

# 2017 Market Adjustment Bargaining Tentative Agreement

On July 17, we reached a tentative agreement with Multnomah County management covering market adjustment salary range adjustments for selected classes. This document contains a listing of range adjustments by classification and examples of how this tentative agreement will be implemented based on a sample set of circumstances. **These examples do not account for the July 1, 2017 COLA because we are still in bargaining for a new contract.** The last page contains the contract language applicable to step placement/wage increases and excerpts from the salary table containing relevant salary ranges. The Bargaining Team recommends ratification of this tentative agreement. Please note the following:

**It is important to note that these are range adjustment not step adjustments**

- Unless your pay rate on July 1 was below step 1 of the new range, you will receive a 1.5% increase retro to July 1, 2017 and then on your step anniversary date you will get the other half of your step (1.5%).
- If your pay rate on July 1 is below step 1 of the new range you will move to step 1 on the new range retro to July 1.
- For all classifications, the date of the salary range adjustment is retroactive to July 1, 2017.

Classification	Current Range	New Range
Support Enforcement Agent	18	20
Victim Advocate	19	21
Community Health Specialist 1	10	12
Community Health Specialist 2	15	16
Animal Control Dispatcher	12	14
Budget Analyst	28	31
Finance Specialist 1	19	21
Finance Specialist 2	24	26
Finance Specialist Senior	28	32
Finance Technician	14	15
Dietitian (Nutritionist)	24	26
Sewing Specialist	8	9
Striper Operator	18	19
Juvenile Court Counselor	26	27
Juvenile Counseling Assistant	18	22
Legal Assistant 1	14	15
Legal Assistant 2	17	20
Legal Assistant Senior	22	23
Library Clerk	9	10
Administrative Specialist*	15	20
Administrative Assistant*	19	20

\*The Administrative Specialist classification will be merged with the Administrative Assistant classification and employees in these two classifications will carry with them their job classification seniority in accordance with Article 2.VI.C. Wage change for all employees covered by this study including employees in these two classifications is controlled by Article 14.I.D.6.

**Local 88**  
**Market Adjustment**  
**Bargaining Team**

Jason Heilbrun—Local President  
Dawn Sechrist—MCDA  
Eben Pullman—Council Rep.  
&  
Member Reps from the covered job classes



## Support Enforcement Agent

### SEA Range 18, 2016-2017 prior to this TA

Range	1	2	3	4	5	6	7	8
18	20.95	21.59	22.21	22.88	23.57	24.28	25.00	25.77

### SEA Range 20 on July 1, 2017 after this TA

Range	1	2	3	4	5	6	7	8
20	22.21	22.88	23.57	24.28	25.00	25.77	26.50	27.34

**Example 1:** An SEA at Step 1 on July 1, 2017 with an anniversary date of June 1 will move to Step 1 of Range 20 currently at \$22.21/hour retroactive to July 1, 2017. On June 1, 2018 they will move to Step 2 currently at - \$22.88/hour.

**Example 2:** An SEA at Step 8 on July 1, 2017, with an anniversary date of April 1 will receive a 1.5% increase on their hourly rate of \$25.77 retroactive to July 1, 2017. On April 1, 2018 they will move to Step 7 of Range 20 currently at - \$26.50/hour.

**Example 3:** An SEA at Step 5 on July 1, 2017 with an anniversary date of September 1, will receive a 1.5% pay increase on their \$23.57 hourly rate retro to July 1, 2017. On September 1, 2017 they will move to Step 4 of Range 20 currently at - \$24.28/hour.

## Community Health Specialist 2

### CHS 2 Range 15, 2016-2017 prior to this TA

Range	1	2	3	4	5	6	7	8
15	19.15	19.73	20.33	20.95	21.59	22.21	22.88	23.57

### CHS 2 Range 16 on July 1, 2017 after this TA

Range	1	2	3	4	5	6	7	8
16	19.73	20.33	20.95	21.59	22.21	22.88	23.57	24.28

**Example 1:** A CHS 2 on Step 4 on July 1, 2017 with an anniversary date of November 1 will receive a 1.5% increase on their \$20.95 hourly wage retroactive to July 1, 2017. On November 1, 2017, they will move to Step 4 of Range 16—currently at \$21.59.

