

BEFORE THE BOARD OF COUNTY COMMISSIONERS
FOR MULTNOMAH COUNTY, OREGON

RESOLUTION NO. 08-078

Authorizing Salary Adjustments for Employees Not Covered by Collective Bargaining Agreements for Fiscal Year 2008-2009

The Multnomah County Board of Commissioners Finds:

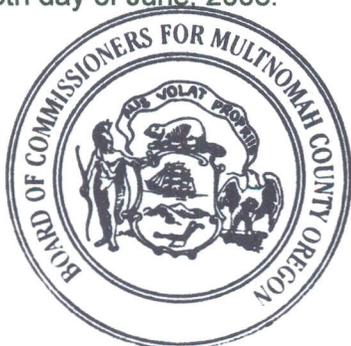
- a. Multnomah County (County) employs individuals not covered by any collective bargaining agreement.
- b. The Multnomah County Board of Commissioners (Board) adopted County compensation policy in MCC 9.160 to provide such pay as necessary for the County to recruit, select and retain qualified management, 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, 2008 of 3.8%. These pay ranges are shown in an exhibit attached to this Resolution, labeled Management/Executive Pay.

Table - effective July 1, 2008.

ADOPTED this 5th day of June, 2008.



BOARD OF COUNTY COMMISSIONERS
FOR MULTNOMAH COUNTY, OREGON


Ted Wheeler, Chair

REVIEWED:

