



**PREPARED BY**

**Department of Administrative Services  
Chief Human Resources Office  
Classification & Compensation**

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**[CHRO.CNC@oregon.gov](mailto:CHRO.CNC@oregon.gov)**

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## INTRODUCTION

The objectives of the 2020 State of Oregon Salary and Benefit Report for the Executive Branch are to:

- Provide the Governor with a snapshot of the Executive Branch’s current competitive position in the labor market.
- Provide Executive Branch leadership with 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.

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. Some of the job classifications that have a variance from the market are not necessarily misaligned. Factors such as performance, turnover, and longevity will impact actual salaries and may explain some of the differences between the State and market salaries for individual jobs.

The report covers approximately 360 Executive Branch job classifications populated by nearly 26,700 of the State’s approximate 35,000 employees. 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.

## POLICY CHANGE – PERS Employer Retirement Contribution

Effective February 1, 2019, compensation plan salary rates for Public Employees Retirement System (PERS) participating members increased by six and ninety-five one-hundredths percent (6.95%). As of that time, employees began to make their own six percent (6%) contributions to their PERS account or the Individual Account Program as applicable. Employees’ contributions are treated as ‘pretax’ contributions, pursuant to Internal Revenue Service Section 414(h)(2).

## 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 state worker’s compensation 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. The report continues to use the report methodology as modified and outlined in the 2018 Salary and Benefit Report, with no additional modifications.

### Labor Market

The report uses relevant labor market data on salary and benefits to compare the State’s compensation practices with three different employer groups:

#### Counties:

- Oregon’s largest counties (representing the bulk of where the State’s positions are located with the most comparable work and reliable data):
  - Clackamas, Deschutes, Jackson, Lane, Marion, Multnomah, and Washington
- Washington state counties that are a significant source of applicants:
  - Clark, King, and Thurston

**States:**

- Geographically neighboring and contiguous states:
  - California, Idaho, Nevada, and Washington

**Purchased:**

- Public and private sector employers data purchased from commercially available salary and benefit sources:
  - Milliman – a large international independent actuarial and consulting firm
  - Willis Towers Watson – a leading global advisory, broking, and solutions company
  - CompAnalyst – provides on-demand compensation solutions as software-as-a-service

Data is collected effective as of July 1 of even-numbered calendar years. 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 meet this requirement while appearing as only one data source.

**Matching Criteria**

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

The State’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.

**Market Calculations**

This report reflects salary data in effect as of July 1, 2020. Comparisons for State jobs reflect with and without benefits included. The data analyzed contains three comparison points:

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

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.

**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. The raw market salary data was geographically adjusted to reflect the State of Oregon labor market.

## Health Benefits

Health insurance comparison rates are calculated using the employer's contribution rate 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).

## 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. Those benefits have been modified over time, starting from the plan inception in 1945 with Tier 1, the creation of Tier 2 in 1996, and the Oregon Public Service Retirement Program (OPSRP) for employees that started work after August 28, 2003. The current employer pension contribution rate for PERS Tier 1 and 2 employees is 6.73% higher than it is for OPSRP employees.

Pension contribution rates 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).

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 OPSRP rate to the retirement tier competitors offer to their new employees. Currently, 72% of Oregon's Executive Branch employees are OPSRP. An analysis of appointment and separation data from July 1, 2019, to June 30, 2020, was completed. During that time period, the State made 12,035 appointments; including both internal (promotion, transfer, etc.) and external appointments (new hires, re-employments, etc.). Of those appointments, 90% (10,872) were OPSRP employees. When looking at separations – 73% of employees leaving State service were OPSRP (this data excludes retirements). This demonstrates that the State recruits and competes to retain employees at the OPSRP level. Tier 1/2 PERS benefits are no longer available to new employees, therefore, the State reflects the retirement plan at which it competes with other employers.

## 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.

## Principal Executive/Manager Series

The majority of management positions throughout the Executive Branch are allocated within the Principal Executive/Manager (PE/M) classification series. The PE/M classification series ascends through 10 levels of management, A through J, with the J level being the highest. To establish benchmark job matches within each level of the PEM series, the State identifies positions consistently allocated to each PEM level, then matches to similar jobs

found throughout the labor market. This benchmarking process results in appropriate representation and consistency throughout the PE/M classification series.

Due to the vast difference in public and private sector salaries for benchmark jobs found throughout executive levels of management, compounded with the variance of state versus county-level structure, impact, and scope of responsibility, the State is unable to publish reliable benchmark data for certain PE/M levels. Therefore, this report does not include a market summary for the PE/M H, I, and J classifications.

### Overall Report Summary

The final page of the report shows the overall market comparison for state job classifications. To be included in the overall comparison, the classification must have both sufficient market data and current employees. The number of classifications that meet this criteria varies between classifications with market values for actual employee average pay and salary range structures due to the market data sources matched to specific classifications (not all classifications have both a market employee average and a salary range maximum available).

Included is an overall comparison view of each major employer market segment (county, purchased, and state).

## MARKET OVERVIEW

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.

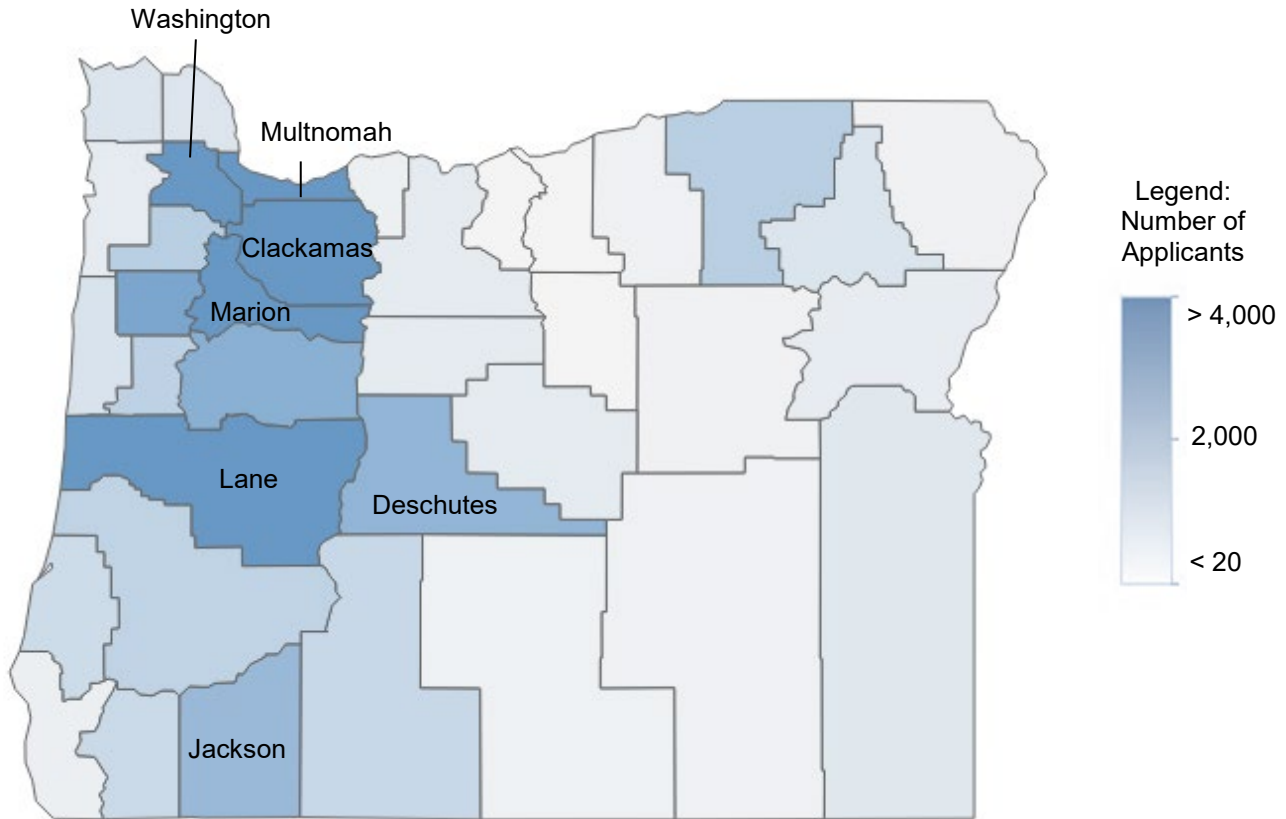
### County Market

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 seven Oregon counties – Washington, Clackamas, Multnomah, Marion, Lane, Deschutes, and Jackson – to comprise the county market. 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.

From July 1, 2019 to June 30, 2020, the State received a total of 66,680 individual applicants from Oregon's 36 counties. The seven counties selected for this report account for 69% of those applicants. The following chart illustrates the geographic breakdown of state job applicants.

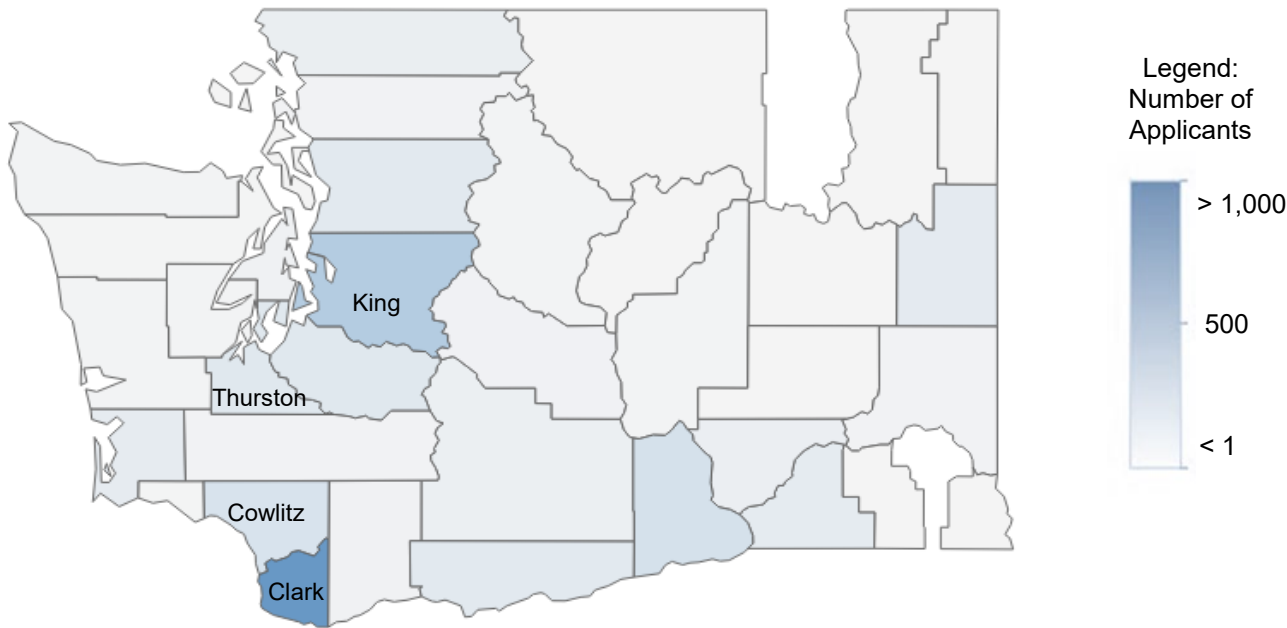




The report also includes county market data from Washington state. This expands Oregon’s geographic market comparators and better reflects the regional labor market. Of the four contiguous states, Washington yields the largest number of applicants for State of Oregon jobs. Of the four contiguous states, Oregon receives approximately 48% of its out-of-state applicants from Washington.

The Washington state counties used for this report represent key geographic areas in Washington, as well as the counties from which the State receives a significant amount of applicants. Clark County is used as a market comparator due to its proximity to the Portland Metro Area, and because the State receives the largest number of applicants from this county (the number of applicants received from Clark County would make it the 10<sup>th</sup> highest if compared to Oregon county applicants).

King County reflects the major metropolitan area in Washington. Lastly, Thurston County contains the state capitol and is most comparable to Marion County. While King and Thurston are not geographically close to Oregon, they represent significant geographic regions for comparison purposes.



**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.

**KEY FINDINGS REGARDING EXECUTIVE BRANCH COMPENSATION**

- Employee average compensation is 96.6% of the overall market. Employee average compensation inclusive of major benefits, is 100.2% of the overall market. The benefits evaluated include health and retirement. The report, therefore, shows 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 101.2% of the overall market.
- The minimum rate of the compensation ranges, including benefits, is 96.6% of the overall market.
- The maximum rate of the compensation ranges, excluding benefits, is 98.0% of the overall market.
- The minimum rate of compensation ranges, excluding benefits, is 91.3% of the overall market.
- The State’s overall market position is competitive with the State and Purchased Market segments, however lags the County Market in each data segment.
- The State offers generous medical plans with higher employer contributions and lower employee medical premiums.

**Overall Comparison by Base Salary and Salary Range Maximum**

Comparing the State’s overall market positions to the average base salary and benefits across all market segments reflect that the State is within market, consistent with EO 17-08. The State’s overall market positions comparing average salary range maximums, both excluding and including benefits, including all market segments, are within the 95% – 105% target. This is reflected in the table below.



Component of Salary and Benefit	Number of Oregon Employees	Salary		Salary and Benefits	
		Oregon Employee Average	Market Employee Average	Oregon Employee Average	Market Employee Average
Employee Average *	26,653	\$5,871	\$6,080	\$8,278	\$8,258
Salary Range Maximum	26,653	\$6,628	\$6,760	\$9,161	\$9,051

\* Employee Average includes current full-time State Executive Branch employees where sufficient market data was available as of July 1, 2020.

**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	253	10,049	22,603
Purchased Market	243	81,981	20,169
State Market	338	72,695	26,017
<b>OVERALL</b>	359	164,725	26,653

The highest number of classification matches comes from the state market data. State market comparator data is represented in 94.2% of the classifications included in this report, and reflects over 72,000 employees in the four contiguous states. State Market data is the second highest market segment for incumbents represented, and the highest market segment for classifications matched. Purchased market data contains the lowest number of classifications included in the report, but accounts for the highest number of market employees represented. The county market data has the second lowest number of job matches and lowest incumbents represented, and is still vital to the report, as Oregon counties are a key competitor for talent.

The 2020 Salary and Benefit Report labor market is comprised of over 164,000 incumbents represented in the data compiled across the three market sectors. The State has over 26,000 employees in job classifications that have been included in this report. This yields a 6:1 market-to-employee ratio.

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			
	Minimum	Employee Average	Maximum
Overall	96.6%	100.2%	101.2%
County Market	83.2%	91.4%	94.4%
Purchased Market	101.4%	103.8%	100.5%
State Market	96.9%	101.5%	107.1%

When comparing to the county market, the State is slightly below market to the county market’s average range minimum, employee average, and range maximum segments. Counties provide a similar benefit and retirement package to that of the State, remaining consistent in comparison to this market segment. However, this market segment is heavily influenced by metropolitan area data. In Oregon counties of Clackamas, Washington, and Multnomah are all located in the Portland Metro Area. In the state of Washington, all three of the included counties are located in major metropolitan areas.

The State closely aligns with the purchased market data at minimum, employee average, and maximum.

When comparing to the state market data, Oregon is slightly below market to the average range minimum, closely aligned with the employee average compensation, and slightly above market for the State Market’s average range maximum.

**2020 COMPENSATION BENEFIT ANALYSIS SUMMARY**

**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 purposes of this report, the State compared the plan selected by the most employees – Providence Choice – to the average market data. 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.

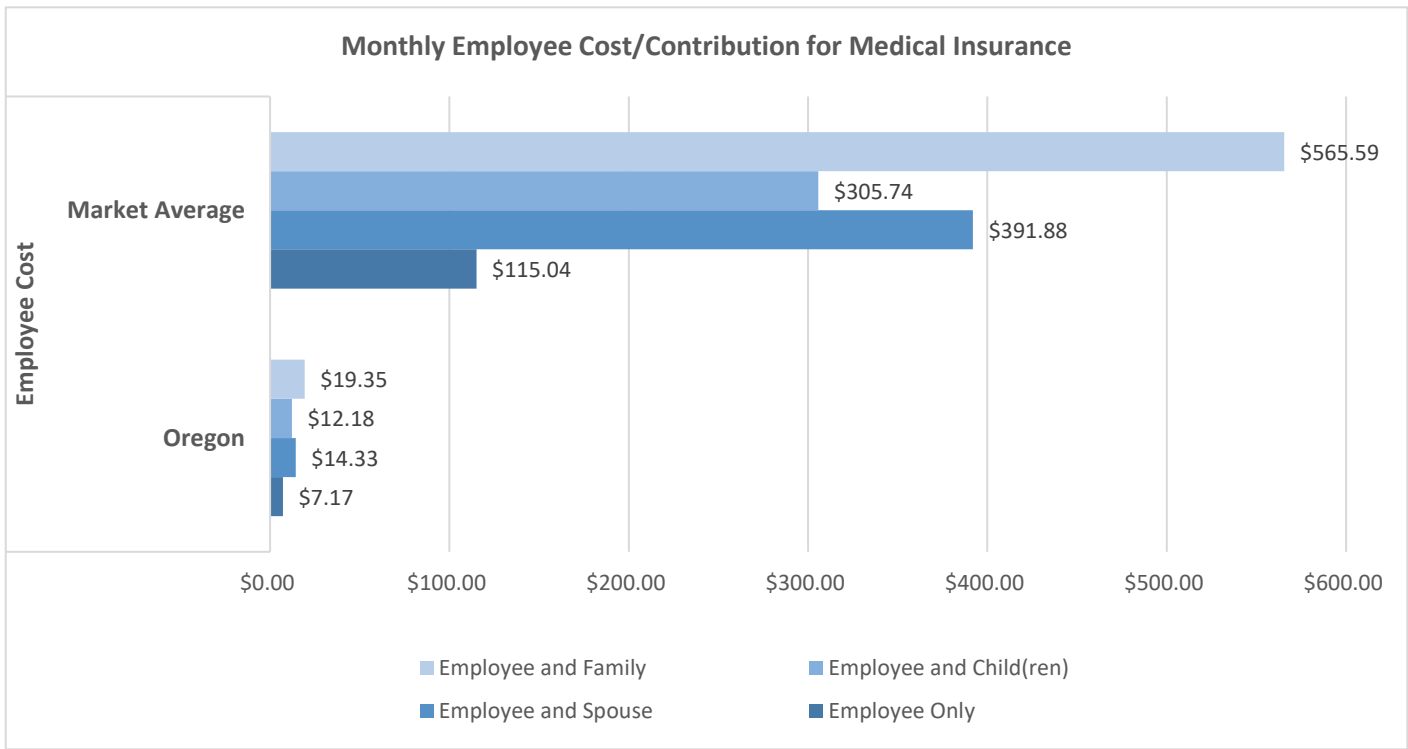
For comparison purposes within this report, the State utilized a rate of \$6,016 per month to represent the average salary of a state worker. This salary amount is based upon the 2020 state employee average, consisting of full-time Executive Branch (ORS 240) agencies, and excluding temporary employees (34,733 total). This valuation includes all employees, not just those included in comparisons in this report with sufficient market.

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.

**Medical Premiums**

Premium Tiers	Employer Cost		Employee Cost	
	Oregon	Market Average	Oregon	Market Average
Employee Only	\$709.49	\$689.39	\$7.17	\$115.04
Employee and Spouse	\$1,419.03	\$1,174.22	\$14.33	\$391.88
Employee and Child(ren)	\$1,206.18	\$1,103.80	\$12.18	\$305.74
Employee and Family	\$1,915.68	\$1,516.98	\$19.35	\$565.59

State employees have a lower monthly premium for their medical insurance. A state employee at the Employee and Family rate will pay \$546.24 less for monthly medical benefits. Over the course of a year, this is an average savings of \$6,554.88, which equates to more than the average monthly salary for a state worker 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	LEVEL OF COMPETITIVENESS
<b>Standard Plan Deductible</b>	<ul style="list-style-type: none"> <li>\$250/ Individual</li> <li>\$750/ Family</li> </ul>	<ul style="list-style-type: none"> <li>\$729/ Individual</li> <li>\$1,754/ Family</li> </ul>	More competitive than the market. The average market deductible is \$479 higher for individual and \$1,004 for family.
<b>Out of Pocket Maximum</b>	<ul style="list-style-type: none"> <li>\$1,500/ Individual</li> <li>\$4,500/ Family</li> </ul>	<ul style="list-style-type: none"> <li>\$3,073/ Individual</li> <li>\$6,860/ Family</li> </ul>	More competitive than market. The average market out-of-pocket maximum is \$1,573 higher for individuals and \$2,360 for family.
<b>Primary Care Visits Specialist</b>	<ul style="list-style-type: none"> <li>\$10, first 4 visits deductible waived</li> <li>\$10, with referral</li> </ul>	<ul style="list-style-type: none"> <li>\$22</li> <li>\$27</li> </ul>	More competitive than market. The State is \$12 lower per visit to primary care and \$17 lower per visit to a specialist.
<b>Inpatient Hospital Per Admission</b>	<ul style="list-style-type: none"> <li>\$50/day up to \$250 max</li> </ul>	<ul style="list-style-type: none"> <li>\$181 per day</li> </ul>	More competitive than market. The average market per day rate is \$131 more than the State.
<b>Emergency Department</b>	<ul style="list-style-type: none"> <li>\$150</li> </ul>	<ul style="list-style-type: none"> <li>\$143</li> </ul>	Reasonably aligned with market. The State is \$7 more than the average market.

Overall, the State's employer medical benefit costs are above the market average. With the exception of Emergency Department visits, the State provides a lower cost to the employee than the market average. For State employees who elect the Employee and Family plan tier, the standard plan deductible is \$1,004 less than the market and the out-of-pocket maximum is \$2,360 less than the market average, annually.

The State's most populous medical plan also boasts substantial savings in primary care visits, specialist visits, and inpatient hospital per admission costs.

Emergency department costs are reasonably aligned between the State's most populous medical plan and the market. The market average cost for emergency department visits is \$143, and the State's cost is \$150. While the State does have a higher rate, it is still competitive with market trends.

## 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	LEVEL OF COMPETITIVENESS
<b>Standard Plan Deductible</b>	<ul style="list-style-type: none"> <li>\$50/ Individual</li> <li>\$150/ Family</li> </ul>	<ul style="list-style-type: none"> <li>\$46/ Individual</li> <li>\$134/ Family</li> </ul>	Reasonably aligned with the market. The State is slightly higher than the market average.
<b>Out of Pocket Maximum</b>	<ul style="list-style-type: none"> <li>\$1,750</li> </ul>	<ul style="list-style-type: none"> <li>\$1,845</li> </ul>	Reasonably aligned with the market. The State is slightly lower than the market average.

The State’s dental plan is consistent with the benefits provided in the market. There is a slight difference in the standard deductible, but the difference in cost is minimal at \$16 for a family. The State is also consistent with the market in terms of out-of-pocket maximum, offering a deductible \$95 less than the market average. The State’s overall dental package is consistent with the offerings found in the labor market.

**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	LEVEL OF COMPETITIVENESS
<b>Well Vision Exam</b>	<ul style="list-style-type: none"> <li>• \$10 (annual)</li> </ul>	<ul style="list-style-type: none"> <li>• \$126 – 99% of cost covered (annual)</li> </ul>	Reasonably aligned with the market. The State is less expensive than the market average.
<b>Vision Plan Includes hardware</b>	<ul style="list-style-type: none"> <li>• \$150 allowance for frames</li> <li>• \$170 allowance for featured brands</li> <li>• 20% savings over allowance</li> </ul>	<ul style="list-style-type: none"> <li>• \$169 limit</li> </ul>	Reasonably aligned with the market. The State is more generous than the market average.
<b>Hardware frequency</b>	<ul style="list-style-type: none"> <li>• Annual</li> </ul>	<ul style="list-style-type: none"> <li>• Annual</li> </ul>	The State is consistent with the market.

**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 eleven (11) 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
- 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 between the day before Thanksgiving and January 31.

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	97%
Martin Luther King Jr. Day	37%
Presidents' Day	56%
Memorial Day	97%
Independence Day	97%
Labor Day	96%
Columbus Day	7%
Veterans Day	35%
Thanksgiving Day	96%
Day After Thanksgiving	68%
Christmas Day	97%
Floating Holiday	18%
Other	46%

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 60 <sup>th</sup> month	8 hours per month
61 <sup>st</sup> month through 120 <sup>th</sup> month	10 hours per month
121 <sup>st</sup> month through 180 <sup>th</sup> month	12 hours per month
181 <sup>st</sup> month through 240 <sup>th</sup> month	14 hours per month
241 <sup>st</sup> month through 300 <sup>th</sup> month	16 hours per month
After 300 <sup>th</sup> month	18 hours per month

Unclassified Executive Service, Unclassified Excluded and Management Service

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



Including recognized holidays, a non-management employee commencing employment today will have access to 208 hours of leave in their first year. A management service employee will have 232 hours available. The market average for an employee with six months to one year of service is 140 hours of personal time off. The State provides 68 and 92 hours of additional leave over the market average for represented and management employees, respectively. When taking into account the average employee salary of \$6,016 (\$34.71 per hour), the value of leave (including recognized holidays) equates to \$2,360.13 for represented employees and \$3,193.11 for management employees.