**Example 3:** A CHS 2 on Step 8 on July 1, 2017 with an anniversary date of January 1 will receive a 1.5% increase on their \$23.57 hourly wage retroactive to July 1, 2017. On January 1, 2018 they will move to Step 8 of Range 16 currently at - \$24.28/hour.

**Example 4:** A CHS 2 hired on July 15, 2017 at Step 1 of Range 15 (\$19.15/hour) will move to Step 1 of Range 16 (\$19.73/hour) retroactive to July 15, 2017. On July 15, 2018 they will advance to Step 2 of range 16 currently at \$20.33.

## Juvenile Court Counselor

### JCC Range 26 2016-2017 prior to this TA

1	2	3	4	5	6	7	8
26.50	27.34	28.15	28.99	29.86	30.73	31.69	32.60

### JCC Range 27 on July 1 2017 after this TA

1	2	3	4	5	6	7	8
27.34	28.15	28.99	29.86	30.73	31.69	32.60	33.57

**Example 1:** A JCC who was at Step 8 on July 1, 2017 with an anniversary date of January 1 will receive a 1.5% increase on a \$32.60 hourly wage retroactive to July 1, 2017. On January 1, 2018 they will move to Step 8 of range 27 currently at \$33.57

**Example 2:** A JCC who was at Step 1 on July 1, 2017 with an anniversary date of March 1 will move to, Step 1 of Range 27 (\$27.34), retroactive to July 1, 2017. On March 1, 2018 they will have move to \$28.15 (Step 2).

**Example 3:** A JCC at Step 4 on July 1, 2017 with an anniversary date of August 1 will receive a 1.5% increase on a \$28.99 hourly wage retro to July 1, 2017. On August 1, 2017 they will move to Step 4 of Range 27 — currently at \$29.86.

## Budget Analyst

### Budget Analyst Range 28, 2016-2017 prior to this TA

1	2	3	4	5	6	7	8
28.15	28.99	29.86	30.73	31.69	32.60	33.57	34.61

### Budget Analyst Range 31 on July 1, 2017 after this TA

1	2	3	4	5	6	7	8
30.73	31.69	32.60	33.57	34.61	35.66	36.73	37.83

**Example 1:** A Budget Analyst at Step 8 on July 1, 2017 with an anniversary date of October 1 will receive a 1.5% pay increase to their \$34.61 hourly pay rate retroactive on July 1, 2017. On October 1, 2017, they will advance to Step 6 of Range 31 - currently at \$35.66.

**Example 2:** A Budget Analyst at Step 1 on July 1, 2017 with an anniversary date of August 1 will move to Step 1 of range 31, currently at \$30.73/hour retroactive to July 1, 2017. On August 1, 2017 they will advance to Step 2 - currently at \$31.69/hour.

**Example 3:** A Budget Analyst at Step 3 on July 1, 2017 with an anniversary date of December 1 will move to Step 1 of Range 31—currently at \$30.73. On December 1, 2017, they will move to Step 2 of Range 31—currently at \$31.69.

