

BEFORE THE BOARD OF COUNTY COMMISSIONERS
FOR MULTNOMAH COUNTY, OREGON

RESOLUTION NO. 2019-055

Authorizing Salary Adjustments for Employees Not Covered by Collective Bargaining Agreements for Fiscal Year 2019-2020.

The Multnomah County Board of Commissioners Finds:

- a. Multnomah County employs individuals not covered by any collective bargaining agreement.
- b. The Multnomah County Board of Commissioners 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:

General Salary Increases. Except for elected officials' staff, management and executive employees are eligible for a cost of living increase effective July 1, 2019 of 3.9%. These pay ranges are shown in an exhibit attached to this Resolution, labeled FY 19-20 Non-Rep Salary Table for Board Approval.

ADOPTED this 30th day of May, 2019.



BOARD OF COUNTY COMMISSIONERS
FOR MULTNOMAH COUNTY, OREGON

Deborah Kafoury

Deborah Kafoury, Chair

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

Jenny Madkour

By _____
Jenny M. Madkour, County Attorney

SUBMITTED BY: Travis Graves, Chief Human Resources Officer

Job Profile	Job Code	Compensation Grade	2019-20 Annual Minimum	2019-20 Annual Maximum
County Chair	5001	Elected Official - Grade 5001	\$186,765.90	\$186,765.90
Sheriff	5004	Elected Official - Grade 5004	\$186,765.79	\$186,765.79
County Commissioner	5010	Elected Official - Grade 5010	\$117,094.47	\$117,094.47
County Auditor	5014	Elected Official - Grade 5014	\$113,708.80	\$113,708.80
District Attorney*	5053	Elected Official - Grade 5053	\$62,461.19	\$62,461.19
Management Auditor	9010	Elected Official Staff - Grade 9010	\$0.00	\$0.00
Management Auditor Principal	9279	Elected Official Staff - Grade 9279	\$0.00	\$0.00
Management Auditor Senior	9280	Elected Official Staff - Grade 9280	\$0.00	\$0.00
Staff Assistant	9400	Elected Official Staff - Grade 9400	\$0.00	\$0.00
Deputy District Attorney Chief	9450	Elected Official Staff - Grade 9450	\$0.00	\$0.00
Deputy District Attorney First Assistant	9465	Elected Official Staff - Grade 9465	\$0.00	\$0.00
Chaplain	9007	Non-Represented - Grade 120	\$51,100.10	\$71,542.13
Operations Supervisor	9025	Non-Represented - Grade 121	\$53,649.31	\$75,109.48
Production Supervisor	9677	Non-Represented - Grade 122	\$56,346.88	\$78,883.29
Nutrition Services Program Supervisor	9020	Non-Represented - Grade 123	\$59,164.65	\$82,829.41
Operations Administrator	9720	Non-Represented - Grade 123	\$59,164.65	\$82,829.41
Road Operations Supervisor	9140	Non-Represented - Grade 123	\$59,164.65	\$82,829.41
Bridge Maintenance Supervisor	9623	Non-Represented - Grade 124	\$62,103.36	\$86,942.11
Fleet Maintenance Supervisor	9689	Non-Represented - Grade 124	\$62,103.36	\$86,942.11
Program Supervisor	9361	Non-Represented - Grade 124-126	\$62,103.36	\$95,838.77
Management Assistant	9710	Non-Represented - Grade 127	\$71,869.54	\$100,619.00
Project Manager (NR)	9063	Non-Represented - Grade 127	\$71,869.54	\$100,619.00
Manager 1	9615	Non-Represented - Grade 127-129	\$71,869.54	\$110,943.51
Environmental Health Supervisor	9062	Non-Represented - Grade 128	\$75,468.31	\$105,656.08
Health Services Development Administrator	9698	Non-Represented - Grade 128	\$75,468.31	\$105,656.08
Public Relations Coordinator	9790	Non-Represented - Grade 129	\$79,246.61	\$110,943.51
Law Clerk	9055	Non-Represented - Grade 222	\$53,763.76	\$75,270.06
Administrative Analyst (NR)	9006	Non-Represented - Grade 223	\$55,226.51	\$82,840.63
Library Supervisor	9784	Non-Represented - Grade 223	\$55,226.51	\$82,840.63
Administrative Analyst Senior	9005	Non-Represented - Grade 224	\$59,092.09	\$88,638.75
Human Resources Analyst 2 (NR)	9670	Non-Represented - Grade 224	\$59,092.09	\$88,638.75
AA/EEO Specialist	9749	Non-Represented - Grade 226	\$67,654.11	\$101,482.29

