

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

RESOLUTION NO. 2024-046

Authorizing Salary Adjustments for Employees Not Covered by Collective Bargaining Agreements for Fiscal Year 2024-2025.

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, 2024 of 3.3%. These pay ranges are shown in an exhibit attached to this Resolution, labeled FY 24-25 Non-Rep Salary Plan for Board Approval.

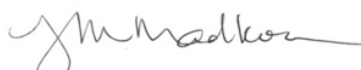
ADOPTED this 6th day of June, 2024.



BOARD OF COUNTY COMMISSIONERS
FOR MULTNOMAH COUNTY, OREGON

Jessica Vega Pederson, Chair

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

By 

Jenny M. Madkour, County Attorney

SUBMITTED BY: Travis Brown, Chief Human Resources Officer

Job Code	Job Profile	Compensation Grade	7/1/24 Minimum	7/1/24 Maximum
1096	Tax Supervising Budget Analyst	Tax Supervising and Conservation Commission - Grade 1096	0.00	0.00
3005	Tax Supervising and Conservation Commission (TSCC) Executive Director	Tax Supervising and Conservation Commission - Grade 3005	0.00	0.00
5001	County Chair	Elected Official - Grade 5001	247,554.32	247,554.32
5004	Sheriff	Elected Official - Grade 5004	247,554.32	247,554.32
5010	County Commissioner	Elected Official - Grade 5010	149,039.17	149,039.17
5014	County Auditor	Elected Official - Grade 5014	139,286.40	139,286.40
5053	District Attorney	Elected Official - Grade 5053	111,778.86	111,778.86
6242	County Attorney Legal Intern	Interns - Grade 6242	15.95	35.00
6244	District Attorney Legal Intern	Interns - Grade 6244	15.95	35.00
8001	Elections Worker	On-Call NR Hourly - Grade 8001	20.00	20.00
8003	Laborer	Seasonal NR Hourly - Grade 8003	20.00	20.00
8005	Library Shelver (On Call)	On-Call NR Hourly - Grade 8005	15.95	15.95
8006	Student Intern	Interns - Grade 8006	15.95	20.00
8007	College Intern	Interns - Grade 8007	15.95	30.00
8008	Graduate Intern	Interns - Grade 8008	15.95	35.00
9006	Administrative Analyst (NR)	Non-Represented - Grade 223	63,902.85	95,855.27
9005	Administrative Analyst Senior	Non-Represented - Grade 224	68,375.73	102,564.31
9634	Administrative Specialist (NR)	Non-Represented Hourly - Grade 221	27.95	39.13
9751	Animal Services Medical Director	Non-Represented - Grade 232	116,160.97	185,857.03
9060	Assistant County Attorney 1	Non-Represented - Grade 229	95,900.00	143,851.74
9190	Assistant County Attorney 2	Non-Represented - Grade 231	111,858.04	167,788.65
9440	Assistant County Attorney Senior	Non-Represented - Grade 234	135,490.55	216,784.59
9449	Assistant District Attorney	Non-Represented - Grade 233	125,453.55	200,725.85
9724	Behavioral Health Manager	Non-Represented - Grade 229	95,900.00	143,851.74
