# **Department of Administrative Services**

Salary and Benefit Report Overview

Statewide Classification & Compensation Meeting

February 26<sup>th</sup>, 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



# Office of the Governor State of Oregon



#### EXECUTIVE ORDER 17-08

### STRENGTHENING PUBLIC EMPLOYEE BARGAINING AND TRAINING PRACTICES

WHEREAS, the State of Oregon must spend public resources responsibly, and must maximize the value received from every dollar it spends;

WHEREAS, the costs of recruiting and retaining the best possible state employees must be considered in the light of both the limitations of available public resources, and the benefits such high quality employees provide with respect to higher quality, more cost-effective, and more efficient delivery of services to Oregonians;

WHEREAS, each biennium the Oregon Legislature appropriates an amount of money available for the purpose of increasing state employee compensation, generally referred to as the "Salary Pot";

WHEREAS, the Executive Branch engages in formal bargaining with many state employees regarding compensation;

WHEREAS, the State of Oregon is and should remain a market employer, capable of attracting and retaining top-tier employee talent to work for the public good;

WHEREAS, obtaining current information about comparable employers allows the State of Oregon to continue to be a market employer, safeguarding public dollars while providing competitive compensation; and

WHEREAS, it is in the public interest that the State provide training to new state employees to maximize their effectiveness and efficiency;

#### NOW THEREFORE, IT IS HEREBY DIRECTED AND ORDERED:

- <u>Definitions</u>. For purposes of this Executive Order, the following definitions shall apply:
  - A. "Salary Pot" shall mean the sums (if any) appropriated by the Oregon State Legislature on a biannual basis for purposes of increasing state employee compensation.
  - B. "Bargaining" shall mean any negotiation between the State of Oregon (through the Department of Administrative Services [DAS])

- 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

Oregon (through the Department of Administrative Services [DAS

Ovegon State Legislature on a biannual basis for purposes of increasing state employee compensation.

# 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



Final Draft and Bargaining Support (January in Odd Years)

We are here

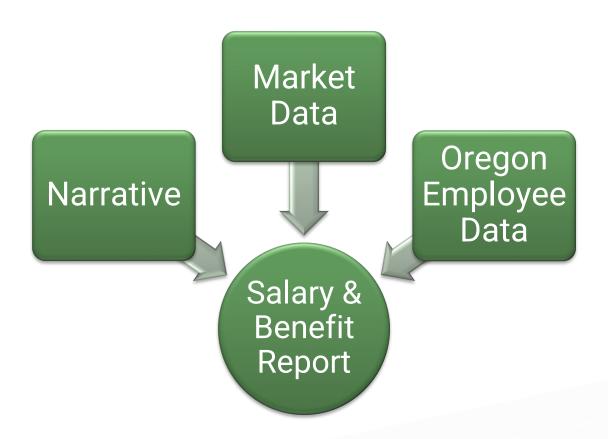
Narrative and Job Factors development (Winter) Implementations per bargained outcomes (Selectives, Studies, etc)

Survey Import and Job Matching (Summer, Fall) Surveys delivered to comparators, Oregon Employee Data Snapshot (June in Even years)

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

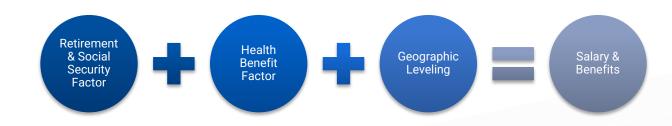
# Methodology & Report Factors



# 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	<b>Adjustment Factor</b>
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\*

o 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



Survey	Jo	b
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Financial Program Manager I

Financial Program Manager II

Fleet Supervisor

**Purchasing Manager** 

**Operations Review Manager** 

Operations Superintendent

**Human Resources Manager** 

**Accounting Manager** 

Payroll Manager

Distribution Center / Warehouse Manager

Oregon Classification

Business Operations Manager 2

Business Operations Manager 2

Business Operations Manager 2

Business Operations Manager 2

### Sample Report Page



Market Data

#### 2024 Oregon Salary and Benefit Report Data Effective Date: 6/1/2024 0015 HEALTH INFORMATION SPECIALIST SALARY SALARY AND BENEFITS **Group Compa-Ratio**

