

# Pay schedule | Non-represented employees



Effective June 24, 2024 through June 30, 2025

| Job Code | Grade |  | Step 1  | Step 2  | Step 3                | Step 4  | Step 5  | Step 6  | Step 7  |
|----------|-------|--|---------|---------|-----------------------|---------|---------|---------|---------|
| 8140     | AN    | Ticket Services Event Supervisor*              | 25.01   | 26.26   | 27.57                 | 28.95   | 30.40   | 31.92   | 33.51   |
| 8052     | BN    | Ticket Services Coordinator*                   | 26.26   | 27.57   | 28.95                 | 30.40   | 31.92   | 33.51   | 35.19   |
|          | CN    | Vacant*  | 27.57   | 28.95   | 0.00<br>30.40<br>0.00 | 31.92   | 33.51   | 35.19   | 36.95   |
| 1140     | DN    | Administrative Assistant III*                  | 28.95   | 30.40   | 31.92                 | 33.51   | 35.19   | 36.95   | 38.79   |
| 1245     |       | Legal Assistant I*                             |         |         |                       |         |         |         |         |
| 8250     |       | Telecom and IS Technician*                     |         |         |                       |         |         |         |         |
|          | EN    | Vacant   | 30.40   | 31.92   | 33.51                 | 35.19   | 36.95   | 38.79   | 40.73   |
| 8200     | FN    | House Event Managers*                          | 31.92   | 33.51   | 35.19                 | 36.95   | 38.79   | 40.73   | 42.77   |
| 1250     |       | Paralegal I*                                   |         |         |                       |         |         |         |         |
| 1380     | FE    | Assistant Parking and Dock Manager             | 66,385  | 69,705  | 73,190                | 76,849  | 80,692  | 84,726  | 88,963  |
| 1300     |       | Service Supervisor I                           |         |         |                       |         |         |         |         |
| 8368     |       | Technology Sales Coordinator                   |         |         |                       |         |         |         |         |
| 8102     |       | Education and Community Engagement Coordinator |         |         |                       |         |         |         |         |
|          | GE    | Vacant   | 69,705  | 73,190  | 76,849                | 80,692  | 84,726  | 88,963  | 93,411  |
| 1220     | HN    | Program Technician*                            | 35.19   | 36.95   | 38.79                 | 40.73   | 42.77   | 44.91   | 47.15   |
|          |       | Legal Assistant II*                            |         |         |                       |         |         |         |         |
| 1145     | HE    | Administrative Assistant IV                    | 73,190  | 76,849  | 80,692                | 84,726  | 88,963  | 93,411  | 98,081  |
| 8180     |       | Event Manager I                                |         |         |                       |         |         |         |         |
| 1170     |       | Policy Advisor I                               |         |         |                       |         |         |         |         |
| 8035     |       | Sales Manager I                                |         |         |                       |         |         |         |         |
| 1310     |       | Service Supervisor II                          |         |         |                       |         |         |         |         |
| 8245     |       | Setup and Operations Supervisor                |         |         |                       |         |         |         |         |
| 1252     | IN    | Paralegal II*                                  | 36.95   | 38.79   | 40.73                 | 42.77   | 44.91   | 47.15   | 49.51   |
| 8181     | IE    | Event Manager II                               | 76,849  | 80,692  | 84,726                | 88,963  | 93,411  | 98,081  | 102,985 |
| 8058     |       | Sales Manager II                               |         |         |                       |         |         |         |         |
| 8317     |       | Assistant Operations and Event Manager, Expo   |         |         |                       |         |         |         |         |
| 1315     | JN    |  | 38.79   | 40.73   | 42.77                 | 44.90   | 47.16   | 49.51   | 51.99   |
|          | JE    | HR ERP Analyst                                 | 80,692  | 84,726  | 88,963                | 93,411  | 98,081  | 102,985 | 108,135 |
| 1230     | KN    | Program Specialist*                            | 40.73   | 42.77   | 44.91                 | 47.15   | 49.51   | 51.99   | 54.59   |
| 8215     | KE    | Event Manager III                              | 84,726  | 88,963  | 93,411                | 98,081  | 102,985 | 108,135 | 113,541 |
| 1301     |       | Event Operations Manager                       |         |         |                       |         |         |         |         |
| 1331     |       | Facilities Administration Supervisor           |         |         |                       |         |         |         |         |
| 1171     |       | Policy Advisor II                              |         |         |                       |         |         |         |         |
| 1360     |       | Program Supervisor I                           |         |         |                       |         |         |         |         |
| 1336     |       | School Partnership Supervisor                  |         |         |                       |         |         |         |         |
| 1320     |       | Service Supervisor III                         |         |         |                       |         |         |         |         |
| 8057     | L     | Sales and Event Manager                        | 88,963  | 93,411  | 98,081                | 102,985 | 108,135 | 113,541 | 119,219 |
| 1402     | M     | Accessibility and Process Analyst              | 93,411  | 98,081  | 102,985               | 108,135 | 113,541 | 119,219 | 125,179 |
| 1333     |       | Animal Nutrition Manager                       |         |         |                       |         |         |         |         |
| 1240     |       | Program Analyst                                |         |         |                       |         |         |         |         |
|          | N     | Vacant   | 98,081  | 102,985 | 108,135               | 113,541 | 119,219 | 125,179 | 131,438 |
| 1337     | O     | Animal Curator                                 | 102,985 | 108,135 | 113,541               | 119,219 | 125,179 | 131,438 | 138,010 |
| 1332     |       | Facilities Engineering Manager                 |         |         |                       |         |         |         |         |
| 1370     |       | Program Supervisor II                          |         |         |                       |         |         |         |         |
| 1242     |       | Senior Program Analyst                         |         |         |                       |         |         |         |         |
| 1330     |       | Service Supervisor IV                          |         |         |                       |         |         |         |         |

