

BEFORE THE BOARD OF COUNTY COMMISSIONERS  
FOR MULTNOMAH COUNTY, OREGON

RESOLUTION NO. 2017-040

Authorizing Salary Adjustments for Employees Not Covered by Collective Bargaining Agreements for Fiscal Year 2017-2018.

**The Multnomah County Board of Commissioners Finds:**

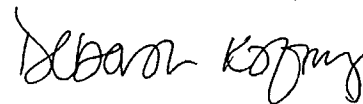
- a. Multnomah County employs individuals not covered by any collective bargaining agreement.
- b. The Multnomah County Board of Commissioners adopted County compensation policy in MCC 9.160 to provide such pay as necessary for the County to recruit, select and retain qualified management, supervisory, 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. General Salary Increases. Except for elected officials' staff, management and executive employees are eligible for a cost of living increase effective July 1, 2017 of 2.2%. These pay ranges are shown in an exhibit attached to this Resolution, labeled Non-Rep Salary Table by FY for Resolution.

**ADOPTED this 25th day of May, 2017.**

BOARD OF COUNTY COMMISSIONERS  
FOR MULTNOMAH COUNTY, OREGON



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Deborah Kafoury, Chair



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

By   
Kathryn A. Short, Assistant County Attorney

SUBMITTED BY: Travis Graves, Chief Human Resources Officer

Job Class	Job Title	Status	Pay Grade	Annual Min	Annual Max	Semi-monthly Min	Semi-monthly Max
9749	AA/EEO Specialist	MGMT	226	62851.92	94278.96	2618.83	3928.29
9006	Administrative Analyst	MGMT	121	49841.28	69778.08	2076.72	2907.42
9005	Administrative Analyst Senior	MGMT	123	54965.04	76950.00	2290.21	3206.25
9634	Administrative Specialist	MGMT	117	40955.76	57336.96	1706.49	2389.04
9060	Assistant County Attorney 1	EXEC	227	67252.56	100878.00	2802.19	4203.25
9190	Assistant County Attorney 2	EXEC	229	76996.56	115496.16	3208.19	4812.34
9440	Assistant County Attorney Senior	EXEC	233	100724.40	161159.28	4196.85	6714.97
9449	Assistant District Attorney	EXEC	233	100724.40	161159.28	4196.85	6714.97
9623	Bridge Maintenance Supervisor	MGMT	124	57695.28	80770.80	2403.97	3365.45
9734	Budget Analyst Principal	MGMT	227	67252.56	100878.00	2802.19	4203.25
9730	Budget Analyst Senior	MGMT	225	58741.20	88110.96	2447.55	3671.29
<b>9808</b>	<b>Budget Director</b>	<b>EXEC</b>	<b>232</b>	<b>93263.52</b>	<b>149221.44</b>	<b>3885.98</b>	<b>6217.56</b>
<b>9627</b>	<b>Captain</b>	<b>EXEC</b>	<b>233</b>	<b>100724.40</b>	<b>161159.28</b>	<b>4196.85</b>	<b>6714.97</b>
9007	Chaplain	EXEC	120	47472.96	66463.92	1978.04	2769.33
9630	Chief Appraiser	EXEC	229	76996.56	115496.16	3208.19	4812.34
<b>9625</b>	<b>Chief Deputy</b>	<b>EXEC</b>	<b>234</b>	<b>108783.12</b>	<b>174052.56</b>	<b>4532.63</b>	<b>7252.19</b>
9064	Chief Deputy Medical Examiner	MGMT	226	62851.92	94278.96	2618.83	3928.29
