

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

**ORDINANCE NO. \_\_\_\_\_**

Amending MCC Chapter 9 – County Employment, § 9.160 – Compensation Plan.

(Language ~~stricken~~ is deleted; double underlined language is new.)

**Multnomah County Ordains as Follows:**

**Section 1.** MCC § 9.160 – Compensation Plan is amended as follows:

**§ 9.160 – Compensation Plan.**

(A) The Chair must maintain a compensation plan. The compensation plan revisions are subject to approval of the Board if costs of the revision exceed department or county budgets, or where if the revisions are the subject of successor ~~to negotiations~~ with appropriate bargaining agents under state law.

(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; recognizes employee performance, growth, and development; maintains an appropriate internal relationship among classification and employees based on job responsibilities, qualifications, and authority, and that maintains parity between equivalent non-represented and represented positions.

(C) The compensation plan includes the following benefits defined and implemented by Chair Executive Rule:

- (1) Paid holidays;
- (2) Paid leaves;
- (3) Leaves of absence without pay;
- (4) Leave-sharing programs;
- (5) Health and welfare benefits;
- (6) Educational assistance programs;
- (7) Deferred compensation programs;
- (8) Flexible spending accounts;
- (9) Pension programs;

- (10) Workers' compensation and supplemental benefits;
- (11) Other benefits to implement subsection (B); and
- (12) Other benefits approved by the Board.

FIRST READING: \_\_\_\_\_ *(type in meeting date)*

SECOND READING AND ADOPTION: \_\_\_\_\_ *(type in meeting date)*

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

\_\_\_\_\_  
**Deborah Kafoury, Chair**

**REVIEWED:**

**JENNY M. MADKOUR, COUNTY ATTORNEY  
FOR MULTNOMAH COUNTY, OREGON**

By \_\_\_\_\_  
**Jenny M. Madkour, County Attorney**

**SUBMITTED BY:**

**Steve Herron, Labor Relations Director**