

BEFORE THE BOARD OF COUNTY COMMISSIONERS  
FOR MULTNOMAH COUNTY, OREGON

ORDINANCE NO. 774

An ordinance removing certain employees from the freeze of annual base pay rates, and amending Ordinance No. 764 and Ordinance No. 767, and declaring an emergency.

MULTNOMAH COUNTY ORDAINS AS FOLLOWS:

Section I. Findings.

(A) Multnomah County, Oregon (hereinafter "County") employs a variety of individuals not covered by collective bargaining agreement (hereinafter "exempt employees").

(B) On May 20, 1993, the Board of County Commissioners adopted Ordinance No. 764 to freeze the annual base pay rates of exempt employees earning \$60,000 or more per year.

(C) The freeze on annual base pay rates has had an immediate adverse effect on the County's ability to recruit and retain certain exempt professional employees to provide health services to the clients of the Health Department.

Section II. Amendment of Ordinance No. 764.

Ordinance No. 764, Section II (A) is amended to read as follows:

(A) For purposes of this section, "upper level exempt employee" means an exempt employee, except those in the classifications of Physician and Senior Dentist, whose annual base pay is \$60,000 or more for full time employees, or a proportionately reduced rate for any employee regularly scheduled to work less than 1.0 FTE. For example, any half time employee whose annual pay rate is \$30,000 or more is included in this definition.

Section III. Amendment of Ordinance No. 767.

Ordinance No. 767, Exhibit A, is amended to revise the following job titles and salary ranges, effective July 1, 1993:

<u>Job Title</u>	<u>Min</u>	<u>Mid</u>	<u>Max</u>
Dentist, Senior	\$51,422	\$55,711	\$61,035
Physician	\$55,656	\$66,782	\$77,909

#### Section IV. Effect on Employees.

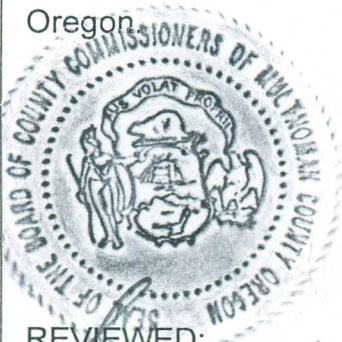
(A) The employees in the classifications of Senior Dentist and Physician shall be removed from the effects of the freeze imposed by Ordinance No. 764, effective July 1, 1993.

(B) The employees in the classification of Senior Dentist and Physician shall receive all portions of pay increases they are entitled to under Ordinance No. 764 and Ordinance No. 767 which they have not previously been awarded, retroactive to July 1, 1993.

#### Section V. Adoption.

This Ordinance, being necessary for the health, safety, and general welfare of the people of Multnomah County, an emergency is declared and the Ordinance shall take effect upon its execution by the County Chair, pursuant to Section 5.50 of the Charter of Multnomah County.

ADOPTED This 2nd day of September, 1993, being the date of its first reading before the Board of County Commissioners of Multnomah County, Oregon.



By Beverly Stein  
Beverly Stein, Chair  
MULTNOMAH COUNTY, OREGON

REVIEWED:

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