

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

RESOLUTION NO. 2022-062

Authorizing Salary Adjustments for Employees Not Covered by Collective Bargaining Agreements for Fiscal Year 2022-2023.

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:

General Salary Increases. Except for elected officials' staff, management and executive employees are eligible for a cost of living increase effective July 1, 2022 of 5.0%. These pay ranges are shown in an exhibit attached to this Resolution, labeled FY 22-23 Non-Rep Salary Plan for Board Approval.

ADOPTED this 16th day of June, 2022.

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



Deborah Kafoury

Deborah Kafoury, Chair

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

Kathryn A. Short

By _____
Kathryn A. Short, Deputy County Attorney

SUBMITTED BY:
Shelly Kent, Chief Human Resources Officer and Susan Mullett, Class & Comp Manager

Job Code	Job Profile	Job Level	Compensation Grade	7/1/22 Min	7/1/22 Max
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
5001	County Chair	01 - Unclassified Elected Official	Elected Official - Grade 5001	207,486.30	207,486.30
5004	Sheriff	01 - Unclassified Elected Official	Elected Official - Grade 5004	207,486.30	207,486.30
5010	County Commissioner	01 - Unclassified Elected Official	Elected Official - Grade 5010	124,916.38	124,916.38
5014	County Auditor	01 - Unclassified Elected Official	Elected Official - Grade 5014	126,848.72	126,848.72
5053	District Attorney	01 - Unclassified Elected Official	Elected Official - Grade 5053	93,687.30	93,687.30
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
8001	Elections Worker	06 - Unclassified On-Call Non-Represented	On-Call NR Hourly - Grade 8001	15.00	15.00
8005	Library Shelver (On Call)	06 - Unclassified On-Call Non-Represented	On-Call NR Hourly - Grade 8005	14.75	14.75
8006	Student Intern	07 - Unclassified Intern	Interns - Grade 8006	15.00	20.00
8007	College Intern	07 - Unclassified Intern	Interns - Grade 8007	15.00	30.00
8008	Graduate Intern	07 - Unclassified Intern	Interns - Grade 8008	15.00	35.00
9006	Administrative Analyst (NR)	03 - Classified Management	Non-Represented - Grade 223	58,915.64	88,374.38
9005	Administrative Analyst Senior	03 - Classified Management	Non-Represented - Grade 224	63,039.44	94,559.82
9634	Administrative Specialist (NR)	03 - Classified Management	Non-Represented Hourly - Grade 221	25.77	36.08
9060	Assistant County Attorney 1	02 - Unclassified Executive	Non-Represented - Grade 229	88,415.62	132,625.03
9190	Assistant County Attorney 2	02 - Unclassified Executive	Non-Represented - Grade 231	103,128.24	154,693.82
9440	Assistant County Attorney Senior	02 - Unclassified Executive	Non-Represented - Grade 234	124,916.38	199,865.94
9449	Assistant District Attorney	02 - Unclassified Executive	Non-Represented - Grade 233	115,662.70	185,060.48
9734	Budget Analyst Principal	02 - Unclassified Executive	Non-Represented - Grade 229	88,415.62	132,625.03
9730	Budget Analyst Senior	03 - Classified Management	Non-Represented - Grade 227	77,226.67	118,354.54
9808	Budget Director	02 - Unclassified Executive	Non-Represented - Grade 232	107,095.35	171,352.08
9627	Captain	02 - Unclassified Executive	Non-Represented - Grade 233	115,662.70	185,060.48
9007	Chaplain	02 - Unclassified Executive	Non-Represented - Grade 222	57,355.18	80,298.10
9630	Chief Appraiser	02 - Unclassified Executive	Non-Represented - Grade 229	88,415.62	132,625.03
9625	Chief Deputy	02 - Unclassified Executive	Non-Represented - Grade 234	124,916.38	199,865.94
9810	Chief Financial Officer	02 - Unclassified Executive	Non-Represented - Grade 235	137,407.48	219,852.87
9668	Chief Human Resources Officer	02 - Unclassified Executive	Non-Represented - Grade 235	137,407.48	219,852.87
9455	Chief Information Officer	02 - Unclassified Executive	Non-Represented - Grade 235	137,407.48	219,852.87
9064	Chief Medicolegal Death Investigator	03 - Classified Management	Non-Represented - Grade 226	72,173.41	108,261.31
9117	Communications Advisor	03 - Classified Management	Non-Represented - Grade 227	77,226.67	118,354.54
9620	Community Justice Manager	03 - Classified Management	Non-Represented - Grade 227	77,226.67	118,354.54
9532	Corrections Health Director	02 - Unclassified Executive	Non-Represented - Grade 233	115,662.70	185,060.48
9648	Corrections Lieutenant	03 - Classified Management	Non-Represented - Grade 231	103,128.24	154,693.82
9605	County Assessor	02 - Unclassified Executive	Non-Represented - Grade 233	115,662.70	185,060.48
9510	County Attorney	02 - Unclassified Executive	Non-Represented - Grade 238	182,889.51	292,623.49
9676	County Engineer	02 - Unclassified Executive	Non-Represented - Grade 233	115,662.70	185,060.48
9649	County Surveyor	02 - Unclassified Executive	Non-Represented - Grade 229	88,415.62	132,625.03