**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
<b>Basic Life Insurance</b>	<ul style="list-style-type: none"> <li>State provides \$5,000 Employee and Spouse or Domestic Partner Insurance</li> <li>Optional Life Insurance for employee any multiple of \$20,000 to \$600,000, employee pays premium</li> <li>Spouse or domestic partner, any multiple of \$20,000 up to \$400,000, employee pays premium</li> </ul>	<ul style="list-style-type: none"> <li>\$37,424 Amount of basic life insurance coverage as a flat dollar</li> <li>Optional Life Maximum \$465,497</li> </ul>	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.
<b>Short Term Disability</b>	<ul style="list-style-type: none"> <li>Employees can purchase short-term disability insurance</li> <li>7-day waiting period</li> <li>60% benefit or regular salary</li> </ul>	<ul style="list-style-type: none"> <li>46% of employers offer short-term disability insurance plan</li> <li>98% of short term employer pays portion/all of premium</li> <li>15 day waiting period</li> <li>64% benefit of regular salary</li> </ul>	The State is less generous than the market average.
<b>Long Term Disability</b>	<ul style="list-style-type: none"> <li>Employees can purchase long-term disability insurance.</li> <li>Benefit as a percentage of salary is either 60% or 66 2/3% depending on amount paid by employee</li> </ul>	<ul style="list-style-type: none"> <li>86% of employers offer short-term disability insurance</li> <li>98% of employers pay portion/all of premium</li> </ul>	The State is less generous than the market average.

0011 MEDICAL TRANSCRIPTIONIST

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-CompAnalyst	HC07000020		Medical Records Transcriptionist		1	\$2,933	\$4,000	\$4,317	1.10	\$4,407	\$5,626	\$5,988
2020-MIL-NWHCS	11.01a		Transcriptionist	37	40	\$3,109	\$4,170	\$4,527	1.09	\$4,607	\$5,820	\$6,228
<b>Purchased Market Average</b>				37	41	\$3,104	\$4,166	\$4,522	1.09	\$4,602	\$5,815	\$6,222
2020-ST-CA	1178	P	SENIOR MEDICAL TRANSCRIBER		5	\$3,324	\$4,011	\$4,158	1.07	\$5,182	\$6,002	\$6,177
2020-ST-WA	282F		MEDICAL TRANSCRIPTIONIST 2		13	\$2,805	\$3,538	\$3,630	1.10	\$4,534	\$5,416	\$5,528
<b>State Market Average</b>					18	\$2,949	\$3,669	\$3,777	1.09	\$4,714	\$5,579	\$5,708
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					37	\$3,057	\$4,014	\$4,294	1.09	\$4,636	\$5,743	\$6,065

OREGON COMPARISON TO MARKET  
0011-Medical Transcriptionist

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
OAI	SEIU STRIKEABLE INST COALITION	A	P	14	3	\$2,738	\$3,642	\$3,817	1.11	\$4,624	\$5,678	\$5,882
<b>Non-Corrections/Non-Management Wtd Average</b>					3	\$2,738	\$3,642	\$3,817	1.11	\$4,624	\$5,678	\$5,882
<b>STATEWIDE Weighted Average</b>					3	\$2,738	\$3,642	\$3,817	1.11	\$4,624	\$5,678	\$5,882

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
89.6%	90.7%	88.9%	99.7%	98.9%	97.0%

0015 HEALTH INFORMATION SPECIALIST

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-OR-ClackCo	538		Health Records Specialist 2		1	\$4,101	\$5,051	\$5,163	1.09	\$6,507	\$7,676	\$7,813
2020-OR-DescCo	1040		MEDICAL RECORDS TECHNICIAN		2	\$3,433	\$3,907	\$4,600	0.97	\$5,760	\$6,344	\$7,198
2020-OR-MultCo	6321		Health Information Technician		7	\$4,021	\$4,435	\$4,923	0.99	\$6,522	\$7,030	\$7,628
<b>County Market Average</b>					10	\$3,912	\$4,391	\$4,882	1.00	\$6,368	\$6,957	\$7,560
2020-CompAnalyst	HC07000172		Medical Records Coding Technician		1	\$3,567	\$4,667	\$5,450	1.04	\$5,130	\$6,388	\$7,283
2020-MIL-NWHCS	11.03		Registered Health Information Tech / Coder (RHIT)	55	181	\$3,738	\$5,117	\$5,712	1.08	\$5,326	\$6,902	\$7,583
<b>Purchased Market Average</b>					55	\$3,737	\$5,114	\$5,711	1.08	\$5,325	\$6,899	\$7,581
2020-ST-CA	1872	T	HEALTH RECORD TECHNICIAN II (SPECIALIST)		24	\$3,691	\$4,145	\$4,157	1.06	\$5,620	\$6,162	\$6,176
2020-ST-ID	02342		HEALTH INFORMATION SPEC		14	\$2,485	\$3,212	\$4,443	0.93	\$3,944	\$4,813	\$6,286
2020-ST-NV	10.234		HEALTH INFO COORDINATOR 1		22	\$3,296	\$4,090	\$4,817	1.01	\$4,781	\$5,720	\$6,580
<b>State Market Average</b>					60	\$3,265	\$3,907	\$4,466	1.01	\$4,921	\$5,685	\$6,350
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					55	\$3,631	\$4,798	\$5,382	1.06	\$5,270	\$6,612	\$7,287

OREGON  
COMPARISON  
TO  
MARKET

0015-Health Information Specialist

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
AAON	AFSCME AT DOC SECURITY PLUS	A	P	18	7	\$3,677	\$4,754	\$5,296	1.06	\$5,719	\$6,976	\$7,607
CP	AOCE AT DOC NONSECURITY	A	P	18	1	\$3,688	\$5,047	\$5,293	1.12	\$5,732	\$7,317	\$7,604
<b>Corrections Wtd Average</b>					8	\$3,678	\$4,791	\$5,296	1.07	\$5,721	\$7,018	\$7,607
OAI	SEIU STRIKEABLE INST COALITION	A	P	18	5	\$3,058	\$4,197	\$4,611	1.09	\$4,997	\$6,326	\$6,808
<b>Non-Corrections/Non-Management Wtd Average</b>					5	\$3,058	\$4,197	\$4,611	1.09	\$4,997	\$6,326	\$6,808
<b>STATEWIDE Weighted Average</b>					13	\$3,440	\$4,563	\$5,032	1.08	\$5,442	\$6,752	\$7,300

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
101.3%	99.1%	98.4%	108.5%	105.5%	104.4%
101.6%	105.2%	98.4%	108.8%	110.7%	104.3%
101.3%	99.9%	98.4%	108.5%	106.1%	104.4%
84.2%	87.5%	85.7%	94.8%	95.7%	93.4%
84.2%	87.5%	85.7%	94.8%	95.7%	93.4%
94.7%	95.1%	93.5%	103.3%	102.1%	100.2%

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0101 OFFICE ASSISTANT 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-OR-LaneCo	A003		Clerical Assistant		0	\$2,170		\$2,792		\$4,346		\$5,110
<b>County Market Average</b>						\$2,170		\$2,792		\$4,346		\$5,110
2020-CompAnalyst	OF13000010		General Clerk I		1	\$2,258	\$2,692	\$3,367	0.96	\$3,635	\$4,130	\$4,902
2020-MIL-PACS	01.01		Office Assistant - Entry	17	111	\$2,547	\$2,881	\$3,553	0.94	\$3,965	\$4,347	\$5,115
2020-TwrsWtsn	AAS011-U1		Clerical	6	24		\$3,018		1.08		\$4,504	
<b>Purchased Market Average</b>						\$2,545	\$2,904	\$3,551	0.97	\$3,962	\$4,373	\$5,113
2020-ST-CA	1441	B	OFFICE ASSISTANT (GENERAL)		176	\$2,389	\$2,980	\$2,989	1.11	\$4,066	\$4,771	\$4,783
2020-ST-ID	01116		Office Clerk		0	\$1,369		\$2,698		\$2,609		\$4,199
2020-ST-WA	100H		OFFICE ASSISTANT 1		90	\$2,383	\$2,819	\$3,054	1.04	\$4,027	\$4,552	\$4,835
<b>State Market Average</b>						\$2,383	\$2,926	\$3,011	1.08	\$4,047	\$4,697	\$4,798
<b>OVERALL WEIGHTED MARKET AVERAGE</b>						\$2,431	\$2,918	\$3,172	1.04	\$4,022	\$4,588	\$4,893

OREGON COMPARISON TO MARKET 0101-Office Assistant 1

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	09	2	\$2,738	\$2,738	\$2,825	0.98	\$4,624	\$4,624	\$4,725
<b>Non-Corrections/Non-Management Wtd Average</b>						\$2,738	\$2,738	\$2,825	0.98	\$4,624	\$4,624	\$4,725
<b>STATEWIDE Weighted Average</b>						\$2,738	\$2,738	\$2,825	0.98	\$4,624	\$4,624	\$4,725

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
112.6%	93.8%	89.1%	115.0%	100.8%	96.6%
112.6%	93.8%	89.1%	115.0%	100.8%	96.6%
112.6%	93.8%	89.1%	115.0%	100.8%	96.6%

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0102 OFFICE ASSISTANT 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-ClackCo	630		Office Assistant		2	\$2,714	\$1,883	\$3,399	0.62	\$4,799	\$3,777	\$5,643	
2020-OR-JackCo	032		Office Assistant II		1	\$2,375	\$3,082	\$3,082	1.13	\$4,730	\$5,600	\$5,600	
2020-OR-LaneCo	A004		Office Assistant 1		1	\$2,577	\$2,676	\$3,574	0.87	\$4,847	\$4,968	\$6,070	
2020-OR-MarionCo	010		Office Specialist 1		0	\$2,480		\$3,325		\$4,565		\$5,603	
2020-OR-MultCo	6000		Office Assistant 1		1	\$2,870	\$3,110	\$3,481	0.98	\$5,110	\$5,403	\$5,858	
<b>County Market Average</b>					5	\$2,622	\$2,527	\$3,376	0.84	\$4,808	\$4,705	\$5,736	
2020-MIL-OPES	04.01		Office Support Specialist - Entry	20	66	\$2,910	\$3,400	\$3,803	1.08	\$4,851	\$5,438	\$5,919	
2020-TwrsWtsn	AAS011-U2		Clerical	5	20		\$3,604				\$5,173		
<b>Purchased Market Average</b>					25	86	\$2,910	\$3,448	\$3,803	0.83	\$4,851	\$5,376	\$5,919
2020-ST-ID	01114		OFFICE SPECIALIST 1	3		\$1,690	\$2,413	\$3,017	1.03	\$2,993	\$3,858	\$4,581	
2020-ST-NV	02.221		ADMIN AID	46		\$2,405	\$2,689	\$3,430	0.92	\$3,727	\$4,064	\$4,940	
2020-ST-WA	1001		OFFICE ASSISTANT 2	66		\$2,481	\$2,865	\$3,200	1.07	\$4,145	\$4,607	\$5,011	
<b>State Market Average</b>					115	\$2,428	\$2,783	\$3,291	1.01	\$3,941	\$4,370	\$4,970	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					25	206	\$2,601	\$3,054	\$3,471	0.93	\$4,285	\$4,798	\$5,324

OREGON COMPARISON TO MARKET 0102-Office Assistant 2

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	09	6	\$2,738	\$3,002	\$3,058	1.04	\$4,624	\$4,931	\$4,997
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	09	6	\$2,738	\$2,925	\$3,058	1.01	\$4,624	\$4,842	\$4,997
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	09	4	\$2,738	\$2,945	\$3,058	1.02	\$4,624	\$4,865	\$4,997
UA	UNREPRESENTED	A	P	09	1	\$2,735	\$2,943	\$3,054	1.02	\$4,620	\$4,863	\$4,992
<b>Non-Corrections/Non-Management Wtd Average</b>					17	\$2,738	\$2,958	\$3,058	1.02	\$4,623	\$4,880	\$4,997
<b>STATEWIDE Weighted Average</b>					17	\$2,738	\$2,958	\$3,058	1.02	\$4,623	\$4,880	\$4,997

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
105.3%	98.3%	88.1%	107.9%	102.8%	93.9%
105.3%	95.8%	88.1%	107.9%	100.9%	93.9%
105.3%	96.4%	88.1%	107.9%	101.4%	93.9%
105.1%	96.4%	88.0%	107.8%	101.3%	93.8%
105.2%	96.8%	88.1%	107.9%	101.7%	93.8%
105.2%	96.8%	88.1%	107.9%	101.7%	93.8%

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0103 OFFICE SPECIALIST 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-ClackCo	631		Office Specialist 1		12	\$3,256	\$3,265	\$4,095	0.89	\$5,467	\$5,478	\$6,500	
2020-OR-JackCo	033		Office Assistant III		48	\$2,609	\$3,040	\$3,394	1.01	\$5,018	\$5,549	\$5,985	
2020-OR-LaneCo	A005		Office Assistant 2		95	\$2,806	\$3,247	\$3,890	0.97	\$5,127	\$5,668	\$6,458	
2020-OR-MarionCo	011		Office Specialist 2		38	\$2,834	\$3,381	\$3,793	1.02	\$5,000	\$5,672	\$6,179	
2020-OR-MultCo	6001		Office Assistant 2		241	\$3,292	\$3,686	\$4,021	1.01	\$5,627	\$6,110	\$6,522	
2020-OR-WashCo	001		Administrative Specialist I		1	\$3,261	\$3,962	\$3,962	1.10	\$5,255	\$6,089	\$6,088	
2020-WA-ClarkCo	500		Office Assistant I		0	\$2,505		\$3,198		\$4,357		\$5,191	
2020-WA-KingCo	4200100		Administrative Office Assistant		0	\$3,123		\$3,963		\$5,425		\$6,435	
<b>County Market Average</b>					435	\$3,068	\$3,481	\$3,904	1.00	\$5,388	\$5,896	\$6,414	
2020-CompAnalyst	OF13000011		General Clerk II		1	\$2,600	\$3,158	\$3,867	0.98	\$4,026	\$4,664	\$5,473	
2020-MIL-OPES	04.02		Office Support Specialist - Intermediate	27	525	\$3,287	\$3,884	\$4,349	1.02	\$5,302	\$6,017	\$6,573	
2020-MIL-PACS	01.02		Office Assistant - Intermediate	30	436	\$2,912	\$3,702	\$4,063	1.06	\$4,382	\$5,285	\$5,698	
2020-TwrsWtsn	AAS000-U1		Administrative Services Generalist/Multidiscipline	11	21		\$3,176		0.98		\$4,684		
<b>Purchased Market Average</b>					68	983	\$3,115	\$3,787	\$4,218	1.04	\$4,881	\$5,662	\$6,173
2020-ST-NV	02.213		ADMIN ASSISTANT 1		399	\$2,591	\$2,891	\$3,725	0.92	\$3,948	\$4,302	\$5,288	
<b>State Market Average</b>					399	\$2,591	\$2,891	\$3,725	0.92	\$3,948	\$4,302	\$5,288	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					68	1,817	\$2,987	\$3,517	\$4,032	1.00	\$4,797	\$5,419	\$6,035

OREGON COMPARISON TO MARKET 0103-Office Specialist 1

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
AAON	AFSCME AT DOC SECURITY PLUS	A	P	11	10	\$2,787	\$3,435	\$3,852	1.03	\$4,681	\$5,437	\$5,923
AP	AFSCME DOC BD PAROL PST PRISON	A	P	11	1	\$2,787	\$3,677	\$3,558	1.16	\$4,681	\$5,719	\$5,580
<b>Corrections Wtd Average</b>					11	\$2,787	\$3,457	\$3,825	1.05	\$4,681	\$5,463	\$5,892
AD	AFSCME AT ENVIRONMENTAL QUAL	A	P	13C	3	\$2,738	\$3,448	\$3,817	1.05	\$4,624	\$5,452	\$5,882
AI	AFSCME AT LONGTERM CARE OMBUDS	A	P	13C	1	\$2,738	\$3,640	\$3,817	1.11	\$4,624	\$5,676	\$5,882

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
93.3%	97.7%	95.5%	97.6%	100.3%	98.1%
93.3%	104.5%	88.2%	97.6%	105.5%	92.5%
93.3%	98.3%	94.9%	97.6%	100.8%	97.6%
91.7%	98.0%	94.7%	96.4%	100.6%	97.5%
91.7%	103.5%	94.7%	96.4%	104.7%	97.5%



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0103-Office Specialist 1 (Continued)

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	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
AL	AFSCME AT LIQUOR CONTROL COMM	A	P	13C	1	\$2,738	\$3,196	\$3,817	0.98	\$4,624	\$5,158	\$5,882	91.7%	90.9%	94.7%	96.4%	95.2%	97.5%
AO	AFSCME OR ST POLICE-SUPP UNIT	A	P	13C	3	\$2,738	\$3,492	\$3,817	1.07	\$4,624	\$5,503	\$5,882	91.7%	99.3%	94.7%	96.4%	101.5%	97.5%
AS	OR PUB SAFETY ASSOC AT DPSST	A	P	13C	2	\$2,738	\$3,476	\$3,817	1.06	\$4,624	\$5,484	\$5,882	91.7%	98.8%	94.7%	96.4%	101.2%	97.5%
AU	AFSCME AT MILITARY	A	P	13C	1	\$2,738	\$3,640	\$3,817	1.11	\$4,624	\$5,676	\$5,882	91.7%	103.5%	94.7%	96.4%	104.7%	97.5%
AW	AFSCME AT EMPLOYMENT/HEARINGS	A	P	13C	1	\$2,738	\$3,476	\$3,817	1.06	\$4,624	\$5,484	\$5,882	91.7%	98.8%	94.7%	96.4%	101.2%	97.5%
AX	AFSCME AT STATE LANDS	A	P	13C	2	\$2,738	\$3,243	\$3,817	0.99	\$4,624	\$5,213	\$5,882	91.7%	92.2%	94.7%	96.4%	96.2%	97.5%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	13	43	\$2,738	\$3,250	\$3,642	1.02	\$4,624	\$5,221	\$5,678	91.7%	92.4%	90.3%	96.4%	96.3%	94.1%
OAI	SEIU STRIKEABLE INST COALITION	A	P	13	2	\$2,738	\$3,482	\$3,642	1.09	\$4,624	\$5,491	\$5,678	91.7%	99.0%	90.3%	96.4%	101.3%	94.1%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	13	101	\$2,738	\$3,252	\$3,642	1.02	\$4,624	\$5,223	\$5,678	91.7%	92.5%	90.3%	96.4%	96.4%	94.1%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	13	84	\$2,738	\$3,214	\$3,642	1.01	\$4,624	\$5,179	\$5,678	91.7%	91.4%	90.3%	96.4%	95.6%	94.1%
OBO	SEIU SEAS-STRKE ODOT COALITION	A	P	13	1	\$2,738	\$2,825	\$3,642	0.89	\$4,624	\$4,725	\$5,678	91.7%	80.3%	90.3%	96.4%	87.2%	94.1%
UA	UNREPRESENTED	A	P	13	10	\$2,735	\$3,207	\$3,640	1.01	\$4,620	\$5,171	\$5,676	91.6%	91.2%	90.3%	96.3%	95.4%	94.0%
<b>Non-Corrections/Non-Management Wtd Average</b>					255	\$2,738	\$3,248	\$3,652	1.02	\$4,624	\$5,218	\$5,689	91.7%	92.3%	90.6%	96.4%	96.3%	94.3%
<b>STATEWIDE Weighted Average</b>					266	\$2,740	\$3,257	\$3,659	1.02	\$4,626	\$5,228	\$5,698	91.7%	92.6%	90.7%	96.4%	96.5%	94.4%

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0104 OFFICE SPECIALIST 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-ClackCo	632		Office Specialist 2		60	\$3,572	\$4,174	\$4,503	1.03	\$5,856	\$6,596	\$7,001	
2020-OR-DescCo	1011		Administrative Support Assistant		0	\$2,824		\$3,785		\$5,011		\$6,194	
2020-OR-JackCo	034		Office Assistant IV		16	\$2,936	\$3,646	\$3,839	1.08	\$5,421	\$6,295	\$6,533	
2020-OR-LaneCo	A006		Office Assistant, Sr		38	\$3,106	\$3,816	\$4,300	1.03	\$5,496	\$6,368	\$6,962	
2020-OR-MarionCo	012		Office Specialist 3		30	\$3,089	\$3,807	\$4,134	1.05	\$5,313	\$6,197	\$6,600	
2020-OR-MultCo	6002		Office Assistant Senior		119	\$3,796	\$4,304	\$4,649	1.02	\$6,245	\$6,869	\$7,292	
2020-WA-ClarkCo	503		Office Assistant II		96	\$2,882	\$3,168	\$3,676	0.97	\$4,810	\$5,155	\$5,765	
2020-WA-KingCo	4201100		Administrative Specialist I		113	\$3,377	\$3,426	\$4,302	0.89	\$5,731	\$5,789	\$6,844	
2020-WA-ThrstnCo	0111		OFFICE ASSISTANT II		5	\$3,011	\$2,688	\$4,006	0.77	\$4,923	\$4,533	\$6,119	
<b>County Market Average</b>					477	\$3,347	\$3,742	\$4,257	0.98	\$5,625	\$6,108	\$6,733	
2020-CompAnalyst	OF13000012		General Clerk III		1	\$3,067	\$3,667	\$4,667	0.95	\$4,559	\$5,245	\$6,388	
2020-MIL-OPES	04.03		Office Support Specialist - Senior	27	722	\$3,689	\$4,514	\$4,942	1.05	\$5,783	\$6,771	\$7,282	
2020-MIL-PACS	01.03		Office Assistant - Senior	21	300	\$3,348	\$4,265	\$4,855	1.04	\$4,881	\$5,929	\$6,603	
2020-TwrsWtsn	AAS000-U2		Administrative Services Generalist/Multidiscipline	12	53		\$3,469		0.94		\$5,018		
<b>Purchased Market Average</b>					60	1,076	\$3,587	\$4,393	\$4,916	1.04	\$5,513	\$6,448	\$7,080
2020-ST-CA	1138	A	OFFICE TECHNICIAN (GENERAL)		540	\$2,764	\$3,253	\$3,463	1.04	\$4,513	\$5,097	\$5,348	
2020-ST-ID	01239		OFFICE SPECIALIST 2		122	\$2,156	\$2,640	\$3,854	0.88	\$3,551	\$4,129	\$5,581	
2020-ST-NV	02.212		ADMIN ASSISTANT 2		604	\$2,803	\$3,206	\$4,055	0.93	\$4,198	\$4,675	\$5,679	
<b>State Market Average</b>					1,266	\$2,724	\$3,171	\$3,783	0.98	\$4,270	\$4,802	\$5,529	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					60	2,819	\$3,149	\$3,734	\$4,281	1.00	\$4,961	\$5,651	\$6,306

OREGON COMPARISON TO MARKET		0104-Office Specialist 2		MARKET COMPARISONS														
				SALARY			Group Compa-Ratio Sum Base / Sum 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		
Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SR Min	Emp Avg	SR Max	Group Compa-Ratio Sum Base / Sum 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
AAON	AFSCME AT DOC SECURITY PLUS	A	P	15	165	\$3,229	\$4,203	\$4,631	1.07	\$5,196	\$6,333	\$6,832	102.6%	112.6%	108.2%	104.7%	112.1%	108.3%
AP	AFSCME DOC BD PAROL PST PRISON	A	P	15	1	\$3,229	\$4,029	\$4,634	1.02	\$5,196	\$6,129	\$6,835	102.6%	107.9%	108.2%	104.7%	108.5%	108.4%

2020 Oregon Salary and Benefit Report

Data Effective Date: 07/01/2020

0104-Office Specialist 2 (Continued)

