

Department of Administrative Services

Salary and Benefit Report Overview

Statewide Classification & Compensation Meeting

February 26th, 2025



Chief Human Resources Office Classification & Compensation

Agenda

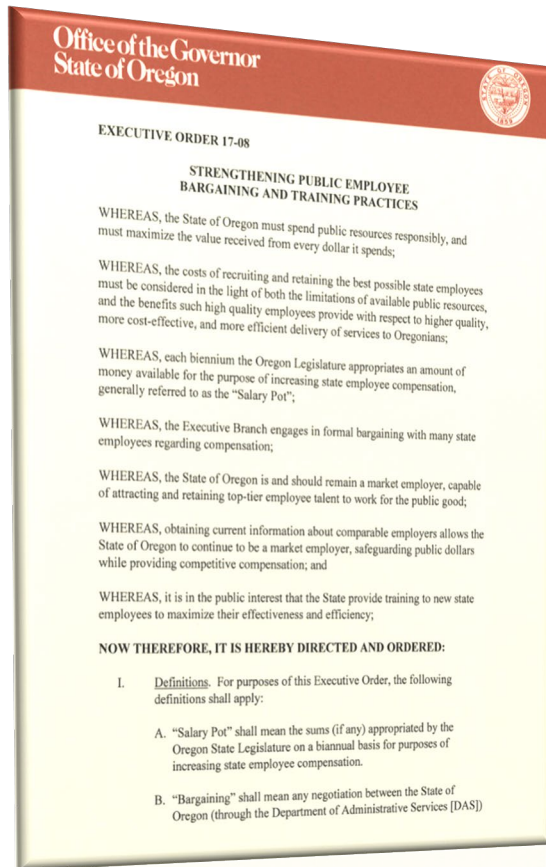
- 1) Background & Purpose of the Report
- 2) Methodology & Process
- 3) Market Data
- 4) Oregon Employee Data
- 5) Market Comparisons
- 6) Report Totals
- 7) Q&A



The Salary & Benefit Report



Background

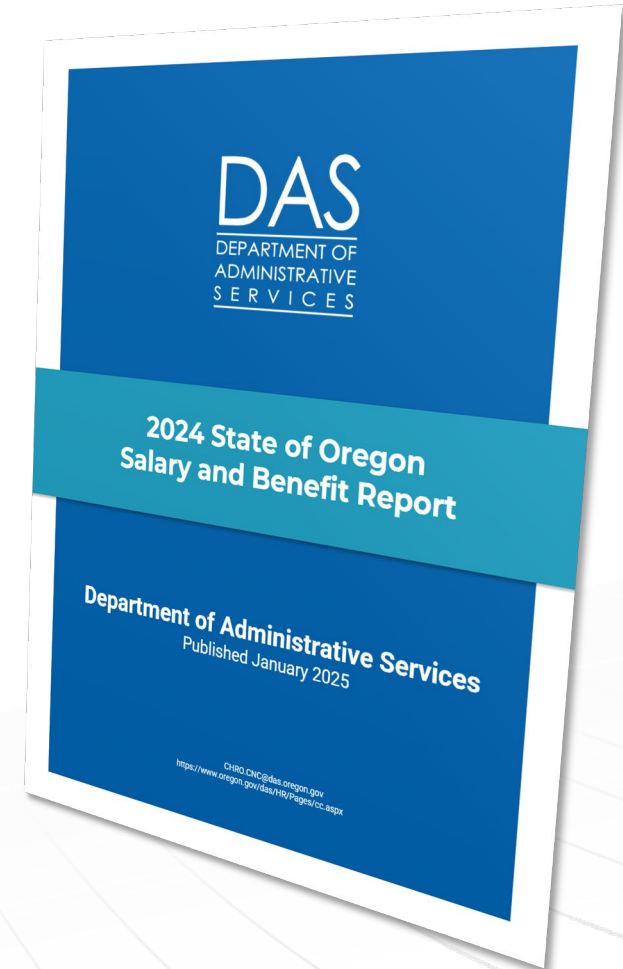


- **Executive Order 17-08**, Signed April 2017
- Codifies Compensation Philosophy as “Market Employer”
- Stipulates that employees shall earn between 95% and 105% of the compensation earned by similarly situated employees in comparable markets

