2022 State of Oregon Salary and Benefit Report

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EXECUTIVE SUMMARY

Purpose of Report

The purpose of this report is to:

- Provide a snapshot to the Governor of the Executive Branch's current position in the labor market.
- Provide Executive Branch leadership data to make compensation decisions and plan budgets.
- Provide collective bargaining teams and the employer with data for use in negotiations.
- Fulfill contractual obligations for specific market compensation studies.

In accordance with Executive Order 17-08 and relevant statutes, the Executive Branch seeks to establish and maintain its status as a "market employer" whose employees earn, on average, between 95% and 105% of the compensation earned by similarly situated employees in comparable markets.

The 2022 report covers approximately 390 Executive Branch job classifications. The report does not include classifications exclusive to strike-prohibited bargaining units nor those in the Judicial Branch, Legislative Branch, Oregon Lottery, Oregon University System, or other public entities exempted by statute.

This report compares full-time compensation of State of Oregon workers with that of other workers by measuring the employer's cost for providing salaries and common employee benefits. Adding the value of employee benefits to wages has a significant impact on the monthly total compensation costs for State of Oregon employees.

Key Findings

While competitiveness varies by job, in aggregate, when comparing the State's position to the overall labor market:

- Actual employee average compensation is 100.4% of the overall market, including major benefits. The benefits evaluated include employer cost for health care and retirement. Actual employee average compensation is 96.0% of the overall market, excluding major benefits. Therefore, the report reflects that the Executive Branch is a "market employer" as defined in Executive Order 17-08.
- The maximum rate of the compensation ranges, including benefits, is 96.6% of the overall market.
- The maximum rate of the compensation ranges, excluding benefits, is 92.6% of the overall market.
- The minimum rate of the compensation ranges, including benefits, is 94.7% of the overall market.
- The minimum rate of the compensation ranges, excluding benefits, is 89.0% of the overall market.

While the Executive Branch is at the lower end of our market goal on salary structures, we are right at our compensation goal when looking at what employees are actually being compensated.

		Salary		Salary and Benefits	
Component of Salary and Benefit	Number of Oregon Employees	Oregon Employee Average	Market Employee Average	Oregon Employee Average	Market Employee Average
Employee Average *	23,477	$6,396	$6,664	$9,051	$9,011
Salary Range Maximum	24,361	$7,073	$7,637	$9,846	$10,196

* Employee Average includes current full-time State Executive Branch employees where sufficient market data was available as of August 1, 2022.

Other Notable Facts

- On average, base pay accounts for 71% of the State's total compensation package, while major benefits account for 29%.

- The State offers generous medical plans with higher employer contributions and lower employee medical premiums.

- The Oregon Public Service Retirement Plan (OPSRP) offered to new hires and covering most current employees includes two parts:

    - Defined benefit plan funded primarily by the employer based on your salary times years of service times a percentage factor, and

    - An Individual Account Program (IAP) which is an "account-based benefit," meaning member contributions are regularly paid into an account and the account can grow over time based on investment returns.

REPORT METHODOLOGY

It is the intent of the Department of Administrative Services (DAS) Chief Human Resources Office (CHRO) to use the best available data to compare the State's compensation costs with other employers in the labor market. This report compares compensation of State of Oregon workers with that of other workers by measuring the employer's cost for providing salaries and common employee benefits. Adding the value of employee benefits to wages has a significant impact on the monthly total compensation costs for state employees. Sections of this report include information that demonstrates the relative health of the Executive Branch pay structures as compared to external market rates, as well as the competitiveness of actual salaries.

Labor Market

The State of Oregon's labor market methodology has evolved in recent years to be consistent with both industry standards and Executive Order 17-08. The relevant labor market consists of states, counties, and a combination of other public and private sector employers (data purchased from commercially available salary and benefit surveys).

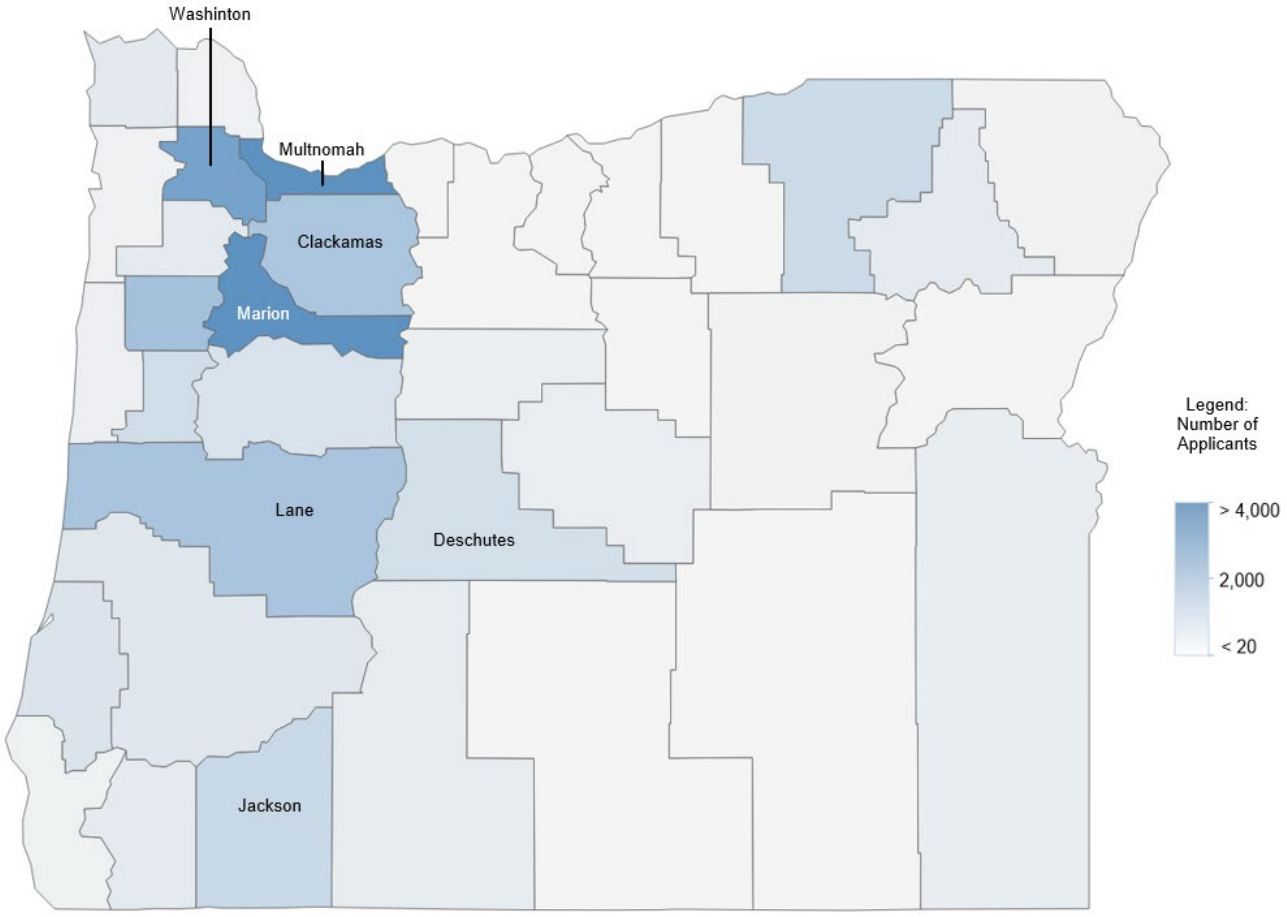
State Market

The markets of the four contiguous states (Washington, California, Nevada, and Idaho) are utilized. It is important to compare to neighboring states as they are of comparable size, scope, and mission. These states have been selected due to their regional proximity and have been a cornerstone of the State of Oregon's labor market for many years.

County Market

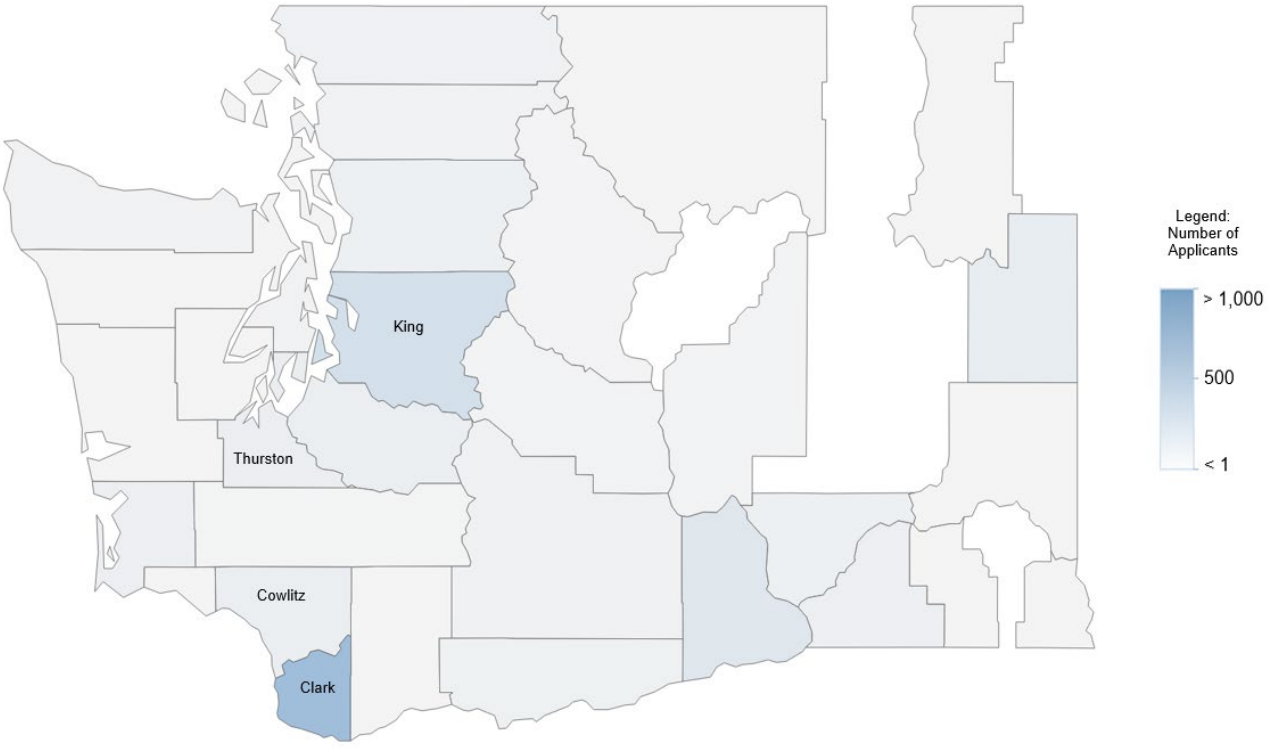
The county market is a vital comparator for the State of Oregon, which has employees located throughout the state, and it is key to compare to public sector employers in those regions.

This report uses data from seven Oregon counties – Washington, Clackamas, Multnomah, Marion, Lane, Deschutes, and Jackson. These counties were selected for two main reasons. First, these are the seven largest counties in Oregon. Second, based on an analysis of recruitment data, they are also the counties from which the State receives the highest amount of applicant responses.



The report also includes county market data from three counties in Washington State (Clark, King, and Thurston). This expands Oregon's geographic market comparators and better reflects the regional labor market. Clark County is used as it borders the State of Oregon. Due to its proximity to Oregon as well as the large number of applicants received, Clark County would rank in the top 10 of Oregon's 36 counties for most applicants. Thurston is added as the county in which Olympia, Washington's state Capitol, and state government offices are predominately located. Finally, King County represents Washington's major metropolitan area.

Of the four contiguous states, from July 2021 through June 2022, Washington yields the second largest number of applicants for State of Oregon jobs. Oregon receives approximately 14.46% of its out-of-state applicants from Washington, behind California applicants. Approximately 14.84% of applicants from out-of-state are from California.



Other Public and Private Sector Employers (Purchased Market)

The State utilizes three sources of commercially available salary and benefit data: Milliman, Willis Towers Watson, and CompAnalyst. These salary surveys include a combination of public and private sector employers that are not included in other market sectors including cities, non-profits, and semi-governmental entities. These purchased surveys compile data from a wide variety of participants. Without the purchased data, the State would not be able to represent this segment of the marketplace.

The 2022 data is as of August. The purchased salary and benefit surveys provide data scoped to include only employers in the geographic areas of Oregon and/or the Pacific Northwest. A minimum of three separate data sources must be available for each market classification to meet the "sufficient" rule and be included in the report. Purchased survey information includes data from multiple organizations, and therefore meets this requirement, while appearing as only one data source.

Oregon Employees and Compensation Structures

Oregon data shows comparisons by union bargaining units, subtotaled by three groupings:

- Corrections (includes security and non-security representations at the Department of Corrections)
- Management (includes supervisory and non-supervisory management and executive service structures)
- Non-Corrections/Non-Management (includes all other unions and unrepresented structures)

An overall total for each state job classification is calculated for all representations. Compa-ratio information illustrates how employees are paid in relation to Oregon's salary range midpoint. Comparisons are calculated by dividing the Oregon employee data by the corresponding market data.

Matching Criteria

Comparison of job duties, responsibilities, reporting relationships, and education/experience requirements determine the matches between state classifications and market jobs.

The Oregon's salary and benefit data is matched to market data sources for job classifications with similar duties, responsibilities, and requirements. Generally, the greater the number of market data sources found for each job classification, the truer the data reflects the current pay in the labor market. For some job classifications, there is insufficient amounts of market data available to either report a market figure or to base recommendations for adjusting salaries.

In accordance with standard compensation best practices, only those jobs that match at least 80% of the duties, responsibilities, and functions, as outlined in the benchmark job summary, are utilized.

Comparison by Market Segment

The following table provides a breakdown of matches to each market segment. As detailed previously, the State's labor market is a combination of data from counties, purchased surveys, and state market data. This chart details the number of job matches and incumbents represented in each market sector.

Match Type	# Classifications Matched to	# of Market Employees	# of OR Employees
County Market	230	9,011	20,364
Purchased Market	228	91,760	17,907
State Market	310	68,207	23,998
OVERALL	330	168,978	24,361

The following table shows overall market position, as well as how the State compares to each of the three major market segments.

Market by Segment			
SALARY AND BENEFITS			
Market	Minimum	Employee Average	Maximum
Overall	94.7%	100.4%	96.6%
County Market	84.9%	95.9%	97.2%
Purchased Market	96.8%	100.3%	93.8%
State Market	97.7%	123.5%[1]	106.0%

Market Calculations

Calculations for comparison of Oregon jobs reflect with and without benefits included. The data analyzed contains three comparison points:

- Actual employee base salaries
- Salary range minimum
- Salary range maximum

Depending on the specific state classification, employees may be eligible for additional compensation in the form of fixed or variable allowances and differentials in addition to their base salaries. This specific information is not available consistently from all the surveyed data sources and is therefore excluded from the calculations.

Market data is combined by calculating a weighted average, by the number of incumbents, for all data sources. Compa-ratio information illustrates how employees are paid in relation to the salary range midpoint of the market.

[1] California employee average data was not able to be acquired. Updated March 16th, 2023

Geographical Adjustments

Because wage and income levels differ across the nation and even within local labor markets, differentials that factor in economic variations are calculated and applied to data collected from employers outside Oregon. Geographic differentials were reviewed and updated to ensure the data is reflective of the State's labor market and economic conditions. Economic Research Institute (ERI) survey data was utilized to identify the appropriate geographic differences. Please see the Appendix for cost of labor adjustments.

BENEFITS

Health Benefits

The State offers five different full-time medical plan options from which employees can choose:

- Kaiser Traditional
- Kaiser Deductible
- Moda Synergy
- Providence PEBB Statewide
- Providence Choice

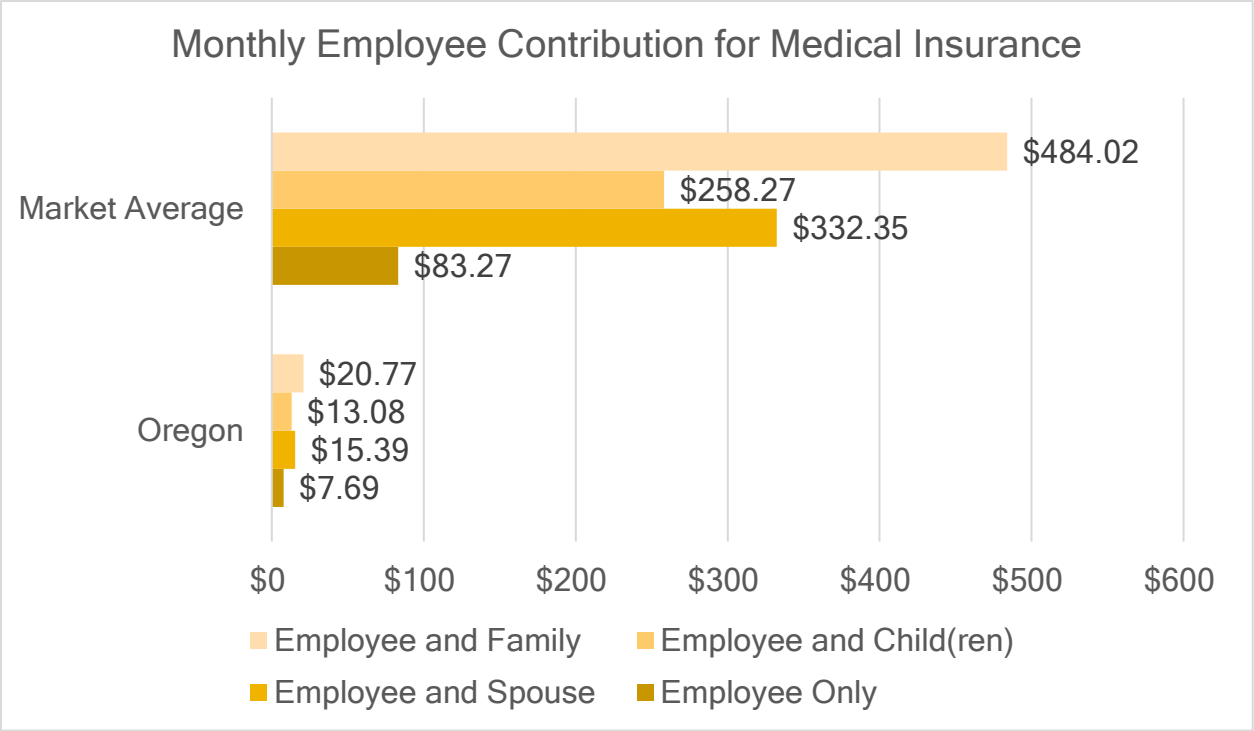
For the purpose of this report, the State compared the plan selected by the most employees – Providence Choice – to the average market data.[2] The State utilizes the Milliman Northwest Benefits Survey as the primary source for benefit data. This report includes data from public entities, such as cities and counties, and from a significant number of private industry participants.

Health insurance comparison rates are calculated using the employer's cost for medical, dental, and vision benefits across four tiers (employee only, employee and spouse/partner, employee and children, and employee and family). Social Security and Medicare cost earnings while employed with the state of Nevada are not covered under Social Security. In Nevada, the employer pays half of the Medicare tax (1.45% employer/1.45% employee).

The following table illustrates both the employer cost and employee contribution for medical premiums. The State's employer cost for medical premiums is higher than the market average for employer cost. The State's average employee contribution for medical premiums is significantly less than the market average.

	Employer Cost		Employee Contribution	
Premium Tiers	Oregon	Market Average	Oregon	Market Average
Employee Only	$769.37	$754.26	$7.69	$83.27
Employee and Spouse	$1,538.73	$1,327.77	$15.39	$332.35
Employee and Child(ren)	$1,307.93	$1,225.36	$13.08	$258.27
Employee and Family	$2,077.29	$1,707.93	$20.77	$484.02

[2] Updated March 16th, 2023



State employees have a lower monthly premium for their medical insurance. A state employee at the Employee and Family rate will pay $463.25 less for monthly medical benefits. Over the course of a year, this is an average savings of $5,559 compared to what an employee would pay for their medical benefits in the labor market.

The State provides a very comprehensive benefits plan in relation to what is found in the marketplace. The State provides medical, dental, and vision coverage. The following chart demonstrates how the State compares to the market average in key areas.

CATEGORY OF BENEFIT	OREGON BENEFIT Full Time – In Network	AVERAGE MARKET PRACTICE
Standard Plan Deductible	· $250/ Individual · $750/ Family	· $1112/ Individual · $2400/ Family
Out of Pocket Maximum	· $1,500/ Individual · $4,500/ Family	· $3,162/ Individual · $6,796/ Family
Primary Care Visits / Specialist	· $10, first 4 visits waived · $10, with referral	· $22 · $28
Inpatient Hospital Per Admission	· $50/day up to $250 max	· $220 per day
Emergency Department	· $150	· $148

Dental

The State offers four dental plan options from which employees can choose:

- Delta Dental Premier
- Delta Dental PPO
- Kaiser Traditional Dental
- Willamette Dental Group

With the exception of Kaiser, which has no deductible, the rates for each of the plans are the same and reflected below.

CATEGORY OF BENEFIT	SUMMARY OF BENEFIT Full Time – In Network	AVERAGE MARKET PRACTICE
Standard Plan Deductible	· $50/ Individual · $150/ Family	· $45/ Individual · $135/ Family
Out of Pocket Maximum	· $1,750	· $1,897 · $5,442/Family

Vision

The State offers three vision plan options from which employees can choose:

- VSP Basic
- VSP Plus
- Kaiser

The most populous plan is the VSP Basic, reflected in the rates below.

CATEGORY OF BENEFIT	SUMMARY OF BENEFIT Full Time – In Network	AVERAGE MARKET PRACTICE
Well Vision Exam (Annual)	· $10	· $17
Vision Plan Includes hardware	· $150 allowance for frames · $170 allowance for featured brands · 20% savings over allowance	· $190 limit
Hardware frequency	· Annual	· Annual

Paid Time Off

The State provides a variety of paid time off. Employees accrue vacation leave and sick leave, as well as receive annual personal business leave and generally receive paid leave for twelve (12) recognized holidays per year. This number may vary by collective bargaining agreement.

The following are paid legal holidays:

- New Year's Day
- Martin Luther King Jr. Day
- Presidents' Day
- Memorial Day
- Juneteenth
- Independence Day
- Labor Day
- Veterans Day
- Thanksgiving Day
- The Friday after Thanksgiving
- Christmas Day
- At the discretion of the Governor, the State grants one additional day of paid leave to be taken each calendar year.

The market average for holiday leave per year is nine. The following chart shows the prevalence of practice for major holidays in the market.

Holiday	Yes %
New Year's Day	99%
Martin Luther King Jr. Day	47%
Presidents' Day	59%
Memorial Day	99%
Juneteenth	22%
Independence Day	99%
Labor Day	99%
Columbus Day/Indigenous Peoples Day	11%
Veterans Day	49%
Thanksgiving Day	99%
Day After Thanksgiving	61%
Christmas Day	99%
Floating Holiday	38%
Other	35%

The State provides additional leave to employees in three different categories: sick leave, vacation leave, and personal business leave.

Employees accrue vacation leave based on their recognized service date, which is established upon initial appointment to state service. Unclassified executive service, unclassified excluded, management service, and classified service employees have different accrual rates. This table demonstrates the accrual rates for each service type.

Classified and Unclassified Unrepresented Employees

Months Worked	Accrual Rate
First month through 60th month	8 hours per month
61st month through 120th month	10 hours per month
121st month through 180th month	12 hours per month
181st month through 240th month	14 hours per month
241st month through 300th month	16 hours per month
After 300th month	18 hours per month

Unclassified Executive Service, Unclassified Excluded and Management Service

Months Worked	Accrual Rate
First month through 60th month	10.00 hours per month
61st month through 120th month	11.34 hours per month
121st month through 180th month	13.34 hours per month
181st month through 240th month	15.34 hours per month
241st month through 300th month	17.34 hours per month
After 300th month	19.34 hours per month

Full-time employees, after completion of six months of state service, will receive 24 hours of personal business leave. This leave is to be used within the fiscal year. The market average for personal business days is two per year.

Optional Benefits

In addition to standard medical benefits and employee leave, the State also provides additional optional benefits. The following table highlights the key offerings and how they compare to the marketplace average.

CATEGORY OF BENEFIT	SUMMARY OF BENEFIT Full Time – In Network	AVERAGE MARKET PRACTICE	LEVEL OF COMPETITIVENESS
Basic Life Insurance	• State provides $5,000 Employee and Spouse or Domestic Partner Insurance • Optional Life Insurance for employee any multiple of $20,000 to $600,000, employee pays premium • Spouse or domestic partner, any multiple of $20,000 up to $400,000, employee pays premium	• $42,500 Amount of basic life insurance coverage as a flat dollar • Optional Life Maximum $475,532	The State is less generous than the market average. The State provides a lower amount for basic life insurance but has a higher total amount available for additional coverage.
Short Term Disability	• Employees can purchase short-term disability insurance • 7-day waiting period • 60% benefit or regular salary	• 50% of employers offer short-term disability insurance plan • 92% of short term employer pays portion/all of premium • 13 day waiting period • 65% benefit of regular salary	The State is less generous than the market average.
Long Term Disability	• Employees can purchase long-term disability insurance. • Benefit as a percentage of salary is either 60% or 66 2/3% depending on amount paid by employee	• 91% of employers offer short-term disability insurance • 96% of employers pay portion/all of premium • Benefit as a percentage of salary is 61%	The State is less generous than the market average.

Retirement Benefits

The Oregon Public Employees Retirement System (PERS) serves the people of Oregon by administering public employee benefit trusts. The Oregon Legislature is the plan sponsor for the PERS system. The legislature determines the benefit structure for participating public employees. The current Oregon Public Service Retirement Program (OPSRP) covers employees that started work after August 28, 2003.

The State uses the third tier (OPSRP) to represent the retirement rates for state employees on this report, because the Executive Branch recruits and competes to retain employees at the OPSRP tier. The report compares the OSPRP rate to the retirement tier competitors offer to their new employees. Currently, 77% of Oregon's Executive Branch employees are OPSRP.[3]

Pension contribution rates used in this report calculations compare employer contribution rates offered to new employees. Active members for both general service and police and fire rates are included. Neither the Oregon nor the market contribution rates include any additional administrative costs with no benefit to the employee such as, the cost of pension obligation bonds, side account offsets, or unfunded actuarial liability (UAL).

[3] Updated March 16th, 2023

FUTURE WORK

The Oregon Management Project (TOMP)

The Management Classification Review workstream was part of The Oregon Management Project (TOMP) that transitioned the Principal Executive Manager (PEM) series, most of Oregon's 3,800 state managers, into more specific, job-related classifications. These new classifications enable the State, as an employer, to be more comparable with the public and private sectors by matching the work managers do with job classifications that are understandable and recognizable in the modern job market. It also provides transparency and accountability in the way Oregonians expect their government to operate.

Employee movement and position allocation to these new job families began in February 2022, with continued processing through November 2022. As of January 2023, just over 600 positions remain to be analyzed and processed into new job classifications.

Because of the transition, the old PEM and new TOMP classifications have been excluded from this report. The DAS Classification and Compensation team plans to publish a supplemental Salary and Benefit Report in the fall/early winter 2023 to reflect market position of the new TOMP classifications.

Looking Ahead

The Chief Human Resources Office recognizes the importance of evaluating the overall value of Executive Branch employee's compensation to assess the State's competitiveness to recruit, reward, and retain a qualified workforce. The Chief Human Resources office will work to determine and recommend any future necessary adjustments to salaries and benefits.

2022 Oregon Salary and Benefit Report

Data Effective Date: 8/1/2022

0011 MEDICAL TRANSCRIPTIONIST

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-CompAnalyst	HC07000020		Medical Records Transcriptionist		1	$3,105	$4,268	$4,561	1.11	$4,868	$6,207	$6,545
2022-MIL-NWHCS	11.01a		Transcriptionist	32	35	$3,378	$4,533	$4,857	1.10	$5,183	$6,513	$6,886
Purchased Market Average				32	36	$3,371	$4,526	$4,849		$5,175	$6,504	$6,876
2022-ST-CA	1178	P	SENIOR MEDICAL TRANSCRIBER		0	$3,578		$4,475		$5,555		$6,624
2022-ST-WA	282F		MEDICAL TRANSCRIPTIONIST 2		9	$3,024	$3,862	$3,959	1.11	$4,698	$5,660	$5,771
State Market Average					9	$3,222	$3,862	$4,143		$5,004	$5,660	$6,076
OVERALL WEIGHTED MARKET AVERAGE				32	45	$3,330	$4,393	$4,655		$5,128	$6,335	$6,657

OREGON COMPARISON TO MARKET

0011-Medical Transcriptionist

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
OAI	SEIU STRIKEABLE INST COALITION	A	P	14	2	$3,005	$4,155	$4,155	1.16	$5,065	$6,417	$6,417	90.2%	94.6%	89.3%	98.8%	101.3%	96.4%
Non-Corrections/Non-Management Wtd Average					2	$3,005	$4,155	$4,155		$5,065	$6,417	$6,417	90.2%	94.6%	89.3%	98.8%	101.3%	96.4%
STATEWIDE Weighted Average					2	$3,005	$4,155	$4,155		$5,065	$6,417	$6,417	90.2%	94.6%	89.3%	98.8%	101.3%	96.4%

0015 HEALTH INFORMATION SPECIALIST

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-ClackCo	538		Health Records Specialist 2		1	$4,363	$5,492	$5,492	1.11	$6,881	$8,280	$8,280
2022-OR-DescCo	1040		MEDICAL RECORDS TECHNICIAN		0	$3,676		$4,926		$6,095		$7,646
2022-OR-MultCo	6321		Health Information Technician		7	$4,085	$4,601	$5,001	1.01	$6,737	$7,374	$7,868
County Market Average					8	$4,031	$4,712	$5,035		$6,623	$7,487	$7,865
2022-CompAnalyst	HC07000172		Medical Records Coding Technician		1	$3,766	$4,971	$5,749	1.05	$5,629	$7,017	$7,913
2022-MIL-NWHCS	11.03		Registered Health Information Tech / Coder (RH	63	197	$3,965	$5,253	$6,045	1.05	$5,858	$7,342	$8,254
Purchased Market Average				63	198	$3,964	$5,252	$6,043		$5,857	$7,341	$8,252
2022-ST-CA	1872	T	HEALTH RECORD TECHNICIAN II (SPECIALIS		0	$3,974		$4,474		$6,027		$6,623
2022-ST-ID	02342		HEALTH INFORMATION SPEC		18	$2,617	$3,507	$5,617	0.85	$4,173	$5,237	$7,761
2022-ST-NV	10.234		HEALTH INFO COORDINATOR 1		18	$3,387	$4,466	$4,951	1.07	$4,963	$6,243	$6,819
State Market Average					36	$3,391	$3,986	$4,960		$5,152	$5,740	$7,023
OVERALL WEIGHTED MARKET AVERAGE				63	242	$3,841	$5,046	$5,769		$5,731	$7,108	$7,969

OREGON COMPARISON TO MARKET

0015-Health Information Specialist

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
AAON	AFSCME AT DOC SECURITY PLUS	A	P	18	9	$4,002	$5,570	$5,764	1.14	$6,237	$8,080	$8,308	104.2%	110.4%	99.9%	108.8%	113.7%	104.2%
CP	AOCE AT DOC NONSECURITY	A	P	18	1	$3,894	$5,588	$5,588	1.18	$6,110	$8,101	$8,101	101.4%	110.7%	96.9%	106.6%	114.0%	101.7%
Corrections Wtd Average					10	$3,991	$5,572	$5,746		$6,224	$8,082	$8,287	103.9%	110.4%	99.6%	108.6%	113.7%	104.0%
OAI	SEIU STRIKEABLE INST COALITION	A	P	18	5	$3,335	$4,886	$5,019	1.17	$5,453	$7,276	$7,432	86.8%	96.8%	87.0%	95.2%	102.4%	93.3%
Non-Corrections/Non-Management Wtd Average					5	$3,335	$4,886	$5,019		$5,453	$7,276	$7,432	86.8%	96.8%	87.0%	95.2%	102.4%	93.3%
STATEWIDE Weighted Average					15	$3,772	$5,343	$5,504		$5,967	$7,813	$8,002	98.2%	105.9%	95.4%	104.1%	109.9%	100.4%

0101 OFFICE ASSISTANT 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-CompAnalyst	OF13000010		General Clerk I		1	$2,393	$2,920	$3,615	0.97	$4,048	$4,656	$5,456
2022-MIL-PACS	01.01		Office Assistant - Entry	16	36	$2,795	$3,403	$3,925	1.01	$4,511	$5,211	$5,813
2022-TwrsWtsn	AAS011-U1		Clerical	8	32		$3,026				$4,777	
Purchased Market Average				24	69	$2,786	$3,221	$3,918		$4,501	$5,002	$5,805
2022-ST-CA	1441	B	OFFICE ASSISTANT (GENERAL)		0	$2,755		$3,448		$4,573		$5,400
2022-ST-ID	01116		OFFICE CLERK		2	$1,373	$2,508	$3,409	1.05	$2,684	$4,042	$5,120
2022-ST-WA	100H		OFFICE ASSISTANT 1		36	$2,450	$3,072	$3,216	1.08	$4,039	$4,753	$4,919
State Market Average					38	$2,652	$3,043	$3,379		$4,398	$4,716	$5,256
OVERALL WEIGHTED MARKET AVERAGE				24	107	$2,676	$3,158	$3,476		$4,417	$4,900	$5,354

OREGON COMPARISON TO MARKET

0101-Office Assistant 1

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	08	1	$3,005	$3,218	$3,218	1.03	$5,065	$5,316	$5,316	112.3%	101.9%	92.6%	114.7%	108.5%	99.3%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	08	1	$3,005	$2,995	$3,218	0.96	$5,065	$5,054	$5,316	112.3%	94.9%	92.6%	114.7%	103.1%	99.3%
Non-Corrections/Non-Management Wtd Average					2	$3,005	$3,107	$3,218		$5,065	$5,185	$5,316	112.3%	98.4%	92.6%	114.7%	105.8%	99.3%
STATEWIDE Weighted Average					2	$3,005	$3,107	$3,218		$5,065	$5,185	$5,316	112.3%	98.4%	92.6%	114.7%	105.8%	99.3%

0102 OFFICE ASSISTANT 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-ClackCo	630		Office Assistant		9	$2,885	$3,061	$3,630	0.94	$5,049	$5,267	$5,973
2022-OR-MarionCo	010		Office Specialist 1		2	$2,657	$3,780	$3,562	1.22	$4,889	$6,281	$6,011
2022-OR-MultCo	6000		Office Assistant 1		1	$2,915	$3,344	$3,536	1.04	$5,292	$5,821	$6,058
2022-WA-KingCo	4200100		Administrative Office Assistant		0	$3,253		$4,126		$5,488		$6,492
County Market Average					12	$2,880	$3,204	$3,651		$5,077	$5,482	$6,025
2022-MIL-OPES	04.01		Office Support Specialist - Entry	15	58	$3,026	$3,485	$3,951	1.00	$5,075	$5,631	$6,194
2022-TwrsWtsn	AAS011-U2		Clerical	12	53		$3,799				$5,668	
Purchased Market Average				27	111	$3,026	$3,635	$3,951		$5,075	$5,648	$6,194
2022-ST-ID	01114		OFFICE SPECIALIST 1		12	$1,780	$2,607	$3,812	0.93	$3,171	$4,160	$5,602
2022-ST-NV	02.221		ADMIN AID		34	$2,472	$2,733	$3,526	0.91	$3,878	$4,187	$5,128
2022-ST-WA	100I		OFFICE ASSISTANT 2		56	$2,551	$3,101	$3,365	1.05	$4,154	$4,786	$5,089
State Market Average					102	$2,420	$2,920	$3,484		$3,921	$4,513	$5,171
OVERALL WEIGHTED MARKET AVERAGE				27	225	$2,643	$3,288	$3,639		$4,371	$5,125	$5,555

OREGON COMPARISON TO MARKET

0102-Office Assistant 2

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	10	4	$3,005	$3,483	$3,483	1.07	$5,065	$5,627	$5,627
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	10	7	$3,005	$3,369	$3,483	1.04	$5,065	$5,493	$5,627
Non-Corrections/Non-Management Wtd Average					11	$3,005	$3,410	$3,483		$5,065	$5,542	$5,627
STATEWIDE Weighted Average					11	$3,005	$3,410	$3,483		$5,065	$5,542	$5,627

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
113.7%	105.9%	95.7%	115.9%	109.8%	101.3%
113.7%	102.5%	95.7%	115.9%	107.2%	101.3%
113.7%	103.7%	95.7%	115.9%	108.1%	101.3%
113.7%	103.7%	95.7%	115.9%	108.1%	101.3%

0103 OFFICE SPECIALIST 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-ClackCo	631		Office Specialist 1		14	$3,343	$3,980	$4,219	1.05	$5,617	$6,406	$6,703
2022-OR-LaneCo	A005		Office Assistant 2		62	$3,117	$3,549	$4,167	0.97	$5,630	$6,164	$6,929
2022-OR-MarionCo	011		Office Specialist 2		49	$3,037	$3,723	$4,063	1.05	$5,360	$6,210	$6,632
2022-OR-MultCo	6001		Office Assistant 2		268	$3,344	$3,683	$4,085	0.99	$5,821	$6,239	$6,737
2022-OR-WashCo	001		Administrative Specialist I		0	$3,467		$4,212		$5,610		$6,501
2022-WA-ClarkCo	500		Office Assistant I		0	$2,609		$3,331		$4,509		$5,338
County Market Average					393	$3,268	$3,677	$4,099		$5,722	$6,230	$6,749
2022-CompAnalyst	OF13000011		General Clerk II		1	$2,711	$3,331	$4,159	0.97	$4,415	$5,128	$6,082
2022-MIL-OPES	04.02		Office Support Specialist - Intermediate	24	454	$3,546	$4,124	$4,696	1.00	$5,705	$6,404	$7,096
2022-MIL-PACS	01.02		Office Assistant - Intermediate	20	259	$3,128	$3,813	$4,314	1.02	$4,894	$5,683	$6,260
2022-TwrsWtsn	AAS000-U1		Administrative Services Generalist/Multidiscipline	17	44		$3,622				$5,463	
Purchased Market Average				61	758	$3,391	$3,987	$4,555		$5,405	$6,101	$6,787
2022-ST-NV	02.213		ADMIN ASSISTANT 1		369	$2,663	$2,881	$3,829	0.89	$4,104	$4,363	$5,488
State Market Average					369	$2,663	$2,881	$3,829		$4,104	$4,363	$5,488
OVERALL WEIGHTED MARKET AVERAGE				61	1,520	$3,175	$3,638	$4,249		$5,164	$5,713	$6,450

OREGON COMPARISON TO MARKET

0103-Office Specialist 1

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
AAON	AFSCME AT DOC SECURITY PLUS	A	P	11	4	$3,056	$4,145	$4,193	1.14	$5,125	$6,405	$6,461	96.2%	113.9%	98.7%	99.3%	112.1%	100.2%
Corrections Wtd Average					4	$3,056	$4,145	$4,193		$5,125	$6,405	$6,461	96.2%	113.9%	98.7%	99.3%	112.1%	100.2%
MMC	MGT SVC NSUPV CONFIDENTIAL	A	P	13	1	$2,937	$4,067	$4,067	1.16	$4,986	$6,313	$6,313	92.5%	111.8%	95.7%	96.6%	110.5%	97.9%
Management Wtd Average					1	$2,937	$4,067	$4,067		$4,986	$6,313	$6,313	92.5%	111.8%	95.7%	96.6%	110.5%	97.9%
AD	AFSCME AT ENVIRONMENTAL QUAL	A	P	13C	2	$3,005	$4,155	$4,155	1.16	$5,065	$6,417	$6,417	94.6%	114.2%	97.8%	98.1%	112.3%	99.5%
AO	AFSCME OR ST POLICE-SUPP UNIT	A	P	13C	3	$3,005	$4,031	$4,155	1.13	$5,065	$6,272	$6,417	94.6%	110.8%	97.8%	98.1%	109.8%	99.5%
AU	AFSCME AT MILITARY	A	P	13C	2	$3,005	$3,970	$4,155	1.11	$5,065	$6,199	$6,417	94.6%	109.1%	97.8%	98.1%	108.5%	99.5%
AW	AFSCME AT EMPLOYMENT/HEARINGS	A	P	13C	1	$3,005	$4,155	$4,155	1.16	$5,065	$6,417	$6,417	94.6%	114.2%	97.8%	98.1%	112.3%	99.5%
AX	AFSCME AT STATE LANDS	A	P	13C	1	$3,005	$4,155	$4,155	1.16	$5,065	$6,417	$6,417	94.6%	114.2%	97.8%	98.1%	112.3%	99.5%

0103-Office Specialist 1 (Continued)

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	MARKET COMPARISONS Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	13	96	$3,005	$3,722	$3,964	1.07	$5,065	$5,908	$6,192	94.6%	102.3%	93.3%	98.1%	103.4%	96.0%
OAI	SEIU STRIKEABLE INST COALITION	A	P	13	1	$3,005	$3,964	$3,964	1.14	$5,065	$6,192	$6,192	94.6%	108.9%	93.3%	98.1%	108.4%	96.0%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	13	75	$3,005	$3,773	$3,964	1.08	$5,065	$5,968	$6,192	94.6%	103.7%	93.3%	98.1%	104.5%	96.0%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	13	71	$3,005	$3,645	$3,964	1.05	$5,065	$5,818	$6,192	94.6%	100.2%	93.3%	98.1%	101.8%	96.0%
UA	UNREPRESENTED	A	P	13	9	$3,002	$3,651	$3,962	1.05	$5,062	$5,825	$6,190	94.5%	100.3%	93.2%	98.0%	102.0%	96.0%
Non-Corrections/Non-Management Wtd Average					261	$3,005	$3,726	$3,971		$5,065	$5,913	$6,200	94.6%	102.4%	93.4%	98.1%	103.5%	96.1%
STATEWIDE Weighted Average					266	$3,005	$3,734	$3,974		$5,066	$5,922	$6,204	94.7%	102.6%	93.5%	98.1%	103.7%	96.2%

0104 OFFICE SPECIALIST 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-ClackCo	632		Office Specialist 2		66	$3,668	$4,270	$4,631	1.03	$6,020	$6,766	$7,213
2022-OR-DescCo	1011		ADMIN SUPPORT ASSISTANT		0	$3,334		$4,468		$5,671		$7,077
2022-OR-LaneCo	A006		Office Assistant, Sr.		29	$3,439	$4,080	$4,595	1.02	$6,029	$6,821	$7,459
2022-OR-MarionCo	012		Office Specialist 3		44	$3,309	$4,121	$4,429	1.07	$5,697	$6,703	$7,085
2022-OR-MultCo	6002		Office Assistant Senior		128	$3,857	$4,373	$4,723	1.02	$6,454	$7,093	$7,525
2022-OR-WashCo	002		Administrative Specialist II		0	$4,021		$4,888		$6,273		$7,309
2022-WA-ClarkCo	503		Office Assistant II		0	$3,022		$3,856		$4,984		$5,941
2022-WA-KingCo	4201100		Administrative Specialist I		63	$3,583	$4,009	$4,544	0.99	$5,867	$6,356	$6,972
2022-WA-ThrstnCo	0111		Office Assistant II		0	$3,120		$4,150		$5,002		$6,185
County Market Average					330	$3,690	$4,224	$4,622		$6,056	$6,811	$7,183
2022-CompAnalyst	OF13000012		General Clerk III		1	$3,038	$3,707	$4,661	0.97	$4,791	$5,562	$6,660
2022-MIL-OPES	04.03		Office Support Specialist - Senior	25	498	$4,040	$4,780	$5,338	1.02	$6,302	$7,198	$7,874
2022-MIL-PACS	01.03		Office Assistant - Senior	12	189	$3,658	$4,544	$5,159	1.03	$5,506	$6,526	$7,234
2022-TwrsWtsn	AAS000-U2		Administrative Services Generalist/Multidiscipline	21	110		$4,032				$5,935	
Purchased Market Average				58	798	$3,952	$4,620	$5,297		$6,120	$6,863	$7,728
2022-ST-CA	1138	A	OFFICE TECHNICIAN (GENERAL)		0	$2,975		$3,728		$4,836		$5,733
2022-ST-ID	01239		OFFICE SPECIALIST 2		91	$2,272	$3,051	$4,878	0.85	$3,760	$4,692	$6,878
2022-ST-NV	02.212		ADMIN ASSISTANT 2		498	$2,881	$3,280	$4,169	0.93	$4,362	$4,836	$5,891
State Market Average					589	$2,877	$3,244	$4,024		$4,530	$4,814	$5,895
OVERALL WEIGHTED MARKET AVERAGE				58	1,717	$3,390	$4,072	$4,561		$5,352	$6,150	$6,751

OREGON COMPARISON TO MARKET

0104-Office Specialist 2

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
AAON	AFSCME AT DOC SECURITY PLUS	A	P	15	145	$3,517	$4,728	$5,041	1.10	$5,667	$7,090	$7,458
CP	AOCE AT DOC NONSECURITY	A	P	15	18	$3,409	$4,740	$4,883	1.14	$5,540	$7,104	$7,272
Corrections Wtd Average					163	$3,505	$4,729	$5,024		$5,653	$7,092	$7,437
MENN	EXEC SVC NONSUPERVISORY	A	P	15	1	$3,143	$4,477	$4,477	1.18	$5,228	$6,795	$6,795

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
103.7%	116.1%	110.5%	105.9%	115.3%	110.5%
100.5%	116.4%	107.1%	103.5%	115.5%	107.7%
103.4%	116.1%	110.1%	105.6%	115.3%	110.2%
92.7%	110.0%	98.2%	97.7%	110.5%	100.7%

0104-Office Specialist 2 (Continued)

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
MMC	MGT SVC NSUPV CONFIDENTIAL	A	P	15	1	$3,143	$3,389	$4,477	0.89	$5,228	$5,517	$6,795	92.7%	83.2%	98.2%	97.7%	89.7%	100.7%
MMN	MGT SVC NONSUPERVISORY	A	P	15	3	$3,143	$3,956	$4,477	1.04	$5,228	$6,183	$6,795	92.7%	97.1%	98.2%	97.7%	100.5%	100.7%
Management Wtd Average					5	$3,143	$3,947	$4,477		$5,228	$6,172	$6,795	92.7%	96.9%	98.2%	97.7%	100.4%	100.7%
AB	AFSCME AT CONST CONTRACTORS BD	A	P	15C	2	$3,061	$4,462	$4,462	1.19	$5,131	$6,778	$6,778	90.3%	109.6%	97.8%	95.9%	110.2%	100.4%
AD	AFSCME AT ENVIRONMENTAL QUAL	A	P	15C	29	$3,061	$4,030	$4,462	1.07	$5,131	$6,269	$6,778	90.3%	99.0%	97.8%	95.9%	101.9%	100.4%
AF	AFSCME AT OSP FIRE MARSHAL	A	P	15C	2	$3,061	$3,870	$4,462	1.03	$5,131	$6,082	$6,778	90.3%	95.0%	97.8%	95.9%	98.9%	100.4%
AG	AFSCME AT LAND CONSERV DVLPMT	A	P	15C	1	$3,061	$3,706	$4,462	0.99	$5,131	$5,889	$6,778	90.3%	91.0%	97.8%	95.9%	95.8%	100.4%
AL	AFSCME AT LIQUOR CONTROL COMM	A	P	15C	6	$3,061	$3,807	$4,462	1.01	$5,131	$6,008	$6,778	90.3%	93.5%	97.8%	95.9%	97.7%	100.4%
AMG	AFSCME AT DHS STAB&CRISIS UNIT	A	P	15C	10	$3,061	$4,214	$4,462	1.12	$5,131	$6,486	$6,778	90.3%	103.5%	97.8%	95.9%	105.5%	100.4%
AO	AFSCME OR ST POLICE-SUPP UNIT	A	P	15C	24	$3,061	$4,034	$4,462	1.07	$5,131	$6,274	$6,778	90.3%	99.1%	97.8%	95.9%	102.0%	100.4%
AS	OR PUB SAFETY ASSOC AT DPSST	A	P	15C	11	$3,061	$3,818	$4,462	1.01	$5,131	$6,021	$6,778	90.3%	93.8%	97.8%	95.9%	97.9%	100.4%
AT	AFSCME AT DCBS BUILDING CODES	A	P	15C	1	$3,061	$4,255	$4,462	1.13	$5,131	$6,534	$6,778	90.3%	104.5%	97.8%	95.9%	106.3%	100.4%
AU	AFSCME AT MILITARY	A	P	15C	6	$3,061	$3,979	$4,462	1.06	$5,131	$6,210	$6,778	90.3%	97.7%	97.8%	95.9%	101.0%	100.4%
AX	AFSCME AT STATE LANDS	A	P	15C	6	$3,061	$4,014	$4,462	1.07	$5,131	$6,251	$6,778	90.3%	98.6%	97.8%	95.9%	101.6%	100.4%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	15	603	$3,005	$3,842	$4,356	1.04	$5,065	$6,049	$6,653	88.6%	94.3%	95.5%	94.6%	98.4%	98.5%
OAI	SEIU STRIKEABLE INST COALITION	A	P	15	62	$3,005	$3,982	$4,356	1.08	$5,065	$6,214	$6,653	88.6%	97.8%	95.5%	94.6%	101.0%	98.5%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	15	244	$3,005	$4,070	$4,356	1.11	$5,065	$6,317	$6,653	88.6%	100.0%	95.5%	94.6%	102.7%	98.5%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	15	242	$3,005	$3,987	$4,356	1.08	$5,065	$6,219	$6,653	88.6%	97.9%	95.5%	94.6%	101.1%	98.5%
UA	UNREPRESENTED	A	P	15	12	$3,002	$3,864	$4,353	1.05	$5,062	$6,075	$6,650	88.5%	94.9%	95.4%	94.6%	98.8%	98.5%
Non-Corrections/Non-Management Wtd Average					1,261	$3,009	$3,934	$4,364		$5,071	$6,157	$6,663	88.8%	96.6%	95.7%	94.7%	100.1%	98.7%
STATEWIDE Weighted Average					1,429	$3,066	$4,025	$4,440		$5,138	$6,264	$6,752	90.4%	98.8%	97.3%	96.0%	101.9%	100.0%

0107 ADMINISTRATIVE SPECIALIST 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-ClackCo	621		Administrative Specialist 1		26	$4,267	$4,807	$5,392	1.00	$6,762	$7,432	$8,156
2022-OR-DescCo	1012		ADMIN SUPPORT TECHNICIAN		0	$3,676		$4,926		$6,095		$7,646
2022-OR-JackCo	1010		Administrative Assistant I		1	$4,084	$4,284	$5,211	0.92	$6,913	$7,161	$8,310
2022-OR-LaneCo	N7012		Administrative Support Tech		3	$3,240	$3,749	$4,765	0.94	$5,782	$6,412	$7,669
2022-WA-KingCo	4201200		Administrative Specialist II		199	$3,876	$4,507	$4,918	1.03	$6,204	$6,929	$7,401
County Market Average					229	$3,873	$4,530	$4,964		$6,236	$6,980	$7,520
2022-CompAnalyst	OF13000002		Administrative Assistant II		1	$3,347	$4,284	$5,172	1.01	$5,147	$6,227	$7,248
2022-MIL-PACS	01.09		Administrative Assistant - Entry	14	51	$3,229	$4,042	$4,549	1.04	$5,011	$5,947	$6,532
2022-TwrsWtsn	AAS041-U2		Secretarial/Administrative Assistance	31	201		$4,407				$6,367	
Purchased Market Average				45	253	$3,231	$4,333	$4,561		$5,014	$6,282	$6,545
2022-ST-CA	5361	A	ADMINISTRATIVE ASSISTANT I		0	$4,126		$5,166		$6,208		$7,447
2022-ST-NV	02.211		ADMIN ASSISTANT 3		231	$3,121	$3,684	$4,546	0.96	$4,647	$5,316	$6,338
State Market Average					231	$3,449	$3,684	$4,748		$5,156	$5,316	$6,700
OVERALL WEIGHTED MARKET AVERAGE				45	713	$3,610	$4,186	$4,824		$5,600	$6,193	$7,033

OREGON COMPARISON TO MARKET

0107-Administrative Specialist 1

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
AAON	AFSCME AT DOC SECURITY PLUS	A	P	17	35	$3,833	$5,077	$5,513	1.09	$6,038	$7,501	$8,013	106.2%	121.3%	114.3%	107.8%	121.1%	113.9%
AP	AFSCME DOC BD PAROL PST PRISON	A	P	17	4	$3,833	$4,904	$5,513	1.05	$6,038	$7,297	$8,013	106.2%	117.2%	114.3%	107.8%	117.8%	113.9%
CP	AOCE AT DOC NONSECURITY	A	P	17	2	$3,730	$5,328	$5,328	1.18	$5,917	$7,795	$7,795	103.3%	127.3%	110.4%	105.7%	125.9%	110.8%
Corrections Wtd Average					41	$3,828	$5,073	$5,504		$6,033	$7,495	$8,002	106.0%	121.2%	114.1%	107.7%	121.0%	113.8%
MMC	MGT SVC NSUPV CONFIDENTIAL	A	P	17	3	$3,389	$4,650	$4,941	1.12	$5,517	$6,998	$7,340	93.9%	111.1%	102.4%	98.5%	113.0%	104.4%
Management Wtd Average					3	$3,389	$4,650	$4,941		$5,517	$6,998	$7,340	93.9%	111.1%	102.4%	98.5%	113.0%	104.4%
AD	AFSCME AT ENVIRONMENTAL QUAL	A	P	17	19	$3,216	$4,362	$4,772	1.09	$5,313	$6,660	$7,142	89.1%	104.2%	98.9%	94.9%	107.5%	101.5%
AF	AFSCME AT OSP FIRE MARSHAL	A	P	17	6	$3,216	$4,374	$4,772	1.10	$5,313	$6,674	$7,142	89.1%	104.5%	98.9%	94.9%	107.8%	101.5%
AL	AFSCME AT LIQUOR CONTROL COMM	A	P	17	12	$3,216	$4,368	$4,772	1.09	$5,313	$6,667	$7,142	89.1%	104.3%	98.9%	94.9%	107.6%	101.5%
AO	AFSCME OR ST POLICE-SUPP UNIT	A	P	17	29	$3,216	$4,347	$4,772	1.09	$5,313	$6,643	$7,142	89.1%	103.9%	98.9%	94.9%	107.3%	101.5%

0107-Administrative Specialist 1 (Continued)

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
AR	AFSCME AT REAL ESTATE AGENCY	A	P	17	1	$3,216	$3,962	$4,772	0.99	$5,313	$6,190	$7,142	89.1%	94.6%	98.9%	94.9%	99.9%	101.5%
AS	OR PUB SAFETY ASSOC AT DPSST	A	P	17	6	$3,216	$4,602	$4,772	1.15	$5,313	$6,942	$7,142	89.1%	109.9%	98.9%	94.9%	112.1%	101.5%
AT	AFSCME AT DCBS BUILDING CODES	A	P	17	9	$3,216	$4,436	$4,772	1.11	$5,313	$6,747	$7,142	89.1%	106.0%	98.9%	94.9%	108.9%	101.5%
AU	AFSCME AT MILITARY	A	P	17	5	$3,216	$3,958	$4,772	0.99	$5,313	$6,185	$7,142	89.1%	94.6%	98.9%	94.9%	99.9%	101.5%
AV	AFSCME MILITRY OREG EMERG MGMT	A	P	17Q	1	$3,216	$4,772	$4,772	1.19	$5,313	$7,142	$7,142	89.1%	114.0%	98.9%	94.9%	115.3%	101.5%
AX	AFSCME AT STATE LANDS	A	P	17	3	$3,216	$4,633	$4,772	1.16	$5,313	$6,979	$7,142	89.1%	110.7%	98.9%	94.9%	112.7%	101.5%
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	17	2	$3,110	$4,147	$4,792	1.05	$5,189	$6,407	$7,165	86.1%	99.1%	99.3%	92.7%	103.5%	101.9%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	17	240	$3,218	$4,331	$4,776	1.08	$5,316	$6,624	$7,147	89.1%	103.5%	99.0%	94.9%	107.0%	101.6%
OAI	SEIU STRIKEABLE INST COALITION	A	P	17	55	$3,218	$4,533	$4,776	1.13	$5,316	$6,861	$7,147	89.1%	108.3%	99.0%	94.9%	110.8%	101.6%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	17	127	$3,218	$4,368	$4,776	1.09	$5,316	$6,667	$7,147	89.1%	104.4%	99.0%	94.9%	107.7%	101.6%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	17	157	$3,218	$4,331	$4,776	1.08	$5,316	$6,623	$7,147	89.1%	103.5%	99.0%	94.9%	106.9%	101.6%
UA	UNREPRESENTED	A	P	17	19	$3,216	$4,505	$4,770	1.13	$5,313	$6,828	$7,140	89.1%	107.6%	98.9%	94.9%	110.2%	101.5%
Non-Corrections/Non-Management Wtd Average					691	$3,217	$4,363	$4,775		$5,315	$6,661	$7,146	89.1%	104.2%	99.0%	94.9%	107.6%	101.6%
STATEWIDE Weighted Average					735	$3,252	$4,404	$4,817		$5,356	$6,709	$7,194	90.1%	105.2%	99.8%	95.6%	108.3%	102.3%

0108 ADMINISTRATIVE SPECIALIST 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-ClackCo	622		Administrative Specialist 2		19	$4,630	$5,815	$5,912	1.10	$7,212	$8,680	$8,800
2022-OR-JackCo	1011		Administrative Assistant II		10	$4,357	$4,823	$5,564	0.97	$7,251	$7,829	$8,747
2022-OR-LaneCo	C004		Administrative Assistant		17	$3,890	$4,708	$5,202	1.04	$6,586	$7,598	$8,209
2022-OR-MarionCo	025		Administrative Assistant		8	$3,952	$4,978	$5,295	1.08	$6,494	$7,765	$8,159
2022-OR-MultCo	6033		Administrative Analyst		20	$5,297	$5,957	$6,500	1.01	$8,234	$9,050	$9,721
2022-OR-WashCo	003		Administrative Specialist, Senior		0	$4,437		$5,391		$6,771		$7,911
2022-WA-ClarkCo	507		Administrative Assistant		9	$3,650	$4,427	$4,690	1.06	$5,705	$6,597	$6,899
2022-WA-KingCo	4201300		Administrative Specialist III		129	$4,322	$5,158	$5,486	1.05	$6,717	$7,677	$8,054
2022-WA-ThrstnCo	0330		Administrative Assistant I		0	$3,792		$5,043		$5,775		$7,212
County Market Average					212	$4,346	$5,203	$5,508		$6,796	$7,855	$8,169
2022-CompAnalyst	OF13000003		Administrative Assistant III		1	$3,975	$5,163	$6,184	1.02	$5,870	$7,239	$8,415
2022-MIL-PACS	01.10		Administrative Assistant - Intermediate	30	278	$3,551	$4,472	$5,091	1.03	$5,382	$6,443	$7,156
2022-TwrsWtsn	AAS041-U3		Secretarial/Administrative Assistance	24	124		$4,731				$6,740	
Purchased Market Average				54	403	$3,552	$4,553	$5,095		$5,383	$6,536	$7,160
2022-ST-CA	5358	A	ADMINISTRATIVE ASSISTANT II		0	$4,962		$6,211		$7,205		$8,694
2022-ST-ID	05272		MANAGEMENT ASSISTANT		119	$3,452	$4,533	$7,395	0.84	$5,172	$6,465	$9,889
2022-ST-NV	02.210		ADMIN ASSISTANT 4		273	$3,387	$4,053	$4,951	0.97	$4,963	$5,753	$6,819
State Market Average					392	$3,687	$4,198	$5,786		$5,419	$5,969	$7,921
OVERALL WEIGHTED MARKET AVERAGE				54	1,007	$3,819	$4,552	$5,524		$5,763	$6,593	$7,775

OREGON COMPARISON TO MARKET

0108-Administrative Specialist 2

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS: Salary SR Min to SR Min	Salary Avg to Avg	Salary SR Max to SR Max	Salary and Benefits SR Min to SR Min	Salary and Benefits Avg to Avg	Salary and Benefits SR Max to SR Max
AAON	AFSCME AT DOC SECURITY PLUS	A	P	19	49	$4,191	$5,772	$6,048	1.13	$6,459	$8,317	$8,641	109.7%	126.8%	109.5%	112.1%	126.2%	111.1%
AP	AFSCME DOC BD PAROL PST PRISON	A	P	19	8	$4,191	$5,882	$6,048	1.15	$6,459	$8,446	$8,641	109.7%	129.2%	109.5%	112.1%	128.1%	111.1%
CP	AOCE AT DOC NONSECURITY	A	P	19	1	$4,072	$5,861	$5,861	1.18	$6,319	$8,422	$8,422	106.6%	128.8%	106.1%	109.7%	127.7%	108.3%
Corrections Wtd Average					58	$4,189	$5,789	$6,045		$6,457	$8,337	$8,638	109.7%	127.2%	109.4%	112.0%	126.4%	111.1%
MENN	EXEC SVC NONSUPERVISORY	A	P	20	4	$3,877	$5,700	$5,700	1.19	$6,090	$8,232	$8,232	101.5%	125.2%	103.2%	105.7%	124.9%	105.9%

0108-Administrative Specialist 2 (Continued)

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS: Salary			MARKET COMPARISONS: Salary and Benefits		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
MMC	MGT SVC NSUPV CONFIDENTIAL	A	P	20	2	$3,877	$5,444	$5,700	1.14	$6,090	$7,932	$8,232	101.5%	119.6%	103.2%	105.7%	120.3%	105.9%
MMN	MGT SVC NONSUPERVISORY	A	P	20	3	$3,877	$5,364	$5,700	1.12	$6,090	$7,837	$8,232	101.5%	117.8%	103.2%	105.7%	118.9%	105.9%
Management Wtd Average					9	$3,877	$5,531	$5,700		$6,090	$8,034	$8,232	101.5%	121.5%	103.2%	105.7%	121.9%	105.9%
AB	AFSCME AT CONST CONTRACTORS BD	A	P	20	4	$3,627	$5,093	$5,501	1.12	$5,796	$7,519	$7,999	95.0%	111.9%	99.6%	100.6%	114.0%	102.9%
AD	AFSCME AT ENVIRONMENTAL QUAL	A	P	20	7	$3,627	$4,650	$5,501	1.02	$5,796	$6,999	$7,999	95.0%	102.2%	99.6%	100.6%	106.2%	102.9%
AF	AFSCME AT OSP FIRE MARSHAL	A	P	20	5	$3,627	$5,160	$5,501	1.13	$5,796	$7,598	$7,999	95.0%	113.4%	99.6%	100.6%	115.2%	102.9%
AG	AFSCME AT LAND CONSERV DVLPMT	A	P	20	3	$3,627	$4,556	$5,501	1.00	$5,796	$6,888	$7,999	95.0%	100.1%	99.6%	100.6%	104.5%	102.9%
AI	AFSCME AT LONGTERM CARE OMBUDS	A	P	20	3	$3,627	$5,096	$5,501	1.12	$5,796	$7,522	$7,999	95.0%	111.9%	99.6%	100.6%	114.1%	102.9%
AL	AFSCME AT LIQUOR CONTROL COMM	A	P	20	9	$3,627	$5,238	$5,501	1.15	$5,796	$7,689	$7,999	95.0%	115.1%	99.6%	100.6%	116.6%	102.9%
AMG	AFSCME AT DHS STAB&CRISIS UNIT	A	P	20	1	$3,627	$4,355	$5,501	0.95	$5,796	$6,652	$7,999	95.0%	95.7%	99.6%	100.6%	100.9%	102.9%
AO	AFSCME OR ST POLICE-SUPP UNIT	A	P	20	26	$3,627	$4,823	$5,501	1.06	$5,796	$7,202	$7,999	95.0%	106.0%	99.6%	100.6%	109.2%	102.9%
AR	AFSCME AT REAL ESTATE AGENCY	A	P	20	3	$3,627	$4,471	$5,501	0.98	$5,796	$6,788	$7,999	95.0%	98.2%	99.6%	100.6%	103.0%	102.9%
AS	OR PUB SAFETY ASSOC AT DPSST	A	P	20	2	$3,627	$4,828	$5,501	1.06	$5,796	$7,208	$7,999	95.0%	106.1%	99.6%	100.6%	109.3%	102.9%
AT	AFSCME AT DCBS BUILDING CODES	A	P	20	6	$3,627	$4,902	$5,501	1.07	$5,796	$7,295	$7,999	95.0%	107.7%	99.6%	100.6%	110.6%	102.9%
AU	AFSCME AT MILITARY	A	P	20	2	$3,627	$4,556	$5,501	1.00	$5,796	$6,888	$7,999	95.0%	100.1%	99.6%	100.6%	104.5%	102.9%
AV	AFSCME MILITRY OREG EMERG MGMT	A	P	20	2	$3,627	$3,970	$5,501	0.87	$5,796	$6,199	$7,999	95.0%	87.2%	99.6%	100.6%	94.0%	102.9%
AX	AFSCME AT STATE LANDS	A	P	20	1	$3,627	$5,501	$5,501	1.21	$5,796	$7,999	$7,999	95.0%	120.9%	99.6%	100.6%	121.3%	102.9%
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	20	4	$3,580	$5,174	$5,550	1.13	$5,741	$7,614	$8,056	93.7%	113.7%	100.5%	99.6%	115.5%	103.6%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	20	259	$3,629	$4,883	$5,503	1.07	$5,799	$7,272	$8,001	95.0%	107.3%	99.6%	100.6%	110.3%	102.9%
OAI	SEIU STRIKEABLE INST COALITION	A	P	20	11	$3,629	$5,048	$5,503	1.11	$5,799	$7,466	$8,001	95.0%	110.9%	99.6%	100.6%	113.2%	102.9%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	20	78	$3,629	$5,057	$5,503	1.11	$5,799	$7,477	$8,001	95.0%	111.1%	99.6%	100.6%	113.4%	102.9%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	20	161	$3,629	$5,008	$5,503	1.10	$5,799	$7,420	$8,001	95.0%	110.0%	99.6%	100.6%	112.5%	102.9%
SC	OSPOA CLASSIFIED	A	P	20	11	$3,627	$5,326	$5,501	1.17	$5,796	$7,793	$7,999	95.0%	117.0%	99.6%	100.6%	118.2%	102.9%
UA	UNREPRESENTED	A	P	20	29	$3,627	$4,994	$5,501	1.09	$5,796	$7,403	$7,999	95.0%	109.7%	99.6%	100.6%	112.3%	102.9%
Non-Corrections/Non-Management Wtd Average					627	$3,628	$4,952	$5,503		$5,798	$7,353	$8,001	95.0%	108.8%	99.6%	100.6%	111.5%	102.9%

	STATEWIDE Weighted Average	694	$3,678	$5,029	$5,551		$5,857	$7,444	$8,057	96.3%	110.5%	100.5%	101.6%	112.9%	103.6%

0110 LEGAL SECRETARY

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-ClackCo	016		Legal Secretary		5	$3,797	$4,637	$4,779	1.08	$6,180	$7,220	$7,396
2022-OR-DescCo	1070		TRIAL ASSISTANT I		0	$3,860		$5,173		$6,323		$7,951
2022-OR-JackCo	195		Legal Assistant II		11	$3,926	$4,149	$5,247	0.90	$6,717	$6,994	$8,355
2022-OR-LaneCo	A014		Legal Secretary 1		3	$3,357	$3,357	$4,484	0.86	$5,928	$5,928	$7,321
2022-OR-MarionCo	017		Legal Secretary 2		9	$3,952	$4,193	$5,295	0.91	$6,494	$6,792	$8,159
2022-WA-ClarkCo	506		Legal Secretary II		8	$3,496	$4,038	$4,466	1.01	$5,528	$6,150	$6,641
2022-WA-KingCo	4204100		Legal Secretary		6	$4,312	$5,504	$5,466	1.13	$6,705	$8,074	$8,031
2022-WA-ThrstnCo	0315		Legal Assistant I		0	$3,440		$4,574		$5,370		$6,673
County Market Average					42	$3,792	$4,332	$4,969		$6,188	$6,895	$7,605
2022-CompAnalyst	LE11000043		Legal Secretary I	70	394	$3,481	$4,351	$5,397	0.98	$5,301	$6,304	$7,509
2022-MIL-OPES	08.01		Legal Secretary	9	73	$4,192	$5,198	$5,778	1.04	$6,487	$7,704	$8,406
2022-MIL-PACS	04.21		Legal Secretary	15	107	$4,270	$5,272	$6,029	1.02	$6,210	$7,365	$8,236
Purchased Market Average				94	574	$3,669	$4,631	$5,529		$5,555	$6,680	$7,706
2022-ST-CA	1282	B	LEGAL SECRETARY		0	$3,598		$4,505		$5,579		$6,660
2022-ST-NV	02.153		LEGAL SECRETARY 2		86	$3,387	$4,058	$4,951	0.97	$4,963	$5,759	$6,819
2022-ST-WA	425F		LEGAL ASSISTANT 2		67	$3,070	$3,987	$4,089	1.11	$4,750	$5,804	$5,921
State Market Average					153	$3,522	$4,027	$4,520		$5,424	$5,779	$6,609
OVERALL WEIGHTED MARKET AVERAGE				94	769	$3,603	$4,494	$5,032		$5,514	$6,512	$7,183

OREGON COMPARISON TO MARKET

0110-Legal Secretary

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
MMC	MGT SVC NSUPV CONFIDENTIAL	A	P	18	2	$3,539	$5,188	$5,188	1.19	$5,693	$7,631	$7,631	98.2%	115.4%	103.1%	103.2%	117.2%	106.2%
MMN	MGT SVC NONSUPERVISORY	A	P	18	1	$3,539	$5,188	$5,188	1.19	$5,693	$7,631	$7,631	98.2%	115.4%	103.1%	103.2%	117.2%	106.2%
Management Wtd Average					3	$3,539	$5,188	$5,188		$5,693	$7,631	$7,631	98.2%	115.4%	103.1%	103.2%	117.2%	106.2%
AW	AFSCME AT EMPLOYMENT/HEARINGS	A	P	18	1	$3,343	$5,014	$5,014	1.20	$5,463	$7,426	$7,426	92.8%	111.6%	99.6%	99.1%	114.0%	103.4%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	18	22	$3,335	$4,525	$5,019	1.08	$5,453	$6,851	$7,432	92.6%	100.7%	99.7%	98.9%	105.2%	103.5%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	18	98	$3,335	$4,446	$5,019	1.06	$5,453	$6,759	$7,432	92.6%	98.9%	99.7%	98.9%	103.8%	103.5%

0110-Legal Secretary (Continued)

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
Non-Corrections/Non-Management Wtd Average					121	$3,335	$4,465	$5,019		$5,453	$6,781	$7,432	92.6%	99.3%	99.7%	98.9%	104.1%	103.5%
STATEWIDE Weighted Average					124	$3,340	$4,482	$5,023		$5,459	$6,802	$7,437	92.7%	99.7%	99.8%	99.0%	104.4%	103.5%

0113 SUPPORT SERVICES SUPERVISOR 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-JackCo	1350		Supervisor I		7	$4,821	$5,875	$6,146	1.07	$7,827	$9,134	$9,469
2022-OR-MultCo	6003		Clerical Unit Coordinator		2	$4,333	$5,297	$5,297	1.10	$7,043	$8,234	$8,234
2022-WA-ClarkCo	510		Office Supervisor		0	$4,254		$5,429		$6,398		$7,748
County Market Average					9	$4,629	$5,747	$5,861		$7,425	$8,934	$8,932
2022-TwrsWtsn	AAS000-M1		Administrative Services Generalist/Multidiscipline	11	9		$5,751				$7,916	
Purchased Market Average				11	9		$5,751				$7,916	
2022-ST-CA	1150		OFFICE SERVICES SUPERVISOR II (GENERA		0	$3,430		$4,297		$5,378		$6,412
2022-ST-WA	100R		OFFICE SUPPORT SUPERVISOR 3		1	$3,291	$4,403	$4,403	1.14	$5,005	$6,282	$6,282
State Market Average					1	$3,427	$4,403	$4,299		$5,370	$6,282	$6,409
OVERALL WEIGHTED MARKET AVERAGE				11	19	$3,659	$5,678	$4,601		$5,767	$8,312	$6,896

OREGON COMPARISON TO MARKET

0113-Support Services Supervisor 2

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
MMS	MGT SVC SUPERVISORY	A	P	20	2	$3,877	$5,444	$5,700	1.14	$6,090	$7,932	$8,232
Management Wtd Average					2	$3,877	$5,444	$5,700		$6,090	$7,932	$8,232
STATEWIDE Weighted Average					2	$3,877	$5,444	$5,700		$6,090	$7,932	$8,232

MARKET COMPARISONS

Salary SR Min to SR Min	Salary Avg to Avg	Salary SR Max to SR Max	Salary and Benefits SR Min to SR Min	Salary and Benefits Avg to Avg	Salary and Benefits SR Max to SR Max
106.0%	95.9%	123.9%	105.6%	95.4%	119.4%
106.0%	95.9%	123.9%	105.6%	95.4%	119.4%
106.0%	95.9%	123.9%	105.6%	95.4%	119.4%

0114 SUPPORT SERVICES SUPERVISOR 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-CompAnalyst	OF13000045		Clerical Supervisor	125	150	$4,218	$5,464	$6,602	1.02	$6,150	$7,586	$8,897
Purchased Market Average				125	150	$4,218	$5,464	$6,602		$6,150	$7,586	$8,897
2022-ST-CA	1151		OFFICE SERVICES SUPERVISOR III (GENERA	0		$3,901		$4,889		$5,940		$7,117
State Market Average						$3,901		$4,889		$5,940		$7,117
OVERALL WEIGHTED MARKET AVERAGE				125	150	$4,191	$5,464	$6,460		$6,132	$7,586	$8,748

OREGON COMPARISON TO MARKET

0114-Support Services Supervisor 3

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
MMS	MGT SVC SUPERVISORY	A	P	22	1	$4,277	$6,282	$6,282	1.19	$6,560	$8,916	$8,916	102.0%	115.0%	97.2%	107.0%	117.5%	101.9%
Management Wtd Average					1	$4,277	$6,282	$6,282		$6,560	$8,916	$8,916	102.0%	115.0%	97.2%	107.0%	117.5%	101.9%
STATEWIDE Weighted Average					1	$4,277	$6,282	$6,282		$6,560	$8,916	$8,916	102.0%	115.0%	97.2%	107.0%	117.5%	101.9%

0118 EXECUTIVE SUPPORT SPECIALIST 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-WA-ClarkCo	505		Executive Assistant		1	$3,331	$3,601	$4,254	0.95	$5,338	$5,648	$6,398
County Market Average					1	$3,331	$3,601	$4,254		$5,338	$5,648	$6,398
2022-MIL-NWHCS	13.13a		Administrative Secretary	76	546	$3,384	$3,945	$5,005	0.94	$5,190	$5,836	$7,056
Purchased Market Average				76	546	$3,384	$3,945	$5,005		$5,190	$5,836	$7,056
2022-ST-CA	1247	A	EXECUTIVE SECRETARY I		0	$3,405		$4,265		$5,348		$6,374
2022-ST-ID	01235		ADMIN ASST 1		283	$2,617	$3,440	$5,617	0.84	$4,173	$5,157	$7,761
2022-ST-NV	02.211		ADMIN ASSISTANT 3		441	$3,121	$3,684	$4,546	0.96	$4,647	$5,316	$6,338
2022-ST-WA	105G		ADMINISTRATIVE ASSISTANT 3		546	$3,326	$4,170	$4,376	1.08	$5,044	$6,014	$6,251
State Market Average					1,270	$3,124	$3,839	$4,672		$4,767	$5,581	$6,594
OVERALL WEIGHTED MARKET AVERAGE				76	1,817	$3,200	$3,871	$4,769		$4,890	$5,658	$6,729

OREGON COMPARISON TO MARKET

0118-Executive Support Specialist 1

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
AAON	AFSCME AT DOC SECURITY PLUS	A	P	17	25	$3,833	$5,192	$5,513	1.11	$6,038	$7,636	$8,013	119.8%	134.1%	115.6%	123.5%	135.0%	119.1%
CP	AOCE AT DOC NONSECURITY	A	P	17	5	$3,730	$4,885	$5,328	1.08	$5,917	$7,275	$7,795	116.6%	126.2%	111.7%	121.0%	128.6%	115.9%
Corrections Wtd Average					30	$3,816	$5,141	$5,482		$6,018	$7,576	$7,976	119.3%	132.8%	115.0%	123.1%	133.9%	118.5%
MENN	EXEC SVC NONSUPERVISORY	A	P	17	12	$3,389	$4,488	$4,941	1.08	$5,517	$6,808	$7,340	105.9%	115.9%	103.6%	112.8%	120.3%	109.1%
MMC	MGT SVC NSUPV CONFIDENTIAL	A	P	17	1	$3,389	$4,277	$4,941	1.03	$5,517	$6,560	$7,340	105.9%	110.5%	103.6%	112.8%	116.0%	109.1%
MMN	MGT SVC NONSUPERVISORY	A	P	17	10	$3,389	$4,462	$4,941	1.07	$5,517	$6,778	$7,340	105.9%	115.3%	103.6%	112.8%	119.8%	109.1%
Management Wtd Average					23	$3,389	$4,467	$4,941		$5,517	$6,784	$7,340	105.9%	115.4%	103.6%	112.8%	119.9%	109.1%
AO	AFSCME OR ST POLICE-SUPP UNIT	A	P	17	2	$3,216	$4,175	$4,772	1.05	$5,313	$6,440	$7,142	100.5%	107.8%	100.1%	108.7%	113.8%	106.1%
AS	OR PUB SAFETY ASSOC AT DPSST	A	P	17	1	$3,216	$3,627	$4,772	0.91	$5,313	$5,796	$7,142	100.5%	93.7%	100.1%	108.7%	102.5%	106.1%
AT	AFSCME AT DCBS BUILDING CODES	A	P	17	4	$3,216	$4,332	$4,772	1.08	$5,313	$6,624	$7,142	100.5%	111.9%	100.1%	108.7%	117.1%	106.1%
AX	AFSCME AT STATE LANDS	A	P	17	1	$3,216	$3,962	$4,772	0.99	$5,313	$6,190	$7,142	100.5%	102.4%	100.1%	108.7%	109.4%	106.1%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	17	4	$3,218	$4,011	$4,776	1.00	$5,316	$6,247	$7,147	100.6%	103.6%	100.2%	108.7%	110.4%	106.2%
OAI	SEIU STRIKEABLE INST COALITION	A	P	17	15	$3,218	$4,444	$4,776	1.11	$5,316	$6,756	$7,147	100.6%	114.8%	100.2%	108.7%	119.4%	106.2%

0118-Executive Support Specialist 1 (Continued)

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	17	19	$3,218	$4,465	$4,776	1.12	$5,316	$6,781	$7,147	100.6%	115.3%	100.2%	108.7%	119.9%	106.2%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	17	14	$3,218	$4,487	$4,776	1.12	$5,316	$6,806	$7,147	100.6%	115.9%	100.2%	108.7%	120.3%	106.2%
Non-Corrections/Non-Management Wtd Average					60	$3,218	$4,393	$4,775		$5,315	$6,697	$7,146	100.6%	113.5%	100.1%	108.7%	118.4%	106.2%
STATEWIDE Weighted Average					113	$3,411	$4,607	$4,997		$5,543	$6,948	$7,406	106.6%	119.0%	104.8%	113.4%	122.8%	110.1%

0119 EXECUTIVE SUPPORT SPECIALIST 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-LaneCo	N7011		Administrative Support Assist		4	$3,304	$4,274	$4,857	1.05	$5,861	$7,062	$7,782
2022-OR-MultCo	6005		Executive Specialist		14	$4,455	$5,086	$5,460	1.03	$7,193	$7,973	$8,436
2022-OR-WashCo	024		Administrative Assistant		0	$4,593		$5,581		$6,957		$8,139
2022-WA-KingCo	4202100		Confidential Secretary I		8	$5,257	$6,397	$6,664	1.07	$7,791	$9,099	$9,406
County Market Average					26	$4,542	$5,364	$5,697		$7,117	$8,179	$8,506
2022-MIL-OPES	04.04		Executive Secretary / Assistant	24	114	$4,448	$5,404	$6,136	1.02	$6,796	$7,953	$8,839
2022-TwrsWtsn	AAS042-U3		Secretarial/Executive Administrative Assistance	11	45		$5,484				$7,609	
Purchased Market Average				35	159	$4,448	$5,427	$6,136		$6,796	$7,856	$8,839
2022-ST-CA	1245	A	EXECUTIVE SECRETARY II		0	$3,710		$4,642		$5,712		$6,823
2022-ST-ID	01231		ADMIN ASST 2		180	$3,058	$3,965	$6,556	0.82	$4,701	$5,786	$8,885
2022-ST-NV	02.210		ADMIN ASSISTANT 4		180	$3,387	$4,053	$4,951	0.97	$4,963	$5,753	$6,819
State Market Average					360	$3,256	$4,009	$5,677		$4,892	$5,769	$7,782
OVERALL WEIGHTED MARKET AVERAGE				35	545	$3,598	$4,487	$5,778		$5,450	$6,493	$8,057

OREGON COMPARISON TO MARKET

0119-Executive Support Specialist 2

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
AAON	AFSCME AT DOC SECURITY PLUS	A	P	19	5	$4,191	$5,459	$6,048	1.07	$6,459	$7,950	$8,641	116.5%	121.7%	104.7%	118.5%	122.4%	107.2%
Corrections Wtd Average					5	$4,191	$5,459	$6,048		$6,459	$7,950	$8,641	116.5%	121.7%	104.7%	118.5%	122.4%	107.2%
MENN	EXEC SVC NONSUPERVISORY	A	P	20	48	$3,877	$5,295	$5,700	1.11	$6,090	$7,757	$8,232	107.8%	118.0%	98.7%	111.8%	119.5%	102.2%
MESN	EXEC SVC SUPERVISORY	A	P	20	4	$3,877	$5,448	$5,700	1.14	$6,090	$7,936	$8,232	107.8%	121.4%	98.7%	111.8%	122.2%	102.2%
MMC	MGT SVC NSUPV CONFIDENTIAL	A	P	20	13	$3,877	$5,388	$5,700	1.13	$6,090	$7,866	$8,232	107.8%	120.1%	98.7%	111.8%	121.1%	102.2%
MMN	MGT SVC NONSUPERVISORY	A	P	20	46	$3,877	$5,178	$5,700	1.08	$6,090	$7,619	$8,232	107.8%	115.4%	98.7%	111.8%	117.3%	102.2%
MMS	MGT SVC SUPERVISORY	A	P	20	12	$3,877	$5,488	$5,700	1.15	$6,090	$7,983	$8,232	107.8%	122.3%	98.7%	111.8%	122.9%	102.2%
Management Wtd Average					123	$3,877	$5,285	$5,700		$6,090	$7,744	$8,232	107.8%	117.8%	98.7%	111.8%	119.3%	102.2%
AD	AFSCME AT ENVIRONMENTAL QUAL	A	P	20	7	$3,627	$4,656	$5,501	1.02	$5,796	$7,006	$7,999	100.8%	103.8%	95.2%	106.4%	107.9%	99.3%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	20	33	$3,629	$5,054	$5,503	1.11	$5,799	$7,474	$8,001	100.9%	112.6%	95.2%	106.4%	115.1%	99.3%
OAI	SEIU STRIKEABLE INST COALITION	A	P	20	9	$3,629	$5,314	$5,503	1.16	$5,799	$7,778	$8,001	100.9%	118.4%	95.2%	106.4%	119.8%	99.3%

0119-Executive Support Specialist 2 (Continued)

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	20	9	$3,629	$5,099	$5,503	1.12	$5,799	$7,526	$8,001	100.9%	113.6%	95.2%	106.4%	115.9%	99.3%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	20	8	$3,629	$5,131	$5,503	1.12	$5,799	$7,564	$8,001	100.9%	114.3%	95.2%	106.4%	116.5%	99.3%
UA	UNREPRESENTED	A	P	20	6	$3,627	$4,658	$5,501	1.02	$5,796	$7,008	$7,999	100.8%	103.8%	95.2%	106.4%	107.9%	99.3%
Non-Corrections/Non-Management Wtd Average					72	$3,629	$5,029	$5,503		$5,798	$7,444	$8,000	100.9%	112.1%	95.2%	106.4%	114.6%	99.3%
STATEWIDE Weighted Average					200	$3,795	$5,197	$5,638		$5,994	$7,641	$8,159	105.5%	115.8%	97.6%	110.0%	117.7%	101.3%

0212 ACCOUNTING TECHNICIAN

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-ClackCo	478		Accounting Specialist 2		12	$3,943	$4,870	$4,991	1.09	$6,361	$7,509	$7,659
2022-OR-DescCo	1145		ACCOUNTING TECHNICIAN		0	$4,053		$5,431		$6,562		$8,272
2022-OR-LaneCo	A022		Accounting Clerk, Sr		18	$3,890	$4,404	$5,202	0.97	$6,586	$7,223	$8,209
2022-OR-MarionCo	032		Accounting Specialist		12	$3,541	$4,307	$4,741	1.04	$5,985	$6,934	$7,472
2022-OR-WashCo	006		Accounting Assistant, Senior		0	$4,767		$5,807		$7,164		$8,408
2022-WA-ClarkCo	506		Accounting Assistant III		3	$3,496	$4,038	$4,466	1.01	$5,528	$6,150	$6,641
2022-WA-ThrstnCo	0721		Accounting Assistant II		0	$3,612		$4,803		$5,567		$6,936
County Market Average					45	$4,107	$4,478	$5,254		$6,545	$7,151	$7,941
2022-CompAnalyst	OF13000009		Accounting Clerk III		1	$3,540	$4,527	$5,439	1.01	$5,369	$6,506	$7,557
2022-MIL-OPES	02.02		Accounting Clerk - Senior	19	89	$4,094	$5,081	$5,454	1.06	$6,368	$7,562	$8,013
2022-MIL-PACS	02.03		Accounting Clerk - Senior	29	98	$3,968	$5,141	$5,584	1.08	$5,862	$7,213	$7,723
Purchased Market Average				48	188	$4,025	$5,109	$5,521		$6,099	$7,374	$7,860
2022-ST-CA	4177	A	ACCOUNTANT I (SPECIALIST)		0	$3,237		$4,052		$5,149		$6,120
2022-ST-ID	04248		FINANCIAL TECHNICIAN		107	$2,617	$3,506	$5,617	0.85	$4,173	$5,237	$7,761
2022-ST-NV	02.301		ACCOUNTING ASSISTANT 3		125	$3,121	$3,698	$4,546	0.96	$4,647	$5,332	$6,338
2022-ST-WA	148N		FISCAL TECHNICIAN 3		26	$2,796	$3,451	$3,702	1.06	$4,436	$5,188	$5,477
State Market Average					258	$3,044	$3,594	$4,515		$4,757	$5,278	$6,509
OVERALL WEIGHTED MARKET AVERAGE				48	491	$3,402	$4,255	$4,845		$5,282	$6,252	$6,998

OREGON COMPARISON TO MARKET

0212-Accounting Technician

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
AAON	AFSCME AT DOC SECURITY PLUS	A	P	19	26	$4,191	$5,599	$6,048	1.09	$6,459	$8,114	$8,641
Corrections Wtd Average					26	$4,191	$5,599	$6,048		$6,459	$8,114	$8,641
AD	AFSCME AT ENVIRONMENTAL QUAL	A	P	19	8	$3,482	$4,788	$5,253	1.10	$5,626	$7,161	$7,707
AL	AFSCME AT LIQUOR CONTROL COMM	A	P	19	7	$3,482	$4,640	$5,253	1.06	$5,626	$6,987	$7,707
AO	AFSCME OR ST POLICE-SUPP UNIT	A	P	19	5	$3,482	$4,740	$5,253	1.09	$5,626	$7,104	$7,707
AT	AFSCME AT DCBS BUILDING CODES	A	P	19	1	$3,482	$5,253	$5,253	1.20	$5,626	$7,707	$7,707

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
123.2%	131.6%	124.8%	122.3%	129.8%	123.5%
123.2%	131.6%	124.8%	122.3%	129.8%	123.5%
102.3%	112.5%	108.4%	106.5%	114.5%	110.1%
102.3%	109.1%	108.4%	106.5%	111.8%	110.1%
102.3%	111.4%	108.4%	106.5%	113.6%	110.1%
102.3%	123.5%	108.4%	106.5%	123.3%	110.1%

0212-Accounting Technician (Continued)

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
AU	AFSCME AT MILITARY	A	P	19	5	$3,482	$4,574	$5,253	1.05	$5,626	$6,909	$7,707	102.3%	107.5%	108.4%	106.5%	110.5%	110.1%
AX	AFSCME AT STATE LANDS	A	P	19	2	$3,482	$4,905	$5,253	1.12	$5,626	$7,298	$7,707	102.3%	115.3%	108.4%	106.5%	116.7%	110.1%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	19	52	$3,483	$4,616	$5,256	1.06	$5,627	$6,958	$7,711	102.4%	108.5%	108.5%	106.5%	111.3%	110.2%
OAI	SEIU STRIKEABLE INST COALITION	A	P	19	10	$3,483	$4,980	$5,256	1.14	$5,627	$7,387	$7,711	102.4%	117.0%	108.5%	106.5%	118.1%	110.2%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	19	32	$3,483	$4,758	$5,256	1.09	$5,627	$7,125	$7,711	102.4%	111.8%	108.5%	106.5%	114.0%	110.2%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	19	62	$3,483	$4,862	$5,256	1.11	$5,627	$7,247	$7,711	102.4%	114.3%	108.5%	106.5%	115.9%	110.2%
UA	UNREPRESENTED	A	P	19	8	$3,481	$4,569	$5,253	1.05	$5,625	$6,903	$7,707	102.3%	107.4%	108.4%	106.5%	110.4%	110.1%
Non-Corrections/Non-Management Wtd Average					192	$3,483	$4,752	$5,255		$5,627	$7,119	$7,710	102.4%	111.7%	108.5%	106.5%	113.9%	110.2%
STATEWIDE Weighted Average					218	$3,567	$4,854	$5,350		$5,726	$7,238	$7,821	104.9%	114.1%	110.4%	108.4%	115.8%	111.8%

0213 SUPERVISING ACCOUNTING TECHNICIAN

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-ClackCo	713		Accounting Specialist 3		6	$4,484	$5,355	$5,684	1.05	$7,031	$8,110	$8,517
2022-OR-LaneCo	A033		Accounting Analyst		10	$4,406	$5,141	$5,883	1.00	$7,225	$8,134	$9,052
County Market Average					16	$4,445	$5,221	$5,783		$7,128	$8,125	$8,784
2022-TwrsWtsn	AFB000-U3		Accounting Generalist/Multidiscipline	7	10		$4,687				$6,691	
Purchased Market Average				7	10		$4,687				$6,691	
2022-ST-CA	1724		SUPERVISING ACCOUNT CLERK II		0	$3,901		$4,889		$5,940		$7,117
2022-ST-ID	04247		FINANCIAL UNIT SUPERVISOR		2	$3,452	$4,437	$7,395	0.82	$5,172	$6,350	$9,889
State Market Average					2	$3,602	$4,437	$6,559		$5,428	$6,350	$8,965
OVERALL WEIGHTED MARKET AVERAGE				7	28	$4,276	$4,974	$5,938		$6,788	$7,486	$8,821

OREGON COMPARISON TO MARKET

Worker Data as of:

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
	STATEWIDE Weighted Average											

Currently no Oregon employees

MARKET COMPARISONS					
Salary			Salary and Benefits		
SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

0214 PAYROLL ANALYST

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-ClackCo	064		Payroll Specialist		4	$4,779	$6,045	$6,045	1.12	$7,396	$8,965	$8,965
2022-OR-DescCo	9020		PAYROLL TECHNICIAN		0	$4,692		$6,287		$7,355		$9,334
2022-OR-LaneCo	A034		Payroll Specialist		2	$4,406	$5,282	$5,883	1.03	$7,225	$8,309	$9,052
2022-OR-MarionCo	030		Payroll Specialist		3	$4,548	$5,587	$6,098	1.05	$7,233	$8,520	$9,154
2022-OR-WashCo	007		Payroll Specialist		0	$5,200		$6,309		$7,683		$9,009
2022-WA-ClarkCo	766		Payroll Analyst		3	$3,988	$4,376	$5,092	0.96	$6,093	$6,538	$7,360
2022-WA-KingCo	2151100		Payroll Specialist		15	$4,680	$5,608	$5,891	1.06	$7,128	$8,193	$8,519
2022-WA-ThrstnCo	0726		Payroll Specialist		0	$3,981		$5,296		$5,992		$7,502
County Market Average					27	$4,607	$5,509	$5,874		$7,085	$8,168	$8,585
2022-CompAnalyst	OF13000028		Payroll Clerk III		1	$3,741	$4,912	$5,908	1.02	$5,600	$6,950	$8,097
2022-MIL-OPES	02.05		Payroll Specialist - Intermediate	14	18	$4,365	$5,037	$5,778	0.99	$6,696	$7,509	$8,405
2022-MIL-PACS	02.18		Payroll Specialist - Senior	26	18	$4,914	$6,250	$7,028	1.05	$6,952	$8,491	$9,386
Purchased Market Average				40	37	$4,663	$5,624	$6,491		$6,817	$7,972	$8,956
2022-ST-CA	1311	B	PAYROLL SPECIALIST		0	$3,630		$4,551		$5,617		$6,715
State Market Average						$3,630		$4,551		$5,617		$6,715
OVERALL WEIGHTED MARKET AVERAGE				40	64	$4,373	$5,575	$5,790		$6,581	$8,055	$8,250

OREGON COMPARISON TO MARKET

0214-Payroll Analyst

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
AAON	AFSCME AT DOC SECURITY PLUS	A	P	21	12	$4,588	$6,164	$6,643	1.10	$6,926	$8,778	$9,340	104.9%	110.6%	114.7%	105.2%	109.0%	113.2%
Corrections Wtd Average					12	$4,588	$6,164	$6,643		$6,926	$8,778	$9,340	104.9%	110.6%	114.7%	105.2%	109.0%	113.2%
MMC	MGT SVC NSUPV CONFIDENTIAL	A	P	21	1	$4,067	$5,432	$5,985	1.08	$6,313	$7,917	$8,567	93.0%	97.4%	103.4%	95.9%	98.3%	103.8%
MMN	MGT SVC NONSUPERVISORY	A	P	21	3	$4,067	$4,889	$5,985	0.97	$6,313	$7,280	$8,567	93.0%	87.7%	103.4%	95.9%	90.4%	103.8%
Management Wtd Average					4	$4,067	$5,025	$5,985		$6,313	$7,439	$8,567	93.0%	90.1%	103.4%	95.9%	92.4%	103.8%
AD	AFSCME AT ENVIRONMENTAL QUAL	A	P	21	2	$3,784	$5,134	$5,768	1.07	$5,981	$7,567	$8,312	86.5%	92.1%	99.6%	90.9%	93.9%	100.8%
AL	AFSCME AT LIQUOR CONTROL COMM	A	P	21	1	$3,784	$5,253	$5,768	1.10	$5,981	$7,707	$8,312	86.5%	94.2%	99.6%	90.9%	95.7%	100.8%
AO	AFSCME OR ST POLICE-SUPP UNIT	A	P	21	5	$3,784	$4,692	$5,768	0.98	$5,981	$7,048	$8,312	86.5%	84.2%	99.6%	90.9%	87.5%	100.8%

0214-Payroll Analyst (Continued)

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	MARKET COMPARISONS Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
AS	OR PUB SAFETY ASSOC AT DPSST	A	P	21	1	$3,784	$5,014	$5,768	1.05	$5,981	$7,426	$8,312	86.5%	89.9%	99.6%	90.9%	92.2%	100.8%
AU	AFSCME AT MILITARY	A	P	21	2	$3,784	$4,685	$5,768	0.98	$5,981	$7,039	$8,312	86.5%	84.0%	99.6%	90.9%	87.4%	100.8%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	21	15	$3,790	$4,895	$5,771	1.02	$5,988	$7,287	$8,316	86.7%	87.8%	99.7%	91.0%	90.5%	100.8%
OAI	SEIU STRIKEABLE INST COALITION	A	P	21	1	$3,790	$5,503	$5,771	1.15	$5,988	$8,001	$8,316	86.7%	98.7%	99.7%	91.0%	99.3%	100.8%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	21	17	$3,790	$5,055	$5,771	1.06	$5,988	$7,475	$8,316	86.7%	90.7%	99.7%	91.0%	92.8%	100.8%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	21	12	$3,790	$4,621	$5,771	0.97	$5,988	$6,965	$8,316	86.7%	82.9%	99.7%	91.0%	86.5%	100.8%
UA	UNREPRESENTED	A	P	21	2	$3,784	$5,012	$5,768	1.05	$5,981	$7,423	$8,312	86.5%	89.9%	99.6%	90.9%	92.2%	100.8%
Non-Corrections/Non-Management Wtd Average					58	$3,789	$4,892	$5,770		$5,986	$7,282	$8,315	86.6%	87.7%	99.7%	91.0%	90.4%	100.8%
STATEWIDE Weighted Average					74	$3,933	$5,105	$5,923		$6,156	$7,533	$8,495	90.0%	91.6%	102.3%	93.6%	93.5%	103.0%

0251 STATE LIBRARY SPECIALIST 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-ClackCo	253		Library Assistant		11	$3,468	$4,136	$4,363	1.06	$5,772	$6,600	$6,881
2022-OR-MultCo	7202		Library Clerk		47	$3,344	$4,079	$4,085	1.10	$5,821	$6,729	$6,737
2022-OR-WashCo	251		Library Assistant		0	$4,021		$4,888		$6,273		$7,309
County Market Average					58	$3,386	$4,090	$4,158		$5,826	$6,704	$6,780
2022-CompAnalyst	ED03000020		Librarian Assistant		1	$3,222	$4,075	$4,937	1.01	$5,003	$5,986	$6,979
2022-MIL-OPES	09.02		Library Technician - Intermediate	12	47	$3,580	$4,132	$4,666	1.00	$5,746	$6,413	$7,060
Purchased Market Average				12	48	$3,574	$4,130	$4,671		$5,733	$6,404	$7,059
2022-ST-CA	1307	A	LIBRARY TECHNICAL ASSISTANT I		0	$3,127		$3,913		$5,017		$5,954
2022-ST-ID	02931		LIBRARY ASST 1		1	$2,272	$2,943	$4,878	0.82	$3,760	$4,562	$6,878
2022-ST-NV	04.119		LIBRARY ASSISTANT 2		3	$2,663	$2,764	$3,829	0.85	$4,104	$4,223	$5,488
State Market Average					4	$3,057	$2,808	$3,935		$4,892	$4,308	$5,939
OVERALL WEIGHTED MARKET AVERAGE				12	110	$3,385	$4,061	$4,298		$5,594	$6,486	$6,703

OREGON COMPARISON TO MARKET

Worker Data as of:

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
	STATEWIDE Weighted Average											

MARKET COMPARISONS					
Salary			Salary and Benefits		
SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Currently no Oregon employees

0252 STATE LIBRARY SPECIALIST 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-MarionCo	099		Library Assistant		1	$3,170	$3,661	$4,240	0.99	$5,525	$6,133	$6,851
2022-OR-MultCo	7211		Library Assistant		65	$3,969	$4,564	$4,862	1.03	$6,594	$7,328	$7,697
2022-OR-WashCo	252		Library Assistant, Senior		0	$4,437		$5,391		$6,771		$7,911
County Market Average					66	$3,990	$4,550	$4,890		$6,591	$7,310	$7,700
2022-MIL-OPES	09.03		Library Technician - Senior	7	65	$4,030	$4,817	$5,372	1.02	$6,291	$7,243	$7,914
Purchased Market Average				7	65	$4,030	$4,817	$5,372		$6,291	$7,243	$7,914
2022-ST-CA	1308		LIBRARY TECHNICAL ASSISTANT II		0	$3,552		$4,447		$5,524		$6,591
2022-ST-ID	02929		LIBRARY ASST 2		13	$2,617	$3,190	$5,617	0.77	$4,173	$4,858	$7,761
2022-ST-NV	04.122		LIBRARY TECHNICIAN 1		0	$3,121		$4,546		$4,647		$6,338
2022-ST-WA	262J		LIBRARY & ARCHIVES PARAPROFESSIONAL		6	$2,733	$3,449	$3,614	1.09	$4,364	$5,186	$5,375
State Market Average					19	$2,791	$3,271	$4,895		$4,419	$4,961	$6,924
OVERALL WEIGHTED MARKET AVERAGE				7	150	$3,838	$4,504	$5,089		$6,161	$6,983	$7,678

OREGON COMPARISON TO MARKET

0252-State Library Specialist 2

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	18	8	$3,335	$4,535	$5,019	1.09	$5,453	$6,863	$7,432
Non-Corrections/Non-Management Wtd Average					8	$3,335	$4,535	$5,019		$5,453	$6,863	$7,432
STATEWIDE Weighted Average					8	$3,335	$4,535	$5,019		$5,453	$6,863	$7,432

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
86.9%	100.7%	98.6%	88.5%	98.3%	96.8%
86.9%	100.7%	98.6%	88.5%	98.3%	96.8%
86.9%	100.7%	98.6%	88.5%	98.3%	96.8%

0321 PUBLIC SERVICE REPRESENTATIVE 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-CompAnalyst	OF13000017		Receptionist I		1	$2,435	$3,121	$3,649	1.02	$4,097	$4,887	$5,494
2022-MIL-NWHCS	13.12		Receptionist	40	88	$2,806	$3,429	$4,102	0.99	$4,524	$5,241	$6,016
2022-MIL-PACS	01.19		Receptionist	25	88	$2,915	$3,422	$4,148	0.97	$4,649	$5,233	$6,070
2022-TwrsWtsn	AAS030-U1		Reception/Switchboard	6	12		$3,551				$5,382	
Purchased Market Average				71	189	$2,858	$3,432	$4,122		$4,584	$5,245	$6,040
2022-ST-ID	01125		RECEPTIONIST		1	$1,780	$2,585	$3,812	0.92	$3,171	$4,134	$5,602
2022-ST-WA	102A		CUSTOMER SERVICE SPECIALIST 1		5	$2,821	$3,501	$3,683	1.08	$4,464	$5,245	$5,455
State Market Average					6	$2,647	$3,348	$3,705		$4,249	$5,060	$5,479
OVERALL WEIGHTED MARKET AVERAGE				71	195	$2,851	$3,429	$4,108		$4,572	$5,239	$6,021

OREGON COMPARISON TO MARKET

Worker Data as of:

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
	STATEWIDE Weighted Average											

MARKET COMPARISONS					
Salary			Salary and Benefits		
SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Currently no Oregon employees

0322 PUBLIC SERVICE REPRESENTATIVE 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-WA-KingCo	4300100		Customer Service Specialist I		44	$3,473	$3,473	$4,412	0.88	$5,742	$5,742	$6,820
County Market Average					44	$3,473	$3,473	$4,412		$5,742	$5,742	$6,820
2022-MIL-NWHCS	13.08		Telephone Operator	47	345	$2,826	$3,517	$4,086	1.02	$4,547	$5,343	$5,999
2022-MIL-PACS	10.01		Customer Service Representative - Entry	17	350	$2,851	$3,151	$4,097	0.91	$4,575	$4,921	$6,010
Purchased Market Average				64	695	$2,839	$3,333	$4,092		$4,561	$5,131	$6,005
2022-ST-ID	01121		CUSTOMER SVC REP 1		64	$2,272	$2,998	$4,878	0.84	$3,760	$4,629	$6,878
2022-ST-WA	102B		CUSTOMER SERVICE SPECIALIST 2		350	$2,860	$3,524	$3,795	1.06	$4,509	$5,272	$5,583
State Market Average					414	$2,769	$3,443	$3,963		$4,393	$5,173	$5,784
OVERALL WEIGHTED MARKET AVERAGE				64	1,153	$2,838	$3,378	$4,057		$4,546	$5,169	$5,956

OREGON COMPARISON TO MARKET

0322-Public Service Representative 2

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
AS	OR PUB SAFETY ASSOC AT DPSST	A	P	13C	1	$3,005	$3,343	$4,155	0.93	$5,065	$5,463	$6,417	105.9%	99.0%	102.4%	111.4%	105.7%	107.7%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	13	2	$3,005	$3,797	$3,964	1.09	$5,065	$5,996	$6,192	105.9%	112.4%	97.7%	111.4%	116.0%	104.0%
UA	UNREPRESENTED	A	P	13	1	$3,002	$3,962	$3,962	1.14	$5,062	$6,190	$6,190	105.8%	117.3%	97.6%	111.3%	119.8%	103.9%
Non-Corrections/Non-Management Wtd Average					4	$3,004	$3,725	$4,011		$5,065	$5,911	$6,248	105.9%	110.3%	98.9%	111.4%	114.4%	104.9%
STATEWIDE Weighted Average					4	$3,004	$3,725	$4,011		$5,065	$5,911	$6,248	105.9%	110.3%	98.9%	111.4%	114.4%	104.9%

0323 PUBLIC SERVICE REPRESENTATIVE 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-ClackCo	041		Customer Information Spec		5	$3,634	$4,248	$4,598	1.03	$5,977	$6,739	$7,172
2022-WA-KingCo	4300200		Customer Service Specialist II		29	$3,843	$4,429	$4,875	1.02	$6,167	$6,840	$7,352
County Market Average					34	$3,812	$4,403	$4,834		$6,139	$6,825	$7,325
2022-MIL-OPES	04.12b		Customer Service Representative	12	66	$3,438	$4,074	$4,581	1.02	$5,574	$6,343	$6,958
2022-MIL-PACS	10.02		Customer Service Representative - Intermediate	30	164	$3,170	$3,850	$4,496	1.00	$4,943	$5,726	$6,471
Purchased Market Average				42	230	$3,247	$3,914	$4,521		$5,124	$5,903	$6,611
OVERALL WEIGHTED MARKET AVERAGE				42	264	$3,320	$3,977	$4,561		$5,255	$6,022	$6,703

OREGON COMPARISON TO MARKET

0323-Public Service Representative 3

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	15	51	$3,005	$3,520	$4,356	0.96	$5,065	$5,670	$6,653	90.5%	88.5%	95.5%	96.4%	94.2%	99.3%
OAI	SEIU STRIKEABLE INST COALITION	A	P	15	7	$3,005	$4,032	$4,356	1.10	$5,065	$6,272	$6,653	90.5%	101.4%	95.5%	96.4%	104.2%	99.3%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	15	20	$3,005	$4,090	$4,356	1.11	$5,065	$6,340	$6,653	90.5%	102.8%	95.5%	96.4%	105.3%	99.3%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	15	32	$3,005	$3,910	$4,356	1.06	$5,065	$6,129	$6,653	90.5%	98.3%	95.5%	96.4%	101.8%	99.3%
UA	UNREPRESENTED	A	P	15	3	$3,002	$4,012	$4,353	1.09	$5,062	$6,249	$6,650	90.4%	100.9%	95.4%	96.3%	103.8%	99.2%
Non-Corrections/Non-Management Wtd Average					113	$3,005	$3,776	$4,356		$5,065	$5,971	$6,653	90.5%	94.9%	95.5%	96.4%	99.2%	99.3%
STATEWIDE Weighted Average					113	$3,005	$3,776	$4,356		$5,065	$5,971	$6,653	90.5%	94.9%	95.5%	96.4%	99.2%	99.3%

0331 TRANSPORTATION SERVICES REPRESENTATIVE 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-WA-ClarkCo	503		License Specialist I		0	$3,022		$3,856		$4,984		$5,941
County Market Average						$3,022		$3,856		$4,984		$5,941
2022-ST-CA	1897	C	MOTOR VEHICLE REPRESENTATIVE		0	$3,427		$4,296		$5,375		$6,411
2022-ST-ID	01104		TECH RECORDS SPEC 1		286	$2,617	$3,411	$5,617	0.83	$4,173	$5,122	$7,761
2022-ST-NV	11.424		DMV SERVICES TECHNICIAN 3		286	$3,121	$3,420	$4,546	0.89	$4,647	$5,003	$6,338
2022-ST-WA	458F		LICENSING SERVICES REPRESENTATIVE 2		273	$3,365	$4,696	$4,518	1.19	$5,089	$6,618	$6,413
State Market Average					845	$3,237	$3,829	$4,569		$5,015	$5,565	$6,599
OVERALL WEIGHTED MARKET AVERAGE				0	845	$3,236	$3,829	$4,569		$5,015	$5,565	$6,598

OREGON COMPARISON TO MARKET

0331-Transportation Services Representative 1

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	17	221	$3,218	$4,278	$4,776	1.07	$5,316	$6,561	$7,147
UA	UNREPRESENTED	A	P	17	5	$3,216	$4,136	$4,770	1.04	$5,313	$6,395	$7,140
Non-Corrections/Non-Management Wtd Average					226	$3,218	$4,275	$4,776		$5,316	$6,558	$7,146
STATEWIDE Weighted Average					226	$3,218	$4,275	$4,776		$5,316	$6,558	$7,146

MARKET COMPARISONS

Repr	Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
OAO	99.4%	111.7%	104.5%	106.0%	117.9%	108.3%
UA	99.4%	108.0%	104.4%	105.9%	114.9%	108.2%
Non-Corrections/Non-Management Wtd Average	99.4%	111.6%	104.5%	106.0%	117.8%	108.3%
STATEWIDE Weighted Average	99.4%	111.6%	104.5%	106.0%	117.8%	108.3%

0332 TRANSPORTATION SERVICES REPRESENTATIVE 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-WA-ClarkCo	504		License Specialist II		1	$3,175	$3,690	$4,049	1.02	$5,159	$5,750	$6,162
2022-WA-ThrstnCo	0150		Licensing Specialist		0	$3,440		$4,574		$5,370		$6,673
County Market Average					1	$3,351	$3,690	$4,399		$5,299	$5,750	$6,503
2022-ST-CA	8758		LICENSING-REGISTRATION EXAMINER, DEP/		0	$3,845		$4,715		$5,874		$6,910
2022-ST-ID	01103		TECH RECORDS SPEC 2		118	$3,058	$3,837	$6,556	0.80	$4,701	$5,632	$8,885
2022-ST-NV	11.423		DMV SERVICES TECHNICIAN 4		98	$3,387	$4,241	$4,951	1.02	$4,963	$5,976	$6,819
State Market Average					216	$3,441	$4,020	$5,521		$5,233	$5,788	$7,718
OVERALL WEIGHTED MARKET AVERAGE				0	217	$3,441	$4,019	$5,516		$5,233	$5,788	$7,712

OREGON COMPARISON TO MARKET

0332-Transportation Services Representative 2

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	19	29	$3,483	$4,814	$5,256	1.10	$5,627	$7,191	$7,711
UA	UNREPRESENTED	A	P	19	36	$3,481	$4,984	$5,253	1.14	$5,625	$7,391	$7,707
Non-Corrections/Non-Management Wtd Average					65	$3,482	$4,908	$5,254		$5,626	$7,302	$7,709
STATEWIDE Weighted Average					65	$3,482	$4,908	$5,254		$5,626	$7,302	$7,709

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
101.2%	119.8%	95.3%	107.5%	124.2%	100.0%
101.2%	124.0%	95.2%	107.5%	127.7%	99.9%
101.2%	122.1%	95.3%	107.5%	126.1%	100.0%
101.2%	122.1%	95.3%	107.5%	126.1%	100.0%

0405 MAIL SERVICES ASSISTANT

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-LaneCo	A002		Mail Clerk		1	$2,895	$3,864	$3,864	1.14	$5,355	$6,554	$6,554
2022-WA-ThrstnCo	1417		Mail Services Technician		0	$3,120		$4,150		$5,002		$6,185
County Market Average					1	$3,045	$3,864	$4,054		$5,120	$6,554	$6,308
2022-CompAnalyst	OF13000015		Mail Clerk		1	$2,301	$3,013	$3,464	1.04	$3,942	$4,762	$5,282
2022-MIL-PACS	01.16		Mail Clerk	14	12	$3,118	$3,654	$4,363	0.98	$4,883	$5,501	$6,318
Purchased Market Average				14	13	$3,055	$3,605	$4,294		$4,810	$5,444	$6,238
2022-ST-NV	02.129		MAIL SERVICE CLERK 2		12	$2,663	$3,189	$3,829	0.98	$4,104	$4,728	$5,488
State Market Average					12	$2,663	$3,189	$3,829		$4,104	$4,728	$5,488
OVERALL WEIGHTED MARKET AVERAGE				14	26	$2,886	$3,423	$4,069		$4,541	$5,156	$5,924

OREGON COMPARISON TO MARKET

0405-Mail Services Assistant

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	13	4	$3,005	$3,723	$3,964	1.07	$5,065	$5,909	$6,192
Non-Corrections/Non-Management Wtd Average					4	$3,005	$3,723	$3,964		$5,065	$5,909	$6,192
STATEWIDE Weighted Average					4	$3,005	$3,723	$3,964		$5,065	$5,909	$6,192

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
104.1%	108.8%	97.4%	111.5%	114.6%	104.5%
104.1%	108.8%	97.4%	111.5%	114.6%	104.5%
104.1%	108.8%	97.4%	111.5%	114.6%	104.5%

0427 REHABILITATION INDUSTRIES REP

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-CompAnalyst	CM0200082		Job Developer	1	1	$3,105	$3,941	$4,351	1.07	$4,868	$5,832	$6,304
2022-TwrsWtsn	CAM000-S2		Account/Relationship Management Generalist/M	34	25		$6,540				$8,824	
Purchased Market Average				34	26	$3,105	$6,440	$4,351		$4,868	$8,709	$6,304
OVERALL WEIGHTED MARKET AVERAGE				34	26	$3,105	$6,440	$4,351		$4,868	$8,709	$6,304

OREGON COMPARISON TO MARKET

Worker Data as of:

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
													0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
													0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
STATEWIDE Weighted Average													0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Currently no Oregon employees

0435 PROCUREMENT AND CONTRACT ASSISTANT

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-MultCo	6011		Contract Technician		3	$4,588	$4,866	$5,618	0.95	$7,358	$7,702	$8,630
2022-WA-ClarkCo	708		Buyer, Assistant		1	$3,818	$4,314	$4,870	0.99	$5,897	$6,468	$7,106
County Market Average					4	$4,396	$4,728	$5,431		$6,993	$7,393	$8,249
2022-MIL-PACS	08.01a		Buyer - Entry	13	9	$3,978	$4,923	$5,430	1.05	$5,874	$6,963	$7,546
Purchased Market Average				13	9	$3,978	$4,923	$5,430		$5,874	$6,963	$7,546
2022-ST-CA	4707	C	BUSINESS SERVICE ASSISTANT (SPECIALIS		0	$3,441		$4,307		$5,391		$6,424
2022-ST-WA	115E		PROCUREMENT & SUPPLY SUPPORT SPECI		1	$2,450	$2,796	$3,216	0.99	$4,039	$4,436	$4,919
State Market Average					1	$3,422	$2,796	$4,286		$5,365	$4,436	$6,395
OVERALL WEIGHTED MARKET AVERAGE				13	14	$3,665	$4,716	$4,746		$5,621	$6,905	$6,890

OREGON COMPARISON TO MARKET

0435-Procurement And Contract Assistant

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
AAON	AFSCME AT DOC SECURITY PLUS	A	P	19	1	$4,191	$5,774	$6,048	1.13	$6,459	$8,319	$8,641	114.4%	122.4%	127.4%	114.9%	120.5%	125.4%
Corrections Wtd Average					1	$4,191	$5,774	$6,048		$6,459	$8,319	$8,641	114.4%	122.4%	127.4%	114.9%	120.5%	125.4%
AU	AFSCME AT MILITARY	A	P	19	1	$3,482	$3,962	$5,253	0.91	$5,626	$6,190	$7,707	95.0%	84.0%	110.7%	100.1%	89.6%	111.9%
AX	AFSCME AT STATE LANDS	A	P	19	1	$3,482	$5,014	$5,253	1.15	$5,626	$7,426	$7,707	95.0%	106.3%	110.7%	100.1%	107.5%	111.9%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	19	5	$3,483	$4,940	$5,256	1.13	$5,627	$7,339	$7,711	95.0%	104.8%	110.7%	100.1%	106.3%	111.9%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	19	2	$3,483	$5,256	$5,256	1.20	$5,627	$7,711	$7,711	95.0%	111.5%	110.7%	100.1%	111.7%	111.9%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	19	15	$3,483	$4,862	$5,256	1.11	$5,627	$7,247	$7,711	95.0%	103.1%	110.7%	100.1%	105.0%	111.9%
Non-Corrections/Non-Management Wtd Average					24	$3,483	$4,880	$5,256		$5,627	$7,268	$7,710	95.0%	103.5%	110.7%	100.1%	105.3%	111.9%
STATEWIDE Weighted Average					25	$3,511	$4,915	$5,287		$5,660	$7,310	$7,748	95.8%	104.2%	111.4%	100.7%	105.9%	112.4%

0436 PROCUREMENT & CONTRACT SPECIALIST 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-CompAnalyst	MM18000004		Purchasing Agent		1	$4,284	$5,649	$6,686	1.03	$6,227	$7,798	$8,993
2022-CompAnalyst	MM18000001		Buyer I		1	$4,176	$5,197	$6,544	0.97	$6,101	$7,277	$8,829
2022-MIL-NWHCS	13.19		Buyer / Purchasing Agent	82	95	$3,908	$4,828	$5,812	0.99	$5,793	$6,853	$7,986
2022-MIL-OPES	04.14		Buyer / Purchasing Agent	17	33	$5,117	$5,911	$6,835	0.99	$7,606	$8,567	$9,685
2022-MIL-PACS	08.01b		Buyer - Intermediate	23	58	$4,577	$5,617	$6,516	1.01	$6,563	$7,762	$8,797
Purchased Market Average				122	188	$4,287	$5,268	$6,177		$6,296	$7,442	$8,489
2022-ST-CA	4720	A	BUSINESS SERVICE OFFICER I (SPECIALIST)	0		$4,126		$5,166		$6,208		$7,447
2022-ST-WA	144F		CONTRACTS SPECIALIST 1	25		$3,614	$4,472	$4,857	1.06	$5,375	$6,361	$6,803
State Market Average				25		$4,008	$4,472	$5,095		$6,017	$6,361	$7,300
OVERALL WEIGHTED MARKET AVERAGE				122	213	$4,192	$5,175	$5,806		$6,201	$7,315	$8,081

OREGON COMPARISON TO MARKET

0436-Procurement & Contract Specialist 1

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
AAON	AFSCME AT DOC SECURITY PLUS	A	P	23	2	$5,041	$7,127	$7,292	1.16	$7,458	$9,909	$10,103	120.3%	137.7%	125.6%	120.3%	135.5%	125.0%
Corrections Wtd Average					2	$5,041	$7,127	$7,292		$7,458	$9,909	$10,103	120.3%	137.7%	125.6%	120.3%	135.5%	125.0%
AL	AFSCME AT LIQUOR CONTROL COMM	A	P	19	1	$4,155	$3,932	$6,345	0.75	$6,417	$6,155	$8,990	99.1%	76.0%	109.3%	103.5%	84.1%	111.3%
AO	AFSCME OR ST POLICE-SUPP UNIT	A	P	23	2	$4,155	$5,134	$6,345	0.98	$6,417	$7,567	$8,990	99.1%	99.2%	109.3%	103.5%	103.4%	111.3%
AS	OR PUB SAFETY ASSOC AT DPSST	A	P	23	1	$4,155	$5,768	$6,345	1.10	$6,417	$8,312	$8,990	99.1%	111.5%	109.3%	103.5%	113.6%	111.3%
AU	AFSCME AT MILITARY	A	P	23	2	$4,155	$5,680	$6,345	1.08	$6,417	$8,208	$8,990	99.1%	109.8%	109.3%	103.5%	112.2%	111.3%
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	23	4	$4,142	$5,828	$6,422	1.10	$6,402	$8,382	$9,081	98.8%	112.6%	110.6%	103.2%	114.6%	112.4%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	23	6	$4,155	$5,313	$6,350	1.01	$6,417	$7,778	$8,996	99.1%	102.7%	109.4%	103.5%	106.3%	111.3%
OAI	SEIU STRIKEABLE INST COALITION	A	P	23	2	$4,155	$5,777	$6,350	1.10	$6,417	$8,323	$8,996	99.1%	111.6%	109.4%	103.5%	113.8%	111.3%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	23	7	$4,155	$5,754	$6,350	1.10	$6,417	$8,296	$8,996	99.1%	111.2%	109.4%	103.5%	113.4%	111.3%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	23	13	$4,155	$5,411	$6,350	1.03	$6,417	$7,892	$8,996	99.1%	104.6%	109.4%	103.5%	107.9%	111.3%
UA	UNREPRESENTED	A	P	23	1	$4,153	$5,501	$6,345	1.05	$6,414	$7,999	$8,990	99.1%	106.3%	109.3%	103.4%	109.3%	111.3%
Non-Corrections/Non-Management Wtd Average					39	$4,154	$5,492	$6,356		$6,415	$7,988	$9,004	99.1%	106.1%	109.5%	103.5%	109.2%	111.4%

	STATEWIDE Weighted Average	41	$4,197	$5,572	$6,402		$6,466	$8,082	$9,057	100.1%	107.7%	110.3%	104.3%	110.5%	112.1%

0437 PROCUREMENT & CONTRACT SPECIALIST 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-MultCo	6112		Procurement Analyst		7	$5,460	$5,884	$6,694	0.97	$8,436	$8,959	$9,960
2022-OR-MultCo	6015		Contract Specialist		4	$5,460	$5,850	$6,694	0.96	$8,436	$8,917	$9,960
2022-OR-WashCo	021		Procurement Analyst II		0	$6,656		$8,077		$9,424		$11,123
2022-WA-ThrstnCo	0537		Procurement & Contract Specialist I		0	$4,609		$6,130		$6,713		$8,460
County Market Average					11	$5,570	$5,871	$6,851		$8,454	$8,944	$10,019
2022-CompAnalyst	MM18000002		Buyer II		1	$4,954	$6,033	$7,891	0.94	$6,998	$8,241	$10,381
2022-MIL-OPES	04.16		Contract Administrator	7	19	$5,410	$6,860	$7,910	1.03	$7,960	$9,715	$10,986
2022-MIL-PACS	08.01c		Buyer - Senior	18	50	$5,453	$7,115	$7,890	1.07	$7,573	$9,487	$10,379
2022-TwrsWtsn	ALS020-P2		Contract Administration	7	16		$6,439				$8,709	
Purchased Market Average				32	86	$5,434	$6,920	$7,895		$7,672	$9,378	$10,549
2022-ST-CA	4970		BUSINESS SERVICE OFFICER II (SPECIALIST		0	$4,522		$5,662		$6,680		$8,039
2022-ST-ID	01536		BUYER		25	$3,452	$4,610	$7,395	0.85	$5,172	$6,557	$9,889
2022-ST-WA	144G		CONTRACTS SPECIALIST 2		50	$4,185	$5,244	$5,636	1.07	$6,031	$7,247	$7,698
State Market Average					75	$3,978	$5,033	$6,195		$5,808	$7,017	$8,417
OVERALL WEIGHTED MARKET AVERAGE				32	172	$4,731	$6,030	$6,970		$6,826	$8,321	$9,457

