

Order 240-18/19
Passage: 9-0 on 5/20/2019

Effective 5/30/2019

ETHAN K. STRIMLING (MAYOR)
BELINDA S. RAY (1)
SPENCER R. THIBODEAU (2)
BRIAN E. BATSON (3)
JUSTIN COSTA (4)

CITY OF PORTLAND
IN THE CITY COUNCIL

KIMBERLY M. COOK (5)
JILL C. DUSON (A/L)
PIOUS ALI (A/L)
NICHOLAS M. MAVODONES, JR (A/L)

ORDER AUTHORIZING NON-UNION WAGE ADJUSTMENT

ORDERED, that an overall wage increase of two and one-half percent (2.5 %) for non-union employees is hereby approved effective July 7, 2019; and

BE IT FURTHER ORDERED, that the updated updated non-union pay plan in substantially the form attached hereto is hereby approved, and

BE IT FURTHER ORDERED, that the Mayor, the City Council, the City Clerk and Corporation Counsel shall receive a two and one-half percent (2.5%) wage increase effective July 7, 2019.

FY20
NON-UNION BASE PAY PLAN
City Manager's Proposed
(07/07/19 - 06/30/20)

Groups: 1100 & 2000 (01 & 02)

COLA Estimated: **2.50%**

Tyler Grade / Step		0	1	2	3	4	5	6	7	8	9	10	11
GRADE	STEP	PAY											
		1	2	3	4	5	6	7	8	9	10	MAX	
B21 2002	Annual	34,749	35,802	36,875	37,986	39,117	40,287	41,516	42,744	44,031	45,357	46,703	
	Weekly	668.25	688.50	709.13	730.50	752.25	774.75	798.38	822.00	846.75	872.25	898.13	
	Hourly	<u>17.82</u>	<u>18.36</u>	<u>18.91</u>	<u>19.48</u>	<u>20.06</u>	<u>20.66</u>	<u>21.29</u>	<u>21.92</u>	<u>22.58</u>	<u>23.26</u>	<u>23.95</u>	
B22 ---	Annual	37,908	39,059	40,229	41,438	42,666	43,953	45,279	46,625	48,029	49,472	50,973	
	Weekly	729.00	751.13	773.63	796.88	820.50	845.25	870.75	896.63	923.63	951.38	980.25	
	Hourly	<u>19.44</u>	<u>20.03</u>	<u>20.63</u>	<u>21.25</u>	<u>21.88</u>	<u>22.54</u>	<u>23.22</u>	<u>23.91</u>	<u>24.63</u>	<u>25.37</u>	<u>26.14</u>	
B23 2004	Annual	41,067	42,315	43,583	44,889	46,235	47,619	49,043	50,525	52,026	53,586	55,205	
	Weekly	789.75	813.75	838.13	863.25	889.13	915.75	943.13	971.63	1,000.50	1,030.50	1,061.63	
	Hourly	<u>21.06</u>	<u>21.70</u>	<u>22.35</u>	<u>23.02</u>	<u>23.71</u>	<u>24.42</u>	<u>25.15</u>	<u>25.91</u>	<u>26.68</u>	<u>27.48</u>	<u>28.31</u>	
B24 2006	Annual	45,026	46,391	47,775	49,218	50,681	52,202	53,762	55,380	57,038	58,773	60,528	
	Weekly	865.88	892.13	918.75	946.50	974.63	1,003.88	1,033.88	1,065.00	1,096.88	1,130.25	1,164.00	
	Hourly	<u>23.09</u>	<u>23.79</u>	<u>24.50</u>	<u>25.24</u>	<u>25.99</u>	<u>26.77</u>	<u>27.57</u>	<u>28.40</u>	<u>29.25</u>	<u>30.14</u>	<u>31.04</u>	
B31 ---	Annual	45,026	46,391	47,775	49,218	50,681	52,202	53,762	55,380	57,038	58,773	60,528	
	Weekly	865.88	892.13	918.75	946.50	974.63	1,003.88	1,033.88	1,065.00	1,096.88	1,130.25	1,164.00	
	Hourly	<u>23.09</u>	<u>23.79</u>	<u>24.50</u>	<u>25.24</u>	<u>25.99</u>	<u>26.77</u>	<u>27.57</u>	<u>28.40</u>	<u>29.25</u>	<u>30.14</u>	<u>31.04</u>	
B25 2008	Annual	49,764	51,266	52,806	54,386	56,024	57,701	59,417	61,230	63,044	64,935	66,905	
	Weekly	957.00	985.88	1,015.50	1,045.88	1,077.38	1,109.63	1,142.63	1,177.50	1,212.38	1,248.75	1,286.63	
	Hourly	<u>25.52</u>	<u>26.29</u>	<u>27.08</u>	<u>27.89</u>	<u>28.73</u>	<u>29.59</u>	<u>30.47</u>	<u>31.40</u>	<u>32.33</u>	<u>33.30</u>	<u>34.31</u>	
B32 2010	Annual	49,764	51,266	52,806	54,386	56,024	57,701	59,417	61,230	63,044	64,935	66,905	
	Weekly	957.00	985.88	1,015.50	1,045.88	1,077.38	1,109.63	1,142.63	1,177.50	1,212.38	1,248.75	1,286.63	
	Hourly	<u>25.52</u>	<u>26.29</u>	<u>27.08</u>	<u>27.89</u>	<u>28.73</u>	<u>29.59</u>	<u>30.47</u>	<u>31.40</u>	<u>32.33</u>	<u>33.30</u>	<u>34.31</u>	

