

ANNOTATED AGENDA

Monday, April 23, 1990 - 10:00 AM
Multnomah County Courthouse, Room 602

BUDGET WORK SESSION

Items Affecting Sheriff's Department Budget will be discussed first

BUDGET WORK SESSION AND FORMAL ADOPTION
CONTINUED TO THURSDAY, APRIL 26, 1990,
FOLLOWING FORMAL MEETING

SUPPLEMENTAL AGENDA

Tuesday, April 24, 1990 - 8:30 AM
Multnomah County Courthouse, Room 602

EXECUTIVE SESSION

The Multnomah County Board of Commissioners will meet in Executive Session pursuant to ORS 192.660(2) for the purpose of discussing labor negotiations

EXECUTIVE SESSION HELD, NO DECISIONS MADE

Tuesday, April 24, 1990 - 9:30 AM
Multnomah County Courthouse, Room 602

PLANNING ITEMS

1. C 1-88 PERIODIC REVIEW DECISION

The Board to adopt an ESEE Analysis Designation for Site #4, Angell Brothers, Inc. Quarry which will become part of the Local Review Order to be submitted to the Department of Land Conservation and Development, to fulfill Periodic Review Requirements (Continued from April 17, 1990)

FINAL ORDER 90-59 APPROVED WITH RECOMMENDED AMENDMENTS

2. RPD 1-90 PUBLIC HEARING - De Novo
LD 1-90

Review the decision of the Planning Commission of February 26, 1990, approving change in zone designation from MUF-19, multiple use forest district to MUF-19, RPD, rural planned-development, and approving, subject to conditions, tentative plan for Type I land division, resulting in a 12-lot land division, all for property located at 11000 NW Saltzman Road

Scope of Review: De Novo

**MOTION DENYING PLANNING COMMISSION DECISION
APPROVED. COMMISSIONER BAUMAN SERVED NOTICE OF
POSSIBLE RECONSIDERATION OF MATTER ON TUESDAY,
MAY 1, 1990**

Tuesday, April 24, 1990 - 1:30 PM
Multnomah County Courthouse, Room 602

INFORMAL BRIEFINGS

1. Review of April 26, 1990 Formal Agenda Item R-1 presented by Lee Moore.
2. Library Transition Team Report presented by Ginnie Cooper and Margaret Epting.
3. Briefing on Children and Youth Services Plan for addressing requirements of State Youth Commission with regard to intervention dollars, presented by Judge Linda Bergman and Michael Morrissey.
4. Briefing on Community Restoration Budget presented by Norm Monroe.

**DISCUSSED FUNDING OA II POSITION FOR OPERATION
AND IMPLEMENTATION OF PROPOSED FAMILY
DEVELOPMENT CENTERS**

5. Update on North/Northeast Youth Gang Outreach presented by Maceo Pettis.

TO BE RESCHEDULED

6. Informal Review of Formal Agenda of April 26, 1990.

**COUNTY COUNSEL SUBMITTED A RESOLUTION FOR
CONSIDERATION ALONG WITH BUDGET MODIFICATION
DGS #15, ITEM R-2**

**COMMISSIONER ANDERSON ADVISED AN ORDER HAD BEEN
SUBMITTED FOR CONSIDERATION ALONG WITH
INTERGOVERNMENTAL AGREEMENT, ITEM R-5**

Thursday, April 26, 1990 - 9:30 AM
Multnomah County Courthouse, Room 602

FORMAL MEETING

CONSENT CALENDAR

- C-1 In the Matter of Appointments of R. Douglas Rogers, Micki Clay and Virginia Jellison to Metropolitan Community Action Private Sector, for terms expiring 1991.

APPROVED

- C-2 Proclamation in the Matter of Proclaiming April 30 through May 7, 1990 as COMMUNITY LAW WEEK in Multnomah County, Oregon.

PROCLAMATION 90-60 APPROVED

DEPARTMENT OF GENERAL SERVICES

- R-1 In the Matter of Approval of Multnomah County Regulatory Commission, Multnomah Cable Access Corporation, and the PCTV Budgets pursuant to an Intergovernmental Agreement between the jurisdictions of Gresham, Troutdale, Fairview, Wood Village and Multnomah County.

APPROVED

- R-2 Budget Modification DGS #15 requesting approval of the transfer of \$10,000 from the General Fund Contingency to provide consulting services for the processing of a new Cable Franchise application.

TABLED

- R-3 Ratification of an Intergovernmental Agreement to allow the County's contract for the purchase of Herman Miller furnishings to be used by Portland State University in accordance with Bid No. B43-100-3028.

APPROVED

PUBLIC CONTRACT REVIEW BOARD

(Recess as the Board of County Commissioners and convene as the Public Contract Review Board)

- R-4 Order in the Matter of an Exemption from Public Bidding to Exceed the 20% Limitation for Contract Change Orders for the Broadway Bridge Renovation Project.