OREGON COMPARISON TO MARKET

0437-Procurement & Contract Specialist 2

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
AAON	AFSCME AT DOC SECURITY PLUS	A	P	27	2	$6,059	$8,810	$8,810	1.19	$8,654	$11,887	$11,887	128.1%	146.1%	126.4%	126.8%	142.9%	125.7%
Corrections Wtd Average					2	$6,059	$8,810	$8,810		$8,654	$11,887	$11,887	128.1%	146.1%	126.4%	126.8%	142.9%	125.7%
AD	AFSCME AT ENVIRONMENTAL QUAL	A	P	27	3	$5,014	$6,793	$7,673	1.07	$7,426	$9,516	$10,551	106.0%	112.6%	110.1%	108.8%	114.4%	111.6%
AG	AFSCME AT LAND CONSERV DVLPMT	A	P	27	1	$5,014	$6,977	$7,673	1.10	$7,426	$9,733	$10,551	106.0%	115.7%	110.1%	108.8%	117.0%	111.6%
AL	AFSCME AT LIQUOR CONTROL COMM	A	P	27	1	$5,014	$7,673	$7,673	1.21	$7,426	$10,551	$10,551	106.0%	127.2%	110.1%	108.8%	126.8%	111.6%
AO	AFSCME OR ST POLICE-SUPP UNIT	A	P	27	1	$5,014	$7,322	$7,673	1.15	$7,426	$10,138	$10,551	106.0%	121.4%	110.1%	108.8%	121.8%	111.6%
AS	OR PUB SAFETY ASSOC AT DPSST	A	P	27	1	$5,014	$7,673	$7,673	1.21	$7,426	$10,551	$10,551	106.0%	127.2%	110.1%	108.8%	126.8%	111.6%
AU	AFSCME AT MILITARY	A	P	27	5	$5,014	$6,327	$7,673	1.00	$7,426	$8,969	$10,551	106.0%	104.9%	110.1%	108.8%	107.8%	111.6%
AV	AFSCME MILITRY OREG EMERG MGMT	A	P	27	1	$5,014	$6,346	$7,673	1.00	$7,426	$8,991	$10,551	106.0%	105.2%	110.1%	108.8%	108.1%	111.6%

0437-Procurement & Contract Specialist 2 (Continued)

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
AX	AFSCME AT STATE LANDS	A	P	27	1	$5,014	$6,659	$7,673	1.05	$7,426	$9,359	$10,551	106.0%	110.4%	110.1%	108.8%	112.5%	111.6%
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	27	7	$5,034	$7,028	$7,809	1.09	$7,450	$9,793	$10,711	106.4%	116.6%	112.0%	109.1%	117.7%	113.3%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	27	12	$5,019	$6,056	$7,678	0.95	$7,432	$8,651	$10,557	106.1%	100.4%	110.2%	108.9%	104.0%	111.6%
OAI	SEIU STRIKEABLE INST COALITION	A	P	27	1	$5,019	$7,327	$7,678	1.15	$7,432	$10,144	$10,557	106.1%	121.5%	110.2%	108.9%	121.9%	111.6%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	27	15	$5,019	$6,725	$7,678	1.06	$7,432	$9,436	$10,557	106.1%	111.5%	110.2%	108.9%	113.4%	111.6%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	27	18	$5,019	$7,043	$7,678	1.11	$7,432	$9,810	$10,557	106.1%	116.8%	110.2%	108.9%	117.9%	111.6%
UA	UNREPRESENTED	A	P	27	5	$5,014	$6,773	$7,673	1.07	$7,426	$9,494	$10,551	106.0%	112.3%	110.1%	108.8%	114.1%	111.6%
Non-Corrections/Non-Management Wtd Average					72	$5,019	$6,741	$7,689		$7,432	$9,456	$10,570	106.1%	111.8%	110.3%	108.9%	113.6%	111.8%
STATEWIDE Weighted Average					74	$5,047	$6,797	$7,720		$7,465	$9,522	$10,606	106.7%	112.7%	110.8%	109.4%	114.4%	112.1%

0438 PROCUREMENT & CONTRACT SPECIALIST 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-MultCo	6111		Procurement Analyst Senior		15	$6,318	$7,102	$7,767	1.01	$9,496	$10,464	$11,286
2022-OR-MultCo	6031		Contract Specialist Senior		27	$6,318	$7,016	$7,767	1.00	$9,496	$10,358	$11,286
County Market Average					42	$6,318	$7,046	$7,767		$9,496	$10,396	$11,286
2022-CompAnalyst	MM18000003		Buyer III		1	$5,950	$7,364	$9,414	0.96	$8,145	$9,774	$12,135
2022-MIL-PACS	04.34		Contract Administrator	13	37	$5,454	$6,444	$8,325	0.94	$7,574	$8,714	$10,881
2022-TwrsWtsn	ALS020-P3		Contract Administration	7	16		$7,321				$9,724	
Purchased Market Average				20	54	$5,467	$6,721	$8,354		$7,589	$9,033	$10,914
2022-ST-ID	01538		BUYER, SENIOR		16	$3,865	$5,010	$8,277	0.83	$5,666	$7,036	$10,945
2022-ST-NV	07.308		BUYER 3		1	$4,169	$6,156	$6,180	1.19	$5,891	$8,249	$8,277
2022-ST-WA	144H		CONTRACTS SPECIALIST 3		51	$4,857	$6,248	$6,533	1.10	$6,803	$8,401	$8,728
State Market Average					68	$4,598	$5,956	$6,963		$6,505	$8,077	$9,275
OVERALL WEIGHTED MARKET AVERAGE				20	164	$5,329	$6,487	$7,565		$7,663	$8,986	$10,294

OREGON COMPARISON TO MARKET

0438-Procurement & Contract Specialist 3

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
AAON	AFSCME AT DOC SECURITY PLUS	A	P	29	7	$6,646	$9,492	$9,678	1.16	$9,344	$12,688	$12,907	124.7%	146.3%	127.9%	121.9%	141.2%	125.4%
Corrections Wtd Average					7	$6,646	$9,492	$9,678		$9,344	$12,688	$12,907	124.7%	146.3%	127.9%	121.9%	141.2%	125.4%
MMN	MGT SVC NONSUPERVISORY	A	P	29	2	$5,985	$8,620	$8,831	1.16	$8,567	$11,663	$11,912	112.3%	132.9%	116.7%	111.8%	129.8%	115.7%
Management Wtd Average					2	$5,985	$8,620	$8,831		$8,567	$11,663	$11,912	112.3%	132.9%	116.7%	111.8%	129.8%	115.7%
AF	AFSCME AT OSP FIRE MARSHAL	A	P	29	2	$5,501	$7,713	$8,449	1.11	$7,999	$10,598	$11,463	103.2%	118.9%	111.7%	104.4%	117.9%	111.4%
AO	AFSCME OR ST POLICE-SUPP UNIT	A	P	29	3	$5,501	$7,423	$8,449	1.06	$7,999	$10,257	$11,463	103.2%	114.4%	111.7%	104.4%	114.2%	111.4%
AU	AFSCME AT MILITARY	A	P	29	1	$5,501	$8,449	$8,449	1.21	$7,999	$11,463	$11,463	103.2%	130.2%	111.7%	104.4%	127.6%	111.4%
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	29	8	$5,551	$8,294	$8,605	1.17	$8,057	$11,281	$11,646	104.2%	127.9%	113.8%	105.1%	125.5%	113.1%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	29	26	$5,503	$8,015	$8,450	1.15	$8,001	$10,953	$11,464	103.3%	123.6%	111.7%	104.4%	121.9%	111.4%
OAI	SEIU STRIKEABLE INST COALITION	A	P	29	2	$5,503	$7,868	$8,450	1.13	$8,001	$10,779	$11,464	103.3%	121.3%	111.7%	104.4%	120.0%	111.4%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	29	36	$5,503	$8,015	$8,450	1.15	$8,001	$10,952	$11,464	103.3%	123.6%	111.7%	104.4%	121.9%	111.4%

0438-Procurement & Contract Specialist 3 (Continued)

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	29	17	$5,503	$7,717	$8,450	1.11	$8,001	$10,602	$11,464	103.3%	119.0%	111.7%	104.4%	118.0%	111.4%
UA	UNREPRESENTED	A	P	29	5	$5,501	$7,926	$8,443	1.14	$7,999	$10,848	$11,456	103.2%	122.2%	111.6%	104.4%	120.7%	111.3%
Non-Corrections/Non-Management Wtd Average					100	$5,507	$7,960	$8,462		$8,005	$10,888	$11,478	103.3%	122.7%	111.9%	104.5%	121.2%	111.5%
STATEWIDE Weighted Average					109	$5,589	$8,070	$8,547		$8,101	$11,018	$11,578	104.9%	124.4%	113.0%	105.7%	122.6%	112.5%

0501 DATA ENTRY OPERATOR

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-ClackCo	693		Data Control Analyst 1		2	$3,471	$4,086	$4,366	1.04	$5,775	$6,538	$6,885
County Market Average					2	$3,471	$4,086	$4,366		$5,775	$6,538	$6,885
2022-CompAnalyst	OF13000023		Data Entry Clerk II	150	2,507	$2,703	$3,548	$4,142	1.04	$4,405	$5,379	$6,063
2022-MIL-PACS	01.14		Data Entry Operator	8	19	$3,181	$3,548	$4,444	0.93	$4,955	$5,378	$6,410
2022-TwrsWtsn	AAS086-P1		Data Entry	5	8		$3,089				$4,850	
Purchased Market Average				163	2,534	$2,706	$3,547	$4,144		$4,409	$5,377	$6,065
2022-ST-CA	1419	B	KEY DATA OPERATOR		0	$2,851		$3,565		$4,688		$5,539
State Market Average						$2,851		$3,565		$4,688		$5,539
OVERALL WEIGHTED MARKET AVERAGE				163	2,536	$2,717	$3,547	$4,103		$4,430	$5,378	$6,028

OREGON COMPARISON TO MARKET

0501-Data Entry Operator

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	12	5	$3,005	$3,608	$3,790	1.06	$5,065	$5,774	$5,988
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	12	1	$3,005	$3,790	$3,790	1.12	$5,065	$5,988	$5,988
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	12	28	$3,005	$3,422	$3,790	1.01	$5,065	$5,555	$5,988
Non-Corrections/Non-Management Wtd Average					34	$3,005	$3,460	$3,790		$5,065	$5,600	$5,988
STATEWIDE Weighted Average					34	$3,005	$3,460	$3,790		$5,065	$5,600	$5,988

MARKET COMPARISONS

Repr	Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
OAH	110.6%	101.7%	92.4%	114.3%	107.4%	99.3%
OAO	110.6%	106.8%	92.4%	114.3%	111.3%	99.3%
OAS	110.6%	96.5%	92.4%	114.3%	103.3%	99.3%
Non-Corrections/Non-Management Wtd Average	110.6%	97.5%	92.4%	114.3%	104.1%	99.3%
STATEWIDE Weighted Average	110.6%	97.5%	92.4%	114.3%	104.1%	99.3%

0531 WORD PROCESSING TECHNICIAN 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-CompAnalyst	OF13000005		Wordprocessing Operator	60	325	$2,636	$3,414	$3,933	1.04	$4,328	$5,224	$5,822
Purchased Market Average				60	325	$2,636	$3,414	$3,933		$4,328	$5,224	$5,822
2022-ST-CA	1181	B	WORD PROCESSING TECHNICIAN	0		$2,961		$3,703		$4,820		$5,704
State Market Average						$2,961		$3,703		$4,820		$5,704
OVERALL WEIGHTED MARKET AVERAGE				60	325	$2,666	$3,414	$3,912		$4,373	$5,224	$5,811

OREGON COMPARISON TO MARKET

0531-Word Processing Technician 2

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	14	1	$3,005	$4,155	$4,155	1.16	$5,065	$6,417	$6,417	112.7%	121.7%	106.2%	115.8%	122.8%	110.4%
Non-Corrections/Non-Management Wtd Average					1	$3,005	$4,155	$4,155		$5,065	$6,417	$6,417	112.7%	121.7%	106.2%	115.8%	122.8%	110.4%
STATEWIDE Weighted Average					1	$3,005	$4,155	$4,155		$5,065	$6,417	$6,417	112.7%	121.7%	106.2%	115.8%	122.8%	110.4%

0532 WORD PROCESSING TECHNICIAN 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-CompAnalyst	OF13000078		Wordprocessing Operator, Sr.		1	$3,364	$4,259	$4,962	1.03	$5,167	$6,198	$7,007
Purchased Market Average					1	$3,364	$4,259	$4,962		$5,167	$6,198	$7,007
OVERALL WEIGHTED MARKET AVERAGE				0	1	$3,364	$4,259	$4,962		$5,167	$6,198	$7,007

OREGON COMPARISON TO MARKET

0532-Word Processing Technician 3

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	16	1	$3,095	$4,555	$4,555	1.19	$5,171	$6,887	$6,887
Non-Corrections/Non-Management Wtd Average					1	$3,095	$4,555	$4,555		$5,171	$6,887	$6,887
STATEWIDE Weighted Average					1	$3,095	$4,555	$4,555		$5,171	$6,887	$6,887

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
92.0%	106.9%	91.8%	100.1%	111.1%	98.3%
92.0%	106.9%	91.8%	100.1%	111.1%	98.3%
92.0%	106.9%	91.8%	100.1%	111.1%	98.3%

0725 APPRAISER ANALYST 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-ClackCo	331		Property Appraiser 1		1	$4,779	$4,956	$5,763	0.94	$7,396	$7,615	$8,616
2022-OR-DescCo	1130		PROPERTY APPRAISER I		0	$4,692		$6,287		$7,355		$9,334
2022-OR-JackCo	331		Property Appraiser I		1	$4,117	$4,117	$5,504	0.86	$6,954	$6,954	$8,673
2022-OR-LaneCo	L011		Property Appraiser 1		1	$3,988	$4,301	$5,330	0.92	$6,708	$7,095	$8,368
2022-OR-WashCo	350		Appraiser I, Property		0	$4,819		$5,859		$7,227		$8,470
2022-WA-ClarkCo	250		Real Property Appraiser I		0	$3,250		$4,142		$5,246		$6,270
County Market Average					3	$4,271	$4,458	$5,556		$6,878	$7,221	$8,456
2022-ST-CA	5439		ASSISTANT PROPERTY APPRAISER (BOARD		0	$4,550		$5,698		$6,713		$8,082
State Market Average						$4,550		$5,698		$6,713		$8,082
OVERALL WEIGHTED MARKET AVERAGE				0	3	$4,322	$4,458	$5,582		$6,848	$7,221	$8,388

OREGON COMPARISON TO MARKET

0725-Appraiser Analyst 1

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	18	1	$3,335	$5,019	$5,019	1.20	$5,453	$7,432	$7,432
Non-Corrections/Non-Management Wtd Average					1	$3,335	$5,019	$5,019		$5,453	$7,432	$7,432
STATEWIDE Weighted Average					1	$3,335	$5,019	$5,019		$5,453	$7,432	$7,432

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
77.2%	112.6%	89.9%	79.6%	102.9%	88.6%
77.2%	112.6%	89.9%	79.6%	102.9%	88.6%
77.2%	112.6%	89.9%	79.6%	102.9%	88.6%

0726 APPRAISER ANALYST 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-ClackCo	332		Property Appraiser 2		11	$5,492	$6,694	$6,973	1.07	$8,280	$9,769	$10,116
2022-OR-DescCo	1131		PROPERTY APPRAISER II		0	$5,173		$6,932		$7,951		$10,133
2022-OR-JackCo	335		Commercial Appraiser		2	$4,745	$6,179	$6,345	1.11	$7,732	$9,510	$9,715
2022-OR-JackCo	332		Property Appraiser II		4	$4,525	$5,203	$6,052	0.98	$7,459	$8,301	$9,352
2022-OR-LaneCo	L012		Property Appraiser 2		6	$4,515	$4,912	$6,027	0.93	$7,360	$7,850	$9,230
2022-OR-MultCo	6051		Property Appraiser 1		6	$4,723	$4,839	$5,784	0.92	$7,525	$7,668	$8,836
2022-OR-WashCo	351		Appraiser II, Property		0	$5,599		$6,795		$8,159		$9,589
2022-WA-ClarkCo	253		Real Property Appraiser II		2	$3,755	$4,142	$4,801	0.97	$5,826	$6,270	$7,027
2022-WA-KingCo	2612100		Residential Appraiser I		30	$5,383	$6,043	$6,824	0.99	$7,936	$8,694	$9,590
2022-WA-KingCo	2611100		Commercial Appraiser I		12	$5,645	$6,404	$7,155	1.00	$8,236	$9,108	$9,971
County Market Average					73	$5,309	$5,914	$6,709		$7,943	$8,705	$9,604
2022-CompAnalyst	FA06000589		Appraiser (Residential Real Estate)		1	$4,410	$5,649	$7,565	0.97	$6,371	$7,798	$10,005
2022-MIL-OPES	01.02		Appraiser - Commercial	5	27	$5,611	$6,782	$7,088	1.07	$8,204	$9,620	$9,992
Purchased Market Average				5	28	$5,568	$6,741	$7,105		$8,138	$9,555	$9,992
2022-ST-CA	5444		ASSOCIATE PROPERTY APPRAISER (BOARD		0	$5,470		$6,851		$7,810		$9,456
2022-ST-ID	04358		TAX APPRAISER		0	$4,361		$9,349		$6,259		$12,227
State Market Average						$5,384		$7,043		$7,690		$9,669
OVERALL WEIGHTED MARKET AVERAGE				5	101	$5,361	$6,143	$6,806		$7,957	$8,940	$9,678

OREGON COMPARISON TO MARKET

0726-Appraiser Analyst 2

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	25	4	$4,555	$5,350	$6,982	0.93	$6,887	$7,821	$9,739
Non-Corrections/Non-Management Wtd Average					4	$4,555	$5,350	$6,982		$6,887	$7,821	$9,739
STATEWIDE Weighted Average					4	$4,555	$5,350	$6,982		$6,887	$7,821	$9,739

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
85.0%	87.1%	102.6%	86.6%	87.5%	100.6%
85.0%	87.1%	102.6%	86.6%	87.5%	100.6%
85.0%	87.1%	102.6%	86.6%	87.5%	100.6%

0727 APPRAISER ANALYST 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-DescCo	1132		PROPERTY APPRAISER III		0	$5,703		$7,642		$8,609		$11,015
2022-OR-LaneCo	L013		Property Appraiser 3		7	$5,108	$5,533	$6,821	0.93	$8,093	$8,619	$10,211
2022-OR-MultCo	6042		Residential Property Appraiser 2		19	$5,784	$6,408	$7,108	0.99	$8,836	$9,607	$10,472
2022-OR-WashCo	352		Appraiser Senior, Property		0	$6,483		$7,887		$9,216		$10,895
2022-WA-ClarkCo	256		Real Property Appraiser III		9	$4,571	$5,208	$5,830	1.00	$6,762	$7,494	$8,209
2022-WA-ClarkCo	260		Commercial Appraiser Spec		2	$5,286	$6,745	$6,746	1.12	$7,584	$9,260	$9,260
2022-WA-KingCo	2611200		Commercial Appraiser II		14	$6,508	$7,663	$8,250	1.04	$9,227	$10,554	$11,227
2022-WA-KingCo	2612200		Residential Appraiser II		15	$6,207	$7,336	$7,867	1.04	$8,881	$10,178	$10,788
County Market Average					66	$5,844	$6,639	$7,367		$8,599	$9,534	$10,403
2022-ST-CA	5449		SENIOR SPECIALIST PROPERTY APPRAISER		0	$6,288		$7,869		$8,785		$10,670
2022-ST-ID	04366		TAX APPRAISER, SENIOR		5	$4,931	$6,312	$10,565	0.81	$6,941	$8,593	$13,681
2022-ST-NV	07.422		REVIEW APPRAISER		3	$4,746	$6,741	$7,073	1.14	$6,575	$8,943	$9,336
State Market Average					8	$5,769	$6,473	$8,373		$8,065	$8,724	$11,172
OVERALL WEIGHTED MARKET AVERAGE				0	74	$5,827	$6,621	$7,593		$8,479	$9,446	$10,576

OREGON COMPARISON TO MARKET

0727-Appraiser Analyst 3

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	28	29	$5,256	$7,288	$8,057	1.09	$7,711	$10,098	$11,002
Non-Corrections/Non-Management Wtd Average					29	$5,256	$7,288	$8,057		$7,711	$10,098	$11,002
STATEWIDE Weighted Average					29	$5,256	$7,288	$8,057		$7,711	$10,098	$11,002

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
90.2%	110.1%	106.1%	90.9%	106.9%	104.0%
90.2%	110.1%	106.1%	90.9%	106.9%	104.0%
90.2%	110.1%	106.1%	90.9%	106.9%	104.0%

0728 APPRAISER ANALYST 4

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-ClackCo	334		Property Appraiser, Senior		6	$6,045	$7,423	$7,665	1.08	$8,965	$10,673	$10,973
2022-OR-DescCo	9140		PROPERTY APPRAISER SR		0	$6,287		$8,426		$9,334		$11,986
2022-OR-JackCo	336		Lead Appraiser/Appraiser Spec		3	$4,976	$6,095	$6,654	1.05	$8,018	$9,405	$10,099
2022-OR-MultCo	6044		Residential Property Appraiser Senior		3	$6,318	$6,989	$7,767	0.99	$9,496	$10,325	$11,286
2022-WA-ClarkCo	259		Real Property Appraiser IV		0	$5,041		$6,427		$7,302		$8,894
2022-WA-KingCo	2613100		Appraiser - Senior		7	$7,328	$8,822	$9,288	1.06	$10,168	$11,885	$12,420
County Market Average					19	$6,084	$7,660	$7,749		$8,862	$10,864	$10,843
2022-CompAnalyst	FA06000590		Appraiser Sr. (Residential Real Estate)		1	$5,414	$6,879	$9,715	0.91	$7,528	$9,215	$12,482
Purchased Market Average					1	$5,414	$6,879	$9,715		$7,528	$9,215	$12,482
2022-ST-ID	04357		TAX APRSR, CONSULTG		5	$4,931	$6,741	$10,565	0.87	$6,941	$9,106	$13,681
State Market Average					5	$4,931	$6,741	$10,565		$6,941	$9,106	$13,681
OVERALL WEIGHTED MARKET AVERAGE				0	25	$5,894	$7,445	$8,221		$8,540	$10,447	$11,308

OREGON COMPARISON TO MARKET

0728-Appraiser Analyst 4

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	31	12	$6,051	$8,667	$9,293	1.13	$8,645	$11,718	$12,454
Non-Corrections/Non-Management Wtd Average					12	$6,051	$8,667	$9,293		$8,645	$11,718	$12,454
STATEWIDE Weighted Average					12	$6,051	$8,667	$9,293		$8,645	$11,718	$12,454

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
102.7%	116.4%	113.0%	101.2%	112.2%	110.1%
102.7%	116.4%	113.0%	101.2%	112.2%	110.1%
102.7%	116.4%	113.0%	101.2%	112.2%	110.1%

0758 SUPPLY SPECIALIST 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-LaneCo	C030		Stores Clerk		2	$3,798	$4,008	$5,072	0.90	$6,472	$6,733	$8,048
2022-OR-MultCo	6109		Inventory/Stores Specialist 1		6	$3,638	$4,099	$4,455	1.01	$6,185	$6,754	$7,193
2022-WA-ClarkCo	504		Central Stores Assistant		1	$3,175	$3,690	$4,049	1.02	$5,159	$5,750	$6,162
County Market Average					9	$3,622	$4,034	$4,547		$6,135	$6,638	$7,269
2022-MIL-NWHCS	09.11		Storekeeper	45	127	$2,983	$3,561	$4,468	0.96	$4,727	$5,393	$6,438
2022-MIL-PACS	01.17		Supply Clerk	9	38	$3,100	$3,976	$4,468	1.05	$4,863	$5,871	$6,438
2022-TwrsWtsn	ASC025-U2		Inventory Control	16	73		$3,833				$5,707	
Purchased Market Average				70	238	$3,013	$3,711	$4,468		$4,762	$5,566	$6,438
2022-ST-ID	01546		STOREKEEPER		37	$2,617	$3,567	$5,617	0.87	$4,173	$5,310	$7,761
2022-ST-NV	02.827		SUPPLY ASSISTANT		6	$2,663	$2,957	$3,829	0.91	$4,104	$4,453	$5,488
State Market Average					43	$2,623	$3,482	$5,367		$4,163	$5,190	$7,444
OVERALL WEIGHTED MARKET AVERAGE				70	290	$2,956	$3,687	$4,666		$4,695	$5,543	$6,693

OREGON COMPARISON TO MARKET

0758-Supply Specialist 1

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
OAI	SEIU STRIKEABLE INST COALITION	A	P	14	3	$3,005	$3,867	$4,155	1.08	$5,065	$6,079	$6,417	101.6%	104.9%	89.1%	107.9%	109.7%	95.9%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	14	4	$3,005	$4,155	$4,155	1.16	$5,065	$6,417	$6,417	101.6%	112.7%	89.1%	107.9%	115.8%	95.9%
Non-Corrections/Non-Management Wtd Average					7	$3,005	$4,032	$4,155		$5,065	$6,272	$6,417	101.6%	109.4%	89.1%	107.9%	113.1%	95.9%
STATEWIDE Weighted Average					7	$3,005	$4,032	$4,155		$5,065	$6,272	$6,417	101.6%	109.4%	89.1%	107.9%	113.1%	95.9%

0759 SUPPLY SPECIALIST 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-LaneCo	C031		Stores Clerk, Sr		6	$4,091	$4,543	$5,469	0.95	$6,835	$7,395	$8,539
2022-OR-MultCo	6104		Inventory/Stores Specialist 3		0	$4,455		$5,460		$7,193		$8,436
2022-OR-WashCo	430		Stores Clerk, Senior		0	$4,645		$5,512		$7,019		$8,056
2022-WA-KingCo	4112100		Transit Parts Specialist		16	$4,389	$5,964	$6,268	1.12	$6,793	$8,603	$8,952
2022-WA-ThrstnCo	0613		Central Stores Specialist		0	$4,276		$5,078		$6,330		$7,252
County Market Average					22	$4,315	$5,577	$5,888		$6,791	$8,273	$8,635
2022-TwrsWtsn	ASC025-U3		Inventory Control	9	14		$4,332				$6,281	
Purchased Market Average				9	14		$4,332				$6,281	
2022-ST-NV	02.824		SUPPLY TECHNICIAN 2		16	$3,121	$3,929	$4,546	1.02	$4,647	$5,606	$6,338
State Market Average					16	$3,121	$3,929	$4,546		$4,647	$5,606	$6,338
OVERALL WEIGHTED MARKET AVERAGE				9	52	$3,884	$4,735	$5,404		$6,017	$6,916	$7,806

OREGON COMPARISON TO MARKET

0759-Supply Specialist 2

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
AAON	AFSCME AT DOC SECURITY PLUS	A	P	20	53	$4,386	$6,107	$6,347	1.14	$6,688	$8,711	$8,993	112.9%	129.0%	117.5%	111.2%	125.9%	115.2%
CP	AOCE AT DOC NONSECURITY	A	P	20	4	$4,256	$6,134	$6,134	1.18	$6,536	$8,742	$8,742	109.6%	129.6%	113.5%	108.6%	126.4%	112.0%
Corrections Wtd Average					57	$4,377	$6,109	$6,332		$6,678	$8,713	$8,975	112.7%	129.0%	117.2%	111.0%	126.0%	115.0%
AL	AFSCME AT LIQUOR CONTROL COMM	A	P	20	2	$3,627	$5,137	$5,501	1.13	$5,796	$7,570	$7,999	93.4%	108.5%	101.8%	96.3%	109.5%	102.5%
AO	AFSCME OR ST POLICE-SUPP UNIT	A	P	20T	1	$3,627	$5,501	$5,501	1.21	$5,796	$7,999	$7,999	93.4%	116.2%	101.8%	96.3%	115.6%	102.5%
AS	OR PUB SAFETY ASSOC AT DPSST	A	P	20	1	$3,627	$3,962	$5,501	0.87	$5,796	$6,190	$7,999	93.4%	83.7%	101.8%	96.3%	89.5%	102.5%
AU	AFSCME AT MILITARY	A	P	20	1	$3,627	$3,962	$5,501	0.87	$5,796	$6,190	$7,999	93.4%	83.7%	101.8%	96.3%	89.5%	102.5%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	20	12	$3,629	$5,224	$5,503	1.14	$5,799	$7,672	$8,001	93.4%	110.3%	101.8%	96.4%	110.9%	102.5%
OAI	SEIU STRIKEABLE INST COALITION	A	P	20	10	$3,629	$5,335	$5,503	1.17	$5,799	$7,804	$8,001	93.4%	112.7%	101.8%	96.4%	112.8%	102.5%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	20	7	$3,629	$5,363	$5,503	1.17	$5,799	$7,837	$8,001	93.4%	113.3%	101.8%	96.4%	113.3%	102.5%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	20	12	$3,629	$5,149	$5,503	1.13	$5,799	$7,584	$8,001	93.4%	108.7%	101.8%	96.4%	109.7%	102.5%
Non-Corrections/Non-Management Wtd Average					46	$3,629	$5,197	$5,503		$5,798	$7,641	$8,001	93.4%	109.8%	101.8%	96.4%	110.5%	102.5%

	STATEWIDE Weighted Average	103	$4,043	$5,702	$5,962		$6,285	$8,234	$8,540	104.1%	120.4%	110.3%	104.5%	119.1%	109.4%

0761 RIGHT OF WAY AGENT 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-ClackCo	156		Right-of-Way Agent 2		2	$5,606	$6,306	$7,072	0.99	$8,422	$9,289	$10,238
2022-OR-WashCo	327		Right-of-Way Agent II		0	$6,327		$7,696		$9,030		$10,667
2022-WA-ClarkCo	208		Real Property Agent II		0	$4,826		$6,149		$7,055		$8,575
2022-WA-KingCo	2634200		Real Property Agent II		4	$6,043	$7,194	$7,660	1.05	$8,694	$10,015	$10,551
2022-WA-ThrstnCo	1533		Right of Way Agent II		0	$4,839		$6,437		$6,977		$8,813
County Market Average					6	$5,739	$6,898	$7,241		$8,310	$9,773	$10,073
2022-MIL-ENG	2-502		Right of Way Agent II	7	22	$5,483	$6,741	$8,375	0.97	$7,608	$9,056	$10,939
Purchased Market Average				7	22	$5,483	$6,741	$8,375		$7,608	$9,056	$10,939
2022-ST-CA	4965		ASSOCIATE RIGHT OF WAY AGENT		0	$5,744		$7,194		$8,137		$9,865
2022-ST-ID	04678		RIGHT-OF-WAY AGENT		3	$4,361	$5,340	$9,349	0.78	$6,259	$7,430	$12,227
2022-ST-NV	07.437		RIGHT-OF-WAY AGENT 2		4	$4,169	$4,419	$6,180	0.85	$5,891	$6,187	$8,277
2022-ST-WA	179K		PROPERTY & ACQUISITION SPECIALIST 3		22	$4,294	$5,753	$5,773	1.14	$6,157	$7,832	$7,856
State Market Average					29	$5,191	$5,526	$6,736		$7,379	$7,564	$9,200
OVERALL WEIGHTED MARKET AVERAGE				7	57	$5,264	$6,140	$6,980		$7,469	$8,372	$9,481

OREGON COMPARISON TO MARKET

0761-Right of Way Agent 1

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	27	14	$5,034	$7,425	$7,809	1.16	$7,450	$10,259	$10,711	95.6%	120.9%	111.9%	99.7%	122.5%	113.0%
Non-Corrections/Non-Management Wtd Average					14	$5,034	$7,425	$7,809		$7,450	$10,259	$10,711	95.6%	120.9%	111.9%	99.7%	122.5%	113.0%
STATEWIDE Weighted Average					14	$5,034	$7,425	$7,809		$7,450	$10,259	$10,711	95.6%	120.9%	111.9%	99.7%	122.5%	113.0%

0762 RIGHT OF WAY AGENT 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-ClackCo	155		Right-of-Way Agent, Senior		0	$6,757		$8,526		$9,847		$12,040
2022-OR-MultCo	6211		Right-Of-Way Permits Specialist		1	$6,500	$8,322	$8,003	1.15	$9,721	$11,972	$11,577
2022-WA-ClarkCo	210		Real Property Agent III		1	$5,316	$6,002	$6,784	0.99	$7,618	$8,406	$9,304
2022-WA-KingCo	2634300		Real Property Agent III		8	$6,968	$8,511	$8,832	1.08	$9,755	$11,528	$11,896
2022-WA-ThrstnCo	1530		Right of Way Agent III		0	$5,336		$7,097		$7,547		$9,570
County Market Average					10	$6,537	$8,241	$8,320		$9,255	$11,260	$11,325
2022-CompAnalyst	LE11000047		Right of Way Agent		1	$5,724	$7,347	$8,134	1.06	$7,885	$9,754	$10,660
2022-MIL-ENG	2-503		Right of Way Agent - Senior	12	41	$6,200	$7,753	$9,724	0.97	$8,433	$10,221	$12,492
2022-MIL-NWMGT	06.27		Right-of-Way Agent	12	50	$6,165	$7,489	$8,444	1.03	$8,392	$9,918	$11,018
Purchased Market Average				24	92	$6,173	$7,605	$8,868		$8,402	$10,051	$11,506
2022-ST-CA	4962		SENIOR RIGHT OF WAY AGENT		0	$6,801		$8,452		$9,397		$11,365
2022-ST-ID	04675		RIGHT-OF-WAY AGENT,SR		8	$4,931	$6,493	$10,565	0.84	$6,941	$8,809	$13,681
2022-ST-NV	07.436		RIGHT-OF-WAY AGENT 3		8	$4,546	$5,869	$6,760	1.04	$6,338	$7,907	$8,965
2022-ST-WA	179M		PROPERTY & ACQUISITION SPECIALIST 5		49	$4,982	$6,749	$6,700	1.16	$6,947	$8,976	$8,920
State Market Average					65	$5,970	$6,609	$7,891		$8,280	$8,824	$10,545
OVERALL WEIGHTED MARKET AVERAGE				24	167	$6,084	$7,255	$8,335		$8,378	$9,646	$10,999

OREGON COMPARISON TO MARKET

0762-Right of Way Agent 2

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	30	29	$5,829	$8,662	$9,037	1.17	$8,384	$11,714	$12,154	95.8%	119.4%	108.4%	100.1%	121.4%	110.5%
Non-Corrections/Non-Management Wtd Average					29	$5,829	$8,662	$9,037		$8,384	$11,714	$12,154	95.8%	119.4%	108.4%	100.1%	121.4%	110.5%
STATEWIDE Weighted Average					29	$5,829	$8,662	$9,037		$8,384	$11,714	$12,154	95.8%	119.4%	108.4%	100.1%	121.4%	110.5%

0770 STATE PROCUREMENT ANALYST

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-ST-ID	04859		BUYER, DIV OF PURCHASING		4	$3,865	$4,849	$8,277	0.80	$5,666	$6,843	$10,945
2022-ST-NV	07.302		PURCHASING OFFICER 1		1	$4,350	$5,601	$6,459	1.04	$6,105	$7,590	$8,608
2022-ST-WA	114H		PROCUREMENT & SUPPLY SPECIALIST 4		9	$4,630	$6,602	$6,226	1.22	$6,543	$8,807	$8,376
State Market Average					14	$4,391	$6,029	$6,829		$6,261	$8,159	$9,126
OVERALL WEIGHTED MARKET AVERAGE				0	14	$4,391	$6,029	$6,829		$6,261	$8,159	$9,126

OREGON COMPARISON TO MARKET

0770-State Procurement Analyst

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	30	14	$5,771	$8,445	$8,870	1.15	$8,316	$11,458	$11,957
Non-Corrections/Non-Management Wtd Average					14	$5,771	$8,445	$8,870		$8,316	$11,458	$11,957
STATEWIDE Weighted Average					14	$5,771	$8,445	$8,870		$8,316	$11,458	$11,957

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
131.4%	140.1%	129.9%	132.8%	140.4%	131.0%
131.4%	140.1%	129.9%	132.8%	140.4%	131.0%
131.4%	140.1%	129.9%	132.8%	140.4%	131.0%

0782 PARTS SPECIALIST 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-LaneCo	C039		Fleet Svcs Purchasing Spec		2	$3,588	$4,625	$4,625	1.13	$6,213	$7,495	$7,495
County Market Average					2	$3,588	$4,625	$4,625		$6,213	$7,495	$7,495
2022-ST-CA	6220	A	WAREHOUSE WORKER		0	$3,284		$3,750		$5,205		$5,760
2022-ST-ID	01548		SHIP & REC MTRLS HANDLER		5	$2,005	$3,217	$4,293	1.02	$3,441	$4,891	$6,178
2022-ST-WA	117I		WAREHOUSE OPERATOR 1		5	$2,928	$3,326	$3,365	1.06	$4,587	$5,044	$5,089
State Market Average					10	$2,995	$3,271	$3,834		$4,796	$4,968	$5,797
OVERALL WEIGHTED MARKET AVERAGE				0	12	$3,012	$3,497	$3,856		$4,837	$5,389	$5,845

OREGON COMPARISON TO MARKET

Worker Data as of:

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
	STATEWIDE Weighted Average											

MARKET COMPARISONS					
Salary			Salary and Benefits		
SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Currently no Oregon employees

0799 VETERANS SERVICE OFFICER

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-ClackCo	230		Veterans Services Officer		3	$4,779	$5,931	$6,045	1.10	$7,396	$8,824	$8,965
2022-OR-DescCo	9070		VETERANS' SERVICES OFFICER		0	$4,926		$6,602		$7,646		$9,724
2022-OR-LaneCo	B055		Assist Veterans Services Coord		3	$3,988	$4,470	$5,330	0.96	$6,708	$7,304	$8,368
2022-OR-MultCo	6290		Veterans Services Officer		4	$4,862	$5,156	$5,952	0.95	$7,697	$8,060	$9,044
2022-OR-WashCo	051		Veterans Services Coordinator		0	$5,200		$6,309		$7,683		$9,009
County Market Average					10	$4,800	$5,183	$6,040		$7,459	$8,063	$8,980
2022-ST-ID	09434		VETERANS SVC OFCR		15	$3,452	$4,525	$7,395	0.83	$5,172	$6,455	$9,889
2022-ST-NV	12.437		VETERANS SERVICE OFFICER 1		13	$3,829	$4,489	$5,651	0.95	$5,488	$6,271	$7,649
2022-ST-WA	163U		VETERANS BENEFIT SPECIALIST 2		15	$3,452	$4,404	$4,626	1.09	$5,189	$6,282	$6,538
State Market Average					43	$3,561	$4,472	$5,845		$5,270	$6,339	$7,976
OVERALL WEIGHTED MARKET AVERAGE				0	53	$3,901	$4,606	$5,899		$5,870	$6,664	$8,251

OREGON COMPARISON TO MARKET

0799-Veterans Service Officer

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	23	5	$4,155	$5,822	$6,350	1.11	$6,417	$8,375	$8,996
Non-Corrections/Non-Management Wtd Average					5	$4,155	$5,822	$6,350		$6,417	$8,375	$8,996
STATEWIDE Weighted Average					5	$4,155	$5,822	$6,350		$6,417	$8,375	$8,996

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
106.5%	126.4%	107.7%	109.3%	125.7%	109.0%
106.5%	126.4%	107.7%	109.3%	125.7%	109.0%
106.5%	126.4%	107.7%	109.3%	125.7%	109.0%

0800 STATE FAIR REPRESENTATIVE

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	Insufficient Market Emp Avg X
2022-OR-DescCo	9089		FAIR COORDINATOR		0	$5,703		$7,642		$8,609		$11,015	
2022-OR-WashCo	081		Fair Complex Marketing and Events Coordinator		0	$6,497		$7,894		$9,234		$10,904	
2022-OR-WashCo	648		Event Services Coordinator		0	$5,876		$7,141		$8,491		$10,004	
County Market Average						$6,025		$7,559		$8,778		$10,641	
OVERALL WEIGHTED MARKET AVERAGE				0	0	$6,025		$7,559		$8,778		$10,641	

OREGON COMPARISON TO MARKET

Worker Data as of:

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
													0.0%		0.0%	0.0%		0.0%
													0.0%		0.0%	0.0%		0.0%
	STATEWIDE Weighted Average												0.0%		0.0%	0.0%		0.0%

Currently no Oregon employees

0806 OFFICE MANAGER 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-ClackCo	633		Office Supervisor		7	$5,328	$6,369	$7,193	1.02	$8,077	$9,367	$10,388
County Market Average					7	$5,328	$6,369	$7,193		$8,077	$9,367	$10,388
2022-CompAnalyst	OF13000019		Office Manager		1	$5,314	$6,820	$8,335	1.01	$7,412	$9,147	$10,892
2022-MIL-OPES	04.05		Administrative Supervisor	16	33	$5,389	$6,140	$7,270	0.97	$7,935	$8,844	$10,212
2022-MIL-PACS	01.18b		Office Manager	14	30	$5,839	$6,930	$8,786	0.95	$8,017	$9,274	$11,411
Purchased Market Average				30	64	$5,592	$6,521	$7,975		$7,964	$9,050	$10,767
2022-ST-CA	4973		BUSINESS SERVICE OFFICER II (SUPERVISC		0	$4,898		$6,077		$7,129		$8,533
2022-ST-ID	01101		OFFICE SERVICES SUPV 2		11	$3,865	$5,146	$8,277	0.85	$5,666	$7,199	$10,945
2022-ST-WA	106L		OFFICE SERVICES MANAGER 2		2	$3,795	$4,812	$5,106	1.08	$5,583	$6,751	$7,089
State Market Average					13	$4,252	$5,095	$7,137		$6,215	$7,130	$9,659
OVERALL WEIGHTED MARKET AVERAGE				30	84	$5,273	$6,288	$7,730		$7,582	$8,779	$10,491

OREGON COMPARISON TO MARKET

0806-Office Manager 2

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
MMN	MGT SVC NONSUPERVISORY	A	P	22	1	$4,277	$4,941	$6,282	0.94	$6,560	$7,340	$8,916
MMS	MGT SVC SUPERVISORY	A	P	22	30	$4,277	$5,709	$6,282	1.08	$6,560	$8,243	$8,916
Management Wtd Average					31	$4,277	$5,684	$6,282		$6,560	$8,213	$8,916
STATEWIDE Weighted Average					31	$4,277	$5,684	$6,282		$6,560	$8,213	$8,916

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
81.1%	78.6%	81.3%	86.5%	83.6%	85.0%
81.1%	90.8%	81.3%	86.5%	93.9%	85.0%
81.1%	90.4%	81.3%	86.5%	93.6%	85.0%
81.1%	90.4%	81.3%	86.5%	93.6%	85.0%

0807 OFFICE MANAGER 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-CompAnalyst	OF13000081		Office Manager, Senior		1	$5,649	$7,648	$9,155	1.05	$7,798	$10,101	$11,836
Purchased Market Average					1	$5,649	$7,648	$9,155		$7,798	$10,101	$11,836
2022-ST-CA	4785		BUSINESS SERVICE OFFICER III		0	$5,369		$6,671		$7,690		$9,242
State Market Average						$5,369		$6,671		$7,690		$9,242
OVERALL WEIGHTED MARKET AVERAGE				0	1	$5,509	$7,648	$7,913		$7,744	$10,101	$10,539

OREGON COMPARISON TO MARKET

0807-Office Manager 3

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
MMN	MGT SVC NONSUPERVISORY	A	P	25	1	$4,941	$7,274	$7,274	1.19	$7,340	$10,082	$10,082
MMS	MGT SVC SUPERVISORY	A	P	25	21	$4,941	$6,765	$7,274	1.11	$7,340	$9,484	$10,082
Management Wtd Average					22	$4,941	$6,789	$7,274		$7,340	$9,511	$10,082
STATEWIDE Weighted Average					22	$4,941	$6,789	$7,274		$7,340	$9,511	$10,082

MARKET COMPARISONS					
Salary			Salary and Benefits		
SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
89.7%	95.1%	91.9%	94.8%	99.8%	95.7%
89.7%	88.5%	91.9%	94.8%	93.9%	95.7%
89.7%	88.8%	91.9%	94.8%	94.2%	95.7%
89.7%	88.8%	91.9%	94.8%	94.2%	95.7%

0830 EXECUTIVE ASSISTANT

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-DescCo	9035		ADMINISTRATIVE ASSISTANT		0	$4,468		$5,988		$7,077		$8,963
2022-OR-LaneCo	N7010		Administrative Support Spec		0	$3,978		$5,847		$6,695		$9,007
2022-OR-WashCo	044		Executive Assistant		0	$5,884		$7,150		$8,500		$10,015
2022-WA-ThrstnCo	0335		Commissioner's Executive Aide		0	$4,939		$6,586		$7,092		$8,983
County Market Average						$4,666		$6,197		$7,209		$9,079
2022-CompAnalyst	OF13000004		Executive Assistant III		1	$5,180	$6,929	$8,100	1.05	$7,258	$9,272	$10,622
2022-MIL-NWHCS	13.13c		Executive Assistant to CEO	74	84	$5,002	$6,765	$7,410	1.09	$7,053	$9,084	$9,827
2022-MIL-PACS	01.13		Executive Assistant to CEO	32	33	$5,451	$7,275	$8,134	1.07	$7,570	$9,671	$10,661
Purchased Market Average				106	118	$5,129	$6,909	$7,618		$7,199	$9,250	$10,067
2022-ST-WA	105H		ADMINISTRATIVE ASSISTANT 4		91	$3,531	$4,533	$4,741	1.10	$5,280	$6,431	$6,670
State Market Average					91	$3,531	$4,533	$4,741		$5,280	$6,431	$6,670
OVERALL WEIGHTED MARKET AVERAGE				106	209	$4,433	$5,875	$6,317		$6,409	$8,022	$8,587

OREGON COMPARISON TO MARKET

0830-Executive Assistant

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
MENN	EXEC SVC NONSUPERVISORY	A	P	25	23	$4,941	$6,567	$7,274	1.08	$7,340	$9,252	$10,082	111.5%	111.8%	115.2%	114.5%	115.3%	117.4%
MESN	EXEC SVC SUPERVISORY	A	P	25	1	$4,941	$6,930	$7,274	1.13	$7,340	$9,678	$10,082	111.5%	118.0%	115.2%	114.5%	120.6%	117.4%
MMN	MGT SVC NONSUPERVISORY	A	P	25	3	$4,941	$6,267	$7,274	1.03	$7,340	$8,899	$10,082	111.5%	106.7%	115.2%	114.5%	110.9%	117.4%
Management Wtd Average					27	$4,941	$6,547	$7,274		$7,340	$9,228	$10,082	111.5%	111.5%	115.2%	114.5%	115.0%	117.4%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	25	1	$4,555	$6,350	$6,982	1.10	$6,887	$8,996	$9,739	102.8%	108.1%	110.5%	107.4%	112.1%	113.4%
Non-Corrections/Non-Management Wtd Average					1	$4,555	$6,350	$6,982		$6,887	$8,996	$9,739	102.8%	108.1%	110.5%	107.4%	112.1%	113.4%
STATEWIDE Weighted Average					28	$4,927	$6,540	$7,264		$7,324	$9,220	$10,070	111.2%	111.3%	115.0%	114.3%	114.9%	117.3%

0841 RETIREMENT COUNSELOR 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-ST-CA	5203	C	RETIREMENT PROGRAM SPECIALIST I		0	$4,126		$5,166		$6,208		$7,447
2022-ST-ID	08908		RETIREMENT SPEC		8	$3,452	$3,881	$7,395	0.72	$5,172	$5,685	$9,889
2022-ST-NV	07.120		RETIREMENT EXAMINER 1		8	$3,829	$4,257	$5,651	0.90	$5,488	$5,996	$7,649
2022-ST-WA	163M		RETIREMENT SPECIALIST 2		17	$3,614	$4,415	$4,857	1.04	$5,375	$6,295	$6,803
State Market Average					33	$3,679	$4,247	$5,591		$5,444	$6,075	$7,699
OVERALL WEIGHTED MARKET AVERAGE				0	33	$3,679	$4,247	$5,591		$5,444	$6,075	$7,699

OREGON COMPARISON TO MARKET

0841-Retirement Counselor 1

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	20	80	$3,629	$4,722	$5,503	1.03	$5,799	$7,083	$8,001
Non-Corrections/Non-Management Wtd Average					80	$3,629	$4,722	$5,503		$5,799	$7,083	$8,001
STATEWIDE Weighted Average					80	$3,629	$4,722	$5,503		$5,799	$7,083	$8,001

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
98.6%	111.2%	98.4%	106.5%	116.6%	103.9%
98.6%	111.2%	98.4%	106.5%	116.6%	103.9%
98.6%	111.2%	98.4%	106.5%	116.6%	103.9%

0842 RETIREMENT COUNSELOR 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	Insufficient Market (Emp Avg X)
2022-ST-CA	5188		RETIREMENT PROGRAM SPECIALIST II (TEC		0	$4,962		$6,211		$7,205		$8,694	
2022-ST-NV	07.131		RETIREMENT EXAMINER 2		1	$4,169	$4,728	$6,180	0.91	$5,891	$6,554	$8,277	
2022-ST-WA	163N		RETIREMENT SPECIALIST 3		2	$3,795	$5,034	$5,106	1.13	$5,583	$7,007	$7,089	
State Market Average					3	$4,365	$4,932	$5,693		$6,361	$6,856	$7,917	
OVERALL WEIGHTED MARKET AVERAGE				0	3	$4,365	$4,932	$5,693		$6,361	$6,856	$7,917	

OREGON COMPARISON TO MARKET

0842-Retirement Counselor 2

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	22	48	$3,964	$5,424	$6,051	1.08	$6,192	$7,908	$8,645
Non-Corrections/Non-Management Wtd Average					48	$3,964	$5,424	$6,051		$6,192	$7,908	$8,645
STATEWIDE Weighted Average					48	$3,964	$5,424	$6,051		$6,192	$7,908	$8,645

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
90.8%		106.3%	97.4%		109.2%
90.8%		106.3%	97.4%		109.2%
90.8%		106.3%	97.4%		109.2%

0854 PROJECT MANAGER 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-JackCo	1341		Project/Program Coordinator II		7	$5,633	$6,579	$7,184	1.03	$8,833	$10,005	$10,755
2022-WA-KingCo	2441100		Project/Program Manager I		47	$5,820	$6,543	$7,322	1.00	$8,437	$9,268	$10,162
County Market Average					54	$5,789	$6,548	$7,299		$8,503	$9,363	$10,261
2022-CompAnalyst	SC16000563		Project Planner I		1	$4,100	$5,540	$6,335	1.05	$6,015	$7,673	$8,588
2022-MIL-ENG	4-901		Project Manager - General / Other I	7	28	$5,433	$6,760	$8,708	0.96	$7,550	$9,078	$11,321
2022-TwrsWtsn	APM000-P1		Project/Program Management Generalist/Multidi	18	47		$5,925				$8,117	
Purchased Market Average				25	76	$5,387	$6,228	$8,626		$7,497	$8,465	$11,227
2022-ST-ID	02913		PROJECT COORDINATOR		37	$4,361	$5,578	$9,349	0.81	$6,259	$7,716	$12,227
State Market Average					37	$4,361	$5,578	$9,349		$6,259	$7,716	$12,227
OVERALL WEIGHTED MARKET AVERAGE				25	167	$5,207	$6,187	$8,339		$7,487	$8,590	$11,174

OREGON COMPARISON TO MARKET

0854-Project Manager 1

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
MMN	MGT SVC NONSUPERVISORY	A	P	27	1	$5,432	$7,274	$8,015	1.08	$7,917	$10,082	$10,953	104.3%	117.6%	96.1%	105.8%	117.4%	98.0%
Management Wtd Average					1	$5,432	$7,274	$8,015		$7,917	$10,082	$10,953	104.3%	117.6%	96.1%	105.8%	117.4%	98.0%
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	27	4	$5,034	$7,463	$7,809	1.16	$7,450	$10,304	$10,711	96.7%	120.6%	93.6%	99.5%	120.0%	95.9%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	27	11	$5,019	$6,535	$7,678	1.03	$7,432	$9,214	$10,557	96.4%	105.6%	92.1%	99.3%	107.3%	94.5%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	27	1	$5,019	$6,664	$7,678	1.05	$7,432	$9,365	$10,557	96.4%	107.7%	92.1%	99.3%	109.0%	94.5%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	27	6	$5,019	$6,995	$7,678	1.10	$7,432	$9,754	$10,557	96.4%	113.0%	92.1%	99.3%	113.6%	94.5%
UA	UNREPRESENTED	A	P	27	2	$5,014	$6,721	$7,673	1.06	$7,426	$9,432	$10,551	96.3%	108.6%	92.0%	99.2%	109.8%	94.4%
Non-Corrections/Non-Management Wtd Average					24	$5,021	$6,825	$7,699		$7,435	$9,555	$10,582	96.4%	110.3%	92.3%	99.3%	111.2%	94.7%
STATEWIDE Weighted Average					25	$5,038	$6,843	$7,712		$7,454	$9,576	$10,597	96.7%	110.6%	92.5%	99.6%	111.5%	94.8%

0855 PROJECT MANAGER 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-MultCo	6063		Project Manager Represented		41	$6,694	$7,667	$8,240	1.03	$9,960	$11,162	$11,871
2022-OR-WashCo	319A		Project Manager		0	$7,904		$9,620		$10,916		$12,968
2022-WA-KingCo	2441200		Project/Program Manager II		212	$6,463	$7,518	$8,133	1.03	$9,176	$10,388	$11,093
County Market Average					253	$6,528	$7,542	$8,179		$9,334	$10,513	$11,253
2022-CompAnalyst	SC16000564		Project Planner II		1	$5,004	$6,703	$7,933	1.05	$7,056	$9,012	$10,429
2022-MIL-ENG	4-902		Project Manager - General / Other II	47	303	$6,484	$7,851	$10,047	0.95	$8,760	$10,335	$12,864
2022-MIL-NWMGT	05.24b		Project Manager I	52	303	$6,389	$7,892	$9,671	0.98	$8,651	$10,382	$12,430
2022-TwrsWtsn	APM000-P2		Project/Program Management Generalist/Multidi	32	120		$6,839				$9,169	
Purchased Market Average				131	727	$6,434	$7,700	$9,855		$8,702	$10,160	$12,643
2022-ST-ID	05567		PROJECT MANAGER 1		47	$5,448	$7,072	$11,674	0.83	$7,560	$9,503	$15,009
State Market Average					47	$5,448	$7,072	$11,674		$7,560	$9,503	$15,009
OVERALL WEIGHTED MARKET AVERAGE				131	1,027	$6,408	$7,632	$9,449		$8,830	$10,217	$12,353

OREGON COMPARISON TO MARKET

0855-Project Manager 2

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
MMN	MGT SVC NONSUPERVISORY	A	P	30	2	$6,282	$7,823	$9,264	1.01	$8,916	$10,727	$12,420
MMS	MGT SVC SUPERVISORY	A	P	30	1	$6,282	$9,264	$9,264	1.19	$8,916	$12,420	$12,420
Management Wtd Average					3	$6,282	$8,303	$9,264		$8,916	$11,291	$12,420
AD	AFSCME AT ENVIRONMENTAL QUAL	A	P	30	2	$5,768	$8,461	$8,868	1.16	$8,312	$11,476	$11,955
AO	AFSCME OR ST POLICE-SUPP UNIT	A	P	30	1	$5,768	$8,449	$8,868	1.15	$8,312	$11,463	$11,955
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	30	3	$5,829	$9,037	$9,037	1.22	$8,384	$12,154	$12,154
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	30	16	$5,771	$7,320	$8,870	1.00	$8,316	$10,136	$11,957
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	30	4	$5,771	$8,870	$8,870	1.21	$8,316	$11,957	$11,957
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	30	13	$5,771	$8,111	$8,870	1.11	$8,316	$11,065	$11,957
Non-Corrections/Non-Management Wtd Average					39	$5,775	$7,962	$8,883		$8,321	$10,891	$11,972
STATEWIDE Weighted Average					42	$5,811	$7,986	$8,910		$8,363	$10,919	$12,004

MARKET COMPARISONS

Salary SR Min to SR Min	Salary Avg to Avg	Salary SR Max to SR Max	Salary and Benefits SR Min to SR Min	Salary and Benefits Avg to Avg	Salary and Benefits SR Max to SR Max
98.0%	102.5%	98.0%	101.0%	105.0%	100.5%
98.0%	121.4%	98.0%	101.0%	121.6%	100.5%
98.0%	108.8%	98.0%	101.0%	110.5%	100.5%
90.0%	110.9%	93.9%	94.1%	112.3%	96.8%
90.0%	110.7%	93.9%	94.1%	112.2%	96.8%
91.0%	118.4%	95.6%	94.9%	119.0%	98.4%
90.1%	95.9%	93.9%	94.2%	99.2%	96.8%
90.1%	116.2%	93.9%	94.2%	117.0%	96.8%
90.1%	106.3%	93.9%	94.2%	108.3%	96.8%
90.1%	104.3%	94.0%	94.2%	106.6%	96.9%
90.7%	104.6%	94.3%	94.7%	106.9%	97.2%

0856 PROJECT MANAGER 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-MultCo	9063		Project Manager (NR)		5	$6,014	$8,845	$9,022	1.18	$9,121	$12,618	$12,836
2022-OR-WashCo	319B		Project Manager, Senior		0	$8,739		$10,618		$11,914		$14,161
2022-WA-KingCo	2441300		Project/Program Manager III		378	$7,360	$7,697	$9,275	0.93	$10,205	$10,593	$12,405
County Market Average					383	$7,367	$7,712	$9,296		$10,222	$10,620	$12,443
2022-CompAnalyst	SC16000565		Project Planner III		1	$6,711	$8,946	$10,703	1.03	$9,022	$11,595	$13,619
2022-MIL-ENG	4-903		Project Manager - General / Other - Senior	48	294	$7,534	$9,123	$11,410	0.96	$9,970	$11,800	$14,434
2022-MIL-NWMGT	05.24a		Project Manager II	58	411	$7,457	$9,435	$11,137	1.01	$9,880	$12,159	$14,119
2022-MIL-PACS	04.46		Project Manager	23	160	$6,180	$7,865	$9,730	0.99	$8,411	$10,350	$12,499
2022-TwrsWtsn	APM000-P3		Project/Program Management Generalist/Multidi	41	185		$8,239				$10,782	
Purchased Market Average				170	1,051	$7,235	$8,898	$10,960		$9,625	$11,540	$13,916
2022-ST-ID	05568		PROJECT MANAGER 2		33	$5,903	$7,880	$12,652	0.85	$8,103	$10,469	$16,178
State Market Average					33	$5,903	$7,880	$12,652		$8,103	$10,469	$16,178
OVERALL WEIGHTED MARKET AVERAGE				170	1,467	$7,240	$8,565	$10,494		$9,768	$11,276	$13,524

OREGON COMPARISON TO MARKET

0856-Project Manager 3

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
MMC	MGT SVC NSUPV CONFIDENTIAL	A	P	32	1	$6,930	$9,264	$10,203	1.08	$9,678	$12,420	$13,524	95.7%	108.2%	97.2%	99.1%	110.2%	100.0%
MMN	MGT SVC NONSUPERVISORY	A	P	32	33	$6,930	$9,697	$10,203	1.13	$9,678	$12,929	$13,524	95.7%	113.2%	97.2%	99.1%	114.7%	100.0%
Management Wtd Average					34	$6,930	$9,684	$10,203		$9,678	$12,914	$13,524	95.7%	113.1%	97.2%	99.1%	114.5%	100.0%
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	32	1	$6,424	$9,966	$9,966	1.22	$9,083	$13,245	$13,245	88.7%	116.4%	95.0%	93.0%	117.5%	97.9%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	32	3	$6,350	$9,751	$9,751	1.21	$8,996	$12,993	$12,993	87.7%	113.8%	92.9%	92.1%	115.2%	96.1%
OAI	SEIU STRIKEABLE INST COALITION	A	P	32	1	$6,350	$9,751	$9,751	1.21	$8,996	$12,993	$12,993	87.7%	113.8%	92.9%	92.1%	115.2%	96.1%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	32	2	$6,350	$9,311	$9,751	1.16	$8,996	$12,475	$12,993	87.7%	108.7%	92.9%	92.1%	110.6%	96.1%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	32	5	$6,350	$9,412	$9,751	1.17	$8,996	$12,595	$12,993	87.7%	109.9%	92.9%	92.1%	111.7%	96.1%
Non-Corrections/Non-Management Wtd Average					12	$6,356	$9,554	$9,769		$9,003	$12,762	$13,014	87.8%	111.5%	93.1%	92.2%	113.2%	96.2%
STATEWIDE Weighted Average					46	$6,780	$9,650	$10,090		$9,502	$12,874	$13,391	93.6%	112.7%	96.1%	97.3%	114.2%	99.0%

0860 PROGRAM ANALYST 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-LaneCo	B006		Program Services Coord 1		3	$4,091	$4,353	$5,469	0.91	$6,835	$7,159	$8,539
2022-OR-MultCo	6020		Program Technician		47	$4,209	$4,491	$5,151	0.96	$6,889	$7,238	$8,054
2022-OR-WashCo	282		Program Specialist		0	$4,715		$5,720		$7,102		$8,304
County Market Average					50	$4,343	$4,483	$5,322		$6,945	$7,234	$8,144
2022-MIL-OPES	04.06		Program Technician / Specialist	19	155	$4,369	$5,322	$5,852	1.04	$6,700	$7,854	$8,495
Purchased Market Average				19	155	$4,369	$5,322	$5,852		$6,700	$7,854	$8,495
2022-ST-ID	05273		PROGRAM SPECIALIST TECHNICIAN		24	$3,452	$4,279	$7,395	0.79	$5,172	$6,162	$9,889
2022-ST-NV	07.649		PROGRAM OFFICER 1		122	$3,677	$4,432	$5,407	0.98	$5,307	$6,203	$7,360
2022-ST-WA	107I		PROGRAM SPECIALIST 2		119	$3,216	$4,139	$4,294	1.10	$4,919	$5,978	$6,157
State Market Average					265	$3,450	$4,286	$5,087		$5,120	$6,098	$7,049
OVERALL WEIGHTED MARKET AVERAGE				19	470	$3,871	$4,649	$5,367		$5,885	$6,798	$7,668

OREGON COMPARISON TO MARKET

0860-Program Analyst 1

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
AAON	AFSCME AT DOC SECURITY PLUS	A	P	23	6	$5,041	$6,947	$7,292	1.13	$7,458	$9,698	$10,103	130.2%	149.4%	135.9%	126.7%	142.7%	131.8%
CP	AOCE AT DOC NONSECURITY	A	P	23	1	$4,883	$6,134	$7,092	1.02	$7,272	$8,742	$9,868	126.1%	131.9%	132.1%	123.6%	128.6%	128.7%
Corrections Wtd Average					7	$5,018	$6,831	$7,263		$7,431	$9,562	$10,070	129.6%	146.9%	135.3%	126.3%	140.7%	131.3%
MENN	EXEC SVC NONSUPERVISORY	A	P	23	2	$4,477	$6,601	$6,601	1.19	$6,795	$9,291	$9,291	115.7%	142.0%	123.0%	115.5%	136.7%	121.2%
MMN	MGT SVC NONSUPERVISORY	A	P	23	1	$4,477	$6,601	$6,601	1.19	$6,795	$9,291	$9,291	115.7%	142.0%	123.0%	115.5%	136.7%	121.2%
Management Wtd Average					3	$4,477	$6,601	$6,601		$6,795	$9,291	$9,291	115.7%	142.0%	123.0%	115.5%	136.7%	121.2%
AB	AFSCME AT CONST CONTRACTORS BD	A	P	23	1	$4,155	$6,345	$6,345	1.21	$6,417	$8,990	$8,990	107.3%	136.5%	118.2%	109.0%	132.2%	117.2%
AD	AFSCME AT ENVIRONMENTAL QUAL	A	P	23	1	$4,155	$5,768	$6,345	1.10	$6,417	$8,312	$8,990	107.3%	124.1%	118.2%	109.0%	122.3%	117.2%
AF	AFSCME AT OSP FIRE MARSHAL	A	P	23	1	$4,155	$5,501	$6,345	1.05	$6,417	$7,999	$8,990	107.3%	118.3%	118.2%	109.0%	117.7%	117.2%
AI	AFSCME AT LONGTERM CARE OMBUDS	A	P	23	2	$4,155	$5,134	$6,345	0.98	$6,417	$7,567	$8,990	107.3%	110.4%	118.2%	109.0%	111.3%	117.2%
AL	AFSCME AT LIQUOR CONTROL COMM	A	P	23	5	$4,155	$6,061	$6,345	1.15	$6,417	$8,656	$8,990	107.3%	130.4%	118.2%	109.0%	127.3%	117.2%
AO	AFSCME OR ST POLICE-SUPP UNIT	A	P	23	5	$4,155	$5,738	$6,345	1.09	$6,417	$8,277	$8,990	107.3%	123.4%	118.2%	109.0%	121.8%	117.2%

0860-Program Analyst 1 (Continued)

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
AR	AFSCME AT REAL ESTATE AGENCY	A	P	23	1	$4,155	$5,768	$6,345	1.10	$6,417	$8,312	$8,990	107.3%	124.1%	118.2%	109.0%	122.3%	117.2%
AS	OR PUB SAFETY ASSOC AT DPSST	A	P	23	1	$4,155	$6,345	$6,345	1.21	$6,417	$8,990	$8,990	107.3%	136.5%	118.2%	109.0%	132.2%	117.2%
AU	AFSCME AT MILITARY	A	P	23	5	$4,155	$5,850	$6,345	1.11	$6,417	$8,409	$8,990	107.3%	125.8%	118.2%	109.0%	123.7%	117.2%
AX	AFSCME AT STATE LANDS	A	P	23	1	$4,155	$6,345	$6,345	1.21	$6,417	$8,990	$8,990	107.3%	136.5%	118.2%	109.0%	132.2%	117.2%
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	23	1	$4,142	$5,286	$6,422	1.00	$6,402	$7,746	$9,081	107.0%	113.7%	119.7%	108.8%	113.9%	118.4%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	23	116	$4,155	$5,539	$6,350	1.05	$6,417	$8,043	$8,996	107.3%	119.2%	118.3%	109.0%	118.3%	117.3%
OAI	SEIU STRIKEABLE INST COALITION	A	P	23	38	$4,155	$5,815	$6,350	1.11	$6,417	$8,367	$8,996	107.3%	125.1%	118.3%	109.0%	123.1%	117.3%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	23	17	$4,155	$5,670	$6,350	1.08	$6,417	$8,197	$8,996	107.3%	122.0%	118.3%	109.0%	120.6%	117.3%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	23	43	$4,155	$5,583	$6,350	1.06	$6,417	$8,094	$8,996	107.3%	120.1%	118.3%	109.0%	119.1%	117.3%
UA	UNREPRESENTED	A	P	23	6	$4,153	$5,891	$6,345	1.12	$6,414	$8,457	$8,990	107.3%	126.7%	118.2%	109.0%	124.4%	117.2%
Non-Corrections/Non-Management Wtd Average					244	$4,155	$5,636	$6,350		$6,417	$8,157	$8,996	107.3%	121.2%	118.3%	109.0%	120.0%	117.3%
STATEWIDE Weighted Average					254	$4,183	$5,680	$6,378		$6,449	$8,209	$9,029	108.0%	122.2%	118.8%	109.6%	120.8%	117.7%

0861 PROGRAM ANALYST 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-ClackCo	703		Program Planner		14	$5,763	$6,422	$7,300	0.98	$8,616	$9,432	$10,520
2022-OR-LaneCo	B064		Program Services Coord 2		10	$4,742	$5,256	$6,327	0.95	$7,641	$8,276	$9,600
2022-OR-MultCo	6021		Program Specialist		153	$5,784	$6,084	$7,108	0.94	$8,836	$9,206	$10,472
2022-OR-WashCo	248		Program Coordinator		0	$6,497		$7,894		$9,234		$10,904
2022-WA-ClarkCo	816		Program Coordinator I		0	$4,927		$6,958		$7,171		$9,504
County Market Average					177	$5,736	$6,064	$7,188		$8,615	$9,171	$10,377
2022-MIL-OPES	04.07a		Program Coordinator	20	275	$4,970	$6,707	$6,838	1.14	$7,428	$9,530	$9,689
2022-MIL-PACS	04.42		Program Coordinator	17	133	$4,762	$5,923	$7,267	0.98	$6,777	$8,114	$9,662
Purchased Market Average				37	408	$4,905	$6,451	$6,972		$7,225	$9,068	$9,680
2022-ST-ID	05274		PROGRAM SPECIALIST		90	$3,865	$4,907	$8,277	0.81	$5,666	$6,913	$10,945
2022-ST-NV	07.647		PROGRAM OFFICER 2		45	$4,003	$4,893	$5,914	0.99	$5,694	$6,750	$7,961
2022-ST-WA	107J		PROGRAM SPECIALIST 3		262	$4,185	$5,326	$5,636	1.08	$6,031	$7,341	$7,698
State Market Average					397	$4,092	$5,182	$6,266		$5,910	$7,177	$8,464
OVERALL WEIGHTED MARKET AVERAGE				37	982	$4,796	$5,868	$6,761		$7,059	$8,322	$9,391

OREGON COMPARISON TO MARKET

0861-Program Analyst 2

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS: Salary SR Min to SR Min	Salary Avg to Avg	Salary SR Max to SR Max	Salary and Benefits SR Min to SR Min	Salary and Benefits Avg to Avg	Salary and Benefits SR Max to SR Max
AAON	AFSCME AT DOC SECURITY PLUS	A	P	27	24	$6,059	$8,762	$8,810	1.18	$8,654	$11,830	$11,887	126.3%	149.3%	130.3%	122.6%	142.2%	126.6%
CP	AOCE AT DOC NONSECURITY	A	P	27	2	$5,861	$7,612	$8,497	1.06	$8,422	$10,479	$11,519	122.2%	129.7%	125.7%	119.3%	125.9%	122.7%
Corrections Wtd Average					26	$6,044	$8,673	$8,786		$8,636	$11,726	$11,859	126.0%	147.8%	130.0%	122.3%	140.9%	126.3%
MMN	MGT SVC NONSUPERVISORY	A	P	27	10	$5,432	$7,414	$8,015	1.10	$7,917	$10,246	$10,953	113.3%	126.3%	118.6%	112.2%	123.1%	116.6%
MMS	MGT SVC SUPERVISORY	A	P	27	2	$5,432	$7,149	$8,015	1.06	$7,917	$9,934	$10,953	113.3%	121.8%	118.6%	112.2%	119.4%	116.6%
Management Wtd Average					12	$5,432	$7,370	$8,015		$7,917	$10,194	$10,953	113.3%	125.6%	118.6%	112.2%	122.5%	116.6%
AB	AFSCME AT CONST CONTRACTORS BD	A	P	27	1	$5,014	$7,673	$7,673	1.21	$7,426	$10,551	$10,551	104.5%	130.8%	113.5%	105.2%	126.8%	112.4%
AD	AFSCME AT ENVIRONMENTAL QUAL	A	P	27	9	$5,014	$6,224	$7,673	0.98	$7,426	$8,848	$10,551	104.5%	106.1%	113.5%	105.2%	106.3%	112.4%
AF	AFSCME AT OSP FIRE MARSHAL	A	P	27	2	$5,014	$6,214	$7,673	0.98	$7,426	$8,836	$10,551	104.5%	105.9%	113.5%	105.2%	106.2%	112.4%
AG	AFSCME AT LAND CONSERV DVLPMT	A	P	27	1	$5,014	$6,977	$7,673	1.10	$7,426	$9,733	$10,551	104.5%	118.9%	113.5%	105.2%	117.0%	112.4%

0861-Program Analyst 2 (Continued)

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
AI	AFSCME AT LONGTERM CARE OMBUDS	A	P	27	20	$5,014	$6,966	$7,673	1.10	$7,426	$9,719	$10,551	104.5%	118.7%	113.5%	105.2%	116.8%	112.4%
AL	AFSCME AT LIQUOR CONTROL COMM	A	P	27	6	$5,014	$7,402	$7,673	1.17	$7,426	$10,232	$10,551	104.5%	126.1%	113.5%	105.2%	123.0%	112.4%
AMG	AFSCME AT DHS STAB&CRISIS UNIT	A	P	27	2	$5,014	$6,699	$7,673	1.06	$7,426	$9,406	$10,551	104.5%	114.2%	113.5%	105.2%	113.0%	112.4%
AO	AFSCME OR ST POLICE-SUPP UNIT	A	P	27	5	$5,014	$7,198	$7,673	1.13	$7,426	$9,993	$10,551	104.5%	122.7%	113.5%	105.2%	120.1%	112.4%
AU	AFSCME AT MILITARY	A	P	27	1	$5,014	$7,673	$7,673	1.21	$7,426	$10,551	$10,551	104.5%	130.8%	113.5%	105.2%	126.8%	112.4%
AV	AFSCME MILITRY OREG EMERG MGMT	A	P	27	12	$5,014	$6,366	$7,673	1.00	$7,426	$9,014	$10,551	104.5%	108.5%	113.5%	105.2%	108.3%	112.4%
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	27	5	$5,034	$7,319	$7,809	1.14	$7,450	$10,135	$10,711	105.0%	124.7%	115.5%	105.5%	121.8%	114.1%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	27	207	$5,019	$6,902	$7,678	1.09	$7,432	$9,645	$10,557	104.6%	117.6%	113.6%	105.3%	115.9%	112.4%
OAI	SEIU STRIKEABLE INST COALITION	A	P	27	35	$5,019	$6,995	$7,678	1.10	$7,432	$9,754	$10,557	104.6%	119.2%	113.6%	105.3%	117.2%	112.4%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	27	33	$5,019	$7,206	$7,678	1.14	$7,432	$10,002	$10,557	104.6%	122.8%	113.6%	105.3%	120.2%	112.4%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	27	96	$5,019	$6,641	$7,678	1.05	$7,432	$9,338	$10,557	104.6%	113.2%	113.6%	105.3%	112.2%	112.4%
UA	UNREPRESENTED	A	P	27	6	$5,014	$6,474	$7,673	1.02	$7,426	$9,141	$10,551	104.5%	110.3%	113.5%	105.2%	109.8%	112.4%
Non-Corrections/Non-Management Wtd Average					441	$5,018	$6,859	$7,679		$7,431	$9,594	$10,558	104.6%	116.9%	113.6%	105.3%	115.3%	112.4%
STATEWIDE Weighted Average					479	$5,084	$6,970	$7,747		$7,509	$9,725	$10,638	106.0%	118.8%	114.6%	106.4%	116.9%	113.3%

0862 PROGRAM ANALYST 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-LaneCo	B007		Program Services Coord, Sr		5	$5,229	$6,164	$6,989	1.01	$8,243	$9,400	$10,419
2022-OR-MultCo	6088		Program Specialist Senior		82	$6,500	$7,044	$8,003	0.97	$9,721	$10,392	$11,577
2022-OR-WashCo	240		Program Coordinator, Senior		0	$7,171		$8,712		$10,040		$11,883
2022-WA-ClarkCo	820		Program Coordinator II		0	$5,438		$7,683		$7,758		$10,336
County Market Average					87	$6,364	$6,993	$8,016		$9,362	$10,335	$11,359
2022-ST-ID	09501		PROGRAM PLNG/DEVPMT SPEC		4	$4,361	$5,637	$9,349	0.82	$6,259	$7,786	$12,227
2022-ST-NV	07.643		PROGRAM OFFICER 3		46	$4,350	$5,468	$6,459	1.01	$6,105	$7,432	$8,608
2022-ST-WA	107K		PROGRAM SPECIALIST 4		82	$4,770	$6,115	$6,328	1.10	$6,703	$8,248	$8,493
State Market Average					132	$4,625	$5,875	$6,453		$6,501	$7,950	$8,632
OVERALL WEIGHTED MARKET AVERAGE				0	219	$5,507	$6,319	$7,245		$7,951	$8,897	$10,014

OREGON COMPARISON TO MARKET

0862-Program Analyst 3

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
MMN	MGT SVC NONSUPERVISORY	A	P	29	12	$5,985	$8,372	$8,831	1.13	$8,567	$11,373	$11,912	108.7%	132.5%	121.9%	107.7%	127.8%	118.9%
Management Wtd Average					12	$5,985	$8,372	$8,831		$8,567	$11,373	$11,912	108.7%	132.5%	121.9%	107.7%	127.8%	118.9%
AD	AFSCME AT ENVIRONMENTAL QUAL	A	P	29	7	$5,501	$7,716	$8,449	1.11	$7,999	$10,602	$11,463	99.9%	122.1%	116.6%	100.6%	119.2%	114.5%
AF	AFSCME AT OSP FIRE MARSHAL	A	P	29	7	$5,501	$7,865	$8,449	1.13	$7,999	$10,776	$11,463	99.9%	124.5%	116.6%	100.6%	121.1%	114.5%
AI	AFSCME AT LONGTERM CARE OMBUDS	A	P	29	1	$5,501	$8,449	$8,449	1.21	$7,999	$11,463	$11,463	99.9%	133.7%	116.6%	100.6%	128.8%	114.5%
AMG	AFSCME AT DHS STAB&CRISIS UNIT	A	P	29	1	$5,501	$8,449	$8,449	1.21	$7,999	$11,463	$11,463	99.9%	133.7%	116.6%	100.6%	128.8%	114.5%
AO	AFSCME OR ST POLICE-SUPP UNIT	A	P	29	1	$5,501	$8,449	$8,449	1.21	$7,999	$11,463	$11,463	99.9%	133.7%	116.6%	100.6%	128.8%	114.5%
AV	AFSCME MILITRY OREG EMERG MGMT	A	P	29	10	$5,501	$7,515	$8,449	1.08	$7,999	$10,366	$11,463	99.9%	118.9%	116.6%	100.6%	116.5%	114.5%
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	29	1	$5,551	$8,195	$8,605	1.16	$8,057	$11,164	$11,646	100.8%	129.7%	118.8%	101.3%	125.5%	116.3%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	29	80	$5,503	$7,772	$8,450	1.11	$8,001	$10,667	$11,464	99.9%	123.0%	116.6%	100.6%	119.9%	114.5%
OAI	SEIU STRIKEABLE INST COALITION	A	P	29	12	$5,503	$7,988	$8,450	1.15	$8,001	$10,921	$11,464	99.9%	126.4%	116.6%	100.6%	122.7%	114.5%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	29	13	$5,503	$7,796	$8,450	1.12	$8,001	$10,696	$11,464	99.9%	123.4%	116.6%	100.6%	120.2%	114.5%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	29	63	$5,503	$7,611	$8,450	1.09	$8,001	$10,479	$11,464	99.9%	120.4%	116.6%	100.6%	117.8%	114.5%

0862-Program Analyst 3 (Continued)

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
UA	UNREPRESENTED	A	P	29	16	$5,501	$7,707	$8,443	1.11	$7,999	$10,591	$11,456	99.9%	122.0%	116.5%	100.6%	119.0%	114.4%
Non-Corrections/Non-Management Wtd Average					212	$5,503	$7,734	$8,450		$8,001	$10,622	$11,464	99.9%	122.4%	116.6%	100.6%	119.4%	114.5%
STATEWIDE Weighted Average					224	$5,529	$7,768	$8,470		$8,031	$10,662	$11,488	100.4%	122.9%	116.9%	101.0%	119.8%	114.7%

0864 PUBLIC AFFAIRS SPECIALIST 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-ClackCo	045		Community Relations Spec 1		5	$5,234	$6,429	$6,656	1.08	$7,961	$9,442	$9,723
2022-OR-WashCo	262		Program Communication and Education Speciali		0	$5,460		$6,639		$7,993		$9,403
2022-WA-KingCo	2501100		Communications Specialist I		2	$5,536	$5,735	$6,951	0.92	$8,110	$8,340	$9,736
County Market Average					7	$5,408	$6,231	$6,676		$7,997	$9,127	$9,522
2022-CompAnalyst	CM02000049		Communications Representative I		1	$4,092	$5,105	$6,494	0.97	$6,005	$7,171	$8,771
2022-CompAnalyst	CM02000006		Public Relations Specialist I		1	$4,042	$4,895	$6,268	0.95	$5,947	$6,930	$8,511
Purchased Market Average					2	$4,067	$5,000	$6,381		$5,976	$7,051	$8,641
2022-ST-CA	5601	L	INFORMATION OFFICER I (SPECIALIST)		0	$5,112		$6,399		$7,383		$8,918
2022-ST-NV	07.806		PUBLIC INFORMATION OFFICER 1		8	$4,350	$5,257	$6,459	0.97	$6,105	$7,182	$8,608
2022-ST-WA	197J		COMMUNICATIONS CONSULTANT 2		9	$3,614	$4,596	$4,857	1.09	$5,375	$6,503	$6,803
State Market Average					17	$4,715	$4,907	$6,066		$6,829	$6,822	$8,426
OVERALL WEIGHTED MARKET AVERAGE				0	26	$4,821	$5,271	$6,175		$7,012	$7,460	$8,616

OREGON COMPARISON TO MARKET

0864-Public Affairs Specialist 1

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
MENN	EXEC SVC NONSUPERVISORY	A	P	25	1	$4,941	$5,188	$7,274	0.85	$7,340	$7,631	$10,082	102.5%	98.4%	117.8%	104.7%	102.3%	117.0%
Management Wtd Average					1	$4,941	$5,188	$7,274		$7,340	$7,631	$10,082	102.5%	98.4%	117.8%	104.7%	102.3%	117.0%
AL	AFSCME AT LIQUOR CONTROL COMM	A	P	25	1	$4,556	$6,977	$6,977	1.21	$6,888	$9,733	$9,733	94.5%	132.4%	113.0%	98.2%	130.5%	113.0%
AV	AFSCME MILITRY OREG EMERG MGMT	A	P	25	1	$4,556	$6,659	$6,977	1.15	$6,888	$9,359	$9,733	94.5%	126.3%	113.0%	98.2%	125.5%	113.0%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	25	1	$4,555	$4,776	$6,982	0.83	$6,887	$7,147	$9,739	94.5%	90.6%	113.1%	98.2%	95.8%	113.0%
OAI	SEIU STRIKEABLE INST COALITION	A	P	25	1	$4,555	$6,051	$6,982	1.05	$6,887	$8,645	$9,739	94.5%	114.8%	113.1%	98.2%	115.9%	113.0%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	25	2	$4,555	$5,911	$6,982	1.02	$6,887	$8,480	$9,739	94.5%	112.2%	113.1%	98.2%	113.7%	113.0%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	25	8	$4,555	$6,251	$6,982	1.08	$6,887	$8,880	$9,739	94.5%	118.6%	113.1%	98.2%	119.0%	113.0%
UA	UNREPRESENTED	A	P	25	3	$4,553	$6,402	$6,977	1.11	$6,885	$9,058	$9,733	94.4%	121.5%	113.0%	98.2%	121.4%	113.0%
Non-Corrections/Non-Management Wtd Average					17	$4,555	$6,206	$6,981		$6,887	$8,827	$9,737	94.5%	117.7%	113.0%	98.2%	118.3%	113.0%
STATEWIDE Weighted Average					18	$4,576	$6,149	$6,997		$6,912	$8,760	$9,756	94.9%	116.7%	113.3%	98.6%	117.4%	113.2%

0865 PUBLIC AFFAIRS SPECIALIST 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-ClackCo	044		Community Relations Spec 2		5	$6,339	$7,640	$8,026	1.06	$9,330	$10,942	$11,420
2022-OR-WashCo	263		Program Communication and Education Speciali		0	$6,032		$7,315		$8,677		$10,211
2022-WA-ClarkCo	815		Communication Specialist		2	$4,806	$6,313	$6,788	1.09	$7,032	$8,764	$9,309
2022-WA-KingCo	2501200		Communications Specialist II		14	$5,944	$6,837	$7,470	1.02	$8,579	$9,604	$10,332
2022-WA-ThrstnCo	1330		Public Information Specialist		0	$5,077		$6,770		$7,251		$9,195
County Market Average					21	$5,880	$6,978	$7,407		$8,505	$9,843	$10,299
2022-CompAnalyst	CM02000007		Public Relations Specialist II		1	$4,736	$5,916	$7,163	1.00	$6,747	$8,106	$9,542
2022-CompAnalyst	CM02000050		Communications Representative II		1	$4,912	$6,142	$7,916	0.96	$6,950	$8,366	$10,410
2022-MIL-NWMGT	05.07b		Public Relations Specialist	28	64	$5,418	$6,514	$8,150	0.96	$7,532	$8,794	$10,679
2022-MIL-PACS	11.01		Public Relations Specialist	10	21	$5,571	$7,308	$7,768	1.10	$7,708	$9,709	$10,239
Purchased Market Average				38	87	$5,434	$6,694	$8,076		$7,551	$9,002	$10,593
2022-ST-CA	5595		INFORMATION OFFICER II		0	$6,171		$7,668		$8,646		$10,431
2022-ST-WA	197L		COMMUNICATIONS CONSULTANT 4		64	$4,518	$5,831	$6,070	1.10	$6,413	$7,921	$8,197
State Market Average					64	$5,344	$5,831	$6,869		$7,530	$7,921	$9,314
OVERALL WEIGHTED MARKET AVERAGE				38	172	$5,425	$6,408	$7,335		$7,627	$8,703	$9,846

OREGON COMPARISON TO MARKET

0865-Public Affairs Specialist 2

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
MENN	EXEC SVC NONSUPERVISORY	A	P	29	1	$5,985	$6,930	$8,831	0.94	$8,567	$9,678	$11,912	110.3%	108.2%	120.4%	112.3%	111.2%	121.0%
MMC	MGT SVC NSUPV CONFIDENTIAL	A	P	29	1	$5,985	$8,831	$8,831	1.19	$8,567	$11,912	$11,912	110.3%	137.8%	120.4%	112.3%	136.9%	121.0%
MMN	MGT SVC NONSUPERVISORY	A	P	29	20	$5,985	$8,033	$8,831	1.08	$8,567	$10,974	$11,912	110.3%	125.4%	120.4%	112.3%	126.1%	121.0%
Management Wtd Average					22	$5,985	$8,020	$8,831		$8,567	$10,958	$11,912	110.3%	125.2%	120.4%	112.3%	125.9%	121.0%
AD	AFSCME AT ENVIRONMENTAL QUAL	A	P	29	5	$5,501	$7,840	$8,449	1.12	$7,999	$10,747	$11,463	101.4%	122.4%	115.2%	104.9%	123.5%	116.4%
AF	AFSCME AT OSP FIRE MARSHAL	A	P	29	2	$5,501	$7,498	$8,449	1.07	$7,999	$10,345	$11,463	101.4%	117.0%	115.2%	104.9%	118.9%	116.4%
AU	AFSCME AT MILITARY	A	P	29	1	$5,501	$7,673	$8,449	1.10	$7,999	$10,551	$11,463	101.4%	119.7%	115.2%	104.9%	121.2%	116.4%
AX	AFSCME AT STATE LANDS	A	P	29	1	$5,501	$7,673	$8,449	1.10	$7,999	$10,551	$11,463	101.4%	119.7%	115.2%	104.9%	121.2%	116.4%
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	29	8	$5,551	$8,035	$8,605	1.14	$8,057	$10,977	$11,646	102.3%	125.4%	117.3%	105.6%	126.1%	118.3%

0865-Public Affairs Specialist 2 (Continued)

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	29	15	$5,503	$7,184	$8,450	1.03	$8,001	$9,976	$11,464	101.4%	112.1%	115.2%	104.9%	114.6%	116.4%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	29	22	$5,503	$7,591	$8,450	1.09	$8,001	$10,454	$11,464	101.4%	118.5%	115.2%	104.9%	120.1%	116.4%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	29	8	$5,503	$7,438	$8,450	1.07	$8,001	$10,275	$11,464	101.4%	116.1%	115.2%	104.9%	118.1%	116.4%
UA	UNREPRESENTED	A	P	29	5	$5,501	$7,639	$8,443	1.10	$7,999	$10,511	$11,456	101.4%	119.2%	115.1%	104.9%	120.8%	116.3%
Non-Corrections/Non-Management Wtd Average					67	$5,508	$7,556	$8,468		$8,007	$10,414	$11,485	101.5%	117.9%	115.4%	105.0%	119.7%	116.6%
STATEWIDE Weighted Average					89	$5,626	$7,671	$8,558		$8,146	$10,548	$11,590	103.7%	119.7%	116.7%	106.8%	121.2%	117.7%

0866 PUBLIC AFFAIRS SPECIALIST 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-ClackCo	144		Community Relations Spec, Sr		8	$6,973	$8,468	$8,829	1.07	$10,116	$11,968	$12,415
2022-OR-MultCo	9790		Public Relations Coordinator		2	$6,436	$8,932	$9,863	1.10	$9,641	$12,725	$13,876
2022-OR-WashCo	056		Department Communications Coordinator II		0	$7,351		$8,932		$10,255		$12,145
2022-WA-ClarkCo	817		Communications Specialist, Sr		1	$5,049	$6,001	$7,132	0.99	$7,311	$8,405	$9,704
2022-WA-KingCo	2501300		Communications Specialist III		44	$6,539	$7,504	$8,217	1.02	$9,262	$10,371	$11,190
County Market Average					55	$6,598	$7,669	$8,366		$9,396	$10,653	$11,463
2022-CompAnalyst	CM02000051		Communications Representative III		1	$6,008	$7,540	$9,858	0.95	$8,212	$9,976	$12,646
2022-CompAnalyst	CM02000008		Public Relations Specialist III		1	$5,950	$7,297	$8,803	0.99	$8,145	$9,697	$11,431
2022-MIL-NWMGT	05.07a		Public Relations Specialist - Senior	20	77	$6,433	$8,383	$9,325	1.06	$8,702	$10,948	$12,033
2022-MIL-OPES	04.13		Public Information Officer	16	64	$5,974	$7,730	$8,214	1.09	$8,643	$10,768	$11,354
2022-TwrsWtsn	ACA010-P3		Public Relations	8	14		$8,090				$10,610	
Purchased Market Average				44	157	$6,221	$8,079	$8,828		$8,668	$10,830	$11,729
2022-ST-CA	5597		INFORMATION OFFICER III C.E.A.		0	$8,259		$9,379		$11,135		$12,470
2022-ST-WA	197M		COMMUNICATIONS CONSULTANT 5		80	$5,234	$6,889	$7,037	1.12	$7,237	$9,137	$9,307
State Market Average					80	$5,382	$6,889	$7,151		$7,427	$9,137	$9,461
OVERALL WEIGHTED MARKET AVERAGE				44	292	$6,053	$7,676	$8,247		$8,454	$10,333	$11,016

OREGON COMPARISON TO MARKET

0866-Public Affairs Specialist 3

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
MENN	EXEC SVC NONSUPERVISORY	A	P	31	1	$6,601	$8,831	$9,718	1.08	$9,291	$11,912	$12,954	109.0%	115.1%	117.8%	109.9%	115.3%	117.6%
MMC	MGT SVC NSUPV CONFIDENTIAL	A	P	31	1	$6,601	$9,718	$9,718	1.19	$9,291	$12,954	$12,954	109.0%	126.6%	117.8%	109.9%	125.4%	117.6%
MMN	MGT SVC NONSUPERVISORY	A	P	31	34	$6,601	$9,225	$9,718	1.13	$9,291	$12,375	$12,954	109.0%	120.2%	117.8%	109.9%	119.8%	117.6%
MMS	MGT SVC SUPERVISORY	A	P	31	2	$6,601	$7,645	$9,718	0.94	$9,291	$10,517	$12,954	109.0%	99.6%	117.8%	109.9%	101.8%	117.6%
Management Wtd Average					38	$6,601	$9,145	$9,718		$9,291	$12,280	$12,954	109.0%	119.1%	117.8%	109.9%	118.8%	117.6%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	31	4	$6,051	$9,293	$9,293	1.21	$8,645	$12,454	$12,454	100.0%	121.1%	112.7%	102.3%	120.5%	113.1%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	31	5	$6,051	$8,801	$9,293	1.15	$8,645	$11,877	$12,454	100.0%	114.7%	112.7%	102.3%	114.9%	113.1%

0866-Public Affairs Specialist 3 (Continued)

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
Non-Corrections/Non-Management Wtd Average					9	$6,051	$9,020	$9,293		$8,645	$12,134	$12,454	100.0%	117.5%	112.7%	102.3%	117.4%	113.1%
STATEWIDE Weighted Average					47	$6,496	$9,121	$9,637		$9,167	$12,252	$12,858	107.3%	118.8%	116.8%	108.4%	118.6%	116.7%

0870 OPERATIONS & POLICY ANALYST 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-ClackCo	623		Management Analyst 1		24	$5,126	$6,225	$6,565	1.07	$7,826	$9,189	$9,609
2022-OR-MarionCo	655		Management Analyst 1		13	$4,548	$5,701	$6,098	1.07	$7,233	$8,662	$9,154
2022-OR-WashCo	026		Management Analyst I		0	$5,876		$7,141		$8,491		$10,004
County Market Average					37	$5,141	$6,041	$6,570		$7,818	$9,004	$9,576
2022-ST-CA	5157	C	STAFF SERVICES ANALYST (GENERAL)		0	$4,126		$5,166		$6,208		$7,447
2022-ST-NV	07.637		MANAGEMENT ANALYST 1		26	$4,003	$4,720	$5,914	0.95	$5,694	$6,545	$7,961
State Market Average					26	$4,120	$4,720	$5,202		$6,183	$6,545	$7,472
OVERALL WEIGHTED MARKET AVERAGE				0	63	$4,154	$5,496	$5,247		$6,238	$7,989	$7,543

OREGON COMPARISON TO MARKET

0870-Operations & Policy Analyst 1

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
AAON	AFSCME AT DOC SECURITY PLUS	A	P	23	11	$5,041	$7,088	$7,292	1.15	$7,458	$9,864	$10,103	121.3%	129.0%	139.0%	119.6%	123.5%	133.9%
Corrections Wtd Average					11	$5,041	$7,088	$7,292		$7,458	$9,864	$10,103	121.3%	129.0%	139.0%	119.6%	123.5%	133.9%
MENN	EXEC SVC NONSUPERVISORY	A	P	23	4	$4,477	$5,890	$6,601	1.06	$6,795	$8,455	$9,291	107.8%	107.2%	125.8%	108.9%	105.8%	123.2%
MMC	MGT SVC NSUPV CONFIDENTIAL	A	P	23	2	$4,477	$6,601	$6,601	1.19	$6,795	$9,291	$9,291	107.8%	120.1%	125.8%	108.9%	116.3%	123.2%
MMN	MGT SVC NONSUPERVISORY	A	P	23	5	$4,477	$5,899	$6,601	1.07	$6,795	$8,467	$9,291	107.8%	107.3%	125.8%	108.9%	106.0%	123.2%
Management Wtd Average					11	$4,477	$6,023	$6,601		$6,795	$8,612	$9,291	107.8%	109.6%	125.8%	108.9%	107.8%	123.2%
AB	AFSCME AT CONST CONTRACTORS BD	A	P	23	2	$4,155	$5,377	$6,345	1.02	$6,417	$7,853	$8,990	100.0%	97.8%	120.9%	102.9%	98.3%	119.2%
AD	AFSCME AT ENVIRONMENTAL QUAL	A	P	23	2	$4,155	$6,196	$6,345	1.18	$6,417	$8,815	$8,990	100.0%	112.7%	120.9%	102.9%	110.3%	119.2%
AF	AFSCME AT OSP FIRE MARSHAL	A	P	23	1	$4,155	$5,501	$6,345	1.05	$6,417	$7,999	$8,990	100.0%	100.1%	120.9%	102.9%	100.1%	119.2%
AL	AFSCME AT LIQUOR CONTROL COMM	A	P	23	3	$4,155	$5,438	$6,345	1.04	$6,417	$7,924	$8,990	100.0%	98.9%	120.9%	102.9%	99.2%	119.2%
AO	AFSCME OR ST POLICE-SUPP UNIT	A	P	23	1	$4,155	$5,768	$6,345	1.10	$6,417	$8,312	$8,990	100.0%	104.9%	120.9%	102.9%	104.0%	119.2%
AT	AFSCME AT DCBS BUILDING CODES	A	P	23	6	$4,155	$5,701	$6,345	1.09	$6,417	$8,233	$8,990	100.0%	103.7%	120.9%	102.9%	103.1%	119.2%
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	23	4	$4,142	$5,990	$6,422	1.13	$6,402	$8,573	$9,081	99.7%	109.0%	122.4%	102.6%	107.3%	120.4%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	23	63	$4,155	$5,564	$6,350	1.06	$6,417	$8,072	$8,996	100.0%	101.2%	121.0%	102.9%	101.0%	119.3%
OAI	SEIU STRIKEABLE INST COALITION	A	P	23	6	$4,155	$5,443	$6,350	1.04	$6,417	$7,930	$8,996	100.0%	99.0%	121.0%	102.9%	99.3%	119.3%

0870-Operations & Policy Analyst 1 (Continued)

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	MARKET COMPARISONS Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	23	23	$4,155	$5,760	$6,350	1.10	$6,417	$8,303	$8,996	100.0%	104.8%	121.0%	102.9%	103.9%	119.3%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	23	50	$4,155	$5,712	$6,350	1.09	$6,417	$8,247	$8,996	100.0%	103.9%	121.0%	102.9%	103.2%	119.3%
UA	UNREPRESENTED	A	P	23	9	$4,153	$5,706	$6,345	1.09	$6,414	$8,239	$8,990	100.0%	103.8%	120.9%	102.8%	103.1%	119.2%
Non-Corrections/Non-Management Wtd Average					170	$4,155	$5,656	$6,351		$6,416	$8,181	$8,997	100.0%	102.9%	121.0%	102.9%	102.4%	119.3%
STATEWIDE Weighted Average					192	$4,224	$5,759	$6,419		$6,498	$8,302	$9,078	101.7%	104.8%	122.3%	104.2%	103.9%	120.4%

0871 OPERATIONS & POLICY ANALYST 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-ClackCo	624		Management Analyst 2		25	$5,691	$6,600	$7,287	1.02	$8,527	$9,653	$10,504
2022-OR-DescCo	9125		ADMIN ANALYST		0	$5,431		$7,278		$8,272		$10,563
2022-OR-LaneCo	N4102		Management Analyst		6	$4,787	$6,477	$7,041	1.10	$7,697	$9,787	$10,484
2022-OR-MarionCo	656		Management Analyst 2		6	$5,259	$6,070	$7,041	0.99	$8,114	$9,119	$10,322
2022-OR-MarionCo	114		Policy Analyst		4	$5,888	$7,612	$7,888	1.11	$8,894	$11,031	$11,373
2022-OR-WashCo	027		Management Analyst II		0	$6,824		$8,293		$9,625		$11,382
2022-WA-ClarkCo	820		Management Analyst		0	$5,438		$7,683		$7,758		$10,336
County Market Average					41	$5,721	$6,603	$7,471		$8,538	$9,729	$10,682
2022-MIL-PACS	04.28a		Business Data Analyst I	13	42	$4,995	$6,008	$7,498	0.96	$7,046	$8,212	$9,928
Purchased Market Average				13	42	$4,995	$6,008	$7,498		$7,046	$8,212	$9,928
2022-ST-CA	5246	A	ASSOCIATE MANAGEMENT ANALYST		0	$4,962		$6,211		$7,205		$8,694
2022-ST-ID	05206		MANAGEMENT ANALYST		0	$3,865		$8,277		$5,666		$10,945
2022-ST-NV	07.625		MANAGEMENT ANALYST 2		119	$4,350	$5,134	$6,459	0.95	$6,105	$7,036	$8,608
2022-ST-WA	109K		MANAGEMENT ANALYST 3		119	$4,294	$5,355	$5,773	1.06	$6,157	$7,375	$7,856
State Market Average					238	$4,340	$5,244	$6,127		$6,162	$7,205	$8,256
OVERALL WEIGHTED MARKET AVERAGE				13	321	$4,644	$5,518	$6,508		$6,657	$7,659	$8,851

OREGON COMPARISON TO MARKET

0871-Operations & Policy Analyst 2

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
AAON	AFSCME AT DOC SECURITY PLUS	A	P	27	16	$6,059	$8,172	$8,810	1.10	$8,654	$11,137	$11,887	130.5%	148.1%	135.4%	130.0%	145.4%	134.3%
CP	AOCE AT DOC NONSECURITY	A	P	27	1	$5,861	$8,497	$8,497	1.18	$8,422	$11,519	$11,519	126.2%	154.0%	130.6%	126.5%	150.4%	130.2%
Corrections Wtd Average					17	$6,047	$8,191	$8,792		$8,641	$11,160	$11,865	130.2%	148.4%	135.1%	129.8%	145.7%	134.1%
MENN	EXEC SVC NONSUPERVISORY	A	P	27	3	$5,432	$8,015	$8,015	1.19	$7,917	$10,953	$10,953	117.0%	145.3%	123.2%	118.9%	143.0%	123.8%
MMN	MGT SVC NONSUPERVISORY	A	P	27	20	$5,432	$7,481	$8,015	1.11	$7,917	$10,325	$10,953	117.0%	135.6%	123.2%	118.9%	134.8%	123.8%
MMS	MGT SVC SUPERVISORY	A	P	27	1	$5,432	$7,274	$8,015	1.08	$7,917	$10,082	$10,953	117.0%	131.8%	123.2%	118.9%	131.6%	123.8%
Management Wtd Average					24	$5,432	$7,539	$8,015		$7,917	$10,393	$10,953	117.0%	136.6%	123.2%	118.9%	135.7%	123.8%
AD	AFSCME AT ENVIRONMENTAL QUAL	A	P	27	10	$5,014	$6,689	$7,673	1.05	$7,426	$9,394	$10,551	108.0%	121.2%	117.9%	111.6%	122.7%	119.2%

0871-Operations & Policy Analyst 2 (Continued)

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary SR Min to SR Min	Salary Avg to Avg	Salary SR Max to SR Max	Salary and Benefits SR Min to SR Min	Salary and Benefits Avg to Avg	Salary and Benefits SR Max to SR Max
AF	AFSCME AT OSP FIRE MARSHAL	A	P	27	1	$5,014	$5,501	$7,673	0.87	$7,426	$7,999	$10,551	108.0%	99.7%	117.9%	111.6%	104.4%	119.2%
AL	AFSCME AT LIQUOR CONTROL COMM	A	P	27	2	$5,014	$6,080	$7,673	0.96	$7,426	$8,679	$10,551	108.0%	110.2%	117.9%	111.6%	113.3%	119.2%
AO	AFSCME OR ST POLICE-SUPP UNIT	A	P	27	2	$5,014	$7,498	$7,673	1.18	$7,426	$10,345	$10,551	108.0%	135.9%	117.9%	111.6%	135.1%	119.2%
AS	OR PUB SAFETY ASSOC AT DPSST	A	P	27	1	$5,014	$7,673	$7,673	1.21	$7,426	$10,551	$10,551	108.0%	139.1%	117.9%	111.6%	137.8%	119.2%
AT	AFSCME AT DCBS BUILDING CODES	A	P	27	3	$5,014	$7,218	$7,673	1.14	$7,426	$10,016	$10,551	108.0%	130.8%	117.9%	111.6%	130.8%	119.2%
AU	AFSCME AT MILITARY	A	P	27	2	$5,014	$6,239	$7,673	0.98	$7,426	$8,866	$10,551	108.0%	113.1%	117.9%	111.6%	115.8%	119.2%
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	27	25	$5,034	$7,105	$7,809	1.11	$7,450	$9,883	$10,711	108.4%	128.8%	120.0%	111.9%	129.0%	121.0%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	27	266	$5,019	$6,598	$7,678	1.04	$7,432	$9,287	$10,557	108.1%	119.6%	118.0%	111.6%	121.3%	119.3%
OAI	SEIU STRIKEABLE INST COALITION	A	P	27	19	$5,019	$6,744	$7,678	1.06	$7,432	$9,459	$10,557	108.1%	122.2%	118.0%	111.6%	123.5%	119.3%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	27	61	$5,019	$7,028	$7,678	1.11	$7,432	$9,793	$10,557	108.1%	127.4%	118.0%	111.6%	127.9%	119.3%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	27	117	$5,019	$6,951	$7,678	1.09	$7,432	$9,703	$10,557	108.1%	126.0%	118.0%	111.6%	126.7%	119.3%
UA	UNREPRESENTED	A	P	27	17	$5,014	$6,623	$7,673	1.04	$7,426	$9,317	$10,551	108.0%	120.0%	117.9%	111.6%	121.6%	119.2%
Non-Corrections/Non-Management Wtd Average					526	$5,019	$6,762	$7,684		$7,433	$9,480	$10,564	108.1%	122.5%	118.1%	111.6%	123.8%	119.4%
STATEWIDE Weighted Average					567	$5,068	$6,838	$7,731		$7,489	$9,569	$10,619	109.1%	123.9%	118.8%	112.5%	124.9%	120.0%

0872 OPERATIONS & POLICY ANALYST 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-ClackCo	626		Pol, Perf & Research Analyst		21	$6,155	$7,495	$7,888	1.07	$9,101	$10,762	$11,249
2022-OR-LaneCo	N4100		Management Analyst, Sr		8	$5,280	$6,680	$7,769	1.02	$8,305	$10,038	$11,384
2022-OR-MarionCo	614		Senior Policy Analyst		2	$6,828	$8,307	$9,147	1.04	$10,058	$11,892	$12,933
2022-OR-WashCo	181		Policy Analyst		0	$8,739		$10,618		$11,914		$14,161
2022-WA-ClarkCo	822		Management Analyst, Senior		23	$5,712	$7,197	$8,072	1.04	$8,073	$9,779	$10,783
County Market Average					54	$5,914	$7,278	$8,043		$8,641	$10,278	$11,188
2022-MIL-OPES	04.09		Management Analyst	14	123	$5,640	$7,292	$7,664	1.10	$8,239	$10,238	$10,688
2022-MIL-PACS	04.28b		Business Data Analyst II	15	48	$5,724	$6,989	$8,557	0.98	$7,885	$9,342	$11,148
Purchased Market Average				29	171	$5,663	$7,207	$7,915		$8,139	$9,986	$10,818
2022-ST-ID	05207		MANAGEMENT ANALYST SR		5	$4,931	$6,420	$10,565	0.83	$6,941	$8,723	$13,681
2022-ST-NV	07.624		MANAGEMENT ANALYST 3		155	$4,746	$5,821	$7,073	0.99	$6,575	$7,851	$9,336
2022-ST-WA	109L		MANAGEMENT ANALYST 4		201	$4,982	$6,314	$6,700	1.08	$6,947	$8,477	$8,920
State Market Average					361	$4,880	$6,104	$6,914		$6,787	$8,211	$9,164
OVERALL WEIGHTED MARKET AVERAGE				29	586	$5,205	$6,534	$7,311		$7,355	$8,920	$9,836

OREGON COMPARISON TO MARKET

0872-Operations & Policy Analyst 3

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
AAON	AFSCME AT DOC SECURITY PLUS	A	P	30	7	$6,961	$9,711	$10,143	1.14	$9,714	$12,946	$13,453	133.7%	148.6%	138.7%	132.1%	145.1%	136.8%
Corrections Wtd Average					7	$6,961	$9,711	$10,143		$9,714	$12,946	$13,453	133.7%	148.6%	138.7%	132.1%	145.1%	136.8%
MENN	EXEC SVC NONSUPERVISORY	A	P	30	2	$6,282	$7,933	$9,264	1.02	$8,916	$10,856	$12,420	120.7%	121.4%	126.7%	121.2%	121.7%	126.3%
MESN	EXEC SVC SUPERVISORY	A	P	30	2	$6,282	$7,452	$9,264	0.96	$8,916	$10,291	$12,420	120.7%	114.1%	126.7%	121.2%	115.4%	126.3%
MMC	MGT SVC NSUPV CONFIDENTIAL	A	P	30	3	$6,282	$8,601	$9,264	1.11	$8,916	$11,641	$12,420	120.7%	131.6%	126.7%	121.2%	130.5%	126.3%
MMN	MGT SVC NONSUPERVISORY	A	P	30	298	$6,282	$8,622	$9,264	1.11	$8,916	$11,667	$12,420	120.7%	132.0%	126.7%	121.2%	130.8%	126.3%
MMS	MGT SVC SUPERVISORY	A	P	30	7	$6,282	$8,597	$9,264	1.11	$8,916	$11,637	$12,420	120.7%	131.6%	126.7%	121.2%	130.5%	126.3%
Management Wtd Average					312	$6,282	$8,610	$9,264		$8,916	$11,652	$12,420	120.7%	131.8%	126.7%	121.2%	130.6%	126.3%
AD	AFSCME AT ENVIRONMENTAL QUAL	A	P	30	13	$5,768	$8,128	$8,868	1.11	$8,312	$11,085	$11,955	110.8%	124.4%	121.3%	113.0%	124.3%	121.5%
AF	AFSCME AT OSP FIRE MARSHAL	A	P	30	11	$5,768	$8,419	$8,868	1.15	$8,312	$11,428	$11,955	110.8%	128.9%	121.3%	113.0%	128.1%	121.5%

0872-Operations & Policy Analyst 3 (Continued)

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
AO	AFSCME OR ST POLICE-SUPP UNIT	A	P	30	2	$5,768	$7,923	$8,868	1.08	$8,312	$10,844	$11,955	110.8%	121.3%	121.3%	113.0%	121.6%	121.5%
AR	AFSCME AT REAL ESTATE AGENCY	A	P	30	1	$5,768	$8,449	$8,868	1.15	$8,312	$11,463	$11,955	110.8%	129.3%	121.3%	113.0%	128.5%	121.5%
AS	OR PUB SAFETY ASSOC AT DPSST	A	P	30	1	$5,768	$8,053	$8,868	1.10	$8,312	$10,997	$11,955	110.8%	123.2%	121.3%	113.0%	123.3%	121.5%
AT	AFSCME AT DCBS BUILDING CODES	A	P	30	12	$5,768	$8,382	$8,868	1.15	$8,312	$11,384	$11,955	110.8%	128.3%	121.3%	113.0%	127.6%	121.5%
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	30	25	$5,829	$8,444	$9,037	1.14	$8,384	$11,456	$12,154	112.0%	129.2%	123.6%	114.0%	128.4%	123.6%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	30	425	$5,771	$8,135	$8,870	1.11	$8,316	$11,094	$11,957	110.9%	124.5%	121.3%	113.1%	124.4%	121.6%
OAI	SEIU STRIKEABLE INST COALITION	A	P	30	10	$5,771	$8,170	$8,870	1.12	$8,316	$11,135	$11,957	110.9%	125.0%	121.3%	113.1%	124.8%	121.6%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	30	48	$5,771	$8,401	$8,870	1.15	$8,316	$11,407	$11,957	110.9%	128.6%	121.3%	113.1%	127.9%	121.6%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	30	122	$5,771	$8,207	$8,870	1.12	$8,316	$11,179	$11,957	110.9%	125.6%	121.3%	113.1%	125.3%	121.6%
UA	UNREPRESENTED	A	P	30	22	$5,768	$8,042	$8,865	1.10	$8,312	$10,984	$11,952	110.8%	123.1%	121.3%	113.0%	123.1%	121.5%
Non-Corrections/Non-Management Wtd Average					692	$5,773	$8,183	$8,876		$8,318	$11,150	$11,964	110.9%	125.2%	121.4%	113.1%	125.0%	121.6%
STATEWIDE Weighted Average					1,011	$5,938	$8,325	$9,004		$8,512	$11,318	$12,115	114.1%	127.4%	123.2%	115.7%	126.9%	123.2%

0873 OPERATIONS & POLICY ANALYST 4

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-ClackCo	627		Policy, Perf & Research An, Sr		12	$6,696	$8,438	$8,594	1.10	$9,772	$11,930	$12,124
2022-OR-DescCo	9127		MANAGEMENT ANALYST SR		0	$6,602		$8,847		$9,724		$12,509
2022-OR-MultCo	9710		Management Analyst		10	$6,014	$8,504	$9,022	1.13	$9,121	$12,196	$12,836
2022-OR-WashCo	186		Policy Analyst, Senior		0	$9,409		$11,433		$12,715		$15,137
2022-OR-WashCo	028A		Research And Evaluation Analyst		0	$8,314		$10,102		$11,407		$13,545
2022-WA-ClarkCo	824		Policy Analyst, Senior		1	$6,001	$6,824	$8,478	0.94	$8,405	$9,350	$11,250
County Market Average					23	$6,570	$8,396	$8,931		$9,643	$11,934	$12,550
2022-CompAnalyst	HR09200426		Workforce Analyst II		1	$5,799	$7,556	$9,548	0.99	$7,971	$9,995	$12,289
2022-MIL-OPES	04.10		Management Analyst - Senior	10	141	$6,245	$7,868	$8,433	1.07	$8,971	$10,936	$11,619
2022-MIL-PACS	04.29b		Business Intelligence Analyst - Intermediate	8	24	$5,714	$7,410	$8,999	1.01	$7,873	$9,827	$11,657
2022-MIL-PACS	04.28c		Business Data Analyst III	10	41	$6,778	$9,168	$9,891	1.10	$9,099	$11,852	$12,684
Purchased Market Average				28	207	$6,287	$8,071	$8,793		$8,864	$10,984	$11,838
2022-ST-WA	109M		MANAGEMENT ANALYST 5		173	$5,497	$7,031	$7,395	1.09	$7,538	$9,300	$9,718
State Market Average					173	$5,497	$7,031	$7,395		$7,538	$9,300	$9,718
OVERALL WEIGHTED MARKET AVERAGE				28	403	$5,967	$7,643	$8,204		$8,347	$10,315	$10,977

OREGON COMPARISON TO MARKET

0873-Operations & Policy Analyst 4

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
MENN	EXEC SVC NONSUPERVISORY	A	P	32	4	$6,930	$10,203	$10,203	1.19	$9,678	$13,524	$13,524	116.1%	133.5%	124.4%	115.9%	131.1%	123.2%
MMC	MGT SVC NSUPV CONFIDENTIAL	A	P	32	2	$6,930	$9,961	$10,203	1.16	$9,678	$13,239	$13,524	116.1%	130.3%	124.4%	115.9%	128.3%	123.2%
MMN	MGT SVC NONSUPERVISORY	A	P	32	465	$6,930	$9,684	$10,203	1.13	$9,678	$12,914	$13,524	116.1%	126.7%	124.4%	115.9%	125.2%	123.2%
MMS	MGT SVC SUPERVISORY	A	P	32	15	$6,930	$9,783	$10,203	1.14	$9,678	$13,030	$13,524	116.1%	128.0%	124.4%	115.9%	126.3%	123.2%
Management Wtd Average					486	$6,930	$9,693	$10,203		$9,678	$12,924	$13,524	116.1%	126.8%	124.4%	115.9%	125.3%	123.2%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	32	10	$6,350	$9,278	$9,751	1.15	$8,996	$12,437	$12,993	106.4%	121.4%	118.9%	107.8%	120.6%	118.4%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	32	5	$6,350	$8,591	$9,751	1.07	$8,996	$11,630	$12,993	106.4%	112.4%	118.9%	107.8%	112.7%	118.4%
UA	UNREPRESENTED	A	P	32	8	$6,345	$9,473	$9,752	1.18	$8,990	$12,666	$12,994	106.3%	123.9%	118.9%	107.7%	122.8%	118.4%

0873-Operations & Policy Analyst 4 (Continued)

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio	SALARY AND BENEFITS			MARKET COMPARISONS					
													Salary			Salary and Benefits		
						SR Min	Emp Avg	SR Max	Emp Avg / SR Mid	SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
Non-Corrections/Non-Management Wtd Average					23	$6,348	$9,197	$9,751		$8,994	$12,341	$12,993	106.4%	120.3%	118.9%	107.7%	119.6%	118.4%
STATEWIDE Weighted Average					509	$6,904	$9,670	$10,183		$9,647	$12,898	$13,500	115.7%	126.5%	124.1%	115.6%	125.0%	123.0%

1001 LOAN SPECIALIST 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-CompAnalyst	FA06000936		Mortgage Loan Officer I		1	$4,025	$4,000	$6,485	0.76	$5,928	$5,899	$8,762
Purchased Market Average					1	$4,025	$4,000	$6,485		$5,928	$5,899	$8,762
2022-ST-NV	07.175		LOAN OFFICER		1	$4,169	$4,932	$6,180	0.95	$5,891	$6,796	$8,277
State Market Average					1	$4,169	$4,932	$6,180		$5,891	$6,796	$8,277
OVERALL WEIGHTED MARKET AVERAGE				0	2	$4,097	$4,466	$6,333		$5,910	$6,348	$8,519

OREGON COMPARISON TO MARKET

1001-Loan Specialist 1

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
AD	AFSCME AT ENVIRONMENTAL QUAL	A	P	23	1	$4,155	$4,355	$6,345	0.83	$6,417	$6,652	$8,990
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	23	2	$4,155	$5,777	$6,350	1.10	$6,417	$8,323	$8,996
Non-Corrections/Non-Management Wtd Average					3	$4,155	$5,303	$6,348		$6,417	$7,766	$8,994
STATEWIDE Weighted Average					3	$4,155	$5,303	$6,348		$6,417	$7,766	$8,994

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
101.4%	97.5%	100.2%	108.6%	104.8%	105.5%
101.4%	129.4%	100.3%	108.6%	131.1%	105.6%
101.4%	118.7%	100.2%	108.6%	122.3%	105.6%
101.4%	118.7%	100.2%	108.6%	122.3%	105.6%

1002 LOAN SPECIALIST 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-CompAnalyst	FA06000937		Mortgage Loan Officer II		1	$4,125	$4,812	$6,602	0.90	$6,044	$6,834	$8,897
Purchased Market Average					1	$4,125	$4,812	$6,602		$6,044	$6,834	$8,897
2022-ST-CA	7480		LOAN OFFICER		0	$4,962		$6,211		$7,205		$8,694
2022-ST-NV	07.174		LOAN ADMINISTRATION OFFICER		1	$4,746	$6,601	$7,073	1.12	$6,575	$8,776	$9,336
State Market Average					1	$4,854	$6,601	$6,642		$6,890	$8,776	$9,015
OVERALL WEIGHTED MARKET AVERAGE				0	2	$4,708	$5,706	$6,634		$6,721	$7,805	$8,991

OREGON COMPARISON TO MARKET

1002-Loan Specialist 2

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	27	1	$5,019	$7,678	$7,678	1.21	$7,432	$10,557	$10,557
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	27	9	$5,019	$6,925	$7,678	1.09	$7,432	$9,672	$10,557
UA	UNREPRESENTED	A	P	27	1	$5,014	$7,673	$7,673	1.21	$7,426	$10,551	$10,551
Non-Corrections/Non-Management Wtd Average					11	$5,019	$7,062	$7,678		$7,432	$9,832	$10,556
STATEWIDE Weighted Average					11	$5,019	$7,062	$7,678		$7,432	$9,832	$10,556

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
106.6%	134.6%	115.7%	110.6%	135.3%	117.4%
106.6%	121.4%	115.7%	110.6%	123.9%	117.4%
106.5%	134.5%	115.7%	110.5%	135.2%	117.3%
106.6%	123.8%	115.7%	110.6%	126.0%	117.4%
106.6%	123.8%	115.7%	110.6%	126.0%	117.4%

1003 LOAN SPECIALIST 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-CompAnalyst	FA06000938		Mortgage Loan Officer III		1	$5,699	$7,565	$8,636	1.06	$7,856	$10,005	$11,239
Purchased Market Average					1	$5,699	$7,565	$8,636		$7,856	$10,005	$11,239
2022-ST-CA	7481		STAFF LOAN OFFICER (SPECIALIST)		0	$5,725		$7,165		$8,114		$9,830
State Market Average						$5,725		$7,165		$8,114		$9,830
OVERALL WEIGHTED MARKET AVERAGE				0	1	$5,712	$7,565	$7,900		$7,985	$10,005	$10,535

OREGON COMPARISON TO MARKET

1003-Loan Specialist 3

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
AD	AFSCME AT ENVIRONMENTAL QUAL	A	P	30	1	$5,768	$6,345	$8,868	0.87	$8,312	$8,990	$11,955	101.0%	83.9%	112.2%	104.1%	89.9%	113.5%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	30	1	$5,771	$8,870	$8,870	1.21	$8,316	$11,957	$11,957	101.0%	117.3%	112.3%	104.1%	119.5%	113.5%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	30	19	$5,771	$7,903	$8,870	1.08	$8,316	$10,821	$11,957	101.0%	104.5%	112.3%	104.1%	108.2%	113.5%
UA	UNREPRESENTED	A	P	30	8	$5,768	$8,609	$8,865	1.18	$8,312	$11,651	$11,952	101.0%	113.8%	112.2%	104.1%	116.5%	113.5%
Non-Corrections/Non-Management Wtd Average					29	$5,770	$8,078	$8,869		$8,315	$11,026	$11,956	101.0%	106.8%	112.3%	104.1%	110.2%	113.5%
STATEWIDE Weighted Average					29	$5,770	$8,078	$8,869		$8,315	$11,026	$11,956	101.0%	106.8%	112.3%	104.1%	110.2%	113.5%

1096 PLANNER 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-ClackCo	311		Planner 1		4	$5,119	$5,641	$6,448	0.98	$7,817	$8,465	$9,464
2022-OR-DescCo	1230		ASSISTANT PLANNER		0	$5,173		$6,932		$7,951		$10,133
2022-OR-JackCo	363		Planner I		2	$4,315	$4,742	$5,771	0.94	$7,199	$7,729	$9,004
2022-OR-LaneCo	J025		Planner		5	$4,515	$4,687	$6,027	0.89	$7,360	$7,572	$9,230
2022-OR-MultCo	6068		Planner 1		1	$5,151	$5,784	$6,318	1.01	$8,054	$8,836	$9,496
2022-OR-WashCo	334		Planner, Assistant		0	$5,737		$6,968		$8,325		$9,797
2022-WA-ClarkCo	111		Planner I		0	$4,703		$5,734		$6,914		$8,098
County Market Average					12	$4,937	$5,106	$6,318		$7,623	$8,001	$9,314
2022-ST-CA	4768	C	TRANSPORTATION PLANNER		0	$4,778		$5,982		$6,985		$8,421
2022-ST-WA	543E		TRANSPORTATION PLANNING SPECIALIST 1		6	$4,185	$5,389	$5,636	1.10	$6,031	$7,414	$7,698
2022-ST-WA	542S		ENVIRONMENTAL PLANNER 2		6	$4,089	$4,933	$5,497	1.03	$5,921	$6,890	$7,538
State Market Average					12	$4,566	$5,161	$5,845		$6,650	$7,152	$8,155
OVERALL WEIGHTED MARKET AVERAGE				0	24	$4,695	$5,133	$6,011		$6,991	$7,577	$8,561

OREGON COMPARISON TO MARKET

1096-Planner 1

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
AX	AFSCME AT STATE LANDS	A	P	23	1	$4,155	$5,768	$6,345	1.10	$6,417	$8,312	$8,990
Non-Corrections/Non-Management Wtd Average					1	$4,155	$5,768	$6,345		$6,417	$8,312	$8,990
STATEWIDE Weighted Average					1	$4,155	$5,768	$6,345		$6,417	$8,312	$8,990

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
88.5%	112.4%	105.6%	91.8%	109.7%	105.0%
88.5%	112.4%	105.6%	91.8%	109.7%	105.0%
88.5%	112.4%	105.6%	91.8%	109.7%	105.0%

1097 PLANNER 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-ClackCo	312		Planner 2		2	$5,369	$6,753	$6,792	1.11	$8,127	$9,843	$9,891
2022-OR-DescCo	1231		ASSOCIATE PLANNER		0	$5,703		$7,642		$8,609		$11,015
2022-OR-JackCo	364		Planner II		2	$4,976	$6,654	$6,654	1.14	$8,018	$10,099	$10,099
2022-OR-LaneCo	J026		Planner, Associate		3	$4,855	$5,417	$6,491	0.95	$7,780	$8,476	$9,804
2022-OR-MultCo	6075		Planner 2		3	$5,784	$6,443	$7,108	1.00	$8,836	$9,651	$10,472
2022-OR-WashCo	335		Planner, Associate		0	$6,327		$7,696		$9,030		$10,667
2022-WA-ClarkCo	113		Planner II		0	$5,106		$6,224		$7,377		$8,660
County Market Average					10	$5,619	$6,240	$7,111		$8,376	$9,426	$10,191
2022-MIL-OPES	06.13		Planner (Journey)	19	38	$5,437	$6,883	$7,003	1.11	$7,993	$9,743	$9,888
Purchased Market Average				19	38	$5,437	$6,883	$7,003		$7,993	$9,743	$9,888
2022-ST-CA	4721		ASSOCIATE TRANSPORTATION PLANNER		0	$5,744		$7,194		$8,137		$9,865
2022-ST-ID	03666		PLANNER		8	$4,361	$5,425	$9,349	0.79	$6,259	$7,532	$12,227
2022-ST-NV	06.711		LAND USE PLANNER 2		1	$4,546	$6,434	$6,760	1.14	$6,338	$8,578	$8,965
2022-ST-WA	542T		ENVIRONMENTAL PLANNER 3		38	$4,857	$6,122	$6,533	1.07	$6,803	$8,256	$8,728
State Market Average					47	$5,272	$6,010	$6,975		$7,435	$8,140	$9,432
OVERALL WEIGHTED MARKET AVERAGE				19	95	$5,336	$6,383	$6,994		$7,628	$8,917	$9,589

