

1                   BEFORE THE BOARD OF COUNTY COMMISSIONERS

2                   FOR MULTNOMAH COUNTY, OREGON

3                   ORDINANCE NO. 767

4  
5                   An ordinance relating to the pay ranges and COLA  
6                   increases for exempt employees and repealing Ordinance Nos.  
7                   733, 737 and 755.

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 agreements, hereinafter "Exempt employees."

13                  B. It is the County's policy to establish an Exempt  
14                  Compensation Plan that provides such pay as necessary for the  
15                  County to recruit, select, and retain qualified management,  
16                  supervisory, administrative and professional employees; that  
17                  recognizes employee performance, growth, and development; that  
18                  maintains an appropriate internal relationship among  
19                  classifications and employees based on job responsibilities,  
20                  qualifications, and authority; and that maintains parity  
21                  between equivalent exempt and non-exempt positions.

22                  C. The Personnel Officer is responsible for  
23                  developing and recommending compensation plan adjustments to  
24                  the Multnomah County Board of Commissioners.

1           Section II. GENERAL ADJUSTMENTS.

2           Each pay range of the exempt compensation plan shall  
3           be increased by 3.0%, effective July 1, 1993; provided,  
4           however, that any range whose annual maximum is \$60,000 or more  
5           shall not be increased, and any range whose annual maximum is  
6           below \$60,000 shall not be increased higher than \$60,000.  
7           These pay ranges are shown in Exhibit A to this Ordinance and  
8           are hereby adopted.

9           Section III. EFFECT ON EMPLOYEES.

10           With the following exceptions, each employee in a  
11           classification listed in Exhibit A shall have his/her pay  
12           increased by 3.0%, effective July 1, 1993:

13           A. No employee in an elected official's staff  
14           classification marked with a triple asterisk (\*\*\*) shall be  
15           granted a pay increase as a result of this Ordinance.

16           B. No employee whose annual base pay as of June 30,  
17           1993, is \$60,000 or more shall be granted a pay increase as a  
18           result of this Ordinance.

19           C. Any employee scheduled to receive an increase as  
20           a result of this Ordinance that would raise the base pay rate  
21           of the employee above \$60,000 shall have that increase reduced  
22           so that the employee's annual base pay rate does not exceed  
23           \$60,000.

ADOPTED This 10th day of June, 1993, being the date of its second reading before the Board of County Commissioners of Multnomah County, Oregon.

By   
Hank Miggins, Acting Chair  
MULTNOMAH COUNTY, OREGON

REVIEWED:

  
Laurence Kressel, County Counsel  
of Multnomah County, Oregon



## EXHIBIT A

EXEMPT PAY RANGES  
EFFECTIVE JULY 1, 1993

JOB TITLE	ANNUAL		
	Min	Mid	Max
A & T Manager, Senior *	\$51,458	\$61,744	\$72,032
AA/EEO Officer *	\$42,845	\$51,422	\$60,000
Accounts Payable Supervisor	\$35,873	\$43,052	\$50,231
Administrative Analyst	\$29,525	\$35,434	\$41,321
Administrative Analyst, Senior	\$32,548	\$39,058	\$45,568
Administrative Services Officer	\$37,651	\$45,198	\$52,725
Adult Housing Administrator	\$35,873	\$43,052	\$50,231
Aging Services Branch Administrator	\$35,873	\$43,052	\$50,231
Aging Services Manager, Senior *	\$51,458	\$61,744	\$72,032
Aging Services Program Manager *	\$44,442	\$53,341	\$62,238
Alcohol/Drug Administrator	\$41,506	\$49,816	\$58,126
Animal Care Supervisor	\$32,548	\$39,058	\$45,568
Animal Control Manager *	\$44,442	\$53,341	\$62,238
Animal Control Supervisor	\$32,548	\$39,058	\$45,568
Appraisal Supervisor, Commercial	\$32,548	\$39,058	\$45,568
Appraisal Supervisor, Personal Property	\$32,548	\$39,058	\$45,568
Appraisal Supervisor, Residential	\$32,548	\$39,058	\$45,568
Assessment Information Resources Manager *	\$42,845	\$51,422	\$60,000
Assistant County Counsel 1 *	\$34,164	\$40,997	\$47,831
Assistant County Counsel 2 *	\$37,651	\$45,198	\$52,725
Assistant County Counsel, Chief *	\$48,992	\$58,809	\$68,602
Assistant County Counsel, Senior *	\$42,845	\$51,422	\$60,000
Benefits Administrator	\$39,543	\$47,461	\$55,355
Board of Equalization Admin.	\$29,525	\$35,434	\$41,321
Bridge Maintenance Administrator	\$37,651	\$45,198	\$52,725
Bridge Maintenance Supervisor	\$32,548	\$39,058	\$45,568
Bridge Operations Supervisor	\$22,022	\$26,431	\$29,363
Bridge Services Manager *	\$42,845	\$51,422	\$60,000
Captain *	\$55,491	\$61,050	\$66,585
Captain, Corrections *	\$51,323	\$56,455	\$61,588
Cartography Supervisor	\$29,525	\$35,434	\$41,321
Case Management Supervisor	\$32,548	\$39,058	\$45,568
Cataloging Administrator	\$41,506	\$49,816	\$58,126
Chaplain *	\$28,093	\$33,726	\$39,358
Chief Appraiser, Commercial	\$41,506	\$49,816	\$58,126
Chief Appraiser, Residential	\$39,543	\$47,461	\$55,355
Chief Deputy Medical Examiner *	\$42,845	\$51,422	\$60,000
Chief Deputy/Sheriff's Office *	\$62,865	\$69,162	\$75,438
Child & Adol Mental Health Manager *	\$42,845	\$51,422	\$60,000
Circulation Administrator	\$32,548	\$39,058	\$45,568
Civil Process Supervisor	\$31,002	\$37,212	\$43,398
Clinical Supervisor	\$47,461	\$51,408	\$55,355
Community Corr. Program Administrator	\$37,651	\$45,198	\$52,725
Community Services Administrator	\$37,651	\$45,198	\$52,725
Computer Operations Administrator	\$35,873	\$43,052	\$50,231
Construction Projects Administrator	\$41,506	\$49,816	\$58,126
Contracts Administrator	\$35,873	\$43,052	\$50,231
Co-Principal Investigator	\$48,992	\$58,809	\$67,931

