

Exhibit A: Nonrepresented Classifications By Pay Grade July 1, 2018

Class#	Job Class Title
Pay Grade 1	
30000769	Home Security Specialist
30001883	Streetcar Officer
Pay Grade 2	
30000770	Home Security Specialist, Sr
Pay Grade 3	
30000433	Administrative Specialist, Sr
30000542	Archives & Records Mgmt Spec
Pay Grade 4	
30000559	Accountant, Assistant Systems
30000434	Administrative Assistant
30000447	Business Systems Analyst, Assistant
30000009	Children's Levy Commissnr's Support Spec
30000491	Community Outreach & Informtn Assistant
30000776	Crime Analyst, Assistant
30000566	Financial Analyst, Assistant
30000520	Human Resources Technician
30000591	Legal Assistant
30000450	Management Assistant
30000757	Park Ranger Supervisor
30000462	Program Specialist, Assistant
30000629	Public Works Supervisor I
30000705	Vehicle Program Specialist
30000517	Video Production Assistant
30001509	Web Designer
Pay Grade 5	
30000436	Administrative Supervisor I
30000544	Archives & Records Mgmt Spec, Sr
30002383	Assistant to the HR Director
30000538	Benefits Specialist
30000477	Claims Analyst
30000515	Communications/Internet Mapping Spec
30000492	Community Outreach & Informtn Rep
30000505	Conservation Program Specialist
30000503	Disability Program Specialist
30000474	EAP Specialist

Class#	Job Class Title
30000661	Environmental Program Specialist
30000435	Executive Assistant, Director's
30000717	Facilities Construction Project Spec
30000713	Facilities Maintenance Supervisor
30000712	Facilities Services Specialist
30000521	Human Resources Analyst
30001858	Human Resources System Specialist
30001834	Labor Relations Analyst
30000592	Legal Assistant, Sr
30000644	Maintenance Planner/Scheduler
30000500	Neighborhood Programs Coordinator
30000593	Paralegal
30000837	Police Evidence Control Supervisor
30000463	Program Specialist
30000481	Risk Specialist
30000467	Stores System Supervisor I
30000518	Video Production Specialist
30000479	Workers Compensation/Disability Analyst
Pay Grade 6	
30000560	Accountant, Systems
30000437	Administrative Supervisor II
30000771	Alarm Program Coord
30000539	Benefits Analyst
30000448	Business Systems Analyst
30000533	Classification/Compensation Analyst, Sr
30000546	Clerk to City Council
30000553	Complaint Investigator
30000469	Contracts Compliance Specialist
30000571	Debt Analyst
30000575	Economist
30000567	Financial Analyst
30000522	Human Resources Analyst, Sr
30001833	Labor Relations Analyst, Senior
30000451	Management Analyst
30000548	Management Auditor
30000760	Parks Facilities Maintenance Supervisor

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Class#	Job Class Title
30000759	Parks Maintenance Supervisor
30000775	Police Internal Affairs Investigator
30000779	Police Records Supervisor
30000643	Portland Streetcar Maintenance Supvr
30000839	Portland Streetcar Operations Supvr
30000630	Public Works Supervisor II
30000744	Recreation Supervisor I
30000645	Security Supervisor
30000468	Stores System Supervisor II
30000636	Traffic Signal Maintenance Supervisor
30000531	Training & Development Analyst
30000581	Treasury Analyst
30000706	Vehicle Acquisition Analyst
30000707	Vehicle Maintenance Supervisor I
30000519	Video Production Manager
30000499	Volunteer Program Coordinator
Pay Grade 7	
30000561	Accounting Supervisor
30000753	Aquatic Program Supervisor
30002208	Archives & Records Mgmt Coord
30000749	Arts Programs Supervisor
30000478	Claims Analyst, Sr
30000493	Community Outreach & Informtn Rep, Sr
30000506	Conservation Program Coordinator
30000777	Crime Analyst
30000714	Facilities Maintenance Supervisor, Sr
30000764	Golf Course Superintendent
30001334	Horticultural Services Supervisor
30000829	Legal Assistant Supervisor
30000692	Maps & Records Supervisor
30000750	Music Programs Supervisor
30000768	Natural Areas Supervisor
30000502	Neighborhood Office Supervisor
30000737	Noise Control Officer
30000751	Outdoor Recreation & Env Educ Supvr
30000594	Paralegal, Sr