Tyler Step		0	1	2	3	4	5	6	7	8	9	10	11	12	13
GRADE	STEP	PAY													
		1	2	3	4	5	6	Control Point	8	9	10	11	12	MAX	
C41 2020	Annual	59,826	61,620	63,473	65,384	67,334	69,362	71,429							85,313
	Weekly	1,150.50	1,185.00	1,220.63	1,257.38	1,294.88	1,333.88	1,373.63							1,640.63
	Hourly	<u>30.68</u>	<u>31.60</u>	<u>32.55</u>	<u>33.53</u>	<u>34.53</u>	<u>35.57</u>	<u>36.63</u>						Open Range	<u>43.75</u>
C42 2022	Annual	62,829	64,701	66,632	68,640	70,688	72,833	75,017							89,564
	Weekly	1,208.25	1,244.25	1,281.38	1,320.00	1,359.38	1,400.63	1,442.63							1,722.38
	Hourly	<u>32.22</u>	<u>33.18</u>	<u>34.17</u>	<u>35.20</u>	<u>36.25</u>	<u>37.35</u>	<u>38.47</u>						Open Range	<u>45.93</u>
C43 2024	Annual	65,969	67,938	69,986	72,072	74,237	76,479	78,761							94,049
	Weekly	1,268.63	1,306.50	1,345.88	1,386.00	1,427.63	1,470.75	1,514.63							1,808.63
	Hourly	<u>33.83</u>	<u>34.84</u>	<u>35.89</u>	<u>36.96</u>	<u>38.07</u>	<u>39.22</u>	<u>40.39</u>						Open Range	<u>48.23</u>
C44	Annual	69,576	71,663	73,808	76,031	78,312	80,652	83,070							99,197
	Weekly	1,338.00	1,378.13	1,419.38	1,462.13	1,506.00	1,551.00	1,597.50							1,907.63
	Hourly	<u>35.68</u>	<u>36.75</u>	<u>37.85</u>	<u>38.99</u>	<u>40.16</u>	<u>41.36</u>	<u>42.60</u>						Open Range	<u>50.87</u>
C44/DC 42 hrs ---	Annual	77,925	80,262	82,664	85,154	87,709	90,330	93,038							111,100
	Weekly	1,498.56	1,543.50	1,589.70	1,637.58	1,686.72	1,737.12	1,789.20							2,136.54
	Hourly	<u>35.68</u>	<u>36.75</u>	<u>37.85</u>	<u>38.99</u>	<u>40.16</u>	<u>41.36</u>	<u>42.60</u>						Open Range	<u>50.87</u>
C51 2032	Annual	69,576	71,663	73,808	76,031	78,312	80,652	83,070							99,197
	Weekly	1,338.00	1,378.13	1,419.38	1,462.13	1,506.00	1,551.00	1,597.50							1,907.63
	Hourly	<u>35.68</u>	<u>36.75</u>	<u>37.85</u>	<u>38.99</u>	<u>40.16</u>	<u>41.36</u>	<u>42.60</u>						Open Range	<u>50.87</u>
C45 2030	Annual	74,588	76,830	79,151	81,510	83,967	86,483	89,057							106,353
	Weekly	1,434.38	1,477.50	1,522.13	1,567.50	1,614.75	1,663.13	1,712.63							2,045.25
	Hourly	<u>38.25</u>	<u>39.40</u>	<u>40.59</u>	<u>41.80</u>	<u>43.06</u>	<u>44.35</u>	<u>45.67</u>						Open Range	<u>54.54</u>
C52 2034	Annual	74,588	76,830	79,151	81,510	83,967	86,483	89,057							106,353
	Weekly	1,434.38	1,477.50	1,522.13	1,567.50	1,614.75	1,663.13	1,712.63							2,045.25
	Hourly	<u>38.25</u>	<u>39.40</u>	<u>40.59</u>	<u>41.80</u>	<u>43.06</u>	<u>44.35</u>	<u>45.67</u>						Open Range	<u>54.54</u>