9736	Behavioral Health Manager Senior	Non-Represented - Grade 230	103,572.17	155,358.54
9723	Behavioral Health Supervisor	Non-Represented - Grade 228	89,627.24	134,439.70
9734	Budget Analyst Principal	Non-Represented - Grade 229	95,900.00	143,851.74
9730	Budget Analyst Senior	Non-Represented - Grade 227	83,763.90	128,373.25
9627	Captain	Non-Represented - Grade 233	125,453.55	200,725.85
9007	Chaplain	Non-Represented - Grade 223	63,902.85	95,855.27
9630	Chief Appraiser	Non-Represented - Grade 230	103,572.17	155,358.54
9808	Chief Budget Officer	Non-Represented - Grade 233	125,453.55	200,725.85
9625	Chief Deputy	Non-Represented - Grade 234	135,490.55	216,784.59
9810	Chief Financial Officer	Non-Represented - Grade 236	163,942.18	262,309.16
9668	Chief Human Resources Officer	Non-Represented - Grade 236	163,942.18	262,309.16
9455	Chief Information Officer	Non-Represented - Grade 236	163,942.18	262,309.16
9064	Chief Medicolegal Death Investigator	Non-Represented - Grade 226	78,282.89	117,425.63
9620	Community Justice Manager	Non-Represented - Grade 227	83,763.90	128,373.25
9532	Corrections Health Director	Non-Represented - Grade 233	125,453.55	200,725.85
9648	Corrections Lieutenant	Non-Represented - Grade 232	116,160.97	185,857.03
9605	County Assessor	Non-Represented - Grade 234	135,490.55	216,784.59
9510	County Attorney	Non-Represented - Grade 238	198,371.11	317,394.06
9676	County Engineer	Non-Represented - Grade 233	125,453.55	200,725.85
9649	County Surveyor	Non-Represented - Grade 230	103,572.17	155,358.54
9499	Dental Director	Non-Represented - Grade 236	163,942.18	262,309.16
9389	Dentist (On Call)	On Call Dentist - Grade 9389	84.41	106.93
9610	Department Director 1	Non-Represented - Grade 235	149,039.02	238,463.41
9613	Department Director 2	Non-Represented - Grade 236	163,942.18	262,309.16
9812	Department Director Principal (COO)	Non-Represented - Grade 238	198,371.11	317,394.06
9806	Deputy Chief Financial Officer	Non-Represented - Grade 234	135,490.55	216,784.59
9662	Deputy Chief Human Resources Officer	Non-Represented - Grade 234	135,490.55	216,784.59
9461	Deputy Chief Information Officer	Non-Represented - Grade 235	149,039.02	238,463.41
9811	Deputy Chief Operating Officer	Non-Represented - Grade 237	180,337.93	288,539.94
9618	Deputy County Assessor	Non-Represented - Grade 231	111,858.04	167,788.65
9631	Deputy County Attorney	Non-Represented - Grade 235	149,039.02	238,463.41
9501	Deputy Dental Director	Non-Represented - Grade 235	149,039.02	238,463.41
9619	Deputy Director	Non-Represented - Grade 233	125,453.55	200,725.85

