

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

3 ORDINANCE NO. 822

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

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 internal
14 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. Deletion, Addition and Revision of Job Titles and Ranges.

20 (A) Deletions: The following job titles are deleted, effective June 30, 1995:

21 Department Director/DSS *	Facilities Coordinator
22 Facilities Building Manager *	Facilities Refurbish Mgr *
23 Facilities Building Supervisor	Purchasing Specialist Supr

24 (B) Additions: The following job titles are added, effective June 30, 1995:

25 <u>Job Title</u>	<u>Min</u>	<u>Mid</u>	<u>Max</u>
26 Central Stores Supervisor	\$38,836	\$46,603	\$54,370

1	Facilities Refurbishment Admin	\$42,797	\$51,357	\$59,916
2	Purchasing Supervisor	\$38,836	\$46,603	\$54,370

3 (C) Revisions:

4 (1) The following pay ranges are established for existing positions,
5 effective June 30, 1995:

6	<u>Job Title</u>	<u>Min</u>	<u>Mid</u>	<u>Max</u>
7	Dentist	\$59,475	\$64,432	\$69,388
8	Dentist, Senior	\$65,557	\$71,020	\$76,483
9	Dental Health Officer	\$75,901	\$82,226	\$88,551
10	Health Services Admin	\$44,939	\$53,927	\$62,915
11	Health Services Manager	\$49,563	\$59,475	\$69,388
12	Health Services Mgr, Senior	\$57,362	\$68,835	\$80,307
13	Labor Relations Specialist	\$33,553	\$40,263	\$46,974
14	Pharmacist	\$46,603	\$50,485	\$54,370

15 Section III. Status Change.

16 Effective July 1, 1995, the asterisk (*) is removed from the classification of
17 MCSO Personnel Administrator, making this classification subject to the provisions of
18 MCC 3.10 Merit System and changing the status of the incumbent from unclassified,
19 non-Civil Service to classified, subject to Civil Service.

20 Section IV. General Adjustments.

21 The pay ranges of the exempt compensation plan shall be increased by 3.0%,
22 effective July 1, 1995. These pay ranges, including the provisions of Section II, are
23 shown in Exhibit A to this Ordinance and are adopted.

24 Section V. Salary for Sheriff.

25 The salary for the Sheriff shall be \$86,879.04 annually, prior to July 1, 1995. The
26 Sheriff shall have his/her salary increased by 3.0%, effective July 1, 1995.

1 Section VI. Effect on Employees.

2 (A) Employees in classifications with pay ranges which have been revised in
3 Section II (C) of this Ordinance shall be deemed reclassified, and may receive salary
4 adjustments as authorized in Ordinance 778, Section IX. (A) and (B).

5 (B) Employees in positions described below shall receive no salary adjustment
6 as a result of Section IV of this Ordinance, unless an increase is necessary to meet the
7 requirement of Ordinance 778, Section IX (A). Such increases shall be limited to the
8 amount necessary to bring an employee to the minimum rate of his/her salary range.

9 (1) Elected Officials' Staff (marked with a triple asterisk (***) on Exhibit
10 A); and

11 (2) Department and Division Managers and Equivalent Positions (marked
12 with a plus sign (+) or a double plus sign (++) on Exhibit A).

13 (C) Except as provided in (B) above, each employee in a classification listed in
14 Exhibit A shall have his/her salary increased by 3.0%, effective July 1, 1995.

