

BEFORE THE BOARD OF COUNTY COMMISSIONERS
FOR MULTNOMAH COUNTY, OREGON

RESOLUTION No. 98- 120

Pay Rates and PERS Pick-Up for Temporary Employees

The Board of County Commissioners Finds:

- a. Multnomah County employs a variety of individuals who work in a temporary capacity as needed by departments to carryout short-term projects or to replace other employees working as "on call" staff. They are not covered by any collective bargaining agreement; however, the pay of temporary employees is set by using existing County Compensation Plan salaries which are approved by the Board.
- b. The Personnel Officer is responsible for developing and recommending compensation plan adjustments by the Board of Commissioners.
- c. Temporary employees serve a critical need for temporary and substitute workers. It is the desire of the County to treat all employees in a like manner.

The Board of County Commissioners Resolves:

1. This resolution will amend Resolution 98-94 to provide equitable treatment for temporary and on-call employees who are PERS members.
2. Consistent with pay practices for exempt and nonexempt employees, effective September 1, 1998, the pay rates of temporary and on-call employees, who are PERS members, shall be multiplied by .9434 in conjunction with the return to the employer "pick-up" of employee contributions to PERS as provided in ORS 237.075. This shall not include temporary or "on-call" employees who are covered by a collective bargaining agreement, unless the agreement so provides.
3. Effective September 1, 1998, the County shall "pick-up" the employee contribution to PERS as permitted by ORS 237.205 for temporary and on-call employees who are not covered by a collective bargaining agreement.

4. If for any reason should the ORS 237.205 "pick-up" no longer be legally available, the County shall on the last payroll period of the legal availability of the "pick-up" increase temporary employee pay rates by six percent (6.0%) and return to the limited "pick-up" provided for prior to September 1, 1998.

Adopted this 27th day of August, 1998.




BOARD OF COUNTY COMMISSIONERS
MULTNOMAH COUNTY, OREGON

By


Beverly Stein, Chair

REVIEWED:
THOMAS SPONSLER, COUNTY COUNSEL FOR
MULTNOMAH COUNTY, OREGON


Thomas Sponsler, County Counsel

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