

1 BEFORE THE BOARD OF COUNTY COMMISSIONERS
2 FOR MULTNOMAH COUNTY, OREGON
3 ORDINANCE NO. 764
4

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

8 MULTNOMAH COUNTY ORDAINS AS FOLLOWS:

9 Section I. Findings.

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

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

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

22 (D) The absolute levels and rate of increase of base pay
23 at the top of the pay scale are interfering with taxpayer
24 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,

1 whichever is lesser.

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

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

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

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

27 ADOPTED this 20th day of May,

28 05/15/93:1

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*
Hank Miggins, Acting Chair
MULTNOMAH COUNTY, OREGON

5 REVIEWED:

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

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