AGNES SOWLE, COUNTY ATTORNEY
FOR MULTNOMAH COUNTY, OREGON

By 
Agnes Sowle, County Attorney

SUBMITTED BY:
Carol Ford, Director, Department of County Management

Multnomah County Management/Executive Pay Table - effective July 1, 2008

Job Class #	Job Title	Notes	Pay Scale Group	Annual		Semi-Monthly		
				Min.	Max.	Min.	Mid.	Max.
9603	AA/EEO OFFICER	EXEC	129	\$63,414.79	\$88,778.95	\$2,642.28	\$3,170.70	\$3,699.12
9792	ACCESS SERVICES ADMINISTRATOR		124	\$49,696.23	\$69,572.50	\$2,070.68	\$2,484.77	\$2,898.85
9006	ADMINISTRATIVE ANALYST		121	\$42,931.13	\$60,103.58	\$1,788.80	\$2,146.56	\$2,504.32
9005	ADMINISTRATIVE ANALYST/SENIOR		123	\$47,344.61	\$66,281.33	\$1,972.69	\$2,367.21	\$2,761.72
9634	ADMINISTRATIVE SECRETARY/NR		117	\$35,277.75	\$49,387.51	\$1,469.91	\$1,763.86	\$2,057.81
9607	ADMINISTRATIVE SERV OFFICER		126	\$54,778.43	\$76,692.02	\$2,282.43	\$2,738.97	\$3,195.50
9616	ANIMAL CONTROL MANAGER	EXEC	130	\$66,604.55	\$93,244.81	\$2,775.19	\$3,330.20	\$3,885.20
9763	ASSESSMENT MANAGER/SENIOR	EXEC	132	\$73,414.23	\$102,779.48	\$3,058.93	\$3,670.71	\$4,282.48
9804	ASSOCIATE DIRECTOR/CENTRAL		130	\$66,604.55	\$93,244.81	\$2,775.19	\$3,330.20	\$3,885.20
9060	ASST COUNTY ATTORNEY 1	EXEC	128	\$60,391.12	\$84,548.25	\$2,516.30	\$3,019.57	\$3,522.84
9190	ASST COUNTY ATTORNEY 2	EXEC	132	\$73,414.23	\$102,779.48	\$3,058.93	\$3,670.71	\$4,282.48
9440	ASST COUNTY ATTORNEY/SENIOR	EXEC	135	\$84,930.53	\$118,995.68	\$3,538.77	\$4,248.46	\$4,958.15
9673	AUXILIARY SERVICES MANAGER		129	\$63,414.79	\$88,778.95	\$2,642.28	\$3,170.70	\$3,699.12
9015	BOARD CLERK		127	\$57,511.21	\$80,517.04	\$2,396.30	\$2,875.59	\$3,354.88
9623	BRIDGE MAINTENANCE SUPERVISOR		124	\$49,696.23	\$69,572.50	\$2,070.68	\$2,484.77	\$2,898.85
9624	BRIDGE SERVICES MANAGER	EXEC	132	\$73,414.23	\$102,779.48	\$3,058.93	\$3,670.71	\$4,282.48
9734	BUDGET ANALYST/PRINCIPAL		128	\$60,391.12	\$84,548.25	\$2,516.30	\$3,019.57	\$3,522.84
9730	BUDGET ANALYST/SENIOR		125	\$52,188.29	\$73,063.16	\$2,174.51	\$2,609.41	\$3,044.30
9627	CAPTAIN	EXEC	9627	\$90,822.97	\$108,872.53	\$3,784.29	\$4,160.33	\$4,536.36
9628	CARTOGRAPHY SUPERVISOR		121	\$42,931.13	\$60,103.58	\$1,788.80	\$2,146.56	\$2,504.32
