

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

3 ORDINANCE No. 880

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

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
14 internal 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 Adjustment.

20 The pay ranges of the exempt compensation plan shall be increased by 3.1%,
21 effective July 1, 1997. These pay ranges are shown in Exhibit A to this Ordinance and
22 are adopted.

1 Section III. Effect on Employees.

2 (A) Employees in positions described below shall receive a .4% pay
3 adjustment, effective July 1, 1997, unless a larger increase is necessary to meet the
4 requirement to pay each exempt employee at least the minimum rate for his/her pay
5 range. These categories are marked with a plus sign (+) on Exhibit A.

6 (1) Elected Officials' Staff; and

7 (2) All department and division managers and other unclassified
8 managers and supervisors.

9 (B) Except as provided in (A) above, each employee in a classification listed
10 in Exhibit A shall have his/her pay increased by 3.1%, effective July 1, 1997.

11 Section IV. Special Adjustments.

12 The following employees will receive a one-time salary adjustment on the stated
13 effective date to the following annual salary rate. These adjustments are necessary to
14 maintain appropriate internal and external relationships among exempt employees.

<u>Employee</u>	<u>Job Title</u>	<u>Salary</u>	<u>Effective Date</u>
Gary Simmons	MSCO Corr Prog Admin	\$51,487	August 17, 1994
Curtis Hanson	Lieutenant	\$64,250	May 19, 1995
Merlin Juilfs	Lieutenant	\$64,250	May 19, 1995

19 Section V. Pay Rate for Sheriff.

20 Effective July 1, 1997, the Sheriff shall be paid \$100,451 annually.

ADOPTED the 5th day of June, 1997, being the date of its second reading before the Board of County Commissioners of Multnomah County, Oregon.



By Beverly Stein
Beverly Stein, Chair
MULTNOMAH COUNTY, OREGON

REVIEWED:

SANDRA DUFFY, ACTING COUNTY COUNSEL FOR
MULTNOMAH COUNTY, OREGON

Sandra Duffy

Sandra Duffy, Acting County Counsel

EXHIBIT A
EXEMPT PAY RANGES - Effective July 1, 1997

JCN	OC	JOB TITLE	SR NO	Min	ANNUAL Mid	Max
9602	01	A & T Manager/Senior */+	133	62,620	75,144	87,668
9603	01	AA/EEO Officer */+	129	51,515	61,818	72,120
9604	01	Accounts Payable Supervisor	125	42,396	50,875	59,354
9006	02	Administrative Analyst	121	34,875	41,850	48,826
9005	02	Administrative Analyst/Senior	123	38,460	46,152	53,844
9607	01	Administrative Serv Officer	126	44,500	53,401	62,301
9608	01	Adult Housing Administrator	125	42,396	50,875	59,354
9609	01	Aging Services Branch Admin	125	42,396	50,875	59,354
9611	01	Aging Services Program Manager */+	130	54,106	64,927	75,748
9027	01	Alarm Ordinance Unit Administrator	123	38,460	46,152	53,844
9616	01	Animal Control Manager */+	130	54,106	64,927	75,748
9637	01	Appraisal Supervisor/Commercial	123	38,460	46,152	53,844
9726	01	Appraisal Supervisor/Personal Prop	123	38,460	46,152	53,844
9739	01	Appraisal Supervisor/Residential	123	38,460	46,152	53,844
9618	01	Assessment Info Resource Mgr */+	129	51,515	61,818	72,120
9060	02	Asst County Counsel 1 *	124	40,370	48,444	56,518
9190	02	Asst County Counsel 2 *	126	44,500	53,401	62,301
9631	01	Asst County Counsel/Chief */+	132	59,638	71,566	83,494
9440	02	Asst County Counsel/Senior *	129	51,515	61,818	72,120
9011	14	Background Investigator	118	30,141	36,169	42,197
9621	01	Benefits Administrator	127	46,721	56,065	65,409
9004	01	Board of Equalization Admin	121	34,875	41,850	48,826
9623	01	Bridge Maintenance Supervisor	124	40,370	48,444	56,518
9023	01	Bridge Operations Supervisor	119	31,641	37,969	44,297
9624	01	Bridge Services Manager */+	129	51,515	61,818	72,120
9730	02	Budget Analyst	122	36,629	43,954	51,280
9734	02	Budget Analyst/Principal	127	46,721	56,065	65,409
9731	01	Budget & Quality Manager */+	132	59,638	71,566	83,494
9627	01	Captain */+	#	67,537	74,288	81,040
9645	01	Captain/Corrections */+	#	62,464	68,710	74,957
9628	01	Cartography Supervisor	121	34,875	41,850	48,826
9210	01	Case Management Supervisor	123	38,460	46,152	53,844
9773	01	Cataloging Administrator	128	49,059	58,871	68,682
9799	01	Central Library Coordinator	128	49,059	58,871	68,682
9222	01	Central Stores Supervisor	125	42,396	50,875	59,354
9745	01	CFS Administrator	128	49,059	58,871	68,682
9661	01	CFS Manager */+	130	54,106	64,927	75,748
9612	01	CFS Manager/Senior */+	133	62,620	75,144	87,668
9012	02	CFS Specialist	122	36,629	43,954	51,280
9008	01	CFS Supervisor	125	42,396	50,875	59,354
9007	02	Chaplain *	120	33,219	39,862	46,506
9629	01	Chief Appraiser/Commercial	128	49,059	58,871	68,682
9630	01	Chief Appraiser/Residential	127	46,721	56,065	65,409
9774	01	Circulation Administrator	123	38,460	46,152	53,844
9391	01	Clinical Supervisor	124	40,370	48,444	56,518
9625	01	Commander */+	#	69,558	76,512	83,466
9772	01	Comm Corrections Program Admin	126	44,500	53,401	62,301
9642	01	Community Services Admin	126	44,500	53,401	62,301
9160	01	Computer Operations Admin	125	42,396	50,875	59,354
9643	01	Construction Projects Admin	128	49,059	58,871	68,682

