

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

RESOLUTION NO. 2023-045

Authorizing Salary Adjustments for Employees Not Covered by Collective Bargaining Agreements for Fiscal Year 2023-2024.

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, 2023 of 5.0%. These pay ranges are shown in an exhibit attached to this Resolution, labeled FY 23-24 Non-Rep Salary Plan for Board Approval.

ADOPTED this 8th day of June, 2023.



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	Job Level	Compensation Grade	7/1/23 Min	7/1/23 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	217,860.62	217,860.62
5004	Sheriff	01 - Unclassified Elected Official	Elected Official - Grade 5004	217,860.62	217,860.62
5010	County Commissioner	01 - Unclassified Elected Official	Elected Official - Grade 5010	131,162.20	131,162.20
5014	County Auditor	01 - Unclassified Elected Official	Elected Official - Grade 5014	130,781.03	130,781.03
5053	District Attorney	01 - Unclassified Elected Official	Elected Official - Grade 5053	98,371.67	98,371.67
6242	County Attorney Legal Intern	07 - Unclassified Intern	Interns - Grade 6242	15.45	35.00
6244	District Attorney Legal Intern	07 - Unclassified Intern	Interns - Grade 6244	15.45	35.00
8001	Elections Worker	06 - Unclassified On-Call Non-Represented	On-Call NR Hourly - Grade 8001	20.00	20.00
8003	Laborer	04 - Classified Represented	Seasonal NR Hourly - Grade 8003	20.00	20.00
8005	Library Shelver (On Call)	06 - Unclassified On-Call Non-Represented	On-Call NR Hourly - Grade 8005	15.45	15.45
8006	Student Intern	07 - Unclassified Intern	Interns - Grade 8006	15.45	20.00
8007	College Intern	07 - Unclassified Intern	Interns - Grade 8007	15.45	30.00
8008	Graduate Intern	07 - Unclassified Intern	Interns - Grade 8008	15.45	35.00
9006	Administrative Analyst (NR)	03 - Classified Management	Non-Represented - Grade 223	61,861.42	92,793.10
9005	Administrative Analyst Senior	03 - Classified Management	Non-Represented - Grade 224	66,191.41	99,287.81
9634	Administrative Specialist (NR)	03 - Classified Management	Non-Represented Hourly - Grade 221	27.06	37.88
9751	Animal Services Medical Director	02 - Unclassified Executive	Non-Represented - Grade 231	108,284.65	162,428.51
9060	Assistant County Attorney 1	02 - Unclassified Executive	Non-Represented - Grade 229	92,836.40	139,256.28
9190	Assistant County Attorney 2	02 - Unclassified Executive	Non-Represented - Grade 231	108,284.65	162,428.51
9440	Assistant County Attorney Senior	02 - Unclassified Executive	Non-Represented - Grade 234	131,162.20	209,859.24
9449	Assistant District Attorney	02 - Unclassified Executive	Non-Represented - Grade 233	121,445.84	194,313.50
9734	Budget Analyst Principal	02 - Unclassified Executive	Non-Represented - Grade 229	92,836.40	139,256.28
9730	Budget Analyst Senior	03 - Classified Management	Non-Represented - Grade 227	81,088.00	124,272.27
9627	Captain	02 - Unclassified Executive	Non-Represented - Grade 233	121,445.84	194,313.50
9007	Chaplain	02 - Unclassified Executive	Non-Represented - Grade 223	61,861.42	92,793.10
9630	Chief Appraiser	02 - Unclassified Executive	Non-Represented - Grade 229	92,836.40	139,256.28
9808	Chief Budget Officer	02 - Unclassified Executive	Non-Represented - Grade 232	112,450.12	179,919.68
9625	Chief Deputy	02 - Unclassified Executive	Non-Represented - Grade 234	131,162.20	209,859.24
9810	Chief Financial Officer	02 - Unclassified Executive	Non-Represented - Grade 235	144,277.85	230,845.51
9668	Chief Human Resources Officer	02 - Unclassified Executive	Non-Represented - Grade 235	144,277.85	230,845.51
9455	Chief Information Officer	02 - Unclassified Executive	Non-Represented - Grade 235	144,277.85	230,845.51
9064	Chief Medicolegal Death Investigator	03 - Classified Management	Non-Represented - Grade 226	75,782.08	113,674.38
9117	Communications Advisor	03 - Classified Management	Non-Represented - Grade 227	81,088.00	124,272.27
9620	Community Justice Manager	03 - Classified Management	Non-Represented - Grade 227	81,088.00	124,272.27
9736	Community Mental Health Program (CMHP) Associate Director	02 - Unclassified Executive	Non-Represented - Grade 230	100,263.48	150,395.49
9532	Corrections Health Director	02 - Unclassified Executive	Non-Represented - Grade 233	121,445.84	194,313.50
9648	Corrections Lieutenant	03 - Classified Management	Non-Represented - Grade 232	112,450.12	179,919.68
9605	County Assessor	02 - Unclassified Executive	Non-Represented - Grade 233	121,445.84	194,313.50
9510	County Attorney	02 - Unclassified Executive	Non-Represented - Grade 238	192,033.99	307,254.66
9676	County Engineer	02 - Unclassified Executive	Non-Represented - Grade 233	121,445.84	194,313.50
9649	County Surveyor	02 - Unclassified Executive	Non-Represented - Grade 229	92,836.40	139,256.28