						MARKET COMPARISONS												
Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum 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
CP	AOCE AT DOC NONSECURITY	A	P	15	19	\$3,229	\$4,201	\$4,625	1.07	\$5,196	\$6,330	\$6,825	102.6%	112.5%	108.0%	104.7%	112.0%	108.2%
<b>Corrections Wtd Average</b>					185	\$3,229	\$4,202	\$4,630	1.07	\$5,196	\$6,332	\$6,831	102.6%	112.5%	108.2%	104.7%	112.0%	108.3%
MMN	MGT SVC NONSUPERVISORY	A	P	15	2	\$2,872	\$3,929	\$4,113	1.12	\$4,780	\$6,013	\$6,227	91.2%	105.2%	96.1%	96.3%	106.4%	98.7%
<b>Management Wtd Average</b>					2	\$2,872	\$3,929	\$4,113	1.12	\$4,780	\$6,013	\$6,227	91.2%	105.2%	96.1%	96.3%	106.4%	98.7%
AB	AFSCME AT CONST CONTRACTORS BD	A	P	15C	3	\$2,792	\$3,649	\$4,099	1.06	\$4,687	\$5,687	\$6,211	88.7%	97.7%	95.7%	94.5%	100.6%	98.5%
AD	AFSCME AT ENVIRONMENTAL QUAL	A	P	15C	23	\$2,792	\$3,521	\$4,099	1.02	\$4,687	\$5,536	\$6,211	88.7%	94.3%	95.7%	94.5%	98.0%	98.5%
AF	AFSCME AT OSP FIRE MARSHAL	A	P	15C	5	\$2,792	\$3,301	\$4,099	0.96	\$4,687	\$5,280	\$6,211	88.7%	88.4%	95.7%	94.5%	93.4%	98.5%
AG	AFSCME AT LAND CONSERV DVLPMNT	A	P	15C	1	\$2,792	\$3,557	\$4,099	1.03	\$4,687	\$5,579	\$6,211	88.7%	95.3%	95.7%	94.5%	98.7%	98.5%
AL	AFSCME AT LIQUOR CONTROL COMM	A	P	15C	9	\$2,792	\$3,168	\$4,099	0.92	\$4,687	\$5,126	\$6,211	88.7%	84.9%	95.7%	94.5%	90.7%	98.5%
AMG	AFSCME AT DHS STAB&CRISIS UNIT	A	P	15C	11	\$2,792	\$3,538	\$4,099	1.03	\$4,687	\$5,557	\$6,211	88.7%	94.8%	95.7%	94.5%	98.3%	98.5%
AO	AFSCME OR ST POLICE-SUPP UNIT	A	P	15C	33	\$2,792	\$3,522	\$4,099	1.02	\$4,687	\$5,538	\$6,211	88.7%	94.3%	95.7%	94.5%	98.0%	98.5%
AS	OR PUB SAFETY ASSOC AT DPSST	A	P	15C	9	\$2,792	\$3,420	\$4,099	0.99	\$4,687	\$5,419	\$6,211	88.7%	91.6%	95.7%	94.5%	95.9%	98.5%
AT	AFSCME AT DCBS BUILDING CODES	A	P	15C	7	\$2,792	\$3,590	\$4,099	1.04	\$4,687	\$5,617	\$6,211	88.7%	96.1%	95.7%	94.5%	99.4%	98.5%
AU	AFSCME AT MILITARY	A	P	15C	7	\$2,792	\$3,342	\$4,099	0.97	\$4,687	\$5,329	\$6,211	88.7%	89.5%	95.7%	94.5%	94.3%	98.5%
AV	AFSCME MILITRY OREG EMERG MGMT	A	P	15C	1	\$2,792	\$2,892	\$4,099	0.84	\$4,687	\$4,803	\$6,211	88.7%	77.5%	95.7%	94.5%	85.0%	98.5%
AX	AFSCME AT STATE LANDS	A	P	15C	3	\$2,792	\$3,731	\$4,099	1.08	\$4,687	\$5,782	\$6,211	88.7%	99.9%	95.7%	94.5%	102.3%	98.5%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	15	602	\$2,738	\$3,385	\$4,002	1.00	\$4,624	\$5,378	\$6,098	87.0%	90.7%	93.5%	93.2%	95.2%	96.7%
OAI	SEIU STRIKEABLE INST COALITION	A	P	15	68	\$2,738	\$3,526	\$4,002	1.05	\$4,624	\$5,543	\$6,098	87.0%	94.4%	93.5%	93.2%	98.1%	96.7%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	15	239	\$2,738	\$3,582	\$4,002	1.06	\$4,624	\$5,608	\$6,098	87.0%	95.9%	93.5%	93.2%	99.2%	96.7%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	15	255	\$2,738	\$3,502	\$4,002	1.04	\$4,624	\$5,515	\$6,098	87.0%	93.8%	93.5%	93.2%	97.6%	96.7%
UA	UNREPRESENTED	A	P	15	14	\$2,735	\$3,557	\$3,999	1.06	\$4,620	\$5,579	\$6,095	86.9%	95.3%	93.4%	93.1%	98.7%	96.6%
<b>Non-Corrections/Non-Management Wtd Average</b>					1,290	\$2,743	\$3,462	\$4,010	1.03	\$4,629	\$5,468	\$6,108	87.1%	92.7%	93.7%	93.3%	96.8%	96.8%
<b>STATEWIDE Weighted Average</b>					1,477	\$2,804	\$3,555	\$4,088	1.03	\$4,700	\$5,577	\$6,199	89.0%	95.2%	95.5%	94.7%	98.7%	98.3%

0107 ADMINISTRATIVE SPECIALIST 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-ClackCo	621		Administrative Specialist 1		17	\$4,097	\$4,503	\$5,169	0.97	\$6,502	\$7,001	\$7,821	
2020-OR-JackCo	01010		Administrative Assistant I		2	\$3,663	\$4,145	\$4,671	0.99	\$6,315	\$6,910	\$7,558	
2020-OR-LaneCo	N7012		Administrative Support Tech		3	\$2,967	\$3,433	\$4,363	0.94	\$5,325	\$5,897	\$7,039	
2020-OR-WashCo	002		Administrative Specialist II		118	\$3,784	\$4,344	\$4,600	1.04	\$5,877	\$6,543	\$6,847	
2020-WA-KingCo	4201200		Administrative Specialist II		262	\$3,761	\$4,159	\$4,778	0.97	\$6,193	\$6,672	\$7,416	
<b>County Market Average</b>					402	\$3,775	\$4,222	\$4,739	0.99	\$6,107	\$6,643	\$7,264	
2020-CompAnalyst	OF13000002		Administrative Assistant II		1	\$3,158	\$4,050	\$4,808	1.02	\$4,664	\$5,683	\$6,549	
2020-MIL-PACS	01.09		Administrative Assistant - Entry	20	141	\$3,057	\$3,605	\$4,453	0.96	\$4,548	\$5,174	\$6,143	
2020-TwrsWtsn	AAS041-U2		Secretarial/Administrative Assistance	23	114		\$4,095		1.01		\$5,735		
<b>Purchased Market Average</b>					43	256	\$3,058	\$3,825	\$4,455	0.98	\$4,549	\$5,425	\$6,146
2020-ST-CA	5361	A	ADMINISTRATIVE ASSISTANT I		106	\$3,833	\$4,528	\$4,799	1.05	\$5,789	\$6,619	\$6,942	
2020-ST-NV	02.211		ADMIN ASSISTANT 3		339	\$3,036	\$3,601	\$4,422	0.97	\$4,473	\$5,142	\$6,113	
2020-ST-WA	1071		PROGRAM SPECIALIST 2		125	\$3,127	\$3,948	\$4,069	1.10	\$4,923	\$5,911	\$6,056	
<b>State Market Average</b>						570	\$3,213	\$3,849	\$4,415	1.01	\$4,835	\$5,585	\$6,263
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					43	1,228	\$3,401	\$3,966	\$4,540	1.00	\$5,269	\$5,898	\$6,618

OREGON COMPARISON TO MARKET  
0107-Administrative Specialist 1

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
AAON	AFSCME AT DOC SECURITY PLUS	A	P	17	31	\$3,521	\$4,565	\$5,065	1.06	\$5,537	\$6,754	\$7,338
AP	AFSCME DOC BD PAROL PST PRISON	A	P	17	4	\$3,521	\$4,802	\$5,093	1.11	\$5,537	\$7,031	\$7,371
CP	AOCE AT DOC NONSECURITY	A	P	17	2	\$3,533	\$4,828	\$5,047	1.13	\$5,551	\$7,061	\$7,317
<b>Corrections Wtd Average</b>					37	\$3,522	\$4,605	\$5,067	1.07	\$5,538	\$6,801	\$7,340
MMC	MGT SVC NSUPV CONFIDENTIAL	A	P	17	3	\$3,109	\$4,183	\$4,539	1.09	\$5,056	\$6,309	\$6,724
MMN	MGT SVC NONSUPERVISORY	A	P	17	1	\$3,109	\$3,737	\$4,539	0.98	\$5,056	\$5,789	\$6,724
<b>Management Wtd Average</b>					4	\$3,109	\$4,072	\$4,539	1.06	\$5,056	\$6,179	\$6,724

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
103.5%	115.1%	111.6%	105.1%	114.5%	110.9%
103.5%	121.1%	112.2%	105.1%	119.2%	111.4%
103.9%	121.7%	111.2%	105.4%	119.7%	110.6%
103.5%	116.1%	111.6%	105.1%	115.3%	110.9%
91.4%	105.5%	100.0%	96.0%	107.0%	101.6%
91.4%	94.2%	100.0%	96.0%	98.1%	101.6%
91.4%	102.7%	100.0%	96.0%	104.8%	101.6%

0107-Administrative Specialist 1 (Continued)

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	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
AD	AFSCME AT ENVIRONMENTAL QUAL	A	P	17Q	20	\$2,943	\$3,927	\$4,384	1.07	\$4,863	\$6,011	\$6,544	86.5%	99.0%	96.6%	92.3%	101.9%	98.9%
AF	AFSCME AT OSP FIRE MARSHAL	A	P	17	4	\$2,943	\$3,960	\$4,384	1.08	\$4,863	\$6,049	\$6,544	86.5%	99.8%	96.6%	92.3%	102.6%	98.9%
AL	AFSCME AT LIQUOR CONTROL COMM	A	P	17	20	\$2,943	\$3,740	\$4,384	1.02	\$4,863	\$5,793	\$6,544	86.5%	94.3%	96.6%	92.3%	98.2%	98.9%
AO	AFSCME OR ST POLICE-SUPP UNIT	A	P	17Q	31	\$2,943	\$3,938	\$4,384	1.07	\$4,863	\$6,023	\$6,544	86.5%	99.3%	96.6%	92.3%	102.1%	98.9%
AR	AFSCME AT REAL ESTATE AGENCY	A	P	17	1	\$2,943	\$3,479	\$4,384	0.95	\$4,863	\$5,488	\$6,544	86.5%	87.7%	96.6%	92.3%	93.0%	98.9%
AS	OR PUB SAFETY ASSOC AT DPSST	A	P	17	6	\$2,943	\$3,986	\$4,384	1.09	\$4,863	\$6,079	\$6,544	86.5%	100.5%	96.6%	92.3%	103.1%	98.9%
AT	AFSCME AT DCBS BUILDING CODES	A	P	17	5	\$2,943	\$4,191	\$4,384	1.14	\$4,863	\$6,318	\$6,544	86.5%	105.7%	96.6%	92.3%	107.1%	98.9%
AU	AFSCME AT MILITARY	A	P	17Q	5	\$2,943	\$3,423	\$4,384	0.93	\$4,863	\$5,423	\$6,544	86.5%	86.3%	96.6%	92.3%	91.9%	98.9%
AV	AFSCME MILITRY OREG EMERG MGMT	A	P	17Q	2	\$2,943	\$4,191	\$4,384	1.14	\$4,863	\$6,318	\$6,544	86.5%	105.7%	96.6%	92.3%	107.1%	98.9%
AW	AFSCME AT EMPLOYMENT/HEARINGS	A	P	17	1	\$2,943	\$4,191	\$4,384	1.14	\$4,863	\$6,318	\$6,544	86.5%	105.7%	96.6%	92.3%	107.1%	98.9%
AX	AFSCME AT STATE LANDS	A	P	17	7	\$2,943	\$3,855	\$4,384	1.05	\$4,863	\$5,927	\$6,544	86.5%	97.2%	96.6%	92.3%	100.5%	98.9%
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	17	1	\$2,840	\$3,996	\$4,403	1.10	\$4,743	\$6,091	\$6,566	83.5%	100.7%	97.0%	90.0%	103.3%	99.2%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	17	241	\$2,945	\$3,875	\$4,387	1.06	\$4,865	\$5,950	\$6,547	86.6%	97.7%	96.6%	92.3%	100.9%	98.9%
OAI	SEIU STRIKEABLE INST COALITION	A	P	17	44	\$2,945	\$3,924	\$4,387	1.07	\$4,865	\$6,007	\$6,547	86.6%	98.9%	96.6%	92.3%	101.9%	98.9%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	17	112	\$2,945	\$3,996	\$4,387	1.09	\$4,865	\$6,091	\$6,547	86.6%	100.7%	96.6%	92.3%	103.3%	98.9%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	17	131	\$2,945	\$3,891	\$4,387	1.06	\$4,865	\$5,968	\$6,547	86.6%	98.1%	96.6%	92.3%	101.2%	98.9%
UA	UNREPRESENTED	A	P	17	22	\$2,943	\$3,960	\$4,383	1.08	\$4,863	\$6,049	\$6,542	86.5%	99.8%	96.5%	92.3%	102.6%	98.9%
<b>Non-Corrections/Non-Management Wtd Average</b>					653	\$2,944	\$3,907	\$4,386	1.07	\$4,864	\$5,987	\$6,546	86.6%	98.5%	96.6%	92.3%	101.5%	98.9%
<b>STATEWIDE Weighted Average</b>					694	\$2,976	\$3,945	\$4,424	1.07	\$4,901	\$6,032	\$6,590	87.5%	99.5%	97.4%	93.0%	102.3%	99.6%

0108 ADMINISTRATIVE SPECIALIST 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-ClackCo	622		Administrative Specialist 2		21	\$4,483	\$5,210	\$5,688	1.02	\$6,977	\$7,872	\$8,460	
2020-OR-DescCo	9035		ADMINISTRATIVE ASSISTANT		8	\$4,173	\$4,789	\$5,592	0.98	\$6,671	\$7,429	\$8,418	
2020-OR-JackCo	01011		Administrative Assistant II		13	\$3,907	\$4,430	\$4,990	1.00	\$6,616	\$7,260	\$7,950	
2020-OR-LaneCo	C004		Administrative Assistant		16	\$3,468	\$4,313	\$4,798	1.04	\$5,941	\$6,977	\$7,573	
2020-OR-MarionCo	025		Administrative Assistant		3	\$3,689	\$4,076	\$4,942	0.94	\$6,051	\$6,528	\$7,593	
2020-OR-MultCo	6033		Administrative Analyst		18	\$5,214	\$6,003	\$6,398	1.03	\$7,985	\$8,953	\$9,438	
2020-OR-WashCo	003		Administrative Specialist, Senior		37	\$4,179	\$4,910	\$5,080	1.06	\$6,347	\$7,214	\$7,417	
2020-WA-ClarkCo	507		Administrative Assistant		0	\$3,522		\$4,503		\$5,580		\$6,761	
2020-WA-KingCo	4201300		Administrative Specialist III		135	\$4,160	\$4,876	\$5,278	1.03	\$6,673	\$7,535	\$8,018	
2020-WA-ThrstnCo	0330		ADMINISTRATIVE ASSISTANT I		14	\$3,660	\$4,159	\$4,869	0.98	\$5,703	\$6,304	\$7,158	
<b>County Market Average</b>					265	\$4,172	\$4,878	\$5,297	1.03	\$6,631	\$7,486	\$7,992	
2020-CompAnalyst	OF13000003		Administrative Assistant III		1	\$3,842	\$4,958	\$5,792	1.03	\$5,445	\$6,721	\$7,673	
2020-MIL-PACS	01.10		Administrative Assistant - Intermediate		41	344	\$3,363	\$4,183	\$4,985	1.00	\$4,898	\$5,835	\$6,752
2020-TwrsWtsn	AAS041-U3		Secretarial/Administrative Assistance		20	94		\$4,592	1.02		\$6,302		
<b>Purchased Market Average</b>					61	439	\$3,365	\$4,273	\$4,988	1.00	\$4,900	\$5,937	\$6,754
2020-ST-CA	5358	A	ADMINISTRATIVE ASSISTANT II		86	\$4,610	\$5,537	\$5,771	1.07	\$6,716	\$7,823	\$8,102	
2020-ST-ID	05272		MANAGEMENT ASSISTANT		104	\$3,276	\$4,120	\$5,848	0.90	\$4,890	\$5,900	\$7,967	
2020-ST-NV	02.210		ADMIN ASSISTANT 4		286	\$3,296	\$3,958	\$4,817	0.98	\$4,781	\$5,564	\$6,580	
<b>State Market Average</b>					476	\$3,529	\$4,279	\$5,214	0.98	\$5,154	\$6,045	\$7,158	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					61	1,180	\$3,640	\$4,411	\$5,166	1.00	\$5,446	\$6,329	\$7,244

OREGON COMPARISON TO MARKET		0108-Administrative Specialist 2		MARKET COMPARISONS														
				SALARY			Group Compa-Ratio Sum Base / Sum 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		
Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SR Min	Emp Avg	SR Max	Group Compa-Ratio Sum Base / Sum 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
AAON	AFSCME AT DOC SECURITY PLUS	A	P	19	50	\$3,850	\$5,064	\$5,556	1.08	\$5,921	\$7,337	\$7,911	105.8%	114.8%	107.5%	108.7%	115.9%	109.2%
AP	AFSCME DOC BD PAROL PST PRISON	A	P	19	6	\$3,850	\$5,185	\$5,567	1.10	\$5,921	\$7,477	\$7,923	105.8%	117.5%	107.8%	108.7%	118.1%	109.4%



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0108-Administrative Specialist 2 (Continued)

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	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
CP	AOCE AT DOC NONSECURITY	A	P	19	2	\$3,857	\$5,170	\$5,551	1.10	\$5,929	\$7,460	\$7,905	106.0%	117.2%	107.4%	108.9%	117.9%	109.1%
<b>Corrections Wtd Average</b>					58	\$3,850	\$5,080	\$5,557	1.08	\$5,921	\$7,356	\$7,912	105.8%	115.2%	107.6%	108.7%	116.2%	109.2%
MENN	EXEC SVC NONSUPERVISORY	A	P	20	4	\$3,561	\$4,990	\$5,237	1.13	\$5,584	\$7,250	\$7,539	97.8%	113.1%	101.4%	102.5%	114.6%	104.1%
MMC	MGT SVC NSUPV CONFIDENTIAL	A	P	20	2	\$3,561	\$4,650	\$5,237	1.06	\$5,584	\$6,854	\$7,539	97.8%	105.4%	101.4%	102.5%	108.3%	104.1%
MMN	MGT SVC NONSUPERVISORY	A	P	20	3	\$3,561	\$4,915	\$5,237	1.12	\$5,584	\$7,163	\$7,539	97.8%	111.4%	101.4%	102.5%	113.2%	104.1%
<b>Management Wtd Average</b>					9	\$3,561	\$4,890	\$5,237	1.11	\$5,584	\$7,133	\$7,539	97.8%	110.8%	101.4%	102.5%	112.7%	104.1%
AB	AFSCME AT CONST CONTRACTORS BD	A	P	20	4	\$3,332	\$4,776	\$5,054	1.14	\$5,317	\$7,001	\$7,325	91.5%	108.3%	97.8%	97.6%	110.6%	101.1%
AD	AFSCME AT ENVIRONMENTAL QUAL	A	P	20	3	\$3,332	\$4,551	\$5,054	1.09	\$5,317	\$6,738	\$7,325	91.5%	103.2%	97.8%	97.6%	106.5%	101.1%
AF	AFSCME AT OSP FIRE MARSHAL	A	P	20Q	4	\$3,332	\$4,620	\$5,054	1.10	\$5,317	\$6,819	\$7,325	91.5%	104.7%	97.8%	97.6%	107.7%	101.1%
AG	AFSCME AT LAND CONSERV DVLPMT	A	P	20	2	\$3,332	\$3,817	\$5,054	0.91	\$5,317	\$5,882	\$7,325	91.5%	86.5%	97.8%	97.6%	92.9%	101.1%
AI	AFSCME AT LONGTERM CARE OMBUDS	A	P	20	3	\$3,332	\$4,337	\$5,054	1.03	\$5,317	\$6,489	\$7,325	91.5%	98.3%	97.8%	97.6%	102.5%	101.1%
AL	AFSCME AT LIQUOR CONTROL COMM	A	P	20Q	8	\$3,332	\$4,487	\$5,054	1.07	\$5,317	\$6,663	\$7,325	91.5%	101.7%	97.8%	97.6%	105.3%	101.1%
AMG	AFSCME AT DHS STAB&CRISIS UNIT	A	P	20	1	\$3,332	\$3,817	\$5,054	0.91	\$5,317	\$5,882	\$7,325	91.5%	86.5%	97.8%	97.6%	92.9%	101.1%
AO	AFSCME OR ST POLICE-SUPP UNIT	A	P	20	19	\$3,332	\$4,385	\$5,054	1.05	\$5,317	\$6,544	\$7,325	91.5%	99.4%	97.8%	97.6%	103.4%	101.1%
AR	AFSCME AT REAL ESTATE AGENCY	A	P	20	1	\$3,332	\$4,001	\$5,054	0.95	\$5,317	\$6,097	\$7,325	91.5%	90.7%	97.8%	97.6%	96.3%	101.1%
AS	OR PUB SAFETY ASSOC AT DPSST	A	P	20	2	\$3,332	\$4,041	\$5,054	0.96	\$5,317	\$6,143	\$7,325	91.5%	91.6%	97.8%	97.6%	97.1%	101.1%
AT	AFSCME AT DCBS BUILDING CODES	A	P	20	4	\$3,332	\$4,161	\$5,054	0.99	\$5,317	\$6,284	\$7,325	91.5%	94.3%	97.8%	97.6%	99.3%	101.1%
AU	AFSCME AT MILITARY	A	P	20	1	\$3,332	\$3,640	\$5,054	0.87	\$5,317	\$5,676	\$7,325	91.5%	82.5%	97.8%	97.6%	89.7%	101.1%
AX	AFSCME AT STATE LANDS	A	P	20Q	2	\$3,332	\$4,605	\$5,054	1.10	\$5,317	\$6,801	\$7,325	91.5%	104.4%	97.8%	97.6%	107.5%	101.1%
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	20	3	\$3,288	\$4,343	\$5,099	1.04	\$5,265	\$6,496	\$7,378	90.3%	98.5%	98.7%	96.7%	102.6%	101.8%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	20	217	\$3,334	\$4,343	\$5,056	1.04	\$5,319	\$6,495	\$7,327	91.6%	98.4%	97.9%	97.7%	102.6%	101.1%
OAI	SEIU STRIKEABLE INST COALITION	A	P	20	11	\$3,334	\$4,420	\$5,056	1.05	\$5,319	\$6,586	\$7,327	91.6%	100.2%	97.9%	97.7%	104.1%	101.1%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	20	61	\$3,334	\$4,483	\$5,056	1.07	\$5,319	\$6,659	\$7,327	91.6%	101.6%	97.9%	97.7%	105.2%	101.1%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	20	148	\$3,334	\$4,464	\$5,056	1.06	\$5,319	\$6,636	\$7,327	91.6%	101.2%	97.9%	97.7%	104.9%	101.1%
SC	OSPOA CLASSIFIED	A	P	20	13	\$3,332	\$4,583	\$5,054	1.09	\$5,317	\$6,776	\$7,325	91.5%	103.9%	97.8%	97.6%	107.1%	101.1%
UA	UNREPRESENTED	A	P	20	29	\$3,332	\$4,489	\$5,054	1.07	\$5,317	\$6,666	\$7,325	91.5%	101.8%	97.8%	97.6%	105.3%	101.1%

0108-Administrative Specialist 2 (Continued)

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	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
<b>Non-Corrections/Non-Management Wtd Average</b>					536	\$3,333	\$4,411	\$5,056	1.05	\$5,318	\$6,575	\$7,327	91.6%	100.0%	97.9%	97.6%	103.9%	101.1%
<b>STATEWIDE Weighted Average</b>					603	\$3,386	\$4,483	\$5,107	1.06	\$5,380	\$6,659	\$7,387	93.0%	101.6%	98.8%	98.8%	105.2%	102.0%