9773	CATALOGING ADMINISTRATOR		128	\$60,391.12	\$84,548.25	\$2,516.30	\$3,019.57	\$3,522.84
9799	CENTRAL LIBRARY COORDINATOR	EXEC	128	\$60,391.12	\$84,548.25	\$2,516.30	\$3,019.57	\$3,522.84
9007	CHAPLAIN	EXEC	120	\$40,891.56	\$57,249.30	\$1,703.82	\$2,044.61	\$2,385.39
9630	CHIEF APPRAISER		129-130	\$63,414.79	\$93,244.81	\$2,642.28	\$3,263.74	\$3,885.20
9625	CHIEF DEPUTY	EXEC	9625	\$0.00	\$114,254.64	\$0.00	\$0.00	\$4,760.61
9064	CHIEF DEPUTY MEDICAL EXAMINER		125	\$52,188.29	\$73,063.16	\$2,174.51	\$2,609.41	\$3,044.30
9810	CHIEF FINANCIAL OFFICER	EXEC	137-139	\$93,199.10	\$144,019.88	\$3,883.30	\$4,942.07	\$6,000.83
9455	CHIEF INFORMATION OFFICER	EXEC	139	\$102,791.74	\$144,019.88	\$4,282.99	\$5,141.91	\$6,000.83
9774	CIRCULATION ADMINISTRATOR		124	\$49,696.23	\$69,572.50	\$2,070.68	\$2,484.77	\$2,898.85
9391	CLINICAL SUPERVISOR		124	\$49,696.23	\$69,572.50	\$2,070.68	\$2,484.77	\$2,898.85
9620	COMMUNITY JUSTICE MANAGER		126-128	\$54,778.43	\$84,548.25	\$2,282.43	\$2,902.64	\$3,522.84
9643	CONSTRUCTION PROJECTS ADMIN		128	\$60,391.12	\$84,548.25	\$2,516.30	\$3,019.57	\$3,522.84
9510	COUNTY ATTORNEY	EXEC	140-142	\$107,931.88	\$166,593.28	\$4,497.16	\$5,719.28	\$6,941.39
9617	COUNTY BUSINESS SERVICES MGR	EXEC	137-139	\$93,199.10	\$144,019.88	\$3,883.30	\$4,942.07	\$6,000.83
9649	COUNTY SURVEYOR	EXEC	130	\$66,604.55	\$93,244.81	\$2,775.19	\$3,330.20	\$3,885.20
9445	D A INVESTIGATOR/CHIEF		124-126	\$49,696.23	\$76,692.02	\$2,070.68	\$2,633.09	\$3,195.50
9664	D A OPERATIONS MANAGER		129	\$63,414.79	\$88,778.95	\$2,642.28	\$3,170.70	\$3,699.12
9747	DATA ANALYST/SENIOR		123	\$47,344.61	\$66,281.33	\$1,972.69	\$2,367.21	\$2,761.72
9499	DENTAL DIRECTOR/CLINICAL	EXEC	140	\$107,931.88	\$151,103.75	\$4,497.16	\$5,396.58	\$6,295.99
9500	DENTAL HEALTH OFFICER	EXEC	138	\$97,899.02	\$137,057.52	\$4,079.13	\$4,894.93	\$5,710.73
9390	DENTIST		137	\$93,199.10	\$130,478.52	\$3,883.30	\$4,659.96	\$5,436.61
9430	DENTIST/SENIOR		138	\$97,899.02	\$137,057.52	\$4,079.13	\$4,894.93	\$5,710.73
9610	DEPARTMENT DIRECTOR 1	EXEC	137-139	\$93,199.10	\$144,019.88	\$3,883.30	\$4,942.07	\$6,000.83

