

**BEFORE THE BOARD OF COUNTY COMMISSIONERS
FOR MULTNOMAH COUNTY, OREGON**

RESOLUTION NO. 2020-054

Authorizing Salary Plan for Employees Not Covered by Collective Bargaining Agreements for Fiscal Year 2020-2021.

The Multnomah County Board of Commissioners Finds:

- a. Multnomah County employs individuals not covered by any collective bargaining agreement.
- b. The Multnomah County Board of Commissioners adopted County compensation policy in MCC 9.160 to provide such pay as necessary for the County to recruit, select and retain qualified management, supervisory, administrative and professional employees; to recognize employee performance, growth and development; to maintain an appropriate internal relationship among classifications and employees based on job responsibilities, qualifications and authority; and to maintain parity between equivalent non-represented and represented positions.
- c. The Chair is responsible for developing and recommending compensation plan adjustments to the Board.
- d. Certain employees work as elected officials' staff, and the elected officials set their pay.

The Multnomah County Board of Commissioners Resolves:

1. FY 21 Salary Table for management and executive employees with no cost of living adjustment authorized and only changes to three (3) job profiles which follow Oregon minimum wage and will be adjusted to the new minimum 7/1/2020. These pay ranges are shown in an exhibit attached to this Resolution, labeled FY 20-21 Non-Rep Salary Table for Board Approval.