Job Code	Job Profile	Job Level	Compensation Grade	7/1/22 Min	7/1/22 Max
9499	Dental Director	02 - Unclassified Executive	Non-Represented - Grade 235	137,407.48	219,852.87
9389	Dentist (On Call)	06 - Unclassified On-Call Non-Represented	On Call Dentist - Grade 9389	74.12	91.15
9610	Department Director 1	02 - Unclassified Executive	Non-Represented - Grade 234	124,916.38	199,865.94
9613	Department Director 2	02 - Unclassified Executive	Non-Represented - Grade 235	137,407.48	219,852.87
9812	Department Director Principal (COO)	02 - Unclassified Executive	Non-Represented - Grade 237	166,263.70	266,021.24
9461	Deputy Chief Information Officer	02 - Unclassified Executive	Non-Represented - Grade 234	124,916.38	199,865.94
9811	Deputy Chief Operating Officer	02 - Unclassified Executive	Non-Represented - Grade 236	151,147.54	241,837.61
9618	Deputy County Assessor	02 - Unclassified Executive	Non-Represented - Grade 230	95,489.03	143,233.80
9631	Deputy County Attorney	02 - Unclassified Executive	Non-Represented - Grade 235	137,407.48	219,852.87
9501	Deputy Dental Director	02 - Unclassified Executive	Non-Represented - Grade 234	124,916.38	199,865.94
9619	Deputy Director	02 - Unclassified Executive	Non-Represented - Grade 232	107,095.35	171,352.08
9553	Deputy Director of Pharmacy	02 - Unclassified Executive	Non-Represented - Grade 232	107,095.35	171,352.08
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
9540	Deputy Health Officer	02 - Unclassified Executive	Non-Represented - Grade 237	166,263.70	266,021.24
9541	Deputy Medical Director	02 - Unclassified Executive	Non-Represented - Grade 237	166,263.70	266,021.24
9664	District Attorney Administrative Manager	02 - Unclassified Executive	Non-Represented - Grade 230	95,489.03	143,233.80
9445	District Attorney Investigator Chief	02 - Unclassified Executive	Non-Represented - Grade 230	95,489.03	143,233.80
9601	Division Director 1	02 - Unclassified Executive	Non-Represented - Grade 230	95,489.03	143,233.80
9602	Division Director 2	02 - Unclassified Executive	Non-Represented - Grade 231	103,128.24	154,693.82
9731	Economist	02 - Unclassified Executive	Non-Represented - Grade 230	95,489.03	143,233.80
9666	Elections Manager	02 - Unclassified Executive	Non-Represented - Grade 229	88,415.62	132,625.03
9530	EMS Medical Director	02 - Unclassified Executive	Non-Represented - Grade 237	166,263.70	266,021.24
9671	Engineering Services Manager 1	02 - Unclassified Executive	Non-Represented - Grade 230	95,489.03	143,233.80
9672	Engineering Services Manager 2	02 - Unclassified Executive	Non-Represented - Grade 232	107,095.35	171,352.08
9062	Environmental Health Supervisor	03 - Classified Management	Non-Represented - Grade 227	77,226.67	118,354.54
9679	Facilities & Property Management Division Director	02 - Unclassified Executive	Non-Represented - Grade 233	115,662.70	185,060.48
9149	Facilities Strategic Planning & Projects Manager	02 - Unclassified Executive	Non-Represented - Grade 232	107,095.35	171,352.08
9336	Finance Manager	02 - Unclassified Executive	Non-Represented - Grade 229	88,415.62	132,625.03
9338	Finance Manager Senior	02 - Unclassified Executive	Non-Represented - Grade 231	103,128.24	154,693.82
9335	Finance Supervisor	03 - Classified Management	Non-Represented - Grade 226	72,173.41	108,261.31
9689	Fleet Maintenance Supervisor	03 - Classified Management	Non-Represented - Grade 224	63,039.44	94,559.82
9551	Health Centers Division Operations Director	02 - Unclassified Executive	Non-Represented - Grade 234	124,916.38	199,865.94
9521	Health Department Director	02 - Unclassified Executive	Non-Represented - Grade 237	166,263.70	266,021.24
9550	Health Officer	02 - Unclassified Executive	Non-Represented - Grade 238	182,889.51	292,623.49
9080	Human Resources Analyst 1	03 - Classified Management	Non-Represented Hourly - Grade 222	27.57	38.60
9670	Human Resources Analyst 2 (NR)	03 - Classified Management	Non-Represented - Grade 224	63,039.44	94,559.82
9748	Human Resources Analyst Senior	03 - Classified Management	Non-Represented - Grade 226	72,173.41	108,261.31
9715	Human Resources Manager 1	02 - Unclassified Executive	Non-Represented - Grade 228	82,632.41	123,947.54
9621	Human Resources Manager 2	02 - Unclassified Executive	Non-Represented - Grade 230	95,489.03	143,233.80
9669	Human Resources Manager Senior	02 - Unclassified Executive	Non-Represented - Grade 232	107,095.35	171,352.08

