

# Tentative Agreement

## 2023 Market Adjustment Bargaining



On December 11, 2023 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. The last page contains the contract language applicable to step placement/wage increases. For the Local 88 Salary Schedule in effect on July 1, 2023 <https://www.multco.us/compensation/salary-tables> and click on the FY 23-24 Compensation Plan. 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, 2023 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 adjustments is retroactive to July 1, 2023.

Classification	Previous Range	New Range	Adjustment in Ranges
Community Health Specialist 1	12	12	0
Community Health Specialist 2	16	17	1
Medical Laboratory Technician	21	22	1
Medical Technologist	22	23	1
Pharmacy Technician	14	16	2
Cook	12	13	1
Librarian*	26	TBD	TBD
Library Assistant*	16	TBD	TBD
Library Outreach Specialist*	23	TBD	TBD
Library Safety Liaison*	15	TBD	TBD
Corrections Counselor	26	29	3
Deputy Public Guardian	27	29	2
Veterans Service Officer	23	25	2
Veterinary Technician	18	19	1
MCSO Records Technician	16	19	3
Records Coordinator	22	25	3
Records Technician	16	19	3
Facilities Specialist 1	22	24	2
Facilities Specialist 2	29	31	2
Facilities Specialist 3	32	34	2
Human Services Investigator	25	27	2
Database Administrator	37	39	2
Database Administrator Senior	42	44	2
Emergency Management Analyst	25	29	4
Emergency Management Analyst Senior	31	34	3

\* per the MOA reached on Library specific job profiles, the County will be engaging a contractor to update and review current library classification and compare salaries to the market. The Union and the County will resume bargaining on these range adjustments later this year with any increases retroactive to July 1, 2023.

# Community Health Specialist 2

## CHS 2 Range 16 prior to this TA

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Local 88 - Grade 16	25.25	25.99	26.76	27.56	28.34	29.18	30.04	30.92

## CHS 2 Range 17 after this TA

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Local 88 - Grade 17	25.99	26.76	27.56	28.34	29.18	30.04	30.92	31.80

**Example 1:** A CHS 2 at Step 1 of Range 16 (\$25.25/hr) on July 1, 2023 with an anniversary date of June 1 will move to Step 1 of Range 17 (\$25.99/hr) retroactive to July 1, 2023. On June 1, 2024 they will move to Step 2 (\$26.76/hr).

**Example 2:** A CHS 2 at Step 8 of Range 16 on July 1, 2023, with an anniversary date of April 1 will receive a 1.5% increase on their hourly rate of \$30.92 retroactive to July 1, 2023. On April 1, 2024 they will move to Step 8 of Range 17 (\$31.80/hr).

**Example 3:** A CHS 2 at Step 5 of Range 16 on July 1, 2023 with an anniversary date of September 1, will receive a 1.5% pay increase on their \$28.34 hourly rate retro to July 1, 2023 until their step anniversary on September 1. On September 1, 2023 they should have already moved to Step 5 of Range 17 (\$29.18/hour).

# Corrections Counselor

## Corrections Counselor Range 26 prior to this TA

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Local 88 - Grade 26	33.69	34.73	35.73	36.79	37.86	39.98	40.18	41.35

## Corrections Counselor Range 29 after this TA

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Local 88 - Grade 29	36.79	37.86	38.98	40.18	41.35	42.58	43.88	45.21

**Example 1:** A Corrections Counselor on Step 4 of Range 26 on July 1, 2023 with an anniversary date of November 1 will receive a 1.5% increase on their \$36.79 hourly wage retroactive to July 1, 2023 until their step anniversary on Nov. 1. On November 1, 2023, they will move to Step 2 of Range 27 (\$37.86/hr.)

**Example 2:** A Corrections Counselor on Step 8 of Range 26 on July 1, 2023 with an anniversary date of January 1 will receive a 1.5% increase on their \$41.35 hourly wage retroactive to July 1, 2023 through Jan. 1 2024. Retro to January 1, 2024 they will move to Step 6 of Range 29 - \$42.58/hour.