9499	Dental Director	02 - Unclassified Executive	Non-Represented - Grade 235	144,277.85	230,845.51
9389	Dentist (On Call)	06 - Unclassified On-Call Non-Represented	On Call Dentist - Grade 9389	77.82*	95.71*
9610	Department Director 1	02 - Unclassified Executive	Non-Represented - Grade 234	131,162.20	209,859.24
9613	Department Director 2	02 - Unclassified Executive	Non-Represented - Grade 235	144,277.85	230,845.51
9812	Department Director Principal (COO)	02 - Unclassified Executive	Non-Represented - Grade 237	174,576.89	279,322.30
9662	Deputy Chief Human Resources Officer	02 - Unclassified Executive	Non-Represented - Grade 234	131,162.20	209,859.24
9461	Deputy Chief Information Officer	02 - Unclassified Executive	Non-Represented - Grade 234	131,162.20	209,859.24
9811	Deputy Chief Operating Officer	02 - Unclassified Executive	Non-Represented - Grade 236	158,704.92	253,929.49
9618	Deputy County Assessor	02 - Unclassified Executive	Non-Represented - Grade 231	108,284.65	162,428.51
9631	Deputy County Attorney	02 - Unclassified Executive	Non-Represented - Grade 235	144,277.85	230,845.51
9501	Deputy Dental Director	02 - Unclassified Executive	Non-Represented - Grade 234	131,162.20	209,859.24
9619	Deputy Director	02 - Unclassified Executive	Non-Represented - Grade 232	112,450.12	179,919.68
9553	Deputy Director of Pharmacy	02 - Unclassified Executive	Non-Represented - Grade 232	112,450.12	179,919.68
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	174,576.89	279,322.30
9541	Deputy Medical Director	02 - Unclassified Executive	Non-Represented - Grade 237	174,576.89	279,322.30
9664	District Attorney Administrative Manager	02 - Unclassified Executive	Non-Represented - Grade 230	100,263.48	150,395.49
9445	District Attorney Investigator Chief	02 - Unclassified Executive	Non-Represented - Grade 230	100,263.48	150,395.49
9601	Division Director 1	02 - Unclassified Executive	Non-Represented - Grade 230	100,263.48	150,395.49
9602	Division Director 2	02 - Unclassified Executive	Non-Represented - Grade 231	108,284.65	162,428.51
9731	Economist	02 - Unclassified Executive	Non-Represented - Grade 230	100,263.48	150,395.49
9666	Elections Manager	02 - Unclassified Executive	Non-Represented - Grade 229	92,836.40	139,256.28
9530	EMS Medical Director	02 - Unclassified Executive	Non-Represented - Grade 237	174,576.89	279,322.30
9671	Engineering Services Manager 1	02 - Unclassified Executive	Non-Represented - Grade 230	100,263.48	150,395.49
9672	Engineering Services Manager 2	02 - Unclassified Executive	Non-Represented - Grade 232	112,450.12	179,919.68
9065	Environmental Health Manager	02 - Unclassified Executive	Non-Represented - Grade 228	86,764.03	130,144.92
9062	Environmental Health Supervisor	03 - Classified Management	Non-Represented - Grade 227	81,088.00	124,272.27
9679	Facilities & Property Management Division Director	02 - Unclassified Executive	Non-Represented - Grade 233	121,445.84	194,313.50
9149	Facilities Strategic Planning & Projects Manager	02 - Unclassified Executive	Non-Represented - Grade 232	112,450.12	179,919.68
9336	Finance Manager	02 - Unclassified Executive	Non-Represented - Grade 229	92,836.40	139,256.28
9338	Finance Manager Senior	02 - Unclassified Executive	Non-Represented - Grade 231	108,284.65	162,428.51
9335	Finance Supervisor	03 - Classified Management	Non-Represented - Grade 227	81,088.00	124,272.27
9689	Fleet Maintenance Supervisor	03 - Classified Management	Non-Represented - Grade 224	66,191.41	99,287.81
9551	Health Centers Division Operations Director	02 - Unclassified Executive	Non-Represented - Grade 234	131,162.20	209,859.24
9521	Health Department Director	02 - Unclassified Executive	Non-Represented - Grade 237	174,576.89	279,322.30
9550	Health Officer	02 - Unclassified Executive	Non-Represented - Grade 238	192,033.99	307,254.66
9080	Human Resources Analyst 1	03 - Classified Management	Non-Represented Hourly - Grade 223	29.74	44.61
9670	Human Resources Analyst 2 (NR)	03 - Classified Management	Non-Represented - Grade 225	70,825.58	106,237.53
9748	Human Resources Analyst Senior	03 - Classified Management	Non-Represented - Grade 227	81,088.00	124,272.27
9715	Human Resources Manager 1	02 - Unclassified Executive	Non-Represented - Grade 229	92,836.40	139,256.28
9621	Human Resources Manager 2	02 - Unclassified Executive	Non-Represented - Grade 231	108,284.65	162,428.51
9669	Human Resources Manager Senior	02 - Unclassified Executive	Non-Represented - Grade 232	112,450.12	179,919.68
9061	Human Resources Technician (NR)	03 - Classified Management	Non-Represented Hourly - Grade 221	27.06	37.88
9700	Human Services Policy Manager	02 - Unclassified Executive	Non-Represented - Grade 230	100,263.48	150,395.49
9699	Integrated Clinical Services Director	02 - Unclassified Executive	Non-Represented - Grade 237	174,576.89	279,322.30

