

**BEFORE THE BOARD OF COUNTY COMMISSIONERS
FOR MULTNOMAH COUNTY, OREGON**

RESOLUTION NO. 2012-067

Authorizing Salary Adjustments for Employees Not Covered by Collective Bargaining Agreements for Fiscal Year 2012-2013.

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, 2012 of 3.3%. These pay ranges are shown in an exhibit attached to this Resolution, labeled Management/Executive Pay Table - effective July 1, 2012.

ADOPTED this 31st day of May, 2012



BOARD OF COUNTY COMMISSIONERS
FOR MULTNOMAH COUNTY, OREGON

Jeff Cogen, Chair

REVIEWED BY:
JENNY M. MORF, COUNTY ATTORNEY
FOR MULTNOMAH COUNTY, OREGON

By

Jenny M. Morf., County Attorney

Multnomah County Management/Executive Pay Table - Effective July 1, 2012

REVISED 5-29-12								
Job Class	Job Title	Status	Pay Scale Group	Annual		Semi-Monthly		
				Min	Max	Min	Mid	Max
9603	AA/EEO Officer	EXEC	227	\$61,036.87	\$91,554.79	\$2,543.20	\$3,178.99	\$3,814.78
9006	Administrative Analyst		121	\$45,234.81	\$63,328.74	\$1,884.78	\$2,261.74	\$2,638.70
9005	Administrative Analyst, Senior		123	\$49,885.12	\$69,837.99	\$2,078.55	\$2,494.23	\$2,909.92
9607	Administrative Serv Officer		126	\$57,717.84	\$80,807.31	\$2,404.91	\$2,885.94	\$3,366.97
9634	Administrative Specialist		117	\$37,170.76	\$52,037.64	\$1,548.78	\$1,858.51	\$2,168.24
9449	Assistant District Attorney	EXEC	233	\$91,415.34	\$146,264.54	\$3,808.97	\$4,951.66	\$6,094.36
9060	Asst County Attorney 1	EXEC	227	\$61,036.87	\$91,554.79	\$2,543.20	\$3,178.99	\$3,814.78
9190	Asst County Attorney 2	EXEC	229	\$69,880.38	\$104,821.61	\$2,911.68	\$3,639.62	\$4,367.57
9440	Asst County Attorney, Senior	EXEC	233	\$91,415.34	\$146,264.54	\$3,808.97	\$4,951.66	\$6,094.36
9623	Bridge Maintenance Supervisor		124	\$52,362.92	\$73,305.76	\$2,181.79	\$2,618.10	\$3,054.41
9730	Budget Analyst, Senior		225	\$53,312.10	\$79,967.63	\$2,221.34	\$2,776.66	\$3,331.98
9734	Budget Analyst/Principal		227	\$61,036.87	\$91,554.79	\$2,543.20	\$3,178.99	\$3,814.78
9627	Captain	EXEC	232	\$84,644.02	\$135,430.43	\$3,526.83	\$4,584.88	\$5,642.93
9773	Cataloging Administrator		128	\$63,631.71	\$89,085.11	\$2,651.32	\$3,181.60	\$3,711.88
9007	Chaplain	EXEC	120	\$43,085.80	\$60,321.30	\$1,795.24	\$2,154.31	\$2,513.39
9630	Chief Appraiser	EXEC	229	\$69,880.38	\$104,821.61	\$2,911.68	\$3,639.62	\$4,367.57
9625	Chief Deputy	EXEC	233	\$91,415.34	\$146,264.54	\$3,808.97	\$4,951.66	\$6,094.36
9064	Chief Deputy Medical Examiner		226	\$57,043.29	\$85,565.46	\$2,376.80	\$2,971.02	\$3,565.23
9810	Chief Financial Officer	EXEC	235	\$108,601.36	\$173,763.00	\$4,525.06	\$5,882.59	\$7,240.12
9455	Chief Information Officer	EXEC	235	\$108,601.36	\$173,763.00	\$4,525.06	\$5,882.59	\$7,240.12
9117	Communications Analyst, Sr		227	\$61,036.87	\$91,554.79	\$2,543.20	\$3,178.99	\$3,814.78
9620	Community Justice Manager		126-128	\$57,717.84	\$89,085.11	\$2,404.91	\$3,058.39	\$3,711.88
9605	County Assessor	EXEC	232	\$84,644.02	\$135,430.43	\$3,526.83	\$4,584.88	\$5,642.93
9510	County Attorney	EXEC	237	\$131,407.93	\$210,252.69	\$5,475.33	\$7,117.93	\$8,760.53
5014	County Auditor	STAFF	5014	\$91,560.00	\$91,560.00	\$3,815.00	\$3,815.00	\$3,815.00
