

**BEFORE THE BOARD OF COUNTY COMMISSIONERS
FOR MULTNOMAH COUNTY, OREGON**

RESOLUTION NO. 2013-071

Authorizing Salary Adjustments for Employees Not Covered by Collective Bargaining Agreements for Fiscal Year 2013-2014.

The Multnomah County Board of Commissioners Finds:

- a. Multnomah County (County) employs individuals not covered by any collective bargaining agreement.
- b. The Multnomah County Board of Commissioners (Board) adopted County compensation policy in MCC 9.160 to provide such pay as necessary for the County to recruit, select and retain qualified management, supervisory, administrative and professional employees; to recognize employee performance, growth and development; to maintain an appropriate internal relationship among classifications and employees based on job responsibilities, qualifications and authority; and to maintain parity between equivalent non-represented and represented positions.
- c. The Chair is responsible for developing and recommending compensation plan adjustments to the Board.
- d. Certain employees work as elected officials' staff, and the elected officials set their pay.

The Multnomah County Board of Commissioners Resolves:

1. General Salary Increases. Except for elected officials' staff, management and executive employees are eligible for a cost of living increase effective July 1, 2013 of 1.8%. These pay ranges are shown in an exhibit attached to this Resolution, labeled Management/Executive Pay Table - effective July 1, 2013.

ADOPTED this 6th day of June, 2013.



BOARD OF COUNTY COMMISSIONERS
FOR MULTNOMAH COUNTY, OREGON

Jeff Cogen, Chair

REVIEWED:
JENNY M. MADKOUR, COUNTY ATTORNEY
FOR MULTNOMAH COUNTY, OREGON

By _____
Jenny M. Madkour, County Attorney

SUBMITTED BY: Travis Graves, Human Resources Director.