9613	DEPARTMENT DIRECTOR 2	EXEC	140-142	\$107,931.88	\$166,593.28	\$4,497.16	\$5,719.28	\$6,941.39
9281	DEPUTY AUDITOR	STAFF	9281	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
9631	DEPUTY COUNTY ATTORNEY	EXEC	138	\$97,899.02	\$137,057.52	\$4,079.13	\$4,894.93	\$5,710.73
9619	DEPUTY DIRECTOR	EXEC	133	\$77,084.34	\$107,917.39	\$3,211.85	\$3,854.21	\$4,496.56
9465	DEPUTY DIST ATTY/FIRST ASST	STAFF	9465	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
9450	DEPUTY DISTRICT ATTORNEY/CHIEF	STAFF	9450	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
9540	DEPUTY HEALTH OFFICER	EXEC	141	\$113,327.25	\$158,783.87	\$4,721.97	\$5,668.98	\$6,615.99
9541	DEPUTY MEDICAL DIRECTOR	EXEC	141	\$113,327.25	\$158,783.87	\$4,721.97	\$5,668.98	\$6,615.99
9683	DEVELOP/COMMUNICATIONS COORD		125	\$52,188.29	\$73,063.16	\$2,174.51	\$2,609.41	\$3,044.30
9663	DISTRIBUTION SUPERVISOR		120	\$40,891.56	\$57,249.30	\$1,703.82	\$2,044.61	\$2,385.39
9665	ELECTIONS ADMINISTRATOR		124	\$49,696.23	\$69,572.50	\$2,070.68	\$2,484.77	\$2,898.85
9666	ELECTIONS MANAGER	EXEC	130	\$66,604.55	\$93,244.81	\$2,775.19	\$3,330.20	\$3,885.20
9667	EMERGENCY MANAGEMENT ADMIN		126	\$54,778.43	\$76,692.02	\$2,282.43	\$2,738.97	\$3,195.50
9530	EMS MEDICAL DIRECTOR	EXEC	144	\$131,190.71	\$183,666.54	\$5,466.28	\$6,559.53	\$7,652.77
9671	ENGINEERING SERVICES MANAGER 1		129	\$63,414.79	\$88,778.95	\$2,642.28	\$3,170.70	\$3,699.12
9672	ENGINEERING SERVICES MANAGER 2	EXEC	132	\$73,414.23	\$102,779.48	\$3,058.93	\$3,670.71	\$4,282.48
9062	ENVIRONMENTAL HEALTH SUPERVISOR		128	\$60,391.12	\$84,548.25	\$2,516.30	\$3,019.57	\$3,522.84
9044	ERP BUSINESS PROCESS MANAGER		130	\$66,604.55	\$93,244.81	\$2,775.19	\$3,330.20	\$3,885.20
9460	EXECUTIVE ASSISTANT	STAFF	9460	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
9686	FACILITIES DEV & SERVICES MGR	EXEC	129	\$63,414.79	\$88,778.95	\$2,642.28	\$3,170.70	\$3,699.12
9684	FAMILY SERVICES MANAGER		129	\$63,414.79	\$88,778.95	\$2,642.28	\$3,170.70	\$3,699.12
9336	FINANCE MANAGER		129-130	\$63,414.79	\$93,244.81	\$2,642.28	\$3,263.74	\$3,885.20
9335	FINANCE SUPERVISOR		125-126	\$52,188.29	\$76,692.02	\$2,174.51	\$2,685.01	\$3,195.50
9689	FLEET MAINTENANCE SUPERVISOR		124	\$49,696.23	\$69,572.50	\$2,070.68	\$2,484.77	\$2,898.85
9020	FOOD SERVICE MANAGER		123	\$47,344.61	\$66,281.33	\$1,972.69	\$2,367.21	\$2,761.72
9675	GRAPHIC DESIGNER/NR		120	\$40,891.56	\$57,249.30	\$1,703.82	\$2,044.61	\$2,385.39
9026	HEALTH INFORMATION SUPERVISOR		119	\$38,950.09	\$54,529.89	\$1,622.92	\$1,947.50	\$2,272.08
9550	HEALTH OFFICER	EXEC	143	\$124,942.73	\$175,060.26	\$5,205.95	\$6,250.07	\$7,294.18
9692	HEALTH OPERATIONS SUPERVISOR		119	\$38,950.09	\$54,529.89	\$1,622.92	\$1,947.50	\$2,272.08
9698	HEALTH SERVICES DEVELOPMENT ADMINISTRATOR		128	\$60,391.12	\$84,548.25	\$2,516.30	\$3,019.57	\$3,522.84
9694	HEALTH SERVICES MANAGER	EXEC	130	\$66,604.55	\$93,244.81	\$2,775.19	\$3,330.20	\$3,885.20
9695	HEALTH SERVICES MANAGER/SENIOR	EXEC	133	\$77,084.34	\$107,917.39	\$3,211.85	\$3,854.21	\$4,496.56
9080	HUMAN RESOURCES ANALYST 1		121	\$42,931.13	\$60,103.58	\$1,788.80	\$2,146.56	\$2,504.32
9670	HUMAN RESOURCES ANALYST 2		124	\$49,696.23	\$69,572.50	\$2,070.68	\$2,484.77	\$2,898.85
9748	HUMAN RESOURCES ANALYST/SENIOR		126	\$54,778.43	\$76,692.02	\$2,282.43	\$2,738.97	\$3,195.50
9668	HUMAN RESOURCES DIRECTOR	EXEC	138	\$97,899.02	\$137,057.52	\$4,079.13	\$4,894.93	\$5,710.73
9715	HUMAN RESOURCES MANAGER 1		128	\$60,391.12	\$84,548.25	\$2,516.30	\$3,019.57	\$3,522.84
9621	HUMAN RESOURCES MANAGER 2	EXEC	131	\$69,936.95	\$97,910.17	\$2,914.04	\$3,496.82	\$4,079.59
9669	HUMAN RESOURCES MANAGER/SENIOR	EXEC	134	\$80,945.01	\$113,321.69	\$3,372.71	\$4,047.23	\$4,721.74
9061	HUMAN RESOURCES TECHNICIAN		118	\$37,103.33	\$51,945.34	\$1,545.97	\$1,855.18	\$2,164.39
9452	IT MANAGER 1		132	\$73,414.23	\$102,779.48	\$3,058.93	\$3,670.71	\$4,282.48
9453	IT MANAGER 2		134	\$80,945.01	\$113,321.69	\$3,372.71	\$4,047.23	\$4,721.74
9454	IT MANAGER/SENIOR	EXEC	137	\$93,199.10	\$130,478.52	\$3,883.30	\$4,659.96	\$5,436.61
9458	IT PROJECT MANAGER 1		132	\$73,414.23	\$102,779.48	\$3,058.93	\$3,670.71	\$4,282.48
9459	IT PROJECT MANAGER 2		134	\$80,945.01	\$113,321.69	\$3,372.71	\$4,047.23	\$4,721.74
9456	IT SECURITY MANAGER	EXEC	132	\$73,414.23	\$102,779.48	\$3,058.93	\$3,670.71	\$4,282.48
9451	IT SUPERVISOR		130	\$66,604.55	\$93,244.81	\$2,775.19	\$3,330.20	\$3,885.20

