

BEFORE THE BOARD OF COUNTY COMMISSIONERS
FOR MULTNOMAH COUNTY

(Adjusting Salaries for the County Chair)	
(and Commissioners as Recommended)	RESOLUTION
(by the 1996 Multnomah County Salary)	96-108
(Commission, Phased-In Over Three)	
(and Five Years)	

WHEREAS, Home Rule Charter Section 4.30 requires that, not later than January 1 of each even numbered year, the Auditor appoint a five member Salary Commission to recommend salary adjustments for the Board of County Commissioners and Chair; and

WHEREAS, Home Rule Charter Section 4.30 also requires that salaries for the Chair and the Commissioners shall not exceed the salaries recommended by the salary commission; and

WHEREAS, the Auditor has appointed five qualified people with personnel experience to the Salary Commission pursuant to Charter Section 4.30; and

WHEREAS, on June 5, 1996 the Salary Commission submitted a report to the Board making recommendations as to the salaries of the Chair and the Commissioners; and

WHEREAS, the County establishes salaries based on internal equity, external parity (in relation to the market), and ability to pay; and

WHEREAS, the salaries of other elected officials employed by Multnomah County are: County Auditor \$65,280, Sheriff \$89,572, and District Attorney \$84,760 (including State contribution); and

WHEREAS, the salaries of full-time elected officials employed by other governments in the region are:

- City of Portland Mayor \$90,039,
- Metro Executive Officer \$78,500
- City of Portland Commissioners \$75,830,
- Non-Multnomah County Commissioners (current average of comparable counties) \$58,220

WHEREAS, the current salary for the Multnomah County Chair is \$57,684 and the current salary for a Multnomah County Commissioner is \$49,386, and

WHEREAS, the Salary Commission recommended that the Chair's annual salary should be indexed to the mid-point of the salary range for the Chair's direct reports, Department Directors; and

WHEREAS, the Salary Commission recommended that the Commissioners' salaries should be indexed to 75% of the current salary of a District Court Judge; and

WHEREAS, the Salary Commission presented three options for implementing their recommended salary levels, a single year increase, a two-year phase-in, and a three-year phase-in; and

WHEREAS, the Board intends to implement the Salary Commission's recommended three-year phase-in option for Commissioners' salaries and in that option the salary of a Commissioner would be \$54,369 effective July 1, 1996, and

WHEREAS, the Board intends to implement a five-year phase-in to implement the indexing recommended by the Salary Commission for the Chair's salary and in such an option the salary of the Chair would be \$63,702 effective July 1, 1996,

RESOLVED that the Board accepts the report of the 1996 Salary Commission, and

FURTHER RESOLVED that effective July 1, 1996 the salary of the Chair shall be \$63,702 and the salaries of Commissioners shall be \$54,369, and

FURTHER RESOLVED that the salaries of the Commissioners shall be increased automatically to reduce the difference between Commissioners' salaries and the Index Amount (75% of a District Court Judge Salary) as follows: July 1, 1997 increased by half the difference, July 1, 1998 increased to eliminate the difference, and

FURTHER RESOLVED that effective each July 1 thereafter the salaries of the Commissioners shall be increased automatically by an amount that will bring the Commissioners' salary to 75% of a District Court Judge's salary, so long as that increase does not result in a salary exceeding the compensation recommended by the most current Salary Commission, and

FURTHER RESOLVED that the salary of the Chair shall be increased automatically to reduce the difference between Chair's salary and the Index Amount (the mid- 6point of the salary range for Department Director) as follows: July 1, 1997 increased by one fourth the difference, July 1, 1998 increased by one third the difference, July 1, 1999 increased by one half the difference, July 1, 2000 increased to eliminate the difference, and

FURTHER RESOLVED, that effective each July 1 thereafter the salary of the Chair shall be increased automatically by an amount that will bring the Chair's salary to the mid-point of Department Directors' salary range so long as that increase does not result in a salary exceeding the compensation recommended by the most current Salary Commission.

Adopted this 13th day of June, 1996



Board of County Commissioners
Multnomah County, Oregon

By _____

Beverly Stein
Beverly Stein, Chair

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