OREGON COMPARISON TO MARKET

1097-Planner 2

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
AG	AFSCME AT LAND CONSERV DVLPMT	A	P	27	6	$5,014	$6,493	$7,673	1.02	$7,426	$9,164	$10,551	94.0%	101.7%	109.7%	97.3%	102.8%	110.0%
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	27	2	$5,034	$6,127	$7,809	0.95	$7,450	$8,734	$10,711	94.3%	96.0%	111.6%	97.7%	97.9%	111.7%
Non-Corrections/Non-Management Wtd Average					8	$5,019	$6,401	$7,707		$7,432	$9,056	$10,591	94.1%	100.3%	110.2%	97.4%	101.6%	110.4%
STATEWIDE Weighted Average					8	$5,019	$6,401	$7,707		$7,432	$9,056	$10,591	94.1%	100.3%	110.2%	97.4%	101.6%	110.4%

1098 PLANNER 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-ClackCo	313		Planner, Senior		8	$6,375	$7,699	$8,063	1.07	$9,375	$11,015	$11,466
2022-OR-DescCo	1232		PLANNER, SR		0	$6,287		$8,426		$9,334		$11,986
2022-OR-JackCo	373		Planner III		4	$5,471	$6,982	$7,316	1.09	$8,632	$10,505	$10,920
2022-OR-LaneCo	J027		Planner, Sr		3	$5,495	$6,862	$7,339	1.07	$8,571	$10,262	$10,853
2022-OR-MultCo	6078		Planner Senior		4	$6,500	$7,676	$8,003	1.06	$9,721	$11,173	$11,577
2022-OR-WashCo	336		Planner, Senior		0	$7,535		$9,155		$10,475		$12,412
2022-WA-ClarkCo	117		Planner III		6	$6,098	$7,073	$7,417	1.05	$8,516	$9,636	$10,031
2022-WA-ClarkCo	117		SCADA System Specialist		1	$6,098	$7,073	$7,417	1.05	$8,516	$9,636	$10,031
County Market Average					26	$6,527	$7,320	$8,206		$9,465	$10,503	$11,506
2022-MIL-OPES	06.14		Planner - Senior	20	70	$6,335	$8,301	$8,156	1.15	$9,080	$11,459	$11,283
Purchased Market Average				20	70	$6,335	$8,301	$8,156		$9,080	$11,459	$11,283
2022-ST-ID	03669		PLANNER, SR		2	$4,931	$6,599	$10,565	0.85	$6,941	$8,937	$13,681
2022-ST-WA	543G		TRANSPORTATION PLANNING SPECIALIST 3		75	$5,106	$6,724	$6,868	1.12	$7,089	$8,948	$9,112
2022-ST-WA	542U		ENVIRONMENTAL PLANNER 4		75	$5,365	$6,936	$7,213	1.10	$7,386	$9,191	$9,509
State Market Average					152	$5,232	$6,827	$7,084		$7,234	$9,068	$9,364
OVERALL WEIGHTED MARKET AVERAGE				20	248	$5,721	$7,295	$7,537		$8,063	$9,893	$10,197

OREGON COMPARISON TO MARKET

1098-Planner 3

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
AG	AFSCME AT LAND CONSERV DVLPMT	A	P	30	20	$5,768	$7,972	$8,868	1.09	$8,312	$10,903	$11,955	100.8%	109.3%	117.7%	103.1%	110.2%	117.2%
AV	AFSCME MILITRY OREG EMERG MGMT	A	P	30	2	$5,768	$7,688	$8,868	1.05	$8,312	$10,568	$11,955	100.8%	105.4%	117.7%	103.1%	106.8%	117.2%
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	30	23	$5,829	$8,824	$9,037	1.19	$8,384	$11,903	$12,154	101.9%	121.0%	119.9%	104.0%	120.3%	119.2%
Non-Corrections/Non-Management Wtd Average					45	$5,799	$8,395	$8,954		$8,349	$11,399	$12,057	101.4%	115.1%	118.8%	103.5%	115.2%	118.2%
STATEWIDE Weighted Average					45	$5,799	$8,395	$8,954		$8,349	$11,399	$12,057	101.4%	115.1%	118.8%	103.5%	115.2%	118.2%

1099 PLANNER 4

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-ClackCo	314		Planner, Principal		3	$7,157	$8,934	$9,041	1.10	$10,344	$12,545	$12,678
2022-OR-MarionCo	374		Principal Planner		1	$5,888	$6,195	$7,888	0.90	$8,894	$9,274	$11,373
2022-OR-MultCo	9146		Planner Principal		2	$6,886	$9,233	$10,329	1.07	$10,198	$13,097	$14,452
2022-OR-WashCo	338		Planner, Principal		0	$8,739		$10,618		$11,914		$14,161
County Market Average					6	$7,609	$8,577	$9,814		$10,798	$12,184	$13,495
2022-MIL-OPES	06.15		Planner (Principal)	10	25	$7,512	$10,359	$10,258	1.17	$10,504	$13,950	$13,828
Purchased Market Average				10	25	$7,512	$10,359	$10,258		$10,504	$13,950	$13,828
2022-ST-WA	542V		ENVIRONMENTAL PLANNER 5		29	$5,920	$7,686	$7,964	1.11	$8,024	$10,052	$10,371
State Market Average					29	$5,920	$7,686	$7,964		$8,024	$10,052	$10,371
OVERALL WEIGHTED MARKET AVERAGE				10	60	$6,792	$8,889	$9,131		$9,405	$11,889	$12,181

OREGON COMPARISON TO MARKET

1099-Planner 4

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
MMN	MGT SVC NONSUPERVISORY	A	P	32	4	$6,930	$10,203	$10,203	1.19	$9,678	$13,524	$13,524	102.0%	114.8%	111.7%	102.9%	113.7%	111.0%
Management Wtd Average					4	$6,930	$10,203	$10,203		$9,678	$13,524	$13,524	102.0%	114.8%	111.7%	102.9%	113.7%	111.0%
AG	AFSCME AT LAND CONSERV DVLPMT	A	P	32	10	$6,345	$9,110	$9,742	1.13	$8,990	$12,240	$12,982	93.4%	102.5%	106.7%	95.6%	102.9%	106.6%
AU	AFSCME AT MILITARY	A	P	32	1	$6,345	$8,448	$9,742	1.05	$8,990	$11,462	$12,982	93.4%	95.0%	106.7%	95.6%	96.4%	106.6%
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	32	9	$6,424	$9,810	$9,966	1.20	$9,083	$13,062	$13,245	94.6%	110.4%	109.1%	96.6%	109.9%	108.7%
Non-Corrections/Non-Management Wtd Average					20	$6,381	$9,392	$9,843		$9,032	$12,571	$13,101	93.9%	105.7%	107.8%	96.0%	105.7%	107.5%
STATEWIDE Weighted Average					24	$6,472	$9,527	$9,903		$9,140	$12,730	$13,171	95.3%	107.2%	108.5%	97.2%	107.1%	108.1%

1116 RESEARCH ANALYST 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-MultCo	6086		Research Evaluation Analyst 2		2	$5,297	$5,808	$6,500	0.98	$8,234	$8,865	$9,721
County Market Average					2	$5,297	$5,808	$6,500		$8,234	$8,865	$9,721
2022-CompAnalyst	RD14000035		Operations Research Analyst I		1	$4,385	$5,607	$6,812	1.00	$6,342	$7,750	$9,138
Purchased Market Average					1	$4,385	$5,607	$6,812		$6,342	$7,750	$9,138
2022-ST-CA	5731	A	RESEARCH DATA ANALYST II		0	$5,210		$6,525		$7,500		$9,068
2022-ST-ID	05451		RESEARCH ANLYST		6	$3,452	$4,332	$7,395	0.80	$5,172	$6,225	$9,889
2022-ST-NV	07.745		STATISTICIAN 2		6	$3,677	$4,070	$5,407	0.90	$5,307	$5,773	$7,360
State Market Average					12	$4,950	$4,201	$6,543		$7,146	$5,999	$9,046
OVERALL WEIGHTED MARKET AVERAGE				0	15	$4,950	$4,509	$6,544		$7,156	$6,498	$9,056

OREGON COMPARISON TO MARKET

1116-Research Analyst 2

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
AF	AFSCME AT OSP FIRE MARSHAL	A	P	23	1	$4,155	$6,345	$6,345	1.21	$6,417	$8,990	$8,990	83.9%	140.7%	97.0%	89.7%	138.4%	99.3%
AI	AFSCME AT LONGTERM CARE OMBUDS	A	P	23	1	$4,155	$6,345	$6,345	1.21	$6,417	$8,990	$8,990	83.9%	140.7%	97.0%	89.7%	138.4%	99.3%
AO	AFSCME OR ST POLICE-SUPP UNIT	A	P	23	3	$4,155	$5,881	$6,345	1.12	$6,417	$8,445	$8,990	83.9%	130.4%	97.0%	89.7%	130.0%	99.3%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	23	19	$4,155	$5,669	$6,350	1.08	$6,417	$8,196	$8,996	83.9%	125.7%	97.0%	89.7%	126.1%	99.3%
OAI	SEIU STRIKEABLE INST COALITION	A	P	23	1	$4,155	$5,256	$6,350	1.00	$6,417	$7,711	$8,996	83.9%	116.6%	97.0%	89.7%	118.7%	99.3%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	23	3	$4,155	$5,469	$6,350	1.04	$6,417	$7,961	$8,996	83.9%	121.3%	97.0%	89.7%	122.5%	99.3%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	23	8	$4,155	$5,275	$6,350	1.00	$6,417	$7,733	$8,996	83.9%	117.0%	97.0%	89.7%	119.0%	99.3%
UA	UNREPRESENTED	A	P	23	1	$4,153	$6,345	$6,345	1.21	$6,414	$8,990	$8,990	83.9%	140.7%	97.0%	89.6%	138.4%	99.3%
Non-Corrections/Non-Management Wtd Average					37	$4,155	$5,629	$6,349		$6,417	$8,148	$8,995	83.9%	124.8%	97.0%	89.7%	125.4%	99.3%
STATEWIDE Weighted Average					37	$4,155	$5,629	$6,349		$6,417	$8,148	$8,995	83.9%	124.8%	97.0%	89.7%	125.4%	99.3%

1117 RESEARCH ANALYST 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-CompAnalyst	RD14000126		Operations Research Analyst II		1	$4,636	$6,092	$7,531	1.01	$6,632	$8,309	$9,966
2022-MIL-OPES	04.11		Research Analyst	7	16	$5,625	$7,141	$7,489	1.09	$8,220	$10,055	$10,477
Purchased Market Average				7	17	$5,567	$7,079	$7,492		$8,127	$9,953	$10,447
2022-ST-ID	05449		RESEARCH ANLYST,SR		16	$4,361	$5,379	$9,349	0.78	$6,259	$7,478	$12,227
State Market Average					16	$4,361	$5,379	$9,349		$6,259	$7,478	$12,227
OVERALL WEIGHTED MARKET AVERAGE				7	33	$4,982	$6,255	$8,392		$7,221	$8,753	$11,310

OREGON COMPARISON TO MARKET

1117-Research Analyst 3

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
AAON	AFSCME AT DOC SECURITY PLUS	A	P	26	3	$5,774	$8,052	$8,405	1.14	$8,319	$10,996	$11,411	115.9%	128.7%	100.2%	115.2%	125.6%	100.9%
Corrections Wtd Average					3	$5,774	$8,052	$8,405		$8,319	$10,996	$11,411	115.9%	128.7%	100.2%	115.2%	125.6%	100.9%
AF	AFSCME AT OSP FIRE MARSHAL	A	P	26	1	$4,772	$6,046	$7,322	1.00	$7,142	$8,639	$10,138	95.8%	96.7%	87.2%	98.9%	98.7%	89.6%
AS	OR PUB SAFETY ASSOC AT DPSST	A	P	26	1	$4,772	$7,322	$7,322	1.21	$7,142	$10,138	$10,138	95.8%	117.1%	87.2%	98.9%	115.8%	89.6%
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	26	1	$4,798	$7,435	$7,435	1.22	$7,172	$10,271	$10,271	96.3%	118.9%	88.6%	99.3%	117.4%	90.8%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	26	59	$4,776	$6,645	$7,327	1.10	$7,147	$9,343	$10,144	95.9%	106.2%	87.3%	99.0%	106.7%	89.7%
OAI	SEIU STRIKEABLE INST COALITION	A	P	26	5	$4,776	$6,807	$7,327	1.12	$7,147	$9,533	$10,144	95.9%	108.8%	87.3%	99.0%	108.9%	89.7%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	26	3	$4,776	$7,327	$7,327	1.21	$7,147	$10,144	$10,144	95.9%	117.1%	87.3%	99.0%	115.9%	89.7%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	26	21	$4,776	$6,591	$7,327	1.09	$7,147	$9,280	$10,144	95.9%	105.4%	87.3%	99.0%	106.0%	89.7%
UA	UNREPRESENTED	A	P	26	3	$4,770	$5,931	$7,322	0.98	$7,140	$8,504	$10,138	95.7%	94.8%	87.2%	98.9%	97.2%	89.6%
Non-Corrections/Non-Management Wtd Average					94	$4,776	$6,650	$7,328		$7,147	$9,348	$10,145	95.9%	106.3%	87.3%	99.0%	106.8%	89.7%
STATEWIDE Weighted Average					97	$4,807	$6,693	$7,361		$7,183	$9,399	$10,184	96.5%	107.0%	87.7%	99.5%	107.4%	90.0%

1118 RESEARCH ANALYST 4

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-MultCo	6087		Research Evaluation Analyst Senior		13	$6,694	$7,766	$8,240	1.04	$9,960	$11,285	$11,871
2022-WA-ClarkCo	817		Research Analyst / Policy Asst		1	$5,049	$6,001	$7,132	0.99	$7,311	$8,405	$9,704
County Market Average					14	$6,577	$7,640	$8,161		$9,771	$11,079	$11,716
2022-CompAnalyst	RD14000127		Operations Research Analyst III		1	$5,766	$7,648	$9,171	1.03	$7,933	$10,101	$11,856
Purchased Market Average					1	$5,766	$7,648	$9,171		$7,933	$10,101	$11,856
2022-ST-ID	05447		RESEARCH ANLYST,PRIN		13	$4,931	$6,150	$10,565	0.79	$6,941	$8,399	$13,681
State Market Average					13	$4,931	$6,150	$10,565		$6,941	$8,399	$13,681
OVERALL WEIGHTED MARKET AVERAGE				0	28	$5,784	$6,948	$9,313		$8,392	$9,800	$12,634

OREGON COMPARISON TO MARKET

1118-Research Analyst 4

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
MMN	MGT SVC NONSUPERVISORY	A	P	30	8	$6,282	$8,076	$9,264	1.04	$8,916	$11,024	$12,420	108.6%	116.2%	99.5%	106.3%	112.5%	98.3%
MMS	MGT SVC SUPERVISORY	A	P	30	1	$6,282	$8,015	$9,264	1.03	$8,916	$10,953	$12,420	108.6%	115.3%	99.5%	106.3%	111.8%	98.3%
Management Wtd Average					9	$6,282	$8,069	$9,264		$8,916	$11,016	$12,420	108.6%	116.1%	99.5%	106.3%	112.4%	98.3%
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	30	5	$5,829	$8,869	$9,037	1.19	$8,384	$11,956	$12,154	100.8%	127.6%	97.0%	99.9%	122.0%	96.2%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	30	54	$5,771	$8,397	$8,870	1.15	$8,316	$11,402	$11,957	99.8%	120.9%	95.2%	99.1%	116.3%	94.6%
OAI	SEIU STRIKEABLE INST COALITION	A	P	30	4	$5,771	$8,870	$8,870	1.21	$8,316	$11,957	$11,957	99.8%	127.7%	95.2%	99.1%	122.0%	94.6%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	30	20	$5,771	$7,797	$8,870	1.07	$8,316	$10,696	$11,957	99.8%	112.2%	95.2%	99.1%	109.1%	94.6%
UA	UNREPRESENTED	A	P	30	3	$5,768	$8,594	$8,865	1.17	$8,312	$11,633	$11,952	99.7%	123.7%	95.2%	99.1%	118.7%	94.6%
Non-Corrections/Non-Management Wtd Average					86	$5,774	$8,314	$8,880		$8,320	$11,304	$11,969	99.8%	119.7%	95.3%	99.1%	115.3%	94.7%
STATEWIDE Weighted Average					95	$5,822	$8,291	$8,916		$8,376	$11,277	$12,011	100.7%	119.3%	95.7%	99.8%	115.1%	95.1%

1143 POLICY AND BUDGET ANALYST

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-MultCo	9734		Budget Analyst Principal		2	$7,368	$10,093	$11,052	1.10	$10,793	$14,161	$15,345
2022-WA-ThrstnCo	0740		Senior Management Analyst		0	$6,745		$8,993		$9,166		$11,747
County Market Average					2	$6,923	$10,093	$9,581		$9,631	$14,161	$12,775
2022-ST-CA	5271		PRINCIPAL PROGRAM BUDGET ANALYST II		0	$8,269		$9,391		$11,147		$12,485
2022-ST-ID	05209		FINANCL MGMNT ANALYST SR		4	$5,448	$6,758	$11,674	0.79	$7,560	$9,127	$15,009
2022-ST-NV	07.634		EXECUTIVE BRANCH BUDGET OFF 2		4	$6,180	$8,370	$9,317	1.08	$8,277	$10,875	$11,998
State Market Average					8	$6,835	$7,564	$9,990		$9,255	$10,001	$13,018
OVERALL WEIGHTED MARKET AVERAGE				0	10	$6,856	$8,070	$9,891		$9,346	$10,833	$12,960

OREGON COMPARISON TO MARKET

1143-Policy And Budget Analyst

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
MMN	MGT SVC NONSUPERVISORY	A	P	35	10	$8,015	$11,258	$11,802	1.14	$10,953	$14,763	$15,403
Management Wtd Average					10	$8,015	$11,258	$11,802		$10,953	$14,763	$15,403
STATEWIDE Weighted Average					10	$8,015	$11,258	$11,802		$10,953	$14,763	$15,403

MARKET COMPARISONS					
Salary			Salary and Benefits		
SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
116.9%	139.5%	119.3%	117.2%	136.3%	118.9%
116.9%	139.5%	119.3%	117.2%	136.3%	118.9%
116.9%	139.5%	119.3%	117.2%	136.3%	118.9%

1157 UTILITY AND ENERGY ANALYST 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	Insufficient Market: Emp Avg X
2022-ST-CA	4499		PUBLIC UTILITY FINANCIAL EXAMINER IV		0	$6,273		$8,245		$8,767		$11,118	
2022-ST-ID	04552		UTILITIES ANALYST, PUC		6	$4,931	$6,521	$10,565	0.84	$6,941	$8,844	$13,681	
2022-ST-WA	456C		REGULATORY ANALYST 3		10	$5,636	$7,319	$7,578	1.11	$7,698	$9,631	$9,928	
State Market Average					16	$5,589	$7,020	$8,544		$7,735	$9,336	$11,222	
OVERALL WEIGHTED MARKET AVERAGE				0	16	$5,589	$7,020	$8,544		$7,735	$9,336	$11,222	

OREGON COMPARISON TO MARKET

1157-Utility And Energy Analyst 3

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS: Salary SR Min to SR Min	Salary Avg to Avg	Salary SR Max to SR Max	Salary and Benefits SR Min to SR Min	Salary and Benefits Avg to Avg	Salary and Benefits SR Max to SR Max
UA	UNREPRESENTED	A	P	31	33	$6,345	$8,776	$9,780	1.09	$8,990	$11,847	$13,027	113.5%		114.5%	116.2%		116.1%
Non-Corrections/Non-Management Wtd Average					33	$6,345	$8,776	$9,780		$8,990	$11,847	$13,027	113.5%		114.5%	116.2%		116.1%
STATEWIDE Weighted Average					33	$6,345	$8,776	$9,780		$8,990	$11,847	$13,027	113.5%		114.5%	116.2%		116.1%

1162 ECONOMIST 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-CompAnalyst	FA06000947		Economics Analyst I		1	$5,950	$7,682	$9,565	0.99	$8,145	$10,140	$12,309
Purchased Market Average					1	$5,950	$7,682	$9,565		$8,145	$10,140	$12,309
2022-ST-ID	08832		ECONOMIST, LABOR		4	$4,361	$5,788	$9,349	0.84	$6,259	$7,966	$12,227
2022-ST-NV	07.723		ECONOMIST 2		5	$4,546	$5,192	$6,760	0.92	$6,338	$7,105	$8,965
2022-ST-WA	502K		ECONOMIC ANALYST 2		5	$4,403	$5,698	$5,920	1.10	$6,282	$7,769	$8,024
State Market Average					14	$4,442	$5,543	$7,200		$6,296	$7,588	$9,561
OVERALL WEIGHTED MARKET AVERAGE				0	15	$4,543	$5,685	$7,358		$6,419	$7,758	$9,744

OREGON COMPARISON TO MARKET

1162-Economist 2

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	27	8	$5,019	$7,551	$7,678	1.19	$7,432	$10,408	$10,557
Non-Corrections/Non-Management Wtd Average					8	$5,019	$7,551	$7,678		$7,432	$10,408	$10,557
STATEWIDE Weighted Average					8	$5,019	$7,551	$7,678		$7,432	$10,408	$10,557

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
110.5%	132.8%	104.4%	115.8%	134.2%	108.3%
110.5%	132.8%	104.4%	115.8%	134.2%	108.3%
110.5%	132.8%	104.4%	115.8%	134.2%	108.3%

1163 ECONOMIST 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-MultCo	6052		Economic Development Analyst		0	$6,694		$8,240		$9,960		$11,871
County Market Average						$6,694		$8,240		$9,960		$11,871
2022-CompAnalyst	FA06000948		Economics Analyst II		1	$7,724	$10,084	$12,435	1.00	$10,188	$12,906	$15,615
Purchased Market Average					1	$7,724	$10,084	$12,435		$10,188	$12,906	$15,615
2022-ST-ID	05230		ECONOMIST, STAFF		1	$4,931	$6,925	$10,565	0.89	$6,941	$9,327	$13,681
2022-ST-NV	07.719		ECONOMIST 3		5	$4,951	$6,592	$7,406	1.07	$6,819	$8,766	$9,731
2022-ST-WA	502L		ECONOMIC ANALYST 3		7	$5,106	$6,713	$6,868	1.12	$7,089	$8,934	$9,112
State Market Average					13	$5,033	$6,683	$7,359		$6,974	$8,900	$9,702
OVERALL WEIGHTED MARKET AVERAGE				0	14	$5,323	$6,926	$7,756		$7,387	$9,186	$10,240

OREGON COMPARISON TO MARKET

1163-Economist 3

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
MMN	MGT SVC NONSUPERVISORY	A	P	30	1	$6,282	$8,408	$9,264	1.08	$8,916	$11,415	$12,420	118.0%	121.4%	119.4%	120.7%	124.3%	121.3%
Management Wtd Average					1	$6,282	$8,408	$9,264		$8,916	$11,415	$12,420	118.0%	121.4%	119.4%	120.7%	124.3%	121.3%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	30	6	$5,771	$7,728	$8,870	1.06	$8,316	$10,615	$11,957	108.4%	111.6%	114.4%	112.6%	115.6%	116.8%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	30	1	$5,771	$7,327	$8,870	1.00	$8,316	$10,144	$11,957	108.4%	105.8%	114.4%	112.6%	110.4%	116.8%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	30	1	$5,771	$8,870	$8,870	1.21	$8,316	$11,957	$11,957	108.4%	128.1%	114.4%	112.6%	130.2%	116.8%
Non-Corrections/Non-Management Wtd Average					8	$5,771	$7,821	$8,870		$8,316	$10,724	$11,957	108.4%	112.9%	114.4%	112.6%	116.7%	116.8%
STATEWIDE Weighted Average					9	$5,828	$7,886	$8,914		$8,383	$10,801	$12,009	109.5%	113.9%	114.9%	113.5%	117.6%	117.3%

1164 ECONOMIST 4

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-CompAnalyst	FA06000077		Economics Analyst III		1	$9,038	$11,556	$13,958	1.02	$11,701	$14,603	$17,369
Purchased Market Average					1	$9,038	$11,556	$13,958		$11,701	$14,603	$17,369
2022-ST-ID	05228		ECONOMIST		1	$5,448	$7,059	$11,674	0.82	$7,560	$9,487	$15,009
2022-ST-NV	07.718		EXECUTIVE BRANCH ECONOMIST		1	$5,651	$5,863	$8,494	0.83	$7,649	$7,901	$11,023
State Market Average					2	$5,549	$6,461	$10,084		$7,604	$8,694	$13,016
OVERALL WEIGHTED MARKET AVERAGE				0	3	$6,712	$8,159	$11,376		$8,970	$10,663	$14,467

OREGON COMPARISON TO MARKET

1164-Economist 4

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
MMN	MGT SVC NONSUPERVISORY	A	P	33	19	$7,274	$9,865	$10,720	1.10	$10,082	$13,127	$14,131
Management Wtd Average					19	$7,274	$9,865	$10,720		$10,082	$13,127	$14,131
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	33	1	$6,744	$10,463	$10,463	1.22	$9,459	$13,829	$13,829
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	33	1	$6,664	$9,751	$10,242	1.15	$9,365	$12,993	$13,570
Non-Corrections/Non-Management Wtd Average					2	$6,704	$10,107	$10,353		$9,412	$13,411	$13,700
STATEWIDE Weighted Average					21	$7,220	$9,888	$10,685		$10,018	$13,154	$14,090

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
108.4%	120.9%	94.2%	112.4%	123.1%	97.7%
108.4%	120.9%	94.2%	112.4%	123.1%	97.7%
100.5%	128.2%	92.0%	105.5%	129.7%	95.6%
99.3%	119.5%	90.0%	104.4%	121.8%	93.8%
99.9%	123.9%	91.0%	104.9%	125.8%	94.7%
107.6%	121.2%	93.9%	111.7%	123.4%	97.4%

1190 ACTUARY

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-CompAnalyst	FA06000063		Actuary II		1	$5,950	$7,531	$9,138	1.00	$8,145	$9,966	$11,817
2022-MIL-NWMGT	02.11		Actuarial Analyst	6	5	$7,618	$9,738	$11,609	1.01	$10,066	$12,508	$14,663
Purchased Market Average				6	6	$7,340	$9,370	$11,197		$9,746	$12,084	$14,188
2022-ST-NV	07.710		INSURANCE ACTUARIAL ANALYST 2		5	$5,174	$6,222	$7,747	0.96	$7,083	$8,327	$10,136
2022-ST-WA	503C		ACTUARIAL ANALYST 3		3	$5,773	$7,456	$7,770	1.10	$7,856	$9,788	$10,148
State Market Average					8	$5,399	$6,685	$7,756		$7,373	$8,875	$10,141
OVERALL WEIGHTED MARKET AVERAGE				6	14	$6,231	$7,836	$9,231		$8,390	$10,250	$11,876

OREGON COMPARISON TO MARKET

1190-Actuary

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
MENN	EXEC SVC NONSUPERVISORY	A	P	32	1	$6,930	$10,203	$10,203	1.19	$9,678	$13,524	$13,524	111.2%	130.2%	110.5%	115.4%	131.9%	113.9%
MMN	MGT SVC NONSUPERVISORY	A	P	32	8	$6,930	$10,203	$10,203	1.19	$9,678	$13,524	$13,524	111.2%	130.2%	110.5%	115.4%	131.9%	113.9%
Management Wtd Average					9	$6,930	$10,203	$10,203		$9,678	$13,524	$13,524	111.2%	130.2%	110.5%	115.4%	131.9%	113.9%
STATEWIDE Weighted Average					9	$6,930	$10,203	$10,203		$9,678	$13,524	$13,524	111.2%	130.2%	110.5%	115.4%	131.9%	113.9%

1216 ACCOUNTANT 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-ClackCo	476		Accountant 1		7	$4,658	$5,760	$5,905	1.09	$7,247	$8,612	$8,791
2022-OR-DescCo	9060		ACCOUNTING TECHNICIAN SR		0	$4,692		$6,287		$7,355		$9,334
2022-OR-MarionCo	186		Accountant 1		2	$4,332	$5,026	$5,808	0.99	$6,965	$7,825	$8,795
2022-OR-MultCo	6029		Finance Specialist 1		21	$4,588	$5,109	$5,618	1.00	$7,358	$8,001	$8,630
2022-OR-WashCo	015		Accountant I		0	$5,200		$6,309		$7,683		$9,009
2022-WA-ThrstnCo	0723		Accounting Analyst		0	$4,839		$6,437		$6,977		$8,813
County Market Average					30	$4,642	$5,255	$5,871		$7,290	$8,132	$8,796
2022-CompAnalyst	FA06000001		Accountant I		1	$4,100	$5,021	$6,243	0.97	$6,015	$7,075	$8,482
2022-MIL-PACS	02.04		Accountant - Entry	19	54	$4,264	$5,285	$6,270	1.00	$6,203	$7,379	$8,513
Purchased Market Average				19	55	$4,261	$5,280	$6,269		$6,200	$7,373	$8,513
2022-ST-CA	4546	A	ACCOUNTING OFFICER (SPECIALIST)		0	$4,334		$5,425		$6,456		$7,756
2022-ST-WA	143I		FISCAL ANALYST 1		54	$3,453	$4,226	$4,556	1.06	$5,191	$6,079	$6,457
State Market Average					54	$4,037	$4,226	$5,132		$6,030	$6,079	$7,319
OVERALL WEIGHTED MARKET AVERAGE				19	139	$4,115	$4,865	$5,329		$6,158	$7,034	$7,586

OREGON COMPARISON TO MARKET

1216-Accountant 1

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
AAON	AFSCME AT DOC SECURITY PLUS	A	P	23	5	$5,041	$6,979	$7,292	1.13	$7,458	$9,736	$10,103	122.5%	143.4%	136.8%	121.1%	138.4%	133.2%
Corrections Wtd Average					5	$5,041	$6,979	$7,292		$7,458	$9,736	$10,103	122.5%	143.4%	136.8%	121.1%	138.4%	133.2%
AD	AFSCME AT ENVIRONMENTAL QUAL	A	P	23	3	$4,155	$5,377	$6,345	1.02	$6,417	$7,853	$8,990	101.0%	110.5%	119.1%	104.2%	111.6%	118.5%
AG	AFSCME AT LAND CONSERV DVLPMT	A	P	23	1	$4,155	$6,345	$6,345	1.21	$6,417	$8,990	$8,990	101.0%	130.4%	119.1%	104.2%	127.8%	118.5%
AL	AFSCME AT LIQUOR CONTROL COMM	A	P	23	2	$4,155	$5,270	$6,345	1.00	$6,417	$7,727	$8,990	101.0%	108.3%	119.1%	104.2%	109.9%	118.5%
AO	AFSCME OR ST POLICE-SUPP UNIT	A	P	23	2	$4,155	$4,905	$6,345	0.93	$6,417	$7,298	$8,990	101.0%	100.8%	119.1%	104.2%	103.7%	118.5%
AR	AFSCME AT REAL ESTATE AGENCY	A	P	23	1	$4,155	$6,345	$6,345	1.21	$6,417	$8,990	$8,990	101.0%	130.4%	119.1%	104.2%	127.8%	118.5%
AS	OR PUB SAFETY ASSOC AT DPSST	A	P	23	1	$4,155	$5,768	$6,345	1.10	$6,417	$8,312	$8,990	101.0%	118.6%	119.1%	104.2%	118.2%	118.5%
AT	AFSCME AT DCBS BUILDING CODES	A	P	23	1	$4,155	$6,046	$6,345	1.15	$6,417	$8,639	$8,990	101.0%	124.3%	119.1%	104.2%	122.8%	118.5%
AU	AFSCME AT MILITARY	A	P	23	5	$4,155	$4,848	$6,345	0.92	$6,417	$7,231	$8,990	101.0%	99.6%	119.1%	104.2%	102.8%	118.5%

1216-Accountant 1 (Continued)

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
AV	AFSCME MILITRY OREG EMERG MGMT	A	P	23	2	$4,155	$4,785	$6,345	0.91	$6,417	$7,157	$8,990	101.0%	98.4%	119.1%	104.2%	101.7%	118.5%
AX	AFSCME AT STATE LANDS	A	P	23	1	$4,155	$6,345	$6,345	1.21	$6,417	$8,990	$8,990	101.0%	130.4%	119.1%	104.2%	127.8%	118.5%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	23	23	$4,155	$5,422	$6,350	1.03	$6,417	$7,906	$8,996	101.0%	111.5%	119.2%	104.2%	112.4%	118.6%
OAI	SEIU STRIKEABLE INST COALITION	A	P	23	5	$4,155	$5,331	$6,350	1.02	$6,417	$7,799	$8,996	101.0%	109.6%	119.2%	104.2%	110.9%	118.6%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	23	15	$4,155	$5,634	$6,350	1.07	$6,417	$8,155	$8,996	101.0%	115.8%	119.2%	104.2%	115.9%	118.6%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	23	33	$4,155	$5,398	$6,350	1.03	$6,417	$7,878	$8,996	101.0%	111.0%	119.2%	104.2%	112.0%	118.6%
UA	UNREPRESENTED	A	P	23	3	$4,153	$5,871	$6,345	1.12	$6,414	$8,434	$8,990	100.9%	120.7%	119.1%	104.2%	119.9%	118.5%
Non-Corrections/Non-Management Wtd Average					98	$4,155	$5,437	$6,349		$6,417	$7,923	$8,995	101.0%	111.7%	119.1%	104.2%	112.6%	118.6%
STATEWIDE Weighted Average					103	$4,198	$5,511	$6,395		$6,467	$8,011	$9,049	102.0%	113.3%	120.0%	105.0%	113.9%	119.3%

1217 ACCOUNTANT 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-ClackCo	475		Accountant 2		9	$5,067	$6,345	$6,422	1.10	$7,753	$9,337	$9,432
2022-OR-DescCo	9206		ACCOUNTANT		0	$6,287		$8,426		$9,334		$11,986
2022-OR-JackCo	1002		Accountant II		1	$4,821	$4,821	$6,146	0.88	$7,827	$7,827	$9,469
2022-OR-LaneCo	A032		Accountant		1	$4,855	$5,037	$6,491	0.89	$7,780	$8,005	$9,804
2022-OR-MarionCo	035		Accountant 2		3	$4,772	$6,609	$6,396	1.18	$7,510	$9,787	$9,523
2022-OR-MultCo	6030		Finance Specialist 2		32	$5,297	$5,897	$6,500	1.00	$8,234	$8,976	$9,721
2022-OR-WashCo	016		Accountant II		0	$6,032		$7,315		$8,677		$10,211
2022-WA-ClarkCo	600		Accountant		5	$4,066	$4,431	$5,221	0.95	$6,182	$6,602	$7,509
2022-WA-KingCo	2110200		Accountant		15	$5,645	$6,661	$7,155	1.04	$8,236	$9,402	$9,971
County Market Average					66	$5,268	$6,024	$6,608		$8,027	$8,947	$9,647
2022-CompAnalyst	FA06000002		Accountant II		1	$4,753	$5,824	$7,372	0.96	$6,766	$8,000	$9,783
2022-MIL-NWHCS	13.29		Accountant	81	221	$4,486	$5,374	$6,588	0.97	$6,459	$7,482	$8,880
2022-MIL-NWMGT	01.06		Accountant	102	364	$4,791	$5,446	$7,064	0.92	$6,810	$7,565	$9,428
2022-MIL-OPES	02.03		Accountant - Intermediate	17	78	$5,169	$6,224	$6,974	1.03	$7,669	$8,946	$9,854
2022-MIL-PACS	02.05		Accountant - Intermediate	37	145	$4,862	$6,072	$6,927	1.03	$6,891	$8,285	$9,271
2022-TwrsWtsn	AFB000-P2		Accounting Generalist/Multidiscipline	8	9		$6,623				$8,920	
Purchased Market Average				245	818	$4,761	$5,625	$6,921		$6,811	$7,817	$9,308
2022-ST-CA	4567	L	SENIOR ACCOUNTING OFFICER (SPECIALIS		0	$5,112		$6,399		$7,383		$8,918
2022-ST-ID	04246		FINANCIAL SPECIALIST		67	$3,865	$4,874	$8,277	0.80	$5,666	$6,872	$10,945
2022-ST-NV	07.136		ACCOUNTANT 2		9	$4,546	$5,075	$6,760	0.90	$6,338	$6,965	$8,965
2022-ST-WA	143J		FISCAL ANALYST 2		285	$3,794	$4,788	$5,028	1.09	$5,582	$6,724	$7,000
State Market Average					361	$4,535	$4,811	$6,074		$6,591	$6,758	$8,408
OVERALL WEIGHTED MARKET AVERAGE				245	1,245	$4,679	$5,410	$6,529		$6,760	$7,570	$8,918

OREGON COMPARISON TO MARKET

1217-Accountant 2

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
AAON	AFSCME AT DOC SECURITY PLUS	A	P	27	5	$6,059	$8,498	$8,810	1.14	$8,654	$11,521	$11,887

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
129.5%	157.1%	134.9%	128.0%	152.2%	133.3%

1217-Accountant 2 (Continued)

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
Corrections Wtd Average					5	$6,059	$8,498	$8,810		$8,654	$11,521	$11,887	129.5%	157.1%	134.9%	128.0%	152.2%	133.3%
AD	AFSCME AT ENVIRONMENTAL QUAL	A	P	27	2	$5,014	$6,834	$7,673	1.08	$7,426	$9,565	$10,551	107.2%	126.3%	117.5%	109.9%	126.4%	118.3%
AF	AFSCME AT OSP FIRE MARSHAL	A	P	27	2	$5,014	$5,501	$7,673	0.87	$7,426	$7,999	$10,551	107.2%	101.7%	117.5%	109.9%	105.7%	118.3%
AL	AFSCME AT LIQUOR CONTROL COMM	A	P	27	2	$5,014	$6,659	$7,673	1.05	$7,426	$9,359	$10,551	107.2%	123.1%	117.5%	109.9%	123.6%	118.3%
AO	AFSCME OR ST POLICE-SUPP UNIT	A	P	27	3	$5,014	$7,114	$7,673	1.12	$7,426	$9,894	$10,551	107.2%	131.5%	117.5%	109.9%	130.7%	118.3%
AS	OR PUB SAFETY ASSOC AT DPSST	A	P	27	1	$5,014	$7,322	$7,673	1.15	$7,426	$10,138	$10,551	107.2%	135.3%	117.5%	109.9%	133.9%	118.3%
AT	AFSCME AT DCBS BUILDING CODES	A	P	27	2	$5,014	$6,860	$7,673	1.08	$7,426	$9,595	$10,551	107.2%	126.8%	117.5%	109.9%	126.8%	118.3%
AU	AFSCME AT MILITARY	A	P	27	3	$5,014	$7,556	$7,673	1.19	$7,426	$10,413	$10,551	107.2%	139.7%	117.5%	109.9%	137.6%	118.3%
AV	AFSCME MILITRY OREG EMERG MGMT	A	P	27	2	$5,014	$7,166	$7,673	1.13	$7,426	$9,955	$10,551	107.2%	132.5%	117.5%	109.9%	131.5%	118.3%
AX	AFSCME AT STATE LANDS	A	P	27	1	$5,014	$6,659	$7,673	1.05	$7,426	$9,359	$10,551	107.2%	123.1%	117.5%	109.9%	123.6%	118.3%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	27	21	$5,019	$7,012	$7,678	1.10	$7,432	$9,774	$10,557	107.3%	129.6%	117.6%	109.9%	129.1%	118.4%
OAI	SEIU STRIKEABLE INST COALITION	A	P	27	1	$5,019	$7,678	$7,678	1.21	$7,432	$10,557	$10,557	107.3%	141.9%	117.6%	109.9%	139.5%	118.4%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	27	9	$5,019	$7,089	$7,678	1.12	$7,432	$9,865	$10,557	107.3%	131.0%	117.6%	109.9%	130.3%	118.4%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	27	34	$5,019	$6,672	$7,678	1.05	$7,432	$9,375	$10,557	107.3%	123.3%	117.6%	109.9%	123.8%	118.4%
UA	UNREPRESENTED	A	P	27	2	$5,014	$7,498	$7,673	1.18	$7,426	$10,345	$10,551	107.2%	138.6%	117.5%	109.9%	136.7%	118.3%
Non-Corrections/Non-Management Wtd Average					85	$5,018	$6,878	$7,677		$7,431	$9,617	$10,555	107.2%	127.1%	117.6%	109.9%	127.0%	118.4%
STATEWIDE Weighted Average					90	$5,076	$6,968	$7,740		$7,499	$9,722	$10,629	108.5%	128.8%	118.5%	110.9%	128.4%	119.2%

1218 ACCOUNTANT 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-ClackCo	474		Accountant, Senior		4	$5,858	$6,762	$7,431	1.02	$8,734	$9,854	$10,682
2022-OR-MultCo	6032		Finance Specialist Senior		51	$6,318	$6,984	$7,767	0.99	$9,496	$10,319	$11,286
2022-WA-ClarkCo	603		Accountant, Senior		3	$4,711	$5,099	$6,042	0.95	$6,924	$7,369	$8,452
2022-WA-KingCo	2110300		Accountant - Senior		8	$6,207	$7,570	$7,867	1.08	$8,881	$10,447	$10,788
County Market Average					66	$6,204	$6,956	$7,680		$9,258	$10,172	$11,060
2022-CompAnalyst	FA06000003		Accountant III		1	$5,757	$7,172	$8,929	0.98	$7,923	$9,552	$11,576
2022-MIL-NWHCS	13.30		Accountant - Senior	63	152	$5,515	$6,815	$8,367	0.98	$7,644	$9,141	$10,929
2022-MIL-NWMGT	01.05		Accountant - Senior	93	311	$5,757	$6,732	$8,521	0.94	$7,923	$9,046	$11,107
2022-MIL-OPES	02.04		Accountant - Senior	19	65	$5,726	$7,024	$7,828	1.04	$8,343	$9,913	$10,886
2022-MIL-PACS	02.06		Accountant - Senior	39	115	$5,723	$7,057	$8,291	1.01	$7,884	$9,420	$10,841
Purchased Market Average				214	644	$5,691	$6,840	$8,374		$7,892	$9,223	$10,996
2022-ST-ID	04245		FINANCIAL SPECIALIST, SR		83	$4,361	$5,818	$9,349	0.85	$6,259	$8,002	$12,227
2022-ST-NV	07.135		ACCOUNTANT 3		7	$4,951	$5,900	$7,406	0.95	$6,819	$7,944	$9,731
2022-ST-WA	143K		FISCAL ANALYST 3		250	$4,396	$5,505	$5,829	1.08	$6,273	$7,548	$7,920
State Market Average					340	$4,399	$5,590	$6,721		$6,281	$7,667	$9,008
OVERALL WEIGHTED MARKET AVERAGE				214	1,050	$5,305	$6,442	$7,795		$7,456	$8,779	$10,356

OREGON COMPARISON TO MARKET

1218-Accountant 3

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
AAON	AFSCME AT DOC SECURITY PLUS	A	P	30	1	$6,961	$9,682	$10,143	1.13	$9,714	$12,912	$13,453	131.2%	150.3%	130.1%	130.3%	147.1%	129.9%
Corrections Wtd Average					1	$6,961	$9,682	$10,143		$9,714	$12,912	$13,453	131.2%	150.3%	130.1%	130.3%	147.1%	129.9%
MMN	MGT SVC NONSUPERVISORY	A	P	30	22	$6,282	$8,726	$9,264	1.12	$8,916	$11,788	$12,420	118.4%	135.5%	118.8%	119.6%	134.3%	119.9%
Management Wtd Average					22	$6,282	$8,726	$9,264		$8,916	$11,788	$12,420	118.4%	135.5%	118.8%	119.6%	134.3%	119.9%
AL	AFSCME AT LIQUOR CONTROL COMM	A	P	30	2	$5,768	$7,688	$8,868	1.05	$8,312	$10,568	$11,955	108.7%	119.3%	113.8%	111.5%	120.4%	115.4%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	30	9	$5,771	$8,601	$8,870	1.17	$8,316	$11,641	$11,957	108.8%	133.5%	113.8%	111.5%	132.6%	115.5%
OAI	SEIU STRIKEABLE INST COALITION	A	P	30	1	$5,771	$8,870	$8,870	1.21	$8,316	$11,957	$11,957	108.8%	137.7%	113.8%	111.5%	136.2%	115.5%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	30	4	$5,771	$8,281	$8,870	1.13	$8,316	$11,265	$11,957	108.8%	128.5%	113.8%	111.5%	128.3%	115.5%

1218-Accountant 3 (Continued)

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	MARKET COMPARISONS Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	30	7	$5,771	$8,446	$8,870	1.15	$8,316	$11,460	$11,957	108.8%	131.1%	113.8%	111.5%	130.5%	115.5%
UA	UNREPRESENTED	A	P	30	4	$5,768	$8,046	$8,865	1.10	$8,312	$10,989	$11,952	108.7%	124.9%	113.7%	111.5%	125.2%	115.4%
Non-Corrections/Non-Management Wtd Average					27	$5,770	$8,373	$8,869		$8,315	$11,374	$11,956	108.8%	130.0%	113.8%	111.5%	129.6%	115.5%
STATEWIDE Weighted Average					50	$6,019	$8,555	$9,068		$8,608	$11,587	$12,190	113.5%	132.8%	116.3%	115.4%	132.0%	117.7%

1219 SUPERVISING ACCOUNTANT

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-MarionCo	040		Managerial Accountant		1	$5,888	$6,824	$7,888	0.99	$8,894	$10,054	$11,373
County Market Average					1	$5,888	$6,824	$7,888		$8,894	$10,054	$11,373
2022-CompAnalyst	FA06000150		Accounting Supervisor		1	$6,125	$7,406	$9,707	0.94	$8,347	$9,822	$12,472
2022-MIL-OPES	02.07		Accounting Supervisor	13	6	$6,072	$8,296	$8,608	1.13	$8,762	$11,453	$11,831
Purchased Market Average				13	7	$6,075	$8,169	$8,654		$8,745	$11,220	$11,858
2022-ST-CA	4569		SENIOR ACCOUNTING OFFICER (SUPERVISC		0	$5,369		$6,671		$7,690		$9,242
State Market Average						$5,369		$6,671		$7,690		$9,242
OVERALL WEIGHTED MARKET AVERAGE				13	8	$5,633	$8,001	$7,411		$8,092	$11,074	$10,225

OREGON COMPARISON TO MARKET

Worker Data as of:

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
	STATEWIDE Weighted Average											

MARKET COMPARISONS					
Salary			Salary and Benefits		
SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Currently no Oregon employees

1224 INVESTMENT ANALYST 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-CompAnalyst	FA06000484		Investment Analyst		1	$6,502	$8,485	$10,628	0.99	$8,781	$11,065	$13,533
Purchased Market Average					1	$6,502	$8,485	$10,628		$8,781	$11,065	$13,533
OVERALL WEIGHTED MARKET AVERAGE				0	1	$6,502	$8,485	$10,628		$8,781	$11,065	$13,533

OREGON COMPARISON TO MARKET

1224-Investment Analyst 3

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	33	6	$6,664	$9,686	$10,242	1.15	$9,365	$12,916	$13,570
Non-Corrections/Non-Management Wtd Average					6	$6,664	$9,686	$10,242		$9,365	$12,916	$13,570
STATEWIDE Weighted Average					6	$6,664	$9,686	$10,242		$9,365	$12,916	$13,570

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
102.5%	114.1%	96.4%	106.7%	116.7%	100.3%
102.5%	114.1%	96.4%	106.7%	116.7%	100.3%
102.5%	114.1%	96.4%	106.7%	116.7%	100.3%

1243 FISCAL ANALYST 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-CompAnalyst	FA06000013		Budget Analyst I		1	$4,125	$5,264	$6,611	0.97	$6,044	$7,354	$8,906
2022-MIL-PACS	02.12		Financial Analyst - Entry	10	4	$4,552	$6,345	$6,935	1.10	$6,535	$8,600	$9,280
Purchased Market Average				10	5	$4,467	$6,129	$6,870		$6,437	$8,351	$9,205
2022-ST-NV	07.627		BUDGET ANALYST 1		2	$4,169	$4,510	$6,180	0.87	$5,891	$6,296	$8,277
State Market Average					2	$4,169	$4,510	$6,180		$5,891	$6,296	$8,277
OVERALL WEIGHTED MARKET AVERAGE				10	7	$4,382	$5,666	$6,673		$6,281	$7,764	$8,940

OREGON COMPARISON TO MARKET

1243-Fiscal Analyst 1

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
AU	AFSCME AT MILITARY	A	P	23	1	$4,155	$6,345	$6,345	1.21	$6,417	$8,990	$8,990	94.8%	112.0%	95.1%	102.2%	115.8%	100.6%
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	23	2	$4,142	$6,270	$6,422	1.19	$6,402	$8,902	$9,081	94.5%	110.6%	96.2%	101.9%	114.7%	101.6%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	23	9	$4,155	$5,614	$6,350	1.07	$6,417	$8,131	$8,996	94.8%	99.1%	95.2%	102.2%	104.7%	100.6%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	23	9	$4,155	$5,448	$6,350	1.04	$6,417	$7,936	$8,996	94.8%	96.1%	95.2%	102.2%	102.2%	100.6%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	19	9	$4,155	$5,256	$6,350	1.00	$6,417	$7,711	$8,996	94.8%	92.8%	95.2%	102.2%	99.3%	100.6%
UA	UNREPRESENTED	A	P	23	4	$4,153	$6,059	$6,345	1.15	$6,414	$8,655	$8,990	94.8%	106.9%	95.1%	102.1%	111.5%	100.6%
Non-Corrections/Non-Management Wtd Average					34	$4,154	$5,588	$6,354		$6,416	$8,100	$9,000	94.8%	98.6%	95.2%	102.1%	104.3%	100.7%
STATEWIDE Weighted Average					34	$4,154	$5,588	$6,354		$6,416	$8,100	$9,000	94.8%	98.6%	95.2%	102.1%	104.3%	100.7%

1244 FISCAL ANALYST 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-ClackCo	477		Financial Analyst		6	$6,265	$7,710	$7,951	1.08	$9,238	$11,028	$11,327
2022-OR-MultCo	6026		Budget Analyst		11	$6,127	$7,122	$7,542	1.04	$9,260	$10,489	$11,008
2022-WA-ThrstnCo	0729		Financial Analyst		0	$5,336		$7,097		$7,547		$9,570
County Market Average					17	$5,985	$7,330	$7,552		$8,865	$10,680	$10,768
2022-CompAnalyst	FA06000014		Budget Analyst II	200	487	$5,038	$6,435	$7,958	0.99	$7,094	$8,704	$10,458
2022-MIL-NWMGT	02.10		Financial Analyst	56	262	$5,598	$7,125	$8,314	1.02	$7,740	$9,498	$10,868
2022-MIL-OPES	02.12a		Financial Analyst - Intermediate	8	68	$5,908	$7,493	$8,066	1.07	$8,564	$10,481	$11,174
2022-MIL-OPES	02.09		Budget Analyst - Intermediate	8	21	$5,526	$7,186	$7,778	1.08	$8,101	$10,110	$10,826
2022-MIL-PACS	02.13		Financial Analyst - Intermediate	20	58	$5,557	$7,135	$8,163	1.04	$7,692	$9,510	$10,694
Purchased Market Average				292	896	$5,308	$6,780	$8,078		$7,451	$9,156	$10,653
2022-ST-CA	5267	B	FINANCE BUDGET ANALYST		0	$5,368		$6,723		$7,689		$9,304
2022-ST-NV	07.621		BUDGET ANALYST 2		17	$4,546	$5,418	$6,760	0.96	$6,338	$7,373	$8,965
2022-ST-WA	147B		BUDGET ANALYST 2		3	$3,893	$4,666	$5,234	1.02	$5,696	$6,584	$7,237
State Market Average					20	$5,112	$5,306	$6,670		$7,287	$7,255	$9,138
OVERALL WEIGHTED MARKET AVERAGE				292	933	$5,309	$6,758	$7,965		$7,470	$9,143	$10,547

OREGON COMPARISON TO MARKET

1244-Fiscal Analyst 2

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
AAON	AFSCME AT DOC SECURITY PLUS	A	P	27	5	$6,059	$8,498	$8,810	1.14	$8,654	$11,521	$11,887	114.1%	125.7%	110.6%	115.8%	126.0%	112.7%
Corrections Wtd Average					5	$6,059	$8,498	$8,810		$8,654	$11,521	$11,887	114.1%	125.7%	110.6%	115.8%	126.0%	112.7%
MMC	MGT SVC NSUPV CONFIDENTIAL	A	P	27	1	$5,432	$8,015	$8,015	1.19	$7,917	$10,953	$10,953	102.3%	118.6%	100.6%	106.0%	119.8%	103.8%
MMN	MGT SVC NONSUPERVISORY	A	P	27	2	$5,432	$8,015	$8,015	1.19	$7,917	$10,953	$10,953	102.3%	118.6%	100.6%	106.0%	119.8%	103.8%
Management Wtd Average					3	$5,432	$8,015	$8,015		$7,917	$10,953	$10,953	102.3%	118.6%	100.6%	106.0%	119.8%	103.8%
AD	AFSCME AT ENVIRONMENTAL QUAL	A	P	27	3	$5,014	$7,131	$7,673	1.12	$7,426	$9,914	$10,551	94.4%	105.5%	96.3%	99.4%	108.4%	100.0%
AL	AFSCME AT LIQUOR CONTROL COMM	A	P	27	1	$5,014	$7,673	$7,673	1.21	$7,426	$10,551	$10,551	94.4%	113.5%	96.3%	99.4%	115.4%	100.0%
AMG	AFSCME AT DHS STAB&CRISIS UNIT	A	P	27	1	$5,014	$5,768	$7,673	0.91	$7,426	$8,312	$10,551	94.4%	85.3%	96.3%	99.4%	90.9%	100.0%
AO	AFSCME OR ST POLICE-SUPP UNIT	A	P	27	1	$5,014	$7,673	$7,673	1.21	$7,426	$10,551	$10,551	94.4%	113.5%	96.3%	99.4%	115.4%	100.0%

1244-Fiscal Analyst 2 (Continued)

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
AU	AFSCME AT MILITARY	A	P	27	4	$5,014	$6,761	$7,673	1.07	$7,426	$9,479	$10,551	94.4%	100.0%	96.3%	99.4%	103.7%	100.0%
AX	AFSCME AT STATE LANDS	A	P	27	1	$5,014	$7,673	$7,673	1.21	$7,426	$10,551	$10,551	94.4%	113.5%	96.3%	99.4%	115.4%	100.0%
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	27	8	$5,034	$7,422	$7,809	1.16	$7,450	$10,256	$10,711	94.8%	109.8%	98.0%	99.7%	112.2%	101.6%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	27	27	$5,019	$7,138	$7,678	1.12	$7,432	$9,922	$10,557	94.5%	105.6%	96.4%	99.5%	108.5%	100.1%
OAI	SEIU STRIKEABLE INST COALITION	A	P	27	2	$5,019	$6,051	$7,678	0.95	$7,432	$8,645	$10,557	94.5%	89.5%	96.4%	99.5%	94.6%	100.1%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	27	21	$5,019	$6,808	$7,678	1.07	$7,432	$9,534	$10,557	94.5%	100.7%	96.4%	99.5%	104.3%	100.1%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	27	26	$5,019	$6,504	$7,678	1.02	$7,432	$9,177	$10,557	94.5%	96.2%	96.4%	99.5%	100.4%	100.1%
UA	UNREPRESENTED	A	P	27	6	$5,014	$6,152	$7,673	0.97	$7,426	$8,764	$10,551	94.4%	91.0%	96.3%	99.4%	95.8%	100.0%
Non-Corrections/Non-Management Wtd Average					101	$5,019	$6,836	$7,688		$7,433	$9,567	$10,568	94.5%	101.1%	96.5%	99.5%	104.6%	100.2%
STATEWIDE Weighted Average					109	$5,078	$6,944	$7,748		$7,502	$9,695	$10,639	95.7%	102.8%	97.3%	100.4%	106.0%	100.9%

1245 FISCAL ANALYST 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-DescCo	9269		BUDGET ANALYST, SR		0	$6,932		$9,289		$10,133		$13,058
2022-OR-JackCo	1030		Budget Analyst		1	$6,552	$8,367	$8,367	1.12	$9,972	$12,222	$12,222
2022-OR-MarionCo	085		Budget Analyst Sr		1	$5,619	$6,826	$7,519	1.04	$8,561	$10,056	$10,915
2022-OR-MultCo	9730		Budget Analyst Senior		9	$6,436	$9,032	$9,863	1.11	$9,641	$12,848	$13,876
2022-OR-WashCo	028		Management Analyst, Senior		0	$7,535		$9,155		$10,475		$12,412
County Market Average					11	$6,698	$8,771	$9,410		$9,833	$12,538	$13,170
2022-CompAnalyst	FA06000015		Budget Analyst III		1	$6,184	$8,159	$9,841	1.03	$8,415	$10,689	$12,627
2022-MIL-NWMGT	02.09		Financial Analyst - Senior	70	130	$6,759	$8,749	$10,137	1.04	$9,077	$11,369	$12,968
2022-MIL-OPES	02.12b		Financial Analyst - Senior	11	37	$6,659	$8,635	$9,289	1.08	$9,472	$11,864	$12,655
2022-MIL-OPES	02.10		Budget Analyst - Senior	7	13	$6,074	$8,666	$8,852	1.16	$8,764	$11,900	$12,126
2022-MIL-PACS	02.14		Financial Analyst - Senior	27	92	$6,710	$8,887	$10,109	1.06	$9,020	$11,528	$12,935
Purchased Market Average				115	273	$6,697	$8,774	$9,957		$9,094	$11,512	$12,877
2022-ST-CA	5266		STAFF FINANCE BUDGET ANALYST		0	$6,194		$7,698		$8,674		$10,466
2022-ST-NV	07.620		BUDGET ANALYST 3		13	$4,951	$5,746	$7,406	0.93	$6,819	$7,762	$9,731
2022-ST-WA	147C		BUDGET ANALYST 3		36	$4,294	$5,383	$5,773	1.07	$6,157	$7,407	$7,856
State Market Average					49	$5,188	$5,479	$6,828		$7,308	$7,501	$9,234
OVERALL WEIGHTED MARKET AVERAGE				115	333	$6,366	$8,289	$9,248		$8,733	$10,956	$12,090

OREGON COMPARISON TO MARKET

1245-Fiscal Analyst 3

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
AAON	AFSCME AT DOC SECURITY PLUS	A	P	30	5	$6,961	$10,143	$10,143	1.19	$9,714	$13,453	$13,453	109.4%	122.4%	109.7%	111.2%	122.8%	111.3%
Corrections Wtd Average					5	$6,961	$10,143	$10,143		$9,714	$13,453	$13,453	109.4%	122.4%	109.7%	111.2%	122.8%	111.3%
MMC	MGT SVC NSUPV CONFIDENTIAL	A	P	30	3	$6,282	$9,120	$9,264	1.17	$8,916	$12,251	$12,420	98.7%	110.0%	100.2%	102.1%	111.8%	102.7%
MMN	MGT SVC NONSUPERVISORY	A	P	30	39	$6,282	$8,929	$9,264	1.15	$8,916	$12,026	$12,420	98.7%	107.7%	100.2%	102.1%	109.8%	102.7%
Management Wtd Average					42	$6,282	$8,942	$9,264		$8,916	$12,042	$12,420	98.7%	107.9%	100.2%	102.1%	109.9%	102.7%
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	30	1	$5,829	$9,037	$9,037	1.22	$8,384	$12,154	$12,154	91.6%	109.0%	97.7%	96.0%	110.9%	100.5%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	30	47	$5,771	$8,356	$8,870	1.14	$8,316	$11,354	$11,957	90.7%	100.8%	95.9%	95.2%	103.6%	98.9%

1245-Fiscal Analyst 3 (Continued)

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	30	7	$5,771	$8,540	$8,870	1.17	$8,316	$11,570	$11,957	90.7%	103.0%	95.9%	95.2%	105.6%	98.9%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	30	9	$5,771	$7,902	$8,870	1.08	$8,316	$10,820	$11,957	90.7%	95.3%	95.9%	95.2%	98.8%	98.9%
UA	UNREPRESENTED	A	P	30	1	$5,768	$8,829	$8,865	1.21	$8,312	$11,909	$11,952	90.6%	106.5%	95.9%	95.2%	108.7%	98.9%
Non-Corrections/Non-Management Wtd Average					65	$5,772	$8,331	$8,872		$8,317	$11,324	$11,960	90.7%	100.5%	95.9%	95.2%	103.4%	98.9%
STATEWIDE Weighted Average					112	$6,016	$8,641	$9,076		$8,604	$11,688	$12,200	94.5%	104.2%	98.1%	98.5%	106.7%	100.9%

1319 HUMAN RESOURCE ASSISTANT

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-ClackCo	086		Human Resources Assistant		3	$4,603	$5,092	$6,214	0.94	$7,178	$7,784	$9,174
2022-OR-MarionCo	057		Human Resources Specialist		6	$4,332	$5,561	$5,808	1.10	$6,965	$8,488	$8,795
2022-OR-MultCo	6101		Human Resources Technician		1	$4,333	$4,723	$5,297	0.98	$7,043	$7,525	$8,234
2022-OR-WashCo	061		Human Resources Specialist		0	$5,321		$6,795		$7,828		$9,589
2022-WA-ClarkCo	600		Human Resources Specialist		1	$4,066	$4,431	$5,221	0.95	$6,182	$6,602	$7,509
2022-WA-ThrstnCo	0801		Human Resources Assistant		0	$3,792		$5,043		$5,775		$7,212
County Market Average					11	$4,662	$5,254	$6,101		$7,183	$8,037	$8,932
2022-CompAnalyst	OF13000006		Human Resources Assistant II		1	$3,381	$4,268	$5,146	1.00	$5,186	$6,207	$7,219
2022-MIL-NWHCS	13.24		Human Resources Assistant	77	65	$3,381	$4,047	$5,003	0.97	$5,187	$5,953	$7,054
2022-MIL-OPES	05.01		Human Resources Assistant	17	25	$4,209	$4,672	$5,918	0.92	$6,507	$7,068	$8,575
2022-MIL-PACS	05.02		Human Resources Assistant II	24	42	$4,317	$5,012	$6,136	0.96	$6,264	$7,064	$8,359
Purchased Market Average				118	133	$3,658	$4,471	$5,328		$5,547	$6,515	$7,483
2022-ST-CA	1303	D	PERSONNEL SPECIALIST		0	$4,062		$5,086		$6,132		$7,352
2022-ST-ID	05159		PERSONNEL TECH		13	$3,058	$3,741	$6,556	0.78	$4,701	$5,517	$8,885
2022-ST-NV	07.536		PERSONNEL TECHNICIAN 1		4	$2,881	$3,106	$4,169	0.88	$4,362	$4,629	$5,891
2022-ST-WA	123F		HUMAN RESOURCE CONSULTANT ASSISTAN		16	$3,399	$4,045	$4,479	1.03	$5,128	$5,870	$6,369
State Market Average					33	$3,981	$3,811	$5,102		$6,013	$5,581	$7,347
OVERALL WEIGHTED MARKET AVERAGE				118	177	$3,882	$4,397	$5,216		$5,876	$6,436	$7,446

OREGON COMPARISON TO MARKET

1319-Human Resource Assistant

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
MMC	MGT SVC NSUPV CONFIDENTIAL	A	P	18	6	$3,539	$4,810	$5,188	1.10	$5,693	$7,186	$7,631
MMN	MGT SVC NONSUPERVISORY	A	P	18	12	$3,539	$4,660	$5,188	1.07	$5,693	$7,010	$7,631
Management Wtd Average					18	$3,539	$4,710	$5,188		$5,693	$7,069	$7,631
STATEWIDE Weighted Average					18	$3,539	$4,710	$5,188		$5,693	$7,069	$7,631

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
91.2%	109.4%	99.5%	96.9%	111.7%	102.5%
91.2%	106.0%	99.5%	96.9%	108.9%	102.5%
91.2%	107.1%	99.5%	96.9%	109.8%	102.5%
91.2%	107.1%	99.5%	96.9%	109.8%	102.5%

1320 HUMAN RESOURCE ANALYST 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-ClackCo	087		Human Resources Specialist		9	$5,074	$6,450	$6,851	1.08	$7,763	$9,468	$9,964
2022-OR-DescCo	9046		HUMAN RESOURCES SPECIALIST		0	$4,926		$6,602		$7,646		$9,724
2022-OR-MarionCo	078		Human Resources Specialist Sr		2	$4,772	$5,959	$6,396	1.07	$7,510	$8,982	$9,523
2022-OR-MultCo	9080		Human Resources Analyst 1		26	$4,779	$5,964	$6,691	1.04	$7,594	$9,058	$9,956
2022-OR-WashCo	060		Human Resources Analyst I		0	$5,876		$7,505		$8,491		$10,439
2022-WA-ClarkCo	816		Human Resources Rep., Assoc.		0	$4,927		$6,958		$7,171		$9,504
2022-WA-KingCo	2311100		Human Resource Associate		23	$5,513	$6,358	$6,988	1.02	$8,084	$9,054	$9,778
2022-WA-ThrstnCo	0802		Human Resources Specialist		0	$4,181		$5,561		$6,221		$7,806
County Market Average					60	$5,071	$6,188	$6,781		$7,739	$9,115	$9,802
2022-CompAnalyst	HR09200011		Human Resources Generalist II		1	$4,879	$6,025	$7,607	0.97	$6,911	$8,232	$10,053
2022-MIL-NWHCS	13.26a		Recruiter	48	91	$4,829	$5,883	$7,223	0.98	$6,854	$8,068	$9,612
2022-MIL-OPES	05.07a		Employment Recruiter	11	29	$5,253	$6,688	$7,521	1.05	$7,770	$9,507	$10,515
2022-MIL-PACS	05.09b		Employment Recruiter	23	46	$5,121	$6,284	$7,721	0.98	$7,191	$8,530	$10,184
2022-TwrsWtsn	AHR000-P1		HR Generalist/Consultant Generalist/Multidiscipli	10	25		$5,825				$8,001	
Purchased Market Average				92	192	$4,983	$6,094	$7,414		$7,106	$8,388	$9,929
2022-ST-CA	5142	A	ASSOCIATE PERSONNEL ANALYST		0	$4,962		$6,211		$7,205		$8,694
2022-ST-NV	07.527		PERSONNEL ANALYST 1		19	$3,829	$4,328	$5,651	0.91	$5,488	$6,080	$7,649
2022-ST-WA	119E		HUMAN RESOURCE CONSULTANT 1		95	$3,531	$4,392	$4,741	1.06	$5,280	$6,269	$6,670
State Market Average					114	$4,512	$4,382	$5,778		$6,590	$6,238	$8,084
OVERALL WEIGHTED MARKET AVERAGE				92	366	$4,699	$5,576	$6,322		$6,854	$7,838	$8,763

OREGON COMPARISON TO MARKET

1320-Human Resource Analyst 1

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
MMC	MGT SVC NSUPV CONFIDENTIAL	A	P	23	9	$4,477	$5,581	$6,601	1.01	$6,795	$8,093	$9,291
MMN	MGT SVC NONSUPERVISORY	A	P	23	62	$4,477	$5,648	$6,601	1.02	$6,795	$8,171	$9,291
Management Wtd Average					71	$4,477	$5,639	$6,601		$6,795	$8,161	$9,291

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
95.3%	100.1%	104.4%	99.1%	103.3%	106.0%
95.3%	101.3%	104.4%	99.1%	104.3%	106.0%
95.3%	101.1%	104.4%	99.1%	104.1%	106.0%

	STATEWIDE Weighted Average	71	$4,477	$5,639	$6,601		$6,795	$8,161	$9,291	95.3%	101.1%	104.4%	99.1%	104.1%	106.0%

1321 HUMAN RESOURCE ANALYST 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-ClackCo	730		Human Resources Analyst		11	$6,168	$7,882	$8,327	1.09	$9,118	$11,242	$11,793
2022-OR-JackCo	1080		Human Resources Consultant		1	$6,552	$8,367	$8,367	1.12	$9,972	$12,222	$12,222
2022-OR-MarionCo	058		Human Resources Analyst		2	$5,342	$6,919	$7,160	1.11	$8,217	$10,172	$10,471
2022-OR-MultCo	6103		Human Resources Analyst 2		1	$5,784	$7,108	$7,108	1.10	$8,836	$10,472	$10,472
2022-OR-WashCo	035		Human Resources Analyst II		0	$6,824		$8,708		$9,625		$11,877
2022-WA-KingCo	2311200		Human Resource Analyst		49	$6,356	$7,260	$8,056	1.01	$9,052	$10,091	$11,005
2022-WA-ThrstnCo	0813		Human Resources Analyst		0	$5,575		$7,433		$7,822		$9,956
County Market Average					64	$6,283	$7,367	$8,073		$9,017	$10,323	$11,117
2022-CompAnalyst	HR09200012		Human Resources Generalist III		1	$6,042	$7,515	$9,573	0.96	$8,251	$9,947	$12,318
2022-MIL-NWHCS	13.25a		Human Resources Generalist	69	147	$4,782	$5,397	$7,200	0.90	$6,800	$7,508	$9,585
2022-MIL-NWMGT	04.03b		Human Resources Generalist	63	209	$5,178	$6,061	$7,587	0.95	$7,256	$8,273	$10,030
2022-MIL-OPES	05.02		Human Resources Generalist	17	30	$5,481	$6,434	$7,455	0.99	$8,047	$9,200	$10,435
2022-MIL-PACS	05.03a		Human Resources Generalist	33	63	$5,195	$6,250	$7,508	0.98	$7,276	$8,491	$9,940
2022-TwrsWtsn	AHR000-P2		HR Generalist/Consultant Generalist/Multidiscipli	26	108		$5,796				$7,967	
Purchased Market Average				208	558	$5,068	$5,879	$7,438		$7,160	$8,090	$9,898
2022-ST-CA	5312		PERSONNEL PROGRAM ANALYST		0	$5,113		$6,399		$7,385		$8,918
2022-ST-ID	05141		HUMAN RESOURCE SPEC		38	$3,865	$5,047	$8,277	0.83	$5,666	$7,080	$10,945
2022-ST-NV	07.521		PERSONNEL ANALYST 2		27	$4,169	$4,956	$6,180	0.96	$5,891	$6,824	$8,277
2022-ST-WA	119F		HUMAN RESOURCE CONSULTANT 2		80	$3,987	$5,026	$5,365	1.07	$5,804	$6,997	$7,386
State Market Average					145	$4,062	$5,018	$6,288		$5,887	$6,987	$8,513
OVERALL WEIGHTED MARKET AVERAGE				208	767	$4,965	$5,840	$7,236		$7,065	$8,067	$9,706

OREGON COMPARISON TO MARKET

1321-Human Resource Analyst 2

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
MMC	MGT SVC NSUPV CONFIDENTIAL	A	P	26	7	$5,188	$6,603	$7,630	1.03	$7,631	$9,293	$10,500	104.5%	113.1%	105.4%	108.0%	115.2%	108.2%
MMN	MGT SVC NONSUPERVISORY	A	P	26	103	$5,188	$6,878	$7,630	1.07	$7,631	$9,616	$10,500	104.5%	117.8%	105.4%	108.0%	119.2%	108.2%
MMS	MGT SVC SUPERVISORY	A	P	26X	1	$5,188	$5,985	$7,630	0.93	$7,631	$8,567	$10,500	104.5%	102.5%	105.4%	108.0%	106.2%	108.2%

1321-Human Resource Analyst 2 (Continued)

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
Management Wtd Average					111	$5,188	$6,852	$7,630		$7,631	$9,586	$10,500	104.5%	117.3%	105.4%	108.0%	118.8%	108.2%
STATEWIDE Weighted Average					111	$5,188	$6,852	$7,630		$7,631	$9,586	$10,500	104.5%	117.3%	105.4%	108.0%	118.8%	108.2%

1322 HUMAN RESOURCE ANALYST 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-ClackCo	671		Human Resources Analyst, Sr		4	$6,800	$8,997	$9,180	1.13	$9,901	$12,624	$12,851
2022-OR-DescCo	9047		HUMAN RESOURCES ANALYST		0	$6,287		$8,426		$9,334		$11,986
2022-OR-JackCo	1082		Sr Human Resources Consultant		2	$6,945	$8,654	$8,865	1.09	$10,460	$12,578	$12,840
2022-OR-MarionCo	059		Human Resources Analyst Sr		2	$5,888	$6,195	$7,888	0.90	$8,894	$9,274	$11,373
2022-OR-MultCo	9748		Human Resources Analyst Senior		53	$6,014	$8,542	$9,022	1.14	$9,121	$12,244	$12,836
2022-OR-WashCo	036		Human Resources Analyst, Senior		0	$7,535		$9,613		$10,475		$12,960
2022-WA-ClarkCo	822		Human Resources Rep., Senior		3	$5,712	$7,197	$8,072	1.04	$8,073	$9,779	$10,783
2022-WA-KingCo	2311300		Human Resource Analyst - Senior		42	$7,156	$8,866	$9,070	1.09	$9,971	$11,935	$12,170
2022-WA-ThrstnCo	0818		Human Resources Analyst, Senior		0	$5,998		$7,996		$8,308		$10,603
County Market Average					106	$6,526	$8,607	$8,966		$9,475	$12,016	$12,416
2022-CompAnalyst	HR09200322		Human Resources Generalist IV		1	$6,820	$8,895	$10,987	1.00	$9,147	$11,538	$13,947
2022-MIL-NWHCS	13.25b		Human Resources Generalist - Senior	42	172	$5,964	$6,609	$8,918	0.89	$8,162	$8,904	$11,563
2022-MIL-NWMGT	04.03a		Human Resources Generalist - Senior	34	236	$6,315	$7,296	$9,206	0.94	$8,565	$9,695	$11,895
2022-MIL-OPES	05.03		Human Resources Generalist - Senior	12	58	$6,272	$8,466	$8,870	1.12	$9,004	$11,659	$12,148
2022-MIL-PACS	05.03b		Human Resources Generalist - Senior	15	66	$6,234	$8,450	$8,934	1.11	$8,472	$11,025	$11,582
2022-TwrsWtsn	AHR000-P3		HR Generalist/Consultant Generalist/Multidiscipli	19	65		$7,754				$10,223	
Purchased Market Average				122	598	$6,188	$7,391	$9,046		$8,472	$9,865	$11,780
2022-ST-CA	5313		STAFF PERSONNEL PROGRAM ANALYST		0	$5,902		$7,332		$8,325		$10,030
2022-ST-ID	05134		HUMAN RESOURCE SPEC, SR		47	$4,931	$6,308	$10,565	0.81	$6,941	$8,588	$13,681
2022-ST-NV	07.520		PERSONNEL ANALYST 3		16	$4,546	$5,223	$6,760	0.92	$6,338	$7,141	$8,965
2022-ST-WA	119H		HUMAN RESOURCE CONSULTANT 4		236	$4,857	$6,356	$6,533	1.12	$6,803	$8,525	$8,728
State Market Average					299	$4,939	$6,288	$7,192		$6,926	$8,461	$9,561
OVERALL WEIGHTED MARKET AVERAGE				122	1,003	$5,814	$7,191	$8,419		$8,082	$9,674	$11,121

OREGON COMPARISON TO MARKET

1322-Human Resource Analyst 3

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
MMC	MGT SVC NSUPV CONFIDENTIAL	A	P	29	16	$5,985	$7,631	$8,831	1.03	$8,567	$10,502	$11,912

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
102.9%	106.1%	104.9%	106.0%	108.6%	107.1%

1322-Human Resource Analyst 3 (Continued)

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
MMN	MGT SVC NONSUPERVISORY	A	P	29	102	$5,985	$8,380	$8,831	1.13	$8,567	$11,382	$11,912	102.9%	116.5%	104.9%	106.0%	117.7%	107.1%
MMS	MGT SVC SUPERVISORY	A	P	29	2	$5,985	$8,831	$8,831	1.19	$8,567	$11,912	$11,912	102.9%	122.8%	104.9%	106.0%	123.1%	107.1%
Management Wtd Average					120	$5,985	$8,288	$8,831		$8,567	$11,273	$11,912	102.9%	115.3%	104.9%	106.0%	116.5%	107.1%
STATEWIDE Weighted Average					120	$5,985	$8,288	$8,831		$8,567	$11,273	$11,912	102.9%	115.3%	104.9%	106.0%	116.5%	107.1%

1324 STATE LABOR RELATIONS MANAGER

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-WA-ThrstnCo	0816		Labor Relations Negotiator		0	$6,889		$9,186		$9,332		$11,969
County Market Average						$6,889		$9,186		$9,332		$11,969
2022-CompAnalyst	HR09200326		Labor Relations Specialist IV		1	$7,498	$10,460	$12,787	1.04	$9,928	$13,340	$16,019
2022-MIL-NWMGT	04.04b		Labor Negotiator	8	8	$8,463	$11,284	$12,551	1.07	$11,040	$14,288	$15,748
2022-MIL-OPES	05.10		Labor Relations Negotiator	5	6	$7,447	$10,061	$10,959	1.09	$10,426	$13,589	$14,676
2022-MIL-PACS	05.12		Labor Relations Manager	8	5	$9,011	$11,811	$13,655	1.04	$11,671	$14,896	$17,020
Purchased Market Average				21	20	$8,267	$11,008	$12,378		$10,965	$14,183	$15,757
2022-ST-CA	9539		LABOR RELATIONS MANAGER II		0	$7,877		$8,944		$10,680		$11,951
State Market Average						$7,877		$8,944		$10,680		$11,951
OVERALL WEIGHTED MARKET AVERAGE				21	20	$8,139	$11,008	$11,558		$10,850	$14,183	$14,839

OREGON COMPARISON TO MARKET

1324-State Labor Relations Manager

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
MMC	MGT SVC NSUPV CONFIDENTIAL	A	P	35	9	$8,015	$11,339	$11,802	1.14	$10,953	$14,858	$15,403
Management Wtd Average					9	$8,015	$11,339	$11,802		$10,953	$14,858	$15,403
STATEWIDE Weighted Average					9	$8,015	$11,339	$11,802		$10,953	$14,858	$15,403

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
98.5%	103.0%	102.1%	100.9%	104.8%	103.8%
98.5%	103.0%	102.1%	100.9%	104.8%	103.8%
98.5%	103.0%	102.1%	100.9%	104.8%	103.8%

1326 HR CONSULTANT 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-ClackCo	082		Human Resources Program Cord		4	$7,140	$8,770	$9,639	1.05	$10,323	$12,342	$13,419
2022-WA-KingCo	2302000		Human Resource Policy Advisor I		1	$9,740	$12,068	$12,346	1.09	$12,939	$15,613	$15,932
County Market Average					5	$7,660	$9,430	$10,181		$10,846	$12,996	$13,922
2022-CompAnalyst	HR09200437		HR Business Partner IV		1	$7,774	$10,209	$12,803	1.00	$10,246	$13,051	$16,039
2022-MIL-NWMGT	04.02b		Human Resources Strategic Business Partner	32	32	$6,754	$8,642	$10,347	1.01	$9,071	$11,246	$13,209
2022-MIL-PACS	05.03c		Human Resources Strategic Business Partner	9	28	$5,927	$7,751	$8,873	1.05	$8,118	$10,219	$11,512
Purchased Market Average				41	61	$6,414	$8,259	$9,750		$8,679	$10,804	$12,522
2022-ST-CA	5318		PERSONNEL PROGRAM ADVISOR		0	$7,173		$8,147		$9,840		$11,001
2022-ST-ID	05137		HR Policy & Program Officer		1	$5,903	$7,690	$12,652	0.83	$8,103	$10,242	$16,178
State Market Average					1	$7,098	$7,690	$8,412		$9,738	$10,242	$11,306
OVERALL WEIGHTED MARKET AVERAGE				41	67	$6,619	$8,338	$9,513		$9,010	$10,959	$12,364

OREGON COMPARISON TO MARKET

1326-HR Consultant 1

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
MMC	MGT SVC NSUPV CONFIDENTIAL	A	P	30	5	$6,282	$9,264	$9,264	1.19	$8,916	$12,420	$12,420	94.9%	111.1%	97.4%	99.0%	113.3%	100.5%
MMN	MGT SVC NONSUPERVISORY	A	P	30	8	$6,282	$8,770	$9,264	1.13	$8,916	$11,840	$12,420	94.9%	105.2%	97.4%	99.0%	108.0%	100.5%
Management Wtd Average					13	$6,282	$8,960	$9,264		$8,916	$12,063	$12,420	94.9%	107.5%	97.4%	99.0%	110.1%	100.5%
STATEWIDE Weighted Average					13	$6,282	$8,960	$9,264		$8,916	$12,063	$12,420	94.9%	107.5%	97.4%	99.0%	110.1%	100.5%

1327 HR CONSULTANT 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-WA-KingCo	2302200		Human Resource Policy Advisor II		1	$10,458	$13,257	$13,257	1.12	$13,764	$16,978	$16,978
County Market Average					1	$10,458	$13,257	$13,257		$13,764	$16,978	$16,978
2022-CompAnalyst	HR09200438		HR Business Partner V		1	$9,364	$12,753	$15,657	1.02	$12,077	$15,981	$19,325
2022-MIL-NWMGT	04.02a		Human Resources Strategic Business Partner - $28		38	$7,643	$10,605	$11,926	1.08	$10,095	$13,507	$15,028
2022-MIL-PACS	05.03d		Human Resources Strategic Business Partner - $10		38	$7,547	$10,593	$11,980	1.08	$9,985	$13,492	$15,091
2022-TwrsWtsn	AHR000-P4		HR Generalist/Consultant Generalist/Multidiscipli	17	30		$10,592				$13,492	
Purchased Market Average				55	107	$7,624	$10,617	$12,014		$10,073	$13,521	$15,129
OVERALL WEIGHTED MARKET AVERAGE				55	108	$7,670	$10,642	$12,034		$10,133	$13,553	$15,159

OREGON COMPARISON TO MARKET

1327-HR Consultant 2

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
MMC	MGT SVC NSUPV CONFIDENTIAL	A	P	32	1	$6,930	$10,203	$10,203	1.19	$9,678	$13,524	$13,524
MMN	MGT SVC NONSUPERVISORY	A	P	32	5	$6,930	$9,688	$10,203	1.13	$9,678	$12,919	$13,524
Management Wtd Average					6	$6,930	$9,774	$10,203		$9,678	$13,020	$13,524
STATEWIDE Weighted Average					6	$6,930	$9,774	$10,203		$9,678	$13,020	$13,524

MARKET COMPARISONS

Repr	Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
MMC	90.4%	95.9%	84.8%	95.5%	99.8%	89.2%
MMN	90.4%	91.0%	84.8%	95.5%	95.3%	89.2%
Management Wtd Average	90.4%	91.8%	84.8%	95.5%	96.1%	89.2%
STATEWIDE Weighted Average	90.4%	91.8%	84.8%	95.5%	96.1%	89.2%

1338 TRAINING & DEVELOPMENT SPECIALIST 1

Class Study Pending 2021-23 Biennium

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-WA-KingCo	2252200		Occupational Education and Training Coordinato		7	$5,810	$6,739	$7,286	1.03	$8,425	$9,492	$10,121
County Market Average					7	$5,810	$6,739	$7,286		$8,425	$9,492	$10,121
2022-CompAnalyst	HR09200013		Training Specialist I		1	$3,916	$4,669	$6,259	0.92	$5,803	$6,670	$8,501
2022-MIL-NWMGT	04.16		Training & Development Specialist	42	53	$5,151	$6,186	$7,606	0.97	$7,225	$8,417	$10,052
2022-MIL-PACS	05.10		Training Specialist	20	53	$4,734	$5,724	$7,180	0.96	$6,744	$7,885	$9,562
Purchased Market Average				62	107	$4,933	$5,943	$7,382		$6,974	$8,137	$9,795
2022-ST-ID	05126		TRAINER, ASSOCIATE		6	$3,452	$4,506	$7,395	0.83	$5,172	$6,433	$9,889
2022-ST-NV	07.519		TRAINING OFFICER 1		16	$4,169	$4,865	$6,180	0.94	$5,891	$6,716	$8,277
State Market Average					22	$3,974	$4,767	$6,511		$5,695	$6,639	$8,717
OVERALL WEIGHTED MARKET AVERAGE				62	136	$4,823	$5,794	$7,236		$6,841	$7,964	$9,637

OREGON COMPARISON TO MARKET

1338-Training & Development Specialist 1

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
AAON	AFSCME AT DOC SECURITY PLUS	A	P	23	2	$5,041	$7,292	$7,292	1.18	$7,458	$10,103	$10,103	104.5%	125.9%	100.8%	109.0%	126.9%	104.8%
Corrections Wtd Average					2	$5,041	$7,292	$7,292		$7,458	$10,103	$10,103	104.5%	125.9%	100.8%	109.0%	126.9%	104.8%
AF	AFSCME AT OSP FIRE MARSHAL	A	P	23	2	$4,155	$5,635	$6,345	1.07	$6,417	$8,155	$8,990	86.2%	97.3%	87.7%	93.8%	102.4%	93.3%
AMG	AFSCME AT DHS STAB&CRISIS UNIT	A	P	23	4	$4,155	$6,134	$6,345	1.17	$6,417	$8,742	$8,990	86.2%	105.9%	87.7%	93.8%	109.8%	93.3%
AO	AFSCME OR ST POLICE-SUPP UNIT	A	P	23	1	$4,155	$5,501	$6,345	1.05	$6,417	$7,999	$8,990	86.2%	95.0%	87.7%	93.8%	100.4%	93.3%
AU	AFSCME AT MILITARY	A	P	23	6	$4,155	$5,674	$6,345	1.08	$6,417	$8,202	$8,990	86.2%	97.9%	87.7%	93.8%	103.0%	93.3%
AX	AFSCME AT STATE LANDS	A	P	23	2	$4,155	$5,680	$6,345	1.08	$6,417	$8,208	$8,990	86.2%	98.0%	87.7%	93.8%	103.1%	93.3%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	23	37	$4,155	$5,510	$6,350	1.05	$6,417	$8,009	$8,996	86.2%	95.1%	87.8%	93.8%	100.6%	93.4%
OAI	SEIU STRIKEABLE INST COALITION	A	P	23	4	$4,155	$5,852	$6,350	1.11	$6,417	$8,410	$8,996	86.2%	101.0%	87.8%	93.8%	105.6%	93.4%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	23	13	$4,155	$6,110	$6,350	1.16	$6,417	$8,714	$8,996	86.2%	105.5%	87.8%	93.8%	109.4%	93.4%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	23	7	$4,155	$6,222	$6,350	1.18	$6,417	$8,846	$8,996	86.2%	107.4%	87.8%	93.8%	111.1%	93.4%
Non-Corrections/Non-Management Wtd Average					76	$4,155	$5,749	$6,349		$6,417	$8,291	$8,995	86.2%	99.2%	87.7%	93.8%	104.1%	93.3%

	STATEWIDE Weighted Average	78	$4,178	$5,789	$6,373		$6,444	$8,337	$9,023	86.6%	99.9%	88.1%	94.2%	104.7%	93.6%

1339 TRAINING & DEVELOPMENT SPECIALIST 2

Class Study Pending 2021-23 Biennium

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-ClackCo	367		Train & Quality Assurance Cord		3	$6,810	$8,452	$8,581	1.10	$9,913	$11,949	$12,108
2022-OR-WashCo	172		Training Coordinator		0	$6,031		$7,695		$8,676		$10,667
County Market Average					3	$6,615	$8,452	$8,359		$9,604	$11,949	$11,747
2022-MIL-NWMGT	04.15		Training & Development Specialist - Senior	38	58	$6,264	$7,902	$9,327	1.01	$8,507	$10,394	$12,035
2022-MIL-PACS	05.11		Training Specialist - Senior	21	43	$5,943	$7,685	$9,176	1.02	$8,137	$10,143	$11,861
2022-TwrsWtsn	AHR130-P2		Employee Development/Training Generalist/Mult	11	34		$6,493				$8,770	
Purchased Market Average				70	135	$6,117	$7,478	$9,258		$8,338	$9,905	$11,956
2022-ST-CA	5196		TRAINING OFFICER III		0	$6,479		$8,049		$9,013		$10,884
2022-ST-ID	05122		TRAINING SPEC		29	$4,361	$5,572	$9,349	0.81	$6,259	$7,708	$12,227
2022-ST-NV	07.524		TRAINING OFFICER 2		16	$4,546	$5,912	$6,760	1.05	$6,338	$7,958	$8,965
State Market Average					45	$4,514	$5,693	$8,412		$6,403	$7,797	$11,059
OVERALL WEIGHTED MARKET AVERAGE				70	183	$5,611	$7,055	$8,959		$7,746	$9,420	$11,659

OREGON COMPARISON TO MARKET

1339-Training & Development Specialist 2

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
AAON	AFSCME AT DOC SECURITY PLUS	A	P	27	11	$6,059	$8,490	$8,810	1.14	$8,654	$11,511	$11,887	108.0%	120.3%	98.3%	111.7%	122.2%	102.0%
Corrections Wtd Average					11	$6,059	$8,490	$8,810		$8,654	$11,511	$11,887	108.0%	120.3%	98.3%	111.7%	122.2%	102.0%
MMN	MGT SVC NONSUPERVISORY	A	P	27	20	$5,432	$7,709	$8,015	1.15	$7,917	$10,593	$10,953	96.8%	109.3%	89.5%	102.2%	112.4%	93.9%
Management Wtd Average					20	$5,432	$7,709	$8,015		$7,917	$10,593	$10,953	96.8%	109.3%	89.5%	102.2%	112.4%	93.9%
AD	AFSCME AT ENVIRONMENTAL QUAL	A	P	27	1	$5,014	$6,046	$7,673	0.95	$7,426	$8,639	$10,551	89.4%	85.7%	85.6%	95.9%	91.7%	90.5%
AF	AFSCME AT OSP FIRE MARSHAL	A	P	27	2	$5,014	$6,587	$7,673	1.04	$7,426	$9,275	$10,551	89.4%	93.4%	85.6%	95.9%	98.5%	90.5%
AMG	AFSCME AT DHS STAB&CRISIS UNIT	A	P	27	3	$5,014	$7,114	$7,673	1.12	$7,426	$9,894	$10,551	89.4%	100.8%	85.6%	95.9%	105.0%	90.5%
AO	AFSCME OR ST POLICE-SUPP UNIT	A	P	27	1	$5,014	$6,659	$7,673	1.05	$7,426	$9,359	$10,551	89.4%	94.4%	85.6%	95.9%	99.4%	90.5%
AS	OR PUB SAFETY ASSOC AT DPSST	A	P	27	2	$5,014	$7,010	$7,673	1.10	$7,426	$9,771	$10,551	89.4%	99.4%	85.6%	95.9%	103.7%	90.5%
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	27	1	$5,034	$7,809	$7,809	1.22	$7,450	$10,711	$10,711	89.7%	110.7%	87.2%	96.2%	113.7%	91.9%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	27	67	$5,019	$6,548	$7,678	1.03	$7,432	$9,229	$10,557	89.4%	92.8%	85.7%	96.0%	98.0%	90.5%

1339-Training & Development Specialist 2 (Continued)

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
OAI	SEIU STRIKEABLE INST COALITION	A	P	27	36	$5,019	$6,751	$7,678	1.06	$7,432	$9,468	$10,557	89.4%	95.7%	85.7%	96.0%	100.5%	90.5%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	27	5	$5,019	$6,745	$7,678	1.06	$7,432	$9,460	$10,557	89.4%	95.6%	85.7%	96.0%	100.4%	90.5%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	27	14	$5,019	$7,272	$7,678	1.15	$7,432	$10,080	$10,557	89.4%	103.1%	85.7%	96.0%	107.0%	90.5%
UA	UNREPRESENTED	A	P	27	1	$5,014	$7,673	$7,673	1.21	$7,426	$10,551	$10,551	89.4%	108.8%	85.6%	95.9%	112.0%	90.5%
Non-Corrections/Non-Management Wtd Average					133	$5,019	$6,722	$7,679		$7,432	$9,434	$10,557	89.4%	95.3%	85.7%	95.9%	100.1%	90.5%
STATEWIDE Weighted Average					164	$5,139	$6,961	$7,796		$7,573	$9,714	$10,695	91.6%	98.7%	87.0%	97.8%	103.1%	91.7%

1345 SAFETY SPECIALIST 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-JackCo	415		Safety Technician		1	$4,525	$4,525	$6,052	0.86	$7,459	$7,459	$9,352
2022-WA-KingCo	2334200		Safety and Health Administrator II		1	$5,217	$6,380	$6,508	1.09	$7,745	$9,080	$9,227
County Market Average					2	$4,871	$5,452	$6,280		$7,602	$8,269	$9,289
2022-ST-NV	11.544		SAFETY REP, LOSS CONTROL		1	$3,829	$4,932	$5,651	1.04	$5,488	$6,796	$7,649
2022-ST-WA	399G		SAFETY OFFICER 2		4	$4,185	$5,508	$5,636	1.12	$6,031	$7,551	$7,698
State Market Average					5	$4,114	$5,393	$5,639		$5,922	$7,400	$7,688
OVERALL WEIGHTED MARKET AVERAGE				0	7	$4,330	$5,410	$5,822		$6,402	$7,648	$8,146

OREGON COMPARISON TO MARKET

1345-Safety Specialist 1

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	23	1	$4,155	$5,771	$6,350	1.10	$6,417	$8,316	$8,996
OAI	SEIU STRIKEABLE INST COALITION	A	P	23	1	$4,155	$5,503	$6,350	1.05	$6,417	$8,001	$8,996
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	23	5	$4,155	$6,065	$6,350	1.15	$6,417	$8,661	$8,996
Non-Corrections/Non-Management Wtd Average					7	$4,155	$5,943	$6,350		$6,417	$8,517	$8,996
STATEWIDE Weighted Average					7	$4,155	$5,943	$6,350		$6,417	$8,517	$8,996

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
96.0%	106.7%	109.1%	100.2%	108.7%	110.4%
96.0%	101.7%	109.1%	100.2%	104.6%	110.4%
96.0%	112.1%	109.1%	100.2%	113.2%	110.4%
96.0%	109.9%	109.1%	100.2%	111.4%	110.4%
96.0%	109.9%	109.1%	100.2%	111.4%	110.4%

1346 SAFETY SPECIALIST 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-ClackCo	423		Safety & Loss Control Coord		0	$4,905		$6,234		$7,553		$9,199
2022-OR-WashCo	063		Safety Specialist		0	$5,876		$7,505		$8,491		$10,439
County Market Average						$5,391		$6,870		$8,022		$9,819
2022-CompAnalyst	LE11000018		Safety Specialist		1	$5,431	$7,247	$8,636	1.03	$7,547	$9,639	$11,239
2022-MIL-OPES	05.14		Safety Officer	11	34	$5,812	$6,768	$8,423	0.95	$8,447	$9,603	$11,607
2022-MIL-PACS	04.32		Safety Coordinator	12	18	$6,142	$7,759	$8,920	1.03	$8,366	$10,229	$11,566
2022-TwrsWtsn	AHS000-P2		Environmental Health and Safety Generalist/Mull	13	30		$6,885				$9,223	
Purchased Market Average				36	83	$5,933	$7,031	$8,622		$8,396	$9,602	$11,583
2022-ST-ID	03386		HEALTH & SAFETY SPEC		1	$4,361	$4,939	$9,349	0.72	$6,259	$6,950	$12,227
2022-ST-NV	11.565		AGENCY LOSS CONTROL COORD		1	$4,350	$6,434	$6,459	1.19	$6,105	$8,578	$8,608
2022-ST-WA	399H		SAFETY OFFICER 3		26	$4,403	$5,949	$5,920	1.15	$6,282	$8,057	$8,024
State Market Average					28	$4,400	$5,930	$6,062		$6,275	$8,036	$8,195
OVERALL WEIGHTED MARKET AVERAGE				36	111	$5,354	$6,753	$7,633		$7,604	$9,207	$10,288

OREGON COMPARISON TO MARKET

1346-Safety Specialist 2

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
MMC	MGT SVC NSUPV CONFIDENTIAL	A	P	27	1	$5,432	$8,015	$8,015	1.19	$7,917	$10,953	$10,953	101.5%	118.7%	105.0%	104.1%	119.0%	106.5%
MMN	MGT SVC NONSUPERVISORY	A	P	27	19	$5,432	$7,509	$8,015	1.12	$7,917	$10,358	$10,953	101.5%	111.2%	105.0%	104.1%	112.5%	106.5%
Management Wtd Average					20	$5,432	$7,534	$8,015		$7,917	$10,388	$10,953	101.5%	111.6%	105.0%	104.1%	112.8%	106.5%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	27	1	$5,019	$6,350	$7,678	1.00	$7,432	$8,996	$10,557	93.7%	94.0%	100.6%	97.7%	97.7%	102.6%
Non-Corrections/Non-Management Wtd Average					1	$5,019	$6,350	$7,678		$7,432	$8,996	$10,557	93.7%	94.0%	100.6%	97.7%	97.7%	102.6%
STATEWIDE Weighted Average					21	$5,412	$7,478	$7,999		$7,894	$10,321	$10,934	101.1%	110.7%	104.8%	103.8%	112.1%	106.3%

1475-I DATA ENTRY CONTROL TECHNICIAN

Information Systems Payline

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-ClackCo	694		Data Control Analyst 2		0	$3,761		$4,733		$6,136		$7,340
County Market Average						$3,761		$4,733		$6,136		$7,340
2022-CompAnalyst	IT10000017		Data Control Clerk II	60	175	$3,339	$4,301	$5,180	1.01	$5,138	$6,246	$7,258
Purchased Market Average				60	175	$3,339	$4,301	$5,180		$5,138	$6,246	$7,258
2022-ST-CA	1420		KEY DATA SUPERVISOR I		0	$3,190		$3,990		$5,092		$6,046
State Market Average						$3,190		$3,990		$5,092		$6,046
OVERALL WEIGHTED MARKET AVERAGE				60	175	$3,323	$4,301	$5,035		$5,137	$6,246	$7,113

OREGON COMPARISON TO MARKET

1475-I-Data Entry Control Technician

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
OAS	SEIU STRIKEABLE SPEC COALITION	I	P	12	1	$3,005	$3,805	$3,805	1.12	$5,065	$6,006	$6,006	90.4%	88.5%	75.6%	98.6%	96.2%	84.4%
Non-Corrections/Non-Management Wtd Average					1	$3,005	$3,805	$3,805		$5,065	$6,006	$6,006	90.4%	88.5%	75.6%	98.6%	96.2%	84.4%
STATEWIDE Weighted Average					1	$3,005	$3,805	$3,805		$5,065	$6,006	$6,006	90.4%	88.5%	75.6%	98.6%	96.2%	84.4%

1481-I INFORMATION SYSTEMS SPECIALIST 1

Information Systems Payline

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	Insufficient Market (Emp Avg X)
2022-WA-ClarkCo	T0		IT Professional Associate		0	$2,975		$3,800		$4,929		$5,877	
County Market Average						$2,975		$3,800		$4,929		$5,877	
2022-ST-CA	1353	C	COMPUTER OPERATOR		0	$3,468		$4,558		$5,423		$6,723	
2022-ST-CA	1400	A	INFORMATION TECHNOLOGY TECHNICIAN		0	$3,402		$4,558		$5,345		$6,723	
State Market Average						$3,404		$4,558		$5,347		$6,723	
OVERALL WEIGHTED MARKET AVERAGE				0	0	$3,393		$4,538		$5,336		$6,700	

OREGON COMPARISON TO MARKET

1481-I-Information Systems Specialist 1

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
AO	AFSCME OR ST POLICE-SUPP UNIT	I	P	17	1	$3,325	$3,962	$4,937	0.96	$5,442	$6,190	$7,336
Non-Corrections/Non-Management Wtd Average					1	$3,325	$3,962	$4,937		$5,442	$6,190	$7,336
STATEWIDE Weighted Average					1	$3,325	$3,962	$4,937		$5,442	$6,190	$7,336

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
98.0%		108.8%	102.0%		109.5%
98.0%		108.8%	102.0%		109.5%
98.0%		108.8%	102.0%		109.5%

1482-I INFORMATION SYSTEMS SPECIALIST 2

Information Systems Payline

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-MarionCo	648		Support Technician		2	$3,945	$3,945	$5,283	0.85	$6,486	$6,486	$8,144
2022-OR-MultCo	6074		Data Technician		8	$4,209	$4,823	$5,151	1.03	$6,889	$7,648	$8,054
2022-OR-MultCo	6415		Information Specialist 1		2	$5,001	$5,468	$6,127	0.98	$7,868	$8,445	$9,260
County Market Average					12	$4,297	$4,784	$5,336		$6,985	$7,587	$8,270
2022-CompAnalyst	IT10000266		Help Desk Support Specialist I		1	$3,381	$3,958	$5,121	0.93	$5,186	$5,851	$7,191
2022-MIL-NWIT	12-901		Help Desk Specialist I	32	46	$3,769	$4,454	$5,588	0.95	$5,633	$6,421	$7,728
Purchased Market Average				32	47	$3,764	$4,443	$5,583		$5,627	$6,409	$7,722
2022-ST-CA	1400	B	INFORMATION TECHNOLOGY TECHNICIAN		0	$3,691		$4,947		$5,689		$7,187
2022-ST-CA	1360	C	INFORMATION SYSTEMS TECHNICIAN		0	$3,468		$4,558		$5,423		$6,723
2022-ST-NV	07.941		IT TECHNICIAN 2		2	$3,249	$3,374	$4,746	0.84	$4,799	$4,948	$6,575
2022-ST-WA	481C		IT SUPPORT TECHNICIAN 1		30	$3,216	$4,392	$4,294	1.17	$4,919	$6,269	$6,157
State Market Average					32	$3,556	$4,328	$4,768		$5,468	$6,186	$6,901
OVERALL WEIGHTED MARKET AVERAGE				32	91	$3,681	$4,448	$5,122		$5,619	$6,486	$7,304

OREGON COMPARISON TO MARKET

1482-I-Information Systems Specialist 2

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
OAH	SEIU STRIKEABLE HUMAN SVC COAL	I	P	21	4	$3,836	$5,086	$5,793	1.06	$6,042	$7,511	$8,342
OAI	SEIU STRIKEABLE INST COALITION	I	P	21	1	$3,836	$5,045	$5,793	1.05	$6,042	$7,463	$8,342
OAO	SEIU STRIKEABLE ODOT COALITION	I	P	21	5	$3,836	$5,209	$5,793	1.08	$6,042	$7,655	$8,342
OAS	SEIU STRIKEABLE SPEC COALITION	I	P	21	9	$3,836	$5,276	$5,793	1.10	$6,042	$7,735	$8,342
Non-Corrections/Non-Management Wtd Average					19	$3,836	$5,206	$5,793		$6,042	$7,652	$8,342
STATEWIDE Weighted Average					19	$3,836	$5,206	$5,793		$6,042	$7,652	$8,342

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
104.2%	114.4%	113.1%	107.5%	115.8%	114.2%
104.2%	113.4%	113.1%	107.5%	115.1%	114.2%
104.2%	117.1%	113.1%	107.5%	118.0%	114.2%
104.2%	118.6%	113.1%	107.5%	119.2%	114.2%
104.2%	117.1%	113.1%	107.5%	118.0%	114.2%
104.2%	117.1%	113.1%	107.5%	118.0%	114.2%

1483-I INFORMATION SYSTEMS SPECIALIST 3

Information Systems Payline

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-ClackCo	690		Microcomputer Analyst		0	$5,078		$6,443		$7,766		$9,459
2022-OR-ClackCo	678		Microcomputer Specialist 1		4	$5,212	$6,147	$6,613	1.04	$7,933	$9,091	$9,669
2022-OR-JackCo	1201		IT Support Specialist II		2	$4,821	$5,727	$6,146	1.04	$7,827	$8,949	$9,469
2022-OR-WashCo	079		Help Desk Technician		0	$4,940		$6,015		$7,372		$8,657
2022-OR-WashCo	078		Client Services Technician I		0	$5,200		$6,309		$7,683		$9,009
2022-WA-ClarkCo	150		Dept Info Systems Coord I		3	$4,191	$5,021	$5,375	1.05	$6,326	$7,280	$7,686
County Market Average					9	$4,869	$5,678	$6,119		$7,423	$8,456	$8,936
2022-CompAnalyst	IT10000034		Help Desk Support Specialist II		1	$3,808	$4,703	$5,866	0.97	$5,677	$6,709	$8,048
2022-CompAnalyst	IT10000370		System Documentation Specialist I		1	$3,883	$4,703	$6,084	0.95	$5,764	$6,709	$8,299
2022-MIL-NWIT	12-651		Hardware Management & Support I	5	5		$4,895				$6,930	
2022-MIL-NWIT	12-902		Help Desk Specialist II	53	225	$4,545	$5,550	$6,641	0.99	$6,527	$7,684	$8,941
2022-MIL-NWIT	12-851		Network Operations Center I	6	32		$5,076				$7,139	
2022-MIL-OPES	03.12		GIS Technician	14	16	$4,696	$5,619	$6,081	1.04	$7,096	$8,214	$8,773
2022-MIL-OPES	03.14		Help Desk Specialist	18	66	$4,953	$6,321	$6,664	1.09	$7,408	$9,063	$9,479
2022-MIL-OPES	03.15		Computer Operator	3	12	$4,846	$6,379	$6,322	1.14	$7,278	$9,133	$9,064
2022-MIL-PACS	03.25a		Help Desk Specialist	31	106	$4,418	$5,756	$6,345	1.07	$6,381	$7,922	$8,600
2022-TwrsWtsn	AIT020-T2		IT Help Desk Support	10	29		$4,270				$6,210	
2022-TwrsWtsn	AID010-P1		Application Development	7	8		$6,535				$8,819	
Purchased Market Average				147	501	$4,577	$5,619	$6,564		$6,630	$7,854	$8,935
2022-ST-CA	1401	B	INFORMATION TECHNOLOGY ASSOCIATE		0	$4,464		$5,982		$6,611		$8,421
2022-ST-ID	01707		IT OPS & SUPPORT TECHNICIAN		13	$3,058	$3,883	$6,556	0.81	$4,701	$5,688	$8,885
2022-ST-NV	07.935		IT TECHNICIAN 4		39	$3,829	$4,433	$5,651	0.94	$5,488	$6,205	$7,649
2022-ST-WA	481D		IT SUPPORT TECHNICIAN 2		45	$3,531	$4,863	$4,741	1.18	$5,280	$6,810	$6,670
2022-ST-WA	482CS		IT CUSTOMER SUPPORT - ENTRY		150	$4,500	$5,590	$6,052	1.06	$6,393	$7,645	$8,176
State Market Average					247	$4,388	$5,185	$5,934		$6,457	$7,162	$8,287
OVERALL WEIGHTED MARKET AVERAGE				147	757	$4,458	$5,478	$6,156		$6,526	$7,636	$8,520
OREGON COMPARISON												

TO MARKET

1483-I-Information Systems Specialist 3

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
AAON	AFSCME AT DOC SECURITY PLUS	I	P	21	3	$4,381	$6,154	$6,648	1.12	$6,682	$8,766	$9,346	98.3%	112.3%	108.0%	102.4%	114.8%	109.7%
Corrections Wtd Average					3	$4,381	$6,154	$6,648		$6,682	$8,766	$9,346	98.3%	112.3%	108.0%	102.4%	114.8%	109.7%
AD	AFSCME AT ENVIRONMENTAL QUAL	I	P	25	1	$4,383	$6,865	$6,630	1.25	$6,685	$9,601	$9,325	98.3%	125.3%	107.7%	102.4%	125.7%	109.5%
AL	AFSCME AT LIQUOR CONTROL COMM	I	P	24	2	$4,383	$6,052	$6,630	1.10	$6,685	$8,646	$9,325	98.3%	110.5%	107.7%	102.4%	113.2%	109.5%
AO	AFSCME OR ST POLICE-SUPP UNIT	I	P	24	1	$4,383	$6,630	$6,630	1.20	$6,685	$9,325	$9,325	98.3%	121.0%	107.7%	102.4%	122.1%	109.5%
AS	OR PUB SAFETY ASSOC AT DPSST	I	P	24	1	$4,383	$6,630	$6,630	1.20	$6,685	$9,325	$9,325	98.3%	121.0%	107.7%	102.4%	122.1%	109.5%
AT	AFSCME AT DCBS BUILDING CODES	I	P	24	1	$4,383	$6,630	$6,630	1.20	$6,685	$9,325	$9,325	98.3%	121.0%	107.7%	102.4%	122.1%	109.5%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	I	P	24	22	$4,388	$5,931	$6,628	1.08	$6,691	$8,503	$9,323	98.4%	108.3%	107.7%	102.5%	111.4%	109.4%
OAI	SEIU STRIKEABLE INST COALITION	I	P	24	1	$4,388	$6,628	$6,628	1.20	$6,691	$9,323	$9,323	98.4%	121.0%	107.7%	102.5%	122.1%	109.4%
OAO	SEIU STRIKEABLE ODOT COALITION	I	P	24	10	$4,388	$6,204	$6,628	1.13	$6,691	$8,824	$9,323	98.4%	113.2%	107.7%	102.5%	115.6%	109.4%
OAS	SEIU STRIKEABLE SPEC COALITION	I	P	24	33	$4,388	$5,997	$6,628	1.09	$6,691	$8,581	$9,323	98.4%	109.5%	107.7%	102.5%	112.4%	109.4%
Non-Corrections/Non-Management Wtd Average					72	$4,388	$6,054	$6,628		$6,690	$8,649	$9,323	98.4%	110.5%	107.7%	102.5%	113.3%	109.4%
STATEWIDE Weighted Average					75	$4,387	$6,058	$6,629		$6,690	$8,653	$9,324	98.4%	110.6%	107.7%	102.5%	113.3%	109.4%

1484-I INFORMATION SYSTEMS SPECIALIST 4

Information Systems Payline

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2022-OR-ClackCo	673		Microcomputer Specialist 2		2	$6,053	$7,462	$7,716	1.08	$8,975	$10,721	$11,036
2022-OR-ClackCo	680		Systems Project Specialist		0	$6,139		$7,811		$9,081		$11,154
2022-OR-ClackCo	675		TS Software Specialist 1		1	$5,492	$6,090	$6,973	0.98	$8,280	$9,021	$10,116
2022-OR-JackCo	1202		IT Support specialist III		5	$5,047	$6,259	$6,441	1.09	$8,106	$9,610	$9,835
2022-OR-JackCo	1211		Programmer Analyst II		3	$5,047	$5,132	$6,441	0.89	$8,106	$8,212	$9,835
2022-OR-LaneCo	H028		Info Technology Specialist 1		3	$4,406	$4,931	$5,883	0.96	$7,225	$7,874	$9,052
2022-OR-MarionCo	471		Telecommunications Technician-Sr		1	$4,794	$6,994	$6,424	1.25	$7,538	$10,264	$9,558
2022-OR-MultCo	6073		Data Analyst		20	$5,297	$6,058	$6,500	1.03	$8,234	$9,174	$9,721
2022-OR-MultCo	6416		Information Specialist 2		29	$5,784	$6,482	$7,108	1.01	$8,836	$9,698	$10,472
2022-OR-WashCo	087		Information Systems Analyst I		0	$6,812		$8,285		$9,610		$11,372
2022-OR-WashCo	068		Telecommunications Technician		0	$6,032		$7,315		$8,677		$10,211
2022-OR-WashCo	097		Web Specialist		0	$6,656		$8,077		$9,424		$11,123
2022-OR-WashCo	050		Software Applications Specialist		0	$5,061		$6,153		$7,517		$8,822
2022-OR-WashCo	075		Client Services Technician II		0	$6,032		$7,315		$8,677		$10,211
2022-WA-ClarkCo	T1		IT Professional I		1	$4,513	$5,919	$5,919	1.13	$6,696	$8,311	$8,311
2022-WA-KingCo	7323100		IT Systems Specialist - Entry		2	$5,646	$6,299	$6,988	1.00	$8,238	$8,988	$9,778
2022-WA-KingCo	7322100		GIS Specialist - Entry		5	$6,187	$7,129	$7,683	1.03	$8,859	$9,940	$10,577
2022-WA-KingCo	7318100		IT Enterprise Service Center Specialist		0	$6,207		$7,867		$8,881		$10,788
2022-WA-KingCo	7310200		Desktop Support Specialist - Journey		2	$5,566	$6,988	$6,988	1.11	$8,145	$9,778	$9,778
2022-WA-ThrstnCo	0540		Business Applications Technician I		0	$3,981		$5,296		$5,992		$7,502
County Market Average					74	$5,585	$6,308	$6,919		$8,461	$9,423	$10,086
2022-CompAnalyst	IT10000031		LAN Support I	100	800	$4,393	$5,523	$6,695	1.00	$6,352	$7,653	$9,003
2022-CompAnalyst	IT10000471		Applications Programmer I		1	$4,753	$6,033	$7,590	0.98	$6,766	$8,241	$10,034
2022-CompAnalyst	IT10000455		Information Security Analyst I	200	650	$4,703	$5,757	$7,364	0.96	$6,709	$7,923	$9,774
2022-CompAnalyst	IT10000035		Help Desk Support Specialist III		1	$4,351	$5,456	$6,770	0.98	$6,304	$7,576	$9,089
2022-CompAnalyst	IT10000041		System Documentation Specialist II	100	400	$4,661	$5,657	$7,372	0.95	$6,660	$7,807	$9,783
2022-MIL-NWIT	18-302		Web Designer II	5	8	$5,355	$6,818	$7,912	1.03	$7,460	$9,145	$10,405
2022-MIL-NWIT	26-401		Account Manager I	5	8	$4,622	$5,681	$6,645	1.01	$6,616	$7,835	$8,945

1484-I INFORMATION SYSTEMS SPECIALIST 4 (Continued)

Information Systems Payline

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-MIL-NWIT	12-903		Help Desk Specialist, Senior	39	205	$5,112	$5,979	$7,698	0.93	$7,180	$8,178	$10,158
2022-MIL-NWIT	28-351		Business Systems Analysis I	26	74	$5,378	$6,354	$7,912	0.96	$7,487	$8,611	$10,405
2022-MIL-NWIT	12-401		Network Administrator I	9	29	$5,303	$6,177	$7,558	0.96	$7,400	$8,406	$9,998
2022-MIL-NWIT	12-501		Systems Administrator I	21	44	$5,400	$6,387	$8,059	0.95	$7,512	$8,648	$10,574
2022-MIL-NWIT	12-751		Quality Assurance I	10	34	$5,116	$6,098	$7,863	0.94	$7,185	$8,316	$10,348
2022-MIL-NWIT	16-201		Database Developer I	5	12	$5,380	$6,357	$7,730	0.97	$7,489	$8,614	$10,195
2022-MIL-NWIT	12-301		Applications Engineer I	23	60	$5,343	$6,366	$8,037	0.95	$7,446	$8,625	$10,549
2022-MIL-NWMGT	03.08		IT Support Analyst	40	250	$5,016	$5,776	$7,349	0.93	$7,070	$7,945	$9,756
2022-MIL-OPES	03.13a		GIS Specialist	16	33	$5,254	$6,328	$6,806	1.05	$7,772	$9,071	$9,650
2022-MIL-OPES	03.16b		Web Designer	9	12	$5,376	$6,732	$7,438	1.05	$7,920	$9,560	$10,414
2022-MIL-OPES	03.07		Microcomputer Specialist	10	33	$5,234	$6,241	$6,858	1.03	$7,747	$8,966	$9,713
2022-MIL-PACS	03.13		Desktop Support Analyst	10	32	$5,263	$6,521	$8,068	0.98	$7,354	$8,803	$10,585
2022-MIL-PACS	03.25b		Help Desk Specialist - Senior	23	69	$5,008	$6,830	$7,351	1.11	$7,060	$9,158	$9,759
2022-MIL-PACS	03.11		Desktop Hardware Technician	12	40	$5,027	$6,022	$7,379	0.97	$7,082	$8,228	$9,791
2022-TwrsWtsn	AID050-P2		Software Quality Assurance, Testing and Releas	10	26		$7,247				$9,639	
2022-TwrsWtsn	AID000-P2		IT Development Generalist/Multidiscipline	8	16		$7,558				$9,997	
2022-TwrsWtsn	AIT020-T3		IT Help Desk Support	11	26		$5,891				$8,077	
2022-TwrsWtsn	AID010-P2		Application Development	19	93		$7,770				$10,241	
Purchased Market Average				711	2,956	$4,759	$5,887	$7,241		$6,785	$8,086	$9,647
2022-ST-CA	1401	C	INFORMATION TECHNOLOGY ASSOCIATE		0	$4,880		$6,541		$7,106		$9,086
2022-ST-ID	01708		IT OPS & SUPPORT SR TECHNICIAN		14	$3,452	$4,537	$7,395	0.84	$5,172	$6,470	$9,889
2022-ST-NV	07.931		IT TECHNICIAN 5		34	$4,169	$4,798	$6,180	0.93	$5,891	$6,637	$8,277
2022-ST-NV	07.929		IT PROFESSIONAL 1		3	$4,350	$6,160	$6,459	1.14	$6,105	$8,254	$8,608
2022-ST-NV	06.964		TELECOMMUNICATIONS COORD 1		1	$4,350	$5,601	$6,459	1.04	$6,105	$7,590	$8,608
2022-ST-WA	482AD		IT APPLICATION DEVELOPMENT - ENTRY		81	$5,590	$6,635	$7,516	1.01	$7,645	$8,845	$9,857
2022-ST-WA	482SA		IT SYSTEM ADMINISTRATION - ENTRY		103	$5,200	$6,524	$6,997	1.07	$7,197	$8,718	$9,261
2022-ST-WA	482NT		IT NETWORK & TELECOMMUNICATIONS - EN		15	$5,200	$6,513	$6,997	1.07	$7,197	$8,705	$9,261

1484-I INFORMATION SYSTEMS SPECIALIST 4 (Continued)

Information Systems Payline

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-ST-WA	482DM		IT DATA MANAGEMENT - ENTRY		16	$4,836	$5,828	$6,505	1.03	$6,779	$7,918	$8,696
2022-ST-WA	482QA		IT QUALITY ASSURANCE - ENTRY		21	$5,200	$6,559	$6,997	1.08	$7,197	$8,758	$9,261
State Market Average					288	$4,913	$6,211	$6,625		$7,094	$8,348	$9,124
OVERALL WEIGHTED MARKET AVERAGE				711	3,318	$4,832	$5,925	$7,009		$6,932	$8,138	$9,464

OREGON COMPARISON TO MARKET

1484-I-Information Systems Specialist 4

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
AD	AFSCME AT ENVIRONMENTAL QUAL	I	P	25	5	$4,757	$6,877	$7,189	1.15	$7,124	$9,616	$9,982	98.4%	116.1%	102.6%	102.8%	118.2%	105.5%
AG	AFSCME AT LAND CONSERV DVLPMT	I	P	25	1	$4,757	$7,189	$7,189	1.20	$7,124	$9,982	$9,982	98.4%	121.3%	102.6%	102.8%	122.7%	105.5%
AL	AFSCME AT LIQUOR CONTROL COMM	I	P	25	1	$4,757	$7,189	$7,189	1.20	$7,124	$9,982	$9,982	98.4%	121.3%	102.6%	102.8%	122.7%	105.5%
AO	AFSCME OR ST POLICE-SUPP UNIT	I	P	25	7	$4,757	$6,661	$7,189	1.12	$7,124	$9,362	$9,982	98.4%	112.4%	102.6%	102.8%	115.0%	105.5%
AT	AFSCME AT DCBS BUILDING CODES	I	P	25	2	$4,757	$7,189	$7,189	1.20	$7,124	$9,982	$9,982	98.4%	121.3%	102.6%	102.8%	122.7%	105.5%
AU	AFSCME AT MILITARY	I	P	25	1	$4,757	$5,457	$7,189	0.91	$7,124	$7,947	$9,982	98.4%	92.1%	102.6%	102.8%	97.6%	105.5%
AX	AFSCME AT STATE LANDS	I	P	25	5	$4,757	$6,547	$7,189	1.10	$7,124	$9,228	$9,982	98.4%	110.5%	102.6%	102.8%	113.4%	105.5%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	I	P	25	88	$4,762	$6,643	$7,197	1.11	$7,130	$9,341	$9,991	98.6%	112.1%	102.7%	102.9%	114.8%	105.6%
OAI	SEIU STRIKEABLE INST COALITION	I	P	25	4	$4,762	$6,643	$7,197	1.11	$7,130	$9,341	$9,991	98.6%	112.1%	102.7%	102.9%	114.8%	105.6%
OAO	SEIU STRIKEABLE ODOT COALITION	I	P	25	39	$4,762	$6,537	$7,197	1.09	$7,130	$9,215	$9,991	98.6%	110.3%	102.7%	102.9%	113.2%	105.6%
OAS	SEIU STRIKEABLE SPEC COALITION	I	P	25	51	$4,762	$6,540	$7,197	1.09	$7,130	$9,220	$9,991	98.6%	110.4%	102.7%	102.9%	113.3%	105.6%
UA	UNREPRESENTED	I	P	25	5	$4,757	$6,467	$7,189	1.08	$7,124	$9,134	$9,982	98.4%	109.2%	102.6%	102.8%	112.2%	105.5%
Non-Corrections/Non-Management Wtd Average					209	$4,761	$6,603	$7,196		$7,129	$9,293	$9,990	98.5%	111.4%	102.7%	102.8%	114.2%	105.6%
STATEWIDE Weighted Average					209	$4,761	$6,603	$7,196		$7,129	$9,293	$9,990	98.5%	111.4%	102.7%	102.8%	114.2%	105.6%

1485-I INFORMATION SYSTEMS SPECIALIST 5

Information Systems Payline

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-JackCo	1212		Programmer Analyst III		2	$5,633	$6,237	$7,184	0.97	$8,833	$9,582	$10,755
2022-OR-JackCo	1221		System Administrator II		1	$5,047	$5,302	$6,441	0.92	$8,106	$8,422	$9,835
2022-OR-LaneCo	H029		Info Technology Specialist 2		15	$5,366	$6,198	$7,166	0.99	$8,413	$9,442	$10,638
2022-OR-LaneCo	H030		Database Administrator		1	$6,070	$6,775	$8,107	0.96	$9,283	$10,155	$11,802
2022-OR-LaneCo	H021		SO Communication Network Coord		1	$4,612	$6,178	$6,178	1.15	$7,480	$9,416	$9,416
2022-OR-MultCo	6417		Information Specialist 3		4	$6,500	$7,609	$8,003	1.05	$9,721	$11,091	$11,577
2022-OR-MultCo	6456		Data Analyst Senior		29	$6,318	$7,294	$7,767	1.04	$9,496	$10,702	$11,286
2022-OR-WashCo	067		Telecommunications Technician, Senior		0	$6,656		$8,077		$9,424		$11,123
2022-OR-WashCo	084		Network Analyst I		0	$6,812		$8,285		$9,610		$11,372
2022-OR-WashCo	089		Software Applications Specialist, Senior		0	$5,599		$6,795		$8,159		$9,589
2022-OR-WashCo	074		Client Services Technician, Senior		0	$6,483		$7,887		$9,216		$10,895
2022-WA-ClarkCo	T2		IT Professional II		0	$5,485		$7,202		$7,812		$9,784
2022-WA-ClarkCo	156		Dept Info Systems Coord II		13	$5,624	$6,630	$7,207	1.03	$7,972	$9,127	$9,790
2022-WA-KingCo	7325100		IT Technical Writer		0	$5,851		$7,327		$8,472		$10,168
2022-WA-KingCo	7310300		Desktop Support Specialist - Senior		4	$6,267	$7,633	$7,867	1.08	$8,950	$10,520	$10,788
2022-WA-KingCo	7311200		LAN Administrator - Journey		29	$6,307	$7,469	$7,867	1.05	$8,996	$10,331	$10,788
2022-WA-KingCo	7303100		Data Administrator		0	$5,471		$6,824		$8,036		$9,590
2022-WA-KingCo	7304100		Functional Analyst I		10	$5,967	$6,715	$7,503	1.00	$8,606	$9,465	$10,370
2022-WA-ThrstnCo	0510		IT Consultant I		0	$5,081		$6,759		$7,255		$9,182
2022-WA-ThrstnCo	0541		Business Applications Technician II		0	$4,609		$6,130		$6,713		$8,460
County Market Average					109	$5,954	$7,029	$7,513		$8,749	$10,078	$10,600
2022-CompAnalyst	IT10000032		LAN Support II	275	828	$5,431	$6,946	$8,293	1.01	$7,547	$9,292	$10,844
2022-CompAnalyst	IT10000337		Voice Communications Analyst I		1	$4,502	$5,858	$6,527	1.07	$6,477	$8,039	$8,810
2022-CompAnalyst	IT10000275		Network Administrator I		1	$4,653	$5,741	$7,004	0.99	$6,651	$7,904	$9,359
2022-MIL-ENG	2-371		Systems Engineer I	3	10	$5,027	$5,635	$8,387	0.84	$7,083	$7,783	$10,951
2022-MIL-ENG	2-361		Software Engineer I	8	12	$5,837	$7,216	$8,968	0.97	$8,014	$9,603	$11,621
2022-MIL-NWIT	12-702		Data / Voice Communications II	16	41	$5,737	$7,762	$8,273	1.11	$7,900	$10,232	$10,821
2022-MIL-NWIT	16-251		Database Administrator I	10	10	$5,934	$7,327	$9,237	0.97	$8,126	$9,732	$11,932