9024	LAUNDRY SUPERVISOR		121	\$42,931.13	\$60,103.58	\$1,788.80	\$2,146.56	\$2,504.32
9055	LAW CLERK	EXEC	122	\$45,089.95	\$63,123.91	\$1,878.75	\$2,254.46	\$2,630.16
9001	LEGISLATIVE/ADMIN SECRETARY	STAFF	9001	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
9776	LIBRARY ADMINISTRATOR/BRANCH		127	\$57,511.21	\$80,517.04	\$2,396.30	\$2,875.59	\$3,354.88
9777	LIBRARY ADMINISTRATOR/CENTRAL		127	\$57,511.21	\$80,517.04	\$2,396.30	\$2,875.59	\$3,354.88
9780	LIBRARY MANAGER/BRANCH		129	\$63,414.79	\$88,778.95	\$2,642.28	\$3,170.70	\$3,699.12
9782	LIBRARY MANAGER/SENIOR	EXEC	131	\$69,936.95	\$97,910.17	\$2,914.04	\$3,496.82	\$4,079.59
9784	LIBRARY SUPERVISOR		123	\$47,344.61	\$66,281.33	\$1,972.69	\$2,367.21	\$2,761.72
9786	LIBRARY SUPPORT SERVICES ADMIN	EXEC	130	\$66,604.55	\$93,244.81	\$2,775.19	\$3,330.20	\$3,885.20
9705	LIEUTENANT		9647	\$86,400.57	\$103,686.70	\$3,600.02	\$3,960.15	\$4,320.28
9650	LIEUTENANT ENHANCED		9155	\$88,129.18	\$105,759.69	\$3,672.05	\$4,039.35	\$4,406.65
9647	LIEUTENANT/CORRECTIONS		9647	\$86,400.57	\$103,686.70	\$3,600.02	\$3,960.15	\$4,320.28
9710	MANAGEMENT ASSISTANT	EXEC	127	\$57,511.21	\$80,517.04	\$2,396.30	\$2,875.59	\$3,354.88
9010	MANAGEMENT AUDITOR 1	STAFF	9010	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
9120	MANAGEMENT AUDITOR 2	STAFF	9120	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
9280	MANAGEMENT AUDITOR/SENIOR	STAFF	9280	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
9202	MCSO CORRECTIONS PROGRAM ADMIN		126	\$54,778.43	\$76,692.02	\$2,282.43	\$2,738.97	\$3,195.50
9622	MCSO CORRECTIONS PROGRAM MANAGER		128	\$60,391.12	\$84,548.25	\$2,516.30	\$3,019.57	\$3,522.84
9646	MCSO RECORDS UNIT MANAGER		129	\$63,414.79	\$88,778.95	\$2,642.28	\$3,170.70	\$3,699.12
9640	MCSO VOLUNTEER PROGRAM COORDINATOR		122	\$45,089.95	\$63,123.91	\$1,878.75	\$2,254.46	\$2,630.16
9520	MEDICAL DIRECTOR	EXEC	142	\$118,993.44	\$166,593.28	\$4,958.06	\$5,949.73	\$6,941.39
9744	MENTAL HEALTH DIRECTOR	EXEC	138	\$97,899.02	\$137,057.52	\$4,079.13	\$4,894.93	\$5,710.73
9697	NUTRITIONIST SUPERVISOR		123	\$47,344.61	\$66,281.33	\$1,972.69	\$2,367.21	\$2,761.72
9720	OPERATIONS ADMINISTRATOR		123	\$47,344.61	\$66,281.33	\$1,972.69	\$2,367.21	\$2,761.72
9025	OPERATIONS SUPERVISOR		119	\$38,950.09	\$54,529.89	\$1,622.92	\$1,947.50	\$2,272.08
9337	PAYROLL SPECIALIST		121	\$42,931.13	\$60,103.58	\$1,788.80	\$2,146.56	\$2,504.32
9355	PHARMACIST		134	\$80,945.01	\$113,321.69	\$3,372.71	\$4,047.23	\$4,721.74
9354	PHARMACY PROGRAM COORDINATOR		135	\$84,930.53	\$118,995.68	\$3,538.77	\$4,248.46	\$4,958.15
9357	PHARMACY SERVICES DIRECTOR	HP	139	\$102,791.74	\$144,019.88	\$4,282.99	\$5,141.91	\$6,000.83
9490	PHYSICIAN	HP	141	\$113,327.25	\$158,783.87	\$4,721.97	\$5,668.98	\$6,615.99
9146	PLANNER/PRINCIPAL		126	\$54,778.43	\$76,692.02	\$2,282.43	\$2,738.97	\$3,195.50
9727	PLANNING MANAGER	EXEC	130	\$66,604.55	\$93,244.81	\$2,775.19	\$3,330.20	\$3,885.20
9798	PRINCIPAL INVESTIGATOR		132	\$73,414.23	\$102,779.48	\$3,058.93	\$3,670.71	\$4,282.48
9677	PRODUCTION SUPERVISOR		122	\$45,089.95	\$63,123.91	\$1,878.75	\$2,254.46	\$2,630.16
9615	PROGRAM MANAGER 1		127-129	\$57,511.21	\$88,778.95	\$2,396.30	\$3,047.71	\$3,699.12
9360	PROGRAM MANAGER 2	EXEC	129-131	\$63,414.79	\$97,910.17	\$2,642.28	\$3,360.94	\$4,079.59
9362	PROGRAM MANAGER/SENIOR	EXEC	132-134	\$73,414.23	\$113,321.69	\$3,058.93	\$3,890.34	\$4,721.74
9361	PROGRAM SUPERVISOR	MGMT	124-126	\$49,696.23	\$76,692.02	\$2,070.68	\$2,633.09	\$3,195.50
9063	PROJECT MANAGER		127	\$57,511.21	\$80,517.04	\$2,396.30	\$2,875.59	\$3,354.88
9116	PUBLIC AFFAIRS COORDINATOR		122	\$45,089.95	\$63,123.91	\$1,878.75	\$2,254.46	\$2,630.16
9790	PUBLIC RELATIONS COORDINATOR	EXEC	129	\$63,414.79	\$88,778.95	\$2,642.28	\$3,170.70	\$3,699.12
9732	RECORDS ADMINISTRATOR		126	\$54,778.43	\$76,692.02	\$2,282.43	\$2,738.97	\$3,195.50
9043	RESEARCH/EVALUATION ANALYST/SENIOR NR		126	\$54,778.43	\$76,692.02	\$2,282.43	\$2,738.97	\$3,195.50
9041	RESEARCH/EVALUATION SUPERVISOR		128	\$60,391.12	\$84,548.25	\$2,516.30	\$3,019.57	\$3,522.84
9140	ROAD OPERATIONS SUPERVISOR		123	\$47,344.61	\$66,281.33	\$1,972.69	\$2,367.21	\$2,761.72
9400	STAFF ASSISTANT	STAFF	9400	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
9674	SURVEY SUPERVISOR		126	\$54,778.43	\$76,692.02	\$2,282.43	\$2,738.97	\$3,195.50