FY20
NON-UNION BASE PAY PLAN
City Manager's Proposed
(07/07/19 - 06/30/20)

Groups: 1100 & 2000 (01 & 02)

COLA Estimated: **2.50%**

Tyler Step		0	1	2	3	4	5	6	7	8	9	10	11	12	13
PAY GRADE	STEP	1	2	3	4	5	6	Control Point	7	8	9	10	11	12	MAX
D61	Annual	79,073	81,432	83,870	86,385	88,979	91,670	94,400							112,730
2040	Weekly	1,520.63	1,566.00	1,612.88	1,661.25	1,711.13	1,762.88	1,815.38							2,167.88
	Hourly	<u>40.55</u>	<u>41.76</u>	<u>43.01</u>	<u>44.30</u>	<u>45.63</u>	<u>47.01</u>	<u>48.41</u>				<u>Open Range</u>			<u>57.81</u>
D62	Annual	83,012	85,508	88,062	90,695	93,444	96,233	99,119							118,365
2042	Weekly	1,596.38	1,644.38	1,693.50	1,744.13	1,797.00	1,850.63	1,906.13							2,276.25
	Hourly	<u>42.57</u>	<u>43.85</u>	<u>45.16</u>	<u>46.51</u>	<u>47.92</u>	<u>49.35</u>	<u>50.83</u>				<u>Open Range</u>			<u>60.70</u>
D63	Annual	87,165	89,778	92,489	95,238	98,105	101,049	104,072							124,274
2044	Weekly	1,676.25	1,726.50	1,778.63	1,831.50	1,886.63	1,943.25	2,001.38							2,389.88
	Hourly	<u>44.70</u>	<u>46.04</u>	<u>47.43</u>	<u>48.84</u>	<u>50.31</u>	<u>51.82</u>	<u>53.37</u>				<u>Open Range</u>			<u>63.73</u>
D64	Annual	91,943	94,692	97,539	100,484	103,467	106,587	109,785							131,099
2047	Weekly	1,768.13	1,821.00	1,875.75	1,932.38	1,989.75	2,049.75	2,111.25							2,521.13
	Hourly	<u>47.15</u>	<u>48.56</u>	<u>50.02</u>	<u>51.53</u>	<u>53.06</u>	<u>54.66</u>	<u>56.30</u>				<u>Open Range</u>			<u>67.23</u>
D71	Annual	91,943	94,692	97,539	100,484	103,467	106,587	109,785							131,099
---	Weekly	1,768.13	1,821.00	1,875.75	1,932.38	1,989.75	2,049.75	2,111.25							2,521.13
	Hourly	<u>47.15</u>	<u>48.56</u>	<u>50.02</u>	<u>51.53</u>	<u>53.06</u>	<u>54.66</u>	<u>56.30</u>				<u>Open Range</u>			<u>67.23</u>
D65	Annual	98,573	101,537	104,579	107,718	110,955	114,290	117,702							140,556
2045	Weekly	1,895.63	1,952.63	2,011.13	2,071.50	2,133.75	2,197.88	2,263.50							2,703.00
	Hourly	<u>50.55</u>	<u>52.07</u>	<u>53.63</u>	<u>55.24</u>	<u>56.90</u>	<u>58.61</u>	<u>60.36</u>				<u>Open Range</u>			<u>72.08</u>
D72	Annual	98,573	101,537	104,579	107,718	110,955	114,290	117,702							140,556
2048	Weekly	1,895.63	1,952.63	2,011.13	2,071.50	2,133.75	2,197.88	2,263.50							2,703.00
