

## Exhibit A: Nonrepresented Classifications By Pay Grade July 1, 2016

Class#	Job Class Title
<b>Pay Grade 1</b>	
30000769	Home Security Specialist
30001883	Streetcar Officer
<b>Pay Grade 2</b>	
30000770	Home Security Specialist, Sr
<b>Pay Grade 3</b>	
30000433	Administrative Specialist, Sr
30000542	Archives & Records Mgmt Spec
30000711	Facilities Maint Dispatch/Scheduler
<b>Pay Grade 4</b>	
30000009	Children's Levy Commissnr's Support Spec
30000434	Administrative Assistant
30000447	Business Systems Analyst, Assistant
30000450	Management Assistant
30000462	Program Specialist, Assistant
30000491	Community Outreach & Informtn Assistant
30000517	Video Production Assistant
30000520	Human Resources Technician
30000559	Accountant, Assistant Systems
30000566	Financial Analyst, Assistant
30000591	Legal Assistant
30000629	Public Works Supervisor I
30000705	Vehicle Program Specialist
30000757	Park Ranger Supervisor
30000776	Crime Analyst, Assistant
30001509	Web Designer
<b>Pay Grade 5</b>	
30000435	Executive Assistant, Director's
30000436	Administrative Supervisor I
30000463	Program Specialist
30000467	Stores System Supervisor I
30000474	EAP Specialist
30000477	Claims Analyst
30000479	Workers Compensation/Disability Analyst
30000481	Risk Specialist
30000492	Community Outreach & Informtn Rep

Class#	Job Class Title
30000500	Neighborhood Programs Coordinator
30000503	Disability Program Specialist
30000505	Conservation Program Specialist
30000515	Communications/Internet Mapping Spec
30000518	Video Production Specialist
30000521	Human Resources Analyst
30000538	Benefits Specialist
30000544	Archives & Records Mgmt Spec, Sr
30000592	Legal Assistant, Sr
30000593	Paralegal
30000644	Maintenance Planner/Scheduler
30000661	Environmental Program Specialist
30000712	Facilities Services Specialist
30000713	Facilities Maintenance Supervisor
30000717	Facilities Construction Project Spec
30000837	Police Evidence Control Supervisor
30001834	Labor Relations Analyst
30001858	Human Resources System Specialist
<b>Pay Grade 6</b>	
30000437	Administrative Supervisor II
30000448	Business Systems Analyst
30000451	Management Analyst
30000468	Stores System Supervisor II
30000469	Contracts Compliance Specialist
30000499	Volunteer Program Coordinator
30000519	Video Production Manager
30000522	Human Resources Analyst, Sr
30000531	Training & Development Analyst
30000533	Classification/Compensation Analyst, Sr
30000539	Benefits Analyst
30000546	Clerk to City Council
30000548	Management Auditor
30000553	Complaint Investigator
30000560	Accountant, Systems
30000567	Financial Analyst
30000571	Debt Analyst

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Class#	Job Class Title
30000575	Economist
30000581	Treasury Analyst
30000630	Public Works Supervisor II
30000636	Traffic Signal Maintenance Supervisor
30000643	Portland Streetcar Maintenance Supvr
30000645	Security Supervisor
30000706	Vehicle Acquisition Analyst
30000707	Vehicle Maintenance Supervisor I
30000744	Recreation Supervisor I
30000759	Parks Maintenance Supervisor
30000760	Parks Facilities Maintenance Supervisor
30000771	Alarm Program Coord
30000775	Police Internal Affairs Investigator
30000779	Police Records Supervisor
30000839	Portland Streetcar Operations Supvr
30001586	Affirmative Action/Diversity Analyst, Sr
30001833	Labor Relations Analyst, Senior
<b>Pay Grade 7</b>	
30000457	Technology Svcs Contracts Coordinator
30000464	Program Coordinator
30000478	Claims Analyst, Sr
30000480	Workers Comp/Disability Analyst, Sr
30000482	Risk Specialist, Sr
30000493	Community Outreach & Informtn Rep, Sr
30000502	Neighborhood Office Supervisor
30000506	Conservation Program Coordinator
30000512	Water Conservation Program Coordinator
30000561	Accounting Supervisor
30000594	Paralegal, Sr
30000637	Parking Enforcement Supervisor
30000651	Water Quality Inspection Supervisor
30000666	Watershed Revegetation Program Supvr
30000692	Maps & Records Supervisor
30000714	Facilities Maintenance Supervisor, Sr
30000722	Print Shop Supervisor
30000737	Noise Control Officer