Class#	Job Class Title
30000637	Parking Enforcement Supervisor
30001859	Parking Pay Station Analyst
30001685	Parks Maintenance Supervisor II
30000761	Parks Turf Maint & Irrigatn Supvr
30000774	Police Program Specialist, Sr
30000722	Print Shop Supervisor
30000464	Program Coordinator
30000766	Raceway Maintenance Supervisor
30000745	Recreation Supervisor II
30000482	Risk Specialist, Sr
30001683	SAP Business Systems Analyst
30000928	Sports Management Supervisor
30000457	Technology Svcs Contracts Coordinator
30000739	Transportation Planning Coordinator
30000763	Urban Forestry Supervisor
30000512	Water Conservation Program Coordinator
30000651	Water Quality Inspection Supervisor
30000666	Watershed Revegetation Program Supvr
30000480	Workers Comp/Disability Analyst, Sr
Pay Grade 8	
30000562	Accounting Supervisor, Sr
30002134	Attorney, Assistant Deputy City
30001535	Benefits Coordinator
30000540	Benefits Supervisor
30000449	Business Systems Analyst, Sr
30000534	Classification/Compensation Coordinator
30000624	Communications Systems Rep
30000494	Community Outreach & Invlvmt Program Mgr
30000507	Conservation Program Coordinator, Sr
30000470	Contractor Dev Program Coordinator
30000547	Council Support & Contracts Supervisor
30000445	Customer Service Supervisor
30000572	Debt Analyst, Sr
30000732	Development Supervisor I
30000634	Electrical Supervisor
30000785	Emerg Commun Supervisor

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Class#	Job Class Title
30000487	Emergency Management Program Manager
30000527	Employment & Development Coordinator
30000718	Facilities Construction Project Manager
30000568	Financial Analyst, Sr
30000552	Foreclosure Program Manager
30000523	Human Resources Coordinator
30001408	Instrumentation & Security Systems Supvr
30002384	Laboratory Supervisor
30000452	Management Analyst, Sr
30000549	Management Auditor, Sr
30000830	Paralegal Supervisor
30000638	Parking Control Manager
30000758	Parks Security Manager
30000778	Police Data Research Supervisor
30000772	Police ID Technologies Coordinator
30000471	Procurement Supervisor
30000465	Program Manager
30000698	Property Acquisition & Services Manager
30000495	Public Information Officer
30000690	Public Works Inspection Supervisor
30000485	Safety & Risk Officer I
30001958	Statistician
30000587	Tax Supervisor
30000625	Technical Operations Supervisor
30000532	Training & Development Officer
30001083	Treasury Analyst, Sr
30000708	Vehicle Maintenance Supervisor II
30001360	Vehicle Services Administration Supvr
30000646	Water Consortium Conservation Pg Mgr
30000647	Water Resource & Urban Affairs Coord
Pay Grade 9	
30000545	Archivist, City
30000440	Business Operations Supervisor
30000686	Capital Project Manager II
30000703	Community Technology Program Mgr
30000455	Contracts Dev & Review Administrator

Class#	Job Class Title
30000576	Economist, Sr
30000788	Emerg Commun Training & Dev Mgr
30000663	Environmental Program Manager
30000720	Facilities Construction Proj Spec,Supvsg
30000658	Hydroelectric Power Project Mgr, Asst
30000603	Inf Syst Analyst IV(Supvr)-Gen
30000475	Occupational Health Program Manager
30000756	Parks & Rec City Nature Zone Mgr
30000833	Police Evidence & Property Mgr
30000691	Public Works Inspection Manager
30000631	Public Works Supervisor, Sr
30000586	Revenue Audit Supervisor
30001684	SAP Business Systems Analyst, Senior
30000488	Security Program Manager
30000694	Surveying Supervisor
30000695	Surveying Supvr/Water Rights Examiner
30000641	Transportation Director, Asst to the
30000579	Treasury Operations Manager
30000673	Wastewater Treatment O&M Supervisor
30001534	Water Bureau Emergency Management Mgr
30000514	Water Conservation Program Manager
30000656	Water Resources Program Manager
30000667	Watershed Revegetation Program Manager
Pay Grade 10	
30002308	Accounting Manager
30000671	Biosolids/Reuse Program Manager
30001533	Business Systems Analyst, Principal
30000687	Capital Project Manager III
30000701	Communications Engineer, Sr
30000672	Data Acquisition & Mgmt Supervisor
30000836	Development Supervisor II
30000489	EMS Program Manager
30000635	Electrical/Instrumentation Supervisor
30000787	Emerg Commun Operations Mgr, Assistant
30000789	Emerg Commun Program Manager
30000696	Engineering Survey Manager