0110 LEGAL SECRETARY

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-ClackCo	016		Legal Secretary		6	\$3,569	\$4,309	\$4,492	1.07	\$5,853	\$6,763	\$6,988	
2020-OR-DescCo	1070		Trial Assistant I		0	\$3,605		\$4,830		\$5,972		\$7,481	
2020-OR-JackCo	195		Legal Assistant II		11	\$3,203	\$3,518	\$4,198	0.95	\$5,750	\$6,138	\$6,975	
2020-OR-LaneCo	A014		Legal Secretary 1		3	\$2,921	\$3,033	\$4,046	0.87	\$5,268	\$5,406	\$6,649	
2020-OR-MarionCo	017		Legal Secretary 2		13	\$3,689	\$3,909	\$4,942	0.91	\$6,051	\$6,323	\$7,593	
2020-WA-ClarkCo	504		Legal Secretary I		0	\$3,045		\$3,882		\$5,007		\$6,014	
2020-WA-KingCo	4204100		Legal Secretary		8	\$4,485	\$4,639	\$5,685	0.91	\$7,064	\$7,250	\$8,508	
2020-WA-ThrstrnCo	0315		LEGAL ASSISTANT I		7	\$3,320	\$3,181	\$4,416	0.82	\$5,294	\$5,127	\$6,613	
<b>County Market Average</b>					48	\$3,583	\$3,830	\$4,692	0.92	\$5,948	\$6,258	\$7,303	
2020-CompAnalyst	LE11000043		Legal Secretary I		70	\$3,308	\$4,208	\$5,125	1.00	\$4,835	\$5,864	\$6,911	
2020-MIL-OPES	08.01		Legal Secretary		10	\$3,958	\$4,606	\$5,454	0.98	\$6,105	\$6,881	\$7,895	
2020-MIL-PACS	04.21		Legal Secretary		15	\$4,069	\$5,291	\$5,692	1.08	\$5,705	\$7,101	\$7,560	
<b>Purchased Market Average</b>					95	\$3,545	\$4,485	\$5,284	1.02	\$5,166	\$6,245	\$7,163	
2020-ST-CA	1282	B	LEGAL SECRETARY		446	\$3,342	\$4,025	\$4,186	1.07	\$5,204	\$6,018	\$6,210	
2020-ST-NV	02.153		LEGAL SECRETARY 2		81	\$3,296	\$4,037	\$4,817	1.00	\$4,781	\$5,658	\$6,580	
2020-ST-WA	425F		LEGAL ASSISTANT 2		85	\$3,016	\$3,858	\$3,920	1.11	\$4,789	\$5,802	\$5,877	
<b>State Market Average</b>					612	\$3,291	\$4,004	\$4,232	1.07	\$5,090	\$5,941	\$6,213	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					95	1,324	\$3,429	\$4,239	\$4,776	1.04	\$5,161	\$6,105	\$6,730

OREGON COMPARISON TO MARKET  
0110-Legal Secretary

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
MMC	MGT SVC NSUPV CONFIDENTIAL	A	P	18	2	\$3,250	\$4,539	\$4,766	1.13	\$5,221	\$6,724	\$6,989
MMN	MGT SVC NONSUPERVISORY	A	P	18	1	\$3,250	\$4,310	\$4,766	1.08	\$5,221	\$6,457	\$6,989
<b>Management Wtd Average</b>					3	\$3,250	\$4,463	\$4,766	1.11	\$5,221	\$6,635	\$6,989
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	18	16	\$3,058	\$4,165	\$4,611	1.09	\$4,997	\$6,288	\$6,808

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
94.8%	107.1%	99.8%	101.2%	110.1%	103.9%
94.8%	101.7%	99.8%	101.2%	105.8%	103.9%
94.8%	105.3%	99.8%	101.2%	108.7%	103.9%
89.2%	98.3%	96.5%	96.8%	103.0%	101.2%

0110-Legal Secretary (Continued)

							MARKET COMPARISONS												
							SALARY			Group Compa-Ratio	SALARY AND BENEFITS			Salary			Salary and Benefits		
Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SR Min	Emp Avg	SR Max	Sum Base / Sum 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	
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	18	83	\$3,058	\$3,959	\$4,611	1.03	\$4,997	\$6,048	\$6,808	89.2%	93.4%	96.5%	96.8%	99.1%	101.2%	
<b>Non-Corrections/Non-Management Wtd Average</b>					99	\$3,058	\$3,993	\$4,611	1.04	\$4,997	\$6,087	\$6,808	89.2%	94.2%	96.5%	96.8%	99.7%	101.2%	
<b>STATEWIDE Weighted Average</b>					102	\$3,064	\$4,006	\$4,616	1.04	\$5,004	\$6,103	\$6,814	89.3%	94.5%	96.6%	97.0%	100.0%	101.3%	

0113 SUPPORT SERVICES SUPERVISOR 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-JackCo	01350		Supervisor I		8	\$4,323	\$5,203	\$5,512	1.06	\$7,129	\$8,212	\$8,593	
2020-OR-MultCo	6003		Clerical Unit Coordinator		3	\$4,266	\$5,117	\$5,214	1.08	\$6,822	\$7,866	\$7,985	
2020-WA-ClarkCo	510		Office Supervisor		2	\$4,081	\$4,081	\$5,208	0.88	\$6,252	\$6,252	\$7,608	
<b>County Market Average</b>					13	\$4,272	\$5,011	\$5,396	1.04	\$6,923	\$7,831	\$8,301	
2020-CompAnalyst	OF13000044		Clerical Supervisor I		1	\$3,225	\$4,008	\$4,833	1.02	\$4,740	\$5,635	\$6,578	
2020-TwrsWtsn	AAS000-M1		Administrative Services Generalist/Multidiscipline	5	5		\$5,611		0.98		\$7,467		
<b>Purchased Market Average</b>					5	6	\$3,225	\$5,344	\$4,833	0.98	\$4,740	\$7,162	\$6,578
2020-ST-CA	1150		OFFICE SERVICES SUPERVISOR II (GENERAL)		47	\$3,186	\$3,812	\$3,991	1.06	\$5,018	\$5,764	\$5,978	
2020-ST-WA	100R		OFFICE SUPPORT SUPERVISOR 3		1	\$3,200	\$4,282	\$4,177	1.16	\$5,011	\$6,312	\$6,186	
<b>State Market Average</b>					48	\$3,187	\$3,822	\$3,995	1.06	\$5,018	\$5,775	\$5,983	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					5	67	\$3,419	\$4,189	\$4,308	1.05	\$5,419	\$6,298	\$6,486

OREGON COMPARISON TO MARKET 0113-Support Services Supervisor 2

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
MMS	MGT SVC SUPERVISORY	A	P	20	13	\$3,561	\$4,853	\$5,237	1.10	\$5,584	\$7,091	\$7,539
<b>Management Wtd Average</b>					13	\$3,561	\$4,853	\$5,237	1.10	\$5,584	\$7,091	\$7,539
<b>STATEWIDE Weighted Average</b>					13	\$3,561	\$4,853	\$5,237	1.10	\$5,584	\$7,091	\$7,539

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
104.2%	115.9%	121.6%	103.0%	112.6%	116.2%

0114 SUPPORT SERVICES SUPERVISOR 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-CompAnalyst	OF13000045		Clerical Supervisor II	40	116	\$4,075	\$5,367	\$6,392	1.03	\$5,711	\$7,188	\$8,359
<b>Purchased Market Average</b>				40	116	\$4,075	\$5,367	\$6,392	1.03	\$5,711	\$7,188	\$8,359
2020-ST-CA	1151		OFFICE SERVICES SUPERVISOR III (GENERAL)		14	\$3,624	\$4,410	\$4,541	1.08	\$5,540	\$6,478	\$6,634
<b>State Market Average</b>					14	\$3,624	\$4,410	\$4,541	1.08	\$5,540	\$6,478	\$6,634
<b>OVERALL WEIGHTED MARKET AVERAGE</b>				40	130	\$4,026	\$5,264	\$6,192	1.04	\$5,693	\$7,111	\$8,173

OREGON  
COMPARISON  
TO  
MARKET

0114-Support Services Supervisor 3

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
MMS	MGT SVC SUPERVISORY	A	P	22	6	\$3,929	\$4,934	\$5,771	1.02	\$6,013	\$7,185	\$8,161
<b>Management Wtd Average</b>					6	\$3,929	\$4,934	\$5,771	1.02	\$6,013	\$7,185	\$8,161
<b>STATEWIDE Weighted Average</b>					6	\$3,929	\$4,934	\$5,771	1.02	\$6,013	\$7,185	\$8,161

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
97.6%	93.7%	93.2%	105.6%	101.0%	99.9%
97.6%	93.7%	93.2%	105.6%	101.0%	99.9%
97.6%	93.7%	93.2%	105.6%	101.0%	99.9%



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0118 EXECUTIVE SUPPORT SPECIALIST 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-OR-LaneCo	A009		Administrative Secretary		0	\$3,382		\$4,358		\$5,834		\$7,033
2020-WA-ClarkCo	505		Executive Assistant		0	\$3,197		\$4,084		\$5,189		\$6,256
<b>County Market Average</b>						\$3,290		\$4,221		\$5,512		\$6,644
2020-MIL-NWHCS	13.13a		Administrative Secretary	82	549	\$3,209	\$3,715	\$4,751	0.93	\$4,721	\$5,300	\$6,484
<b>Purchased Market Average</b>						\$3,209	\$3,715	\$4,751	0.93	\$4,721	\$5,300	\$6,484
2020-ST-CA	1247	A	EXECUTIVE SECRETARY I		111	\$3,163	\$3,785	\$3,963	1.06	\$4,990	\$5,732	\$5,944
2020-ST-ID	01235		ADMIN ASST 1		292	\$2,485	\$3,001	\$4,443	0.87	\$3,944	\$4,561	\$6,286
2020-ST-NV	02.211		ADMIN ASSISTANT 3		465	\$3,036	\$3,601	\$4,422	0.97	\$4,473	\$5,142	\$6,113
2020-ST-WA	105G		Administrative Assistant 3		0	\$2,986		\$3,878		\$4,753		\$5,826
<b>State Market Average</b>						\$2,867	\$3,422	\$4,370	0.94	\$4,362	\$5,022	\$6,149
<b>OVERALL WEIGHTED MARKET AVERAGE</b>						\$3,000	\$3,536	\$4,517	0.94	\$4,502	\$5,129	\$6,280

OREGON COMPARISON TO MARKET 0118-Executive Support Specialist 1

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	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	17	27	\$3,521	\$4,699	\$5,065	1.09	\$5,537	\$6,911	\$7,338	117.4%	132.9%	112.1%	123.0%	134.7%	116.9%
CP	AOCE AT DOC NONSECURITY	A	P	17	5	\$3,533	\$4,428	\$5,047	1.03	\$5,551	\$6,594	\$7,317	117.8%	125.2%	111.7%	123.3%	128.6%	116.5%
<b>Corrections Wtd Average</b>						\$3,523	\$4,657	\$5,062	1.08	\$5,539	\$6,862	\$7,335	117.4%	131.7%	112.1%	123.0%	133.8%	116.8%
MENN	EXEC SVC NONSUPERVISORY	A	P	17	11	\$3,109	\$4,057	\$4,539	1.06	\$5,056	\$6,162	\$6,724	103.6%	114.8%	100.5%	112.3%	120.1%	107.1%
MESN	EXEC SVC SUPERVISORY	A	P	17	1	\$3,109	\$3,395	\$4,539	0.89	\$5,056	\$5,390	\$6,724	103.6%	96.0%	100.5%	112.3%	105.1%	107.1%
MMC	MGT SVC NSUPV CONFIDENTIAL	A	P	17	4	\$3,109	\$3,845	\$4,539	1.01	\$5,056	\$5,915	\$6,724	103.6%	108.7%	100.5%	112.3%	115.3%	107.1%
MMN	MGT SVC NONSUPERVISORY	A	P	17	8	\$3,109	\$3,941	\$4,539	1.03	\$5,056	\$6,026	\$6,724	103.6%	111.5%	100.5%	112.3%	117.5%	107.1%
<b>Management Wtd Average</b>						\$3,109	\$3,955	\$4,539	1.03	\$5,056	\$6,044	\$6,724	103.6%	111.9%	100.5%	112.3%	117.8%	107.1%
AO	AFSCME OR ST POLICE-SUPP UNIT	A	P	17	2	\$2,943	\$3,418	\$4,384	0.93	\$4,863	\$5,417	\$6,544	98.1%	96.7%	97.1%	108.0%	105.6%	104.2%
AS	OR PUB SAFETY ASSOC AT DPSST	A	P	17	1	\$2,943	\$3,817	\$4,384	1.04	\$4,863	\$5,882	\$6,544	98.1%	108.0%	97.1%	108.0%	114.7%	104.2%
AT	AFSCME AT DCBS BUILDING CODES	A	P	17	2	\$2,943	\$4,191	\$4,384	1.14	\$4,863	\$6,318	\$6,544	98.1%	118.5%	97.1%	108.0%	123.2%	104.2%

0118-Executive Support Specialist 1 (Continued)

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	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
AU	AFSCME AT MILITARY	A	P	17T	1	\$2,943	\$3,479	\$4,384	0.95	\$4,863	\$5,488	\$6,544	98.1%	98.4%	97.1%	108.0%	107.0%	104.2%
AX	AFSCME AT STATE LANDS	A	P	17	1	\$2,943	\$3,196	\$4,384	0.87	\$4,863	\$5,158	\$6,544	98.1%	90.4%	97.1%	108.0%	100.6%	104.2%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	17	3	\$2,945	\$3,950	\$4,387	1.08	\$4,865	\$6,037	\$6,547	98.2%	111.7%	97.1%	108.1%	117.7%	104.3%
OAI	SEIU STRIKEABLE INST COALITION	A	P	17	18	\$2,945	\$3,966	\$4,387	1.08	\$4,865	\$6,056	\$6,547	98.2%	112.2%	97.1%	108.1%	118.1%	104.3%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	17	17	\$2,945	\$3,883	\$4,387	1.06	\$4,865	\$5,959	\$6,547	98.2%	109.8%	97.1%	108.1%	116.2%	104.3%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	17	13	\$2,945	\$3,892	\$4,387	1.06	\$4,865	\$5,970	\$6,547	98.2%	110.1%	97.1%	108.1%	116.4%	104.3%
<b>Non-Corrections/Non-Management Wtd Average</b>					58	\$2,945	\$3,889	\$4,387	1.06	\$4,865	\$5,966	\$6,547	98.2%	110.0%	97.1%	108.0%	116.3%	104.3%
<b>STATEWIDE Weighted Average</b>					114	\$3,142	\$4,118	\$4,608	1.06	\$5,094	\$6,234	\$6,805	104.7%	116.5%	102.0%	113.1%	121.5%	108.4%

0119 EXECUTIVE SUPPORT SPECIALIST 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-LaneCo	N7011		Administrative Support Assist		4	\$3,175	\$3,921	\$4,668	1.00	\$5,581	\$6,496	\$7,413	
2020-OR-MultCo	6005		Executive Specialist		18	\$4,385	\$4,820	\$5,373	0.99	\$6,969	\$7,502	\$8,181	
2020-OR-WashCo	024		Administrative Assistant		9	\$4,434	\$5,035	\$5,388	1.03	\$6,649	\$7,363	\$7,782	
2020-WA-KingCo	4202100		Confidential Secretary I		19	\$5,050	\$5,846	\$6,401	1.02	\$7,744	\$8,701	\$9,370	
<b>County Market Average</b>					50	\$4,550	\$5,177	\$5,710	1.01	\$7,095	\$7,852	\$8,499	
2020-MIL-OPES	04.04		Executive Secretary / Assistant		25	\$4,200	\$5,058	\$5,815	1.01	\$6,395	\$7,421	\$8,326	
2020-TwrsWtsn	AAS042-U3		Secretarial/Executive Administrative Assistance		10		\$5,093		1.02		\$6,875		
<b>Purchased Market Average</b>					35	\$4,200	\$5,068	\$5,815	1.01	\$6,395	\$7,265	\$8,326	
2020-ST-CA	1245	A	EXECUTIVE SECRETARY II		26	\$3,446	\$4,143	\$4,313	1.07	\$5,328	\$6,159	\$6,362	
2020-ST-ID	01231		ADMIN ASST 2		207	\$2,902	\$3,536	\$5,185	0.87	\$4,443	\$5,201	\$7,174	
2020-ST-NV	02.210		ADMIN ASSISTANT 4		207	\$3,296	\$3,958	\$4,817	0.98	\$4,781	\$5,564	\$6,580	
<b>State Market Average</b>					440	\$3,121	\$3,770	\$4,957	0.93	\$4,657	\$5,428	\$6,844	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					35	686	\$3,490	\$4,243	\$5,219	0.96	\$5,264	\$6,130	\$7,327

OREGON  
COMPARISON  
TO  
MARKET

0119-Executive Support Specialist 2

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	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	19	4	\$3,850	\$4,797	\$5,556	1.02	\$5,921	\$7,026	\$7,911	110.3%	113.1%	106.5%	112.5%	114.6%	108.0%
<b>Corrections Wtd Average</b>					4	\$3,850	\$4,797	\$5,556	1.02	\$5,921	\$7,026	\$7,911	110.3%	113.1%	106.5%	112.5%	114.6%	108.0%
MENN	EXEC SVC NONSUPERVISORY	A	P	20	56	\$3,561	\$4,611	\$5,237	1.05	\$5,584	\$6,809	\$7,539	102.0%	108.7%	100.3%	106.1%	111.1%	102.9%
MESN	EXEC SVC SUPERVISORY	A	P	20	4	\$3,561	\$4,458	\$5,237	1.01	\$5,584	\$6,629	\$7,539	102.0%	105.0%	100.3%	106.1%	108.1%	102.9%
MMC	MGT SVC NSUPV CONFIDENTIAL	A	P	20	15	\$3,561	\$4,589	\$5,237	1.04	\$5,584	\$6,783	\$7,539	102.0%	108.2%	100.3%	106.1%	110.7%	102.9%
MMN	MGT SVC NONSUPERVISORY	A	P	20	31	\$3,561	\$4,805	\$5,237	1.09	\$5,584	\$7,035	\$7,539	102.0%	113.2%	100.3%	106.1%	114.8%	102.9%
MMS	MGT SVC SUPERVISORY	A	P	20	12	\$3,561	\$4,775	\$5,237	1.09	\$5,584	\$7,000	\$7,539	102.0%	112.5%	100.3%	106.1%	114.2%	102.9%
<b>Management Wtd Average</b>					118	\$3,561	\$4,671	\$5,237	1.06	\$5,584	\$6,878	\$7,539	102.0%	110.1%	100.3%	106.1%	112.2%	102.9%
AD	AFSCME AT ENVIRONMENTAL QUAL	A	P	20	6	\$3,332	\$4,211	\$5,054	1.00	\$5,317	\$6,342	\$7,325	95.5%	99.2%	96.8%	101.0%	103.5%	100.0%

0119-Executive Support Specialist 2 (Continued)

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	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
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	20	27	\$3,334	\$4,405	\$5,056	1.05	\$5,319	\$6,568	\$7,327	95.5%	103.8%	96.9%	101.1%	107.1%	100.0%
OAI	SEIU STRIKEABLE INST COALITION	A	P	20	11	\$3,334	\$4,602	\$5,056	1.10	\$5,319	\$6,798	\$7,327	95.5%	108.5%	96.9%	101.1%	110.9%	100.0%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	20	13	\$3,334	\$4,496	\$5,056	1.07	\$5,319	\$6,674	\$7,327	95.5%	106.0%	96.9%	101.1%	108.9%	100.0%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	20	9	\$3,334	\$4,599	\$5,056	1.10	\$5,319	\$6,794	\$7,327	95.5%	108.4%	96.9%	101.1%	110.8%	100.0%
UA	UNREPRESENTED	A	P	20	4	\$3,332	\$4,236	\$5,054	1.01	\$5,317	\$6,371	\$7,325	95.5%	99.8%	96.8%	101.0%	103.9%	100.0%
<b>Non-Corrections/Non-Management Wtd Average</b>					70	\$3,334	\$4,451	\$5,056	1.06	\$5,319	\$6,622	\$7,327	95.5%	104.9%	96.9%	101.0%	108.0%	100.0%
<b>STATEWIDE Weighted Average</b>					192	\$3,484	\$4,594	\$5,178	1.06	\$5,494	\$6,788	\$7,469	99.8%	108.3%	99.2%	104.4%	110.7%	101.9%

2020 Oregon Salary and Benefit Report

Data Effective Date: 07/01/2020

0210 ACCOUNTING TECHNICIAN 1

Class Study Pending

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-OR-ClackCo	032		Accounting Clerk		0	\$2,971		\$3,733		\$5,116		\$6,053
2020-OR-JackCo	022		Accounting Clerk II		2	\$2,584	\$3,030	\$3,363	1.02	\$4,988	\$5,536	\$5,946
2020-OR-LaneCo	A020		Accounting Clerk 1		0	\$2,642		\$3,404		\$4,926		\$5,861
2020-OR-WashCo	004		Accounting Assistant I		0	\$3,510		\$4,266		\$5,552		\$6,450
2020-WA-ClarkCo	502		Accounting Assistant I		0	\$2,769		\$3,526		\$4,674		\$5,585
<b>County Market Average</b>					2	\$2,843	\$3,030	\$3,609	1.02	\$5,040	\$5,536	\$5,974
2020-CompAnalyst	OF13000007		Accounting Clerk I		1	\$2,625	\$3,325	\$3,925	1.02	\$4,054	\$4,854	\$5,540
2020-MIL-NWHCS	12.07		Accounts Receivable Cashier	24	59	\$2,880	\$3,667	\$4,249	1.01	\$4,346	\$5,245	\$5,910
2020-MIL-PACS	02.01		Accounting Clerk - Entry	25	59	\$2,879	\$3,555	\$4,151	0.99	\$4,345	\$5,117	\$5,798
<b>Purchased Market Average</b>					49	\$2,878	\$3,609	\$4,198	1.00	\$4,343	\$5,178	\$5,852
2020-ST-CA	1733		ACCOUNT CLERK II		26	\$2,655	\$3,277	\$3,326	1.10	\$4,383	\$5,126	\$5,184
2020-ST-NV	02.306		ACCOUNTING ASSISTANT 1		36	\$2,591	\$2,930	\$3,725	0.93	\$3,948	\$4,348	\$5,288
2020-ST-WA	148L		FISCAL TECHNICIAN 1		1	\$2,383	\$2,383	\$3,054	0.88	\$4,027	\$4,027	\$4,835
<b>State Market Average</b>					63	\$2,614	\$3,065	\$3,549	1.00	\$4,129	\$4,664	\$5,238
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					49	\$2,789	\$3,416	\$3,964	1.00	\$4,294	\$5,006	\$5,652

OREGON COMPARISON TO MARKET 0210-Accounting Technician 1

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
98.2%	89.7%	91.8%	107.7%	100.0%	100.4%
98.2%	80.1%	91.9%	107.7%	92.4%	100.5%
98.2%	84.9%	91.8%	107.7%	96.2%	100.4%
98.2%	84.9%	91.8%	107.7%	96.2%	100.4%

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
AD	AFSCME AT ENVIRONMENTAL QUAL	A	P	13	1	\$2,738	\$3,065	\$3,640	0.96	\$4,624	\$5,005	\$5,676
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	13	1	\$2,738	\$2,738	\$3,642	0.86	\$4,624	\$4,624	\$5,678
<b>Non-Corrections/Non-Management Wtd Average</b>					2	\$2,738	\$2,902	\$3,641	0.91	\$4,624	\$4,814	\$5,677
<b>STATEWIDE Weighted Average</b>					2	\$2,738	\$2,902	\$3,641	0.91	\$4,624	\$4,814	\$5,677

0211 ACCOUNTING TECHNICIAN 2

Class Study Pending

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-OR-ClackCo	098		Accounting Specialist 1		6	\$3,404	\$3,844	\$4,299	1.00	\$5,649	\$6,190	\$6,751
2020-OR-JackCo	171		Accounting Clerk III		15	\$2,936	\$2,972	\$3,839	0.88	\$5,421	\$5,465	\$6,533
2020-OR-LaneCo	A021		Accounting Clerk 2		9	\$2,990	\$3,192	\$4,141	0.90	\$5,353	\$5,601	\$6,766
2020-OR-MarionCo	031		Accounting Clerk		2	\$2,720	\$2,785	\$3,635	0.88	\$4,859	\$4,939	\$5,985
2020-OR-WashCo	005		Accounting Assistant II		13	\$4,072	\$4,843	\$4,948	1.07	\$6,219	\$7,136	\$7,260
2020-WA-ClarkCo	504		Accounting Assistant II		0	\$3,052		\$3,893		\$5,014		\$6,027
2020-WA-KingCo	4101600		Transit Accounting Specialist I		0	\$4,178		\$5,171		\$6,695		\$7,889
2020-WA-ThrstnCo	0720		Accounting Assistant I		0	\$3,163		\$4,206		\$5,105		\$6,361
<b>County Market Average</b>					45	\$3,336	\$3,664	\$4,282	0.95	\$5,641	\$6,048	\$6,792
2020-CompAnalyst	OF13000008		Accounting Clerk II		1	\$2,950	\$3,783	\$4,450	1.02	\$4,426	\$5,378	\$6,140
2020-MIL-OPES	02.01		Accounting Clerk - Intermediate		28	\$3,470	\$4,191	\$4,556	1.04	\$5,520	\$6,384	\$6,821
2020-MIL-PACS	02.02		Accounting Clerk - Intermediate		51	\$3,302	\$4,101	\$4,648	1.03	\$4,827	\$5,742	\$6,366
<b>Purchased Market Average</b>					79	\$3,359	\$4,132	\$4,615	1.03	\$5,067	\$5,964	\$6,523
2020-ST-CA	1741	A	ACCOUNTING TECHNICIAN		125	\$2,764	\$3,116	\$3,463	1.00	\$4,513	\$4,933	\$5,348
2020-ST-ID	04250		FINANCIAL SUPPORT TECH		15	\$2,156	\$2,947	\$3,854	0.98	\$3,551	\$4,497	\$5,581
2020-ST-NV	02.303		ACCOUNTING ASSISTANT 2		133	\$2,803	\$3,173	\$4,055	0.93	\$4,198	\$4,636	\$5,679
2020-ST-WA	148M		FISCAL TECHNICIAN 2		104	\$2,662	\$3,296	\$3,436	1.08	\$4,363	\$5,126	\$5,295
<b>State Market Average</b>					377	\$2,725	\$3,179	\$3,680	1.00	\$4,322	\$4,864	\$5,459
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					79	\$3,017	\$3,586	\$4,090	1.01	\$4,706	\$5,375	\$5,970