5001	County Chair	STAFF	5001	\$141,182.18	\$141,182.18	\$5,882.59	\$5,882.59	\$5,882.59
5010	County Commissioner	STAFF	5010	\$93,631.12	\$93,631.12	\$3,901.30	\$3,901.30	\$3,901.30
9676	County Engineer	EXEC	232	\$84,644.02	\$135,430.43	\$3,526.83	\$4,584.88	\$5,642.93
9649	County Surveyor	EXEC	229	\$69,880.38	\$104,821.61	\$2,911.68	\$3,639.62	\$4,367.57
9664	D A Administrative Manager	EXEC	230	\$75,470.98	\$113,206.47	\$3,144.62	\$3,930.78	\$4,716.94
9445	D A Investigator/Chief	EXEC	124-126	\$52,362.92	\$80,807.31	\$2,181.79	\$2,774.38	\$3,366.97
9499	Dental Director	EXEC	235	\$108,601.36	\$173,763.00	\$4,525.06	\$5,882.59	\$7,240.12
9390	Dentist	EXEC-HP	233	\$91,415.34	\$146,264.54	\$3,808.97	\$4,951.66	\$6,094.36
9610	Department Director 1	EXEC	234	\$98,728.98	\$157,966.36	\$4,113.71	\$5,347.82	\$6,581.93
9613	Department Director 2	EXEC	235	\$108,601.36	\$173,763.00	\$4,525.06	\$5,882.59	\$7,240.12
9812	Department Director Principal/COO	EXEC	236	\$119,461.29	\$191,139.09	\$4,977.55	\$6,470.84	\$7,964.13
9281	Deputy Auditor	STAFF	9281	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
9631	Deputy County Attorney	EXEC	234	\$98,728.98	\$157,966.36	\$4,113.71	\$5,347.82	\$6,581.93
9619	Deputy Director	EXEC	232	\$84,644.02	\$135,430.43	\$3,526.83	\$4,584.88	\$5,642.93
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	236	\$119,461.29	\$191,139.09	\$4,977.55	\$6,470.84	\$7,964.13
9541	Deputy Medical Director	EXEC	236	\$119,461.29	\$191,139.09	\$4,977.55	\$6,470.84	\$7,964.13
5053	District Attorney	STAFF	5053*	\$160,300.00	\$160,300.00	\$6,679.17	\$6,679.17	\$6,679.17
9601	Division Director 1	EXEC	230	\$75,470.98	\$113,206.47	\$3,144.62	\$3,930.78	\$4,716.94
9602	Division Director 2	EXEC	231	\$81,508.87	\$122,263.81	\$3,396.20	\$4,245.26	\$5,094.33
9731	Economist	EXEC	229	\$69,880.38	\$104,821.61	\$2,911.68	\$3,639.62	\$4,367.57
9666	Elections Manager	EXEC	229	\$69,880.38	\$104,821.61	\$2,911.68	\$3,639.62	\$4,367.57
9530	Ems Medical Director	EXEC	236	\$119,461.29	\$191,139.09	\$4,977.55	\$6,470.84	\$7,964.13
9671	Engineering Services Manager 1	EXEC	229	\$69,880.38	\$104,821.61	\$2,911.68	\$3,639.62	\$4,367.57
9672	Engineering Services Manager 2	EXEC	231	\$81,508.87	\$122,263.81	\$3,396.20	\$4,245.26	\$5,094.33
9062	Environmental Health Supervisor		128	\$63,631.71	\$89,085.11	\$2,651.32	\$3,181.60	\$3,711.88
9711	Executive Advisor	EXEC	229	\$69,880.38	\$104,821.61	\$2,911.68	\$3,639.62	\$4,367.57
9460	Executive Assistant	STAFF	9460	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
9679	Facilities & Property Mgmt Division Dir	EXEC	232	\$84,644.02	\$135,430.43	\$3,526.83	\$4,584.88	\$5,642.93
9686	Facilities Dev & Services Mgr	EXEC	129	\$66,817.63	\$93,542.83	\$2,784.07	\$3,340.84	\$3,897.62
9336	Finance Manager	EXEC	229	\$69,880.38	\$104,821.61	\$2,911.68	\$3,639.62	\$4,367.57
9338	Finance Manager, Sr	EXEC	231	\$81,508.87	\$122,263.81	\$3,396.20	\$4,245.26	\$5,094.33
9335	Finance Supervisor		226	\$57,043.29	\$85,565.46	\$2,376.80	\$2,971.02	\$3,565.23
9689	Fleet Maintenance Supervisor		124	\$52,362.92	\$73,305.76	\$2,181.79	\$2,618.10	\$3,054.41