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Class#	Job Class Title	Class#	Job Class Title
30000765	Golf, Director of	30000573	Debt Analyst, Principal
30000734	Housing Inspection Supervisor	30000731	Development Review Manager
30001055	Human Resources Cost Analyst	30000577	Economist, Principal
30000555	IPR Program Manager, Assistant	30000537	Env Svcs OCIP, Risk & Safety Officer
30000536	Labor Relations Coordinator	30000743	Environmental Planner, Supervising
30000930	Landscape Architect Project Manager	30000664	Environmental Program Manager, Sr
30000550	Management Auditor, Principal	30001359	Environmental Svcs Public Affairs Mgr
30000693	Mapping & GIS Supervisor	30000582	FPDR Operations Manager
30000653	Mechanical Systems Supervisor-Water,Sr	30000719	Facilities Construction Proj Mgr,Supvsg
30000439	Parks & Rec Administrative Mgr	30000569	Financial Analyst, Principal
30000755	Parks & Rec Zone Manager	30000498	Government Relations Lobbyist
30000762	Parks & Rec Zone Support Manager	30002584	Human Resources Business Partner, Senior
30001733	Parks Property & Business Devel Mgr	30000657	Hydroelectric Power Project Manager
30000780	Police Records Manager	30000604	Inf Syst Supvr-Bureau IS & GIS
30000640	Portland Streetcar Maintenance Manager	30000605	Inf Syst Supvr-Generalist
30000639	Portland Streetcar Operations Manager	30000735	Inspection Supervisor
30000497	Public Information Manager	30000670	Laboratory Manager
30000679	Public Works Permit Engineering Manager	30000600	Law Office Administrator
30000767	Raceway Manager	30000453	Management Analyst, Principal
30000697	Right of Way Acquisition Supervisor	30000554	Ombudsman, City
30000486	Safety & Risk Officer II	30000834	Parks & Rec Central Svcs Mgr
30000444	Technology Svcs Administrative Manager	30000742	Parks Planner, Supervising
30001358	Treasury Analyst, Principal	30000730	Plan Review Supervisor
30000709	Vehicle Maintenance Superintendent	30000724	Planner, Supervising
30000438	Water Administrative Manager	30000677	Portland Harbor Superfund Technical Mgr
30000652	Water Maintenance Supervisor, Sr	30000723	Printing & Distribution Manager
30000650	Water Treatment Operations Supervisor	30000466	Program Manager, Sr
30001081	Watershed & Conduit Supvr	30001033	Regulatory Division Manager
Pay Grade 11		30000483	Risk Supervisor
30000441	Business Operations Manager	30001433	SAP Business Systems Analyst, Principal
30000454	Capital Improvmt Program Planning Supvr	30000508	Solid Waste & Recycling Program Manager
30001259	Capital Program Manager	30000702	Street Lights/Signals Manager
30001258	Capital Project Control Manager	30000699	Traffic Investigations Manager
30000010	Children's Levy Commissioner's Staff Rep	30001708	Training & Development Manager
30000627	Communications Systems Administrator	30000740	Transportation Planner, Supervising
30000509	Conservation Program Manager	30001860	Water Resources Program Mgr, Senior