Market Source	Job	Rng	Job Title F	irms	Emp Av	SR Min	Emp Avg	SR Max	Emp Avg / SR Mid	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 Mark	et 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	7) 59	160	\$4,324	\$5,887	\$6,577	1.08	\$6,491	\$8,313	\$9,118
Purchased M	larket Averag	е		59	161	\$4,323	\$5,883	\$6,577		\$6,490	\$8,309	\$9,117
2024-ST-CA	1872	Т	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 MA	RKET	AVERAGE	59	200	\$4,147	\$5,588	\$6,246		\$6,270	\$7,991	\$8,731

OREGON COMPARISON TO

MARKET

0015-Health Information Specialist

AAON AFSCME AT DOC SECURITY PLUS

Corrections Wtd Average

AOCE AT DOC NONSECURITY

SEIU STRIKEABLE INST COALITION

Non-Corrections/Non-Management Wtd Average STATEWIDE Weighted Average

Opt Opt

18T

A P 18T

Worker Data as of: 6/1/2024

**Group Compa-Ratio** Emp Avg / SR Mid

1.07

1.11

1.07

				M/	ARKET CO	OMPARISO	INS	
				Salary		Salary	and Ber	nefits
SALAF	RY AND BE	NEFITS	SR Min	Avg to	SR Max to	SR Min	Avg	SR Max
SR Min	Emp Avg	SR Max	SR Min	Avg	SR Max	SR Min	Avg	SR Max
\$7,334	\$8,509	\$8,814	117.8%	105.2%	98.3%	117.0%	106.5%	100.9%
\$7,335	\$8,809	\$8,809	117.8%	109.8%	98.2%	117.0%	110.2%	100.9%
\$7,334	\$8,539	\$8,814	117.8%	105.7%	98.3%	117.0%	106.9%	100.9%
\$6,329	\$7,499	\$7,876	97.3%	89.9%	85.6%	100.9%	93.8%	90.2%
\$6,329	\$7,499	\$7,876	97.3%	89.9%	85.6%	100.9%	93.8%	90.2%
\$6,858	\$8,046	\$8,369	108.1%	98.2%	92.3%	109.4%	100.7%	95.9%

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SALARY

\$4,887 \$6,135 \$6,135

\$4,036 \$5,026 \$5,345

Emp Avg SR Max

### 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.
- Compa Ratio = Actual Salary / Salary Midpoint

0015 HEALT	H INFO	RMAT	ION SPECIALIST							
					# of	Mkt Inc		SALAR		Group Compa-Ration
Market Source	Job	Rng	Job Title		Firms		g SR Min	Emp Avg		
2024-OR-ClackCo			Health Records Specialist 2				\$4,779		1.17	1.12
2024-OR-DescCo			MEDICAL RECORDS TECHNIC	IAN		0	\$3,823		\$5,123	
2024-OR-MultCo			Health Information Technician			6	\$4,505		, . ,	1.03
							\$4,384			
2024-CompAnalyst			Medical Records Coding Technic			1	\$4,250			
2024-MIL-NWHCS	11.03		Registered Health Information To			160	\$4,324	\$5,887	, . ,	1.08
			LIEALTH DECORD TECHNICIA				\$4,323			
	1872 02342	Т	HEALTH RECORD TECHNICIA	N II (SPECIA		14	\$4,196			
			Health Information Specialist	4		18	\$2,869			0.89
2024-ST-NV			HEALTH INFO COORDINATOR				\$3,744		\$5,473 \$5,469	
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	Repr AAON	Repr Desc	cription	Pay Ri Opt O	18T	9		Emp Avg	SR Max	Group Compa-Ratio Emp Avg / SR Mid
	Repr  AAON A	Repr Desc	cription	Pay Ri Opt O	18T	9	\$4,886	Emp Avg	\$6,139 \$6,135	Group Compa-Ratio Emp Avg / SR Mid 1.07