9752	TAX COLL/RECORD MANAGER/SENIOR	EXEC	132	\$73,414.23	\$102,779.48	\$3,058.93	\$3,670.71	\$4,282.48
9691	TAX COLLECTION/RECORDS ADMIN		127	\$57,511.21	\$80,517.04	\$2,396.30	\$2,875.59	\$3,354.88
9789	TEAM DEVELOPER/LIBRARY		127	\$57,511.21	\$80,517.04	\$2,396.30	\$2,875.59	\$3,354.88
9757	TRANSPORTATION MANAGER/SENIOR	EXEC	135	\$84,930.53	\$118,995.68	\$3,538.77	\$4,248.46	\$4,958.15
9626	UNDERSHERIFF	EXEC	9626	\$0.00	\$119,966.64	\$0.00	\$0.00	\$4,998.61
9746	VETERINARIAN		125	\$52,188.29	\$73,063.16	\$2,174.51	\$2,609.41	\$3,044.30
9793	VOLUNTEER PROG/BOOKSTORE ADMIN		127	\$57,511.21	\$80,517.04	\$2,396.30	\$2,875.59	\$3,354.88

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.

HP – Health Premium Pay:

- Premium pay of 5% over base pay when a non-Director, non-Officer Physician is assigned extra responsibility for a major medical program or for in-patient hospital care;
- Premium pay of 5% over base pay when a non-Director, non-Officer Physician is assigned to work on an ongoing basis in correctional facilities;
- Premium pay of 5% over base pay when Pharmacy Director is assigned non-Pharmacy, additional major program functions, (i.e. x-ray, clinical lab, etc.) responsibilities, and staff.

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