

1 BEFORE THE BOARD OF COUNTY COMMISSIONERS

2 FOR MULTNOMAH COUNTY OREGON

3 ORDINANCE NO. 788

4 An ordinance amending Ordinance No. 767, in order to add, delete and revise
5 exempt pay ranges.

6 MULTNOMAH COUNTY ORDAINS AS FOLLOWS:

7 Section I. Findings.

8 (A) Multnomah County, Oregon employs a variety of individuals excluded from
9 any collective bargaining agreement referred to as "exempt" employees.

10 (B) It is the County's policy to establish an exempt compensation plan that
11 provides such pay as necessary for the County to recruit, select, and retain qualified
12 management, supervisory, administrative, and professional employees; that recognizes
13 employee performance, growth, and development; that maintains an appropriate internal
14 relationship among classifications and employees based on job responsibilities,
15 qualifications, and authority; and that maintains parity between equivalent exempt and
16 non-exempt positions.

17 (C) The Personnel officer is responsible for developing and recommending
18 compensation plan adjustments to the Multnomah County Board of Commissioners.

19 Section II. Deletion, Addition and Revision of Job Titles and Ranges.

20 (A) The following job titles established in Exhibit A of Ordinance No. 767 are
21 deleted, effective April 1, 1994:

22 Alcohol/Drug Administrator

23 Bridge Maintenance Administrator

24 Child & Family Services Manager, Senior

25 Equipment Unit Administrator

26 Expo Manager

1 Expo Operations Supervisor
2 Financial Analyst
3 Management Assistant, DSS
4 Outreach Services Supervisor
5 Parks Maintenance Supervisor
6 Parks Manager
7 Planning & Budget Manager
8 Planning & Budget Administrator
9 Property/Commissary/Laundry Unit Admin
10 Regional Park Supervisor
11 Youth Services Administrator

12 (B) The following job titles and pay ranges are added to Exhibit A of Ordinance
13 No. 767, effective April 1, 1994:

<u>Job Title</u>	<u>Min</u>	<u>Mid</u>	<u>Max</u>
15 Alcohol & Drug Manager *	\$43,582	\$52,309	\$61,035
16 Budget & Quality Manager *	\$50,462	\$60,573	\$70,660
17 Budget Analyst/Principal	\$39,543	\$47,461	\$55,355
18 Central Library Coordinator	\$41,506	\$49,816	\$58,126
19 Community & Family Serv Mgr, Sr *	\$53,002	\$63,596	\$74,193
20 Dir, Commission on Child & Family *	\$39,543	\$47,461	\$55,355
21 Hispanic Services Coordinator	\$31,002	\$37,212	\$43,398

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

23 (C) The following job titles and pay ranges established in Exhibit A of
24 Ordinance No. 767 are revised, effective April 1, 1994:

<u>Job Title</u>	<u>Min</u>	<u>Mid</u>	<u>Max</u>
Clinical Supervisor	\$34,164	\$40,998	\$47,831
Health Services Specialist	\$31,002	\$37,212	\$43,398
Juvenile Justice Manager, Sr *	\$53,002	\$63,596	\$74,193

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

Section IV. Effect on Employees.

Other than the special adjustments authorized in Section V. below, no exempt employee shall receive a salary adjustment as a result of this Ordinance, unless an increase is necessary to meet the requirement of Ordinance 778, Section IX. (A) to pay each exempt employee no less than the minimum rate of the salary range for his/her classification. Such increases shall be limited to the amount necessary to bring an employee to the minimum rate of his/her salary range.

Section V. Special Adjustments.

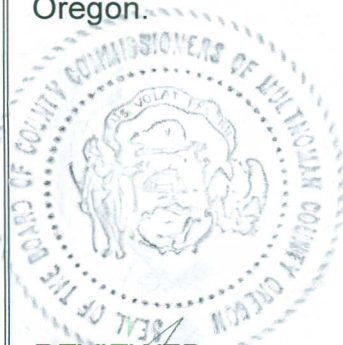
(A) The following employee shall receive a one-time salary adjustment, effective January 1, 1994, to the following annual salary rate. This adjustment is necessary to maintain appropriate internal relationships among exempt employees.

<u>Employee</u>	<u>Job Title</u>	<u>Annual Salary</u>
Weber, Jacqueline	Assistant County Counsel, Senior	\$52,780

(B) The following employee shall receive a one-time salary adjustment, effective May 1, 1994, to the following annual salary rate. This adjustment is necessary to maintain appropriate internal relationships among exempt employees.

<u>Employee</u>	<u>Job Title</u>	<u>Annual Salary</u>
Cook, Warren	Lieutenant/Corrections	\$59,280

ADOPTED the 2nd day of June, 1994, being the date of
its second reading before the Board of County Commissioners of Multnomah County,
Oregon.



By Beverly Stein
Beverly Stein, Chair
MULTNOMAH COUNTY, OREGON

REVIEWED:

Laurence Kressel
Laurence Kressel, County Counsel
of Multnomah County, Oregon

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