Class#	Job Class Title
30000739	Transportation Planning Coordinator
30000745	Recreation Supervisor II
30000749	Arts Programs Supervisor
30000750	Music Programs Supervisor
30000751	Outdoor Recreation & Env Educ Supvr
30000753	Aquatic Program Supervisor
30000761	Parks Turf Maint & Irrigatn Supvr
30000763	Urban Forestry Supervisor
30000764	Golf Course Superintendent
30000766	Raceway Maintenance Supervisor
30000768	Natural Areas Supervisor
30000774	Police Program Specialist, Sr
30000777	Crime Analyst
30000829	Legal Assistant Supervisor
30000928	Sports Management Supervisor
30001334	Horticultural Services Supervisor
30001683	SAP Business Systems Analyst
30001685	Parks Maintenance Supervisor II
30001859	Parking Pay Station Analyst
30002208	Archives & Records Mgmt Coord
<b>Pay Grade 8</b>	
30000445	Customer Service Supervisor
30000449	Business Systems Analyst, Sr
30000452	Management Analyst, Sr
30000465	Program Manager
30000470	Contractor Dev Program Coordinator
30000471	Procurement Supervisor
30000485	Safety & Risk Officer I
30000487	Emergency Management Program Manager
30000494	Community Outreach & Invlvmt Program Mgr
30000495	Public Information Officer
30000507	Conservation Program Coordinator, Sr
30000513	Water Conservation Program Supervisor
30000523	Human Resources Coordinator
30000527	Employment & Development Coordinator
30000532	Training & Development Officer

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Class#	Job Class Title
30000534	Classification/Compensation Coordinator
30000540	Benefits Supervisor
30000547	Council Support & Contracts Supervisor
30000549	Management Auditor, Sr
30000552	Foreclosure Program Manager
30000562	Accounting Supervisor, Sr
30000568	Financial Analyst, Sr
30000572	Debt Analyst, Sr
30000587	Tax Supervisor
30000624	Communications Systems Rep
30000625	Technical Operations Supervisor
30000634	Electrical Supervisor
30000638	Parking Control Manager
30000646	Water Consortium Conservation Pg Mgr
30000647	Water Resource & Urban Affairs Coord
30000690	Public Works Inspection Supervisor
30000698	Property Acquisition & Services Manager
30000708	Vehicle Maintenance Supervisor II
30000718	Facilities Construction Project Manager
30000732	Development Supervisor I
30000758	Parks Security Manager
30000772	Police ID Technologies Coordinator
30000778	Police Data Research Supervisor
30000785	Emerg Commun Supervisor
30000830	Paralegal Supervisor
30001083	Treasury Analyst, Sr
30001360	Vehicle Services Administration Supvr
30001408	Instrumentation & Security Systems Supvr
30001535	Benefits Coordinator
30001958	Statistician
30002134	Attorney, Assistant Deputy City
<b>Pay Grade 9</b>	
30000440	Business Operations Supervisor
30000455	Contracts Dev & Review Administrator
30000475	Occupational Health Program Manager
30000488	Security Program Manager