**Example 3:** A Corrections Counselor with an anniversary date of November 15 at Step 1 of Range 26 (\$33.69/hour) will move to Step 1 of Range 29 (\$36.79/hr) retroactive to July 1, 2023. On November 15, 2023 they will advance to Step 2 of Range 29 (\$37.86./hour)

# Records Technician and MCSO Records Technician

## RT Range 16 prior to this TA

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Local 88 - Grade 16	25.25	25.99	26.76	27.56	28.34	29.18	30.04	30.92

## RT Range 19 after this TA

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Local 88 - Grade 19	27.56	28.34	29.18	30.04	30.92	31.80	32.77	33.69

**Example 1:** An RT who was at Step 8 of range 16 on July 1, 2023 with an anniversary date of January 1 will receive a 1.5% increase on a \$30.92 hourly wage retroactive to July 1, 2023. Retro to January 1, 2024 they will move to Step 6 of range 19 (\$31.80/hour).

**Example 2:** An RT who was at Step 1 of Range 16 (\$25.25/hr) on July 1, 2023 with an anniversary date of March 1 will move to, Step 1 of Range 19 (\$27.56), retroactive to July 1, 2023. On March 1, 2024 they will have move to Step 2 (\$28.34/hour).

**Example 3:** An RT at Step 4 of Range 16 on July 1, 2023 with an anniversary date of August 1 will receive a 1.5% increase on a \$27.56 hourly wage retro to July 1, 2023 through August 1, 2023. On August 1, 2023 they should've already move to Step 2 of Range 19 — currently at \$28.34/hour.

# Human Services Investigator

## HSI Range 25 prior to this TA

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Local 88 - Grade 25	32.77	33.69	34.73	35.73	36.79	37.86	38.98	40.18

## HSI Range 27 after this TA

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Local 88 - Grade 27	34.73	35.73	36.79	37.86	38.98	40.18	41.35	42.58

**Example 1:** An HSI at Step 8 of Range 25 on July 1, 2023 with an anniversary date of October 1 will receive a 1.5% pay increase to their \$40.18 hourly pay rate retroactive on July 1, 2023 through October 1, 2023. Retroactive to October 1, 2023, they will advance to Step 7 of Range 27 - currently at \$41.35.

**Example 2:** An HSI at Step 1 of Range 25 on July 1, 2023 with an anniversary date of August 1 will move to Step 1 of Range 27, currently at \$34.73/hour retroactive to July 1, 2023. Retroactive to August 1, 2023 they will advance to Step 2 - currently at \$35.73/hour.

**Example 3:** An HSI at Step 7 of Range 25 (\$38.98/hr) on July 1, 2023 with an anniversary date of July 15 will receive a 1.5% pay increase on their hourly rate of \$38.98 retro to July 1 through July 15 2023. On July 15, 2023, they already moved to Step 6 of range 27 (\$40.18/hr).

# Database Administrator Senior

## DBA Sr. Range 42 prior to this TA

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Local 88 - Grade 42	54.03	55.60	57.30	59.00	60.80	62.61	64.51	66.41

## DBA Sr. Range 44 after this TA

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Local 88 - Grade 44	57.30	59.00	60.80	62.61	64.51	66.41	68.40	70.52

**Example 1:** A DBA Sr. at Step 8 of Range 42 on July 1, 2023 with an anniversary date of July 30 will receive a 1.5% pay increase to their \$66.41 hourly pay rate retroactive on July 1, 2023. Retroactive to July 30, 2023, they will advance to Step 7 of Range 44 - currently at \$68.40.

**Example 2:** A DBA Sr. at Step 1 of Range 42 (\$54.03/hr) on July 1, 2023 with an anniversary date of November 1 will move to Step 1 of Range 44, currently at \$57.30/hour retroactive to July 1, 2023. Retro to November 1, 2023 they will advance to Step 2 of Range 44 - currently at \$59.00/hour.

**Example 3:** A DBA Sr. at Step 4 of Range 42 (\$59.00/hr) on July 1, 2023 with an anniversary date of May 1 will receive a 1.5% pay increase on their hourly rate of \$59.00/hr retroactive to July 1, 2023 through May 1, 2024. On May 1, 2024, they will move to Step 3 of Range 44—currently at \$60.80.

## Applicable Contract Language

### Relevant portion of Article 14.I.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.A3

### 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, their anniversary date for a wage increase will not be changed.