15 ADOPTED the 15th day of June, 1995, being the date of
16 its second reading before the Board of County Commissioners of Multnomah County,



17
18
19 By Beverly Stein
20 Beverly Stein, Chair
21 MULTNOMAH COUNTY, OREGON

22 REVIEWED:
23 Laurence Kressel
24 Laurence Kressel, County Counsel
25 of Multnomah County, Oregon

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EXHIBIT A
EXEMPT PAY RANGES - Effective July 1, 1995

JOB TITLE	Min	Mid	Max
A & T Manager/Senior * +	\$59,083	\$70,899	\$82,716
AA/EEO Officer * +	\$48,604	\$58,325	\$68,046
Accounts Payable Supervisor	\$40,001	\$48,001	\$56,001
Administrative Analyst	\$32,906	\$39,487	\$46,068
Administrative Analyst/Senior	\$36,288	\$43,545	\$50,803
Administrative Serv Officer	\$41,986	\$50,384	\$58,781
Adult Housing Administrator	\$40,001	\$48,001	\$56,001
Aging Services Branch Admin	\$40,001	\$48,001	\$56,001
Aging Services Program Manager *	\$51,050	\$61,260	\$71,470
Alcohol/Drug Manager *	\$48,604	\$58,325	\$68,046
Animal Control Manager * +	\$51,050	\$61,260	\$71,470
Animal Control Supervisor	\$36,288	\$43,545	\$50,803
Appraisal Supervisor/Commercial	\$36,288	\$43,545	\$50,803
Appraisal Supervisor/Personal Prop	\$36,288	\$43,545	\$50,803
Appraisal Supervisor/Residential	\$36,288	\$43,545	\$50,803
Assessment Info Resource Mgr *	\$48,604	\$58,325	\$68,046
Asst County Counsel 1 *	\$38,090	\$45,708	\$53,326
Asst County Counsel 2 *	\$41,986	\$50,384	\$58,781
Asst County Counsel/Chief *	\$56,534	\$67,841	\$79,148
Asst County Counsel/Senior *	\$48,604	\$58,325	\$68,046
Benefits Administrator	\$44,081	\$52,897	\$61,713
Board of Equalization Admin	\$32,906	\$39,487	\$46,068
Bridge Maintenance Supervisor	\$36,288	\$43,545	\$50,803
Bridge Operations Supervisor	\$24,559	\$29,470	\$34,382
Bridge Services Manager *	\$48,604	\$58,325	\$68,046
Budget Analyst	\$34,559	\$41,471	\$48,383
Budget Analyst/Principal	\$44,081	\$52,897	\$61,713
Budget & Quality Manager * +	\$56,534	\$67,841	\$79,148
Captain *	\$63,722	\$70,092	\$76,462
Captain/Corrections *	\$58,936	\$64,830	\$70,723
Cartography Supervisor	\$32,906	\$39,487	\$46,068
Case Management Supervisor	\$36,288	\$43,545	\$50,803
Cataloging Administrator	\$46,287	\$55,545	\$64,802
Central Library Coordinator	\$46,287	\$55,545	\$64,802
Central Stores Supervisor	\$40,001	\$48,001	\$56,001
Chaplain *	\$31,342	\$37,611	\$43,879
Chief Appraiser/Commercial	\$46,287	\$55,545	\$64,802
Chief Appraiser/Residential	\$44,081	\$52,897	\$61,713
Chief Deputy/Sheriff's Office * +	\$72,190	\$79,409	\$86,627
Child & Adol Mental Health Mgr *	\$48,604	\$58,325	\$68,046
Circulation Administrator	\$36,288	\$43,545	\$50,803
Civil Process Supervisor	\$36,288	\$43,545	\$50,803
Clinical Supervisor	\$38,090	\$45,708	\$53,326

