

BEFORE THE BOARD OF COUNTY COMMISSIONERS
FOR MULTNOMAH COUNTY, OREGON

ORDINANCE NO. 764

An ordinance freezing annual base pay rates of exempt employees earning \$60,000 or more per year, and amending Ordinance 742.

MULTNOMAH COUNTY ORDAINS AS FOLLOWS:

Section I. Findings.

(A) Multnomah County, Oregon (hereinafter "County") employs a variety of individuals not covered by collective bargaining agreement (hereinafter "exempt employees").

(B) In order to maintain funding of county programs while absorbing cost increases arising from the implementation of federal disabilities mandates and the settlement of litigation concerning juvenile detention, the Board needs to hold off on certain salary increases that were previously anticipated.

(C) Employees earning \$60,000 or higher are for the present time being sufficiently compensated and will not incur undue hardships from not receiving previously anticipated pay increases.

(D) The absolute levels and rate of increase of base pay at the top of the pay scale are interfering with taxpayer willingness to fund government services.

1 Section II. Salary Freeze for Certain Exempt Employees.

2 (A) For purposes of this section, "upper level exempt
3 employee" means an exempt employee whose annual base pay is \$60,000
4 or more for full time employees, or a proportionately reduced rate
5 for any employee regularly scheduled to work less than 1.0 FTE.
6 For example, any half time employee whose annual pay rate is
7 \$30,000 or more is included in this definition.

8 (B) Except as provided in this section the base pay for
9 each upper level exempt employee shall be frozen as of June 30,
10 1993. After June 30, 1993, no such employee shall receive a
11 cost-of-living adjustment or a merit increase in base pay.

12 (C) In the event an exempt employee is scheduled to
13 receive a Cost of Living Adjustment (COLA) or merit increase that
14 would raise the base pay of the employee to an annual base pay rate
15 above \$60,000, the scheduled adjustment or increase shall be
16 reduced so that the employee's annual base pay rate does not exceed
17 \$60,000.

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19 Section III. Advisory Committee

20 An advisory committee is hereby established for the purpose of
21 recommending to the Board of County Commissioners an alternative
22 pay system for upper level exempt employees. The advisory
23 committee members shall be appointed by the Chair of the Board of
24 County Commissioners.

1 Section IV. Amendment.

2 Ordinance No. 742, Section VII, is amended to read as
3 follows:

4 Section VII. Pay Administration.

5 (A) No exempt employee shall be paid at a base rate
6 which is less than the minimum or more than the maximum base rate
7 for the employee's classification.

8 (B) Appointment.

9 (1) All new hires, promotions, and
10 reclassifications to exempt positions may be made at a base rate up
11 to the midpoint of the employee's range, at the discretion of the
12 appointing manager. New hires, promotions, and reclassifications
13 at a base rate above the midpoint may be made with the approval of
14 the appropriate elected official.

15 (2) When a new hire to an exempt vacancy is made at
16 a base rate which is less than the mid-point of the appropriate
17 salary range, the appointing manager may, based on performance of
18 the appointee during a trial service period, provide a pay
19 adjustment to the appointee. Such adjustment shall not raise the
20 base rate above the mid-point of the appropriate pay range and must
21 occur within one year of the appointment date. This adjustment
22 shall not affect the anniversary date. This section applies only
23 to persons hired after the date of adoption of [this] ordinance No.

24 764.

25 (C) Merit Increase.

26 (1) A merit increase is an increase in base pay
27 equal to three percent (3%) or to the maximum of the range,

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whichever is lesser.

(2) Except as limited by Section II of Ordinance No. 764, each exempt employee who receives a performance appraisal other than "Needs Improvement" shall receive a merit increase, effective on that employee's anniversary date.

(3) No exempt employee who receives an appraisal of "Needs Improvement" shall receive a merit increase. If the second appraisal after a "Needs Improvement" appraisal, as required above, results in a rating other than "Needs Improvement", the employee shall receive a merit increase, effective three months after that employee's anniversary date, except as limited by section II of Ordinance No. 764.

(D) Range Adjustments. Whenever the Board of County Commissioners adopts changes in the compensation plan for an exempt classification, the implementing Ordinance shall specify the effect upon employees in that classification.

(E) Other Pay Adjustments. An elected official may authorize a merit bonus to an individual exempt employee on a selective basis. A merit bonus shall be for outstanding professional contributions to Multnomah County during the employee's evaluation period, provided the money is available in the elected official's baseline budget, in order to carry out Multnomah County's policy of exempt compensation administration as stated in Section II. of this Ordinance. Merit bonus pay adjustments under this section shall not be added to an exempt employee's base rate.

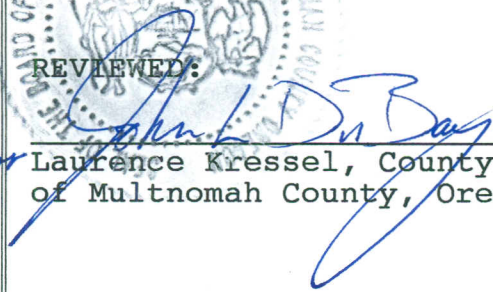
ADOPTED this 20th day of May,

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1 1993, being the date of its second reading before the Board of
2 County Commissioners of Multnomah County, Oregon.

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4 By 
Hank Miggins, Acting Chair
MULTNOMAH COUNTY, OREGON

5 REVIEWED:

6 
for Laurence Kressel, County Counsel
7 of Multnomah County, Oregon

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