Corrections Counselor Supervisor	\$35,873	\$43,052	\$50,231
County Counsel *	\$59,301	\$71,180	\$83,036
County Surveyor *	\$37,651	\$45,198	\$52,725
Data Analyst, Senior	\$32,548	\$39,058	\$45,568
Data Base Administrator	\$39,543	\$47,461	\$55,355
Data Systems Administrator	\$35,873	\$43,052	\$50,231
Data Systems Manager *	\$39,543	\$47,461	\$55,355
Dental Health Officer *	\$51,458	\$61,744	\$72,032
Dentist **	\$47,461	\$51,408	\$55,355
Dentist, Senior	\$51,422	\$55,711	\$60,000
Department Director, DCC *	\$59,301	\$71,180	\$83,036
Department Director, DES *	\$59,301	\$71,180	\$83,036
Department Director, DSS *	\$59,301	\$71,180	\$83,036
Department Director, Health *	\$59,301	\$71,180	\$83,036
Deputy Director, Library *	\$51,458	\$61,744	\$72,032
Deputy District Attorney/Chief *	\$51,458	\$61,744	\$72,032
Deputy District Attorney/1st Asst */***	\$0	\$0	\$0
Detention Programs Administrator	\$37,651	\$45,198	\$52,725
Developmental Disabilities Manager *	\$42,845	\$51,422	\$60,000
Distribution Supervisor	\$28,093	\$33,726	\$39,358
District Attorney Investigator/Chief	\$31,002	\$37,212	\$43,398
District Attorney's Operations Manager *	\$35,873	\$43,052	\$50,231
District Manager/DCC *	\$42,845	\$51,422	\$60,000
Elections Administrator	\$34,164	\$40,997	\$47,831
Elections Manager *	\$44,442	\$53,341	\$62,238
Emergency Management Administrator	\$37,651	\$45,198	\$52,725
Employee Services Manager *	\$44,442	\$53,341	\$62,238
Employee Services Specialist 1	\$28,093	\$33,726	\$39,358
Employee Services Specialist 2	\$32,548	\$39,058	\$45,568
Employee Services Specialist, Senior	\$34,164	\$40,997	\$47,831
Engineering Services Administrator	\$35,873	\$43,052	\$50,231
Engineering Services Manager *	\$42,845	\$51,422	\$60,000
Equipment Unit Administrator	\$35,873	\$43,052	\$50,231
Executive Assistant */***	\$0	\$0	\$0
Expo Manager *	\$44,442	\$53,341	\$62,238
Expo Operations Supervisor	\$32,548	\$39,058	\$45,568
Facilities Building Manager *	\$39,543	\$47,461	\$55,355
Facilities Building Supervisor	\$32,548	\$39,058	\$45,568
Facilities Coordinator	\$26,777	\$32,134	\$37,489
Facilities Environmental Coord.	\$34,164	\$40,997	\$47,831
Facilities Maintenance Manager *	\$42,845	\$51,422	\$60,000
Facilities Maintenance Supervisor	\$34,164	\$40,997	\$47,831
Facilities Manager, Senior *	\$48,992	\$58,809	\$68,602
Facilities Refurbishment Manager *	\$39,543	\$47,461	\$55,355
Family Services Manager *	\$42,845	\$51,422	\$60,000
Finance Manager *	\$44,442	\$53,341	\$62,238
Financial Analyst	\$35,873	\$43,052	\$50,231
Fiscal Officer/Sheriff's Office *	\$44,442	\$53,341	\$62,238
Fiscal Specialist, DSS	\$32,548	\$39,058	\$45,568
Fiscal Specialist, Senior	\$32,548	\$39,058	\$45,568
Fiscal Specialist Supervisor	\$35,873	\$43,052	\$50,231
Fleet & Support Services Manager *	\$44,442	\$53,341	\$62,238
Fleet Maintenance Supervisor	\$34,164	\$40,997	\$47,831