# Oregon Employee Data



# Oregon Employee Data



			ION SPECIALIST		# of	Mkt In		SALARY		Group Compa-Ratio	SALA	RY AND BE	NEFITS						
Market Source	Job	Rng	Job Title		Firms		g SR Min	Emp Avg	SR Max	Emp Avg / SR Mid	SR Min	Emp Avg	SR Max						
024-OR-ClackCo	538		Health Records Specialist 2			1	\$4,779	\$6,022	\$6,022	1.12	\$7,553	\$9,101	\$9,101						
024-OR-DescCo	1040		MEDICAL RECORDS TECHNICIAN	1		0	\$3,823		\$5,123		\$6,750		\$8,370						
024-OR-MultCo	6321		Health Information Technician			6	\$4,505	\$5,167	\$5,512	1.03	\$7,347	\$8,144	\$8,558						
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024-MIL-NWHCS	11.03		Registered Health Information Tech	/ Coder (	RHIT) 5	9 160	\$4,324	\$5,887	\$6,577	1.08	\$6,491	\$8,313	\$9,118						
Purchased M		je			5		\$4,323	\$5,883	\$6,577		\$6,490	\$8,309	\$9,117						
024-ST-CA	1872	Т	HEALTH RECORD TECHNICIAN II	(SPECIA	LIST)		\$4,196	\$4,598	\$4,723	1.03	\$6,683	\$7,161	\$7,311						
024-ST-ID	02342		Health Information Specialist			18	4=,000	\$3,838	\$5,737	0.89	\$4,515	\$5,675	\$7,948						
024-ST-NV	10.234		HEALTH INFO COORDINATOR 1			0	40,		\$5,473		\$5,418		\$7,469						
State Market OVERALL V	Average WEIGHTED M.	ARKET	AVERAGE		5	32 200	\$3,573 \$4,147	\$4,170 \$5,588	\$5,369 \$6,246		\$5,445 \$6,270	\$6,325 \$7,991	\$7,585 \$8,731						
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OVERALL V OREGON COMPARISON TO	WEIGHTED M.				5			\$5,588	\$6,246		\$6,270 of: 6/	\$7,991 (1/2024	\$8,731		Salary		Salary	and B	
OVERALL V OREGON COMPARISON TO	WEIGHTED M.		Information Specialist	Pay Rn Opt Op	g		\$4,147		\$6,246	Worker Data as o roup Compa-Ratio Emp Avg / SR Mid	\$6,270 of: 6/	\$7,991 11/2024 AND BENE	\$8,731	SR Min to SR Min		SR Max to SR Max			SR
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OVERALL V OREGON COMPARISON TO	0015-H Repr F AAON A	ealth Repr Des	Information Specialist	Opt Op	g t SR	9 200	\$4,147	\$5,588  SALARY  Emp Avg Si	\$6,246  R Max  6,139	roup Compa-Ratio Emp Avg / SR Mid	\$6,270 of: 6/ SALARY SR Min E \$7,334	\$7,991 11/2024 AND BENE Emp Avg \$	\$8,731  FITS SR Max	SR Min to SR Min 117.8%	Avg to Avg	SR Max to SR Max 98.3%	SR Min to SR Min	Avg to Avg	SR SR
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Oregon Employee Data

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# 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 nonsupervisory 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



