+	80,367	87,064	93,762
Dentist **	62,975	68,223	73,471
Dentist/Senior	69,414	75,199	80,983
Department Director */+	70,015	84,018	98,021
Deputy Director/CFS */+	60,737	72,884	85,032
Deputy Director/DCC */+	52,479	62,975	73,470
Deputy Director/DES */+	52,479	62,975	73,470
Deputy Director/JJD */+	60,737	72,884	85,032
Deputy Director/Library */+	60,737	72,884	85,032
Deputy Dist Atty/First Asst */***	0	0	0
Deputy District Attorney/Chief */***	0	0	0
Dir/Comm on Children & Family */+	45,316	54,379	63,442
Distribution Supervisor	32,220	38,664	45,108
District Manager/DCC */+	49,966	59,959	69,952
Elections Administrator	39,156	46,987	54,819
Elections Manager */+	52,479	62,975	73,470
Emergency Management Admin+	43,162	51,795	60,427
Employee Services Manager */+	52,479	62,975	73,470
Employee Services Specialist 1	32,220	38,664	45,108
Employee Services Specialist 2	37,303	44,765	52,225
Employee Services Spec/Senior	39,156	46,987	54,819
EMS Medical Director */+	102,531	120,233	137,935
Engineering Services Admin	41,121	49,345	57,569
Engineering Services Manager */+	49,966	59,959	69,952
Equipment Unit Administrator	41,121	49,345	57,569
Executive Assistant */***	0	0	0
Facilities Maintenance Manager */+	49,966	59,959	69,952
Facilities Maintenance Supr	39,156	46,987	54,819
Facilities Manager/Senior */+	57,845	69,414	80,983
Facilities Refurbishment Admin	45,316	54,379	63,442
Family Services Manager */+	49,966	59,959	69,952
Finance Manager */+	55,105	66,126	77,147
Fiscal Officer/Sheriff's Office	52,479	62,975	73,470
Fiscal Specialist Supervisor	41,121	49,345	57,569
Fiscal Specialist/Senior	37,303	44,765	52,225
Fleet Maintenance Supervisor	39,156	46,987	54,819
Fleet/Support Serv Manager */+	52,479	62,975	73,470
Foreclosed Property Coordinator	35,527	42,632	49,738
General Accounting Admin	45,316	54,379	63,442
Health Information Supervisor	30,690	36,828	42,965
Health Officer */+	92,637	108,874	125,111
Health Operations Supervisor	30,690	36,828	42,965

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JOB TITLE	ANNUAL		
	Min	Mid	Max
Health Services Administrator	47,584	57,101	66,617
Health Services Manager */+	52,479	62,975	73,470
Health Services Manager/Senior */+	60,737	72,884	85,032
Health Services Specialist	35,527	42,632	49,738
Information Serv Manager/Sr */+	57,845	69,414	80,983
Information Systems Manager */+	49,966	59,959	69,952
Information Technology Mgr/Senior */+	60,737	72,884	85,032
Inmate Programs Manager */+	55,105	66,126	77,147
Juvenile Justice Administrator	47,584	57,101	66,617
Juvenile Justice Manager */+	52,479	62,975	73,470
Juvenile Justice Mgr/Senior */+	60,737	72,884	85,032
Juvenile Justice Specialist	35,527	42,632	49,738
Juvenile Justice Supervisor	41,121	49,345	57,569
Labor Relations Manager */+	49,966	59,959	69,952
Labor Relations Manager/Deputy */+	47,584	57,101	66,617
Labor Relations Specialist	35,527	42,632	49,738
Laundry Supervisor	30,690	36,828	42,965
Law Clerk *	32,220	38,664	45,108
Legislative/Admin Secretary */***	0	0	0
Library Administrator/Branch	45,316	54,379	63,442
Library Administrator/Central	45,316	54,379	63,442
Library Automated System Admin	47,584	57,101	66,617
Library Director */+	70,015	84,018	98,021
Library Entrepreneurial Activities Coord */+	45,316	54,379	63,442
Library Manager/Branch	49,966	59,959	69,952
Library Manager/Central	49,966	59,959	69,952
Library Manager/Senior */+	55,105	66,126	77,147
Library Supervisor/Branch	37,303	44,765	52,225
Library Supervisor/Central	37,303	44,765	52,225
Library Support Services Admin */+	45,316	54,379	63,442
Library Technical Supervisor	32,220	38,664	45,108
Library Youth Services Coord */+	47,584	57,101	66,617
Lieutenant	61,220	67,345	73,470
Lieutenant/Corrections	56,617	62,279	67,941
Litigation Counsel *	55,105	66,126	77,147
Loss Control Specialist	35,527	42,632	49,738
Management Assistant */+	45,316	54,379	63,442
Management Auditor 1 *	30,690	36,828	42,965
Management Auditor 2 *	33,827	40,592	47,358
Management Auditor/Senior *	37,303	44,765	52,225
MCSO Corrections Program Admin	41,987	50,385	58,782
MCSO Office Operations Supr	33,827	40,592	47,358
MCSO Personnel Administrator	45,316	54,379	63,442
Medical Director */**/+	92,637	108,874	125,111
Office Automation Admin	45,316	54,379	63,442
Operations Administrator	37,303	44,765	52,225
Operations Supervisor	30,690	36,828	42,965
Operations/Telecomm Manager */+	49,966	59,959	69,952
Payroll Supervisor	41,121	49,345	57,569
Pharmacist	49,345	53,456	57,569
Physician **	84,018	98,748	113,479