EXHIBIT A
EXEMPT PAY RANGES - Effective July 1, 1997

JCN	OC	JOB TITLE	SR NO	Min	ANNUAL Mid	Max
9644	01	Contracts Administrator	125	42,396	50,875	59,354
9646	01	Corrections Program Admin	125	42,396	50,875	59,354
9510	00	County Counsel */+	136	72,186	86,623	101,060
9649	01	County Surveyor */+	126	44,500	53,401	62,301
9445	14	D A Investigator/Chief	122	36,629	43,954	51,280
9664	01	D A Operations Manager */+	127	46,721	56,065	65,409
9747	02	Data Analyst/Senior	123	38,460	46,152	53,844
9650	01	Data Base Administrator	127	46,721	56,065	65,409
9652	01	Data Systems Administrator	125	42,396	50,875	59,354
9653	01	Data Systems Manager */+	127	46,721	56,065	65,409
9500	01	Dental Health Officer */+	#	82,859	89,763	96,668
9390	02	Dentist **	#	64,927	70,338	75,749
9430	01	Dentist/Senior	#	71,566	77,530	83,494
9610	01	Department Director */+	136	72,186	86,623	101,060
9619	01	Deputy Director/CFS */+	133	62,620	75,144	87,668
9713	01	Deputy Director/DCC */+	130	54,106	64,927	75,748
9658	01	Deputy Director/DES */+	130	54,106	64,927	75,748
9223	01	Deputy Director/JJD */+	133	62,620	75,144	87,668
9775	01	Deputy Director/Library */+	133	62,620	75,144	87,668
9465	00	Deputy Dist Atty/First Asst */+	#	0	0	0
9450	00	Deputy District Attorney/Chief */+	#	0	0	0
9750	02	Dep Public Guardian/Senior	124	40,370	48,444	56,518
9392	01	Dir/Comm on Children & Family */+	127	46,721	56,065	65,409
9663	01	Distribution Supervisor	120	33,219	39,862	46,506
9641	01	District Manager/DCC */+	129	51,515	61,818	72,120
9665	01	Elections Administrator	124	40,370	48,444	56,518
9666	01	Elections Manager */+	130	54,106	64,927	75,748
9667	01	Emergency Management Admin+	126	44,500	53,401	62,301
9669	01	Employee Services Manager */+	130	54,106	64,927	75,748
9080	02	Employee Services Specialist 1	120	33,219	39,862	46,506
9670	02	Employee Services Specialist 2	123	38,460	46,152	53,844
9748	02	Employee Services Spec/Senior	124	40,370	48,444	56,518
9530	01	EMS Medical Director */+	#	105,709	123,960	142,212
9671	01	Engineering Services Admin	125	42,396	50,875	59,354
9672	01	Engineering Services Manager */+	129	51,515	61,818	72,120
9040	01	Equipment Unit Administrator	125	42,396	50,875	59,354
9460	00	Executive Assistant */+	#	0	0	0
9045	02	Facilities Coordinator	119	31,641	37,969	44,297
9678	01	Facilities Maintenance Manager */+	129	51,515	61,818	72,120
9680	01	Facilities Maintenance Supr	124	40,370	48,444	56,518
9681	01	Facilities Manager/Senior */+	132	59,638	71,566	83,494
9682	01	Facilities Refurbishment Admin	127	46,721	56,065	65,409
9684	01	Family Services Manager */+	129	51,515	61,818	72,120
9685	01	Finance Manager */+	131	56,813	68,176	79,538
9716	01	Fiscal Officer/Sheriff's Office	130	54,106	64,927	75,748
9335	01	Fiscal Specialist Supervisor	125	42,396	50,875	59,354
9340	02	Fiscal Specialist/Senior	123	38,460	46,152	53,844
9689	01	Fleet Maintenance Supervisor	124	40,370	48,444	56,518
9688	01	Fleet/Support Serv Manager */+	130	54,106	64,927	75,748
9009	01	Foreclosed Property Coordinator	122	36,629	43,954	51,280