Chief Deputy Medical Examiner	9064	Non-Represented - Grade 226	\$67,654.11	\$101,482.29
Finance Supervisor	9335	Non-Represented - Grade 226	\$67,654.11	\$101,482.29
Human Resources Analyst Senior	9748	Non-Represented - Grade 226	\$67,654.11	\$101,482.29
Library Administrator	9776	Non-Represented - Grade 226	\$67,654.11	\$101,482.29
Assistant County Attorney 1	9060	Non-Represented - Grade 227	\$72,390.95	\$108,585.56
Budget Analyst Senior	9730	Non-Represented - Grade 227	\$72,390.95	\$108,585.56
Communications Advisor	9117	Non-Represented - Grade 227	\$72,390.95	\$108,585.56
Community Justice Program Manager	9620	Non-Represented - Grade 227	\$72,390.95	\$108,585.56
Library Manager	9780	Non-Represented - Grade 227	\$72,390.95	\$108,585.56
Library Safety and Security Manager	9152	Non-Represented - Grade 227	\$72,390.95	\$108,585.56
Nursing Development Consultant	9518	Non-Represented - Grade 227	\$72,390.95	\$108,585.56
Nursing Supervisor	9517	Non-Represented - Grade 227	\$72,390.95	\$108,585.56
Research Evaluation Analyst Senior (NR)	9043	Non-Represented - Grade 227	\$72,390.95	\$108,585.56
Survey Supervisor	9674	Non-Represented - Grade 227	\$72,390.95	\$108,585.56
Human Resources Manager 1	9715	Non-Represented - Grade 228	\$77,458.20	\$116,186.30
Investment Officer	9807	Non-Represented - Grade 228	\$77,458.20	\$116,186.30
Manager 2	9364	Non-Represented - Grade 228	\$77,458.20	\$116,186.30
Planner Principal	9146	Non-Represented - Grade 228	\$77,458.20	\$116,186.30
Research Evaluation Scientist	9041	Non-Represented - Grade 228	\$77,458.20	\$116,186.30
Assistant County Attorney 2	9190	Non-Represented - Grade 229	\$82,879.28	\$124,320.42
Budget Analyst Principal	9734	Non-Represented - Grade 229	\$82,879.28	\$124,320.42
Chief Appraiser	9630	Non-Represented - Grade 229	\$82,879.28	\$124,320.42
County Surveyor	9649	Non-Represented - Grade 229	\$82,879.28	\$124,320.42
Elections Manager	9666	Non-Represented - Grade 229	\$82,879.28	\$124,320.42
Executive Advisor (Inactive)	9711	Non-Represented - Grade 229	\$82,879.28	\$124,320.42
Finance Manager	9336	Non-Represented - Grade 229	\$82,879.28	\$124,320.42
IT Project Manager 1	9458	Non-Represented - Grade 229	\$82,879.28	\$124,320.42
IT Supervisor	9451	Non-Represented - Grade 229	\$82,879.28	\$124,320.42
Manager Senior	9365	Non-Represented - Grade 229	\$82,879.28	\$124,320.42
Quality Manager	9366	Non-Represented - Grade 229	\$82,879.28	\$124,320.42
Deputy County Assessor	9618	Non-Represented - Grade 230	\$89,509.77	\$134,264.90
District Attorney Administrative Manager	9664	Non-Represented - Grade 230	\$89,509.77	\$134,264.90
District Attorney Investigator Chief	9445	Non-Represented - Grade 230	\$89,509.77	\$134,264.90
Division Director 1	9601	Non-Represented - Grade 230	\$89,509.77	\$134,264.90
Economist	9731	Non-Represented - Grade 230	\$89,509.77	\$134,264.90

