



MULTNOMAH COUNTY AGENDA PLACEMENT REQUEST

(Revised: 6/9/2014)

Board Clerk Use Only

Meeting Date: 6/18/15
Agenda Item #: R.6
Est. Start Time: Approx. 11:05 am
Date Submitted: 4/20/15

Agenda Title: **RESOLUTION Authorizing Salary Adjustments for Employees Not Covered by Collective Bargaining Agreements for FY 2016**

Note: Title should not be more than 2 lines but sufficient to describe the action requested. Title on APR must match title on Ordinance, Resolution, Order or Proclamation.

Requested

Meeting Date: June 18th, 2015 **Time Needed:** 5 min

Department: County Management **Division:** Central HR

Contact(s): Travis Graves

Phone: 503-988-6134 **Ext.** 86134 **I/O Address:** 503/3

Presenter

Name(s) & Title(s): Steve Herron, Labor Relations & Class/Comp Director, Central Human Resources, Dept. of County Management

General Information

1. What action are you requesting from the Board?

Approval from the Board, acting in its capacity as the budget committee pursuant to ORS 294.423, of the compensation plan for employees not covered by collective bargaining agreements for fiscal year 2016 for all non-represented staff, except for elected officials' staff and the County Auditor. Elected officials are responsible for setting the pay of their staff.

2. Please provide sufficient background information for the Board and the public to understand this issue. Please note which Program Offer this action affects and how it impacts the results.

Per County Code 9.160 – Compensation Plan (B), it is County policy to establish a compensation plan that provides pay and benefits necessary for the County to recruit, select, and retain qualified employees who are not part of a bargaining unit. The Chair is responsible for developing and presenting annual compensation plan adjustment recommendations to the Board for approval (County Code 9.170 – Plan Maintenance). This Resolution approves the compensation plan for FY 2016. This Resolution also authorizes a 2.1% cost of living adjustment for employees not covered by collective bargaining agreements, except for elected official staff.

3. Explain the fiscal impact (current year and ongoing).

This salary adjustment is consistent with the increase included in the personnel costs in the

budget for FY 2016. This Resolution adjusts the ranges and all non-bargaining unit employees' salaries, except elected officials' staff, by 2.1%.

4. Explain any legal and/or policy issues involved.

N/A.

5. Explain any citizen and/or other government participation that has or will take place.

None.

Required Signature

**Elected
Official or
Department**

Director: Travis Graves /s/

Date: April 20, 2015

Note: Please submit electronically. Insert names of your approvers followed by /s/ - we no longer use actual signatures. Please insert date approved.