1485-I INFORMATION SYSTEMS SPECIALIST 5 (Continued)

Information Systems Payline

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-MIL-NWIT	18-251		Web Developer I	7	13	$5,936	$7,850	$9,091	1.04	$8,129	$10,333	$11,763
2022-MIL-NWIT	12-601		Information Security / Cybersecurity I	20	33	$5,205	$6,199	$8,116	0.93	$7,287	$8,432	$10,640
2022-MIL-NWIT	12-852		Network Operations Center II	10	70	$5,502	$6,601	$8,592	0.94	$7,629	$8,895	$11,188
2022-MIL-NWIT	12-351		Network Engineer I	6	13		$6,783				$9,105	
2022-MIL-NWIT	12-522		Distributed Systems II	9	33	$5,999	$6,942	$9,146	0.92	$8,201	$9,288	$11,826
2022-MIL-NWIT	12-402		Network Administrator II	11	34	$6,378	$7,448	$9,596	0.93	$8,638	$9,870	$12,344
2022-MIL-NWIT	12-652		Hardware Management & Support II	12	29	$4,904	$6,091	$7,117	1.01	$6,941	$8,308	$9,489
2022-MIL-NWIT	12-752		Quality Assurance II	13	41	$5,640	$6,671	$8,577	0.94	$7,789	$8,975	$11,170
2022-MIL-NWIT	18-352		Web Producer / Content Manager II	8	11	$5,906	$8,003	$8,651	1.10	$8,094	$10,510	$11,256
2022-MIL-NWMGT	03.13		Network Administrator	31	64	$5,834	$7,209	$9,003	0.97	$8,011	$9,595	$11,662
2022-MIL-NWMGT	03.20		Telecommunications Analyst	19	48	$6,029	$8,107	$9,169	1.07	$8,236	$10,629	$11,853
2022-MIL-OPES	03.08a		LAN Administrator	13	26	$5,941	$7,233	$7,830	1.05	$8,604	$10,167	$10,889
2022-MIL-PACS	03.19		Database Analyst	5	5	$5,402	$6,982	$7,830	1.06	$7,514	$9,334	$10,311
2022-MIL-PACS	03.15		Network Operations Technician II	6	8	$5,943	$7,759	$9,111	1.03	$8,137	$10,229	$11,786
2022-MIL-PACS	03.17a		Network Administrator	14	19	$6,072	$7,557	$8,397	1.04	$8,285	$9,996	$10,964
2022-TwrsWtsn	AIT020-P2		IT Help Desk Support	9	17		$5,806				$7,979	
2022-TwrsWtsn	AIT010-P2		Computer Systems Administration	13	29		$7,257				$9,651	
Purchased Market Average				518	1,396	$5,501	$6,993	$8,372		$7,633	$9,357	$10,942
2022-ST-CA	1402	B	INFORMATION TECHNOLOGY SPECIALIST I		0	$5,894		$7,899		$8,316		$10,706
2022-ST-NV	06.965		DIGITAL TELECOM SPECIALIST 2		1	$4,350	$5,154	$6,459	0.95	$6,105	$7,059	$8,608
2022-ST-NV	07.928		IT TECHNICIAN 6		51	$4,546	$5,503	$6,760	0.97	$6,338	$7,474	$8,965
2022-ST-WA	483BA		IT BUSINESS ANALYST - JOURNEY		248	$6,009	$7,741	$8,081	1.10	$8,126	$10,116	$10,506
2022-ST-WA	483S		IT SECURITY - JOURNEY		47	$6,009	$7,531	$8,081	1.07	$8,126	$9,874	$10,506
2022-ST-WA	483CS		IT CUSTOMER SUPPORT - JOURNEY		208	$5,200	$6,646	$6,997	1.09	$7,197	$8,858	$9,261
2022-ST-WA	483DM		IT DATA MANAGEMENT - JOURNEY		169	$6,310	$8,114	$8,486	1.10	$8,471	$10,544	$10,971
2022-ST-WA	483QA		IT QUALITY ASSURANCE - JOURNEY		113	$6,009	$7,647	$8,081	1.09	$8,126	$10,007	$10,506
2022-ST-WA	483NT		IT NETWORK & TELECOMS - JOURNEY		99	$6,009	$7,618	$8,081	1.08	$8,126	$9,974	$10,506

1485-I INFORMATION SYSTEMS SPECIALIST 5 (Continued)

Information Systems Payline

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
State Market Average					936	$5,867	$7,406	$7,882		$8,190	$9,726	$10,568
OVERALL WEIGHTED MARKET AVERAGE				518	2,441	$5,724	$7,153	$8,068		$7,982	$9,531	$10,717

OREGON COMPARISON TO MARKET

1485-I-Information Systems Specialist 5

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
AAON	AFSCME AT DOC SECURITY PLUS	I	P	26	32	$5,317	$7,858	$8,076	1.17	$7,782	$10,768	$11,024	92.9%	109.9%	100.1%	97.5%	113.0%	102.9%
AP	AFSCME DOC BD PAROL PST PRISON	I	P	26	1	$5,317	$7,358	$8,078	1.10	$7,782	$10,181	$11,027	92.9%	102.9%	100.1%	97.5%	106.8%	102.9%
CP	AOCE AT DOC NONSECURITY	I	P	26	2	$5,148	$7,288	$7,790	1.13	$7,584	$10,098	$10,688	89.9%	101.9%	96.6%	95.0%	106.0%	99.7%
Corrections Wtd Average					35	$5,307	$7,811	$8,060		$7,771	$10,713	$11,005	92.7%	109.2%	99.9%	97.4%	112.4%	102.7%
AB	AFSCME AT CONST CONTRACTORS BD	I	P	28	1	$5,308	$6,381	$8,031	0.96	$7,772	$9,033	$10,972	92.7%	89.2%	99.5%	97.4%	94.8%	102.4%
AD	AFSCME AT ENVIRONMENTAL QUAL	I	P	28	18	$5,308	$7,672	$8,031	1.15	$7,772	$10,550	$10,972	92.7%	107.3%	99.5%	97.4%	110.7%	102.4%
AF	AFSCME AT OSP FIRE MARSHAL	I	P	28	1	$5,308	$8,031	$8,031	1.20	$7,772	$10,972	$10,972	92.7%	112.3%	99.5%	97.4%	115.1%	102.4%
AG	AFSCME AT LAND CONSERV DVLPMT	I	P	28	1	$5,308	$8,031	$8,031	1.20	$7,772	$10,972	$10,972	92.7%	112.3%	99.5%	97.4%	115.1%	102.4%
AL	AFSCME AT LIQUOR CONTROL COMM	I	P	28	1	$5,308	$8,031	$8,031	1.20	$7,772	$10,972	$10,972	92.7%	112.3%	99.5%	97.4%	115.1%	102.4%
AO	AFSCME OR ST POLICE-SUPP UNIT	I	P	28	5	$5,308	$7,824	$8,031	1.17	$7,772	$10,728	$10,972	92.7%	109.4%	99.5%	97.4%	112.6%	102.4%
AS	OR PUB SAFETY ASSOC AT DPSST	I	P	28	1	$5,308	$8,031	$8,031	1.20	$7,772	$10,972	$10,972	92.7%	112.3%	99.5%	97.4%	115.1%	102.4%
AU	AFSCME AT MILITARY	I	P	28	2	$5,308	$8,031	$8,031	1.20	$7,772	$10,972	$10,972	92.7%	112.3%	99.5%	97.4%	115.1%	102.4%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	I	P	28	49	$5,315	$7,597	$8,033	1.14	$7,780	$10,461	$10,974	92.9%	106.2%	99.6%	97.5%	109.8%	102.4%
OAI	SEIU STRIKEABLE INST COALITION	I	P	28	4	$5,315	$7,622	$8,033	1.14	$7,780	$10,491	$10,974	92.9%	106.6%	99.6%	97.5%	110.1%	102.4%
OAO	SEIU STRIKEABLE ODOT COALITION	I	P	28	65	$5,315	$7,718	$8,033	1.16	$7,780	$10,604	$10,974	92.9%	107.9%	99.6%	97.5%	111.3%	102.4%
OAS	SEIU STRIKEABLE SPEC COALITION	I	P	28	66	$5,315	$7,192	$8,033	1.08	$7,780	$9,986	$10,974	92.9%	100.5%	99.6%	97.5%	104.8%	102.4%
UA	UNREPRESENTED	I	P	28	6	$5,308	$7,373	$8,031	1.11	$7,772	$10,199	$10,972	92.7%	103.1%	99.5%	97.4%	107.0%	102.4%
Non-Corrections/Non-Management Wtd Average					220	$5,314	$7,523	$8,033		$7,779	$10,375	$10,973	92.8%	105.2%	99.6%	97.5%	108.9%	102.4%

	STATEWIDE Weighted Average	255	$5,313	$7,563	$8,036		$7,778	$10,421	$10,978	92.8%	105.7%	99.6%	97.4%	109.3%	102.4%

1486-I INFORMATION SYSTEMS SPECIALIST 6

Information Systems Payline

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2022-OR-ClackCo	131		Computer Forensics Analyst		1	$5,742	$7,349	$7,349	1.12	$8,590	$10,582	$10,582
2022-OR-ClackCo	676		TS Software Specialist 2		1	$6,045	$6,702	$7,665	0.98	$8,965	$9,779	$10,973
2022-OR-ClackCo	692		Microcomp Programmer/Analyst		5	$5,873	$7,390	$7,459	1.11	$8,752	$10,631	$10,717
2022-OR-ClackCo	661		IT Administrator 1		1	$6,973	$7,320	$8,829	0.93	$10,116	$10,546	$12,415
2022-OR-ClackCo	687		Systems Project Analyst		7	$6,963	$8,271	$8,837	1.05	$10,103	$11,724	$12,425
2022-OR-ClackCo	494		Financial Business Sys Analyst		2	$6,973	$8,280	$8,829	1.05	$10,116	$11,735	$12,415
2022-OR-DescCo	1246		APPLICATIONS SYS ANALYST I		0	$5,431		$7,278		$8,272		$10,563
2022-OR-DescCo	5040		PW APPLICATIONS ANALYST/PRGMR		0	$5,570		$7,621		$8,444		$10,989
2022-OR-DescCo	1257		IT ANALYST I		0	$5,431		$7,278		$8,272		$10,563
2022-OR-JackCo	1222		System Administrator III		4	$5,633	$6,629	$7,184	1.03	$8,833	$10,068	$10,755
2022-OR-JackCo	1213		Programmer Analyst IV		1	$6,263	$7,253	$7,992	1.02	$9,614	$10,841	$11,757
2022-OR-LaneCo	H007		Programmer Analyst 2		1	$5,775	$5,990	$7,717	0.89	$8,919	$9,185	$11,320
2022-OR-MarionCo	641		GIS Analyst 3		1	$6,113	$8,195	$8,195	1.15	$9,173	$11,753	$11,753
2022-OR-MarionCo	664		Computer Forensics Specialist		1	$5,283	$7,708	$7,084	1.25	$8,144	$11,149	$10,376
2022-OR-MultCo	6414		Systems Administrator		2	$7,323	$8,388	$9,008	1.03	$10,738	$12,053	$12,820
2022-OR-MultCo	6405		Development Analyst		10	$7,108	$8,259	$8,741	1.04	$10,472	$11,894	$12,490
2022-OR-MultCo	6407		Database Administrator		1	$7,323	$9,008	$9,008	1.10	$10,738	$12,820	$12,820
2022-OR-WashCo	086		Network Analyst II		0	$7,916		$9,619		$10,931		$12,967
2022-OR-WashCo	053		Geographic Information Systems (GIS) Analyst		0	$7,523		$9,152		$10,460		$12,408
2022-OR-WashCo	093		Web System Administrator		0	$8,115		$9,859		$11,168		$13,254
2022-OR-WashCo	010		Data Systems Specialist		0	$5,876		$7,505		$8,491		$10,439
2022-OR-WashCo	088		Information Systems Analyst II		0	$7,916		$9,619		$10,931		$12,967
2022-WA-ClarkCo	T3		IT Professional III		12	$5,486	$6,495	$7,198	1.02	$7,813	$8,972	$9,779
2022-WA-KingCo	7304200		Functional Analyst II		38	$6,407	$7,374	$8,056	1.02	$9,111	$10,222	$11,005
2022-WA-KingCo	7316200		Website Developer - Journey		1	$6,666	$6,666	$8,250	0.89	$9,409	$9,409	$11,227
2022-WA-KingCo	7320200		Applications Developer - Journey		8	$6,907	$7,924	$8,650	1.02	$9,686	$10,854	$11,688
2022-WA-KingCo	7323200		IT Systems Specialist - Journey		6	$6,336	$6,603	$7,867	0.93	$9,029	$9,336	$10,788
2022-WA-KingCo	7322200		GIS Specialist - Journey		12	$6,935	$8,288	$8,650	1.06	$9,717	$11,272	$11,688

1486-I INFORMATION SYSTEMS SPECIALIST 6 (Continued)

Information Systems Payline

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-WA-KingCo	2460100		IT Business Analyst - Journey		2	$7,156	$7,996	$9,070	0.99	$9,971	$10,936	$12,170
2022-WA-ThrstnCo	0521		GIS Analyst II		0	$5,495		$7,309		$7,731		$9,814
2022-WA-ThrstnCo	0542		Business Applications Analyst		0	$5,602		$7,451		$7,854		$9,977
County Market Average					117	$6,586	$7,522	$8,285		$9,414	$10,548	$11,421
2022-CompAnalyst	IT10000252		Network Engineer I		1	$5,046	$6,485	$7,665	1.02	$7,104	$8,762	$10,121
2022-CompAnalyst	IT10000001		Software Engineer I		1	$5,515	$6,310	$8,494	0.90	$7,644	$8,559	$11,075
2022-CompAnalyst	IT10000371		System Documentation Specialist III		1	$5,766	$6,979	$9,105	0.94	$7,933	$9,330	$11,778
2022-CompAnalyst	IT10000007		Business Systems Analyst I		1	$4,519	$5,565	$6,887	0.98	$6,497	$7,701	$9,224
2022-CompAnalyst	IT10000065		IT Systems Analyst I		1	$4,686	$5,674	$7,213	0.95	$6,689	$7,827	$9,600
2022-CompAnalyst	IT10000472		Applications Programmer II		1	$5,849	$7,732	$9,330	1.02	$8,029	$10,198	$12,039
2022-CompAnalyst	IT10000501		Software Systems Engineer I		1	$4,870	$6,276	$7,715	1.00	$6,901	$8,521	$10,178
2022-CompAnalyst	IT10000423		Systems Engineer I	125	1,000	$5,188	$6,293	$8,084	0.95	$7,268	$8,540	$10,603
2022-CompAnalyst	IT10000060		Midrange Programmer II		1	$5,498	$7,113	$8,527	1.01	$7,624	$9,485	$11,113
2022-CompAnalyst	IT10000033		LAN Support III		1	$6,686	$8,854	$10,234	1.05	$8,993	$11,489	$13,080
2022-CompAnalyst	IT10000057		Mainframe Programmer		1	$5,247	$6,485	$8,268	0.96	$7,335	$8,762	$10,815
2022-CompAnalyst	IT10000456		Information Security Analyst II	400	1,900	$5,665	$7,113	$9,004	0.98	$7,817	$9,485	$11,663
2022-CompAnalyst	IT10000338		Voice Communications Analyst II		1	$5,297	$6,795	$7,766	1.04	$7,393	$9,118	$10,236
2022-CompAnalyst	IT10000358		IT Project Manager I	250	2,396	$5,582	$6,594	$8,987	0.90	$7,721	$8,887	$11,644
2022-CompAnalyst	IT10000040		Data Architect I		1	$5,255	$7,146	$8,402	1.04	$7,345	$9,523	$10,969
2022-CompAnalyst	IT10000446		Database Administrator I		1	$4,929	$6,226	$7,933	0.97	$6,969	$8,463	$10,429
2022-MIL-NWIT	12-302		Applications Engineer II	32	413	$6,191	$8,030	$9,410	1.03	$8,422	$10,541	$12,130
2022-MIL-NWIT	12-653		Hardware Management & Support, Senior	9	16	$5,712	$7,524	$8,640	1.05	$7,871	$9,958	$11,243
2022-MIL-NWIT	26-402		Account Manager II	7	32	$6,448	$7,368	$9,600	0.92	$8,718	$9,778	$12,349
2022-MIL-NWIT	30-251		Business Intelligence I	8	25	$5,327	$6,567	$8,120	0.98	$7,428	$8,856	$10,644
2022-MIL-NWIT	28-352		Business Systems Analysis II	37	332	$6,093	$7,266	$9,164	0.95	$8,310	$9,661	$11,847
2022-MIL-NWIT	30-302		Reporting Analyst II	12	28	$6,133	$7,906	$8,962	1.05	$8,355	$10,398	$11,615
2022-MIL-NWIT	12-451		Systems Engineer I	26	67	$6,040	$7,326	$9,004	0.97	$8,249	$9,731	$11,663

1486-I INFORMATION SYSTEMS SPECIALIST 6 (Continued)

Information Systems Payline

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-MIL-NWIT	12-502		Systems Administrator II	29	88	$6,238	$7,864	$9,479	1.00	$8,477	$10,349	$12,210
2022-MIL-NWIT	20-201		Project Manager I	26	89	$5,913	$6,977	$9,045	0.93	$8,102	$9,328	$11,709
2022-MIL-NWIT	16-202		Database Developer II	10	25	$6,733	$8,844	$10,019	1.06	$9,047	$11,478	$12,831
2022-MIL-NWIT	18-252		Web Developer II	13	22	$6,846	$9,051	$9,959	1.08	$9,178	$11,716	$12,763
2022-MIL-NWMGT	03.14		Systems Administrator	59	155	$6,024	$7,943	$9,141	1.05	$8,230	$10,440	$11,821
2022-MIL-NWMGT	03.05		Applications Systems Analyst	53	469	$6,217	$7,999	$9,509	1.02	$8,453	$10,505	$12,244
2022-MIL-NWMGT	03.07b		Programmer Analyst	23	66	$6,017	$7,986	$9,078	1.06	$8,222	$10,490	$11,748
2022-MIL-NWMGT	03.27		Web Developer	27	32	$6,152	$7,609	$9,032	1.00	$8,377	$10,055	$11,694
2022-MIL-OPES	03.03		Systems Analyst	14	111	$6,123	$7,949	$8,179	1.11	$8,823	$11,034	$11,312
2022-MIL-OPES	03.01		Programmer / Analyst	13	39	$5,966	$7,502	$8,140	1.06	$8,633	$10,492	$11,265
2022-MIL-OPES	03.16a		Web Administrator	9	16	$6,419	$8,938	$8,680	1.18	$9,181	$12,229	$11,918
2022-MIL-OPES	03.13b		GIS Analyst	17	26	$6,036	$8,043	$7,887	1.16	$8,718	$11,147	$10,958
2022-MIL-OPES	03.06		Business Systems Analyst	10	70	$6,503	$8,905	$9,006	1.15	$9,283	$12,190	$12,312
2022-MIL-PACS	03.03		Programmer / Analyst - Intermediate	13	18	$5,741	$6,774	$8,090	0.98	$7,905	$9,094	$10,610
2022-MIL-PACS	03.31		Web Developer - Senior	6	8	$6,039	$8,123	$9,072	1.08	$8,248	$10,648	$11,741
2022-MIL-PACS	03.06		Systems Analyst - Intermediate	25	209	$6,135	$7,763	$8,958	1.03	$8,358	$10,233	$11,610
2022-MIL-PACS	03.32		Business Analyst / IT Liaison	9	24	$6,112	$7,766	$9,577	0.99	$8,332	$10,237	$12,323
2022-TwrsWtsn	AIT070-P3		IS and Cyber Security	7	16		$9,670				$12,430	
2022-TwrsWtsn	AID010-P3		Application Development	30	140		$9,765				$12,540	
2022-TwrsWtsn	AID020-P2		Business Systems Analysis	11	25		$7,405				$9,821	
2022-TwrsWtsn	AID000-P3		IT Development Generalist/Multidiscipline	9	16		$9,160				$11,843	
2022-TwrsWtsn	AID050-P3		Software Quality Assurance, Testing and Releas	11	45		$9,091				$11,763	
Purchased Market Average				1,330	7,931	$5,720	$7,130	$8,932		$7,897	$9,525	$11,599
2022-ST-CA	1402	C	INFORMATION TECHNOLOGY SPECIALIST I		0	$6,472		$8,672		$9,005		$11,627
2022-ST-ID	01715		IT SOFTWARE ENGINEER II		23	$4,361	$6,198	$9,349	0.90	$6,259	$8,457	$12,227
2022-ST-ID	01726		IT DATABASE ADMIN ANALYST II		3	$4,361	$5,738	$9,349	0.84	$6,259	$7,907	$12,227

1486-I INFORMATION SYSTEMS SPECIALIST 6 (Continued)

Information Systems Payline

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-ST-ID	03219		TRANSP MGMT SYS COOR		3	$3,865	$5,387	$8,277	0.89	$5,666	$7,486	$10,945
2022-ST-ID	03320		REMOTE SNSG ANLYST STAFF		1	$4,361	$4,730	$9,349	0.69	$6,259	$6,701	$12,227
2022-ST-NV	07.926		IT PROFESSIONAL 2		107	$4,951	$6,194	$7,406	1.00	$6,819	$8,293	$9,731
2022-ST-NV	06.969		TELECOMMUNICATIONS COORD 2		2	$4,951	$6,434	$7,406	1.04	$6,819	$8,578	$9,731
2022-ST-WA	484BA		IT BUSINESS ANALYST - SENIOR/SPECIALIST		77	$6,626	$8,745	$8,910	1.13	$8,834	$11,268	$11,458
2022-ST-WA	483VM		IT VENDOR MANAGEMENT - JOURNEY		3	$5,590	$7,220	$7,516	1.10	$7,645	$9,517	$9,857
2022-ST-WA	484DM		IT DATA MANAGEMENT - SENIOR/SPECIALIS		88	$6,626	$8,772	$8,910	1.13	$8,834	$11,300	$11,458
2022-ST-WA	484NT		IT NETWORK AND TELECOMMUNICATIONS ·		110	$6,626	$8,695	$8,910	1.12	$8,834	$11,210	$11,458
2022-ST-WA	484QA		IT QUALITY ASSURANCE - SENIOR/SPECIAL		21	$6,626	$8,698	$8,910	1.12	$8,834	$11,215	$11,458
2022-ST-WA	483AD		IT APP DEVELOPMENT - JOURNEY		372	$6,009	$7,712	$8,081	1.09	$8,126	$10,082	$10,506
2022-ST-WA	483SA		IT SYSTEM ADMINISTRATION - JOURNEY		423	$6,310	$8,033	$8,486	1.09	$8,471	$10,451	$10,971
State Market Average					1,233	$6,387	$7,891	$8,602		$8,821	$10,286	$11,441
OVERALL WEIGHTED MARKET AVERAGE				1,330	9,281	$5,986	$7,236	$8,798		$8,268	$9,639	$11,537

OREGON COMPARISON TO MARKET

1486-I-Information Systems Specialist 6

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
AAON	AFSCME AT DOC SECURITY PLUS	I	P	28	9	$5,689	$8,025	$8,634	1.12	$8,219	$10,965	$11,680	95.0%	110.9%	98.1%	99.4%	113.8%	101.2%
Corrections Wtd Average					9	$5,689	$8,025	$8,634		$8,219	$10,965	$11,680	95.0%	110.9%	98.1%	99.4%	113.8%	101.2%
MMN	MGT SVC NONSUPERVISORY	I	P	29	1	$6,060	$8,762	$8,762	1.18	$8,655	$11,831	$11,831	101.2%	121.1%	99.6%	104.7%	122.7%	102.5%
Management Wtd Average					1	$6,060	$8,762	$8,762		$8,655	$11,831	$11,831	101.2%	121.1%	99.6%	104.7%	122.7%	102.5%
AB	AFSCME AT CONST CONTRACTORS BD	I	P	29	2	$5,679	$8,585	$8,585	1.20	$8,208	$11,623	$11,623	94.9%	118.6%	97.6%	99.3%	120.6%	100.7%
AD	AFSCME AT ENVIRONMENTAL QUAL	I	P	29	10	$5,679	$8,400	$8,585	1.18	$8,208	$11,405	$11,623	94.9%	116.1%	97.6%	99.3%	118.3%	100.7%
AG	AFSCME AT LAND CONSERV DVLPMT	I	P	29	1	$5,679	$8,585	$8,585	1.20	$8,208	$11,623	$11,623	94.9%	118.6%	97.6%	99.3%	120.6%	100.7%
AL	AFSCME AT LIQUOR CONTROL COMM	I	P	29	4	$5,679	$8,489	$8,585	1.19	$8,208	$11,510	$11,623	94.9%	117.3%	97.6%	99.3%	119.4%	100.7%
AO	AFSCME OR ST POLICE-SUPP UNIT	I	P	29	4	$5,679	$7,589	$8,585	1.06	$8,208	$10,452	$11,623	94.9%	104.9%	97.6%	99.3%	108.4%	100.7%

1486-I-Information Systems Specialist 6 (Continued)

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
AR	AFSCME AT REAL ESTATE AGENCY	I	P	29	1	$5,679	$8,585	$8,585	1.20	$8,208	$11,623	$11,623	94.9%	118.6%	97.6%	99.3%	120.6%	100.7%
AV	AFSCME MILITRY OREG EMERG MGMT	I	P	29	1	$5,679	$5,943	$8,585	0.83	$8,208	$8,518	$11,623	94.9%	82.1%	97.6%	99.3%	88.4%	100.7%
AX	AFSCME AT STATE LANDS	I	P	29	2	$5,679	$7,865	$8,585	1.10	$8,208	$10,776	$11,623	94.9%	108.7%	97.6%	99.3%	111.8%	100.7%
E	AEE-ENGINEERS-ODOT/PARKS/FORES	I	P	29	3	$5,675	$8,616	$8,616	1.21	$8,203	$11,659	$11,659	94.8%	119.1%	97.9%	99.2%	121.0%	101.1%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	I	P	29	77	$5,683	$8,038	$8,606	1.13	$8,212	$10,979	$11,647	94.9%	111.1%	97.8%	99.3%	113.9%	101.0%
OAI	SEIU STRIKEABLE INST COALITION	I	P	29	2	$5,683	$8,226	$8,606	1.15	$8,212	$11,201	$11,647	94.9%	113.7%	97.8%	99.3%	116.2%	101.0%
OAO	SEIU STRIKEABLE ODOT COALITION	I	P	29	65	$5,683	$8,386	$8,606	1.17	$8,212	$11,389	$11,647	94.9%	115.9%	97.8%	99.3%	118.2%	101.0%
OAS	SEIU STRIKEABLE SPEC COALITION	I	P	29	99	$5,683	$7,939	$8,606	1.11	$8,212	$10,864	$11,647	94.9%	109.7%	97.8%	99.3%	112.7%	101.0%
UA	UNREPRESENTED	I	P	29	7	$5,679	$8,480	$8,587	1.19	$8,208	$11,499	$11,625	94.9%	117.2%	97.6%	99.3%	119.3%	100.8%
Non-Corrections/Non-Management Wtd Average					278	$5,682	$8,115	$8,604		$8,212	$11,070	$11,645	94.9%	112.1%	97.8%	99.3%	114.9%	100.9%
STATEWIDE Weighted Average					288	$5,684	$8,114	$8,605		$8,214	$11,069	$11,646	95.0%	112.1%	97.8%	99.3%	114.8%	101.0%

1487-I INFORMATION SYSTEMS SPECIALIST 7

Information Systems Payline

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2022-OR-ClackCo	674		Microcomputer Specialist, Sr		7	$7,099	$9,100	$9,016	1.13	$10,271	$12,752	$12,647
2022-OR-ClackCo	677		TS Software Specialist, Sr		6	$6,973	$8,751	$8,829	1.11	$10,116	$12,319	$12,415
2022-OR-ClackCo	665		Systems Project Analyst,Senior		4	$7,512	$8,654	$9,527	1.02	$10,783	$12,199	$13,280
2022-OR-DescCo	1247		APPLICATIONS SYS ANALYST II		0	$5,988		$8,024		$8,963		$11,489
2022-OR-DescCo	1258		IT ANALYST II		0	$5,988		$8,024		$8,963		$11,489
2022-OR-JackCo	1214		Programmer Analyst V		2	$6,552	$8,367	$8,367	1.12	$9,972	$12,222	$12,222
2022-OR-JackCo	1223		System Administrator IV		2	$6,552	$8,367	$8,367	1.12	$9,972	$12,222	$12,222
2022-OR-LaneCo	H025		Network Administrator, Sr		4	$6,866	$7,954	$9,175	0.99	$10,267	$11,613	$13,123
2022-OR-LaneCo	H023		System Administrator, Sr		11	$6,866	$8,027	$9,175	1.00	$10,267	$11,703	$13,123
2022-OR-LaneCo	H024		Database Administrator, Sr		1	$6,866	$8,232	$9,175	1.03	$10,267	$11,957	$13,123
2022-OR-LaneCo	H008		Programmer and Syst Analyst,Sr		10	$6,866	$7,844	$9,175	0.98	$10,267	$11,477	$13,123
2022-OR-LaneCo	H026		Info Services Project Manager		1	$7,037	$7,847	$9,396	0.95	$10,479	$11,481	$13,397
2022-OR-MarionCo	090		Business Systems Analyst		1	$5,888	$7,843	$7,888	1.14	$8,894	$11,317	$11,373
2022-OR-MarionCo	668		Database Administrator		1	$6,424	$9,363	$8,604	1.25	$9,558	$13,201	$12,260
2022-OR-MultCo	9458		IT Project Manager 1		9	$7,368	$9,923	$11,052	1.08	$10,793	$13,949	$15,345
2022-OR-WashCo	376		Geographic Information Systems (GIS) Analyst, S		0	$8,314		$10,102		$11,407		$13,545
2022-OR-WashCo	091		Database Administrator		0	$8,524		$10,359		$11,658		$13,851
2022-OR-WashCo	092		Network Analyst, Senior		0	$8,524		$10,359		$11,658		$13,851
2022-OR-WashCo	090		Information Systems Analyst, Senior		0	$8,524		$10,359		$11,658		$13,851
2022-OR-WashCo	161		Information Technology Business Analyst		0	$8,524		$10,359		$11,658		$13,851
2022-WA-ClarkCo	T4		IT Professional IV		25	$6,825	$8,240	$8,956	1.04	$9,351	$10,976	$11,798
2022-WA-KingCo	7311300		LAN Administrator - Senior		21	$7,101	$8,858	$8,858	1.11	$9,908	$11,926	$11,926
2022-WA-KingCo	7312200		Network Engineer - Journey		2	$7,272	$8,283	$9,070	1.01	$10,104	$11,266	$12,170
2022-WA-KingCo	7313200		Systems Engineer - Journey		6	$7,272	$8,920	$9,070	1.09	$10,104	$11,997	$12,170
2022-WA-KingCo	7323300		IT Systems Specialist - Senior		11	$7,133	$8,503	$8,858	1.06	$9,945	$11,519	$11,926
2022-WA-KingCo	7321200		Database Administrator - Journey		0	$7,286		$9,070		$10,121		$12,170
2022-WA-KingCo	2460200		IT Business Analyst - Senior		21	$8,448	$10,709	$10,709	1.12	$11,455	$14,051	$14,051
2022-WA-KingCo	7304300		Functional Analyst III		75	$7,225	$8,681	$9,070	1.07	$10,051	$11,723	$12,170

1487-I INFORMATION SYSTEMS SPECIALIST 7 (Continued)

Information Systems Payline

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-WA-KingCo	7316300		Website Developer - Senior		7	$7,480	$9,288	$9,288	1.11	$10,343	$12,420	$12,420
2022-WA-ThrstnCo	0543		Business Applications Administrator		0	$5,786		$7,715		$8,064		$10,280
2022-WA-ThrstnCo	0511		IT Consultant II		0	$6,097		$8,130		$8,422		$10,757
County Market Average					227	$7,260	$8,820	$9,269		$10,192	$12,034	$12,560
2022-CompAnalyst	IT10000253		Network Engineer II		1	$6,151	$7,866	$9,423	1.01	$8,376	$10,352	$12,145
2022-CompAnalyst	IT10000043		Data Architect II		1	$7,205	$9,615	$11,406	1.03	$9,591	$12,366	$14,429
2022-CompAnalyst	IT10000502		Software Systems Engineer II		1	$6,000	$8,377	$9,757	1.06	$8,203	$10,940	$12,530
2022-CompAnalyst	IT10000002		Software Engineer II		1	$6,310	$7,950	$10,084	0.97	$8,559	$10,448	$12,906
2022-CompAnalyst	IT10000133		Network Administrator II		1	$5,381	$6,920	$8,167	1.02	$7,489	$9,263	$10,699
2022-CompAnalyst	IT10000022		Database Administrator II		1	$6,259	$8,284	$9,900	1.03	$8,501	$10,834	$12,694
2022-CompAnalyst	IT10000339		Voice Communications Analyst III		1	$6,427	$8,711	$9,983	1.06	$8,694	$11,325	$12,791
2022-CompAnalyst	IT10000424		Systems Engineer II		1	$6,050	$7,632	$9,439	0.98	$8,260	$10,082	$12,164
2022-CompAnalyst	IT10000008		Business Systems Analyst II		1	$5,548	$6,920	$8,552	0.98	$7,682	$9,263	$11,142
2022-CompAnalyst	IT10000066		IT Systems Analyst II		1	$5,816	$7,314	$9,012	0.99	$7,991	$9,716	$11,672
2022-CompAnalyst	IT10000359		IT Project Manager II		1	$6,653	$8,368	$10,628	0.97	$8,954	$10,930	$13,533
2022-MIL-ENG	2-362		Software Engineer II	36	172	$6,963	$8,994	$10,546	1.03	$9,311	$11,652	$13,439
2022-MIL-ENG	2-372		Systems Engineer II	7	21	$6,135	$7,856	$9,795	0.99	$8,359	$10,341	$12,574
2022-MIL-NWIT	12-853		Network Operations Center, Senior	5	13		$8,535				$11,122	
2022-MIL-NWIT	20-202		Project Manager II	40	238	$7,083	$8,745	$10,721	0.98	$9,451	$11,365	$13,640
2022-MIL-NWIT	24-252		Implementation Engineer II	5	12		$6,999				$9,353	
2022-MIL-NWIT	12-352		Network Engineer II	28	79	$6,602	$8,458	$10,299	1.00	$8,897	$11,034	$13,154
2022-MIL-NWIT	28-353		Business Systems Analysis, Senior	40	281	$7,345	$9,374	$11,051	1.02	$9,751	$12,089	$14,020
2022-MIL-NWIT	18-253		Web Developer, Senior	12	25	$7,269	$10,396	$11,229	1.12	$9,665	$13,266	$14,225
2022-MIL-NWIT	30-252		Business Intelligence II	17	36	$6,568	$7,905	$9,836	0.96	$8,857	$10,397	$12,621
2022-MIL-NWIT	16-252		Database Administrator II	21	42	$6,856	$9,024	$10,588	1.03	$9,188	$11,685	$13,487
2022-MIL-NWIT	12-523		Distributed Systems, Senior	8	29	$6,618	$9,139	$10,291	1.08	$8,914	$11,818	$13,145
2022-MIL-NWIT	18-353		Web Producer / Content Manager, Senior	8	14	$6,540	$8,845	$10,221	1.06	$8,825	$11,479	$13,064

1487-I INFORMATION SYSTEMS SPECIALIST 7 (Continued)

Information Systems Payline

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2022-MIL-NWIT	12-303		Applications Engineer, Senior	38	469	$7,341	$9,577	$11,319	1.03	$9,747	$12,322	$14,329
2022-MIL-NWIT	12-403		Network Administrator, Senior	7	20	$7,086	$9,221	$11,030	1.02	$9,454	$11,913	$13,996
2022-MIL-NWIT	12-452		Systems Engineer II	32	134	$6,584	$8,459	$10,026	1.02	$8,876	$11,035	$12,839
2022-MIL-NWIT	16-203		Database Developer, Senior	19	54	$7,985	$10,077	$12,071	1.00	$10,489	$12,898	$15,195
2022-MIL-NWIT	12-503		Systems Administrator, Senior	22	84	$6,991	$9,661	$10,772	1.09	$9,344	$12,420	$13,699
2022-MIL-NWIT	12-602		Information Security / Cybersecurity II	36	105	$6,335	$7,958	$9,731	0.99	$8,589	$10,458	$12,501
2022-MIL-NWIT	12-703		Data / Voice Communications, Senior	16	58	$6,996	$8,863	$10,678	1.00	$9,350	$11,500	$13,591
2022-MIL-NWIT	12-753		Quality Assurance, Senior	13	48	$6,968	$8,483	$10,826	0.95	$9,318	$11,063	$13,761
2022-MIL-NWMGT	03.07a		Programmer Analyst - Senior	29	195	$7,286	$10,251	$11,107	1.11	$9,683	$13,099	$14,084
2022-MIL-NWMGT	03.04		Software Systems Analyst	26	120	$6,940	$9,855	$10,870	1.11	$9,286	$12,643	$13,812
2022-MIL-NWMGT	03.16b		Information Security Analyst	30	70	$6,212	$7,544	$9,633	0.95	$8,447	$9,981	$12,388
2022-MIL-NWMGT	03.12		Network Administrator - Senior	40	100	$7,327	$9,902	$10,931	1.08	$9,731	$12,697	$13,883
2022-MIL-NWMGT	03.18		Database Administrator	33	47	$6,676	$9,025	$10,065	1.08	$8,981	$11,686	$12,885
2022-MIL-OPES	03.09		Database Administrator	12	44	$7,360	$9,689	$9,926	1.12	$10,320	$13,139	$13,426
2022-MIL-OPES	03.04		Systems Analyst - Senior	14	195	$6,660	$9,418	$9,058	1.20	$9,473	$12,811	$12,376
2022-MIL-OPES	03.08b		Network Engineer	14	141	$6,775	$8,945	$9,124	1.13	$9,613	$12,238	$12,455
2022-MIL-OPES	03.02		Programmer / Analyst - Senior	10	95	$7,008	$9,457	$9,556	1.14	$9,894	$12,858	$12,978
2022-MIL-PACS	03.07		Systems Analyst - Senior	28	261	$7,013	$9,587	$10,314	1.11	$9,370	$12,334	$13,171
2022-MIL-PACS	03.16		Network Operations Technician III	6	8	$6,733	$8,786	$10,283	1.03	$9,047	$11,411	$13,136
2022-MIL-PACS	03.18		Network Systems Engineer	18	45	$7,116	$9,517	$10,479	1.08	$9,488	$12,254	$13,362
2022-MIL-PACS	03.01b		Software Engineer II	9	36	$6,810	$9,091	$10,922	1.03	$9,136	$11,763	$13,872
2022-MIL-PACS	03.04		Programmer / Analyst - Senior	11	62	$6,738	$8,242	$9,642	1.01	$9,053	$10,785	$12,398
2022-MIL-PACS	03.22b		Database Administrator	17	26	$7,402	$10,103	$10,801	1.11	$9,817	$12,928	$13,732
2022-MIL-PACS	03.17b		Network Administrator - Senior	15	20	$6,888	$9,039	$10,259	1.05	$9,225	$11,703	$13,108
2022-TwrsWtsn	AIT020-P3		IT Help Desk Support	9	11		$6,300				$8,548	
2022-TwrsWtsn	AID020-P3		Business Systems Analysis	24	90		$8,285				$10,835	

1487-I INFORMATION SYSTEMS SPECIALIST 7 (Continued)

Information Systems Payline

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-TwrsWtsn	AIT010-P3		Computer Systems Administration	18	81		$8,841				$11,474	
Purchased Market Average				773	3,592	$7,008	$9,180	$10,499		$9,437	$11,953	$13,477
2022-ST-CA	1414	A	INFORMATION TECHNOLOGY SPECIALIST II	0		$7,098		$9,511		$9,751		$12,627
2022-ST-ID	01716		IT SOFTWARE ENGINEER III	70		$4,931	$7,246	$10,565	0.94	$6,941	$9,711	$13,681
2022-ST-ID	01738		IT ARCHITECT II	5		$5,448	$7,756	$11,674	0.91	$7,560	$10,321	$15,009
2022-ST-ID	01727		IT DATABASE ADMIN ANALYST III	14		$4,931	$7,101	$10,565	0.92	$6,941	$9,538	$13,681
2022-ST-ID	01735		IT INFO SECURITY ENGINEER III	1		$5,448	$7,853	$11,674	0.92	$7,560	$10,437	$15,009
2022-ST-ID	01711		IT OPS & SUPPORT ANALYST III	16		$4,931	$6,976	$10,565	0.90	$6,941	$9,387	$13,681
2022-ST-ID	03318		REMOTE SNSG ANLYST TECH	2		$4,931	$5,953	$10,565	0.77	$6,941	$8,164	$13,681
2022-ST-NV	07.925		IT PROFESSIONAL 3	183		$5,407	$6,991	$8,114	1.03	$7,360	$9,239	$10,571
2022-ST-WA	485AD		IT APP DEVELOPMENT - EXPERT	5		$7,669	$10,312	$10,313	1.15	$10,032	$13,069	$13,069
2022-ST-WA	484PM		IT PROJECT MANAGEMENT - SENIOR/SPECI/	80		$6,955	$9,096	$9,356	1.12	$9,212	$11,671	$11,970
2022-ST-WA	484S		IT SECURITY - SENIOR/SPECIALIST	66		$6,955	$9,013	$9,356	1.11	$9,212	$11,576	$11,970
2022-ST-WA	485DM		IT DATA MANAGEMENT - EXPERT	1		$7,305	$9,585	$9,823	1.12	$9,614	$12,233	$12,506
2022-ST-WA	484VM		IT VENDOR MANAGEMENT - SENIOR/SPECI/	4		$6,626	$8,692	$8,910	1.12	$8,834	$11,207	$11,458
2022-ST-WA	484SA		IT SYSTEM ADMINISTRATION - SENIOR/SPE	169		$6,626	$8,781	$8,910	1.13	$8,834	$11,309	$11,458
2022-ST-WA	484AD		IT APP DEVELOPMENT - SENIOR/SPECIALIS	231		$6,955	$9,185	$9,356	1.13	$9,212	$11,774	$11,970
State Market Average				847		$6,758	$8,359	$9,363		$9,197	$10,843	$12,273
OVERALL WEIGHTED MARKET AVERAGE				773	4,666	$6,933	$9,013	$10,039		$9,390	$11,755	$13,009

OREGON COMPARISON TO MARKET

1487-I-Information Systems Specialist 7

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
AAON	AFSCME AT DOC SECURITY PLUS	I	P	31	19	$6,303	$9,493	$9,581	1.20	$8,941	$12,689	$12,793
Corrections Wtd Average					19	$6,303	$9,493	$9,581		$8,941	$12,689	$12,793
MMN	MGT SVC NONSUPERVISORY	I	P	31	1	$6,713	$9,691	$9,691	1.18	$9,423	$12,922	$12,922

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
90.9%	105.3%	95.4%	95.2%	107.9%	98.3%
90.9%	105.3%	95.4%	95.2%	107.9%	98.3%
96.8%	107.5%	96.5%	100.3%	109.9%	99.3%

1487-I-Information Systems Specialist 7 (Continued)

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
MMS	MGT SVC SUPERVISORY	I	P	31	1	$6,713	$9,691	$9,691	1.18	$9,423	$12,922	$12,922	96.8%	107.5%	96.5%	100.3%	109.9%	99.3%
Management Wtd Average					2	$6,713	$9,691	$9,691		$9,423	$12,922	$12,922	96.8%	107.5%	96.5%	100.3%	109.9%	99.3%
AD	AFSCME AT ENVIRONMENTAL QUAL	I	P	31	4	$6,287	$9,503	$9,503	1.20	$8,922	$12,701	$12,701	90.7%	105.4%	94.7%	95.0%	108.0%	97.6%
AG	AFSCME AT LAND CONSERV DVLPMT	I	P	31	1	$6,287	$9,503	$9,503	1.20	$8,922	$12,701	$12,701	90.7%	105.4%	94.7%	95.0%	108.0%	97.6%
AL	AFSCME AT LIQUOR CONTROL COMM	I	P	31	5	$6,287	$9,418	$9,503	1.19	$8,922	$12,602	$12,701	90.7%	104.5%	94.7%	95.0%	107.2%	97.6%
AO	AFSCME OR ST POLICE-SUPP UNIT	I	P	31	3	$6,287	$9,227	$9,503	1.17	$8,922	$12,377	$12,701	90.7%	102.4%	94.7%	95.0%	105.3%	97.6%
AS	OR PUB SAFETY ASSOC AT DPSST	I	P	31	2	$6,287	$8,894	$9,503	1.13	$8,922	$11,986	$12,701	90.7%	98.7%	94.7%	95.0%	102.0%	97.6%
AT	AFSCME AT DCBS BUILDING CODES	I	P	31	2	$6,287	$9,291	$9,503	1.18	$8,922	$12,452	$12,701	90.7%	103.1%	94.7%	95.0%	105.9%	97.6%
AU	AFSCME AT MILITARY	I	P	31	4	$6,287	$7,869	$9,503	1.00	$8,922	$10,781	$12,701	90.7%	87.3%	94.7%	95.0%	91.7%	97.6%
AV	AFSCME MILITRY OREG EMERG MGMT	I	P	31	5	$6,287	$9,083	$9,503	1.15	$8,922	$12,207	$12,701	90.7%	100.8%	94.7%	95.0%	103.8%	97.6%
E	AEE-ENGINEERS-ODOT/PARKS/FORES	I	P	31	1	$6,286	$9,531	$9,531	1.21	$8,921	$12,734	$12,734	90.7%	105.7%	94.9%	95.0%	108.3%	97.9%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	I	P	31	111	$6,296	$9,126	$9,517	1.15	$8,933	$12,259	$12,718	90.8%	101.3%	94.8%	95.1%	104.3%	97.8%
OAI	SEIU STRIKEABLE INST COALITION	I	P	31	4	$6,296	$9,211	$9,517	1.16	$8,933	$12,358	$12,718	90.8%	102.2%	94.8%	95.1%	105.1%	97.8%
OAO	SEIU STRIKEABLE ODOT COALITION	I	P	31	74	$6,296	$9,346	$9,517	1.18	$8,933	$12,517	$12,718	90.8%	103.7%	94.8%	95.1%	106.5%	97.8%
OAS	SEIU STRIKEABLE SPEC COALITION	I	P	31	136	$6,296	$9,097	$9,517	1.15	$8,933	$12,224	$12,718	90.8%	100.9%	94.8%	95.1%	104.0%	97.8%
UA	UNREPRESENTED	I	P	31	12	$6,287	$9,101	$9,505	1.15	$8,922	$12,229	$12,704	90.7%	101.0%	94.7%	95.0%	104.0%	97.7%
Non-Corrections/Non-Management Wtd Average					364	$6,295	$9,156	$9,516		$8,932	$12,294	$12,716	90.8%	101.6%	94.8%	95.1%	104.6%	97.7%
STATEWIDE Weighted Average					385	$6,298	$9,176	$9,520		$8,935	$12,317	$12,721	90.8%	101.8%	94.8%	95.1%	104.8%	97.8%

1488-I INFORMATION SYSTEMS SPECIALIST 8

Information Systems Payline

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2022-OR-ClackCo	696		TS Project Coordinator		5	$8,191	$9,790	$10,427	1.05	$11,625	$13,605	$14,395
2022-OR-ClackCo	662		IT Administrator 2		3	$7,665	$9,622	$9,722	1.11	$10,973	$13,398	$13,521
2022-OR-ClackCo	663		IT Administrator, Senior		11	$8,416	$10,207	$10,705	1.07	$11,903	$14,123	$14,740
2022-OR-ClackCo	664		Systems Architect		2	$8,829	$11,233	$11,233	1.12	$12,415	$15,394	$15,394
2022-OR-DescCo	1248		APPLICATIONS SYS ANALYST III		0	$6,602		$8,847		$9,724		$12,509
2022-OR-DescCo	1259		IT ANALYST III		0	$6,602		$8,847		$9,724		$12,509
2022-OR-LaneCo	H027		Info Services Project Mgr, Sr		3	$7,216	$8,382	$9,643	0.99	$10,700	$12,142	$13,702
2022-OR-LaneCo	H031		System/Network Architect		1	$7,216	$8,965	$9,643	1.06	$10,700	$12,864	$13,702
2022-OR-MarionCo	565		IT System Architect		1	$7,516	$9,594	$10,078	1.09	$10,911	$13,487	$14,086
2022-OR-MultCo	6408		Database Administrator Senior		8	$8,495	$10,404	$10,442	1.10	$12,186	$14,544	$14,591
2022-OR-MultCo	6410		Network Administrator Senior		12	$8,495	$10,367	$10,442	1.09	$12,186	$14,498	$14,591
2022-OR-MultCo	6412		Systems Administrator Senior		17	$8,495	$10,253	$10,442	1.08	$12,186	$14,358	$14,591
2022-OR-MultCo	6413		IT Architect		0	$9,008		$11,086		$12,820		$15,388
2022-OR-MultCo	9459		IT Project Manager 2		7	$7,957	$11,936	$11,936	1.20	$11,521	$16,437	$16,437
2022-OR-MultCo	6406		Development Analyst Senior		39	$8,495	$10,307	$10,442	1.09	$12,186	$14,424	$14,591
2022-OR-WashCo	083		Information Technology Project Manager		0	$9,409		$11,433		$12,715		$15,137
2022-OR-WashCo	099		Database Administrator, Senior		0	$9,409		$11,433		$12,715		$15,137
2022-OR-WashCo	077		Information Technology (IT) Enterprise Architect		0	$9,409		$11,433		$12,715		$15,137
2022-WA-ClarkCo	T5		IT Professional V		7	$7,530	$9,290	$9,879	1.07	$10,160	$12,182	$12,858
2022-WA-KingCo	7319300		Database Specialist - Senior		2	$6,966	$8,378	$8,650	1.07	$9,753	$11,374	$11,688
2022-WA-KingCo	7323400		IT Systems Specialist - Master		6	$8,059	$8,944	$9,973	0.99	$11,008	$12,024	$13,207
2022-WA-KingCo	7312400		Network Architect		3	$9,181	$11,498	$11,498	1.11	$12,297	$14,958	$14,958
2022-WA-KingCo	7313400		Systems Architect		8	$9,218	$10,714	$11,498	1.03	$12,339	$14,058	$14,958
2022-WA-KingCo	7321300		Database Administrator - Senior		10	$8,224	$9,975	$10,212	1.08	$11,198	$13,209	$13,482
2022-WA-KingCo	7312300		Network Engineer - Senior		12	$8,057	$10,082	$10,212	1.10	$11,006	$13,332	$13,482
2022-WA-KingCo	7331200		IT Project Manager II		20	$9,259	$11,013	$11,527	1.06	$12,386	$14,401	$14,991
2022-WA-KingCo	7313300		Systems Engineer - Senior		35	$8,187	$9,279	$10,212	1.01	$11,156	$12,410	$13,482
2022-WA-KingCo	7320300		Applications Developer - Senior		39	$7,766	$9,653	$9,741	1.10	$10,671	$12,839	$12,941

1488-I INFORMATION SYSTEMS SPECIALIST 8 (Continued)

Information Systems Payline

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-WA-ThrstnCo	0522		GIS Analyst III		0	$6,452		$8,602		$8,829		$11,299
2022-WA-ThrstnCo	0514		IT Security Consultant		0	$6,452		$8,602		$8,829		$11,299
2022-WA-ThrstnCo	0512		IT Consultant III		0	$6,452		$8,602		$8,829		$11,299
County Market Average					251	$8,206	$10,046	$10,324		$11,426	$13,633	$13,944
2022-CompAnalyst	IT10000276		Network Administrator III		1	$6,410	$8,402	$9,749	1.04	$8,675	$10,969	$12,521
2022-CompAnalyst	IT10000044		Data Architect III		1	$7,774	$10,536	$12,469	1.03	$10,246	$13,427	$15,653
2022-CompAnalyst	IT10000003		Software Engineer III		1	$7,598	$9,900	$11,983	1.01	$10,044	$12,694	$15,094
2022-CompAnalyst	IT10000254		Network Engineer III		1	$7,038	$9,230	$10,569	1.05	$9,398	$11,923	$13,465
2022-CompAnalyst	IT10000263		IT Project Engineer III		1	$8,192	$10,008	$12,460	0.97	$10,728	$12,819	$15,643
2022-CompAnalyst	IT10000425		Systems Engineer III		1	$7,146	$9,364	$11,155	1.02	$9,523	$12,077	$14,140
2022-CompAnalyst	IT10000388		Applications Programmer III		1	$6,920	$9,264	$11,105	1.03	$9,263	$11,962	$14,082
2022-CompAnalyst	IT10000503		Software Systems Engineer III		1	$7,305	$10,192	$11,925	1.06	$9,706	$13,031	$15,027
2022-CompAnalyst	IT10000009		Business Systems Analyst III		1	$6,544	$8,368	$10,125	1.01	$8,829	$10,930	$12,954
2022-CompAnalyst	IT10000058		Senior Mainframe Programmer		1	$6,033	$8,201	$9,607	1.05	$8,241	$10,738	$12,357
2022-CompAnalyst	IT10000457		Information Security Analyst III		1	$7,004	$8,929	$11,213	1.00	$9,359	$11,576	$14,207
2022-CompAnalyst	IT10000061		Midrange Programmer III		1	$6,284	$8,209	$9,657	1.03	$8,530	$10,747	$12,415
2022-CompAnalyst	IT10000443		Database Administrator III		1	$7,565	$10,134	$11,966	1.04	$10,005	$12,964	$15,075
2022-CompAnalyst	IT10000360		IT Project Manager III		1	$7,791	$9,992	$12,427	0.99	$10,265	$12,800	$15,605
2022-CompAnalyst	IT10000067		IT Systems Analyst III		1	$6,912	$8,904	$10,812	1.01	$9,253	$11,547	$13,745
2022-MIL-ENG	2-363		Software Engineer - Senior	35	284	$7,102	$9,104	$11,181	1.00	$9,472	$11,778	$14,170
2022-MIL-ENG	2-373		Systems Engineer - Senior	14	108	$7,261	$9,146	$11,762	0.96	$9,656	$11,827	$14,839
2022-MIL-NWIT	12-353		Network Engineer, Senior	40	107	$7,650	$10,266	$11,812	1.06	$10,103	$13,116	$14,897
2022-MIL-NWIT	26-403		Account Manager, Senior	5	8		$9,122				$11,799	
2022-MIL-NWIT	30-253		Business Intelligence, Senior	19	69	$7,621	$9,960	$11,846	1.02	$10,069	$12,764	$14,936
2022-MIL-NWIT	30-303		Reporting Analyst, Senior	12	16	$7,075	$9,511	$10,865	1.06	$9,441	$12,246	$13,806
2022-MIL-NWIT	12-304		Applications Engineer, Principal	15	53	$8,589	$11,551	$13,415	1.05	$11,184	$14,596	$16,743
2022-MIL-NWIT	16-204		Database Developer, Principal	8	8	$9,211	$12,906	$14,109	1.11	$11,901	$16,157	$17,542

1488-I INFORMATION SYSTEMS SPECIALIST 8 (Continued)

Information Systems Payline

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-MIL-NWIT	12-553		Architectural / Capacity, Senior	9	24	$9,255	$11,288	$13,911	0.97	$11,951	$14,293	$17,314
2022-MIL-NWIT	12-603		Information Security / Cybersecurity, Senior	30	61	$7,585	$9,669	$11,856	0.99	$10,028	$12,429	$14,948
2022-MIL-NWIT	12-453		Systems Engineer, Senior	37	168	$7,697	$10,485	$11,741	1.08	$10,157	$13,368	$14,815
2022-MIL-NWIT	20-203		Project Manager, Senior	45	233	$8,054	$10,734	$12,453	1.05	$10,568	$13,655	$15,635
2022-MIL-NWIT	16-253		Database Administrator, Senior	31	62	$7,955	$10,938	$12,272	1.08	$10,455	$13,890	$15,427
2022-MIL-NWIT	28-354		Business Systems Analysis, Principal	10	20	$8,487	$11,000	$13,735	0.99	$11,068	$13,961	$17,112
2022-MIL-NWMGT	03.11		Network Engineer	45	88	$7,041	$9,222	$10,746	1.04	$9,402	$11,913	$13,669
2022-MIL-NWMGT	03.03		Systems Project Manager	37	121	$7,571	$9,838	$11,898	1.01	$10,013	$12,623	$14,995
2022-MIL-NWMGT	03.16a		Information Security Analyst - Senior	29	45	$7,966	$10,173	$12,086	1.01	$10,467	$13,009	$15,212
2022-MIL-NWMGT	03.17		Database Administrator - Senior	33	89	$7,969	$10,590	$12,264	1.05	$10,470	$13,490	$15,417
2022-MIL-OPES	03.05		Systems Analyst - Lead	5	34	$7,318	$9,180	$9,866	1.07	$10,270	$12,523	$13,353
2022-MIL-PACS	03.10		Systems Programmer - Operating Sys - Senior	7	13	$7,347	$8,664	$10,270	0.98	$9,754	$11,271	$13,121
2022-MIL-PACS	03.22c		Database Administrator - Senior	13	22	$8,165	$10,755	$12,428	1.04	$10,696	$13,679	$15,606
2022-MIL-PACS	03.08		Systems Analyst (Lead)	12	28	$8,229	$10,749	$12,530	1.04	$10,770	$13,672	$15,724
2022-MIL-PACS	03.01c		Software Engineer, Senior	11	62	$8,190	$10,170	$12,515	0.98	$10,725	$13,005	$15,707
2022-MIL-PACS	04.29c		Business Intelligence Analyst - Senior	6	5	$6,928	$9,440	$11,276	1.04	$9,272	$12,165	$14,280
2022-TwrsWtsn	AEM060-P3		Data Engineering	8	12		$9,596				$12,345	
2022-TwrsWtsn	AID050-P4		Software Quality Assurance, Testing and Releas	9	32		$10,614				$13,517	
2022-TwrsWtsn	AID010-P4		Application Development	14	92		$12,749				$15,976	
2022-TwrsWtsn	AIT010-P4		Computer Systems Administration	12	40		$10,255				$13,104	
2022-TwrsWtsn	AIT070-P4		IS and Cyber Security	11	20		$11,901				$14,999	
2022-TwrsWtsn	AID020-P4		Business Systems Analysis	20	65		$10,305				$13,161	
Purchased Market Average				582	2,004	$7,673	$10,204	$11,876		$10,140	$13,056	$14,984
2022-ST-CA	1415		INFORMATION TECHNOLOGY SPECIALIST III		0	$7,824		$10,485		$10,616		$13,789
2022-ST-ID	01728		IT DATABASE ADMIN ANALYST IV		2	$5,448	$8,959	$11,674	1.05	$7,560	$11,760	$15,009
2022-ST-ID	01732		IT INFO SYS AND INFR ENG IV		12	$5,448	$8,024	$11,674	0.94	$7,560	$10,642	$15,009

1488-I INFORMATION SYSTEMS SPECIALIST 8 (Continued)

Information Systems Payline

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-ST-ID	01739		IT ARCHITECT III		5	$5,903	$8,434	$12,652	0.91	$8,103	$11,132	$16,178
2022-ST-ID	01736		IT INFO SECURITY ENGINEER IV		4	$5,903	$8,247	$12,652	0.89	$8,103	$10,909	$16,178
2022-ST-ID	01717		IT SOFTWARE ENGINEER IV		4	$5,448	$7,858	$11,674	0.92	$7,560	$10,443	$15,009
2022-ST-NV	07.909		MASTER IT PROFESSIONAL 2		11	$6,459	$8,510	$9,760	1.05	$8,608	$11,041	$12,524
2022-ST-NV	07.921		IT PROFESSIONAL 4		110	$5,914	$7,824	$8,896	1.06	$7,961	$10,227	$11,499
2022-ST-WA	485SA		IT SYSTEM ADMINISTRATION - EXPERT		1	$7,305	$9,823	$9,823	1.15	$9,614	$12,506	$12,506
2022-ST-WA	485A		IT ARCHITECTURE - EXPERT		7	$8,053	$10,531	$10,830	1.12	$10,473	$13,320	$13,663
2022-ST-WA	485S		IT SECURITY - EXPERT		2	$8,053	$10,698	$10,830	1.13	$10,473	$13,512	$13,663
State Market Average					158	$6,574	$8,101	$9,871		$8,880	$10,579	$12,799
OVERALL WEIGHTED MARKET AVERAGE				582	2,413	$7,628	$10,050	$11,479		$10,174	$12,954	$14,633

OREGON COMPARISON TO MARKET

1488-I-Information Systems Specialist 8

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
AAON	AFSCME AT DOC SECURITY PLUS	I	P	33	8	$6,878	$10,269	$10,444	1.19	$9,617	$13,602	$13,807	90.2%	102.2%	91.0%	94.5%	105.0%	94.4%
Corrections Wtd Average					8	$6,878	$10,269	$10,444		$9,617	$13,602	$13,807	90.2%	102.2%	91.0%	94.5%	105.0%	94.4%
MMC	MGT SVC NSUPV CONFIDENTIAL	I	P	32	1	$7,320	$10,573	$10,573	1.18	$10,136	$13,959	$13,959	96.0%	105.2%	92.1%	99.6%	107.8%	95.4%
MMN	MGT SVC NONSUPERVISORY	I	P	32	17	$7,320	$10,328	$10,573	1.15	$10,136	$13,670	$13,959	96.0%	102.8%	92.1%	99.6%	105.5%	95.4%
Management Wtd Average					18	$7,320	$10,341	$10,573		$10,136	$13,686	$13,959	96.0%	102.9%	92.1%	99.6%	105.7%	95.4%
AD	AFSCME AT ENVIRONMENTAL QUAL	I	P	33	1	$6,850	$10,383	$10,383	1.21	$9,584	$13,735	$13,735	89.8%	103.3%	90.5%	94.2%	106.0%	93.9%
AL	AFSCME AT LIQUOR CONTROL COMM	I	P	33	3	$6,850	$10,383	$10,383	1.21	$9,584	$13,735	$13,735	89.8%	103.3%	90.5%	94.2%	106.0%	93.9%
AO	AFSCME OR ST POLICE-SUPP UNIT	I	P	33	6	$6,850	$10,026	$10,383	1.16	$9,584	$13,315	$13,735	89.8%	99.8%	90.5%	94.2%	102.8%	93.9%
AX	AFSCME AT STATE LANDS	I	P	33	2	$6,850	$10,148	$10,383	1.18	$9,584	$13,459	$13,735	89.8%	101.0%	90.5%	94.2%	103.9%	93.9%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	I	P	33	100	$6,857	$10,141	$10,381	1.18	$9,592	$13,451	$13,733	89.9%	100.9%	90.4%	94.3%	103.8%	93.9%
OAI	SEIU STRIKEABLE INST COALITION	I	P	33	7	$6,857	$10,131	$10,381	1.18	$9,592	$13,439	$13,733	89.9%	100.8%	90.4%	94.3%	103.7%	93.9%
OAO	SEIU STRIKEABLE ODOT COALITION	I	P	33	24	$6,857	$10,324	$10,381	1.20	$9,592	$13,665	$13,733	89.9%	102.7%	90.4%	94.3%	105.5%	93.9%

1488-I-Information Systems Specialist 8 (Continued)

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
OAS	SEIU STRIKEABLE SPEC COALITION	I	P	33	152	$6,857	$10,125	$10,381	1.17	$9,592	$13,433	$13,733	89.9%	100.8%	90.4%	94.3%	103.7%	93.9%
UA	UNREPRESENTED	I	P	33	8	$6,850	$9,907	$10,383	1.15	$9,584	$13,176	$13,735	89.8%	98.6%	90.5%	94.2%	101.7%	93.9%
Non-Corrections/Non-Management Wtd Average					303	$6,857	$10,142	$10,381		$9,591	$13,452	$13,733	89.9%	100.9%	90.4%	94.3%	103.9%	93.9%
STATEWIDE Weighted Average					329	$6,882	$10,156	$10,393		$9,622	$13,469	$13,747	90.2%	101.1%	90.5%	94.6%	104.0%	93.9%

1499-I SENIOR INFORMATION TECHNOLOGY PORTFOLIO MANAGER

Information Systems Payline

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-WA-KingCo	1241100		Strategic Information Resources Manager		1	$10,709	$13,487	$13,575	1.11	$14,052	$17,242	$17,343
County Market Average					1	$10,709	$13,487	$13,575		$14,052	$17,242	$17,343
2022-CompAnalyst	IT10000352		Enterprise Infrastructure Architect IV		1	$8,803	$11,674	$14,000	1.02	$11,431	$14,737	$17,417
Purchased Market Average					1	$8,803	$11,674	$14,000		$11,431	$14,737	$17,417
2022-ST-CA	1406		INFORMATION TECHNOLOGY MANAGER II		0	$9,372		$11,392		$12,461		$14,870
State Market Average						$9,372		$11,392		$12,461		$14,870
OVERALL WEIGHTED MARKET AVERAGE				0	2	$9,462	$12,580	$11,606		$12,562	$15,990	$15,105

OREGON COMPARISON TO MARKET

1499-I-Senior Information Technology Portfolio Manager

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
MMN	MGT SVC NONSUPERVISORY	I	P	35X	7	$8,831	$12,175	$13,661	1.08	$11,912	$15,842	$17,587	93.3%	96.8%	117.7%	94.8%	99.1%	116.4%
Management Wtd Average					7	$8,831	$12,175	$13,661		$11,912	$15,842	$17,587	93.3%	96.8%	117.7%	94.8%	99.1%	116.4%
STATEWIDE Weighted Average					7	$8,831	$12,175	$13,661		$11,912	$15,842	$17,587	93.3%	96.8%	117.7%	94.8%	99.1%	116.4%

1510 ADMINISTRATIVE LAW JUDGE 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	Insufficient Market Emp Avg X
2022-ST-CA	6091		ADMINISTRATIVE LAW JUDGE I, UNEMPLOYI		0	$8,752		$11,008		$11,723		$14,412	
2022-ST-ID	06006		HEARING OFFICER		7	$4,361	$6,312	$9,349	0.92	$6,259	$8,593	$12,227	
2022-ST-WA	422J		HEARINGS EXAMINER 2		7	$5,234	$7,064	$7,037	1.15	$7,237	$9,338	$9,307	
State Market Average					14	$6,116	$6,688	$9,131		$8,406	$8,966	$11,982	
OVERALL WEIGHTED MARKET AVERAGE				0	14	$6,116	$6,688	$9,131		$8,406	$8,966	$11,982	

OREGON COMPARISON TO MARKET

1510-Administrative Law Judge 1

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	30	25	$5,771	$8,605	$8,870	1.18	$8,316	$11,646	$11,957
Non-Corrections/Non-Management Wtd Average					25	$5,771	$8,605	$8,870		$8,316	$11,646	$11,957
STATEWIDE Weighted Average					25	$5,771	$8,605	$8,870		$8,316	$11,646	$11,957

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
94.4%		97.1%	98.9%		99.8%
94.4%		97.1%	98.9%		99.8%
94.4%		97.1%	98.9%		99.8%

1511 ADMINISTRATIVE LAW JUDGE 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	Insufficient Market (Emp Avg X)
2022-ST-CA	6067	L	ADMINISTRATIVE LAW JUDGE II, UNEMPLOY		0	$9,176		$11,549		$12,228		$15,057	
2022-ST-NV	U9207		ADMIN LAW JUDGE (LIC ATTY) EA		4	$7,919	$9,275	$10,166	1.03	$10,339	$11,949	$13,006	
2022-ST-WA	422K		HEARINGS EXAMINER 3		9	$5,773	$7,455	$7,770	1.10	$7,856	$9,787	$10,148	
State Market Average					13	$7,503	$8,015	$9,692		$10,061	$10,452	$12,629	
OVERALL WEIGHTED MARKET AVERAGE				0	13	$7,503	$8,015	$9,692		$10,061	$10,452	$12,629	

OREGON COMPARISON TO MARKET

1511-Administrative Law Judge 2

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	33	16	$6,664	$9,695	$10,242	1.15	$9,365	$12,926	$13,570
Non-Corrections/Non-Management Wtd Average					16	$6,664	$9,695	$10,242		$9,365	$12,926	$13,570
STATEWIDE Weighted Average					16	$6,664	$9,695	$10,242		$9,365	$12,926	$13,570

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
88.8%		105.7%	93.1%		107.5%
88.8%		105.7%	93.1%		107.5%
88.8%		105.7%	93.1%		107.5%

1520 LAW CLERK

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	Insufficient Market Emp Avg X
2022-OR-MultCo	9055		Law Clerk		0	$4,780		$6,692		$7,595		$9,957	
2022-OR-WashCo	601		Law Clerk		0	$4,368		$5,304		$6,688		$7,807	
2022-WA-ThrstnCo	0925		Law Clerk		0	$4,500		$6,000		$6,587		$8,310	
County Market Average						$4,549		$5,998		$6,957		$8,691	
OVERALL WEIGHTED MARKET AVERAGE				0	0	$4,549		$5,998		$6,957		$8,691	

OREGON COMPARISON TO MARKET

Worker Data as of:

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
													0.0%		0.0%	0.0%		0.0%
													0.0%		0.0%	0.0%		0.0%
	STATEWIDE Weighted Average												0.0%		0.0%	0.0%		0.0%

Currently no Oregon employees

1524 PARALEGAL

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-ClackCo	013		Civil Paralegal		2	$4,757	$5,717	$6,422	1.02	$7,370	$8,559	$9,433
2022-OR-DescCo	9031		PARALEGAL		0	$5,431		$7,278		$8,272		$10,563
2022-OR-LaneCo	A028		Paralegal		3	$4,406	$4,618	$5,883	0.90	$7,225	$7,487	$9,052
2022-OR-MarionCo	015		Paralegal		5	$4,195	$5,055	$5,619	1.03	$6,795	$7,862	$8,561
2022-OR-MultCo	9054		Paralegal		2	$4,909	$7,363	$7,365	1.20	$7,754	$10,787	$10,789
2022-OR-WashCo	606		Paralegal		0	$5,744		$6,980		$8,333		$9,811
2022-WA-ClarkCo	355		Legal Assistant		11	$3,839	$4,643	$5,065	1.04	$5,921	$6,845	$7,330
2022-WA-KingCo	6214100		Paralegal		87	$5,175	$6,094	$6,560	1.04	$7,696	$8,751	$9,287
2022-WA-ThrstnCo	0317		Paralegal I		0	$4,181		$5,561		$6,221		$7,806
County Market Average					110	$4,911	$5,878	$6,315		$7,372	$8,519	$9,003
2022-CompAnalyst	LE11000004		Paralegal II		1	$4,653	$5,774	$7,155	0.98	$6,651	$7,942	$9,533
2022-MIL-OPES	08.03		Paralegal	10	23	$4,770	$6,741	$6,573	1.19	$7,186	$9,571	$9,368
2022-MIL-PACS	04.22c		Paralegal	13	28	$4,946	$6,748	$7,667	1.07	$6,988	$9,064	$10,122
2022-TwrsWtsn	ALS010-P2		Paralegal	5	5		$5,918				$8,108	
Purchased Market Average				28	57	$4,862	$6,655	$7,173		$7,069	$9,165	$9,778
2022-ST-CA	5237	A	LEGAL ANALYST		0	$4,334		$5,425		$6,456		$7,756
2022-ST-ID	05910		LEGAL ASST		12	$3,452	$4,766	$7,395	0.88	$5,172	$6,744	$9,889
2022-ST-NV	07.750		LEGAL RESEARCH ASSISTANT 1		5	$4,003	$4,576	$5,914	0.92	$5,694	$6,374	$7,961
2022-ST-WA	426F		PARALEGAL 2		87	$4,294	$5,602	$5,773	1.11	$6,157	$7,658	$7,856
State Market Average					104	$4,262	$5,456	$5,710		$6,225	$7,491	$7,920
OVERALL WEIGHTED MARKET AVERAGE				28	271	$4,541	$5,879	$6,084		$6,691	$8,260	$8,493

OREGON COMPARISON TO MARKET

1524-Paralegal

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	26	31	$4,776	$6,383	$7,327	1.05	$7,147	$9,035	$10,144	105.2%	108.6%	120.4%	106.8%	109.4%	119.4%
OAI	SEIU STRIKEABLE INST COALITION	A	P	26	2	$4,776	$6,666	$7,327	1.10	$7,147	$9,368	$10,144	105.2%	113.4%	120.4%	106.8%	113.4%	119.4%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	26	90	$4,776	$6,409	$7,327	1.06	$7,147	$9,065	$10,144	105.2%	109.0%	120.4%	106.8%	109.7%	119.4%

1524-Paralegal (Continued)

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
UA	UNREPRESENTED	A	P	26	3	$4,770	$6,471	$7,322	1.07	$7,140	$9,139	$10,138	105.0%	110.1%	120.4%	106.7%	110.6%	119.4%
Non-Corrections/Non-Management Wtd Average					126	$4,776	$6,408	$7,327		$7,146	$9,064	$10,144	105.2%	109.0%	120.4%	106.8%	109.7%	119.4%
STATEWIDE Weighted Average					126	$4,776	$6,408	$7,327		$7,146	$9,064	$10,144	105.2%	109.0%	120.4%	106.8%	109.7%	119.4%

2167 COMMUNICATIONS SYSTEM ANALYST 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-MultCo	6142		Electronic Technician Assistant		1	$5,257	$6,280	$6,280	1.09	$8,185	$9,449	$9,449
2022-WA-KingCo	8303100		Electronic Communication Technician I		3	$5,270	$5,270	$6,076	0.93	$7,806	$7,806	$8,731
County Market Average					4	$5,267	$5,523	$6,127		$7,900	$8,216	$8,911
2022-CompAnalyst	SC16000316		Field Service Rep. I - Telecommunications Equip		1	$3,598	$4,778	$5,531	1.05	$5,436	$6,795	$7,663
2022-CompAnalyst	IT10000077		Telecommunications Analyst I		1	$4,192	$5,540	$6,669	1.02	$6,121	$7,673	$8,974
2022-MIL-OPES	03.10		Telecommunications Specialist	4	5	$5,136	$6,891	$6,687	1.17	$7,629	$9,752	$9,506
Purchased Market Average				4	7	$4,781	$6,396	$6,519		$7,100	$9,033	$9,167
OVERALL WEIGHTED MARKET AVERAGE				4	11	$4,958	$6,078	$6,377		$7,391	$8,736	$9,073

OREGON COMPARISON TO MARKET

2167-Communications System Analyst 1

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	25	1	$4,564	$4,564	$7,081	0.78	$6,897	$6,897	$9,855
Non-Corrections/Non-Management Wtd Average					1	$4,564	$4,564	$7,081		$6,897	$6,897	$9,855
STATEWIDE Weighted Average					1	$4,564	$4,564	$7,081		$6,897	$6,897	$9,855

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
92.1%	75.1%	111.0%	93.3%	79.0%	108.6%
92.1%	75.1%	111.0%	93.3%	79.0%	108.6%
92.1%	75.1%	111.0%	93.3%	79.0%	108.6%

2168 COMMUNICATIONS SYSTEM ANALYST 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-ClackCo	350		Electronics Technician 2		0	$5,763		$7,300		$8,616		$10,520
2022-OR-MultCo	6143		Electronic Technician		5	$7,601	$7,831	$7,831	1.01	$11,081	$11,365	$11,365
2022-WA-ThrstnCo	1117		Radio Technician		0	$4,839		$6,437		$6,977		$8,813
County Market Average					5	$6,944	$7,831	$7,556		$10,142	$11,365	$10,880
2022-CompAnalyst	SC16000317		Field Service Rep. II - Telecommunications Equi	30	433	$4,326	$5,715	$6,720	1.03	$6,275	$7,875	$9,032
2022-CompAnalyst	IT10000078		Telecommunications Analyst II	125	375	$5,506	$7,138	$8,418	1.03	$7,634	$9,513	$10,988
2022-MIL-OPES	03.11		Telecommunications Analyst	8	35	$5,887	$8,514	$8,084	1.22	$8,538	$11,717	$11,197
2022-MIL-PACS	03.24		Telecommunications Analyst	8	12	$5,781	$7,343	$8,067	1.06	$7,950	$9,750	$10,584
Purchased Market Average				171	855	$4,918	$6,477	$7,526		$6,976	$8,777	$9,985
2022-ST-CA	6911		TELECOMMUNICATIONS TECHNICIAN		0	$6,256		$7,575		$8,747		$10,319
2022-ST-WA	594E		ELECTRONICS COMMUNICATIONS SYSTEMS		4	$4,626	$5,539	$5,636	1.08	$6,538	$7,587	$7,698
State Market Average					4	$6,143	$5,539	$7,441		$8,594	$7,587	$10,139
OVERALL WEIGHTED MARKET AVERAGE				171	864	$5,010	$6,480	$7,521		$7,100	$8,787	$10,001

OREGON COMPARISON TO MARKET

2168-Communications System Analyst 2

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	28	6	$5,286	$7,819	$8,196	1.16	$7,746	$10,722	$11,165
Non-Corrections/Non-Management Wtd Average					6	$5,286	$7,819	$8,196		$7,746	$10,722	$11,165
STATEWIDE Weighted Average					6	$5,286	$7,819	$8,196		$7,746	$10,722	$11,165

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
105.5%	120.7%	109.0%	109.1%	122.0%	111.6%
105.5%	120.7%	109.0%	109.1%	122.0%	111.6%
105.5%	120.7%	109.0%	109.1%	122.0%	111.6%

2169 COMMUNICATIONS SYSTEM ANALYST 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-MultCo	6144		Electronic Technician Chief	1	1	$8,270	$8,511	$8,511	1.01	$11,907	$12,205	$12,205
2022-WA-KingCo	8303200		Electronic Communication Technician II	3	3	$6,570	$7,346	$7,806	1.02	$9,298	$10,189	$10,718
County Market Average					4	$6,995	$7,637	$7,982		$9,950	$10,693	$11,090
2022-CompAnalyst	SC16000318		Field Service Rep. III - Telecommunications Equi	30	454	$4,979	$6,494	$7,992	1.00	$7,027	$8,771	$10,497
Purchased Market Average				30	454	$4,979	$6,494	$7,992		$7,027	$8,771	$10,497
2022-ST-CA	5171		TELECOMMUNICATIONS SYSTEMS ANALYST		0	$4,962		$6,525		$7,205		$9,068
2022-ST-NV	06.977		COMMUNICATIONS SYSTEMS SPEC 2		10	$4,350	$5,894	$6,459	1.09	$6,105	$7,937	$8,608
State Market Average					10	$4,823	$5,894	$6,510		$6,955	$7,937	$8,964
OVERALL WEIGHTED MARKET AVERAGE				30	468	$4,981	$6,491	$7,864		$7,043	$8,770	$10,369

OREGON COMPARISON TO MARKET

2169-Communications System Analyst 3

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
AAON	AFSCME AT DOC SECURITY PLUS	A	P	27	2	$6,059	$8,611	$8,810	1.16	$8,654	$11,652	$11,887	121.6%	132.7%	112.0%	122.9%	132.9%	114.6%
Corrections Wtd Average					2	$6,059	$8,611	$8,810		$8,654	$11,652	$11,887	121.6%	132.7%	112.0%	122.9%	132.9%	114.6%
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	30	4	$5,829	$7,895	$9,037	1.06	$8,384	$10,811	$12,154	117.0%	121.6%	114.9%	119.0%	123.3%	117.2%
Non-Corrections/Non-Management Wtd Average					4	$5,829	$7,895	$9,037		$8,384	$10,811	$12,154	117.0%	121.6%	114.9%	119.0%	123.3%	117.2%
STATEWIDE Weighted Average					6	$5,906	$8,133	$8,961		$8,474	$11,092	$12,065	118.6%	125.3%	114.0%	120.3%	126.5%	116.4%

2171 COMMUNICATIONS SYSTEM ANALYST 4

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-CompAnalyst	IT10000319		Telecommunications Analyst III	125	138	$6,268	$8,377	$9,791	1.05	$8,511	$10,940	$12,569
Purchased Market Average				125	138	$6,268	$8,377	$9,791		$8,511	$10,940	$12,569
2022-ST-CA	5135		TELECOMMUNICATIONS SYSTEMS MANAGE	0		$5,451		$7,165		$7,787		$9,830
2022-ST-WA	452F		COMMUNICATIONS SYSTEMS MANAGER	2		$5,636	$7,578	$7,578	1.15	$7,698	$9,928	$9,928
State Market Average				2		$5,466	$7,578	$7,199		$7,780	$9,928	$9,839
OVERALL WEIGHTED MARKET AVERAGE				125	140	$6,153	$8,365	$9,421		$8,407	$10,925	$12,179

OREGON COMPARISON TO MARKET

Worker Data as of:

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
													0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
													0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
STATEWIDE Weighted Average													0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Currently no Oregon employees

2176 VIDEO PRODUCER

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-MultCo	6201		Multimedia/Video Production Specialist		1	$5,618	$6,899	$6,899	1.10	$8,630	$10,213	$10,213
County Market Average					1	$5,618	$6,899	$6,899		$8,630	$10,213	$10,213
2022-CompAnalyst	CM02000045		Producer	20	74	$3,757	$4,996	$5,791	1.05	$5,620	$7,046	$7,962
2022-MIL-PACS	11.04		Video Specialist / Producer	8	10	$5,106	$6,235	$7,308	1.00	$7,173	$8,474	$9,709
Purchased Market Average				28	84	$3,912	$5,143	$5,965		$5,798	$7,216	$8,162
2022-ST-CA	2838		AUDIO-VISUAL SPECIALIST (TECHNICAL)		0	$4,962		$6,211		$7,205		$8,694
2022-ST-ID	05344		PTV DIRECTOR/VIDEOGRAPHR		9	$3,452	$4,708	$7,395	0.87	$5,172	$6,674	$9,889
2022-ST-NV	07.816		DIGITAL MEDIA SPECIALIST		1	$4,003	$3,987	$5,914	0.80	$5,694	$5,675	$7,961
2022-ST-WA	200F		ELECTRONIC MEDIA PRODUCER SPECIALIS*		1	$3,614	$4,741	$4,857	1.12	$5,375	$6,670	$6,803
State Market Average					11	$4,271	$4,645	$6,603		$6,264	$6,583	$9,047
OVERALL WEIGHTED MARKET AVERAGE				28	96	$4,002	$5,105	$6,106		$5,920	$7,175	$8,364

OREGON COMPARISON TO MARKET

2176-Video Producer

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	28	1	$5,256	$8,057	$8,057	1.21	$7,711	$11,002	$11,002
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	28	2	$5,256	$8,057	$8,057	1.21	$7,711	$11,002	$11,002
Non-Corrections/Non-Management Wtd Average					3	$5,256	$8,057	$8,057		$7,711	$11,002	$11,002
STATEWIDE Weighted Average					3	$5,256	$8,057	$8,057		$7,711	$11,002	$11,002

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
131.3%	157.8%	132.0%	130.2%	153.3%	131.5%
131.3%	157.8%	132.0%	130.2%	153.3%	131.5%
131.3%	157.8%	132.0%	130.2%	153.3%	131.5%
131.3%	157.8%	132.0%	130.2%	153.3%	131.5%

2202 RECORDS MANAGEMENT ANALYST 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-ClackCo	139		Records & Archival Spec		2	$3,797	$4,589	$4,779	1.07	$6,180	$7,161	$7,396
2022-OR-MultCo	6116		Records Administration Assistant		1	$3,744	$4,333	$4,588	1.04	$6,315	$7,043	$7,358
County Market Average					3	$3,779	$4,504	$4,715		$6,225	$7,122	$7,383
2022-MIL-OPES	04.22		Records Coordinator	1	2	$3,706	$4,538	$4,538	1.10	$5,899	$6,905	$6,905
Purchased Market Average				1	2	$3,706	$4,538	$4,538		$5,899	$6,905	$6,905
2022-ST-CA	5250		RECORDS MANAGEMENT ANALYST I		0	$4,126		$5,166		$6,208		$7,447
State Market Average						$4,126		$5,166		$6,208		$7,447
OVERALL WEIGHTED MARKET AVERAGE				1	5	$3,813	$4,518	$4,731		$6,113	$7,035	$7,235

OREGON COMPARISON TO MARKET

Worker Data as of:

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
STATEWIDE Weighted Average												

MARKET COMPARISONS					
Salary			Salary and Benefits		
SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Currently no Oregon employees

2203 RECORDS MANAGEMENT ANALYST 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-MIL-OPES	04.21		Records Analyst	8	10	$4,868	$5,641	$6,603	0.98	$7,304	$8,240	$9,404
Purchased Market Average				8	10	$4,868	$5,641	$6,603		$7,304	$8,240	$9,404
2022-ST-CA	5265		RECORDS MANAGEMENT ANALYST II (SPEC		0	$4,962		$6,211		$7,205		$8,694
2022-ST-NV	04.210		RECORDS ANALYST 2		2	$4,003	$4,728	$5,914	0.95	$5,694	$6,554	$7,961
2022-ST-WA	112K		FORMS & RECORDS ANALYST 3		51	$3,820	$4,919	$5,066	1.11	$5,612	$6,874	$7,043
State Market Average					53	$3,867	$4,912	$5,137		$5,672	$6,862	$7,135
OVERALL WEIGHTED MARKET AVERAGE				8	63	$4,019	$5,027	$5,359		$5,919	$7,081	$7,479

OREGON COMPARISON TO MARKET

Worker Data as of:

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
													0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
													0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
STATEWIDE Weighted Average													0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Currently no Oregon employees

2220 LIBRARIAN

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-ClackCo	257		Librarian 1		6	$5,016	$5,991	$6,339	1.06	$7,690	$8,899	$9,330
2022-OR-MultCo	7222		Librarian		55	$5,297	$6,281	$6,500	1.06	$8,234	$9,450	$9,721
2022-OR-WashCo	254		Librarian II		0	$5,884		$7,150		$8,500		$10,015
2022-WA-KingCo	2241200		Librarian - Assistant		1	$5,513	$6,988	$6,988	1.12	$8,084	$9,778	$9,778
County Market Average					62	$5,358	$6,265	$6,584		$8,224	$9,402	$9,730
2022-CompAnalyst	ED03000019		Librarian	125	294	$4,552	$5,933	$7,247	1.01	$6,535	$8,126	$9,639
2022-MIL-OPES	09.04		Librarian	15	110	$5,236	$6,953	$6,996	1.14	$7,750	$9,828	$9,880
Purchased Market Average				140	404	$4,735	$6,211	$7,180		$6,859	$8,589	$9,703
2022-ST-CA	2951	A	LIBRARIAN		0	$4,730		$5,923		$6,928		$8,350
2022-ST-ID	02918		LIBRARIAN		1	$3,865	$5,897	$8,277	0.97	$5,666	$8,097	$10,945
2022-ST-NV	04.112		LIBRARIAN 2		1	$4,003	$5,891	$5,914	1.19	$5,694	$7,934	$7,961
State Market Average					2	$4,667	$5,894	$6,017		$6,829	$8,015	$8,438
OVERALL WEIGHTED MARKET AVERAGE				140	468	$4,820	$6,217	$7,038		$7,051	$8,694	$9,645

OREGON COMPARISON TO MARKET

2220-Librarian

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	26	1	$4,776	$7,327	$7,327	1.21	$7,147	$10,144	$10,144
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	26	10	$4,776	$7,226	$7,327	1.19	$7,147	$10,026	$10,144
Non-Corrections/Non-Management Wtd Average					11	$4,776	$7,235	$7,327		$7,147	$10,037	$10,144
STATEWIDE Weighted Average					11	$4,776	$7,235	$7,327		$7,147	$10,037	$10,144

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
99.1%	117.9%	104.1%	101.4%	116.7%	105.2%
99.1%	116.2%	104.1%	101.4%	115.3%	105.2%
99.1%	116.4%	104.1%	101.4%	115.4%	105.2%
99.1%	116.4%	104.1%	101.4%	115.4%	105.2%

2300 EDUCATION PROGRAM SPECIALIST 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	Insufficient Market Emp Avg X
2022-ST-CA	2655	B	EDUCATION PROGRAMS ASSISTANT		0	$5,874		$7,353		$8,292		$10,055	
2022-ST-ID	02362		EDUCATION SPECIALIST		4	$3,865	$5,023	$8,277	0.83	$5,666	$7,052	$10,945	
2022-ST-WA	253U		ADMINISTRATIVE PROGRAM SPECIALIST 2		9	$4,982	$6,337	$6,700	1.08	$6,947	$8,503	$8,920	
State Market Average					13	$5,254	$5,933	$7,165		$7,402	$8,056	$9,649	
OVERALL WEIGHTED MARKET AVERAGE				0	13	$5,254	$5,933	$7,165		$7,402	$8,056	$9,649	

OREGON COMPARISON TO MARKET

2300-Education Program Specialist 1

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	30	3	$5,771	$8,730	$8,870	1.19	$8,316	$11,793	$11,957
Non-Corrections/Non-Management Wtd Average					3	$5,771	$8,730	$8,870		$8,316	$11,793	$11,957
STATEWIDE Weighted Average					3	$5,771	$8,730	$8,870		$8,316	$11,793	$11,957

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
109.8%		123.8%	112.3%		123.9%
109.8%		123.8%	112.3%		123.9%
109.8%		123.8%	112.3%		123.9%

2302 TEACHING ASSISTANT

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	Insufficient Market (Emp Avg X)
2022-ST-CA	8246	A	TEACHING ASSISTANT, SCHOOL FOR THE D		0	$2,738		$3,428		$4,554		$5,376	
2022-ST-ID	07822		INSTRUCTION ASST		9	$2,272	$2,844	$4,878	0.80	$3,760	$4,444	$6,878	
2022-ST-WA	255M		INSTRUCTION & CLASSROOM SUPPORT TEC		9	$2,995	$3,901	$3,987	1.12	$4,665	$5,705	$5,804	
State Market Average					18	$2,677	$3,372	$4,081		$4,338	$5,074	$6,001	
OVERALL WEIGHTED MARKET AVERAGE				0	18	$2,677	$3,372	$4,081		$4,338	$5,074	$6,001	

OREGON COMPARISON TO MARKET

2302-Teaching Assistant

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	15	4	$3,005	$3,893	$4,356	1.06	$5,065	$6,109	$6,653	112.3%		106.7%	116.8%		110.9%
Non-Corrections/Non-Management Wtd Average					4	$3,005	$3,893	$4,356		$5,065	$6,109	$6,653	112.3%		106.7%	116.8%		110.9%
STATEWIDE Weighted Average					4	$3,005	$3,893	$4,356		$5,065	$6,109	$6,653	112.3%		106.7%	116.8%		110.9%

2327 PUBLIC HEALTH EDUCATOR 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-ClackCo	527		Health Educator		1	$4,779	$5,903	$6,045	1.09	$7,396	$8,789	$8,965
2022-OR-DescCo	1157		COMM HEALTH SPECIALIST I		0	$4,926		$6,602		$7,646		$9,724
2022-OR-DescCo	1155		PUBLIC HLTH EDUCATOR I		0	$4,692		$6,287		$7,355		$9,334
2022-OR-MultCo	6352		Health Educator		6	$5,151	$5,664	$6,318	0.99	$8,054	$8,687	$9,496
2022-WA-ClarkCo	30		Health Educator I		0	$4,149		$5,057		$6,277		$7,320
County Market Average					7	$4,890	$5,698	$6,240		$7,622	$8,702	$9,289
2022-MIL-NWHCS	16.03		Health Educator - Non RN	40	124	$4,729	$5,145	$7,103	0.87	$6,738	$7,217	$9,473
Purchased Market Average				40	124	$4,729	$5,145	$7,103		$6,738	$7,217	$9,473
2022-ST-ID	02355		HEALTH EDUCATION SPEC		28	$3,865	$4,607	$8,277	0.76	$5,666	$6,553	$10,945
2022-ST-NV	10.237		HEALTH PROGRAM SPECIALIST 1		50	$4,350	$4,972	$6,459	0.92	$6,105	$6,844	$8,608
2022-ST-WA	283I		HEALTH SERVICES CONSULTANT 2		124	$3,987	$4,900	$5,365	1.05	$5,804	$6,852	$7,386
State Market Average					202	$4,059	$4,877	$6,033		$5,859	$6,809	$8,174
OVERALL WEIGHTED MARKET AVERAGE				40	333	$4,338	$4,994	$6,433		$6,253	$7,001	$8,695

OREGON COMPARISON TO MARKET

Worker Data as of:

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
	STATEWIDE Weighted Average											

MARKET COMPARISONS					
Salary			Salary and Benefits		
SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Currently no Oregon employees

2328 PUBLIC HEALTH EDUCATOR 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-DescCo	1158		COMM HEALTH SPECIALIST II		0	$5,703		$7,642		$8,609		$11,015
2022-OR-DescCo	1156		PUBLIC HLTH EDUCATOR II		0	$5,431		$7,278		$8,272		$10,563
2022-WA-ClarkCo	36		Health Educator II		0	$4,638		$5,649		$6,839		$8,000
County Market Average						$5,493		$7,329		$8,323		$10,596
2022-CompAnalyst	HC07000162		Health Educator		1	$4,577	$5,841	$6,954	1.01	$6,564	$8,019	$9,301
Purchased Market Average					1	$4,577	$5,841	$6,954		$6,564	$8,019	$9,301
2022-ST-ID	02356		HEALTH EDUCATION SPEC SR		11	$4,361	$5,377	$9,349	0.78	$6,259	$7,475	$12,227
2022-ST-NV	10.238		HEALTH PROGRAM SPECIALIST 2		20	$4,746	$5,833	$7,073	0.99	$6,575	$7,866	$9,336
2022-ST-WA	283J		HEALTH SERVICES CONSULTANT 3		84	$4,518	$5,670	$6,070	1.07	$6,413	$7,737	$8,197
State Market Average					115	$4,541	$5,671	$6,538		$6,426	$7,734	$8,756
OVERALL WEIGHTED MARKET AVERAGE				0	116	$4,665	$5,672	$6,643		$6,673	$7,737	$8,998

OREGON COMPARISON TO MARKET

2328-Public Health Educator 2

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	26	11	$4,776	$6,797	$7,327	1.12	$7,147	$9,521	$10,144
Non-Corrections/Non-Management Wtd Average					11	$4,776	$6,797	$7,327		$7,147	$9,521	$10,144
STATEWIDE Weighted Average					11	$4,776	$6,797	$7,327		$7,147	$9,521	$10,144

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
102.4%	119.8%	110.3%	107.1%	123.1%	112.7%
102.4%	119.8%	110.3%	107.1%	123.1%	112.7%
102.4%	119.8%	110.3%	107.1%	123.1%	112.7%

2333 REHAB INST FOR THE BLIND

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-ST-ID	09470		INSTRUCTOR F/T BL, SR		5	$3,865	$4,923	$8,277	0.81	$5,666	$6,931	$10,945
2022-ST-NV	12.450		ORIENTATION/MOBILITY INSTR 2		3	$4,169	$5,069	$6,180	0.98	$5,891	$6,959	$8,277
2022-ST-NV	12.449		REHABILITATION INSTRUCTOR 2		2	$4,003	$5,509	$5,914	1.11	$5,694	$7,481	$7,961
State Market Average					10	$3,984	$5,084	$7,175		$5,739	$7,049	$9,548
OVERALL WEIGHTED MARKET AVERAGE				0	10	$3,984	$5,084	$7,175		$5,739	$7,049	$9,548

OREGON COMPARISON TO MARKET

2333-Rehabilitation Instructor For The Blind

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	23	16	$4,155	$6,113	$6,350	1.16	$6,417	$8,718	$8,996	104.3%	120.3%	88.5%	111.8%	123.7%	94.2%
Non-Corrections/Non-Management Wtd Average					16	$4,155	$6,113	$6,350		$6,417	$8,718	$8,996	104.3%	120.3%	88.5%	111.8%	123.7%	94.2%
STATEWIDE Weighted Average					16	$4,155	$6,113	$6,350		$6,417	$8,718	$8,996	104.3%	120.3%	88.5%	111.8%	123.7%	94.2%

2443 PRODUCTION SUPERVISOR

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-CompAnalyst	OF13000077		Printing Services Supervisor	90	38	$4,812	$6,343	$7,590	1.03	$6,834	$8,598	$10,034
Purchased Market Average				90	38	$4,812	$6,343	$7,590		$6,834	$8,598	$10,034
2022-ST-CA	7225		PRINTING PROCESS AND OPERATIONS SUP		0	$5,592		$6,952		$7,955		$9,576
2022-ST-ID	01403		PRINTING SVCS COORD		1	$3,865	$5,891	$8,277	0.97	$5,666	$8,090	$10,945
State Market Average					1	$4,728	$5,891	$7,614		$6,811	$8,090	$10,260
OVERALL WEIGHTED MARKET AVERAGE				90	39	$4,808	$6,331	$7,591		$6,833	$8,585	$10,045

OREGON COMPARISON TO MARKET

Worker Data as of:

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
	STATEWIDE Weighted Average											

MARKET COMPARISONS					
Salary			Salary and Benefits		
SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Currently no Oregon employees

2446 PRINT SERVICES TECHNICIAN

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-WashCo	012		Digital Print Services Operator		0	$4,264		$5,183		$6,563		$7,662
2022-WA-ClarkCo	503		Digital Press Operator		0	$3,022		$3,856		$4,984		$5,941
2022-WA-KingCo	7210100		Print Shop Specialist I		2	$3,955	$4,915	$5,013	1.10	$6,295	$7,397	$7,511
County Market Average					2	$3,799	$4,915	$4,766		$6,034	$7,397	$7,156
2022-MIL-PACS	04.01		Copy Center Operator	5	2	$3,806	$4,547	$5,575	0.97	$5,676	$6,529	$7,713
Purchased Market Average				5	2	$3,806	$4,547	$5,575		$5,676	$6,529	$7,713
2022-ST-ID	01404		PRINTING TECHNICIAN		0	$3,058		$6,556		$4,701		$8,885
State Market Average						$3,058		$6,556		$4,701		$8,885
OVERALL WEIGHTED MARKET AVERAGE				5	4	$3,709	$4,731	$5,293		$5,733	$6,963	$7,581

OREGON COMPARISON TO MARKET

2446-Print Services Technician

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	16	8	$3,095	$3,925	$4,555	1.03	$5,171	$6,147	$6,887
Non-Corrections/Non-Management Wtd Average					8	$3,095	$3,925	$4,555		$5,171	$6,147	$6,887
STATEWIDE Weighted Average					8	$3,095	$3,925	$4,555		$5,171	$6,147	$6,887

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
83.4%	83.0%	86.1%	90.2%	88.3%	90.8%
83.4%	83.0%	86.1%	90.2%	88.3%	90.8%
83.4%	83.0%	86.1%	90.2%	88.3%	90.8%

2475 PRINTING PRODUCTION COORDINATOR

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-CompAnalyst	CM02000064		Print Production Coordinator I	90	94	$4,117	$5,598	$6,561	1.05	$6,034	$7,740	$8,848
Purchased Market Average				90	94	$4,117	$5,598	$6,561		$6,034	$7,740	$8,848
2022-ST-CA	1473		PRINTING TRADES PRODUCTION COORDINA	0		$3,368		$4,155		$5,304		$6,242
2022-ST-WA	205G		PRINTING & DUPLICATION SPECIALIST 3	1		$3,141	$3,614	$3,614	1.07	$4,832	$5,375	$5,375
State Market Average				1		$3,254	$3,614	$3,884		$5,068	$5,375	$5,809
OVERALL WEIGHTED MARKET AVERAGE				90	95	$4,099	$5,577	$6,505		$6,014	$7,715	$8,785

OREGON COMPARISON TO MARKET

2475-Printing Production Coordinator

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	23	3	$4,155	$6,157	$6,350	1.17	$6,417	$8,769	$8,996
Non-Corrections/Non-Management Wtd Average					3	$4,155	$6,157	$6,350		$6,417	$8,769	$8,996
STATEWIDE Weighted Average					3	$4,155	$6,157	$6,350		$6,417	$8,769	$8,996

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
101.4%	110.4%	97.6%	106.7%	113.7%	102.4%
101.4%	110.4%	97.6%	106.7%	113.7%	102.4%
101.4%	110.4%	97.6%	106.7%	113.7%	102.4%

2510 ELECTRONIC PUBLISHING DESIGN SPECIALIST 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-CompAnalyst	DD19000020		Desktop Publishing Operator I		1	$3,531	$4,218	$5,331	0.95	$5,359	$6,150	$7,432
Purchased Market Average					1	$3,531	$4,218	$5,331		$5,359	$6,150	$7,432
2022-ST-CA	2884	A	GRAPHIC DESIGNER I		0	$3,822		$4,785		$5,846		$6,994
2022-ST-WA	198F		GRAPHIC DESIGNER		1	$3,216	$4,257	$4,294	1.13	$4,919	$6,114	$6,157
State Market Average					1	$3,519	$4,257	$4,540		$5,382	$6,114	$6,575
OVERALL WEIGHTED MARKET AVERAGE				0	2	$3,523	$4,237	$4,803		$5,375	$6,132	$6,861

OREGON COMPARISON TO MARKET

2510-Electronic Publishing Design Specialist 1

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	17	3	$3,218	$4,422	$4,776	1.11	$5,316	$6,730	$7,147
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	17	1	$3,218	$4,776	$4,776	1.19	$5,316	$7,147	$7,147
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	17	4	$3,218	$4,776	$4,776	1.19	$5,316	$7,147	$7,147
Non-Corrections/Non-Management Wtd Average					8	$3,218	$4,643	$4,776		$5,316	$6,990	$7,147
STATEWIDE Weighted Average					8	$3,218	$4,643	$4,776		$5,316	$6,990	$7,147

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
91.3%	104.3%	99.4%	98.9%	109.8%	104.2%
91.3%	112.7%	99.4%	98.9%	116.5%	104.2%
91.3%	112.7%	99.4%	98.9%	116.5%	104.2%
91.3%	109.6%	99.4%	98.9%	114.0%	104.2%
91.3%	109.6%	99.4%	98.9%	114.0%	104.2%

2511 ELECTRONIC PUBLISHING DESIGN SPECIALIST 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-WashCo	374		Graphic Designer		0	$5,321		$6,483		$7,828		$9,216
2022-WA-KingCo	7221100		Graphic Designer		0	$5,134		$6,508		$7,649		$9,227
County Market Average						$5,259		$6,491		$7,768		$9,220
2022-CompAnalyst	CM02000018		Graphic Design Specialist II		1	$4,402	$5,556	$6,820	0.99	$6,362	$7,692	$9,147
2022-CompAnalyst	DD19000071		Desktop Publishing Operator II		1	$3,774	$4,661	$5,916	0.96	$5,639	$6,660	$8,106
2022-MIL-PACS	11.02a		Graphic Designer - Intermediate	11	10	$4,513	$5,446	$6,838	0.96	$6,489	$7,565	$9,168
2022-TwrsWtsn	ACA120-P2		Creative Design Services	6	8		$5,888				$8,073	
Purchased Market Average				17	20	$4,447	$5,589	$6,766		$6,414	$7,729	$9,084
2022-ST-CA	2885	A	GRAPHIC DESIGNER II		0	$4,388		$5,493		$6,520		$7,838
2022-ST-ID	02762		GRAPHIC DESIGN SPECIALIST		10	$3,058	$4,137	$6,556	0.86	$4,701	$5,991	$8,885
2022-ST-WA	198G		GRAPHIC DESIGNER SENIOR		10	$3,702	$4,997	$4,982	1.15	$5,477	$6,963	$6,947
State Market Average					20	$3,795	$4,567	$5,655		$5,678	$6,477	$7,884
OVERALL WEIGHTED MARKET AVERAGE				17	40	$4,053	$5,078	$5,994		$5,995	$7,103	$8,276

OREGON COMPARISON TO MARKET

2511-Electronic Publishing Design Specialist 2

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
AD	AFSCME AT ENVIRONMENTAL QUAL	A	P	22	1	$3,962	$6,046	$6,046	1.21	$6,190	$8,639	$8,639
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	22	4	$3,964	$5,557	$6,051	1.11	$6,192	$8,065	$8,645
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	22	1	$3,964	$4,555	$6,051	0.91	$6,192	$6,887	$8,645
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	22	7	$3,964	$5,690	$6,051	1.14	$6,192	$8,220	$8,645
Non-Corrections/Non-Management Wtd Average					13	$3,964	$5,589	$6,051		$6,192	$8,102	$8,644
STATEWIDE Weighted Average					13	$3,964	$5,589	$6,051		$6,192	$8,102	$8,644

MARKET COMPARISONS					
Salary			Salary and Benefits		
SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
97.8%	119.1%	100.9%	103.3%	121.6%	104.4%
97.8%	109.4%	100.9%	103.3%	113.5%	104.5%
97.8%	89.7%	100.9%	103.3%	97.0%	104.5%
97.8%	112.1%	100.9%	103.3%	115.7%	104.5%
97.8%	110.1%	100.9%	103.3%	114.1%	104.5%
97.8%	110.1%	100.9%	103.3%	114.1%	104.5%

2512 ELECTRONIC PUBLISHING DESIGN SPECIALIST 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-WA-KingCo	7221200		Graphic Designer - Senior		1	$5,645	$7,155	$7,155	1.12	$8,236	$9,971	$9,971
County Market Average					1	$5,645	$7,155	$7,155		$8,236	$9,971	$9,971
2022-CompAnalyst	DD19000021		Desktop Publishing Operator III		1	$4,209	$5,414	$6,594	1.01	$6,140	$7,528	$8,887
2022-MIL-PACS	11.02b		Graphic Designer - Senior	18	7	$5,224	$7,013	$7,827	1.07	$7,309	$9,370	$10,307
Purchased Market Average				18	8	$5,185	$6,813	$7,780		$7,264	$9,140	$10,252
2022-ST-CA	2886	A	GRAPHIC DESIGNER III		0	$5,172		$6,476		$7,455		$9,009
State Market Average						$5,172		$6,476		$7,455		$9,009
OVERALL WEIGHTED MARKET AVERAGE				18	9	$5,187	$6,851	$7,116		$7,377	$9,232	$9,626

OREGON COMPARISON TO MARKET

2512-Electronic Publishing Design Specialist 3

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
AD	AFSCME AT ENVIRONMENTAL QUAL	A	P	25	1	$4,556	$6,977	$6,977	1.21	$6,888	$9,733	$9,733	87.8%	101.8%	98.0%	93.4%	105.4%	101.1%
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	25	1	$4,564	$7,081	$7,081	1.22	$6,897	$9,855	$9,855	88.0%	103.4%	99.5%	93.5%	106.8%	102.4%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	24	5	$4,356	$6,432	$6,664	1.17	$6,653	$9,092	$9,365	84.0%	93.9%	93.6%	90.2%	98.5%	97.3%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	24	7	$4,356	$6,287	$6,664	1.14	$6,653	$8,923	$9,365	84.0%	91.8%	93.6%	90.2%	96.6%	97.3%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	24	6	$4,356	$6,390	$6,664	1.16	$6,653	$9,043	$9,365	84.0%	93.3%	93.6%	90.2%	98.0%	97.3%
Non-Corrections/Non-Management Wtd Average					20	$4,376	$6,428	$6,701		$6,677	$9,088	$9,408	84.4%	93.8%	94.2%	90.5%	98.4%	97.7%
STATEWIDE Weighted Average					20	$4,376	$6,428	$6,701		$6,677	$9,088	$9,408	84.4%	93.8%	94.2%	90.5%	98.4%	97.7%

3105 ENGINEERING SPECIALIST 1

Class Study Pending 2021-23 Biennium

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-ClackCo	302		Engineering Technician 1		1	$4,132	$4,553	$5,206	0.98	$6,595	$7,117	$7,926
2022-OR-JackCo	303		Engineering Technician II		1	$4,117	$5,504	$5,504	1.14	$6,954	$8,673	$8,673
2022-OR-MultCo	6231		Engineering Technician 1		0	$4,455		$5,460		$7,193		$8,436
2022-OR-WashCo	302		Engineering Technician I		0	$4,628		$5,599		$6,999		$8,159
County Market Average					2	$4,459	$5,028	$5,509		$6,962	$7,895	$8,239
2022-CompAnalyst	SC16000053		Engineering Aide I		1	$3,515	$4,243	$5,423	0.95	$5,340	$6,179	$7,538
2022-MIL-ENG	2-451		Engineering Technician I	6	24	$4,444	$5,423	$6,194	1.02	$6,410	$7,538	$8,426
2022-TwrsWtsn	AZT000-T2		Technical Specialty/Skilled Trade Generalist/Mul	9	37		$4,638				$6,634	
Purchased Market Average				15	62	$4,407	$4,936	$6,163		$6,367	$6,977	$8,390
2022-ST-CA	3008	B	JUNIOR ENGINEERING TECHNICIAN		0	$3,097		$3,880		$4,982		$5,914
2022-ST-ID	03638		TRANSP TECH		47	$2,617	$3,895	$5,617	0.95	$4,173	$5,702	$7,761
State Market Average					47	$2,729	$3,895	$5,213		$4,360	$5,702	$7,333
OVERALL WEIGHTED MARKET AVERAGE				15	111	$3,343	$4,497	$5,507		$5,138	$6,453	$7,705

OREGON COMPARISON TO MARKET

3105-Engineering Specialist 1

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	17	5	$3,110	$4,140	$4,792	1.05	$5,189	$6,399	$7,165
Non-Corrections/Non-Management Wtd Average					5	$3,110	$4,140	$4,792		$5,189	$6,399	$7,165
STATEWIDE Weighted Average					5	$3,110	$4,140	$4,792		$5,189	$6,399	$7,165

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
93.0%	92.1%	87.0%	101.0%	99.2%	93.0%
93.0%	92.1%	87.0%	101.0%	99.2%	93.0%
93.0%	92.1%	87.0%	101.0%	99.2%	93.0%

3106 ENGINEERING SPECIALIST 2

Class Study Pending 2021-23 Biennium

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-ClackCo	303		Engineering Technician 2		6	$4,795	$5,645	$6,069	1.04	$7,416	$8,470	$8,995
2022-OR-DescCo	5070		ENGINEERING ASSISTANT III		0	$4,605		$5,878		$7,247		$8,826
2022-OR-JackCo	304		Engineering Technician III		1	$4,525	$5,420	$6,052	1.02	$7,459	$8,569	$9,352
2022-OR-MarionCo	313		Survey Technician 2		2	$4,332	$5,358	$5,808	1.06	$6,965	$8,236	$8,795
County Market Average					9	$4,648	$5,556	$5,976		$7,302	$8,429	$8,949
2022-CompAnalyst	SC16000054		Engineering Aide II		1	$3,941	$4,870	$5,950	0.99	$5,832	$6,901	$8,145
2022-MIL-ENG	2-452		Engineering Technician II	8	81	$5,026	$6,550	$7,050	1.08	$7,081	$8,836	$9,412
2022-MIL-PACS	09.08		Engineering Technician - Intermediate	8	42	$4,714	$6,229	$6,608	1.10	$6,722	$8,467	$8,902
2022-TwrsWtsn	AZT000-T3		Technical Specialty/Skilled Trade Generalist/Mul	12	65		$5,889				$8,075	
Purchased Market Average				28	189	$4,912	$6,243	$6,891		$6,950	$8,482	$9,229
2022-ST-CA	3175	C	TRANSPORTATION ENGINEERING TECHNICI		0	$4,424		$5,535		$6,563		$7,888
2022-ST-ID	03641		TRANSPORTATION TECH SR		38	$3,452	$4,421	$7,395	0.82	$5,172	$6,331	$9,889
2022-ST-NV	06.313		ENGINEERING TECHNICIAN 3		87	$3,526	$3,557	$5,174	0.82	$5,128	$5,165	$7,083
2022-ST-WA	538H		ENGINEERING TECHNICIAN 2		1	$3,795	$3,987	$5,106	0.90	$5,583	$5,804	$7,089
State Market Average					126	$4,060	$3,821	$5,618		$5,998	$5,522	$7,854
OVERALL WEIGHTED MARKET AVERAGE				28	324	$4,282	$5,282	$5,937		$6,261	$7,329	$8,216

OREGON COMPARISON TO MARKET

3106-Engineering Specialist 2

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	22	36	$3,944	$5,690	$6,121	1.13	$6,169	$8,221	$8,727
Non-Corrections/Non-Management Wtd Average					36	$3,944	$5,690	$6,121		$6,169	$8,221	$8,727
STATEWIDE Weighted Average					36	$3,944	$5,690	$6,121		$6,169	$8,221	$8,727

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
92.1%	107.7%	103.1%	98.5%	112.2%	106.2%
92.1%	107.7%	103.1%	98.5%	112.2%	106.2%
92.1%	107.7%	103.1%	98.5%	112.2%	106.2%

3107 ENGINEERING SPECIALIST 3

Class Study Pending 2021-23 Biennium

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-ClackCo	304		Engineering Technician 3		12	$5,259	$6,473	$6,677	1.08	$7,992	$9,496	$9,749
2022-OR-MarionCo	304		Engineering Tech Sr		1	$4,548	$6,640	$6,098	1.25	$7,233	$9,826	$9,154
2022-OR-MultCo	6232		Engineering Technician 2		5	$5,001	$5,957	$6,127	1.07	$7,868	$9,049	$9,260
County Market Average					18	$5,148	$6,339	$6,492		$7,915	$9,390	$9,580
2022-CompAnalyst	SC16000055		Engineering Aide III		1	$4,720	$5,950	$7,489	0.98	$6,728	$8,145	$9,918
2022-MIL-ENG	2-453		Engineering Technician - Senior	7	84	$6,152	$7,861	$8,760	1.05	$8,377	$10,346	$11,381
2022-MIL-PACS	09.09		Engineering Technician - Senior	6	40	$5,854	$7,213	$8,083	1.04	$8,034	$9,600	$10,601
2022-TwrsWtsn	AZT000-T4		Technical Specialty/Skilled Trade Generalist/Mul	10	81		$6,849				$9,180	
Purchased Market Average				23	206	$6,024	$7,328	$8,490		$8,231	$9,732	$11,070
2022-ST-CA	3129		CIVIL ENGINEERING TECHNICIAN II		0	$4,216		$5,279		$6,315		$7,582
2022-ST-ID	03643		TRANSP TECH PRIN,ENGNRNG		34	$3,865	$5,088	$8,277	0.84	$5,666	$7,129	$10,945
2022-ST-NV	06.308		ENGINEERING TECHNICIAN 4		57	$4,003	$4,765	$5,914	0.96	$5,694	$6,598	$7,961
State Market Average					91	$3,954	$4,885	$6,780		$5,690	$6,796	$9,059
OVERALL WEIGHTED MARKET AVERAGE				23	315	$5,065	$6,566	$7,591		$7,117	$8,865	$10,085

OREGON COMPARISON TO MARKET

3107-Engineering Specialist 3

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	24	51	$4,350	$6,442	$6,746	1.16	$6,646	$9,104	$9,462	85.9%	98.1%	88.9%	93.4%	102.7%	93.8%
Non-Corrections/Non-Management Wtd Average					51	$4,350	$6,442	$6,746		$6,646	$9,104	$9,462	85.9%	98.1%	88.9%	93.4%	102.7%	93.8%
STATEWIDE Weighted Average					51	$4,350	$6,442	$6,746		$6,646	$9,104	$9,462	85.9%	98.1%	88.9%	93.4%	102.7%	93.8%

3117 CARTOGRAPHER 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-ClackCo	329		GIS Cartographer 2		4	$4,363	$5,328	$5,492	1.08	$6,881	$8,077	$8,280
County Market Average					4	$4,363	$5,328	$5,492		$6,881	$8,077	$8,280
2022-ST-NV	06.110		PHOTOGRAMMETRIST/CARTOGRPHR 2		7	$4,003	$4,848	$5,914	0.98	$5,694	$6,696	$7,961
2022-ST-WA	541G		CARTOGRAPHER 3		7	$4,294	$5,554	$5,773	1.10	$6,157	$7,603	$7,856
State Market Average					14	$4,149	$5,201	$5,844		$5,925	$7,150	$7,908
OVERALL WEIGHTED MARKET AVERAGE				0	18	$4,196	$5,229	$5,765		$6,138	$7,356	$7,991

OREGON COMPARISON TO MARKET

Worker Data as of:

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
	STATEWIDE Weighted Average											

MARKET COMPARISONS					
Salary			Salary and Benefits		
SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Currently no Oregon employees

3136 CIVIL ENGINEERING SPECIALIST 1

Class Study Pending 2021-23 Biennium

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-JackCo	301		Engineering Associate I		1	$5,218	$6,796	$6,978	1.11	$8,319	$10,275	$10,500
2022-OR-WashCo	303		Engineering Technician II		0	$5,339		$6,465		$7,848		$9,196
2022-WA-ClarkCo	204		Engineering Technician, Ass't		0	$3,972		$5,067		$6,074		$7,332
2022-WA-KingCo	7113100		Engineering Technician I		1	$4,560	$4,560	$5,780	0.88	$6,990	$6,990	$8,391
2022-WA-ThrstnCo	2144		Engineering Technician I		0	$4,181		$5,561		$6,221		$7,806
County Market Average					2	$4,830	$5,678	$6,090		$7,246	$8,632	$8,735
2022-CompAnalyst	SC16000045		Civil Engineering Technician II		1	$3,933	$5,213	$6,343	1.04	$5,822	$7,297	$8,598
Purchased Market Average					1	$3,933	$5,213	$6,343		$5,822	$7,297	$8,598
OVERALL WEIGHTED MARKET AVERAGE				0	3	$4,740	$5,523	$6,115		$7,104	$8,187	$8,722

OREGON COMPARISON TO MARKET

3136-Civil Engineering Specialist 1

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	25	114	$4,564	$6,804	$7,081	1.17	$6,897	$9,529	$9,855	96.3%	123.2%	115.8%	97.1%	116.4%	113.0%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	25	1	$4,555	$5,256	$6,982	0.91	$6,887	$7,711	$9,739	96.1%	95.2%	114.2%	96.9%	94.2%	111.7%
Non-Corrections/Non-Management Wtd Average					115	$4,564	$6,790	$7,080		$6,897	$9,514	$9,854	96.3%	122.9%	115.8%	97.1%	116.2%	113.0%
STATEWIDE Weighted Average					115	$4,564	$6,790	$7,080		$6,897	$9,514	$9,854	96.3%	122.9%	115.8%	97.1%	116.2%	113.0%

3137 CIVIL ENGINEERING SPECIALIST 2

Class Study Pending 2021-23 Biennium

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-WA-ClarkCo	207		Engineering Technician		0	$4,591		$5,863		$6,786		$8,247
2022-WA-ThrstnCo	2145		Engineering Technician II		0	$4,839		$6,437		$6,977		$8,813
County Market Average						$4,683		$6,077		$6,857		$8,457
2022-CompAnalyst	SC16000046		Civil Engineering Technician III		1	$4,854	$5,958	$7,088	1.04	$6,882	$8,154	$9,456
2022-MIL-OPES	07.01		Engineering Tech - II	19	119	$4,761	$6,262	$6,204	1.14	$7,175	$8,992	$8,921
Purchased Market Average				19	120	$4,761	$6,259	$6,211		$7,172	$8,985	$8,925
2022-ST-CA	3124		CIVIL ENGINEERING ASSOCIATE		0	$5,872		$7,352		$8,290		$10,053
2022-ST-NV	06.229		STAFF 1, ASSOCIATE ENGINEER		38	$4,350	$5,387	$6,459	1.00	$6,105	$7,336	$8,608
2022-ST-WA	530L		TRANSPORTATION ENGINEER 2		155	$4,982	$6,620	$6,700	1.13	$6,947	$8,827	$8,920
State Market Average					193	$4,868	$6,377	$6,658		$6,796	$8,534	$8,867
OVERALL WEIGHTED MARKET AVERAGE				19	313	$4,814	$6,332	$6,452		$6,928	$8,707	$8,847

OREGON COMPARISON TO MARKET

3137-Civil Engineering Specialist 2

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	27	57	$5,034	$7,566	$7,809	1.18	$7,450	$10,426	$10,711
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	27	1	$5,019	$5,503	$7,678	0.87	$7,432	$8,001	$10,557
Non-Corrections/Non-Management Wtd Average					58	$5,034	$7,531	$7,807		$7,449	$10,384	$10,708
STATEWIDE Weighted Average					58	$5,034	$7,531	$7,807		$7,449	$10,384	$10,708

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
104.6%	119.5%	121.0%	107.5%	119.7%	121.1%
104.3%	86.9%	119.0%	107.3%	91.9%	119.3%
104.6%	118.9%	121.0%	107.5%	119.3%	121.0%
104.6%	118.9%	121.0%	107.5%	119.3%	121.0%

3138 CIVIL ENGINEERING SPECIALIST 3

Class Study Pending 2021-23 Biennium

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-WashCo	304		Engineering Technician III		0	$5,789		$7,107		$8,387		$9,962
2022-WA-ClarkCo	210		Engineering Technician, Sr		9	$5,316	$6,002	$6,784	0.99	$7,618	$8,406	$9,304
2022-WA-ThrstnCo	2154		Engineering Technician III		0	$5,081		$6,759		$7,255		$9,182
County Market Average					9	$5,536	$6,002	$6,953		$7,978	$8,406	$9,639
2022-MIL-OPES	07.02		Engineering Tech - III	16	86	$5,598	$7,313	$7,291	1.13	$8,188	$10,264	$10,237
Purchased Market Average				16	86	$5,598	$7,313	$7,291		$8,188	$10,264	$10,237
2022-ST-CA	3135	B	TRANSPORTATION ENGINEER (CIVIL)		0	$6,024		$7,536		$8,470		$10,273
2022-ST-ID	03012		ENGINEERING ASST,TRANSP		68	$4,361	$5,898	$9,349	0.86	$6,259	$8,098	$12,227
2022-ST-WA	530M		TRANSPORTATION ENGINEER 3		137	$5,497	$7,396	$7,395	1.15	$7,538	$9,719	$9,718
State Market Average					205	$5,843	$6,899	$7,576		$8,179	$9,181	$10,228
OVERALL WEIGHTED MARKET AVERAGE				16	300	$5,827	$6,991	$7,553		$8,177	$9,468	$10,219