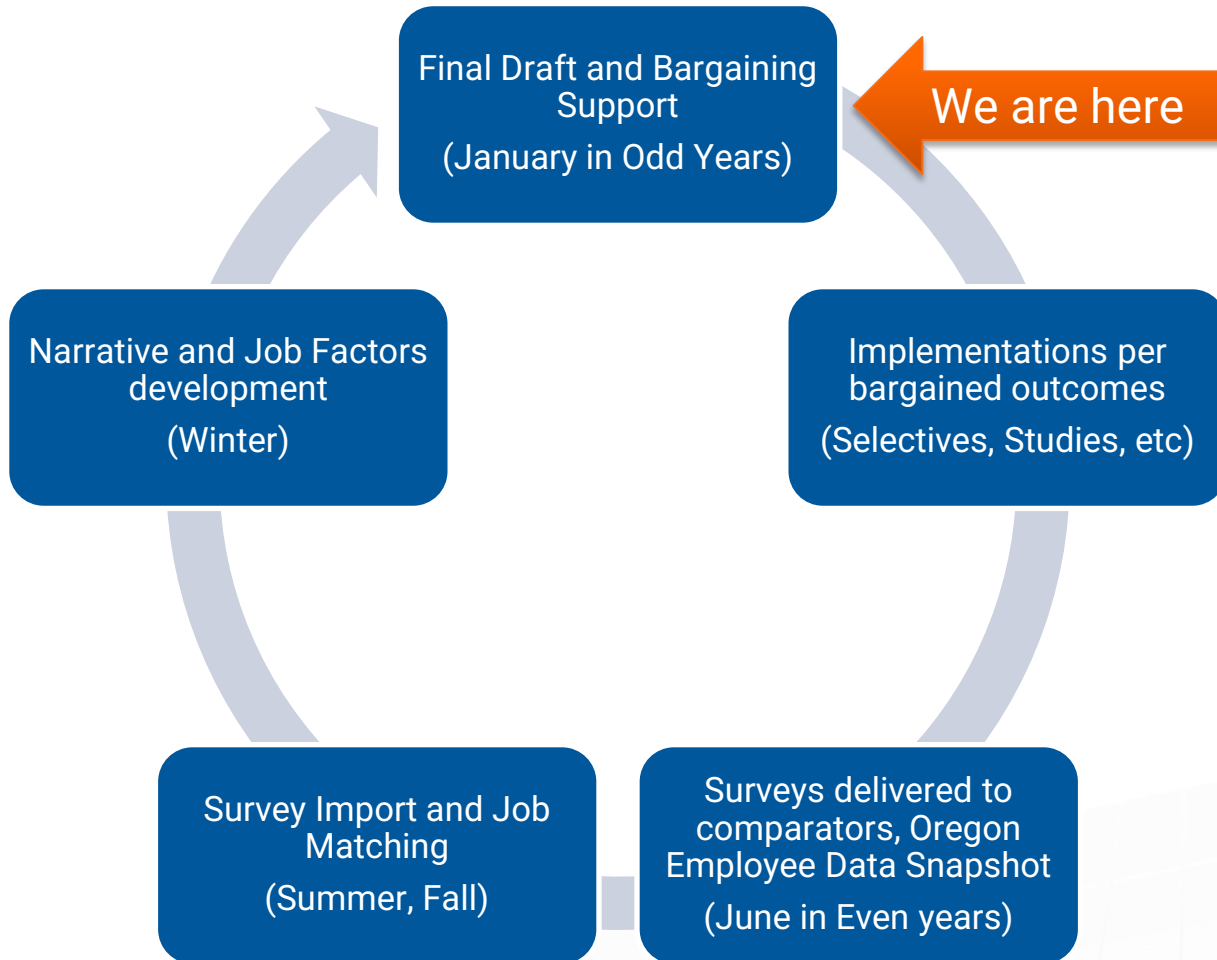
Why This Report Matters



- Provides a snapshot of the Executive Branch's current labor market standing.
- Highlights how state salaries and benefits compare to industry and regional averages.
- Serves as a tool for effective negotiation and informed compensation planning.