EXHIBIT A
EXEMPT PAY RANGES - Effective July 1, 1995

JOB TITLE	Min	Mid	Max
Comm Corrections Program Admin	\$41,986	\$50,384	\$58,781
Comm & Fam Serv Supp Serv Mgr *	\$48,604	\$58,325	\$68,046
Comm & Family Serv Mgr/Asst *	\$51,050	\$61,260	\$71,470
Community Services Admin	\$41,986	\$50,384	\$58,781
Computer Operations Admin	\$40,001	\$48,001	\$56,001
Construction Projects Admin	\$46,287	\$55,545	\$64,802
Contracts Administrator	\$40,001	\$48,001	\$56,001
Co-Principal Investigator	\$56,534	\$67,841	\$79,148
Corrections Counselor Supr	\$40,001	\$48,001	\$56,001
Corrections Program Admin	\$40,001	\$48,001	\$56,001
County Counsel * +	\$68,108	\$81,729	\$95,351
County Surveyor *	\$41,986	\$50,384	\$58,781
D A Investigator/Chief	\$34,559	\$41,471	\$48,383
D A Operations Manager *	\$40,001	\$48,001	\$56,001
Data Analyst/Senior	\$36,288	\$43,545	\$50,803
Data Base Administrator	\$44,081	\$52,897	\$61,713
Data Systems Administrator	\$40,001	\$48,001	\$56,001
Data Systems Manager *	\$44,081	\$52,897	\$61,713
Dental Health Officer * +	\$78,178	\$84,693	\$91,208
Dentist **	\$61,259	\$66,365	\$71,470
Dentist/Senior	\$67,524	\$73,336	\$79,148
Department Director/Aging * +	\$68,108	\$81,729	\$95,351
Department Director/CFS * +	\$68,108	\$81,729	\$95,351
Department Director/DCC * +	\$68,108	\$81,729	\$95,351
Department Director/DES * +	\$68,108	\$81,729	\$95,351
Department Director/Health * +	\$68,108	\$81,729	\$95,351
Department Director/JJS * +	\$68,108	\$81,729	\$95,351
Deputy Director/DCC * +	\$51,050	\$61,260	\$71,470
Deputy Director/Library * +	\$59,083	\$70,899	\$82,716
Deputy Dist Atty/First Asst */***	\$0	\$0	\$0
Deputy District Attorney/Chief * /***	\$0	\$0	\$0
Detention Programs Admin	\$41,986	\$50,384	\$58,781
Detention Reform Proj Mgr *	\$44,081	\$52,897	\$61,713
Developmental Disabil Manager *	\$48,604	\$58,325	\$68,046
Dir/Comm on Children & Family *	\$44,081	\$52,897	\$61,713
Distribution Supervisor	\$31,342	\$37,611	\$43,879
District Manager/DCC * +	\$48,604	\$58,325	\$68,046
Elections Administrator	\$38,090	\$45,708	\$53,326
Elections Manager * +	\$51,050	\$61,260	\$71,470
Emergency Management Admin +	\$41,986	\$50,384	\$58,781
Employee Services Manager * +	\$51,050	\$61,260	\$71,470
Employee Services Specialist 1	\$31,342	\$37,611	\$43,879
Employee Services Specialist 2	\$36,288	\$43,545	\$50,803