ORDER 90-61 APPROVED

(Recess as the Public Contract Review Board and reconvene as the Board of County Commissioners)

DEPARTMENT ENVIRONMENTAL SERVICES

- R-5 Ratification of an Intergovernmental Agreement between Multnomah County and the City of Gresham for the sale of properties which have been deeded to the County through tax foreclosure on which there are special City assessments.

**ORDER 90-62 - IN THE MATTER OF AN
INTERGOVERNMENTAL AGREEMENT BETWEEN THE CITY OF
GRESHAM AND MULTNOMAH COUNTY FOR FORECLOSURE
SALES FOR COLLECTION OF CITY AND COUNTY LIENS
- APPROVED**

INTERGOVERNMENTAL AGREEMENT APPROVED

DEPARTMENT OF JUSTICE SERVICES

- R-6 Budget Modification DJS #19 requesting reclassification of Program Supervisor to a Program Manager I in the Alternative Community Services Program.

APPROVED

- R-7 Budget Modification DJS #21 requesting reclassification of Office Assistant II position in the Office of Women's Transition Services to an Office Assistant III in accordance with the findings of Employee Relations.

APPROVED

NON-DEPARTMENTAL

- R-8 Resolution in the Matter of Declaring Intention of Multnomah County to Establish, Equip and Maintain a Public Library under ORS 357.410; and Authorizing an Agreement with Directors of the Library Association of Portland to Transfer to the County all Real and Personal Property Used to Conduct Operations of the Multnomah County Public Library.

RESOLUTION 90-63 APPROVED

- R-9 Resolution in the Matter of Prohibiting Use of Polystyrene Foam Products in County Operated Facilities Absent a Board Approved Recycling Program.

RESOLUTION 90-64 APPROVED

DEPARTMENT OF HUMAN SERVICES

- R-10 Budget Modification DHS #46 requesting various internal housekeeping adjustments within the DD Program in the Social Services Division.

APPROVED

- R-11 Budget Modification DHS #47 requesting increase in the Social Services Division Developmental Disabilities program contracts budget of \$231,905 to reflect amendment #17 of the State Mental Health Grant which implements an increase in direct care wages.

APPROVED

- R-12 Budget Modification DHS #48 requests several unrelated classification changes for positions within the Health Division, and transfers salary savings to cover start up costs at the three new school based clinics.

APPROVED

- R-13 Budget Modification DHS #49 requests approval to enter into a testing agreement with Epitepe Corp. to assist in data collection for a new hepatitis test.

APPROVED

- R-14 Ratification of an Intergovernmental Agreement between State Senior & Disabled Services Division and Aging Services Division to provide a total \$33,333 State General Revenue funds, \$8,328 for FY 89/90 and the remainder of \$25,005 for FY 90/91 to funding the development and implementation of Geriatric Mental Health specialists and services.

APPROVED

- R-15 Budget Modification DHS #51 requests addition of \$8,328 of a new mental health grant from the State Senior and Disabled Services Division to Social Services Division.

APPROVED

- R-16 Ratification of amendment #3 to Intergovernmental Agreement between Developmental Disabilities Program and Portland Public Schools to provide continual early intervention services to ten children.

APPROVED

POSSIBLE DATE FOR CONSIDERATION OF APPROVAL OF A RESOLUTION
IN THE MATTER OF ACCEPTING THE EXECUTIVE BUDGET AS AMENDED, AND
PREPARING THE APPROVED MULTNOMAH COUNTY BUDGET FOR SUBMITTAL TO
THE TAX SUPERVISING AND CONSERVATION COMMISSION

PUBLIC TESTIMONY TAKEN

BOARD APPROVED AMENDED EXECUTIVE BUDGET WITH
ADDITIONAL AMENDMENTS AND MOVED A BALANCE OF
\$428,906 INTO THE CONTINGENCY ACCOUNT

(RESOLUTION 90-65 APPROVED)

BOARD DIRECTED STAFF TO PREPARE AND
INCORPORATE CERTAIN NON-FINANCIAL AMENDMENTS
INTO THE BUDGET

0775C/1-5/dr
4/26/90



MULTNOMAH COUNTY OREGON

BOARD OF COUNTY COMMISSIONERS
ROOM 605, COUNTY COURTHOUSE
1021 S.W. FOURTH AVENUE
PORTLAND, OREGON 97204

GLADYS McCOY • CHAIR • 248-3308
PAULINE ANDERSON • DISTRICT 1 • 248-5220
GRETCHEN KAFOURY • DISTRICT 2 • 248-5219
RICK BAUMAN • DISTRICT 3 • 248-5217
SHARRON KELLEY • DISTRICT 4 • 248-5213
JANE McGARVIN • Clerk • 248-3277

Annotated
#0775C

AGENDA

MEETINGS OF THE MULTNOMAH COUNTY BOARD OF COMMISSIONERS

FOR THE WEEK OF

APRIL 23 - 27, 1990

Monday, April 23 - 10:00 AM - Budget Work Session Page 2
Tuesday, April 24 - 9:30 AM - Planning Items Page 2
Tuesday, April 24 - 1:30 PM - Informal Briefings Page 2
TO FOLLOW: - Informal Agenda Review . . Page 3
Thursday, April 26 - 9:30 AM - Formal Meeting Page 3