BOARD OF COUNTY COMMISSIONERS
FOR MULTNOMAH COUNTY, OREGON

Deborah Kafoury

Deborah Kafoury, Chair

REVIEWED:
JENNY M. MADKOUR, COUNTY ATTORNEY
FOR MULTNOMAH COUNTY, OREGON

By *Jenny M. Madkour*
Jenny M. Madkour, County Attorney

SUBMITTED BY: Holly Calhoun, Chief Human Resources Officer

Job Code	Job Profile	Job Level	Compensation Grade	Minimum	Maximum
5001	County Chair	01 - Unclassified Elected Official	Elected Official - Grade 5001	186,765.90	186,765.90
5004	Sheriff	01 - Unclassified Elected Official	Elected Official - Grade 5004	186,765.90	186,765.90
5010	County Commissioner	01 - Unclassified Elected Official	Elected Official - Grade 5010	117,094.47	117,094.47
5014	County Auditor	01 - Unclassified Elected Official	Elected Official - Grade 5014	116,150.40	116,150.40
5053	District Attorney	01 - Unclassified Elected Official	Elected Official - Grade 5053	62,461.19	62,461.19
9010	Management Auditor	05 - Unclassified Elected Official Staff	Elected Official Staff - Grade 9010	0.00	0.00
9279	Management Auditor Principal	05 - Unclassified Elected Official Staff	Elected Official Staff - Grade 9279	0.00	0.00
9280	Management Auditor Senior	05 - Unclassified Elected Official Staff	Elected Official Staff - Grade 9280	0.00	0.00
9400	Staff Assistant	05 - Unclassified Elected Official Staff	Elected Official Staff - Grade 9400	0.00	0.00
9450	Deputy District Attorney Chief	05 - Unclassified Elected Official Staff	Elected Official Staff - Grade 9450	0.00	0.00
9465	Deputy District Attorney First Assistant	05 - Unclassified Elected Official Staff	Elected Official Staff - Grade 9465	0.00	0.00
6242	County Attorney Legal Intern	07 - Unclassified Intern	Interns - Grade 6242	15.00	15.00
6244	District Attorney Legal Intern	07 - Unclassified Intern	Interns - Grade 6244	15.00	15.00
8006	Student Intern	07 - Unclassified Intern	Interns - Grade 8006	13.25	15.00
8007	College Intern	07 - Unclassified Intern	Interns - Grade 8007	13.25	25.00
8008	Graduate Intern	07 - Unclassified Intern	Interns - Grade 8008	15.00	30.00
9007	Chaplain	02 - Unclassified Executive	Non-Represented - Grade 120	51,100.10	71,542.13
9025	Operations Supervisor	03 - Classified Management	Non-Represented - Grade 121	53,649.31	75,109.48
9677	Production Supervisor	03 - Classified Management	Non-Represented - Grade 122	56,346.88	78,883.29
9020	Nutrition Services Program Supervisor	03 - Classified Management	Non-Represented - Grade 123	59,164.65	82,829.41
9140	Road Operations Supervisor (inactive)	03 - Classified Management	Non-Represented - Grade 123	59,164.65	82,829.41
9720	Operations Administrator	03 - Classified Management	Non-Represented - Grade 123	59,164.65	82,829.41
9623	Bridge Maintenance Supervisor (inactive)	03 - Classified Management	Non-Represented - Grade 124	62,103.36	86,942.11
9689	Fleet Maintenance Supervisor	03 - Classified Management	Non-Represented - Grade 124	62,103.36	86,942.11
9361	Program Supervisor	03 - Classified Management	Non-Represented - Grade 124-126	62,103.36	95,838.77
9063	Project Manager (NR)	03 - Classified Management	Non-Represented - Grade 127	71,869.54	100,619.00
9710	Management Analyst	02 - Unclassified Executive	Non-Represented - Grade 127	71,869.54	100,619.00
9615	Manager 1	03 - Classified Management	Non-Represented - Grade 127-129	71,869.54	110,943.51
9062	Environmental Health Supervisor	03 - Classified Management	Non-Represented - Grade 128	75,468.31	105,656.08
9698	Health Services Development Administrator	03 - Classified Management	Non-Represented - Grade 128	75,468.31	105,656.08
9790	Public Relations Coordinator	02 - Unclassified Executive	Non-Represented - Grade 129	79,246.61	110,943.51
9055	Law Clerk	02 - Unclassified Executive	Non-Represented - Grade 222	53,763.76	75,270.06
9006	Administrative Analyst (NR)	03 - Classified Management	Non-Represented - Grade 223	55,226.51	82,840.63
9784	Library Supervisor	03 - Classified Management	Non-Represented - Grade 223	55,226.51	82,840.63
9005	Administrative Analyst Senior	03 - Classified Management	Non-Represented - Grade 224	59,092.09	88,638.75
9670	Human Resources Analyst 2 (NR)	03 - Classified Management	Non-Represented - Grade 224	59,092.09	88,638.75
9064	Chief Deputy Medical Examiner	03 - Classified Management	Non-Represented - Grade 226	67,654.11	101,482.29
9335	Finance Supervisor	03 - Classified Management	Non-Represented - Grade 226	67,654.11	101,482.29
9748	Human Resources Analyst Senior	03 - Classified Management	Non-Represented - Grade 226	67,654.11	101,482.29
9749	AA/EEO Specialist	03 - Classified Management	Non-Represented - Grade 226	67,654.11	101,482.29
9776	Library Administrator	03 - Classified Management	Non-Represented - Grade 226	67,654.11	101,482.29
9043	Research Evaluation Analyst Senior (NR)	03 - Classified Management	Non-Represented - Grade 227	72,390.95	108,585.56
9060	Assistant County Attorney 1	02 - Unclassified Executive	Non-Represented - Grade 227	72,390.95	108,585.56
9117	Communications Advisor	03 - Classified Management	Non-Represented - Grade 227	72,390.95	108,585.56
