

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

RESOLUTION NO. 2025-042

Authorizing Salary Adjustments for Employees Not Covered by Collective Bargaining Agreements for Fiscal Year 2025-2026.

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, 2025 of 2.4%. These pay ranges are shown in an exhibit attached to this Resolution, labeled FY 25-26 Non-Rep Salary Plan for Board Approval.

ADOPTED this 12th day of June, 2025.



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

Jessica Vega Pederson, Chair

REVIEWED:

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

By _____
Kathryn A. Short, Deputy County Attorney

SUBMITTED BY: Travis Brown, Chief Human Resources Officer

Job Code	Job Profile	Job Level	Compensation Grade	7/1/25 Minimum	7/1/25 Maximum
9006	Administrative Analyst (NR)	03 - Classified Management	Non-Represented - Grade 223	65,436.52	98,155.80
9005	Administrative Analyst Senior	03 - Classified Management	Non-Represented - Grade 225	74,918.73	112,377.21
9634	Administrative Specialist (NR)	03 - Classified Management	Non-Represented Hourly - Grade 221	28.62	40.07
9751	Animal Services Medical Director	02 - Unclassified Executive	Non-Represented - Grade 232	118,948.83	190,317.60
9060	Assistant County Attorney 1	02 - Unclassified Executive	Non-Represented - Grade 229	98,201.60	147,304.18
9190	Assistant County Attorney 2	02 - Unclassified Executive	Non-Represented - Grade 231	114,542.63	171,815.58
9440	Assistant County Attorney Senior	02 - Unclassified Executive	Non-Represented - Grade 234	138,742.32	221,987.42
9724	Behavioral Health Manager	02 - Unclassified Executive	Non-Represented - Grade 229	98,201.60	147,304.18
9736	Behavioral Health Manager Senior	02 - Unclassified Executive	Non-Represented - Grade 230	106,057.90	159,087.14
9723	Behavioral Health Supervisor	03 - Classified Management	Non-Represented - Grade 228	91,778.29	137,666.25
9734	Budget Analyst Principal	02 - Unclassified Executive	Non-Represented - Grade 229	98,201.60	147,304.18
9730	Budget Analyst Senior	03 - Classified Management	Non-Represented - Grade 227	85,774.23	131,454.21
9627	Captain	02 - Unclassified Executive	Non-Represented - Grade 233	128,464.44	205,543.27
9007	Chaplain	02 - Unclassified Executive	Non-Represented - Grade 223	65,436.52	98,155.80
9630	Chief Appraiser	02 - Unclassified Executive	Non-Represented - Grade 230	106,057.90	159,087.14
9808	Chief Budget Officer	02 - Unclassified Executive	Non-Represented - Grade 233	128,464.44	205,543.27
9625	Chief Deputy	02 - Unclassified Executive	Non-Represented - Grade 234	138,742.32	221,987.42
9810	Chief Financial Officer	02 - Unclassified Executive	Non-Represented - Grade 236	167,876.79	268,604.58
9668	Chief Human Resources Officer	02 - Unclassified Executive	Non-Represented - Grade 236	167,876.79	268,604.58
9455	Chief Information Officer	02 - Unclassified Executive	Non-Represented - Grade 236	167,876.79	268,604.58