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Class#	Job Class Title
Pay Grade 12	
30000541	Benefits Manager
30002040	Budget Director, Assistant
30000535	Classification/Compensation Manager
30000704	Community Technology Manager
30000733	Development Services Manager
30000530	Diversity, Outreach & Emp Resources Mgr
30000578	Economist, City
30000790	Emergency Management Operations Manager
30001736	Environmental Compliance Mgr
30001735	Environmental Investigations Mgr
30001384	FPDR Financial Manager
30000525	Human Resources Manager, Police
30000524	Human Resources Site Team Manager
30001633	Human Resources System Manager
30000953	Inf Syst Mgr-Budget Software Systems
30001035	Inf Syst Mgr-Corporate Applications
30000606	Inf Syst Mgr-Enterprise Database Mgr
30000607	Inf Syst Mgr-Generalist
30000608	Inf Syst Mgr-Network Manager
30001004	Inf Syst Mgr-Proj Mgmt
30000609	Inf Syst Mgr-Wide Area Network
30000856	Investment Officer
30000537	Labor/Employee Relations Manager
30000460	Policy Analyst
30000473	Purchasing Manager
30000443	Revenue Bureau Operations Manager
30000668	Source Reduction & Control Manager
30000716	Spectator Facilities & Dev Mgr
30001783	State Government Relations Manager
30000584	Street Maint & Improvement Fee Admnstr
30000588	Tax Division Manager
30000620	Technology Services Bureau Business Rep
30000659	Watershed Division Manager
Pay Grade 13	
30000595	Attorney, Deputy City

Class#	Job Class Title
30000551	Audit Services, Director of
30000558	Auditor, Chief Deputy City
30000689	Capital Program Mgmt & Controls Manager
30000786	Emerg Commun Operations Mgr
30002558	Employee Relations Manager
30000678	Environmental Policy Manager
30000715	Facilities Services Division Manager
30000598	Hearings Officer
30001260	Housing Director, Assistant
30000556	IPR Program Manager
30000610	Inf Syst Mgr, Sr-Applications
30000612	Inf Syst Mgr, Sr-Corporate Applications
30000613	Inf Syst Mgr, Sr-General
30000614	Inf Syst Mgr, Sr-Production
30000879	Inf Syst Mgr, Sr-Proj Mgmt
30000860	Inf Syst Mgr, Sr-Quality Assurance
30000596	Inf Syst Mgr, Sr-Security
30000736	Inspection Manager
30001585	Parks & Rec Asset Manager
30000746	Parks & Rec Natural Areas Manager
30000725	Planner, Principal
30000632	Public Works Division Manager
30000484	Risk Manager
30001031	Technology Capital Project Manager I
30000642	Transportation Division Manager
30000741	Transportation Planning Manager
30000728	Urban Design Program Manager
30000710	Vehicle Services Manager
30000675	Wastewater Collections System Manager
30000674	Wastewater Treatment Manager
30000654	Water Operations & Support Manager
30001034	Water Quality Manager
30000648	Water Resources Planning Manager
Pay Grade 14	
30000431	Attorney, Sr Deputy City
30000570	Budget Director, City

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Class#	Job Class Title
30000442	Business Operations Manager, Sr
30000618	Business Solutions Division Manager
30001208	Chief Procurement Officer
30000628	Communications Division Manager
30000563	Controller
30000574	Debt Manager
30000430	Emergency Management Director
30000669	Environmental Monitoring Svcs Group Mgr
30002358	Environmental Services Director, Asst
30000412	FPDR Director
30000855	Maintenance Group Manager
30000748	Parks & Rec Services Manager
30001983	Parks & Recreation Director, Assistant
30001053	Planner, Chief
30001658	Plg & Sust Policy, Rsrch & Oper Mgr
30000461	Policy Analyst, Sr
30001233	SAP Support Manager
30000853	Transportation Dev Perm & Transit Grp Mgr
30000854	Transportation Systems Grp Mgr
30000580	Treasurer, City
30000676	Wastewater Operations Group Manager
30000655	Water Group Manager
30002433	Water Utility Director, Assistant
30000660	Watershed Services Group Manager
Pay Grade 15	
30000597	Attorney, Chief Deputy City
30000832	Chief Technology Officer, Assistant
30002533	Deputy Chief Administrative Officer
30000429	Emergency Communications Director
30000683	Engineer, Chief
30000685	Engineer, Chief - Water Bureau
30001758	Equity and Human Rights Director
30000414	Government Relations Director
30000417	Housing Director
30000526	Human Resources Director, Assistant
30001108	Internal Business Services Director