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EXEMPT PAY RANGES - Effective July 1, 1997

JCN	OC	JOB TITLE	SR NO	Min	ANNUAL Mid	Max
9690	01	General Accounting Admin	127	46,721	56,065	65,409
9026	01	Health Information Supervisor	119	31,641	37,969	44,297
9550	00	Health Officer */+	#	95,509	112,249	128,989
9692	01	Health Operations Supervisor	119	31,641	37,969	44,297
9693	01	Health Services Administrator	128	49,059	58,871	68,682
9694	01	Health Services Manager */+	130	54,106	64,927	75,748
9695	01	Health Services Manager/Senior */+	133	62,620	75,144	87,668
9696	02	Health Services Specialist	122	36,629	43,954	51,280
9698	01	Information Systems Manager */+	129	51,515	61,818	72,120
9455	01	Information Technology Mgr/Senior */+	133	62,620	75,144	87,668
9699	01	Inmate Programs Manager */+	131	56,813	68,176	79,538
9794	01	Juvenile Justice Administrator	128	49,059	58,871	68,682
9701	01	Juvenile Justice Manager */+	130	54,106	64,927	75,748
9702	01	Juvenile Justice Mgr/Senior */+	133	62,620	75,144	87,668
9013	02	Juvenile Justice Specialist	122	36,629	43,954	51,280
9220	01	Juvenile Justice Supervisor	125	42,396	50,875	59,354
9435	01	Labor Relations Manager */+	129	51,515	61,818	72,120
9659	02	Labor Relations Manager/Deputy */+	128	49,059	58,871	68,682
9081	02	Labor Relations Specialist	122	36,629	43,954	51,280
9024	01	Laundry Supervisor	119	31,641	37,969	44,297
9055	02	Law Clerk *	120	33,219	39,862	46,506
9001	00	Legislative/Admin Secretary */+	#	0	0	0
9776	01	Library Administrator/Branch	127	46,721	56,065	65,409
9777	01	Library Administrator/Central	127	46,721	56,065	65,409
9778	01	Library Automated System Admin	128	49,059	58,871	68,682
9779	00	Library Director */+	136	72,186	86,623	101,060
9800	01	Library Entrepreneurial Activities Coord */+	127	46,721	56,065	65,409
9803	02	Library Events Coordinator	119	31,641	37,969	44,297
9780	01	Library Manager/Branch	129	51,515	61,818	72,120
9781	01	Library Manager/Central	129	51,515	61,818	72,120
9782	01	Library Manager/Senior */+	131	56,813	68,176	79,538
9784	01	Library Supervisor/Branch	123	38,460	46,152	53,844
9785	01	Library Supervisor/Central	123	38,460	46,152	53,844
9786	01	Library Support Services Admin */+	127	46,721	56,065	65,409
9787	01	Library Technical Supervisor	120	33,219	39,862	46,506
9788	01	Library Youth Services Coord */+	128	49,059	58,871	68,682
9705	01	Lieutenant	#	63,118	69,432	75,747
9647	01	Lieutenant/Corrections	#	58,372	64,209	70,047
9706	02	Litigation Counsel *	131	56,813	68,176	79,538
9708	02	Loss Control Specialist	122	36,629	43,954	51,280
9710	01	Management Assistant */+	127	46,721	56,065	65,409
9010	00	Management Auditor 1 */+	119	31,641	37,969	44,297
9120	00	Management Auditor 2 */+	121	34,875	41,850	48,826
9280	00	Management Auditor/Senior */+	123	38,460	46,152	53,844
9202	01	MCSO Corrections Program Admin	126	44,500	53,401	62,301
9204	01	MCSO Human Resources Manager */+	128	49,059	58,871	68,682
9203	01	MCSO Information Systems Manager */+	129	51,515	61,818	72,120
9715	01	MCSO Personnel Administrator	127	46,721	56,065	65,409
9520	01	Medical Director */**/+	#	95,509	112,249	128,989
9718	01	Office Automation Admin	127	46,721	56,065	65,409