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JOB TITLE	ANNUAL		
	Min	Mid	Max
Planner/Principal	43,162	51,795	60,427
Planning & Program Dev Manager */+	49,966	59,959	69,952
Principal Investigator	57,845	69,414	80,983
Probation/Parole Supervisor	41,121	49,345	57,569
Program Development Spec/Sr	39,156	46,987	54,819
Property Management Supervisor	37,303	44,765	52,225
Property/Commissary/Laundry Admin	37,303	44,765	52,225
Public Affairs Coordinator	39,156	46,987	54,819
Public Guardian	43,162	51,795	60,427
Public Relations Coordinator */+	45,316	54,379	63,442
Purchasing Supervisor	41,121	49,345	57,569
Records Administrator	43,162	51,795	60,427
Risk Manager */+	47,584	57,101	66,617
Road Maint Systems Admin	41,121	49,345	57,569
Road Maintenance Manager */+	49,966	59,959	69,952
Road Maintenance Supervisor	35,527	42,632	49,738
Safety Spec/Transportation	35,527	42,632	49,738
Selection/Acquisition Admin	47,584	57,101	66,617
Sheriff's Operations Admin	37,303	44,765	52,225
Stack Services Supervisor	32,220	38,664	45,108
Staff Assistant */***	0	0	0
Systems Administrator	45,316	54,379	63,442
Tax Collection/Records Admin	45,316	54,379	63,442
Tax Collection/Records Manager */+	55,105	66,126	77,147
Technical Support Manager */+	49,966	59,959	69,952
Telecommunications Admin	45,316	54,379	63,442
Traffic Aids Manager */+	49,966	59,959	69,952
Traffic Aids Supervisor	35,527	42,632	49,738
Training Administrator	45,316	54,379	63,442
Trans Planning Admin	41,121	49,345	57,569
Transportation Manager/Senior */+	60,737	72,884	85,032
Transportation Support Svc Mgr */+	47,584	57,101	66,617
Treasury Administrator	45,316	54,379	63,442
Valuation Manager */+	55,105	66,126	77,147
Victim Services Administrator	41,121	49,345	57,569
Volunteer Prog/Bookstore Admin	45,316	54,379	63,442
Worker's Compensation Spec	35,527	42,632	49,738

\* Unclassified, non-Civil Service position pursuant to MCC 3.10.100.

\*\*Premium pay up to 10% over base pay when Physician or Medical Director is assigned extra responsibility for medical program or for in-patient hospital care; premium pay up to 10% when Physician or Dentist assigned to one of the correctional facilities.

\*\*\* Pay for elected official's staff to be determined by respective elected official.

+ Not eligible for COLA increase.