OREGON COMPARISON TO MARKET 0211-Accounting Technician 2

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
AAON	AFSCME AT DOC SECURITY PLUS	A	P	17	17	\$3,521	\$4,607	\$5,065	1.07	\$5,537	\$6,803	\$7,338
<b>Corrections Wtd Average</b>					17	\$3,521	\$4,607	\$5,065	1.07	\$5,537	\$6,803	\$7,338

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
116.7%	128.5%	123.9%	117.7%	126.6%	122.9%

0211-Accounting Technician 2 (Continued)

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	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
AD	AFSCME AT ENVIRONMENTAL QUAL	A	P	18	6	\$3,065	\$4,021	\$4,606	1.05	\$5,005	\$6,120	\$6,803	101.6%	112.1%	112.6%	106.4%	113.9%	114.0%
AL	AFSCME AT LIQUOR CONTROL COMM	A	P	18	6	\$3,065	\$3,768	\$4,606	0.98	\$5,005	\$5,825	\$6,803	101.6%	105.1%	112.6%	106.4%	108.4%	114.0%
AS	OR PUB SAFETY ASSOC AT DPSST	A	P	18	2	\$3,065	\$3,667	\$4,606	0.96	\$5,005	\$5,707	\$6,803	101.6%	102.2%	112.6%	106.4%	106.2%	114.0%
AU	AFSCME AT MILITARY	A	P	18	2	\$3,065	\$4,193	\$4,606	1.09	\$5,005	\$6,320	\$6,803	101.6%	116.9%	112.6%	106.4%	117.6%	114.0%
AX	AFSCME AT STATE LANDS	A	P	18	1	\$3,065	\$3,817	\$4,606	1.00	\$5,005	\$5,882	\$6,803	101.6%	106.4%	112.6%	106.4%	109.4%	114.0%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	17	26	\$2,945	\$3,909	\$4,387	1.07	\$4,865	\$5,990	\$6,547	97.6%	109.0%	107.3%	103.4%	111.4%	109.7%
OAI	SEIU STRIKEABLE INST COALITION	A	P	17	1	\$2,945	\$4,184	\$4,387	1.14	\$4,865	\$6,310	\$6,547	97.6%	116.7%	107.3%	103.4%	117.4%	109.7%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	17	12	\$2,945	\$3,900	\$4,387	1.06	\$4,865	\$5,979	\$6,547	97.6%	108.8%	107.3%	103.4%	111.2%	109.7%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	17	28	\$2,945	\$3,883	\$4,387	1.06	\$4,865	\$5,959	\$6,547	97.6%	108.3%	107.3%	103.4%	110.9%	109.7%
UA	UNREPRESENTED	A	P	17	4	\$2,943	\$3,588	\$4,383	0.98	\$4,863	\$5,615	\$6,542	97.6%	100.0%	107.2%	103.3%	104.5%	109.6%
<b>Non-Corrections/Non-Management Wtd Average</b>					88	\$2,968	\$3,886	\$4,429	1.05	\$4,892	\$5,963	\$6,596	98.4%	108.4%	108.3%	104.0%	110.9%	110.5%
<b>STATEWIDE Weighted Average</b>					105	\$3,058	\$4,003	\$4,532	1.05	\$4,996	\$6,099	\$6,716	101.4%	111.6%	110.8%	106.2%	113.5%	112.5%



# 2020 Oregon Salary and Benefit Report

Data Effective Date: 07/01/2020

## 0212 ACCOUNTING TECHNICIAN 3

Class Study Pending

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-OR-ClackCo	478		Accounting Specialist 2		10	\$3,814	\$4,358	\$4,832	1.01	\$6,153	\$6,823	\$7,407
2020-OR-DescCo	1145		ACCOUNTING TECHNICIAN		4	\$3,785	\$4,836	\$5,072	1.09	\$6,194	\$7,488	\$7,778
2020-OR-JackCo	173		Accounting Associate		1	\$3,349	\$3,656	\$4,385	0.95	\$5,929	\$6,307	\$7,205
2020-OR-LaneCo	A022		Accounting Clerk, Sr		17	\$3,392	\$4,227	\$4,701	1.04	\$5,846	\$6,873	\$7,454
2020-OR-MarionCo	032		Accounting Specialist		9	\$3,236	\$3,842	\$4,337	1.01	\$5,495	\$6,240	\$6,849
2020-OR-WashCo	006		Accounting Assistant, Senior		26	\$4,495	\$5,224	\$5,462	1.05	\$6,722	\$7,588	\$7,870
2020-WA-ClarkCo	506		Accounting Assistant III		0	\$3,361		\$4,293		\$5,387		\$6,508
2020-WA-KingCo	2151100		Payroll Specialist		10	\$4,485	\$5,566	\$5,685	1.09	\$7,064	\$8,365	\$8,508
2020-WA-KingCo	4101700		Transit Accounting Specialist II		0	\$4,594		\$5,685		\$7,195		\$8,508
2020-WA-ThrstnCo	0721		ACCOUNTING ASSISTANT II		5	\$3,486	\$3,770	\$4,637	0.93	\$5,494	\$5,836	\$6,879
<b>County Market Average</b>					82	\$3,935	\$4,675	\$5,047	1.04	\$6,268	\$7,166	\$7,618
2020-CompAnalyst	OF13000009		Accounting Clerk III		1	\$3,400	\$4,317	\$5,083	1.02	\$4,940	\$5,988	\$6,864
2020-MIL-OPES	02.02		Accounting Clerk - Senior		22	\$3,852	\$4,697	\$5,139	1.04	\$5,978	\$6,990	\$7,518
2020-MIL-PACS	02.03		Accounting Clerk - Senior		34	\$3,657	\$4,710	\$5,118	1.07	\$5,234	\$6,437	\$6,903
<b>Purchased Market Average</b>					56	\$3,745	\$4,702	\$5,127	1.06	\$5,574	\$6,689	\$7,185
2020-ST-CA	4177	A	ACCOUNTANT I (SPECIALIST)		193	\$3,007	\$3,324	\$3,765	0.98	\$4,804	\$5,182	\$5,708
2020-ST-ID	04248		FINANCIAL TECHNICIAN		117	\$2,485	\$3,134	\$4,443	0.90	\$3,944	\$4,720	\$6,286
2020-ST-WA	148N		FISCAL TECHNICIAN 3		23	\$2,715	\$3,360	\$3,508	1.08	\$4,426	\$5,202	\$5,381
<b>State Market Average</b>					333	\$2,804	\$3,260	\$3,985	0.96	\$4,476	\$5,021	\$5,888
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					56	\$3,270	\$3,929	\$4,509	1.00	\$5,083	\$5,861	\$6,553

### OREGON COMPARISON TO MARKET

**0212-Accounting Technician 3**

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
AAON	AFSCME AT DOC SECURITY PLUS	A	P	19	20	\$3,850	\$5,145	\$5,556	1.09	\$5,921	\$7,431	\$7,911

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
117.7%	131.0%	123.2%	116.5%	126.8%	120.7%

0212-Accounting Technician 3 (Continued)

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	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
<b>Corrections Wtd Average</b>					20	\$3,850	\$5,145	\$5,556	1.09	\$5,921	\$7,431	\$7,911	117.7%	131.0%	123.2%	116.5%	126.8%	120.7%
MMN	MGT SVC NONSUPERVISORY	A	P	19	1	\$3,395	\$4,766	\$4,990	1.14	\$5,390	\$6,989	\$7,250	103.8%	121.3%	110.7%	106.0%	119.2%	110.6%
<b>Management Wtd Average</b>					1	\$3,395	\$4,766	\$4,990	1.14	\$5,390	\$6,989	\$7,250	103.8%	121.3%	110.7%	106.0%	119.2%	110.6%
AD	AFSCME AT ENVIRONMENTAL QUAL	A	P	19	5	\$3,196	\$4,126	\$4,826	1.03	\$5,158	\$6,243	\$7,059	97.7%	105.0%	107.0%	101.5%	106.5%	107.7%
AL	AFSCME AT LIQUOR CONTROL COMM	A	P	19	2	\$3,196	\$4,123	\$4,826	1.03	\$5,158	\$6,239	\$7,059	97.7%	104.9%	107.0%	101.5%	106.4%	107.7%
AO	AFSCME OR ST POLICE-SUPP UNIT	A	P	19	7	\$3,196	\$4,373	\$4,826	1.09	\$5,158	\$6,531	\$7,059	97.7%	111.3%	107.0%	101.5%	111.4%	107.7%
AS	OR PUB SAFETY ASSOC AT DPSST	A	P	19	2	\$3,196	\$4,606	\$4,826	1.15	\$5,158	\$6,803	\$7,059	97.7%	117.2%	107.0%	101.5%	116.1%	107.7%
AT	AFSCME AT DCBS BUILDING CODES	A	P	19	1	\$3,196	\$4,606	\$4,826	1.15	\$5,158	\$6,803	\$7,059	97.7%	117.2%	107.0%	101.5%	116.1%	107.7%
AU	AFSCME AT MILITARY	A	P	19Q	4	\$3,196	\$3,815	\$4,826	0.95	\$5,158	\$5,880	\$7,059	97.7%	97.1%	107.0%	101.5%	100.3%	107.7%
AX	AFSCME AT STATE LANDS	A	P	19	1	\$3,196	\$4,606	\$4,826	1.15	\$5,158	\$6,803	\$7,059	97.7%	117.2%	107.0%	101.5%	116.1%	107.7%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	19	34	\$3,197	\$4,217	\$4,829	1.05	\$5,159	\$6,348	\$7,063	97.8%	107.3%	107.1%	101.5%	108.3%	107.8%
OAI	SEIU STRIKEABLE INST COALITION	A	P	19	12	\$3,197	\$4,150	\$4,829	1.03	\$5,159	\$6,271	\$7,063	97.8%	105.6%	107.1%	101.5%	107.0%	107.8%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	19	47	\$3,197	\$4,253	\$4,829	1.06	\$5,159	\$6,391	\$7,063	97.8%	108.3%	107.1%	101.5%	109.0%	107.8%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	19	46	\$3,197	\$4,310	\$4,829	1.07	\$5,159	\$6,457	\$7,063	97.8%	109.7%	107.1%	101.5%	110.2%	107.8%
UA	UNREPRESENTED	A	P	19	7	\$3,195	\$3,860	\$4,826	0.96	\$5,157	\$5,933	\$7,059	97.7%	98.3%	107.0%	101.5%	101.2%	107.7%
<b>Non-Corrections/Non-Management Wtd Average</b>					168	\$3,197	\$4,235	\$4,828	1.06	\$5,159	\$6,370	\$7,062	97.8%	107.8%	107.1%	101.5%	108.7%	107.8%
<b>STATEWIDE Weighted Average</b>					189	\$3,267	\$4,334	\$4,906	1.06	\$5,241	\$6,486	\$7,153	99.9%	110.3%	108.8%	103.1%	110.7%	109.1%

0213 SUPERVISING ACCOUNTING TECHNICIAN

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-ClackCo	713		Accounting Specialist 3		7	\$4,298	\$5,065	\$5,439	1.04	\$6,749	\$7,693	\$8,153	
2020-OR-LaneCo	A033		Accounting Analyst		13	\$3,923	\$4,996	\$5,434	1.07	\$6,498	\$7,816	\$8,354	
<b>County Market Average</b>					20	\$4,054	\$5,020	\$5,436	1.06	\$6,586	\$7,773	\$8,284	
2020-ST-CA	1724		SUPERVISING ACCOUNT CLERK II		1	\$3,624	\$4,541	\$4,541	1.11	\$5,540	\$6,634	\$6,634	
2020-ST-ID	04247		FINANCIAL UNIT SUPERVISOR		4	\$3,182	\$3,979	\$5,682	0.90	\$4,778	\$5,732	\$7,769	
2020-ST-NV	02.301		ACCOUNTING ASSISTANT 3		42	\$3,036	\$3,580	\$4,422	0.96	\$4,473	\$5,117	\$6,113	
2020-ST-WA	148P		FISCAL TECHNICIAN SUPERVISOR		3	\$2,986	\$3,944	\$3,816	1.16	\$4,753	\$5,906	\$5,751	
<b>State Market Average</b>					50	\$3,056	\$3,653	\$4,489	0.97	\$4,536	\$5,244	\$6,234	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	70	\$3,341	\$4,044	\$4,760	1.00	\$5,121	\$5,967	\$6,820

OREGON  
COMPARISON  
TO  
MARKET

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

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

2020 Oregon Salary and Benefit Report

Data Effective Date: 07/01/2020

0251 STATE LIBRARY SPECIALIST 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-ClackCo	253		Library Assistant		3	\$3,260	\$4,218	\$4,101	1.15	\$5,472	\$6,651	\$6,507	
2020-OR-MultCo	7202		Library Clerk		73	\$3,292	\$3,978	\$4,021	1.09	\$5,627	\$6,469	\$6,522	
2020-OR-WashCo	251		Library Assistant		2	\$3,784	\$4,600	\$4,600	1.10	\$5,877	\$6,847	\$6,847	
<b>County Market Average</b>					78	\$3,303	\$4,003	\$4,039	1.09	\$5,627	\$6,486	\$6,530	
2020-CompAnalyst	ED03000020		Librarian Assistant		1	\$3,058	\$3,833	\$4,700	1.00	\$4,549	\$5,435	\$6,426	
2020-MIL-OPES	09.02		Library Technician - Intermediate		14	\$3,291	\$3,887	\$4,354	1.02	\$5,307	\$6,020	\$6,578	
<b>Purchased Market Average</b>					14	\$3,288	\$3,886	\$4,358	1.02	\$5,297	\$6,012	\$6,576	
2020-ST-CA	1307	A	LIBRARY TECHNICAL ASSISTANT I		28	\$2,904	\$3,492	\$3,635	1.07	\$4,681	\$5,382	\$5,553	
2020-ST-ID	02931		LIBRARY ASST 1		1	\$2,156	\$2,287	\$3,854	0.76	\$3,551	\$3,706	\$5,581	
2020-ST-NV	04.119		LIBRARY ASSISTANT 2		3	\$2,591	\$2,898	\$3,725	0.92	\$3,948	\$4,311	\$5,288	
2020-ST-WA	2621		LIBRARY & ARCHIVES PARAPROFESSIONAL 1		0	\$2,424		\$3,128		\$4,076		\$4,924	
<b>State Market Average</b>					32	\$2,839	\$3,399	\$3,634	1.04	\$4,562	\$5,230	\$5,511	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					14	184	\$3,214	\$3,851	\$4,095	1.05	\$5,305	\$6,077	\$6,367

OREGON COMPARISON TO MARKET		0251-State Library Specialist 1						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			
Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SR Min	Emp Avg	SR Max	Group Compa-Ratio Sum Base / Sum SR Mid	SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	12	1	\$2,738	\$2,825	\$3,482	0.91	\$4,624	\$4,725	\$5,491	85.2%	73.4%	85.0%	
<b>Non-Corrections/Non-Management Wtd Average</b>						1	\$2,738	\$2,825	\$3,482	0.91	\$4,624	\$4,725	\$5,491	85.2%	73.4%	85.0%
<b>STATEWIDE Weighted Average</b>						1	\$2,738	\$2,825	\$3,482	0.91	\$4,624	\$4,725	\$5,491	85.2%	73.4%	85.0%

2020 Oregon Salary and Benefit Report

Data Effective Date: 07/01/2020

0252 STATE LIBRARY SPECIALIST 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-JackCo	225		Senior Library Assistant		0	\$3,063		\$4,013		\$5,577		\$6,747	
2020-OR-MarionCo	099		Library Assistant		0	\$2,957		\$3,957		\$5,151		\$6,382	
2020-OR-MultCo	7211		Library Assistant		71	\$3,907	\$4,592	\$4,786	1.04	\$6,382	\$7,223	\$7,460	
2020-OR-WashCo	252		Library Assistant, Senior		5	\$4,179	\$4,983	\$5,080	1.08	\$6,347	\$7,302	\$7,417	
<b>County Market Average</b>					76	\$3,901	\$4,618	\$4,784	1.04	\$6,354	\$7,228	\$7,434	
2020-MIL-OPES	09.03		Library Technician - Senior	9	71	\$3,797	\$4,514	\$5,273	0.98	\$5,913	\$6,771	\$7,679	
<b>Purchased Market Average</b>					9	71	\$3,797	\$4,514	\$5,273	0.98	\$5,913	\$6,771	\$7,679
2020-ST-CA	1308		LIBRARY TECHNICAL ASSISTANT II		3	\$3,300	\$4,131	\$4,131	1.11	\$5,153	\$6,145	\$6,145	
2020-ST-ID	02929		LIBRARY ASST 2		18	\$2,485	\$2,955	\$4,443	0.85	\$3,944	\$4,506	\$6,286	
2020-ST-NV	04.122		LIBRARY TECHNICIAN 1		1	\$3,036	\$3,692	\$4,422	0.99	\$4,473	\$5,249	\$6,113	
2020-ST-WA	262J		LIBRARY & ARCHIVES PARAPROFESSIONAL 2		7	\$2,708	\$3,486	\$3,499	1.12	\$4,419	\$5,355	\$5,370	
<b>State Market Average</b>					29	\$2,642	\$3,230	\$4,182	0.95	\$4,202	\$4,906	\$6,044	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					9	176	\$3,657	\$4,348	\$4,883	1.00	\$5,831	\$6,661	\$7,308

OREGON COMPARISON TO MARKET 0252-State Library Specialist 2

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	18	9	\$3,058	\$3,928	\$4,611	1.02	\$4,997	\$6,012	\$6,808
<b>Non-Corrections/Non-Management Wtd Average</b>					9	\$3,058	\$3,928	\$4,611	1.02	\$4,997	\$6,012	\$6,808
<b>STATEWIDE Weighted Average</b>					9	\$3,058	\$3,928	\$4,611	1.02	\$4,997	\$6,012	\$6,808

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
83.6%	90.4%	94.4%	85.7%	90.3%	93.2%
83.6%	90.4%	94.4%	85.7%	90.3%	93.2%
83.6%	90.4%	94.4%	85.7%	90.3%	93.2%

0321 PUBLIC SERVICE REPRESENTATIVE 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-CompAnalyst	OF13000017		Receptionist		1	\$2,425	\$3,050	\$3,583	1.02	\$3,826	\$4,540	\$5,149
2020-MIL-NWHCS	13.12		Receptionist	44	172	\$2,613	\$3,053	\$3,781	0.97	\$4,040	\$4,543	\$5,376
2020-MIL-PACS	01.19		Receptionist	34	98	\$2,710	\$3,186	\$3,896	0.96	\$4,151	\$4,696	\$5,507
2020-TwrsWtsn	AAS030-U1		Reception/Switchboard	6	8		\$3,211				\$4,723	
<b>Purchased Market Average</b>				84	279	\$2,647	\$3,104	\$3,823	0.94	\$4,080	\$4,602	\$5,423
2020-ST-ID	01125		RECEPTIONIST		1	\$1,690	\$2,394	\$3,017	1.02	\$2,993	\$3,835	\$4,581
2020-ST-WA	102A		CUSTOMER SERVICE SPECIALIST 1		10	\$2,703	\$3,192	\$3,491	1.03	\$4,412	\$5,000	\$5,360
<b>State Market Average</b>					11	\$2,611	\$3,119	\$3,448	1.03	\$4,283	\$4,895	\$5,289
<b>OVERALL WEIGHTED MARKET AVERAGE</b>				84	290	\$2,646	\$3,105	\$3,808	0.94	\$4,088	\$4,613	\$5,418

OREGON  
COMPARISON  
TO  
MARKET

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

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			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-JackCo	036		Customer Service Specialist		0	\$2,584		\$3,363		\$4,988		\$5,946	
2020-WA-KingCo	4300100		Customer Service Spec I		15	\$3,298	\$3,308	\$4,200	0.88	\$5,635	\$5,648	\$6,721	
<b>County Market Average</b>					15	\$3,253	\$3,308	\$4,148	0.88	\$5,595	\$5,648	\$6,673	
2020-CompAnalyst	OF13000076		Switchboard Operator, Sr.		1	\$2,592	\$3,550	\$3,925	1.09	\$4,016	\$5,111	\$5,540	
2020-MIL-NWHCS	13.08		Telephone Operator	43	373	\$2,609	\$3,147	\$3,796	0.98	\$4,036	\$4,651	\$5,393	
2020-MIL-PACS	10.01		Customer Service Representative - Entry	18	405	\$2,544	\$2,918	\$3,647	0.94	\$3,962	\$4,389	\$5,222	
<b>Purchased Market Average</b>					61	\$2,575	\$3,028	\$3,719	0.96	\$3,997	\$4,515	\$5,304	
2020-ST-ID	01121		CUSTOMER SVC REP 1		78	\$2,156	\$2,631	\$3,854	0.88	\$3,551	\$4,118	\$5,581	
2020-ST-WA	102B		CUSTOMER SERVICE SPECIALIST 2		405	\$2,783	\$3,359	\$3,604	1.05	\$4,509	\$5,202	\$5,496	
<b>State Market Average</b>					483	\$2,682	\$3,241	\$3,644	1.02	\$4,354	\$5,027	\$5,510	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					61	1,277	\$2,624	\$3,112	\$3,696	0.98	\$4,152	\$4,722	\$5,399

OREGON COMPARISON TO MARKET 0322-Public Service Representative 2

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	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
AD	AFSCME AT ENVIRONMENTAL QUAL	A	P	13C	1	\$2,738	\$2,846	\$3,817	0.87	\$4,624	\$4,750	\$5,882	104.3%	91.4%	103.3%	111.4%	100.6%	108.9%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	13	2	\$2,738	\$3,408	\$3,642	1.07	\$4,624	\$5,405	\$5,678	104.3%	109.5%	98.5%	111.4%	114.5%	105.2%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	13	1	\$2,738	\$2,738	\$3,642	0.86	\$4,624	\$4,624	\$5,678	104.3%	88.0%	98.5%	111.4%	97.9%	105.2%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	13	2	\$2,738	\$3,340	\$3,642	1.05	\$4,624	\$5,325	\$5,678	104.3%	107.3%	98.5%	111.4%	112.8%	105.2%
UA	UNREPRESENTED	A	P	13	2	\$2,735	\$3,476	\$3,640	1.09	\$4,620	\$5,484	\$5,676	104.2%	111.7%	98.5%	111.3%	116.1%	105.1%
<b>Non-Corrections/Non-Management Wtd Average</b>					8	\$2,737	\$3,254	\$3,663	1.02	\$4,623	\$5,225	\$5,703	104.3%	104.6%	99.1%	111.3%	110.7%	105.6%
<b>STATEWIDE Weighted Average</b>					8	\$2,737	\$3,254	\$3,663	1.02	\$4,623	\$5,225	\$5,703	104.3%	104.6%	99.1%	111.3%	110.7%	105.6%



0323 PUBLIC SERVICE REPRESENTATIVE 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-OR-ClackCo	041		Customer Information Spec		6	\$3,415	\$3,891	\$4,320	1.01	\$5,662	\$6,248	\$6,776
2020-OR-DescCo	1012		ADMIN SUPPORT TECHNICIAN		25	\$3,433	\$4,115	\$4,600	1.02	\$5,760	\$6,600	\$7,198
2020-WA-KingCo	4300200		Customer Service Spec II		20	\$3,673	\$4,262	\$4,666	1.02	\$6,087	\$6,795	\$7,282
<b>County Market Average</b>					51	\$3,525	\$4,146	\$4,593	1.02	\$5,877	\$6,635	\$7,181
2020-MIL-OPES	04.12b		Customer Service Representative		13	\$3,213	\$3,768	\$4,319	1.00	\$5,213	\$5,877	\$6,536
2020-MIL-PACS	10.02		Customer Service Representative - Intermediate		34	\$2,953	\$3,441	\$4,185	0.96	\$4,429	\$4,987	\$5,837
<b>Purchased Market Average</b>					47	\$3,024	\$3,531	\$4,222	0.97	\$4,644	\$5,231	\$6,029
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					47	\$3,105	\$3,630	\$4,282	0.98	\$4,843	\$5,457	\$6,215