Multnomah County Management/Executive Pay Table - Effective July 1, 2013

Job Class	Job Title	Status	Pay Scale Group	Annual Min	Annual Max	Semi-monthly Min	Semi-monthly Mid	Semi-monthly Max
9749	AA/EEO Specialist	MGMT	226	58,069.92	87,105.60	2,419.58	3,024.50	3,629.40
9006	Administrative Analyst	MGMT	121	46,049.04	64,468.80	1,918.71	2,302.45	2,686.20
9005	Administrative Analyst, Senior	MGMT	123	50,783.04	71,095.20	2,115.96	2,539.14	2,962.30
9607	Administrative Serv Officer	MGMT	126	58,756.80	82,261.92	2,448.20	2,937.89	3,427.58
9634	Administrative Specialist	MGMT	117	37,839.84	52,974.48	1,576.66	1,891.96	2,207.27
9449	Assistant District Attorney	EXEC	233	93,060.72	148,897.44	3,877.53	5,040.80	6,204.06
9060	Asst County Attorney 1	EXEC	227	62,135.52	93,202.80	2,588.98	3,236.21	3,883.45
9190	Asst County Attorney 2	EXEC	229	71,138.16	106,708.56	2,964.09	3,705.14	4,446.19
9440	Asst County Attorney, Senior	EXEC	233	93,060.72	148,897.44	3,877.53	5,040.80	6,204.06
9623	Bridge Maintenance Supervisor	MGMT	124	53,305.44	74,625.36	2,221.06	2,665.23	3,109.39
9730	Budget Analyst, Senior	MGMT	225	54,271.68	81,407.04	2,261.32	2,826.64	3,391.96
9734	Budget Analyst/Principal	MGMT	227	62,135.52	93,202.80	2,588.98	3,236.21	3,883.45
9627	Captain	EXEC	232	86,167.44	137,868.00	3,590.31	4,667.41	5,744.50
9773	Cataloging Administrator	MGMT	128	64,776.96	90,688.56	2,699.04	3,238.87	3,778.69
9007	Chaplain	EXEC	120	43,861.20	61,407.12	1,827.55	2,193.10	2,558.63
9630	Chief Appraiser	EXEC	229	71,138.16	106,708.56	2,964.09	3,705.14	4,446.19
9625	Chief Deputy	EXEC	233	93,060.72	148,897.44	3,877.53	5,040.80	6,204.06
9064	Chief Deputy Medical Examiner	MGMT	226	58,069.92	87,105.60	2,419.58	3,024.50	3,629.40
9810	Chief Financial Officer	EXEC	235	110,556.24	176,890.80	4,606.51	5,988.49	7,370.45
9455	Chief Information Officer	EXEC	235	110,556.24	176,890.80	4,606.51	5,988.49	7,370.45
9117	Communications Analyst, Sr	MGMT	227	62,135.52	93,202.80	2,588.98	3,236.21	3,883.45
9620	Community Justice Manager	MGMT	126-128	58,756.80	90,668.56	2,448.20	3,113.45	3,778.69
9605	County Assessor	EXEC	232	86,167.44	137,868.00	3,590.31	4,667.41	5,744.50
9510	County Attorney	EXEC	237	133,773.36	214,037.28	5,573.89	7,246.05	8,918.22
5014	County Auditor	STAFF	5014	91,560.00	91,560.00	3,815.00	3,815.00	3,815.00
5001	County Chair	STAFF	5001	143,723.76	143,723.76	5,988.49	5,988.49	5,988.49
5010	County Commissioner	STAFF	5010	95,316.48	95,316.48	3,971.52	3,971.52	3,971.52
9676	County Engineer	EXEC	232	86,167.44	137,868.00	3,590.31	4,667.41	5,744.50
9649	County Surveyor	EXEC	229	71,138.16	106,708.56	2,964.09	3,705.14	4,446.19
9664	D A Administrative Manager	EXEC	230	76,829.28	115,244.16	3,201.22	4,001.53	4,801.84
9445	D A Investigator/Chief	EXEC	124-126	53,305.44	82,261.92	2,221.06	2,824.32	3,427.58
9499	Dental Director	EXEC	235	110,556.24	176,890.80	4,606.51	5,988.49	7,370.45
9390	Dentist	EXEC	233	93,060.72	148,897.44	3,877.53	5,040.80	6,204.06
9610	Department Director 1	EXEC	234	100,506.24	160,809.60	4,187.76	5,444.08	6,700.40
9613	Department Director 2	EXEC	235	110,556.24	176,890.80	4,606.51	5,988.49	7,370.45
9812	Dept Director Principal/COO	EXEC	236	121,611.60	194,579.52	5,067.15	6,587.32	8,107.48
9281	Deputy Auditor	STAFF	9281					
9461	Deputy Chief Information Officer	EXEC	234	100,506.24	160,809.60	4,187.76	5,444.08	6,700.40
9631	Deputy County Attorney	EXEC	234	100,506.24	160,809.60	4,187.76	5,444.08	6,700.40
9619	Deputy Director	EXEC	232	86,167.44	137,868.00	3,590.31	4,667.41	5,744.50
9465	Deputy Dist Atty/First Asst	STAFF	9465					
9450	Deputy District Attorney/Chief	STAFF	9450					
9540	Deputy Health Officer	EXEC	236	121,611.60	194,579.52	5,067.15	6,587.32	8,107.48
9541	Deputy Medical Director	EXEC	236	121,611.60	194,579.52	5,067.15	6,587.32	8,107.48
5053	District Attorney*	STAFF	5053	163,185.52	163,185.52	6,799.40	6,799.40	6,799.40
9601	Division Director 1	EXEC	230	76,829.28	115,244.16	3,201.22	4,001.53	4,801.84
9602	Division Director 2	EXEC	231	82,975.92	124,464.72	3,457.33	4,321.68	5,186.03
9731	Economist	EXEC	229	71,138.16	106,708.56	2,964.09	3,705.14	4,446.19
9666	Elections Manager	EXEC	229	71,138.16	106,708.56	2,964.09	3,705.14	4,446.19
9530	EMS Medical Director	EXEC	236	121,611.60	194,579.52	5,067.15	6,587.32	8,107.48
9671	Engineering Services Manager 1	EXEC	229	71,138.16	106,708.56	2,964.09	3,705.14	4,446.19
9672	Engineering Services Manager 2	EXEC	231	82,975.92	124,464.72	3,457.33	4,321.68	5,186.03
9062	Environmental Health Supervisor	MGMT	128	64,776.96	90,688.56	2,699.04	3,238.87	3,778.69
9711	Executive Advisor	EXEC	229	71,138.16	106,708.56	2,964.09	3,705.14	4,446.19
9460	Executive Assistant	STAFF	9460					
9679	Facilities & Property Mgmt Division Dir	EXEC	232	86,167.44	137,868.00	3,590.31	4,667.41	5,744.50
9336	Finance Manager	EXEC	229	71,138.16	106,708.56	2,964.09	3,705.14	4,446.19

Resolution Authorizing Salary Adjustment for Employees Not Covered by Collective Bargaining Agreements for FY 13-14

