



**MULTNOMAH COUNTY**  
**AGENDA PLACEMENT REQUEST (short form)**

**Board Clerk Use Only**

**Meeting Date:** 5/31/12  
**Agenda Item #:** R.2  
**Est. Start Time:** 10:30 am  
**Date Submitted:** 5/15/12

**Agenda Title:** *Authorizing Salary Adjustments for Employees Not Covered by Collective Bargaining Agreements for Fiscal Year 2012-2013*

*Note: If Ordinance, Resolution, Order or Proclamation, provide exact title. For all other submissions, provide a clearly written title.*

**Requested Meeting Date:** May 31, 2012      **Amount of Time Needed:** 10 minutes  
**Department:** DCM      **Division:** Central HR  
**Contact(s):** Travis Graves  
**Phone:** 503-988-6134      **Ext.** 86134      **I/O Address:** 503/3  
**Presenter(s):** Travis Graves, HR Director

**General Information**

**1. What action are you requesting from the Board?**

Approval of the compensation plan with a cost of living increase for fiscal year 2012-2013 for all non-represented staff, except for elected officials' staff. Elected officials are responsible for setting the pay for their staff.

**2. Please provide sufficient background information for the Board and the public to understand this issue. Please note which Program Offer this action affects and how it impacts the results.**

Per County Code 9.160 – Compensation Plan (B) it is county policy to establish a compensation plan that provides pay and benefits necessary for the county to recruit, select, and retain qualified employees who are not part of a bargaining unit. The Chair is responsible for developing and presenting annual compensation plan adjustment recommendations to the Board for approval (County Code 9.170 – Plan Maintenance). This Resolution approves the compensation plan for fiscal year 2012-2013.

This Resolution also authorizes a 3.3% cost of living adjustment for employees not covered by collective bargaining agreements, except for elected official staff.

**3. Explain the fiscal impact (current year and ongoing).**

This salary adjustment is consistent with the increase included in the personnel costs in the budget for FY'13. This resolution adjusts the ranges and all non-bargaining unit employees' salaries, except elected officials' staff, by 3.3%.

**4. Explain any legal and/or policy issues involved.**

N/A

**5. Explain any citizen and/or other government participation that has or will take place.**

None

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**Required Signature**

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**Elected Official or  
Department/  
Agency Director:**

**Travis Graves**

**Date: 5/15/12**