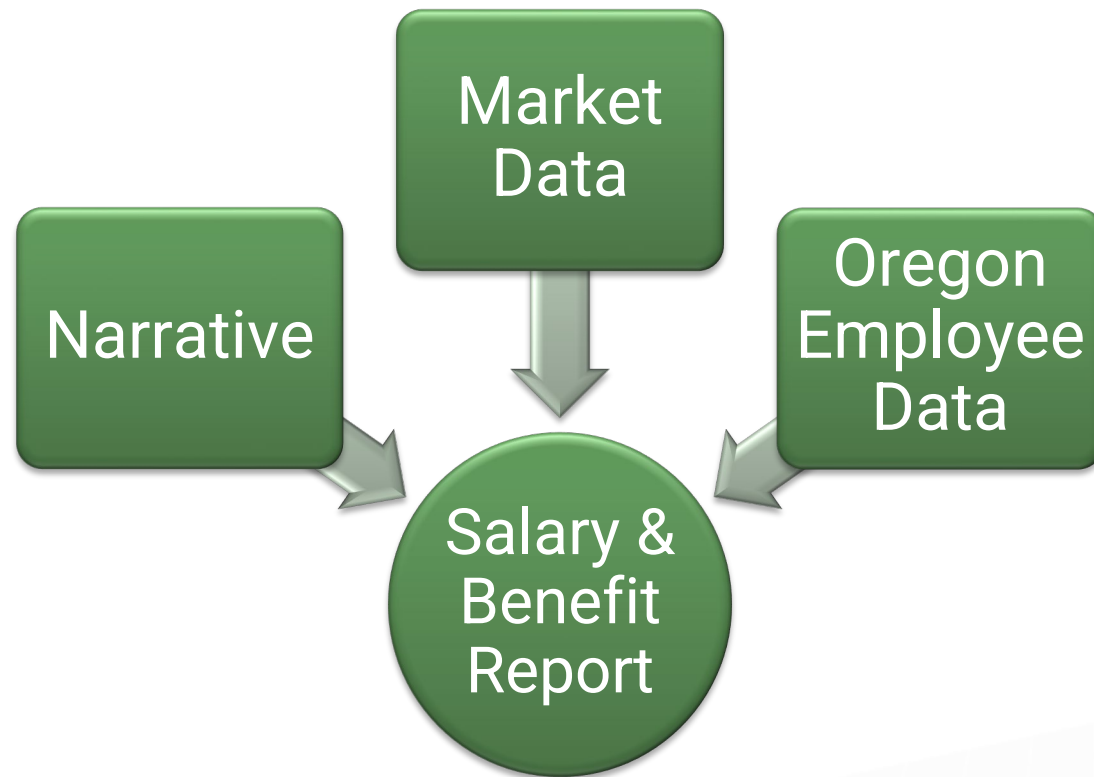


The Project Cycle



Tasks	Roles
Delivery to Governor's Office & Labor	Leadership
Final QA Review and finetuning	Senior HR Consultants, Consultant Advisor, Senior Data Analyst
Survey Import, Factor Development, Report drafting, Data oversight	Senior Data Analyst
Job Matching	HR Consultants

Key Components



- **Narrative** – Executive summary, report methodology, and benefit information
- **Market Data** – Sources for comparison.
- **Oregon Employee Data** – Insights categorized by employee groups (Corrections, Management, Non-Corrections/Non-Management).
- **Market Comparisons** – Measurement of salary and benefits against market peers.

What does the data tell us?



- Multiple Comparison Points
- Movement through a Salary Range (Public sector vs. Private sector)
- Salary vs. Salary and Benefits
- Group Compa-ratio
- Geographic Leveling

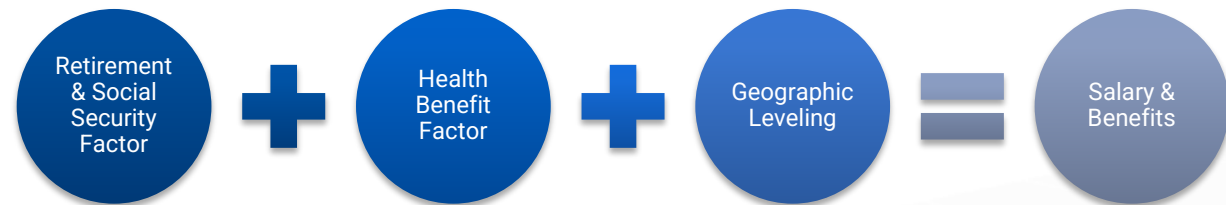
Methodology & Report Factors



Report Factors



- Salary data is reported with and without benefits (*Salary* and *Salary & Benefits*)
- Several factors comprise the full *Salary & Benefits*: Retirement, Health Insurance, & Geographic Leveling
- The report appendix contains the actual values used in the calculation





Geographic Leveling

Purpose

- Geographic leveling is a way of analyzing salary structures for work in different locations based on the cost of labor.
- Only comparable employers from outside Oregon receive geographic adjustment to their surveyed job data.