9064	Chief Medicolegal Death Investigator	03 - Classified Management	Non-Represented - Grade 227	85,774.23	131,454.21
8007	College Intern	07 - Unclassified Intern	Interns - Grade 8007	16.30	30.00
9620	Community Justice Manager	03 - Classified Management	Non-Represented - Grade 227	85,774.23	131,454.21
9532	Corrections Health Director	02 - Unclassified Executive	Non-Represented - Grade 233	128,464.44	205,543.27
9648	Corrections Lieutenant	03 - Classified Management	Non-Represented - Grade 232	118,948.83	190,317.60
9605	County Assessor	02 - Unclassified Executive	Non-Represented - Grade 234	138,742.32	221,987.42
9510	County Attorney	02 - Unclassified Executive	Non-Represented - Grade 238	203,132.02	325,011.52
6242	County Attorney Legal Intern	07 - Unclassified Intern	Interns - Grade 6242	16.30	35.00
5014	County Auditor	01 - Unclassified Elected Official	Elected Official - Grade 5014	148,409.65	148,409.65
5001	County Chair	01 - Unclassified Elected Official	Elected Official - Grade 5001	253,495.62	253,495.62
5010	County Commissioner	01 - Unclassified Elected Official	Elected Official - Grade 5010	152,616.11	152,616.11
9676	County Engineer	02 - Unclassified Executive	Non-Represented - Grade 234	138,742.32	221,987.42
9649	County Surveyor	02 - Unclassified Executive	Non-Represented - Grade 230	106,057.90	159,087.14
9499	Dental Director	02 - Unclassified Executive	Non-Represented - Grade 236	167,876.79	268,604.58
9389	Dentist (On Call)	06 - Unclassified On-Call Non-Represented	On Call Dentist - Grade 9389	86.44	109.49
9610	Department Director 1	02 - Unclassified Executive	Non-Represented - Grade 235	152,615.96	244,186.53
9613	Department Director 2	02 - Unclassified Executive	Non-Represented - Grade 236	167,876.79	268,604.58
9812	Department Director Principal (COO)	02 - Unclassified Executive	Non-Represented - Grade 238	203,132.02	325,011.52
9806	Deputy Chief Financial Officer	02 - Unclassified Executive	Non-Represented - Grade 234	138,742.32	221,987.42
9662	Deputy Chief Human Resources Officer	02 - Unclassified Executive	Non-Represented - Grade 234	138,742.32	221,987.42
9461	Deputy Chief Information Officer	02 - Unclassified Executive	Non-Represented - Grade 235	152,615.96	244,186.53
9811	Deputy Chief Operating Officer	02 - Unclassified Executive	Non-Represented - Grade 237	184,666.04	295,464.90
9618	Deputy County Assessor	02 - Unclassified Executive	Non-Represented - Grade 231	114,542.63	171,815.58
9631	Deputy County Attorney	02 - Unclassified Executive	Non-Represented - Grade 235	152,615.96	244,186.53
9501	Deputy Dental Director	02 - Unclassified Executive	Non-Represented - Grade 235	152,615.96	244,186.53
9619	Deputy Director	02 - Unclassified Executive	Non-Represented - Grade 233	128,464.44	205,543.27
9553	Deputy Director of Pharmacy	02 - Unclassified Executive	Non-Represented - Grade 233	128,464.44	205,543.27
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

