

1 BEFORE THE BOARD OF COUNTY COMMISSIONERS
2 FOR MULTNOMAH COUNTY OREGON

3 ORDINANCE NO. 867

4 An ordinance amending Ordinance No. 856, in order to add, delete and revise
5 exempt pay ranges and titles and make special adjustments.

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 of Job Titles.

20 The following job titles established in Exhibit A of Ordinance No. 856 are deleted,
21 effective August 1, 1996:

- 22 Civil Process Supervisor
- 23 Information Services Manager/Senior
- 24 Planning & Program Development Manager
- 25 Victim Services Administrator

1 Section III. Addition of Job Titles and Ranges:

2 The following job titles and pay ranges are added to Exhibit A of Ordinance No.
3 856, effective August 1, 1996:

4 <u>Job Title</u>	<u>Min</u>	<u>Mid</u>	<u>Max</u>
5 Dep Public Guardian/Senior	\$39,156	\$46,987	\$54,819
6 Facilities Coordinator	\$30,690	\$36,828	\$42,965
7 MCSO Info Systems Manager *	\$49,966	\$59,959	\$69,952
8 MCSO Human Resources Manager *	\$47,584	\$57,101	\$66,617
9 Planning Manager *	\$52,479	\$62,975	\$73,470

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

11 Section IV. Revision of Ranges.

12 (A) The following pay ranges are established for existing positions, effective
13 August 1, 1996:

14 <u>Job Title</u>	<u>Min</u>	<u>Mid</u>	<u>Max</u>
15 Bridge Maintenance Supervisor	\$39,156	\$46,987	\$54,819
16 Bridge Operations Supervisor	\$30,690	\$36,828	\$42,965

17 (B) The pay range for Payroll Supervisor, effective January 1, 1996, is \$41,987
18 - \$50,385 - \$58,782. The pay range for Payroll Supervisor, effective July 1, 1996, is
19 \$43,162 - \$51,795 - \$60,427.

20 Section V. Effect on Employees.

21 Exempt employees in classifications which are adopted or revised in this
22 Ordinance shall be deemed reclassified, and may receive salary adjustments as
23 authorized in Ordinance 855, Section IX. (A) and (B).

1 Section VI. Special Adjustments.

2 The following employees will receive a one-time salary adjustment, effective July
3 1, 1996, to the following annual salary rate. This adjustment is necessary to maintain
4 appropriate internal and external relationships among exempt employees.

5 <u>Employee</u>	<u>Job Title</u>	<u>Annual Salary</u>
6 Elizabeth Katz	Law Clerk	\$40,824
7 Susan Dunaway	Law Clerk	\$40,723

8
9 ADOPTED the 17th day of October, 1996, being the date of
10 its second reading before the Board of County Commissioners of Multnomah County,
11 Oregon.



12
13
14
15
16 By Beverly Stein
17 Beverly Stein, Chair
MULTNOMAH COUNTY, OREGON

18 REVIEWED:
19 Sandra Suffy for
20 Laurence Kressel, County Counsel
of Multnomah County, Oregon

21 N:\DATA\EMPSER\WQDATA\EXUPDATE.DOC