Job Code	Job Profile	Compensation Grade	7/1/24 Minimum	7/1/24 Maximum
9553	Deputy Director of Pharmacy	Non-Represented - Grade 233	125,453.55	200,725.85
9450	Deputy District Attorney Chief	Elected Official Staff - Grade 9450	0.00	0.00
9465	Deputy District Attorney First Assistant	Elected Official Staff - Grade 9465	0.00	0.00
9540	Deputy Health Officer	Non-Represented - Grade 237	180,337.93	288,539.94
9541	Deputy Medical Director	Non-Represented - Grade 237	180,337.93	288,539.94
9664	District Attorney Administrative Manager	Non-Represented - Grade 230	103,572.17	155,358.54
9445	District Attorney Investigator Chief	Non-Represented - Grade 230	103,572.17	155,358.54
9805	Director of Strategic Initiatives	Non-Represented - Grade 233	125,453.55	200,725.85
9601	Division Director 1	Non-Represented - Grade 231	111,858.04	167,788.65
9602	Division Director 2	Non-Represented - Grade 232	116,160.97	185,857.03
9731	Economist	Non-Represented - Grade 230	103,572.17	155,358.54
9666	Elections Manager	Non-Represented - Grade 230	103,572.17	155,358.54
9639	Emergency Management Manager	Non-Represented - Grade 229	95,900.00	143,851.74
9530	EMS Medical Director	Non-Represented - Grade 237	180,337.93	288,539.94
9671	Engineering Services Manager 1	Non-Represented - Grade 230	103,572.17	155,358.54
9672	Engineering Services Manager 2	Non-Represented - Grade 232	116,160.97	185,857.03
9065	Environmental Health Manager	Non-Represented - Grade 228	89,627.24	134,439.70
9062	Environmental Health Supervisor	Non-Represented - Grade 227	83,763.90	128,373.25
9679	Facilities & Property Management Division Director	Non-Represented - Grade 233	125,453.55	200,725.85
9149	Facilities Strategic Planning & Projects Manager	Non-Represented - Grade 232	116,160.97	185,857.03
9336	Finance Manager	Non-Represented - Grade 230	103,572.17	155,358.54
9338	Finance Manager Senior	Non-Represented - Grade 232	116,160.97	185,857.03
9335	Finance Supervisor	Non-Represented - Grade 227	83,763.90	128,373.25
9689	Fleet Maintenance Supervisor	Non-Represented - Grade 225	73,162.82	109,743.37
9551	Health Centers Division Operations Director	Non-Represented - Grade 234	135,490.55	216,784.59
9521	Health Department Director	Non-Represented - Grade 237	180,337.93	288,539.94
9550	Health Officer	Non-Represented - Grade 238	198,371.11	317,394.06
9080	Human Resources Analyst 1	Non-Represented Hourly - Grade 223	30.72	46.08
9670	Human Resources Analyst 2 (NR)	Non-Represented - Grade 225	73,162.82	109,743.37
9748	Human Resources Analyst Senior	Non-Represented - Grade 227	83,763.90	128,373.25
9715	Human Resources Manager 1	Non-Represented - Grade 229	95,900.00	143,851.74
9621	Human Resources Manager 2	Non-Represented - Grade 231	111,858.04	167,788.65
9669	Human Resources Manager Senior	Non-Represented - Grade 232	116,160.97	185,857.03
9061	Human Resources Technician (NR)	Non-Represented Hourly - Grade 221	27.95	39.13
9700	Human Services Policy Manager	Non-Represented - Grade 230	103,572.17	155,358.54
9699	Integrated Clinical Services Director	Non-Represented - Grade 237	180,337.93	288,539.94
9807	Investment Officer	Non-Represented - Grade 228	89,627.24	134,439.70
9452	IT Manager 1	Non-Represented - Grade 231	111,858.04	167,788.65
9453	IT Manager 2	Non-Represented - Grade 232	116,160.97	185,857.03
9454	IT Manager Senior	Non-Represented - Grade 233	125,453.55	200,725.85
9458	IT Project Manager 1	Non-Represented - Grade 229	95,900.00	143,851.74
9459	IT Project Manager 2	Non-Represented - Grade 230	103,572.17	155,358.54
9451	IT Supervisor	Non-Represented - Grade 229	95,900.00	143,851.74
9552	Laboratory Director	Non-Represented - Grade 227	83,763.90	128,373.25
9638	Land Use Planning Director	Non-Represented - Grade 231	111,858.04	167,788.65
9055	Law Clerk	Non-Represented - Grade 222	62,210.30	87,095.34
9002	Legal Assistant 1 (NR)	Non-Represented Hourly - Grade 219	24.41	34.18
9003	Legal Assistant 2 (NR)	Non-Represented Hourly - Grade 221	27.95	39.13
9004	Legal Assistant Senior (NR)	Non-Represented Hourly - Grade 222	29.91	41.87
9776	Library Administrator	Non-Represented - Grade 227	83,763.90	128,373.25
9783	Library Director of Digital Strategies	Non-Represented - Grade 232	116,160.97	185,857.03
9780	Library Manager	Non-Represented - Grade 228	89,627.24	134,439.70
9782	Library Manager Senior	Non-Represented - Grade 230	103,572.17	155,358.54
9152	Library Safety and Security Manager	Non-Represented - Grade 227	83,763.90	128,373.25
9784	Library Supervisor	Non-Represented - Grade 224	68,375.73	102,564.31
9647	Lieutenant	Non-Represented - Grade 232	116,160.97	185,857.03
9710	Management Analyst	Non-Represented - Grade 226	78,282.89	117,425.63