Example

- Example: OFFICE TECHNICIAN (GENERAL), California, matched to 0104 Office Specialist 2
- SR Minimum \$4,440 * .8779 = \$3,898 (rounded)



Cost of Labor - Geographic Assessor®

State Capitol City	Adjustment Factor
Salem, Oregon	1.0000
Sacramento, California	0.8779
Boise, Idaho	1.0576
Carson City, Nevada	0.9944
Olympia, Washington	0.9608



Health Insurance Factor

Methodology

A calculated average of the employer's contribution rate for medical, dental and vision insurance for employee only, employee and spouse/partner, employee and children, and employee and family premiums.

Example (State of Oregon)

- Medical: \$1,560.79*
- Dental: \$116.58*
- Vision: \$15.29*

Total: \$1,692.65 HEALTH INSURANCE FACTOR

* Average across all coverage tiers

Retirement Factor



Methodology

Projected employer contributions are divided by total payroll to determine the retirement factor.

Sources

State	Retirement Factor Source
Washington	Washington State, Department Of Retirement Systems Contribution Rate Tables
Idaho	State of Idaho, Annual Comprehensive Financial Report
Nevada	Public Employees' Retirement System Of Nevada, Popular Annual Financial Report
California	CalPERS, State Actuarial Valuation
Oregon	Milliman Actuarial Valuation, Oregon Public Employees Retirement System

Example (State of Oregon)

25-27 Biennium Projected Contributions

\$423,648,016

Active Projected Payroll

\$4,034,110,652

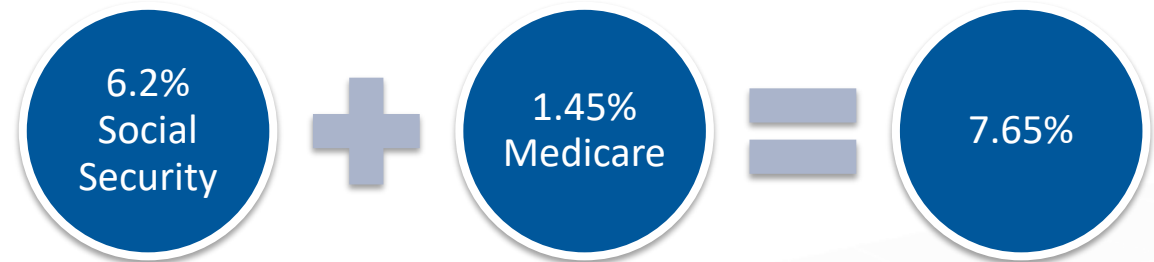
$\$423,648,016 / \$4,034,110,652 = 10.50\%$



Retirement Factor (Continued)

Social Security & Federal Insurance Contributions Act

- 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).
- All other comparable employers are factored at the normal rate of 7.65%





Putting it All Together

Example Calculation

Salary* + Insurance Factor + (Retirement Factor * Salary) + (Social Security Factor * Salary) = **Salary & Benefits**

**All salary figures are POST-geographic leveling*

California – Office Technician (General)

Matched to Office Specialist 0104

$\$3,898 + \$1,680.71 + (12.39\% * \$3,898) + (7.65\% * \$3,898) = \$6,360^{**}$ **Salary & Benefits**