OREGON  
COMPARISON  
TO  
MARKET

0323-Public Service Representative 3

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
88.2%	88.1%	93.4%	95.5%	94.5%	98.1%
88.2%	88.0%	93.5%	95.5%	94.5%	98.1%
88.2%	97.1%	93.5%	95.5%	101.6%	98.1%
88.2%	95.8%	93.5%	95.5%	100.5%	98.1%
88.2%	94.3%	93.5%	95.5%	99.4%	98.1%
88.1%	105.1%	93.4%	95.4%	107.8%	98.1%
88.2%	93.6%	93.5%	95.5%	98.8%	98.1%
88.2%	93.6%	93.5%	95.5%	98.8%	98.1%

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
AS	OR PUB SAFETY ASSOC AT DPSST	A	P	15	1	\$2,738	\$3,196	\$4,001	0.95	\$4,624	\$5,158	\$6,097
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	15	35	\$2,738	\$3,194	\$4,002	0.95	\$4,624	\$5,156	\$6,098
OAI	SEIU STRIKEABLE INST COALITION	A	P	15	6	\$2,738	\$3,525	\$4,002	1.05	\$4,624	\$5,542	\$6,098
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	15	53	\$2,738	\$3,476	\$4,002	1.03	\$4,624	\$5,485	\$6,098
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	15	42	\$2,738	\$3,423	\$4,002	1.02	\$4,624	\$5,423	\$6,098
UA	UNREPRESENTED	A	P	15	3	\$2,735	\$3,816	\$3,999	1.13	\$4,620	\$5,881	\$6,095
<b>Non-Corrections/Non-Management Wtd Average</b>					140	\$2,738	\$3,397	\$4,002	1.01	\$4,624	\$5,393	\$6,098
<b>STATEWIDE Weighted Average</b>					140	\$2,738	\$3,397	\$4,002	1.01	\$4,624	\$5,393	\$6,098

0331 TRANSPORTATION SERVICES REPRESENTATIVE 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS				
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max		
2020-WA-ClarkCo	503		License Specialist I		0	\$2,905		\$3,705		\$4,838		\$5,801		
<b>County Market Average</b>						\$2,905		\$3,705		\$4,838		\$5,801		
2020-ST-CA	1897	C	MOTOR VEHICLE REPRESENTATIVE		1,301	\$2,972	\$3,556	\$3,724	1.06	\$4,761	\$5,459	\$5,660		
2020-ST-ID	01104		TECH RECORDS SPEC 1		377	\$2,485	\$2,963	\$4,443	0.86	\$3,944	\$4,516	\$6,286		
2020-ST-NV	11.424		DMV SERVICES TECHNICIAN 3		397	\$3,036	\$3,636	\$4,422	0.98	\$4,473	\$5,183	\$6,113		
2020-ST-WA	458F		LICENSING SERVICES REPRESENTATIVE 2		289	\$3,200	\$4,325	\$4,177	1.17	\$5,011	\$6,364	\$6,186		
<b>State Market Average</b>						2,364	\$2,933	\$3,569	\$4,012	1.03	\$4,613	\$5,373	\$5,900	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>						0	2,364	\$2,933	\$3,569	\$4,011	1.03	\$4,613	\$5,373	\$5,900

OREGON  
COMPARISON  
TO  
MARKET

0331-Transportation Services Representative 1

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
100.4%	105.7%	109.4%	105.5%	108.5%	111.0%

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	17	238	\$2,945	\$3,772	\$4,387	1.03	\$4,865	\$5,830	\$6,547
UA	UNREPRESENTED	A	P	17	6	\$2,943	\$3,775	\$4,383	1.03	\$4,863	\$5,833	\$6,542
<b>Non-Corrections/Non-Management Wtd Average</b>					244	\$2,945	\$3,772	\$4,387	1.03	\$4,865	\$5,830	\$6,547
<b>STATEWIDE Weighted Average</b>					244	\$2,945	\$3,772	\$4,387	1.03	\$4,865	\$5,830	\$6,547

0332 TRANSPORTATION SERVICES REPRESENTATIVE 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-WA-ClarkCo	504		License Specialist II		36	\$3,007	\$3,561	\$3,835	1.04	\$4,961	\$5,627	\$5,957	
2020-WA-ThrstnCo	0150		LICENSING SPECIALIST		2	\$3,320	\$3,917	\$4,416	1.01	\$5,294	\$6,013	\$6,613	
<b>County Market Average</b>					38	\$3,024	\$3,580	\$3,866	1.04	\$4,978	\$5,647	\$5,992	
2020-ST-CA	8758		LICENSING-REGISTRATION EXAMINER, DEPARTM		240	\$3,371	\$4,001	\$4,133	1.07	\$5,238	\$5,990	\$6,147	
2020-ST-ID	01103		TECH RECORDS SPEC 2		240	\$2,900	\$3,379	\$5,181	0.84	\$4,440	\$5,013	\$7,169	
2020-ST-NV	11.423		DMV SERVICES TECHNICIAN 4		97	\$3,296	\$4,156	\$4,817	1.02	\$4,781	\$5,798	\$6,580	
<b>State Market Average</b>					577	\$3,162	\$3,768	\$4,684	0.96	\$4,829	\$5,551	\$6,645	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	615	\$3,154	\$3,757	\$4,633	0.97	\$4,838	\$5,557	\$6,604

OREGON  
COMPARISON  
TO  
MARKET

0332-Transportation Services Representative 2

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	19	30	\$3,197	\$4,093	\$4,829	1.02	\$5,159	\$6,204	\$7,063
UA	UNREPRESENTED	A	P	19	43	\$3,195	\$4,304	\$4,826	1.07	\$5,157	\$6,450	\$7,059
<b>Non-Corrections/Non-Management Wtd Average</b>					73	\$3,196	\$4,217	\$4,827	1.05	\$5,158	\$6,349	\$7,061
<b>STATEWIDE Weighted Average</b>					73	\$3,196	\$4,217	\$4,827	1.05	\$5,158	\$6,349	\$7,061

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
101.4%	109.0%	104.2%	106.6%	111.6%	106.9%
101.3%	114.6%	104.2%	106.6%	116.1%	106.9%
101.3%	112.3%	104.2%	106.6%	114.2%	106.9%
101.3%	112.3%	104.2%	106.6%	114.2%	106.9%

0403 MAIL EQUIPMENT OPERATOR 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-ST-CA	1779	B	MAILING MACHINES OPERATOR I		12	\$2,586	\$3,086	\$3,236	1.06	\$4,301	\$4,898	\$5,076	
2020-ST-ID	01320		POSTAL EQUIPMENT OPRTR		1	\$1,903	\$3,166	\$3,395	1.20	\$3,248	\$4,759	\$5,032	
2020-ST-WA	113I		MAIL CARRIER-DRIVER		12	\$2,383	\$2,835	\$3,054	1.04	\$4,027	\$4,570	\$4,835	
<b>State Market Average</b>					25	\$2,461	\$2,969	\$3,155	1.06	\$4,127	\$4,735	\$4,959	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	25	\$2,461	\$2,969	\$3,155	1.06	\$4,127	\$4,735	\$4,959

OREGON  
COMPARISON  
TO  
MARKET

0403-Mail Equipment Operator 1

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	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
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	12	1	\$2,738	\$2,825	\$3,482	0.91	\$4,624	\$4,725	\$5,491	111.3%	95.2%	110.4%	112.0%	99.8%	110.7%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	12	1	\$2,738	\$2,825	\$3,482	0.91	\$4,624	\$4,725	\$5,491	111.3%	95.2%	110.4%	112.0%	99.8%	110.7%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	12	2	\$2,738	\$3,011	\$3,482	0.97	\$4,624	\$4,942	\$5,491	111.3%	101.4%	110.4%	112.0%	104.4%	110.7%
<b>Non-Corrections/Non-Management Wtd Average</b>					4	\$2,738	\$2,918	\$3,482	0.94	\$4,624	\$4,834	\$5,491	111.3%	98.3%	110.4%	112.0%	102.1%	110.7%
<b>STATEWIDE Weighted Average</b>					4	\$2,738	\$2,918	\$3,482	0.94	\$4,624	\$4,834	\$5,491	111.3%	98.3%	110.4%	112.0%	102.1%	110.7%

0405 MAIL SERVICES ASSISTANT

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-OR-LaneCo	A002		Mail Clerk		1	\$2,709	\$3,749	\$3,749	1.16	\$5,008	\$6,285	\$6,285
2020-WA-ThrstnCo	1417		MAIL SERVICES TECHNICIAN		2	\$3,011	\$3,648	\$4,006	1.04	\$4,923	\$5,689	\$6,119
<b>County Market Average</b>					3	\$2,911	\$3,682	\$3,920	1.08	\$4,951	\$5,888	\$6,175
2020-CompAnalyst	OF13000016		Mail Clerk, Sr.		1	\$2,592	\$3,300	\$3,917	1.02	\$4,016	\$4,826	\$5,530
2020-MIL-PACS	01.16		Mail Clerk	18	14	\$2,812	\$3,456	\$3,941	1.02	\$4,268	\$5,004	\$5,558
<b>Purchased Market Average</b>					18	\$2,797	\$3,446	\$3,939	1.02	\$4,251	\$4,992	\$5,556
2020-ST-NV	02.129		MAIL SERVICE CLERK 2		10	\$2,591	\$3,252	\$3,725	1.03	\$3,948	\$4,730	\$5,288
<b>State Market Average</b>					10	\$2,591	\$3,252	\$3,725	1.03	\$3,948	\$4,730	\$5,288
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					18	\$2,736	\$3,402	\$3,861	1.03	\$4,218	\$4,994	\$5,527

OREGON COMPARISON TO MARKET  
0405-Mail Services Assistant

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	13	5	\$2,738	\$3,288	\$3,642	1.03	\$4,624	\$5,265	\$5,678
<b>Non-Corrections/Non-Management Wtd Average</b>					5	\$2,738	\$3,288	\$3,642	1.03	\$4,624	\$5,265	\$5,678
<b>STATEWIDE Weighted Average</b>					5	\$2,738	\$3,288	\$3,642	1.03	\$4,624	\$5,265	\$5,678

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
100.1%	96.7%	94.3%	109.6%	105.4%	102.7%

0435 PROCUREMENT AND CONTRACT ASSISTANT

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-OR-MultCo	6011		Contract Technician		3	\$4,515	\$4,696	\$5,529	0.93	\$7,128	\$7,349	\$8,372
2020-WA-ClarkCo	708		Buyer Assistant		0	\$3,671		\$4,682		\$5,759		\$6,975
2020-WA-KingCo	2214100		Buyer - Assistant		2	\$5,050	\$6,401	\$6,401	1.12	\$7,744	\$9,370	\$9,370
<b>County Market Average</b>					5	\$4,553	\$5,378	\$5,679	1.01	\$7,105	\$8,157	\$8,472
2020-MIL-PACS	08.01a		Buyer - Entry**		15	\$3,687	\$4,310	\$5,188	0.97	\$5,268	\$5,979	\$6,984
<b>Purchased Market Average</b>					15	\$3,687	\$4,310	\$5,188	0.97	\$5,268	\$5,979	\$6,984
2020-ST-CA	4707	C	BUSINESS SERVICE ASSISTANT (SPECIALIST)		50	\$3,197	\$3,830	\$4,001	1.04	\$5,031	\$5,786	\$5,990
2020-ST-NV	07.310		Buyer II		0	\$3,725		\$5,497		\$5,288		\$7,385
2020-ST-NV	07.320		Purchasing Technician I		0	\$2,803		\$4,055		\$4,198		\$5,679
2020-ST-WA	115E		PROCUREMENT & SUPPLY SUPPORT SPECIALIST		1	\$2,383	\$2,658	\$3,054	0.98	\$4,027	\$4,358	\$4,835
<b>State Market Average</b>					51	\$3,185	\$3,807	\$4,012	1.04	\$5,001	\$5,758	\$5,989
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					15	\$3,435	\$4,065	\$4,492	1.02	\$5,229	\$5,974	\$6,469

OREGON  
COMPARISON  
TO  
MARKET

0435-Procurement And Contract Assistant

						MARKET COMPARISONS												
						Salary			Salary and Benefits									
Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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	19	1	\$3,850	\$5,567	\$5,556	1.18	\$5,921	\$7,923	\$7,911	112.1%	136.9%	123.7%	113.2%	132.6%	122.3%
<b>Corrections Wtd Average</b>					1	\$3,850	\$5,567	\$5,556	1.18	\$5,921	\$7,923	\$7,911	112.1%	136.9%	123.7%	113.2%	132.6%	122.3%
AD	AFSCME AT ENVIRONMENTAL QUAL	A	P	19	1	\$3,196	\$4,384	\$4,826	1.09	\$5,158	\$6,544	\$7,059	93.0%	107.8%	107.4%	98.6%	109.5%	109.1%
AX	AFSCME AT STATE LANDS	A	P	19	1	\$3,196	\$4,185	\$4,826	1.04	\$5,158	\$6,311	\$7,059	93.0%	102.9%	107.4%	98.6%	105.6%	109.1%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	19	4	\$3,197	\$4,503	\$4,829	1.12	\$5,159	\$6,682	\$7,063	93.1%	110.8%	107.5%	98.7%	111.8%	109.2%
OAI	SEIU STRIKEABLE INST COALITION	A	P	19	1	\$3,197	\$4,611	\$4,829	1.15	\$5,159	\$6,808	\$7,063	93.1%	113.4%	107.5%	98.7%	114.0%	109.2%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	19	3	\$3,197	\$4,408	\$4,829	1.10	\$5,159	\$6,572	\$7,063	93.1%	108.4%	107.5%	98.7%	110.0%	109.2%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	19	14	\$3,197	\$4,168	\$4,829	1.04	\$5,159	\$6,291	\$7,063	93.1%	102.5%	107.5%	98.7%	105.3%	109.2%
UA	UNREPRESENTED	A	P	19	1	\$3,195	\$4,606	\$4,826	1.15	\$5,157	\$6,803	\$7,059	93.0%	113.3%	107.4%	98.6%	113.9%	109.1%
<b>Non-Corrections/Non-Management Wtd Average</b>					25	\$3,197	\$4,295	\$4,829	1.07	\$5,159	\$6,439	\$7,062	93.1%	105.6%	107.5%	98.7%	107.8%	109.2%

# 2020 Oregon Salary and Benefit Report

Data Effective Date: 07/01/2020

## STATEWIDE Weighted Average

26

\$3,222

\$4,344

\$4,857

1.07

\$5,188

\$6,496

\$7,095

93.8%

106.8%

108.1%

99.2%

108.7%

109.7%



0436 PROCUREMENT & CONTRACT SPECIALIST 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-WA-KingCo	2214200		Buyer		5	\$5,686	\$6,621	\$7,207	1.03	\$8,509	\$9,634	\$10,339
<b>County Market Average</b>					5	\$5,686	\$6,621	\$7,207	1.03	\$8,509	\$9,634	\$10,339
2020-CompAnalyst	MM18000004		Purchasing Agent		1	\$4,067	\$5,308	\$6,342	1.02	\$5,702	\$7,121	\$8,302
2020-CompAnalyst	MM18000001		Buyer I		1	\$3,917	\$4,817	\$6,033	0.97	\$5,530	\$6,559	\$7,950
2020-MIL-ENG	4-101		Grants & Contracts Administrator I	4	12	\$4,951	\$6,003	\$7,376	0.97	\$6,713	\$7,915	\$9,484
2020-MIL-NWHCS	13.19		Buyer / Purchasing Agent	67	104	\$3,583	\$4,646	\$5,311	1.03	\$5,149	\$6,364	\$7,124
2020-MIL-OPES	04.14		Buyer / Purchasing Agent	18	38	\$4,797	\$5,696	\$6,492	1.01	\$7,109	\$8,185	\$9,137
<b>Purchased Market Average</b>					89	\$3,987	\$5,011	\$5,766	1.02	\$5,749	\$6,933	\$7,805
2020-ST-CA	4720	A	BUSINESS SERVICE OFFICER I (SPECIALIST)		84	\$3,833	\$4,579	\$4,799	1.06	\$5,789	\$6,679	\$6,942
2020-ST-ID	01536		BUYER		30	\$3,276	\$4,033	\$5,848	0.88	\$4,890	\$5,796	\$7,967
2020-ST-WA	144F		CONTRACTS SPECIALIST 1		0	\$3,515		\$4,611		\$5,389		\$6,708
<b>State Market Average</b>					114	\$3,685	\$4,435	\$5,071	1.01	\$5,551	\$6,447	\$7,207
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					89	\$3,892	\$4,802	\$5,503	1.02	\$5,717	\$6,780	\$7,602

OREGON  
COMPARISON  
TO  
MARKET

0436-Procurement & Contract Specialist 1

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	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
AL	AFSCME AT LIQUOR CONTROL COMM	A	P	23	1	\$3,817	\$5,554	\$5,829	1.15	\$5,882	\$7,908	\$8,229	98.1%	115.7%	105.9%	102.9%	116.6%	108.2%
AO	AFSCME OR ST POLICE-SUPP UNIT	A	P	23	2	\$3,817	\$4,285	\$5,829	0.89	\$5,882	\$6,428	\$8,229	98.1%	89.2%	105.9%	102.9%	94.8%	108.2%
AS	OR PUB SAFETY ASSOC AT DPSST	A	P	23	1	\$3,817	\$5,054	\$5,829	1.05	\$5,882	\$7,325	\$8,229	98.1%	105.3%	105.9%	102.9%	108.0%	108.2%
AU	AFSCME AT MILITARY	A	P	23	2	\$3,817	\$4,969	\$5,829	1.03	\$5,882	\$7,226	\$8,229	98.1%	103.5%	105.9%	102.9%	106.6%	108.2%
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	23	4	\$3,805	\$5,067	\$5,900	1.04	\$5,868	\$7,340	\$8,312	97.8%	105.5%	107.2%	102.6%	108.3%	109.3%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	23	5	\$3,817	\$4,549	\$5,834	0.94	\$5,882	\$6,736	\$8,235	98.1%	94.7%	106.0%	102.9%	99.3%	108.3%
OAI	SEIU STRIKEABLE INST COALITION	A	P	23	3	\$3,817	\$4,832	\$5,834	1.00	\$5,882	\$7,066	\$8,235	98.1%	100.6%	106.0%	102.9%	104.2%	108.3%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	23	7	\$3,817	\$5,291	\$5,834	1.10	\$5,882	\$7,601	\$8,235	98.1%	110.2%	106.0%	102.9%	112.1%	108.3%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	23	9	\$3,817	\$4,933	\$5,834	1.02	\$5,882	\$7,183	\$8,235	98.1%	102.7%	106.0%	102.9%	105.9%	108.3%

0436-Procurement & Contract Specialist 1 (Continued)

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	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
UA	UNREPRESENTED	A	P	23	1	\$3,816	\$4,826	\$5,829	1.00	\$5,881	\$7,059	\$8,229	98.0%	100.5%	105.9%	102.9%	104.1%	108.2%
<b>Non-Corrections/Non-Management Wtd Average</b>					35	\$3,816	\$4,939	\$5,841	1.02	\$5,881	\$7,191	\$8,242	98.0%	102.9%	106.1%	102.9%	106.1%	108.4%
<b>STATEWIDE Weighted Average</b>					35	\$3,816	\$4,939	\$5,841	1.02	\$5,881	\$7,191	\$8,242	98.0%	102.9%	106.1%	102.9%	106.1%	108.4%

0437 PROCUREMENT & CONTRACT SPECIALIST 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-MultCo	6015		Contract Specialist		4	\$5,373	\$5,790	\$6,588	0.97	\$8,181	\$8,692	\$9,672	
2020-OR-MultCo	6112		Procurement Analyst		5	\$5,373	\$5,715	\$6,588	0.96	\$8,181	\$8,600	\$9,672	
2020-OR-WashCo	021		Buyer II		2	\$5,539	\$6,106	\$6,892	0.98	\$7,963	\$8,636	\$9,570	
2020-WA-ThrstnCo	0537		PROCUREMENT & CONTRACTS SPECIALIST I		1	\$4,449	\$4,862	\$5,919	0.94	\$6,653	\$7,149	\$8,421	
<b>County Market Average</b>					12	\$5,324	\$5,734	\$6,583	0.96	\$8,017	\$8,516	\$9,551	
2020-CompAnalyst	MM18000002		Buyer II		1	\$4,567	\$5,550	\$7,125	0.95	\$6,273	\$7,397	\$9,197	
2020-MIL-ENG	4-102		Grants & Contracts Administrator II	11	75	\$5,499	\$7,172	\$7,851	1.07	\$7,339	\$9,251	\$10,027	
2020-MIL-OPES	04.16		Contract Administrator	8	28	\$5,242	\$6,622	\$7,666	1.03	\$7,642	\$9,293	\$10,542	
2020-MIL-PACS	08.01b		Buyer - Intermediate**	34	87	\$4,343	\$5,284	\$6,252	1.00	\$6,018	\$7,093	\$8,199	
2020-MIL-PACS	04.34		Contract Administrator	21	74	\$5,004	\$5,993	\$7,687	0.94	\$6,774	\$7,904	\$9,839	
2020-TwrsWtsn	ALS020-P2		Contract Administration	7	21		\$5,929		0.99		\$7,830		
<b>Purchased Market Average</b>					81	286	\$4,951	\$6,142	\$7,258	1.01	\$6,775	\$8,139	\$9,426
2020-ST-CA	4970		BUSINESS SERVICE OFFICER II (SPECIALIST)		6	\$4,201	\$4,850	\$5,260	1.03	\$6,228	\$7,003	\$7,492	
2020-ST-WA	144G		CONTRACTS SPECIALIST 2		65	\$4,070	\$5,191	\$5,347	1.10	\$6,058	\$7,406	\$7,593	
<b>State Market Average</b>					71	\$4,081	\$5,162	\$5,339	1.10	\$6,072	\$7,372	\$7,585	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					81	369	\$4,786	\$5,940	\$6,843	1.02	\$6,675	\$8,004	\$9,055

OREGON  
COMPARISON  
TO  
MARKET

0437-Procurement & Contract Specialist 2

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
AAON	AFSCME AT DOC SECURITY PLUS	A	P	27	3	\$5,567	\$6,838	\$8,094	1.00	\$7,923	\$9,406	\$10,871
<b>Corrections Wtd Average</b>					3	\$5,567	\$6,838	\$8,094	1.00	\$7,923	\$9,406	\$10,871
AD	AFSCME AT ENVIRONMENTAL QUAL	A	P	27	4	\$4,606	\$5,873	\$7,049	1.01	\$6,803	\$8,280	\$9,652
AL	AFSCME AT LIQUOR CONTROL COMM	A	P	27	1	\$4,606	\$6,410	\$7,049	1.10	\$6,803	\$8,907	\$9,652
AO	AFSCME OR ST POLICE-SUPP UNIT	A	P	27	1	\$4,606	\$6,117	\$7,049	1.05	\$6,803	\$8,565	\$9,652
AS	OR PUB SAFETY ASSOC AT DPSST	A	P	27	1	\$4,606	\$6,727	\$7,049	1.15	\$6,803	\$9,276	\$9,652

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
116.3%	115.1%	118.3%	118.7%	117.5%	120.1%
96.2%	98.9%	103.0%	101.9%	103.5%	106.6%
96.2%	107.9%	103.0%	101.9%	111.3%	106.6%
96.2%	103.0%	103.0%	101.9%	107.0%	106.6%
96.2%	113.2%	103.0%	101.9%	115.9%	106.6%

0437-Procurement & Contract Specialist 2 (Continued)