PUBLIC TESTIMONY WILL BE TAKEN DURING PUBLIC HEARINGS

Thursday Meetings of the Multnomah County Board of Commissioners are recorded and can be seen at the following times:

Thursday, 10:00 PM, Channel 11 for East and West side subscribers
Friday, 6:00 PM, Channel 27 for Paragon Cable (Multnomah East) subscribers
Saturday, 12:00 PM, Channel 21 for East Portland and East County subscribers

Monday, April 23, 1990 - 10:00 AM

Multnomah County Courthouse, Room 602

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Scope of Review: De Novo

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RESOLUTION IN THE MATTER OF ACCEPTING THE EXECUTIVE BUDGET AS
AMENDED, AND PREPARING THE APPROVED MULTNOMAH COUNTY BUDGET FOR
SUBMITTAL TO THE TAX SUPERVISING AND CONSERVATION COMMISSION

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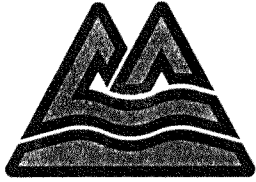
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POSSIBLE DATE FOR CONSIDERATION OF APPROVAL OF A
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AMENDED, AND PREPARING THE APPROVED MULTNOMAH COUNTY BUDGET FOR
SUBMITTAL TO THE TAX SUPERVISING AND CONSERVATION COMMISSION

0701C/22-26/df/dr
4/19/90



MULTNOMAH COUNTY OREGON

BOARD OF COUNTY COMMISSIONERS
ROOM 605, COUNTY COURTHOUSE
1021 S.W. FOURTH AVENUE
PORTLAND, OREGON 97204

GLADYS McCOY • CHAIR • 248-3308
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JANE McGARVIN • Clerk • 248-3277

*Annotated
#0775C*

SUPPLEMENTAL AGENDA

Tuesday, April 24, 1990 - 8:30 AM

Multnomah County Courthouse, Room 602

EXECUTIVE SESSION

The Multnomah County Board of Commissioners will meet in Executive Session pursuant to ORS 192.660(2) for the purpose of discussing labor negotiations

0701C/27/dr
4/20/90

DATE SUBMITTED _____

(For Clerk's Use)

Meeting Date APR 24 1990
Agenda No. _____

REQUEST FOR PLACEMENT ON THE AGENDA

Subject: Executive Session - TUESDAY, APRIL 24, 1990

Informal Only* _____
(Date)

8:30 AM.
Formal Only _____
(Date)

DEPARTMENT Dept. of General Services DIVISION Director's Office

CONTACT Linda D. Alexander TELEPHONE 248-3303

*NAME(s) OF PERSON MAKING PRESENTATION TO BOARD Ken Upton

BRIEF SUMMARY Should include other alternatives explored, if applicable, and clear statement of rationale for the action requested.

Executive session to discuss labor negotiations per ORS 192.660 (2).

(IF ADDITIONAL SPACE IS NEEDED, PLEASE USE REVERSE SIDE)

ACTION REQUESTED:

☐ INFORMATION ONLY ☐ PRELIMINARY APPROVAL ☐ POLICY DIRECTION ☐ APPROVAL

INDICATE THE ESTIMATED TIME NEEDED ON AGENDA _____

IMPACT:

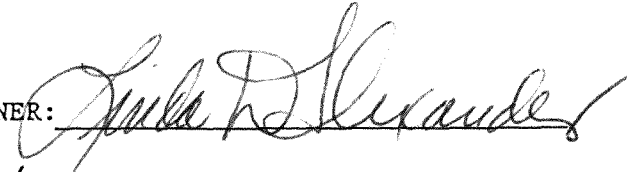
PERSONNEL

☐ FISCAL/BUDGETARY

☐ - General Fund

Other _____

SIGNATURES:

DEPARTMENT HEAD, ELECTED OFFICIAL, or COUNTY COMMISSIONER: 

BUDGET / PERSONNEL _____

COUNTY COUNSEL (Ordinances, Resolutions, Agreements, Contracts) _____

OTHER _____
(Purchasing, Facilities Management, etc.)

NOTE: If requesting unanimous consent, state situation requiring emergency action on back.



MULTNOMAH COUNTY OREGON

BOARD OF COUNTY COMMISSIONERS
GLADYS McCOY
PAULINE ANDERSON
GRETCHEN KAFOURY
RICK BAUMAN
SHARRON KELLEY

DEPARTMENT OF GENERAL SERVICES
PORTLAND BUILDING
1120 SW FIFTH, 14TH FLOOR
PORTLAND, OR 97204-1934

AT OTHER LOCATIONS:

OFFICE OF THE DIRECTOR (503) 248-3303
EMPLOYEE SERVICES (503) 248-5015
FINANCE (503) 248-3312
LABOR RELATIONS (503) 248-5135
PLANNING & BUDGET (503) 248-3883

ADMINISTRATIVE SERVICES (503) 248-5111
ASSESSMENT & TAXATION (503) 248-3345
ELECTIONS (503) 248-3720
INFORMATION SERVICES (503) 248-3749