Class#	Job Class Title
30000514	Water Conservation Program Manager
30000545	Archivist, City
30000576	Economist, Sr
30000579	Treasury Operations Manager
30000586	Revenue Audit Supervisor
30000603	Inf Syst Analyst IV(Supvr)-Gen
30000631	Public Works Supervisor, Sr
30000641	Transportation Director, Asst to the
30000656	Water Resources Program Manager
30000658	Hydroelectric Power Project Mgr, Asst
30000663	Environmental Program Manager
30000667	Watershed Revegetation Program Manager
30000673	Wastewater Treatment O&M Supervisor
30000686	Capital Project Manager II
30000691	Public Works Inspection Manager
30000694	Surveying Supervisor
30000695	Surveying Supvr/Water Rights Examiner
30000703	Community Technology Program Mgr
30000720	Facilities Construction Proj Spec,Supvsg
30000756	Parks & Rec City Nature Zone Mgr
30000788	Emerg Commun Training & Dev Mgr
30000833	Police Evidence & Property Mgr
30001534	Water Bureau Emergency Management Mgr
30001684	SAP Business Systems Analyst, Senior
<b>Pay Grade 10</b>	
30000438	Water Administrative Manager
30000439	Parks & Rec Administrative Mgr
30000444	Technology Svcs Administrative Manager
30000486	Safety & Risk Officer II
30000489	EMS Program Manager
30000497	Public Information Manager
30000536	Labor Relations Coordinator
30000550	Management Auditor, Principal
30000555	IPR Program Manager, Assistant
30000635	Electrical/Instrumentation Supervisor
30000639	Portland Streetcar Operations Manager



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Class#	Job Class Title
30000640	Portland Streetcar Maintenance Manager
30000650	Water Treatment Operations Supervisor
30000652	Water Maintenance Supervisor, Sr
30000653	Mechanical Systems Supervisor-Water,Sr
30000671	Biosolids/Reuse Program Manager
30000672	Data Acquisition & Mgmt Supervisor
30000679	Public Works Permit Engineering Manager
30000687	Capital Project Manager III
30000693	Mapping & GIS Supervisor
30000696	Engineering Survey Manager
30000697	Right of Way Acquisition Supervisor
30000701	Communications Engineer, Sr
30000709	Vehicle Maintenance Superintendent
30000734	Housing Inspection Supervisor
30000755	Parks & Rec Zone Manager
30000762	Parks & Rec Zone Support Manager
30000765	Golf, Director of
30000767	Raceway Manager
30000780	Police Records Manager
30000787	Emerg Commun Operations Mgr, Assistant
30000789	Emerg Commun Program Manager
30000836	Development Supervisor II
30000930	Landscape Architect Project Manager
30001055	Human Resources Cost Analyst
30001081	Watershed & Conduit Supvr
30001358	Treasury Analyst, Principal
30001533	Business Systems Analyst, Principal
30001733	Parks Property & Business Devel Mgr
30002308	Accounting Manager
<b>Pay Grade 11</b>	
30000010	Children's Levy Commissioner's Staff Rep
30000441	Business Operations Manager
30000453	Management Analyst, Principal
30000454	Capital Improvmnt Program Planning Supvr
30000466	Program Manager, Sr
30000483	Risk Supervisor

Class#	Job Class Title
30000498	Government Relations Lobbyist
30000508	Solid Waste & Recycling Program Manager
30000509	Conservation Program Manager
30000554	Ombudsman, City
30000569	Financial Analyst, Principal
30000573	Debt Analyst, Principal
30000577	Economist, Principal
30000582	FPDR Operations Manager
30000600	Law Office Administrator
30000604	Inf Syst Supvr-Bureau IS & GIS
30000605	Inf Syst Supvr-Generalist
30000627	Communications Systems Administrator
30000657	Hydroelectric Power Project Manager
30000664	Environmental Program Manager, Sr
30000670	Laboratory Manager
30000677	Portland Harbor Superfund Technical Mgr
30000699	Traffic Investigations Manager
30000702	Street Lights/Signals Manager
30000719	Facilities Construction Proj Mgr,Supvsg
30000723	Printing & Distribution Manager
30000724	Planner, Supervising
30000730	Plan Review Supervisor
30000731	Development Review Manager
30000735	Inspection Supervisor
30000740	Transportation Planner, Supervising
30000742	Parks Planner, Supervising
30000743	Environmental Planner, Supervising
30000834	Parks & Rec Central Svcs Mgr
30001033	Regulatory Division Manager
30001258	Capital Project Control Manager
30001259	Capital Program Manager
30001359	Environmental Svcs Public Affairs Mgr
30001433	SAP Business Systems Analyst, Principal
30001659	Env Svcs OCIP, Risk & Safety Officer
30001708	Training & Development Manager
30001860	Water Resources Program Mgr, Senior