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	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
AU	AFSCME AT MILITARY	A	P	27	3	\$4,606	\$5,544	\$7,049	0.95	\$6,803	\$7,897	\$9,652	96.2%	93.3%	103.0%	101.9%	98.7%	106.6%
AX	AFSCME AT STATE LANDS	A	P	27	1	\$4,606	\$5,554	\$7,049	0.95	\$6,803	\$7,908	\$9,652	96.2%	93.5%	103.0%	101.9%	98.8%	106.6%
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	27	10	\$4,625	\$6,352	\$7,174	1.08	\$6,825	\$8,839	\$9,798	96.6%	106.9%	104.8%	102.2%	110.4%	108.2%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	27	12	\$4,611	\$6,329	\$7,053	1.09	\$6,808	\$8,812	\$9,657	96.3%	106.5%	103.1%	102.0%	110.1%	106.7%
OAI	SEIU STRIKEABLE INST COALITION	A	P	27	1	\$4,611	\$6,122	\$7,053	1.05	\$6,808	\$8,571	\$9,657	96.3%	103.1%	103.1%	102.0%	107.1%	106.7%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	27	14	\$4,611	\$6,177	\$7,053	1.06	\$6,808	\$8,635	\$9,657	96.3%	104.0%	103.1%	102.0%	107.9%	106.7%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	27	16	\$4,611	\$5,864	\$7,053	1.01	\$6,808	\$8,270	\$9,657	96.3%	98.7%	103.1%	102.0%	103.3%	106.7%
UA	UNREPRESENTED	A	P	27	4	\$4,606	\$5,965	\$7,049	1.02	\$6,803	\$8,388	\$9,652	96.2%	100.4%	103.0%	101.9%	104.8%	106.6%
<b>Non-Corrections/Non-Management Wtd Average</b>					68	\$4,612	\$6,098	\$7,070	1.04	\$6,809	\$8,543	\$9,676	96.4%	102.7%	103.3%	102.0%	106.7%	106.9%
<b>STATEWIDE Weighted Average</b>					71	\$4,652	\$6,129	\$7,113	1.04	\$6,857	\$8,579	\$9,727	97.2%	103.2%	103.9%	102.7%	107.2%	107.4%

0438 PROCUREMENT & CONTRACT SPECIALIST 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-OR-MultCo	6111		Procurement Analyst Senior		14	\$6,219	\$6,684	\$7,644	0.96	\$9,219	\$9,789	\$10,967
2020-OR-MultCo	6031		Contract Specialist Senior		22	\$6,211	\$6,740	\$7,634	0.97	\$9,208	\$9,858	\$10,955
2020-WA-KingCo	2214300		Buyer - Senior		4	\$6,402	\$7,926	\$8,114	1.09	\$9,370	\$11,205	\$11,431
<b>County Market Average</b>					40	\$6,233	\$6,839	\$7,685	0.98	\$9,228	\$9,969	\$11,007
2020-CompAnalyst	MM18000003		Buyer III		1	\$5,483	\$6,842	\$8,500	0.98	\$7,321	\$8,873	\$10,769
2020-MIL-ENG	4-103		Grants & Contracts Administrator - Senior		7	\$5,796	\$6,536	\$9,066	0.86	\$7,679	\$8,524	\$11,416
2020-MIL-PACS	08.01c		Buyer - Senior**		23	\$5,109	\$6,424	\$7,590	0.99	\$6,894	\$8,397	\$9,729
2020-TwrsWtsn	ALS020-P3		Contract Administration		11		\$6,987		1.02		\$9,040	
<b>Purchased Market Average</b>					41	\$5,453	\$6,597	\$8,330	0.95	\$7,287	\$8,594	\$10,574
2020-ST-ID	01538		BUYER, SENIOR		15	\$3,669	\$4,446	\$6,546	0.87	\$5,360	\$6,290	\$8,803
2020-ST-NV	07.308		BUYER 3		1	\$4,055	\$6,012	\$6,012	1.19	\$5,679	\$7,994	\$7,994
2020-ST-WA	144H		CONTRACTS SPECIALIST 3		0	\$4,724		\$6,205		\$6,844		\$8,627
<b>State Market Average</b>					16	\$3,753	\$4,544	\$6,495	0.89	\$5,466	\$6,397	\$8,745
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					41	\$5,469	\$6,475	\$7,940	0.95	\$7,606	\$8,699	\$10,480

OREGON  
COMPARISON  
TO  
MARKET

0438-Procurement & Contract Specialist 3

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
111.7%	124.7%	112.0%	112.4%	124.7%	112.6%
111.7%	124.7%	112.0%	112.4%	124.7%	112.6%
100.5%	113.8%	102.2%	103.1%	115.2%	103.9%
100.5%	113.8%	102.2%	103.1%	115.2%	103.9%
92.4%	109.1%	97.8%	96.3%	111.1%	100.0%
92.4%	120.0%	97.8%	96.3%	120.6%	100.0%
93.3%	113.7%	99.6%	97.0%	115.2%	101.6%
92.5%	108.9%	97.8%	96.3%	110.9%	100.0%

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
AAON	AFSCME AT DOC SECURITY PLUS	A	P	29	6	\$6,106	\$8,074	\$8,891	1.08	\$8,552	\$10,847	\$11,801
<b>Corrections Wtd Average</b>					6	\$6,106	\$8,074	\$8,891	1.08	\$8,552	\$10,847	\$11,801
MMN	MGT SVC NONSUPERVISORY	A	P	29	3	\$5,498	\$7,366	\$8,113	1.08	\$7,843	\$10,021	\$10,893
<b>Management Wtd Average</b>					3	\$5,498	\$7,366	\$8,113	1.08	\$7,843	\$10,021	\$10,893
AO	AFSCME OR ST POLICE-SUPP UNIT	A	P	29	2	\$5,054	\$7,063	\$7,762	1.10	\$7,325	\$9,668	\$10,484
AU	AFSCME AT MILITARY	A	P	29	1	\$5,054	\$7,768	\$7,762	1.21	\$7,325	\$10,491	\$10,484
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	29	8	\$5,100	\$7,365	\$7,905	1.13	\$7,379	\$10,020	\$10,650
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	29	18	\$5,056	\$7,048	\$7,763	1.10	\$7,327	\$9,651	\$10,485

0438-Procurement & Contract Specialist 3 (Continued)

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	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
OAI	SEIU STRIKEABLE INST COALITION	A	P	29	2	\$5,056	\$6,574	\$7,763	1.03	\$7,327	\$9,097	\$10,485	92.5%	101.5%	97.8%	96.3%	104.6%	100.0%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	29	34	\$5,056	\$6,863	\$7,763	1.07	\$7,327	\$9,435	\$10,485	92.5%	106.0%	97.8%	96.3%	108.5%	100.0%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	29	18	\$5,056	\$6,683	\$7,763	1.04	\$7,327	\$9,225	\$10,485	92.5%	103.2%	97.8%	96.3%	106.0%	100.0%
UA	UNREPRESENTED	A	P	29	4	\$5,054	\$7,078	\$7,756	1.11	\$7,325	\$9,686	\$10,477	92.4%	109.3%	97.7%	96.3%	111.3%	100.0%
<b>Non-Corrections/Non-Management Wtd Average</b>					87	\$5,060	\$6,928	\$7,776	1.08	\$7,332	\$9,511	\$10,500	92.5%	107.0%	97.9%	96.4%	109.3%	100.2%
<b>STATEWIDE Weighted Average</b>					96	\$5,139	\$7,013	\$7,856	1.08	\$7,424	\$9,611	\$10,593	94.0%	108.3%	98.9%	97.6%	110.5%	101.1%

0501 DATA ENTRY OPERATOR

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-OR-ClackCo	693		Data Control Analyst 1		1	\$3,389	\$3,405	\$4,256	0.89	\$5,630	\$5,650	\$6,698
2020-OR-LaneCo	A001		Data Entry Operator		0	\$2,709		\$3,486		\$5,008		\$5,962
<b>County Market Average</b>					1	\$3,049	\$3,405	\$3,871	0.89	\$5,319	\$5,650	\$6,330
2020-CompAnalyst	OF13000023		Data Entry Clerk II		1	\$2,475	\$3,175	\$3,767	1.02	\$3,883	\$4,683	\$5,359
2020-MIL-PACS	01.14		Data Entry Operator	10	21	\$2,798	\$3,180	\$3,889	0.95	\$4,251	\$4,689	\$5,499
<b>Purchased Market Average</b>				10	22	\$2,783	\$3,180	\$3,884	0.95	\$4,235	\$4,689	\$5,493
2020-ST-CA	1419	B	KEY DATA OPERATOR		55	\$2,567	\$3,277	\$3,210	1.11	\$4,278	\$5,126	\$5,046
<b>State Market Average</b>					55	\$2,567	\$3,277	\$3,210	1.11	\$4,278	\$5,126	\$5,046
<b>OVERALL WEIGHTED MARKET AVERAGE</b>				10	78	\$2,638	\$3,251	\$3,412	1.07	\$4,292	\$5,009	\$5,201

OREGON  
COMPARISON  
TO  
MARKET

0501-Data Entry Operator

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	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
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	12	55	\$2,738	\$3,188	\$3,482	1.02	\$4,624	\$5,148	\$5,491	103.8%	98.0%	102.1%	107.7%	102.8%	105.6%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	12	18	\$2,738	\$3,232	\$3,482	1.04	\$4,624	\$5,199	\$5,491	103.8%	99.4%	102.1%	107.7%	103.8%	105.6%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	12	15	\$2,738	\$3,211	\$3,482	1.03	\$4,624	\$5,176	\$5,491	103.8%	98.8%	102.1%	107.7%	103.3%	105.6%
<b>Non-Corrections/Non-Management Wtd Average</b>					88	\$2,738	\$3,201	\$3,482	1.03	\$4,624	\$5,163	\$5,491	103.8%	98.4%	102.1%	107.7%	103.1%	105.6%
<b>STATEWIDE Weighted Average</b>					88	\$2,738	\$3,201	\$3,482	1.03	\$4,624	\$5,163	\$5,491	103.8%	98.4%	102.1%	107.7%	103.1%	105.6%



0531 WORD PROCESSING TECHNICIAN 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-OR-LaneCo	A017		Document Resource Center Specialist		0	\$2,709		\$3,486		\$5,008		\$5,962
<b>County Market Average</b>						\$2,709		\$3,486		\$5,008		\$5,962
2020-CompAnalyst	OF13000005		Wordprocessing Operator	60	334	\$2,508	\$3,217	\$3,742	1.03	\$3,921	\$4,730	\$5,330
<b>Purchased Market Average</b>						\$2,508	\$3,217	\$3,742	1.03	\$3,921	\$4,730	\$5,330
2020-ST-CA	1181	B	WORD PROCESSING TECHNICIAN		34	\$2,567	\$3,402	\$3,210	1.18	\$4,278	\$5,275	\$5,046
<b>State Market Average</b>						\$2,567	\$3,402	\$3,210	1.18	\$4,278	\$5,275	\$5,046
<b>OVERALL WEIGHTED MARKET AVERAGE</b>						\$2,514	\$3,234	\$3,692	1.05	\$3,957	\$4,781	\$5,306

**OREGON COMPARISON TO MARKET**  
0531-Word Processing Technician 2

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	14	1	\$2,738	\$3,642	\$3,817	1.11	\$4,624	\$5,678	\$5,882
<b>Non-Corrections/Non-Management Wtd Average</b>						\$2,738	\$3,642	\$3,817	1.11	\$4,624	\$5,678	\$5,882
<b>STATEWIDE Weighted Average</b>						\$2,738	\$3,642	\$3,817	1.11	\$4,624	\$5,678	\$5,882

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
108.9%	112.6%	103.4%	116.9%	118.8%	110.9%

0532 WORD PROCESSING TECHNICIAN 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-OR-LaneCo	A024		Document Resource Center Specialist, Senior		0	\$3,066		\$3,947		\$5,446		\$6,528
<b>County Market Average</b>						\$3,066		\$3,947		\$5,446		\$6,528
2020-CompAnalyst	OF13000078		Wordprocessing Operator, Sr.		1	\$3,183	\$3,992	\$4,700	1.02	\$4,692	\$5,616	\$6,426
<b>Purchased Market Average</b>						\$3,183	\$3,992	\$4,700	1.02	\$4,692	\$5,616	\$6,426
<b>OVERALL WEIGHTED MARKET AVERAGE</b>						\$3,125	\$3,992	\$4,324	1.02	\$5,069	\$5,616	\$6,477

OREGON COMPARISON TO MARKET  
0532-Word Processing Technician 3

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	16	1	\$2,825	\$4,002	\$4,184	1.14	\$4,725	\$6,098	\$6,310
<b>Non-Corrections/Non-Management Wtd Average</b>						\$2,825	\$4,002	\$4,184	1.14	\$4,725	\$6,098	\$6,310
<b>STATEWIDE Weighted Average</b>						\$2,825	\$4,002	\$4,184	1.14	\$4,725	\$6,098	\$6,310

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
90.4%	100.3%	96.8%	93.2%	108.6%	97.4%
90.4%	100.3%	96.8%	93.2%	108.6%	97.4%
90.4%	100.3%	96.8%	93.2%	108.6%	97.4%

0725 APPRAISER ANALYST 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-ClackCo	331		Property Appraiser 1		1	\$4,492	\$4,359	\$5,417	0.88	\$6,988	\$6,824	\$8,127	
2020-OR-DescCo	1130		PROPERTY APPRAISER I		2	\$4,381	\$4,830	\$5,871	0.94	\$6,928	\$7,481	\$8,762	
2020-OR-JackCo	331		Property Appraiser I		2	\$3,500	\$3,552	\$4,592	0.59	\$6,115	\$6,179	\$7,459	
2020-OR-LaneCo	L011		Property Appraiser 1		1	\$3,299	\$4,573	\$4,573	1.16	\$5,732	\$7,296	\$7,296	
2020-OR-MarionCo	331		Property Appraiser 1		0	\$3,522		\$4,715		\$5,847		\$7,314	
2020-OR-WashCo	350		Appraiser I, Property		0	\$4,540		\$5,519		\$6,775		\$7,938	
2020-WA-ClarkCo	250		Real Property Appraiser I		0	\$3,124		\$3,984		\$5,102		\$6,136	
<b>County Market Average</b>					6	\$3,824	\$4,283	\$4,972	0.85	\$6,264	\$6,907	\$7,671	
2020-ST-CA	5439		ASSISTANT PROPERTY APPRAISER (BOARD OF E		2	\$4,227	\$5,015	\$5,293	1.05	\$6,259	\$7,199	\$7,532	
2020-ST-NV	07.447		Property Appraiser I		0	\$3,725		\$5,497		\$5,288		\$7,385	
<b>State Market Average</b>					2	\$4,059	\$5,015	\$5,361	1.05	\$5,936	\$7,199	\$7,483	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	8	\$3,878	\$4,466	\$5,062	0.90	\$6,188	\$6,980	\$7,628

OREGON  
COMPARISON  
TO  
MARKET

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

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

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0726 APPRAISER ANALYST 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-OR-ClackCo	332		Property Appraiser 2		11	\$5,163	\$5,651	\$6,555	0.96	\$7,813	\$8,415	\$9,527
2020-OR-DescCo	1131		PROPERTY APPRAISER II		8	\$4,830	\$5,999	\$6,473	1.06	\$7,481	\$8,920	\$9,503
2020-OR-JackCo	332		Property Appraiser II		4	\$3,822	\$4,669	\$5,032	1.05	\$6,512	\$7,554	\$8,001
2020-OR-JackCo	335		Commercial Appraiser		1	\$4,569	\$5,510	\$6,023	1.04	\$7,432	\$8,591	\$9,222
2020-OR-LaneCo	L012		Property Appraiser 2		6	\$3,643	\$4,072	\$5,049	0.94	\$6,155	\$6,682	\$7,881
2020-OR-MultCo	6051		Property Appraiser 1		9	\$4,649	\$4,884	\$5,692	0.94	\$7,292	\$7,580	\$8,572
2020-OR-WashCo	351		Appraiser II, Property		26	\$5,212	\$5,884	\$6,355	1.02	\$7,574	\$8,372	\$8,932
2020-WA-ClarkCo	253		Real Property Appraiser II		5	\$3,612	\$3,666	\$4,616	0.89	\$5,688	\$5,753	\$6,896
2020-WA-KingCo	2612100		Residential Appraiser I		56	\$5,171	\$5,391	\$6,555	0.92	\$7,890	\$8,154	\$9,555
2020-WA-KingCo	2611100		Commercial Appraiser I		15	\$5,422	\$5,590	\$6,873	0.91	\$8,192	\$8,394	\$9,938
<b>County Market Average</b>					141	\$4,989	\$5,389	\$6,312	0.95	\$7,602	\$8,085	\$9,201
2020-CompAnalyst	FA06000589		Appraiser (Residential Real Estate)		1	\$4,200	\$5,325	\$7,208	0.96	\$5,854	\$7,140	\$9,292
2020-MIL-OPES	01.02		Appraiser - Commercial		6	\$5,340	\$6,304	\$6,743	1.04	\$7,758	\$8,912	\$9,438
2020-MIL-OPES	01.01		Appraiser - Residential		7	\$4,571	\$5,680	\$5,803	1.10	\$6,838	\$8,166	\$8,312
<b>Purchased Market Average</b>					13	\$4,761	\$5,834	\$6,058	1.08	\$7,059	\$8,342	\$8,609
2020-ST-CA	5444		ASSOCIATE PROPERTY APPRAISER (BOARD OF E		12	\$5,082	\$6,025	\$6,365	1.05	\$7,279	\$8,405	\$8,810
2020-ST-ID	04358		TAX APRSR		1	\$4,139	\$4,139	\$7,392	0.72	\$5,922	\$5,922	\$9,815
<b>State Market Average</b>					13	\$5,009	\$5,880	\$6,444	1.03	\$7,175	\$8,214	\$8,888
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					13	\$4,910	\$5,571	\$6,230	1.00	\$7,388	\$8,182	\$8,976

OREGON COMPARISON TO MARKET 0726-Appraiser Analyst 2

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	25	4	\$4,184	\$4,463	\$6,415	0.84	\$6,310	\$6,636	\$8,913
<b>Non-Corrections/Non-Management Wtd Average</b>					4	\$4,184	\$4,463	\$6,415	0.84	\$6,310	\$6,636	\$8,913
<b>STATEWIDE Weighted Average</b>					4	\$4,184	\$4,463	\$6,415	0.84	\$6,310	\$6,636	\$8,913

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
85.2%	80.1%	103.0%	85.4%	81.1%	99.3%



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0727 APPRAISER ANALYST 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-DescCo	1132		PROPERTY APPRAISER III		2	\$5,326	\$7,137	\$7,137	1.15	\$8,090	\$10,320	\$10,320	
2020-OR-LaneCo	L013		Property Appraiser 3		8	\$4,122	\$4,973	\$5,710	1.01	\$6,743	\$7,788	\$8,692	
2020-OR-MultCo	6042		Property Appraiser 2		29	\$5,692	\$6,304	\$6,996	0.99	\$8,572	\$9,323	\$10,172	
2020-OR-WashCo	352		Appraiser Senior, Property		7	\$6,108	\$7,130	\$7,424	1.05	\$8,639	\$9,853	\$10,203	
2020-WA-ClarkCo	256		Real Property Appraiser III		7	\$4,191	\$4,843	\$5,338	1.02	\$6,385	\$7,169	\$7,766	
2020-WA-ClarkCo	260		Commercial Appraiser Spec.		3	\$5,083	\$6,484	\$6,484	1.12	\$7,459	\$9,144	\$9,144	
2020-WA-KingCo	2611200		Commercial Appraiser II		15	\$6,252	\$6,651	\$7,924	0.94	\$9,190	\$9,671	\$11,202	
2020-WA-KingCo	2612200		Residential Appraiser II		22	\$5,962	\$6,340	\$7,557	0.94	\$8,841	\$9,296	\$10,761	
<b>County Market Average</b>					93	\$5,602	\$6,230	\$7,062	0.99	\$8,372	\$9,134	\$10,141	
2020-ST-CA	5449		SENIOR SPECIALIST PROPERTY APPRAISER (BO/		14	\$5,841	\$7,229	\$7,310	1.10	\$8,185	\$9,842	\$9,939	
2020-ST-ID	04366		TAX APPRAISER, SENIOR		4	\$4,679	\$5,484	\$8,359	0.84	\$6,569	\$7,531	\$10,971	
2020-ST-NV	07.422		REVIEW APPRAISER		2	\$4,617	\$6,441	\$6,881	1.12	\$6,344	\$8,501	\$9,021	
<b>State Market Average</b>					20	\$5,486	\$6,801	\$7,477	1.05	\$7,678	\$9,246	\$10,053	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	113	\$5,581	\$6,331	\$7,135	1.00	\$8,249	\$9,154	\$10,126

OREGON COMPARISON TO MARKET  
0727-Appraiser Analyst 3

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	28	23	\$4,829	\$6,358	\$7,402	1.04	\$7,063	\$8,846	\$10,064
<b>Non-Corrections/Non-Management Wtd Average</b>					23	\$4,829	\$6,358	\$7,402	1.04	\$7,063	\$8,846	\$10,064
<b>STATEWIDE Weighted Average</b>					23	\$4,829	\$6,358	\$7,402	1.04	\$7,063	\$8,846	\$10,064

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
86.5%	100.4%	103.7%	85.6%	96.6%	99.4%

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0728 APPRAISER ANALYST 4

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-ClackCo	334		Property Appraiser, Senior		6	\$5,682	\$6,548	\$7,206	1.02	\$8,453	\$9,519	\$10,328	
2020-OR-DescCo	9140		PROPERTY APPRAISER SR		1	\$5,871	\$7,868	\$7,868	1.15	\$8,762	\$11,220	\$11,220	
2020-OR-JackCo	336		Lead Appraiser/Appraiser Spec		3	\$4,373	\$5,671	\$5,763	1.12	\$7,190	\$8,789	\$8,902	
2020-OR-LaneCo	L014		Property Appraiser 4		0	\$4,548		\$5,859		\$7,266		\$8,876	
2020-OR-MultCo	6044		Property Appraiser 3		7	\$6,219	\$6,828	\$7,644	0.99	\$9,219	\$9,966	\$10,967	
2020-WA-ClarkCo	259		Real Property Appraiser IV		6	\$4,846	\$5,884	\$6,180	1.07	\$7,174	\$8,422	\$8,778	
2020-WA-KingCo	2613100		Appraiser - Senior		9	\$7,039	\$7,549	\$8,922	0.95	\$10,137	\$10,751	\$12,403	
<b>County Market Average</b>					32	\$5,866	\$6,726	\$7,428	1.01	\$8,701	\$9,742	\$10,601	
2020-CompAnalyst	FA06000590		Appraiser Sr. (Residential Real Estate)		1	\$5,150	\$6,475	\$9,242	0.90	\$6,940	\$8,454	\$11,616	
<b>Purchased Market Average</b>					1	\$5,150	\$6,475	\$9,242	0.90	\$6,940	\$8,454	\$11,616	
2020-ST-ID	04357		TAX APRSR, CONSULTG		5	\$4,679	\$5,728	\$8,359	0.88	\$6,569	\$7,824	\$10,971	
<b>State Market Average</b>					5	\$4,679	\$5,728	\$8,359	0.88	\$6,569	\$7,824	\$10,971	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	38	\$5,696	\$6,588	\$7,594	0.99	\$8,382	\$9,456	\$10,674

OREGON  
COMPARISON  
TO  
MARKET

0728-Appraiser Analyst 4

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	31	13	\$5,559	\$7,440	\$8,538	1.06	\$7,914	\$10,108	\$11,389
<b>Non-Corrections/Non-Management Wtd Average</b>					13	\$5,559	\$7,440	\$8,538	1.06	\$7,914	\$10,108	\$11,389
<b>STATEWIDE Weighted Average</b>					13	\$5,559	\$7,440	\$8,538	1.06	\$7,914	\$10,108	\$11,389

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
97.6%	112.9%	112.4%	94.4%	106.9%	106.7%
97.6%	112.9%	112.4%	94.4%	106.9%	106.7%
97.6%	112.9%	112.4%	94.4%	106.9%	106.7%



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0758 SUPPLY SPECIALIST 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-OR-LaneCo	C030		Stores Clerk		3	\$2,775	\$3,112	\$3,848	0.94	\$5,089	\$5,503	\$6,407
2020-OR-MultCo	6109		Inventory/Stores Specialist 1		3	\$3,581	\$4,304	\$4,385	1.08	\$5,982	\$6,869	\$6,969
2020-WA-ClarkCo	504		Central Stores Assistant		0	\$3,052		\$3,893		\$5,014		\$6,027
<b>County Market Average</b>					6	\$3,160	\$3,708	\$4,085	1.01	\$5,461	\$6,186	\$6,593
2020-MIL-NWHCS	09.11		Storekeeper	42	133	\$2,729	\$3,342	\$4,064	0.98	\$4,173	\$4,874	\$5,699
2020-MIL-PACS	01.17		Supply Clerk	9	28	\$3,031	\$3,670	\$4,398	0.99	\$4,518	\$5,249	\$6,081
2020-TwrsWtsn	ASC025-U2		Inventory Control	12	60		\$3,688		1.01		\$5,269	
<b>Purchased Market Average</b>					63	\$2,787	\$3,477	\$4,128	0.99	\$4,239	\$5,028	\$5,772
2020-ST-ID	01546		STOREKEEPER		29	\$2,485	\$3,124	\$4,443	0.90	\$3,944	\$4,708	\$6,286
2020-ST-NV	02.827		SUPPLY ASSISTANT		10	\$2,591	\$2,894	\$3,725	0.92	\$3,948	\$4,305	\$5,288
<b>State Market Average</b>					39	\$2,512	\$3,065	\$4,259	0.91	\$3,945	\$4,605	\$6,030
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					63	\$2,745	\$3,422	\$4,153	0.98	\$4,224	\$4,992	\$5,855