CONFIDENTIAL MEMORANDUM

TO: Board of County Commissioners

FROM: Kenneth Upton, Labor Relations Manager *K*

DATE: April 23, 1990

SUBJECT: Discussions With Local 88 Regarding Implementation of The Classification and Compensation Study - Article 14.1.d - Executive Session April 24, 1990

The release to the Classification and Compensation Subcommittee of the initial figures on cost implementation of the Classification and Compensation Study reveals:

1. Implementation of the Pay Policy Line Violates Contractual Constraints

Although the figures contained in the cost implementation options provided by the consultants as contained in the chart on the attached memorandum (Attachment 1) are somewhat below our independent estimates for technical reasons, the policy implications are the same:

	<u>Dollars</u>	<u>% of Payroll</u>
A. <u>Annual cost before rollups of implementing Pay Policy Line.</u>	\$2,565,012	8%
B. <u>Annual amount set aside contractually.</u>	\$ 472,476	1.5%
C. <u>Annual shortfall.</u>	<u>\$2,092,536</u>	<u>6.5%</u>

2. Contractual Mechanisms Will Protect the County's Fiscal Interests.

As the Board may recall, we were contractually quite careful in protecting the County's short- and long-term fiscal interests in doing this study, specifically:

- Implementation of the study constituted full and complete resolution of the "equitable compensation system" issue. There was not to be a repeated set of fiscal demands in the name of "Pay Equity" (Local 88 Agreement, Page 50, copy attached as Attachment 2).
- The total cost of the program was established as a maximum of 1.5 percent of base pay for the Fiscal Year 90-91 (Agreement, Page 54).
- If any study resulted in more than 1.5 percent cost the ranges would be adjusted to meet the cost constraint (Agreement, Page 54).
- Any employee over the pay policy line resulting from this study was to be "red circled", i.e. he or she would receive no salary increase. (Agreement, Page 55). This protected the County's longer term fiscal interest by offsetting future step movement of employees advanced to higher ranges by wages not received by red-circled employees.

3. Institution of the Fiscal Protections of the Contract Would Have Substantial Adverse Impact on Employees.

Although the consultants have outlined a number of "Cost Implementation Options", the option which appears to be contractually required, and is consistent with all representations I have made to the Union, is to simply "adjust", i.e. lower, the pay line. Unfortunately, to meet the 1.5 percent restraint, the line would have to be lowered a massive 19 percent, a result which would red circle, before July 1, 1990 increase, over one-half of the bargaining unit, or over 700 employees according to initial estimates. (Note: This would substantially reduce the recommendations contained in the Policy Pay Line Salary Recommendations, Attachment 3.)

As a result of the above, we are faced with the dilemma that the study may be implemented contractually, but only by harming large numbers of the employees who were supposed to be served. Given this effect, it would appear that an effort to explore the joint interests of the County and

Board of County Commissioners
April 23, 1990
Page 3

Union is now in order. Such an effort would possibly result in a contractual amendment which would serve the key policy objectives of the parties in this matter without harsh results. The purpose of the April 24 executive session is to seek initial policy direction from the Board in pursuing the possibility of such an amendment.

336LR/KU

Attachments

cc confidential: Linda Alexander
Lloyd Williams

File: Local 88 - Classification and Compensation Study



Ralph Andersen
& Associates

1446 Ethan Way
Suite 101
Sacramento, CA 95825
(916) 929-5575

April 11, 1990

To: Multnomah County

From: Ralph Andersen & Associates

Subject: Cost Implementation Options for Non-Management Classes

The purpose of this memo is to provide the County with alternative cost implementation options for non-management classifications. Once the County has had the opportunity to review and select the appropriate option, modified cost implementation Lotus 1-2-3 shells will be prepared for the County's use.

Based on an analysis of the salary range structure and the salary recommendations, the County essentially has two alternative:

- *Lower the pay policy line a fixed percentage to reduce the resulting salary recommendations for all classes.*
- *Increase the percentage spread of the salary ranges by creating additional steps below the current range minimum.*

Each of these options is discussed further below.

LOWERING THE PAY POLICY LINE

One method of reducing implementation costs is to reduce the salary recommendations for all non-management classes by a fixed percentage. This is most easily accomplished by lowering the pay policy line until the implementation costs are at an affordable level. As indicated in the attached cost implementation exhibit, it is necessary to reduce the pay policy line by 19 percent in order to attain a cost of 1.5 percent. The exhibit also provides incremental adjustments up to 20 percent so that the County can review a variety of alternatives.

Although lowering the pay policy line will enable the County to effectively reduce implementation costs, it will result in significant "Y-rates" for a number of employees. In order to provide the County with a thorough understanding of the impact of this option, salary recommendations for each pay policy line are provided as attachments. One method for preventing these "Y-rates" is to expand the salary range, as discussed in the following section.