EXHIBIT A
EXEMPT PAY RANGES - Effective July 1, 1997

JCN	OC	JOB TITLE	SR NO	Min	ANNUAL Mid	Max
9720	01	Operations Administrator	123	38,460	46,152	53,844
9025	01	Operations Supervisor	119	31,641	37,969	44,297
9722	01	Operations/Telecomm Manager */+	129	51,515	61,818	72,120
9725	01	Payroll Supervisor	126	44,500	53,401	62,301
9355	02	Pharmacist	#	50,875	55,113	59,354
9490	02	Physician **	#	86,622	101,809	116,997
9146	01	Planner/Principal	126	44,500	53,401	62,301
9727	01	Planning Manager */+	130	54,106	64,927	75,748
9798	02	Principal Investigator	132	59,638	71,566	83,494
9115	02	Program Development Spec/Sr	124	40,370	48,444	56,518
9733	01	Property Management Supervisor	123	38,460	46,152	53,844
9605	01	Property/Commissary/Laundry Admin	123	38,460	46,152	53,844
9116	02	Public Affairs Coordinator	124	40,370	48,444	56,518
9735	01	Public Guardian	126	44,500	53,401	62,301
9790	01	Public Relations Coordinator */+	127	46,721	56,065	65,409
9737	01	Purchasing Supervisor	125	42,396	50,875	59,354
9732	01	Records Administrator	126	44,500	53,401	62,301
9740	01	Risk Manager */+	128	49,059	58,871	68,682
9145	01	Road Maint Systems Admin	125	42,396	50,875	59,354
9741	01	Road Maintenance Manager */+	129	51,515	61,818	72,120
9140	01	Road Maintenance Supervisor	122	36,629	43,954	51,280
9742	02	Safety Spec/Transportation	122	36,629	43,954	51,280
9791	01	Selection/Acquisition Admin	128	49,059	58,871	68,682
9743	01	Sheriff's Operations Admin	123	38,460	46,152	53,844
9792	01	Stack Services Supervisor	120	33,219	39,862	46,506
9400	00	Staff Assistant */+	#	0	0	0
9751	01	Systems Administrator	127	46,721	56,065	65,409
9691	01	Tax Collection/Records Admin	127	46,721	56,065	65,409
9752	01	Tax Collection/Records Manager */+	131	56,813	68,176	79,538
9753	01	Technical Support Manager */+	129	51,515	61,818	72,120
9754	01	Telecommunications Admin	127	46,721	56,065	65,409
9755	01	Traffic Aids Administrator	126	44,500	53,401	62,301
9756	01	Traffic Aids Supervisor	122	36,629	43,954	51,280
9606	01	Training Administrator	127	46,721	56,065	65,409
9759	01	Trans Planning Admin	125	42,396	50,875	59,354
9757	01	Transportation Manager/Senior */+	133	62,620	75,144	87,668
9758	01	Transportation Support Svc Mgr */+	128	49,059	58,871	68,682
9761	01	Treasury Administrator	127	46,721	56,065	65,409
9763	01	Valuation Manager */+	131	56,813	68,176	79,538
9793	01	Volunteer Prog/Bookstore Admin	127	46,721	56,065	65,409
9766	02	Worker's Compensation Spec	122	36,629	43,954	51,280

* 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.

+ Not eligible for COLA increase.