Job Code	Job Profile	Job Level	Compensation Grade	7/1/25 Minimum	7/1/25 Maximum
9516	Deputy Health Department Director	02 - Unclassified Executive	Non-Represented - Grade 234	138,742.32	221,987.42
9540	Deputy Health Officer	02 - Unclassified Executive	Non-Represented - Grade 237	184,666.04	295,464.90
9541	Deputy Medical Director	02 - Unclassified Executive	Non-Represented - Grade 237	184,666.04	295,464.90
9805	Director of Strategic Initiatives	02 - Unclassified Executive	Non-Represented - Grade 233	128,464.44	205,543.27
5053	District Attorney	01 - Unclassified Elected Official	Elected Official - Grade 5053	114,461.55	114,461.55
9664	District Attorney Administrative Manager	02 - Unclassified Executive	Non-Represented - Grade 230	106,057.90	159,087.14
9445	District Attorney Investigator Chief	02 - Unclassified Executive	Non-Represented - Grade 232	118,948.83	190,317.60
6244	District Attorney Legal Intern	07 - Unclassified Intern	Interns - Grade 6244	16.30	35.00
9601	Division Director 1	02 - Unclassified Executive	Non-Represented - Grade 231	114,542.63	171,815.58
9602	Division Director 2	02 - Unclassified Executive	Non-Represented - Grade 232	118,948.83	190,317.60
9731	Economist	02 - Unclassified Executive	Non-Represented - Grade 230	106,057.90	159,087.14
9666	Elections Manager	02 - Unclassified Executive	Non-Represented - Grade 230	106,057.90	159,087.14
8001	Elections Worker	06 - Unclassified On-Call Non-Represented	On-Call NR Hourly - Grade 8001	20.00	20.00
9639	Emergency Management Manager	03 - Classified Management	Non-Represented - Grade 229	98,201.60	147,304.18
9530	EMS Medical Director	02 - Unclassified Executive	Non-Represented - Grade 237	184,666.04	295,464.90
9671	Engineering Services Manager 1	02 - Unclassified Executive	Non-Represented - Grade 230	106,057.90	159,087.14
9672	Engineering Services Manager 2	02 - Unclassified Executive	Non-Represented - Grade 232	118,948.83	190,317.60
9065	Environmental Health Manager	02 - Unclassified Executive	Non-Represented - Grade 228	91,778.29	137,666.25
9062	Environmental Health Supervisor	03 - Classified Management	Non-Represented - Grade 227	85,774.23	131,454.21
9679	Facilities & Property Management Division Director	02 - Unclassified Executive	Non-Represented - Grade 233	128,464.44	205,543.27
9149	Facilities Strategic Planning & Projects Manager	02 - Unclassified Executive	Non-Represented - Grade 232	118,948.83	190,317.60
9336	Finance Manager	02 - Unclassified Executive	Non-Represented - Grade 230	106,057.90	159,087.14
9338	Finance Manager Senior	02 - Unclassified Executive	Non-Represented - Grade 232	118,948.83	190,317.60
9335	Finance Supervisor	03 - Classified Management	Non-Represented - Grade 227	85,774.23	131,454.21
9689	Fleet Maintenance Supervisor	03 - Classified Management	Non-Represented - Grade 225	74,918.73	112,377.21
8008	Graduate Intern	07 - Unclassified Intern	Interns - Grade 8008	16.30	35.00
9551	Health Centers Division Operations Director	02 - Unclassified Executive	Non-Represented - Grade 234	138,742.32	221,987.42
9521	Health Department Director	02 - Unclassified Executive	Non-Represented - Grade 237	184,666.04	295,464.90
9550	Health Officer	02 - Unclassified Executive	Non-Represented - Grade 238	203,132.02	325,011.52
9080	Human Resources Analyst 1	03 - Classified Management	Non-Represented Hourly - Grade 223	31.46	47.19
9670	Human Resources Analyst 2 (NR)	03 - Classified Management	Non-Represented - Grade 225	74,918.73	112,377.21
9748	Human Resources Analyst Senior	03 - Classified Management	Non-Represented - Grade 227	85,774.23	131,454.21
9715	Human Resources Manager 1	02 - Unclassified Executive	Non-Represented - Grade 229	98,201.60	147,304.18
9621	Human Resources Manager 2	02 - Unclassified Executive	Non-Represented - Grade 231	114,542.63	171,815.58
9669	Human Resources Manager Senior	02 - Unclassified Executive	Non-Represented - Grade 232	118,948.83	190,317.60
9061	Human Resources Technician (NR)	03 - Classified Management	Non-Represented Hourly - Grade 221	28.62	40.07
9700	Human Services Policy Manager	02 - Unclassified Executive	Non-Represented - Grade 230	106,057.90	159,087.14
9699	Integrated Clinical Services Director	02 - Unclassified Executive	Non-Represented - Grade 237	184,666.04	295,464.90
9807	Investment Officer	02 - Unclassified Executive	Non-Represented - Grade 229	98,201.60	147,304.18
9452	IT Manager 1	02 - Unclassified Executive	Non-Represented - Grade 231	114,542.63	171,815.58
9453	IT Manager 2	02 - Unclassified Executive	Non-Represented - Grade 232	118,948.83	190,317.60
9454	IT Manager Senior	02 - Unclassified Executive	Non-Represented - Grade 233	128,464.44	205,543.27
9458	IT Project Manager 1	02 - Unclassified Executive	Non-Represented - Grade 229	98,201.60	147,304.18
9459	IT Project Manager 2	02 - Unclassified Executive	Non-Represented - Grade 230	106,057.90	159,087.14
9451	IT Supervisor	02 - Unclassified Executive	Non-Represented - Grade 229	98,201.60	147,304.18
9552	Laboratory Director	03 - Classified Management	Non-Represented - Grade 227	85,774.23	131,454.21
8003	Laborer	03 - Classified Management	Seasonal NR Hourly - Grade 8003	20.00	20.00
9638	Land Use Planning Director	02 - Unclassified Executive	Non-Represented - Grade 231	114,542.63	171,815.58
9055	Law Clerk	02 - Unclassified Executive	Non-Represented - Grade 222	63,703.35	89,185.63