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Class#	Job Class Title
<b>Pay Grade 12</b>	
30000443	Revenue Bureau Operations Manager
30000460	Policy Analyst
30000473	Purchasing Manager
30000524	Human Resources Site Team Manager
30000525	Human Resources Manager, Police
30000530	Diversity, Outreach & Emp Resources Mgr
30000535	Classification/Compensation Manager
30000537	Labor/Employee Relations Manager
30000541	Benefits Manager
30000578	Economist, City
30000584	Street Maint & Improvement Fee Admnstr
30000588	Tax Division Manager
30000606	Inf Syst Mgr-Enterprise Database Mgr
30000607	Inf Syst Mgr-Generalist
30000608	Inf Syst Mgr-Network Manager
30000609	Inf Syst Mgr-Wide Area Network
30000620	Technology Services Bureau Business Rep
30000659	Watershed Division Manager
30000668	Source Reduction & Control Manager
30000704	Community Technology Manager
30000716	Spectator Facilities & Dev Mgr
30000733	Development Services Manager
30000790	Emergency Management Operations Manager
30000856	Investment Officer
30000953	Inf Syst Mgr-Budget Software Systems
30001004	Inf Syst Mgr-Proj Mgmt
30001035	Inf Syst Mgr-Corporate Applications
30001078	Sustainable Stormwater Division Mgr
30001384	FPDR Financial Manager
30001633	Human Resources System Manager
30001735	Environmental Investigations Mgr
30001736	Environmental Compliance Mgr
30001783	State Government Relations Manager
30002040	Budget Director, Assistant

Class#	Job Class Title
<b>Pay Grade 13</b>	
30000446	Customer Service Manager
30000484	Risk Manager
30000551	Audit Services, Director of
30000556	IPR Program Manager
30000558	Auditor, Chief Deputy City
30000595	Attorney, Deputy City
30000598	Hearings Officer
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
30000615	Inf Syst Mgr, Sr-Security
30000632	Public Works Division Manager
30000642	Transportation Division Manager
30000648	Water Resources Planning Manager
30000654	Water Operations & Support Manager
30000674	Wastewater Treatment Manager
30000675	Wastewater Collections System Manager
30000678	Environmental Policy Manager
30000689	Capital Program Mgmt & Controls Manager
30000710	Vehicle Services Manager
30000715	Facilities Services Division Manager
30000725	Planner, Principal
30000728	Urban Design Program Manager
30000736	Inspection Manager
30000741	Transportation Planning Manager
30000746	Parks & Rec Natural Areas Manager
30000786	Emerg Commun Operations Mgr
30000860	Inf Syst Mgr, Sr-Quality Assurance
30000879	Inf Syst Mgr, Sr-Proj Mgmt
30001031	Technology Capital Project Manager I
30001034	Water Quality Manager
30001260	Housing Director, Assistant
30001585	Parks & Rec Asset Manager
<b>Pay Grade 14</b>	

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Class#	Job Class Title
30000412	FPDR Director
30000415	Neighborhood Involvement Director
30000430	Emergency Management Director
30000442	Business Operations Manager, Sr
30000461	Policy Analyst, Sr
30000563	Controller
30000580	Treasurer, City
30000570	Budget Director, City
30000574	Debt Manager
30000596	Attorney, Sr Deputy City
30000618	Business Solutions Division Manager
30000628	Communications Division Manager
30000655	Water Group Manager
30000660	Watershed Services Group Manager
30000669	Environmental Monitoring Svcs Group Mgr
30000676	Wastewater Operations Group Manager
30000748	Parks & Rec Services Manager
30000853	Transportation Dev Perm & Transit Grp Mgr
30000854	Transportation Systems Grp Mgr
30000855	Maintenance Group Manager
30001053	Planner, Chief
30001208	Chief Procurement Officer
30001053	SAP Support Manager
30001658	Plg & Sust Policy, Rsrch & Oper Mgr
30001983	Parks & Recreation Director, Assistant
<b>Pay Grade 15</b>	
30000413	Revenue Bureau Director
30000414	Government Relations Director
30000417	Housing Director
30000429	Emergency Communications Director
30000526	Human Resources Director, Assistant
30000597	Attorney, Chief Deputy City
30000621	SAP Architect- BASIS
30000622	SAP Architect- XI/PI
30000623	SAP Architect-Business Intelligence
30000683	Engineer, Chief