Job Code	Job Profile	Job Level	Compensation Grade	7/1/22 Min	7/1/22 Max
9061	Human Resources Technician (NR)	03 - Classified Management	Non-Represented Hourly - Grade 220	24.08	33.72
9700	Human Services Policy Manager	02 - Unclassified Executive	Non-Represented - Grade 230	95,489.03	143,233.80
9699	Integrated Clinical Services Director	02 - Unclassified Executive	Non-Represented - Grade 237	166,263.70	266,021.24
9807	Investment Officer	02 - Unclassified Executive	Non-Represented - Grade 228	82,632.41	123,947.54
9452	IT Manager 1	02 - Unclassified Executive	Non-Represented - Grade 230	95,489.03	143,233.80
9453	IT Manager 2	02 - Unclassified Executive	Non-Represented - Grade 232	107,095.35	171,352.08
9454	IT Manager Senior	02 - Unclassified Executive	Non-Represented - Grade 233	115,662.70	185,060.48
9458	IT Project Manager 1	02 - Unclassified Executive	Non-Represented - Grade 229	88,415.62	132,625.03
9459	IT Project Manager 2	02 - Unclassified Executive	Non-Represented - Grade 230	95,489.03	143,233.80
9456	IT Security Manager	02 - Unclassified Executive	Non-Represented - Grade 232	107,095.35	171,352.08
9451	IT Supervisor	02 - Unclassified Executive	Non-Represented - Grade 229	88,415.62	132,625.03
9552	Laboratory Director	03 - Classified Management	Non-Represented - Grade 227	77,226.67	118,354.54
9055	Law Clerk	02 - Unclassified Executive	Non-Represented - Grade 222	57,355.18	80,298.10
9002	Legal Assistant 1 (NR)	03 - Classified Management	Non-Represented Hourly - Grade 219	22.51	31.51
9003	Legal Assistant 2 (NR)	03 - Classified Management	Non-Represented Hourly - Grade 221	25.77	36.08
9004	Legal Assistant Senior (NR)	03 - Classified Management	Non-Represented Hourly - Grade 222	27.57	38.60
9776	Library Administrator	03 - Classified Management	Non-Represented - Grade 226	72,173.41	108,261.31
9783	Library Director of Digital Strategies	02 - Unclassified Executive	Non-Represented - Grade 232	107,095.35	171,352.08
9780	Library Manager	03 - Classified Management	Non-Represented - Grade 227	77,226.67	118,354.54
9782	Library Manager Senior	02 - Unclassified Executive	Non-Represented - Grade 230	95,489.03	143,233.80
9152	Library Safety and Security Manager	02 - Unclassified Executive	Non-Represented - Grade 227	77,226.67	118,354.54
9784	Library Supervisor	03 - Classified Management	Non-Represented - Grade 223	58,915.64	88,374.38
9647	Lieutenant	03 - Classified Management	Non-Represented - Grade 231	103,128.24	154,693.82
9710	Management Analyst	02 - Unclassified Executive	Non-Represented - Grade 226	72,173.41	108,261.31
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
9615	Manager 1	03 - Classified Management	Non-Represented - Grade 227	77,226.67	118,354.54
9364	Manager 2	02 - Unclassified Executive	Non-Represented - Grade 228	82,632.41	123,947.54
9365	Manager Senior	02 - Unclassified Executive	Non-Represented - Grade 229	88,415.62	132,625.03
9520	Medical Director	02 - Unclassified Executive	Non-Represented - Grade 238	182,889.51	292,623.49
9744	Mental Health Director	02 - Unclassified Executive	Non-Represented - Grade 233	115,662.70	185,060.48
9493	Nurse Practitioner Manager	02 - Unclassified Executive	Non-Represented - Grade 232	107,095.35	171,352.08
9518	Nursing Development Consultant	03 - Classified Management	Non-Represented - Grade 227	77,226.67	118,354.54
9519	Nursing Director	02 - Unclassified Executive	Non-Represented - Grade 230	95,489.03	143,233.80
9517	Nursing Supervisor	03 - Classified Management	Non-Represented - Grade 227	77,226.67	118,354.54
9020	Nutrition Services Program Supervisor	03 - Classified Management	Non-Represented - Grade 223	58,915.64	88,374.38
9011	Office Assistant 2 (NR)	03 - Classified Management	Non-Represented Hourly - Grade 216	18.37	25.72
9636	Office Assistant Senior (NR)	03 - Classified Management	Non-Represented Hourly - Grade 219	22.51	31.51
9720	Operations Administrator	03 - Classified Management	Non-Represented - Grade 223	58,915.64	88,374.38
9025	Operations Supervisor	03 - Classified Management	Non-Represented - Grade 222	57,355.18	80,298.10