Multnomah County Management/Executive Pay Table - Effective July 1, 2012

REVISED 5-29-12				Annual		Semi-Monthly		
Job Class	Job Title	Status	Pay Scale Group	Min	Max	Min	Mid	Max
9550	Health Officer	EXEC	237	\$131,407.93	\$210,252.69	\$5,475.33	\$7,117.93	\$8,760.53
9698	Health Services Development Admin		128	\$63,631.71	\$89,085.11	\$2,651.32	\$3,181.60	\$3,711.88
9080	Human Resources Analyst 1		222	\$45,331.14	\$63,464.42	\$1,888.80	\$2,266.57	\$2,644.35
9670	Human Resources Analyst 2		224	\$49,823.66	\$74,736.52	\$2,075.99	\$2,595.00	\$3,114.02
9748	Human Resources Analyst, Senior		226	\$57,043.29	\$85,565.46	\$2,376.80	\$2,971.02	\$3,565.23
9668	Human Resources Director	EXEC	234	\$98,728.98	\$157,966.36	\$4,113.71	\$5,347.82	\$6,581.93
9715	Human Resources Manager 1	EXEC	228	\$65,309.36	\$97,963.52	\$2,721.22	\$3,401.52	\$4,081.81
9621	Human Resources Manager 2	EXEC	230	\$75,470.98	\$113,206.47	\$3,144.62	\$3,930.78	\$4,716.94
9669	Human Resources Manager, Senior	EXEC	232	\$84,644.02	\$135,430.43	\$3,526.83	\$4,584.88	\$5,642.93
9061	Human Resources Technician		118	\$39,094.30	\$54,732.73	\$1,628.93	\$1,954.73	\$2,280.53
9699	ICS Director	EXEC	234	\$98,728.98	\$157,966.36	\$4,113.71	\$5,347.82	\$6,581.93
9452	IT Manager 1	EXEC	230	\$75,470.98	\$113,206.47	\$3,144.62	\$3,930.78	\$4,716.94
9453	IT Manager 2	EXEC	231	\$81,508.87	\$122,263.81	\$3,396.20	\$4,245.26	\$5,094.33
9454	IT Manager/Senior	EXEC	232	\$84,644.02	\$135,430.43	\$3,526.83	\$4,584.88	\$5,642.93
9458	IT Project Manager 1	EXEC	228	\$65,309.36	\$97,963.52	\$2,721.22	\$3,401.52	\$4,081.81
9459	IT Project Manager 2	EXEC	230	\$75,470.98	\$113,206.47	\$3,144.62	\$3,930.78	\$4,716.94
9456	IT Security Manager	EXEC	231	\$81,508.87	\$122,263.81	\$3,396.20	\$4,245.26	\$5,094.33
9451	IT Supervisor	EXEC	228	\$65,309.36	\$97,963.52	\$2,721.22	\$3,401.52	\$4,081.81
9055	Law Clerk	EXEC	223	\$46,564.54	\$69,847.33	\$1,940.19	\$2,425.25	\$2,910.31
9002	Legal Assistant 1		115	\$33,734.69	\$47,228.81	\$1,405.61	\$1,686.74	\$1,967.87
9003	Legal Assistant 2		117	\$37,170.76	\$52,037.64	\$1,548.78	\$1,858.51	\$2,168.24
9004	Legal Assistant, Sr		120	\$43,085.80	\$60,321.30	\$1,795.24	\$2,154.31	\$2,513.39
9001	Legislative/Admin Secretary	STAFF	9001	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
9776	Library Administrator		226	\$57,043.29	\$85,565.46	\$2,376.80	\$2,971.02	\$3,565.23
9782	Library Manager, Senior	EXEC	230	\$75,470.98	\$113,206.47	\$3,144.62	\$3,930.78	\$4,716.94
9780	Library Manager/Branch		227	\$61,036.87	\$91,554.79	\$2,543.20	\$3,178.99	\$3,814.78
9784	Library Supervisor		223	\$46,564.54	\$69,847.33	\$1,940.19	\$2,425.25	\$2,910.31
9705	Lieutenant	EXEC	230	\$75,470.98	\$113,206.47	\$3,144.62	\$3,930.78	\$4,716.94
9647	Lieutenant/Corrections	EXEC	230	\$75,470.98	\$113,206.47	\$3,144.62	\$3,930.78	\$4,716.94
9279	Management (Perform) Auditor, Principal	STAFF	9279	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