Sacramento • Dallas • Newport Beach

INCREASING THE RANGE SPREAD

Since the County has maintained the current non-management range spread of 15 percent (6 steps), much of the implementation costs are a result of placing existing salary levels into a narrow salary range. By expanding the salary range, the lowest step in the range would be reduced, which in turn reduces the implementation costs. This option would significantly affect only those employees who would be placed at the bottom step of the 15 percent range.

In order to ensure that the County's salary plan is still competitive with the labor market agencies, it is recommended that the salary range only be expanded up to a 25% range. Expanding the salary range to 8 steps would result in a 23 percent range while expanding the range to 9 steps would result in a 27 percent salary range. Each of these options is presented in the attached exhibit. Since expanding the salary range to 9 steps does not reduce the implementation costs to 1.5 percent, options are also presented which reduce the pay policy line as well.

By creating additional steps, the County will reduce the number of "Y-rates" which result from lowering the pay policy line. In addition, this option will be less expensive to administer since the salary recommendations would remain the same and would not need to be adjusted over time.

SUMMARY

By identifying numerous cost implementation options, the County has the opportunity to evaluate several alternatives. Which option is best for the County is dependent on the County's compensation goals and objectives. Once the County has had the opportunity to review all of the available options, specific cost implementation analyses can be prepared which indicate individual employee increases.

MULTNOMAH COUNTY
COST IMPLEMENTATION OPTIONS

Option	Current Monthly Total	Nearest \$ Monthly Total	\$ Change	% Change
At Pay Policy Line	2,678,502	2,892,253	213,751	8.0%
5% Below Policy Line	2,678,502	2,821,359	142,857	5.3%
10% Below Policy Line	2,678,502	2,762,334	83,832	3.1%
15% Below Policy Line	2,678,502	2,738,666	60,164	2.2%
19% Below Policy Line	2,678,502	2,717,875	39,373	1.5%
20% Below Policy Line	2,678,502	2,712,348	33,846	1.3%
6 Steps	2,678,502	2,892,253	213,751	8.0%
7 Steps	2,678,502	2,849,627	171,125	6.4%
8 Steps	2,678,502	2,812,806	134,304	5.0%
8 Steps; 5% below line	2,678,502	2,765,927	87,425	3.3%
8 Steps; 10% below line	2,678,502	2,727,309	48,807	1.8%
8 Steps; 15% below line	2,678,502	2,720,285	41,783	1.6%
8 Steps; 16% below line	2,678,502	2,710,131	31,629	1.2%
9 Steps	2,678,502	2,782,077	103,575	3.9%
9 Steps; 5% below line	2,678,502	2,750,552	72,050	2.7%
9 Steps; 10% below line	2,678,502	2,718,524	40,022	1.5%

1988-1991

AGREEMENT

between
Multnomah County, Oregon
and
Multnomah County Employees
Union Local 88
AFSCME
AFL-CIO



MULTNOMAH COUNTY OREGON

c. Reopener.

In the event that the County's estimated general fund resources in the executive budget for 1989-1990 fall fifteen percent (15%) or more below the estimated general fund resources in the preceding year's executive budget, due to any passage of property tax limitation measures, the terms of Section "1b." above shall not be implemented and negotiations will commence on or before April 15, 1989, for substitute terms for Article 14, Section "1b."

d. July 1, 1990 - Implementation of Pay Equity.

The parties are committed to the implementation of an equitable compensation system for members of the Local 88 bargaining unit. In order to fully and completely implement such a system, the County has issued a "Request for Proposals for a Classification/ Compensation Consultant: RFP #8PO395." To ensure expeditious and fair implementation of the study results accepted by the County, the parties agree:

(1) Classification

Allocation to classifications resulting from this study shall be appealable by the employee or Union in accordance with procedures including the following steps:

ARTICLE 14

- The designated Personnel Analyst;
- An appeals committee composed of two County and two Union Representatives;
- Arbitration before the classification arbitrator in accordance with the terms and criteria of Article 23, Sections 2 and 4 of this Agreement.
- When the appeal committee cited above is unanimous, or when three members are in agreement, then the committee decision will be final. When the committee members are divided equally, then the appeal may be submitted to binding grievance arbitration before the permanent classification arbitrator.

(2) Point Evaluation

The points attributed to any classification under the terms of the classification and compensation study may be appealed by the Union in accordance with the same procedure as

ARTICLE 14

specified in (1) above. The point evaluation shall be affirmed by the arbitrator unless the arbitrator determines that the points allocated were not reasonably related to the available data given the point system utilized. In such event the Arbitrator may, as appropriate:

- a. Order more information to be obtained or re-analysis to be performed prior to the County designating a new point value; or
- b. Based exclusively on the accepted system, designate a point value based on the record of hearing.

(3) Exclusion of Tasks from Consideration of Point Evaluation.

The parties agree that certain tasks performed by members of this bargaining unit are to be compensated in accordance with Addenda D and E governing leadworker and premium pay.

In light of the fact that such premiums are contractual compensation for the performance of certain tasks outside the scope of ongoing duties, these tasks will not be given weight in the evaluation system. This exclusion shall not apply to current civil service classifications with the label "lead", such as "Maintenance Worker/Lead".