Job Code	Job Profile	Job Level	Compensation Grade	7/1/25 Minimum	7/1/25 Maximum
9002	Legal Assistant 1 (NR)	03 - Classified Management	Non-Represented Hourly - Grade 219	25.00	35.00
9003	Legal Assistant 2 (NR)	03 - Classified Management	Non-Represented Hourly - Grade 221	28.62	40.07
9004	Legal Assistant Senior (NR)	03 - Classified Management	Non-Represented Hourly - Grade 222	30.63	42.88
9776	Library Administrator	03 - Classified Management	Non-Represented - Grade 227	85,774.23	131,454.21
9783	Library Director of Digital Strategies	02 - Unclassified Executive	Non-Represented - Grade 232	118,948.83	190,317.60
9780	Library Manager	03 - Classified Management	Non-Represented - Grade 228	91,778.29	137,666.25
9782	Library Manager Senior	02 - Unclassified Executive	Non-Represented - Grade 230	106,057.90	159,087.14
9152	Library Safety and Security Manager	02 - Unclassified Executive	Non-Represented - Grade 227	85,774.23	131,454.21
8005	Library Shelver (On Call)	06 - Unclassified On-Call Non-Represented	On-Call NR Hourly - Grade 8005	16.30	16.30
9784	Library Supervisor	03 - Classified Management	Non-Represented - Grade 224	70,016.75	105,025.85
9647	Lieutenant	03 - Classified Management	Non-Represented - Grade 232	118,948.83	190,317.60
9710	Management Analyst	02 - Unclassified Executive	Non-Represented - Grade 226	80,161.68	120,243.85
9714	Management Analyst Senior	02 - Unclassified Executive	Non-Represented - Grade 227	85,774.23	131,454.21
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 228	91,778.29	137,666.25
9364	Manager 2	02 - Unclassified Executive	Non-Represented - Grade 229	98,201.60	147,304.18
9365	Manager Senior	02 - Unclassified Executive	Non-Represented - Grade 230	106,057.90	159,087.14
9520	Medical Director	02 - Unclassified Executive	Non-Represented - Grade 238	203,132.02	325,011.52
9744	Mental Health Director	02 - Unclassified Executive	Non-Represented - Grade 233	128,464.44	205,543.27
9518	Nursing Development Consultant	03 - Classified Management	Non-Represented - Grade 228	91,778.29	137,666.25
9519	Nursing Director	02 - Unclassified Executive	Non-Represented - Grade 231	114,542.63	171,815.58
9509	Nursing Manager	02 - Unclassified Executive	Non-Represented - Grade 230	106,057.90	159,087.14
9517	Nursing Supervisor	03 - Classified Management	Non-Represented - Grade 229	98,201.60	147,304.18
9020	Nutrition Services Program Supervisor	03 - Classified Management	Non-Represented - Grade 224	70,016.75	105,025.85
9011	Office Assistant 2 (NR)	03 - Classified Management	Non-Represented Hourly - Grade 216	20.41	28.57
9636	Office Assistant Senior (NR)	03 - Classified Management	Non-Represented Hourly - Grade 219	25.00	35.00
9720	Operations Administrator	03 - Classified Management	Non-Represented - Grade 225	74,918.73	112,377.21
9025	Operations Supervisor	03 - Classified Management	Non-Represented - Grade 224	70,016.75	105,025.85
9054	Paralegal	03 - Classified Management	Non-Represented Hourly - Grade 224	33.66	50.49
9337	Payroll Tax Specialist	03 - Classified Management	Non-Represented Hourly - Grade 222	30.63	42.88
9357	Pharmacy Director	02 - Unclassified Executive	Non-Represented - Grade 235	152,615.96	244,186.53
9492	Physician (On Call)	06 - Unclassified On-Call Non-Represented	On Call Physician - Grade 9492	103.65	135.24
9146	Planner Principal	02 - Unclassified Executive	Non-Represented - Grade 229	98,201.60	147,304.18
9798	Principal Investigator	02 - Unclassified Executive	Non-Represented - Grade 230	106,057.90	159,087.14
9797	Principal Investigator Manager	02 - Unclassified Executive	Non-Represented - Grade 231	114,542.63	171,815.58
9677	Production Supervisor	03 - Classified Management	Non-Represented - Grade 223	65,436.52	98,155.80
9361	Program Supervisor	03 - Classified Management	Non-Represented - Grade 227	85,774.23	131,454.21
9063	Project Manager (NR)	03 - Classified Management	Non-Represented - Grade 226	80,161.68	120,243.85
9531	Public Health Director	02 - Unclassified Executive	Non-Represented - Grade 233	128,464.44	205,543.27
9790	Public Relations Coordinator	02 - Unclassified Executive	Non-Represented - Grade 227	85,774.23	131,454.21
9366	Quality Manager	02 - Unclassified Executive	Non-Represented - Grade 230	106,057.90	159,087.14
9040	Research Evaluation Analyst (NR)	03 - Classified Management	Non-Represented - Grade 225	74,918.73	112,377.21
9043	Research Evaluation Analyst Senior (NR)	03 - Classified Management	Non-Represented - Grade 228	91,778.29	137,666.25
9041	Research Evaluation Scientist	02 - Unclassified Executive	Non-Represented - Grade 229	98,201.60	147,304.18
9660	Security Director	02 - Unclassified Executive	Non-Represented - Grade 231	114,542.63	171,815.58
5004	Sheriff	01 - Unclassified Elected Official	Elected Official - Grade 5004	253,495.62	253,495.62
9490	Site Medical Director	02 - Unclassified Executive	Non-Represented - Grade 237	184,666.04	295,464.90