EXHIBIT A
EXEMPT PAY RANGES - Effective July 1, 1995

JOB TITLE	Min	Mid	Max
Employee Services Spec/Senior	\$38,090	\$45,708	\$53,326
EMS Medical Director *	\$99,738	\$116,958	\$134,178
Engineering Services Admin	\$40,001	\$48,001	\$56,001
Equipment Unit Administrator	\$40,001	\$48,001	\$56,001
Executive Assistant */***	\$0	\$0	\$0
Facilities Maintenance Manager *	\$48,604	\$58,325	\$68,046
Facilities Maintenance Supr	\$38,090	\$45,708	\$53,326
Facilities Manager/Senior * +	\$56,534	\$67,841	\$79,148
Facilities Refurbishment Admin	\$44,081	\$52,897	\$61,713
Family Services Manager * +	\$48,604	\$58,325	\$68,046
Finance Manager * +	\$53,604	\$64,325	\$75,046
Fiscal Officer/Sheriff's Office	\$51,050	\$61,260	\$71,470
Fiscal Specialist Supervisor	\$40,001	\$48,001	\$56,001
Fiscal Specialist/Senior	\$36,288	\$43,545	\$50,803
Fleet Maintenance Supervisor	\$38,090	\$45,708	\$53,326
Fleet/Support Serv Manager * +	\$51,050	\$61,260	\$71,470
Foreclosed Property Coordinator	\$34,559	\$41,471	\$48,383
General Accounting Admin	\$44,081	\$52,897	\$61,713
Geographic Info Records Mgr *	\$48,604	\$58,325	\$68,046
Health Information Supervisor	\$29,854	\$35,824	\$41,795
Health Officer * +	\$90,114	\$105,909	\$121,703
Health Operations Supervisor	\$29,854	\$35,824	\$41,795
Health Services Administrator	\$46,287	\$55,545	\$64,802
Health Services Manager * ++	\$51,050	\$61,260	\$71,470
Health Services Manager/Senior * +	\$59,083	\$70,899	\$82,716
Health Services Specialist	\$34,559	\$41,471	\$48,383
Hispanic Services Coordinator	\$34,559	\$41,471	\$48,383
Information Serv Manager/Sr * +	\$56,534	\$67,841	\$79,148
Information Systems Manager *	\$48,604	\$58,325	\$68,046
Inmate Programs Manager *	\$53,604	\$64,325	\$75,046
Juvenile Couns Serv Manager *	\$48,604	\$58,325	\$68,046
Juvenile Counseling Admin	\$41,986	\$50,384	\$58,781
Juvenile Counselor Supervisor	\$40,001	\$48,001	\$56,001
Juvenile Detention Manager *	\$48,604	\$58,325	\$68,046
Juvenile Justice Program Mgr *	\$44,081	\$52,897	\$61,713
Juvenile Justice Program Supr	\$38,090	\$45,708	\$53,326
Labor Relations Manager * +	\$48,604	\$58,325	\$68,046
Labor Relations Manager/Deputy *	\$46,287	\$55,545	\$64,802
Labor Relations Specialist	\$34,559	\$41,471	\$48,383
Laundry Supervisor	\$29,854	\$35,824	\$41,795
Law Clerk *	\$31,342	\$37,611	\$43,879
Legislative/Admin Secretary */***	\$0	\$0	\$0
Library Administrator/Branch	\$44,081	\$52,897	\$61,713

EXHIBIT A
EXEMPT PAY RANGES - Effective July 1, 1995

JOB TITLE	Min	Mid	Max
Library Administrator/Central	\$44,081	\$52,897	\$61,713
Library Automated System Admin	\$46,287	\$55,545	\$64,802
Library Director * +	\$68,108	\$81,729	\$95,351
Library Entrepreneurial Activities Coord *	\$44,081	\$52,897	\$61,713
Library Manager/Branch	\$48,604	\$58,325	\$68,046
Library Manager/Central	\$48,604	\$58,325	\$68,046
Library Manager/Senior * +	\$53,604	\$64,325	\$75,046
Library Supervising Secretary	\$27,059	\$32,471	\$37,883
Library Supervisor/Branch	\$36,288	\$43,545	\$50,803
Library Supervisor/Central	\$36,288	\$43,545	\$50,803
Library Support Services Admin *	\$44,081	\$52,897	\$61,713
Library Technical Supervisor	\$31,342	\$37,611	\$43,879
Library Youth Services Coord * +	\$46,287	\$55,545	\$64,802
Lieutenant	\$59,553	\$65,511	\$71,469
Lieutenant/Corrections	\$55,075	\$60,583	\$66,090
Litigation Counsel *	\$53,604	\$64,325	\$75,046
Loss Control Specialist	\$34,559	\$41,471	\$48,383
M E D Program Manager *	\$48,604	\$58,325	\$68,046
Major *	\$65,629	\$72,191	\$78,752
Major/Corrections *	\$63,052	\$69,359	\$75,665
Management Assistant/DCC * +	\$44,081	\$52,897	\$61,713
Management Assistant/DES * +	\$44,081	\$52,897	\$61,713
Management Auditor 1 *	\$29,854	\$35,824	\$41,795
Management Auditor 2 *	\$32,906	\$39,487	\$46,068
Management Auditor/Senior *	\$36,288	\$43,545	\$50,803
MCSO Office Operations Supr	\$32,906	\$39,487	\$46,068
MCSO Personnel Administrator	\$44,081	\$52,897	\$61,713
Medical Director */** +	\$90,114	\$105,909	\$121,703
Office Automation Admin	\$44,081	\$52,897	\$61,713
Operations Administrator	\$36,288	\$43,545	\$50,803
Operations Supervisor	\$29,854	\$35,824	\$41,795
Operations/Telecomm Manager *	\$48,604	\$58,325	\$68,046
Payroll Supervisor	\$40,001	\$48,001	\$56,001
Pharmacist	\$48,001	\$52,001	\$56,001
Physician **	\$81,729	\$96,058	\$110,387
Planning Manager * +	\$51,050	\$61,260	\$71,470
Probation/Parole Supervisor	\$40,001	\$48,001	\$56,001
Program Development Spec/Sr	\$38,090	\$45,708	\$53,326
Program Services Admin/MHYFS	\$40,001	\$48,001	\$56,001
Property Management Supervisor	\$36,288	\$43,545	\$50,803
Property/Commissary/Laundry Admin	\$36,288	\$43,545	\$50,803
Public Affairs Coordinator	\$38,090	\$45,708	\$53,326
Public Guardian	\$41,986	\$50,384	\$58,781