Class#	Job Class Title
30000685	Engineer, Chief - Water Bureau
30000784	Police Chief, Assistant
30000832	Chief Technology Officer, Assistant
30001032	Technology Capital Project Manager II
30001108	Internal Business Services Director
30001758	Equity and Human Rights Director
30002083	Transportation Director, Assistant
<b>Pay Grade 16</b>	
30000409	Human Resources Director
30000411	Chief Technology Officer
30000426	Development Services Director
30000428	Parks & Recreation Director
30000432	Fire Chief
30002183	Revenue & Financial Services Director
<b>Pay Grade 17</b>	
30000406	Chief Administrative Officer
30000418	Attorney, City
30000419	Environmental Services Director
30000420	Transportation Director
30000424	Water Utility Director
30000431	Police Chief
30001054	Planning & Sustainability Director

## NONREPRESENTED EMPLOYEES COMPENSATION JULY 1, 2016

GRADE		MINIMUM	MIDPOINT	MAXIMUM
17	/HR.	\$68.90	\$83.82	\$98.74
	/BW.	\$5,512.00	\$6,705.60	\$7,899.20
	/YR.	\$143,312	\$174,346	\$205,379
16	/HR.	\$61.25	\$74.51	\$87.77
	/BW.	\$4,900.00	\$5,960.80	\$7,021.60
	/YR.	\$127,400	\$154,981	\$182,562
15	/HR.	\$54.48	\$66.24	\$77.99
	/BW.	\$4,358.40	\$5,299.20	\$6,239.20
	/YR.	\$113,318	\$137,779	\$162,219
14	/HR.	\$49.51	\$59.33	\$69.14
	/BW.	\$3,960.80	\$4,746.40	\$5,531.20
	/YR.	\$102,981	\$123,406	\$143,811
13	/HR.	\$46.10	\$54.28	\$62.46
	/BW.	\$3,688.00	\$4,342.40	\$4,996.80
	/YR.	\$95,888	\$112,902	\$129,917
12	/HR.	\$42.86	\$49.98	\$57.09
	/BW.	\$3,428.80	\$3,998.40	\$4,567.20
	/YR.	\$89,149	\$103,958	\$118,747
11	/HR.	\$39.86	\$46.48	\$53.10
	/BW.	\$3,188.80	\$3,718.40	\$4,248.00
	/YR.	\$82,909	\$96,678	\$110,448
10	/HR.	\$37.05	\$43.42	\$49.79
	/BW.	\$2,964.00	\$3,473.60	\$3,983.20
	/YR.	\$77,064	\$90,314	\$103,563
9	/HR.	\$35.35	\$41.32	\$47.29
	/BW.	\$2,828.00	\$3,305.60	\$3,783.20
	/YR.	\$73,528	\$85,946	\$98,363
8	/HR.	\$33.64	\$39.28	\$44.91
	/BW.	\$2,691.20	\$3,142.40	\$3,592.80
	/YR.	\$69,971	\$81,702	\$93,413
7	/HR.	\$32.03	\$37.37	\$42.71
	/BW.	\$2,562.40	\$2,989.60	\$3,416.80
	/YR.	\$66,622	\$77,730	\$88,837
6	/HR.	\$30.49	\$35.57	\$40.65
	/BW.	\$2,439.20	\$2,845.60	\$3,252.00
	/YR.	\$63,419	\$73,986	\$84,552
5	/HR.	\$29.04	\$33.88	\$38.71
	/BW.	\$2,323.20	\$2,710.40	\$3,096.80
	/YR.	\$60,403	\$70,470	\$80,517
4	/HR.	\$23.93	\$30.39	\$36.85
	/BW.	\$1,914.40	\$2,431.20	\$2,948.00
	/YR.	\$49,774	\$63,211	\$76,648
3	/HR.	\$22.28	\$28.29	\$34.30
	/BW.	\$1,782.40	\$2,263.20	\$2,744.00
	/YR.	\$46,342	\$58,843	\$71,344
2	/HR.	\$19.35	\$24.58	\$29.81
	/BW.	\$1,548.00	\$1,966.40	\$2,384.80
	/YR.	\$40,248	\$51,126	\$62,005
1	/HR.	\$18.12	\$22.04	\$25.95
	/BW.	\$1,449.60	\$1,763.20	\$2,076.00
	/YR.	\$37,690	\$45,843	\$53,976