Job Code	Job Profile	Job Level	Compensation Grade	7/1/25 Minimum	7/1/25 Maximum
9400	Staff Assistant	05 - Unclassified Elected Official Staff	Elected Official Staff - Grade 9400	0.00	0.00
8006	Student Intern	07 - Unclassified Intern	Interns - Grade 8006	16.30	20.00
9674	Survey Supervisor	03 - Classified Management	Non-Represented - Grade 228	91,778.29	137,666.25
9632	Sworn Community Justice Manager	03 - Classified Management	Non-Represented - Grade 228	91,778.29	137,666.25
3005	Tax Supervising and Conservation Commission (TSCC) Executive Director	02 - Unclassified Executive	Tax Supervising and Conservation Commission - Grade 3005	0.00	0.00
1096	Tax Supervising Budget Analyst	03 - Classified Management	Tax Supervising and Conservation Commission - Grade 1096	0.00	0.00
9626	Undersheriff	02 - Unclassified Executive	Non-Represented - Grade 235	152,615.96	244,186.53
9746	Veterinarian	02 - Unclassified Executive	Non-Represented - Grade 231	114,542.63	171,815.58
9717	Workday Administrator	02 - Unclassified Executive	Non-Represented - Grade 230	106,057.90	159,087.14
9718	Workday Manager	02 - Unclassified Executive	Non-Represented - Grade 232	118,948.83	190,317.60

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. 6.5% COLA applied 1/1/2025 per State of Oregon COLA.