***Rounded to nearest cent*

Understanding Market Data



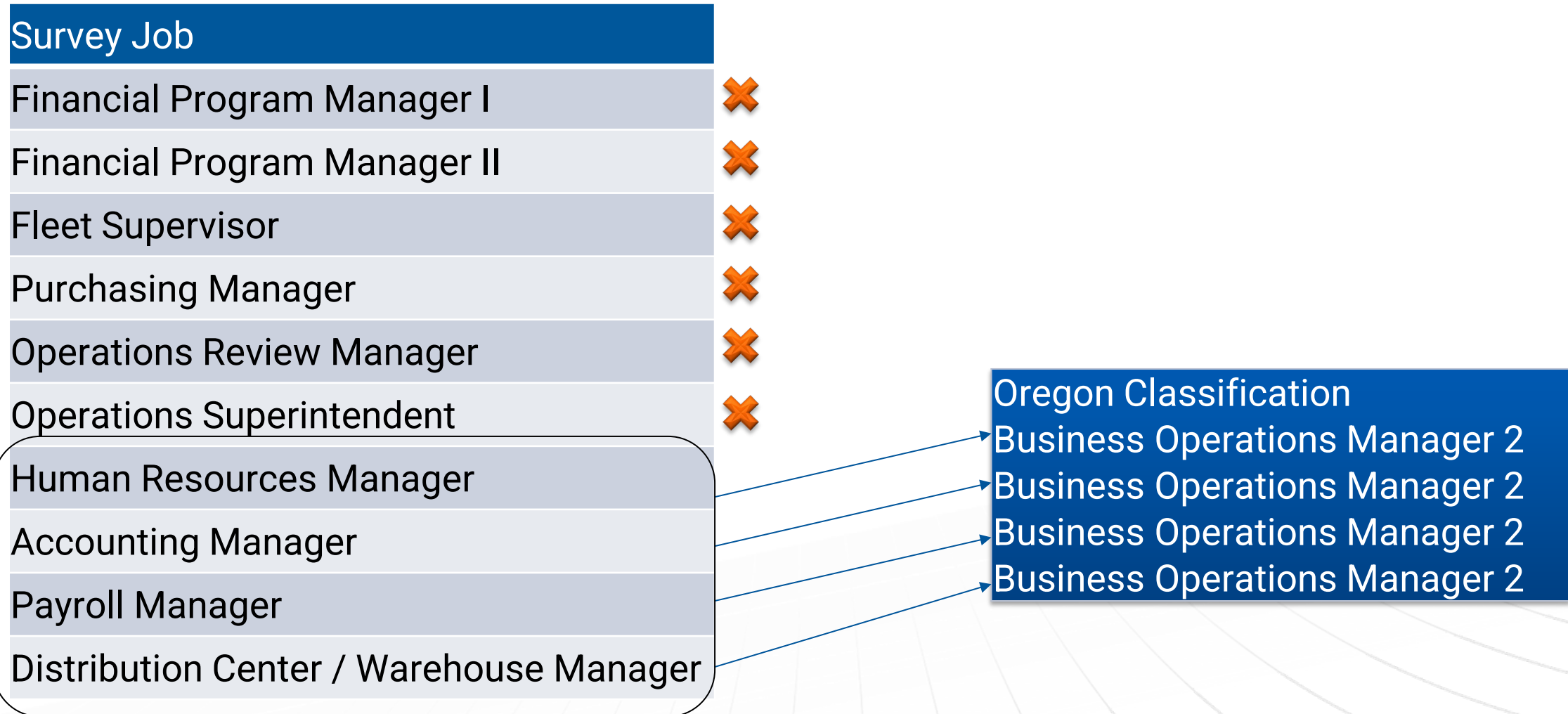
Understanding Market Data

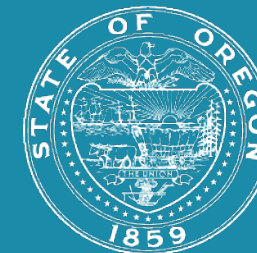


- State jobs matched to market data sources for job classifications with similar duties, responsibilities and requirements.
- The greater the number of data sources found for each job classification, the truer the data reflects the current position in the labor market.
- For some job classifications, there is not enough market data available.