A specific further exception to this exclusion is the Word Processing Premium as specified in Addendum E, Section 2. Word Processing tasks will be subject to the terms of the study. The Word Processing premium will terminate upon implementation of the new compensation classification system.

(4) Implementation of Pay Plan

The County and Union agree that following appeals under the terms of (1) and (2) above, but in no event later than April 1, 1990, the County and Union shall meet for the purpose

of implementation of the pay ranges resulting from the compensation and classification study. In implementation of the compensation elements of the study the following terms shall apply:

(a.) Employees who are within or below recommended ranges shall be placed in the nearest step in the range of the classification to which they are allocated which would result in no loss in pay. The total of payments to employees moved into the new ranges shall be in an amount not to exceed one and five tenths (1.5%) of the Fiscal Year 90-91 budgeted wage base for Local 88 before any increase. In the event that 1.5% is insufficient for implementation of the plan, the ranges resulting from the plan shall be adjusted so that implementation will not exceed the 1.5% maximum.

ARTICLE 14

(b.) The creation of ranges specified in "a" above shall be based on point value rather than market considerations.

(c.) An employee receiving a rate of pay above the range recommended for the classification to which he or she is allocated shall suffer no loss of pay but shall be red circled, as defined in "i" below, and shall receive no step increase or wage increase under the terms of Section "e" below.

e. July 1, 1990 - Wage Increase

Effective July 1, 1990, the rates and ranges of employees allocated to classifications in this bargaining unit shall be increased in accordance with the following formula:

(% Increase in CPI)	(%)
((National Urban Wage Earners)	(Increase)
(and Clerical Workers Index -)	(in each)
(March 1989 to March 1990)	(wage rate)

The minimum adjustment made shall be three percent (3%).

The maximum adjustment shall be four and five tenths percent (4.5%).

ARTICLE 14

MULTNOMAH COUNTY
SALARY RECOMMENDATIONS
AT PAY POLICY LINE
April 16, 1990

DRAFT

(m-market adjustment)

(c-Compaction)

NEW TITLE RECOMMENDED CLASS TITLE	TOP OF RANGE	NON- EXEMPT	PER- CLASSIFICATION	GROUPING OF LINE MINOR	PLACEMENT		PROPOSED	MONTHLY	
	CURRENT SALARY	LINEAR GROUP	TOTAL POINTS	BAND #	RANGE#	(old)	TOP STEP	DOLLAR CHANGE	PERCENT CHANGE
Animal Control Field Supervisor	2206	N	841	N34	19	c 18	2704	498	22.57%
Animal Control Officer	2031	N	763	N32	17		2452	421	20.73%
License Compliance Officer	1794	N	420	N20	11		1830	36	2.01%
Animal Control Aide	1576	N	253	N10	8		1581	5	0.32%
Animal Health Technician	1952	N	610	N28	15		2224	272	13.93%
Animal Care Technician	1794	N	506	N24	13		2017	223	12.43%
Sr. Gardener	2182	N	717	N31	17	c 16	2452	270	12.37%
Gardener	2001	N	629	N28	15		2224	223	11.14%
Arborist	2182	N	696	N30	16		2335	153	7.01%
Park Ranger	2057	N	568	N26	14		2118	61	2.97%
Community Development Specialist	2528	N	948	N37	20		2839	311	12.30%
Housing Rehabilitation Specialist	2770	N	948	N37	20		2839	69	2.49%
Sr. Planner	3102	N	1103	N40	22	c 21	3130	28	0.90%
Planner	2770	N	974	N37	20		2839	69	2.49%
Equipment Mechanic 2	2460	N	789	N33	17		2452	-8	-0.33%
Equipment Mechanic 1	2107	N	560	N26	14		2118	11	0.52%
Body And Fender Mechanic	2460	N	789	N33	17		2452	-8	-0.33%
Garage Attendant	1589	N	232	N8	7		1506	-83	-5.22%
Fleet Specialist	2680	N	917	N36	19		2704	24	0.90%
Expo Operations Worker 2	2182	N	441	N21	11		1830	-352	-16.13%
Expo Operations Worker 1	1862	N	286	N12	8		1581	-281	-15.09%
Facilities Maintenance Worker	1862	N	400	N19	11		1830	-32	-1.72%
Carpenter	2375	N	637	N29	15		2224	-151	-6.36%
Carpenter/Locksmith	2375	N	637	N29	15		2224	-151	-6.36%
Custodian	1596	N	239	N9	7		1506	-90	-5.64%
Property Management Specialist	2680	N	805	N33	17		2452	-228	-8.51%
Construction Project Specialist	2680	N	1045	N39	21		2981	301	11.23%
Construction Project Technician	2095	N	671	N30	16		2335	240	11.46%
Bridge Operator	1737	N	251	N10	8		1581	-156	-8.98%
Bridge Maintenance Mechanic	2460	N	789	N33	17		2452	-8	-0.33%
Civil Engineer/Assoc	3256	N	1076	N39	23	m 21	3286	30	0.92%
Civil Engineer/Asst	3038	N	933	N36	21	m 19	2981	-57	-1.88%
Engineering Technician/Principal	3256	N	1076	N39	23	m 21	3286	30	0.92%
Engineering Technician/Sr	3038	N	907	N36	21	m 19	2981	-57	-1.88%
Engineering Technician/Assoc	2615	N	811	N34	18		2575	-40	-1.53%
Engineering Technician/Asst	2396	N	724	N31	16		2335	-61	-2.55%
Engineering Technician/Aide	2205	N	561	N26	14		2118	-87	-3.95%
Survey Specialist	3038	N	917	N36	21	m 19	2981	-57	-1.88%
Right Of Way Permits Chief	2981	N	978	N37	21	m 20	2981	0	0.00%
Heavy Equipment Operator	2460	N	757	N32	17		2452	-8	-0.33%
Striper Operator	2182	N	629	N28	15		2224	42	1.92%
Truck Driver	2057	N	468	N22	12		1921	-136	-6.61%
Maintenance Crew Leader	2213	N	594	N27	14		2118	-95	-4.29%
Maintenance Worker	1916	N	432	N21	11		1830	-86	-4.49%
Physician Assistant	3120	N	1173	N41	22		3130	10	0.32%