# Applicable Contract Language

## Relevant portion of Article 14.1.D

6. Negotiated Wage Changes

a. All negotiated wage changes will go into effect July 1 of each odd-numbered year.

b. Wage Increases

i. In classifications that are adjusted to a higher pay range as a result of a study, employees who would not otherwise receive an immediate step increase under the provisions outlined in Article 15.V. Pay Adjustments, shall receive the equivalent of a one-half (1/2) step increase, equivalent to a one and one-half percent (1.5%) increase in base wages, effective on the date of the study implementation. The one and one-half percent (1.5%) increase provided for in this section will not be considered part of base wages for purposes of calculating any wage adjustment or wage premiums, including but not limited to lead pay, bilingual pay, or shift differential, except overtime pay as required by law.

ii. Eligible employees shall receive the remaining one-half (1/2) step increase at the time of his or her individual anniversary date, and the combined increases shall be considered the employee's step increase for that fiscal year. Beginning on the effective date of the step increase, the full step increase shall be treated as base wages for all purposes provided for in this contract, including wage premiums and wage adjustments.

iii. All other wage adjustments shall be implemented in accordance with the provisions of Article 15.V. Pay Adjustments.

c. In the event the employee's rate of pay exceeds the new recommended maximum pay rate as a result of market adjustment, he or she shall be paid in accordance with Article 15.V.3. **[Should be referring to Article 15.V.C]**

## Relevant portion of Article 15

V. Pay Adjustments

A. If an employee's rate of pay is below the minimum for a new salary range, his or her pay will be raised to the minimum rate.

B. If an employee's rate of pay is within the new salary range but does not match a step in that range, his or her wage will be raised to the closest step. If the employee's rate of pay matches a step of the new range, there will be no change in his or her hourly rate.

C. If an employee's rate of pay is above the maximum of the new salary range, the rate will not change but will be frozen, and the employee will not receive any increases in base pay, specifically to include general wage increases. However, when the top step of the new range has risen to exceed the frozen rate of pay, the employee will be paid at the top step rate.

D. When an employee is reclassified, his or her anniversary date for a wage increase will not be changed.

2016 to 2017 Salary Schedule	Range	1	2	3	4	5	6	7	8
08	15.58	16.07	16.53	17.02	17.51	18.04	18.57	19.15	
09	16.07	16.53	17.02	17.51	18.04	18.57	19.15	19.73	
10	16.53	17.02	17.51	18.04	18.57	19.15	19.73	20.33	
11	17.02	17.51	18.04	18.57	19.15	19.73	20.33	20.95	
12	17.51	18.04	18.57	19.15	19.73	20.33	20.95	21.59	
13	18.04	18.57	19.15	19.73	20.33	20.95	21.59	22.21	
14	18.57	19.15	19.73	20.33	20.95	21.59	22.21	22.88	
15	19.15	19.73	20.33	20.95	21.59	22.21	22.88	23.57	
16	19.73	20.33	20.95	21.59	22.21	22.88	23.57	24.28	
17	20.33	20.95	21.59	22.21	22.88	23.57	24.28	25.00	
18	20.95	21.59	22.21	22.88	23.57	24.28	25.00	25.77	
19	21.59	22.21	22.88	23.57	24.28	25.00	25.77	26.50	
20	22.21	22.88	23.57	24.28	25.00	25.77	26.50	27.34	
21	22.88	23.57	24.28	25.00	25.77	26.50	27.34	28.15	
22	23.57	24.28	25.00	25.77	26.50	27.34	28.15	28.99	
23	24.28	25.00	25.77	26.50	27.34	28.15	28.99	29.86	
24	25.00	25.77	26.50	27.34	28.15	28.99	29.86	30.73	
25	25.77	26.50	27.34	28.15	28.99	29.86	30.73	31.69	
26	26.50	27.34	28.15	28.99	29.86	30.73	31.69	32.60	
27	27.34	28.15	28.99	29.86	30.73	31.69	32.60	33.57	
28	28.15	28.99	29.86	30.73	31.69	32.60	33.57	34.61	
29	28.99	29.86	30.73	31.69	32.60	33.57	34.61	35.66	
30	29.86	30.73	31.69	32.60	33.57	34.61	35.66	36.73	
31	30.73	31.69	32.60	33.57	34.61	35.66	36.73	37.83	
32	31.69	32.60	33.57	34.61	35.66	36.73	37.83	38.96	