	Hourly	<u>50.55</u>	<u>52.07</u>	<u>53.63</u>	<u>55.24</u>	<u>56.90</u>	<u>58.61</u>	<u>60.36</u>				<u>Open Range</u>			<u>72.08</u>
E81	Annual	104,481	107,621	110,858	114,173	117,585	121,134	124,761							148,961
1101	Weekly	2,009.25	2,069.63	2,131.88	2,195.63	2,261.25	2,329.50	2,399.25							2,864.63
	Hourly	<u>53.58</u>	<u>55.19</u>	<u>56.85</u>	<u>58.55</u>	<u>60.30</u>	<u>62.12</u>	<u>63.98</u>				<u>Open Range</u>			<u>76.39</u>
E82	Annual	109,707	112,983	116,396	119,886	123,455	127,179	131,001							156,410
1102	Weekly	2,109.75	2,172.75	2,238.38	2,305.50	2,374.13	2,445.75	2,519.25							3,007.88
	Hourly	<u>56.26</u>	<u>57.94</u>	<u>59.69</u>	<u>61.48</u>	<u>63.31</u>	<u>65.22</u>	<u>67.18</u>				<u>Open Range</u>			<u>80.21</u>
E83	Annual	115,187	118,638	122,207	125,853	129,636	133,536	137,534							164,229
1103	Weekly	2,215.13	2,281.50	2,350.13	2,420.25	2,493.00	2,568.00	2,644.88							3,158.25
	Hourly	<u>59.07</u>	<u>60.84</u>	<u>62.67</u>	<u>64.54</u>	<u>66.48</u>	<u>68.48</u>	<u>70.53</u>				<u>Open Range</u>			<u>84.22</u>
E84	Annual	121,505	125,151	128,895	132,776	136,754	140,849	145,080							173,238
---	Weekly	2,336.63	2,406.75	2,478.75	2,553.38	2,629.88	2,708.63	2,790.00							3,331.50
	Hourly	<u>62.31</u>	<u>64.18</u>	<u>66.10</u>	<u>68.09</u>	<u>70.13</u>	<u>72.23</u>	<u>74.40</u>				<u>Open Range</u>			<u>88.84</u>
E91	Annual	121,505	125,151	128,895	132,776	136,754	140,849	145,080							173,238
---	Weekly	2,336.63	2,406.75	2,478.75	2,553.38	2,629.88	2,708.63	2,790.00							3,331.50
	Hourly	<u>62.31</u>	<u>64.18</u>	<u>66.10</u>	<u>68.09</u>	<u>70.13</u>	<u>72.23</u>	<u>74.40</u>				<u>Open Range</u>			<u>88.84</u>
E85	Annual	130,280	134,180	138,216	142,350	146,621	151,028	155,552							185,738
---	Weekly	2,505.38	2,580.38	2,658.00	2,737.50	2,819.63	2,904.38	2,991.38							3,571.88
	Hourly	<u>66.81</u>	<u>68.81</u>	<u>70.88</u>	<u>73.00</u>	<u>75.19</u>	<u>77.45</u>	<u>79.77</u>				<u>Open Range</u>			<u>95.25</u>
E92	Annual	130,280	134,180	138,216	142,350	146,621	151,028	155,552							185,738
1104	Weekly	2,505.38	2,580.38	2,658.00	2,737.50	2,819.63	2,904.38	2,991.38							3,571.88
	Hourly	<u>66.81</u>	<u>68.81</u>	<u>70.88</u>	<u>73.00</u>	<u>75.19</u>	<u>77.45</u>	<u>79.77</u>				<u>Open Range</u>			<u>95.25</u>