OREGON COMPARISON TO MARKET

3138-Civil Engineering Specialist 3

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	30	60	$5,829	$8,754	$9,037	1.18	$8,384	$11,821	$12,154
Non-Corrections/Non-Management Wtd Average					60	$5,829	$8,754	$9,037		$8,384	$11,821	$12,154
STATEWIDE Weighted Average					60	$5,829	$8,754	$9,037		$8,384	$11,821	$12,154

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
100.0%	125.2%	119.6%	102.5%	124.9%	118.9%
100.0%	125.2%	119.6%	102.5%	124.9%	118.9%
100.0%	125.2%	119.6%	102.5%	124.9%	118.9%

3144 PROFESSIONAL LAND SURVEYOR 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-ClackCo	310		Land Surveyor		5	$6,798	$8,296	$8,598	1.08	$9,899	$11,754	$12,129
2022-OR-JackCo	317		Land Surveyor		2	$6,015	$7,317	$8,046	1.04	$9,307	$10,921	$11,825
2022-OR-MultCo	6091		Survey Specialist		1	$6,500	$8,003	$8,003	1.10	$9,721	$11,577	$11,577
County Market Average					8	$6,565	$8,014	$8,386		$9,728	$11,524	$11,984
2022-CompAnalyst	SC16000259		Land Surveyor III		1	$4,661	$6,151	$6,920	1.06	$6,660	$8,376	$9,263
Purchased Market Average					1	$4,661	$6,151	$6,920		$6,660	$8,376	$9,263
2022-ST-CA	3029	D	TRANSPORTATION SURVEYOR (CALTRANS)		0	$7,874		$9,853		$10,676		$13,035
2022-ST-ID	03008		LAND SURVEYOR, TRANS		5	$4,931	$7,947	$10,565	1.03	$6,941	$10,549	$13,681
2022-ST-NV	06.210		PROFESSIONAL LAND SURVEYOR I		2	$5,651	$7,598	$8,494	1.07	$7,649	$9,959	$11,023
2022-ST-WA	527F		LAND SURVEYOR 3		6	$5,106	$6,775	$6,868	1.13	$7,089	$9,005	$9,112
State Market Average					13	$7,474	$7,352	$9,616		$10,158	$9,746	$12,707
OVERALL WEIGHTED MARKET AVERAGE				0	22	$7,389	$7,538	$9,511		$10,100	$10,330	$12,629

OREGON COMPARISON TO MARKET

3144-Professional Land Surveyor 1

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	31	17	$6,117	$9,043	$9,488	1.16	$8,722	$12,161	$12,684
Non-Corrections/Non-Management Wtd Average					17	$6,117	$9,043	$9,488		$8,722	$12,161	$12,684
STATEWIDE Weighted Average					17	$6,117	$9,043	$9,488		$8,722	$12,161	$12,684

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
82.8%	120.0%	99.8%	86.4%	117.7%	100.4%
82.8%	120.0%	99.8%	86.4%	117.7%	100.4%
82.8%	120.0%	99.8%	86.4%	117.7%	100.4%

3145 PROFESSIONAL LAND SURVEYOR 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-ClackCo	294		Land Surveyor, Senior		1	$7,119	$9,264	$9,018	1.15	$10,296	$12,955	$12,650
2022-OR-JackCo	305		Lead Surveyor - Roads		0	$6,015		$8,046		$9,307		$11,825
County Market Average					1	$6,567	$9,264	$8,532		$9,801	$12,955	$12,237
2022-MIL-OPES	07.06		Professional Land Surveyor	12	6	$6,498	$8,307	$8,415	1.11	$9,278	$11,467	$11,597
Purchased Market Average				12	6	$6,498	$8,307	$8,415		$9,278	$11,467	$11,597
2022-ST-CA	3031		SENIOR TRANSPORTATION SURVEYOR (CAI		0	$9,273		$11,605		$12,343		$15,124
2022-ST-NV	06.208		PROFESSIONAL LAND SURVEYOR II		3	$5,914	$8,097	$8,896	1.09	$7,961	$10,551	$11,499
State Market Average					3	$8,885	$8,097	$11,293		$11,838	$10,551	$14,706
OVERALL WEIGHTED MARKET AVERAGE				12	10	$7,850	$8,340	$10,047		$10,747	$11,341	$13,382

OREGON COMPARISON TO MARKET

3145-Professional Land Surveyor 2

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	34	9	$7,081	$10,543	$10,987	1.17	$9,855	$13,924	$14,445
Non-Corrections/Non-Management Wtd Average					9	$7,081	$10,543	$10,987		$9,855	$13,924	$14,445
STATEWIDE Weighted Average					9	$7,081	$10,543	$10,987		$9,855	$13,924	$14,445

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
90.2%	126.4%	109.4%	91.7%	122.8%	107.9%
90.2%	126.4%	109.4%	91.7%	122.8%	107.9%
90.2%	126.4%	109.4%	91.7%	122.8%	107.9%

3146 ASSOCIATE IN ENGINEERING 1

Class Study Pending 2021-23 Biennium

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-DescCo	5075		ENGINEERING ASSOCIATE		0	$5,389		$6,878		$8,220		$10,067
2022-OR-WashCo	316		Engineering Associate I		0	$6,032		$7,315		$8,677		$10,211
County Market Average						$5,818		$7,169		$8,525		$10,163
2022-CompAnalyst	EN04100187		Transportation Engineer I	100	100	$4,418	$5,188	$6,502	0.94	$6,381	$7,268	$8,781
2022-MIL-ENG	2-071		Civil Engineer I	15	100	$5,884	$6,878	$7,974	0.99	$8,069	$9,214	$10,476
2022-MIL-NWMGT	06.12b		Civil Engineer - Entry	13	87	$5,913	$7,185	$8,289	1.01	$8,102	$9,568	$10,839
2022-MIL-OPES	07.03		Civil Engineering Associate	14	48	$5,942	$7,195	$7,708	1.05	$8,605	$10,121	$10,742
Purchased Market Average				142	335	$5,498	$6,499	$7,612		$7,686	$8,855	$10,134
2022-ST-CA	3135	A	TRANSPORTATION ENGINEER (CIVIL)		0	$5,260		$6,273		$7,560		$8,767
2022-ST-ID	03702		ENGINEER ASSOCIATE		32	$4,361	$5,752	$9,349	0.84	$6,259	$7,924	$12,227
State Market Average					32	$5,238	$5,752	$6,349		$7,527	$7,924	$8,853
OVERALL WEIGHTED MARKET AVERAGE				142	367	$5,297	$6,434	$6,631		$7,566	$8,774	$9,141

OREGON COMPARISON TO MARKET

3146-Associate In Engineering 1

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	25	31	$4,564	$6,349	$7,081	1.09	$6,897	$8,995	$9,855
Non-Corrections/Non-Management Wtd Average					31	$4,564	$6,349	$7,081		$6,897	$8,995	$9,855
STATEWIDE Weighted Average					31	$4,564	$6,349	$7,081		$6,897	$8,995	$9,855

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
86.2%	98.7%	106.8%	91.2%	102.5%	107.8%
86.2%	98.7%	106.8%	91.2%	102.5%	107.8%
86.2%	98.7%	106.8%	91.2%	102.5%	107.8%

3147 ASSOCIATE IN ENGINEERING 2

Class Study Pending 2021-23 Biennium

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-ClackCo	299		Civil Engineer, Associate		1	$6,541	$7,762	$8,304	1.05	$9,579	$11,093	$11,765
2022-OR-MultCo	6235		Engineer 1		2	$6,500	$7,556	$8,003	1.04	$9,721	$11,025	$11,577
2022-OR-WashCo	317		Engineering Associate II		0	$6,985		$8,493		$9,817		$11,621
2022-WA-ClarkCo	207		Engineer I		0	$4,591		$5,863		$6,786		$8,247
2022-WA-KingCo	7112100		Engineer I		23	$5,940	$6,637	$7,476	0.99	$8,574	$9,376	$10,338
County Market Average					26	$6,189	$6,751	$7,716		$8,902	$9,569	$10,683
2022-CompAnalyst	EN04100188		Transportation Engineer II	150	137	$5,556	$6,628	$8,117	0.97	$7,692	$8,926	$10,641
2022-MIL-ENG	2-072		Civil Engineer II	16	137	$6,825	$8,742	$9,522	1.07	$9,153	$11,361	$12,259
Purchased Market Average				166	274	$6,191	$7,685	$8,819		$8,422	$10,143	$11,450
2022-ST-CA	3124		CIVIL ENGINEERING ASSOCIATE		0	$5,872		$7,352		$8,290		$10,053
2022-ST-NV	06.228		STAFF 2, ASSOCIATE ENGINEER		108	$4,746	$5,691	$7,073	0.96	$6,575	$7,697	$9,336
State Market Average					108	$4,756	$5,691	$7,075		$6,591	$7,697	$9,342
OVERALL WEIGHTED MARKET AVERAGE				166	408	$5,822	$7,098	$8,280		$7,991	$9,459	$10,845

OREGON COMPARISON TO MARKET

3147-Associate In Engineering 2

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	27	63	$5,034	$7,103	$7,809	1.11	$7,450	$9,881	$10,711
Non-Corrections/Non-Management Wtd Average					63	$5,034	$7,103	$7,809		$7,450	$9,881	$10,711
STATEWIDE Weighted Average					63	$5,034	$7,103	$7,809		$7,450	$9,881	$10,711

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
86.5%	100.1%	94.3%	93.2%	104.5%	98.8%
86.5%	100.1%	94.3%	93.2%	104.5%	98.8%
86.5%	100.1%	94.3%	93.2%	104.5%	98.8%

3148 PROFESSIONAL ENGINEER 1

Class Study Pending 2021-23 Biennium

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-ClackCo	300		Civil Engineer		3	$7,725	$8,972	$9,820	1.02	$11,047	$12,592	$13,643
2022-OR-JackCo	1071		Construction Engineer		1	$7,231	$9,231	$9,231	1.12	$10,814	$13,294	$13,294
2022-OR-MultCo	6236		Engineer 2		5	$7,323	$8,460	$9,008	1.04	$10,738	$12,143	$12,820
2022-WA-ClarkCo	214		Traffic Engineer		1	$6,464	$7,859	$8,247	1.07	$8,936	$10,538	$10,984
2022-WA-KingCo	7112200		Engineer II		81	$6,691	$7,677	$8,420	1.02	$9,437	$10,570	$11,423
2022-WA-ThrstnCo	2148		Civil Engineer		0	$5,856		$7,808		$8,145		$10,386
County Market Average					91	$6,744	$7,782	$8,491		$9,541	$10,752	$11,563
2022-CompAnalyst	EN04100001		Civil Engineer II		1	$6,042	$7,565	$9,297	0.99	$8,251	$10,005	$12,000
2022-CompAnalyst	EN04100189		Transportation Engineer III	150	150	$6,736	$8,644	$9,925	1.00	$9,051	$11,248	$12,723
2022-CompAnalyst	EN04100062		Engineer II		1	$5,615	$6,887	$8,778	0.95	$7,759	$9,224	$11,403
2022-MIL-ENG	2-082		Civil Engineer - PE II	4	6	$6,728	$8,935	$10,252	1.05	$9,041	$11,583	$13,100
2022-MIL-NWMGT	06.12a		Civil Engineer	16	196	$6,798	$8,472	$9,667	1.03	$9,121	$11,050	$12,426
2022-MIL-OPES	07.04		Engineer, Civil (Professional)	18	91	$7,021	$9,008	$9,307	1.10	$9,910	$12,315	$12,676
2022-TwrsWtsn	AZE040-P3		Civil Engineering	7	28		$9,150				$11,831	
Purchased Market Average				195	473	$6,817	$8,671	$9,685		$9,253	$11,403	$12,583
2022-ST-CA	3135	D	TRANSPORTATION ENGINEER (CIVIL)		0	$7,874		$9,853		$10,676		$13,035
2022-ST-ID	03704		ENGINEER, STAFF		35	$4,931	$6,761	$10,565	0.87	$6,941	$9,131	$13,681
2022-ST-NV	06.226		PROFESSIONAL ENGINEER		96	$5,407	$6,460	$8,114	0.96	$7,360	$8,608	$10,571
2022-ST-WA	530N		TRANSPORTATION ENGINEER 4		129	$6,070	$8,132	$8,162	1.14	$8,197	$10,565	$10,599
State Market Average					260	$7,519	$7,330	$9,629		$10,199	$9,649	$12,707
OVERALL WEIGHTED MARKET AVERAGE				195	824	$7,340	$8,149	$9,592		$9,975	$10,778	$12,632

OREGON COMPARISON TO MARKET

3148-Professional Engineer 1

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
MMN	MGT SVC NONSUPERVISORY	A	P	32	1	$6,930	$8,015	$10,203	0.94	$9,678	$10,953	$13,524
Management Wtd Average					1	$6,930	$8,015	$10,203		$9,678	$10,953	$13,524

MARKET COMPARISONS					
Salary			Salary and Benefits		
SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
94.4%	98.4%	106.4%	97.0%	101.6%	107.1%
94.4%	98.4%	106.4%	97.0%	101.6%	107.1%

3148-Professional Engineer 1 (Continued)

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	32	143	$6,424	$9,460	$9,966	1.15	$9,083	$12,651	$13,245	87.5%	116.1%	103.9%	91.1%	117.4%	104.9%
Non-Corrections/Non-Management Wtd Average					143	$6,424	$9,460	$9,966		$9,083	$12,651	$13,245	87.5%	116.1%	103.9%	91.1%	117.4%	104.9%
STATEWIDE Weighted Average					144	$6,428	$9,450	$9,968		$9,087	$12,639	$13,247	87.6%	116.0%	103.9%	91.1%	117.3%	104.9%

3149 PROFESSIONAL ENGINEER 2

Class Study Pending 2021-23 Biennium

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-ClackCo	298		Civil Engineer, Senior		5	$8,503	$10,517	$10,814	1.09	$12,011	$14,506	$14,876
2022-OR-MultCo	6311		Engineer 3		2	$8,240	$10,142	$10,142	1.10	$11,871	$14,220	$14,220
2022-OR-WashCo	318		Engineer, Senior		0	$8,524		$10,359		$11,658		$13,851
2022-WA-ClarkCo	213		Engineer III		13	$6,149	$7,179	$7,862	1.02	$8,575	$9,758	$10,542
2022-WA-KingCo	7112300		Engineer III		67	$7,537	$9,174	$9,484	1.08	$10,409	$12,289	$12,645
County Market Average					87	$7,439	$8,975	$9,367		$10,307	$12,083	$12,540
2022-CompAnalyst	EN04100190		Transportation Engineer IV		1	$7,632	$9,448	$10,602	1.04	$10,082	$12,174	$13,504
2022-CompAnalyst	EN04100002		Civil Engineer III		1	$7,105	$9,197	$11,054	1.02	$9,475	$11,885	$14,024
2022-CompAnalyst	EN04100064		Engineer IV		1	$7,799	$10,017	$12,703	0.98	$10,275	$12,829	$15,923
2022-MIL-ENG	2-083		Civil Engineer - PE - Senior	9	150	$8,148	$10,754	$11,925	1.07	$10,677	$13,679	$15,027
2022-MIL-NWMGT	06.11		Civil Engineer - Senior	19	150	$8,054	$10,624	$11,456	1.09	$10,569	$13,528	$14,487
2022-MIL-OPES	07.05		Engineer, Civil - Senior	18	87	$7,617	$10,298	$10,260	1.15	$10,632	$13,876	$13,830
Purchased Market Average				46	390	$7,999	$10,593	$11,383		$10,612	$13,654	$14,538
2022-ST-CA	3161	A	SENIOR TRANSPORTATION ENGINEER, CAL		0	$9,273		$11,605		$12,343		$15,124
2022-ST-ID	03708		ENGINEER, TECHNICAL 2		18	$5,903	$8,847	$12,652	0.95	$8,103	$11,627	$16,178
2022-ST-NV	06.231		PROF ENGINEERING SPEC, P.E.		8	$5,914	$8,091	$8,896	1.09	$7,961	$10,543	$11,499
2022-ST-WA	530O		TRANSPORTATION ENGINEER 5		22	$6,700	$8,943	$9,013	1.14	$8,920	$11,496	$11,576
State Market Average					48	$8,968	$8,765	$11,479		$11,949	$11,386	$14,938
OVERALL WEIGHTED MARKET AVERAGE				46	525	$8,397	$10,158	$11,250		$11,201	$13,186	$14,547

OREGON COMPARISON TO MARKET

3149-Professional Engineer 2

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
MMN	MGT SVC NONSUPERVISORY	A	P	35	25	$8,015	$11,462	$11,802	1.16	$10,953	$15,003	$15,403	95.5%	112.8%	104.9%	97.8%	113.8%	105.9%
MMS	MGT SVC SUPERVISORY	A	P	35	16	$8,015	$11,702	$11,802	1.18	$10,953	$15,285	$15,403	95.5%	115.2%	104.9%	97.8%	115.9%	105.9%
Management Wtd Average					41	$8,015	$11,555	$11,802		$10,953	$15,113	$15,403	95.5%	113.8%	104.9%	97.8%	114.6%	105.9%
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	35	87	$7,437	$11,300	$11,536	1.19	$10,274	$14,813	$15,090	88.6%	111.2%	102.5%	91.7%	112.3%	103.7%

3149-Professional Engineer 2 (Continued)

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
UA	UNREPRESENTED	A	P	35	1	$7,322	$9,752	$11,260	1.05	$10,138	$12,994	$14,766	87.2%	96.0%	100.1%	90.5%	98.5%	101.5%
Non-Corrections/Non-Management Wtd Average					88	$7,436	$11,282	$11,533		$10,272	$14,792	$15,087	88.6%	111.1%	102.5%	91.7%	112.2%	103.7%
STATEWIDE Weighted Average					129	$7,620	$11,369	$11,618		$10,488	$14,894	$15,187	90.7%	111.9%	103.3%	93.6%	112.9%	104.4%

3251 FACILITIES ENGINEER 1

Class Study Pending 2021-23 Biennium

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-CompAnalyst	EN04100258		Facilities Engineer I		1	$4,142	$5,741	$6,485	1.08	$6,063	$7,904	$8,762
Purchased Market Average					1	$4,142	$5,741	$6,485		$6,063	$7,904	$8,762
OVERALL WEIGHTED MARKET AVERAGE				0	1	$4,142	$5,741	$6,485		$6,063	$7,904	$8,762

OREGON COMPARISON TO MARKET

Worker Data as of:

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
	STATEWIDE Weighted Average											

Currently no Oregon employees

MARKET COMPARISONS					
Salary			Salary and Benefits		
SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

3252 FACILITIES ENGINEER 2

Class Study Pending 2021-23 Biennium

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-CompAnalyst	EN04100259		Facilities Engineer II		1	$5,699	$7,297	$8,711	1.01	$7,856	$9,697	$11,325
2022-MIL-ENG	2-172		Facilities Engineer II	3	10	$6,428	$7,864	$10,085	0.95	$8,696	$10,350	$12,908
2022-MIL-NWMGT	06.22a		Mechanical Engineer	9	10	$6,818	$7,742	$9,924	0.92	$9,144	$10,210	$12,722
Purchased Market Average				12	21	$6,579	$7,779	$9,943		$8,870	$10,252	$12,744
OVERALL WEIGHTED MARKET AVERAGE				12	21	$6,579	$7,779	$9,943		$8,870	$10,252	$12,744

OREGON COMPARISON TO MARKET

3252-Facilities Engineer 2

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
AU	AFSCME AT MILITARY	A	P	29	2	$5,501	$8,449	$8,449	1.21	$7,999	$11,463	$11,463
UA	UNREPRESENTED	A	P	29	1	$5,501	$5,768	$8,443	0.83	$7,999	$8,312	$11,456
Non-Corrections/Non-Management Wtd Average					3	$5,501	$7,555	$8,447		$7,999	$10,413	$11,460
STATEWIDE Weighted Average					3	$5,501	$7,555	$8,447		$7,999	$10,413	$11,460

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
83.6%	108.6%	85.0%	90.2%	111.8%	89.9%
83.6%	74.1%	84.9%	90.2%	81.1%	89.9%
83.6%	97.1%	85.0%	90.2%	101.6%	89.9%
83.6%	97.1%	85.0%	90.2%	101.6%	89.9%

3253 FACILITIES ENGINEER 3

Class Study Pending 2021-23 Biennium

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-ClackCo	916		Structural Engineer		1	$8,138	$10,301	$10,301	1.12	$11,558	$14,239	$14,239
County Market Average					1	$8,138	$10,301	$10,301		$11,558	$14,239	$14,239
2022-CompAnalyst	EN04100260		Facilities Engineer III		1	$7,163	$9,180	$11,021	1.01	$9,542	$11,865	$13,986
2022-MIL-ENG	2-173		Facilities Engineer - Senior	3	10	$7,710	$9,532	$12,103	0.96	$10,173	$12,270	$15,232
2022-MIL-NWMGT	06.21		Mechanical Engineer - Senior	15	15	$7,362	$9,308	$10,816	1.02	$9,772	$12,013	$13,749
Purchased Market Average				18	26	$7,484	$9,389	$11,300		$9,912	$12,106	$14,307
2022-ST-CA	3345		STRUCTURAL ENGINEERING ASSOCIATE		0	$7,874		$9,853		$10,676		$13,035
State Market Average						$7,874		$9,853		$10,676		$13,035
OVERALL WEIGHTED MARKET AVERAGE				18	27	$7,520	$9,423	$11,216		$9,995	$12,185	$14,261

OREGON COMPARISON TO MARKET

3253-Facilities Engineer 3

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	33	1	$6,744	$8,608	$10,463	1.00	$9,459	$11,650	$13,829	89.7%	91.4%	93.3%	94.6%	95.6%	97.0%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	33	5	$6,664	$10,144	$10,242	1.20	$9,365	$13,454	$13,570	88.6%	107.6%	91.3%	93.7%	110.4%	95.2%
UA	UNREPRESENTED	A	P	33	4	$6,659	$9,028	$10,237	1.07	$9,359	$12,143	$13,564	88.6%	95.8%	91.3%	93.6%	99.6%	95.1%
Non-Corrections/Non-Management Wtd Average					10	$6,670	$9,544	$10,262		$9,372	$12,749	$13,593	88.7%	101.3%	91.5%	93.8%	104.6%	95.3%
STATEWIDE Weighted Average					10	$6,670	$9,544	$10,262		$9,372	$12,749	$13,593	88.7%	101.3%	91.5%	93.8%	104.6%	95.3%

3265 CONSTRUCTION INSPECTOR

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-JackCo	152		Construction Inspector		6	$4,976	$7,015	$8,450	1.04	$8,019	$10,547	$12,326
County Market Average					6	$4,976	$7,015	$8,450		$8,019	$10,547	$12,326
2022-CompAnalyst	SC16000369		Building Inspector, Sr.		1	$4,636	$6,259	$7,314	1.05	$6,632	$8,501	$9,716
2022-MIL-OPES	10.20		Public Works Inspector	7	16	$5,684	$6,871	$7,208	1.07	$8,292	$9,728	$10,136
Purchased Market Average				7	17	$5,629	$6,835	$7,213		$8,205	$9,656	$10,114
2022-ST-CA	4032		CONSTRUCTION INSPECTOR II		0	$5,747		$7,194		$8,141		$9,865
2022-ST-ID	06502		DPW CONSTRUCTION REPRESENTATIVE		8	$3,452	$4,408	$7,395	0.81	$5,172	$6,315	$9,889
2022-ST-NV	06.754		BLDG CONSTRUCTION INSP 3		7	$4,746	$6,233	$7,073	1.05	$6,575	$8,339	$9,336
State Market Average					15	$4,594	$5,259	$7,228		$6,563	$7,260	$9,705
OVERALL WEIGHTED MARKET AVERAGE				7	38	$5,061	$6,241	$7,378		$7,413	$8,851	$10,205

OREGON COMPARISON TO MARKET

3265-Construction Inspector

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
AU	AFSCME AT MILITARY	A	P	27	4	$5,014	$6,234	$7,673	0.98	$7,426	$8,860	$10,551	99.1%	99.9%	104.0%	100.2%	100.1%	103.4%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	27	1	$5,019	$5,771	$7,678	0.91	$7,432	$8,316	$10,557	99.2%	92.5%	104.1%	100.3%	94.0%	103.4%
Non-Corrections/Non-Management Wtd Average					5	$5,015	$6,141	$7,674		$7,427	$8,751	$10,552	99.1%	98.4%	104.0%	100.2%	98.9%	103.4%
STATEWIDE Weighted Average					5	$5,015	$6,141	$7,674		$7,427	$8,751	$10,552	99.1%	98.4%	104.0%	100.2%	98.9%	103.4%

3267 CONSTRUCTION PROJECT MANAGER 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-WA-ClarkCo	208		Capital Project Manager I		0	$4,826		$6,149		$7,055		$8,575
2022-WA-KingCo	7114300		Capital Project Manager I		2	$5,919	$6,535	$7,503	0.97	$8,551	$9,258	$10,370
2022-WA-ThrstnCo	1435		Capital Project Manager I		0	$5,271		$7,028		$7,473		$9,491
County Market Average					2	$5,484	$6,535	$7,046		$7,908	$9,258	$9,701
2022-MIL-ENG	4-651		Project Manager - Construction I	6	11	$5,593	$7,127	$7,835	1.06	$7,734	$9,500	$10,316
Purchased Market Average				6	11	$5,593	$7,127	$7,835		$7,734	$9,500	$10,316
2022-ST-NV	06.758		CONSTRUCTION PROJECT COORD 2		1	$4,350	$5,154	$6,459	0.95	$6,105	$7,059	$8,608
2022-ST-WA	537J		CONSTRUCTION PROJECT COORDINATOR 2		11	$4,857	$6,061	$6,533	1.06	$6,803	$8,186	$8,728
State Market Average					12	$4,818	$5,985	$6,527		$6,750	$8,092	$8,719
OVERALL WEIGHTED MARKET AVERAGE				6	25	$5,231	$6,531	$7,140		$7,317	$8,805	$9,515

OREGON COMPARISON TO MARKET

3267-Construction Project Manager 1

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
AL	AFSCME AT LIQUOR CONTROL COMM	A	P	27	1	$5,014	$6,046	$7,673	0.95	$7,426	$8,639	$10,551	95.9%	92.6%	107.5%	101.5%	98.1%	110.9%
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	27	2	$5,034	$6,680	$7,809	1.04	$7,450	$9,384	$10,711	96.2%	102.3%	109.4%	101.8%	106.6%	112.6%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	27	1	$5,019	$7,678	$7,678	1.21	$7,432	$10,557	$10,557	96.0%	117.6%	107.5%	101.6%	119.9%	110.9%
OAI	SEIU STRIKEABLE INST COALITION	A	P	27	2	$5,019	$7,330	$7,678	1.15	$7,432	$10,148	$10,557	96.0%	112.2%	107.5%	101.6%	115.3%	110.9%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	27	2	$5,019	$7,014	$7,678	1.10	$7,432	$9,776	$10,557	96.0%	107.4%	107.5%	101.6%	111.0%	110.9%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	27	1	$5,019	$7,678	$7,678	1.21	$7,432	$10,557	$10,557	96.0%	117.6%	107.5%	101.6%	119.9%	110.9%
Non-Corrections/Non-Management Wtd Average					9	$5,022	$7,050	$7,707		$7,435	$9,819	$10,590	96.0%	107.9%	107.9%	101.6%	111.5%	111.3%
STATEWIDE Weighted Average					9	$5,022	$7,050	$7,707		$7,435	$9,819	$10,590	96.0%	107.9%	107.9%	101.6%	111.5%	111.3%

3268 CONSTRUCTION PROJECT MANAGER 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-ClackCo	479		Build Construct Proj Coord		2	$6,045	$7,422	$7,665	1.08	$8,965	$10,672	$10,973
2022-OR-WashCo	452		Capital Improvement Project Manager		0	$7,535		$9,155		$10,475		$12,412
2022-WA-ClarkCo	211		Capital Project Manager II		1	$5,580	$6,551	$7,128	1.03	$7,921	$9,036	$9,699
2022-WA-KingCo	7114400		Capital Project Manager II		6	$6,664	$7,271	$8,448	0.96	$9,407	$10,103	$11,455
2022-WA-ThrstnCo	1434		Capital Project Manager II		0	$5,856		$7,808		$8,145		$10,386
County Market Average					9	$6,522	$7,224	$8,269		$9,210	$10,111	$11,251
2022-CompAnalyst	SC16000335		Construction Coordinator IV		1	$7,381	$9,171	$9,682	1.03	$9,793	$11,856	$12,444
2022-MIL-ENG	4-652		Project Manager - Construction II	11	67	$6,996	$8,792	$10,512	1.00	$9,350	$11,419	$13,399
2022-MIL-OPES	10.19		Public Works Operations Supervisor	10	19	$6,639	$8,054	$8,996	1.03	$9,448	$11,161	$12,301
2022-TwrsWtsn	APM020-P3		Facilities Construction Project Management	10	42		$9,595				$12,343	
Purchased Market Average				31	129	$6,914	$8,948	$10,132		$9,379	$11,685	$13,119
2022-ST-ID	03016		CONSTRUCTION MGR 1		3	$4,361	$5,345	$9,349	0.78	$6,259	$7,436	$12,227
2022-ST-NV	06.750		CONSTRUCTION PROJECT COORD 3		2	$4,746	$6,162	$7,073	1.04	$6,575	$8,256	$9,336
2022-ST-WA	537K		CONSTRUCTION PROJECT COORDINATOR 3		59	$5,920	$7,542	$7,964	1.09	$8,024	$9,887	$10,371
State Market Average					64	$5,809	$7,396	$8,001		$7,894	$9,721	$10,427
OVERALL WEIGHTED MARKET AVERAGE				31	202	$6,430	$8,379	$9,092		$8,763	$10,993	$11,852

OREGON COMPARISON TO MARKET

3268-Construction Project Manager 2

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
AAON	AFSCME AT DOC SECURITY PLUS	A	P	30	6	$6,961	$9,993	$10,143	1.17	$9,714	$13,276	$13,453	108.3%	119.3%	111.6%	110.9%	120.8%	113.5%
Corrections Wtd Average					6	$6,961	$9,993	$10,143		$9,714	$13,276	$13,453	108.3%	119.3%	111.6%	110.9%	120.8%	113.5%
AU	AFSCME AT MILITARY	A	P	30	5	$5,768	$8,251	$8,868	1.13	$8,312	$11,230	$11,955	89.7%	98.5%	97.5%	94.9%	102.2%	100.9%
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	30	29	$5,829	$8,516	$9,037	1.15	$8,384	$11,541	$12,154	90.7%	101.6%	99.4%	95.7%	105.0%	102.5%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	30	3	$5,771	$8,599	$8,870	1.17	$8,316	$11,639	$11,957	89.8%	102.6%	97.6%	94.9%	105.9%	100.9%
OAI	SEIU STRIKEABLE INST COALITION	A	P	30	1	$5,771	$7,678	$8,870	1.05	$8,316	$10,557	$11,957	89.8%	91.6%	97.6%	94.9%	96.0%	100.9%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	30	9	$5,771	$8,243	$8,870	1.13	$8,316	$11,220	$11,957	89.8%	98.4%	97.6%	94.9%	102.1%	100.9%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	30	5	$5,771	$8,870	$8,870	1.21	$8,316	$11,957	$11,957	89.8%	105.9%	97.6%	94.9%	108.8%	100.9%

3268-Construction Project Manager 2 (Continued)

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	MARKET COMPARISONS Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
Non-Corrections/Non-Management Wtd Average					52	$5,803	$8,466	$8,963		$8,353	$11,483	$12,067	90.3%	101.0%	98.6%	95.3%	104.5%	101.8%
STATEWIDE Weighted Average					58	$5,923	$8,624	$9,085		$8,494	$11,668	$12,210	92.1%	102.9%	99.9%	96.9%	106.1%	103.0%

3269 CONSTRUCTION PROJECT MANAGER 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-WashCo	305		Capital Improvement Project Manager, Senior		0	$8,739		$10,618		$11,914		$14,161
2022-WA-ClarkCo	214		Capital Project Manager III		3	$6,464	$7,859	$8,247	1.07	$8,936	$10,538	$10,984
2022-WA-KingCo	7114500		Capital Project Manager III		19	$7,504	$8,899	$9,511	1.05	$10,370	$11,973	$12,676
2022-WA-ThrstnCo	1432		Capital Project Manager III		0	$6,429		$8,572		$8,803		$11,264
County Market Average					22	$7,342	$8,757	$9,328		$10,135	$11,778	$12,420
2022-CompAnalyst	SC16000337		Construction Manager I		1	$7,707	$10,176	$11,824	1.04	$10,169	$13,012	$14,911
2022-CompAnalyst	SC16000339		Project Manager - Construction		1	$7,891	$10,059	$12,234	1.01	$10,381	$12,877	$15,383
2022-CompAnalyst	SC16000336		Construction Coordinator V		1	$6,142	$10,226	$11,632	1.04	$8,366	$13,070	$14,689
2022-MIL-ENG	4-653		Project Manager - Construction - Senior	13	57	$8,025	$10,593	$12,143	1.05	$10,535	$13,493	$15,278
Purchased Market Average				13	60	$7,987	$10,571	$12,131		$10,491	$13,468	$15,264
2022-ST-WA	537L		CONSTRUCTION PROJECT COORDINATOR 4		20	$6,218	$8,215	$8,366	1.13	$8,366	$10,659	$10,833
State Market Average					20	$6,218	$8,215	$8,366		$8,366	$10,659	$10,833
OVERALL WEIGHTED MARKET AVERAGE				13	102	$7,501	$9,718	$10,760		$10,006	$12,553	$13,757

OREGON COMPARISON TO MARKET

3269-Construction Project Manager 3

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
MMN	MGT SVC NONSUPERVISORY	A	P	33	17	$7,274	$10,003	$10,720	1.11	$10,082	$13,289	$14,131	97.0%	102.9%	99.6%	100.8%	105.9%	102.7%
MMS	MGT SVC SUPERVISORY	A	P	33	2	$7,274	$10,720	$10,720	1.19	$10,082	$14,131	$14,131	97.0%	110.3%	99.6%	100.8%	112.6%	102.7%
Management Wtd Average					19	$7,274	$10,078	$10,720		$10,082	$13,377	$14,131	97.0%	103.7%	99.6%	100.8%	106.6%	102.7%
AU	AFSCME AT MILITARY	A	P	33	4	$6,659	$9,989	$10,235	1.18	$9,359	$13,272	$13,561	88.8%	102.8%	95.1%	93.5%	105.7%	98.6%
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	33	3	$6,744	$10,463	$10,463	1.22	$9,459	$13,829	$13,829	89.9%	107.7%	97.2%	94.5%	110.2%	100.5%
OAI	SEIU STRIKEABLE INST COALITION	A	P	32	1	$6,350	$7,678	$9,751	0.95	$8,996	$10,557	$12,993	84.7%	79.0%	90.6%	89.9%	84.1%	94.4%
Non-Corrections/Non-Management Wtd Average					8	$6,652	$9,878	$10,260		$9,351	$13,141	$13,591	88.7%	101.6%	95.4%	93.5%	104.7%	98.8%
STATEWIDE Weighted Average					27	$7,090	$10,019	$10,584		$9,865	$13,307	$13,971	94.5%	103.1%	98.4%	98.6%	106.0%	101.6%

3410 ENVIRONMENTAL ENGINEER 1

Class Study Pending 2021-23 Biennium

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-LaneCo	N4305		Engineering Analyst		4	$5,223	$6,417	$6,805	1.07	$8,235	$9,712	$10,192
County Market Average					4	$5,223	$6,417	$6,805		$8,235	$9,712	$10,192
2022-CompAnalyst	EN04100109		Env., Health, and Safety Engineer I		1	$4,544	$5,297	$7,489	0.88	$6,526	$7,393	$9,918
Purchased Market Average					1	$4,544	$5,297	$7,489		$6,526	$7,393	$9,918
2022-ST-CA	3735	A	AIR RESOURCES ENGINEER		0	$5,260		$6,273		$7,560		$8,767
State Market Average						$5,260		$6,273		$7,560		$8,767
OVERALL WEIGHTED MARKET AVERAGE				0	5	$5,247	$6,193	$6,362		$7,647	$9,249	$8,985

OREGON COMPARISON TO MARKET

Worker Data as of:

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
													0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
													0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
STATEWIDE Weighted Average													0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Currently no Oregon employees

3411 ENVIRONMENTAL ENGINEER 2

Class Study Pending 2021-23 Biennium

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-LaneCo	N4304		Engineering Analyst		12	$5,963	$7,221	$7,767	1.05	$9,150	$10,706	$11,382
County Market Average					12	$5,963	$7,221	$7,767		$9,150	$10,706	$11,382
2022-CompAnalyst	EN04100110		Env., Health, and Safety Engineer II		1	$5,105	$6,435	$8,527	0.94	$7,171	$8,704	$11,113
2022-MIL-ENG	2-152		Environmental Engineer II	8	25	$6,216	$7,706	$9,477	0.98	$8,451	$10,168	$12,208
2022-MIL-NWMGT	06.24		Environmental Engineer	7	25	$6,526	$7,734	$9,484	0.97	$8,808	$10,200	$12,216
Purchased Market Average				15	51	$6,349	$7,695	$9,464		$8,604	$10,155	$12,193
2022-ST-CA	3735	B	AIR RESOURCES ENGINEER		0	$6,024		$7,536		$8,470		$10,273
2022-ST-WA	536F		ENVIRONMENTAL ENGINEER 2		25	$5,106	$6,283	$6,868	1.05	$7,089	$8,440	$9,112
State Market Average					25	$5,811	$6,283	$7,381		$8,151	$8,440	$10,005
OVERALL WEIGHTED MARKET AVERAGE				15	88	$5,971	$7,229	$7,989		$8,337	$9,743	$10,700

OREGON COMPARISON TO MARKET

3411-Environmental Engineer 2

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
AD	AFSCME AT ENVIRONMENTAL QUAL	A	P	30	11	$5,768	$8,201	$8,868	1.12	$8,312	$11,171	$11,955
Non-Corrections/Non-Management Wtd Average					11	$5,768	$8,201	$8,868		$8,312	$11,171	$11,955
STATEWIDE Weighted Average					11	$5,768	$8,201	$8,868		$8,312	$11,171	$11,955

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
96.6%	113.4%	111.0%	99.7%	114.7%	111.7%
96.6%	113.4%	111.0%	99.7%	114.7%	111.7%
96.6%	113.4%	111.0%	99.7%	114.7%	111.7%

3412 ENVIRONMENTAL ENGINEER 3

Class Study Pending 2021-23 Biennium

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-LaneCo	N4302		Engineering Analyst		6	$6,512	$8,069	$8,483	1.08	$9,830	$11,756	$12,268
County Market Average					6	$6,512	$8,069	$8,483		$9,830	$11,756	$12,268
2022-CompAnalyst	EN04100111		Env., Health, and Safety Engineer III	175	354	$6,326	$7,950	$9,908	0.98	$8,579	$10,448	$12,704
2022-MIL-ENG	2-153		Environmental Engineer - Senior	11	79	$7,678	$9,293	$11,796	0.95	$10,135	$11,996	$14,878
2022-MIL-NWMGT	06.23		Environmental Engineer - Senior	9	75	$8,030	$9,457	$11,517	0.97	$10,541	$12,185	$14,557
Purchased Market Average				195	508	$6,727	$8,381	$10,368		$9,040	$10,945	$13,234
2022-ST-CA	3735	D	AIR RESOURCES ENGINEER		0	$7,874		$9,853		$10,676		$13,035
2022-ST-WA	536G		ENVIRONMENTAL ENGINEER 3		54	$5,920	$7,844	$7,964	1.13	$8,024	$10,234	$10,371
State Market Average					54	$7,586	$7,844	$9,574		$10,285	$10,234	$12,642
OVERALL WEIGHTED MARKET AVERAGE				195	568	$7,054	$8,327	$10,053		$9,520	$10,886	$13,002

OREGON COMPARISON TO MARKET

3412-Environmental Engineer 3

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
AD	AFSCME AT ENVIRONMENTAL QUAL	A	P	33	22	$6,659	$9,792	$10,235	1.16	$9,359	$13,041	$13,561
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	33	8	$6,664	$10,181	$10,242	1.20	$9,365	$13,498	$13,570
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	33	1	$6,664	$10,242	$10,242	1.21	$9,365	$13,570	$13,570
Non-Corrections/Non-Management Wtd Average					31	$6,660	$9,907	$10,237		$9,361	$13,176	$13,564
STATEWIDE Weighted Average					31	$6,660	$9,907	$10,237		$9,361	$13,176	$13,564

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
94.4%	117.6%	101.8%	98.3%	119.8%	104.3%
94.5%	122.3%	101.9%	98.4%	124.0%	104.4%
94.5%	123.0%	101.9%	98.4%	124.6%	104.4%
94.4%	119.0%	101.8%	98.3%	121.0%	104.3%
94.4%	119.0%	101.8%	98.3%	121.0%	104.3%

3433 PUBLIC HEALTH TOXICOLOGIST 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-ST-CA	7978		STAFF TOXICOLOGIST (SPECIALIST)		0	$7,761		$9,668		$10,541		$12,815
2022-ST-ID	07227		TOXICOLOGIST/ASSESSOR PH		1	$5,903	$7,188	$12,652	0.77	$8,103	$9,642	$16,178
2022-ST-WA	303G		TOXICOLOGIST 3		3	$6,218	$8,292	$8,366	1.14	$8,366	$10,748	$10,833
State Market Average					4	$7,223	$8,016	$9,344		$9,788	$10,471	$12,288
OVERALL WEIGHTED MARKET AVERAGE				0	4	$7,223	$8,016	$9,344		$9,788	$10,471	$12,288

Insufficient Market: Emp Avg X

OREGON COMPARISON TO MARKET

Worker Data as of:

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
													0.0%		0.0%	0.0%		0.0%
													0.0%		0.0%	0.0%		0.0%
	STATEWIDE Weighted Average												0.0%		0.0%	0.0%		0.0%

Currently no Oregon employees

3521 GEOLOGIST 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-CompAnalyst	RD14000016		Geologist II		1	$4,377	$5,464	$7,071	0.95	$6,333	$7,586	$9,436
Purchased Market Average					1	$4,377	$5,464	$7,071		$6,333	$7,586	$9,436
2022-ST-CA	3756	B	ENGINEERING GEOLOGIST		0	$6,024		$7,536		$8,470		$10,273
2022-ST-ID	03304		GEOLOGIST ,ENG		1	$4,931	$7,417	$10,565	0.96	$6,941	$9,916	$13,681
State Market Average					1	$6,008	$7,417	$7,580		$8,448	$9,916	$10,323
OVERALL WEIGHTED MARKET AVERAGE				0	2	$5,996	$6,441	$7,577		$8,432	$8,751	$10,317

OREGON COMPARISON TO MARKET

3521-Geologist 2

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	26	1	$4,776	$7,327	$7,327	1.21	$7,147	$10,144	$10,144
Non-Corrections/Non-Management Wtd Average					1	$4,776	$7,327	$7,327		$7,147	$10,144	$10,144
STATEWIDE Weighted Average					1	$4,776	$7,327	$7,327		$7,147	$10,144	$10,144

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
79.7%	113.8%	96.7%	84.8%	115.9%	98.3%
79.7%	113.8%	96.7%	84.8%	115.9%	98.3%
79.7%	113.8%	96.7%	84.8%	115.9%	98.3%

3522 GEOLOGIST 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-CompAnalyst	RD14000017		Geologist III		1	$5,172	$6,979	$8,360	1.03	$7,248	$9,330	$10,921
Purchased Market Average					1	$5,172	$6,979	$8,360		$7,248	$9,330	$10,921
2022-ST-CA	3756	C	ENGINEERING GEOLOGIST		0	$7,413		$9,283		$10,126		$12,356
2022-ST-ID	03310		HYDROGEOLOGIST, TECH		2	$4,931	$6,729	$10,565	0.87	$6,941	$9,093	$13,681
State Market Average					2	$7,325	$6,729	$9,329		$10,013	$9,093	$12,403
OVERALL WEIGHTED MARKET AVERAGE				0	3	$7,310	$6,813	$9,322		$9,994	$9,172	$12,393

OREGON COMPARISON TO MARKET

Worker Data as of:

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
													0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
													0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
STATEWIDE Weighted Average													0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Currently no Oregon employees

3523 GEOLOGIST 4

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-CompAnalyst	RD14000118		Geologist IV		1	$6,192	$8,167	$10,125	1.00	$8,424	$10,699	$12,954
Purchased Market Average					1	$6,192	$8,167	$10,125		$8,424	$10,699	$12,954
2022-ST-CA	3751	A	SENIOR ENGINEERING GEOLOGIST		0	$9,273		$11,605		$12,343		$15,124
State Market Average						$9,273		$11,605		$12,343		$15,124
OVERALL WEIGHTED MARKET AVERAGE				0	1	$9,206	$8,167	$11,573		$12,258	$10,699	$15,077

OREGON COMPARISON TO MARKET

Worker Data as of:

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
													0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
													0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
STATEWIDE Weighted Average													0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Currently no Oregon employees

3601 ASSOCIATE LANDSCAPE ARCHITECT 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-CompAnalyst	DD19000023		Landscape Architect I		1	$3,623	$4,736	$5,255	1.07	$5,465	$6,747	$7,345
Purchased Market Average					1	$3,623	$4,736	$5,255		$5,465	$6,747	$7,345
OVERALL WEIGHTED MARKET AVERAGE				0	1	$3,623	$4,736	$5,255		$5,465	$6,747	$7,345

OREGON COMPARISON TO MARKET

Worker Data as of:

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
													0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
													0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	STATEWIDE Weighted Average												0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Currently no Oregon employees

3602 ASSOCIATE LANDSCAPE ARCHITECT 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-CompAnalyst	DD19000039		Landscape Architect II		1	$4,184	$5,523	$5,799	1.07	$6,111	$7,653	$7,971
Purchased Market Average					1	$4,184	$5,523	$5,799		$6,111	$7,653	$7,971
OVERALL WEIGHTED MARKET AVERAGE				0	1	$4,184	$5,523	$5,799		$6,111	$7,653	$7,971

OREGON COMPARISON TO MARKET

Worker Data as of:

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
													0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
													0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	STATEWIDE Weighted Average												0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Currently no Oregon employees

3603 PROFESSIONAL LANDSCAPE ARCHITECT 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-CompAnalyst	DD19000040		Landscape Architect III		1	$5,046	$6,862	$8,536	1.01	$7,104	$9,195	$11,123
Purchased Market Average					1	$5,046	$6,862	$8,536		$7,104	$9,195	$11,123
2022-ST-NV	06.732		LANDSCAPE ARCHITECT		1	$4,951	$5,674	$7,406	0.92	$6,819	$7,677	$9,731
State Market Average					1	$4,951	$5,674	$7,406		$6,819	$7,677	$9,731
OVERALL WEIGHTED MARKET AVERAGE				0	2	$4,999	$6,268	$7,971		$6,961	$8,436	$10,427

OREGON COMPARISON TO MARKET

Worker Data as of:

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
													0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
													0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
STATEWIDE Weighted Average													0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Currently no Oregon employees

3604 PROFESSIONAL LANDSCAPE ARCHITECT 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-CompAnalyst	DD19000041		Landscape Architect IV		1	$6,192	$7,916	$9,464	1.02	$8,424	$10,410	$12,193
Purchased Market Average					1	$6,192	$7,916	$9,464		$8,424	$10,410	$12,193
OVERALL WEIGHTED MARKET AVERAGE				0	1	$6,192	$7,916	$9,464		$8,424	$10,410	$12,193

OREGON COMPARISON TO MARKET

3604-Professional Landscape Architect 2

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	34	3	$7,081	$10,987	$10,987	1.22	$9,855	$14,445	$14,445	114.3%	138.8%	116.1%	117.0%	138.8%	118.5%
Non-Corrections/Non-Management Wtd Average					3	$7,081	$10,987	$10,987		$9,855	$14,445	$14,445	114.3%	138.8%	116.1%	117.0%	138.8%	118.5%
STATEWIDE Weighted Average					3	$7,081	$10,987	$10,987		$9,855	$14,445	$14,445	114.3%	138.8%	116.1%	117.0%	138.8%	118.5%

3715 CHEMIST 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	Insufficient Market: Emp Avg X
2022-ST-CA	8060	B	CHEMIST		0	$4,831		$6,103		$7,049		$8,564	
2022-ST-ID	07406		CHEMIST		3	$3,452	$4,194	$7,395	0.77	$5,172	$6,059	$9,889	
2022-ST-WA	515P		CHEMIST 1		3	$3,702	$4,312	$4,982	0.99	$5,477	$6,177	$6,947	
State Market Average					6	$4,034	$4,253	$6,072		$5,951	$6,118	$8,365	
OVERALL WEIGHTED MARKET AVERAGE				0	6	$4,034	$4,253	$6,072		$5,951	$6,118	$8,365	

OREGON COMPARISON TO MARKET

3715-Chemist 1

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS: Salary SR Min to SR Min	Salary Avg to Avg	Salary SR Max to SR Max	Salary and Benefits SR Min to SR Min	Salary and Benefits Avg to Avg	Salary and Benefits SR Max to SR Max
AD	AFSCME AT ENVIRONMENTAL QUAL	A	P	24	3	$4,355	$5,094	$6,659	0.92	$6,652	$7,520	$9,359	108.0%		109.7%	111.8%		111.9%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	24	3	$4,356	$6,011	$6,664	1.09	$6,653	$8,598	$9,365	108.0%		109.8%	111.8%		112.0%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	24	1	$4,356	$5,019	$6,664	0.91	$6,653	$7,432	$9,365	108.0%		109.8%	111.8%		112.0%
Non-Corrections/Non-Management Wtd Average					7	$4,356	$5,476	$6,662		$6,653	$7,969	$9,363	108.0%		109.7%	111.8%		111.9%
STATEWIDE Weighted Average					7	$4,356	$5,476	$6,662		$6,653	$7,969	$9,363	108.0%		109.7%	111.8%		111.9%

3716 CHEMIST 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-CompAnalyst	RD14000008		Chemist I		1	$4,460	$5,364	$7,063	0.93	$6,429	$7,470	$9,427
Purchased Market Average					1	$4,460	$5,364	$7,063		$6,429	$7,470	$9,427
2022-ST-CA	8060	C	CHEMIST		0	$5,527		$6,995		$7,878		$9,628
2022-ST-ID	07405		CHEMIST, SENIOR		2	$3,865	$5,440	$8,277	0.90	$5,666	$7,550	$10,945
2022-ST-NV	10.712		CHEMIST 3		3	$4,169	$5,283	$6,180	1.02	$5,891	$7,213	$8,277
2022-ST-WA	515Q		CHEMIST 2		5	$4,294	$5,192	$5,773	1.03	$6,157	$7,188	$7,856
State Market Average					10	$4,684	$5,269	$6,551		$6,697	$7,268	$8,900
OVERALL WEIGHTED MARKET AVERAGE				0	11	$4,672	$5,277	$6,577		$6,684	$7,286	$8,927

OREGON COMPARISON TO MARKET

3716-Chemist 2

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
AD	AFSCME AT ENVIRONMENTAL QUAL	A	P	26	10	$4,772	$6,514	$7,322	1.08	$7,142	$9,189	$10,138	102.1%	123.4%	111.3%	106.8%	126.1%	113.6%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	26	1	$4,776	$6,664	$7,327	1.10	$7,147	$9,365	$10,144	102.2%	126.3%	111.4%	106.9%	128.5%	113.6%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	26	1	$4,776	$6,350	$7,327	1.05	$7,147	$8,996	$10,144	102.2%	120.3%	111.4%	106.9%	123.5%	113.6%
Non-Corrections/Non-Management Wtd Average					12	$4,773	$6,513	$7,323		$7,143	$9,188	$10,139	102.1%	123.4%	111.3%	106.9%	126.1%	113.6%
STATEWIDE Weighted Average					12	$4,773	$6,513	$7,323		$7,143	$9,188	$10,139	102.1%	123.4%	111.3%	106.9%	126.1%	113.6%

3717 CHEMIST 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-CompAnalyst	RD14000009		Chemist II	200	831	$5,456	$6,770	$8,812	0.96	$7,576	$9,089	$11,441
Purchased Market Average				200	831	$5,456	$6,770	$8,812		$7,576	$9,089	$11,441
2022-ST-CA	8068		STAFF CHEMIST		0	$6,051		$7,665		$8,503		$10,427
2022-ST-NV	10.708		CHEMIST 4		1	$4,546	$5,891	$6,760	1.04	$6,338	$7,934	$8,965
2022-ST-WA	515R		CHEMIST 3		21	$4,982	$6,604	$6,700	1.13	$6,947	$8,809	$8,920
State Market Average					22	$5,164	$6,571	$6,881		$7,212	$8,769	$9,201
OVERALL WEIGHTED MARKET AVERAGE				200	853	$5,447	$6,765	$8,751		$7,565	$9,081	$11,371

OREGON COMPARISON TO MARKET

3717-Chemist 3

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
AD	AFSCME AT ENVIRONMENTAL QUAL	A	P	29	13	$5,501	$8,244	$8,449	1.18	$7,999	$11,222	$11,463	101.0%	121.9%	96.5%	105.7%	123.6%	100.8%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	29	3	$5,503	$8,450	$8,450	1.21	$8,001	$11,464	$11,464	101.0%	124.9%	96.6%	105.8%	126.2%	100.8%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	29	3	$5,503	$8,319	$8,450	1.19	$8,001	$11,310	$11,464	101.0%	123.0%	96.6%	105.8%	124.5%	100.8%
Non-Corrections/Non-Management Wtd Average					19	$5,502	$8,289	$8,449		$7,999	$11,274	$11,463	101.0%	122.5%	96.6%	105.7%	124.2%	100.8%
STATEWIDE Weighted Average					19	$5,502	$8,289	$8,449		$7,999	$11,274	$11,463	101.0%	122.5%	96.6%	105.7%	124.2%	100.8%

3769 BIOLOGICAL SCIENCE ASSISTANT

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-WA-KingCo	7522100		Environmental Aide		5	$3,431	$3,756	$4,348	0.97	$5,693	$6,067	$6,747
County Market Average					5	$3,431	$3,756	$4,348		$5,693	$6,067	$6,747
2022-ST-CA	0835		FISH AND WILDLIFE SCIENTIFIC AID		0	$2,505		$2,973		$4,276		$4,833
2022-ST-NV	01.791		CONSERVATION AID 2		1	$2,472	$2,985	$3,526	1.00	$3,878	$4,486	$5,128
2022-ST-WA	522F		SCIENTIFIC TECHNICIAN 2		12	$2,796	$3,535	$3,702	1.09	$4,436	$5,285	$5,477
State Market Average					13	$2,755	$3,493	$3,642		$4,389	$5,223	$5,411
OVERALL WEIGHTED MARKET AVERAGE				0	18	$2,924	$3,566	$3,819		$4,715	$5,458	$5,745

OREGON COMPARISON TO MARKET

3769-Biological Science Assistant

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	12	38	$3,005	$3,439	$3,790	1.01	$5,065	$5,575	$5,988
OBO	SEIU SEAS-STRKE ODOT COALITION	A	P	12	54	$3,005	$3,315	$3,790	0.98	$5,065	$5,430	$5,988
Non-Corrections/Non-Management Wtd Average					92	$3,005	$3,366	$3,790		$5,065	$5,490	$5,988
STATEWIDE Weighted Average					92	$3,005	$3,366	$3,790		$5,065	$5,490	$5,988

MARKET COMPARISONS

Repr	Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
OAO	102.8%	96.4%	99.3%	107.4%	102.1%	104.2%
OBO	102.8%	93.0%	99.3%	107.4%	99.5%	104.2%
Non-Corrections/Non-Management Wtd Average	102.8%	94.4%	99.3%	107.4%	100.6%	104.2%
STATEWIDE Weighted Average	102.8%	94.4%	99.3%	107.4%	100.6%	104.2%

3775 SUPV FISH/WILDLIFE BIOLOGIST

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-ST-CA	1928		SENIOR FISH AND WILDLIFE HABITAT SUPEF		0	$5,785		$7,240		$8,186		$9,921
2022-ST-ID	00945		BIOLOGIST, WLDLF RSRCH P		2	$4,931	$7,346	$10,565	0.95	$6,941	$9,831	$13,681
2022-ST-NV	01.724		BIOLOGIST 4		12	$4,746	$6,366	$7,073	1.08	$6,575	$8,497	$9,336
2022-ST-WA	523O		FISH & WILDLIFE BIOLOGIST 4		31	$4,857	$6,418	$6,533	1.13	$6,803	$8,595	$8,728
State Market Average					45	$4,971	$6,445	$6,900		$6,960	$8,624	$9,214
OVERALL WEIGHTED MARKET AVERAGE				0	45	$4,971	$6,445	$6,900		$6,960	$8,624	$9,214

OREGON COMPARISON TO MARKET

3775-Supervising Fish and Wildlife Biologist

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
MMS	MGT SVC SUPERVISORY	A	P	27	44	$5,432	$7,769	$8,015	1.16	$7,917	$10,664	$10,953	109.3%	120.5%	116.2%	113.8%	123.7%	118.9%
Management Wtd Average					44	$5,432	$7,769	$8,015		$7,917	$10,664	$10,953	109.3%	120.5%	116.2%	113.8%	123.7%	118.9%
STATEWIDE Weighted Average					44	$5,432	$7,769	$8,015		$7,917	$10,664	$10,953	109.3%	120.5%	116.2%	113.8%	123.7%	118.9%

3779 MICROBIOLOGIST 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-CompAnalyst	RD14000095		Microbiologist I		1	$3,657	$4,310	$5,515	0.94	$5,504	$6,256	$7,644
Purchased Market Average					1	$3,657	$4,310	$5,515		$5,504	$6,256	$7,644
2022-ST-CA	7954	B	PUBLIC HEALTH MICROBIOLOGIST I		0	$5,000		$6,705		$7,250		$9,283
2022-ST-ID	07411		MICROBIOLOGIST		1	$3,452	$4,119	$7,395	0.76	$5,172	$5,969	$9,889
2022-ST-WA	515J		MICROBIOLOGIST 1		8	$3,702	$4,265	$4,982	0.98	$5,477	$6,123	$6,947
State Market Average					9	$3,798	$4,249	$5,358		$5,610	$6,106	$7,426
OVERALL WEIGHTED MARKET AVERAGE				0	10	$3,786	$4,255	$5,371		$5,602	$6,121	$7,444

OREGON COMPARISON TO MARKET

3779-Microbiologist 1

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	23	3	$4,155	$6,157	$6,350	1.17	$6,417	$8,769	$8,996
Non-Corrections/Non-Management Wtd Average					3	$4,155	$6,157	$6,350		$6,417	$8,769	$8,996
STATEWIDE Weighted Average					3	$4,155	$6,157	$6,350		$6,417	$8,769	$8,996

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
109.7%	144.7%	118.2%	114.6%	143.3%	120.8%
109.7%	144.7%	118.2%	114.6%	143.3%	120.8%
109.7%	144.7%	118.2%	114.6%	143.3%	120.8%

3780 MICROBIOLOGIST 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-WA-KingCo	7533200		Microbiologist - Public Health - Senior		2	$5,383	$6,690	$6,824	1.10	$7,936	$9,436	$9,590
County Market Average					2	$5,383	$6,690	$6,824		$7,936	$9,436	$9,590
2022-CompAnalyst	RD14000096		Microbiologist II		1	$4,778	$5,657	$7,473	0.92	$6,795	$7,807	$9,899
Purchased Market Average					1	$4,778	$5,657	$7,473		$6,795	$7,807	$9,899
2022-ST-CA	7948	A	PUBLIC HEALTH MICROBIOLOGIST II		0	$5,695		$7,663		$8,079		$10,424
2022-ST-ID	07410		MICROBIOLOGIST SR		1	$3,865	$4,431	$8,277	0.73	$5,666	$6,343	$10,945
2022-ST-NV	10.715		MICROBIOLOGIST 3		1	$4,169	$5,154	$6,180	1.00	$5,891	$7,059	$8,277
2022-ST-WA	515K		MICROBIOLOGIST 2		5	$4,294	$5,340	$5,773	1.06	$6,157	$7,357	$7,856
State Market Average					7	$4,886	$5,183	$6,775		$6,969	$7,170	$9,192
OVERALL WEIGHTED MARKET AVERAGE				0	10	$4,928	$5,532	$6,813		$7,053	$7,687	$9,264

OREGON COMPARISON TO MARKET

3780-Microbiologist 2

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to SR Max	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to SR Max	Salary and Benefits: SR Max to SR Max
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	25	22	$4,555	$6,523	$6,982	1.13	$6,887	$9,199	$9,739	92.4%	117.9%	102.5%	97.6%	119.7%	105.1%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	25	2	$4,555	$6,666	$6,982	1.16	$6,887	$9,368	$9,739	92.4%	120.5%	102.5%	97.6%	121.9%	105.1%
Non-Corrections/Non-Management Wtd Average					24	$4,555	$6,535	$6,982		$6,887	$9,213	$9,739	92.4%	118.1%	102.5%	97.6%	119.9%	105.1%
STATEWIDE Weighted Average					24	$4,555	$6,535	$6,982		$6,887	$9,213	$9,739	92.4%	118.1%	102.5%	97.6%	119.9%	105.1%

3781 MICROBIOLOGIST 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-CompAnalyst	RD14000097		Microbiologist III		1	$5,105	$6,368	$7,975	0.97	$7,171	$8,627	$10,477
Purchased Market Average					1	$5,105	$6,368	$7,975		$7,171	$8,627	$10,477
2022-ST-CA	7940		PUBLIC HEALTH MICROBIOLOGIST SPECIALI		0	$6,220		$8,380		$8,704		$11,279
2022-ST-ID	07409		MICROBIOLOGIST PRIN		10	$4,361	$5,324	$9,349	0.78	$6,259	$7,412	$12,227
2022-ST-WA	515L		MICROBIOLOGIST 3		10	$4,982	$6,339	$6,700	1.09	$6,947	$8,506	$8,920
State Market Average					20	$4,857	$5,832	$8,067		$6,855	$7,959	$10,658
OVERALL WEIGHTED MARKET AVERAGE				0	21	$4,867	$5,857	$8,064		$6,867	$7,990	$10,651

OREGON COMPARISON TO MARKET

3781-Microbiologist 3

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	28	10	$5,256	$7,877	$8,057	1.18	$7,711	$10,790	$11,002
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	28	2	$5,256	$6,914	$8,057	1.04	$7,711	$9,659	$11,002
Non-Corrections/Non-Management Wtd Average					12	$5,256	$7,716	$8,057		$7,711	$10,601	$11,002
STATEWIDE Weighted Average					12	$5,256	$7,716	$8,057		$7,711	$10,601	$11,002

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
108.0%	134.5%	99.9%	112.3%	135.0%	103.3%
108.0%	118.0%	99.9%	112.3%	120.9%	103.3%
108.0%	131.7%	99.9%	112.3%	132.7%	103.3%
108.0%	131.7%	99.9%	112.3%	132.7%	103.3%

3786 FINGERPRINT TECHNICIAN

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-WA-KingCo	5231300		Tenprint Examiner		7	$5,257	$6,466	$6,664	1.08	$7,791	$9,178	$9,406
County Market Average					7	$5,257	$6,466	$6,664		$7,791	$9,178	$9,406
2022-ST-ID	08024		FINGERPRINT TECH, SENIOR		2	$3,058	$4,342	$6,556	0.90	$4,701	$6,237	$8,885
2022-ST-NV	11.134		FINGERPRINT/RECORD EX 2		7	$3,677	$4,195	$5,407	0.92	$5,307	$5,921	$7,360
2022-ST-WA	507I		FINGERPRINT TECHNICIAN 2		7	$3,702	$4,434	$4,982	1.02	$5,477	$6,317	$6,947
State Market Average					16	$3,611	$4,318	$5,365		$5,305	$6,134	$7,370
OVERALL WEIGHTED MARKET AVERAGE				0	23	$4,112	$4,971	$5,760		$6,062	$7,061	$7,989

OREGON COMPARISON TO MARKET

3786-Fingerprint Technician

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
AO	AFSCME OR ST POLICE-SUPP UNIT	A	P	17	12	$3,216	$4,439	$4,772	1.11	$5,313	$6,751	$7,142	78.2%	89.3%	82.8%	87.7%	95.6%	89.4%
Non-Corrections/Non-Management Wtd Average					12	$3,216	$4,439	$4,772		$5,313	$6,751	$7,142	78.2%	89.3%	82.8%	87.7%	95.6%	89.4%
STATEWIDE Weighted Average					12	$3,216	$4,439	$4,772		$5,313	$6,751	$7,142	78.2%	89.3%	82.8%	87.7%	95.6%	89.4%

3817 ENVIRONMENTAL HEALTH SPECIALIST 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-ClackCo	722		Environmental Health Spec 1		0	$4,779		$6,045		$7,396		$8,965
2022-OR-DescCo	1195		ENVIRONMENTAL HLTH SPEC I		0	$4,692		$6,287		$7,355		$9,334
2022-OR-MultCo	6354		Environmental Health Specialist Trainee		3	$4,723	$4,723	$5,784	0.90	$7,525	$7,525	$8,836
2022-OR-WashCo	518		Environmental Health Specialist I		0	$5,061		$6,153		$7,517		$8,822
2022-WA-ClarkCo	34		Env Health Specialist I		5	$4,482	$4,162	$5,459	0.84	$6,660	$6,292	$7,782
County Market Average					8	$4,650	$4,372	$5,785		$7,125	$6,755	$8,489
2022-MIL-ENG	3-401		Environmental Health I	4	6	$3,328	$4,244	$5,603	0.95	$5,125	$6,180	$7,745
Purchased Market Average				4	6	$3,328	$4,244	$5,603		$5,125	$6,180	$7,745
2022-ST-CA	0762	B	ENVIRONMENTAL SCIENTIST		0	$4,530		$5,621		$6,689		$7,990
2022-ST-ID	07546		ENV HLTH SPEC 1		8	$3,452	$4,216	$7,395	0.78	$5,172	$6,085	$9,889
State Market Average					8	$4,482	$4,216	$5,700		$6,622	$6,085	$8,075
OVERALL WEIGHTED MARKET AVERAGE				4	22	$4,471	$4,280	$5,701		$6,615	$6,354	$8,081

OREGON COMPARISON TO MARKET

Worker Data as of:

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
	STATEWIDE Weighted Average											

MARKET COMPARISONS					
Salary			Salary and Benefits		
SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Currently no Oregon employees

3818 ENVIRONMENTAL HEALTH SPECIALIST 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-ClackCo	723		Environmental Health Spec 2		8	$5,763	$6,758	$7,300	1.03	$8,616	$9,849	$10,520
2022-OR-DescCo	1196		ENVIRONMENTAL HLTH SPEC II		0	$5,431		$7,278		$8,272		$10,563
2022-OR-JackCo	560		Envir Health Spec II		5	$4,976	$6,292	$6,654	1.08	$8,018	$9,651	$10,099
2022-OR-LaneCo	B029		Environmental Health Spec 2		9	$4,855	$5,348	$6,491	0.94	$7,780	$8,390	$9,804
2022-OR-MultCo	6356		Environmental Health Specialist		14	$5,297	$6,237	$6,500	1.06	$8,234	$9,395	$9,721
2022-OR-WashCo	519		Environmental Health Specialist II		0	$5,876		$7,141		$8,491		$10,004
2022-WA-ClarkCo	38A		Env Health Specialist II		20	$4,831	$4,043	$5,883	0.75	$7,060	$6,155	$8,269
County Market Average					56	$5,196	$5,390	$6,508		$7,841	$8,164	$9,425
2022-MIL-ENG	3-402		Environmental Health II	6	5	$5,213	$6,517	$7,709	1.01	$7,296	$8,798	$10,171
Purchased Market Average				6	5	$5,213	$6,517	$7,709		$7,296	$8,798	$10,171
2022-ST-CA	0762	C	ENVIRONMENTAL SCIENTIST		0	$5,733		$7,128		$8,124		$9,787
2022-ST-ID	07547		ENV HLTH SPEC 2		10	$3,865	$5,028	$8,277	0.83	$5,666	$7,057	$10,945
2022-ST-WA	283O		PUBLIC HEALTH ADVISOR 2		4	$4,185	$4,518	$5,636	0.92	$6,031	$6,414	$7,698
State Market Average					14	$5,676	$4,882	$7,141		$8,048	$6,873	$9,794
OVERALL WEIGHTED MARKET AVERAGE				6	75	$5,601	$5,370	$7,053		$8,010	$7,965	$9,743

OREGON COMPARISON TO MARKET

Worker Data as of:

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
	STATEWIDE Weighted Average											

MARKET COMPARISONS	Salary			Salary and Benefits		
	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Currently no Oregon employees

3819 ENVIRONMENTAL HEALTH SPECIALIST 3

Class Study Pending 2021-23 Biennium

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-ClackCo	738		Environmental Health Sp, Sr		2	$6,339	$7,642	$8,026	1.06	$9,330	$10,945	$11,420
2022-OR-DescCo	1197		ENVIRONMENTAL HLTH SPEC III		0	$5,988		$8,024		$8,963		$11,489
2022-OR-MultCo	6358		Environmental Health Specialist Senior		6	$6,127	$7,112	$7,542	1.04	$9,260	$10,477	$11,008
2022-OR-WashCo	520		Environmental Health Specialist, Senior		0	$6,483		$7,887		$9,216		$10,895
County Market Average					8	$6,157	$7,245	$7,772		$9,194	$10,594	$11,187
2022-CompAnalyst	EN04100198		Environmental Services Coordinator	10	34	$6,703	$8,879	$9,632	1.09	$9,012	$11,518	$12,386
2022-MIL-ENG	3-403		Environmental Health - Senior	4	33	$6,867	$7,350	$9,819	0.88	$9,201	$9,758	$12,602
Purchased Market Average				14	67	$6,768	$8,126	$9,706		$9,087	$10,651	$12,472
2022-ST-CA	0765		SENIOR ENVIRONMENTAL SCIENTIST(SPECI		0	$6,597		$8,207		$9,154		$11,073
2022-ST-ID	07548		ENV HLTH SPEC SR		7	$4,361	$5,786	$9,349	0.84	$6,259	$7,964	$12,227
2022-ST-WA	283P		PUBLIC HEALTH ADVISOR 3		34	$4,518	$5,942	$6,070	1.12	$6,413	$8,049	$8,197
State Market Average					41	$6,196	$5,915	$7,897		$8,627	$8,034	$10,644
OVERALL WEIGHTED MARKET AVERAGE				14	116	$6,338	$7,284	$8,346		$8,763	$9,722	$11,122

OREGON COMPARISON TO MARKET

3819-Environmental Health Specialist 3

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	28	15	$5,256	$7,735	$8,057	1.16	$7,711	$10,623	$11,002
Non-Corrections/Non-Management Wtd Average					15	$5,256	$7,735	$8,057		$7,711	$10,623	$11,002
STATEWIDE Weighted Average					15	$5,256	$7,735	$8,057		$7,711	$10,623	$11,002

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
82.9%	106.2%	96.5%	88.0%	109.3%	98.9%
82.9%	106.2%	96.5%	88.0%	109.3%	98.9%
82.9%	106.2%	96.5%	88.0%	109.3%	98.9%

3820 ENVIRONMENTAL SPECIALIST 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-ClackCo	902		Environmental Assistant		0	$3,716		$4,666		$6,080		$7,257
2022-OR-LaneCo	B028		Environmental Health Spec 1		2	$4,091	$4,759	$5,469	1.00	$6,835	$7,661	$8,539
2022-WA-KingCo	7521100		Environmental Specialist I		1	$5,014	$5,028	$6,355	0.88	$7,511	$7,528	$9,052
County Market Average					3	$4,228	$4,849	$5,490		$6,815	$7,617	$8,347
2022-ST-CA	0762	A	ENVIRONMENTAL SCIENTIST		0	$3,728		$4,615		$5,733		$6,791
2022-ST-WA	523E		ENVIRONMENTAL SPECIALIST 1		2	$2,928	$3,426	$3,893	1.00	$4,587	$5,160	$5,696
State Market Average					2	$3,718	$3,426	$4,606		$5,719	$5,160	$6,778
OVERALL WEIGHTED MARKET AVERAGE				0	5	$3,723	$4,280	$4,615		$5,730	$6,634	$6,793

OREGON COMPARISON TO MARKET

Worker Data as of:

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
													0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
													0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
STATEWIDE Weighted Average													0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Currently no Oregon employees

3821 ENVIRONMENTAL SPECIALIST 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-WA-ClarkCo	210		Env Ops Specialist		1	$5,316	$6,002	$6,784	0.99	$7,618	$8,406	$9,304
2022-WA-KingCo	7521200		Environmental Specialist II		0	$5,513		$6,988		$8,084		$9,778
2022-WA-ThrstnCo	4420		Environmental Health Specialist I		0	$4,390		$5,839		$6,461		$8,125
County Market Average					1	$4,536	$6,002	$5,988		$6,660	$8,406	$8,327
2022-ST-CA	0762	B	ENVIRONMENTAL SCIENTIST		0	$4,530		$5,621		$6,689		$7,990
2022-ST-ID	07551		ENV SCIENCES SPEC		4	$3,452	$4,370	$7,395	0.81	$5,172	$6,270	$9,889
2022-ST-NV	10.536		ENVIRONMENTAL SCIENTIST 2		4	$4,350	$4,950	$6,459	0.92	$6,105	$6,817	$8,608
2022-ST-WA	523F		ENVIRONMENTAL SPECIALIST 2		10	$3,452	$4,184	$4,626	1.04	$5,189	$6,030	$6,538
State Market Average					18	$4,449	$4,395	$5,579		$6,573	$6,258	$7,918
OVERALL WEIGHTED MARKET AVERAGE				0	19	$4,451	$4,480	$5,592		$6,576	$6,371	$7,931

OREGON COMPARISON TO MARKET

Worker Data as of:

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
	STATEWIDE Weighted Average											

MARKET COMPARISONS					
Salary			Salary and Benefits		
SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Currently no Oregon employees

3822 ENVIRONMENTAL SPECIALIST 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-WA-ClarkCo	211		Env Ops Specialist, Sr		5	$5,580	$6,551	$7,128	1.03	$7,921	$9,036	$9,699
2022-WA-KingCo	7521300		Environmental Specialist III		0	$6,207		$7,867		$8,881		$10,788
2022-WA-ThrstnCo	4421		Environmental Health Specialist II		0	$5,081		$6,759		$7,255		$9,182
County Market Average					5	$5,294	$6,551	$6,933		$7,547	$9,036	$9,428
2022-ST-ID	09685		DEQ-ENVIRONMENTAL PROGRAM ANALYST		0	$4,361		$9,349		$6,259		$12,227
2022-ST-NV	10.525		ENVIRONMENTAL SCIENTIST 3		56	$4,546	$5,298	$6,760	0.94	$6,338	$7,231	$8,965
2022-ST-WA	523G		ENVIRONMENTAL SPECIALIST 3		56	$3,795	$4,850	$5,106	1.09	$5,583	$6,795	$7,089
State Market Average					112	$4,172	$5,074	$5,961		$5,963	$7,013	$8,062
OVERALL WEIGHTED MARKET AVERAGE				0	117	$4,310	$5,137	$6,081		$6,158	$7,099	$8,230

OREGON COMPARISON TO MARKET

Worker Data as of:

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
	STATEWIDE Weighted Average											

MARKET COMPARISONS					
Salary			Salary and Benefits		
SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Currently no Oregon employees

3845 ENVIRONMENTAL PROGRAM COORDINATOR 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-CompAnalyst	EN04100245		Environmental Planner I		1	$5,146	$6,201	$8,301	0.92	$7,219	$8,434	$10,853
Purchased Market Average					1	$5,146	$6,201	$8,301		$7,219	$8,434	$10,853
2022-ST-CA	4640	C	ENVIRONMENTAL PLANNER		0	$4,778		$5,982		$6,985		$8,421
State Market Average						$4,778		$5,982		$6,985		$8,421
OVERALL WEIGHTED MARKET AVERAGE				0	1	$4,801	$6,201	$6,127		$7,000	$8,434	$8,573

OREGON COMPARISON TO MARKET

Worker Data as of:

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
													0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
													0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
STATEWIDE Weighted Average													0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Currently no Oregon employees

3846 ENVIRONMENTAL PROGRAM COORDINATOR 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-ClackCo	893		Environmental Compliance Spec		0	$5,361		$6,757		$8,118		$9,847
2022-OR-WashCo	390		Environmental Resource Specialist		0	$5,460		$6,639		$7,993		$9,403
2022-WA-ThrstnCo	2142		Environmental Coordinator		0	$4,839		$6,437		$6,977		$8,813
County Market Average						$5,220		$6,611		$7,696		$9,354
2022-CompAnalyst	EN04100246		Environmental Planner II		1	$5,088	$7,615	$7,807	1.21	$7,152	$10,063	$10,285
Purchased Market Average					1	$5,088	$7,615	$7,807		$7,152	$10,063	$10,285
2022-ST-CA	4711		ASSOCIATE ENVIRONMENTAL PLANNER		0	$5,744		$7,194		$8,137		$9,865
2022-ST-ID	03677		PLANNER, ENVIRONMENTAL		7	$4,361	$5,548	$9,349	0.81	$6,259	$7,679	$12,227
2022-ST-WA	543F		TRANSPORTATION PLANNING SPECIALIST 2		11	$4,626	$5,940	$6,218	1.10	$6,538	$8,047	$8,366
State Market Average					18	$5,262	$5,788	$7,011		$7,455	$7,904	$9,517
OVERALL WEIGHTED MARKET AVERAGE				0	19	$5,259	$5,884	$7,007		$7,459	$8,018	$9,520

OREGON COMPARISON TO MARKET

3846-Environmental Program Coordinator 2

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	28	21	$5,286	$7,696	$8,196	1.14	$7,746	$10,578	$11,165
Non-Corrections/Non-Management Wtd Average					21	$5,286	$7,696	$8,196		$7,746	$10,578	$11,165
STATEWIDE Weighted Average					21	$5,286	$7,696	$8,196		$7,746	$10,578	$11,165

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
100.5%	130.8%	117.0%	103.8%	131.9%	117.3%
100.5%	130.8%	117.0%	103.8%	131.9%	117.3%
100.5%	130.8%	117.0%	103.8%	131.9%	117.3%

3847 ENVIRONMENTAL PROGRAM COORDINATOR 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-WashCo	391		Environmental Resource Specialist, Senior		0	$6,032		$7,315		$8,677		$10,211
County Market Average						$6,032		$7,315		$8,677		$10,211
2022-CompAnalyst	EN04100247		Environmental Planner III		1	$6,879	$8,971	$10,678	1.02	$9,215	$11,624	$13,591
Purchased Market Average					1	$6,879	$8,971	$10,678		$9,215	$11,624	$13,591
2022-ST-CA	4713		SENIOR ENVIRONMENTAL PLANNER		0	$6,801		$8,452		$9,397		$11,365
2022-ST-ID	03675		PLANNER,ENV SR		14	$4,931	$7,020	$10,565	0.91	$6,941	$9,440	$13,681
2022-ST-WA	543H		TRANSPORTATION PLANNING SPECIALIST 4		33	$5,636	$7,477	$7,578	1.13	$7,698	$9,813	$9,928
State Market Average					47	$6,110	$7,341	$8,230		$8,412	$9,702	$10,902
OVERALL WEIGHTED MARKET AVERAGE				0	48	$6,113	$7,375	$8,228		$8,422	$9,742	$10,906

OREGON COMPARISON TO MARKET

3847-Environmental Program Coordinator 3

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	31	33	$6,117	$9,241	$9,488	1.18	$8,722	$12,394	$12,684	100.1%	125.3%	115.3%	103.6%	127.2%	116.3%
Non-Corrections/Non-Management Wtd Average					33	$6,117	$9,241	$9,488		$8,722	$12,394	$12,684	100.1%	125.3%	115.3%	103.6%	127.2%	116.3%
STATEWIDE Weighted Average					33	$6,117	$9,241	$9,488		$8,722	$12,394	$12,684	100.1%	125.3%	115.3%	103.6%	127.2%	116.3%

4001 PAINTER

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-WA-KingCo	8101100		Painter I		7	$5,257	$6,069	$6,355	1.05	$7,790	$8,723	$9,052
County Market Average					7	$5,257	$6,069	$6,355		$7,790	$8,723	$9,052
2022-CompAnalyst	SC16000014		Painter II		1	$3,322	$4,469	$5,079	1.07	$5,118	$6,439	$7,142
2022-MIL-OPES	10.03d		Painter	5	12	$4,641	$5,823	$6,014	1.09	$7,030	$8,461	$8,691
Purchased Market Average				5	13	$4,547	$5,719	$5,947		$6,894	$8,305	$8,580
2022-ST-CA	6525	A	PAINTER II		0	$4,371		$5,036		$6,501		$7,293
2022-ST-ID	06556		PAINTER		5	$2,272	$3,314	$4,878	0.93	$3,760	$5,006	$6,878
2022-ST-WA	619F		PAINTER		12	$3,702	$4,245	$4,294	1.06	$5,477	$6,100	$6,157
State Market Average					17	$3,458	$3,971	$4,539		$5,215	$5,778	$6,491
OVERALL WEIGHTED MARKET AVERAGE				5	37	$4,121	$4,982	$5,311		$6,204	$7,223	$7,614

OREGON COMPARISON TO MARKET

4001-Painter

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
AAON	AFSCME AT DOC SECURITY PLUS	A	P	22	6	$4,813	$6,812	$6,962	1.16	$7,190	$9,538	$9,715	116.8%	136.7%	131.1%	115.9%	132.1%	127.6%
CP	AOCE AT DOC NONSECURITY	A	P	22	1	$4,667	$6,726	$6,726	1.18	$7,018	$9,438	$9,438	113.3%	135.0%	126.6%	113.1%	130.7%	124.0%
Corrections Wtd Average					7	$4,792	$6,799	$6,928		$7,166	$9,524	$9,676	116.3%	136.5%	130.4%	115.5%	131.9%	127.1%
AU	AFSCME AT MILITARY	A	P	22	1	$3,962	$4,772	$6,046	0.95	$6,190	$7,142	$8,639	96.2%	95.8%	113.8%	99.8%	98.9%	113.5%
OAI	SEIU STRIKEABLE INST COALITION	A	P	22	5	$3,964	$5,637	$6,051	1.13	$6,192	$8,158	$8,645	96.2%	113.1%	113.9%	99.8%	112.9%	113.5%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	22	1	$3,964	$6,051	$6,051	1.21	$6,192	$8,645	$8,645	96.2%	121.5%	113.9%	99.8%	119.7%	113.5%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	22	2	$3,964	$5,535	$6,051	1.11	$6,192	$8,038	$8,645	96.2%	111.1%	113.9%	99.8%	111.3%	113.5%
Non-Corrections/Non-Management Wtd Average					9	$3,964	$5,564	$6,050		$6,192	$8,073	$8,644	96.2%	111.7%	113.9%	99.8%	111.8%	113.5%
STATEWIDE Weighted Average					16	$4,326	$6,105	$6,435		$6,618	$8,708	$9,095	105.0%	122.5%	121.1%	106.7%	120.6%	119.5%

4003 CARPENTER

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-ClackCo	470		Building Maint Spec, Sr		10	$5,010	$6,563	$6,361	1.15	$7,683	$9,607	$9,356
2022-OR-MultCo	6147		Carpenter		9	$5,151	$6,194	$6,318	1.08	$8,054	$9,343	$9,496
2022-WA-KingCo	8100100		Carpenter I		14	$5,645	$6,604	$6,824	1.06	$8,236	$9,338	$9,590
County Market Average					33	$5,318	$6,480	$6,546		$8,019	$9,421	$9,493
2022-CompAnalyst	SC16000011		Carpenter	175	299	$3,766	$4,962	$5,749	1.03	$5,629	$7,007	$7,913
2022-MIL-OPES	10.03a		Carpenter	7	35	$4,904	$6,147	$5,885	1.14	$7,349	$8,853	$8,536
Purchased Market Average				182	334	$3,882	$5,086	$5,763		$5,805	$7,201	$7,977
2022-ST-CA	6476	B	CARPENTER I		0	$4,581		$5,278		$6,750		$7,581
2022-ST-ID	06534		CARPENTER		10	$2,617	$3,738	$5,617	0.91	$4,173	$5,514	$7,761
2022-ST-NV	09.423		CARPENTER 1		2	$3,526	$5,257	$5,174	1.21	$5,128	$7,182	$7,083
2022-ST-WA	605E		CARPENTER		17	$3,702	$4,181	$4,294	1.05	$5,477	$6,027	$6,157
State Market Average					29	$3,970	$4,103	$5,052		$5,906	$5,930	$7,191
OVERALL WEIGHTED MARKET AVERAGE				182	396	$4,003	$5,131	$5,724		$5,987	$7,293	$7,984

OREGON COMPARISON TO MARKET

4003-Carpenter

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
AAON	AFSCME AT DOC SECURITY PLUS	A	P	22	4	$4,813	$6,962	$6,962	1.18	$7,190	$9,715	$9,715	120.2%	135.7%	121.6%	120.1%	133.2%	121.7%
CP	AOCE AT DOC NONSECURITY	A	P	22	1	$4,667	$6,426	$6,726	1.13	$7,018	$9,085	$9,438	116.6%	125.2%	117.5%	117.2%	124.6%	118.2%
Corrections Wtd Average					5	$4,784	$6,855	$6,915		$7,156	$9,589	$9,660	119.5%	133.6%	120.8%	119.5%	131.5%	121.0%
AS	OR PUB SAFETY ASSOC AT DPSST	A	P	22	1	$3,962	$6,046	$6,046	1.21	$6,190	$8,639	$8,639	99.0%	117.8%	105.6%	103.4%	118.5%	108.2%
AU	AFSCME AT MILITARY	A	P	22	5	$3,962	$5,791	$6,046	1.16	$6,190	$8,340	$8,639	99.0%	112.9%	105.6%	103.4%	114.4%	108.2%
OAI	SEIU STRIKEABLE INST COALITION	A	P	22	5	$3,964	$5,829	$6,051	1.16	$6,192	$8,384	$8,645	99.0%	113.6%	105.7%	103.4%	115.0%	108.3%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	22	4	$3,964	$5,914	$6,051	1.18	$6,192	$8,484	$8,645	99.0%	115.3%	105.7%	103.4%	116.3%	108.3%
Non-Corrections/Non-Management Wtd Average					15	$3,963	$5,854	$6,049		$6,191	$8,413	$8,642	99.0%	114.1%	105.7%	103.4%	115.4%	108.3%
STATEWIDE Weighted Average					20	$4,168	$6,104	$6,265		$6,433	$8,707	$8,897	104.1%	119.0%	109.5%	107.4%	119.4%	111.4%

4005 PLUMBER

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-WashCo	293		Facilities Plumbing Technician		0	$5,737		$6,968		$8,325		$9,797
2022-WA-KingCo	8500100		Plumbing and Mechanical I		3	$6,824	$7,356	$7,503	1.03	$9,590	$10,201	$10,370
County Market Average					3	$6,552	$7,356	$7,369		$9,274	$10,201	$10,227
2022-CompAnalyst	SC16000005		Plumber	400	283	$3,774	$5,222	$5,816	1.09	$5,639	$7,306	$7,991
2022-MIL-OPES	10.03b		Plumber	7	8	$5,569	$7,136	$7,052	1.13	$8,153	$10,049	$9,947
Purchased Market Average				407	291	$3,821	$5,274	$5,848		$5,705	$7,382	$8,042
2022-ST-CA	6549	A	PLUMBER I		0	$4,593		$5,291		$6,764		$7,597
2022-ST-ID	06550		PLUMBER		4	$3,452	$4,709	$7,395	0.87	$5,172	$6,676	$9,889
2022-ST-NV	09.462		PLUMBER 2		9	$3,829	$5,157	$5,651	1.09	$5,488	$7,063	$7,649
2022-ST-WA	621F		PLUMBER/PIPEFITTER/STEAMFITTER		9	$5,148	$5,252	$5,821	0.96	$7,138	$7,256	$7,910
State Market Average					22	$4,499	$5,114	$5,529		$6,554	$7,072	$7,778
OVERALL WEIGHTED MARKET AVERAGE				407	316	$3,975	$5,283	$5,806		$5,899	$7,387	$8,017

OREGON COMPARISON TO MARKET

4005-Plumber

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
AAON	AFSCME AT DOC SECURITY PLUS	A	P	24	7	$5,263	$7,511	$7,694	1.16	$7,719	$10,361	$10,576	132.4%	142.2%	132.5%	130.9%	140.3%	131.9%
CP	AOCE AT DOC NONSECURITY	A	P	24	1	$5,097	$7,382	$7,382	1.18	$7,524	$10,209	$10,209	128.2%	139.7%	127.1%	127.5%	138.2%	127.3%
Corrections Wtd Average					8	$5,242	$7,495	$7,655		$7,694	$10,342	$10,530	131.9%	141.9%	131.8%	130.4%	140.0%	131.3%
AU	AFSCME AT MILITARY	A	P	24	4	$4,355	$6,659	$6,659	1.21	$6,652	$9,359	$9,359	109.6%	126.0%	114.7%	112.8%	126.7%	116.7%
OAI	SEIU STRIKEABLE INST COALITION	A	P	24	4	$4,356	$6,511	$6,664	1.18	$6,653	$9,185	$9,365	109.6%	123.2%	114.8%	112.8%	124.3%	116.8%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	24	1	$4,356	$6,664	$6,664	1.21	$6,653	$9,365	$9,365	109.6%	126.1%	114.8%	112.8%	126.8%	116.8%
Non-Corrections/Non-Management Wtd Average					9	$4,356	$6,594	$6,662		$6,653	$9,283	$9,363	109.6%	124.8%	114.7%	112.8%	125.7%	116.8%
STATEWIDE Weighted Average					17	$4,773	$7,018	$7,129		$7,143	$9,781	$9,912	120.1%	132.8%	122.8%	121.1%	132.4%	123.6%

4007 ELECTRICIAN 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-WA-KingCo	8200100		Electrician Helper		0	$4,453		$5,383		$6,867		$7,935
County Market Average						$4,453		$5,383		$6,867		$7,935
2022-CompAnalyst	SC16000008		Electrician II		1	$4,159	$5,582	$6,360	1.07	$6,082	$7,721	$8,617
Purchased Market Average					1	$4,159	$5,582	$6,360		$6,082	$7,721	$8,617
2022-ST-CA	6533	A	ELECTRICIAN I		0	$4,819		$5,553		$7,035		$7,909
2022-ST-NV	09.426		ELECTRICIAN 1		2	$3,677	$4,942	$5,407	1.09	$5,307	$6,808	$7,360
State Market Average					2	$4,508	$4,942	$5,513		$6,563	$6,808	$7,759
OVERALL WEIGHTED MARKET AVERAGE				0	3	$4,491	$5,155	$5,543		$6,556	$7,112	$7,803

OREGON COMPARISON TO MARKET

Worker Data as of:

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
	STATEWIDE Weighted Average											

MARKET COMPARISONS					
Salary			Salary and Benefits		
SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Currently no Oregon employees

4008 ELECTRICIAN 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-ClackCo	905		Electrician		3	$6,652	$8,283	$8,416	1.10	$9,718	$11,738	$11,903
2022-OR-DescCo	1260		ELECTRICIAN		0	$5,703		$7,642		$8,609		$11,015
2022-OR-LaneCo	D017		Facilities Electrician		1	$5,366	$6,663	$7,166	1.06	$8,413	$10,016	$10,638
2022-OR-MarionCo	497		Electrician 2		1	$5,519	$7,849	$7,394	1.22	$8,436	$11,323	$10,761
2022-OR-MultCo	3061		Electrician		13	$7,016	$7,831	$7,229	1.10	$10,358	$11,365	$10,621
2022-OR-WashCo	456		General Journey Electrician		0	$6,483		$7,887		$9,216		$10,895
2022-WA-KingCo	8201100		Electrician I		10	$7,155	$7,713	$7,867	1.03	$9,971	$10,611	$10,788
County Market Average					28	$6,847	$7,796	$7,609		$9,916	$11,086	$10,835
2022-CompAnalyst	SC16000009		Electrician III	225	1,074	$4,594	$6,008	$6,870	1.06	$6,583	$8,212	$9,205
2022-MIL-NWHCS	09.19		Electrician	18	66	$5,706	$6,342	$8,006	0.93	$7,864	$8,596	$10,513
2022-MIL-OPES	10.04		Electrician	15	110	$6,012	$7,654	$7,651	1.12	$8,689	$10,676	$10,672
2022-MIL-PACS	04.14		Electrician	26	116	$5,775	$7,685	$7,572	1.15	$7,943	$10,143	$10,014
2022-TwrsWtsn	AZT150-T3		Electrical Skilled Trade	10	38		$7,085				$9,452	
Purchased Market Average				294	1,404	$4,863	$6,321	$7,048		$6,931	$8,616	$9,456
2022-ST-CA	6532	A	ELECTRICIAN II		0	$5,051		$5,818		$7,311		$8,225
2022-ST-ID	06538		ELECTRICIAN		15	$3,452	$4,975	$7,395	0.92	$5,172	$6,994	$9,889
2022-ST-NV	09.447		ELECTRICIAN 2		7	$3,829	$5,097	$5,651	1.08	$5,488	$6,992	$7,649
2022-ST-WA	608F		ELECTRICIAN		17	$4,518	$5,334	$5,234	1.09	$6,413	$7,351	$7,237
State Market Average					39	$4,334	$5,154	$6,034		$6,275	$7,149	$8,296
OVERALL WEIGHTED MARKET AVERAGE				294	1,471	$4,884	$6,318	$7,020		$6,969	$8,625	$9,439

OREGON COMPARISON TO MARKET

4008-Electrician 2

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
AAON	AFSCME AT DOC SECURITY PLUS	A	P	26	13	$5,774	$8,201	$8,405	1.16	$8,319	$11,171	$11,411
CP	AOCE AT DOC NONSECURITY	A	P	26	1	$5,588	$8,110	$8,110	1.18	$8,101	$11,064	$11,064
Corrections Wtd Average					14	$5,761	$8,194	$8,384		$8,304	$11,163	$11,386
AU	AFSCME AT MILITARY	A	P	26	4	$4,772	$7,322	$7,322	1.21	$7,142	$10,138	$10,138

MARKET COMPARISONS

Repr	Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
AAON	118.2%	129.8%	119.7%	119.4%	129.5%	120.9%
CP	114.4%	128.4%	115.5%	116.2%	128.3%	117.2%
Corrections Wtd Average	117.9%	129.7%	119.4%	119.2%	129.4%	120.6%
AU	97.7%	115.9%	104.3%	102.5%	117.6%	107.4%

4008-Electrician 2 (Continued)

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	MARKET COMPARISONS Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
OAI	SEIU STRIKEABLE INST COALITION	A	P	26	5	$4,776	$7,258	$7,327	1.20	$7,147	$10,063	$10,144	97.8%	114.9%	104.4%	102.6%	116.7%	107.5%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	26	24	$4,776	$7,327	$7,327	1.21	$7,147	$10,144	$10,144	97.8%	116.0%	104.4%	102.6%	117.6%	107.5%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	26	4	$4,776	$7,161	$7,327	1.18	$7,147	$9,949	$10,144	97.8%	113.4%	104.4%	102.6%	115.4%	107.5%
Non-Corrections/Non-Management Wtd Average					37	$4,776	$7,299	$7,326		$7,146	$10,112	$10,144	97.8%	115.5%	104.4%	102.5%	117.2%	107.5%
STATEWIDE Weighted Average					51	$5,046	$7,545	$7,617		$7,464	$10,400	$10,485	103.3%	119.4%	108.5%	107.1%	120.6%	111.1%

4009 ELECTRICIAN 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-ClackCo	468		Supervising Electrician		1	$6,930	$8,436	$8,798	1.07	$10,062	$11,928	$12,377
2022-OR-WashCo	453		Supervising Electrician		0	$7,349		$8,926		$10,253		$12,139
2022-WA-KingCo	8201200		Electrician II		1	$7,867	$8,480	$8,650	1.03	$10,788	$11,492	$11,688
County Market Average					2	$7,382	$8,458	$8,792		$10,368	$11,710	$12,068
2022-ST-ID	06280		ELECTRICAL FOREMAN		2	$3,865	$5,040	$8,277	0.83	$5,666	$7,071	$10,945
2022-ST-NV	09.448		ELECTRICIAN 3		2	$4,003	$5,891	$5,914	1.19	$5,694	$7,934	$7,961
State Market Average					4	$3,934	$5,465	$7,095		$5,680	$7,502	$9,453
OVERALL WEIGHTED MARKET AVERAGE				0	6	$5,412	$6,463	$7,822		$7,689	$8,905	$10,573

OREGON COMPARISON TO MARKET

4009-Electrician 3

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
AAON	AFSCME AT DOC SECURITY PLUS	A	P	28	5	$6,342	$8,899	$9,231	1.14	$8,987	$11,992	$12,382	117.2%	137.7%	118.0%	116.9%	134.7%	117.1%
CP	AOCE AT DOC NONSECURITY	A	P	28	1	$6,134	$7,382	$8,906	0.98	$8,742	$10,209	$12,000	113.3%	114.2%	113.9%	113.7%	114.6%	113.5%
Corrections Wtd Average					6	$6,307	$8,647	$9,177		$8,946	$11,695	$12,318	116.6%	133.8%	117.3%	116.4%	131.3%	116.5%
MMS	MGT SVC SUPERVISORY	A	P	28	1	$5,700	$8,408	$8,408	1.19	$8,232	$11,415	$11,415	105.3%	130.1%	107.5%	107.1%	128.2%	108.0%
Management Wtd Average					1	$5,700	$8,408	$8,408		$8,232	$11,415	$11,415	105.3%	130.1%	107.5%	107.1%	128.2%	108.0%
AS	OR PUB SAFETY ASSOC AT DPSST	A	P	28	1	$5,253	$8,053	$8,053	1.21	$7,707	$10,997	$10,997	97.1%	124.6%	102.9%	100.2%	123.5%	104.0%
AU	AFSCME AT MILITARY	A	P	28	2	$5,253	$8,053	$8,053	1.21	$7,707	$10,997	$10,997	97.1%	124.6%	102.9%	100.2%	123.5%	104.0%
OAI	SEIU STRIKEABLE INST COALITION	A	P	28	3	$5,256	$8,057	$8,057	1.21	$7,711	$11,002	$11,002	97.1%	124.7%	103.0%	100.3%	123.5%	104.1%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	28	7	$5,256	$8,057	$8,057	1.21	$7,711	$11,002	$11,002	97.1%	124.7%	103.0%	100.3%	123.5%	104.1%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	28	1	$5,256	$8,057	$8,057	1.21	$7,711	$11,002	$11,002	97.1%	124.7%	103.0%	100.3%	123.5%	104.1%
Non-Corrections/Non-Management Wtd Average					14	$5,255	$8,056	$8,056		$7,710	$11,001	$11,001	97.1%	124.7%	103.0%	100.3%	123.5%	104.0%
STATEWIDE Weighted Average					21	$5,577	$8,242	$8,393		$8,088	$11,219	$11,397	103.1%	127.5%	107.3%	105.2%	126.0%	107.8%

4012 FACILITY MAINTENANCE SPECIALIST

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-ClackCo	471		Building Maint Specialist		15	$4,562	$5,752	$5,770	1.11	$7,127	$8,603	$8,625
2022-OR-DescCo	1280		MAINTENANCE SPECIALIST I		0	$3,860		$5,173		$6,323		$7,951
2022-OR-JackCo	566		Maintenance Worker I		2	$3,096	$3,398	$4,139	0.94	$5,688	$6,062	$6,981
2022-OR-LaneCo	D004		Maintenance Specialist 2		4	$3,614	$3,985	$4,829	0.94	$6,245	$6,703	$7,748
2022-OR-WashCo	444		Facilities Maintenance Technician II		0	$4,940		$6,015		$7,372		$8,657
2022-WA-KingCo	9440200		Utility Worker II		18	$4,172	$4,719	$5,148	1.01	$6,544	$7,172	$7,665
2022-WA-ThrstnCo	1610		Building & Grounds Maintenance Specialist		0	$3,792		$5,043		$5,775		$7,212
County Market Average					39	$4,284	$4,973	$5,400		$6,722	$7,617	$8,062
2022-CompAnalyst	SC16000024		General Maintenance Worker II		1	$3,640	$4,686	$5,523	1.03	$5,485	$6,689	$7,653
2022-MIL-OPES	10.05		Facilities Maintenance Technician	28	100	$4,013	$5,457	$5,229	1.18	$6,270	$8,018	$7,741
2022-MIL-PACS	04.09b		Building Technician	16	45	$3,955	$5,717	$5,789	1.17	$5,847	$7,876	$7,959
Purchased Market Average				44	146	$3,993	$5,532	$5,403		$6,134	$7,965	$7,808
2022-ST-CA	6215	A	BUILDING MAINTENANCE WORKER		0	$3,639		$4,193		$5,627		$6,288
2022-ST-ID	06632		MAINT CRAFTSMAN SR		69	$2,617	$3,447	$5,617	0.84	$4,173	$5,165	$7,761
2022-ST-NV	09.487		MAINTENANCE REPAIR WORKER 2		10	$2,881	$3,424	$4,169	0.97	$4,362	$5,008	$5,891
2022-ST-WA	626K		MAINTENANCE MECHANIC 2 - TEAMSTERS		102	$4,604	$4,880	$5,269	0.99	$6,512	$6,829	$7,277
State Market Average					181	$3,787	$4,253	$5,071		$5,604	$6,094	$7,124
OVERALL WEIGHTED MARKET AVERAGE				44	366	$3,913	$4,840	$5,216		$5,909	$7,003	$7,455

OREGON COMPARISON TO MARKET

4012-Facility Maintenance Specialist

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
AAON	AFSCME AT DOC SECURITY PLUS	A	P	18	47	$4,002	$5,536	$5,764	1.13	$6,237	$8,040	$8,308	102.3%	114.4%	110.5%	105.6%	114.8%	111.4%
CP	AOCE AT DOC NONSECURITY	A	P	18	9	$3,894	$5,533	$5,588	1.17	$6,110	$8,037	$8,101	99.5%	114.3%	107.1%	103.4%	114.8%	108.7%
Corrections Wtd Average					56	$3,985	$5,536	$5,736		$6,217	$8,040	$8,274	101.8%	114.4%	110.0%	105.2%	114.8%	111.0%
AMG	AFSCME AT DHS STAB&CRISIS UNIT	A	P	18	2	$3,343	$5,014	$5,014	1.20	$5,463	$7,426	$7,426	85.4%	103.6%	96.1%	92.4%	106.0%	99.6%
AS	OR PUB SAFETY ASSOC AT DPSST	A	P	18	2	$3,343	$4,488	$5,014	1.07	$5,463	$6,808	$7,426	85.4%	92.7%	96.1%	92.4%	97.2%	99.6%
AU	AFSCME AT MILITARY	A	P	18	37	$3,343	$4,629	$5,014	1.11	$5,463	$6,974	$7,426	85.4%	95.6%	96.1%	92.4%	99.6%	99.6%

4012-Facility Maintenance Specialist (Continued)

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
AX	AFSCME AT STATE LANDS	A	P	18	1	$3,343	$5,014	$5,014	1.20	$5,463	$7,426	$7,426	85.4%	103.6%	96.1%	92.4%	106.0%	99.6%
OAI	SEIU STRIKEABLE INST COALITION	A	P	18	17	$3,335	$4,681	$5,019	1.12	$5,453	$7,034	$7,432	85.2%	96.7%	96.2%	92.3%	100.5%	99.7%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	18	8	$3,335	$4,570	$5,019	1.09	$5,453	$6,905	$7,432	85.2%	94.4%	96.2%	92.3%	98.6%	99.7%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	18	4	$3,335	$4,137	$5,019	0.99	$5,453	$6,396	$7,432	85.2%	85.5%	96.2%	92.3%	91.3%	99.7%
Non-Corrections/Non-Management Wtd Average					71	$3,340	$4,620	$5,016		$5,459	$6,963	$7,429	85.3%	95.4%	96.2%	92.4%	99.4%	99.6%
STATEWIDE Weighted Average					127	$3,624	$5,024	$5,333		$5,793	$7,438	$7,802	92.6%	103.8%	102.2%	98.0%	106.2%	104.6%

4014 FACILITY OPERATIONS SPECIALIST 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-ClackCo	473		Building Maint Coordinator		4	$5,509	$7,033	$7,010	1.12	$8,301	$10,189	$10,161
County Market Average					4	$5,509	$7,033	$7,010		$8,301	$10,189	$10,161
2022-MIL-PACS	04.24		Facilities Coordinator	17	17	$4,463	$5,476	$6,695	0.98	$6,432	$7,600	$9,003
Purchased Market Average				17	17	$4,463	$5,476	$6,695		$6,432	$7,600	$9,003
2022-ST-ID	06608		BUILDING SERVICES FACILITY COORDINATC		0	$3,865		$8,277		$5,666		$10,945
2022-ST-WA	598N		FACILITY SERVICES COORDINATOR		17	$3,893	$4,997	$5,234	1.09	$5,696	$6,964	$7,237
State Market Average					17	$3,892	$4,997	$5,403		$5,695	$6,964	$7,443
OVERALL WEIGHTED MARKET AVERAGE				17	38	$4,307	$5,426	$6,131		$6,283	$7,588	$8,402

OREGON COMPARISON TO MARKET

4014-Facility Operations Specialist 1

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
AAON	AFSCME AT DOC SECURITY PLUS	A	P	24	1	$5,263	$7,694	$7,694	1.19	$7,719	$10,576	$10,576	122.2%	141.8%	125.5%	122.8%	139.4%	125.9%
Corrections Wtd Average					1	$5,263	$7,694	$7,694		$7,719	$10,576	$10,576	122.2%	141.8%	125.5%	122.8%	139.4%	125.9%
AD	AFSCME AT ENVIRONMENTAL QUAL	A	P	24	1	$4,355	$5,501	$6,659	1.00	$6,652	$7,999	$9,359	101.1%	101.4%	108.6%	105.9%	105.4%	111.4%
AU	AFSCME AT MILITARY	A	P	24	3	$4,355	$5,467	$6,659	0.99	$6,652	$7,959	$9,359	101.1%	100.8%	108.6%	105.9%	104.9%	111.4%
AX	AFSCME AT STATE LANDS	A	P	24	1	$4,355	$6,659	$6,659	1.21	$6,652	$9,359	$9,359	101.1%	122.7%	108.6%	105.9%	123.3%	111.4%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	24	2	$4,356	$6,218	$6,664	1.13	$6,653	$8,840	$9,365	101.1%	114.6%	108.7%	105.9%	116.5%	111.5%
OAI	SEIU STRIKEABLE INST COALITION	A	P	24	10	$4,356	$6,079	$6,664	1.10	$6,653	$8,678	$9,365	101.1%	112.0%	108.7%	105.9%	114.4%	111.5%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	24	5	$4,356	$5,978	$6,664	1.08	$6,653	$8,559	$9,365	101.1%	110.2%	108.7%	105.9%	112.8%	111.5%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	24	5	$4,356	$6,432	$6,664	1.17	$6,653	$9,092	$9,365	101.1%	118.5%	108.7%	105.9%	119.8%	111.5%
Non-Corrections/Non-Management Wtd Average					27	$4,356	$6,068	$6,663		$6,653	$8,665	$9,364	101.1%	111.8%	108.7%	105.9%	114.2%	111.5%
STATEWIDE Weighted Average					28	$4,388	$6,126	$6,700		$6,691	$8,733	$9,407	101.9%	112.9%	109.3%	106.5%	115.1%	112.0%

4018 MACHINIST

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-CompAnalyst	SC16000022		Machinist III	70	505	$4,527	$5,866	$6,611	1.06	$6,506	$8,048	$8,906
2022-MIL-PACS	09.12		Machinist (Journey)	6	10		$5,539				$7,672	
Purchased Market Average				76	515	$4,527	$5,860	$6,611		$6,506	$8,041	$8,906
2022-ST-CA	6802		MACHINIST AND EQUIPMENT FABRICATOR		0	$4,581		$5,278		$6,750		$7,581
2022-ST-ID	06352		WELDER/MACHINIST		7	$3,058	$4,411	$6,556	0.92	$4,701	$6,319	$8,885
2022-ST-NV	09.407		PRECISION MACHINIST		1	$4,003	$6,008	$5,914	1.21	$5,694	$8,073	$7,961
State Market Average					8	$3,457	$4,611	$6,236		$5,210	$6,538	$8,532
OVERALL WEIGHTED MARKET AVERAGE				76	523	$4,506	$5,841	$6,604		$6,481	$8,018	$8,899

OREGON COMPARISON TO MARKET

4018-Machinist

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	26	2	$4,776	$7,327	$7,327	1.21	$7,147	$10,144	$10,144
Non-Corrections/Non-Management Wtd Average					2	$4,776	$7,327	$7,327		$7,147	$10,144	$10,144
STATEWIDE Weighted Average					2	$4,776	$7,327	$7,327		$7,147	$10,144	$10,144

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
106.0%	125.4%	111.0%	110.3%	126.5%	114.0%
106.0%	125.4%	111.0%	110.3%	126.5%	114.0%
106.0%	125.4%	111.0%	110.3%	126.5%	114.0%

4020 WELDER 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-CompAnalyst	SC16000075		Welder II		1	$3,381	$4,577	$5,063	1.09	$5,186	$6,564	$7,123
Purchased Market Average					1	$3,381	$4,577	$5,063		$5,186	$6,564	$7,123
2022-ST-CA	6596	A	FUSION WELDER		0	$4,270		$4,921		$6,380		$7,156
2022-ST-WA	630E		WELDER - FABRICATOR		2	$4,089	$4,429	$4,741	1.00	$5,921	$6,312	$6,670
State Market Average					2	$4,180	$4,429	$4,831		$6,150	$6,312	$6,913
OVERALL WEIGHTED MARKET AVERAGE				0	3	$4,065	$4,479	$4,864		$6,013	$6,396	$6,943

OREGON COMPARISON TO MARKET

Worker Data as of:

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
	STATEWIDE Weighted Average											

Currently no Oregon employees

MARKET COMPARISONS					
Salary			Salary and Benefits		
SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

4021 WELDER 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-ClackCo	434		Welder/Fabricator		0	$4,876		$5,606		$7,516		$8,422
2022-WA-KingCo	8426100		Metal Fabricator		4	$5,512	$6,533	$6,664	1.07	$8,084	$9,256	$9,406
County Market Average					4	$5,385	$6,533	$6,452		$7,970	$9,256	$9,209
2022-CompAnalyst	SC16000076		Welder III		1	$4,025	$5,406	$5,933	1.09	$5,928	$7,518	$8,126
Purchased Market Average					1	$4,025	$5,406	$5,933		$5,928	$7,518	$8,126
2022-ST-NV	09.430		WELDER 2		4	$3,677	$4,649	$5,407	1.02	$5,307	$6,460	$7,360
State Market Average					4	$3,677	$4,649	$5,407		$5,307	$6,460	$7,360
OVERALL WEIGHTED MARKET AVERAGE				0	9	$4,566	$5,570	$5,982		$6,701	$7,820	$8,361

OREGON COMPARISON TO MARKET

4021-Welder 2

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
AAON	AFSCME AT DOC SECURITY PLUS	A	P	24	6	$5,263	$7,514	$7,694	1.16	$7,719	$10,364	$10,576
CP	AOCE AT DOC NONSECURITY	A	P	24	1	$5,097	$7,382	$7,382	1.18	$7,524	$10,209	$10,209
Corrections Wtd Average					7	$5,239	$7,495	$7,649		$7,691	$10,341	$10,523
STATEWIDE Weighted Average					7	$5,239	$7,495	$7,649		$7,691	$10,341	$10,523

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
115.3%	134.9%	128.6%	115.2%	132.5%	126.5%
111.6%	132.5%	123.4%	112.3%	130.5%	122.1%
114.8%	134.6%	127.9%	114.8%	132.2%	125.9%
114.8%	134.6%	127.9%	114.8%	132.2%	125.9%

4032 FACILITY ENERGY TECHNICIAN 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-MultCo	6123		HVAC Assistant		2	$4,621	$4,621	$4,621	1.00	$7,399	$7,399	$7,399
County Market Average					2	$4,621	$4,621	$4,621		$7,399	$7,399	$7,399
2022-CompAnalyst	SC16000026		HVAC Mechanic I	40	63	$3,255	$4,092	$5,255	0.96	$5,041	$6,005	$7,345
Purchased Market Average				40	63	$3,255	$4,092	$5,255		$5,041	$6,005	$7,345
OVERALL WEIGHTED MARKET AVERAGE				40	65	$3,297	$4,108	$5,236		$5,114	$6,048	$7,346

OREGON COMPARISON TO MARKET

Worker Data as of:

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
													0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
													0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
STATEWIDE Weighted Average													0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Currently no Oregon employees

4033 FACILITY ENERGY TECHNICIAN 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-MarionCo	483		Building Maintenance Specialist		8	$3,619	$4,125	$4,850	0.97	$6,082	$6,709	$7,607
2022-OR-MultCo	6126		HVAC Engineer		3	$6,068	$6,068	$6,068	1.00	$9,187	$9,187	$9,187
2022-WA-KingCo	8502100		Operating Engineer I		1	$5,257	$5,529	$6,355	0.95	$7,790	$8,102	$9,052
2022-WA-ThrstnCo	1424		Facilities Technician II		0	$4,181		$5,561		$6,221		$7,806
County Market Average					12	$4,293	$4,728	$5,392		$6,689	$7,445	$7,996
2022-CompAnalyst	SC16000027		HVAC Mechanic II		1	$3,808	$5,054	$5,824	1.05	$5,677	$7,113	$8,000
2022-MIL-NWHCS	09.21		HVAC Technician	19	35	$4,830	$5,821	$6,993	0.98	$6,855	$7,997	$9,347
2022-MIL-OPES	10.03c		HVAC Engineer	6	13	$5,306	$7,302	$6,482	1.24	$7,834	$10,250	$9,258
2022-MIL-PACS	04.09a		HVAC Technician	7	16		$6,692				$8,999	
Purchased Market Average				32	65	$4,940	$6,320	$6,827		$7,101	$8,681	$9,293
2022-ST-ID	06616		HVAC SPECIALIST		24	$3,452	$4,609	$7,395	0.85	$5,172	$6,556	$9,889
2022-ST-NV	09.421		HVACR SPECIALIST 1		7	$3,829	$4,583	$5,651	0.97	$5,488	$6,382	$7,649
2022-ST-WA	607F		CONTROL TECHNICIAN		2	$4,089	$4,460	$4,741	1.01	$5,921	$6,347	$6,670
State Market Average					33	$3,571	$4,595	$6,864		$5,284	$6,507	$9,219
OVERALL WEIGHTED MARKET AVERAGE				32	110	$4,359	$5,629	$6,552		$6,419	$7,894	$9,009

OREGON COMPARISON TO MARKET

4033-Facility Energy Technician 2

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
AAON	AFSCME AT DOC SECURITY PLUS	A	P	22	17	$4,813	$6,557	$6,962	1.11	$7,190	$9,239	$9,715	110.4%	116.5%	106.3%	112.0%	117.0%	107.8%
CP	AOCE AT DOC NONSECURITY	A	P	22	5	$4,667	$6,117	$6,726	1.07	$7,018	$8,723	$9,438	107.1%	108.7%	102.7%	109.3%	110.5%	104.8%
Corrections Wtd Average					22	$4,780	$6,457	$6,908		$7,151	$9,122	$9,652	109.7%	114.7%	105.4%	111.4%	115.6%	107.1%
AL	AFSCME AT LIQUOR CONTROL COMM	A	P	22	2	$3,962	$5,635	$6,046	1.13	$6,190	$8,155	$8,639	90.9%	100.1%	92.3%	96.4%	103.3%	95.9%
AU	AFSCME AT MILITARY	A	P	22	1	$3,962	$4,772	$6,046	0.95	$6,190	$7,142	$8,639	90.9%	84.8%	92.3%	96.4%	90.5%	95.9%
OAI	SEIU STRIKEABLE INST COALITION	A	P	22	10	$3,964	$5,620	$6,051	1.12	$6,192	$8,138	$8,645	90.9%	99.8%	92.4%	96.5%	103.1%	96.0%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	22	7	$3,964	$5,587	$6,051	1.12	$6,192	$8,099	$8,645	90.9%	99.3%	92.4%	96.5%	102.6%	96.0%
Non-Corrections/Non-Management Wtd Average					20	$3,964	$5,567	$6,050		$6,192	$8,076	$8,644	90.9%	98.9%	92.3%	96.5%	102.3%	95.9%

	STATEWIDE Weighted Average	42	$4,391	$6,033	$6,500		$6,694	$8,624	$9,172	100.7%	107.2%	99.2%	104.3%	109.3%	101.8%

4034 FACILITY ENERGY TECHNICIAN 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-DescCo	1282		MAINTENANCE SPECIALIST III		0	$5,703		$7,642		$8,609		$11,015
2022-OR-MultCo	6121		HVAC Engineer Senior		10	$6,458	$6,458	$6,458	1.00	$9,669	$9,669	$9,669
2022-OR-WashCo	294		HVAC Technician		0	$5,737		$6,968		$8,325		$9,797
2022-WA-KingCo	8502200		Operating Engineer II - JCC		18	$5,919	$6,898	$7,155	1.06	$8,550	$9,675	$9,971
2022-WA-ThrstnCo	1426		Facilities Technician III		0	$4,609		$6,130		$6,713		$8,460
County Market Average					28	$6,027	$6,741	$6,930		$8,839	$9,673	$9,889
2022-CompAnalyst	SC16000028		HVAC Mechanic III	150	288	$4,268	$5,757	$6,669	1.05	$6,207	$7,923	$8,974
Purchased Market Average				150	288	$4,268	$5,757	$6,669		$6,207	$7,923	$8,974
2022-ST-CA	6712	B	STATIONARY ENGINEER		0	$5,846		$6,843		$8,259		$9,447
2022-ST-ID	06612		HVAC SYSTEMS FOREMAN		4	$3,865	$5,667	$8,277	0.93	$5,666	$7,821	$10,945
2022-ST-NV	09.413		HVACR SPECIALIST 3		3	$4,169	$5,634	$6,180	1.09	$5,891	$7,629	$8,277
2022-ST-WA	621J		HEATING, VENTILATION, & AIR CONDITIONE		17	$4,294	$5,078	$5,234	1.07	$6,157	$7,057	$7,237
State Market Average					24	$5,723	$5,246	$6,769		$8,093	$7,256	$9,337
OVERALL WEIGHTED MARKET AVERAGE				150	340	$4,998	$5,802	$6,726		$7,169	$8,020	$9,177

OREGON COMPARISON TO MARKET

4034-Facility Energy Technician 3

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
AAON	AFSCME AT DOC SECURITY PLUS	A	P	26	11	$5,774	$8,205	$8,405	1.16	$8,319	$11,176	$11,411	115.5%	141.4%	125.0%	116.0%	139.4%	124.3%
CP	AOCE AT DOC NONSECURITY	A	P	26	1	$5,588	$8,110	$8,110	1.18	$8,101	$11,064	$11,064	111.8%	139.8%	120.6%	113.0%	138.0%	120.6%
Corrections Wtd Average					12	$5,759	$8,197	$8,380		$8,301	$11,167	$11,382	115.2%	141.3%	124.6%	115.8%	139.2%	124.0%
AS	OR PUB SAFETY ASSOC AT DPSST	A	P	26	1	$4,772	$7,322	$7,322	1.21	$7,142	$10,138	$10,138	95.5%	126.2%	108.9%	99.6%	126.4%	110.5%
OAI	SEIU STRIKEABLE INST COALITION	A	P	26	1	$4,776	$6,664	$7,327	1.10	$7,147	$9,365	$10,144	95.6%	114.9%	108.9%	99.7%	116.8%	110.5%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	26	1	$4,776	$7,327	$7,327	1.21	$7,147	$10,144	$10,144	95.6%	126.3%	108.9%	99.7%	126.5%	110.5%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	26	5	$4,776	$6,707	$7,327	1.11	$7,147	$9,416	$10,144	95.6%	115.6%	108.9%	99.7%	117.4%	110.5%
Non-Corrections/Non-Management Wtd Average					8	$4,776	$6,856	$7,326		$7,146	$9,591	$10,144	95.5%	118.2%	108.9%	99.7%	119.6%	110.5%
STATEWIDE Weighted Average					20	$5,365	$7,661	$7,959		$7,839	$10,536	$10,887	107.3%	132.0%	118.3%	109.3%	131.4%	118.6%

4035 FACILITY ENERGY TECHNICIAN 4

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-ClackCo	480		Building Systems Coordinator		2	$5,763	$7,168	$7,300	1.10	$8,616	$10,357	$10,520
2022-OR-MultCo	6122		Building Automation Systems Specialist		1	$7,935	$7,935	$7,935	1.00	$11,494	$11,494	$11,494
2022-WA-KingCo	8502300		Operating Engineer III - JCC		2	$6,176	$7,471	$7,574	1.09	$8,846	$10,333	$10,452
County Market Average					5	$6,363	$7,443	$7,537		$9,283	$10,575	$10,687
OVERALL WEIGHTED MARKET AVERAGE				0	5	$6,363	$7,443	$7,537		$9,283	$10,575	$10,687

OREGON COMPARISON TO MARKET

4035-Facility Energy Technician 4

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
CP	AOCE AT DOC NONSECURITY	A	P	29	1	$6,426	$8,497	$9,332	1.08	$9,085	$11,519	$12,500	101.0%	114.2%	123.8%	97.9%	108.9%	117.0%
Corrections Wtd Average					1	$6,426	$8,497	$9,332		$9,085	$11,519	$12,500	101.0%	114.2%	123.8%	97.9%	108.9%	117.0%
AU	AFSCME AT MILITARY	A	P	29	2	$5,501	$7,863	$8,449	1.13	$7,999	$10,774	$11,463	86.5%	105.6%	112.1%	86.2%	101.9%	107.3%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	29	3	$5,503	$7,804	$8,450	1.12	$8,001	$10,705	$11,464	86.5%	104.9%	112.1%	86.2%	101.2%	107.3%
Non-Corrections/Non-Management Wtd Average					5	$5,502	$7,828	$8,450		$8,000	$10,733	$11,463	86.5%	105.2%	112.1%	86.2%	101.5%	107.3%
STATEWIDE Weighted Average					6	$5,656	$7,939	$8,597		$8,181	$10,864	$11,636	88.9%	106.7%	114.1%	88.1%	102.7%	108.9%

4037 PHYSICAL/ELECTRONIC SECURITY TECHNICIAN

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-MultCo	6149		Locksmith		2	$4,723	$5,568	$5,784	1.06	$7,525	$8,569	$8,836
2022-OR-WashCo	665		Facilities Locksmith Technician		0	$5,737		$6,968		$8,325		$9,797
County Market Average					2	$4,977	$5,568	$6,080		$7,725	$8,569	$9,076
2022-CompAnalyst	SC16000268		Field Service Rep. I - Electronic Equipment		1	$3,088	$4,008	$4,770	1.02	$4,848	$5,909	$6,786
2022-CompAnalyst	SC16000549		Locksmith		1	$3,222	$4,209	$4,837	1.05	$5,003	$6,140	$6,863
Purchased Market Average					2	$3,155	$4,109	$4,803		$4,926	$6,024	$6,824
2022-ST-CA	6643		LOCKSMITH I (CORRECTIONAL FACILITY)		0	$5,055		$5,823		$7,315		$8,231
2022-ST-CA	6913	A	ELECTRONICS TECHNICIAN		0	$4,233		$5,612		$6,336		$7,979
2022-ST-NV	09.431		LOCKSMITH 2		2	$3,677	$4,746	$5,407	1.04	$5,307	$6,576	$7,360
2022-ST-WA	615G		LOCKSMITH SUPERVISOR		2	$4,403	$5,332	$5,106	1.12	$6,282	$7,348	$7,089
State Market Average					4	$4,629	$5,039	$5,689		$6,782	$6,962	$8,045
OVERALL WEIGHTED MARKET AVERAGE				0	8	$4,601	$4,939	$5,685		$6,783	$7,129	$8,075