9152	Library Safety and Security Manager	02 - Unclassified Executive	Non-Represented - Grade 227	72,390.95	108,585.56
9517	Nursing Supervisor	03 - Classified Management	Non-Represented - Grade 227	72,390.95	108,585.56
9518	Nursing Development Consultant	03 - Classified Management	Non-Represented - Grade 227	72,390.95	108,585.56
9620	Community Justice Program Manager	03 - Classified Management	Non-Represented - Grade 227	72,390.95	108,585.56
9674	Survey Supervisor	03 - Classified Management	Non-Represented - Grade 227	72,390.95	108,585.56
9730	Budget Analyst Senior	03 - Classified Management	Non-Represented - Grade 227	72,390.95	108,585.56
9780	Library Manager	03 - Classified Management	Non-Represented - Grade 227	72,390.95	108,585.56
9041	Research Evaluation Scientist	02 - Unclassified Executive	Non-Represented - Grade 228	77,458.20	116,186.30
9146	Planner Principal	02 - Unclassified Executive	Non-Represented - Grade 228	77,458.20	116,186.30
9364	Manager 2	02 - Unclassified Executive	Non-Represented - Grade 228	77,458.20	116,186.30
9715	Human Resources Manager 1	02 - Unclassified Executive	Non-Represented - Grade 228	77,458.20	116,186.30
9807	Investment Officer	02 - Unclassified Executive	Non-Represented - Grade 228	77,458.20	116,186.30
9190	Assistant County Attorney 2	02 - Unclassified Executive	Non-Represented - Grade 229	82,879.28	124,320.42
9336	Finance Manager	02 - Unclassified Executive	Non-Represented - Grade 229	82,879.28	124,320.42
9365	Manager Senior	02 - Unclassified Executive	Non-Represented - Grade 229	82,879.28	124,320.42
9366	Quality Manager	02 - Unclassified Executive	Non-Represented - Grade 229	82,879.28	124,320.42
9451	IT Supervisor	02 - Unclassified Executive	Non-Represented - Grade 229	82,879.28	124,320.42
9458	IT Project Manager 1	02 - Unclassified Executive	Non-Represented - Grade 229	82,879.28	124,320.42
9630	Chief Appraiser	02 - Unclassified Executive	Non-Represented - Grade 229	82,879.28	124,320.42
9649	County Surveyor	02 - Unclassified Executive	Non-Represented - Grade 229	82,879.28	124,320.42
9666	Elections Manager	02 - Unclassified Executive	Non-Represented - Grade 229	82,879.28	124,320.42
9711	Executive Advisor (inactive)	02 - Unclassified Executive	Non-Represented - Grade 229	82,879.28	124,320.42
9734	Budget Analyst Principal	02 - Unclassified Executive	Non-Represented - Grade 229	82,879.28	124,320.42
9445	District Attorney Investigator Chief	02 - Unclassified Executive	Non-Represented - Grade 230	89,509.77	134,264.90
9452	IT Manager 1	02 - Unclassified Executive	Non-Represented - Grade 230	89,509.77	134,264.90
9459	IT Project Manager 2	02 - Unclassified Executive	Non-Represented - Grade 230	89,509.77	134,264.90
9519	Nursing Director	02 - Unclassified Executive	Non-Represented - Grade 230	89,509.77	134,264.90
9601	Division Director 1	02 - Unclassified Executive	Non-Represented - Grade 230	89,509.77	134,264.90
9618	Deputy County Assessor	02 - Unclassified Executive	Non-Represented - Grade 230	89,509.77	134,264.90
9621	Human Resources Manager 2	02 - Unclassified Executive	Non-Represented - Grade 230	89,509.77	134,264.90
9664	District Attorney Administrative Manager	02 - Unclassified Executive	Non-Represented - Grade 230	89,509.77	134,264.90
9671	Engineering Services Manager 1	02 - Unclassified Executive	Non-Represented - Grade 230	89,509.77	134,264.90
9700	Human Services Policy Manager	02 - Unclassified Executive	Non-Represented - Grade 230	89,509.77	134,264.90
9731	Economist	02 - Unclassified Executive	Non-Represented - Grade 230	89,509.77	134,264.90
9746	Veterinarian	02 - Unclassified Executive	Non-Represented - Grade 230	89,509.77	134,264.90
9782	Library Manager Senior	02 - Unclassified Executive	Non-Represented - Grade 230	89,509.77	134,264.90
9798	Principal Investigator	02 - Unclassified Executive	Non-Represented - Grade 230	89,509.77	134,264.90
9338	Finance Manager Senior	02 - Unclassified Executive	Non-Represented - Grade 231	96,670.64	145,007.33
9355	Pharmacist	02 - Unclassified Executive	Non-Represented - Grade 231	96,670.64	145,007.33
9602	Division Director 2	02 - Unclassified Executive	Non-Represented - Grade 231	96,670.64	145,007.33
9647	Lieutenant	03 - Classified Management	Non-Represented - Grade 231	96,670.64	145,007.33
9648	Corrections Lieutenant	03 - Classified Management	Non-Represented - Grade 231	96,670.64	145,007.33
9797	Principal Investigator Manager	02 - Unclassified Executive	Non-Represented - Grade 231	96,670.64	145,007.33
9149	Facilities Strategic Planning & Projects Manager	02 - Unclassified Executive	Non-Represented - Grade 232	100,389.34	160,622.50
9453	IT Manager 2	02 - Unclassified Executive	Non-Represented - Grade 232	100,389.34	160,622.50
9456	IT Security Manager	02 - Unclassified Executive	Non-Represented - Grade 232	100,389.34	160,622.50
9493	Nurse Practitioner Manager	02 - Unclassified Executive	Non-Represented - Grade 232	100,389.34	160,622.50
9619	Deputy Director	02 - Unclassified Executive	Non-Represented - Grade 232	100,389.34	160,622.50
9669	Human Resources Manager Senior	02 - Unclassified Executive	Non-Represented - Grade 232	100,389.34	160,622.50