Multnomah County Management/Executive Pay Table - Effective July 1, 2013

Job Class	Job Title	Status	Pay Scale Group	Annual Min	Annual Max	Semi-monthly Min	Semi-monthly Mid	Semi-monthly Max
9338	Finance Manager, Sr	EXEC	231	82,975.92	124,464.72	3,457.33	4,321.68	5,186.03
9335	Finance Supervisor	MGMT	226	58,069.92	87,105.60	2,419.58	3,024.50	3,629.40
9689	Fleet Maintenance Supervisor	MGMT	124	53,305.44	74,625.36	2,221.06	2,665.23	3,109.39
9551	Health Centers Division Ops Director	EXEC	231	82,975.92	124,464.72	3,457.33	4,321.68	5,186.03
9550	Health Officer	EXEC	237	133,773.36	214,037.28	5,573.89	7,246.05	8,918.22
9698	Health Services Development Admin	MGMT	128	64,776.96	90,688.56	2,699.04	3,238.87	3,778.69
9080	Human Resources Analyst 1	MGMT	222	46,147.20	64,606.80	1,922.80	2,307.38	2,691.95
9670	Human Resources Analyst 2	MGMT	224	50,720.64	76,081.68	2,113.36	2,641.72	3,170.07
9748	Human Resources Analyst, Senior	MGMT	226	58,069.92	87,105.60	2,419.58	3,024.50	3,629.40
9668	Human Resources Director	EXEC	234	100,506.24	160,809.60	4,187.76	5,444.08	6,700.40
9715	Human Resources Manager 1	EXEC	228	66,484.80	99,726.72	2,770.20	3,462.75	4,155.28
9621	Human Resources Manager 2	EXEC	230	76,829.28	115,244.16	3,201.22	4,001.53	4,801.84
9669	Human Resources Manager, Senior	EXEC	232	86,167.44	137,868.00	3,590.31	4,667.41	5,744.50
9061	Human Resources Technician	MGMT	118	39,798.00	55,717.92	1,658.25	1,989.92	2,321.58
9699	ICS Director	EXEC	234	100,506.24	160,809.60	4,187.76	5,444.08	6,700.40
9452	IT Manager 1	EXEC	230	76,829.28	115,244.16	3,201.22	4,001.53	4,801.84
9453	IT Manager 2	EXEC	231	82,975.92	124,464.72	3,457.33	4,321.68	5,186.03
9454	IT Manager/Senior	EXEC	232	86,167.44	137,868.00	3,590.31	4,667.41	5,744.50
9458	IT Project Manager 1	EXEC	228	66,484.80	99,726.72	2,770.20	3,462.75	4,155.28
9459	IT Project Manager 2	EXEC	230	76,829.28	115,244.16	3,201.22	4,001.53	4,801.84
9456	IT Security Manager	EXEC	231	82,975.92	124,464.72	3,457.33	4,321.68	5,186.03
9451	IT Supervisor	EXEC	228	66,484.80	99,726.72	2,770.20	3,462.75	4,155.28
9055	Law Clerk	EXEC	222	46,147.20	64,606.80	1,922.80	2,307.38	2,691.95
9002	Legal Assistant 1	MGMT	115	34,341.84	48,078.96	1,430.91	1,717.10	2,003.29
9003	Legal Assistant 2	MGMT	117	37,839.84	52,974.48	1,576.66	1,891.96	2,207.27
9004	Legal Assistant, Sr	MGMT	120	43,861.20	61,407.12	1,827.55	2,193.10	2,558.63
9001	Legislative/Admin Secretary	STAFF	9001					
9776	Library Administrator	MGMT	226	58,069.92	87,105.60	2,419.58	3,024.50	3,629.40
9782	Library Manager, Senior	EXEC	230	76,829.28	115,244.16	3,201.22	4,001.53	4,801.84
9780	Library Manager/Branch	MGMT	227	62,135.52	93,202.80	2,588.98	3,236.21	3,883.45
9784	Library Supervisor	MGMT	223	47,402.64	71,104.80	1,975.11	2,468.90	2,962.70
9705	Lieutenant	EXEC	230	76,829.28	115,244.16	3,201.22	4,001.53	4,801.84
9647	Lieutenant/Corrections	EXEC	230	76,829.28	115,244.16	3,201.22	4,001.53	4,801.84
9279	Management (Perform) Auditor, Principal	STAFF	9279					
9010	Management (Performance) Auditor	STAFF	9010					
9280	Management (Performance) Auditor, Sr	STAFF	9280					
9710	Management Assistant	EXEC	127	61,688.16	86,364.72	2,570.34	3,084.44	3,598.53
9364	Manager 2	EXEC	228	66,484.80	99,726.72	2,770.20	3,462.75	4,155.28
9365	Manager, Sr	EXEC	229	71,138.16	106,708.56	2,964.09	3,705.14	4,446.19
9202	MCSO Corrections Program Admin	MGMT	126	58,756.80	82,261.92	2,448.20	2,937.89	3,427.58
9520	Medical Director	EXEC	237	133,773.36	214,037.28	5,573.89	7,246.05	8,918.22
9744	Mental Health Director	EXEC	232	86,167.44	137,868.00	3,590.31	4,667.41	5,744.50
9518	Nursing Development Consultant	MGMT	226	58,069.92	87,105.60	2,419.58	3,024.50	3,629.40
9519	Nursing Director	EXEC	229	71,138.16	106,708.56	2,964.09	3,705.14	4,446.19
9020	Nutrition Services Manager	MGMT	123	50,783.04	71,095.20	2,115.96	2,539.14	2,962.30
9011	Office Assistant 2	MGMT	112	29,647.20	41,508.72	1,235.30	1,482.42	1,729.53
9720	Operations Administrator	MGMT	123	50,783.04	71,095.20	2,115.96	2,539.14	2,962.30
9025	Operations Supervisor	MGMT	121	46,049.04	64,468.80	1,918.71	2,302.45	2,686.20
9054	Paralegal	MGMT	222	46,147.20	64,606.80	1,922.80	2,307.38	2,691.95
9337	Payroll Specialist	MGMT	222	46,147.20	64,606.80	1,922.80	2,307.38	2,691.95
9355	Pharmacist	EXEC	231	82,975.92	124,464.72	3,457.33	4,321.68	5,186.03
9357	Pharmacy & Clinic Sup Services Director	EXEC	234	100,506.24	160,809.60	4,187.76	5,444.08	6,700.40
9146	Planner/Principal	EXEC	228	66,484.80	99,726.72	2,770.20	3,462.75	4,155.28
9798	Principal Investigator	EXEC	230	76,829.28	115,244.16	3,201.22	4,001.53	4,801.84
9797	Principal Investigator Manager	EXEC	231	82,975.92	124,464.72	3,457.33	4,321.68	5,186.03
9677	Production Supervisor	MGMT	122	48,364.56	67,708.32	2,015.19	2,418.19	2,821.18
9615	Program Manager 1	MGMT	127-129	61,688.16	95,226.72	2,570.34	3,269.06	3,967.78