9810	Chief Financial Officer	EXEC	235	119660.88	191458.08	4985.87	7977.42
<b>9668</b>	<b>Chief Human Resources Officer</b>	<b>EXEC</b>	<b>235</b>	<b>119660.88</b>	<b>191458.08</b>	<b>4985.87</b>	<b>7977.42</b>
9455	Chief Information Officer	EXEC	235	119660.88	191458.08	4985.87	7977.42
8007	College Intern	Intern	8007	0.00	0.00	0.00	0.00
9117	Communications Advisor	MGMT	227	67252.56	100878.00	2802.19	4203.25
9620	Community Justice Program Manager	MGMT	227	67252.56	100878.00	2802.19	4203.25
9605	County Assessor	EXEC	233	100724.40	161159.28	4196.85	6714.97
9510	County Attorney	EXEC	237	144790.08	231663.60	6032.92	9652.65
5014	County Auditor	Elec Off	5014	108620.64	108620.64	4525.86	4525.86
5001	County Chair	Elec Off	5001	173509.20	173509.20	7229.55	7229.55
5010	County Commissioner	Elec Off	5010	103165.68	103165.68	4298.57	4298.57
9676	County Engineer	EXEC	233	100724.40	161159.28	4196.85	6714.97
9649	County Surveyor	EXEC	229	76996.56	115496.16	3208.19	4812.34
9499	Dental Director	EXEC	235	119660.88	191458.08	4985.87	7977.42
9390	Dentist	EXEC	233	100724.40	161159.28	4196.85	6714.97
9610	Department Director 1	EXEC	234	108783.12	174052.56	4532.63	7252.19
9613	Department Director 2	EXEC	235	119660.88	191458.08	4985.87	7977.42
9812	Department Director Principal (COO)	EXEC	236	131626.32	210603.36	5484.43	8775.14
9461	Deputy Chief Information Officer	EXEC	234	108783.12	174052.56	4532.63	7252.19
9618	Deputy County Assessor	EXEC	230	83156.40	124734.72	3464.85	5197.28
9631	Deputy County Attorney	EXEC	234	108783.12	174052.56	4532.63	7252.19
9501	Deputy Dental Director	EXEC	234	108783.12	174052.56	4532.63	7252.19
9619	Deputy Director	EXEC	232	93263.52	149221.44	3885.98	6217.56
9450	Deputy District Attorney Chief	Elec Off Staff	9450	0.00	0.00	0.00	0.00
9465	Deputy District Attorney First Assistant	Elec Off Staff	9465	0.00	0.00	0.00	0.00
9540	Deputy Health Officer	EXEC	236	131626.32	210603.36	5484.43	8775.14
9541	Deputy Medical Director	EXEC	236	131626.32	210603.36	5484.43	8775.14
9664	District Attorney Administrative Manager	EXEC	230	83156.40	124734.72	3464.85	5197.28
9445	District Attorney Investigator Chief	EXEC	230	83156.40	124734.72	3464.85	5197.28
5053	District Attorney*	Elec Off	5053	58027.68	58027.68	2417.82	2417.82
9601	Division Director 1	EXEC	230	83156.40	124734.72	3464.85	5197.28
9602	Division Director 2	EXEC	231	89808.96	134714.64	3742.04	5613.11
9731	Economist	EXEC	229	76996.56	115496.16	3208.19	4812.34
9666	Elections Manager	EXEC	229	76996.56	115496.16	3208.19	4812.34
8001	Elections Worker	OC NR	8001				
9530	EMS Medical Director	EXEC	236	131626.32	210603.36	5484.43	8775.14
9671	Engineering Services Manager 1	EXEC	230	83156.40	124734.72	3464.85	5197.28
9672	Engineering Services Manager 2	EXEC	232	93263.52	149221.44	3885.98	6217.56
9062	Environmental Health Supervisor	MGMT	128	70111.44	98156.64	2921.31	4089.86