OREGON COMPARISON TO MARKET

4037-Physical/Electronic Security Technician

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
OAI	SEIU STRIKEABLE INST COALITION	A	P	20	3	$3,629	$5,342	$5,503	1.17	$5,799	$7,811	$8,001	78.9%	108.2%	96.8%	85.5%	109.6%	99.1%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	20	1	$3,629	$5,503	$5,503	1.21	$5,799	$8,001	$8,001	78.9%	111.4%	96.8%	85.5%	112.2%	99.1%
Non-Corrections/Non-Management Wtd Average					4	$3,629	$5,382	$5,503		$5,799	$7,859	$8,001	78.9%	109.0%	96.8%	85.5%	110.2%	99.1%
STATEWIDE Weighted Average					4	$3,629	$5,382	$5,503		$5,799	$7,859	$8,001	78.9%	109.0%	96.8%	85.5%	110.2%	99.1%

4046 MAINTENANCE & OPERATIONS SUPERVISOR

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-ClackCo	497		Building Maintenance Supv		2	$6,168	$7,914	$8,327	1.09	$9,118	$11,282	$11,793
2022-OR-DescCo	9175		SUPERVISOR, MAINTENANCE		0	$6,287		$8,426		$9,334		$11,986
2022-OR-JackCo	1091		Maintenance Supervisor		1	$5,971	$6,272	$7,626	0.92	$9,253	$9,625	$11,304
2022-OR-LaneCo	N6001		Maintenance/Trades Supv		1	$4,787	$7,041	$7,041	1.19	$7,697	$10,484	$10,484
2022-OR-MarionCo	460		Maintenance Supervisor		1	$5,888	$6,195	$7,888	0.90	$8,894	$9,274	$11,373
2022-OR-WashCo	460		Facilities Operations Supervisor		0	$6,327		$8,077		$9,030		$11,123
2022-WA-ClarkCo	820		Facilities Mgmt Crew Supv		0	$5,438		$7,683		$7,758		$10,336
2022-WA-ThrstnCo	1425		Facilities Services Supervisor		0	$5,081		$6,759		$7,255		$9,182
County Market Average					5	$5,936	$7,067	$7,902		$8,674	$10,389	$11,038
2022-CompAnalyst	MM18000056		Production Maintenance Supervisor	40	148		$6,954		1.02		$9,301	
Purchased Market Average				40	148		$6,954				$9,301	
2022-ST-CA	6753	A	SUPERVISOR OF BUILDING TRADES		0	$5,690		$6,750		$8,072		$9,336
2022-ST-ID	06609		MAINT & OPERTNS SUPV		13	$4,361	$5,597	$9,349	0.82	$6,259	$7,738	$12,227
2022-ST-WA	627G		CONSTRUCTION & MAINTENANCE PROJECT		74	$5,234	$6,327	$6,070	1.12	$7,237	$8,491	$8,197
State Market Average					87	$5,247	$6,218	$6,906		$7,372	$8,379	$9,336
OVERALL WEIGHTED MARKET AVERAGE				40	240	$5,377	$6,690	$7,094		$7,618	$8,990	$9,657

OREGON COMPARISON TO MARKET

4046-Maintenance & Operations Supervisor

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
MMS	MGT SVC SUPERVISORY	A	P	27	11	$5,432	$7,565	$8,015	1.13	$7,917	$10,424	$10,953
Management Wtd Average					11	$5,432	$7,565	$8,015		$7,917	$10,424	$10,953
STATEWIDE Weighted Average					11	$5,432	$7,565	$8,015		$7,917	$10,424	$10,953

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
101.0%	113.1%	113.0%	103.9%	116.0%	113.4%
101.0%	113.1%	113.0%	103.9%	116.0%	113.4%
101.0%	113.1%	113.0%	103.9%	116.0%	113.4%

4050 ELECTRONIC SECURITY TECHNICIAN 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-ClackCo	349		Electronics Technician 1		2	$5,250	$6,486	$6,652	1.09	$7,980	$9,512	$9,718
2022-OR-MultCo	6155		Alarm Technician		3	$6,899	$7,108	$7,108	1.01	$10,213	$10,472	$10,472
County Market Average					5	$6,486	$6,859	$6,994		$9,655	$10,088	$10,284
2022-CompAnalyst	SC16000269		Field Service Rep. II - Electronic Equipment		1	$3,649	$4,795	$5,598	1.04	$5,494	$6,815	$7,740
Purchased Market Average					1	$3,649	$4,795	$5,598		$5,494	$6,815	$7,740
2022-ST-CA	6916		ELECTRONICS TECHNICIAN -CORRECTIONA		0	$4,642		$6,157		$6,823		$8,629
2022-ST-NV	06.981		ELECTRONICS TECHNICIAN 2		3	$3,677	$4,857	$5,407	1.07	$5,307	$6,707	$7,360
2022-ST-WA	592K		ELECTRONICS TECHNICIAN 2		1	$3,987	$4,626	$4,626	1.07	$5,804	$6,538	$6,538
State Market Average					4	$4,500	$4,799	$6,005		$6,601	$6,665	$8,393
OVERALL WEIGHTED MARKET AVERAGE				0	10	$4,942	$5,829	$6,226		$7,287	$8,391	$8,819

OREGON COMPARISON TO MARKET

4050-Electronic Security Technician 1

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
AAON	AFSCME AT DOC SECURITY PLUS	A	P	24	1	$5,263	$5,503	$7,694	0.85	$7,719	$8,001	$10,576	106.5%	94.4%	123.6%	105.9%	95.3%	119.9%
Corrections Wtd Average					1	$5,263	$5,503	$7,694		$7,719	$8,001	$10,576	106.5%	94.4%	123.6%	105.9%	95.3%	119.9%
AS	OR PUB SAFETY ASSOC AT DPSST	A	P	24	1	$4,355	$6,659	$6,659	1.21	$6,652	$9,359	$9,359	88.1%	114.2%	107.0%	91.3%	111.5%	106.1%
Non-Corrections/Non-Management Wtd Average					1	$4,355	$6,659	$6,659		$6,652	$9,359	$9,359	88.1%	114.2%	107.0%	91.3%	111.5%	106.1%
STATEWIDE Weighted Average					2	$4,809	$6,081	$7,177		$7,185	$8,680	$9,967	97.3%	104.3%	115.3%	98.6%	103.4%	113.0%

4051 ELECTRONIC SECURITY TECHNICIAN 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-WashCo	454		Facilities Electronics Technician		0	$5,737		$6,968		$8,325		$9,797
County Market Average						$5,737		$6,968		$8,325		$9,797
2022-CompAnalyst	SC16000270		Field Service Rep. III - Electronic Equipment		1	$4,218	$6,042	$6,653	1.11	$6,150	$8,251	$8,954
Purchased Market Average					1	$4,218	$6,042	$6,653		$6,150	$8,251	$8,954
2022-ST-NV	06.987		ELECTRONICS TECHNICIAN 4		5	$4,003	$4,654	$5,914	0.94	$5,694	$6,466	$7,961
2022-ST-WA	592M		ELECTRONICS TECHNICIAN 4		7	$4,518	$5,645	$5,234	1.16	$6,413	$7,708	$7,237
State Market Average					12	$4,303	$5,232	$5,517		$6,113	$7,191	$7,538
OVERALL WEIGHTED MARKET AVERAGE				0	13	$4,489	$5,294	$5,787		$6,411	$7,272	$7,934

OREGON COMPARISON TO MARKET

4051-Electronic Security Technician 2

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
AAON	AFSCME AT DOC SECURITY PLUS	A	P	26	11	$5,774	$8,178	$8,405	1.15	$8,319	$11,144	$11,411	128.6%	154.5%	145.3%	129.8%	153.2%	143.8%
CP	AOCE AT DOC NONSECURITY	A	P	26	2	$5,588	$8,110	$8,110	1.18	$8,101	$11,064	$11,064	124.5%	153.2%	140.2%	126.4%	152.1%	139.5%
Corrections Wtd Average					13	$5,745	$8,167	$8,360		$8,286	$11,132	$11,358	128.0%	154.3%	144.5%	129.2%	153.1%	143.2%
AU	AFSCME AT MILITARY	A	P	26	2	$4,772	$7,322	$7,322	1.21	$7,142	$10,138	$10,138	106.3%	138.3%	126.5%	111.4%	139.4%	127.8%
OAI	SEIU STRIKEABLE INST COALITION	A	P	26	2	$4,776	$7,327	$7,327	1.21	$7,147	$10,144	$10,144	106.4%	138.4%	126.6%	111.5%	139.5%	127.9%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	26	3	$4,776	$7,327	$7,327	1.21	$7,147	$10,144	$10,144	106.4%	138.4%	126.6%	111.5%	139.5%	127.9%
Non-Corrections/Non-Management Wtd Average					7	$4,775	$7,326	$7,326		$7,145	$10,143	$10,143	106.4%	138.4%	126.6%	111.5%	139.5%	127.8%
STATEWIDE Weighted Average					20	$5,406	$7,873	$7,998		$7,887	$10,785	$10,932	120.4%	148.7%	138.2%	123.0%	148.3%	137.8%

4101 CUSTODIAN

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-ClackCo	842		Service Maintenance Worker		7	$2,543	$2,889	$3,114	1.02	$4,625	$5,055	$5,333
2022-OR-DescCo	1019		CUSTODIAN		0	$3,334		$4,468		$5,671		$7,077
2022-OR-JackCo	465		Custodian-Airport		5	$2,561	$3,088	$3,423	1.03	$5,024	$5,678	$6,094
2022-OR-LaneCo	D001		Custodian		16	$2,756	$3,075	$3,683	0.96	$5,184	$5,578	$6,331
2022-OR-LaneCo	D006		Custodian-Detention		1	$2,822	$3,770	$3,770	1.14	$5,265	$6,438	$6,438
2022-WA-ClarkCo	101		Custodian		2	$2,886	$3,486	$3,719	1.06	$4,827	$5,516	$5,784
2022-WA-KingCo	9101100		Custodian		67	$3,671	$4,091	$4,541	1.00	$5,969	$6,451	$6,969
County Market Average					98	$3,358	$3,772	$4,234		$5,667	$6,150	$6,700
2022-CompAnalyst	SC16000019		Janitor II		1	$2,460	$3,155	$3,824	1.01	$4,126	$4,926	$5,697
2022-MIL-NWHCS	09.08		Housekeeper	96	1,332	$2,725	$3,334	$3,926	1.00	$4,431	$5,132	$5,814
2022-MIL-OPES	10.02		Custodial Worker	11	112	$2,995	$3,428	$3,879	1.00	$5,037	$5,562	$6,108
2022-MIL-PACS	04.08		Custodian	15	450	$2,938	$3,311	$3,976	0.96	$4,676	$5,106	$5,871
Purchased Market Average				122	1,895	$2,777	$3,334	$3,933		$4,505	$5,151	$5,838
2022-ST-CA	2011	A	CUSTODIAN I		0	$2,631		$3,294		$4,426		$5,216
2022-ST-ID	02010		CUSTODIAN		195	$1,780	$2,758	$3,812	0.99	$3,171	$4,342	$5,602
2022-ST-NV	09.631		CUSTODIAL WORKER 2		59	$2,663	$3,317	$3,829	1.02	$4,104	$4,880	$5,488
2022-ST-WA	678J		CUSTODIAN 2		42	$2,696	$3,300	$3,514	1.06	$4,321	$5,015	$5,261
State Market Average					296	$2,556	$2,947	$3,361		$4,300	$4,545	$5,260
OVERALL WEIGHTED MARKET AVERAGE				122	2,289	$2,689	$3,303	$3,677		$4,437	$5,115	$5,592

OREGON COMPARISON TO MARKET

4101-Custodian

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS: Salary SR Min to SR Min	Salary Avg to Avg	Salary SR Max to SR Max	Salary and Benefits SR Min to SR Min	Salary and Benefits Avg to Avg	Salary and Benefits SR Max to SR Max
AS	OR PUB SAFETY ASSOC AT DPSST	A	P	10	5	$3,005	$3,303	$3,482	1.02	$5,065	$5,416	$5,626	111.8%	100.0%	94.7%	114.2%	105.9%	100.6%
AU	AFSCME AT MILITARY	A	P	10	13	$3,005	$3,365	$3,482	1.04	$5,065	$5,488	$5,626	111.8%	101.9%	94.7%	114.2%	107.3%	100.6%
OAI	SEIU STRIKEABLE INST COALITION	A	P	10	65	$3,005	$3,428	$3,483	1.06	$5,065	$5,563	$5,627	111.8%	103.8%	94.7%	114.2%	108.7%	100.6%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	10	49	$3,005	$3,403	$3,483	1.05	$5,065	$5,533	$5,627	111.8%	103.0%	94.7%	114.2%	108.2%	100.6%
Non-Corrections/Non-Management Wtd Average					132	$3,005	$3,408	$3,483		$5,065	$5,539	$5,627	111.8%	103.2%	94.7%	114.2%	108.3%	100.6%

	STATEWIDE Weighted Average	132	$3,005	$3,408	$3,483		$5,065	$5,539	$5,627	111.8%	103.2%	94.7%	114.2%	108.3%	100.6%

4103 CUSTODIAL SERVICES COORDINATOR

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-JackCo	466		Lead Custodian - Airport		1	$2,816	$3,371	$3,766	1.02	$5,340	$6,028	$6,518
2022-WA-KingCo	9101300		Custodian - Lead		9	$3,773	$4,255	$4,783	0.99	$6,086	$6,639	$7,245
County Market Average					10	$3,677	$4,166	$4,681		$6,011	$6,578	$7,173
2022-CompAnalyst	SC16000570		Janitorial Supervisor		1	$3,406	$4,502	$5,372	1.03	$5,215	$6,477	$7,480
Purchased Market Average					1	$3,406	$4,502	$5,372		$5,215	$6,477	$7,480
2022-ST-CA	2003		CUSTODIAN II		0	$2,695		$3,374		$4,502		$5,312
2022-ST-ID	02008		CUSTODIAN LEADWORKER		18	$2,005	$2,987	$4,293	0.95	$3,441	$4,616	$6,178
2022-ST-NV	09.625		CUSTODIAL SUPERVISOR 1		9	$2,996	$3,631	$4,350	0.99	$4,500	$5,252	$6,105
2022-ST-WA	678K		CUSTODIAN 3		18	$2,733	$3,559	$3,614	1.12	$4,364	$5,312	$5,375
State Market Average					45	$2,524	$3,345	$3,806		$4,146	$5,022	$5,668
OVERALL WEIGHTED MARKET AVERAGE				0	56	$2,644	$3,512	$3,907		$4,337	$5,326	$5,832

OREGON COMPARISON TO MARKET

4103-Custodial Services Coordinator

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
AU	AFSCME AT MILITARY	A	P	13	3	$3,005	$3,903	$3,962	1.12	$5,065	$6,120	$6,190	113.6%	111.1%	101.4%	116.8%	114.9%	106.1%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	13	3	$3,005	$3,906	$3,964	1.12	$5,065	$6,124	$6,192	113.6%	111.2%	101.5%	116.8%	115.0%	106.2%
Non-Corrections/Non-Management Wtd Average					6	$3,005	$3,904	$3,963		$5,065	$6,122	$6,191	113.6%	111.2%	101.4%	116.8%	115.0%	106.2%
STATEWIDE Weighted Average					6	$3,005	$3,904	$3,963		$5,065	$6,122	$6,191	113.6%	111.2%	101.4%	116.8%	115.0%	106.2%

4109 GROUNDS MAINTENANCE WORKER 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-JackCo	474		Landscape Technician		2	$3,096	$3,298	$4,139	0.91	$5,688	$5,938	$6,981
2022-OR-WashCo	439		Groundskeeper		0	$4,160		$5,061		$6,439		$7,517
2022-WA-ClarkCo	104		Grounds Maintenance Worker		0	$3,415		$4,157		$5,435		$6,287
County Market Average					2	$3,749	$3,298	$4,669		$6,081	$5,938	$7,188
2022-CompAnalyst	SC16000016		Groundskeeper		1	$2,569	$3,515	$3,841	1.10	$4,251	$5,340	$5,716
2022-MIL-PACS	04.15		Gardener / Groundskeeper	9	19	$3,801	$4,477	$5,172	1.00	$5,670	$6,449	$7,249
Purchased Market Average				9	20	$3,779	$4,429	$5,147		$5,644	$6,393	$7,221
2022-ST-CA	0731	B	GROUNDSKEEPER		0	$3,344		$4,002		$5,276		$6,060
2022-ST-ID	06684		LANDSCAPE TECH		3	$1,780	$2,964	$3,812	1.06	$3,171	$4,587	$5,602
2022-ST-NV	09.635		GROUNDS MAINTENANCE WORKER 3		3	$2,663	$2,945	$3,829	0.91	$4,104	$4,439	$5,488
2022-ST-WA	591J		GROUNDS & NURSERY SERVICES SPECIALI		12	$2,551	$3,202	$3,365	1.08	$4,154	$4,903	$5,089
State Market Average					18	$3,125	$3,120	$3,884		$4,962	$4,773	$5,861
OVERALL WEIGHTED MARKET AVERAGE				9	40	$3,419	$3,783	$4,430		$5,293	$5,641	$6,474

OREGON COMPARISON TO MARKET

4109-Grounds Maintenance Worker 1

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
AS	OR PUB SAFETY ASSOC AT DPSST	A	P	10	1	$3,005	$3,343	$4,155	0.93	$5,065	$5,463	$6,417
AU	AFSCME AT MILITARY	A	P	14	2	$3,005	$4,155	$4,155	1.16	$5,065	$6,417	$6,417
OAI	SEIU STRIKEABLE INST COALITION	A	P	14	2	$3,005	$4,155	$4,155	1.16	$5,065	$6,417	$6,417
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	14	3	$3,005	$3,882	$4,155	1.08	$5,065	$6,096	$6,417
Non-Corrections/Non-Management Wtd Average					8	$3,005	$3,951	$4,155		$5,065	$6,177	$6,417
STATEWIDE Weighted Average					8	$3,005	$3,951	$4,155		$5,065	$6,177	$6,417

MARKET COMPARISONS					
Salary			Salary and Benefits		
SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
87.9%	88.4%	93.8%	95.7%	96.8%	99.1%
87.9%	109.8%	93.8%	95.7%	113.7%	99.1%
87.9%	109.8%	93.8%	95.7%	113.7%	99.1%
87.9%	102.6%	93.8%	95.7%	108.1%	99.1%
87.9%	104.4%	93.8%	95.7%	109.5%	99.1%
87.9%	104.4%	93.8%	95.7%	109.5%	99.1%

4110 GROUNDS MAINTENANCE WORKER 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-LaneCo	D012		Landscape Technician		2	$3,524	$4,094	$4,709	0.99	$6,134	$6,839	$7,600
2022-OR-WashCo	443		Groundskeeper, Senior		0	$4,593		$5,581		$6,957		$8,139
2022-WA-ClarkCo	120		Grounds Maintenance Specialist		19	$3,808	$3,996	$4,639	0.95	$5,886	$6,102	$6,840
County Market Average					21	$3,818	$4,006	$4,688		$5,957	$6,172	$6,968
2022-CompAnalyst	SC16000017		Groundskeeper, Sr.	125	526	$2,812	$3,699	$4,167	1.06	$4,530	$5,552	$6,092
2022-MIL-OPES	10.09		Grounds Maintenance Worker (Journey)	15	30	$4,111	$4,986	$5,394	1.05	$6,389	$7,447	$7,941
Purchased Market Average				140	556	$2,882	$3,768	$4,234		$4,631	$5,654	$6,192
2022-ST-ID	06685		LANDSCAPE TECH, SR		27	$2,272	$3,014	$4,878	0.84	$3,760	$4,648	$6,878
2022-ST-NV	09.639		GROUNDS MAINTENANCE WORKER 2		3	$2,561	$2,637	$3,677	0.85	$3,984	$4,073	$5,307
2022-ST-WA	591K		GROUNDS & NURSERY SERVICES SPECIALI		21	$2,673	$3,413	$3,531	1.10	$4,295	$5,145	$5,280
State Market Average					51	$2,455	$3,156	$4,253		$3,994	$4,819	$6,128
OVERALL WEIGHTED MARKET AVERAGE				140	628	$2,880	$3,726	$4,251		$4,625	$5,604	$6,214

OREGON COMPARISON TO MARKET

4110-Grounds Maintenance Worker 2

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
AAON	AFSCME AT DOC SECURITY PLUS	A	P	17	4	$3,833	$5,333	$5,513	1.14	$6,038	$7,801	$8,013
Corrections Wtd Average					4	$3,833	$5,333	$5,513		$6,038	$7,801	$8,013
AS	OR PUB SAFETY ASSOC AT DPSST	A	P	17	1	$3,216	$4,562	$4,772	1.14	$5,313	$6,895	$7,142
AU	AFSCME AT MILITARY	A	P	17T	4	$3,216	$4,526	$4,772	1.13	$5,313	$6,853	$7,142
OAI	SEIU STRIKEABLE INST COALITION	A	P	17	3	$3,218	$4,015	$4,776	1.00	$5,316	$6,252	$7,147
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	17	2	$3,218	$4,776	$4,776	1.19	$5,316	$7,147	$7,147
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	17	5	$3,218	$4,231	$4,776	1.06	$5,316	$6,506	$7,147
Non-Corrections/Non-Management Wtd Average					15	$3,217	$4,361	$4,775		$5,315	$6,659	$7,145
STATEWIDE Weighted Average					19	$3,347	$4,566	$4,930		$5,467	$6,899	$7,328

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
133.1%	143.1%	129.7%	130.5%	139.2%	129.0%
133.1%	143.1%	129.7%	130.5%	139.2%	129.0%
111.7%	122.4%	112.3%	114.9%	123.0%	114.9%
111.7%	121.5%	112.3%	114.9%	122.3%	114.9%
111.7%	107.7%	112.4%	114.9%	111.6%	115.0%
111.7%	128.2%	112.4%	114.9%	127.5%	115.0%
111.7%	113.5%	112.4%	114.9%	116.1%	115.0%
111.7%	117.0%	112.3%	114.9%	118.8%	115.0%
116.2%	122.5%	116.0%	118.2%	123.1%	117.9%

4116 LABORER/STUDENT WORKER

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-MarionCo	408		Public Works Aide		1	$2,451	$3,479	$3,279	1.21	$4,634	$5,908	$5,661
2022-OR-MultCo	6095		Laborer		0	$2,758		$3,344		$5,097		$5,821
2022-OR-WashCo	625		General Services Aide		0	$2,860		$3,484		$4,884		$5,631
County Market Average					1	$2,796	$3,479	$3,441		$4,880	$5,908	$5,658
2022-CompAnalyst	SC16000077		General Laborer		1	$2,377	$3,004	$3,523	1.02	$4,029	$4,752	$5,350
2022-MIL-OPES	10.07		Laborer	14	36	$3,498	$3,950	$4,454	0.99	$5,647	$6,194	$6,803
2022-TwrsWtsn	AZU000-W1		Manual/Unskilled Labor Generalist/Multidisciplin	16	36		$3,231				$5,013	
Purchased Market Average				30	73	$3,428	$3,582	$4,395		$5,546	$5,592	$6,712
2022-ST-CA	6223		LABORER		0	$3,068		$3,512		$4,947		$5,476
State Market Average						$3,068		$3,512		$4,947		$5,476
OVERALL WEIGHTED MARKET AVERAGE				30	74	$3,174	$3,581	$3,911		$5,213	$5,596	$6,101

OREGON COMPARISON TO MARKET

4116-Laborer/Student Worker

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	12	1	$3,005	$3,790	$3,790	1.12	$5,065	$5,988	$5,988
OAI	SEIU STRIKEABLE INST COALITION	A	P	12	7	$3,005	$3,616	$3,790	1.06	$5,065	$5,784	$5,988
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	12	1	$3,005	$3,005	$3,790	0.88	$5,065	$5,065	$5,988
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	12	1	$3,005	$3,005	$3,790	0.88	$5,065	$5,065	$5,988
OBO	SEIU SEAS-STRKE ODOT COALITION	A	P	12	23	$3,005	$3,127	$3,790	0.92	$5,065	$5,209	$5,988
Non-Corrections/Non-Management Wtd Average					33	$3,005	$3,244	$3,790		$5,065	$5,346	$5,988
STATEWIDE Weighted Average					33	$3,005	$3,244	$3,790		$5,065	$5,346	$5,988

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
94.7%	105.8%	96.9%	97.2%	107.0%	98.2%
94.7%	101.0%	96.9%	97.2%	103.4%	98.2%
94.7%	83.9%	96.9%	97.2%	90.5%	98.2%
94.7%	83.9%	96.9%	97.2%	90.5%	98.2%
94.7%	87.3%	96.9%	97.2%	93.1%	98.2%
94.7%	90.6%	96.9%	97.2%	95.5%	98.2%
94.7%	90.6%	96.9%	97.2%	95.5%	98.2%

4131 SIGN TECHNICIAN 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-ClackCo	441		Traffic Operations Specialist		1	$4,256	$5,361	$5,361	1.11	$6,749	$8,118	$8,118
2022-OR-MultCo	3105		Sign Fabricator		1	$5,744	$6,223	$5,744	1.08	$8,786	$9,378	$8,786
2022-WA-KingCo	8103100		Sign Painter I		1	$5,257	$6,230	$6,355	1.07	$7,790	$8,908	$9,052
County Market Average					3	$5,086	$5,938	$5,820		$7,775	$8,801	$8,652
2022-ST-ID	06254		SIGN FABRICATOR		4	$2,617	$3,679	$5,617	0.89	$4,173	$5,443	$7,761
2022-ST-NV	09.741		SIGN WRITER		1	$3,677	$4,782	$5,407	1.05	$5,307	$6,618	$7,360
2022-ST-WA	596I		MAINTENANCE SPECIALIST 2		5	$3,987	$4,615	$4,626	1.07	$5,804	$6,526	$6,538
State Market Average					10	$3,408	$4,257	$5,101		$5,102	$6,102	$7,110
OVERALL WEIGHTED MARKET AVERAGE				0	13	$3,795	$4,645	$5,267		$5,719	$6,725	$7,466

OREGON COMPARISON TO MARKET

4131-Sign Technician 1

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	19	4	$3,483	$5,136	$5,256	1.18	$5,627	$7,570	$7,711
Non-Corrections/Non-Management Wtd Average					4	$3,483	$5,136	$5,256		$5,627	$7,570	$7,711
STATEWIDE Weighted Average					4	$3,483	$5,136	$5,256		$5,627	$7,570	$7,711

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
91.8%	110.6%	99.8%	98.4%	112.6%	103.3%
91.8%	110.6%	99.8%	98.4%	112.6%	103.3%
91.8%	110.6%	99.8%	98.4%	112.6%	103.3%

4137 LIQUOR DISTRIBUTION WORKER 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-CompAnalyst	SC16000035		Crater/Packer I		1	$2,636	$3,013	$3,707	0.95	$4,328	$4,762	$5,562
2022-CompAnalyst	MM18000173		Shipping and Receiving Clerk I		1	$2,502	$2,987	$3,992	0.92	$4,174	$4,733	$5,889
2022-MIL-PACS	08.08		Material Handler - Entry	10	23	$2,862	$3,410	$3,923	1.01	$4,588	$5,219	$5,811
Purchased Market Average				10	25	$2,839	$3,377	$3,917		$4,561	$5,182	$5,804
2022-ST-WA	117I		WAREHOUSE OPERATOR 1		5	$2,928	$3,326	$3,365	1.06	$4,587	$5,044	$5,089
State Market Average					5	$2,928	$3,326	$3,365		$4,587	$5,044	$5,089
OVERALL WEIGHTED MARKET AVERAGE				10	30	$2,853	$3,368	$3,825		$4,566	$5,159	$5,685

OREGON COMPARISON TO MARKET

4137-Liquor Distribution Worker 1

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
AL	AFSCME AT LIQUOR CONTROL COMM	A	P	16T	30	$3,482	$4,144	$4,565	1.03	$5,626	$6,403	$6,899
Non-Corrections/Non-Management Wtd Average					30	$3,482	$4,144	$4,565		$5,626	$6,403	$6,899
STATEWIDE Weighted Average					30	$3,482	$4,144	$4,565		$5,626	$6,403	$6,899

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
122.0%	123.0%	119.3%	123.2%	124.1%	121.4%
122.0%	123.0%	119.3%	123.2%	124.1%	121.4%
122.0%	123.0%	119.3%	123.2%	124.1%	121.4%

4138 LIQUOR DISTRIBUTION WORKER 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-MultCo	6110		Inventory/Stores Specialist 2		1	$4,209	$5,151	$5,151	1.10	$6,889	$8,054	$8,054
County Market Average					1	$4,209	$5,151	$5,151		$6,889	$8,054	$8,054
2022-CompAnalyst	SC16000037		Crater/Packer III		1	$3,230	$4,050	$4,602	1.03	$5,012	$5,957	$6,593
Purchased Market Average					1	$3,230	$4,050	$4,602		$5,012	$5,957	$6,593
2022-ST-CA	6220	B	WAREHOUSE WORKER		0	$3,572		$4,101		$5,548		$6,178
2022-ST-ID	01550		SHIPPING/RCVG MATLS,L.D.		8	$2,272	$3,351	$4,878	0.94	$3,760	$5,050	$6,878
2022-ST-NV	09.211		DRIVER WAREHOUSE WORKER 2		5	$3,249	$3,870	$4,746	0.97	$4,799	$5,536	$6,575
2022-ST-WA	117K		WAREHOUSE OPERATOR 3 - TEAMSTERS		8	$3,695	$4,140	$4,220	1.05	$5,469	$5,979	$6,071
State Market Average					21	$3,351	$3,775	$4,288		$5,190	$5,520	$6,305
OVERALL WEIGHTED MARKET AVERAGE				0	23	$3,360	$3,847	$4,302		$5,208	$5,649	$6,329

OREGON COMPARISON TO MARKET

4138-Liquor Distribution Worker 2

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
AL	AFSCME AT LIQUOR CONTROL COMM	A	P	17S	14	$3,718	$4,637	$4,884	1.08	$5,903	$6,983	$7,273
Non-Corrections/Non-Management Wtd Average					14	$3,718	$4,637	$4,884		$5,903	$6,983	$7,273
STATEWIDE Weighted Average					14	$3,718	$4,637	$4,884		$5,903	$6,983	$7,273

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
110.7%	120.5%	113.5%	113.4%	123.6%	114.9%
110.7%	120.5%	113.5%	113.4%	123.6%	114.9%
110.7%	120.5%	113.5%	113.4%	123.6%	114.9%

4160 TRANSPORTATION MAINTENANCE SUPERVISOR

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-MultCo	6096		Maintenance Specialist Senior		4	$5,001	$5,473	$6,127	0.98	$7,868	$8,451	$9,260
2022-WA-ClarkCo	131		Highway Maint Crew Chief		13	$4,844	$5,622	$5,898	1.05	$7,076	$7,969	$8,287
2022-WA-ThrstnCo	1513		Road Operations Crew Chief		0	$5,197		$6,173		$7,388		$8,509
County Market Average					17	$4,953	$5,587	$6,002		$7,291	$8,082	$8,514
2022-ST-CA	6301		CALTRANS MAINTENANCE SUPERVISOR		0	$4,360		$5,676		$6,487		$8,056
2022-ST-NV	09.115		HWY MAINTENANCE SPVR 1		43	$4,003	$5,202	$5,914	1.05	$5,694	$7,116	$7,961
2022-ST-WA	596T		HIGHWAY MAINTENANCE SUPERVISOR		43	$4,857	$6,044	$5,920	1.12	$6,803	$8,166	$8,024
State Market Average					86	$4,380	$5,623	$5,789		$6,358	$7,641	$8,025
OVERALL WEIGHTED MARKET AVERAGE				0	103	$4,416	$5,617	$5,802		$6,417	$7,714	$8,056

OREGON COMPARISON TO MARKET

4160-Transportation Maintenance Supervisor

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
MMS	MGT SVC SUPERVISORY	A	P	22	5	$4,277	$6,063	$6,282	1.15	$6,560	$8,659	$8,916
Management Wtd Average					5	$4,277	$6,063	$6,282		$6,560	$8,659	$8,916
STATEWIDE Weighted Average					5	$4,277	$6,063	$6,282		$6,560	$8,659	$8,916

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
96.9%	107.9%	108.3%	102.2%	112.3%	110.7%
96.9%	107.9%	108.3%	102.2%	112.3%	110.7%
96.9%	107.9%	108.3%	102.2%	112.3%	110.7%

4309 TRAFFIC SYSTEMS TECHNICIAN 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	Insufficient Market (Emp Avg X)
2022-OR-WashCo	457		Assistant Traffic & Signal Lighting Technician		0	$4,732		$5,737		$7,123		$8,325	
2022-WA-ClarkCo	121		Traffic Control Technician		3	$3,961	$4,466	$4,822	1.02	$6,061	$6,642	$7,051	
County Market Average					3	$4,089	$4,466	$4,975		$6,238	$6,642	$7,263	
2022-ST-CA	6939		CALTRANS ELECTRICAL TECHNICIAN		0	$3,820		$4,608		$5,844		$6,783	
2022-ST-ID	06274		TRAFFIC SIGNL TECH		3	$2,272	$4,108	$4,878	1.15	$3,760	$5,956	$6,878	
State Market Average					3	$3,132	$4,108	$4,728		$4,918	$5,956	$6,825	
OVERALL WEIGHTED MARKET AVERAGE				0	6	$3,515	$4,287	$4,827		$5,446	$6,299	$7,000	

OREGON COMPARISON TO MARKET

4309-Traffic Systems Technician 1

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	24	1	$4,350	$5,829	$6,746	1.05	$6,646	$8,384	$9,462	123.8%		139.8%	122.0%		135.2%
Non-Corrections/Non-Management Wtd Average					1	$4,350	$5,829	$6,746		$6,646	$8,384	$9,462	123.8%		139.8%	122.0%		135.2%
STATEWIDE Weighted Average					1	$4,350	$5,829	$6,746		$6,646	$8,384	$9,462	123.8%		139.8%	122.0%		135.2%

4310 TRAFFIC SYSTEMS TECHNICIAN 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-ClackCo	444		Traffic Signal Electrician		3	$6,153	$7,765	$7,765	1.12	$9,099	$11,097	$11,097
2022-WA-ClarkCo	207		Traffic Signal Technician		0	$4,591		$5,863		$6,786		$8,247
2022-WA-KingCo	8307100		Traffic Signal Technician I		10	$6,356	$7,585	$8,056	1.05	$9,052	$10,464	$11,005
County Market Average					13	$6,198	$7,627	$7,852		$8,911	$10,610	$10,840
2022-MIL-OPES	10.16		Traffic Signal Maintenance Technician	9	10	$5,512	$7,623	$7,020	1.22	$8,084	$10,639	$9,909
Purchased Market Average				9	10	$5,512	$7,623	$7,020		$8,084	$10,639	$9,909
2022-ST-CA	6938		CALTRANS ELECTRICIAN I		0	$4,819		$5,553		$7,035		$7,909
2022-ST-ID	06276		ELECTRICIAN, TRFFC SGNL		9	$3,452	$6,326	$7,395	1.17	$5,172	$8,610	$9,889
2022-ST-WA	594N		TRANSPORTATION SYSTEMS TECHNICIAN B		6	$5,106	$6,351	$6,218	1.12	$7,089	$8,519	$8,366
State Market Average					15	$4,548	$6,336	$6,080		$6,613	$8,574	$8,436
OVERALL WEIGHTED MARKET AVERAGE				9	38	$5,098	$7,116	$6,654		$7,403	$9,814	$9,250

OREGON COMPARISON TO MARKET

4310-Traffic Systems Technician 2

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	27	6	$5,034	$7,632	$7,809	1.19	$7,450	$10,502	$10,711
Non-Corrections/Non-Management Wtd Average					6	$5,034	$7,632	$7,809		$7,450	$10,502	$10,711
STATEWIDE Weighted Average					6	$5,034	$7,632	$7,809		$7,450	$10,502	$10,711

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
98.7%	107.2%	117.4%	100.6%	107.0%	115.8%
98.7%	107.2%	117.4%	100.6%	107.0%	115.8%
98.7%	107.2%	117.4%	100.6%	107.0%	115.8%

4311 TRAFFIC SYSTEMS TECHNICIAN 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-WashCo	442		Traffic and Signal Lighting Technician		0	$5,945		$7,228		$8,574		$10,108
2022-WA-ClarkCo	210		Traffic Signal Technician, Sr		5	$5,316	$6,002	$6,784	0.99	$7,618	$8,406	$9,304
2022-WA-KingCo	8307200		Traffic Signal Technician II		0	$6,824		$8,650		$9,591		$11,688
County Market Average					5	$5,718	$6,002	$7,148		$8,197	$8,406	$9,864
2022-ST-CA	6924		CALTRANS ELECTRICIAN II		0	$5,051		$6,097		$7,311		$8,558
2022-ST-ID	06278		ELECTRICIAN FRMN,TRF SIG		1	$3,865	$7,003	$8,277	1.15	$5,666	$9,420	$10,945
2022-ST-WA	594O		TRANSPORTATION SYSTEMS TECHNICIAN C		5	$5,636	$6,948	$6,868	1.11	$7,698	$9,205	$9,112
State Market Average					6	$5,150	$6,957	$6,276		$7,365	$9,241	$8,697
OVERALL WEIGHTED MARKET AVERAGE				0	11	$5,215	$6,523	$6,376		$7,461	$8,861	$8,831

OREGON COMPARISON TO MARKET

4311-Traffic Systems Technician 3

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	29	6	$5,551	$7,916	$8,605	1.12	$8,057	$10,837	$11,646
Non-Corrections/Non-Management Wtd Average					6	$5,551	$7,916	$8,605		$8,057	$10,837	$11,646
STATEWIDE Weighted Average					6	$5,551	$7,916	$8,605		$8,057	$10,837	$11,646

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
106.4%	121.4%	135.0%	108.0%	122.3%	131.9%
106.4%	121.4%	135.0%	108.0%	122.3%	131.9%
106.4%	121.4%	135.0%	108.0%	122.3%	131.9%

4401 TRUCK DRIVER 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-CompAnalyst	TR20000005		Truck Driver - Heavy		1	$3,665	$4,134	$4,912	0.97	$5,513	$6,053	$6,950
2022-MIL-PACS	08.07		Driver	12	24	$3,246	$4,137	$4,593	1.06	$5,031	$6,057	$6,582
Purchased Market Average				12	25	$3,261	$4,137	$4,604		$5,048	$6,057	$6,595
2022-ST-CA	6381	A	TRUCK DRIVER		0	$3,485		$4,002		$5,444		$6,060
2022-ST-WA	632I		TRUCK DRIVER 1		24	$3,070	$3,477	$3,531	1.05	$4,750	$5,218	$5,280
State Market Average					24	$3,197	$3,477	$3,676		$4,964	$5,218	$5,520
OVERALL WEIGHTED MARKET AVERAGE				12	49	$3,224	$3,814	$4,064		$4,999	$5,646	$5,969

OREGON COMPARISON TO MARKET

4401-Truck Driver 1

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
OAI	SEIU STRIKEABLE INST COALITION	A	P	17	1	$3,218	$4,776	$4,776	1.19	$5,316	$7,147	$7,147
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	17	1	$3,218	$4,776	$4,776	1.19	$5,316	$7,147	$7,147
Non-Corrections/Non-Management Wtd Average					2	$3,218	$4,776	$4,776		$5,316	$7,147	$7,147
STATEWIDE Weighted Average					2	$3,218	$4,776	$4,776		$5,316	$7,147	$7,147

MARKET COMPARISONS

Repr	Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
OAI	99.8%	125.2%	117.5%	106.3%	126.6%	119.7%
OAS	99.8%	125.2%	117.5%	106.3%	126.6%	119.7%
Non-Corrections/Non-Management Wtd Average	99.8%	125.2%	117.5%	106.3%	126.6%	119.7%
STATEWIDE Weighted Average	99.8%	125.2%	117.5%	106.3%	126.6%	119.7%

4402 TRUCK DRIVER 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-WA-KingCo	9321200		Truck Driver II		0	$5,110		$6,235		$7,621		$8,913
County Market Average						$5,110		$6,235		$7,621		$8,913
2022-CompAnalyst	TR20000006		Truck Driver - Tractor Trailer		1	$4,000	$4,686	$5,515	0.99	$5,899	$6,689	$7,644
Purchased Market Average					1	$4,000	$4,686	$5,515		$5,899	$6,689	$7,644
2022-ST-CA	6378	A	HEAVY TRUCK DRIVER		0	$3,820		$4,403		$5,844		$6,538
State Market Average						$3,820		$4,403		$5,844		$6,538
OVERALL WEIGHTED MARKET AVERAGE				0	1	$4,065	$4,686	$4,894		$6,149	$6,689	$7,118

OREGON COMPARISON TO MARKET

4402-Truck Driver 2

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
AAON	AFSCME AT DOC SECURITY PLUS	A	P	20	7	$4,386	$6,347	$6,347	1.18	$6,688	$8,993	$8,993	107.9%	135.4%	129.7%	108.8%	134.4%	126.3%
Corrections Wtd Average					7	$4,386	$6,347	$6,347		$6,688	$8,993	$8,993	107.9%	135.4%	129.7%	108.8%	134.4%	126.3%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	20	1	$3,629	$5,503	$5,503	1.21	$5,799	$8,001	$8,001	89.3%	117.4%	112.5%	94.3%	119.6%	112.4%
Non-Corrections/Non-Management Wtd Average					1	$3,629	$5,503	$5,503		$5,799	$8,001	$8,001	89.3%	117.4%	112.5%	94.3%	119.6%	112.4%
STATEWIDE Weighted Average					8	$4,291	$6,242	$6,242		$6,577	$8,869	$8,869	105.6%	133.2%	127.5%	107.0%	132.6%	124.6%

4403 TRANSPORTER

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-CompAnalyst	TR20000002		Shuttle Driver		1	$2,268	$3,029	$3,389	1.07	$3,904	$4,781	$5,195
Purchased Market Average					1	$2,268	$3,029	$3,389		$3,904	$4,781	$5,195
2022-ST-ID	06336		MOTOR VEHICLE OPERATOR 1		0	$1,373		$3,409		$2,684		$5,120
2022-ST-NV	03.506		DRIVER - VAN/AUTOMOBILE		1	$2,561	$2,602	$3,677	0.83	$3,984	$4,032	$5,307
State Market Average					1	$1,967	$2,602	$3,543		$3,334	$4,032	$5,213
OVERALL WEIGHTED MARKET AVERAGE				0	2	$2,067	$2,816	$3,491		$3,524	$4,407	$5,207

OREGON COMPARISON TO MARKET

4403-Transporter

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	11B	1	$3,005	$3,483	$3,629	1.05	$5,065	$5,627	$5,799	145.4%	123.7%	103.9%	143.7%	127.7%	111.4%
Non-Corrections/Non-Management Wtd Average					1	$3,005	$3,483	$3,629		$5,065	$5,627	$5,799	145.4%	123.7%	103.9%	143.7%	127.7%	111.4%
STATEWIDE Weighted Average					1	$3,005	$3,483	$3,629		$5,065	$5,627	$5,799	145.4%	123.7%	103.9%	143.7%	127.7%	111.4%

4404 MAIL DELIVERY DRIVER

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-ClackCo	293		Courier		9	$3,160	$3,505	$3,971	0.98	$5,391	$5,818	$6,395
2022-OR-JackCo	254		Mail Courier		2	$2,685	$3,782	$3,591	1.21	$5,178	$6,539	$6,301
2022-OR-MarionCo	063		Mail Courier		1	$2,915	$4,132	$3,893	1.21	$5,209	$6,718	$6,421
2022-OR-MultCo	6124		Driver		12	$3,437	$3,852	$4,209	1.01	$5,936	$6,449	$6,889
2022-OR-WashCo	011		Delivery Clerk I		0	$3,467		$4,212		$5,610		$6,501
County Market Average					24	$3,297	$3,727	$4,090		$5,641	$6,224	$6,618
2022-MIL-PACS	01.15		Courier	11	46	$2,849	$3,521	$4,019	1.03	$4,573	$5,348	$5,920
Purchased Market Average				11	46	$2,849	$3,521	$4,019		$4,573	$5,348	$5,920
2022-ST-CA	1697		INTERAGENCY MESSENGER		0	$2,755		$3,448		$4,573		$5,400
2022-ST-WA	113J		MAIL PROCESSING-DRIVER		46	$2,673	$3,585	$3,531	1.16	$4,295	$5,342	$5,280
State Market Average					46	$2,685	$3,585	$3,520		$4,334	$5,342	$5,297
OVERALL WEIGHTED MARKET AVERAGE				11	116	$2,874	$3,589	$3,822		$4,698	$5,524	$5,804

OREGON COMPARISON TO MARKET

4404-Mail Delivery Driver

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	15	16	$3,005	$4,016	$4,356	1.09	$5,065	$6,254	$6,653
Non-Corrections/Non-Management Wtd Average					16	$3,005	$4,016	$4,356		$5,065	$6,254	$6,653
STATEWIDE Weighted Average					16	$3,005	$4,016	$4,356		$5,065	$6,254	$6,653

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
104.5%	111.9%	114.0%	107.8%	113.2%	114.6%
104.5%	111.9%	114.0%	107.8%	113.2%	114.6%
104.5%	111.9%	114.0%	107.8%	113.2%	114.6%

4409 GENERAL MAINTENANCE MECHANIC

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-CompAnalyst	SC16000052		Mechanic Technician III		1	$4,067	$5,439	$6,385	1.04	$5,976	$7,557	$8,646
2022-MIL-PACS	04.11		General Maintenance Mechanic - Senior / Millwri	13	42	$4,661	$6,588	$6,209	1.21	$6,660	$8,880	$8,443
Purchased Market Average				13	43	$4,647	$6,562	$6,213		$6,644	$8,849	$8,448
2022-ST-ID	06632		MAINT CRAFTSMAN SR		42	$2,617	$3,447	$5,617	0.84	$4,173	$5,165	$7,761
2022-ST-NV	09.441		MAINTENANCE REPAIR SPEC 1		41	$3,526	$4,463	$5,174	1.03	$5,128	$6,240	$7,083
State Market Average					83	$3,066	$3,949	$5,398		$4,644	$5,696	$7,426
OVERALL WEIGHTED MARKET AVERAGE				13	126	$3,605	$4,841	$5,676		$5,327	$6,772	$7,775

OREGON COMPARISON TO MARKET

4409-General Maintenance Mechanic

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
AL	AFSCME AT LIQUOR CONTROL COMM	A	P	21	2	$3,784	$5,768	$5,768	1.21	$5,981	$8,312	$8,312
Non-Corrections/Non-Management Wtd Average					2	$3,784	$5,768	$5,768		$5,981	$8,312	$8,312
STATEWIDE Weighted Average					2	$3,784	$5,768	$5,768		$5,981	$8,312	$8,312

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
105.0%	119.2%	101.6%	112.3%	122.7%	106.9%
105.0%	119.2%	101.6%	112.3%	122.7%	106.9%
105.0%	119.2%	101.6%	112.3%	122.7%	106.9%

4417 AUTOMOTIVE FLEET ATTENDANT

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	Insufficient Market (Emp Avg X)
2022-OR-MultCo	6125		Motor Pool Attendant		1	$3,252	$3,969	$3,969	1.10	$5,707	$6,594	$6,594	
2022-OR-WashCo	291		Fleet Assistant		0	$2,999		$3,657		$5,050		$5,838	
County Market Average					1	$3,125	$3,969	$3,813		$5,379	$6,594	$6,216	
2022-ST-CA	6898		AUTOMOTIVE POOL ATTENDANT I		0	$2,894		$3,293		$4,739		$5,215	
2022-ST-NV	09.337		FLEET SERVICE WORKER 1		1	$2,663	$2,938	$3,829	0.90	$4,104	$4,430	$5,488	
State Market Average					1	$2,779	$2,938	$3,561		$4,422	$4,430	$5,351	
OVERALL WEIGHTED MARKET AVERAGE				0	2	$2,894	$3,453	$3,645		$4,741	$5,512	$5,640	

OREGON COMPARISON TO MARKET

4417-Automotive Fleet Attendant

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	14	5	$3,005	$3,886	$4,155	1.09	$5,065	$6,101	$6,417	103.8%		114.0%	106.8%		113.8%
Non-Corrections/Non-Management Wtd Average					5	$3,005	$3,886	$4,155		$5,065	$6,101	$6,417	103.8%		114.0%	106.8%		113.8%
STATEWIDE Weighted Average					5	$3,005	$3,886	$4,155		$5,065	$6,101	$6,417	103.8%		114.0%	106.8%		113.8%

4418 AUTOMOTIVE TECHNICIAN 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-ClackCo	430		Automotive Service Technician		1	$4,070	$4,666	$4,666	1.07	$6,518	$7,257	$7,257
2022-OR-DescCo	5020		EQUIPMENT SERVICER		0	$4,056		$5,178		$6,566		$7,958
2022-OR-JackCo	424		Equipment Services Worker II		3	$3,742	$4,572	$5,005	1.05	$6,489	$7,518	$8,055
2022-OR-LaneCo	I010		Mechanic 1		1	$3,331	$3,331	$4,297	0.87	$5,896	$5,896	$7,090
2022-OR-MultCo	6179		Fleet Maintenance Technician 1		0	$3,857		$4,723		$6,454		$7,525
2022-OR-WashCo	420		Equipment Service Worker		0	$4,333		$5,235		$6,646		$7,724
2022-WA-ClarkCo	174		Equipment Assistant		0	$3,563		$4,131		$5,605		$6,257
County Market Average					5	$3,877	$4,343	$4,848		$6,380	$7,141	$7,570
2022-CompAnalyst	SC16000032		Automotive Mechanic I	40	363	$3,172	$4,284	$5,464	1.00	$4,945	$6,227	$7,586
2022-MIL-OPES	10.11		Automotive Mechanic	14	28	$4,654	$5,736	$5,775	1.10	$7,046	$8,355	$8,403
Purchased Market Average				54	391	$3,277	$4,388	$5,487		$5,095	$6,379	$7,644
2022-ST-ID	06349		MECHANIC, GENERAL REPAIR		1	$2,272	$3,352	$4,878	0.94	$3,760	$5,052	$6,878
2022-ST-NV	09.335		FLEET SERVICE WORKER 3		16	$3,121	$3,801	$4,546	0.99	$4,647	$5,454	$6,338
State Market Average					17	$3,071	$3,774	$4,566		$4,595	$5,430	$6,370
OVERALL WEIGHTED MARKET AVERAGE				54	413	$3,283	$4,363	$5,434		$5,105	$6,349	$7,591

OREGON COMPARISON TO MARKET

4418-Automotive Technician 1

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	19	1	$3,483	$4,555	$5,256	1.04	$5,627	$6,887	$7,711
Non-Corrections/Non-Management Wtd Average					1	$3,483	$4,555	$5,256		$5,627	$6,887	$7,711
STATEWIDE Weighted Average					1	$3,483	$4,555	$5,256		$5,627	$6,887	$7,711

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
106.1%	104.4%	96.7%	110.2%	108.5%	101.6%
106.1%	104.4%	96.7%	110.2%	108.5%	101.6%
106.1%	104.4%	96.7%	110.2%	108.5%	101.6%

4419 AUTOMOTIVE TECHNICIAN 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-ClackCo	432		Mechanic		1	$4,725	$5,606	$5,685	1.08	$7,329	$8,422	$8,519
2022-OR-DescCo	5030		EQUIPMENT MECHANIC		0	$4,239		$5,475		$6,794		$8,326
2022-OR-JackCo	425		Equipment Mechanic II		5	$4,525	$4,939	$6,052	0.93	$7,459	$7,973	$9,352
2022-OR-LaneCo	I012		Mechanic, Sr		3	$4,065	$5,238	$5,238	1.13	$6,803	$8,254	$8,254
2022-OR-MarionCo	433		Mechanic		7	$3,952	$5,122	$5,295	1.11	$6,494	$7,944	$8,159
2022-OR-MultCo	6182		Fleet Maintenance Technician 3		2	$5,151	$6,135	$6,318	1.07	$8,054	$9,270	$9,496
2022-OR-WashCo	422		Light Duty Technician		0	$5,165		$6,240		$7,641		$8,926
2022-WA-ClarkCo	177		Equipment Technician I		12	$4,795	$5,274	$5,443	1.03	$7,019	$7,569	$7,763
County Market Average					30	$4,544	$5,247	$5,627		$7,068	$7,934	$8,388
2022-CompAnalyst	SC16000034		Automotive Mechanic III	60	1,254	$4,460	$5,322	$6,201	1.03	$6,429	$7,422	$8,434
2022-MIL-PACS	04.12		Fleet Mechanic	8	51	$5,114	$6,195	$6,365	1.08	$7,182	$8,427	$8,623
Purchased Market Average				68	1,305	$4,485	$5,356	$6,207		$6,458	$7,461	$8,441
2022-ST-CA	6830		AUTOMOTIVE TECHNICIAN II		0	$3,648		$4,618		$5,639		$6,794
2022-ST-ID	06347		MECHANIC		21	$3,058	$4,539	$6,556	0.94	$4,701	$6,472	$8,885
2022-ST-NV	09.331		EQUIPMENT MECHANIC 2		11	$3,677	$4,613	$5,407	1.02	$5,307	$6,417	$7,360
2022-ST-WA	618M		AUTOMOTIVE MECHANIC		1	$3,702	$4,394	$4,294	1.10	$5,477	$6,271	$6,157
State Market Average					33	$3,588	$4,559	$4,864		$5,521	$6,448	$7,043
OVERALL WEIGHTED MARKET AVERAGE				68	1,368	$4,374	$5,335	$6,024		$6,356	$7,447	$8,265

OREGON COMPARISON TO MARKET

4419-Automotive Technician 2

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
AAON	AFSCME AT DOC SECURITY PLUS	A	P	21	5	$4,588	$6,469	$6,643	1.15	$6,926	$9,136	$9,340	104.9%	121.3%	110.3%	109.0%	122.7%	113.0%
Corrections Wtd Average					5	$4,588	$6,469	$6,643		$6,926	$9,136	$9,340	104.9%	121.3%	110.3%	109.0%	122.7%	113.0%
AO	AFSCME OR ST POLICE-SUPP UNIT	A	P	23	6	$4,155	$6,249	$6,345	1.19	$6,417	$8,877	$8,990	95.0%	117.1%	105.3%	101.0%	119.2%	108.8%
OAI	SEIU STRIKEABLE INST COALITION	A	P	23	1	$4,155	$6,350	$6,350	1.21	$6,417	$8,996	$8,996	95.0%	119.0%	105.4%	101.0%	120.8%	108.9%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	23	9	$4,155	$6,017	$6,350	1.15	$6,417	$8,604	$8,996	95.0%	112.8%	105.4%	101.0%	115.5%	108.9%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	23	2	$4,155	$5,274	$6,350	1.00	$6,417	$7,731	$8,996	95.0%	98.9%	105.4%	101.0%	103.8%	108.9%

4419-Automotive Technician 2 (Continued)

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
Non-Corrections/Non-Management Wtd Average					18	$4,155	$6,030	$6,348		$6,417	$8,620	$8,994	95.0%	113.0%	105.4%	101.0%	115.8%	108.8%
STATEWIDE Weighted Average					23	$4,249	$6,125	$6,412		$6,527	$8,732	$9,069	97.1%	114.8%	106.4%	102.7%	117.3%	109.7%

4422 EQUIPMENT OPERATOR

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-DescCo	5015		PW EQUIPMENT OPERATOR		0	$3,939		$5,027		$6,420		$7,770
2022-OR-JackCo	402		Equipment Operator		17	$3,742	$4,062	$5,005	0.93	$6,489	$6,886	$8,055
2022-OR-WashCo	404		Heavy Equipment Operator		0	$5,044		$6,101		$7,496		$8,760
2022-WA-ClarkCo	121		Heavy Equipment Operator		15	$3,961	$4,466	$4,822	1.02	$6,061	$6,642	$7,051
2022-WA-KingCo	9324100		Equipment Operator		0	$5,481		$6,660		$8,047		$9,402
County Market Average					32	$4,056	$4,251	$5,136		$6,519	$6,771	$7,834
2022-CompAnalyst	TR20000058		Heavy Equipment Operator		1	$5,197	$6,276	$6,527	1.07	$7,277	$8,521	$8,810
2022-MIL-OPES	10.10		Heavy / Construction Equipment Operator	10	28	$4,282	$5,528	$5,528	1.13	$6,595	$8,103	$8,103
Purchased Market Average				10	29	$4,294	$5,554	$5,541		$6,604	$8,118	$8,112
2022-ST-CA	6286		CALTRANS EQUIPMENT OPERATOR II		0	$4,100		$4,946		$6,177		$7,186
2022-ST-NV	09.203		SPECIAL EQUIPMENT OPERATOR 2		2	$3,249	$4,820	$4,746	1.21	$4,799	$6,664	$6,575
2022-ST-WA	618R		EQUIPMENT OPERATOR 1		2	$3,216	$3,445	$3,893	0.97	$4,919	$5,181	$5,696
State Market Average					4	$4,093	$4,132	$4,941		$6,166	$5,922	$7,177
OVERALL WEIGHTED MARKET AVERAGE				10	65	$4,113	$4,825	$5,035		$6,259	$7,320	$7,364

OREGON COMPARISON TO MARKET

4422-Equipment Operator

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
OAI	SEIU STRIKEABLE INST COALITION	A	P	21	1	$3,790	$5,771	$5,771	1.21	$5,988	$8,316	$8,316	92.2%	119.6%	114.6%	95.7%	113.6%	112.9%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	21	9	$3,790	$5,660	$5,771	1.18	$5,988	$8,186	$8,316	92.2%	117.3%	114.6%	95.7%	111.8%	112.9%
Non-Corrections/Non-Management Wtd Average					10	$3,790	$5,672	$5,771		$5,988	$8,199	$8,316	92.2%	117.5%	114.6%	95.7%	112.0%	112.9%
STATEWIDE Weighted Average					10	$3,790	$5,672	$5,771		$5,988	$8,199	$8,316	92.2%	117.5%	114.6%	95.7%	112.0%	112.9%

4437 HEAVY EQUIPMENT TECHNICIAN 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-WA-KingCo	9410100		Equipment Services and Maintenance Specialist		0	$4,348		$5,257		$6,747		$7,790
2022-WA-ThrstnCo	1711		Equipment Mechanic		0	$4,714		$5,599		$6,834		$7,849
County Market Average						$4,674		$5,561		$6,824		$7,843
2022-CompAnalyst	SC16000537		Shop Service Technician		1	$3,464	$4,711	$5,247	1.10	$5,282	$6,718	$7,335
Purchased Market Average					1	$3,464	$4,711	$5,247		$5,282	$6,718	$7,335
2022-ST-CA	6834	A	HEAVY EQUIPMENT MECHANIC		0	$4,709		$5,427		$6,903		$7,759
2022-ST-NV	09.321		HWY EQUIPMENT MECHANIC 1		37	$4,003	$5,306	$5,914	1.07	$5,694	$7,240	$7,961
2022-ST-WA	600K		EQUIPMENT TECHNICIAN 3		38	$4,518	$5,332	$5,234	1.09	$6,413	$7,349	$7,237
State Market Average					75	$4,483	$5,319	$5,455		$6,452	$7,295	$7,597
OVERALL WEIGHTED MARKET AVERAGE				0	76	$4,486	$5,311	$5,460		$6,464	$7,287	$7,608

OREGON COMPARISON TO MARKET

4437-Heavy Equipment Technician 1

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	23T	33	$5,193	$6,469	$6,558	1.10	$7,637	$9,136	$9,241
Non-Corrections/Non-Management Wtd Average					33	$5,193	$6,469	$6,558		$7,637	$9,136	$9,241
STATEWIDE Weighted Average					33	$5,193	$6,469	$6,558		$7,637	$9,136	$9,241

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
115.7%	121.8%	120.1%	118.1%	125.4%	121.5%
115.7%	121.8%	120.1%	118.1%	125.4%	121.5%
115.7%	121.8%	120.1%	118.1%	125.4%	121.5%

4438 HEAVY EQUIPMENT TECHNICIAN 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-WashCo	423		Heavy Duty Technician		0	$5,165		$6,240		$7,641		$8,926
County Market Average						$5,165		$6,240		$7,641		$8,926
2022-CompAnalyst	SC16000536		Shop Service Technician, Sr.		1	$4,084	$5,322	$6,075	1.05	$5,995	$7,422	$8,289
2022-MIL-OPES	10.12		Heavy Equipment Mechanic	15	56	$4,949	$6,347	$6,188	1.14	$7,402	$9,094	$8,902
2022-MIL-PACS	04.13		Heavy Equipment Mechanic	13	56	$4,858	$6,019	$6,293	1.08	$6,887	$8,225	$8,540
Purchased Market Average				28	113	$4,903	$6,175	$6,233		$7,169	$8,649	$8,741
2022-ST-CA	6834	B	HEAVY EQUIPMENT MECHANIC		0	$5,169		$5,956		$7,452		$8,390
2022-ST-NV	09.318		HWY EQUIPMENT MECHANIC 2		17	$4,169	$5,883	$6,180	1.14	$5,891	$7,925	$8,277
2022-ST-WA	600L		EQUIPMENT TECHNICIAN LEAD - TEAMSTER		54	$5,198	$6,004	$5,953	1.08	$7,195	$8,121	$8,062
State Market Average					71	$5,070	$5,975	$5,979		$7,193	$8,074	$8,264
OVERALL WEIGHTED MARKET AVERAGE				28	184	$4,990	$6,098	$6,106		$7,186	$8,427	$8,503

OREGON COMPARISON TO MARKET

4438-Heavy Equipment Technician 2

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	26B	42	$5,771	$7,278	$7,317	1.11	$8,316	$10,087	$10,132
Non-Corrections/Non-Management Wtd Average					42	$5,771	$7,278	$7,317		$8,316	$10,087	$10,132
STATEWIDE Weighted Average					42	$5,771	$7,278	$7,317		$8,316	$10,087	$10,132

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
115.7%	119.3%	119.8%	115.7%	119.7%	119.2%
115.7%	119.3%	119.8%	115.7%	119.7%	119.2%
115.7%	119.3%	119.8%	115.7%	119.7%	119.2%

4439 AUTO/HEAVY EQUIP REPAIR SUPERVISOR

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	Insufficient Market (Emp Avg X)
2022-OR-MultCo	9689		Fleet Maintenance Supervisor		1	$5,253	$7,729	$7,880	1.18	$8,180	$11,239	$11,426	
County Market Average					1	$5,253	$7,729	$7,880		$8,180	$11,239	$11,426	
2022-ST-CA	6828		CALTRANS HIGHWAY MECHANIC SUPERVIS(		0	$5,549		$6,568		$7,904		$9,120	
2022-ST-WA	600M		EQUIPMENT TECHNICIAN SUPERVISOR		9	$5,365	$6,310	$6,218	1.09	$7,386	$8,471	$8,366	
State Market Average					9	$5,457	$6,310	$6,393		$7,645	$8,471	$8,743	
OVERALL WEIGHTED MARKET AVERAGE				0	10	$5,452	$6,452	$6,426		$7,657	$8,748	$8,803	

OREGON COMPARISON TO MARKET

4439-Auto/Heavy Equipment Repair Supervisor

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
MMS	MGT SVC SUPERVISORY	A	P	28	5	$5,700	$8,408	$8,408	1.19	$8,232	$11,415	$11,415
Management Wtd Average					5	$5,700	$8,408	$8,408		$8,232	$11,415	$11,415
STATEWIDE Weighted Average					5	$5,700	$8,408	$8,408		$8,232	$11,415	$11,415

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
104.5%		130.8%	107.5%		129.7%
104.5%		130.8%	107.5%		129.7%
104.5%		130.8%	107.5%		129.7%

5110 REVENUE AGENT 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-MIL-PACS	02.20		Collector	14	31	$3,718	$4,019	$5,064	0.92	$5,575	$5,920	$7,125
Purchased Market Average				14	31	$3,718	$4,019	$5,064		$5,575	$5,920	$7,125
2022-ST-ID	04326		TAX COMPLIANCE TECHNICIAN		0	$3,058		$6,556		$4,701		$8,885
2022-ST-NV	07.239		REVENUE OFFICER 1		1	$3,526	$4,293	$5,174	0.99	$5,128	$6,038	$7,083
2022-ST-WA	174E		REVENUE AGENT 1		20	$3,452	$4,329	$4,626	1.07	$5,189	$6,197	$6,538
State Market Average					21	$3,437	$4,327	$4,739		$5,164	$6,189	$6,670
OVERALL WEIGHTED MARKET AVERAGE				14	52	$3,602	$4,143	$4,929		$5,404	$6,029	$6,936

OREGON COMPARISON TO MARKET

5110-Revenue Agent 1

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	17	14	$3,218	$3,871	$4,776	0.97	$5,316	$6,083	$7,147
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	15	1	$3,218	$3,790	$4,776	0.95	$5,316	$5,988	$7,147
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	17	135	$3,218	$4,340	$4,776	1.09	$5,316	$6,634	$7,147
Non-Corrections/Non-Management Wtd Average					150	$3,218	$4,293	$4,776		$5,316	$6,579	$7,147
STATEWIDE Weighted Average					150	$3,218	$4,293	$4,776		$5,316	$6,579	$7,147

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
89.3%	93.4%	96.9%	98.4%	100.9%	103.0%
89.3%	91.5%	96.9%	98.4%	99.3%	103.0%
89.3%	104.8%	96.9%	98.4%	110.0%	103.0%
89.3%	103.6%	96.9%	98.4%	109.1%	103.0%
89.3%	103.6%	96.9%	98.4%	109.1%	103.0%

5111 REVENUE AGENT 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-WA-ClarkCo	708		Delinquent Tax Collector		2	$3,818	$4,314	$4,870	0.99	$5,897	$6,468	$7,106
County Market Average					2	$3,818	$4,314	$4,870		$5,897	$6,468	$7,106
2022-ST-ID	04346		TAX COMPL OFCR 1		40	$3,452	$3,917	$7,395	0.72	$5,172	$5,728	$9,889
2022-ST-NV	07.233		REVENUE OFFICER 2		40	$3,829	$4,524	$5,651	0.95	$5,488	$6,312	$7,649
2022-ST-WA	174F		REVENUE AGENT 2		45	$3,893	$5,107	$5,234	1.12	$5,696	$7,090	$7,237
State Market Average					125	$3,732	$4,540	$6,059		$5,462	$6,405	$8,217
OVERALL WEIGHTED MARKET AVERAGE				0	127	$3,733	$4,536	$6,040		$5,469	$6,406	$8,200

OREGON COMPARISON TO MARKET

5111-Revenue Agent 2

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	19	10	$3,483	$4,695	$5,256	1.07	$5,627	$7,051	$7,711	93.3%	103.5%	87.0%	102.9%	110.1%	94.0%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	19	17	$3,483	$4,992	$5,256	1.14	$5,627	$7,401	$7,711	93.3%	110.1%	87.0%	102.9%	115.5%	94.0%
Non-Corrections/Non-Management Wtd Average					27	$3,483	$4,882	$5,256		$5,627	$7,271	$7,711	93.3%	107.6%	87.0%	102.9%	113.5%	94.0%
STATEWIDE Weighted Average					27	$3,483	$4,882	$5,256		$5,627	$7,271	$7,711	93.3%	107.6%	87.0%	102.9%	113.5%	94.0%

5112 REVENUE AGENT 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	Insufficient Market Emp Avg X
2022-OR-WashCo	348		Personal Property Tax Collector		0	$4,368		$5,304		$6,688		$7,807	
2022-WA-ThrstnCo	0702		Revenue Officer		0	$4,181		$5,561		$6,221		$7,806	
County Market Average						$4,274		$5,432		$6,454		$7,806	
2022-ST-ID	04344		TAX COMPL OFCR 2		21	$3,865	$4,520	$8,277	0.74	$5,666	$6,449	$10,945	
2022-ST-WA	174G		REVENUE AGENT 3		21	$4,294	$5,685	$5,773	1.13	$6,157	$7,754	$7,856	
State Market Average					42	$4,080	$5,102	$7,025		$5,911	$7,101	$9,400	
OVERALL WEIGHTED MARKET AVERAGE				0	42	$4,088	$5,102	$6,956		$5,935	$7,101	$9,331	

OREGON COMPARISON TO MARKET

5112-Revenue Agent 3

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	21	2	$3,790	$5,771	$5,771	1.21	$5,988	$8,316	$8,316	92.7%		83.0%	100.9%		89.1%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	21	2	$3,790	$5,138	$5,771	1.07	$5,988	$7,571	$8,316	92.7%		83.0%	100.9%		89.1%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	21	17	$3,790	$5,686	$5,771	1.19	$5,988	$8,216	$8,316	92.7%		83.0%	100.9%		89.1%
Non-Corrections/Non-Management Wtd Average					21	$3,790	$5,642	$5,771		$5,988	$8,164	$8,316	92.7%		83.0%	100.9%		89.1%
STATEWIDE Weighted Average					21	$3,790	$5,642	$5,771		$5,988	$8,164	$8,316	92.7%		83.0%	100.9%		89.1%

5129 CHILD SUPPORT CASE MANAGER

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-ClackCo	741		Child Support Enforc Agent 2		2	$4,779	$6,045	$6,045	1.12	$7,396	$8,965	$8,965
2022-OR-MarionCo	637		Support Enforcement Agent 1		3	$4,061	$5,068	$5,437	1.07	$6,629	$7,877	$8,335
County Market Average					5	$4,348	$5,458	$5,680		$6,936	$8,312	$8,587
2022-ST-CA	8625		SENIOR CHILD SUPPORT ANALYST, DEPART		0	$5,210		$6,525		$7,500		$9,068
2022-ST-WA	178G		SUPPORT ENFORCEMENT OFFICER 2		72	$4,089	$5,161	$5,497	1.08	$5,921	$7,153	$7,538
State Market Average					72	$4,304	$5,161	$5,694		$6,224	$7,153	$7,831
OVERALL WEIGHTED MARKET AVERAGE				0	77	$4,306	$5,181	$5,693		$6,260	$7,228	$7,870

OREGON COMPARISON TO MARKET

5129-Child Support Case Manager

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	21	225	$3,790	$5,229	$5,771	1.09	$5,988	$7,679	$8,316	88.0%	100.9%	101.4%	95.7%	106.2%	105.7%
Non-Corrections/Non-Management Wtd Average					225	$3,790	$5,229	$5,771		$5,988	$7,679	$8,316	88.0%	100.9%	101.4%	95.7%	106.2%	105.7%
STATEWIDE Weighted Average					225	$3,790	$5,229	$5,771		$5,988	$7,679	$8,316	88.0%	100.9%	101.4%	95.7%	106.2%	105.7%

5207 CLAIMS REPRESENTATIVE 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-CompAnalyst	FA06000851		Claims Adjuster I		1	$3,556	$4,485	$5,322	1.02	$5,388	$6,458	$7,422
Purchased Market Average					1	$3,556	$4,485	$5,322		$5,388	$6,458	$7,422
2022-ST-ID	08940		RISK MGMT CLAIMS TECH		1	$3,058	$4,395	$6,556	0.91	$4,701	$6,300	$8,885
2022-ST-WA	430E		TORT CLAIMS INVESTIGATOR 1		1	$3,987	$5,234	$5,365	1.12	$5,804	$7,237	$7,386
State Market Average					2	$3,523	$4,815	$5,960		$5,252	$6,768	$8,136
OVERALL WEIGHTED MARKET AVERAGE				0	3	$3,534	$4,705	$5,748		$5,298	$6,665	$7,898

OREGON COMPARISON TO MARKET

5207-Claims Representative 1

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	22	2	$3,964	$5,535	$6,051	1.11	$6,192	$8,038	$8,645
Non-Corrections/Non-Management Wtd Average					2	$3,964	$5,535	$6,051		$6,192	$8,038	$8,645
STATEWIDE Weighted Average					2	$3,964	$5,535	$6,051		$6,192	$8,038	$8,645

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
112.2%	117.6%	105.3%	116.9%	120.6%	109.5%
112.2%	117.6%	105.3%	116.9%	120.6%	109.5%
112.2%	117.6%	105.3%	116.9%	120.6%	109.5%

5208 CLAIMS REPRESENTATIVE 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-MarionCo	022		Claims Adjuster		1	$4,852	$5,087	$6,493	0.90	$7,609	$7,901	$9,644
County Market Average					1	$4,852	$5,087	$6,493		$7,609	$7,901	$9,644
2022-CompAnalyst	FA06000048		Claims Adjuster II		1	$4,519	$5,958	$6,870	1.05	$6,497	$8,154	$9,205
Purchased Market Average					1	$4,519	$5,958	$6,870		$6,497	$8,154	$9,205
2022-ST-ID	08953		RISK MGMT CLAIMS ADJ		1	$3,865	$5,963	$8,277	0.98	$5,666	$8,176	$10,945
2022-ST-NV	11.412		TORT CLAIMS ANALYST		2	$4,546	$6,060	$6,760	1.07	$6,338	$8,135	$8,965
2022-ST-WA	430F		TORT CLAIMS INVESTIGATOR 2		2	$4,403	$5,709	$5,920	1.11	$6,282	$7,781	$8,024
State Market Average					5	$4,353	$5,900	$6,728		$6,181	$8,002	$8,985
OVERALL WEIGHTED MARKET AVERAGE				0	7	$4,448	$5,792	$6,715		$6,430	$8,009	$9,110

OREGON COMPARISON TO MARKET

5208-Claims Representative 2

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	24	2	$4,356	$5,535	$6,664	1.00	$6,653	$8,038	$9,365
Non-Corrections/Non-Management Wtd Average					2	$4,356	$5,535	$6,664		$6,653	$8,038	$9,365
STATEWIDE Weighted Average					2	$4,356	$5,535	$6,664		$6,653	$8,038	$9,365

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
97.9%	95.6%	99.2%	103.5%	100.4%	102.8%
97.9%	95.6%	99.2%	103.5%	100.4%	102.8%
97.9%	95.6%	99.2%	103.5%	100.4%	102.8%

5224 ASST CHF CRIMINAL INVESTIGATOR

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	Insufficient Market Emp Avg X
2022-ST-CA	8548		SUPERVISING SPECIAL INVESTIGATOR I		0	$6,978		$9,084		$9,608		$12,118	
2022-ST-ID	08964		INVESTIGATIONS SUPV		2	$5,448	$7,099	$11,674	0.83	$7,560	$9,535	$15,009	
2022-ST-NV	13.242		SUPVY CRIMINAL INVESTIGATOR 1		2	$5,914	$7,057	$8,896	0.95	$7,961	$9,318	$11,499	
State Market Average					4	$6,300	$7,078	$9,858		$8,659	$9,426	$12,905	
OVERALL WEIGHTED MARKET AVERAGE				0	4	$6,300	$7,078	$9,858		$8,659	$9,426	$12,905	

OREGON COMPARISON TO MARKET

Worker Data as of:

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
													0.0%		0.0%	0.0%		0.0%
													0.0%		0.0%	0.0%		0.0%
STATEWIDE Weighted Average													0.0%		0.0%	0.0%		0.0%

Currently no Oregon employees

5231 INVESTIGATOR 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-LaneCo	N4620		Investigator		2	$6,048	$6,757	$8,894	0.90	$9,255	$10,132	$12,776
County Market Average					2	$6,048	$6,757	$8,894		$9,255	$10,132	$12,776
2022-ST-CA	8610	A	INVESTIGATOR		0	$4,668		$5,723		$6,854		$8,112
2022-ST-ID	08510		OCCUP LICENSE INVESTIGATOR		11	$3,452	$5,163	$7,395	0.95	$5,172	$7,219	$9,889
2022-ST-WA	427P		INVESTIGATOR 1		11	$3,576	$4,498	$4,721	1.08	$5,331	$6,391	$6,647
State Market Average					22	$4,473	$4,831	$5,723		$6,583	$6,805	$8,069
OVERALL WEIGHTED MARKET AVERAGE				0	24	$4,486	$4,991	$5,750		$6,605	$7,082	$8,109

OREGON COMPARISON TO MARKET

5231-Investigator 1

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	19	1	$3,483	$5,256	$5,256	1.20	$5,627	$7,711	$7,711
Non-Corrections/Non-Management Wtd Average					1	$3,483	$5,256	$5,256		$5,627	$7,711	$7,711
STATEWIDE Weighted Average					1	$3,483	$5,256	$5,256		$5,627	$7,711	$7,711

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
77.6%	105.3%	91.4%	85.2%	108.9%	95.1%
77.6%	105.3%	91.4%	85.2%	108.9%	95.1%
77.6%	105.3%	91.4%	85.2%	108.9%	95.1%

5232 INVESTIGATOR 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-ST-CA	8612	B	SPECIAL INVESTIGATOR		0	$5,295		$6,568		$7,602		$9,119
2022-ST-NV	U0900		INVESTIGATOR (EA)		4	$5,459	$6,069	$6,272	1.03	$7,422	$8,145	$8,385
2022-ST-WA	427Q		INVESTIGATOR 2		26	$4,229	$5,578	$5,610	1.13	$6,082	$7,631	$7,668
State Market Average					30	$4,818	$5,643	$6,131		$6,915	$7,699	$8,453
OVERALL WEIGHTED MARKET AVERAGE				0	30	$4,818	$5,643	$6,131		$6,915	$7,699	$8,453

Insufficient Market: Emp Avg X

OREGON COMPARISON TO MARKET

5232-Investigator 2

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
AAON	AFSCME AT DOC SECURITY PLUS	A	P	21	5	$4,588	$6,305	$6,643	1.12	$6,926	$8,943	$9,340	95.2%		108.3%	100.2%		110.5%
CP	AOCE AT DOC NONSECURITY	A	P	21	1	$4,451	$6,426	$6,426	1.18	$6,765	$9,085	$9,085	92.4%		104.8%	97.8%		107.5%
Corrections Wtd Average					6	$4,565	$6,325	$6,607		$6,899	$8,967	$9,298	94.7%		107.8%	99.8%		110.0%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	23	21	$4,155	$5,073	$6,350	0.97	$6,417	$7,496	$8,996	86.2%		103.6%	92.8%		106.4%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	23	12	$4,155	$5,873	$6,350	1.12	$6,417	$8,435	$8,996	86.2%		103.6%	92.8%		106.4%
UA	UNREPRESENTED	A	P	23	7	$4,153	$6,178	$6,345	1.18	$6,414	$8,794	$8,990	86.2%		103.5%	92.8%		106.4%
Non-Corrections/Non-Management Wtd Average					40	$4,155	$5,506	$6,349		$6,416	$8,005	$8,995	86.2%		103.6%	92.8%		106.4%
STATEWIDE Weighted Average					46	$4,208	$5,613	$6,383		$6,479	$8,130	$9,035	87.3%		104.1%	93.7%		106.9%

5233 INVESTIGATOR 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-ST-CA	8612	C	SPECIAL INVESTIGATOR		0	$5,810		$7,222		$8,216		$9,899
2022-ST-ID	08933		FRAUD INVESTIGATOR		6	$4,361	$5,698	$9,349	0.83	$6,259	$7,859	$12,227
2022-ST-NV	U0903		CHIEF INVESTIGATOR		0			$8,380				$10,886
2022-ST-WA	427R		INVESTIGATOR 3		31	$5,154	$6,740	$6,834	1.12	$7,144	$8,966	$9,074
State Market Average					37	$5,463	$6,571	$7,095		$7,658	$8,787	$9,569
OVERALL WEIGHTED MARKET AVERAGE				0	37	$5,463	$6,571	$7,095		$7,658	$8,787	$9,569

Insufficient Market: Emp Avg X

OREGON COMPARISON TO MARKET

5233-Investigator 3

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
MMN	MGT SVC NONSUPERVISORY	A	P	26	38	$5,188	$6,925	$7,630	1.08	$7,631	$9,672	$10,500	95.0%		107.5%	99.6%		109.7%
Management Wtd Average					38	$5,188	$6,925	$7,630		$7,631	$9,672	$10,500	95.0%		107.5%	99.6%		109.7%
AB	AFSCME AT CONST CONTRACTORS BD	A	P	26	2	$4,772	$7,322	$7,322	1.21	$7,142	$10,138	$10,138	87.4%		103.2%	93.3%		105.9%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	26	48	$4,776	$6,569	$7,327	1.09	$7,147	$9,254	$10,144	87.4%		103.3%	93.3%		106.0%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	26	2	$4,776	$6,996	$7,327	1.16	$7,147	$9,755	$10,144	87.4%		103.3%	93.3%		106.0%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	26	38	$4,776	$6,923	$7,327	1.14	$7,147	$9,669	$10,144	87.4%		103.3%	93.3%		106.0%
UA	UNREPRESENTED	A	P	26	1	$4,770	$7,322	$7,322	1.21	$7,140	$10,138	$10,138	87.3%		103.2%	93.2%		105.9%
Non-Corrections/Non-Management Wtd Average					91	$4,776	$6,751	$7,327		$7,146	$9,467	$10,144	87.4%		103.3%	93.3%		106.0%
STATEWIDE Weighted Average					129	$4,897	$6,802	$7,416		$7,289	$9,528	$10,249	89.6%		104.5%	95.2%		107.1%

5235 FINANCIAL INVESTIGATOR 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-WA-ClarkCo	768		Financial Investigator		1	$4,397	$5,624	$5,624	1.12	$6,562	$7,972	$7,972
County Market Average					1	$4,397	$5,624	$5,624		$6,562	$7,972	$7,972
2022-ST-ID	04443		FINANCIAL EXAMINER/INV 1		1	$3,865	$5,518	$8,277	0.91	$5,666	$7,644	$10,945
2022-ST-NV	11.365		COMPLIANCE/AUDIT INVEST 2		23	$4,003	$4,713	$5,914	0.95	$5,694	$6,536	$7,961
2022-ST-WA	159C		BUSINESS & PROFESSIONS AUDITOR 3		12	$3,987	$5,267	$5,365	1.13	$5,804	$7,274	$7,386
State Market Average					36	$3,994	$4,920	$5,796		$5,730	$6,813	$7,852
OVERALL WEIGHTED MARKET AVERAGE				0	37	$4,004	$4,939	$5,792		$5,752	$6,844	$7,855

OREGON COMPARISON TO MARKET

5235-Financial Investigator 1

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
AR	AFSCME AT REAL ESTATE AGENCY	A	P	26	6	$4,772	$6,806	$7,322	1.13	$7,142	$9,532	$10,138	119.2%	137.8%	126.4%	124.2%	139.3%	129.1%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	26	2	$4,776	$7,327	$7,327	1.21	$7,147	$10,144	$10,144	119.3%	148.3%	126.5%	124.2%	148.2%	129.1%
Non-Corrections/Non-Management Wtd Average					8	$4,773	$6,936	$7,323		$7,143	$9,685	$10,140	119.2%	140.4%	126.4%	124.2%	141.5%	129.1%
STATEWIDE Weighted Average					8	$4,773	$6,936	$7,323		$7,143	$9,685	$10,140	119.2%	140.4%	126.4%	124.2%	141.5%	129.1%

5240 CIVIL RIGHTS INVESTIGATOR 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	Insufficient Market Emp Avg X
2022-ST-CA	9511		FAIR EMPLOYMENT AND HOUSING CONSUL		0	$4,962		$6,211		$7,205		$8,694	
2022-ST-ID	05927		CIVIL RTS INVSTGR		5	$3,865	$5,304	$8,277	0.87	$5,666	$7,388	$10,945	
2022-ST-NV	11.358		COMPLIANCE INVESTIGATOR 2		15	$3,829	$4,528	$5,651	0.96	$5,488	$6,317	$7,649	
State Market Average					20	$3,935	$4,722	$6,270		$5,676	$6,584	$8,456	
OVERALL WEIGHTED MARKET AVERAGE				0	20	$3,935	$4,722	$6,270		$5,676	$6,584	$8,456	

OREGON COMPARISON TO MARKET

5240-Civil Rights Investigator 1

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	21	3	$3,790	$5,194	$5,771	1.09	$5,988	$7,638	$8,316
Non-Corrections/Non-Management Wtd Average					3	$3,790	$5,194	$5,771		$5,988	$7,638	$8,316
STATEWIDE Weighted Average					3	$3,790	$5,194	$5,771		$5,988	$7,638	$8,316

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
96.3%		92.0%	105.5%		98.3%
96.3%		92.0%	105.5%		98.3%
96.3%		92.0%	105.5%		98.3%

5241 CIVIL RIGHTS INVESTIGATOR 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	Insufficient Market Emp Avg X
2022-WA-KingCo	2321200		Civil Rights Specialist II		0	$6,356		$8,056		$9,052		$11,005	
County Market Average						$6,356		$8,056		$9,052		$11,005	
2022-ST-CA	9547		FAIR EMPLOYMENT AND HOUSING CONSUL		0	$5,451		$6,823		$7,787		$9,423	
2022-ST-ID	05928		CIVIL RTS INVSTGR,SR		1	$4,361	$6,073	$9,349	0.89	$6,259	$8,307	$12,227	
State Market Average					1	$5,139	$6,073	$7,545		$7,351	$8,307	$10,224	
OVERALL WEIGHTED MARKET AVERAGE				0	1	$5,291	$6,073	$7,609		$7,563	$8,307	$10,322	

OREGON COMPARISON TO MARKET

5241-Civil Rights Investigator 2

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	26	21	$4,776	$6,408	$7,327	1.06	$7,147	$9,064	$10,144
Non-Corrections/Non-Management Wtd Average					21	$4,776	$6,408	$7,327		$7,147	$9,064	$10,144
STATEWIDE Weighted Average					21	$4,776	$6,408	$7,327		$7,147	$9,064	$10,144

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
90.3%		96.3%	94.5%		98.3%
90.3%		96.3%	94.5%		98.3%
90.3%		96.3%	94.5%		98.3%

5246 COMPLIANCE SPECIALIST 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-CompAnalyst	FA06000912		Compliance Specialist I		1	$4,100	$5,155	$6,636	0.96	$6,015	$7,229	$8,935
Purchased Market Average					1	$4,100	$5,155	$6,636		$6,015	$7,229	$8,935
2022-ST-ID	07040		ANALYST 1		0	$3,452		$7,395		$5,172		$9,889
2022-ST-WA	108E		ADMINISTRATIVE REGULATIONS ANALYST 2		1	$3,702	$4,744	$4,982	1.09	$5,477	$6,673	$6,947
State Market Average					1	$3,619	$4,744	$5,786		$5,375	$6,673	$7,927
OVERALL WEIGHTED MARKET AVERAGE				0	2	$3,739	$4,949	$5,999		$5,535	$6,951	$8,179

OREGON COMPARISON TO MARKET

5246-Compliance Specialist 1

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
AF	AFSCME AT OSP FIRE MARSHAL	A	P	21	1	$3,784	$5,768	$5,768	1.21	$5,981	$8,312	$8,312	101.2%	116.5%	96.2%	108.1%	119.6%	101.6%
AL	AFSCME AT LIQUOR CONTROL COMM	A	P	21	5	$3,784	$5,121	$5,768	1.07	$5,981	$7,552	$8,312	101.2%	103.5%	96.2%	108.1%	108.6%	101.6%
AR	AFSCME AT REAL ESTATE AGENCY	A	P	21	3	$3,784	$5,768	$5,768	1.21	$5,981	$8,312	$8,312	101.2%	116.5%	96.2%	108.1%	119.6%	101.6%
AS	OR PUB SAFETY ASSOC AT DPSST	A	P	21	1	$3,784	$5,768	$5,768	1.21	$5,981	$8,312	$8,312	101.2%	116.5%	96.2%	108.1%	119.6%	101.6%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	21	60	$3,790	$4,378	$5,771	0.92	$5,988	$6,679	$8,316	101.4%	88.5%	96.2%	108.2%	96.1%	101.7%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	21	1	$3,790	$5,771	$5,771	1.21	$5,988	$8,316	$8,316	101.4%	116.6%	96.2%	108.2%	119.6%	101.7%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	21	35	$3,790	$5,262	$5,771	1.10	$5,988	$7,718	$8,316	101.4%	106.3%	96.2%	108.2%	111.0%	101.7%
UA	UNREPRESENTED	A	P	21	17	$3,784	$5,572	$5,768	1.17	$5,981	$8,082	$8,312	101.2%	112.6%	96.2%	108.1%	116.3%	101.6%
Non-Corrections/Non-Management Wtd Average					123	$3,789	$4,892	$5,770		$5,986	$7,283	$8,315	101.3%	98.9%	96.2%	108.2%	104.8%	101.7%
STATEWIDE Weighted Average					123	$3,789	$4,892	$5,770		$5,986	$7,283	$8,315	101.3%	98.9%	96.2%	108.2%	104.8%	101.7%

5247 COMPLIANCE SPECIALIST 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-ClackCo	904		Code Enforcement Specialist		4	$5,361	$6,452	$6,757	1.06	$8,118	$9,469	$9,847
2022-WA-ThrstnCo	2230		Compliance Coordinator		0	$4,609		$6,130		$6,713		$8,460
County Market Average					4	$5,211	$6,452	$6,631		$7,837	$9,469	$9,570
2022-CompAnalyst	FA06000661		Compliance Specialist II		1	$5,113	$6,335	$8,226	0.95	$7,181	$8,588	$10,766
2022-TwrsWtsn	ACA050-P3		Regulatory Affairs and Compliance	11	13		$7,174				$9,555	
Purchased Market Average				11	14	$5,113	$7,114	$8,226		$7,181	$9,486	$10,766
2022-ST-ID	07042		ANALYST 2		7	$4,361	$5,061	$9,349	0.74	$6,259	$7,097	$12,227
2022-ST-WA	108F		ADMINISTRATIVE REGULATIONS ANALYST 3		13	$4,403	$5,453	$5,920	1.06	$6,282	$7,487	$8,024
State Market Average					20	$4,385	$5,316	$7,420		$6,272	$7,351	$9,863
OVERALL WEIGHTED MARKET AVERAGE				11	38	$4,606	$6,098	$7,278		$6,669	$8,360	$9,837

OREGON COMPARISON TO MARKET

5247-Compliance Specialist 2

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
AB	AFSCME AT CONST CONTRACTORS BD	A	P	25	19	$4,556	$6,708	$6,977	1.16	$6,888	$9,417	$9,733	98.9%	110.0%	95.9%	103.3%	112.6%	98.9%
AF	AFSCME AT OSP FIRE MARSHAL	A	P	25	5	$4,556	$5,922	$6,977	1.03	$6,888	$8,493	$9,733	98.9%	97.1%	95.9%	103.3%	101.6%	98.9%
AMG	AFSCME AT DHS STAB&CRISIS UNIT	A	P	25	1	$4,556	$6,046	$6,977	1.05	$6,888	$8,639	$9,733	98.9%	99.1%	95.9%	103.3%	103.3%	98.9%
AO	AFSCME OR ST POLICE-SUPP UNIT	A	P	25	1	$4,556	$6,345	$6,977	1.10	$6,888	$8,990	$9,733	98.9%	104.1%	95.9%	103.3%	107.5%	98.9%
AR	AFSCME AT REAL ESTATE AGENCY	A	P	25	2	$4,556	$6,512	$6,977	1.13	$6,888	$9,186	$9,733	98.9%	106.8%	95.9%	103.3%	109.9%	98.9%
AS	OR PUB SAFETY ASSOC AT DPSST	A	P	25	2	$4,556	$5,013	$6,977	0.87	$6,888	$7,424	$9,733	98.9%	82.2%	95.9%	103.3%	88.8%	98.9%
AT	AFSCME AT DCBS BUILDING CODES	A	P	25	4	$4,556	$6,665	$6,977	1.16	$6,888	$9,366	$9,733	98.9%	109.3%	95.9%	103.3%	112.0%	98.9%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	25	258	$4,555	$6,289	$6,982	1.09	$6,887	$8,925	$9,739	98.9%	103.1%	95.9%	103.3%	106.7%	99.0%
OAI	SEIU STRIKEABLE INST COALITION	A	P	25	2	$4,555	$6,823	$6,982	1.18	$6,887	$9,552	$9,739	98.9%	111.9%	95.9%	103.3%	114.3%	99.0%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	25	31	$4,555	$6,546	$6,982	1.13	$6,887	$9,226	$9,739	98.9%	107.3%	95.9%	103.3%	110.4%	99.0%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	25	156	$4,555	$6,195	$6,982	1.07	$6,887	$8,814	$9,739	98.9%	101.6%	95.9%	103.3%	105.4%	99.0%
UA	UNREPRESENTED	A	P	25	53	$4,553	$6,606	$6,977	1.15	$6,885	$9,297	$9,733	98.9%	108.3%	95.9%	103.2%	111.2%	98.9%
Non-Corrections/Non-Management Wtd Average					534	$4,555	$6,320	$6,981		$6,887	$8,961	$9,738	98.9%	103.6%	95.9%	103.3%	107.2%	99.0%

	STATEWIDE Weighted Average	534	$4,555	$6,320	$6,981		$6,887	$8,961	$9,738	98.9%	103.6%	95.9%	103.3%	107.2%	99.0%

5248 COMPLIANCE SPECIALIST 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-CompAnalyst	FA06000732		Compliance Specialist III		1	$6,109	$7,782	$9,916	0.97	$8,328	$10,256	$12,713
2022-MIL-PACS	04.17		Compliance Officer	10	15	$6,272	$8,251	$9,775	1.03	$8,516	$10,795	$12,551
Purchased Market Average				10	16	$6,262	$8,222	$9,784		$8,504	$10,762	$12,561
2022-ST-ID	07044		ANALYST 3		40	$4,931	$5,850	$10,565	0.76	$6,941	$8,041	$13,681
2022-ST-WA	108G		ADMINISTRATIVE REGULATIONS ANALYST 4		26	$5,106	$6,697	$6,868	1.12	$7,089	$8,917	$9,112
State Market Average					66	$5,000	$6,184	$9,108		$6,999	$8,386	$11,881
OVERALL WEIGHTED MARKET AVERAGE				10	82	$5,246	$6,582	$9,240		$7,293	$8,850	$12,014

OREGON COMPARISON TO MARKET

5248-Compliance Specialist 3

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
MMC	MGT SVC NSUPV CONFIDENTIAL	A	P	29	1	$5,985	$8,831	$8,831	1.19	$8,567	$11,912	$11,912	114.1%	134.2%	95.6%	117.5%	134.6%	99.1%
MMN	MGT SVC NONSUPERVISORY	A	P	29	20	$5,985	$8,236	$8,831	1.11	$8,567	$11,213	$11,912	114.1%	125.1%	95.6%	117.5%	126.7%	99.1%
Management Wtd Average					21	$5,985	$8,264	$8,831		$8,567	$11,246	$11,912	114.1%	125.6%	95.6%	117.5%	127.1%	99.1%
AF	AFSCME AT OSP FIRE MARSHAL	A	P	29	3	$5,501	$8,317	$8,449	1.19	$7,999	$11,308	$11,463	104.9%	126.4%	91.4%	109.7%	127.8%	95.4%
AL	AFSCME AT LIQUOR CONTROL COMM	A	P	29	15	$5,501	$7,897	$8,449	1.13	$7,999	$10,814	$11,463	104.9%	120.0%	91.4%	109.7%	122.2%	95.4%
AO	AFSCME OR ST POLICE-SUPP UNIT	A	P	29	1	$5,501	$5,768	$8,449	0.83	$7,999	$8,312	$11,463	104.9%	87.6%	91.4%	109.7%	93.9%	95.4%
AR	AFSCME AT REAL ESTATE AGENCY	A	P	29	4	$5,501	$7,729	$8,449	1.11	$7,999	$10,617	$11,463	104.9%	117.4%	91.4%	109.7%	120.0%	95.4%
AS	OR PUB SAFETY ASSOC AT DPSST	A	P	29	3	$5,501	$7,700	$8,449	1.10	$7,999	$10,582	$11,463	104.9%	117.0%	91.4%	109.7%	119.6%	95.4%
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	29	4	$5,551	$8,605	$8,605	1.22	$8,057	$11,646	$11,646	105.8%	130.7%	93.1%	110.5%	131.6%	96.9%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	29	85	$5,503	$7,848	$8,450	1.12	$8,001	$10,757	$11,464	104.9%	119.2%	91.4%	109.7%	121.6%	95.4%
OAI	SEIU STRIKEABLE INST COALITION	A	P	29	8	$5,503	$7,713	$8,450	1.11	$8,001	$10,598	$11,464	104.9%	117.2%	91.4%	109.7%	119.8%	95.4%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	29	3	$5,503	$7,650	$8,450	1.10	$8,001	$10,524	$11,464	104.9%	116.2%	91.4%	109.7%	118.9%	95.4%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	29	64	$5,503	$8,016	$8,450	1.15	$8,001	$10,954	$11,464	104.9%	121.8%	91.4%	109.7%	123.8%	95.4%
UA	UNREPRESENTED	A	P	29	17	$5,501	$8,161	$8,443	1.17	$7,999	$11,124	$11,456	104.9%	124.0%	91.4%	109.7%	125.7%	95.4%
Non-Corrections/Non-Management Wtd Average					207	$5,504	$7,928	$8,452		$8,001	$10,851	$11,467	104.9%	120.5%	91.5%	109.7%	122.6%	95.4%

	STATEWIDE Weighted Average	228	$5,548	$7,959	$8,487		$8,054	$10,887	$11,508	105.8%	120.9%	91.9%	110.4%	123.0%	95.8%

5361 PLUMBING INSPECTOR - COMMERICAL AND RESIDENTIAL

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-ClackCo	909		Plumbing Inspector		4	$5,873	$7,364	$7,412	1.11	$8,752	$10,600	$10,659
2022-OR-MarionCo	112		Plumbing Inspector		1	$5,259	$7,663	$7,041	1.25	$8,114	$11,094	$10,322
County Market Average					5	$5,750	$7,424	$7,337		$8,624	$10,699	$10,592
2022-MIL-OPES	06.08		Plumbing Inspector	7	4	$5,922	$7,651	$7,459	1.14	$8,580	$10,673	$10,440
Purchased Market Average				7	4	$5,922	$7,651	$7,459		$8,580	$10,673	$10,440
OVERALL WEIGHTED MARKET AVERAGE				7	9	$5,827	$7,525	$7,391		$8,605	$10,687	$10,524

OREGON COMPARISON TO MARKET

5361-Plumbing Inspector, Commercial & Residential

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
AT	AFSCME AT DCBS BUILDING CODES	A	P	28	2	$5,253	$7,688	$8,053	1.16	$7,707	$10,568	$10,997	90.2%	102.2%	109.0%	89.6%	98.9%	104.5%
Non-Corrections/Non-Management Wtd Average					2	$5,253	$7,688	$8,053		$7,707	$10,568	$10,997	90.2%	102.2%	109.0%	89.6%	98.9%	104.5%
STATEWIDE Weighted Average					2	$5,253	$7,688	$8,053		$7,707	$10,568	$10,997	90.2%	102.2%	109.0%	89.6%	98.9%	104.5%

5371 ELECTRICAL INSPECTOR - COMMERICAL AND RESIDENTIAL

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-ClackCo	900		Electrical Inspector		6	$5,873	$7,234	$7,412	1.09	$8,752	$10,439	$10,659
2022-OR-LaneCo	J055		Electrical Inspector		2	$5,366	$6,553	$7,166	1.05	$8,413	$9,880	$10,638
2022-OR-MarionCo	109		Electrical Inspector		2	$5,259	$6,876	$7,041	1.12	$8,114	$10,118	$10,322
County Market Average					10	$5,649	$7,026	$7,288		$8,556	$10,263	$10,587
2022-MIL-OPES	06.07		Electrical Inspector	7	15	$6,402	$7,642	$7,863	1.07	$9,161	$10,662	$10,929
Purchased Market Average				7	15	$6,402	$7,642	$7,863		$9,161	$10,662	$10,929
2022-ST-CA	4034		ELECTRICAL INSPECTOR II		0	$5,079		$6,358		$7,344		$8,869
2022-ST-WA	391I		ELECTRICAL CONSTRUCTION INSPECTOR		26	$5,636	$6,917	$6,868	1.11	$7,698	$9,169	$9,112
State Market Average					26	$5,616	$6,917	$6,849		$7,685	$9,169	$9,103
OVERALL WEIGHTED MARKET AVERAGE				7	51	$5,849	$7,152	$7,226		$8,278	$9,822	$9,915

OREGON COMPARISON TO MARKET

5371-Electrical Inspector, Commercial & Residential

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
AT	AFSCME AT DCBS BUILDING CODES	A	P	28	2	$5,253	$7,688	$8,053	1.16	$7,707	$10,568	$10,997	89.8%	107.5%	111.4%	93.1%	107.6%	110.9%
Non-Corrections/Non-Management Wtd Average					2	$5,253	$7,688	$8,053		$7,707	$10,568	$10,997	89.8%	107.5%	111.4%	93.1%	107.6%	110.9%
STATEWIDE Weighted Average					2	$5,253	$7,688	$8,053		$7,707	$10,568	$10,997	89.8%	107.5%	111.4%	93.1%	107.6%	110.9%

5380 STRUCTURAL MECHANICAL INSPECTOR - RESIDENTIAL

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-LaneCo	J056		Building Safety Specialist 1		1	$4,983	$5,165	$6,654	0.89	$7,939	$8,164	$10,006
2022-WA-ClarkCo	400		Building Inspector I		1	$4,585	$4,762	$5,573	0.94	$6,778	$6,982	$7,913
2022-WA-ClarkCo	767		Rehabilitation Specialist		0	$4,191		$5,345		$6,326		$7,651
County Market Average					2	$4,586	$4,964	$5,857		$7,014	$7,573	$8,523
OVERALL WEIGHTED MARKET AVERAGE				0	2	$4,586	$4,964	$5,857		$7,014	$7,573	$8,523

Insufficient Market: Emp Avg X

OREGON COMPARISON TO MARKET

Worker Data as of:

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
	STATEWIDE Weighted Average											

Currently no Oregon employees

MARKET COMPARISONS					
Salary			Salary and Benefits		
SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
0.0%		0.0%	0.0%		0.0%
0.0%		0.0%	0.0%		0.0%
0.0%		0.0%	0.0%		0.0%

5381 STRUCTURAL MECHANICAL INSPECTOR - COMMERCIAL AND RESIDENTIAL

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-ClackCo	917		Structural/Mech Inspector		7	$5,873	$7,042	$7,412	1.06	$8,752	$10,201	$10,659
2022-OR-DescCo	1191		BUILDING SAFETY INSPECTOR II		0	$5,431		$7,278		$8,272		$10,563
2022-OR-LaneCo	J057		Building Safety Specialist 2		3	$5,366	$6,507	$7,166	1.04	$8,413	$9,823	$10,638
2022-WA-ClarkCo	402		Building Inspector II		0	$4,937		$6,016		$7,183		$8,421
County Market Average					10	$5,631	$6,881	$7,223		$8,496	$10,088	$10,459
2022-MIL-OPES	06.05		Building Inspector	13	14	$5,914	$7,238	$7,595	1.07	$8,570	$10,173	$10,604
Purchased Market Average				13	14	$5,914	$7,238	$7,595		$8,570	$10,173	$10,604
OVERALL WEIGHTED MARKET AVERAGE				13	24	$5,788	$7,089	$7,429		$8,537	$10,137	$10,540

OREGON COMPARISON TO MARKET

5381-Structural/Mechanical Inspector, Commercial & Residential

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
AT	AFSCME AT DCBS BUILDING CODES	A	P	28	2	$5,253	$6,911	$8,053	1.04	$7,707	$9,655	$10,997
Non-Corrections/Non-Management Wtd Average					2	$5,253	$6,911	$8,053		$7,707	$9,655	$10,997
STATEWIDE Weighted Average					2	$5,253	$6,911	$8,053		$7,707	$9,655	$10,997

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
90.8%	97.5%	108.4%	90.3%	95.2%	104.3%
90.8%	97.5%	108.4%	90.3%	95.2%	104.3%
90.8%	97.5%	108.4%	90.3%	95.2%	104.3%

5382 STRUCTURAL MECHANICAL INSPECTOR-MULTI-DISCIPLINE

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-LaneCo	J058		Building Safety Specialist, Sr		1	$5,775	$6,438	$7,717	0.95	$8,919	$9,738	$11,320
2022-OR-WashCo	125		Inspector II		0	$7,523		$9,152		$10,460		$12,408
2022-OR-WashCo	184		Combination Inspector II		0	$7,904		$9,620		$10,916		$12,968
2022-WA-ClarkCo	450		Building Inspector III		14	$5,593	$6,410	$6,818	1.03	$7,936	$8,875	$9,342
2022-WA-ThrstnCo	2250		Building Inspector II		0	$4,839		$6,437		$6,977		$8,813
County Market Average					15	$5,745	$6,412	$7,129		$8,171	$8,932	$9,779
2022-ST-ID	08521		BULDG SAFETY INSPECTOR/ADVISOR		22	$3,865	$5,420	$8,277	0.89	$5,666	$7,526	$10,945
State Market Average					22	$3,865	$5,420	$8,277		$5,666	$7,526	$10,945
OVERALL WEIGHTED MARKET AVERAGE				0	37	$4,784	$5,822	$7,716		$6,891	$8,096	$10,375

OREGON COMPARISON TO MARKET

5382-Structural/Mechanical Inspector, Multi Discipline

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
AT	AFSCME AT DCBS BUILDING CODES	A	P	29	3	$5,501	$8,317	$8,449	1.19	$7,999	$11,308	$11,463	115.0%	142.8%	109.5%	116.1%	139.7%	110.5%
Non-Corrections/Non-Management Wtd Average					3	$5,501	$8,317	$8,449		$7,999	$11,308	$11,463	115.0%	142.8%	109.5%	116.1%	139.7%	110.5%
STATEWIDE Weighted Average					3	$5,501	$8,317	$8,449		$7,999	$11,308	$11,463	115.0%	142.8%	109.5%	116.1%	139.7%	110.5%

5390 PLANS EXAMINER - RESIDENTIAL

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-ClackCo	907		Plans Examiner - Residential		1	$5,606	$6,525	$7,072	1.03	$8,422	$9,560	$10,238
2022-OR-LaneCo	J034		Plans Examiner 2		1	$5,366	$5,980	$7,166	0.95	$8,413	$9,172	$10,638
2022-OR-WashCo	128		Plans Examiner I		0	$6,483		$7,887		$9,216		$10,895
2022-WA-ClarkCo	403		Plans Examiner		1	$5,231	$5,632	$6,370	0.97	$7,520	$7,981	$8,829
County Market Average					3	$5,658	$6,046	$7,113		$8,398	$8,904	$10,168
OVERALL WEIGHTED MARKET AVERAGE				0	3	$5,658	$6,046	$7,113		$8,398	$8,904	$10,168

OREGON COMPARISON TO MARKET

5390-Plans Examiner, Residential

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
AT	AFSCME AT DCBS BUILDING CODES	A	P	26	2	$4,772	$5,680	$7,322	0.94	$7,142	$8,208	$10,138	84.3%	93.9%	102.9%	85.0%	92.2%	99.7%
Non-Corrections/Non-Management Wtd Average					2	$4,772	$5,680	$7,322		$7,142	$8,208	$10,138	84.3%	93.9%	102.9%	85.0%	92.2%	99.7%
STATEWIDE Weighted Average					2	$4,772	$5,680	$7,322		$7,142	$8,208	$10,138	84.3%	93.9%	102.9%	85.0%	92.2%	99.7%

5391 PLANS EXAMINER - COMMERCIAL AND RESIDENTIAL

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	Insufficient Market (Emp Avg X)
2022-OR-ClackCo	906		Plans Examiner - Commercial		3	$6,153	$7,765	$7,765	1.12	$9,099	$11,097	$11,097	
2022-OR-DescCo	1192		BUILDING SAFETY INSPECTOR III		0	$5,988		$8,024		$8,963		$11,489	
2022-OR-WashCo	129		Plans Examiner II		0	$7,523		$9,152		$10,460		$12,408	
2022-WA-ClarkCo	404		Plans Examiner, Senior		3	$5,393	$6,568	$6,568	1.10	$7,707	$9,056	$9,056	
2022-WA-ThrstnCo	2211		Plans Examiner		0	$5,081		$6,759		$7,255		$9,182	
County Market Average					6	$6,223	$7,167	$7,854		$8,982	$10,077	$10,953	
OVERALL WEIGHTED MARKET AVERAGE				0	6	$6,223	$7,167	$7,854		$8,982	$10,077	$10,953	

OREGON COMPARISON TO MARKET

5391-Plans Examiner, Commercial & Residential

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
AT	AFSCME AT DCBS BUILDING CODES	A	P	29	4	$5,501	$7,848	$8,449	1.13	$7,999	$10,757	$11,463	88.4%		107.6%	89.0%		104.7%
Non-Corrections/Non-Management Wtd Average					4	$5,501	$7,848	$8,449		$7,999	$10,757	$11,463	88.4%		107.6%	89.0%		104.7%
STATEWIDE Weighted Average					4	$5,501	$7,848	$8,449		$7,999	$10,757	$11,463	88.4%		107.6%	89.0%		104.7%

5420 LIVESTOCK BRAND INSPECTOR

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-ST-CA	0303		BRAND INSPECTOR		0	$3,279		$4,018		$5,198		$6,079
2022-ST-ID	00292		BRAND INSPECTOR		16	$3,058	$3,701	$6,556	0.77	$4,701	$5,469	$8,885
2022-ST-NV	01.514		BRAND INSPECTOR I		16	$2,663	$2,653	$3,829	0.82	$4,104	$4,092	$5,488
2022-ST-WA	566F		BRAND INSPECTOR 1		6	$2,614	$3,049	$3,452	1.01	$4,227	$4,726	$5,189
State Market Average					38	$2,904	$3,157	$4,796		$4,518	$4,772	$6,772
OVERALL WEIGHTED MARKET AVERAGE				0	38	$2,904	$3,157	$4,796		$4,518	$4,772	$6,772

OREGON COMPARISON TO MARKET

5420-Livestock Brand Inspector

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	15	1	$3,005	$3,629	$4,356	0.99	$5,065	$5,799	$6,653
Non-Corrections/Non-Management Wtd Average					1	$3,005	$3,629	$4,356		$5,065	$5,799	$6,653
STATEWIDE Weighted Average					1	$3,005	$3,629	$4,356		$5,065	$5,799	$6,653

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
103.5%	115.0%	90.8%	112.1%	121.5%	98.2%
103.5%	115.0%	90.8%	112.1%	121.5%	98.2%
103.5%	115.0%	90.8%	112.1%	121.5%	98.2%

5450 SHIPPING POINT INSPECTOR 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-ST-CA	0684	A	FRUIT AND VEGETABLE QUALITY CONTROL		0	$3,368		$4,217		$5,304		$6,316
2022-ST-NV	01.139		AGRICULTURL INSPECTOR 2		2	$2,663	$2,653	$3,829	0.82	$4,104	$4,092	$5,488
2022-ST-WA	568J		AGRICULTURAL COMMODITY INSPECTOR 3		3	$3,216	$3,948	$4,294	1.05	$4,919	$5,759	$6,157
State Market Average					5	$3,187	$3,430	$4,185		$4,944	$5,092	$6,112
OVERALL WEIGHTED MARKET AVERAGE				0	5	$3,187	$3,430	$4,185		$4,944	$5,092	$6,112

Insufficient Market: Emp Avg X

OREGON COMPARISON TO MARKET

5450-Shipping Point Inspector 1

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
OBO	SEIU SEAS-STRKE ODOT COALITION	A	P	15	7	$3,005	$3,798	$4,356	1.03	$5,065	$5,997	$6,653
Non-Corrections/Non-Management Wtd Average					7	$3,005	$3,798	$4,356		$5,065	$5,997	$6,653
STATEWIDE Weighted Average					7	$3,005	$3,798	$4,356		$5,065	$5,997	$6,653

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
94.3%		104.1%	102.5%		108.9%
94.3%		104.1%	102.5%		108.9%
94.3%		104.1%	102.5%		108.9%

5451 SHIPPING POINT INSPECTOR 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-ST-CA	0684	B	FRUIT AND VEGETABLE QUALITY CONTROL		0	$3,679		$4,610		$5,675		$6,785
2022-ST-NV	01.134		AGRICULTURL INSPECTOR 3		2	$2,881	$2,761	$4,169	0.78	$4,362	$4,221	$5,891
2022-ST-WA	568K		AGRICULTURAL COMMODITY INSPECTOR 4		17	$3,531	$4,600	$4,741	1.11	$5,280	$6,508	$6,670
State Market Average					19	$3,521	$4,406	$4,664		$5,315	$6,267	$6,642
OVERALL WEIGHTED MARKET AVERAGE				0	19	$3,521	$4,406	$4,664		$5,315	$6,267	$6,642

Insufficient Market: Emp Avg X

OREGON COMPARISON TO MARKET

5451-Shipping Point Inspector 2

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
OBO	SEIU SEAS-STRKE ODOT COALITION	A	P	17	3	$3,218	$3,943	$4,776	0.99	$5,316	$6,167	$7,147
Non-Corrections/Non-Management Wtd Average					3	$3,218	$3,943	$4,776		$5,316	$6,167	$7,147
STATEWIDE Weighted Average					3	$3,218	$3,943	$4,776		$5,316	$6,167	$7,147

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
91.4%		102.4%	100.0%		107.6%
91.4%		102.4%	100.0%		107.6%
91.4%		102.4%	100.0%		107.6%

5453 SHIPPING POINT INSP ASST MGR

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-ST-CA	1165		AGRICULTURE PROGRAM SUPERVISOR I		0	$5,494		$6,818		$7,839		$9,418
2022-ST-NV	01.132		AGRICULTURL INSPECTOR 4		1	$3,121	$4,529	$4,546	1.18	$4,647	$6,318	$6,338
2022-ST-WA	568L		AGRICULTURAL COMMODITY INSPECTION S		4	$4,518	$5,782	$6,070	1.09	$6,413	$7,865	$8,197
State Market Average					5	$4,895	$5,531	$6,333		$6,980	$7,556	$8,662
OVERALL WEIGHTED MARKET AVERAGE				0	5	$4,895	$5,531	$6,333		$6,980	$7,556	$8,662

Insufficient Market: Emp Avg X

OREGON COMPARISON TO MARKET

5453-Shipping Point Inspector Assistant Manager

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
MMS	MGT SVC SUPERVISORY	A	P	19	4	$3,695	$5,186	$5,432	1.14	$5,876	$7,628	$7,917
Management Wtd Average					4	$3,695	$5,186	$5,432		$5,876	$7,628	$7,917
STATEWIDE Weighted Average					4	$3,695	$5,186	$5,432		$5,876	$7,628	$7,917

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
75.5%		85.8%	84.2%		91.4%
75.5%		85.8%	84.2%		91.4%
75.5%		85.8%	84.2%		91.4%

5519 FORCE PROTECTION OFFICER

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-CompAnalyst	LG12000003		Police Patrol Officer		1	$4,393	$5,523	$6,577	1.01	$6,352	$7,653	$8,868
Purchased Market Average					1	$4,393	$5,523	$6,577		$6,352	$7,653	$8,868
2022-ST-CA	1960		SECURITY OFFICER I, DEPARTMENT OF JUS		0	$3,611		$4,600		$5,594		$6,773
State Market Average						$3,611		$4,600		$5,594		$6,773
OVERALL WEIGHTED MARKET AVERAGE				0	1	$3,767	$5,523	$4,995		$5,745	$7,653	$7,192

OREGON COMPARISON TO MARKET

5519-Force Protection Officer

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
AU	AFSCME AT MILITARY	A	P	18	5	$3,343	$4,540	$5,014	1.09	$5,463	$6,869	$7,426	88.7%	82.2%	100.4%	95.1%	89.8%	103.3%
Non-Corrections/Non-Management Wtd Average					5	$3,343	$4,540	$5,014		$5,463	$6,869	$7,426	88.7%	82.2%	100.4%	95.1%	89.8%	103.3%
STATEWIDE Weighted Average					5	$3,343	$4,540	$5,014		$5,463	$6,869	$7,426	88.7%	82.2%	100.4%	95.1%	89.8%	103.3%

5561 DEPUTY STATE FIRE MARSHAL

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-WA-ClarkCo	300		Deputy Fire Marshal		2	$4,797	$6,075	$6,437	1.08	$7,021	$8,490	$8,906
2022-WA-KingCo	5301200		Fire Marshal Deputy II		2	$6,664	$7,732	$8,448	1.02	$9,407	$10,633	$11,455
County Market Average					4	$5,731	$6,904	$7,442		$8,214	$9,562	$10,180
2022-ST-CA	9086	B	DEPUTY STATE FIRE MARSHAL		0	$6,125		$7,879		$8,591		$10,682
2022-ST-ID	08963		FIRE MARSHAL, DEPUTY		5	$4,361	$5,347	$9,349	0.78	$6,259	$7,439	$12,227
2022-ST-WA	396L		DEPUTY STATE FIRE MARSHAL		8	$4,857	$6,352	$6,533	1.12	$6,803	$8,520	$8,728
State Market Average					13	$5,330	$5,966	$7,512		$7,492	$8,104	$10,065
OVERALL WEIGHTED MARKET AVERAGE				0	17	$5,371	$6,186	$7,505		$7,566	$8,447	$10,077

OREGON COMPARISON TO MARKET

5561-Deputy State Fire Marshal

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
AF	AFSCME AT OSP FIRE MARSHAL	A	P	31T	17	$7,673	$9,230	$9,708	1.06	$10,551	$12,380	$12,942
Non-Corrections/Non-Management Wtd Average					17	$7,673	$9,230	$9,708		$10,551	$12,380	$12,942
STATEWIDE Weighted Average					17	$7,673	$9,230	$9,708		$10,551	$12,380	$12,942

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
142.9%	149.2%	129.4%	139.5%	146.6%	128.4%
142.9%	149.2%	129.4%	139.5%	146.6%	128.4%
142.9%	149.2%	129.4%	139.5%	146.6%	128.4%

5562 SUPV DEPUTY STATE FIRE MARSHAL

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	Insufficient Market (Emp Avg X)
2022-WA-KingCo	5317200		Assistant Fire Marshal		1	$7,686	$9,324	$9,742	1.07	$10,580	$12,462	$12,942	
County Market Average					1	$7,686	$9,324	$9,742		$10,580	$12,462	$12,942	
2022-ST-CA	8966		DIVISION CHIEF, CALIFORNIA STATE FIRE M		0	$9,050		$10,776		$12,078		$14,136	
2022-ST-ID	08962		FIRE MARSHAL, CHF DEPUTY		1	$4,931	$6,719	$10,565	0.87	$6,941	$9,080	$13,681	
State Market Average					1	$7,677	$6,719	$10,706		$10,365	$9,080	$13,984	
OVERALL WEIGHTED MARKET AVERAGE				0	2	$7,679	$8,021	$10,465		$10,419	$10,771	$13,724	

OREGON COMPARISON TO MARKET

5562-Supervisor Deputy State Fire Marshal

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
MMS	MGT SVC SUPERVISORY	A	P	32	4	$7,277	$9,995	$10,713	1.11	$10,085	$13,279	$14,123
Management Wtd Average					4	$7,277	$9,995	$10,713		$10,085	$13,279	$14,123
STATEWIDE Weighted Average					4	$7,277	$9,995	$10,713		$10,085	$13,279	$14,123

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
94.8%		102.4%	96.8%		102.9%
94.8%		102.4%	96.8%		102.9%
94.8%		102.4%	96.8%		102.9%

5617 INTERNAL AUDITOR 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-WashCo	156		Management Auditor		0	$6,824		$8,708		$9,625		$11,877
2022-WA-KingCo	2120200		Internal Auditor		0	$7,422		$9,429		$10,276		$12,582
County Market Average						$7,123		$9,069		$9,951		$12,230
2022-MIL-NWMGT	01.08b		Internal Auditor	14	14	$5,358	$6,815	$8,195	1.01	$7,463	$9,141	$10,731
2022-MIL-PACS	02.09		Auditor - Intermediate	5	14	$4,893	$6,015	$7,440	0.98	$6,928	$8,220	$9,862
Purchased Market Average				19	28	$5,183	$6,415	$7,912		$7,262	$8,681	$10,405
2022-ST-CA	4089		AUDITOR EVALUATOR II		0	$5,418		$7,728		$7,749		$10,502
2022-ST-ID	05202		QUALITY ASSURANCE AUDITOR		0	$4,361		$9,349		$6,259		$12,227
2022-ST-NV	07.213		EXECUTIVE BRANCH AUDITOR 2		1	$5,651	$7,045	$8,494	1.00	$7,649	$9,303	$11,023
State Market Average					1	$5,388	$7,045	$7,816		$7,690	$9,303	$10,585
OVERALL WEIGHTED MARKET AVERAGE				19	29	$5,320	$6,437	$7,908		$7,507	$8,702	$10,528

OREGON COMPARISON TO MARKET

5617-Internal Auditor 2

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
MMN	MGT SVC NONSUPERVISORY	A	P	28	12	$5,700	$7,510	$8,408	1.06	$8,232	$10,359	$11,415
Management Wtd Average					12	$5,700	$7,510	$8,408		$8,232	$10,359	$11,415
STATEWIDE Weighted Average					12	$5,700	$7,510	$8,408		$8,232	$10,359	$11,415

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
107.2%	116.7%	106.3%	109.7%	119.0%	108.4%
107.2%	116.7%	106.3%	109.7%	119.0%	108.4%
107.2%	116.7%	106.3%	109.7%	119.0%	108.4%

5618 INTERNAL AUDITOR 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-ClackCo	078		Internal Auditor, Principal		1	$7,140	$9,639	$9,639	1.15	$10,323	$13,419	$13,419
2022-OR-JackCo	1021		Sr Auditor		2	$6,552	$8,367	$8,367	1.12	$9,972	$12,222	$12,222
2022-OR-WashCo	020		Management Auditor, Senior		0	$7,535		$9,613		$10,475		$12,960
County Market Average					3	$7,063	$8,791	$9,120		$10,243	$12,621	$12,756
2022-MIL-NWMGT	01.08a		Internal Auditor - Senior	24	25	$6,694	$9,139	$10,357	1.07	$9,002	$11,818	$13,221
2022-MIL-PACS	02.10		Auditor - Senior	8	25	$6,414	$8,225	$10,010	1.00	$8,679	$10,765	$12,822
Purchased Market Average				32	50	$6,556	$8,682	$10,187		$8,844	$11,292	$13,025
2022-ST-CA	4093		SENIOR AUDITOR EVALUATOR I		0	$6,491		$9,651		$9,028		$12,795
2022-ST-NV	07.211		EXECUTIVE BRANCH AUDITOR 4		3	$6,459	$6,849	$9,760	0.84	$8,608	$9,070	$12,524
State Market Average					3	$6,484	$6,849	$9,676		$8,931	$9,070	$12,732
OVERALL WEIGHTED MARKET AVERAGE				32	56	$6,578	$8,590	$10,023		$8,955	$11,244	$12,954

OREGON COMPARISON TO MARKET

5618-Internal Auditor 3

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
MENN	EXEC SVC NONSUPERVISORY	A	P	31	1	$6,601	$9,718	$9,718	1.19	$9,291	$12,954	$12,954
MMN	MGT SVC NONSUPERVISORY	A	P	31	22	$6,601	$9,321	$9,718	1.14	$9,291	$12,487	$12,954
Management Wtd Average					23	$6,601	$9,338	$9,718		$9,291	$12,507	$12,954
STATEWIDE Weighted Average					23	$6,601	$9,338	$9,718		$9,291	$12,507	$12,954

MARKET COMPARISONS					
Salary			Salary and Benefits		
SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
100.3%	113.1%	97.0%	103.8%	115.2%	100.0%
100.3%	108.5%	97.0%	103.8%	111.1%	100.0%
100.3%	108.7%	97.0%	103.8%	111.2%	100.0%
100.3%	108.7%	97.0%	103.8%	111.2%	100.0%

5631 TAX AUDITOR 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-WashCo	392		Business Personal Property Tax Auditor		0	$5,599		$6,795		$8,159		$9,589
County Market Average						$5,599		$6,795		$8,159		$9,589
2022-ST-CA	4361		ASSOCIATE TAX AUDITOR, FRANCHISE TAX		0	$5,470		$7,193		$7,810		$9,864
2022-ST-ID	04336		TAX AUDITOR 2		24	$4,361	$5,012	$9,349	0.73	$6,259	$7,039	$12,227
2022-ST-NV	07.154		AUDITOR 2		56	$4,169	$4,876	$6,180	0.94	$5,891	$6,730	$8,277
2022-ST-WA	155B		REVENUE AUDITOR 2		56	$4,185	$5,677	$5,636	1.16	$6,031	$7,745	$7,698
State Market Average					136	$4,588	$5,230	$6,575		$6,552	$7,202	$8,899
OVERALL WEIGHTED MARKET AVERAGE				0	136	$4,598	$5,230	$6,577		$6,568	$7,202	$8,906