MULTNOMAH COUNTY
SALARY RECOMMENDATIONS
AT PAY POLICY LINE
April 16, 1990

RECOMMENDED CLASS TITLE	CURRENT SALARY	LINEAR GROUP	TOTAL POINTS	BAND #	PLACEMENT			DOLLAR CHANGE	PERCENT CHANGE
					RANGE#	(old)	TOP STEP		
Nutritionist	2544	N	1045	N39	21		2981	437	17.18%
Child Development Specialist	1672	N	744	N32	17		2452	780	46.65%
X-Ray Technician	1952	N	594	N27	14		2118	166	8.50%
Health Assistant	1684	N	398	N19	11		1830	146	8.67%
Health Educator	2396	N	1035	N39	21		2981	585	24.42%
Sr. Health Information Specialist	2095	N	709	N31	16		2335	240	11.46%
Health Information Specialist 2	New Class	N	488	N23	13 c	12	2017	--	--
Health Information Specialist 1	1824	N	388	N19	11		1830	6	0.33%
Dental Hygienist	2203	N	744	N32	17		2452	249	11.30%
Dental Assistant/Receptionist	1684	N	420	N20	11		1830	146	8.67%
Laboratory Specialist	2213	N	1041	N39	21		2981	768	34.70%
Laboratory Technician	1916	N	616	N28	15		2224	308	16.08%
Laboratory Assistant	1441	N	379	N18	10		1743	302	20.96%
Chief Sanitarian	2866	N	1249	N42	23		3286	420	14.65%
Sanitarian	2396	N	1067	N39	21		2981	585	24.42%
Chemical Application Operator	2182	N	643	N29	15		2224	42	1.92%
Deputy Public Guardian	2680	N	1076	N39	21		2981	301	11.23%
Sr. Case Manager	2109	N	986	N38	20		2839	730	34.61%
Case Manager 2	2109	N	919	N36	18 c	19	2575	466	22.10%
Case Manager 1	1987	N	654	N29	15		2224	237	11.93%
Case Management Assistant	1684	N	360	N17	10		1743	59	3.50%
Social Worker	2572	N	1216	N42	23		3286	714	27.76%
Mental Health Consultant	2572	N	1173	N41	22		3130	558	21.70%
Juvenile Counselor	2692	N	1045	N39	21		2981	289	10.74%
Juvenile Groupworker Supervisor	2692	N	888	N35	19 c	18	2704	12	0.45%
Juvenile Groupworker	2144	N	765	N32	17		2452	308	14.37%
Juvenile Education Coordinator	2095	N	712	N31	16		2335	240	11.46%
Purchasing Specialist 2	2680	N	907	N36	19		2704	24	0.90%
Purchasing Specialist 1	2095	N	553	N26	14		2118	23	1.10%
Elections Coordinator	2272	N	833	N34	18		2575	303	13.34%
Tax Exemption Specialist	2680	N	812	N34	18		2575	-105	-3.92%
Property Appraiser/Commercial	2516	N	837	N34	18		2575	59	2.34%
Property Appraiser/Residential	2516	N	744	N32	17		2452	-64	-2.54%
Property Appraiser/Personal Property	2516	N	744	N32	17		2452	-64	-2.54%
Property Appraisal Technician	2095	N	516	N24	13		2017	-78	-3.72%
Property Appraiser Trainee	1907	N	526	N25	13		2017	110	5.77%
Cartographer	2438	N	695	N30	16		2335	-103	-4.22%
Tax Collection Specialist	2132	N	642	N29	15		2224	92	4.32%
Systems Programmer	3510	N	1163	N41	24 m	22	3450	-60	-1.71%
Sr. Programmer Analyst	3064	N	1086	N39	23 m	21	3286	222	7.25%
Programmer Analyst 2	2727	N	805	N33	20 m c	17	2839	112	4.11%
Programmer Analyst 1	2363	N	712	N31	18 m	16	2575	212	8.97%
Data Processing Specialist 2	2680	N	805	N33	19 m	17	2704	24	0.90%
Data Processing Specialist 1	2234	N	557	N26	16 m	14	2335	101	4.52%
Computer Systems Operator	2499	N	567	N26	16 m	14	2335	-164	-6.56%