9010	Management (Performance) Auditor	STAFF	9010	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
9280	Management (Performance) Auditor, Sr	STAFF	9280	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
9710	Management Assistant	EXEC	127	\$60,597.26	\$84,837.58	\$2,524.89	\$3,029.89	\$3,534.90
9364	Manager 2	EXEC	228	\$65,309.36	\$97,963.52	\$2,721.22	\$3,401.52	\$4,081.81
9365	Manager, Sr	EXEC	229	\$69,880.38	\$104,821.61	\$2,911.68	\$3,639.62	\$4,367.57
9202	MCSO Corrections Program Admin		126	\$57,717.84	\$80,807.31	\$2,404.91	\$2,885.94	\$3,366.97
9520	Medical Director	EXEC	237	\$131,407.93	\$210,252.69	\$5,475.33	\$7,117.93	\$8,760.53
9744	Mental Health Director	EXEC	232	\$84,644.02	\$135,430.43	\$3,526.83	\$4,584.88	\$5,642.93
9518	Nursing Development Consultant		226	\$57,043.29	\$85,565.46	\$2,376.80	\$2,971.02	\$3,565.23
9519	Nursing Director	EXEC	229	\$69,880.38	\$104,821.61	\$2,911.68	\$3,639.62	\$4,367.57
9020	Nutrition Services Manager		123	\$49,885.12	\$69,837.99	\$2,078.55	\$2,494.23	\$2,909.92
9697	Nutrition Supervisor		123	\$49,885.12	\$69,837.99	\$2,078.55	\$2,494.23	\$2,909.92
9011	Office Assistant 2		112	\$29,123.14	\$40,774.74	\$1,213.46	\$1,456.21	\$1,698.95
9720	Operations Administrator		123	\$49,885.12	\$69,837.99	\$2,078.55	\$2,494.23	\$2,909.92
9025	Operations Supervisor		121	\$45,234.81	\$63,328.74	\$1,884.78	\$2,261.74	\$2,638.70
9054	Paralegal		222	\$45,331.14	\$63,464.42	\$1,888.80	\$2,266.57	\$2,644.35
9337	Payroll Specialist		222	\$45,331.14	\$63,464.42	\$1,888.80	\$2,266.57	\$2,644.35
9355	Pharmacist	EXEC-HP	231	\$81,508.87	\$122,263.81	\$3,396.20	\$4,245.26	\$5,094.33
9357	Pharmacy & Clinic Sup Services Director	EXEC	234	\$98,728.98	\$157,966.36	\$4,113.71	\$5,347.82	\$6,581.93
9490	Physician	EXEC-HP	236	\$119,461.29	\$191,139.09	\$4,977.55	\$6,470.84	\$7,964.13
9146	Planner/Principal	EXEC	228	\$65,309.36	\$97,963.52	\$2,721.22	\$3,401.52	\$4,081.81
9798	Principal Investigator	EXEC	230	\$75,470.98	\$113,206.47	\$3,144.62	\$3,930.78	\$4,716.94
9797	Principal Investigator Manager	EXEC	231	\$81,508.87	\$122,263.81	\$3,396.20	\$4,245.26	\$5,094.33
9677	Production Supervisor		122	\$47,509.48	\$66,511.14	\$1,979.56	\$2,375.43	\$2,771.30
9615	Program Manager 1		127-129	\$60,597.26	\$93,542.83	\$2,524.89	\$3,211.25	\$3,897.62
9361	Program Supervisor		124-126	\$52,362.92	\$80,807.31	\$2,181.79	\$2,774.38	\$3,366.97
9063	Project Manager		127	\$60,597.26	\$84,837.58	\$2,524.89	\$3,029.89	\$3,534.90
9491	Psychiatrist	EXEC-HP	237	\$131,407.93	\$210,252.69	\$5,475.33	\$7,117.93	\$8,760.53
9790	Public Relations Coordinator	EXEC	129	\$66,817.63	\$93,542.83	\$2,784.07	\$3,340.84	\$3,897.62
9366	Quality Manager	EXEC	229	\$69,880.38	\$104,821.61	\$2,911.68	\$3,639.62	\$4,367.57
9732	Records Administrator		126	\$57,717.84	\$80,807.31	\$2,404.91	\$2,885.94	\$3,366.97