Class#	Job Class Title
30000415	Neighborhood Involvement Director
30000784	Police Chief, Assistant
30000413	Revenue Bureau Director
30000621	SAP Architect- BASIS
30000622	SAP Architect- XI/PI
30000623	SAP Architect-Business Intelligence
30001032	Technology Capital Project Manager II
30002083	Transportation Director, Assistant
Pay Grade 16	
30000411	Chief Technology Officer
30002512	Deputy Chief of Police
30000426	Development Services Director
30000432	Fire Chief
30000409	Human Resources Director
30000428	Parks & Recreation Director
30002183	Revenue & Financial Services Director
Pay Grade 17	
30000418	Attorney, City
30000406	Chief Administrative Officer
30000419	Environmental Services Director
30001054	Planning & Sustainability Director
30000431	Police Chief
30000420	Transportation Director
30000424	Water Utility Director

Exhibit B

NONREPRESENTED EMPLOYEES COMPENSATION JULY 1, 2018

GRADE		MINIMUM	MIDPOINT	MAXIMUM
17	/HR.	\$72.96	\$88.75	\$104.54
	/BW.	\$5,836.80	\$7,100.00	\$8,363.20
	/YR.	\$151,757	\$184,600	\$217,443
16	/HR.	\$64.85	\$78.89	\$92.93
	/BW.	\$5,188.00	\$6,311.20	\$7,434.40
	/YR.	\$134,888	\$164,091	\$193,294
15	/HR.	\$57.68	\$70.13	\$82.58
	/BW.	\$4,614.40	\$5,610.40	\$6,606.40
	/YR.	\$119,974	\$145,870	\$171,766
14	/HR.	\$52.42	\$62.81	\$73.20
	/BW.	\$4,193.60	\$5,024.80	\$5,856.00
	/YR.	\$109,034	\$130,645	\$152,256
13	/HR.	\$48.81	\$57.47	\$66.13
	/BW.	\$3,904.80	\$4,597.60	\$5,290.40
	/YR.	\$101,525	\$119,538	\$137,550
12	/HR.	\$45.38	\$52.92	\$60.45
	/BW.	\$3,630.40	\$4,233.20	\$4,836.00
	/YR.	\$94,390	\$110,063	\$125,736
11	/HR.	\$42.21	\$49.22	\$56.22
	/BW.	\$3,376.80	\$3,937.20	\$4,497.60
	/YR.	\$87,797	\$102,367	\$116,938
10	/HR.	\$39.23	\$45.98	\$52.72
	/BW.	\$3,138.40	\$3,678.00	\$4,217.60
	/YR.	\$81,598	\$95,628	\$109,658
9	/HR.	\$37.43	\$43.75	\$50.07
	/BW.	\$2,994.40	\$3,500.00	\$4,005.60
	/YR.	\$77,854	\$91,000	\$104,146
8	/HR.	\$35.62	\$41.59	\$47.55
	/BW.	\$2,849.60	\$3,326.80	\$3,804.00
	/YR.	\$74,090	\$86,497	\$98,904
7	/HR.	\$33.91	\$39.57	\$45.22
	/BW.	\$2,712.80	\$3,165.20	\$3,617.60
	/YR.	\$70,533	\$82,295	\$94,058
6	/HR.	\$32.28	\$37.66	\$43.04
	/BW.	\$2,582.40	\$3,012.80	\$3,443.20
	/YR.	\$67,142	\$78,333	\$89,523
5	/HR.	\$30.75	\$35.87	\$40.98
	/BW.	\$2,460.00	\$2,869.20	\$3,278.40
	/YR.	\$63,960	\$74,599	\$85,238
4	/HR.	\$25.34	\$32.18	\$39.02
	/BW.	\$2,027.20	\$2,574.40	\$3,121.60
	/YR.	\$52,707	\$66,934	\$81,162
3	/HR.	\$23.59	\$29.95	\$36.31
	/BW.	\$1,887.20	\$2,396.00	\$2,904.80
	/YR.	\$49,067	\$62,296	\$75,525
2	/HR.	\$20.49	\$26.03	\$31.57
	/BW.	\$1,639.20	\$2,082.40	\$2,525.60
	/YR.	\$42,619	\$54,142	\$65,666
1	/HR.	\$19.19	\$23.33	\$27.47
	/BW.	\$1,535.20	\$1,866.40	\$2,197.60
	/YR.	\$39,915	\$48,526	\$57,138

NOTES:

*The biweekly rate is computed by multiplying the hourly rate by 80. There are 26 biweekly periods in a year.