\* Non exempt classification, employees in this class are eligible to receive overtime compensation.

**Pay schedule | Non-represented employees continued**

Effective June 24,2024 through June 30, 2025

| Job Code | Grade |                                    | Step 1  | Step 2  | Step 3  | Step 4  | Step 5  | Step 6  |
|----------|-------|------------------------------------|---------|---------|---------|---------|---------|---------|
| 1233     | P     | Asset Manager                      | 115,696 | 121,481 | 127,555 | 133,933 | 140,629 | 147,661 |
| 8161     |       | Director of Public Safety          |         |         |         |         |         |         |
| 1551     |       | IT Security Manager**              |         |         |         |         |         |         |
| 1575     |       | Environmental Compliance Manager   |         |         |         |         |         |         |
| 1232     |       | Event Setup and Operations Manager |         |         |         |         |         |         |
| 1410     |       | Manager I                          |         |         |         |         |         |         |
| 1231     |       | Policy Advisor III                 |         |         |         |         |         |         |
| 1335     |       | Director of Sales                  |         |         |         |         |         |         |
| 1585     |       | Sustainability Manager             |         |         |         |         |         |         |
| 1580     |       | Veterinarian I                     |         |         |         |         |         |         |
| 1510     |       | Waste Prevention Outreach Manager  |         |         |         |         |         |         |
|          | Q     | Vacant                             | 121,481 | 127,555 | 133,933 | 140,629 | 147,661 | 155,044 |
| 1270     | R     | Legal Counsel I                    | 127,555 | 133,933 | 140,629 | 147,661 | 155,044 | 162,796 |
| 1280     |       | Finance Manager**                  |         |         |         |         |         |         |
| 1290     |       | Zoo Scientist Manager **           |         |         |         |         |         |         |
| 1420     |       | Manager II                         |         |         |         |         |         |         |
|          | S     | Vacant                             | 133,933 | 140,629 | 147,661 | 155,044 | 162,796 | 170,936 |
| 1590     | T     | Veterinarian II                    | 140,629 | 147,661 | 155,044 | 162,796 | 170,936 | 179,482 |
| 1640     |       | Legal Counsel II                   |         |         |         |         |         |         |
| 1430     |       | Manager III**                      |         |         |         |         |         |         |
| 1642     |       | Station Superintendent             |         |         |         |         |         |         |
|          | U     | Vacant                             | 147,661 | 155,044 | 162,796 | 170,936 | 179,482 | 188,457 |
| 1701     | V     | Policy Advisor IV                  | 155,044 | 162,796 | 170,936 | 179,482 | 188,457 | 197,879 |
| 1702     |       | Program Director                   |         |         |         |         |         |         |
|          | W     | Vacant                             | 162,796 | 170,936 | 179,482 | 188,457 | 197,879 | 207,773 |
| 1451     | X     | Deputy Director                    | 170,936 | 179,482 | 188,457 | 197,879 | 207,773 | 218,162 |
| 1496     |       | Deputy Director, Portland'S        |         |         |         |         |         |         |
| 8297     | Y     | Director, Communications           | 179,482 | 188,457 | 197,879 | 207,773 | 218,162 | 229,070 |
| 8298     |       | Director, DEI                      |         |         |         |         |         |         |
| 8295     |       | Director, Expo                     |         |         |         |         |         |         |
| 8299     |       | Director, GAPD                     |         |         |         |         |         |         |
| 1455     |       | Deputy Director, Oregon Zoo**      |         |         |         |         |         |         |
| 1495     |       | Deputy Metro Attorney              |         |         |         |         |         |         |
| 1461     | Z     | Director II                        | 188,457 | 197,879 | 207,773 | 218,162 | 229,070 | 240,524 |
|          | AA    | Vacant                             | 197,879 | 207,773 | 218,162 | 229,070 | 240,524 | 252,550 |
| 1481     | BB    | Deputy Chief Operating Officer     | 207,773 | 218,162 | 229,070 | 240,524 | 252,550 | 265,177 |
| 1482     |       | General Manager, Visitor Venues    |         |         |         |         |         |         |
| 1462     | CC    | Director, Oregon Zoo               | 265,249 | 278,511 | 292,437 | 307,059 | 322,412 | 338,533 |

Unclassified: Chief Operating Officer, Metro Attorney

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\*\* New classification

Pay grades A to O have seven (7) pay steps; P to EE have six (6) pay steps.