0015 HEALT	H INFO	RMAT	ON SPECIALIST																
					# of	Mkt Inc	_	SALARY		Group Compa-Ratio	SALAI	RY AND BE	NEFITS						
Market Source	Job	Rng	Job Title		Firms		g SR Min	Emp Avg	SR Max	Emp Avg / SR Mid	SR Min	Emp Avg	SR Max						
024-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	V		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	t Average					7	\$4,384	\$5,289	\$5,482		\$7,237	\$8,280	\$8,577						
2024-CompAnalyst	HC070001	72	Medical Records Coding Technician	n 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 (RHI	T) 59	160	\$4,324	\$5,887	\$6,577	1.08	\$6,491	\$8,313	\$9,118						
Purchased Ma	rket Aver	age			59	161	\$4,323	\$5,883	\$6,577		\$6,490	\$8,309	\$9,117						
2024-ST-CA	1872	T	HEALTH RECORD TECHNICIAN II	(SPECIALIST	r)	14	\$4,196	\$4,598	\$4,723	1.03	\$6,683	\$7,161	\$7,311						
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2024-ST-NV	10.234		HEALTH INFO COORDINATOR 1			0	\$3,744		\$5,473		\$5,418		\$7,469						
State Market A	vorage					0.0	A0 F70	44.470											
	werage					32	\$3,573	\$4,170	\$5,369		\$5,445		\$7,585						
OVERALL W		MARKET	AVERAGE		59	200	\$4,147	\$4,170 \$5,588	\$5,369 \$6,246		\$5,445 \$6,270		\$7,585 \$8,731						
OREGON	EIGHTED		AVERAGE		59		\$4,147	\$5,588		Worker Data as o	\$6,270				M# Salary	ARKET CO	MPARISO Salary	NS and Ber	efits
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OREGON COMPARISON TO	EIGHTED		information Specialist			200	\$4,147	\$5,588 SALARY	\$6,246		\$6,270 of: 6/	\$7,991 1/2024 AND BENEF	\$8,731	SR Min	Salary	SR Max	Salary SR Min	and Ber	SR Max
OREGON COMPARISON TO	0015-	Health	information Specialist	Opt Opt		200	\$4,147	\$5,588  SALARY  Emp Avg SR	\$6,246	Group Compa-Ratio	\$6,270 of: 6/ SALARY A SR Min E	\$7,991 1/2024 AND BENER Imp Avg S	\$8,731	SR Min to	Avg to Avg	SR Max to SR Max	Salary SR Min to	and Ber	SR Max to SR Max
OREGON COMPARISON TO	0015-	Repr Desc	Information Specialist	Opt Opt A P	SR E	200 :mps 9	\$4,147 SR Min	\$5,588  SALARY  Emp Avg SR	\$6,246	Group Compa-Ratio Emp Avg / SR Mid	\$6,270 of: 6/ SALARY / SR Min E \$7,334	\$7,991 1/2024 AND BENEF imp Avg \$ \$8,509	\$8,731	SR Min to SR Min	Avg to Avg 105.2%	SR Max to SR Max 98.3%	SR Min to SR Min	Avg to Avg	SR Max to SR Max 100.9%
OREGON COMPARISON TO	0015- Repr AAON CP	Repr Desc AFSCME A	information Specialist cription	Opt Opt A P	<u>SR</u> <u>E</u>	200 simps 9	\$4,147 SR Min   \$4,886	\$5,588  SALARY  Emp Avg SR  \$5,881 \$6  \$6,135 \$6	\$6,246	Group Compa-Ratio Emp Avg / SR Mid	\$6,270  of: 6/  SALARY / SR Min E  \$7,334  \$7,335	\$7,991 1/2024 AND BENER imp Avg \$ \$8,509 \$8,809	\$8,731 FITS IR Max \$8,814	SR Min to SR Min 117.8%	Avg to Avg 105.2%	SR Max to SR Max 98.3%	Salary SR Min to SR Min 117.0%	Avg to Avg	SR Max to SR Max 100.9%
OREGON COMPARISON TO	0015- Repr AAON CP Corr	Repr Desc AFSCME A AOCE AT D	information Specialist cription IT DOC SECURITY PLUS DOC NONSECURITY	A P A P	<u>SR</u> <u>E</u>	200 simps 9 1 10	\$4,147 SR Min \$4,886 \$4,887	\$5,588  SALARY  Emp Avg SR  \$5,881 \$6  \$6,135 \$6	\$6,246 * Max 5,139 6,135	Group Compa-Ratio Emp Avg / SR Mid	\$6,270 of: 6/ SALARY / SR Min E \$7,334 : \$7,335 : \$7,334	\$7,991 1/2024 AND BENEI imp Avg \$ \$8,509 \$8,809 \$8,839	\$8,731 FITS SR Max \$8,814 \$8,809	SR Min to SR Min 117.8%	Avg to Avg 105.2%	SR Max to SR Max 98.3% 98.2%	Salary SR Min to SR Min 117.0%	Avg to Avg 106.5%	SR Max to SR Max 100.9%
OREGON COMPARISON TO	O015- Repr AAON CP Corr OAI	Repr Description AFSCME A AOCE AT I ections SEIU STRI	information Specialist cription IT DOC SECURITY PLUS DOC NONSECURITY Wtd Average	A P A P	SR E 18T 18T	200 simps 9 1 10 9	\$4,147 SR Min	\$5,588  SALARY  Emp Avg SR  \$5,881 \$6 \$6,135 \$6 \$5,907 \$6 \$5,026 \$5	\$6,246 * Max 5,139 6,135	Froup Compa-Ratio Emp Avg / SR Mid 1.07	\$6,270  SALARY  SR Min E  \$7,334  \$7,334  \$6,329	\$7,991 1/2024 AND BENEI imp Avg \$ \$8,509 \$8,809 \$3,539 \$7,499	\$8,731  FITS IR Max \$8,814  \$8,809	SR Min to SR Min 117.8% 117.8%	Avg to Avg 105.2% 109.8%	SR Max to SR Max 98.3% 98.2%	Salary SR Min to SR Min 117.0% 117.0%	Avg to Avg 106.5% 110.2%	SR Max to SR Max 100.9% 100.9%