Multnomah County Management/Executive Pay Table - Effective July 1, 2012

REVISED 5-29-12								
Job Class	Job Title	Status	Pay Scale Group	Annual		Semi-Monthly		
				Min	Max	Min	Mid	Max
9041	Research Scientist	EXEC	227	\$61,036.87	\$91,554.79	\$2,543.20	\$3,178.99	\$3,814.78
9043	Research/Evaluation Analyst, Senior		126	\$57,717.84	\$80,807.31	\$2,404.91	\$2,885.94	\$3,366.97
9140	Road Operations Supervisor		123	\$49,885.12	\$69,837.99	\$2,078.55	\$2,494.23	\$2,909.92
5004	Sheriff	STAFF	5004	\$144,628.26	\$144,628.26	\$6,026.18	\$6,026.18	\$6,026.18
9400	Staff Assistant	STAFF	9400	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
9674	Survey Supervisor		227	\$61,036.87	\$91,554.79	\$2,543.20	\$3,178.99	\$3,814.78
3005	Tax Supr/Admin Officer	STAFF	3005	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
1096	Tax Supr/Budget Analyst	STAFF	1096	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
9626	Undersheriff	EXEC	137	\$98,200.16	\$137,480.00	\$4,091.67	\$4,910.00	\$5,728.33
9746	Veterinarian	EXEC	230	\$75,470.98	\$113,206.47	\$3,144.62	\$3,930.78	\$4,716.94

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.

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

- District Attorney's salary includes State of Oregon contribution.

HP – Health Premium Pay:

- Premium pay of 5% in addition to base pay when a non-Director, non-Officer Physician is assigned to lead a major medical program.
- Premium pay of 5% in addition to base pay when a non-Director, non-Officer Physician is assigned to work on an ongoing basis in correctional facilities.
- Premium pay of 5% in addition to base pay when a Pharmacist is assigned supervision of Pharmacists or to help train, supervise and direct the orientation of Pharmacists and evaluate performance during their probation period.
- Premium pay of 5% in addition to base when a non-director, non-Officer Physician or Psychiatrist has medical expertise and is assigned specialty responsibility requiring additional certification and the passing of a subspecialty examination given by the appropriate medical board recognized within the state of Oregon.
- Premium pay of 5% in addition to base pay when a non-Director, non-Officer Dentist is officially assigned program duties that require supervising dental services in a locked correctional facility or when supervising clinical operations in a county dental clinic; and/or has additional training/clinical expertise and is required to perform advanced dental treatment/care for patients.