9672	Engineering Services Manager 2	02 - Unclassified Executive	Non-Represented - Grade 232	100,389.34	160,622.50
9783	Library Director of Digital Strategies	02 - Unclassified Executive	Non-Represented - Grade 232	100,389.34	160,622.50
9808	Budget Director	02 - Unclassified Executive	Non-Represented - Grade 232	100,389.34	160,622.50
9809	Strategic Capital Planning Director	02 - Unclassified Executive	Non-Represented - Grade 232	100,389.34	160,622.50
9390	Dentist - Inactive (NR) (inactive)	02 - Unclassified Executive	Non-Represented - Grade 233	108,420.23	173,472.52
9440	Assistant County Attorney Senior	02 - Unclassified Executive	Non-Represented - Grade 233	108,420.23	173,472.52
9449	Assistant District Attorney	02 - Unclassified Executive	Non-Represented - Grade 233	108,420.23	173,472.52
9454	IT Manager Senior	02 - Unclassified Executive	Non-Represented - Grade 233	108,420.23	173,472.52
9605	County Assessor	02 - Unclassified Executive	Non-Represented - Grade 233	108,420.23	173,472.52
9627	Captain	02 - Unclassified Executive	Non-Represented - Grade 233	108,420.23	173,472.52
9676	County Engineer	02 - Unclassified Executive	Non-Represented - Grade 233	108,420.23	173,472.52
9679	Facilities & Property Management Division Director	02 - Unclassified Executive	Non-Represented - Grade 233	108,420.23	173,472.52
9744	Mental Health Director	02 - Unclassified Executive	Non-Represented - Grade 233	108,420.23	173,472.52
9357	Pharmacy & Clinical Support Services Director	02 - Unclassified Executive	Non-Represented - Grade 234	117,094.47	187,350.90
9461	Deputy Chief Information Officer	02 - Unclassified Executive	Non-Represented - Grade 234	117,094.47	187,350.90
9501	Deputy Dental Director	02 - Unclassified Executive	Non-Represented - Grade 234	117,094.47	187,350.90
9551	Health Centers Division Operations Director	02 - Unclassified Executive	Non-Represented - Grade 234	117,094.47	187,350.90
9610	Department Director 1	02 - Unclassified Executive	Non-Represented - Grade 234	117,094.47	187,350.90
9625	Chief Deputy	02 - Unclassified Executive	Non-Represented - Grade 234	117,094.47	187,350.90
9626	Undersheriff	02 - Unclassified Executive	Non-Represented - Grade 234	117,094.47	187,350.90
9631	Deputy County Attorney	02 - Unclassified Executive	Non-Represented - Grade 234	117,094.47	187,350.90
9455	Chief Information Officer	02 - Unclassified Executive	Non-Represented - Grade 235	128,803.42	206,086.31
9499	Dental Director	02 - Unclassified Executive	Non-Represented - Grade 235	128,803.42	206,086.31
9613	Department Director 2	02 - Unclassified Executive	Non-Represented - Grade 235	128,803.42	206,086.31
9668	Chief Human Resources Officer	02 - Unclassified Executive	Non-Represented - Grade 235	128,803.42	206,086.31
9810	Chief Financial Officer	02 - Unclassified Executive	Non-Represented - Grade 235	128,803.42	206,086.31
9699	Integrated Clinical Services Director	02 - Unclassified Executive	Non-Represented - Grade 236	141,683.11	226,694.42
9812	Department Director Principal (COO)	02 - Unclassified Executive	Non-Represented - Grade 236	141,683.11	226,694.42
9490	Site Medical Director	02 - Unclassified Executive	Non-Represented - Grade 237	155,852.74	249,363.74
9491	Psychiatrist	02 - Unclassified Executive	Non-Represented - Grade 237	155,852.74	249,363.74
9510	County Attorney	02 - Unclassified Executive	Non-Represented - Grade 237	155,852.74	249,363.74
9521	Health Department Director	02 - Unclassified Executive	Non-Represented - Grade 237	155,852.74	249,363.74
9530	EMS Medical Director	02 - Unclassified Executive	Non-Represented - Grade 237	155,852.74	249,363.74