9807	Investment Officer	02 - Unclassified Executive	Non-Represented - Grade 228	86,764.03	130,144.92
9452	IT Manager 1	02 - Unclassified Executive	Non-Represented - Grade 231	108,284.65	162,428.51
9453	IT Manager 2	02 - Unclassified Executive	Non-Represented - Grade 232	112,450.12	179,919.68
9454	IT Manager Senior	02 - Unclassified Executive	Non-Represented - Grade 233	121,445.84	194,313.50
9458	IT Project Manager 1	02 - Unclassified Executive	Non-Represented - Grade 229	92,836.40	139,256.28
9459	IT Project Manager 2	02 - Unclassified Executive	Non-Represented - Grade 230	100,263.48	150,395.49
9456	IT Security Manager	02 - Unclassified Executive	Non-Represented - Grade 232	112,450.12	179,919.68
9451	IT Supervisor	02 - Unclassified Executive	Non-Represented - Grade 229	92,836.40	139,256.28
9552	Laboratory Director	03 - Classified Management	Non-Represented - Grade 227	81,088.00	124,272.27
9638	Land Use Planning Director	02 - Unclassified Executive	Non-Represented - Grade 231	108,284.65	162,428.51
9055	Law Clerk	02 - Unclassified Executive	Non-Represented - Grade 222	60,222.94	84,313.01
9002	Legal Assistant 1 (NR)	03 - Classified Management	Non-Represented Hourly - Grade 219	23.63	33.09
9003	Legal Assistant 2 (NR)	03 - Classified Management	Non-Represented Hourly - Grade 221	27.06	37.88
9004	Legal Assistant Senior (NR)	03 - Classified Management	Non-Represented Hourly - Grade 222	28.95	40.54
9776	Library Administrator	03 - Classified Management	Non-Represented - Grade 227	81,088.00	124,272.27
9783	Library Director of Digital Strategies	02 - Unclassified Executive	Non-Represented - Grade 232	112,450.12	179,919.68
9780	Library Manager	03 - Classified Management	Non-Represented - Grade 229	92,836.40	139,256.28
9782	Library Manager Senior	02 - Unclassified Executive	Non-Represented - Grade 230	100,263.48	150,395.49
9152	Library Safety and Security Manager	02 - Unclassified Executive	Non-Represented - Grade 227	81,088.00	124,272.27
9784	Library Supervisor	03 - Classified Management	Non-Represented - Grade 224	66,191.41	99,287.81
9647	Lieutenant	03 - Classified Management	Non-Represented - Grade 232	112,450.12	179,919.68
9710	Management Analyst	02 - Unclassified Executive	Non-Represented - Grade 226	75,782.08	113,674.38
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	81,088.00	124,272.27
9364	Manager 2	02 - Unclassified Executive	Non-Represented - Grade 228	86,764.03	130,144.92
9365	Manager Senior	02 - Unclassified Executive	Non-Represented - Grade 229	92,836.40	139,256.28
9520	Medical Director	02 - Unclassified Executive	Non-Represented - Grade 238	192,033.99	307,254.66
9744	Mental Health Director	02 - Unclassified Executive	Non-Represented - Grade 233	121,445.84	194,313.50
9493	Nurse Practitioner Manager	02 - Unclassified Executive	Non-Represented - Grade 232	112,450.12	179,919.68
9518	Nursing Development Consultant	02 - Unclassified Executive	Non-Represented - Grade 227	81,088.00	124,272.27
9519	Nursing Director	03 - Classified Management	Non-Represented - Grade 231	108,284.65	162,428.51
9517	Nursing Supervisor	02 - Unclassified Executive	Non-Represented - Grade 229	92,836.40	139,256.28
9020	Nutrition Services Program Supervisor	03 - Classified Management	Non-Represented - Grade 223	61,861.42	92,793.10
9011	Office Assistant 2 (NR)	03 - Classified Management	Non-Represented Hourly - Grade 216	19.29	27.01
9636	Office Assistant Senior (NR)	03 - Classified Management	Non-Represented Hourly - Grade 219	23.63	33.09
9720	Operations Administrator	03 - Classified Management	Non-Represented - Grade 223	61,861.42	92,793.10
9025	Operations Supervisor	03 - Classified Management	Non-Represented - Grade 222	60,222.94	84,313.01
9054	Paralegal	03 - Classified Management	Non-Represented Hourly - Grade 223	29.74	44.61
9337	Payroll Tax Specialist	03 - Classified Management	Non-Represented Hourly - Grade 222	28.95	40.54
9355	Pharmacist	03 - Classified Management	Non-Represented - Grade 231	108,284.65	162,428.51
9357	Pharmacy & Clinical Support Services Director	02 - Unclassified Executive	Non-Represented - Grade 234	131,162.20	209,859.24
9492	Physician (On Call)	06 - Unclassified On-Call Non-Represented	On Call Physician - Grade 9492	95.56	124.68
9146	Planner Principal	02 - Unclassified Executive	Non-Represented - Grade 228	86,764.03	130,144.92
9798	Principal Investigator	02 - Unclassified Executive	Non-Represented - Grade 230	100,263.48	150,395.49