General Accounting Administrator	\$39,543	\$47,461	\$55,355
Geographic Information Records Manager *	\$42,845	\$51,422	\$60,000
Health Officer *	\$65,398	\$78,486	\$91,553
Health Officer, Assistant	\$59,301	\$71,180	\$83,036
Health Operations Supervisor	\$26,777	\$32,134	\$37,489
Health Services Administrator	\$39,543	\$47,461	\$55,355
Health Services Manager *	\$42,845	\$51,422	\$60,000
Health Services Manager, Senior *	\$48,992	\$58,809	\$67,931
Health Services Specialist	\$34,164	\$40,997	\$47,831
Health Supply Administrator	\$28,093	\$33,726	\$39,358
Housing & Community Services Manager *	\$46,684	\$56,030	\$65,352
Housing & Community Services Prog Admin	\$37,651	\$45,198	\$52,725
Information Services Manager, Senior *	\$48,992	\$58,809	\$68,602
Information Systems Manager *	\$42,845	\$51,422	\$60,000
Inmate Programs Manager *	\$46,684	\$56,030	\$65,352
Juvenile Counseling Administrator	\$37,651	\$45,198	\$52,725
Juvenile Counseling Services Manager *	\$42,845	\$51,422	\$60,000
Juvenile Counselor Supervisor	\$35,873	\$43,052	\$50,231
Juvenile Detention Manager *	\$42,845	\$51,422	\$60,000
Juvenile Justice Manager, Senior *	\$48,992	\$58,809	\$68,602
Juvenile Justice Program Manager *	\$39,543	\$47,461	\$55,355
Juvenile Justice Program Supervisor	\$34,164	\$40,997	\$47,831
Labor Relations Manager *	\$42,845	\$51,422	\$60,000
Labor Relations Manager, Deputy *	\$41,506	\$49,816	\$58,126
Labor Relations Specialist	\$28,093	\$33,726	\$39,358
Laundry Supervisor	\$26,777	\$32,134	\$37,489
Law Clerk *	\$26,777	\$32,134	\$37,489
Legislative/Admin Secretary */***	\$0	\$0	\$0
Library Administrator/Branch	\$39,543	\$47,461	\$55,355
Library Administrator/Central	\$39,543	\$47,461	\$55,355
Library Automated Systems Administrator	\$41,506	\$49,816	\$58,126
Library Director *	\$59,301	\$71,180	\$83,036
Library Manager/Branch	\$42,845	\$51,422	\$60,000
Library Manager/Central	\$42,845	\$51,422	\$60,000
Library Manager, Senior *	\$46,684	\$56,030	\$65,352
Library Supervising Secretary	\$24,285	\$29,133	\$33,980
Library Supervisor/Branch	\$32,548	\$39,058	\$45,568
Library Supervisor/Central	\$32,548	\$39,058	\$45,568
Library Support Services Administrator *	\$39,543	\$47,461	\$55,355
Library Technical Supervisor	\$28,093	\$33,726	\$39,358
Library Youth Services Coordinator *	\$41,506	\$49,816	\$58,126
Lieutenant	\$51,861	\$57,061	\$62,238
Lieutenant, Corrections	\$49,400	\$54,341	\$59,280
Litigation Counsel *	\$46,684	\$56,030	\$65,352
Loss Control Specialist	\$31,002	\$37,212	\$43,398
Major *	\$57,151	\$62,865	\$68,580
Major, Corrections *	\$54,909	\$60,400	\$65,891
Management Assistant, DCC *	\$39,543	\$47,461	\$55,355
Management Assistant, DES *	\$39,543	\$47,461	\$55,355
Management Assistant, DSS *	\$41,506	\$49,816	\$58,126
Management Auditor 1 *	\$26,777	\$32,134	\$37,489
Management Auditor 2 *	\$29,525	\$35,434	\$41,321
Management Auditor, Senior *	\$32,548	\$39,058	\$45,568