9540	Deputy Health Officer	02 - Unclassified Executive	Non-Represented - Grade 237	155,852.74	249,363.74
9541	Deputy Medical Director	02 - Unclassified Executive	Non-Represented - Grade 237	155,852.74	249,363.74
9520	Medical Director	02 - Unclassified Executive	Non-Represented - Grade 238	171,437.49	274,300.24
9550	Health Officer	02 - Unclassified Executive	Non-Represented - Grade 238	171,437.49	274,300.24
9061	Human Resources Technician (NR)	03 - Classified Management	Non-Represented Hourly - Grade 118	22.29	31.21
9011	Office Assistant 2 (NR)	03 - Classified Management	Non-Represented Hourly - Grade 216	17.23	24.12
9002	Legal Assistant 1 (NR)	03 - Classified Management	Non-Represented Hourly - Grade 219	21.10	29.54
9636	Office Assistant Senior (NR)	03 - Classified Management	Non-Represented Hourly - Grade 219	21.10	29.54
9003	Legal Assistant 2 (NR)	03 - Classified Management	Non-Represented Hourly - Grade 221	24.16	33.82
9634	Administrative Specialist (NR)	03 - Classified Management	Non-Represented Hourly - Grade 221	24.16	33.82
9004	Legal Assistant Senior (NR)	03 - Classified Management	Non-Represented Hourly - Grade 222	25.85	36.19
9080	Human Resources Analyst 1	03 - Classified Management	Non-Represented Hourly - Grade 222	25.85	36.19
9337	Payroll Tax Specialist	03 - Classified Management	Non-Represented Hourly - Grade 222	25.85	36.19
9054	Paralegal	03 - Classified Management	Non-Represented Hourly - Grade 223	26.55	39.82
9389	Dentist (On Call)	06 - Unclassified On-Call Non-Represented	On Call Dentist - Grade 9389	69.85	85.90
9492	Physician (On Call)	06 - Unclassified On-Call Non-Represented	On Call Physician - Grade 9492	87.05	113.58
8001	Elections Worker	06 - Unclassified On-Call Non-Represented	On-Call NR Hourly - Grade 8001	15.00	15.00
8002	Interpreter (On Call) (inactive)	06 - Unclassified On-Call Non-Represented	On-Call NR Hourly - Grade 8002	18.04	18.04
8005	Library Shelver (On Call)	06 - Unclassified On-Call Non-Represented	On-Call NR Hourly - Grade 8005	13.25	13.25
1096	Tax Supervising Budget Analyst	03 - Classified Management	Tax Supervising and Conservation Commission - Grade 1096	0.00	0.00
3005	Tax Supervising and Conservation Commission (TSCC) Executive Director	02 - Unclassified Executive	Tax Supervising and Conservation Commission - Grade 3005	0.00	0.00

Job Profiles shown in bold are either new classifications created or have had salary range adjustments since the Board last approved the salary schedule. Salary range adjustments are necessary to reflect labor market comparisons or internal reorganizations.

District Attorney's salary includes County supplemental portion of salary only.

Elected Officials (except County Auditor) pay is set by the Salary Commission. County Auditor pay is indexed at 80% of Circuit Court Judge salary, update effective 7/1/20 pending until State of Oregon Judicial Department implements changes.

Elected Officials (except County Auditor) pay set by the Salary Commission Report, released on 4/24/2020, indicated they would receive their current salary + COLA. Per the Chair's guidelines on 4/28/20 that management and executive employees will not be receiving a COLA, no adjustments were made.

Per April 28, 2020 email from Chair Kafoury - "In FY 2021, management and executive employees will not receive a cost of living adjustment (COLA)". Therefore, no adjustments have been made to the salary plan with the exception of three (3) job profiles (Library Shelver, Student Intern, College Intern) that follow Oregon minimum wage and require adjustment on 7/1/20.