9711	Executive Advisor	EXEC	229	76996.56	115496.16	3208.19	4812.34
9679	Facilities & Property Mgmt Division Director	EXEC	232	93263.52	149221.44	3885.98	6217.56
<b>9149</b>	<b>Facilities Strategic Planning &amp; Projects Manager</b>	<b>EXEC</b>	<b>232</b>	<b>93263.52</b>	<b>149221.44</b>	<b>3885.98</b>	<b>6217.56</b>
9336	Finance Manager	EXEC	229	76996.56	115496.16	3208.19	4812.34
9338	Finance Manager Senior	EXEC	231	89808.96	134714.64	3742.04	5613.11
9335	Finance Supervisor	MGMT	226	62851.92	94278.96	2618.83	3928.29
9689	Fleet Maintenance Supervisor	MGMT	124	57695.28	80770.80	2403.97	3365.45
8008	Graduate Intern	Intern	8008	0.00	0.00	0.00	0.00
<b>9551</b>	<b>Health Centers Division Operations Director</b>	<b>EXEC</b>	<b>234</b>	<b>108783.12</b>	<b>174052.56</b>	<b>4532.63</b>	<b>7252.19</b>
9521	Health Department Director	EXEC	237	144790.08	231663.60	6032.92	9652.65
9550	Health Officer	EXEC	237	144790.08	231663.60	6032.92	9652.65
9698	Health Services Development Administrator	MGMT	128	70111.44	98156.64	2921.31	4089.86
9080	Human Resources Analyst 1	MGMT	222	49947.60	69927.36	2081.15	2913.64
9670	Human Resources Analyst 2	MGMT	224	54897.60	82347.12	2287.40	3431.13
9748	Human Resources Analyst Senior	MGMT	226	62851.92	94278.96	2618.83	3928.29
9715	Human Resources Manager 1	EXEC	228	71960.16	107939.28	2998.34	4497.47
9621	Human Resources Manager 2	EXEC	230	83156.40	124734.72	3464.85	5197.28
9669	Human Resources Manager Senior	EXEC	232	93263.52	149221.44	3885.98	6217.56
9061	Human Resources Technician	MGMT	118	43075.44	60306.24	1794.81	2512.76
9700	Human Services Policy Manager	EXEC	230	83156.40	124734.72	3464.85	5197.28
<b>9699</b>	<b>ICS Director</b>	<b>EXEC</b>	<b>236</b>	<b>131626.32</b>	<b>210603.36</b>	<b>5484.43</b>	<b>8775.14</b>
<b>9807</b>	<b>Investment Officer</b>	<b>EXEC</b>	<b>228</b>	<b>71960.16</b>	<b>107939.28</b>	<b>2998.34</b>	<b>4497.47</b>
9452	IT Manager 1	EXEC	230	83156.40	124734.72	3464.85	5197.28
9453	IT Manager 2	EXEC	232	93263.52	149221.44	3885.98	6217.56
9454	IT Manager Senior	EXEC	233	100724.40	161159.28	4196.85	6714.97
9458	IT Project Manager 1	EXEC	229	76996.56	115496.16	3208.19	4812.34
9459	IT Project Manager 2	EXEC	230	83156.40	124734.72	3464.85	5197.28
9456	IT Security Manager	EXEC	232	93263.52	149221.44	3885.98	6217.56
9451	IT Supervisor	EXEC	229	76996.56	115496.16	3208.19	4812.34
9055	Law Clerk	EXEC	222	49947.60	69927.36	2081.15	2913.64
9002	Legal Assistant 1	MGMT	115	37169.76	52038.24	1548.74	2168.26
9003	Legal Assistant 2	MGMT	117	40955.76	57336.96	1706.49	2389.04
9004	Legal Assistant Senior	MGMT	120	47472.96	66463.92	1978.04	2769.33
9776	Library Administrator	MGMT	226	62851.92	94278.96	2618.83	3928.29
9783	Library Director of Digital Strategies	EXEC	232	93263.52	149221.44	3885.98	6217.56
9780	Library Manager	MGMT	227	67252.56	100878.00	2802.19	4203.25
9782	Library Manager Senior	EXEC	230	83156.40	124734.72	3464.85	5197.28
9152	Library Safety and Security Manager	EXEC	227	67252.56	100878.00	2802.19	4203.25
9784	Library Supervisor	MGMT	223	51306.48	76960.56	2137.77	3206.69
<b>9647</b>	<b>Lieutenant</b>	<b>EXEC</b>	<b>231</b>	<b>89808.96</b>	<b>134714.64</b>	<b>3742.04</b>	<b>5613.11</b>
9010	Management Auditor	Elec Off Staff	9010	0.00	0.00	0.00	0.00
9279	Management Auditor Principal	Elec Off Staff	9279	0.00	0.00	0.00	0.00
9280	Management Auditor Senior	Elec Off Staff	9280	0.00	0.00	0.00	0.00
9710	Management Assistant	EXEC	127	66768.24	93476.88	2782.01	3894.87
9615	Manager 1	MGMT	127-129	66768.24	103068.72	2782.01	4294.53
9364	Manager 2	EXEC	228	71960.16	107939.28	2998.34	4497.47
9365	Manager Senior	EXEC	229	76996.56	115496.16	3208.19	4812.34
9520	Medical Director	EXEC	237	144790.08	231663.60	6032.92	9652.65
9744	Mental Health Director	EXEC	232	93263.52	149221.44	3885.98	6217.56
9518	Nursing Development Consultant	MGMT	227	67252.56	100878.00	2802.19	4203.25
9519	Nursing Director	EXEC	230	83156.40	124734.72	3464.85	5197.28
9493	Nurse Practitioner Manager	EXEC	230	83156.40	124734.72	3464.85	5197.28
9517	Nursing Supervisor	MGMT	227	67252.56	100878.00	2802.19	4203.25
9020	Nutrition Services Manager	MGMT	123	54965.04	76950.00	2290.21	3206.25
9011	Office Assistant 2	MGMT	112	32088.48	44927.28	1337.02	1871.97
9720	Operations Administrator	MGMT	123	54965.04	76950.00	2290.21	3206.25
9025	Operations Supervisor	MGMT	121	49841.28	69778.08	2076.72	2907.42
9054	Paralegal	MGMT	222	49947.60	69927.36	2081.15	2913.64
9337	Payroll Tax Specialist	MGMT	222	49947.60	69927.36	2081.15	2913.64