OREGON COMPARISON TO MARKET

5631-Tax Auditor 1

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	25	52	$4,555	$5,964	$6,982	1.03	$6,887	$8,542	$9,739
Non-Corrections/Non-Management Wtd Average					52	$4,555	$5,964	$6,982		$6,887	$8,542	$9,739
STATEWIDE Weighted Average					52	$4,555	$5,964	$6,982		$6,887	$8,542	$9,739

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
99.1%	114.0%	106.2%	104.9%	118.6%	109.4%
99.1%	114.0%	106.2%	104.9%	118.6%	109.4%
99.1%	114.0%	106.2%	104.9%	118.6%	109.4%

5641 FISCAL AUDITOR 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-CompAnalyst	FA06000007		Internal Auditor I	225	425	$4,335	$5,138	$6,653	0.94	$6,285	$7,210	$8,954
Purchased Market Average				225	425	$4,335	$5,138	$6,653		$6,285	$7,210	$8,954
2022-ST-CA	4287		GENERAL AUDITOR II		0	$4,550		$5,981		$6,713		$8,420
2022-ST-ID	04542		PUBLIC UTILITIES AUDITOR 2		0	$4,361		$9,349		$6,259		$12,227
2022-ST-WA	152J		AUDITOR 3		1	$3,531	$4,626	$4,741	1.12	$5,280	$6,538	$6,670
State Market Average					1	$4,457	$4,626	$6,145		$6,568	$6,538	$8,578
OVERALL WEIGHTED MARKET AVERAGE				225	426	$4,338	$5,137	$6,638		$6,293	$7,208	$8,943

OREGON COMPARISON TO MARKET

5641-Fiscal Auditor 1

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	23	2	$4,155	$6,061	$6,350	1.15	$6,417	$8,656	$8,996	95.8%	118.0%	95.7%	102.0%	120.1%	100.6%
Non-Corrections/Non-Management Wtd Average					2	$4,155	$6,061	$6,350		$6,417	$8,656	$8,996	95.8%	118.0%	95.7%	102.0%	120.1%	100.6%
STATEWIDE Weighted Average					2	$4,155	$6,061	$6,350		$6,417	$8,656	$8,996	95.8%	118.0%	95.7%	102.0%	120.1%	100.6%

5642 FISCAL AUDITOR 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-WA-ThrstnCo	0725		Internal Auditor		0	$6,190		$8,252		$8,528		$10,897
County Market Average						$6,190		$8,252		$8,528		$10,897
2022-CompAnalyst	FA06000008		Internal Auditor II		1	$5,004	$6,134	$7,799	0.96	$7,056	$8,357	$10,275
Purchased Market Average					1	$5,004	$6,134	$7,799		$7,056	$8,357	$10,275
2022-ST-CA	4285		GENERAL AUDITOR III		0	$5,470		$7,193		$7,810		$9,864
2022-ST-WA	152K		AUDITOR 4		1	$3,893	$5,106	$5,234	1.12	$5,696	$7,089	$7,237
State Market Average					1	$5,326	$5,106	$7,015		$7,618	$7,089	$9,625
OVERALL WEIGHTED MARKET AVERAGE				0	2	$5,349	$5,620	$7,099		$7,632	$7,723	$9,705

OREGON COMPARISON TO MARKET

Worker Data as of:

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
	STATEWIDE Weighted Average											

MARKET COMPARISONS					
Salary			Salary and Benefits		
SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Currently no Oregon employees

5648 GOVERNMENTAL AUDITOR 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-ST-CA	4161		SENIOR MANAGEMENT AUDITOR		0	$6,801		$8,876		$9,397		$11,871
2022-ST-NV	07.212		EXECUTIVE BRANCH AUDITOR 3		3	$5,914	$6,667	$8,896	0.90	$7,961	$8,855	$11,499
2022-ST-WA	156D		ASSISTANT STATE AUDITOR 4		15	$5,773	$7,381	$7,770	1.09	$7,856	$9,702	$10,148
State Market Average					18	$6,274	$7,262	$8,344		$8,602	$9,561	$11,027
OVERALL WEIGHTED MARKET AVERAGE				0	18	$6,274	$7,262	$8,344		$8,602	$9,561	$11,027

Insufficient Market: Emp Avg X

OREGON COMPARISON TO MARKET

5648-Governmental Auditor 3

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
MMN	MGT SVC NONSUPERVISORY	A	P	29	1	$5,985	$8,831	$8,831	1.19	$8,567	$11,912	$11,912	95.4%		105.8%	99.6%		108.0%
MMS	MGT SVC SUPERVISORY	A	P	29	2	$5,985	$8,831	$8,831	1.19	$8,567	$11,912	$11,912	95.4%		105.8%	99.6%		108.0%
Management Wtd Average					3	$5,985	$8,831	$8,831		$8,567	$11,912	$11,912	95.4%		105.8%	99.6%		108.0%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	29	1	$5,503	$7,327	$8,450	1.05	$8,001	$10,144	$11,464	87.7%		101.3%	93.0%		104.0%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	29	1	$5,503	$8,450	$8,450	1.21	$8,001	$11,464	$11,464	87.7%		101.3%	93.0%		104.0%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	29	4	$5,503	$8,352	$8,450	1.20	$8,001	$11,348	$11,464	87.7%		101.3%	93.0%		104.0%
Non-Corrections/Non-Management Wtd Average					6	$5,503	$8,197	$8,450		$8,001	$11,167	$11,464	87.7%		101.3%	93.0%		104.0%
STATEWIDE Weighted Average					9	$5,664	$8,409	$8,577		$8,190	$11,415	$11,613	90.3%		102.8%	95.2%		105.3%

5675 FINANCIAL EXAMINER 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	Insufficient Market (Emp Avg X)
2022-ST-CA	4101	B	FINANCIAL INSTITUTIONS EXAMINER		0	$4,985		$6,244		$7,232		$8,733	
2022-ST-ID	04423		FIN INST EXMNR 1		3	$3,865	$5,591	$8,277	0.92	$5,666	$7,730	$10,945	
2022-ST-NV	07.181		FINANCIAL INSTITUTIONS EX 2		3	$4,350	$5,222	$6,459	0.97	$6,105	$7,140	$8,608	
State Market Average					6	$4,836	$5,406	$6,376		$6,989	$7,435	$8,823	
OVERALL WEIGHTED MARKET AVERAGE				0	6	$4,836	$5,406	$6,376		$6,989	$7,435	$8,823	

OREGON COMPARISON TO MARKET

5675-Financial Examiner 1

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	24	9	$4,356	$5,872	$6,664	1.07	$6,653	$8,435	$9,365
Non-Corrections/Non-Management Wtd Average					9	$4,356	$5,872	$6,664		$6,653	$8,435	$9,365
STATEWIDE Weighted Average					9	$4,356	$5,872	$6,664		$6,653	$8,435	$9,365

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
90.1%		104.5%	95.2%		106.1%
90.1%		104.5%	95.2%		106.1%
90.1%		104.5%	95.2%		106.1%

5676 FINANCIAL EXAMINER 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-ST-CA	4101	C	FINANCIAL INSTITUTIONS EXAMINER		0	$6,011		$7,524		$8,455		$10,259
2022-ST-ID	04421		FIN INST EXMNR 2		4	$4,361	$6,348	$9,349	0.93	$6,259	$8,636	$12,227
2022-ST-NV	07.183		FINANCIAL INSTITUTIONS EX 4		4	$4,746	$6,737	$7,073	1.14	$6,575	$8,938	$9,336
2022-ST-WA	161F		FINANCIAL EXAMINER 2		11	$4,982	$6,264	$6,700	1.07	$6,947	$8,419	$8,920
State Market Average					19	$5,540	$6,381	$7,297		$7,772	$8,574	$9,842
OVERALL WEIGHTED MARKET AVERAGE				0	19	$5,540	$6,381	$7,297		$7,772	$8,574	$9,842

OREGON COMPARISON TO MARKET

5676-Financial Examiner 2

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	27	7	$5,019	$6,821	$7,678	1.07	$7,432	$9,550	$10,557
Non-Corrections/Non-Management Wtd Average					7	$5,019	$6,821	$7,678		$7,432	$9,550	$10,557
STATEWIDE Weighted Average					7	$5,019	$6,821	$7,678		$7,432	$9,550	$10,557

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
90.6%	106.9%	105.2%	95.6%	111.4%	107.3%
90.6%	106.9%	105.2%	95.6%	111.4%	107.3%
90.6%	106.9%	105.2%	95.6%	111.4%	107.3%

5677 FINANCIAL EXAMINER 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-ST-CA	4102		SENIOR FINANCIAL INSTITUTIONS EXAMINEI		0	$6,917		$9,090		$9,535		$12,126
2022-ST-ID	04419		FIN INST EXMNR 3		1	$4,931	$7,260	$10,565	0.94	$6,941	$9,728	$13,681
2022-ST-NV	07.184		FINANCIAL INSTITUTIONS EX 5		1	$4,951	$7,045	$7,406	1.14	$6,819	$9,303	$9,731
2022-ST-WA	161G		FINANCIAL EXAMINER 3		9	$5,773	$7,334	$7,770	1.08	$7,856	$9,648	$10,148
State Market Average					11	$6,323	$7,301	$8,463		$8,669	$9,624	$11,179
OVERALL WEIGHTED MARKET AVERAGE				0	11	$6,323	$7,301	$8,463		$8,669	$9,624	$11,179

OREGON COMPARISON TO MARKET

5677-Financial Examiner 3

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	30	7	$5,771	$7,939	$8,870	1.08	$8,316	$10,863	$11,957	91.3%	108.7%	104.8%	95.9%	112.9%	107.0%
Non-Corrections/Non-Management Wtd Average					7	$5,771	$7,939	$8,870		$8,316	$10,863	$11,957	91.3%	108.7%	104.8%	95.9%	112.9%	107.0%
STATEWIDE Weighted Average					7	$5,771	$7,939	$8,870		$8,316	$10,863	$11,957	91.3%	108.7%	104.8%	95.9%	112.9%	107.0%

5707 INDUSTRIAL HYGIENIST 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-CompAnalyst	OF13000061		Industrial Hygienist		1	$6,385	$7,900	$9,799	1.00	$8,646	$10,391	$12,578
Purchased Market Average					1	$6,385	$7,900	$9,799		$8,646	$10,391	$12,578
2022-ST-CA	3856	A	ASSOCIATE INDUSTRIAL HYGIENIST		0	$6,011		$8,209		$8,455		$11,075
2022-ST-WA	394F		INDUSTRIAL HYGIENIST 3		11	$5,106	$7,197	$6,868	1.20	$7,089	$9,490	$9,112
State Market Average					11	$5,558	$7,197	$7,538		$7,772	$9,490	$10,094
OVERALL WEIGHTED MARKET AVERAGE				0	12	$5,583	$7,256	$7,607		$7,798	$9,565	$10,169

OREGON COMPARISON TO MARKET

5707-Industrial Hygienist 3

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	29	17	$5,503	$8,053	$8,450	1.15	$8,001	$10,997	$11,464
Non-Corrections/Non-Management Wtd Average					17	$5,503	$8,053	$8,450		$8,001	$10,997	$11,464
STATEWIDE Weighted Average					17	$5,503	$8,053	$8,450		$8,001	$10,997	$11,464

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
98.6%	111.0%	111.1%	102.6%	115.0%	112.7%
98.6%	111.0%	111.1%	102.6%	115.0%	112.7%
98.6%	111.0%	111.1%	102.6%	115.0%	112.7%

5710 OCCUPATIONAL SAFETY SPECIALIST 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-TwrsWtsn	AHS030-P2		Health and Safety	8	5		$6,396				$8,658	
Purchased Market Average				8	5		$6,396				$8,658	
2022-ST-CA	3917		HEALTH AND SAFETY OFFICER		0	$5,369		$6,671		$7,690		$9,242
2022-ST-ID	02015		SAFETY & LOSS CNTRL SPEC		1	$3,452	$4,588	$7,395	0.85	$5,172	$6,531	$9,889
2022-ST-NV	11.521		SAFETY SPEC, CONSULTATION		2	$4,350	$4,839	$6,459	0.90	$6,105	$6,686	$8,608
2022-ST-WA	392F		SAFETY & HEALTH SPECIALIST 2		5	$4,403	$5,934	$5,920	1.15	$6,282	$8,040	$8,024
State Market Average					8	$4,754	$5,492	$6,371		$6,798	$7,513	$8,696
OVERALL WEIGHTED MARKET AVERAGE				8	13	$4,754	$5,840	$6,371		$6,798	$7,954	$8,696

OREGON COMPARISON TO MARKET

5710-Occupational Safety Specialist 2

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
OAI	SEIU STRIKEABLE INST COALITION	A	P	27	1	$5,019	$6,051	$7,678	0.95	$7,432	$8,645	$10,557	105.6%	103.6%	120.5%	109.3%	108.7%	121.4%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	27	22	$5,019	$6,337	$7,678	1.00	$7,432	$8,981	$10,557	105.6%	108.5%	120.5%	109.3%	112.9%	121.4%
Non-Corrections/Non-Management Wtd Average					23	$5,019	$6,325	$7,678		$7,432	$8,966	$10,557	105.6%	108.3%	120.5%	109.3%	112.7%	121.4%
STATEWIDE Weighted Average					23	$5,019	$6,325	$7,678		$7,432	$8,966	$10,557	105.6%	108.3%	120.5%	109.3%	112.7%	121.4%

5733 REGULATORY SPECIALIST

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	Insufficient Market Emp Avg X
2022-ST-CA	1013	C	AGENT, ALCOHOLIC BEVERAGE CONTROL		0	$6,131		$8,479		$8,599		$11,397	
2022-ST-NV	13.257		COMPLIANCE/ENFORCMNT INVEST 2		23	$5,174	$6,338	$7,747	0.98	$7,083	$8,464	$10,136	
2022-ST-WA	390G		LCB ENFORCEMENT OFFICER 2		23	$4,518	$5,949	$6,070	1.12	$6,413	$8,057	$8,197	
State Market Average					46	$5,284	$6,143	$7,401		$7,393	$8,261	$9,888	
OVERALL WEIGHTED MARKET AVERAGE				0	46	$5,284	$6,143	$7,401		$7,393	$8,261	$9,888	

OREGON COMPARISON TO MARKET

5733-Regulatory Specialist

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
AL	AFSCME AT LIQUOR CONTROL COMM	A	P	27	63	$5,014	$6,997	$7,673	1.10	$7,426	$9,757	$10,551
Non-Corrections/Non-Management Wtd Average					63	$5,014	$6,997	$7,673		$7,426	$9,757	$10,551
STATEWIDE Weighted Average					63	$5,014	$6,997	$7,673		$7,426	$9,757	$10,551

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
94.9%		103.7%	100.5%		106.7%
94.9%		103.7%	100.5%		106.7%
94.9%		103.7%	100.5%		106.7%

5748 INSURANCE EXAMINER

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-ST-CA	4412	A	ASSOCIATE INSURANCE EXAMINER		0	$5,470		$7,193		$7,810		$9,864
2022-ST-ID	08932		INSURANCE ANLYST,SR		1	$4,931	$6,289	$10,565	0.81	$6,941	$8,566	$13,681
2022-ST-NV	11.409		INSURANCE EXAMINER 1		3	$4,746	$6,442	$7,073	1.09	$6,575	$8,587	$9,336
2022-ST-WA	162I		FUNCTIONAL PROGRAM ANALYST 3		11	$4,403	$5,471	$5,920	1.06	$6,282	$7,509	$8,024
State Market Average					15	$4,924	$5,720	$6,677		$7,013	$7,795	$9,072
OVERALL WEIGHTED MARKET AVERAGE				0	15	$4,924	$5,720	$6,677		$7,013	$7,795	$9,072

OREGON COMPARISON TO MARKET

5748-Insurance Examiner

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	30	17	$5,771	$8,184	$8,870	1.12	$8,316	$11,151	$11,957	117.2%	143.1%	132.8%	118.6%	143.1%	131.8%
Non-Corrections/Non-Management Wtd Average					17	$5,771	$8,184	$8,870		$8,316	$11,151	$11,957	117.2%	143.1%	132.8%	118.6%	143.1%	131.8%
STATEWIDE Weighted Average					17	$5,771	$8,184	$8,870		$8,316	$11,151	$11,957	117.2%	143.1%	132.8%	118.6%	143.1%	131.8%

5857 MOTOR CARRIER ENFORCMNT OFFICER 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-WA-KingCo	4102200		Scale Operator		0	$4,083		$4,970		$6,442		$7,461
County Market Average						$4,083		$4,970		$6,442		$7,461
2022-ST-CA	3930		MOTOR CARRIER SPECIALIST I, CALIFORNIA		0	$4,371		$5,425		$6,500		$7,757
2022-ST-ID	08552		PORT-OF-ENTRY INSPCTR		12	$3,058	$4,095	$6,556	0.85	$4,701	$5,941	$8,885
2022-ST-NV	11.553		COMMERCL VEHICLE SAFETY INSP 2		10	$4,003	$4,594	$5,914	0.93	$5,694	$6,396	$7,961
2022-ST-WA	457E		COMMERCIAL VEHICLE OFFICER 1		2	$3,517	$4,685	$4,685	1.14	$5,264	$6,605	$6,605
State Market Average					24	$3,936	$4,352	$5,790		$5,877	$6,186	$8,089
OVERALL WEIGHTED MARKET AVERAGE				0	24	$3,937	$4,352	$5,783		$5,882	$6,186	$8,084

OREGON COMPARISON TO MARKET

5857-Motor Carrier Enforcement Officer 1

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	21	48	$3,790	$5,145	$5,771	1.08	$5,988	$7,580	$8,316
Non-Corrections/Non-Management Wtd Average					48	$3,790	$5,145	$5,771		$5,988	$7,580	$8,316
STATEWIDE Weighted Average					48	$3,790	$5,145	$5,771		$5,988	$7,580	$8,316

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
96.3%	118.2%	99.8%	101.8%	122.5%	102.9%
96.3%	118.2%	99.8%	101.8%	122.5%	102.9%
96.3%	118.2%	99.8%	101.8%	122.5%	102.9%

5858 MOTOR CARRIER ENFORCMNT OFFICER 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	Insufficient Market Emp Avg X
2022-ST-CA	3928		MOTOR CARRIER SPECIALIST II, CALIFORNI/		0	$5,194		$6,451		$7,482		$8,979	
2022-ST-ID	08551		PORT-OF-ENTRY INSPTR, SR		3	$3,452	$4,770	$7,395	0.88	$5,172	$6,749	$9,889	
2022-ST-NV	11.551		COMMERCL VEHICLE SAFETY INSP 3		1	$4,350	$5,601	$6,459	1.04	$6,105	$7,590	$8,608	
State Market Average					4	$4,325	$4,978	$6,898		$6,315	$6,959	$9,391	
OVERALL WEIGHTED MARKET AVERAGE				0	4	$4,325	$4,978	$6,898		$6,315	$6,959	$9,391	

OREGON COMPARISON TO MARKET

5858-Motor Carrier Enforcement Officer 2

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	24	12	$4,356	$5,969	$6,664	1.08	$6,653	$8,548	$9,365	100.7%		96.6%	105.4%		99.7%
Non-Corrections/Non-Management Wtd Average					12	$4,356	$5,969	$6,664		$6,653	$8,548	$9,365	100.7%		96.6%	105.4%		99.7%
STATEWIDE Weighted Average					12	$4,356	$5,969	$6,664		$6,653	$8,548	$9,365	100.7%		96.6%	105.4%		99.7%

5902 COMMUNICABLE DISEASE ANALYST

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-ClackCo	508		Disease Intervention Specialis		10	$4,574	$4,818	$5,763	0.93	$7,142	$7,444	$8,616
2022-OR-MultCo	6024		Disease Intervention Specialist		25	$4,333	$4,788	$5,297	0.99	$7,043	$7,606	$8,234
2022-WA-KingCo	7500100		Disease Research and Intervention Specialist		25	$5,257	$5,697	$6,664	0.96	$7,791	$8,295	$9,406
County Market Average					60	$4,758	$5,172	$5,944		$7,371	$7,866	$8,786
2022-ST-NV	10.223		DISEASE CONTROL SPECIALIST 2		2	$4,003	$4,957	$5,914	1.00	$5,694	$6,826	$7,961
State Market Average					2	$4,003	$4,957	$5,914		$5,694	$6,826	$7,961
OVERALL WEIGHTED MARKET AVERAGE				0	62	$4,734	$5,165	$5,943		$7,317	$7,833	$8,760

OREGON COMPARISON TO MARKET

5902-Communicable Disease Analyst

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	22	15	$3,964	$5,163	$6,051	1.03	$6,192	$7,601	$8,645
Non-Corrections/Non-Management Wtd Average					15	$3,964	$5,163	$6,051		$6,192	$7,601	$8,645
STATEWIDE Weighted Average					15	$3,964	$5,163	$6,051		$6,192	$7,601	$8,645

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
83.7%	100.0%	101.8%	84.6%	97.0%	98.7%
83.7%	100.0%	101.8%	84.6%	97.0%	98.7%
83.7%	100.0%	101.8%	84.6%	97.0%	98.7%

5911-E HEALTH CARE INVESTIGTR/ADVISOR

Pharmacist Investigators

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-ST-CA	8876		INSPECTOR BOARD OF PHARMACY		0	$6,970		$9,145		$9,598		$12,191
2022-ST-ID	08479		PHARMACY/DRUG COMPLIANCE OFFICER, S		0	$4,361		$9,349		$6,259		$12,227
2022-ST-WA	295J		PHARMACIST - INVESTIGATOR		4	$8,366	$9,660	$9,703	1.07	$10,833	$12,320	$12,369
State Market Average					4	$7,554	$9,660	$9,421		$10,079	$12,320	$12,278
OVERALL WEIGHTED MARKET AVERAGE				0	4	$7,554	$9,660	$9,421		$10,079	$12,320	$12,278

Insufficient Market: Emp Avg X

OREGON COMPARISON TO MARKET

5911-E-Health Care Investigator/Advisor

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
OAS	SEIU STRIKEABLE SPEC COALITION	E	P	26	7	$8,870	$12,719	$13,662	1.13	$11,957	$16,480	$17,589
Non-Corrections/Non-Management Wtd Average					7	$8,870	$12,719	$13,662		$11,957	$16,480	$17,589
STATEWIDE Weighted Average					7	$8,870	$12,719	$13,662		$11,957	$16,480	$17,589

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
117.4%		145.0%	118.6%		143.3%
117.4%		145.0%	118.6%		143.3%
117.4%		145.0%	118.6%		143.3%

5926 DISABILITY ANALYST 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	Insufficient Market Emp Avg X
2022-ST-CA	8392		DISABILITY EVALUATION ANALYST II		0	$4,522		$5,662		$6,680		$8,039	
2022-ST-ID	09450		DISABILITY CLMS AJCTR		11	$3,865	$5,230	$8,277	0.86	$5,666	$7,299	$10,945	
2022-ST-NV	12.456		DISABILITY ADJUDICATOR 3		16	$4,003	$4,622	$5,914	0.93	$5,694	$6,429	$7,961	
State Market Average					27	$3,967	$4,870	$6,833		$5,718	$6,784	$9,136	
OVERALL WEIGHTED MARKET AVERAGE				0	27	$3,967	$4,870	$6,833		$5,718	$6,784	$9,136	

OREGON COMPARISON TO MARKET

5926-Disability Analyst 1

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	23	26	$4,155	$4,997	$6,350	0.95	$6,417	$7,406	$8,996	104.7%		92.9%	112.2%		98.5%
OAI	SEIU STRIKEABLE INST COALITION	A	P	23	2	$4,155	$6,350	$6,350	1.21	$6,417	$8,996	$8,996	104.7%		92.9%	112.2%		98.5%
Non-Corrections/Non-Management Wtd Average					28	$4,155	$5,094	$6,350		$6,417	$7,520	$8,996	104.7%		92.9%	112.2%		98.5%
STATEWIDE Weighted Average					28	$4,155	$5,094	$6,350		$6,417	$7,520	$8,996	104.7%		92.9%	112.2%		98.5%

5938 CANCER REGISTRY SPECIALIST

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-CompAnalyst	HC07000214		Tumor Registrar		1	$3,749	$4,887	$5,531	1.05	$5,610	$6,921	$7,663
2022-MIL-NWHCS	11.05		Certified Tumor Registrar (TNM Staging)	25	21	$4,117	$5,551	$6,245	1.07	$6,034	$7,686	$8,485
Purchased Market Average				25	22	$4,100	$5,521	$6,213		$6,014	$7,651	$8,448
2022-ST-NV	10.227		CANCER REGISTRY SPECIALIST II		2	$3,829	$5,629	$5,651	1.19	$5,488	$7,623	$7,649
State Market Average					2	$3,829	$5,629	$5,651		$5,488	$7,623	$7,649
OVERALL WEIGHTED MARKET AVERAGE				25	24	$4,078	$5,530	$6,166		$5,971	$7,649	$8,381

OREGON COMPARISON TO MARKET

Worker Data as of:

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
													0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
													0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
STATEWIDE Weighted Average													0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Currently no Oregon employees

5955 NUTRITION CONSULTANT

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	Insufficient Market (Emp Avg X)
2022-OR-ClackCo	546		Nutritionist, Senior		1	$5,763	$7,300	$7,300	1.12	$8,616	$10,520	$10,520	
2022-WA-KingCo	3425300		Nutrition Consultant I		0	$6,356		$8,056		$9,052		$11,005	
County Market Average					1	$6,059	$7,300	$7,678		$8,834	$10,520	$10,763	
2022-ST-CA	2162		PUBLIC HEALTH NUTRITION CONSULTANT II		0	$5,216		$7,123		$7,507		$9,781	
2022-ST-ID	02136		NUTRITION SPEC, WIC		1	$4,931	$5,925	$10,565	0.76	$6,941	$8,131	$13,681	
State Market Average					1	$5,074	$5,925	$8,844		$7,224	$8,131	$11,731	
OVERALL WEIGHTED MARKET AVERAGE				0	2	$5,566	$6,612	$8,261		$8,029	$9,325	$11,247	

OREGON COMPARISON TO MARKET

5955-Nutrition Consultant

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	29	7	$5,503	$8,340	$8,450	1.20	$8,001	$11,334	$11,464	98.9%		102.3%	99.6%		101.9%
OAI	SEIU STRIKEABLE INST COALITION	A	P	29	1	$5,503	$5,771	$8,450	0.83	$8,001	$8,316	$11,464	98.9%		102.3%	99.6%		101.9%
Non-Corrections/Non-Management Wtd Average					8	$5,503	$8,019	$8,450		$8,001	$10,957	$11,464	98.9%		102.3%	99.6%		101.9%
STATEWIDE Weighted Average					8	$5,503	$8,019	$8,450		$8,001	$10,957	$11,464	98.9%		102.3%	99.6%		101.9%

6128 CERTIFIED MEDICATION AIDE

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-LaneCo	B051		Certified Medication Aide		0	$3,241		$4,333		$5,784		$7,134
2022-OR-MultCo	6304		Medication Aide (CNA)		13	$3,638	$4,293	$4,455	1.06	$6,185	$6,993	$7,193
County Market Average					13	$3,610	$4,293	$4,446		$6,156	$6,993	$7,189
2022-CompAnalyst	HC07000553		Certified Medication Technician	10	80	$2,435	$2,837	$3,146	1.02	$4,097	$4,559	$4,916
2022-MIL-NWHCS	02.01a		Medical Assistant - Certified (CMA)	117	2,098	$3,280	$4,278	$4,936	1.04	$5,070	$6,220	$6,977
Purchased Market Average				127	2,178	$3,249	$4,225	$4,870		$5,034	$6,159	$6,901
OVERALL WEIGHTED MARKET AVERAGE				127	2,191	$3,251	$4,226	$4,867		$5,041	$6,163	$6,903

OREGON COMPARISON TO MARKET

6128-Certified Medication Aide

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
AAON	AFSCME AT DOC SECURITY PLUS	A	P	16	9	$3,668	$5,055	$5,281	1.13	$5,845	$7,475	$7,740	112.8%	119.6%	108.5%	115.9%	121.3%	112.1%
Corrections Wtd Average					9	$3,668	$5,055	$5,281		$5,845	$7,475	$7,740	112.8%	119.6%	108.5%	115.9%	121.3%	112.1%
STATEWIDE Weighted Average					9	$3,668	$5,055	$5,281		$5,845	$7,475	$7,740	112.8%	119.6%	108.5%	115.9%	121.3%	112.1%

6135 LICENSED PRACTICAL NURSE

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-JackCo	500		Licensed Practical Mental Health Nurse		0	$3,898		$5,132		$6,683		$8,213
2022-OR-LaneCo	B021		Licensed Practical Nurse		26	$4,146	$5,298	$5,540	1.09	$6,903	$8,328	$8,627
2022-OR-MultCo	6303		Licensed Community Practical Nurse		27	$4,366	$5,510	$5,691	1.10	$7,084	$8,498	$8,720
2022-WA-KingCo	3311110		Licensed Practical Nurse-Jail		0	$4,526		$5,788		$6,951		$8,400
County Market Average					53	$4,266	$5,406	$5,617		$6,988	$8,415	$8,652
2022-CompAnalyst	HC07000004		Licensed Practical Nurse	5	150	$3,272	$4,385	$4,920	1.07	$5,060	$6,342	$6,959
2022-MIL-NWHCS	02.06b		LPN - Clinic	63	344	$3,955	$5,339	$5,909	1.08	$5,847	$7,442	$8,097
Purchased Market Average				68	494	$3,853	$5,050	$5,761		$5,730	$7,108	$7,928
2022-ST-CA	8257	G	LICENSED VOCATIONAL NURSE, CALIFORNI		0	$5,995		$6,173		$8,436		$8,648
2022-ST-ID	07676		NURSE, LICENSED PRACTICAL		0	$3,452		$7,395		$5,172		$9,889
2022-ST-NV	10.360		LICENSED PRACTICAL NURSE 2		0	$3,640		$5,353		$5,263		$7,295
2022-ST-WA	286B		LICENSED PRACTICAL NURSE 2		0	$4,054		$5,325		$5,881		$7,340
State Market Average						$5,269		$6,016		$7,482		$8,360
OVERALL WEIGHTED MARKET AVERAGE				68	547	$4,643	$5,084	$5,898		$6,726	$7,235	$8,183

OREGON COMPARISON TO MARKET

6135-Licensed Practical Nurse

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
OAI	SEIU STRIKEABLE INST COALITION	A	P	22S	111	$4,131	$5,614	$6,298	1.08	$6,389	$8,131	$8,935	89.0%	110.4%	106.8%	95.0%	112.4%	109.2%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	22S	2	$4,131	$5,896	$6,298	1.13	$6,389	$8,462	$8,935	89.0%	116.0%	106.8%	95.0%	117.0%	109.2%
Non-Corrections/Non-Management Wtd Average					113	$4,131	$5,619	$6,298		$6,389	$8,137	$8,935	89.0%	110.5%	106.8%	95.0%	112.5%	109.2%
STATEWIDE Weighted Average					113	$4,131	$5,619	$6,298		$6,389	$8,137	$8,935	89.0%	110.5%	106.8%	95.0%	112.5%	109.2%

6208 MENTAL HEALTH REGISTERED NURSE

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-ClackCo	717		Community Health Nurse		8	$6,339	$7,477	$8,026	1.04	$9,330	$10,740	$11,420
2022-OR-JackCo	535		Mental Health Nurse		1	$6,938	$7,034	$9,277	0.87	$10,451	$10,570	$13,350
2022-OR-LaneCo	B025		Mental Health Nurse		0	$5,711		$7,637		$8,839		$11,221
2022-OR-MarionCo	557		Behavioral Health Nurse 1		3	$6,098	$7,250	$7,783	1.04	$9,154	$10,581	$11,242
2022-OR-MultCo	6315		Community Health Nurse		121	$6,791	$7,979	$8,729	1.03	$10,080	$11,547	$12,475
2022-OR-WashCo	510		Mental Health Nurse		0	$7,367		$8,961		$10,273		$12,180
2022-WA-KingCo	3312100		Registered Nurse		42	$5,498	$6,659	$7,696	1.01	$8,067	$9,400	$10,592
County Market Average					175	$6,450	$7,621	$8,434		$9,549	$10,973	$11,956
2022-CompAnalyst	HC07000618		Staff Nurse - RN III	375	9,999	$5,992	$7,807	$9,238	1.03	$8,193	$10,285	$11,933
2022-MIL-NWHCS	02.07a		RN - Acute Care	94	11,678	$6,231	$8,691	$10,607	1.03	$8,469	$11,303	$13,509
Purchased Market Average				469	21,677	$6,123	$8,284	$9,988		$8,344	$10,833	$12,796
2022-ST-CA	8094	T	REGISTERED NURSE (SAFETY)		0	$7,827		$9,328		$10,620		$12,410
2022-ST-ID	07606		NURSE, REGISTERED		0	$4,361		$9,349		$6,259		$12,227
2022-ST-NV	10.307		PSYCHIATRIC NURSE 2		0	$5,123		$7,670		$7,023		$10,045
2022-ST-WA	285E		REGISTERED NURSE 1		0	$4,621		$7,388		$6,532		$9,710
State Market Average						$7,355		$9,113		$10,001		$12,096
OVERALL WEIGHTED MARKET AVERAGE				469	21,852	$6,211	$8,278	$9,915		$8,469	$10,834	$12,740

OREGON COMPARISON TO MARKET

6208-Mental Health Registered Nurse

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
AMH	AFSCME AT OHA/OSH REG NURSE	A	P	30	236	$7,764	$9,488	$10,252	1.05	$10,658	$12,684	$13,581	125.0%	114.6%	103.4%	125.8%	117.1%	106.6%
NMG	ONA AT DHS GROUP HOMES	A	P	30	17	$7,764	$9,673	$10,252	1.07	$10,658	$12,901	$13,581	125.0%	116.8%	103.4%	125.8%	119.1%	106.6%
NMP	ONA AT DHS PENDLETON COTTAGE	A	P	30	5	$7,764	$9,813	$10,252	1.09	$10,658	$13,065	$13,581	125.0%	118.5%	103.4%	125.8%	120.6%	106.6%
Non-Corrections/Non-Management Wtd Average					258	$7,764	$9,507	$10,252		$10,658	$12,706	$13,581	125.0%	114.8%	103.4%	125.8%	117.3%	106.6%
STATEWIDE Weighted Average					258	$7,764	$9,507	$10,252		$10,658	$12,706	$13,581	125.0%	114.8%	103.4%	125.8%	117.3%	106.6%

6209 MENTAL HEALTH SUPERVISING RN

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-ST-CA	8096	T	SUPERVISING REGISTERED NURSE (SAFET	0	0	$8,679		$10,869		$11,636		$14,246
2022-ST-ID	07572		NURSE, REGISTERED MANAGER	31	31	$5,448	$7,665	$11,674	0.90	$7,560	$10,212	$15,009
2022-ST-NV	10.305		PSYCHIATRIC NURSE 3	40	40	$5,651	$7,826	$8,494	1.11	$7,649	$10,230	$11,023
2022-ST-WA	285G		REGISTERED NURSE 3 - TEAMSTERS	83	83	$6,714	$10,353	$11,002	1.17	$8,936	$13,116	$13,860
State Market Average					154	$7,183	$9,156	$10,682		$9,642	$11,782	$13,743
OVERALL WEIGHTED MARKET AVERAGE				0	154	$7,183	$9,156	$10,682		$9,642	$11,782	$13,743

OREGON COMPARISON TO MARKET

6209-Mental Health Supervising Registered Nurse

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
MMS	MGT SVC SUPERVISORY	A	P	32	4	$6,930	$10,082	$10,203	1.18	$9,678	$13,381	$13,524	96.5%	110.1%	95.5%	100.4%	113.6%	98.4%
Management Wtd Average					4	$6,930	$10,082	$10,203		$9,678	$13,381	$13,524	96.5%	110.1%	95.5%	100.4%	113.6%	98.4%
STATEWIDE Weighted Average					4	$6,930	$10,082	$10,203		$9,678	$13,381	$13,524	96.5%	110.1%	95.5%	100.4%	113.6%	98.4%

6214 INSTITUTION REGISTERED NURSE

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-ClackCo	717		Community Health Nurse		8	$6,339	$7,477	$8,026	1.04	$9,330	$10,740	$11,420
2022-OR-DescCo	2065		NURSE/CORRECTIONS		0	$6,287		$8,426		$9,334		$11,986
2022-OR-LaneCo	B024		Corrections Health Nurse		0	$6,003		$8,027		$9,200		$11,704
2022-OR-MultCo	6315		Community Health Nurse		121	$6,791	$7,979	$8,729	1.03	$10,080	$11,547	$12,475
2022-WA-KingCo	3312110		Registered Nurse - Jail		0	$6,321		$8,850		$9,012		$11,917
County Market Average					129	$6,669	$7,947	$8,693		$9,843	$11,497	$12,311
2022-CompAnalyst	HC07000618		Staff Nurse - RN III	375	3,408	$5,992	$7,807	$9,238	1.03	$8,193	$10,285	$11,933
2022-MIL-NWHCS	02.07b		RN - Clinic	83	3,408	$5,711	$8,516	$8,903	1.17	$7,869	$11,100	$11,547
Purchased Market Average				458	6,816	$5,865	$8,162	$9,087		$8,047	$10,692	$11,759
2022-ST-CA	9275	J	REGISTERED NURSE, CORRECTIONAL FACII		0	$8,218		$9,795		$11,086		$12,966
2022-ST-ID	07606		NURSE, REGISTERED		0	$4,361		$9,349		$6,259		$12,227
2022-ST-NV	10.318		CORRECTIONAL NURSE 2		0	$5,123		$7,670		$7,023		$10,045
2022-ST-WA	285F		REGISTERED NURSE 2		0	$5,479		$8,762		$7,518		$11,287
State Market Average						$7,380		$9,474		$9,997		$12,457
OVERALL WEIGHTED MARKET AVERAGE				458	6,945	$6,331	$8,158	$9,198		$8,658	$10,707	$11,976

OREGON COMPARISON TO MARKET

6214-Institution Registered Nurse

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
AAON	AFSCME AT DOC SECURITY PLUS	A	P	30N	131	$7,764	$9,460	$10,258	1.05	$10,658	$12,651	$13,588	122.6%	116.0%	111.5%	123.1%	118.2%	113.5%
CP	AOCE AT DOC NONSECURITY	A	P	30N	31	$7,531	$9,230	$9,950	1.06	$10,384	$12,380	$13,227	119.0%	113.1%	108.2%	119.9%	115.6%	110.4%
Corrections Wtd Average					162	$7,719	$9,416	$10,199		$10,605	$12,599	$13,519	121.9%	115.4%	110.9%	122.5%	117.7%	112.9%
OAI	SEIU STRIKEABLE INST COALITION	A	P	28N	16	$6,756	$9,572	$10,254	1.13	$9,473	$12,782	$13,584	106.7%	117.3%	111.5%	109.4%	119.4%	113.4%
Non-Corrections/Non-Management Wtd Average					16	$6,756	$9,572	$10,254		$9,473	$12,782	$13,584	106.7%	117.3%	111.5%	109.4%	119.4%	113.4%
STATEWIDE Weighted Average					178	$7,633	$9,430	$10,204		$10,504	$12,616	$13,525	120.6%	115.6%	110.9%	121.3%	117.8%	112.9%

6216 EPIDEMIOLOGIST 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-ClackCo	509		Epidemiologist		2	$5,763	$6,410	$7,300	0.98	$8,616	$9,418	$10,520
2022-OR-JackCo	525		Epidemiologist		2	$6,308	$6,411	$8,436	0.87	$9,670	$9,798	$12,308
2022-OR-LaneCo	B075		Community Health Analyst 1		3	$4,295	$4,512	$5,737	0.90	$7,088	$7,356	$8,872
2022-OR-MultCo	6360		Epidemiologist		3	$5,784	$5,899	$7,108	0.92	$8,836	$8,977	$10,472
2022-OR-WashCo	542		Epidemiologist		0	$6,497		$7,894		$9,234		$10,904
2022-WA-ClarkCo	40		Epidemiologist		5	$5,284	$5,752	$6,440	0.98	$7,581	$8,118	$8,909
2022-WA-KingCo	7513100		Epidemiologist I		10	$6,432	$6,660	$8,153	0.91	$9,140	$9,402	$11,116
2022-WA-ThrstnCo	4426		Epidemiologist		0	$5,336		$7,097		$7,547		$9,570
County Market Average					25	$5,837	$6,089	$7,379		$8,559	$8,882	$10,385
2022-ST-CA	5582		RESEARCH SCIENTIST II (EPIDEMIOLOGY/BI		0	$6,432		$7,994		$8,957		$10,819
2022-ST-ID	07232		EPIDEMIOLOGIST, STAFF		6	$4,361	$5,338	$9,349	0.78	$6,259	$7,428	$12,227
2022-ST-WA	303J		EPIDEMIOLOGIST 1		20	$5,106	$6,124	$6,868	1.02	$7,089	$8,259	$9,112
State Market Average					26	$5,645	$5,943	$7,600		$7,867	$8,067	$10,165
OVERALL WEIGHTED MARKET AVERAGE				0	51	$5,701	$6,015	$7,536		$8,069	$8,466	$10,229

OREGON COMPARISON TO MARKET

6216-Epidemiologist 1

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	27	15	$5,019	$5,947	$7,678	0.94	$7,432	$8,523	$10,557
Non-Corrections/Non-Management Wtd Average					15	$5,019	$5,947	$7,678		$7,432	$8,523	$10,557
STATEWIDE Weighted Average					15	$5,019	$5,947	$7,678		$7,432	$8,523	$10,557

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
88.0%	98.9%	101.9%	92.1%	100.7%	103.2%
88.0%	98.9%	101.9%	92.1%	100.7%	103.2%
88.0%	98.9%	101.9%	92.1%	100.7%	103.2%

6217 EPIDEMIOLOGIST 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-ClackCo	510		Epidemiologist, Senior		0	$6,339		$8,026		$9,330		$11,420
2022-OR-DescCo	9115		EPIDEMIOLOGIST		0	$6,932		$9,289		$10,133		$13,058
2022-OR-LaneCo	B076		Community Health Analyst 2		6	$5,366	$5,721	$7,166	0.91	$8,413	$8,852	$10,638
2022-OR-MultCo	6361		Epidemiologist Senior		3	$6,694	$7,400	$8,240	0.99	$9,960	$10,832	$11,871
2022-WA-KingCo	7513200		Epidemiologist II		34	$7,242	$7,813	$9,179	0.95	$10,070	$10,726	$12,295
County Market Average					43	$6,928	$7,492	$8,825		$9,827	$10,472	$12,043
2022-CompAnalyst	HC07000577		Epidemiologist		1	$6,452	$8,879	$10,243	1.06	$8,723	$11,518	$13,089
Purchased Market Average					1	$6,452	$8,879	$10,243		$8,723	$11,518	$13,089
2022-ST-CA	5594		RESEARCH SCIENTIST III (EPIDEMIOLOGY/B		0	$7,024		$8,792		$9,663		$11,771
2022-ST-NV	10.228		DISEASE CONTROL SPECIALIST 3		1	$4,350	$5,601	$6,459	1.04	$6,105	$7,590	$8,608
2022-ST-WA	303K		EPIDEMIOLOGIST 2 (NON-MEDICAL)		45	$5,920	$7,191	$7,964	1.04	$8,024	$9,483	$10,371
State Market Average					46	$6,456	$7,156	$8,363		$8,823	$9,442	$11,052
OVERALL WEIGHTED MARKET AVERAGE				0	90	$6,576	$7,336	$8,491		$9,077	$9,957	$11,316

OREGON COMPARISON TO MARKET

6217-Epidemiologist 2

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	30	27	$5,771	$7,745	$8,870	1.06	$8,316	$10,635	$11,957
Non-Corrections/Non-Management Wtd Average					27	$5,771	$7,745	$8,870		$8,316	$10,635	$11,957
STATEWIDE Weighted Average					27	$5,771	$7,745	$8,870		$8,316	$10,635	$11,957

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
87.8%	105.6%	104.5%	91.6%	106.8%	105.7%
87.8%	105.6%	104.5%	91.6%	106.8%	105.7%
87.8%	105.6%	104.5%	91.6%	106.8%	105.7%

6218 EPIDEMIOLOGIST 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-LaneCo	B077		Community Health Analyst, Sr		4	$5,775	$6,743	$7,717	1.00	$8,919	$10,115	$11,320
2022-WA-KingCo	7513300		Epidemiologist III		8	$8,859	$10,306	$11,229	1.03	$11,927	$13,589	$14,649
County Market Average					12	$7,831	$9,118	$10,058		$10,924	$12,431	$13,539
2022-MIL-NWHCS	14.06		Epidemiologist - Infection Control Nurse - Non M	50	74	$6,901	$8,270	$10,421	0.95	$9,240	$10,818	$13,295
Purchased Market Average				50	74	$6,901	$8,270	$10,421		$9,240	$10,818	$13,295
2022-ST-ID	07212		EPIDEMIOLOGIST, STATE		2	$5,903	$8,220	$12,652	0.89	$8,103	$10,877	$16,178
2022-ST-NV	U9091		STATE EPIDEMIOLOGIST		1	$8,104	$8,104	$8,104	1.00	$10,559	$10,559	$10,559
2022-ST-WA	303L		EPIDEMIOLOGIST 3 (NON-MEDICAL)		74	$6,533	$8,341	$8,791	1.09	$8,728	$10,805	$11,322
State Market Average					77	$6,537	$8,335	$8,883		$8,735	$10,804	$11,438
OVERALL WEIGHTED MARKET AVERAGE				50	163	$6,797	$8,363	$9,668		$9,126	$10,930	$12,436

OREGON COMPARISON TO MARKET

6218-Epidemiologist 3

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	32	7	$6,350	$9,269	$9,751	1.15	$8,996	$12,426	$12,993
Non-Corrections/Non-Management Wtd Average					7	$6,350	$9,269	$9,751		$8,996	$12,426	$12,993
STATEWIDE Weighted Average					7	$6,350	$9,269	$9,751		$8,996	$12,426	$12,993

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
93.4%	110.8%	100.9%	98.6%	113.7%	104.5%
93.4%	110.8%	100.9%	98.6%	113.7%	104.5%
93.4%	110.8%	100.9%	98.6%	113.7%	104.5%

6228 PUBLIC HEALTH NURSE 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	Insufficient Market (Emp Avg X)
2022-OR-DescCo	1151		PUBLIC HEALTH NURSE II		0	$5,703		$7,642		$8,609		$11,015	
2022-OR-JackCo	502		Com Health Nurse I		0	$5,737		$7,673		$8,962		$11,363	
2022-OR-LaneCo	B067		Community Health Nurse 1		0	$5,181	$5,567	$6,925	0.92	$8,183	$8,661	$10,340	
2022-WA-ClarkCo	38		Public Health Nurse I		0	$4,831		$5,883		$7,060		$8,269	
County Market Average						$5,552		$7,371		$8,429		$10,673	
OVERALL WEIGHTED MARKET AVERAGE				0	0	$5,552		$7,371		$8,429		$10,673	

OREGON COMPARISON TO MARKET

Worker Data as of:

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
													0.0%		0.0%	0.0%		0.0%
													0.0%		0.0%	0.0%		0.0%
	STATEWIDE Weighted Average												0.0%		0.0%	0.0%		0.0%

Currently no Oregon employees

6229 PUBLIC HEALTH NURSE 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-DescCo	1152		PUBLIC HEALTH NURSE III		0	$6,287		$8,426		$9,334		$11,986
2022-OR-JackCo	503		Com Health Nurse II		8	$6,308	$7,092	$8,436	0.96	$9,670	$10,641	$12,308
2022-OR-LaneCo	B022		Community Health Nurse 2		25	$6,152	$7,655	$8,221	1.07	$9,384	$11,243	$11,944
2022-OR-WashCo	507		Public Health Nurse II		0	$7,367		$8,961		$10,273		$12,180
2022-WA-ClarkCo	391		Public Health Nurse II		14	$5,670	$6,162	$6,911	0.98	$8,025	$8,590	$9,450
2022-WA-KingCo	3312200		Public Health Nurse		35	$6,008	$7,672	$8,207	1.08	$8,652	$10,564	$11,179
County Market Average					82	$6,211	$7,354	$8,154		$9,056	$10,440	$11,360
OVERALL WEIGHTED MARKET AVERAGE				0	82	$6,211	$7,354	$8,154		$9,056	$10,440	$11,360

OREGON COMPARISON TO MARKET

6229-Public Health Nurse 2

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	28N	17	$6,756	$9,767	$10,254	1.15	$9,473	$13,012	$13,584	108.8%	132.8%	125.7%	104.6%	124.6%	119.6%
Non-Corrections/Non-Management Wtd Average					17	$6,756	$9,767	$10,254		$9,473	$13,012	$13,584	108.8%	132.8%	125.7%	104.6%	124.6%	119.6%
STATEWIDE Weighted Average					17	$6,756	$9,767	$10,254		$9,473	$13,012	$13,584	108.8%	132.8%	125.7%	104.6%	124.6%	119.6%

6240 SUPERVISING RN

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-MultCo	9517		Nursing Supervisor		7	$6,436	$9,653	$9,863	1.18	$9,641	$13,617	$13,876
County Market Average					7	$6,436	$9,653	$9,863		$9,641	$13,617	$13,876
2022-CompAnalyst	HC07000333		Charge Nurse		1	$6,159	$8,134	$9,247	1.06	$8,386	$10,660	$11,942
2022-MIL-NWHCS	15.47		Nursing Shift Supervisor	48	227	$7,351	$9,922	$11,603	1.05	$9,759	$12,720	$14,656
Purchased Market Average				48	228	$7,346	$9,914	$11,593		$9,753	$12,711	$14,645
2022-ST-CA	8161	T	SUPERVISING REGISTERED NURSE		0	$8,679		$10,869		$11,636		$14,246
2022-ST-ID	07574		NURSE, REGISTERED SENIOR		93	$5,448	$6,990	$11,674	0.82	$7,560	$9,404	$15,009
2022-ST-NV	10.352		REGISTERED NURSE 5		5	$5,651	$8,629	$8,494	1.22	$7,649	$11,183	$11,023
State Market Average					98	$6,681	$7,073	$11,268		$9,110	$9,495	$14,593
OVERALL WEIGHTED MARKET AVERAGE				48	333	$7,073	$9,073	$11,438		$9,502	$11,784	$14,612

OREGON COMPARISON TO MARKET

6240-Supervising Registered Nurse

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
MMS	MGT SVC SUPERVISORY	A	P	32	3	$6,930	$10,203	$10,203	1.19	$9,678	$13,524	$13,524	98.0%	112.5%	89.2%	101.8%	114.8%	92.6%
Management Wtd Average					3	$6,930	$10,203	$10,203		$9,678	$13,524	$13,524	98.0%	112.5%	89.2%	101.8%	114.8%	92.6%
STATEWIDE Weighted Average					3	$6,930	$10,203	$10,203		$9,678	$13,524	$13,524	98.0%	112.5%	89.2%	101.8%	114.8%	92.6%

6241 NURSE MANAGER

temp market inactive for current reporting only

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-WA-KingCo	3319100		Nurse Manager		0	$8,493		$11,032		$11,506		$14,423
County Market Average						$8,493		$11,032		$11,506		$14,423
2022-CompAnalyst	HC07000028		Head Nurse	10	52	$7,615	$9,900	$11,506	1.04	$10,063	$12,694	$14,545
Purchased Market Average				10	52	$7,615	$9,900	$11,506		$10,063	$12,694	$14,545
2022-ST-CA	8129	T	SUPERVISING NURSE II		8	$9,114	$10,286	$11,413	1.00	$12,154	$13,552	$14,895
2022-ST-NV	10.300		DIRECTOR, NURSING SERVICES 2		0	$6,694		$10,125		$8,886		$12,957
2022-ST-WA	285H		REGISTERED NURSE 4		0	$6,530		$10,445		$8,725		$13,221
State Market Average					8	$6,835	$10,286	$10,538		$9,126	$13,552	$13,397
OVERALL WEIGHTED MARKET AVERAGE				10	60	$7,246	$9,951	$11,015		$9,628	$12,808	$13,972

OREGON COMPARISON TO MARKET

6241-Nurse Manager

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
MMS	MGT SVC SUPERVISORY	A	P	36	71	$8,408	$11,876	$12,394	1.14	$11,415	$15,490	$16,098	116.0%	119.3%	112.5%	118.6%	120.9%	115.2%
Management Wtd Average					71	$8,408	$11,876	$12,394		$11,415	$15,490	$16,098	116.0%	119.3%	112.5%	118.6%	120.9%	115.2%
STATEWIDE Weighted Average					71	$8,408	$11,876	$12,394		$11,415	$15,490	$16,098	116.0%	119.3%	112.5%	118.6%	120.9%	115.2%

6255 NURSE PRACTITIONER

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-ClackCo	516		Nurse Practitioner		9	$9,264	$11,377	$11,787	1.08	$12,955	$15,573	$16,081
2022-OR-DescCo	1153		NURSE PRACTITIONER		0	$7,642		$10,241		$11,015		$14,239
2022-OR-JackCo	504		Nurse Practitioner		0	$7,743		$10,176		$11,449		$14,466
2022-OR-LaneCo	B023		Nurse Practitioner		4	$8,687	$11,208	$11,622	1.10	$12,521	$15,638	$16,150
2022-OR-MarionCo	509		Nurse Practitioner		0	$7,875		$10,046		$11,356		$14,047
2022-OR-MultCo	6314		Nurse Practitioner		37	$9,162	$11,073	$11,719	1.06	$13,010	$15,371	$16,169
2022-OR-WashCo	509		Nurse Practitioner		0	$10,001		$12,150		$13,424		$15,994
2022-WA-KingCo	3313100		Advanced Reg Nurse Practnr		4	$7,425	$10,319	$10,451	1.15	$10,281	$13,605	$13,756
County Market Average					54	$8,967	$11,078	$11,562		$12,697	$15,293	$15,886
2022-CompAnalyst	HC07000008		Nurse Practitioner	10	400	$7,556	$9,933	$11,305	1.05	$9,995	$12,733	$14,313
2022-MIL-NWHCS	02.10a		Nurse Practitioner - Primary Care	74	448	$8,792	$11,541	$12,967	1.06	$11,418	$14,585	$16,227
2022-MIL-OPES	12.06		Nurse Practitioner	5	57	$8,916	$11,175	$11,968	1.07	$12,203	$14,937	$15,897
Purchased Market Average				89	905	$8,268	$10,807	$12,190		$10,854	$13,788	$15,383
2022-ST-CA	8212	T	NURSE PRACTITIONER		0	$9,737		$11,007		$12,897		$14,410
2022-ST-CA	9278	J	NURSE PRACTITIONER, CORRECTIONAL FA(		0	$10,223		$11,557		$13,477		$15,066
2022-ST-ID	07584		NURSE, ADVANCED PRACTICE		0	$5,448		$11,674		$7,560		$15,009
2022-ST-NV	10.229		MID-LEVEL MEDICAL PRACTITIONER		0	$6,119		$9,224		$8,204		$11,888
2022-ST-WA	291E		ADVANCED REGISTERED NURSE PRACTITIC		0	$7,644		$12,227		$10,004		$15,267
State Market Average						$9,009		$11,550		$11,872		$14,837
OVERALL WEIGHTED MARKET AVERAGE				89	959	$8,368	$10,823	$12,102		$11,040	$13,873	$15,363

OREGON COMPARISON TO MARKET

6255-Nurse Practitioner

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
AAON	AFSCME AT DOC SECURITY PLUS	A	P	33	8	$9,240	$11,413	$11,672	1.09	$12,392	$14,945	$15,250	110.4%	105.5%	96.4%	112.3%	107.7%	99.3%
CP	AOCE AT DOC NONSECURITY	A	P	33	1	$8,962	$11,261	$11,261	1.11	$12,066	$14,767	$14,767	107.1%	104.1%	93.1%	109.3%	106.4%	96.1%
Corrections Wtd Average					9	$9,209	$11,396	$11,626		$12,356	$14,925	$15,196	110.0%	105.3%	96.1%	111.9%	107.6%	98.9%
AMH	AFSCME AT OHA/OSH REG NURSE	A	P	33	5	$8,411	$11,396	$11,709	1.13	$11,418	$14,926	$15,294	100.5%	105.3%	96.8%	103.4%	107.6%	99.5%

6255-Nurse Practitioner (Continued)

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
Non-Corrections/Non-Management Wtd Average					5	$8,411	$11,396	$11,709		$11,418	$14,926	$15,294	100.5%	105.3%	96.8%	103.4%	107.6%	99.5%
STATEWIDE Weighted Average					14	$8,924	$11,396	$11,656		$12,021	$14,926	$15,231	106.6%	105.3%	96.3%	108.9%	107.6%	99.1%

6256 PSYCHIATRIC NURSE PRACTITIONER

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-ClackCo	516		Nurse Practitioner		9	$9,264	$11,377	$11,787	1.08	$12,955	$15,573	$16,081
2022-OR-DescCo	1275		PSYCHIATRIC NURSE PRACTITIONER		0	$8,426		$11,291		$11,986		$15,541
County Market Average					9	$9,112	$11,377	$11,697		$12,779	$15,573	$15,983
2022-CompAnalyst	HC07000654		Nurse Practitioner - Psychiatric		1	$7,607	$9,724	$11,121	1.04	$10,053	$12,492	$14,101
2022-MIL-NWHCS	05.10		Psychiatric ARNP	28	29	$9,536	$12,826	$14,039	1.09	$12,276	$16,064	$17,462
Purchased Market Average				28	30	$9,486	$12,722	$13,962		$12,217	$15,945	$17,373
2022-ST-CA	8227	T	NURSE PRACTITIONER, DEPARTMENTS OF I		0	$9,737		$11,007		$12,897		$14,410
2022-ST-ID	07584		NURSE, ADVANCED PRACTICE		0	$5,448		$11,674		$7,560		$15,009
2022-ST-WA	291E		ADVANCED REGISTERED NURSE PRACTITIC		0	$7,644		$12,227		$10,004		$15,267
State Market Average						$7,641		$12,170		$10,018		$15,231
OVERALL WEIGHTED MARKET AVERAGE				28	39	$8,719	$12,412	$12,956		$11,442	$15,859	$16,352

OREGON COMPARISON TO MARKET

6256-Psychiatric Nurse Practitioner

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
AAON	AFSCME AT DOC SECURITY PLUS	A	P	34	14	$9,682	$11,820	$12,232	1.08	$12,912	$15,424	$15,908
Corrections Wtd Average					14	$9,682	$11,820	$12,232		$12,912	$15,424	$15,908
AMH	AFSCME AT OHA/OSH REG NURSE	N	P	36	13	$10,252	$13,256	$13,536	1.11	$13,581	$17,111	$17,440
Non-Corrections/Non-Management Wtd Average					13	$10,252	$13,256	$13,536		$13,581	$17,111	$17,440
STATEWIDE Weighted Average					27	$9,956	$12,511	$12,860		$13,234	$16,236	$16,646

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
111.0%	95.2%	94.4%	112.8%	97.3%	97.3%
111.0%	95.2%	94.4%	112.8%	97.3%	97.3%
117.6%	106.8%	104.5%	118.7%	107.9%	106.7%
117.6%	106.8%	104.5%	118.7%	107.9%	106.7%
114.2%	100.8%	99.3%	115.7%	102.4%	101.8%

6257 PHYSICIAN'S ASSISTANT

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-LaneCo	B078		Physician Assistant		1	$8,476	$10,164	$11,341	1.03	$12,259	$14,347	$15,803
2022-OR-MultCo	6316		Physician Assistant		5	$9,162	$11,329	$11,719	1.09	$13,010	$15,687	$16,169
County Market Average					6	$9,048	$11,135	$11,656		$12,885	$15,464	$16,108
2022-CompAnalyst	HC07000009		Physician Assistant - Medical		1	$7,531	$9,833	$11,188	1.05	$9,966	$12,617	$14,178
2022-MIL-NWHCS	02.16a		Physician Assistant - Primary Care	59	163	$8,492	$11,120	$12,858	1.04	$11,072	$14,100	$16,102
Purchased Market Average				59	164	$8,486	$11,112	$12,848		$11,066	$14,091	$16,090
2022-ST-CA	8016	J	PHYSICIAN ASSISTANT, CORRECTIONAL FA(		0	$10,128		$11,672		$13,363		$15,204
State Market Average						$10,128		$11,672		$13,363		$15,204
OVERALL WEIGHTED MARKET AVERAGE				59	170	$8,740	$11,113	$12,643		$11,452	$14,139	$15,962

OREGON COMPARISON TO MARKET

Worker Data as of:

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
	STATEWIDE Weighted Average											

Currently no Oregon employees

MARKET COMPARISONS					
Salary			Salary and Benefits		
SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

6262 PHARMACIST 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-LaneCo	N4800		Clinical Pharmacist		2	$9,979	$10,273	$14,671	0.83	$14,118	$14,482	$19,921
2022-OR-MultCo	9355		Pharmacist		27	$8,594	$11,454	$12,891	1.07	$12,308	$15,842	$17,617
2022-WA-KingCo	3320100		Pharmacist		22	$9,740	$10,850	$12,346	0.98	$12,939	$14,214	$15,932
County Market Average					51	$9,143	$11,147	$12,726		$12,651	$15,086	$16,981
2022-CompAnalyst	HC07000011		Pharmacist		1	$9,498	$12,259	$13,816	1.05	$12,231	$15,412	$17,205
2022-MIL-NWHCS	07.05		Pharmacist	104	641	$9,667	$12,975	$14,275	1.08	$12,427	$16,236	$17,734
Purchased Market Average				104	642	$9,667	$12,974	$14,275		$12,426	$16,235	$17,733
2022-ST-CA	7982	P	PHARMACIST I		0	$10,331		$12,301		$13,605		$15,953
2022-ST-WA	295F		PHARMACIST 2		13	$7,578	$9,499	$8,791	1.16	$9,928	$12,135	$11,322
State Market Average					13	$10,162	$9,499	$12,084		$13,379	$12,135	$15,668
OVERALL WEIGHTED MARKET AVERAGE				104	706	$9,748	$12,778	$13,707		$12,649	$16,076	$17,236

OREGON COMPARISON TO MARKET

Worker Data as of:

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
	STATEWIDE Weighted Average											

MARKET COMPARISONS					
Salary			Salary and Benefits		
SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Currently no Oregon employees

6263 PHARMACIST 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-CompAnalyst	HC07000012		Clinical Pharmacist		1	$8,962	$11,707	$13,456	1.05	$11,615	$14,776	$16,790
Purchased Market Average					1	$8,962	$11,707	$13,456		$11,615	$14,776	$16,790
2022-ST-ID	07476		PHARMACIST, CLINICAL		2	$7,105	$11,370	$15,229	1.02	$9,542	$14,644	$19,261
State Market Average					2	$7,105	$11,370	$15,229		$9,542	$14,644	$19,261
OVERALL WEIGHTED MARKET AVERAGE				0	3	$7,724	$11,482	$14,638		$10,233	$14,688	$18,438

OREGON COMPARISON TO MARKET

6263-Pharmacist 2

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
AAON	AFSCME AT DOC SECURITY PLUS	A	P	39	1	$10,634	$15,465	$15,465	1.19	$14,030	$19,707	$19,707	137.7%	134.7%	105.7%	137.1%	134.2%	106.9%
Corrections Wtd Average					1	$10,634	$15,465	$15,465		$14,030	$19,707	$19,707	137.7%	134.7%	105.7%	137.1%	134.2%	106.9%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	41	1	$9,751	$15,046	$15,046	1.21	$12,993	$19,215	$19,215	126.2%	131.0%	102.8%	127.0%	130.8%	104.2%
OAI	SEIU STRIKEABLE INST COALITION	A	P	41	2	$9,751	$15,046	$15,046	1.21	$12,993	$19,215	$19,215	126.2%	131.0%	102.8%	127.0%	130.8%	104.2%
Non-Corrections/Non-Management Wtd Average					3	$9,751	$15,046	$15,046		$12,993	$19,215	$19,215	126.2%	131.0%	102.8%	127.0%	130.8%	104.2%
STATEWIDE Weighted Average					4	$9,972	$15,151	$15,151		$13,252	$19,338	$19,338	129.1%	132.0%	103.5%	129.5%	131.7%	104.9%

6264 PHARMACY MANAGER 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-CompAnalyst	HC07000269		Pharmacist Manager		1	$10,134	$13,397	$15,498	1.04	$12,964	$16,723	$19,142
2022-MIL-NWHCS	15.50		Pharmacy Manager	56	74	$11,366	$15,011	$17,653	1.03	$14,383	$18,581	$21,624
2022-MIL-NWHCS	07.06		Pharmacy Clinical Coordinator	32	74	$9,962	$13,335	$14,945	1.07	$12,766	$16,651	$18,505
Purchased Market Average				88	149	$10,661	$14,168	$16,294		$13,571	$17,610	$20,059
2022-ST-CA	7981	P	PHARMACIST II		0	$12,454		$13,471		$16,135		$17,348
2022-ST-ID	07474		PHARMACY SVCS SUPV		3	$7,883	$12,640	$16,893	1.02	$10,473	$16,164	$21,253
2022-ST-WA	295N		PHARMACIST SUPERVISOR		4	$9,234	$10,515	$10,707	1.05	$11,830	$13,301	$13,522
State Market Average					7	$11,932	$11,426	$13,455		$15,465	$14,528	$17,277
OVERALL WEIGHTED MARKET AVERAGE				88	156	$10,953	$14,045	$15,642		$14,006	$17,472	$19,420

OREGON COMPARISON TO MARKET

6264-Pharmacy Manager 1

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
MMS	MGT SVC SUPERVISORY	A	P	41	3	$10,720	$15,551	$15,804	1.17	$14,131	$19,809	$20,106
Management Wtd Average					3	$10,720	$15,551	$15,804		$14,131	$19,809	$20,106
STATEWIDE Weighted Average					3	$10,720	$15,551	$15,804		$14,131	$19,809	$20,106

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
97.9%	110.7%	101.0%	100.9%	113.4%	103.5%
97.9%	110.7%	101.0%	100.9%	113.4%	103.5%
97.9%	110.7%	101.0%	100.9%	113.4%	103.5%

6265 PHARMACY MANAGER 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-MIL-NWHCS	15.49		Pharmacy Director	59	21	$12,490	$16,511	$18,868	1.05	$15,678	$20,310	$23,024
Purchased Market Average				59	21	$12,490	$16,511	$18,868		$15,678	$20,310	$23,024
2022-ST-CA	7996	P	PHARMACY SERVICES MANAGER		0	$13,077		$14,141		$16,878		$18,148
State Market Average						$13,077		$14,141		$16,878		$18,148
OVERALL WEIGHTED MARKET AVERAGE				59	21	$12,722	$16,511	$16,999		$16,152	$20,310	$21,096

OREGON COMPARISON TO MARKET

6265-Pharmacy Manager 2

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
MMS	MGT SVC SUPERVISORY	A	P	43	3	$11,802	$16,880	$17,418	1.16	$15,403	$21,370	$22,002	92.8%	102.2%	102.5%	95.4%	105.2%	104.3%
Management Wtd Average					3	$11,802	$16,880	$17,418		$15,403	$21,370	$22,002	92.8%	102.2%	102.5%	95.4%	105.2%	104.3%
STATEWIDE Weighted Average					3	$11,802	$16,880	$17,418		$15,403	$21,370	$22,002	92.8%	102.2%	102.5%	95.4%	105.2%	104.3%

6269 CHIEF CLINICAL DIETICIAN

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-MIL-NWHCS	10.08		Chief Clinical Dietitian	26	9	$6,086	$8,044	$9,249	1.05	$8,302	$10,557	$11,945
Purchased Market Average				26	9	$6,086	$8,044	$9,249		$8,302	$10,557	$11,945
2022-ST-CA	2146		DIRECTOR OF DIETETICS		0	$6,332		$7,931		$8,838		$10,744
State Market Average						$6,332		$7,931		$8,838		$10,744
OVERALL WEIGHTED MARKET AVERAGE				26	9	$6,209	$8,044	$8,590		$8,570	$10,557	$11,345

OREGON COMPARISON TO MARKET

6269-Chief Clinical Dietician

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
MMS	MGT SVC SUPERVISORY	A	P	29	1	$5,985	$8,015	$8,831	1.08	$8,567	$10,953	$11,912	96.4%	99.6%	102.8%	100.0%	103.7%	105.0%
Management Wtd Average					1	$5,985	$8,015	$8,831		$8,567	$10,953	$11,912	96.4%	99.6%	102.8%	100.0%	103.7%	105.0%
STATEWIDE Weighted Average					1	$5,985	$8,015	$8,831		$8,567	$10,953	$11,912	96.4%	99.6%	102.8%	100.0%	103.7%	105.0%

6270 DIETITIAN 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-ClackCo	545		Nutritionist		1	$5,250	$6,652	$6,652	1.12	$7,980	$9,718	$9,718
2022-OR-JackCo	527		Registered Dietician		0	$4,976		$6,654		$8,019		$10,099
2022-OR-LaneCo	B044		Nutritionist/Dietitian, WIC		2	$4,628	$4,886	$6,179	0.90	$7,499	$7,819	$9,418
2022-OR-MultCo	6340		Dietitian (Nutritionist)		4	$5,297	$5,801	$6,500	0.98	$8,234	$8,857	$9,721
2022-OR-WashCo	513		Public Health Nutritionist		0	$5,464		$6,640		$7,999		$9,405
2022-WA-ClarkCo	36		Nutritionist		0	$4,638		$5,649		$6,839		$8,000
2022-WA-KingCo	3425100		Nutritionist I		12	$5,645	$6,793	$7,155	1.06	$8,236	$9,554	$9,971
County Market Average					19	$5,390	$6,376	$6,803		$8,070	$9,233	$9,739
2022-CompAnalyst	HC07000021		Dietitian		1	$4,460	$5,724	$6,636	1.03	$6,429	$7,885	$8,935
2022-MIL-NWHCS	10.07		Dietitian - (Registered)	91	157	$4,915	$6,467	$7,450	1.05	$6,953	$8,740	$9,872
Purchased Market Average				91	158	$4,913	$6,462	$7,445		$6,950	$8,735	$9,867
2022-ST-CA	2167	A	REGISTERED DIETITIAN		0	$4,109		$5,586		$6,188		$7,949
2022-ST-ID	02134		REG DIETITIAN, PUBLIC HEALTH		2	$3,865	$5,031	$8,277	0.83	$5,666	$7,060	$10,945
2022-ST-NV	10.226		REGISTERED DIETITIAN 2		2	$4,003	$6,008	$5,914	1.21	$5,694	$8,073	$7,961
2022-ST-WA	311F		DIETITIAN 2		13	$4,518	$5,879	$6,070	1.11	$6,413	$7,977	$8,197
State Market Average					17	$4,268	$5,794	$6,012		$6,219	$7,880	$8,267
OVERALL WEIGHTED MARKET AVERAGE				91	194	$4,877	$6,395	$7,181		$6,971	$8,709	$9,636

OREGON COMPARISON TO MARKET

Worker Data as of:

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
	STATEWIDE Weighted Average											

MARKET COMPARISONS					
Salary			Salary and Benefits		
SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Currently no Oregon employees

6271 DIETITIAN 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-DescCo	1236		REGISTERED DIETITIAN		0	$5,173		$6,932		$7,951		$10,133
2022-OR-WashCo	540		Public Health Nutritionist, Senior		0	$6,031		$7,329		$8,676		$10,228
2022-WA-KingCo	3425200		Nutritionist II		5	$6,207	$7,225	$7,867	1.03	$8,881	$10,050	$10,788
County Market Average					5	$5,957	$7,225	$7,600		$8,652	$10,050	$10,581
2022-CompAnalyst	HC07000531		Dietitian, Sr.		1	$4,837	$6,368	$7,272	1.05	$6,863	$8,627	$9,668
Purchased Market Average					1	$4,837	$6,368	$7,272		$6,863	$8,627	$9,668
2022-ST-ID	02150		DIETITIAN, CLINICAL		2	$3,865	$5,634	$8,277	0.93	$5,666	$7,782	$10,945
2022-ST-NV	10.222		REGISTERED DIETITIAN 3		5	$4,350	$6,165	$6,459	1.14	$6,105	$8,259	$8,608
State Market Average					7	$4,211	$6,013	$6,978		$5,980	$8,123	$9,275
OVERALL WEIGHTED MARKET AVERAGE				0	13	$5,172	$6,507	$7,325		$7,446	$8,903	$9,989

OREGON COMPARISON TO MARKET

6271-Dietitian 2

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
AAON	AFSCME AT DOC SECURITY PLUS	A	P	26	1	$5,774	$7,345	$8,405	1.04	$8,319	$10,165	$11,411	111.6%	112.9%	114.8%	111.7%	114.2%	114.2%
Corrections Wtd Average					1	$5,774	$7,345	$8,405		$8,319	$10,165	$11,411	111.6%	112.9%	114.8%	111.7%	114.2%	114.2%
OAI	SEIU STRIKEABLE INST COALITION	A	P	26	4	$4,776	$7,083	$7,327	1.17	$7,147	$9,857	$10,144	92.3%	108.9%	100.0%	96.0%	110.7%	101.5%
Non-Corrections/Non-Management Wtd Average					4	$4,776	$7,083	$7,327		$7,147	$9,857	$10,144	92.3%	108.9%	100.0%	96.0%	110.7%	101.5%
STATEWIDE Weighted Average					5	$4,976	$7,135	$7,543		$7,381	$9,919	$10,398	96.2%	109.7%	103.0%	99.1%	111.4%	104.1%

6294 CLINICAL PSYCHOLOGIST 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-MultCo	6318		Clinical Psychologist		3	$6,899	$8,495	$8,495	1.10	$10,213	$12,186	$12,186
2022-WA-ClarkCo	823		Clinical Psychologist		1	$5,856	$6,152	$8,271	0.87	$8,238	$8,578	$11,012
County Market Average					4	$6,638	$7,909	$8,439		$9,719	$11,284	$11,892
2022-MIL-NWHCS	05.07		Psychologist	35	81	$7,262	$8,955	$10,968	0.98	$9,656	$11,606	$13,925
Purchased Market Average				35	81	$7,262	$8,955	$10,968		$9,656	$11,606	$13,925
2022-ST-CA	9878	V	PSYCHOLOGIST (HEALTH FACILITY-CLINICAL		0	$8,939		$9,978		$11,946		$13,184
2022-ST-ID	09406		PSYCHOLOGIST		1	$5,903	$9,624	$12,652	1.04	$8,103	$12,555	$16,178
2022-ST-NV	10.170		LICENSED PSYCHOLOGIST 1		35	$6,459	$9,169	$9,760	1.13	$8,608	$11,823	$12,524
State Market Average					36	$6,693	$9,182	$9,854		$8,929	$11,843	$12,682
OVERALL WEIGHTED MARKET AVERAGE				35	121	$7,062	$8,988	$10,534		$9,427	$11,666	$13,466

OREGON COMPARISON TO MARKET

6294-Clinical Psychologist 1

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
AAON	AFSCME AT DOC SECURITY PLUS	A	P	32	4	$7,650	$10,891	$11,139	1.16	$10,524	$14,332	$14,624	108.3%	121.2%	105.7%	111.6%	122.8%	108.6%
Corrections Wtd Average					4	$7,650	$10,891	$11,139		$10,524	$14,332	$14,624	108.3%	121.2%	105.7%	111.6%	122.8%	108.6%
OAI	SEIU STRIKEABLE INST COALITION	A	P	33	2	$6,664	$6,996	$10,242	0.83	$9,365	$9,755	$13,570	94.4%	77.8%	97.2%	99.3%	83.6%	100.8%
Non-Corrections/Non-Management Wtd Average					2	$6,664	$6,996	$10,242		$9,365	$9,755	$13,570	94.4%	77.8%	97.2%	99.3%	83.6%	100.8%
STATEWIDE Weighted Average					6	$7,321	$9,592	$10,840		$10,138	$12,806	$14,272	103.7%	106.7%	102.9%	107.5%	109.8%	106.0%

6295 CLINICAL PSYCHOLOGIST 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-WA-KingCo	3211100		Clinical Psychologist		1	$8,651	$10,966	$10,966	1.12	$11,688	$14,347	$14,347
County Market Average					1	$8,651	$10,966	$10,966		$11,688	$14,347	$14,347
2022-CompAnalyst	HC07000634		Psychologist - Ph.D.		1	$7,213	$9,364	$10,787	1.04	$9,600	$12,077	$13,716
Purchased Market Average					1	$7,213	$9,364	$10,787		$9,600	$12,077	$13,716
2022-ST-CA	9839	U	SENIOR PSYCHOLOGIST (HEALTH FACILITY)		0	$8,955		$10,478		$11,965		$13,780
2022-ST-NV	10.168		LICENSED PSYCHOLOGIST 2		5	$6,760	$9,923	$10,227	1.17	$8,965	$12,718	$13,078
2022-ST-WA	362D		PSYCHOLOGIST 4		16	$7,964	$10,936	$10,707	1.17	$10,371	$13,785	$13,522
State Market Average					21	$8,346	$10,695	$10,568		$11,021	$13,531	$13,613
OVERALL WEIGHTED MARKET AVERAGE				0	23	$8,335	$10,649	$10,576		$11,011	$13,503	$13,624

OREGON COMPARISON TO MARKET

6295-Clinical Psychologist 2

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
OAI	SEIU STRIKEABLE INST COALITION	A	P	35	42	$7,327	$10,301	$11,267	1.11	$10,144	$13,639	$14,774
Non-Corrections/Non-Management Wtd Average					42	$7,327	$10,301	$11,267		$10,144	$13,639	$14,774
STATEWIDE Weighted Average					42	$7,327	$10,301	$11,267		$10,144	$13,639	$14,774

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
87.9%	96.7%	106.5%	92.1%	101.0%	108.4%
87.9%	96.7%	106.5%	92.1%	101.0%	108.4%
87.9%	96.7%	106.5%	92.1%	101.0%	108.4%

6348 RADIOLOGIC TECHNOLOGIST

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-CompAnalyst	HC07000097		Radiologic Technologist II		1	$4,351	$5,506	$6,343	1.03	$6,304	$7,634	$8,598
2022-MIL-NWHCS	01.03		Radiology Technologist (Registered)	105	469	$4,816	$6,406	$7,421	1.05	$6,839	$8,670	$9,840
Purchased Market Average				105	470	$4,815	$6,404	$7,419		$6,838	$8,668	$9,837
2022-ST-CA	9315	P	RADIOLOGIC TECHNOLOGIST, CORRECTION		0	$5,366		$6,250		$7,686		$8,740
2022-ST-ID	07482		RADIOLOGIC TECH		1	$3,058	$4,141	$6,556	0.86	$4,701	$5,996	$8,885
2022-ST-NV	10.740		RADIOLOGICAL TECHNOLOGIST		2	$3,387	$4,612	$4,951	1.11	$4,963	$6,417	$6,819
2022-ST-WA	300F		IMAGING TECHNOLOGIST 1		3	$3,531	$5,363	$4,741	1.30	$5,280	$7,384	$6,670
State Market Average					6	$5,079	$4,909	$6,084		$7,305	$6,830	$8,499
OVERALL WEIGHTED MARKET AVERAGE				105	476	$4,836	$6,385	$7,314		$6,875	$8,645	$9,731

OREGON COMPARISON TO MARKET

6348-Radiologic Technologist

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
AAON	AFSCME AT DOC SECURITY PLUS	A	P	19	3	$4,191	$6,048	$6,048	1.18	$6,459	$8,641	$8,641
Corrections Wtd Average					3	$4,191	$6,048	$6,048		$6,459	$8,641	$8,641
STATEWIDE Weighted Average					3	$4,191	$6,048	$6,048		$6,459	$8,641	$8,641

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
86.7%	94.7%	82.7%	94.0%	100.0%	88.8%
86.7%	94.7%	82.7%	94.0%	100.0%	88.8%
86.7%	94.7%	82.7%	94.0%	100.0%	88.8%

6380 DIETETIC TECHNICIAN

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-CompAnalyst	HC07000341		Diet Technician		1	$2,761	$3,623	$4,075	1.06	$4,473	$5,465	$5,986
2022-MIL-NWHCS	10.06		Diet Technician	24	18	$3,485	$4,231	$5,164	0.98	$5,306	$6,165	$7,240
Purchased Market Average				24	19	$3,447	$4,199	$5,107		$5,262	$6,128	$7,174
2022-ST-CA	2169		DIETETIC TECHNICIAN		0	$3,097		$3,880		$4,982		$5,914
State Market Average						$3,097		$3,880		$4,982		$5,914
OVERALL WEIGHTED MARKET AVERAGE				24	19	$3,429	$4,199	$5,045		$5,248	$6,128	$7,111

OREGON COMPARISON TO MARKET

Worker Data as of:

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
	STATEWIDE Weighted Average											

Currently no Oregon employees

MARKET COMPARISONS					
Salary			Salary and Benefits		
SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

6387 PHARMACY CLERK & TECH 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-WA-KingCo	3321100		Pharmacy Assistant		0	$3,350		$4,247		$5,600		$6,630
County Market Average						$3,350		$4,247		$5,600		$6,630
2022-CompAnalyst	HC07000035		Pharmacy Technician I		1	$2,477	$3,297	$3,649	1.08	$4,145	$5,089	$5,494
2022-CompAnalyst	HC07000279		Pharmacy Service Clerk		1	$2,192	$2,711	$3,213	1.01	$3,817	$4,415	$4,993
2022-MIL-NWHCS	07.01		Pharmacy Assistant	28	42	$2,865	$3,651	$4,042	1.06	$4,592	$5,497	$5,947
Purchased Market Average				28	44	$2,841	$3,622	$4,015		$4,565	$5,464	$5,916
2022-ST-WA	296F		PHARMACY TECHNICIAN		14	$3,614	$5,145	$4,857	1.21	$5,375	$7,133	$6,803
State Market Average					14	$3,614	$5,145	$4,857		$5,375	$7,133	$6,803
OVERALL WEIGHTED MARKET AVERAGE				28	58	$3,030	$3,989	$4,215		$4,771	$5,867	$6,135

OREGON COMPARISON TO MARKET

Worker Data as of:

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
	STATEWIDE Weighted Average											

MARKET COMPARISONS					
Salary			Salary and Benefits		
SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Currently no Oregon employees

6388 PHARMACY CLERK & TECH 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-MultCo	6119		Pharmacy Technician		18	$3,744	$4,293	$4,588	1.03	$6,315	$6,994	$7,358
2022-WA-KingCo	3321200		Pharmacy Technician		16	$4,147	$4,663	$5,257	0.99	$6,516	$7,109	$7,790
County Market Average					34	$3,934	$4,467	$4,903		$6,410	$7,048	$7,562
2022-CompAnalyst	HC07000036		Pharmacy Technician II		1	$2,962	$3,833	$4,368	1.05	$4,704	$5,706	$6,323
2022-MIL-NWHCS	07.02		Pharmacy Technician	88	521	$3,534	$4,743	$5,355	1.07	$5,362	$6,755	$7,459
Purchased Market Average				88	522	$3,533	$4,741	$5,353		$5,361	$6,753	$7,457
2022-ST-CA	7979	P	PHARMACY TECHNICIAN		0	$3,374		$4,229		$5,312		$6,330
2022-ST-ID	07461		PHARMACY ASST,SR		11	$2,272	$3,167	$4,878	0.89	$3,760	$4,830	$6,878
2022-ST-NV	10.723		PHARMACY TECHNICIAN 2		17	$3,121	$3,896	$4,546	1.02	$4,647	$5,568	$6,338
2022-ST-WA	296H		PHARMACY TECHNICIAN 1		28	$3,987	$5,303	$5,365	1.13	$5,804	$7,315	$7,386
State Market Average					56	$3,376	$4,456	$4,342		$5,274	$6,296	$6,422
OVERALL WEIGHTED MARKET AVERAGE				88	612	$3,487	$4,700	$4,955		$5,363	$6,727	$7,068

OREGON COMPARISON TO MARKET

6388-Pharmacy Clerk & Technician 2

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
OAI	SEIU STRIKEABLE INST COALITION	A	P	16	6	$3,095	$4,488	$4,555	1.17	$5,171	$6,809	$6,887
Non-Corrections/Non-Management Wtd Average					6	$3,095	$4,488	$4,555		$5,171	$6,809	$6,887
STATEWIDE Weighted Average					6	$3,095	$4,488	$4,555		$5,171	$6,809	$6,887

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
88.8%	95.5%	91.9%	96.4%	101.2%	97.4%
88.8%	95.5%	91.9%	96.4%	101.2%	97.4%
88.8%	95.5%	91.9%	96.4%	101.2%	97.4%

6391 DENTAL ASSISTANT 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-CompAnalyst	HC07000284		Dental Assistant		1	$2,720	$3,531	$4,017	1.05	$4,424	$5,359	$5,918
2022-MIL-NWHCS	01.34a		Dental Assistant	35	194	$3,282	$4,128	$4,940	1.00	$5,072	$6,047	$6,981
Purchased Market Average				35	195	$3,279	$4,125	$4,935		$5,069	$6,043	$6,976
2022-ST-ID	07338		DENTAL ASST 1		2	$2,272	$2,603	$4,878	0.73	$3,760	$4,156	$6,878
State Market Average					2	$2,272	$2,603	$4,878		$3,760	$4,156	$6,878
OVERALL WEIGHTED MARKET AVERAGE				35	197	$3,269	$4,110	$4,934		$5,055	$6,024	$6,975

OREGON COMPARISON TO MARKET

6391-Dental Assistant 1

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
AAON	AFSCME AT DOC SECURITY PLUS	A	P	15	3	$3,517	$5,041	$5,041	1.18	$5,667	$7,458	$7,458
Corrections Wtd Average					3	$3,517	$5,041	$5,041		$5,667	$7,458	$7,458
STATEWIDE Weighted Average					3	$3,517	$5,041	$5,041		$5,667	$7,458	$7,458

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
107.6%	122.7%	102.2%	112.1%	123.8%	106.9%
107.6%	122.7%	102.2%	112.1%	123.8%	106.9%
107.6%	122.7%	102.2%	112.1%	123.8%	106.9%

6394 DENTAL ASSISTANT 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-ClackCo	558		Dental Assistant, EFDA		11	$3,797	$4,636	$4,779	1.08	$6,180	$7,219	$7,396
2022-OR-MultCo	6346		Dental Assistant (EFDA)		43	$3,744	$4,435	$4,588	1.06	$6,315	$7,169	$7,358
2022-WA-KingCo	3331100		Dental Assistant		25	$3,955	$4,677	$5,013	1.04	$6,295	$7,124	$7,511
County Market Average					79	$3,818	$4,540	$4,749		$6,290	$7,162	$7,412
2022-CompAnalyst	SSC15000512		Expanded Function Dental Assistant	5	158	$2,720	$3,816	$4,017	1.13	$4,424	$5,687	$5,918
2022-MIL-NWHCS	01.34b		Expanded Functions Dental Auxiliary	10	106	$3,521	$4,698	$5,404	1.05	$5,348	$6,703	$7,517
Purchased Market Average				15	264	$2,944	$4,170	$4,405		$4,683	$6,095	$6,365
2022-ST-CA	9296	U	DENTAL ASSISTANT, CORRECTIONAL FACIL		0	$4,714		$5,901		$6,909		$8,324
2022-ST-ID	07340		DENTAL ASST 2		5	$2,617	$3,063	$5,617	0.74	$4,173	$4,706	$7,761
2022-ST-NV	10.263		DENTAL ASSISTANT 2		10	$2,881	$4,032	$4,169	1.14	$4,362	$5,729	$5,891
2022-ST-WA	294F		DENTAL ASSISTANT		32	$3,614	$5,241	$4,857	1.24	$5,375	$7,244	$6,803
State Market Average					47	$4,514	$4,752	$5,738		$6,633	$6,651	$8,087
OVERALL WEIGHTED MARKET AVERAGE				15	390	$3,678	$4,315	$4,988		$5,648	$6,378	$7,180

OREGON COMPARISON TO MARKET

6394-Dental Assistant 2

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
AAON	AFSCME AT DOC SECURITY PLUS	A	P	20	22	$4,386	$5,714	$6,347	1.06	$6,688	$8,248	$8,993	119.2%	132.4%	127.2%	118.4%	129.3%	125.2%
CP	AOCE AT DOC NONSECURITY	A	P	16	5	$3,564	$4,925	$5,097	1.14	$5,722	$7,322	$7,524	96.9%	114.1%	102.2%	101.3%	114.8%	104.8%
Corrections Wtd Average					27	$4,234	$5,568	$6,116		$6,509	$8,077	$8,721	115.1%	129.0%	122.6%	115.2%	126.6%	121.5%
OAI	SEIU STRIKEABLE INST COALITION	A	P	20	2	$3,629	$4,666	$5,503	1.02	$5,799	$7,017	$8,001	98.7%	108.1%	110.3%	102.7%	110.0%	111.4%
Non-Corrections/Non-Management Wtd Average					2	$3,629	$4,666	$5,503		$5,799	$7,017	$8,001	98.7%	108.1%	110.3%	102.7%	110.0%	111.4%
STATEWIDE Weighted Average					29	$4,192	$5,505	$6,073		$6,460	$8,004	$8,671	114.0%	127.6%	121.8%	114.4%	125.5%	120.8%

6396 DENTAL HYGIENIST

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-ClackCo	557		Dental Hygienist		5	$6,652	$8,279	$8,416	1.10	$9,718	$11,734	$11,903
2022-OR-LaneCo	B061		Expand Pract Dental Hygienist		2	$6,152	$8,221	$8,221	1.14	$9,384	$11,944	$11,944
2022-OR-MultCo	6348		Dental Hygienist		16	$6,694	$7,767	$8,240	1.04	$9,960	$11,286	$11,871
2022-WA-KingCo	3332100		Dental Hygienist		1	$7,156	$8,480	$9,070	1.05	$9,971	$11,492	$12,170
County Market Average					24	$6,659	$7,941	$8,310		$9,862	$11,443	$11,896
2022-CompAnalyst	HC07000037		Dental Hygienist		1	$5,230	$6,987	$7,674	1.08	$7,316	$9,340	$10,130
2022-MIL-NWHCS	01.35		Dental Hygienist	37	96	$6,200	$8,477	$9,069	1.11	$8,433	$11,056	$11,737
Purchased Market Average				37	97	$6,191	$8,462	$9,056		$8,423	$11,038	$11,723
2022-ST-CA	9298	Q	DENTAL HYGIENIST, CORRECTIONAL FACILI		0	$6,339		$7,940		$8,846		$10,755
2022-ST-ID	07309		DENTAL HYGIENIST		3	$3,865	$5,103	$8,277	0.84	$5,666	$7,147	$10,945
2022-ST-WA	292F		DENTAL HYGIENIST 2		12	$4,857	$7,087	$6,533	1.24	$6,803	$9,365	$8,728
State Market Average					15	$5,951	$6,691	$7,696		$8,322	$8,921	$10,389
OVERALL WEIGHTED MARKET AVERAGE				37	136	$6,169	$8,175	$8,522		$8,563	$10,876	$11,308

OREGON COMPARISON TO MARKET

6396-Dental Hygienist

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
OAI	SEIU STRIKEABLE INST COALITION	A	P	29	1	$5,503	$8,450	$8,450	1.21	$8,001	$11,464	$11,464
Non-Corrections/Non-Management Wtd Average					1	$5,503	$8,450	$8,450		$8,001	$11,464	$11,464
STATEWIDE Weighted Average					1	$5,503	$8,450	$8,450		$8,001	$11,464	$11,464

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
89.2%	103.4%	99.2%	93.4%	105.4%	101.4%
89.2%	103.4%	99.2%	93.4%	105.4%	101.4%
89.2%	103.4%	99.2%	93.4%	105.4%	101.4%

6440 DISTRICT VETERINARIAN

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	Insufficient Market (Emp Avg X)
2022-WA-KingCo	3204100		Public Health Veterinarian		1	$9,740	$12,346	$12,346	1.12	$12,939	$15,932	$15,932	
County Market Average					1	$9,740	$12,346	$12,346		$12,939	$15,932	$15,932	
2022-ST-CA	0177	D	VETERINARIAN (GENERAL)		0	$7,597		$9,454		$10,346		$12,560	
2022-ST-ID	00260		VETERINARIAN, MEDICL OFF		1	$5,448	$6,975	$11,674	0.81	$7,560	$9,387	$15,009	
State Market Average					1	$6,738	$6,975	$10,342		$9,232	$9,387	$13,540	
OVERALL WEIGHTED MARKET AVERAGE				0	2	$7,011	$9,661	$10,525		$9,569	$12,660	$13,757	

OREGON COMPARISON TO MARKET

6440-District Veterinarian

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS: Salary SR Min to SR Min	Salary Avg to Avg	Salary SR Max to SR Max	Salary and Benefits SR Min to SR Min	Salary and Benefits Avg to Avg	Salary and Benefits SR Max to SR Max
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	29	3	$5,503	$7,818	$8,450	1.12	$8,001	$10,722	$11,464	78.5%		80.3%	83.6%		83.3%
Non-Corrections/Non-Management Wtd Average					3	$5,503	$7,818	$8,450		$8,001	$10,722	$11,464	78.5%		80.3%	83.6%		83.3%
STATEWIDE Weighted Average					3	$5,503	$7,818	$8,450		$8,001	$10,722	$11,464	78.5%		80.3%	83.6%		83.3%

6502 PHYSICAL THERAPY ASST

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-CompAnalyst	HC07000089		Licensed Physical Therapist Assistant		1	$4,100	$5,356	$6,084	1.05	$6,015	$7,460	$8,299
2022-MIL-NWHCS	01.22		Physical Therapy Assistant	72	89	$4,357	$5,761	$6,454	1.07	$6,311	$7,928	$8,726
Purchased Market Average				72	90	$4,355	$5,757	$6,450		$6,307	$7,923	$8,721
2022-ST-CA	8272		PHYSICAL THERAPY ASSISTANT		0	$2,868		$3,591		$4,708		$5,570
2022-ST-ID	07614		PHYSICAL OCC THERAPY AID		10	$2,617	$3,913	$5,617	0.95	$4,173	$5,723	$7,761
2022-ST-WA	310E		PHYSICAL THERAPY ASSISTANT 1		1	$3,531	$4,626	$4,741	1.12	$5,280	$6,538	$6,670
State Market Average					11	$2,714	$3,977	$5,375		$4,310	$5,797	$7,488
OVERALL WEIGHTED MARKET AVERAGE				72	101	$4,162	$5,563	$6,324		$6,072	$7,691	$8,576

OREGON COMPARISON TO MARKET

Worker Data as of:

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
													0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
													0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
STATEWIDE Weighted Average													0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Currently no Oregon employees

6503 PHYSICAL THERAPIST

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-CompAnalyst	HC07000015		Physical Therapist II		1	$6,209	$8,125	$9,205	1.05	$8,444	$10,651	$11,894
2022-MIL-NWHCS	01.23		Physical Therapist	97	494	$6,667	$8,801	$9,954	1.06	$8,971	$11,429	$12,757
Purchased Market Average				97	495	$6,667	$8,800	$9,953		$8,970	$11,427	$12,756
2022-ST-CA	8315		PHYSICAL THERAPIST I, DEPARTMENTS OF		0	$4,722		$7,006		$6,919		$9,641
2022-ST-ID	07727		THERAPIST		4	$4,931	$7,419	$10,565	0.96	$6,941	$9,918	$13,681
State Market Average					4	$4,889	$7,419	$9,853		$6,937	$9,918	$12,873
OVERALL WEIGHTED MARKET AVERAGE				97	499	$6,649	$8,789	$9,952		$8,950	$11,415	$12,757

OREGON COMPARISON TO MARKET

Worker Data as of:

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
													0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
													0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
STATEWIDE Weighted Average													0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Currently no Oregon employees

6506 CERT OCCUPATION THERAPIST ASST

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-CompAnalyst	HC07000088		Certified Occupational Therapist Assistant		1	$4,075	$5,331	$5,941	1.06	$5,986	$7,432	$8,135
2022-MIL-NWHCS	01.20		Occupational Therapy Assistant (Certified)	33	21	$4,427	$5,599	$6,682	1.01	$6,391	$7,741	$8,988
Purchased Market Average				33	22	$4,411	$5,587	$6,648		$6,373	$7,727	$8,949
2022-ST-ID	07763		THERAPY TECH		2	$3,058	$4,842	$6,556	1.01	$4,701	$6,835	$8,885
2022-ST-NV	10.673		ACTIVITIES THERAPY TECH 2		8	$3,121	$3,830	$4,546	1.00	$4,647	$5,489	$6,338
2022-ST-WA	310H		OCCUPATIONAL THERAPY ASSISTANT 1		3	$2,995	$3,604	$3,987	1.03	$4,665	$5,364	$5,804
State Market Average					13	$3,082	$3,933	$4,726		$4,659	$5,667	$6,607
OVERALL WEIGHTED MARKET AVERAGE				33	35	$3,918	$4,973	$5,934		$5,736	$6,962	$8,079

OREGON COMPARISON TO MARKET

6506-Certified Occupation Therapist Assistant

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
OAI	SEIU STRIKEABLE INST COALITION	A	P	20	2	$3,629	$4,829	$5,503	1.06	$5,799	$7,209	$8,001
Non-Corrections/Non-Management Wtd Average					2	$3,629	$4,829	$5,503		$5,799	$7,209	$8,001
STATEWIDE Weighted Average					2	$3,629	$4,829	$5,503		$5,799	$7,209	$8,001

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
92.6%	97.1%	92.7%	101.1%	103.5%	99.0%
92.6%	97.1%	92.7%	101.1%	103.5%	99.0%
92.6%	97.1%	92.7%	101.1%	103.5%	99.0%

6508 OCCUPATIONAL THERAPIST

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-DescCo	1163		OCCUPATIONAL THERAPIST		0	$5,703		$7,642		$8,609		$11,015
County Market Average						$5,703		$7,642		$8,609		$11,015
2022-CompAnalyst	HC07000013		Occupational Therapist		1	$6,226	$8,042	$9,205	1.04	$8,463	$10,554	$11,894
2022-MIL-NWHCS	01.21		Occupational Therapist (Registered)	77	204	$6,559	$8,518	$9,900	1.04	$8,846	$11,103	$12,694
Purchased Market Average				77	205	$6,557	$8,516	$9,896		$8,845	$11,100	$12,690
2022-ST-CA	8204	U	OCCUPATIONAL THERAPIST, DEPARTMENTS		0	$6,647		$7,826		$9,213		$10,618
2022-ST-WA	306O		OCCUPATIONAL THERAPIST 2		2	$4,089	$5,062	$5,497	1.06	$5,921	$7,038	$7,538
State Market Average					2	$4,942	$5,062	$6,273		$7,018	$7,038	$8,565
OVERALL WEIGHTED MARKET AVERAGE				77	207	$6,530	$8,482	$9,834		$8,817	$11,061	$12,624

OREGON COMPARISON TO MARKET

6508-Occupational Therapist

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
OAI	SEIU STRIKEABLE INST COALITION	A	P	32	15	$6,350	$8,305	$9,751	1.03	$8,996	$11,293	$12,993
Non-Corrections/Non-Management Wtd Average					15	$6,350	$8,305	$9,751		$8,996	$11,293	$12,993
STATEWIDE Weighted Average					15	$6,350	$8,305	$9,751		$8,996	$11,293	$12,993

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
97.2%	97.9%	99.2%	102.0%	102.1%	102.9%
97.2%	97.9%	99.2%	102.0%	102.1%	102.9%
97.2%	97.9%	99.2%	102.0%	102.1%	102.9%

6520 ACTIVITIES COORDINATOR

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-CompAnalyst	HC07000080		Recreational Therapist	150	160	$3,908	$5,071	$5,816	1.04	$5,793	$7,133	$7,991
2022-MIL-OPES	11.05		Recreation Specialist	7	8	$4,375	$4,712	$5,611	0.94	$6,708	$7,116	$8,203
Purchased Market Average				157	168	$3,930	$5,054	$5,806		$5,837	$7,132	$8,001
2022-ST-NV	10.621		THERAPEUTIC RECREATION SPEC 1		10	$3,829	$4,569	$5,651	0.96	$5,488	$6,365	$7,649
2022-ST-WA	701F		RECREATION & ATHLETICS SPECIALIST 2		23	$3,216	$3,971	$4,294	1.06	$4,919	$5,785	$6,157
State Market Average					33	$3,402	$4,152	$4,705		$5,091	$5,961	$6,609
OVERALL WEIGHTED MARKET AVERAGE				157	201	$3,843	$4,906	$5,625		$5,714	$6,940	$7,772

OREGON COMPARISON TO MARKET

6520-Activities Coordinator

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
OAI	SEIU STRIKEABLE INST COALITION	A	P	19	50	$3,483	$5,026	$5,256	1.15	$5,627	$7,440	$7,711
Non-Corrections/Non-Management Wtd Average					50	$3,483	$5,026	$5,256		$5,627	$7,440	$7,711
STATEWIDE Weighted Average					50	$3,483	$5,026	$5,256		$5,627	$7,440	$7,711

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
90.6%	102.4%	93.4%	98.5%	107.2%	99.2%
90.6%	102.4%	93.4%	98.5%	107.2%	99.2%
90.6%	102.4%	93.4%	98.5%	107.2%	99.2%

6523 REHABILITATION THERAPY SUPV

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	Insufficient Market Emp Avg X
2022-ST-CA	8316	U	SUPERVISING REHABILITATION THERAPIST		0	$6,827		$7,882		$9,427		$10,686	
2022-ST-ID	07752		RECREATION SUPV, THERPTC		2	$4,931	$6,345	$10,565	0.82	$6,941	$8,632	$13,681	
2022-ST-WA	306Y		THERAPIES SUPERVISOR		5	$5,365	$6,809	$7,213	1.08	$7,386	$9,045	$9,509	
State Market Average					7	$6,018	$6,676	$7,749		$8,309	$8,927	$10,336	
OVERALL WEIGHTED MARKET AVERAGE				0	7	$6,018	$6,676	$7,749		$8,309	$8,927	$10,336	

OREGON COMPARISON TO MARKET

Worker Data as of:

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
													0.0%		0.0%	0.0%		0.0%
													0.0%		0.0%	0.0%		0.0%
	STATEWIDE Weighted Average												0.0%		0.0%	0.0%		0.0%

Currently no Oregon employees

6524 REHABILITATION THERAPY PRG MGR

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-CompAnalyst	HC07000361		Rehabilitation Services Manager		1	$7,874	$10,159	$11,272	1.06	$10,362	$12,993	$14,275
Purchased Market Average					1	$7,874	$10,159	$11,272		$10,362	$12,993	$14,275
OVERALL WEIGHTED MARKET AVERAGE				0	1	$7,874	$10,159	$11,272		$10,362	$12,993	$14,275

OREGON COMPARISON TO MARKET

6524-Rehabilitation Therapy Program Manager

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
MMS	MGT SVC SUPERVISORY	A	P	30	1	$6,282	$9,264	$9,264	1.19	$8,916	$12,420	$12,420
Management Wtd Average					1	$6,282	$9,264	$9,264		$8,916	$12,420	$12,420
STATEWIDE Weighted Average					1	$6,282	$9,264	$9,264		$8,916	$12,420	$12,420

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
79.8%	91.2%	82.2%	86.1%	95.6%	87.0%
79.8%	91.2%	82.2%	86.1%	95.6%	87.0%
79.8%	91.2%	82.2%	86.1%	95.6%	87.0%

6531 BEHAVIORAL HEALTH SPECIALIST 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-DescCo	1160		BEHAVIORAL HLTH SPEC I		0	$4,692		$6,287		$7,355		$9,334
2022-OR-JackCo	522		QMHP I		13	$4,976	$5,970	$6,654	1.03	$8,018	$9,251	$10,099
County Market Average					13	$4,758	$5,970	$6,372		$7,509	$9,251	$9,511
2022-CompAnalyst	HC07000121		Chemical Dependency Counselor	80	181	$3,858	$4,879	$5,849	1.01	$5,735	$6,911	$8,029
Purchased Market Average				80	181	$3,858	$4,879	$5,849		$5,735	$6,911	$8,029
2022-ST-NV	12.469		SUBSTANCE ABUSE COUNSELOR 2		12	$4,003	$4,929	$5,914	0.99	$5,694	$6,793	$7,961
State Market Average					12	$4,003	$4,929	$5,914		$5,694	$6,793	$7,961
OVERALL WEIGHTED MARKET AVERAGE				80	206	$4,058	$4,950	$5,965		$6,115	$7,052	$8,345

OREGON COMPARISON TO MARKET

6531-Behavioral Health Specialist 1

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
AAON	AFSCME AT DOC SECURITY PLUS	A	P	23	6	$5,041	$6,462	$7,292	1.05	$7,458	$9,127	$10,103	124.2%	130.5%	122.2%	122.0%	129.4%	121.1%
CP	AOCE AT DOC NONSECURITY	A	P	23	4	$4,883	$5,899	$7,092	0.99	$7,272	$8,466	$9,868	120.3%	119.2%	118.9%	118.9%	120.1%	118.2%
Corrections Wtd Average					10	$4,978	$6,237	$7,212		$7,384	$8,863	$10,009	122.7%	126.0%	120.9%	120.7%	125.7%	119.9%
OAI	SEIU STRIKEABLE INST COALITION	A	P	24	4	$4,356	$6,354	$6,664	1.15	$6,653	$9,001	$9,365	107.3%	128.3%	111.7%	108.8%	127.6%	112.2%
Non-Corrections/Non-Management Wtd Average					4	$4,356	$6,354	$6,664		$6,653	$9,001	$9,365	107.3%	128.3%	111.7%	108.8%	127.6%	112.2%
STATEWIDE Weighted Average					14	$4,800	$6,270	$7,055		$7,175	$8,902	$9,825	118.3%	126.7%	118.3%	117.3%	126.2%	117.7%

6534 BEHAVIORAL HEALTH SPECIALIST 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-ClackCo	591		Mental Health Specialist 1		13	$5,492	$6,119	$6,973	0.98	$8,280	$9,057	$10,116
2022-OR-DescCo	1162		BEHAVIORAL HLTH SPEC II, LIC		0	$5,703		$7,642		$8,609		$11,015
2022-OR-JackCo	523		QMHP II		5	$5,471	$6,970	$7,316	1.09	$8,632	$10,491	$10,920
2022-OR-LaneCo	B012		Mental Health Specialist 2		21	$5,229	$5,823	$6,989	0.95	$8,243	$8,977	$10,419
2022-OR-MultCo	6365		Mental Health Consultant		68	$5,952	$6,666	$7,323	1.00	$9,044	$9,926	$10,738
2022-OR-WashCo	233		Mental Health Specialist II		0	$6,338		$7,702		$9,044		$10,675
County Market Average					107	$5,773	$6,448	$7,355		$8,768	$9,660	$10,723
2022-ST-ID	09284		DRUG/ALCOHOL REHAB SPEC		9	$3,865	$4,912	$8,277	0.81	$5,666	$6,918	$10,945
2022-ST-NV	10.139		MENTAL HEALTH COUNSELOR 2		68	$4,746	$5,957	$7,073	1.01	$6,575	$8,012	$9,336
State Market Average					77	$4,658	$5,835	$7,193		$6,485	$7,884	$9,497
OVERALL WEIGHTED MARKET AVERAGE				0	184	$5,390	$6,192	$7,300		$7,983	$8,917	$10,302

OREGON COMPARISON TO MARKET

6534-Behavioral Health Specialist 2

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
AAON	AFSCME AT DOC SECURITY PLUS	A	P	26	60	$5,774	$8,126	$8,825	1.11	$8,319	$11,083	$11,905	107.1%	131.2%	120.9%	104.2%	124.3%	115.6%
CP	AOCE AT DOC NONSECURITY	A	P	26	16	$5,600	$7,622	$8,561	1.08	$8,115	$10,491	$11,594	103.9%	123.1%	117.3%	101.6%	117.6%	112.5%
Corrections Wtd Average					76	$5,737	$8,020	$8,769		$8,276	$10,958	$11,839	106.4%	129.5%	120.1%	103.7%	122.9%	114.9%
AMG	AFSCME AT DHS STAB&CRISIS UNIT	A	P	27	9	$5,014	$6,711	$7,673	1.06	$7,426	$9,420	$10,551	93.0%	108.4%	105.1%	93.0%	105.6%	102.4%
OAI	SEIU STRIKEABLE INST COALITION	A	P	27	29	$5,019	$6,686	$7,678	1.05	$7,432	$9,391	$10,557	93.1%	108.0%	105.2%	93.1%	105.3%	102.5%
Non-Corrections/Non-Management Wtd Average					38	$5,018	$6,692	$7,677		$7,431	$9,398	$10,555	93.1%	108.1%	105.2%	93.1%	105.4%	102.5%
STATEWIDE Weighted Average					114	$5,498	$7,577	$8,405		$7,994	$10,438	$11,411	102.0%	122.4%	115.1%	100.1%	117.1%	110.8%

6550 RESPIRATORY CARE PRACTITIONER

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-CompAnalyst	HC07000120		Certified Respiratory Therapist		1	$4,510	$5,816	$6,494	1.06	$6,487	$7,991	$8,771
2022-MIL-NWHCS	01.17		Respiratory Care Practitioner (Registered)	56	385	$5,204	$6,955	$8,015	1.05	$7,286	$9,302	$10,523
Purchased Market Average				56	386	$5,203	$6,952	$8,011		$7,284	$9,299	$10,519
2022-ST-CA	8300	B	RESPIRATORY CARE PRACTITIONER, DEPAI		0	$3,593		$4,947		$5,572		$7,187
2022-ST-ID	07725		RESPIRATORY THERAPIST		0	$3,058		$6,556		$4,701		$8,885
State Market Average						$3,533		$5,126		$5,475		$7,376
OVERALL WEIGHTED MARKET AVERAGE				56	386	$5,165	$6,952	$7,946		$7,243	$9,299	$10,448

OREGON COMPARISON TO MARKET

6550-Respiratory Care Practitioner

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
AMG	AFSCME AT DHS STAB&CRISIS UNIT	A	P	26	2	$4,772	$6,214	$7,322	1.03	$7,142	$8,836	$10,138	92.4%	89.4%	92.2%	98.6%	95.0%	97.0%
Non-Corrections/Non-Management Wtd Average					2	$4,772	$6,214	$7,322		$7,142	$8,836	$10,138	92.4%	89.4%	92.2%	98.6%	95.0%	97.0%
STATEWIDE Weighted Average					2	$4,772	$6,214	$7,322		$7,142	$8,836	$10,138	92.4%	89.4%	92.2%	98.6%	95.0%	97.0%

6612 SOCIAL SERVICE SPECIALIST 1

Class Study Pending 2021-23 Biennium

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-CompAnalyst	HC07000039		Social Worker (BSW)	375	854	$4,000	$5,255	$6,100	1.04	$5,899	$7,345	$8,318
2022-MIL-NWHCS	05.01		Social Worker - Bachelor's	44	315	$4,665	$5,996	$7,144	1.02	$6,665	$8,198	$9,521
Purchased Market Average				419	1,169	$4,179	$5,455	$6,382		$6,105	$7,575	$8,642
2022-ST-ID	09425		CHILD WELFARE SOCIAL WORKER 1		16	$3,865	$4,530	$8,277	0.75	$5,666	$6,461	$10,945
2022-ST-NV	12.361		SOCIAL WORKER 2		116	$4,169	$5,210	$6,180	1.01	$5,891	$7,126	$8,277
2022-ST-WA	351P		SOCIAL SERVICE SPECIALIST 2		268	$4,403	$5,527	$5,920	1.07	$6,282	$7,573	$8,024
State Market Average					400	$4,314	$5,395	$6,090		$6,144	$7,399	$8,214
OVERALL WEIGHTED MARKET AVERAGE				419	1,569	$4,213	$5,440	$6,307		$6,115	$7,530	$8,533

OREGON COMPARISON TO MARKET

6612-Social Service Specialist 1

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
AAON	AFSCME AT DOC SECURITY PLUS	A	P	24	1	$5,263	$7,345	$7,694	1.13	$7,719	$10,165	$10,576	124.9%	135.0%	122.0%	126.2%	135.0%	123.9%
Corrections Wtd Average					1	$5,263	$7,345	$7,694		$7,719	$10,165	$10,576	124.9%	135.0%	122.0%	126.2%	135.0%	123.9%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	25	1,334	$4,555	$5,744	$6,982	1.00	$6,887	$8,284	$9,739	108.1%	105.6%	110.7%	112.6%	110.0%	114.1%
OAI	SEIU STRIKEABLE INST COALITION	A	P	25	6	$4,555	$6,511	$6,982	1.13	$6,887	$9,185	$9,739	108.1%	119.7%	110.7%	112.6%	122.0%	114.1%
Non-Corrections/Non-Management Wtd Average					1,340	$4,555	$5,747	$6,982		$6,887	$8,288	$9,739	108.1%	105.7%	110.7%	112.6%	110.1%	114.1%
STATEWIDE Weighted Average					1,341	$4,556	$5,749	$6,983		$6,887	$8,289	$9,739	108.1%	105.7%	110.7%	112.6%	110.1%	114.1%

6613 SOCIAL SERVICE SPECIALIST 2

Class Study Pending 2021-23 Biennium

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-WA-KingCo	3118100		Social Services Professional		42	$5,780	$6,592	$7,327	1.01	$8,392	$9,323	$10,168
County Market Average					42	$5,780	$6,592	$7,327		$8,392	$9,323	$10,168
2022-ST-ID	09426		CHILD WELFARE SOCIAL WORKER 2		110	$4,361	$5,609	$9,349	0.82	$6,259	$7,753	$12,227
2022-ST-NV	12.363		SOCIAL WORKER 3		26	$4,350	$5,160	$6,459	0.95	$6,105	$7,066	$8,608
2022-ST-WA	351Q		SOCIAL SERVICE SPECIALIST 3		566	$4,626	$5,871	$6,218	1.08	$6,538	$7,968	$8,366
State Market Average					702	$4,575	$5,804	$6,718		$6,478	$7,901	$8,980
OVERALL WEIGHTED MARKET AVERAGE				0	744	$4,643	$5,848	$6,752		$6,586	$7,981	$9,047

OREGON COMPARISON TO MARKET

6613-Social Services Specialist 2

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	27	113	$5,019	$6,996	$7,678	1.10	$7,432	$9,756	$10,557
Non-Corrections/Non-Management Wtd Average					113	$5,019	$6,996	$7,678		$7,432	$9,756	$10,557
STATEWIDE Weighted Average					113	$5,019	$6,996	$7,678		$7,432	$9,756	$10,557

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
108.1%	119.6%	113.7%	112.8%	122.2%	116.7%
108.1%	119.6%	113.7%	112.8%	122.2%	116.7%
108.1%	119.6%	113.7%	112.8%	122.2%	116.7%

6616 ADULT PROTECTIVE SERVICE SPEC

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-ClackCo	243		Abuse Investigator		6	$5,250	$6,193	$6,652	1.04	$7,980	$9,148	$9,718
2022-OR-JackCo	547		HHS Investigator		3	$4,525	$5,735	$6,052	1.08	$7,459	$8,959	$9,352
2022-OR-LaneCo	B073		Abuse Investigator		3	$4,628	$5,560	$6,179	1.03	$7,499	$8,652	$9,418
2022-OR-MarionCo	066		Adult Abuse Investigator		4	$4,548	$5,445	$6,098	1.02	$7,233	$8,344	$9,154
2022-OR-MultCo	6301		Human Services Investigator		23	$5,151	$5,679	$6,318	0.99	$8,054	$8,706	$9,496
County Market Average					39	$5,016	$5,729	$6,316		$7,870	$8,752	$9,478
2022-ST-NV	12.347		ADULT RIGHTS SPECIALIST 2		23	$4,003	$4,425	$5,914	0.89	$5,694	$6,195	$7,961
State Market Average					23	$4,003	$4,425	$5,914		$5,694	$6,195	$7,961
OVERALL WEIGHTED MARKET AVERAGE				0	62	$4,640	$5,245	$6,167		$7,063	$7,803	$8,915

OREGON COMPARISON TO MARKET

6616-Adult Protective Service Specialist

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	25	109	$4,555	$6,223	$6,982	1.08	$6,887	$8,847	$9,739
Non-Corrections/Non-Management Wtd Average					109	$4,555	$6,223	$6,982		$6,887	$8,847	$9,739
STATEWIDE Weighted Average					109	$4,555	$6,223	$6,982		$6,887	$8,847	$9,739

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
98.2%	118.6%	113.2%	97.5%	113.4%	109.2%
98.2%	118.6%	113.2%	97.5%	113.4%	109.2%
98.2%	118.6%	113.2%	97.5%	113.4%	109.2%

6630 HUMAN SERVICES CASE MANAGER

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-ClackCo	238		Case Manager		25	$4,574	$5,403	$5,763	1.05	$7,142	$8,169	$8,616
2022-OR-JackCo	548		Dev Disability Specialist		2	$4,525	$5,509	$6,052	1.04	$7,459	$8,680	$9,352
2022-WA-ClarkCo	38		Social Worker/Case Mgr II		0	$4,831		$5,883		$7,060		$8,269
County Market Average					27	$4,579	$5,410	$5,788		$7,162	$8,207	$8,656
2022-ST-WA	343I		SOCIAL WORK ASSISTANT 2		1	$3,452	$4,518	$4,626	1.12	$5,189	$6,413	$6,538
State Market Average					1	$3,452	$4,518	$4,626		$5,189	$6,413	$6,538
OVERALL WEIGHTED MARKET AVERAGE				0	28	$4,540	$5,379	$5,748		$7,094	$8,143	$8,583

OREGON COMPARISON TO MARKET

6630-Human Services Case Manager

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	21	708	$3,790	$5,036	$5,771	1.05	$5,988	$7,452	$8,316	83.5%	93.6%	100.4%	84.4%	91.5%	96.9%
OAI	SEIU STRIKEABLE INST COALITION	A	P	21	1	$3,790	$3,964	$5,771	0.83	$5,988	$6,192	$8,316	83.5%	73.7%	100.4%	84.4%	76.0%	96.9%
Non-Corrections/Non-Management Wtd Average					709	$3,790	$5,035	$5,771		$5,988	$7,450	$8,316	83.5%	93.6%	100.4%	84.4%	91.5%	96.9%
STATEWIDE Weighted Average					709	$3,790	$5,035	$5,771		$5,988	$7,450	$8,316	83.5%	93.6%	100.4%	84.4%	91.5%	96.9%

6632 JV PROB/SOC SV OF/JV COR COUNSELOR

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	Insufficient Market (Emp Avg X)
2022-OR-DescCo	1225		COMM JUSTICE OFFICER		0	$5,173		$6,932		$7,951		$10,133	
2022-OR-LaneCo	K002		Juvenile Counselor 2		4	$4,406	$5,342	$5,883	1.04	$7,225	$8,382	$9,052	
County Market Average					4	$5,002	$5,342	$6,699		$7,790	$8,382	$9,893	
2022-ST-CA	9581	K	YOUTH CORRECTIONAL COUNSELOR		0	$6,593		$8,296		$9,149		$11,179	
2022-ST-WA	355H		JUVENILE REHABILITATION RESIDENT COUN		29	$4,089	$5,570	$5,497	1.16	$5,921	$7,622	$7,538	
State Market Average					29	$5,341	$5,570	$6,897		$7,535	$7,622	$9,359	
OVERALL WEIGHTED MARKET AVERAGE				0	33	$5,312	$5,543	$6,880		$7,557	$7,714	$9,404	

OREGON COMPARISON TO MARKET

6632-Juvenile Probation/Social Services Officer/Juvenile Correction Counselor

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
OAI	SEIU STRIKEABLE INST COALITION	A	P	24	12	$4,356	$5,994	$6,664	1.09	$6,653	$8,577	$9,365	82.0%		96.9%	88.0%		99.6%
Non-Corrections/Non-Management Wtd Average					12	$4,356	$5,994	$6,664		$6,653	$8,577	$9,365	82.0%		96.9%	88.0%		99.6%
STATEWIDE Weighted Average					12	$4,356	$5,994	$6,664		$6,653	$8,577	$9,365	82.0%		96.9%	88.0%		99.6%

6633 JUVENILE PAROLE/PROB ASSISTANT

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-MultCo	6285		Juvenile Counseling Assistant		1	$4,723	$5,297	$5,784	1.01	$7,525	$8,234	$8,836
2022-WA-ClarkCo	604		Juvenile Detention Officer		20	$4,023	$4,851	$5,148	1.06	$6,133	$7,084	$7,425
County Market Average					21	$4,056	$4,872	$5,179		$6,199	$7,139	$7,493
2022-ST-WA	355E		JUVENILE REHABILITATION COUNSELOR AS		27	$3,702	$4,979	$4,982	1.15	$5,477	$6,943	$6,947
State Market Average					27	$3,702	$4,979	$4,982		$5,477	$6,943	$6,947
OVERALL WEIGHTED MARKET AVERAGE				0	48	$3,857	$4,932	$5,068		$5,793	$7,028	$7,185

OREGON COMPARISON TO MARKET

6633-Juvenile Parole/Probation Assistant

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
ACC	AFSCME AT OR YOUTH AUTHORITY	A	P	22	11	$3,950	$5,721	$6,111	1.14	$6,176	$8,257	$8,715
Non-Corrections/Non-Management Wtd Average					11	$3,950	$5,721	$6,111		$6,176	$8,257	$8,715
STATEWIDE Weighted Average					11	$3,950	$5,721	$6,111		$6,176	$8,257	$8,715

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
102.4%	116.0%	120.6%	106.6%	117.5%	121.3%
102.4%	116.0%	120.6%	106.6%	117.5%	121.3%
102.4%	116.0%	120.6%	106.6%	117.5%	121.3%

6634 JUVENILE PAROLE/PROB OFFICER

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-JackCo	207		Juvenile Probation Officer		10	$4,745	$6,376	$6,345	1.15	$7,732	$9,754	$9,715
2022-OR-MarionCo	201		Juvenile Probation Officer		21	$4,772	$6,103	$6,396	1.09	$7,510	$9,161	$9,523
2022-OR-MultCo	6272		Juvenile Counselor		26	$5,460	$6,373	$6,694	1.05	$8,436	$9,563	$9,960
2022-OR-WashCo	203		Juvenile Counselor II		0	$5,737		$6,968		$8,325		$9,797
2022-WA-ClarkCo	800		Juvenile Probation Counselor		14	$4,855	$5,987	$6,196	1.08	$7,089	$8,389	$8,629
2022-WA-KingCo	5210200		Community Surveillance Officer		6	$4,911	$6,219	$6,219	1.12	$7,393	$8,895	$8,895
2022-WA-ThrstnCo	4210		Juvenile Probation Counselor I		0	$5,081		$6,759		$7,255		$9,182
County Market Average					77	$5,207	$6,218	$6,612		$7,837	$9,213	$9,524
2022-ST-CA	9701	K	PAROLE AGENT I YOUTH AUTHORITY		0	$7,612		$9,136		$10,363		$12,180
2022-ST-NV	13.266		YOUTH PAROLE COUNSELOR 2		13	$5,174	$5,322	$7,747	0.82	$7,083	$7,259	$10,136
2022-ST-WA	355G		JUVENILE REHABILITATION COMMUNITY CO		11	$4,089	$5,498	$5,497	1.15	$5,921	$7,539	$7,538
State Market Average					24	$6,438	$5,403	$8,168		$8,838	$7,387	$10,887
OVERALL WEIGHTED MARKET AVERAGE				0	101	$5,602	$6,024	$7,111		$8,158	$8,779	$9,961

OREGON COMPARISON TO MARKET

6634-Juvenile Parole/Probation Officer

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
ACC	AFSCME AT OR YOUTH AUTHORITY	A	P	28	70	$5,232	$7,888	$8,272	1.17	$7,682	$10,804	$11,255
Non-Corrections/Non-Management Wtd Average					70	$5,232	$7,888	$8,272		$7,682	$10,804	$11,255
STATEWIDE Weighted Average					70	$5,232	$7,888	$8,272		$7,682	$10,804	$11,255