c - Compaction Adjustment

m - Market Adjustment

MULTNOMAH COUNTY
SALARY RECOMMENDATIONS
AT PAY POLICY LINE
April 16, 1990

RECOMMENDED CLASS TITLE	CURRENT SALARY	LINEAR GROUP	TOTAL POINTS	BAND #	PLACEMENT			DOLLAR CHANGE	PERCENT CHANGE
					RANGE#	(old)	TOP STEP		
Telecommunications Office Specialist	2680	N	818	N34	20 m	18	2839	159	5.93%
Telecommunications Technical Specialist	2680	N	837	N34	20 m	18	2839	159	5.93%
Corrections Counselor	2692	N	1045	N39	21		2981	289	10.74%
Corrections Hearings Officer	2787	N	1088	N40	21		2981	194	6.96%
Corrections Technician	1824	N	616	N28	15		2224	400	21.93%
Community Service Placement Spec.	2095	N	748	N32	17		2452	357	17.04%
Community Works Leader	2095	N	589	N27	14		2118	23	1.10%
Jail Steward	2187	N	703	N31	16		2335	148	6.77%
Deputy Medical Examiner	2368	N	837	N34	18		2575	207	8.74%
Pathologist Assistant	2213	N	738	N32	17		2452	239	10.80%
Marriage/Family Counselor	2824	N	1163	N41	22		3130	306	10.84%
Civil Deputy	2182	N	730	N31	16		2335	153	7.01%
Community Service Officer	2095	N	858	N35	18		2575	480	22.91%
MCSO Personnel Analyst	2095	N	738	N32	17		2452	357	17.04%
Facility Security Officer	1684	N	509	N24	13		2017	333	19.77%
D.A. Investigator	2699	N	917	N36	19		2704	5	0.19%
Victim Advocate	2692	N	805	N33	17		2452	-240	-8.92%
Legal Assistant	2076	N	677	N30	16		2335	259	12.48%
Fiscal Specialist 2	2680	N	1035	N39	21		2981	301	11.23%
Fiscal Specialist 1	2095	N	779	N33	17		2452	357	17.04%
Worker's Compensation Technician	2775	N	738	N32	17		2452	-323	-11.64%
Chief Warehouse Worker	2050	N	589	N27	14		2118	68	3.32%
Warehouse Worker	1697	N	414	N20	11		1830	133	7.84%
Clerical Unit Supervisor	2076	N	763	N32	17		2452	376	18.11%
Sr. Office Assistant	1884	N	651	N29	15		2224	340	18.05%
Office Assistant 2	1684	N	398	N19	11		1830	146	8.67%
Office Assistant 1	1352	N	200	N5	6		1434	82	6.07%
Word Processing Operator	1684	N	485	N23	12		1921	237	14.07%
Administrative Secretary	1884	N	677	N30	16		2335	451	23.94%
Legal Secretary	1884	N	594	N27	14		2118	234	12.42%
Data Entry Operator	1684	N	357	N17	10		1743	59	3.50%
Data Processing Clerk	1684	N	379	N18	10		1743	59	3.50%
Sr. Fiscal Assistant	1884	N	651	N29	15		2224	340	18.05%
Fiscal Assistant	1684	N	347	N16	10		1743	59	3.50%
Medical Services Clerk	1884	N	651	N29	15		2224	340	18.05%
Sheriff Records Unit Supervisor	2076	N	763	N32	17		2452	376	18.11%
Sheriff Records Technician 2	New Class	N	456	N22	12		1921	--	--
Sheriff Records Technician 1	New Class	N	314	N14	9		1660	--	--
Program Development Specialist	2680	N	1035	N39	21		2981	301	11.23%
Program Development Technician	2095	N	712	N31	16		2335	240	11.46%
Volunteer Coordinator	2680	N	907	N36	19		2704	24	0.90%
Community Information Specialist	2095	N	779	N33	17		2452	357	17.04%
Program Coordinator	2321	N	934	N36	19		2704	383	16.50%
Blacksmith	2460	N	789	N33	17		2452	-8	-0.33%
Sewing Specialist	1366	N	357	N17	10		1743	377	27.60%

MULTNOMAH COUNTY
SALARY RECOMMENDATIONS
AT PAY POLICY LINE
April 16, 1990

RECOMMENDED CLASS TITLE	CURRENT SALARY	LINEAR GROUP	TOTAL POINTS	BAND #	PLACEMENT			DOLLAR CHANGE	PERCENT CHANGE
					RANGE#	(old)	TOP STEP		
Medical Records Technician	1884	N	712	N31	16		2335	451	23.94%
Data Analyst	New Class	N	805	N33	17		2452	--	--
Data Technician	2095	N	712	N31	16		2335	240	11.46%