**The approximate annual rate is computed by multiplying the hourly rate by 2080 and rounding to the nearest dollar.

***To calculate approximate monthly rates, divide the annual rate by 12.

***The approximate annual rate shown in this table will not always match annual rates shown in the City Budget since the Budget must account for the exact number of work hours in the fiscal period.

Exhibit C

**Nonrepresented Classifications With Pay Ranges Different Than Those Included in the
Nonrepresented Classifications Pay Table (Exhibit B)
July 1, 2018**

Job Class	JobClassTitle	Pay Range	Minimum	Midpoint	Maximum
30000004	Commissioner's Admin Support Specialist	GRDE9010-01	20.49	26.03	31.57
30000005	Commissioner's Staff Rep	GRDE9020-01	26.02	36.79	47.56
30000006	Commissioner's Chief of Staff	GRDE9050-01	44.20	51.48	58.75
30000007	Mayor's Deputy Chief of Staff	GRDE9030-01	41.82	47.06	52.30
30000008	Mayor's Chief of Staff	GRDE9060-01	50.37	56.67	62.96
30000008	Mayor's Chief of Staff (controlled class)**	GRDE9060-C1	50.37	62.96	75.55
30000300	Police Chief (controlled class)**	GRD00170-C1	73.27	90.18	107.09
30000453	Principal Management Analyst (controlled class)**	GRD00110-C5	42.21	52.59	62.97
30000466	Program Manager, Sr (controlled class)**	GRD00110-C2	42.21	52.03	61.85
30000497	Public Information Manager (controlled class)**	GRD00100-C1	39.23	50.98	62.73
30000497	Public Information Manager (controlled class)**	GRD00100-C2	39.23	48.61	57.98
30000535	Class/Comp Manager (controlled class)**	GRD00120-C2	45.38	55.76	66.13
30000537	Labor/Employee Relations Manager (controlled class*)	GRD00120-C1	45.38	56.19	67.00
30000541	Benefits Manager (controlled class)**	GRD00120-C2	45.38	55.76	66.13
30000596	Attorney, Sr Deputy City (controlled class)**	GRD00140-C1	52.42	68.31	84.19
30000615	Inf Syst Mgr, Sr-Security	GRD00130-C1	48.81	61.01	73.20
30000680	Engineer, Sr	GRD00100-E1	45.63	53.22	60.81
30000681	Engineer, Supervising	GRD00110-E1	49.03	57.21	65.38
30000682	Engineer, Principal	GRD00130-E1	52.69	61.48	70.27
30000684	Engineer, City Traffic	GRD00130-E1	52.69	61.48	70.27
30000718	Facilities Construction Project Manager (controlled class)**	GRD00080-C1	35.62	46.34	57.06
30000823	Fire Chief, Deputy (40-hour schedule)	GRD00130-F4	54.23	63.18	72.13
30000823	Fire Chief, Deputy (56-hour schedule)	GRD00130-F5	38.73	45.13	51.52
30000825	Fire Division Chief	GRD00140-F4	59.38	69.18	78.98
30000826	Fire Marshal	GRD00140-F4	59.38	69.18	78.98
30001036	Police Training Instructor	SCLN9013	34.73		
30001082	Fire Marshal, Assistant	GRD00120-F4	49.07	57.17	65.27
30001233	Training & Development Manager (controlled class)**	GRD00110-C3	42.21	51.33	60.45
30001633	Human Resources System Manager (controlled class*)	GRD00120-C2	45.38	55.76	66.13
30001659	Env Svcs OCIP, Risk & Safety Officer (controlled class)**	GRD00110-C4	42.21	50.63	59.04
30001684	SAP Business Systems Analyst, Senior (controlled class)**	GRD00090-C2	37.43	48.76	60.09
30001684	SAP Business Systems Analyst, Senior (controlled class)**	GRD00090-C3	37.43	46.74	56.04
30001733	Parks Property & Business Devel Mgr (controlled class)**	GRD00100-C5	39.23	48.61	57.98
30002458	Auditor's Senior Staff Representative	GRDE9070-01	47.32	60.27	73.21
30002511	Commissioner's Senior Staff Rep	GRDE9080-01	33.84	42.60	51.36

			Entry	Year 1	Year 2
30000300	Police Captain	SCLP9100	65.52	68.49	71.25
30000301	Police Commander	SCLP9110	73.64	76.58	