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
93.4%	130.9%	116.3%	94.2%	123.1%	113.0%
93.4%	130.9%	116.3%	94.2%	123.1%	113.0%
93.4%	130.9%	116.3%	94.2%	123.1%	113.0%

6647 VOC REHABILITATION COUNSELOR

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-CompAnalyst	HC07000350		Vocational Rehabilitation Counselor		1	$4,803	$6,067	$7,063	1.03	$6,824	$8,280	$9,427
Purchased Market Average					1	$4,803	$6,067	$7,063		$6,824	$8,280	$9,427
2022-ST-NV	12.427		VOCATIONAL REHAB COUNSELOR 2		14	$4,169	$4,684	$6,180	0.91	$5,891	$6,502	$8,277
2022-ST-WA	353M		VOCATIONAL REHABILITATION COUNSELOR		16	$4,185	$5,627	$5,636	1.15	$6,031	$7,687	$7,698
State Market Average					30	$4,177	$5,187	$5,890		$5,966	$7,134	$7,968
OVERALL WEIGHTED MARKET AVERAGE				0	31	$4,198	$5,215	$5,928		$5,993	$7,171	$8,015

OREGON COMPARISON TO MARKET

6647-Vocational Rehabilitation Counselor

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	25	119	$4,555	$6,245	$6,982	1.08	$6,887	$8,872	$9,739
OAI	SEIU STRIKEABLE INST COALITION	A	P	25	4	$4,555	$6,903	$6,982	1.20	$6,887	$9,645	$9,739
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	25	12	$4,555	$6,335	$6,982	1.10	$6,887	$8,979	$9,739
Non-Corrections/Non-Management Wtd Average					135	$4,555	$6,272	$6,982		$6,887	$8,905	$9,739
STATEWIDE Weighted Average					135	$4,555	$6,272	$6,982		$6,887	$8,905	$9,739

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
108.5%	119.7%	117.8%	114.9%	123.7%	121.5%
108.5%	132.4%	117.8%	114.9%	134.5%	121.5%
108.5%	121.5%	117.8%	114.9%	125.2%	121.5%
108.5%	120.3%	117.8%	114.9%	124.2%	121.5%
108.5%	120.3%	117.8%	114.9%	124.2%	121.5%

6648 VOC REHABILITATION SPECIALIST

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-MIL-NWHCS	01.24		Vocational Rehabilitation Counselor	6	20		$6,010				$8,214	
Purchased Market Average				6	20		$6,010				$8,214	
2022-ST-CA	9818	C	SENIOR VOCATIONAL REHABILITATION COU		0	$4,569		$5,994		$6,737		$8,435
2022-ST-NV	12.421		VOCATIONAL REHAB COUNSELOR 3		22	$4,350	$5,417	$6,459	1.00	$6,105	$7,371	$8,608
2022-ST-WA	353N		VOCATIONAL REHABILITATION COUNSELOR		26	$4,626	$6,124	$6,218	1.13	$6,538	$8,258	$8,366
State Market Average					48	$4,563	$5,800	$6,095		$6,626	$7,851	$8,433
OVERALL WEIGHTED MARKET AVERAGE				6	68	$4,563	$5,861	$6,095		$6,626	$7,958	$8,433

OREGON COMPARISON TO MARKET

6648-Vocational Rehabilitation Specialist

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	26	5	$4,776	$7,194	$7,327	1.19	$7,147	$9,988	$10,144	104.7%	122.7%	120.2%	107.9%	125.5%	120.3%
Non-Corrections/Non-Management Wtd Average					5	$4,776	$7,194	$7,327		$7,147	$9,988	$10,144	104.7%	122.7%	120.2%	107.9%	125.5%	120.3%
STATEWIDE Weighted Average					5	$4,776	$7,194	$7,327		$7,147	$9,988	$10,144	104.7%	122.7%	120.2%	107.9%	125.5%	120.3%

6659 HUMAN SERVICES SPECIALIST 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-MultCo	6297		Case Manager 2		221	$4,588	$5,092	$5,618	1.00	$7,358	$7,981	$8,630
County Market Average					221	$4,588	$5,092	$5,618		$7,358	$7,981	$8,630
2022-ST-ID	07000		SELF-RELIANCE SPECIALIST		334	$3,452	$4,189	$7,395	0.77	$5,172	$6,054	$9,889
2022-ST-NV	12.376		FAMILY SERVICES SPECIALIST 2		570	$3,677	$4,175	$5,407	0.92	$5,307	$5,898	$7,360
2022-ST-WA	165I		PUBLIC BENEFITS SPECIALIST 3		570	$3,702	$4,728	$4,982	1.09	$5,477	$6,655	$6,947
State Market Average					1,474	$3,636	$4,392	$5,693		$5,342	$6,226	$7,773
OVERALL WEIGHTED MARKET AVERAGE				0	1,695	$3,760	$4,483	$5,683		$5,605	$6,455	$7,885

OREGON COMPARISON TO MARKET

6659-Human Services Specialist 3

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	19	1,488	$3,483	$4,366	$5,256	1.00	$5,627	$6,665	$7,711	92.6%	97.4%	92.5%	100.4%	103.3%	97.8%
Non-Corrections/Non-Management Wtd Average					1,488	$3,483	$4,366	$5,256		$5,627	$6,665	$7,711	92.6%	97.4%	92.5%	100.4%	103.3%	97.8%
STATEWIDE Weighted Average					1,488	$3,483	$4,366	$5,256		$5,627	$6,665	$7,711	92.6%	97.4%	92.5%	100.4%	103.3%	97.8%

6660 HUMAN SERVICES SPECIALIST 4

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-ClackCo	239		Case Manager, Senior		8	$5,016	$6,320	$6,339	1.11	$7,690	$9,306	$9,330
2022-OR-MultCo	6296		Case Manager Senior		56	$5,001	$5,596	$6,127	1.01	$7,868	$8,604	$9,260
County Market Average					64	$5,003	$5,687	$6,154		$7,846	$8,692	$9,269
2022-ST-ID	07008		SELF-RELIANCE SPEC, PRIN		27	$3,865	$4,932	$8,277	0.81	$5,666	$6,942	$10,945
2022-ST-NV	12.374		FAMILY SERVICES SPECIALIST 3		100	$3,829	$4,609	$5,651	0.97	$5,488	$6,413	$7,649
2022-ST-WA	165J		PUBLIC BENEFITS SPECIALIST 4		157	$3,893	$5,143	$5,234	1.13	$5,696	$7,132	$7,237
State Market Average					284	$3,868	$4,935	$5,670		$5,620	$6,861	$7,734
OVERALL WEIGHTED MARKET AVERAGE				0	348	$4,077	$5,073	$5,759		$6,029	$7,198	$8,016

OREGON COMPARISON TO MARKET

6660-Human Services Specialist 4

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	22	121	$3,964	$5,354	$6,051	1.07	$6,192	$7,826	$8,645
Non-Corrections/Non-Management Wtd Average					121	$3,964	$5,354	$6,051		$6,192	$7,826	$8,645
STATEWIDE Weighted Average					121	$3,964	$5,354	$6,051		$6,192	$7,826	$8,645

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
97.2%	105.5%	105.1%	102.7%	108.7%	107.8%
97.2%	105.5%	105.1%	102.7%	108.7%	107.8%
97.2%	105.5%	105.1%	102.7%	108.7%	107.8%

6680 CHAPLAIN

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-MultCo	9007		Chaplain		1	$4,780	$6,397	$6,692	1.12	$7,595	$9,593	$9,957
2022-OR-WashCo	276		Chaplain		0	$6,483		$7,887		$9,216		$10,895
County Market Average					1	$5,631	$6,397	$7,289		$8,406	$9,593	$10,426
2022-CompAnalyst	HC07000404		Chaplain - Healthcare		1	$4,192	$5,439	$6,293	1.04	$6,121	$7,557	$8,540
2022-MIL-NWHCS	05.04		Chaplain	51	70	$4,583	$6,035	$7,101	1.03	$6,570	$8,243	$9,470
Purchased Market Average				51	71	$4,578	$6,027	$7,091		$6,565	$8,234	$9,459
2022-ST-CA	9916		CATHOLIC CHAPLAIN		0	$4,750		$6,236		$6,952		$8,723
2022-ST-ID	09484		RELIGIOUS ACTVTS COOR		3	$4,361	$5,233	$9,349	0.76	$6,259	$7,302	$12,227
2022-ST-NV	12.583		INSTITUTIONAL CHAPLAIN		7	$4,169	$5,002	$6,180	0.97	$5,891	$6,879	$8,277
2022-ST-WA	363I		RELIGIOUS COORDINATOR		18	$3,987	$5,788	$5,365	1.24	$5,804	$7,873	$7,386
State Market Average					28	$4,475	$5,532	$6,138		$6,515	$7,563	$8,481
OVERALL WEIGHTED MARKET AVERAGE				51	100	$4,545	$5,892	$6,661		$6,566	$8,060	$9,028

OREGON COMPARISON TO MARKET

6680-Chaplain

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
AAON	AFSCME AT DOC SECURITY PLUS	A	P	23	13	$5,041	$7,219	$7,292	1.17	$7,458	$10,017	$10,103	110.9%	122.5%	109.5%	113.6%	124.3%	111.9%
CP	AOCE AT DOC NONSECURITY	A	P	23	3	$4,883	$7,092	$7,092	1.18	$7,272	$9,868	$9,868	107.4%	120.4%	106.5%	110.8%	122.4%	109.3%
Corrections Wtd Average					16	$5,011	$7,195	$7,255		$7,423	$9,989	$10,059	110.3%	122.1%	108.9%	113.1%	123.9%	111.4%
OAI	SEIU STRIKEABLE INST COALITION	A	P	24	7	$4,356	$6,183	$6,664	1.12	$6,653	$8,800	$9,365	95.8%	104.9%	100.0%	101.3%	109.2%	103.7%
Non-Corrections/Non-Management Wtd Average					7	$4,356	$6,183	$6,664		$6,653	$8,800	$9,365	95.8%	104.9%	100.0%	101.3%	109.2%	103.7%
STATEWIDE Weighted Average					23	$4,812	$6,887	$7,075		$7,189	$9,627	$9,848	105.9%	116.9%	106.2%	109.5%	119.5%	109.1%

6684 PREADMISSIONS SCREENING SPEC

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-CompAnalyst	HC07000488		Intake Coordinator		1	$3,908	$4,937	$5,992	1.00	$5,793	$6,979	$8,193
Purchased Market Average					1	$3,908	$4,937	$5,992		$5,793	$6,979	$8,193
OVERALL WEIGHTED MARKET AVERAGE				0	1	$3,908	$4,937	$5,992		$5,793	$6,979	$8,193

OREGON COMPARISON TO MARKET

6684-Preadmissions Screening Specialist

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	24	31	$4,356	$6,204	$6,664	1.13	$6,653	$8,824	$9,365
Non-Corrections/Non-Management Wtd Average					31	$4,356	$6,204	$6,664		$6,653	$8,824	$9,365
STATEWIDE Weighted Average					31	$4,356	$6,204	$6,664		$6,653	$8,824	$9,365

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
111.5%	125.7%	111.2%	114.8%	126.5%	114.3%
111.5%	125.7%	111.2%	114.8%	126.5%	114.3%
111.5%	125.7%	111.2%	114.8%	126.5%	114.3%

6685 CLIENT CARE SURVEYOR

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-ST-CA	8011		HEALTH FACILITIES EVALUATOR NURSE		0	$5,824		$7,648		$8,232		$10,406
2022-ST-ID	07931		HEALTH FAC SURVEYOR		23	$4,361	$6,503	$9,349	0.95	$6,259	$8,821	$12,227
2022-ST-NV	10.509		HEALTH FACILITIES INSP 2		24	$4,350	$5,470	$6,459	1.01	$6,105	$7,434	$8,608
2022-ST-WA	283E		LONG TERM CARE SURVEYOR		24	$4,626	$6,150	$6,218	1.13	$6,538	$8,288	$8,366
State Market Average					71	$5,320	$6,034	$7,413		$7,524	$8,172	$10,006
OVERALL WEIGHTED MARKET AVERAGE				0	71	$5,320	$6,034	$7,413		$7,524	$8,172	$10,006

OREGON COMPARISON TO MARKET

6685-Client Care Surveyor

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	28	90	$5,256	$7,610	$8,057	1.14	$7,711	$10,477	$11,002
Non-Corrections/Non-Management Wtd Average					90	$5,256	$7,610	$8,057		$7,711	$10,477	$11,002
STATEWIDE Weighted Average					90	$5,256	$7,610	$8,057		$7,711	$10,477	$11,002

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
98.8%	126.1%	108.7%	102.5%	128.2%	110.0%
98.8%	126.1%	108.7%	102.5%	128.2%	110.0%
98.8%	126.1%	108.7%	102.5%	128.2%	110.0%

6698 BUSINESS & EMPLOYMENT SPEC 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	Insufficient Market: Emp Avg X
2022-ST-CA	9204	B	EMPLOYMENT DEVELOPMENT SPECIALIST I		0	$4,522		$5,662		$6,680		$8,039	
2022-ST-ID	08856		WORKFORCE CONSULTANT		0	$3,058		$6,556		$4,701		$8,885	
2022-ST-WA	358F		WORKSOURCE SPECIALIST 2		1	$3,141	$3,805	$4,185	1.04	$4,832	$5,594	$6,031	
State Market Average					1	$4,099	$3,805	$5,456		$6,112	$5,594	$7,722	
OVERALL WEIGHTED MARKET AVERAGE				0	1	$4,099	$3,805	$5,456		$6,112	$5,594	$7,722	

OREGON COMPARISON TO MARKET

6698-Business & Employment Specialist 1

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	21	1	$3,483	$4,555	$5,256	1.04	$5,627	$6,887	$7,711
Non-Corrections/Non-Management Wtd Average					1	$3,483	$4,555	$5,256		$5,627	$6,887	$7,711
STATEWIDE Weighted Average					1	$3,483	$4,555	$5,256		$5,627	$6,887	$7,711

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
85.0%	96.3%		92.1%		99.9%
85.0%	96.3%		92.1%		99.9%
85.0%	96.3%		92.1%		99.9%

6699 BUSINESS & EMPLOYMENT SPEC 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-LaneCo	M004		Employment Specialist 2		14	$3,890	$4,831	$5,202	1.06	$6,586	$7,751	$8,209
County Market Average					14	$3,890	$4,831	$5,202		$6,586	$7,751	$8,209
2022-ST-CA	9216	A	EMPLOYMENT DEVELOPMENT SPECIALIST I		0	$4,962		$6,211		$7,205		$8,694
2022-ST-ID	08854		WORKFORCE CONSULTANT		57	$3,452	$4,194	$7,395	0.77	$5,172	$6,060	$9,889
2022-ST-NV	12.157		WORKFORCE SERVICES REP 3		54	$3,526	$4,177	$5,174	0.96	$5,128	$5,900	$7,083
2022-ST-WA	358G		WORKSOURCE SPECIALIST 3		23	$3,365	$4,530	$4,518	1.15	$5,089	$6,427	$6,413
State Market Average					134	$3,814	$4,245	$6,135		$5,623	$6,059	$8,386
OVERALL WEIGHTED MARKET AVERAGE				0	148	$3,819	$4,300	$6,070		$5,689	$6,219	$8,374

OREGON COMPARISON TO MARKET

6699-Business & Employment Specialist 2

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	21	628	$3,790	$4,495	$5,771	0.94	$5,988	$6,817	$8,316
Non-Corrections/Non-Management Wtd Average					628	$3,790	$4,495	$5,771		$5,988	$6,817	$8,316
STATEWIDE Weighted Average					628	$3,790	$4,495	$5,771		$5,988	$6,817	$8,316

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
99.2%	104.5%	95.1%	105.3%	109.6%	99.3%
99.2%	104.5%	95.1%	105.3%	109.6%	99.3%
99.2%	104.5%	95.1%	105.3%	109.6%	99.3%

6708 MENTAL HEALTH SECURITY TECH

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-MarionCo	143		Facility Security Aide 2		7	$3,846	$4,683	$5,058	1.05	$6,363	$7,401	$7,865
2022-OR-MultCo	6258		Facility Security Officer		36	$4,209	$4,860	$5,151	1.04	$6,889	$7,695	$8,054
County Market Average					43	$4,150	$4,832	$5,136		$6,804	$7,647	$8,023
2022-CompAnalyst	SC16000212		Security Guard - Unarmed	5	125	$2,410	$2,971	$3,598	0.99	$4,068	$4,714	$5,436
2022-MIL-NWHCS	09.15		Security Guard (Unarmed)	50	306	$3,117	$4,048	$4,690	1.04	$4,882	$5,954	$6,694
Purchased Market Average				55	431	$3,042	$3,736	$4,575		$4,795	$5,594	$6,561
2022-ST-CA	8253	R	PSYCHIATRIC TECHNICIAN (SAFETY)		0	$5,602		$6,176		$7,967		$8,652
2022-ST-ID	01934		SECURITY OFFICER, SR		0	$2,272		$4,878		$3,760		$6,878
2022-ST-WA	347J		PSYCHIATRIC SECURITY ATTENDANT		0	$3,115		$4,053		$4,802		$5,880
State Market Average						$5,035		$5,713		$7,247		$8,046
OVERALL WEIGHTED MARKET AVERAGE				55	474	$4,263	$3,835	$5,271		$6,306	$5,781	$7,479

OREGON COMPARISON TO MARKET

Worker Data as of:

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
STATEWIDE Weighted Average												

Currently no Oregon employees

MARKET COMPARISONS					
Salary			Salary and Benefits		
SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

6711 MENTAL HEALTH THERAPIST 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-LaneCo	B011		Mental Health Associate		8	$3,798	$4,261	$5,072	0.96	$6,472	$7,045	$8,048
County Market Average					8	$3,798	$4,261	$5,072		$6,472	$7,045	$8,048
2022-ST-CA	9890		INDIVIDUAL PROGRAM COORDINATOR		0	$3,552		$4,662		$5,524		$6,847
2022-ST-ID	07798		DEVELOPMENTAL DISABILITIES TECHNICIAN		0	$2,617		$5,617		$4,173		$7,761
2022-ST-NV	10.356		MENTAL HEALTH TECHNICIAN 2		2	$2,881	$2,938	$4,169	0.83	$4,362	$4,430	$5,891
2022-ST-WA	347M		MENTAL HEALTH TECHNICIAN 2		8	$3,291	$4,374	$4,403	1.14	$5,005	$6,248	$6,282
State Market Average					10	$3,244	$4,087	$4,505		$4,967	$5,885	$6,441
OVERALL WEIGHTED MARKET AVERAGE				0	18	$3,451	$4,164	$4,717		$5,532	$6,401	$7,044

OREGON COMPARISON TO MARKET

Worker Data as of:

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
													0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
													0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
STATEWIDE Weighted Average													0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Currently no Oregon employees

6712 MENTAL HEALTH THERAPIST 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-JackCo	521		QMHA II		11	$4,117	$5,370	$5,504	1.26	$6,954	$8,507	$8,673
2022-OR-LaneCo	B068		Mental Health Specialist 1		17	$4,406	$4,916	$5,883	0.96	$7,225	$7,856	$9,052
2022-OR-MarionCo	552		Mental Health Specialist 1		1	$4,129	$6,022	$5,531	1.25	$6,713	$9,059	$8,451
2022-OR-WashCo	232		Mental Health Specialist I		0	$5,464		$6,640		$7,999		$9,405
County Market Average					29	$4,326	$5,126	$5,757		$7,134	$8,144	$8,904
2022-MIL-NWHCS	05.06		Mental Health Specialist	27	99	$4,160	$4,590	$6,107	0.89	$6,083	$6,578	$8,326
Purchased Market Average				27	99	$4,160	$4,590	$6,107		$6,083	$6,578	$8,326
2022-ST-ID	07776		PSYCHIATRIC TRTMNT COORD		0	$3,452		$7,395		$5,172		$9,889
2022-ST-NV	10.346		MENTAL HEALTH TECHNICIAN 3		0	$3,089		$4,501		$4,610		$6,284
2022-ST-WA	347N		MENTAL HEALTH TECHNICIAN 3		0	$3,259		$4,264		$4,968		$6,122
State Market Average						$3,176		$4,689		$4,774		$6,561
OVERALL WEIGHTED MARKET AVERAGE				27	128	$3,719	$4,711	$5,415		$5,577	$6,933	$7,563

OREGON COMPARISON TO MARKET

Worker Data as of:

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
	STATEWIDE Weighted Average											

MARKET COMPARISONS					
Salary			Salary and Benefits		
SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Currently no Oregon employees

6720 PSYCHIATRIC SOCIAL WORKER

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-CompAnalyst	HC07000289		Medical Social Worker (MSW)		1	$4,527	$5,883	$6,736	1.05	$6,506	$8,068	$9,051
2022-MIL-NWHCS	05.05		Mental Health Practitioner	39	184	$5,274	$6,255	$7,868	0.95	$7,367	$8,496	$10,354
Purchased Market Average				39	185	$5,270	$6,253	$7,861		$7,362	$8,494	$10,347
2022-ST-ID	06820		CLINICIAN		184	$4,361	$5,825	$9,349	0.85	$6,259	$8,011	$12,227
2022-ST-NV	10.144		CLINICAL SOCIAL WORKER 2		40	$4,746	$6,096	$7,073	1.03	$6,575	$8,177	$9,336
2022-ST-WA	352J		PSYCHIATRIC SOCIAL WORKER 2		3	$5,181	$6,856	$6,969	1.13	$7,175	$9,099	$9,229
State Market Average					227	$4,440	$5,886	$8,916		$6,327	$8,054	$11,678
OVERALL WEIGHTED MARKET AVERAGE				39	412	$4,813	$6,051	$8,443		$6,792	$8,252	$11,080

OREGON COMPARISON TO MARKET

6720-Psychiatric Social Worker

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
OAI	SEIU STRIKEABLE INST COALITION	A	P	29	34	$5,503	$7,838	$8,450	1.12	$8,001	$10,744	$11,464
Non-Corrections/Non-Management Wtd Average					34	$5,503	$7,838	$8,450		$8,001	$10,744	$11,464
STATEWIDE Weighted Average					34	$5,503	$7,838	$8,450		$8,001	$10,744	$11,464

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
114.3%	129.5%	100.1%	117.8%	130.2%	103.5%
114.3%	129.5%	100.1%	117.8%	130.2%	103.5%
114.3%	129.5%	100.1%	117.8%	130.2%	103.5%

6726 HEALTH CRISIS TECHNICIAN

Class Study Outcome: Class renamed from HABILITATIVE TRAINING TECH 2 to Health Crisis Technician - 06/04/2022

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-CompAnalyst	HC07000642		Behavioral Home Care Aide		1	$2,318	$2,862	$3,448	0.99	$3,962	$4,588	$5,263
Purchased Market Average					1	$2,318	$2,862	$3,448		$3,962	$4,588	$5,263
2022-ST-NV	10.347		DEVELOPMENTAL SUPPORT TECH 3		71	$3,121	$3,448	$4,546	0.90	$4,647	$5,036	$6,338
2022-ST-WA	345G		ATTENDANT COUNSELOR 2		188	$3,141	$4,036	$4,185	1.10	$4,832	$5,860	$6,031
State Market Average					259	$3,135	$3,875	$4,284		$4,781	$5,634	$6,115
OVERALL WEIGHTED MARKET AVERAGE				0	260	$3,132	$3,871	$4,281		$4,778	$5,630	$6,112

OREGON COMPARISON TO MARKET

6726-Health Crisis Technician

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
AMG	AFSCME AT DHS STAB&CRISIS UNIT	A	P	18	21	$3,343	$4,829	$5,014	1.16	$5,463	$7,209	$7,426	106.7%	124.8%	117.1%	114.3%	128.1%	121.5%
Non-Corrections/Non-Management Wtd Average					21	$3,343	$4,829	$5,014		$5,463	$7,209	$7,426	106.7%	124.8%	117.1%	114.3%	128.1%	121.5%
STATEWIDE Weighted Average					21	$3,343	$4,829	$5,014		$5,463	$7,209	$7,426	106.7%	124.8%	117.1%	114.3%	128.1%	121.5%

6751 GROUP LIFE COORDINATOR 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-JackCo	212		Juvenile Justice Specialist II		6	$4,117	$4,794	$5,504	1.00	$6,954	$7,792	$8,673
2022-OR-LaneCo	K004		Juvenile Group Worker		17	$3,886	$4,891	$5,384	1.06	$6,582	$7,825	$8,434
County Market Average					23	$3,946	$4,866	$5,415		$6,679	$7,816	$8,496
2022-ST-NV	12.538		GROUP SUPERVISOR 2		21	$3,677	$4,093	$5,407	0.90	$5,307	$5,800	$7,360
2022-ST-WA	355I		JUVENILE REHABILITATION COORDINATOR		21	$4,294	$5,777	$5,773	1.15	$6,157	$7,860	$7,856
State Market Average					42	$3,985	$4,935	$5,590		$5,732	$6,830	$7,608
OVERALL WEIGHTED MARKET AVERAGE				0	65	$3,972	$4,910	$5,528		$6,067	$7,179	$7,922

OREGON COMPARISON TO MARKET

6751-Group Life Coordinator 2

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
AU	AFSCME AT MILITARY	A	P	20	10	$3,627	$4,530	$5,501	0.99	$5,796	$6,857	$7,999
Non-Corrections/Non-Management Wtd Average					10	$3,627	$4,530	$5,501		$5,796	$6,857	$7,999
STATEWIDE Weighted Average					10	$3,627	$4,530	$5,501		$5,796	$6,857	$7,999

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
91.3%	92.2%	99.5%	95.5%	95.5%	101.0%
91.3%	92.2%	99.5%	95.5%	95.5%	101.0%
91.3%	92.2%	99.5%	95.5%	95.5%	101.0%

6767 DORMITORY COUNSELOR 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	Insufficient Market (Emp Avg X)
2022-ST-CA	9713	C	COUNSELOR, SCHOOL FOR THE BLIND		0	$3,714		$4,648		$5,717		$6,831	
2022-ST-ID	07762		RESIDENTIAL ASSISTANT		6	$2,617	$3,476	$5,617	0.84	$4,173	$5,201	$7,761	
2022-ST-WA	257J		RESIDENTIAL/STUDENT LIFE COUNSELOR		12	$2,860	$3,561	$3,795	1.07	$4,509	$5,315	$5,583	
State Market Average					18	$3,075	$3,533	$4,437		$4,814	$5,277	$6,421	
OVERALL WEIGHTED MARKET AVERAGE				0	18	$3,075	$3,533	$4,437		$4,814	$5,277	$6,421	

OREGON COMPARISON TO MARKET

6767-Dormitory Counselor 1

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	16	2	$3,095	$4,555	$4,555	1.19	$5,171	$6,887	$6,887	100.7%		102.7%	107.4%		107.3%
Non-Corrections/Non-Management Wtd Average					2	$3,095	$4,555	$4,555		$5,171	$6,887	$6,887	100.7%		102.7%	107.4%		107.3%
STATEWIDE Weighted Average					2	$3,095	$4,555	$4,555		$5,171	$6,887	$6,887	100.7%		102.7%	107.4%		107.3%

6779 CORRECTIONAL LIEUTENANT

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-DescCo	9280		SERGEANT		0	$7,278		$9,754		$10,563		$13,634
2022-OR-LaneCo	N501D		Sergeant		25	$6,599	$7,852	$9,710	0.96	$9,937	$11,488	$13,785
2022-OR-WashCo	122		Jail Sergeant		0	$8,303		$10,608		$11,393		$14,149
2022-WA-ClarkCo	310		Corrections Sergeant		17	$6,650	$7,703	$7,703	1.07	$9,150	$10,359	$10,359
2022-WA-ThrstnCo	5315		Civil Service, Corrections Sergeant		0	$6,354		$7,356		$8,717		$9,867
County Market Average					42	$7,077	$7,792	$9,262		$10,089	$11,031	$12,749
2022-ST-CA	9656		CORRECTIONAL LIEUTENANT		0	$7,565		$9,519		$10,308		$12,637
2022-ST-NV	13.310		CORRECTIONAL LIEUTENANT		25	$5,407	$6,531	$8,114	0.97	$7,360	$8,694	$10,571
State Market Average					25	$7,238	$6,531	$9,306		$9,861	$8,694	$12,324
OVERALL WEIGHTED MARKET AVERAGE				0	67	$7,203	$7,322	$9,297		$9,911	$10,159	$12,416

OREGON COMPARISON TO MARKET

6779-Correctional Lieutenant

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
MMN	MGT SVC NONSUPERVISORY	A	P	28	4	$5,700	$8,408	$8,408	1.19	$8,232	$11,415	$11,415	79.1%	114.8%	90.4%	83.1%	112.4%	91.9%
MMS	MGT SVC SUPERVISORY	A	P	28	92	$5,700	$8,102	$8,408	1.15	$8,232	$11,055	$11,415	79.1%	110.7%	90.4%	83.1%	108.8%	91.9%
Management Wtd Average					96	$5,700	$8,115	$8,408		$8,232	$11,070	$11,415	79.1%	110.8%	90.4%	83.1%	109.0%	91.9%
STATEWIDE Weighted Average					96	$5,700	$8,115	$8,408		$8,232	$11,070	$11,415	79.1%	110.8%	90.4%	83.1%	109.0%	91.9%

6780 CORRECTIONAL CAPTAIN

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	Insufficient Market Emp Avg X
2022-WA-ThrstnCo	5320		Civil Service, Corrections Lieutenant		0	$7,919		$9,168		$10,515		$11,948	
County Market Average						$7,919		$9,168		$10,515		$11,948	
2022-ST-CA	9646		CAPTAIN (ADULT INSTITUTION)		0	$9,712		$11,114		$12,868		$14,539	
2022-ST-ID	09202		CORR MGR 2		3	$5,448	$7,126	$11,674	0.83	$7,560	$9,567	$15,009	
State Market Average					3	$9,144	$7,126	$11,189		$12,160	$9,567	$14,602	
OVERALL WEIGHTED MARKET AVERAGE				0	3	$9,039	$7,126	$11,017		$12,019	$9,567	$14,375	

OREGON COMPARISON TO MARKET

6780-Correctional Captain

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
MMS	MGT SVC SUPERVISORY	A	P	32	46	$6,930	$9,868	$10,203	1.15	$9,678	$13,130	$13,524
Management Wtd Average					46	$6,930	$9,868	$10,203		$9,678	$13,130	$13,524
STATEWIDE Weighted Average					46	$6,930	$9,868	$10,203		$9,678	$13,130	$13,524

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
76.7%		92.6%	80.5%		94.1%
76.7%		92.6%	80.5%		94.1%
76.7%		92.6%	80.5%		94.1%

6783 CORRECTIONAL COUNSELOR

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-ClackCo	488		Comm Corrections Counselor		5	$5,016	$6,093	$6,339	1.07	$7,690	$9,025	$9,330
2022-OR-JackCo	201		Sr Deputy Parole and Probation Officer		26	$5,138	$6,512	$7,326	1.05	$8,219	$9,923	$10,932
2022-OR-MultCo	6268		Corrections Counselor		20	$5,297	$6,177	$6,500	1.05	$8,234	$9,321	$9,721
2022-WA-KingCo	5215100		Community Corrections Caseworker		11	$6,207	$6,946	$7,867	0.99	$8,881	$9,731	$10,788
2022-WA-ThrstnCo	4222		Adult Probation Counselor II		0	$5,336		$7,097		$7,547		$9,570
County Market Average					62	$5,367	$6,447	$7,077		$8,264	$9,622	$10,349
2022-ST-CA	9904	K	CORRECTIONAL COUNSELOR I		0	$7,612		$9,136		$10,363		$12,180
2022-ST-ID	09286		CORRECTIONAL CASE MNGR		75	$3,865	$4,893	$8,277	0.81	$5,666	$6,895	$10,945
2022-ST-NV	12.559		CORRECTIONAL CASE WORK SPEC 2		47	$4,951	$5,918	$7,406	0.96	$6,819	$7,966	$9,731
2022-ST-WA	354I		CLASSIFICATION COUNSELOR 3 - TEAMSTEI		75	$5,148	$6,814	$6,750	1.15	$7,138	$9,050	$8,978
State Market Average					197	$6,265	$5,869	$8,455		$8,636	$7,971	$11,239
OVERALL WEIGHTED MARKET AVERAGE				0	259	$6,170	$6,007	$8,309		$8,597	$8,367	$11,145

OREGON COMPARISON TO MARKET

6783-Correctional Counselor

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
AAON	AFSCME AT DOC SECURITY PLUS	A	P	26	96	$5,774	$7,958	$8,405	1.12	$8,319	$10,886	$11,411
CP	AOCE AT DOC NONSECURITY	A	P	26	15	$5,600	$7,716	$8,162	1.12	$8,115	$10,602	$11,125
Corrections Wtd Average					111	$5,750	$7,925	$8,372		$8,292	$10,847	$11,372
STATEWIDE Weighted Average					111	$5,750	$7,925	$8,372		$8,292	$10,847	$11,372

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
93.6%	132.5%	101.2%	96.8%	130.1%	102.4%
90.8%	128.4%	98.2%	94.4%	126.7%	99.8%
93.2%	131.9%	100.8%	96.4%	129.7%	102.0%
93.2%	131.9%	100.8%	96.4%	129.7%	102.0%

6786 CORRECTIONAL COUNSELOR SUPV

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	Insufficient Market Emp Avg X
2022-WA-ThrstnCo	4225		Adult Probation Supervisor		0	$5,575		$7,433		$7,822		$9,956	
County Market Average						$5,575		$7,433		$7,822		$9,956	
2022-ST-CA	9903		CORRECTIONAL COUNSELOR II (SUPERVISC		0	$8,490		$10,690		$11,411		$14,033	
2022-ST-NV	12.556		CORRECTIONAL CASE WORK SPEC 3		4	$5,407	$6,423	$8,114	0.95	$7,360	$8,566	$10,571	
State Market Average					4	$7,874	$6,423	$10,175		$10,600	$8,566	$13,341	
OVERALL WEIGHTED MARKET AVERAGE				0	4	$7,843	$6,423	$10,139		$10,564	$8,566	$13,296	

OREGON COMPARISON TO MARKET

Worker Data as of:

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
STATEWIDE Weighted Average												

Currently no Oregon employees

MARKET COMPARISONS					
Salary			Salary and Benefits		
SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
0.0%		0.0%	0.0%		0.0%
0.0%		0.0%	0.0%		0.0%
0.0%		0.0%	0.0%		0.0%

6787 ADULT PAROLE/PROBATION OFFICER

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-ClackCo	482		Prob & Parole Officer 2		26	$5,567	$6,999	$7,060	1.11	$8,373	$10,147	$10,223
2022-OR-DescCo	4010		PAROLE & PROBATION OFFICER		0	$5,431		$7,278		$8,272		$10,563
2022-OR-LaneCo	F023		Parole/Probation Officer 2		34	$5,444	$6,518	$7,148	1.04	$8,509	$9,837	$10,617
2022-OR-MultCo	6276		Parole and Probation Officer		106	$5,980	$7,410	$7,628	1.09	$9,078	$10,845	$11,115
2022-OR-WashCo	222		Probation and Parole Officer II		0	$6,344		$8,095		$9,050		$11,144
County Market Average					166	$5,874	$7,163	$7,553		$8,833	$10,529	$10,896
2022-CompAnalyst	LG12000028		Parole Officer		1	$4,326	$5,548	$6,000	1.11	$6,275	$7,682	$8,203
2022-MIL-OPES	13.14		Probation and Parole Officer	5	137	$5,516	$7,072	$7,029	1.13	$8,089	$9,972	$9,920
Purchased Market Average				5	138	$5,508	$7,061	$7,023		$8,077	$9,955	$9,909
2022-ST-NV	12.618		PAROLE/PROBATION SPECIALIST 4		14	$4,350	$5,431	$6,459	1.01	$6,105	$7,389	$8,608
2022-ST-WA	383H		COMMUNITY CORRECTIONS OFFICER 3 - WF		137	$4,459	$5,963	$5,998	1.14	$6,346	$8,074	$8,113
State Market Average					151	$4,450	$5,914	$6,036		$6,326	$8,010	$8,154
OVERALL WEIGHTED MARKET AVERAGE				5	455	$5,344	$6,718	$6,949		$7,868	$9,519	$9,796

OREGON COMPARISON TO MARKET

Worker Data as of:

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
	STATEWIDE Weighted Average											

MARKET COMPARISONS					
Salary			Salary and Benefits		
SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Currently no Oregon employees

6810 LABORATORY TECHNICIAN 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-CompAnalyst	RD14000151		Laboratory Assistant I	20	105	$3,364	$4,410	$5,372	1.01	$5,167	$6,371	$7,480
2022-MIL-ENG	3-691		Laboratory Technician I	3	0	$3,852		$5,812		$5,729		$7,987
Purchased Market Average				23	105	$3,504	$4,410	$5,499		$5,328	$6,371	$7,625
2022-ST-CA	7884	B	LABORATORY ASSISTANT		0	$2,876		$3,596		$4,718		$5,577
2022-ST-NV	10.733		LABORATORY TECHNICIAN 1		5	$2,881	$3,886	$4,169	1.10	$4,362	$5,556	$5,891
2022-ST-WA	510G		LABORATORY TECHNICIAN 1		15	$3,365	$4,006	$4,518	1.02	$5,089	$5,826	$6,413
State Market Average					20	$3,043	$3,976	$3,975		$4,804	$5,758	$5,898
OVERALL WEIGHTED MARKET AVERAGE				23	125	$3,411	$4,341	$5,191		$5,222	$6,273	$7,277

OREGON COMPARISON TO MARKET

Worker Data as of:

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
													0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
													0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
STATEWIDE Weighted Average													0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Currently no Oregon employees

6811 LABORATORY TECHNICIAN 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-ClackCo	789		Laboratory Technician		0	$4,268		$5,463		$6,764		$8,244
2022-WA-ClarkCo	113		Laboratory Analyst		0	$5,106		$6,224		$7,377		$8,660
County Market Average						$4,687		$5,843		$7,070		$8,452
2022-CompAnalyst	RD14000048		Laboratory Assistant II	20	175	$4,569	$5,364	$8,954	0.80	$6,554	$7,470	$11,605
2022-MIL-ENG	3-692		Laboratory Technician II	5	15	$4,933	$5,878	$6,722	1.01	$6,974	$8,062	$9,034
2022-MIL-NWHCS	06.02		Lab Assistant	53	315	$3,064	$3,869	$4,569	1.01	$4,821	$5,749	$6,555
Purchased Market Average				78	505	$3,634	$4,447	$6,134		$5,478	$6,414	$8,357
2022-ST-CA	7878		SENIOR LABORATORY ASSISTANT		0	$3,103		$3,883		$4,989		$5,919
2022-ST-ID	07426		LABORATORY TECH		14	$2,617	$3,444	$5,617	0.84	$4,173	$5,162	$7,761
2022-ST-NV	10.726		LABORATORY TECHNICIAN 2		1	$3,121	$3,512	$4,546	0.92	$4,647	$5,112	$6,338
2022-ST-WA	510I		LABORATORY TECHNICIAN 3		14	$3,893	$5,069	$5,234	1.11	$5,696	$7,047	$7,237
State Market Average					29	$3,191	$4,231	$4,778		$4,951	$6,070	$6,830
OVERALL WEIGHTED MARKET AVERAGE				78	534	$3,599	$4,435	$6,015		$5,437	$6,395	$8,224

OREGON COMPARISON TO MARKET

6811-Laboratory Technician 2

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
AD	AFSCME AT ENVIRONMENTAL QUAL	A	P	18	1	$3,343	$4,356	$5,014	1.04	$5,463	$6,653	$7,426
AO	AFSCME OR ST POLICE-SUPP UNIT	A	P	18	6	$3,343	$4,245	$5,014	1.02	$5,463	$6,523	$7,426
OAI	SEIU STRIKEABLE INST COALITION	A	P	17	4	$3,218	$4,516	$4,776	1.13	$5,316	$6,841	$7,147
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	17	3	$3,218	$4,562	$4,776	1.14	$5,316	$6,895	$7,147
Non-Corrections/Non-Management Wtd Average					14	$3,281	$4,398	$4,895		$5,389	$6,703	$7,286
STATEWIDE Weighted Average					14	$3,281	$4,398	$4,895		$5,389	$6,703	$7,286

MARKET COMPARISONS

Repr	Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
AD	92.9%	98.2%	83.4%	100.5%	104.0%	90.3%
AO	92.9%	95.7%	83.4%	100.5%	102.0%	90.3%
OAI	89.4%	101.8%	79.4%	97.8%	107.0%	86.9%
OAO	89.4%	102.9%	79.4%	97.8%	107.8%	86.9%
Non-Corrections/Non-Management Wtd Average	91.1%	99.2%	81.4%	99.1%	104.8%	88.6%
STATEWIDE Weighted Average	91.1%	99.2%	81.4%	99.1%	104.8%	88.6%

6820 MEDICAL LABORATORY TECH 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-CompAnalyst	HC07000033		Medical Lab Technician II		1	$3,665	$4,669	$5,448	1.03	$5,513	$6,670	$7,566
Purchased Market Average					1	$3,665	$4,669	$5,448		$5,513	$6,670	$7,566
OVERALL WEIGHTED MARKET AVERAGE				0	1	$3,665	$4,669	$5,448		$5,513	$6,670	$7,566

OREGON COMPARISON TO MARKET

6820-Medical Laboratory Technician 1

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	18	5	$3,335	$4,648	$5,019	1.11	$5,453	$6,996	$7,432
Non-Corrections/Non-Management Wtd Average					5	$3,335	$4,648	$5,019		$5,453	$6,996	$7,432
STATEWIDE Weighted Average					5	$3,335	$4,648	$5,019		$5,453	$6,996	$7,432

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
91.0%	99.5%	92.1%	98.9%	104.9%	98.2%
91.0%	99.5%	92.1%	98.9%	104.9%	98.2%
91.0%	99.5%	92.1%	98.9%	104.9%	98.2%

6821 MEDICAL LABORATORY TECH 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-DescCo	1051		LAB TECHNICIAN		0	$4,468		$5,988		$7,077		$8,963
2022-OR-MultCo	6333		Medical Laboratory Technician		7	$4,588	$5,464	$5,618	1.07	$7,358	$8,440	$8,630
County Market Average					7	$4,573	$5,464	$5,664		$7,323	$8,440	$8,672
2022-MIL-NWHCS	06.06		Medical Lab Technician	76	130	$4,361	$5,505	$6,517	1.01	$6,315	$7,632	$8,798
Purchased Market Average				76	130	$4,361	$5,505	$6,517		$6,315	$7,632	$8,798
OVERALL WEIGHTED MARKET AVERAGE				76	137	$4,374	$5,503	$6,468		$6,374	$7,674	$8,791

OREGON COMPARISON TO MARKET

6821-Medical Laboratory Technician 2

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
AO	AFSCME OR ST POLICE-SUPP UNIT	A	P	20	3	$3,627	$4,113	$5,501	0.90	$5,796	$6,368	$7,999	82.9%	74.8%	85.1%	90.9%	83.0%	91.0%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	20	3	$3,629	$5,018	$5,503	1.10	$5,799	$7,431	$8,001	83.0%	91.2%	85.1%	91.0%	96.8%	91.0%
Non-Corrections/Non-Management Wtd Average					6	$3,628	$4,566	$5,502		$5,798	$6,900	$8,000	83.0%	83.0%	85.1%	91.0%	89.9%	91.0%
STATEWIDE Weighted Average					6	$3,628	$4,566	$5,502		$5,798	$6,900	$8,000	83.0%	83.0%	85.1%	91.0%	89.9%	91.0%

6823 CLINICAL LAB SCIENTIST

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-CompAnalyst	HC07000174		Medical Technologist - Microbiology		1	$4,745	$5,958	$6,661	1.06	$6,757	$8,154	$8,964
Purchased Market Average					1	$4,745	$5,958	$6,661		$6,757	$8,154	$8,964
2022-ST-CA	7928	A	CLINICAL LABORATORY TECHNOLOGIST		0	$4,530		$5,672		$6,689		$8,051
2022-ST-ID	07421		MEDICAL TECHNOLOGIST		0	$3,865		$8,277		$5,666		$10,945
2022-ST-WA	508F		CLINICAL/MEDICAL TECHNOLOGIST 2		1	$4,089	$5,365	$5,497	1.12	$5,921	$7,386	$7,538
State Market Average					1	$4,161	$5,365	$6,482		$6,092	$7,386	$8,845
OVERALL WEIGHTED MARKET AVERAGE				0	2	$4,307	$5,662	$6,527		$6,258	$7,770	$8,874

OREGON COMPARISON TO MARKET

6823-Clinical Laboratory Scientist

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
OAI	SEIU STRIKEABLE INST COALITION	A	P	24	1	$4,356	$6,664	$6,664	1.21	$6,653	$9,365	$9,365	101.1%	117.7%	102.1%	106.3%	120.5%	105.5%
Non-Corrections/Non-Management Wtd Average					1	$4,356	$6,664	$6,664		$6,653	$9,365	$9,365	101.1%	117.7%	102.1%	106.3%	120.5%	105.5%
STATEWIDE Weighted Average					1	$4,356	$6,664	$6,664		$6,653	$9,365	$9,365	101.1%	117.7%	102.1%	106.3%	120.5%	105.5%

7491-I STATE CHIEF INFORMATION OFFICER

Information Systems Payline

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-MIL-NWIT	10-220		Chief Information Officer (CIO)	40	10	$15,205	$23,163	$24,947	1.15	$18,805	$27,971	$30,026
Purchased Market Average				40	10	$15,205	$23,163	$24,947		$18,805	$27,971	$30,026
OVERALL WEIGHTED MARKET AVERAGE				40	10	$15,205	$23,163	$24,947		$18,805	$27,971	$30,026

OREGON COMPARISON TO MARKET

Worker Data as of:

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
													0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
													0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
STATEWIDE Weighted Average													0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

Currently no Oregon employees

7504 ASSISTANT ATTORNEY GENERAL

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-ClackCo	223		Legal Counsel 2		1	$9,113	$9,977	$12,303	0.93	$12,767	$13,838	$16,720
2022-OR-LaneCo	N4602		Assist County Counsel 2		6	$7,991	$9,873	$11,752	1.00	$11,659	$13,987	$16,311
2022-OR-MultCo	9190		Assistant County Attorney 2		4	$8,594	$11,348	$12,891	1.06	$12,308	$15,710	$17,617
2022-OR-WashCo	604		Assistant County Counsel II		0	$10,116		$13,229		$13,561		$17,283
2022-WA-ClarkCo	799		Deputy Prosecuting Attorney I		12	$5,140	$6,590	$7,190	1.07	$7,416	$9,081	$9,770
2022-WA-ThrstnCo	1011		Deputy Prosecuting Attorney II		0	$6,358		$8,651		$8,721		$11,355
County Market Average					23	$6,653	$8,421	$9,381		$9,421	$11,720	$12,662
2022-MIL-NWMGT	05.18a		Attorney - Senior	31	82	$10,439	$13,566	$16,227	1.02	$13,316	$16,917	$19,982
Purchased Market Average				31	82	$10,439	$13,566	$16,227		$13,316	$16,917	$19,982
2022-ST-CA	5706	A	DEPUTY ATTORNEY GENERAL III		0	$8,971		$11,509		$11,984		$15,010
2022-ST-ID	05912		ATTORNEY 2		3	$5,448	$8,931	$11,674	1.04	$7,560	$11,727	$15,009
2022-ST-NV	U0963		DEP ATTY GENERAL (EA)		55	$6,535	$8,174	$9,096	1.05	$8,698	$10,642	$11,736
State Market Average					58	$8,379	$8,213	$10,967		$11,189	$10,698	$14,272
OVERALL WEIGHTED MARKET AVERAGE				31	163	$9,068	$10,935	$12,944		$11,901	$13,971	$16,426

OREGON COMPARISON TO MARKET

7504-Assistant Attorney General

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
AJ	AFSCME AT DOJ OAJA ATTORNEYS	A	P	36S	64	$8,334	$10,459	$16,182	0.85	$11,328	$13,824	$20,550
Non-Corrections/Non-Management Wtd Average					64	$8,334	$10,459	$16,182		$11,328	$13,824	$20,550
STATEWIDE Weighted Average					64	$8,334	$10,459	$16,182		$11,328	$13,824	$20,550

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
91.9%	95.6%	125.0%	95.2%	98.9%	125.1%
91.9%	95.6%	125.0%	95.2%	98.9%	125.1%
91.9%	95.6%	125.0%	95.2%	98.9%	125.1%

7505 SR ASSISTANT ATTORNEY GENERAL

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-ClackCo	088		Legal Counsel, Senior		8	$10,549	$13,390	$14,242	1.08	$14,547	$18,068	$19,123
2022-OR-ClackCo	766		Deputy District Attorney 3		6	$10,549	$12,479	$14,242	1.01	$14,547	$16,939	$19,123
2022-OR-DescCo	9410		CHIEF DEPUTY DISTRICT ATTORNEY		0	$9,754		$13,071		$13,634		$17,749
2022-OR-JackCo	1330		Sr Assistant County Counsel		3	$7,895	$11,164	$11,893	1.13	$11,638	$15,690	$16,594
2022-OR-JackCo	1063		Sr Deputy District Attorney		3	$7,895	$11,524	$11,893	1.16	$11,638	$16,136	$16,594
2022-OR-LaneCo	N4613		Deputy District Attorney 3		7	$8,200	$10,251	$11,664	1.03	$11,918	$14,455	$16,202
2022-OR-MarionCo	633		Deputy DA 3		10	$9,143	$11,158	$12,248	1.04	$12,928	$15,425	$16,776
2022-OR-MarionCo	603		Legal Counsel-Asst Sr		3	$8,707	$10,792	$11,662	1.06	$12,387	$14,971	$16,050
2022-OR-MultCo	6254		Deputy District Attorney 4		14	$6,048	$16,735	$8,953	2.23	$9,162	$22,367	$12,751
2022-OR-MultCo	9440		Assistant County Attorney Senior		12	$10,410	$13,949	$16,655	1.03	$14,551	$18,925	$22,269
2022-OR-WashCo	605		Assistant County Counsel, Senior		0	$12,345		$16,146		$16,227		$20,772
2022-OR-WashCo	614		Deputy District Attorney, Senior		0	$13,291		$18,057		$17,358		$23,057
2022-WA-ClarkCo	838		Deputy Prosecuting Attorney,Sr		0	$8,478		$11,979		$11,250		$15,271
2022-WA-ThrstnCo	1012		Deputy Prosecuting Attorney III		0	$9,024		$11,250		$11,783		$14,340
2022-WA-ThrstnCo	1013		Deputy Prosecuting Attorney, Senior		0	$9,448		$12,267		$12,270		$15,508
County Market Average					66	$9,348	$13,143	$13,017		$12,836	$17,913	$17,273
2022-CompAnalyst	LE11000003		Attorney III		1	$11,105	$13,439	$17,749	0.93	$14,082	$16,771	$21,735
2022-MIL-NWMGT	05.17		Attorney - Senior (Specialized)	13	28	$12,027	$16,163	$19,819	1.02	$15,145	$19,909	$24,120
2022-MIL-OPES	08.06		Attorney - Senior	14	69	$9,434	$13,069	$13,534	1.14	$12,830	$17,229	$17,793
2022-MIL-PACS	04.23		Attorney	17	85	$9,173	$11,142	$14,797	0.93	$11,858	$14,126	$18,335
Purchased Market Average				44	183	$9,667	$12,650	$15,076		$12,657	$16,195	$18,968
2022-ST-CA	5705	L	DEPUTY ATTORNEY GENERAL IV		0	$9,910		$12,724		$13,103		$16,458
2022-ST-NV	U0934		SR DEPUTY ATTY GENERAL (EA)		70	$7,976	$9,316	$10,166	1.03	$10,408	$11,998	$13,006
State Market Average					70	$9,316	$9,316	$11,939		$12,276	$11,998	$15,398
OVERALL WEIGHTED MARKET AVERAGE				44	319	$9,453	$12,020	$13,328		$12,537	$15,630	$17,118

OREGON COMPARISON TO MARKET

7505-Senior Assistant Attorney General

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	MARKET COMPARISONS Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
MNJN	UNCL EXL NSUPV DOJ L&E ATTNYS	A	P	36S	5	$10,479	$14,537	$14,697	1.15	$13,848	$18,617	$18,805	110.9%	120.9%	110.3%	110.5%	119.1%	109.9%
Management Wtd Average					5	$10,479	$14,537	$14,697		$13,848	$18,617	$18,805	110.9%	120.9%	110.3%	110.5%	119.1%	109.9%
AJ	AFSCME AT DOJ OAJA ATTORNEYS	A	P	36S	222	$8,334	$14,573	$16,182	1.19	$11,328	$18,660	$20,550	88.2%	121.2%	121.4%	90.4%	119.4%	120.0%
Non-Corrections/Non-Management Wtd Average					222	$8,334	$14,573	$16,182		$11,328	$18,660	$20,550	88.2%	121.2%	121.4%	90.4%	119.4%	120.0%
STATEWIDE Weighted Average					227	$8,381	$14,573	$16,149		$11,383	$18,659	$20,511	88.7%	121.2%	121.2%	90.8%	119.4%	119.8%

7510 DENTIST

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-ClackCo	579		Dentist		10	$12,979	$15,505	$16,514	1.05	$17,558	$20,688	$21,939
2022-OR-MultCo	6319		Dentist		24	$6,423	$15,620	$7,900	2.18	$9,626	$20,989	$11,450
2022-WA-KingCo	3202100		Dentist		16	$12,347	$15,651	$15,651	1.12	$15,933	$19,727	$19,727
County Market Average					50	$9,630	$15,607	$12,103		$13,231	$20,525	$16,197
2022-CompAnalyst	HC07000220		Dentist	500	239	$11,406	$15,330	$17,155	1.08	$14,429	$18,949	$21,051
2022-MIL-NWHCS	02.30		Dentist	33	239	$11,777	$16,470	$17,543	1.12	$14,856	$20,262	$21,498
Purchased Market Average				533	478	$11,591	$15,900	$17,349		$14,643	$19,606	$21,274
2022-ST-CA	9268	S	DENTIST, CORRECTIONAL FACILITY		0	$16,641		$20,438		$21,127		$25,654
2022-ST-NV	U9086		SR INSTITUTIONL DENTIST (B) EA		7	$11,462	$12,436	$13,167	1.01	$14,543	$15,699	$16,566
2022-ST-WA	288E		DENTIST		22	$9,703	$14,248	$13,050	1.25	$12,369	$17,589	$16,212
State Market Average					29	$15,879	$13,811	$19,578		$20,164	$17,133	$24,560
OVERALL WEIGHTED MARKET AVERAGE				533	557	$12,681	$15,765	$17,677		$16,108	$19,559	$21,907

OREGON COMPARISON TO MARKET

7510-Dentist

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
AE	AFSCME DOC DENTISTS	A	P	47S	15	$14,043	$18,971	$19,424	1.13	$18,036	$23,827	$24,359	110.7%	120.3%	109.9%	112.0%	121.8%	111.2%
Corrections Wtd Average					15	$14,043	$18,971	$19,424		$18,036	$23,827	$24,359	110.7%	120.3%	109.9%	112.0%	121.8%	111.2%
UA	UNREPRESENTED	A	P	47	1	$13,002	$20,115	$20,115	1.21	$16,813	$25,171	$25,171	102.5%	127.6%	113.8%	104.4%	128.7%	114.9%
Non-Corrections/Non-Management Wtd Average					1	$13,002	$20,115	$20,115		$16,813	$25,171	$25,171	102.5%	127.6%	113.8%	104.4%	128.7%	114.9%
STATEWIDE Weighted Average					16	$13,978	$19,043	$19,467		$17,960	$23,911	$24,410	110.2%	120.8%	110.1%	111.5%	122.2%	111.4%

7517 PHYSICIAN SPECIALIST

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-ClackCo	522		Public Health Physician		7	$15,738	$18,446	$20,023	1.03	$20,976	$24,332	$26,287
2022-OR-DescCo	9500		PHYSICIAN CLINICAL SVCS		0	$16,682		$22,356		$22,229		$29,267
2022-OR-LaneCo	N4502		Physician		3	$12,849	$18,261	$18,261	1.17	$17,668	$24,362	$24,362
2022-OR-MultCo	6317		Physician		21	$14,522	$19,231	$18,948	1.15	$19,633	$25,451	$25,102
County Market Average					31	$14,699	$18,960	$19,226		$19,824	$25,093	$25,422
2022-CompAnalyst	HC07000025		Physician - Generalist	125	102	$15,473	$18,694	$20,795	1.03	$19,113	$22,824	$25,243
Purchased Market Average				125	102	$15,473	$18,694	$20,795		$19,113	$22,824	$25,243
2022-ST-CA	7644	Y	PHYSICIAN AND SURGEON, DEPARTMENTS		0	$19,066		$22,023		$24,018		$27,543
2022-ST-ID	07207		PHYSICIAN, MED CLINIC - INST		3	$12,974	$22,981	$27,797	1.13	$16,563	$28,536	$34,298
State Market Average					3	$15,411	$22,981	$25,487		$19,545	$28,536	$31,596
OVERALL WEIGHTED MARKET AVERAGE				125	136	$15,294	$18,849	$20,604		$19,291	$23,467	$25,511

OREGON COMPARISON TO MARKET

7517-Physician Specialist

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
AMP	AFSCME AT OHA PHYSICIANS	A	P	49	22	$16,001	$23,470	$23,623	1.18	$20,337	$29,114	$29,294
Non-Corrections/Non-Management Wtd Average					22	$16,001	$23,470	$23,623		$20,337	$29,114	$29,294
STATEWIDE Weighted Average					22	$16,001	$23,470	$23,623		$20,337	$29,114	$29,294

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
104.6%	124.5%	114.7%	105.4%	124.1%	114.8%
104.6%	124.5%	114.7%	105.4%	124.1%	114.8%
104.6%	124.5%	114.7%	105.4%	124.1%	114.8%

7518 SUPERVISING PHYSICIAN

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-ST-CA	7561	Y	CHIEF PHYSICIAN AND SURGEON		0	$20,410		$23,125		$25,620		$28,856
2022-ST-ID	07208		PHYSICIAN, MEDICAL DIRECTOR - INSTITUTI		0	$12,974		$27,797		$16,563		$34,298
2022-ST-NV	U4717		MEDICAL DIRECTOR		1	$18,200	$18,200	$18,200	1.00	$22,537	$22,537	$22,537
2022-ST-WA	288I		PHYSICIAN 3		10	$15,179	$20,257	$20,416	1.14	$18,658	$24,490	$24,672
State Market Average					11	$17,118	$20,070	$21,636		$21,271	$24,312	$26,534
OVERALL WEIGHTED MARKET AVERAGE				0	11	$17,118	$20,070	$21,636		$21,271	$24,312	$26,534

Insufficient Market: Emp Avg X

OREGON COMPARISON TO MARKET

7518-Supervising Physician

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
MESN	EXEC SVC SUPERVISORY	A	P	50	1	$16,590	$24,488	$24,488	1.19	$21,029	$30,310	$30,310
MNNN	UNCLASS EXCLUDED NONSUPVSORY	A	P	50	2	$16,590	$24,488	$24,488	1.19	$21,029	$30,310	$30,310
MNSN	UNCLASS EXCLUDED SUPERVISORY	A	P	50	7	$16,590	$23,839	$24,488	1.16	$21,029	$29,547	$30,310
Management Wtd Average					10	$16,590	$24,034	$24,488		$21,029	$29,776	$30,310
STATEWIDE Weighted Average					10	$16,590	$24,034	$24,488		$21,029	$29,776	$30,310

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
96.9%		113.2%	98.9%		114.2%
96.9%		113.2%	98.9%		114.2%
96.9%		113.2%	98.9%		114.2%
96.9%		113.2%	98.9%		114.2%
96.9%		113.2%	98.9%		114.2%

7522 WCB ADMIN LAW JUDGE

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	Insufficient Market Emp Avg X
2022-ST-CA	6116		WORKERS' COMPENSATION JUDGE I		0	$8,752		$11,008		$11,723		$14,412	
2022-ST-NV	U4140		ADMINISTRATIVE LAW JUDGE		1	$10,166	$10,166	$10,166	1.00	$13,006	$13,006	$13,006	
2022-ST-WA	423D		INDUSTRIAL INSURANCE APPEALS JUDGE 4		6	$6,868	$9,306	$9,234	1.16	$9,112	$11,913	$11,830	
State Market Average					7	$8,126	$9,429	$10,387		$10,846	$12,069	$13,505	
OVERALL WEIGHTED MARKET AVERAGE				0	7	$8,126	$9,429	$10,387		$10,846	$12,069	$13,505	

OREGON COMPARISON TO MARKET

7522-WCB Administrative Law Judge

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
UA	UNREPRESENTED	A	P	37W	19	$8,443	$12,785	$12,993	1.19	$11,456	$16,559	$16,802
Non-Corrections/Non-Management Wtd Average					19	$8,443	$12,785	$12,993		$11,456	$16,559	$16,802
STATEWIDE Weighted Average					19	$8,443	$12,785	$12,993		$11,456	$16,559	$16,802

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
103.9%		125.1%	105.6%		124.4%
103.9%		125.1%	105.6%		124.4%
103.9%		125.1%	105.6%		124.4%

7572 PUBLIC HEALTH PHYSICIAN 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	Insufficient Market Emp Avg X
2022-OR-ClackCo	522		Public Health Physician		6	$15,738	$18,446	$20,023	1.03	$20,976	$24,332	$26,287	
County Market Average					6	$15,738	$18,446	$20,023		$20,976	$24,332	$26,287	
2022-ST-CA	7674	C	PUBLIC HEALTH MEDICAL ADMINISTRATOR		0	$14,028		$16,368		$18,012		$20,802	
2022-ST-NV	U9087		SR PHYSICIAN (RANGE C) (EA)		6	$9,277	$12,730	$14,800	1.06	$11,951	$16,047	$18,503	
State Market Average					6	$11,653	$12,730	$15,584		$14,982	$16,047	$19,653	
OVERALL WEIGHTED MARKET AVERAGE				0	12	$13,014	$15,588	$17,064		$16,980	$20,190	$21,864	

OREGON COMPARISON TO MARKET

7572-Public Health Physician 2

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
MNNN	UNCLASS EXCLUDED NONSUPVSORY	A	P	40	6	$10,203	$14,815	$15,046	1.17	$13,524	$18,944	$19,215
Management Wtd Average					6	$10,203	$14,815	$15,046		$13,524	$18,944	$19,215
STATEWIDE Weighted Average					6	$10,203	$14,815	$15,046		$13,524	$18,944	$19,215

MARKET COMPARISONS					
Salary			Salary and Benefits		
SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
78.4%		88.2%	79.6%		87.9%
78.4%		88.2%	79.6%		87.9%
78.4%		88.2%	79.6%		87.9%

8218 FOREST CREW COORDINATOR

Class Study Pending 2021-23 Biennium

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-JackCo	222		Com Svc Crew Coord		5	$3,247	$3,794	$4,341	1.00	$5,875	$6,553	$7,231
County Market Average					5	$3,247	$3,794	$4,341		$5,875	$6,553	$7,231
2022-ST-NV	01.817		CONSERVATION CREW SPVR 3		21	$4,003	$4,329	$5,914	0.87	$5,694	$6,081	$7,961
2022-ST-WA	521S		FOREST CREW SUPERVISOR, CORRECTION		21	$3,365	$4,277	$4,518	1.09	$5,089	$6,137	$6,413
State Market Average					42	$3,684	$4,303	$5,216		$5,391	$6,109	$7,187
OVERALL WEIGHTED MARKET AVERAGE				0	47	$3,637	$4,249	$5,123		$5,443	$6,156	$7,192

OREGON COMPARISON TO MARKET

8218-Forest Crew Coordinator

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	19	8	$3,483	$4,731	$5,256	1.08	$5,627	$7,093	$7,711
Non-Corrections/Non-Management Wtd Average					8	$3,483	$4,731	$5,256		$5,627	$7,093	$7,711
STATEWIDE Weighted Average					8	$3,483	$4,731	$5,256		$5,627	$7,093	$7,711

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
95.8%	111.3%	102.6%	103.4%	115.2%	107.2%
95.8%	111.3%	102.6%	103.4%	115.2%	107.2%
95.8%	111.3%	102.6%	103.4%	115.2%	107.2%

8258 WILDLAND FIRE SUPERVISOR

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	Insufficient Market: Emp Avg X
2022-ST-CA	9723		BATTALION CHIEF		0	$4,839		$6,280		$7,058		$8,776	
2022-ST-ID	01038		LANDS RESOURCE SUPV		7	$4,931	$6,286	$10,565	0.81	$6,941	$8,562	$13,681	
2022-ST-NV	01.814		FIRE MANAGEMENT OFFICER 1		0	$4,546		$6,760		$6,338		$8,965	
State Market Average					7	$4,858	$6,286	$7,286		$7,025	$8,562	$9,924	
OVERALL WEIGHTED MARKET AVERAGE				0	7	$4,858	$6,286	$7,286		$7,025	$8,562	$9,924	

OREGON COMPARISON TO MARKET

8258-Wildland Fire Supervisor

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
MMS	MGT SVC SUPERVISORY	A	P	25	38	$4,941	$6,777	$7,274	1.11	$7,340	$9,498	$10,082
Management Wtd Average					38	$4,941	$6,777	$7,274		$7,340	$9,498	$10,082
STATEWIDE Weighted Average					38	$4,941	$6,777	$7,274		$7,340	$9,498	$10,082

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
101.7%		99.8%	104.5%		101.6%
101.7%		99.8%	104.5%		101.6%
101.7%		99.8%	104.5%		101.6%

8260 FOREST MANAGER 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	Insufficient Market: Emp Avg X
2022-ST-CA	1042		FORESTER II (SUPERVISORY)		0	$6,215		$8,061		$8,698		$10,899	
2022-ST-ID	01063		LANDS PROGRAM MGR		6	$5,448	$6,720	$11,674	0.78	$7,560	$9,082	$15,009	
2022-ST-NV	01.805		FORESTRY PROGRAM MANAGER		4	$5,174	$6,985	$7,747	1.08	$7,083	$9,232	$10,136	
State Market Average					10	$5,769	$6,826	$9,666		$8,029	$9,142	$12,686	
OVERALL WEIGHTED MARKET AVERAGE				0	10	$5,769	$6,826	$9,666		$8,029	$9,142	$12,686	

OREGON COMPARISON TO MARKET

8260-Forest Manager 2

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
MMS	MGT SVC SUPERVISORY	A	P	30F	32	$5,985	$8,676	$9,264	1.14	$8,567	$11,730	$12,420
Management Wtd Average					32	$5,985	$8,676	$9,264		$8,567	$11,730	$12,420
STATEWIDE Weighted Average					32	$5,985	$8,676	$9,264		$8,567	$11,730	$12,420

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
103.7%		95.8%	106.7%		97.9%
103.7%		95.8%	106.7%		97.9%
103.7%		95.8%	106.7%		97.9%

8341 FISH & WILDLIFE TECHNICIAN

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-ST-CA	0780		FISH HABITAT ASSISTANT		0	$3,714		$4,645		$5,717		$6,827
2022-ST-ID	00798		FISHERY TECHNICIAN		54	$2,617	$3,138	$5,617	0.76	$4,173	$4,796	$7,761
2022-ST-ID	00794		WILDLIFE TECHNICIAN		50	$2,617	$3,120	$5,617	0.76	$4,173	$4,774	$7,761
2022-ST-NV	01.778		FISH HATCHERY TECHNICIAN 2		7	$3,387	$3,577	$4,951	0.86	$4,963	$5,189	$6,819
2022-ST-WA	520G		FISH HATCHERY SPECIALIST 2		54	$3,070	$3,890	$4,089	1.09	$4,750	$5,692	$5,921
State Market Average					165	$2,886	$3,397	$5,037		$4,523	$5,099	$7,080
OVERALL WEIGHTED MARKET AVERAGE				0	165	$2,886	$3,397	$5,037		$4,523	$5,099	$7,080

OREGON COMPARISON TO MARKET

8341-Fish and Wildlife Technician

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	17	114	$3,218	$4,193	$4,776	1.05	$5,316	$6,462	$7,147	111.5%	123.4%	94.8%	117.5%	126.7%	100.9%
OBO	SEIU SEAS-STRKE ODOT COALITION	A	P	17	7	$3,218	$3,617	$4,776	0.90	$5,316	$5,784	$7,147	111.5%	106.5%	94.8%	117.5%	113.4%	100.9%
Non-Corrections/Non-Management Wtd Average					121	$3,218	$4,160	$4,776		$5,316	$6,422	$7,147	111.5%	122.4%	94.8%	117.5%	125.9%	100.9%
STATEWIDE Weighted Average					121	$3,218	$4,160	$4,776		$5,316	$6,422	$7,147	111.5%	122.4%	94.8%	117.5%	125.9%	100.9%

8342 FISH & W/L TECH SENIOR

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-ST-CA	0777		FISH HABITAT SPECIALIST		0	$4,248		$5,318		$6,354		$7,630
2022-ST-NV	01.785		WILDLIFE AREA TECHNICIAN 3		3	$3,677	$3,916	$5,407	0.86	$5,307	$5,590	$7,360
2022-ST-WA	520H		FISH HATCHERY SPECIALIST 3		18	$3,531	$4,643	$4,741	1.12	$5,280	$6,557	$6,670
State Market Average					21	$3,730	$4,539	$4,954		$5,560	$6,419	$6,984
OVERALL WEIGHTED MARKET AVERAGE				0	21	$3,730	$4,539	$4,954		$5,560	$6,419	$6,984

Insufficient Market: Emp Avg X

OREGON COMPARISON TO MARKET

8342-Fish and Wildlife Technician Senior

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	19	52	$3,483	$4,910	$5,256	1.12	$5,627	$7,304	$7,711
Non-Corrections/Non-Management Wtd Average					52	$3,483	$4,910	$5,256		$5,627	$7,304	$7,711
STATEWIDE Weighted Average					52	$3,483	$4,910	$5,256		$5,627	$7,304	$7,711

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
93.4%		106.1%	101.2%		110.4%
93.4%		106.1%	101.2%		110.4%
93.4%		106.1%	101.2%		110.4%

8343 FISH & WILDLIFE SUPERVISOR

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-ST-CA	0776		FISH HABITAT SUPERVISOR		0	$5,260		$6,583		$7,560		$9,137
2022-ST-ID	00792		WILDLIFE TECHNICIAN, SR		18	$3,452	$4,088	$7,395	0.75	$5,172	$5,933	$9,889
2022-ST-ID	00796		FISHERY TECHNICIAN, SR		7	$3,452	$4,117	$7,395	0.76	$5,172	$5,967	$9,889
2022-ST-WA	520I		FISH HATCHERY SPECIALIST 4		18	$4,089	$5,486	$5,497	1.14	$5,921	$7,525	$7,538
State Market Average					43	$3,787	$4,678	$6,600		$5,578	$6,605	$8,915
OVERALL WEIGHTED MARKET AVERAGE				0	43	$3,787	$4,678	$6,600		$5,578	$6,605	$8,915

OREGON COMPARISON TO MARKET

8343-Fish and Wildlife Supervisor

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
MMS	MGT SVC SUPERVISORY	A	P	21	12	$4,067	$5,784	$5,985	1.15	$6,313	$8,331	$8,567
Management Wtd Average					12	$4,067	$5,784	$5,985		$6,313	$8,331	$8,567
STATEWIDE Weighted Average					12	$4,067	$5,784	$5,985		$6,313	$8,331	$8,567

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
107.4%	123.7%	90.7%	113.2%	126.1%	96.1%
107.4%	123.7%	90.7%	113.2%	126.1%	96.1%
107.4%	123.7%	90.7%	113.2%	126.1%	96.1%

8344 FISH AND WILDLIFE MANAGER 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	Insufficient Market (Emp Avg X)
2022-ST-CA	0782		FISH HATCHERY MANAGER I		0	$4,380		$5,482		$6,511		$7,825	
2022-ST-ID	00784		FISH HATCHERY MGR 1		1	$3,865	$5,840	$8,277	0.96	$5,666	$8,029	$10,945	
2022-ST-NV	01.774		FISH HATCHERY SUPERVISOR 1		1	$4,169	$6,156	$6,180	1.19	$5,891	$8,249	$8,277	
State Market Average					2	$4,259	$5,998	$6,064		$6,267	$8,139	$8,420	
OVERALL WEIGHTED MARKET AVERAGE				0	2	$4,259	$5,998	$6,064		$6,267	$8,139	$8,420	

OREGON COMPARISON TO MARKET

8344-Fish and Wildlife Manager 1

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
MMS	MGT SVC SUPERVISORY	A	P	24	29	$4,691	$6,584	$6,930	1.13	$7,047	$9,271	$9,678
Management Wtd Average					29	$4,691	$6,584	$6,930		$7,047	$9,271	$9,678
STATEWIDE Weighted Average					29	$4,691	$6,584	$6,930		$7,047	$9,271	$9,678

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
110.1%		114.3%	112.4%		114.9%
110.1%		114.3%	112.4%		114.9%
110.1%		114.3%	112.4%		114.9%

8345 FISH AND WILDLIFE MANAGER 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	Insufficient Market: Emp Avg X
2022-ST-CA	0781		FISH HATCHERY MANAGER II		0	$5,260		$6,583		$7,560		$9,137	
2022-ST-ID	00783		FISH HATCHERY MGR 2		5	$4,361	$6,029	$9,349	0.88	$6,259	$8,255	$12,227	
2022-ST-NV	01.772		FISH HATCHERY SUPERVISOR 2		1	$4,546	$5,891	$6,760	1.04	$6,338	$7,934	$8,965	
State Market Average					6	$4,797	$6,006	$7,903		$6,880	$8,201	$10,592	
OVERALL WEIGHTED MARKET AVERAGE				0	6	$4,797	$6,006	$7,903		$6,880	$8,201	$10,592	

OREGON COMPARISON TO MARKET

8345-Fish and Wildlife Manager 2

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS: Salary SR Min to SR Min	Salary Avg to Avg	Salary SR Max to SR Max	Salary and Benefits SR Min to SR Min	Salary and Benefits Avg to Avg	Salary and Benefits SR Max to SR Max
MMS	MGT SVC SUPERVISORY	A	P	28	14	$5,700	$8,187	$8,408	1.16	$8,232	$11,154	$11,415	118.8%		106.4%	119.7%		107.8%
Management Wtd Average					14	$5,700	$8,187	$8,408		$8,232	$11,154	$11,415	118.8%		106.4%	119.7%		107.8%
STATEWIDE Weighted Average					14	$5,700	$8,187	$8,408		$8,232	$11,154	$11,415	118.8%		106.4%	119.7%		107.8%

8433 PARK RANGER ASSISTANT

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	Insufficient Market (Emp Avg X)
2022-OR-ClackCo	453		Park Maintenance Assistant		0	$3,396		$4,265		$5,682		$6,760	
County Market Average						$3,396		$4,265		$5,682		$6,760	
2022-ST-CA	6766		PARK MAINTENANCE ASSISTANT		0	$3,068		$3,512		$4,947		$5,476	
2022-ST-NV	01.955		PARK AIDE 2		16	$2,472	$2,500	$3,526	0.83	$3,878	$3,911	$5,128	
2022-ST-WA	678N		PARK AIDE		9	$2,450	$2,939	$3,216	1.04	$4,039	$4,601	$4,919	
State Market Average					25	$2,734	$2,658	$3,484		$4,370	$4,159	$5,258	
OVERALL WEIGHTED MARKET AVERAGE				0	25	$2,742	$2,658	$3,494		$4,386	$4,159	$5,277	

OREGON COMPARISON TO MARKET

8433-Park Ranger Assistant

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
AX	AFSCME AT STATE LANDS	A	P	12	1	$3,005	$3,482	$3,784	1.03	$5,065	$5,626	$5,981	109.6%		108.3%	115.5%		113.3%
OBO	SEIU SEAS-STRKE ODOT COALITION	A	P	12	85	$3,005	$3,339	$3,790	0.98	$5,065	$5,457	$5,988	109.6%		108.5%	115.5%		113.5%
Non-Corrections/Non-Management Wtd Average					86	$3,005	$3,340	$3,790		$5,065	$5,459	$5,988	109.6%		108.5%	115.5%		113.5%
STATEWIDE Weighted Average					86	$3,005	$3,340	$3,790		$5,065	$5,459	$5,988	109.6%		108.5%	115.5%		113.5%

8434 PARK RANGER 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-JackCo	475		Park Ranger		5	$3,742	$4,513	$5,005	1.03	$6,489	$7,444	$8,055
2022-WA-KingCo	9201100		Parks Specialist I		35	$3,955	$3,955	$4,781	0.91	$6,295	$6,295	$7,244
County Market Average					40	$3,941	$4,025	$4,796		$6,307	$6,439	$7,297
2022-ST-CA	6767		PARK MAINTENANCE WORKER I		0	$3,344		$4,193		$5,276		$6,288
2022-ST-WA	389A		PARK RANGER 1		35	$3,365	$3,883	$4,518	0.99	$5,089	$5,685	$6,413
State Market Average					35	$3,353	$3,883	$4,321		$5,202	$5,685	$6,338
OVERALL WEIGHTED MARKET AVERAGE				0	75	$3,584	$3,959	$4,508		$5,637	$6,087	$6,714

OREGON COMPARISON TO MARKET

8434-Park Ranger 1

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	18	92	$3,483	$4,359	$5,007	1.03	$5,627	$6,656	$7,418	97.2%	110.1%	111.1%	99.8%	109.3%	110.5%
OBO	SEIU SEAS-STRKE ODOT COALITION	A	P	18P	22	$3,483	$4,370	$5,019	1.03	$5,627	$6,670	$7,432	97.2%	110.4%	111.3%	99.8%	109.6%	110.7%
Non-Corrections/Non-Management Wtd Average					114	$3,483	$4,361	$5,009		$5,627	$6,659	$7,421	97.2%	110.2%	111.1%	99.8%	109.4%	110.5%
STATEWIDE Weighted Average					114	$3,483	$4,361	$5,009		$5,627	$6,659	$7,421	97.2%	110.2%	111.1%	99.8%	109.4%	110.5%

8435 PARK RANGER 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-ClackCo	389		Park Ranger		0	$4,070		$5,119		$6,518		$7,817
2022-OR-WashCo	434		Park Ranger		0	$4,593		$5,581		$6,957		$8,139
2022-WA-KingCo	9201200		Parks Specialist II		53	$4,781	$5,309	$5,780	1.01	$7,244	$7,850	$8,391
County Market Average					53	$4,762	$5,309	$5,761		$7,219	$7,850	$8,371
2022-MIL-OPES	11.10		Park Ranger	5	23	$4,327	$4,846	$5,491	0.99	$6,650	$7,278	$8,059
Purchased Market Average				5	23	$4,327	$4,846	$5,491		$6,650	$7,278	$8,059
2022-ST-CA	6768		PARK MAINTENANCE WORKER II		0	$3,639		$4,589		$5,627		$6,760
2022-ST-ID	00984		P&R RANGER		50	$3,452	$4,180	$7,395	0.77	$5,172	$6,042	$9,889
2022-ST-NV	01.922		PARK RANGER 2 (NON-COMM)		2	$4,003	$4,728	$5,914	0.95	$5,694	$6,554	$7,961
2022-ST-WA	389B		PARK RANGER 2		51	$3,795	$4,760	$5,106	1.07	$5,583	$6,692	$7,089
State Market Average					103	$3,634	$4,478	$5,912		$5,433	$6,374	$8,132
OVERALL WEIGHTED MARKET AVERAGE				5	179	$4,047	$4,771	$5,821		$6,100	$6,927	$8,196

OREGON COMPARISON TO MARKET

8435-Park Ranger 2

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	20	61	$3,629	$5,044	$5,503	1.10	$5,799	$7,461	$8,001
Non-Corrections/Non-Management Wtd Average					61	$3,629	$5,044	$5,503		$5,799	$7,461	$8,001
STATEWIDE Weighted Average					61	$3,629	$5,044	$5,503		$5,799	$7,461	$8,001

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
89.7%	105.7%	94.5%	95.1%	107.7%	97.6%
89.7%	105.7%	94.5%	95.1%	107.7%	97.6%
89.7%	105.7%	94.5%	95.1%	107.7%	97.6%

8441 PARK MANAGER 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-ClackCo	456		Park Operations Supervisor		1	$5,874	$6,899	$7,930	1.00	$8,754	$10,024	$11,302
County Market Average					1	$5,874	$6,899	$7,930		$8,754	$10,024	$11,302
2022-ST-CA	6535		PARK MAINTENANCE CHIEF II		0	$5,484		$6,820		$7,827		$9,420
2022-ST-ID	06526		RECREATION SITE MAINT FOREMAN		3	$3,865	$5,081	$8,277	0.84	$5,666	$7,121	$10,945
2022-ST-NV	01.969		PARK SPVR 1 (NON-COMM)		2	$4,169	$5,758	$6,180	1.11	$5,891	$7,776	$8,277
State Market Average					5	$4,602	$5,352	$7,353		$6,624	$7,383	$9,910
OVERALL WEIGHTED MARKET AVERAGE				0	6	$4,687	$5,610	$7,392		$6,766	$7,823	$10,003

OREGON COMPARISON TO MARKET

8441-Park Manager 1

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
MMS	MGT SVC SUPERVISORY	A	P	26P	9	$4,941	$7,246	$7,630	1.15	$7,340	$10,049	$10,500
Management Wtd Average					9	$4,941	$7,246	$7,630		$7,340	$10,049	$10,500
STATEWIDE Weighted Average					9	$4,941	$7,246	$7,630		$7,340	$10,049	$10,500

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
105.4%	129.2%	103.2%	108.5%	128.5%	105.0%
105.4%	129.2%	103.2%	108.5%	128.5%	105.0%
105.4%	129.2%	103.2%	108.5%	128.5%	105.0%

8501 NATURAL RESOURCE SPECIALIST 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-WA-ClarkCo	111		Natural Resources Spec I		0	$4,703		$5,734		$6,914		$8,098
County Market Average						$4,703		$5,734		$6,914		$8,098
2022-CompAnalyst	RD14000005		Biologist I		1	$3,816	$4,644	$5,238	1.01	$5,687	$6,641	$7,326
Purchased Market Average					1	$3,816	$4,644	$5,238		$5,687	$6,641	$7,326
2022-ST-CA	0762	A	ENVIRONMENTAL SCIENTIST		0	$3,728		$4,615		$5,733		$6,791
2022-ST-CA	4726	B	COASTAL PROGRAM ANALYST I		0	$3,984		$4,749		$6,039		$6,951
2022-ST-ID	00371		AGRICULTURE INVESTIGATOR		0	$3,058		$6,556		$4,701		$8,885
2022-ST-ID	07030		SCIENTIST 1		0	$3,452		$7,395		$5,172		$9,889
2022-ST-ID	03136		WATER RSRC AGENT		10	$3,452	$4,286	$7,395	0.79	$5,172	$6,170	$9,889
2022-ST-NV	01.737		BIOLOGIST 1		0	$3,526		$5,174		$5,128		$7,083
2022-ST-NV	01.818		FORESTER 1		0	$3,526		$5,174		$5,128		$7,083
2022-ST-NV	01.128		AGRICULTURIST 1		6	$3,526	$3,537	$5,174	0.81	$5,128	$5,141	$7,083
2022-ST-WA	523S		NATURAL RESOURCE SPECIALIST 1		19	$3,365	$4,297	$4,518	1.09	$5,089	$6,160	$6,413
2022-ST-WA	523Y		FISH & WILDLIFE BIOLOGIST 1		19	$3,216	$4,096	$4,294	1.09	$4,919	$5,929	$6,157
State Market Average					54	$3,675	$4,140	$4,670		$5,635	$5,967	$6,816
OVERALL WEIGHTED MARKET AVERAGE				0	55	$3,677	$4,149	$4,673		$5,638	$5,980	$6,819

OREGON COMPARISON TO MARKET

8501-Natural Resource Specialist 1

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
AD	AFSCME AT ENVIRONMENTAL QUAL	A	P	21	8	$3,784	$4,851	$5,768	1.02	$5,981	$7,234	$8,312	102.9%	116.9%	123.4%	106.1%	121.0%	121.9%
AU	AFSCME AT MILITARY	A	P	21	3	$3,784	$5,230	$5,768	1.10	$5,981	$7,680	$8,312	102.9%	126.1%	123.4%	106.1%	128.4%	121.9%
AX	AFSCME AT STATE LANDS	A	P	21	4	$3,784	$5,070	$5,768	1.06	$5,981	$7,492	$8,312	102.9%	122.2%	123.4%	106.1%	125.3%	121.9%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	21	96	$3,790	$4,793	$5,771	1.00	$5,988	$7,166	$8,316	103.1%	115.5%	123.5%	106.2%	119.8%	121.9%
OBO	SEIU SEAS-STRKE ODOT COALITION	A	P	21	6	$3,790	$4,949	$5,771	1.04	$5,988	$7,350	$8,316	103.1%	119.3%	123.5%	106.2%	122.9%	121.9%
Non-Corrections/Non-Management Wtd Average					117	$3,789	$4,825	$5,771		$5,987	$7,204	$8,315	103.1%	116.3%	123.5%	106.2%	120.5%	121.9%
STATEWIDE Weighted Average					117	$3,789	$4,825	$5,771		$5,987	$7,204	$8,315	103.1%	116.3%	123.5%	106.2%	120.5%	121.9%

8502 NATURAL RESOURCE SPECIALIST 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-MIL-ENG	3-162		Biologist Wildlife II	7	9	$5,523	$7,389	$8,202	1.08	$7,653	$9,803	$10,739
Purchased Market Average				7	9	$5,523	$7,389	$8,202		$7,653	$9,803	$10,739
2022-ST-CA	0762	B	ENVIRONMENTAL SCIENTIST		0	$4,530		$5,621		$6,689		$7,990
2022-ST-CA	0762	C	ENVIRONMENTAL SCIENTIST		0	$5,733		$7,128		$8,124		$9,787
2022-ST-CA	0751	A	ASSOCIATE AGRICULTURAL BIOLOGIST		0	$5,615		$6,971		$7,983		$9,600
2022-ST-CA	4726	C	COASTAL PROGRAM ANALYST I		0	$4,778		$5,982		$6,985		$8,421
2022-ST-ID	00944		BIOLOGIST, WLDLF RSRCH		2	$3,865	$4,417	$8,277	0.73	$5,666	$6,326	$10,945
2022-ST-ID	00835		BIOLOGIST, WILDLIFE REG		59	$4,361	$5,760	$9,349	0.84	$6,259	$7,933	$12,227
2022-ST-ID	00803		BIOLOGIST, FISHERIES		38	$4,361	$5,420	$9,349	0.79	$6,259	$7,526	$12,227
2022-ST-ID	07032		SCIENTIST 2		2	$4,361	$5,662	$9,349	0.83	$6,259	$7,816	$12,227
2022-ST-ID	00948		BIOLOGIST, FISHERY RESEARCH		0	$3,865		$8,277		$5,666		$10,945
2022-ST-NV	01.809		CONSERVATION STAFF SPEC 1		1	$4,350	$6,434	$6,459	1.19	$6,105	$8,578	$8,608
2022-ST-NV	01.123		AGRICULTURIST 2		8	$4,003	$4,720	$5,914	0.95	$5,694	$6,544	$7,961
2022-ST-NV	01.813		FORESTER 2		2	$4,003	$4,640	$5,914	0.94	$5,694	$6,450	$7,961
2022-ST-NV	01.734		BIOLOGIST 2		0	$4,003		$5,914		$5,694		$7,961
2022-ST-WA	523T		NATURAL RESOURCE SPECIALIST 2		83	$3,795	$4,771	$5,106	1.07	$5,583	$6,705	$7,089
2022-ST-WA	523Z		FISH & WILDLIFE BIOLOGIST 2		83	$3,893	$4,814	$5,234	1.05	$5,696	$6,753	$7,237
2022-ST-WA	569H		PEST BIOLOGIST 1		4	$3,365	$4,432	$4,518	1.12	$5,089	$6,315	$6,413
2022-ST-WA	516K		NATURAL RESOURCE SCIENTIST 1		4	$3,365	$4,433	$4,518	1.12	$5,089	$6,316	$6,413
State Market Average					286	$4,954	$5,071	$6,390		$7,158	$7,076	$8,865
OVERALL WEIGHTED MARKET AVERAGE				7	295	$4,956	$5,142	$6,398		$7,161	$7,159	$8,873

OREGON COMPARISON TO MARKET

8502-Natural Resource Specialist 2

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
AD	AFSCME AT ENVIRONMENTAL QUAL	A	P	24	20	$4,355	$5,590	$6,659	1.02	$6,652	$8,104	$9,359	87.9%	108.7%	104.1%	92.9%	113.2%	105.5%
AU	AFSCME AT MILITARY	A	P	24	4	$4,355	$5,757	$6,659	1.05	$6,652	$8,300	$9,359	87.9%	112.0%	104.1%	92.9%	115.9%	105.5%
AX	AFSCME AT STATE LANDS	A	P	24	1	$4,355	$6,659	$6,659	1.21	$6,652	$9,359	$9,359	87.9%	129.5%	104.1%	92.9%	130.7%	105.5%

8502-Natural Resource Specialist 2 (Continued)

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	24	2	$4,350	$6,127	$6,746	1.10	$6,646	$8,734	$9,462	87.8%	119.1%	105.4%	92.8%	122.0%	106.6%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	24	278	$4,356	$6,085	$6,664	1.10	$6,653	$8,684	$9,365	87.9%	118.3%	104.2%	92.9%	121.3%	105.5%
OBO	SEIU SEAS-STRKE ODOT COALITION	A	P	24	1	$4,356	$6,664	$6,664	1.21	$6,653	$9,365	$9,365	87.9%	129.6%	104.2%	92.9%	130.8%	105.5%
Non-Corrections/Non-Management Wtd Average					306	$4,356	$6,052	$6,664		$6,653	$8,646	$9,365	87.9%	117.7%	104.2%	92.9%	120.8%	105.5%
STATEWIDE Weighted Average					306	$4,356	$6,052	$6,664		$6,653	$8,646	$9,365	87.9%	117.7%	104.2%	92.9%	120.8%	105.5%

8503 NATURAL RESOURCE SPECIALIST 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-WA-ClarkCo	113		Natural Resources Spec II		0	$5,106		$6,224		$7,377		$8,660
County Market Average						$5,106		$6,224		$7,377		$8,660
2022-CompAnalyst	RD14000006		Biologist II		1	$4,586	$5,406	$6,284	0.98	$6,574	$7,518	$8,530
2022-MIL-OPES	14.01		Natural Resources Specialist	8	12	$5,603	$7,250	$7,488	1.11	$8,194	$10,187	$10,476
Purchased Market Average				8	13	$5,525	$7,108	$7,396		$8,070	$9,982	$10,326
2022-ST-CA	3887	B	AIR POLLUTION SPECIALIST		0	$5,747		$7,194		$8,141		$9,865
2022-ST-CA	1054		FORESTER I (NONSUPERVISORY)		0	$5,256		$6,821		$7,556		$9,421
2022-ST-CA	4735		COASTAL PROGRAM ANALYST II		0	$5,744		$7,194		$8,137		$9,865
2022-ST-ID	00946		BIOLOGIST, FISHERY RESEARCH SENIOR		0	$4,361		$9,349		$6,259		$12,227
2022-ST-ID	01061		LANDS PROGRAM SPEC		26	$4,931	$5,903	$10,565	0.76	$6,941	$8,103	$13,681
2022-ST-ID	07034		SCIENTIST 3		15	$4,931	$6,193	$10,565	0.80	$6,941	$8,451	$13,681
2022-ST-ID	00943		BIOLOGIST, WLDLF RSRCH S		5	$4,361	$6,279	$9,349	0.92	$6,259	$8,553	$12,227
2022-ST-ID	07537		DEQ-ENVIRONMENTAL COMPLIANCE ANALY		0	$4,361		$9,349		$6,259		$12,227
2022-ST-NV	01.729		BIOLOGIST 3		60	$4,350	$5,560	$6,459	1.03	$6,105	$7,541	$8,608
2022-ST-NV	01.113		PLANT PATHOLOGIST		1	$4,546	$5,863	$6,760	1.04	$6,338	$7,901	$8,965
2022-ST-NV	01.811		FORESTER 3		8	$4,350	$5,339	$6,459	0.99	$6,105	$7,278	$8,608
2022-ST-NV	01.120		AGRICULTURIST 3		5	$4,169	$4,563	$6,180	0.88	$5,891	$6,359	$8,277
2022-ST-NV	10.529		ENVIRONMENTAL HEALTH SPEC 3		10	$4,546	$5,496	$6,760	0.97	$6,338	$7,465	$8,965
2022-ST-WA	523N		FISH & WILDLIFE BIOLOGIST 3		89	$4,626	$5,894	$6,218	1.09	$6,538	$7,994	$8,366
2022-ST-WA	569I		PEST BIOLOGIST 2		4	$3,987	$4,881	$5,365	1.04	$5,804	$6,831	$7,386
2022-ST-WA	569M		AGRICULTURAL CHEMICAL SPECIALIST		8	$3,795	$4,849	$5,106	1.09	$5,583	$6,794	$7,089
2022-ST-WA	516L		NATURAL RESOURCE SCIENTIST 2		26	$4,089	$5,056	$5,497	1.05	$5,921	$7,031	$7,538
State Market Average					257	$5,097	$5,650	$6,951		$7,225	$7,709	$9,414
OVERALL WEIGHTED MARKET AVERAGE				8	270	$5,104	$5,720	$6,955		$7,241	$7,818	$9,427

OREGON COMPARISON TO MARKET

8503-Natural Resource Specialist 3

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max

8503-Natural Resource Specialist 3 (Continued)

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
AD	AFSCME AT ENVIRONMENTAL QUAL	A	P	27	85	$5,014	$6,713	$7,673	1.06	$7,426	$9,422	$10,551	98.2%	117.4%	110.3%	102.6%	120.5%	111.9%
AX	AFSCME AT STATE LANDS	A	P	27	27	$5,014	$7,340	$7,673	1.16	$7,426	$10,160	$10,551	98.2%	128.3%	110.3%	102.6%	130.0%	111.9%
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	27	2	$5,034	$7,809	$7,809	1.22	$7,450	$10,711	$10,711	98.6%	136.5%	112.3%	102.9%	137.0%	113.6%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	27	1	$5,019	$6,350	$7,678	1.00	$7,432	$8,996	$10,557	98.3%	111.0%	110.4%	102.6%	115.1%	112.0%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	27	228	$5,019	$7,087	$7,678	1.12	$7,432	$9,863	$10,557	98.3%	123.9%	110.4%	102.6%	126.1%	112.0%
Non-Corrections/Non-Management Wtd Average					343	$5,017	$7,016	$7,677		$7,430	$9,779	$10,556	98.3%	122.7%	110.4%	102.6%	125.1%	112.0%
STATEWIDE Weighted Average					343	$5,017	$7,016	$7,677		$7,430	$9,779	$10,556	98.3%	122.7%	110.4%	102.6%	125.1%	112.0%

8503-D NATURAL RESOURCE SPECIALIST 3

Sanitarian

Limited market for special pay option

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-MIL-OPES	12.01		Environmental Health Specialist	5	14	$5,330	$6,214	$6,681	1.03	$7,863	$8,934	$9,498
Purchased Market Average				5	14	$5,330	$6,214	$6,681		$7,863	$8,934	$9,498
OVERALL WEIGHTED MARKET AVERAGE				5	14	$5,330	$6,214	$6,681		$7,863	$8,934	$9,498

OREGON COMPARISON TO MARKET

8503-D-Natural Resource Specialist 3

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
AD	AFSCME AT ENVIRONMENTAL QUAL	D	P	28	3	$5,253	$7,566	$8,053	1.14	$7,707	$10,425	$10,997	98.6%	121.7%	120.5%	98.0%	116.7%	115.8%
OAO	SEIU STRIKEABLE ODOT COALITION	D	P	28	27	$5,256	$7,836	$8,057	1.18	$7,711	$10,743	$11,002	98.6%	126.1%	120.6%	98.1%	120.2%	115.8%
Non-Corrections/Non-Management Wtd Average					30	$5,256	$7,809	$8,057		$7,710	$10,711	$11,002	98.6%	125.7%	120.6%	98.1%	119.9%	115.8%
STATEWIDE Weighted Average					30	$5,256	$7,809	$8,057		$7,710	$10,711	$11,002	98.6%	125.7%	120.6%	98.1%	119.9%	115.8%

8504 NATURAL RESOURCE SPECIALIST 4

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-WA-ClarkCo	117		Natural Resources Spec III		4	$6,098	$7,073	$7,417	1.05	$8,516	$9,636	$10,031
County Market Average					4	$6,098	$7,073	$7,417		$8,516	$9,636	$10,031
2022-CompAnalyst	RD14000007		Biologist III		1	$5,749	$6,920	$8,335	1.00	$7,913	$9,263	$10,892
Purchased Market Average					1	$5,749	$6,920	$8,335		$7,913	$9,263	$10,892
2022-ST-CA	0765		SENIOR ENVIRONMENTAL SCIENTIST(SPECI		0	$6,597		$8,207		$9,154		$11,073
2022-ST-CA	4762		COASTAL PROGRAM ANALYST III		0	$6,031		$7,553		$8,479		$10,294
2022-ST-CA	1041		FORESTER III		0	$6,525		$8,469		$9,068		$11,385
2022-ST-CA	2795		SENIOR STATE ARCHEOLOGIST		0	$6,396		$7,951		$8,914		$10,767
2022-ST-CA	7978		STAFF TOXICOLOGIST (SPECIALIST)		0	$7,761		$9,668		$10,541		$12,815
2022-ST-ID	00836		BIOLOGIST, STAFF		24	$4,931	$7,030	$10,565	0.91	$6,941	$9,452	$13,681
2022-ST-ID	07036		SCIENTIST 4		23	$5,448	$6,923	$11,674	0.81	$7,560	$9,325	$15,009
2022-ST-ID	00932		WILDLIFE HABIT MGR, REG		6	$4,931	$7,607	$10,565	0.98	$6,941	$10,143	$13,681
2022-ST-ID	00850		NATURAL RSRC PRG COORD		18	$5,448	$7,852	$11,674	0.92	$7,560	$10,436	$15,009
2022-ST-NV	10.545		ENVIRONMENTAL SCIENTIST 4		28	$4,951	$6,588	$7,406	1.07	$6,819	$8,761	$9,731
2022-ST-WA	523H		ENVIRONMENTAL SPECIALIST 4		100	$4,403	$5,715	$5,920	1.11	$6,282	$7,788	$8,024
2022-ST-WA	516M		NATURAL RESOURCE SCIENTIST 3		87	$4,982	$6,388	$6,700	1.09	$6,947	$8,562	$8,920
2022-ST-WA	569J		PEST BIOLOGIST 3		8	$4,403	$5,705	$5,920	1.11	$6,282	$7,777	$8,024
State Market Average					294	$5,773	$6,368	$7,817		$8,041	$8,576	$10,454
OVERALL WEIGHTED MARKET AVERAGE				0	299	$5,774	$6,380	$7,815		$8,043	$8,592	$10,453

OREGON COMPARISON TO MARKET

8504-Natural Resource Specialist 4

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
MMS	MGT SVC SUPERVISORY	A	P	30	7	$6,282	$9,202	$9,264	1.18	$8,916	$12,348	$12,420	108.8%	144.2%	118.5%	110.9%	143.7%	118.8%
Management Wtd Average					7	$6,282	$9,202	$9,264		$8,916	$12,348	$12,420	108.8%	144.2%	118.5%	110.9%	143.7%	118.8%
AD	AFSCME AT ENVIRONMENTAL QUAL	A	P	30	100	$5,768	$8,351	$8,868	1.14	$8,312	$11,348	$11,955	99.9%	130.9%	113.5%	103.3%	132.1%	114.4%
AU	AFSCME AT MILITARY	A	P	30	6	$5,768	$8,165	$8,868	1.12	$8,312	$11,129	$11,955	99.9%	128.0%	113.5%	103.3%	129.5%	114.4%
AX	AFSCME AT STATE LANDS	A	P	30	7	$5,768	$8,256	$8,868	1.13	$8,312	$11,235	$11,955	99.9%	129.4%	113.5%	103.3%	130.8%	114.4%

8504-Natural Resource Specialist 4 (Continued)

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	30	8	$5,829	$8,465	$9,037	1.14	$8,384	$11,482	$12,154	100.9%	132.7%	115.6%	104.2%	133.6%	116.3%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	30	102	$5,771	$8,498	$8,870	1.16	$8,316	$11,520	$11,957	99.9%	133.2%	113.5%	103.4%	134.1%	114.4%
UA	UNREPRESENTED	A	P	30	2	$5,768	$8,459	$8,865	1.16	$8,312	$11,474	$11,952	99.9%	132.6%	113.4%	103.3%	133.5%	114.3%
Non-Corrections/Non-Management Wtd Average					225	$5,772	$8,415	$8,875		$8,316	$11,423	$11,963	100.0%	131.9%	113.6%	103.4%	132.9%	114.4%
STATEWIDE Weighted Average					232	$5,787	$8,439	$8,887		$8,335	$11,451	$11,977	100.2%	132.3%	113.7%	103.6%	133.3%	114.6%

8504-B NATURAL RESOURCE SPECIALIST 4

Hydrogeologist

Limited market for special pay option

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-WA-ThrstnCo	4423		Hydrogeologist		0	$5,336		$7,097		$7,547		$9,570
County Market Average						$5,336		$7,097		$7,547		$9,570
2022-MIL-ENG	3-533		Hydrologist - Senior	4	7	$6,846	$8,607	$9,913	1.03	$9,177	$11,205	$12,710
Purchased Market Average				4	7	$6,846	$8,607	$9,913		$9,177	$11,205	$12,710
2022-ST-ID	03332		HYDROLOGIST, TECHNICAL		4	$4,931	$6,426	$10,565	0.83	$6,941	$8,730	$13,681
2022-ST-WA	514H		HYDROGEOLOGIST 4		15	$5,773	$7,702	$7,770	1.14	$7,856	$10,071	$10,148
State Market Average					19	$5,596	$7,434	$8,358		$7,663	$9,788	$10,892
OVERALL WEIGHTED MARKET AVERAGE				4	26	$5,911	$7,749	$8,715		$8,051	$10,170	$11,314

OREGON COMPARISON TO MARKET

8504-B-Natural Resource Specialist 4

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
AD	AFSCME AT ENVIRONMENTAL QUAL	B	P	31	11	$6,046	$9,065	$9,248	1.19	$8,639	$12,187	$12,402	102.3%	117.0%	106.1%	107.3%	119.8%	109.6%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	B	P	31	3	$6,051	$9,293	$9,293	1.21	$8,645	$12,454	$12,454	102.4%	119.9%	106.6%	107.4%	122.5%	110.1%
OAO	SEIU STRIKEABLE ODOT COALITION	B	P	31	10	$6,051	$8,373	$9,293	1.09	$8,645	$11,374	$12,454	102.4%	108.0%	106.6%	107.4%	111.8%	110.1%
Non-Corrections/Non-Management Wtd Average					24	$6,049	$8,805	$9,272		$8,642	$11,881	$12,430	102.3%	113.6%	106.4%	107.3%	116.8%	109.9%
STATEWIDE Weighted Average					24	$6,049	$8,805	$9,272		$8,642	$11,881	$12,430	102.3%	113.6%	106.4%	107.3%	116.8%	109.9%

9102 FOOD SERVICE WORKER

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-MultCo	6261		Food Service Worker		4	$2,685	$3,019	$3,252	1.02	$5,007	$5,420	$5,707
County Market Average					4	$2,685	$3,019	$3,252		$5,007	$5,420	$5,707
2022-CompAnalyst	HS08000032		Combined Food Preparation and Service Worker		1	$2,226	$2,862	$3,180	1.06	$3,856	$4,588	$4,954
2022-MIL-NWHCS	10.02		Food Service Worker	69	460	$2,666	$3,299	$3,858	1.01	$4,363	$5,092	$5,736
2022-MIL-PACS	12.12		Food Service Worker - Intermediate	10	129	$3,115	$3,666	$4,152	1.01	$4,879	$5,515	$6,075
Purchased Market Average				79	590	$2,745	$3,379	$3,909		$4,454	$5,184	$5,795
2022-ST-CA	2194	A	FOOD SERVICE TECHNICIAN I		0	$2,634		$3,294		$4,429		$5,216
2022-ST-ID	02188		DIETARY AID SENIOR		27	$2,272	$3,002	$4,878	0.84	$3,760	$4,633	$6,878
2022-ST-WA	675F		FOOD SERVICE WORKER		162	$2,551	$3,104	$3,365	1.05	$4,154	$4,790	$5,089
State Market Average					189	$2,602	$3,089	$3,368		$4,344	$4,767	$5,249
OVERALL WEIGHTED MARKET AVERAGE				79	783	$2,673	$3,307	$3,636		$4,400	$5,084	$5,521

OREGON COMPARISON TO MARKET

9102-Food Service Worker

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
OAI	SEIU STRIKEABLE INST COALITION	A	P	13	47	$3,005	$3,609	$3,964	1.04	$5,065	$5,775	$6,192
Non-Corrections/Non-Management Wtd Average					47	$3,005	$3,609	$3,964		$5,065	$5,775	$6,192
STATEWIDE Weighted Average					47	$3,005	$3,609	$3,964		$5,065	$5,775	$6,192

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
112.4%	109.1%	109.0%	115.1%	113.6%	112.2%
112.4%	109.1%	109.0%	115.1%	113.6%	112.2%
112.4%	109.1%	109.0%	115.1%	113.6%	112.2%

9105 SUPERVISING FOOD SERVICE WORKER 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-CompAnalyst	HS08000284		Food Services Supervisor		1	$3,523	$4,720	$5,523	1.04	$5,350	$6,728	$7,653
Purchased Market Average					1	$3,523	$4,720	$5,523		$5,350	$6,728	$7,653
2022-ST-CA	2256		FOOD SERVICE SUPERVISOR II		0	$3,557		$4,453		$5,529		$6,598
2022-ST-NV	03.110		FOOD SERVICE MANAGER 1		3	$3,829	$4,481	$5,651	0.95	$5,488	$6,261	$7,649
2022-ST-WA	677E		FOOD SERVICE MANAGER 1		4	$3,707	$4,849	$4,905	1.13	$5,482	$6,794	$6,858
State Market Average					7	$3,663	$4,691	$4,833		$5,503	$6,566	$6,874
OVERALL WEIGHTED MARKET AVERAGE				0	8	$3,656	$4,695	$4,867		$5,495	$6,586	$6,912

OREGON COMPARISON TO MARKET

9105-Supervising Food Service Worker 1

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
MMS	MGT SVC SUPERVISORY	A	P	20	8	$3,877	$5,539	$5,700	1.16	$6,090	$8,043	$8,232
Management Wtd Average					8	$3,877	$5,539	$5,700		$6,090	$8,043	$8,232
STATEWIDE Weighted Average					8	$3,877	$5,539	$5,700		$6,090	$8,043	$8,232

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
106.0%	118.0%	117.1%	110.8%	122.1%	119.1%
106.0%	118.0%	117.1%	110.8%	122.1%	119.1%
106.0%	118.0%	117.1%	110.8%	122.1%	119.1%

9107 SUPERVISING FOOD SERVICE WORKER 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	Insufficient Market Emp Avg X
2022-WA-KingCo	9500201		Cook/Baker II		2	$5,257	$5,671	$6,355	0.98	$7,790	$8,266	$9,052	
County Market Average					2	$5,257	$5,671	$6,355		$7,790	$8,266	$9,052	
2022-ST-CA	2149	A	FOOD MANAGER		0	$4,911		$6,148		$7,144		$8,618	
2022-ST-WA	677F		FOOD SERVICE MANAGER 2		2	$3,531	$4,651	$4,741	1.12	$5,280	$6,566	$6,670	
State Market Average					2	$4,221	$4,651	$5,444		$6,212	$6,566	$7,644	
OVERALL WEIGHTED MARKET AVERAGE				0	4	$4,460	$5,161	$5,654		$6,576	$7,416	$7,969	

OREGON COMPARISON TO MARKET

9107-Supervising Food Service Worker 2

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
MMS	MGT SVC SUPERVISORY	A	P	24	3	$4,691	$6,431	$6,930	1.11	$7,047	$9,091	$9,678
Management Wtd Average					3	$4,691	$6,431	$6,930		$7,047	$9,091	$9,678
STATEWIDE Weighted Average					3	$4,691	$6,431	$6,930		$7,047	$9,091	$9,678

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
105.2%		122.6%	107.2%		121.4%
105.2%		122.6%	107.2%		121.4%
105.2%		122.6%	107.2%		121.4%

9117 COOK

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-ClackCo	219		Cook		6	$3,681	$4,365	$4,643	1.05	$6,036	$6,883	$7,228
2022-OR-MultCo	6260		Cook		5	$3,536	$4,072	$4,333	1.03	$6,058	$6,720	$7,043
2022-WA-KingCo	9500200		Cook/Baker I		0	$4,781		$5,780		$7,244		$8,391
2022-WA-KingCo	9502200		Juvenile Facility Cook/Baker		0	$4,282		$5,415		$6,670		$7,972
County Market Average					11	$3,756	$4,232	$4,671		$6,186	$6,809	$7,304
2022-CompAnalyst	HS08000001		Cook - Institution		1	$2,569	$3,356	$3,732	1.07	$4,251	$5,157	$5,591
2022-MIL-NWHCS	10.04a		Cook	80	311	$2,945	$3,803	$4,343	1.04	$4,684	$5,673	$6,294
2022-MIL-OPES	10.01		Cook	7	35	$3,348	$3,781	$4,444	0.97	$5,465	$5,989	$6,791
2022-MIL-PACS	12.10		Cook	9	124	$2,967	$3,833	$4,158	1.08	$4,710	$5,707	$6,080
Purchased Market Average				96	471	$2,980	$3,809	$4,301		$4,747	$5,704	$6,274
2022-ST-CA	2186		COOK SPECIALIST II (CORRECTIONAL FACIL		0	$3,323		$4,080		$5,251		$6,153
2022-ST-ID	02180		COOK, SENIOR		35	$2,617	$3,497	$5,617	0.85	$4,173	$5,225	$7,761
2022-ST-NV	03.206		FOOD SERVICE COOK/SPVR 1		0	$2,881		$4,169		$4,362		$5,891
2022-ST-WA	674H		COOK 2		61	$2,796	$3,567	$3,702	1.10	$4,436	$5,321	$5,477
State Market Average					96	$2,857	$3,541	$4,331		$4,533	$5,286	$6,273
OVERALL WEIGHTED MARKET AVERAGE				96	578	$2,972	$3,772	$4,315		$4,735	$5,656	$6,295

OREGON COMPARISON TO MARKET

9117-Cook

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
AU	AFSCME AT MILITARY	A	P	17	3	$3,216	$4,305	$4,772	1.08	$5,313	$6,593	$7,142
OAI	SEIU STRIKEABLE INST COALITION	A	P	17	58	$3,218	$4,304	$4,776	1.08	$5,316	$6,592	$7,147
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	17	1	$3,218	$4,776	$4,776	1.19	$5,316	$7,147	$7,147
Non-Corrections/Non-Management Wtd Average					62	$3,218	$4,311	$4,776		$5,316	$6,601	$7,146
STATEWIDE Weighted Average					62	$3,218	$4,311	$4,776		$5,316	$6,601	$7,146

MARKET COMPARISONS					
Salary			Salary and Benefits		
SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
108.2%	114.1%	110.6%	112.2%	116.6%	113.4%
108.3%	114.1%	110.7%	112.3%	116.5%	113.5%
108.3%	126.6%	110.7%	112.3%	126.4%	113.5%
108.3%	114.3%	110.7%	112.3%	116.7%	113.5%
108.3%	114.3%	110.7%	112.3%	116.7%	113.5%

9119 SUPERVISING COOK

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-ClackCo	220		Cook, Senior		0	$3,971		$5,016		$6,395		$7,690
County Market Average						$3,971		$5,016		$6,395		$7,690
2022-MIL-NWHCS	10.04b		Sous Chef	17	16	$3,757	$4,999	$5,691	1.06	$5,619	$7,049	$7,847
Purchased Market Average				17	16	$3,757	$4,999	$5,691		$5,619	$7,049	$7,847
2022-ST-CA	5480		SUPERVISING CORRECTIONAL COOK (DEPA		0	$4,148		$5,190		$6,235		$7,476
2022-ST-NV	03.207		FOOD SERVICE COOK/SPVR 3		16	$3,387	$4,014	$4,951	0.96	$4,963	$5,707	$6,819
2022-ST-WA	674I		COOK 3		4	$2,928	$3,822	$3,893	1.12	$4,587	$5,615	$5,696
State Market Average					20	$3,934	$3,975	$5,078		$5,895	$5,688	$7,256
OVERALL WEIGHTED MARKET AVERAGE				17	36	$3,874	$4,430	$5,286		$5,805	$6,293	$7,460

OREGON COMPARISON TO MARKET

9119-Supervising Cook

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
MMS	MGT SVC SUPERVISORY	A	P	18	8	$3,539	$5,188	$5,188	1.19	$5,693	$7,631	$7,631
Management Wtd Average					8	$3,539	$5,188	$5,188		$5,693	$7,631	$7,631
STATEWIDE Weighted Average					8	$3,539	$5,188	$5,188		$5,693	$7,631	$7,631

MARKET COMPARISONS					
Salary			Salary and Benefits		
SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
91.4%	117.1%	98.2%	98.1%	121.3%	102.3%
91.4%	117.1%	98.2%	98.1%	121.3%	102.3%
91.4%	117.1%	98.2%	98.1%	121.3%	102.3%

9120 CORRECTIONS FOOD SERV COORD

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-OR-ClackCo	123		Food Service Coordinator		1	$5,473	$6,327	$6,993	1.02	$8,256	$9,315	$10,139
2022-WA-ClarkCo	368		Food Services Coordinator		12	$4,710	$5,109	$6,004	0.95	$6,921	$7,380	$8,408
County Market Average					13	$4,768	$5,202	$6,080		$7,024	$7,529	$8,542
2022-ST-CA	2183	A	CORRECTIONAL SUPERVISING COOK (CORF		0	$3,594		$4,421		$5,573		$6,560
2022-ST-ID	09258		CORRECTIONAL SPECIALIST		29	$3,865	$5,045	$8,277	0.83	$5,666	$7,078	$10,945
2022-ST-WA	674J		COOK, AC - TEAMSTERS		29	$3,935	$5,045	$5,148	1.11	$5,744	$7,019	$7,138
State Market Average					58	$3,681	$5,045	$5,041		$5,611	$7,048	$7,227
OVERALL WEIGHTED MARKET AVERAGE				0	71	$3,718	$5,074	$5,077		$5,660	$7,136	$7,273

OREGON COMPARISON TO MARKET

9120-Corrections Food Service Coordinator

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
AAON	AFSCME AT DOC SECURITY PLUS	A	P	18	93	$4,002	$5,331	$5,764	1.09	$6,237	$7,798	$8,308	107.6%	105.1%	113.5%	110.2%	109.3%	114.2%
CP	AOCE AT DOC NONSECURITY	A	P	18	17	$3,894	$5,221	$5,588	1.10	$6,110	$7,669	$8,101	104.7%	102.9%	110.1%	108.0%	107.5%	111.4%
Corrections Wtd Average					110	$3,985	$5,314	$5,737		$6,217	$7,779	$8,276	107.2%	104.7%	113.0%	109.8%	109.0%	113.8%
STATEWIDE Weighted Average					110	$3,985	$5,314	$5,737		$6,217	$7,779	$8,276	107.2%	104.7%	113.0%	109.8%	109.0%	113.8%

9201 SEAMSTER

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	Insufficient Market Emp Avg X
2022-OR-MultCo	6245		Sewing Specialist		0	$3,252		$3,969		$5,707		$6,594	
County Market Average						$3,252		$3,969		$5,707		$6,594	
2022-ST-CA	2076	A	SEAMER		0	$3,030		$3,791		$4,901		$5,809	
2022-ST-WA	681G		SEWING & ALTERATIONS SPECIALIST 3		1	$2,995	$3,891	$3,987	1.11	$4,665	$5,694	$5,804	
State Market Average					1	$3,016	$3,891	$3,870		$4,807	$5,694	$5,807	
OVERALL WEIGHTED MARKET AVERAGE				0	1	$3,055	$3,891	$3,886		$4,957	$5,694	$5,938	

OREGON COMPARISON TO MARKET

9201-Seamster

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max	MARKET COMPARISONS Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
OAI	SEIU STRIKEABLE INST COALITION	A	P	15	2	$3,005	$4,356	$4,356	1.18	$5,065	$6,653	$6,653	98.4%		112.1%	102.2%		112.0%
Non-Corrections/Non-Management Wtd Average					2	$3,005	$4,356	$4,356		$5,065	$6,653	$6,653	98.4%		112.1%	102.2%		112.0%
STATEWIDE Weighted Average					2	$3,005	$4,356	$4,356		$5,065	$6,653	$6,653	98.4%		112.1%	102.2%		112.0%

9300 HAIRDRESSER

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
2022-ST-CA	2086		BARBER -CORRECTIONAL FACILITY-		0	$2,925		$3,661		$4,777		$5,654
2022-ST-ID	02068		COSMETOLOGIST, H&W		1	$2,272	$3,509	$4,878	0.98	$3,760	$5,240	$6,878
2022-ST-WA	680B		PERSONAL SERVICES SPECIALIST 2		1	$2,673	$2,928	$3,531	0.94	$4,295	$4,587	$5,280
State Market Average					2	$2,624	$3,218	$4,023		$4,277	$4,914	$5,937
OVERALL WEIGHTED MARKET AVERAGE				0	2	$2,624	$3,218	$4,023		$4,277	$4,914	$5,937

Insufficient Market: Emp Avg X

OREGON COMPARISON TO MARKET

9300-Hairdresser

Worker Data as of: 8/1/2022

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY SR Min	SALARY Emp Avg	SALARY SR Max	Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS SR Min	SALARY AND BENEFITS Emp Avg	SALARY AND BENEFITS SR Max
OAI	SEIU STRIKEABLE INST COALITION	A	P	14B	3	$3,335	$4,033	$4,155	1.08	$5,453	$6,274	$6,417
Non-Corrections/Non-Management Wtd Average					3	$3,335	$4,033	$4,155		$5,453	$6,274	$6,417
STATEWIDE Weighted Average					3	$3,335	$4,033	$4,155		$5,453	$6,274	$6,417

MARKET COMPARISONS

Salary: SR Min to SR Min	Salary: Avg to Avg	Salary: SR Max to SR Max	Salary and Benefits: SR Min to SR Min	Salary and Benefits: Avg to Avg	Salary and Benefits: SR Max to SR Max
127.1%		103.3%	127.5%		108.1%
127.1%		103.3%	127.5%		108.1%
127.1%		103.3%	127.5%		108.1%

OVERALL STATEWIDE MARKET COMPARISONS *

	MARKET							OREGON							MARKET COMPARISONS					
			SALARY			SALARY AND BENEFITS				SALARY			SALARY AND BENEFITS			Salary			Salary and Benefits		
	# of Classes	# of Incs Emp Avg	SR Min	Emp Avg	SR Max	SR Min	Emp Avg	SR Max	Emps	SR Min	Emp Avg	SR Max	SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
All Market Sources																					
Salary Range	330	168,978	$5,270		$7,637	$7,440		$10,196	24,361	$4,691		$7,073	$7,047		$9,846	89.0%		92.6%	94.7%		96.6%
Emp Average	285	120,197		$6,664			$9,011		23,477		$6,396			$9,051			96.0%			100.4%	
County Market																					
Salary Range	230	9,011	$5,571		$7,087	$8,317		$10,132	20,364	$4,703		$7,078	$7,061		$9,852	84.4%		99.9%	84.9%		97.2%
Emp Average	214	7,222		$6,524			$9,505		20,136		$6,450			$9,114			98.9%			95.9%	
Purchased Market																					
Salary Range	228	91,760	$5,382		$8,287	$7,516		$10,869	17,907	$4,885		$7,368	$7,275		$10,192	90.8%		88.9%	96.8%		93.8%
Emp Average	228	91,760		$7,030			$9,420		17,907		$6,737			$9,451			95.8%			100.3%	
State Market																					
Salary Range	310	68,207	$5,079		$6,836	$7,222		$9,300	23,998	$4,697		$7,081	$7,053		$9,855	92.5%		103.6%	97.7%		106.0%
Emp Average	266	23,839		$5,336			$7,333		23,118		$6,401			$9,057			120.0%			123.5%	

* - Includes classifications with both sufficient market data and current employees as of the data effective date of this report.
Not all Data Sources include values for both Employee Average and Salary Range Maximum.

APPENDIX CHARTS

Benefit Factors by Data Source

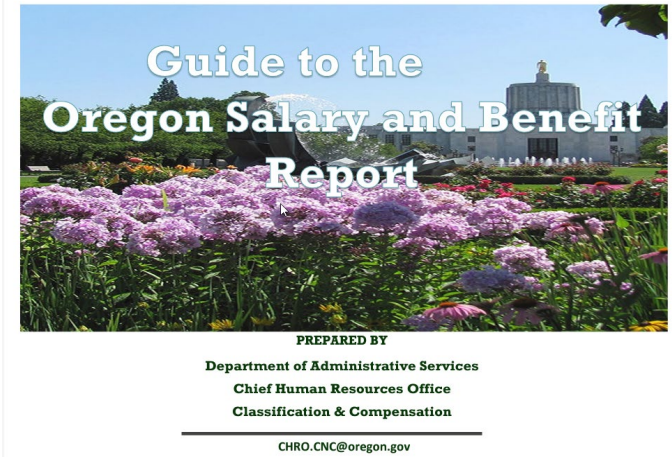
SurveyName	Type	Insurance	Retirement	SocialSecurity
2022-OR-ClackCo	County	$1,474.31	16.27	7.65
2022-OR-DescCo	County	$1,534.57	16.4	7.65
2022-OR-JackCo	County	$1,849.88	16.32	7.65
2022-OR-LaneCo	County	$1,775.00	16.04	7.65
2022-OR-MarionCo	County	$1,595.99	16.29	7.65
2022-OR-MultCo	County	$1,689.17	15.91	7.65
2022-OR-WashCo	County	$1,464.48	11.93	7.65
2022-WA-ClarkCo	County	$1,512.47	7.2	7.65
2022-WA-KingCo	County	$1,752.70	7.2	7.65
2022-WA-ThrstnCo	County	$1,419.29	7.2	7.65
2022-CompAnalyst	Purchased	$1,291.86	7.53	7.65
2022-MIL-ENG	Purchased	$1,291.86	7.53	7.65
2022-MIL-NWHCS	Purchased	$1,291.86	7.53	7.65
2022-MIL-NWIT	Purchased	$1,291.86	7.53	7.65
2022-MIL-NWMGT	Purchased	$1,291.86	7.53	7.65
2022-MIL-OPES	Purchased	$1,413.28	13.37	7.65
2022-MIL-PACS	Purchased	$1,291.86	7.53	7.65
2022-TwrsWtsn	Purchased	$1,291.86	7.53	7.65
2022-ST-CA	State	$1,289.43	11.56	7.65
2022-ST-ID	State	$1,041.66	11.99	7.65
2022-ST-NV	State	$944.86	17.19	1.45
2022-ST-WA	State	$1,224.78	7.2	7.65
OREGON		$1,534.29	9.86	7.65

Geographic Leveling Factors

ECONOMIC RESEARCH INSTITUTE

Cost of Labor - Geographic Assessor®

State Capitol City	Adjustment Factor
Salem, Oregon	1.0000
Sacramento, California	0.8993
Boise, Idaho	1.0925
Carson City, Nevada	1.0076
Olympia, Washington	0.9457



An in-depth guide on the detail information included in the Salary and Benefit Report is available at the following link: https://www.oregon.gov/das/Docs/Salary-benefit-report-guide.pdf