Job Matching Example





Sample Report Page

Market Data

2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

0015 HEALTH INFORMATION SPECIALIST

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
2024-OR-ClackCo	538		Health Records Specialist 2	1		\$4,779	\$6,022	\$6,022	1.12	\$7,553	\$9,101	\$9,101
2024-OR-DescCo	1040		MEDICAL RECORDS TECHNICIAN	0		\$3,823		\$5,123		\$6,750		\$8,370
2024-OR-MultCo	6321		Health Information Technician	6		\$4,505	\$5,167	\$5,512	1.03	\$7,347	\$8,144	\$8,558
County Market Average				7		\$4,384	\$5,289	\$5,482		\$7,237	\$8,280	\$8,577
2024-CompAnalyst	HC07000172		Medical Records Coding Technician III	1		\$4,250	\$5,317	\$6,433	1.01	\$6,405	\$7,648	\$8,950
2024-MIL-NWHCS	11.03		Registered Health Information Tech / Coder (RHIT)	59	160	\$4,324	\$5,887	\$6,577	1.08	\$6,491	\$8,313	\$9,118
Purchased Market Average				59	161	\$4,323	\$5,883	\$6,577		\$6,490	\$8,309	\$9,117
2024-ST-CA	1872	T	HEALTH RECORD TECHNICIAN II (SPECIALIST)	14		\$4,196	\$4,598	\$4,723	1.03	\$6,683	\$7,161	\$7,311
2024-ST-ID	02342		Health Information Specialist	18		\$2,869	\$3,838	\$5,737	0.89	\$4,515	\$5,675	\$7,948
2024-ST-NV	10.234		HEALTH INFO COORDINATOR 1	0		\$3,744		\$5,473		\$5,418		\$7,469
State Market Average				32		\$3,573	\$4,170	\$5,369		\$5,445	\$6,325	\$7,585
OVERALL WEIGHTED MARKET AVERAGE				59	200	\$4,147	\$5,588	\$6,246		\$6,270	\$7,991	\$8,731

OREGON COMPARISON TO MARKET

0015-Health Information Specialist

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			Salary			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
AAON	AFSCME AT DOC SECURITY PLUS	A	P	18T	9	\$4,886	\$5,881	\$6,139	1.07	\$7,334	\$8,509	\$8,814	117.8%	105.2%	98.3%	117.0%	106.5%	100.9%
CP	AOCE AT DOC NONSECURITY	A	P	18T	1	\$4,887	\$6,135	\$6,135	1.11	\$7,335	\$8,809	\$8,809	117.8%	109.8%	98.2%	117.0%	110.2%	100.9%
Corrections Wtd Average					10	\$4,886	\$5,907	\$6,139		\$7,334	\$8,539	\$8,814	117.8%	105.7%	98.3%	117.0%	106.9%	100.9%
OAI	SEIU STRIKEABLE INST COALITION	A	P	18T	9	\$4,036	\$5,026	\$5,345	1.07	\$6,329	\$7,499	\$7,876	97.3%	89.9%	85.6%	100.9%	93.8%	90.2%
Non-Corrections/Non-Management Wtd Average					9	\$4,036	\$5,026	\$5,345		\$6,329	\$7,499	\$7,876	97.3%	89.9%	85.6%	100.9%	93.8%	90.2%
STATEWIDE Weighted Average					19	\$4,483	\$5,489	\$5,763		\$6,858	\$8,046	\$8,369	108.1%	98.2%	92.3%	109.4%	100.7%	95.9%

Market Sources



Counties

- Oregon
 - Clackamas
 - Deschutes
 - Jackson
 - Lane
 - Marion
 - Multnomah
 - Washington
- Washington
 - Clark
 - King
 - Thurston

Purchased Surveys

- Milliman
 - NW Engineering
 - NW Healthcare
 - NW Information Technology
 - NW Management
 - Oregon Public Employers Survey
 - Portland Area Compensation Survey
- CompAnalyst

Neighboring States

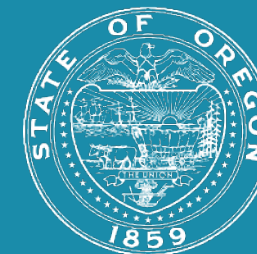
- California
- Idaho
- Nevada
- Washington



Market Data Components

The data collected for each market job includes:

- Job Number and Title
- Salary range
- Number of firms included (purchased surveys include the data from multiple employers)
- Number of incumbents (current employees in the specific job classification)
- Average of all employees' current rate of pay
- Salary range minimum
- Salary range maximum



Group Compa-Ratio

- The compa ratio is a percentage that compares an employee's salary to the midpoint of their pay range.
- For each market source, this is the employee average pay (not including benefits) in comparison to the mid-point of the salary structure.
- $\text{Compa Ratio} = \text{Actual Salary} / \text{Salary Midpoint}$