Engineering Services Manager 1	9671	Non-Represented - Grade 230	\$89,509.77	\$134,264.90
Human Resources Manager 2	9621	Non-Represented - Grade 230	\$89,509.77	\$134,264.90
Human Services Policy Manager	9700	Non-Represented - Grade 230	\$89,509.77	\$134,264.90
IT Manager 1	9452	Non-Represented - Grade 230	\$89,509.77	\$134,264.90
IT Project Manager 2	9459	Non-Represented - Grade 230	\$89,509.77	\$134,264.90
Library Manager Senior	9782	Non-Represented - Grade 230	\$89,509.77	\$134,264.90
Nursing Director	9519	Non-Represented - Grade 230	\$89,509.77	\$134,264.90
Principal Investigator	9798	Non-Represented - Grade 230	\$89,509.77	\$134,264.90
Veterinarian	9746	Non-Represented - Grade 230	\$89,509.77	\$134,264.90
Corrections Lieutenant	9648	Non-Represented - Grade 231	\$96,670.64	\$145,007.33
Division Director 2	9602	Non-Represented - Grade 231	\$96,670.64	\$145,007.33
Finance Manager Senior	9338	Non-Represented - Grade 231	\$96,670.64	\$145,007.33
Lieutenant	9647	Non-Represented - Grade 231	\$96,670.64	\$145,007.33
Pharmacist	9355	Non-Represented - Grade 231	\$96,670.64	\$145,007.33
Principal Investigator Manager	9797	Non-Represented - Grade 231	\$96,670.64	\$145,007.33
Budget Director	9808	Non-Represented - Grade 232	\$100,389.34	\$160,622.50
Deputy Director	9619	Non-Represented - Grade 232	\$100,389.34	\$160,622.50
Engineering Services Manager 2	9672	Non-Represented - Grade 232	\$100,389.34	\$160,622.50
Facilities & Property Management Division Director	9679	Non-Represented - Grade 232	\$100,389.34	\$160,622.50
Facilities Strategic Planning & Projects Manager	9149	Non-Represented - Grade 232	\$100,389.34	\$160,622.50
Human Resources Manager Senior	9669	Non-Represented - Grade 232	\$100,389.34	\$160,622.50
IT Manager 2	9453	Non-Represented - Grade 232	\$100,389.34	\$160,622.50
IT Security Manager	9456	Non-Represented - Grade 232	\$100,389.34	\$160,622.50
Library Director of Digital Strategies	9783	Non-Represented - Grade 232	\$100,389.34	\$160,622.50
Mental Health Director	9744	Non-Represented - Grade 232	\$100,389.34	\$160,622.50
Nurse Practitioner Manager	9493	Non-Represented - Grade 232	\$100,389.34	\$160,622.50
Strategic Capital Planning Director	9809	Non-Represented - Grade 232	\$100,389.34	\$160,622.50
Assistant County Attorney Senior	9440	Non-Represented - Grade 233	\$108,420.23	\$173,472.52
Assistant District Attorney	9449	Non-Represented - Grade 233	\$108,420.23	\$173,472.52
Captain	9627	Non-Represented - Grade 233	\$108,420.23	\$173,472.52
County Assessor	9605	Non-Represented - Grade 233	\$108,420.23	\$173,472.52
County Engineer	9676	Non-Represented - Grade 233	\$108,420.23	\$173,472.52
Dentist	9390	Non-Represented - Grade 233	\$108,420.23	\$173,472.52
IT Manager Senior	9454	Non-Represented - Grade 233	\$108,420.23	\$173,472.52
Chief Deputy	9625	Non-Represented - Grade 234	\$117,094.47	\$187,350.90