9797	Principal Investigator Manager	02 - Unclassified Executive	Non-Represented - Grade 231	108,284.65	162,428.51
9677	Production Supervisor	03 - Classified Management	Non-Represented - Grade 223	61,861.42	92,793.10
9361	Program Supervisor	03 - Classified Management	Non-Represented - Grade 226	75,782.08	113,674.38
9063	Project Manager (NR)	03 - Classified Management	Non-Represented - Grade 226	75,782.08	113,674.38
9491	Psychiatrist	02 - Unclassified Executive	Non-Represented - Grade 237	174,576.89	279,322.30
9531	Public Health Director	02 - Unclassified Executive	Non-Represented - Grade 233	121,445.84	194,313.50
9790	Public Relations Coordinator	02 - Unclassified Executive	Non-Represented - Grade 227	81,088.00	124,272.27
9366	Quality Manager	02 - Unclassified Executive	Non-Represented - Grade 229	92,836.40	139,256.28
9043	Research Evaluation Analyst Senior (NR)	03 - Classified Management	Non-Represented - Grade 227	81,088.00	124,272.27
9041	Research Evaluation Scientist	02 - Unclassified Executive	Non-Represented - Grade 228	86,764.03	130,144.92
9660	Security Director	02 - Unclassified Executive	Non-Represented - Grade 231	108,284.65	162,428.51
9490	Site Medical Director	02 - Unclassified Executive	Non-Represented - Grade 237	174,576.89	279,322.30
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	112,450.12	179,919.68
9674	Survey Supervisor	03 - Classified Management	Non-Represented - Grade 227	81,088.00	124,272.27
9632	Sworn Community Justice Manager	03 - Classified Management	Non-Represented - Grade 228	86,764.03	130,144.92
9626	Undersheriff	02 - Unclassified Executive	Non-Represented - Grade 234	131,162.20	209,859.24
9746	Veterinarian	02 - Unclassified Executive	Non-Represented - Grade 230	100,263.48	150,395.49
9717	Workday Administrator	02 - Unclassified Executive	Non-Represented - Grade 230	100,263.48	150,395.49
9718	Workday Manager	02 - Unclassified Executive	Non-Represented - Grade 232	112,450.12	179,919.68

Bold: Job Profiles shown in bold are new classifications 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. Undetermined when COLA will be applied, told to check back in June. At which point the County Auditor will be adjusted accordingly.

*Dentist on call rates are 7/1/22 rates due to bargaining. Once completed rates will be updated.