

BEFORE THE BOARD OF COUNTY COMMISSIONERS

FOR MULTNOMAH COUNTY, OREGON

ORDINANCE No. 710

An Ordinance adopting salary ranges for fiscal year 1991-92 for employees of the Library Department covered by the Exempt Classification/Compensation Plan.

Multnomah County ordains as follows:

Section I. Findings.

(A) Multnomah County, Oregon (hereinafter "County") employs a variety of individuals in the Library Department excluded from any collective bargaining agreement referred to as "Exempt" employees.

(B) It is the County's policy to establish an Exempt Compensation Plan that provides such salaries and benefits as necessary for the County to recruit, select, and retain qualified management, supervisory, administrative and professional employees; that recognizes employee performance, growth, and development; that maintains an appropriate internal relationship between classifications based on job responsibilities, qualifications, and authority; and that maintains parity between equivalent exempt and nonexempt positions.

(C) The Personnel Officer is responsible for developing and recommending compensation plan adjustment

1 recommendations to the Multnomah County Board of Commissioners
2 (hereinafter "Board").

3 (D) The County has reviewed and evaluated each exempt
4 position in the Library Department based on the position's
5 required expertise, decision making impact and independence,
6 supervisory/management responsibility, type and purpose of
7 contacts with others, and physical working conditions.

8 (E) A salary survey of comparable and competing
9 public employers was conducted to determine the County's
10 position in the relevant labor market.

11 (F) Taking into consideration the data developed
12 through the job evaluation process and salary survey described
13 in (D) and (E) above, the County's pay policy line for exempt
14 classifications was established.

15 Section II. Adoption of Salary Ranges.

16 (A) The job titles and salary ranges for Library
17 Department exempt employee classifications as shown in Exhibit
18 A to the Ordinance ("Exempt Salary Ranges for Library
19 Department Employees Effective July 1, 1991") are hereby
20 adopted. Notwithstanding adoption of these ranges, or the
21 provisions of this or any other previously adopted ordinance,
22 there shall be no cost-of-living adjustment (COLA) granted to
23 Library Department exempt employees during fiscal year 1991-92.

24 (B) Except as provided in paragraphs (C) through (E)
25 of this section, adoption of this Ordinance shall not change

1 the salary rate being paid any exempt employee on the effective
2 date of this Ordinance. "Exempt employee" under this Ordinance
3 covers only those persons in exempt positions as of the
4 effective date of this Ordinance.

5 (C) An exempt employee whose salary rate on the
6 effective date of this Ordinance is below the minimum rate
7 established for the employee's position by Exhibit A shall
8 receive an increase to the minimum salary rate. The increase
9 shall take effect on the effective date of this Ordinance.

10 (D) An exempt employee whose salary rate on the
11 effective date of this Ordinance exceeds the applicable maximum
12 established by Exhibit A shall remain at the current salary
13 rate until the maximum for the range is increased by the Board.

14 (E) No exempt employee shall be reduced in pay as a
15 result of the implementation of this Ordinance.

16 ADOPTED this 31st day of December,
17 1991, being the date of its second reading before the Board of
18 County Commissioners of Multnomah County.

19 By 
20 Gladys McCoy, Chair
21 MULTNOMAH COUNTY, OREGON

22 REVIEWED: 

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

25 384ES

EXHIBIT A
EXEMPT SALARY RANGES
LIBRARY DEPARTMENT EMPLOYEES
EFFECTIVE JULY 1, 1991

Job Title	Min.	Mid.	Max.
Cataloging Administrator	\$37,542	\$45,059	\$52,576
Circulation Administrator	\$29,441	\$35,329	\$41,217
Deputy Director, Library *	\$47,940	\$57,524	\$67,108
Library Administrator/Branch	\$35,767	\$42,929	\$50,070
Library Administrator/Central	\$35,767	\$42,929	\$50,070
Library Automated Systems Administrator	\$37,542	\$45,059	\$52,576
Library Director *	\$55,248	\$66,315	\$77,360
Library Manager/Branch	\$39,421	\$47,314	\$55,207
Library Manager/Central	\$39,421	\$47,314	\$55,207
Library Manager, Senior *	\$43,493	\$52,200	\$60,886
Library Supervising Secretary	\$21,966	\$26,351	\$30,735
Library Supervisor/Branch	\$29,441	\$35,329	\$41,217
Library Supervisor/Central	\$29,441	\$35,329	\$41,217
Library Support Services Administrator *	\$35,767	\$42,929	\$50,070
Library Technical Supervisor	\$25,411	\$30,506	\$35,600
Library Youth Services Coordinator *	\$37,542	\$45,059	\$52,576
Outreach Services Supervisor	\$29,441	\$35,329	\$41,217
Public Relations Coordinator *	\$35,767	\$42,929	\$50,070
Selection and Acquisition Administrator	\$37,542	\$45,059	\$52,576
Stack Services Supervisor	\$25,411	\$30,506	\$35,600
Volunteer Program & Bookstore Administrator	\$35,767	\$42,929	\$50,070

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

NOTE: Salaries are based on 2088 hours per year or 40 hours per week; many Library exempt employees work 37.5 hours per week and their actual salaries shall be adjusted accordingly.