Market Comparisons

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### 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)

Worker Data as of: 6/1/2024 0015-Health Information Specialist **MARKET** SALARY SALARY AND BENEFITS **Group Compa-Ratio** Pay Rng Emp Avg / SR Mid SR Emps Repr Description SR Max Opt Opt SR Min Emp Avg AFSCME AT DOC SECURITY PLUS \$4,886 \$8,940 AOCE AT DOC NONSECURITY 18T \$4.887 \$8,9 1.11 A P 18T \$4,036 Non-Corrections/Non-Management Wtd Average \$6,990 \$8,178 \$8,501 **STATEWIDE** Weighted Average

# Example



### Market Data-HEALTH INFORMATION SPECIALIST

Average employee salary (Salary & Benefits)

Salary range minimum (Salary & Benefits)

Salary range maximum (Salary & Benefits)

#### 2024 Oregon Salary and Benefit Report

#### 0015 HEALTH INFORMATION SPECIALIST

				# of	Mkt Incs		SALAKY		Group Compa-Ratio	SALA	KY AND BE	NEFII5
Market Source	Job	Rng		irms	Emp Avg		Emp Avg	SR Max	Emp Avg / SR Mid	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 <mark>-</mark> 101	\$9,101
2024-OR-DescCo	1040		MEDICAL RECORDS TECHNICIAN		0	\$3,823		\$5,123		\$6,750		
2024-OR-MultCo	6321		Health Information Technician		6	\$4,505		\$5,512	1.03	s7,530	\$8,353	\$8,781
County Marke	et Average					\$4,384	\$5,289	\$5,482		77,359	\$8,460	\$8,726
2024-CompAnalyst	HC07000172		Medical Records Coding Technician III		1	\$4,250		\$6,433	1.01	\$6,405		\$8,950
2024-MIL-NWHCS	11.03		Registered Health Information Tech / Coder (RHIT)	) 59	160	\$4,324			1.08	\$6,491		\$9,11 <mark>8</mark>
Purchased Ma	arket Average			59	161	\$4,323	\$5,883	\$6,577		6,490	\$8,309	<b>\$</b> 9,11 <mark>7</mark>
2024-ST-CA	1872	Т	HEALTH RECORD TECHNICIAN II (SPECIALIST)		14	\$4,196	\$4,598	\$4,723	1.03	\$6,718	\$7,200	<b>\$7,35</b> 0
2024-ST-ID	02342		Health Information Specialist		18	\$2,869			0.89	\$4,515		\$7,948
2024-ST-NV	10.234		HEALTH INFO COORDINATOR 1		0	\$3,744		\$5,473		\$5,499		<b>\$7</b> ,58 <b>7</b>
State Market A	Average				32	\$3,573	\$4,170	\$5,369		5.487	\$6.342	\$7.645
OVERALL W	VEIGHTED MA	RKET	AVERAGE	59	200	\$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

