

BEFORE THE BOARD OF COUNTY COMMISSIONERS  
FOR MULTNOMAH COUNTY, OREGON

**ORDINANCE NO. 1022**

Amending MCC Sections 9.160 and 9.170 Relating to County Compensation Plan

(Stricken language is ~~noted~~; double underlined language is new.)

**Multnomah County Ordains as follows:**

**Section 1.** MCC Section 9.160 is amended as follows:

**§ 9.160 Compensation Plan.**

(A) The Chair must maintain a compensation plan. The compensation plan ~~revisions are subject to approval of~~ must be approved by the Board resolution prior to adoption of the annual County budget ~~if costs of the revision exceed department or county budgets, or if the revisions are subject to negotiation with appropriate bargaining agents under state law.~~

(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; recognizes employee performance, growth, and development; maintains an appropriate internal relationship among classification and employees based on job responsibilities, qualifications, and authority, and that maintains parity between equivalent nonrepresented and represented positions.

(C) The compensation plan includes the following benefits defined by Board resolution and implemented by Chair executive rule:

- (1) Paid holidays;
- (2) Paid leaves;
- (3) Leaves of absence without pay;
- (4) Leave-sharing programs;
- (5) Health and welfare benefits;
- (6) Educational assistance programs;
- (7) Deferred compensation programs;
- (8) Flexible spending accounts;
- (9) Pension programs;
- (10) Workers' compensation and supplemental benefits;
- (11) Other benefits to implement subsection (B); and
- (12) Other benefits approved by the Board.

Section 2. MCC Section 9.170 is amended as follows:

§ 9.170 Plan Maintenance.

The Chair ~~willis responsible for developing and presenting~~ annual compensation plan adjustments for review and approval by Board resolution ~~recommendations to the Board~~. These ~~recommendations~~ adjustments must be based on periodic surveys of comparable employers, internal classification relationships, financial constraints, and actual or anticipated pay adjustments for nonrepresented employees.

Section 3. This ordinance is effective January , 2004.

FIRST READING: December 4, 2003

SECOND READING AND ADOPTION: December 11, 2003



BOARD OF COUNTY COMMISSIONERS  
FOR MULTNOMAH COUNTY, OREGON

*[Handwritten signature]*  
Chair

REVIEWED:

AGNES SOWLE, COUNTY ATTORNEY  
FOR MULTNOMAH COUNTY, OREGON

By *[Handwritten signature]*  
Agnes Sowle, County Attorney