## 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, 2016**

Job Class	JobClassTitle	Pay Range	Minimum	Midpoint	Maximum
30000004	Commissioner's Admin Support Specialist	GRDE9010-01	19.35	24.58	29.81
30000005	Commissioner's Staff Rep	GRDE9020-01	24.58	34.75	44.92
30000006	Commissioner's Chief of Staff	GRDE9050-01	41.74	48.62	55.49
30000007	Mayor's Deputy Chief of Staff	GRDE9030-01	39.50	44.45	49.39
30000008	Mayor's Chief of Staff	GRDE9060-01	47.57	53.52	59.46
30000466	Program Manager, Sr (controlled class)**	GRD00110-C2	39.86	49.14	58.41
30000497	Public Information Manager (controlled class)**	GRD00100-C1	37.05	48.15	59.25
30000535	Class/Comp Manager (controlled class)**	GRD00120-C2	42.86	52.66	62.46
30000537	Labor/Employee Relations Manager (controlled class*)	GRD00120-C1	42.86	53.07	63.28
30000541	Benefits Manager (controlled class)**	GRD00120-C2	42.86	52.66	62.46
30000680	Engineer, Sr	GRD00100-E1	43.09	50.27	57.44
30000681	Engineer, Supervising	GRD00110-E1	46.31	54.03	61.75
30000682	Engineer, Principal	GRD00130-E1	49.77	58.07	66.37
30000684	Engineer, City Traffic	GRD00130-E1	49.77	58.07	66.37
30000823	Fire Chief, Deputy (40-hour schedule)	GRD00130-F4	51.22	59.67	68.12
30000823	Fire Chief, Deputy (56-hour schedule)	GRD00130-F5	36.58	42.62	48.66
30000825	Fire Division Chief	GRD00140-F4	56.09	65.34	74.60
30000826	Fire Marshal	GRD00140-F4	56.09	65.34	74.60
30001036	Police Training Instructor	SCLN9013	32.80		
30001053	Planner, Chief (controlled class*)	GRD00140-C3	59.41	71.20	82.98
30001082	Fire Marshal, Assistant	GRD00120-F4	46.35	54.00	61.64
30001233	SAP Support Manager (controlled class*)	GRD00140-C1	49.51	63.75	77.99
30001233	Training & Development Manager (controlled class)**	GRD00110-C3	39.86	48.48	57.09
30001633	Human Resources System Manager (controlled class*)	GRD00120-C2	42.86	52.66	62.46
30001684	SAP Business Systems Analyst, Senior (controlled class)**	GRD00090-C1	35.35	44.17	52.98
30001684	SAP Business Systems Analyst, Senior (controlled class)**	GRD00090-C2	35.35	46.05	56.75

			Entry	Year 1	Year 2
30000300	Police Captain	SCLP9100	61.88	64.69	67.29
30000301	Police Commander	SCLP9110	69.55	72.33	

\* If controlled class range is still in effect on July 1, 2016

\*\* Approval by HR Director required for individual positions