2024 Oregon Salary and Benefit Report

0015 HEALTH INFORMATION SPECIALIST

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2024-OR-DescCo	1040		MEDICAL RECORDS TECHNICIAN	0		\$3,823		\$5,123	
2024-OR-MultCo	6321		Health Information Technician	6		\$4,505	\$5,167	\$5,412	1.03
County Market Average				7		\$4,384	\$5,289	\$5,482	
2024-CompAnalyst	HC07000172		Medical Records Coding Technician III	1		\$4,250	\$5,317	\$6,133	1.01
2024-MIL-NWHCS	11.03		Registered Health Information Tech / Coder (RHIT)	59	160	\$4,324	\$5,887	\$6,777	1.08
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2024-ST-CA	1872	T	HEALTH RECORD TECHNICIAN II (SPECIALIST)	14		\$4,196	\$4,598	\$4,923	1.03
2024-ST-ID	02342		Health Information Specialist	18		\$2,869	\$3,838	\$5,137	0.89
2024-ST-NV	10.234		HEALTH INFO COORDINATOR 1	0		\$3,744		\$5,173	
State Market Average				32		\$3,573	\$4,170	\$5,169	
OVERALL WEIGHTED MARKET AVERAGE				59	200	\$4,147	\$5,588	\$6,746	

OREGON COMPARISON TO MARKET

0015-Health Information Specialist

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Worker Data as of

Oregon Employee Data



Oregon Employee Data



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MARKET COMPARISONS								
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108.1%	98.2%	92.3%	109.4%	100.7%	95.9%			

Oregon
Employee Data

Oregon Employee Data



Data is calculated for each of the three following groupings

- **Corrections:** Security and non-security representations at the Department of Corrections
- **Management:** Supervisory and non-supervisory management and executive service structures
- **Non-Corrections/Non-Management:** All other unions and unrepresented structures

Overall Oregon statewide weighted average for each job classification is calculated using the weighted average of all current full-time employees (at the time of the report)

Market Comparisons





Market Comparisons

2024 Oregon Salary and Benefit Report

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0015 HEALTH INFORMATION SPECIALIST

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117.8%	105.7%	98.3%	117.0%	106.9%	100.9%			
97.3%	89.9%	85.6%	100.9%	93.8%	90.2%			
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108.1%	98.2%	92.3%	109.4%	100.7%	95.9%			

Market Comparisons



Comparison Points

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

Salary vs Salary and Benefits

- Data is reported with and without major benefits
- Major benefits include employer's contribution for health insurance, retirement, and social security.
- Report Appendix contains the actual values used in the calculations



Example

Oregon Comparison to Market – HEALTH INFORMATION SPECIALIST

Average employee salary
(Salary & Benefits)

Salary range minimum
(Salary & Benefits)

Salary range maximum
(Salary & Benefits)

OREGON COMPARISON TO MARKET

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Corrections Wtd Average					10	\$4,886	\$5,907	\$6,139		\$7,466	\$8,671	\$8,945
OAI	SEIU STRIKEABLE INST COALITION	A	P	18T	9	\$4,036	\$5,026	\$5,345	1.07	\$6,461	\$7,631	\$8,008
Non-Corrections/Non-Management Wtd Average					9	\$4,036	\$5,026	\$5,345		\$6,461	\$7,631	\$8,008
STATEWIDE Weighted Average					19	\$4,483	\$5,489	\$5,763		\$6,990	\$8,178	\$8,501



Example

Market Data-
HEALTH INFORMATION SPECIALIST

Average employee salary
(Salary & Benefits)

Salary range minimum
(Salary & Benefits)

Salary range maximum
(Salary & Benefits)

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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
2024-OR-ClackCo	538		Health Records Specialist 2		1	\$4,779	\$6,022	\$6,022	1.12	\$7,553	\$9,101	\$9,101
2024-OR-DescCo	1040		MEDICAL RECORDS TECHNICIAN		0	\$3,823		\$5,123		\$6,750		\$8,370
2024-OR-MultCo	6321		Health Information Technician		6	\$4,505	\$5,167	\$5,512	1.03	\$7,530	\$8,353	\$8,781
County Market Average					7	\$4,384	\$5,289	\$5,482		\$7,359	\$8,460	\$8,726
2024-CompAnalyst	HC07000172		Medical Records Coding Technician III		1	\$4,250	\$5,317	\$6,433	1.01	\$6,405	\$7,648	\$8,950
2024-MIL-NWHCS	11.03		Registered Health Information Tech / Coder (RHIT)	59	160	\$4,324	\$5,887	\$6,577	1.08	\$6,491	\$8,313	\$9,113
Purchased Market Average					59	\$4,323	\$5,883	\$6,577		\$6,490	\$8,309	\$9,117
2024-ST-CA	1872	T	HEALTH RECORD TECHNICIAN II (SPECIALIST)		14	\$4,196	\$4,598	\$4,723	1.03	\$6,718	\$7,200	\$7,350
2024-ST-ID	02342		Health Information Specialist		18	\$2,869	\$3,838	\$5,737	0.89	\$4,515	\$5,675	\$7,943
2024-ST-NV	10.234		HEALTH INFO COORDINATOR 1		0	\$3,744		\$5,473		\$5,499		\$7,567
State Market Average					32	\$3,573	\$4,170	\$5,369		\$5,487	\$6,342	\$7,645
OVERALL WEIGHTED MARKET AVERAGE					59	\$4,147	\$5,588	\$6,246		\$6,285	\$8,000	\$8,751