Job Code	Job Profile	Job Level	Compensation Grade	7/1/22 Min	7/1/22 Max
9054	Paralegal	03 - Classified Management	Non-Represented Hourly - Grade 223	28.32	42.49
9337	Payroll Tax Specialist	03 - Classified Management	Non-Represented Hourly - Grade 222	27.57	38.60
9355	Pharmacist	02 - Unclassified Executive	Non-Represented - Grade 231	103,128.24	154,693.82
9357	Pharmacy & Clinical Support Services Director	02 - Unclassified Executive	Non-Represented - Grade 234	124,916.38	199,865.94
9492	Physician (On Call)	06 - Unclassified On-Call Non-Represented	On Call Physician - Grade 9492	91.01	118.74
9146	Planner Principal	02 - Unclassified Executive	Non-Represented - Grade 228	82,632.41	123,947.54
9798	Principal Investigator	02 - Unclassified Executive	Non-Represented - Grade 230	95,489.03	143,233.80
9797	Principal Investigator Manager	02 - Unclassified Executive	Non-Represented - Grade 231	103,128.24	154,693.82
9677	Production Supervisor	03 - Classified Management	Non-Represented - Grade 223	58,915.64	88,374.38
9361	Program Supervisor	03 - Classified Management	Non-Represented - Grade 226	72,173.41	108,261.31
9063	Project Manager (NR)	03 - Classified Management	Non-Represented - Grade 226	72,173.41	108,261.31
9491	Psychiatrist	02 - Unclassified Executive	Non-Represented - Grade 237	166,263.70	266,021.24
9531	Public Health Director	02 - Unclassified Executive	Non-Represented - Grade 233	115,662.70	185,060.48
9790	Public Relations Coordinator	02 - Unclassified Executive	Non-Represented - Grade 227	77,226.67	118,354.54
9366	Quality Manager	02 - Unclassified Executive	Non-Represented - Grade 229	88,415.62	132,625.03
9043	Research Evaluation Analyst Senior (NR)	03 - Classified Management	Non-Represented - Grade 227	77,226.67	118,354.54
9041	Research Evaluation Scientist	02 - Unclassified Executive	Non-Represented - Grade 228	82,632.41	123,947.54
9660	Security Director	02 - Unclassified Executive	Non-Represented - Grade 231	103,128.24	154,693.82
9490	Site Medical Director	02 - Unclassified Executive	Non-Represented - Grade 237	166,263.70	266,021.24
9400	Staff Assistant	05 - Unclassified Elected Official Staff	Elected Official Staff - Grade 9400	0.00	0.00
9809	Strategic Capital Planning Director	02 - Unclassified Executive	Non-Represented - Grade 232	107,095.35	171,352.08
9674	Survey Supervisor	03 - Classified Management	Non-Represented - Grade 227	77,226.67	118,354.54
9632	Sworn Community Justice Manager	03 - Classified Management	Non-Represented - Grade 227	77,226.67	118,354.54
9626	Undersheriff	02 - Unclassified Executive	Non-Represented - Grade 234	124,916.38	199,865.94
9746	Veterinarian	02 - Unclassified Executive	Non-Represented - Grade 230	95,489.03	143,233.80

Bold: 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. The State will apply COLA on 12/1/22 at which point the County Auditor will be adjusted accordingly.