9355	Pharmacist	EXEC	231	89808.96	134714.64	3742.04	5613.11
9357	Pharmacy & Clinical Support Services Director	EXEC	234	108783.12	174052.56	4532.63	7252.19
9492	Physician (On Call)	EXEC	236	131626.32	210603.36	5484.43	8775.14
9146	Planner Principal	EXEC	228	71960.16	107939.28	2998.34	4497.47
9798	Principal Investigator	EXEC	230	83156.40	124734.72	3464.85	5197.28
9797	Principal Investigator Manager	EXEC	231	89808.96	134714.64	3742.04	5613.11
9677	Production Supervisor	MGMT	122	52347.36	73284.00	2181.14	3053.50
9361	Program Supervisor	MGMT	124-126	57695.28	89036.16	2403.97	3709.84
9063	Project Manager	MGMT	127	66768.24	93476.88	2782.01	3894.87
9491	Psychiatrist	EXEC	237	144790.08	231663.60	6032.92	9652.65
9790	Public Relations Coordinator	EXEC	129	73621.68	103068.72	3067.57	4294.53
9366	Quality Manager	EXEC	229	76996.56	115496.16	3208.19	4812.34
9043	Research Evaluation Analyst Senior	MGMT	126	63595.44	89036.16	2649.81	3709.84
9041	Research Evaluation Scientist	EXEC	227	67252.56	100878.00	2802.19	4203.25
9140	Road Operations Supervisor	MGMT	123	54965.04	76950.00	2290.21	3206.25
8005	Shelver (On Call)^	OC NR	8005				
5004	Sheriff	Elec Off	5004	173509.20	173509.20	7229.55	7229.55
9490	Site Medical Director	EXEC	236	131626.32	210603.36	5484.43	8775.14
9400	Staff Assistant	Elec Off Staff	9400	0.00	0.00	0.00	0.00
9809	Strategic Capital Planning Director	EXEC	232	93263.52	149221.44	3885.98	6217.56
8006	Student Intern	Intern	8006	0.00	0.00	0.00	0.00
9674	Survey Supervisor	MGMT	227	67252.56	100878.00	2802.19	4203.25
1096	Tax Supervising Budget Analyst	MGMT	1096	0.00	0.00	0.00	0.00
3005	TSCC Executive Director	EXEC	3005	0.00	0.00	0.00	0.00
<b>9626</b>	<b>Undersheriff</b>	<b>EXEC</b>	<b>234</b>	<b>108783.12</b>	<b>174052.56</b>	<b>4532.63</b>	<b>7252.19</b>
9746	Veterinarian	EXEC	230	83156.40	124734.72	3464.85	5197.28

**No COLA**

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

**Exec** - Executive, unclassified, non-Civil Service position.

**Elected Official Staff** - Pay for unclassified elected officials' staff to be determined by respective elected official.

^ Classification follows Oregon minimum wage and is not eligible for COLA.

**Bold** – Classifications 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.