Department Director 1	9610	Non-Represented - Grade 234	\$117,094.47	\$187,350.90
Deputy County Attorney	9631	Non-Represented - Grade 234	\$117,094.47	\$187,350.90
Deputy Dental Director	9501	Non-Represented - Grade 234	\$117,094.47	\$187,350.90
Health Centers Division Operations Director	9551	Non-Represented - Grade 234	\$117,094.47	\$187,350.90
Pharmacy & Clinical Support Services Director	9357	Non-Represented - Grade 234	\$117,094.47	\$187,350.90
Undersheriff	9626	Non-Represented - Grade 234	\$117,094.47	\$187,350.90
Chief Financial Officer	9810	Non-Represented - Grade 235	\$128,803.42	\$206,086.31
Chief Human Resources Officer	9668	Non-Represented - Grade 235	\$128,803.42	\$206,086.31
Chief Information Officer	9455	Non-Represented - Grade 235	\$128,803.42	\$206,086.31
Dental Director	9499	Non-Represented - Grade 235	\$128,803.42	\$206,086.31
Department Director 2	9613	Non-Represented - Grade 235	\$128,803.42	\$206,086.31
Deputy Chief Information Officer	9461	Non-Represented - Grade 235	\$128,803.42	\$206,086.31
Department Director Principal (COO)	9812	Non-Represented - Grade 236	\$141,683.11	\$226,694.42
Integrated Clinical Services Director	9699	Non-Represented - Grade 236	\$141,683.11	\$226,694.42
County Attorney	9510	Non-Represented - Grade 237	\$155,852.74	\$249,363.74
Deputy Health Officer	9540	Non-Represented - Grade 237	\$155,852.74	\$249,363.74
Deputy Medical Director	9541	Non-Represented - Grade 237	\$155,852.74	\$249,363.74
EMS Medical Director	9530	Non-Represented - Grade 237	\$155,852.74	\$249,363.74
Health Department Director	9521	Non-Represented - Grade 237	\$155,852.74	\$249,363.74
Psychiatrist	9491	Non-Represented - Grade 237	\$155,852.74	\$249,363.74
Site Medical Director	9490	Non-Represented - Grade 237	\$155,852.74	\$249,363.74
Health Officer	9550	Non-Represented - Grade 238	\$171,437.49	\$274,300.24
Medical Director	9520	Non-Represented - Grade 238	\$171,437.49	\$274,300.24
Human Resources Technician (NR)	9061	Non-Represented Hourly - Grade 118	\$22.29	\$31.21
Office Assistant 2 (NR)	9011	Non-Represented Hourly - Grade 216	\$17.23	\$24.12
Legal Assistant 1 (NR)	9002	Non-Represented Hourly - Grade 219	\$21.10	\$29.54
Administrative Specialist (NR)	9634	Non-Represented Hourly - Grade 221	\$24.16	\$33.82
Legal Assistant 2 (NR)	9003	Non-Represented Hourly - Grade 221	\$24.16	\$33.82
Human Resources Analyst 1	9080	Non-Represented Hourly - Grade 222	\$25.85	\$36.19
Legal Assistant Senior (NR)	9004	Non-Represented Hourly - Grade 222	\$25.85	\$36.19
Payroll Tax Specialist	9337	Non-Represented Hourly - Grade 222	\$25.85	\$36.19
Paralegal	9054	Non-Represented Hourly - Grade 223	\$26.55	\$39.82
Dentist (On Call)	9389	Non-Represented Hourly - Grade 233	\$52.13	\$83.40
Physician (On Call)	9492	Non-Represented Hourly - Grade 237	\$74.93	\$119.89
Tax Supervising Budget Analyst	1096	Tax Supervising and Conservation Commissi	\$0.00	\$0.00

Tax Supervising and Conservation Commission (TSCC) Executive I 3005 Tax Supervising and Conservation Commissi \$0.00 \$0.00

* District Attorney's salary includes County supplemental portion of salary only.

Bold – Classifications shown in bold are either new classifications created or 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. ***There are none to report since the last board meeting in 2018***

As of 7/1/2019 the following classifications will be updated from a starting rate of \$12.00 to \$12.50 per Oregon minimum wage and are not eligible for COLA: Student Intern, College Intern, Library Shelver (On Call).