Job Code	Job Profile	Compensation Grade	7/1/24 Minimum	7/1/24 Maximum
9714	Management Analyst Senior	Non-Represented - Grade 227	83,763.90	128,373.25
9010	Management Auditor	Elected Official Staff - Grade 9010	0.00	0.00
9279	Management Auditor Principal	Elected Official Staff - Grade 9279	0.00	0.00
9280	Management Auditor Senior	Elected Official Staff - Grade 9280	0.00	0.00
9615	Manager 1	Non-Represented - Grade 228	89,627.24	134,439.70
9364	Manager 2	Non-Represented - Grade 229	95,900.00	143,851.74
9365	Manager Senior	Non-Represented - Grade 230	103,572.17	155,358.54
9520	Medical Director	Non-Represented - Grade 238	198,371.11	317,394.06
9744	Mental Health Director	Non-Represented - Grade 233	125,453.55	200,725.85
9518	Nursing Development Consultant	Non-Represented - Grade 227	83,763.90	128,373.25
9519	Nursing Director	Non-Represented - Grade 231	111,858.04	167,788.65
9509	Nursing Manager	Non-Represented - Grade 230	103,572.17	155,358.54
9517	Nursing Supervisor	Non-Represented - Grade 229	95,900.00	143,851.74
9020	Nutrition Services Program Supervisor	Non-Represented - Grade 223	63,902.85	95,855.27
9011	Office Assistant 2 (NR)	Non-Represented Hourly - Grade 216	19.93	27.90
9636	Office Assistant Senior (NR)	Non-Represented Hourly - Grade 219	24.41	34.18
9720	Operations Administrator	Non-Represented - Grade 225	73,162.82	109,743.37
9025	Operations Supervisor	Non-Represented - Grade 224	68,375.73	102,564.31
9054	Paralegal	Non-Represented Hourly - Grade 223	30.72	46.08
9337	Payroll Tax Specialist	Non-Represented Hourly - Grade 222	29.91	41.87
9357	Pharmacy Director	Non-Represented - Grade 235	149,039.02	238,463.41
9492	Physician (On Call)	On Call Physician - Grade 9492	103.65	135.24
9146	Planner Principal	Non-Represented - Grade 228	89,627.24	134,439.70
9798	Principal Investigator	Non-Represented - Grade 230	103,572.17	155,358.54
9797	Principal Investigator Manager	Non-Represented - Grade 231	111,858.04	167,788.65
9677	Production Supervisor	Non-Represented - Grade 223	63,902.85	95,855.27
9361	Program Supervisor	Non-Represented - Grade 227	83,763.90	128,373.25
9063	Project Manager (NR)	Non-Represented - Grade 226	78,282.89	117,425.63
9531	Public Health Director	Non-Represented - Grade 233	125,453.55	200,725.85
9790	Public Relations Coordinator	Non-Represented - Grade 227	83,763.90	128,373.25
9366	Quality Manager	Non-Represented - Grade 230	103,572.17	155,358.54
9043	Research Evaluation Analyst Senior (NR)	Non-Represented - Grade 227	83,763.90	128,373.25
9041	Research Evaluation Scientist	Non-Represented - Grade 228	89,627.24	134,439.70
9660	Security Director	Non-Represented - Grade 231	111,858.04	167,788.65
9490	Site Medical Director	Non-Represented - Grade 237	180,337.93	288,539.94
9400	Staff Assistant	Elected Official Staff - Grade 9400	0.00	0.00
9674	Survey Supervisor	Non-Represented - Grade 228	89,627.24	134,439.70
9632	Sworn Community Justice Manager	Non-Represented - Grade 228	89,627.24	134,439.70
9626	Undersheriff	Non-Represented - Grade 234	135,490.55	216,784.59
9746	Veterinarian	Non-Represented - Grade 231	111,858.04	167,788.65
9717	Workday Administrator	Non-Represented - Grade 230	103,572.17	155,358.54
9718	Workday Manager	Non-Represented - Grade 232	116,160.97	185,857.03

Bold: Job Profiles shown in bold are new job profiles created or have had salary 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. State of Oregon confirmed 6.5% COLA planned for January 2025. At which point the County Auditor will be adjusted accordingly.