		MA	RKET CO	OMPARISC	NS	
ľ		Salary		Salary	and Ber	nefits
	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



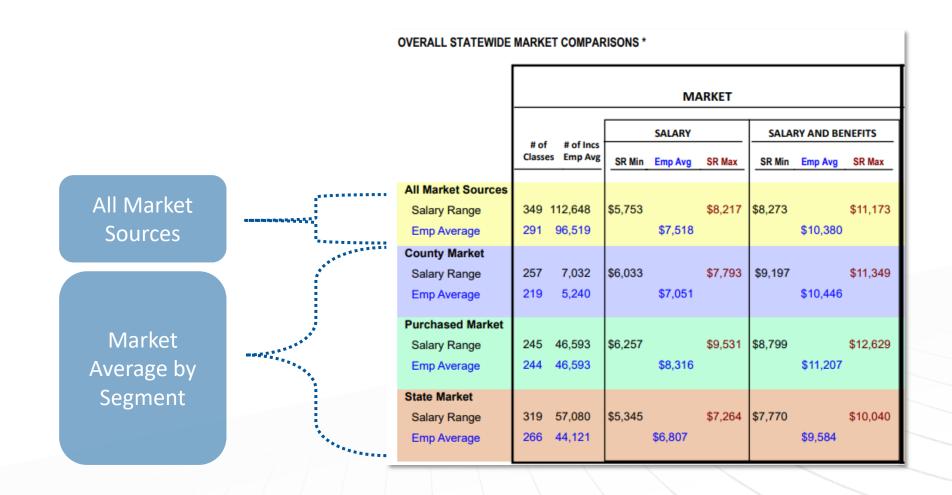
2024 Oregon S	Sala	ry and	Bene	it Rep	ort											Da	ta Effective	Date: 6/	1/2024	<u>.                                    </u>		
VERALL STATEWIDE	MARK	ET COMPAI	RISONS *																			
				M	ARKET					OREGON							MARKET COMPARISONS					
				SALARY		SALARY AND BENEFITS					SALARY		SALAF	Y AND B	ENEFITS	Sal SR Min Av	,	Salary SR Min	and Be	enefits SR M		
	# of Classi		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 Av	to	to SR Min	to Avg	to SR M		
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%	91.6%	92.2%	6	93		
Emp Average	291	96,519		\$7,518			\$10,380		27,312		\$6,885			\$9,696		91.	6%		93.4%	ò		
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%	97.1%			92		
Emp Average	219	5,240		\$7,051			\$10,446		22,882		\$6,971			\$9,797		98.	9%		93.8%	•		
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%	82.3%	89.1%	6	85		
Emp Average	244	46,593		\$8,316			\$11,207		21,206		\$7,194			\$10,060		86.	5%		89.8%	à		
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%	104.3%	98.5%	6	104		
Emp Average	266	44,121		\$6,807			\$9,584		26,043		\$6,935			\$9,754		101.	9%	1	01.8%	ò		

<sup>\* -</sup> Includes classifications with both sufficient market data and current employees as of the data effective date of this report

- 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





# Questions or Comments?

#### Contact information:

- DAS CHRO Classification & Compensation
- chro.cnc@das.oregon.gov
- Salary and Benefit Report Web Page
- Guide to the Salary and Benefit Report
- Consultant Advisor Dustin Miller
- Senior HR Consultant Heidi Young
- Senior Data Analyst Chris Bello

