

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.

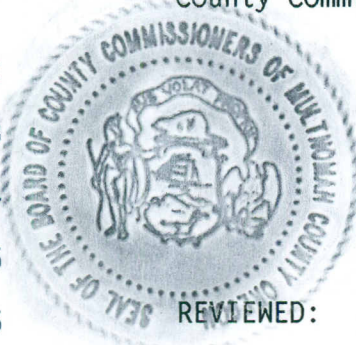
1 Section III. New or Revised Classifications

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
Multnomah County Chair

16 REVIEWED:

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

20 By Laurence Kessel
21 County Counsel

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26

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.

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