Multnomah County Management/Executive Pay Table - Effective July 1, 2013

Job Class	Job Title	Status	Pay Scale Group	Annual Min	Annual Max	Semi-monthly Min	Semi-monthly Mid	Semi-monthly Max
9361	Program Supervisor	MGMT	124-126	53,305.44	82,261.92	2,221.06	2,824.32	3,427.58
9063	Project Manager	MGMT	127	61,688.16	86,364.72	2,570.34	3,084.44	3,598.53
9491	Psychiatrist	EXEC	237	133,773.36	214,037.28	5,573.89	7,246.05	8,918.22
9790	Public Relations Coordinator	EXEC	129	68,020.32	95,226.72	2,834.18	3,400.99	3,967.78
9366	Quality Manager	EXEC	229	71,138.16	106,708.56	2,964.09	3,705.14	4,446.19
9732	Records Administrator	MGMT	126	58,756.80	82,261.92	2,448.20	2,937.89	3,427.58
9041	Research Scientist	EXEC	227	62,135.52	93,202.80	2,588.98	3,236.21	3,883.45
9043	Research/Evaluation Analyst, Senior	MGMT	126	58,756.80	82,261.92	2,448.20	2,937.89	3,427.58
9140	Road Operations Supervisor	MGMT	123	50,783.04	71,095.20	2,115.96	2,539.14	2,962.30
5004	Sheriff	STAFF	5004	147,231.60	147,231.60	6,134.65	6,134.65	6,134.65
9400	Staff Assistant	STAFF	9400					
9674	Survey Supervisor	MGMT	227	62,135.52	93,202.80	2,588.98	3,236.21	3,883.45
3005	Tax Supr/Admin Officer	STAFF	3005					
1096	Tax Supr/Budget Analyst	STAFF	1096					
9626	Undersheriff	EXEC	137	99,967.68	139,954.56	4,165.32	4,998.38	5,831.44
9746	Veterinarian	EXEC	230	76,829.28	115,244.16	3,201.22	4,001.53	4,801.84

* District Attorney's salary includes State of Oregon contribution.

Bold – Classifications shown in bold have had salary range adjustments since the Board last approved the salary schedule. Salary range adjustments are necessary to reflect labor market comparisons or internal reorganizations.

Exec - Executive, unclassified, non-Civil Service position.

Staff - Pay for unclassified elected officials' staff to be determined by respective elected official.

HP – Health Premium Pay:

- Premium pay of 5% in addition to base pay when a Pharmacist is assigned supervision of Pharmacists or to help train, supervise and direct the orientation of Pharmacists and evaluate performance during their probation period.
- Premium pay of 5% in addition to base when a non-director, non-Officer Psychiatrist has medical expertise and is assigned specialty responsibility requiring additional certification and the passing of a subspecialty examination given by the appropriate medical board recognized within the state of Oregon.
- Premium pay of 5% in addition to base pay when a non-Director, non-Officer Dentist is officially assigned program duties that require supervising dental services in a locked correctional facility or when supervising clinical operations in a county dental clinic; and/or has additional training/clinical expertise and is required to perform advanced dental treatment/care for patients.