EXHIBIT A
EXEMPT PAY RANGES - Effective July 1, 1995

JOB TITLE	Min	Mid	Max
Public Relations Coordinator * +	\$44,081	\$52,897	\$61,713
Purchasing Supervisor	\$40,001	\$48,001	\$56,001
Records Administrator	\$41,986	\$50,384	\$58,781
Risk Manager * +	\$46,287	\$55,545	\$64,802
Road Maint Systems Admin	\$40,001	\$48,001	\$56,001
Road Maintenance Manager *	\$48,604	\$58,325	\$68,046
Road Maintenance Supervisor	\$34,559	\$41,471	\$48,383
Safety Spec/Transportation	\$34,559	\$41,471	\$48,383
Selection/Acquisition Admin	\$46,287	\$55,545	\$64,802
Sheriff	\$68,108	\$81,729	\$95,351
Sheriff's Operations Admin	\$36,288	\$43,545	\$50,803
Stack Services Supervisor	\$31,342	\$37,611	\$43,879
Staff Assistant */***	\$0	\$0	\$0
Staff Assistant/Sheriff *	\$36,288	\$43,545	\$50,803
Systems Administrator	\$44,081	\$52,897	\$61,713
Tax Collection Manager *	\$48,604	\$58,325	\$68,046
Technical Support Manager *	\$48,604	\$58,325	\$68,046
Telecommunications Admin	\$44,081	\$52,897	\$61,713
Traffic Aids Manager *	\$48,604	\$58,325	\$68,046
Traffic Aids Supervisor	\$34,559	\$41,471	\$48,383
Training Administrator	\$44,081	\$52,897	\$61,713
Trans Planning Admin	\$40,001	\$48,001	\$56,001
Transportation Manager/Senior * +	\$59,083	\$70,899	\$82,716
Transportation Support Svc Mgr *	\$46,287	\$55,545	\$64,802
Treasury Administrator	\$44,081	\$52,897	\$61,713
Undersheriff * +	\$72,190	\$79,409	\$86,627
Valuation Manager *	\$53,604	\$64,325	\$75,046
Victim Services Administrator	\$40,001	\$48,001	\$56,001
Volunteer Prog/Bookstore Admin	\$44,081	\$52,897	\$61,713
Worker's Compensation Spec	\$34,559	\$41,471	\$48,383

* Unclassified, non-Civil Service position pursuant to MCC 3.10.100.

**Premium pay up to 10% over base pay when Physician or Medical Director 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.

*** Pay for elected official's staff to be determined by respective elected official pursuant to MCC 3.30.100 (B) (2).

+ Not eligible for COLA increase per Ord. No. 778 Section VIII (D) (1).

++ Some positions not eligible for COLA increase per Ord. No. 778 Section VIII (D) (1).