Example

Final Calculations (Salary and Benefits)

- **SR Min to SR Min**
 - $\$6,990 / \$6,285 = 1.11217$
- **Average to Average**
 - $\$8,178 / \$8,000 = 1.02225$
- **SR Max to SR Max**
 - $\$8,501 / \$8,751 = 0.97143$

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
117.8%	105.2%	98.3%	118.8%	108.0%	102.2%
117.8%	109.8%	98.2%	118.8%	111.8%	102.2%
117.8%	105.7%	98.3%	118.8%	108.4%	102.2%
97.3%	89.9%	85.6%	102.8%	95.4%	91.5%
97.3%	89.9%	85.6%	102.8%	95.4%	91.5%
108.1%	98.2%	92.3%	111.2%	102.2%	97.1%

Report Totals



Report Total Page



2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

OVERALL STATEWIDE MARKET COMPARISONS *

	MARKET						OREGON						MARKET COMPARISONS			
	# of Classes	# of Incs Emp Avg	SALARY			SALARY AND BENEFITS			Emps	SALARY			SALARY AND BENEFITS			
			SR Min	Emp Avg	SR Max	SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min	Emp Avg	SR Max	
All Market Sources																
Salary Range	349	112,648	\$5,753		\$8,217	\$8,273		\$11,173	28,895	\$5,137		\$7,525	\$7,630		\$10,452	89.3%
Emp Average	291	96,519		\$7,518			\$10,380		27,312		\$6,885			\$9,696		91.6%
County Market																
Salary Range	257	7,032	\$6,033		\$7,793	\$9,197		\$11,349	24,036	\$5,175		\$7,570	\$7,675		\$10,504	85.8%
Emp Average	219	5,240		\$7,051			\$10,446		22,882		\$6,971			\$9,797		98.9%
Purchased Market																
Salary Range	245	46,593	\$6,257		\$9,531	\$8,799		\$12,629	21,215	\$5,311		\$7,840	\$7,836		\$10,824	84.9%
Emp Average	244	46,593		\$8,316			\$11,207		21,206		\$7,194			\$10,080		86.5%
State Market																
Salary Range	319	57,080	\$5,345		\$7,264	\$7,770		\$10,040	27,585	\$5,159		\$7,573	\$7,656		\$10,508	96.5%
Emp Average	266	44,121		\$6,807			\$9,584		26,043		\$6,935			\$9,754		101.9%

* - 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.

- Shows the overall market comparison for all state job classifications included in the report
- Must have both sufficient market data and current employees
- Not all classifications have both a market employee average and a salary range maximum available, affecting counts



Overall Statewide Market Comparisons

All Market Sources

Market Average by Segment

OVERALL STATEWIDE MARKET COMPARISONS *

	MARKET						
	# of Classes	# of Incs Emp Avg	SALARY			SALARY AND BENEFITS	
			SR Min	Emp Avg	SR Max	SR Min	Emp Avg SR Max
All Market Sources							
Salary Range	349	112,648	\$5,753		\$8,217	\$8,273	\$11,173
Emp Average	291	96,519		\$7,518			\$10,380
County Market							
Salary Range	257	7,032	\$6,033		\$7,793	\$9,197	\$11,349
Emp Average	219	5,240		\$7,051			\$10,446
Purchased Market							
Salary Range	245	46,593	\$6,257		\$9,531	\$8,799	\$12,629
Emp Average	244	46,593		\$8,316			\$11,207
State Market							
Salary Range	319	57,080	\$5,345		\$7,264	\$7,770	\$10,040
Emp Average	266	44,121		\$6,807			\$9,584

Questions or Comments?

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- [Salary and Benefit Report Web Page](#)
- [Guide to the Salary and Benefit Report](#)
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