MCSO Office Operations Supervisor	\$29,525	\$35,434	\$41,321
MCSO Personnel Administrator *	\$39,543	\$47,461	\$55,355
Mental/Emotional Disabilities Manager *	\$42,845	\$51,422	\$60,000
Office Automation Administrator	\$39,543	\$47,461	\$55,355
Office Manager/County Counsel	\$29,525	\$35,434	\$41,321
Operations Administrator	\$32,548	\$39,058	\$45,568
Operations Supervisor	\$26,777	\$32,134	\$37,489
Operations/Telecommunications Manager *	\$42,845	\$51,422	\$60,000
Outreach Services Supervisor	\$32,548	\$39,058	\$45,568
Parks Maintenance Supervisor	\$34,164	\$40,997	\$47,831
Parks Manager *	\$44,442	\$53,341	\$62,238
Payroll Supervisor	\$35,873	\$43,052	\$50,231
Pharmacist	\$40,997	\$44,414	\$47,831
Physician **	\$54,035	\$64,837	\$75,640
Planning Manager *	\$44,442	\$53,341	\$62,238
Planning/Budget Administrator	\$37,651	\$45,198	\$52,725
Planning/Budget Manager *	\$44,442	\$53,341	\$62,238
Planning/Budget Specialist	\$31,002	\$37,212	\$43,398
Probation/Parole Supervisor	\$35,873	\$43,052	\$50,231
Program Develop & Eval Manager *	\$42,845	\$51,422	\$60,000
Program Development Specialist, Senior	\$34,164	\$40,997	\$47,831
Program Services Admin/MHYFS	\$35,873	\$43,052	\$50,231
Property/Commissary/Laundry Unit Admin	\$32,548	\$39,058	\$45,568
Property Management Supervisor	\$32,548	\$39,058	\$45,568
Public Guardian	\$37,651	\$45,198	\$52,725
Public Relations Coordinator *	\$39,543	\$47,461	\$55,355
Purchasing Manager *	\$44,442	\$53,341	\$62,238
Purchasing Specialist Supervisor	\$34,164	\$40,997	\$47,831
Records Administrator	\$37,651	\$45,198	\$52,725
Regional Park Supervisor	\$31,002	\$37,212	\$43,398
Risk Manager *	\$41,506	\$49,816	\$58,126
Road Maintenance Manager *	\$42,845	\$51,422	\$60,000
Road Maintenance Supervisor	\$31,002	\$37,212	\$43,398
Safety Specialist/Transportation	\$31,002	\$37,212	\$43,398
Selection and Acquisition Administrator	\$41,506	\$49,816	\$58,126
Sheriff	\$59,301	\$71,180	\$83,036
Sheriff's Operations Administrator	\$32,548	\$39,058	\$45,568
Social Services Manager, Assistant *	\$41,506	\$49,816	\$58,126
Social Services Manager, Senior *	\$51,458	\$61,744	\$72,032
Stack Services Supervisor	\$28,093	\$33,726	\$39,358
Staff Assistant */***	\$0	\$0	\$0
Staff Assistant/Sheriff's Office *	\$32,548	\$39,058	\$45,568
Systems Administrator	\$39,543	\$47,461	\$55,355
Tax Collection Manager *	\$42,845	\$51,422	\$60,000
Technical Support Manager *	\$42,845	\$51,422	\$60,000
Telecommunications Administrator	\$39,543	\$47,461	\$55,355
Traffic Aids Manager *	\$42,845	\$51,422	\$60,000
Traffic Aids Supervisor	\$31,002	\$37,212	\$43,398
Transportation Manager, Senior *	\$51,458	\$61,744	\$72,032
Transportation Support Services Manager *	\$41,506	\$49,816	\$58,126
Transportation Planning Administrator	\$35,873	\$43,052	\$50,231
Treasury Administrator	\$39,543	\$47,461	\$55,355
Undersheriff *	\$62,865	\$69,162	\$75,438



Valuation Manager *	\$46,684	\$56,030	\$65,352
Victim Services Administrator	\$35,873	\$43,052	\$50,231
Volunteer Program & Bookstore Admin.	\$39,543	\$47,461	\$55,355
Worker's Compensation Specialist	\$31,002	\$37,212	\$43,398
Youth Librarian/Branch Supervisor	\$34,164	\$40,997	\$47,831
Youth Services Administrator	\$39,543	\$47,461	\$55,355

\* Unclassified, non-Civil Service position pursuant to MCC 3.10.100.

\*\* Premium pay up to 10% over base pay when physician is assigned extra responsibilities for medical program and when physician or dentist is assigned to one of the correctional facilities.

\*\*\* Pay for elected official's staff to be determined by respective elected official pursuant to MCC 3.30.100 (B) (2).

Rev. 6/02/93