OREGON COMPARISON TO MARKET 0758-Supply Specialist 1

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
OAI	SEIU STRIKEABLE INST COALITION	A	P	14	4	\$2,738	\$3,245	\$3,817	0.99	\$4,624	\$5,215	\$5,882
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	14	4	\$2,738	\$3,642	\$3,817	1.11	\$4,624	\$5,678	\$5,882
<b>Non-Corrections/Non-Management Wtd Average</b>					8	\$2,738	\$3,443	\$3,817	1.05	\$4,624	\$5,446	\$5,882
<b>STATEWIDE Weighted Average</b>					8	\$2,738	\$3,443	\$3,817	1.05	\$4,624	\$5,446	\$5,882

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
99.8%	94.8%	91.9%	109.5%	104.5%	100.5%
99.8%	106.4%	91.9%	109.5%	113.7%	100.5%
99.8%	100.6%	91.9%	109.5%	109.1%	100.5%
99.8%	100.6%	91.9%	109.5%	109.1%	100.5%

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Data Effective Date: 07/01/2020

0759 SUPPLY SPECIALIST 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-LaneCo	C031		Stores Clerk, Sr		4	\$3,299	\$4,059	\$4,573	1.03	\$5,732	\$6,665	\$7,296	
2020-OR-MultCo	6104		Inventory/Stores Specialist 3		0	\$4,385		\$5,373		\$6,969		\$8,181	
2020-OR-WashCo	430		Stores Clerk, Senior		1	\$4,564	\$5,160	\$5,416	1.03	\$6,804	\$7,512	\$7,816	
2020-WA-KingCo	4112100		Transit Parts Specialist		15	\$4,107	\$5,661	\$5,866	1.14	\$6,610	\$8,479	\$8,726	
2020-WA-ThrstnCo	0613		CENTRAL STORES SPECIALIST		2	\$4,126	\$4,579	\$4,901	1.01	\$6,265	\$6,809	\$7,197	
<b>County Market Average</b>					22	\$3,990	\$5,249	\$5,483	1.10	\$6,436	\$7,954	\$8,239	
2020-TwrsWtsn	ASC025-U3		Inventory Control		5		\$4,260		0.98		\$5,922		
<b>Purchased Market Average</b>					5		\$4,260		0.98		\$5,922		
2020-ST-NV	02.824		SUPPLY TECHNICIAN 2		15	\$3,036	\$3,724	\$4,422	1.00	\$4,473	\$5,288	\$6,113	
<b>State Market Average</b>					15	\$3,036	\$3,724	\$4,422	1.00	\$4,473	\$5,288	\$6,113	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					5	45	\$3,625	\$4,565	\$5,077	1.05	\$5,685	\$6,704	\$7,426

OREGON  
COMPARISON  
TO  
MARKET

0759-Supply Specialist 2

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
111.1%	118.5%	114.8%	107.8%	115.5%	110.8%
111.2%	118.8%	114.4%	107.9%	115.7%	110.5%
111.1%	118.5%	114.8%	107.8%	115.5%	110.8%
91.9%	89.7%	99.5%	93.5%	92.5%	98.6%
91.9%	105.7%	99.5%	93.5%	105.3%	98.6%
91.9%	83.9%	99.5%	93.5%	88.0%	98.6%
92.0%	99.4%	99.6%	93.6%	100.2%	98.7%
92.0%	99.3%	99.6%	93.6%	100.2%	98.7%
92.0%	98.8%	99.6%	93.6%	99.8%	98.7%
92.0%	95.4%	99.6%	93.6%	97.1%	98.7%
92.0%	97.2%	99.6%	93.5%	98.5%	98.7%

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
AAON	AFSCME AT DOC SECURITY PLUS	A	P	20	54	\$4,029	\$5,410	\$5,831	1.10	\$6,129	\$7,741	\$8,231
CP	AOCE AT DOC NONSECURITY	A	P	20	4	\$4,031	\$5,425	\$5,810	1.10	\$6,132	\$7,758	\$8,207
<b>Corrections Wtd Average</b>					58	\$4,029	\$5,411	\$5,830	1.10	\$6,130	\$7,742	\$8,230
AL	AFSCME AT LIQUOR CONTROL COMM	A	P	20	2	\$3,332	\$4,093	\$5,054	0.98	\$5,317	\$6,204	\$7,325
AO	AFSCME OR ST POLICE-SUPP UNIT	A	P	20	1	\$3,332	\$4,826	\$5,054	1.15	\$5,317	\$7,059	\$7,325
AU	AFSCME AT MILITARY	A	P	20	2	\$3,332	\$3,831	\$5,054	0.91	\$5,317	\$5,898	\$7,325
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	20	11	\$3,334	\$4,535	\$5,056	1.08	\$5,319	\$6,720	\$7,327
OAI	SEIU STRIKEABLE INST COALITION	A	P	20	10	\$3,334	\$4,531	\$5,056	1.08	\$5,319	\$6,715	\$7,327
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	20	7	\$3,334	\$4,510	\$5,056	1.08	\$5,319	\$6,691	\$7,327
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	20	13	\$3,334	\$4,355	\$5,056	1.04	\$5,319	\$6,510	\$7,327
<b>Non-Corrections/Non-Management Wtd Average</b>					46	\$3,334	\$4,436	\$5,056	1.06	\$5,319	\$6,604	\$7,327

STATEWIDE Weighted Average

104

\$3,722

\$4,980

\$5,487

1.08

\$5,771

\$7,239

\$7,830

102.7%

109.1%

108.1%

101.5%

108.0%

105.4%

2020 Oregon Salary and Benefit Report

Data Effective Date: 07/01/2020

0761 RIGHT OF WAY AGENT 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-OR-ClackCo	156		Right-of-Way Agent 2		1	\$5,606	\$6,327	\$7,072	1.00	\$8,360	\$9,247	\$10,164
2020-OR-MarionCo	441		Right of Way Agent		0	\$4,247		\$5,692		\$6,738		\$8,517
2020-OR-WashCo	327		Right-of-Way Agent		3	\$6,257	\$7,606	\$7,606	1.10	\$8,816	\$10,418	\$10,419
2020-WA-ClarkCo	208		Real Property Agent II		5	\$4,640	\$4,878	\$5,911	0.92	\$6,926	\$7,211	\$8,455
2020-WA-KingCo	2634200		Real Property Agent II		5	\$5,812	\$6,530	\$7,367	0.99	\$8,661	\$9,524	\$10,532
2020-WA-ThrstnCo	1533		RIGHT OF WAY AGENT II		2	\$4,672	\$6,214	\$6,214	1.14	\$6,921	\$8,776	\$8,776
<b>County Market Average</b>					16	\$5,308	\$6,163	\$6,730	1.01	\$7,842	\$8,858	\$9,554
2020-MIL-ENG	2-502		Right of Way Agent II		6	\$4,690	\$5,815	\$6,832	1.01	\$6,414	\$7,700	\$8,862
<b>Purchased Market Average</b>					6	\$4,690	\$5,815	\$6,832	1.01	\$6,414	\$7,700	\$8,862
2020-ST-CA	4965		ASSOCIATE RIGHT OF WAY AGENT		100	\$5,082	\$6,288	\$6,365	1.10	\$7,279	\$8,719	\$8,810
2020-ST-ID	04678		RIGHT-OF-WAY AGENT		3	\$4,139	\$4,732	\$7,392	0.82	\$5,922	\$6,632	\$9,815
2020-ST-NV	07.437		RIGHT-OF-WAY AGENT 2		5	\$4,055	\$4,319	\$6,012	0.86	\$5,679	\$5,992	\$7,994
2020-ST-WA	179K		PROPERTY & ACQUISITION SPECIALIST 3		50	\$4,183	\$5,561	\$5,490	1.15	\$6,193	\$7,851	\$7,766
<b>State Market Average</b>					158	\$4,747	\$5,966	\$6,096	1.10	\$6,859	\$8,318	\$8,473
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					6	\$4,779	\$5,949	\$6,296	1.08	\$6,844	\$8,231	\$8,636

OREGON COMPARISON TO MARKET 0761-Right of Way Agent 1

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	27	16	\$4,625	\$6,222	\$7,174	1.05	\$6,825	\$8,688	\$9,798
<b>Non-Corrections/Non-Management Wtd Average</b>					16	\$4,625	\$6,222	\$7,174	1.05	\$6,825	\$8,688	\$9,798
<b>STATEWIDE Weighted Average</b>					16	\$4,625	\$6,222	\$7,174	1.05	\$6,825	\$8,688	\$9,798

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
96.8%	104.6%	114.0%	99.7%	105.6%	113.5%
96.8%	104.6%	114.0%	99.7%	105.6%	113.5%
96.8%	104.6%	114.0%	99.7%	105.6%	113.5%

2020 Oregon Salary and Benefit Report

Data Effective Date: 07/01/2020

0762 RIGHT OF WAY AGENT 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-OR-ClackCo	155		Right-of-Way Agent, Senior		1	\$6,757	\$8,526	\$8,526	1.12	\$9,775	\$11,954	\$11,954
2020-OR-MultCo	6211		Right-Of-Way Permits Specialist		1	\$6,398	\$8,322	\$7,876	1.17	\$9,438	\$11,799	\$11,252
2020-WA-ClarkCo	210		Real Property Agent III		0	\$5,111		\$6,524		\$7,492		\$9,192
2020-WA-KingCo	2634300		Real Property Agent III		9	\$6,706	\$8,146	\$8,500	1.07	\$9,737	\$11,469	\$11,896
2020-WA-ThrstnCo	1530		RIGHT OF WAY AGENT III		2	\$5,150	\$6,593	\$6,851	1.10	\$7,497	\$9,232	\$9,543
<b>County Market Average</b>					13	\$6,351	\$7,950	\$8,081	1.09	\$9,238	\$11,187	\$11,325
2020-CompAnalyst	LE11000047		Right of Way Agent		1	\$5,367	\$6,817	\$7,617	1.05	\$7,188	\$8,845	\$9,759
2020-MIL-ENG	2-503		Right of Way Agent - Senior	10	66	\$5,590	\$6,968	\$8,297	1.00	\$7,442	\$9,018	\$10,536
2020-MIL-NWMGT	06.28		CAD Technician / Specialist - Senior	16	61	\$5,120	\$6,474	\$7,291	1.04	\$6,906	\$8,453	\$9,387
<b>Purchased Market Average</b>					26	\$5,364	\$6,731	\$7,812	1.02	\$7,185	\$8,747	\$9,983
2020-ST-CA	4962		SENIOR RIGHT OF WAY AGENT		71	\$6,018	\$7,663	\$7,478	1.14	\$8,397	\$10,360	\$10,138
2020-ST-ID	04675		RIGHT-OF-WAY AGENT,SR		6	\$4,679	\$5,803	\$8,359	0.89	\$6,569	\$7,913	\$10,971
2020-ST-NV	07.436		RIGHT-OF-WAY AGENT 3		7	\$4,422	\$5,975	\$6,578	1.09	\$6,113	\$7,950	\$8,662
2020-ST-WA	179M		PROPERTY & ACQUISITION SPECIALIST 5		0	\$4,845		\$6,354		\$6,990		\$8,806
<b>State Market Average</b>					84	\$5,778	\$7,389	\$7,452	1.11	\$8,063	\$9,984	\$10,060
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					26	\$5,580	\$7,047	\$7,694	1.06	\$7,640	\$9,350	\$10,094

OREGON COMPARISON TO MARKET		0762-Right of Way Agent 2		MARKET COMPARISONS														
				SALARY			Group Compa-Ratio Sum Base / Sum 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		
Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps													
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	30	28	\$5,355	\$7,629	\$8,302	1.12	\$7,676	\$10,328	\$11,114	96.0%	108.3%	107.9%	100.5%	110.5%	110.1%
<b>Non-Corrections/Non-Management Wtd Average</b>					28	\$5,355	\$7,629	\$8,302	1.12	\$7,676	\$10,328	\$11,114	96.0%	108.3%	107.9%	100.5%	110.5%	110.1%
<b>STATEWIDE Weighted Average</b>					28	\$5,355	\$7,629	\$8,302	1.12	\$7,676	\$10,328	\$11,114	96.0%	108.3%	107.9%	100.5%	110.5%	110.1%

0770 STATE PROCUREMENT ANALYST

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-ST-ID	04859		BUYER, DIV OF PURCHASING		3	\$3,669	\$4,418	\$6,546	0.86	\$5,360	\$6,256	\$8,803	
2020-ST-NV	07.302		PURCHASING OFFICER 1		1	\$4,231	\$4,422	\$6,285	0.84	\$5,887	\$6,113	\$8,316	
2020-ST-WA	114H		PROCUREMENT & SUPPLY SPECIALIST 4		8	\$4,345	\$5,734	\$5,698	1.14	\$6,388	\$8,060	\$8,016	
<b>State Market Average</b>					12	\$4,166	\$5,296	\$5,959	1.05	\$6,089	\$7,447	\$8,238	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	12	\$4,166	\$5,296	\$5,959	1.05	\$6,089	\$7,447	\$8,238

OREGON  
COMPARISON  
TO  
MARKET

0770-State Procurement Analyst

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	30	17	\$5,301	\$7,599	\$8,149	1.13	\$7,613	\$10,294	\$10,935
<b>Non-Corrections/Non-Management Wtd Average</b>					17	\$5,301	\$7,599	\$8,149	1.13	\$7,613	\$10,294	\$10,935
<b>STATEWIDE Weighted Average</b>					17	\$5,301	\$7,599	\$8,149	1.13	\$7,613	\$10,294	\$10,935

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
127.2%	143.5%	136.8%	125.0%	138.2%	132.7%

0782 PARTS SPECIALIST 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-OR-LaneCo	C039		Fleet Svcs Purchasing Spec		2	\$3,517	\$4,158	\$4,535	1.03	\$6,000	\$6,788	\$7,250
<b>County Market Average</b>					2	\$3,517	\$4,158	\$4,535	1.03	\$6,000	\$6,788	\$7,250
2020-ST-CA	6220	A	WAREHOUSE WORKER		50	\$3,044	\$3,423	\$3,476	1.05	\$4,848	\$5,300	\$5,363
2020-ST-ID	01548		SHIP & REC MTRLS HANDLER		16	\$1,903	\$2,552	\$3,395	0.96	\$3,248	\$4,024	\$5,032
2020-ST-WA	1171		WAREHOUSE OPERATOR 1		8	\$2,863	\$3,172	\$3,217	1.04	\$4,605	\$4,977	\$5,030
<b>State Market Average</b>					74	\$2,778	\$3,207	\$3,430	1.03	\$4,476	\$4,989	\$5,255
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	\$2,797	\$3,232	\$3,459	1.03	\$4,516	\$5,036	\$5,308

OREGON  
COMPARISON  
TO  
MARKET

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

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



0783 PARTS SPECIALIST 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			Insufficient Market Emp Avg x		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max			
2020-OR-LaneCo	C044		Fleet Services Purchasing Specialist, Senior		0	\$3,907		\$5,035			\$6,479		\$7,864		
2020-OR-WashCo	429		Stores Clerk		4	\$4,263	\$5,155	\$5,155	1.09		\$6,446	\$7,506	\$7,506		
<b>County Market Average</b>					4	\$4,192	\$5,155	\$5,131	1.09		\$6,453	\$7,506	\$7,577		
2020-ST-NV	02.836		SUPPLY TECHNICIAN 1		6	\$2,803	\$3,330	\$4,055	0.97		\$4,198	\$4,822	\$5,679		
<b>State Market Average</b>					6	\$2,803	\$3,330	\$4,055	0.97		\$4,198	\$4,822	\$5,679		
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	10	\$3,434	\$4,060	\$4,544	1.02		\$5,223	\$5,896	\$6,542	

OREGON  
COMPARISON  
TO  
MARKET

0783-Parts Specialist 2

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
97.1%	116.6%	111.3%	101.8%	117.9%	112.0%
97.1%	118.9%	111.3%	101.8%	119.8%	112.0%
97.1%	116.9%	111.3%	101.8%	118.2%	112.0%
97.1%	116.9%	111.3%	101.8%	118.2%	112.0%

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	20	7	\$3,334	\$4,735	\$5,056	1.13	\$5,319	\$6,953	\$7,327
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	20	1	\$3,334	\$4,829	\$5,056	1.15	\$5,319	\$7,063	\$7,327
<b>Non-Corrections/Non-Management Wtd Average</b>					8	\$3,334	\$4,747	\$5,056	1.13	\$5,319	\$6,966	\$7,327
<b>STATEWIDE Weighted Average</b>					8	\$3,334	\$4,747	\$5,056	1.13	\$5,319	\$6,966	\$7,327

0799 VETERANS SERVICE OFFICER

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-ClackCo	230		Veterans Services Officer		4	\$4,492	\$5,513	\$5,682	1.08	\$6,988	\$8,244	\$8,453	
2020-OR-DescCo	9070		VETERANS' SERVICES OFFICER		2	\$4,600	\$5,326	\$6,165	0.99	\$7,198	\$8,090	\$9,124	
2020-OR-JackCo	041		Veterans Services Officer II		3	\$2,936	\$3,281	\$3,839	0.97	\$5,421	\$5,846	\$6,533	
2020-OR-LaneCo	B055		Assist Veterans Services Coord		3	\$3,382	\$3,944	\$4,687	0.98	\$5,834	\$6,525	\$7,437	
2020-OR-MultCo	6290		Veterans Services Officer		5	\$4,786	\$4,987	\$5,859	0.94	\$7,460	\$7,707	\$8,776	
2020-OR-WashCo	051		Veterans Services Coordinator		5	\$4,890	\$5,777	\$5,944	1.07	\$7,191	\$8,245	\$8,443	
<b>County Market Average</b>					22	\$4,296	\$4,918	\$5,439	1.01	\$6,790	\$7,547	\$8,185	
2020-ST-ID	09434		VETERANS SVC OFCR		14	\$3,276	\$4,099	\$5,848	0.90	\$4,890	\$5,875	\$7,967	
2020-ST-NV	12.437		VETERANS SERVICE OFFICER 1		12	\$3,725	\$4,336	\$5,497	0.94	\$5,288	\$6,011	\$7,385	
2020-ST-WA	163U		VETERANS BENEFIT SPECIALIST 2		17	\$3,357	\$4,260	\$4,394	1.10	\$5,199	\$6,285	\$6,447	
<b>State Market Average</b>					43	\$3,433	\$4,229	\$5,175	0.99	\$5,123	\$6,075	\$7,204	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	65	\$3,725	\$4,462	\$5,264	1.00	\$5,687	\$6,573	\$7,536

OREGON COMPARISON TO MARKET		0799-Veterans Service Officer						MARKET COMPARISONS										
Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum 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
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	23	4	\$3,817	\$5,322	\$5,834	1.10	\$5,882	\$7,638	\$8,235	102.5%	119.3%	110.8%	103.4%	116.2%	109.3%
<b>Non-Corrections/Non-Management Wtd Average</b>					4	\$3,817	\$5,322	\$5,834	1.10	\$5,882	\$7,638	\$8,235	102.5%	119.3%	110.8%	103.4%	116.2%	109.3%
<b>STATEWIDE Weighted Average</b>					4	\$3,817	\$5,322	\$5,834	1.10	\$5,882	\$7,638	\$8,235	102.5%	119.3%	110.8%	103.4%	116.2%	109.3%

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0801 OFFICE COORDINATOR

Class Study Pending

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-CompAnalyst	OF13000068		Office Services Assistant		1	\$2,442	\$3,158	\$3,600	1.04	\$3,845	\$4,664	\$5,168
<b>Purchased Market Average</b>					1	\$2,442	\$3,158	\$3,600	1.04	\$3,845	\$4,664	\$5,168
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	\$2,442	\$3,158	\$3,600	1.04	\$3,845	\$4,664	\$5,168

OREGON COMPARISON TO MARKET  
0801-Office Coordinator

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
112.1%	110.5%	111.2%	120.3%	118.0%	118.0%
112.1%	105.6%	111.2%	120.3%	114.1%	118.0%
112.1%	116.0%	111.2%	120.3%	122.3%	118.0%
112.1%	117.6%	111.2%	120.3%	123.6%	118.0%
112.0%	110.1%	111.1%	120.2%	117.6%	117.9%
112.1%	113.8%	111.2%	120.3%	120.5%	118.0%
112.1%	113.8%	111.2%	120.3%	120.5%	118.0%

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	15	5	\$2,738	\$3,491	\$4,002	1.04	\$4,624	\$5,502	\$6,098
OAI	SEIU STRIKEABLE INST COALITION	A	P	15	5	\$2,738	\$3,335	\$4,002	0.99	\$4,624	\$5,320	\$6,098
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	15	19	\$2,738	\$3,663	\$4,002	1.09	\$4,624	\$5,702	\$6,098
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	15	5	\$2,738	\$3,715	\$4,002	1.10	\$4,624	\$5,763	\$6,098
UA	UNREPRESENTED	A	P	15	1	\$2,735	\$3,476	\$3,999	1.03	\$4,620	\$5,484	\$6,095
<b>Non-Corrections/Non-Management Wtd Average</b>					35	\$2,738	\$3,593	\$4,002	1.07	\$4,624	\$5,622	\$6,098
<b>STATEWIDE Weighted Average</b>					35	\$2,738	\$3,593	\$4,002	1.07	\$4,624	\$5,622	\$6,098

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0805 OFFICE MANAGER 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-CompAnalyst	OF13000045		Clerical Supervisor II	40	136	\$4,075	\$5,367	\$6,392	1.03	\$5,711	\$7,188	\$8,359
<b>Purchased Market Average</b>				40	136	\$4,075	\$5,367	\$6,392	1.03	\$5,711	\$7,188	\$8,359
2020-ST-CA	4722		BUSINESS SERVICE OFFICER I (SUPERVISOR)		81	\$4,151	\$4,632	\$5,137	1.00	\$6,168	\$6,742	\$7,346
2020-ST-WA	106K		OFFICE SERVICES MANAGER 1		12	\$3,515	\$4,296	\$4,611	1.06	\$5,389	\$6,329	\$6,708
<b>State Market Average</b>					93	\$4,069	\$4,588	\$5,069	1.01	\$6,068	\$6,689	\$7,263
<b>OVERALL WEIGHTED MARKET AVERAGE</b>				40	229	\$4,072	\$5,051	\$5,855	1.02	\$5,856	\$6,985	\$7,914

OREGON COMPARISON TO MARKET  
0805-Office Manager 1

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	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	
MMS	MGT SVC SUPERVISORY	A	P	20	7	\$3,561	\$4,667	\$5,237	1.06	\$5,584	\$6,873	\$7,539	87.4%	92.4%	89.5%	95.3%	98.4%	95.3%
<b>Management Wtd Average</b>					7	\$3,561	\$4,667	\$5,237	1.06	\$5,584	\$6,873	\$7,539	87.4%	92.4%	89.5%	95.3%	98.4%	95.3%
<b>STATEWIDE Weighted Average</b>					7	\$3,561	\$4,667	\$5,237	1.06	\$5,584	\$6,873	\$7,539	87.4%	92.4%	89.5%	95.3%	98.4%	95.3%

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0806 OFFICE MANAGER 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-OR-ClackCo	633		Office Supervisor		8	\$5,009	\$5,906	\$6,762	1.00	\$7,624	\$8,729	\$9,781
<b>County Market Average</b>					8	\$5,009	\$5,906	\$6,762	1.00	\$7,624	\$8,729	\$9,781
2020-CompAnalyst	OF13000046		Clerical Supervisor III		1	\$4,883	\$6,042	\$7,133	1.00	\$6,635	\$7,959	\$9,207
2020-MIL-OPES	04.05		Administrative Supervisor	18	49	\$4,998	\$5,918	\$6,873	1.00	\$7,349	\$8,451	\$9,593
2020-MIL-PACS	01.18b		Office Manager	20	49	\$4,964	\$6,143	\$7,385	0.99	\$6,727	\$8,074	\$9,494
<b>Purchased Market Average</b>					38	\$4,980	\$6,031	\$7,129	1.00	\$7,034	\$8,259	\$9,540
2020-ST-CA	4973		BUSINESS SERVICE OFFICER II (SUPERVISOR)		8	\$4,551	\$5,472	\$5,645	1.07	\$6,646	\$7,745	\$7,951
2020-ST-ID	01101		OFFICE SERVICES SUPV 2		16	\$3,669	\$4,560	\$6,546	0.89	\$5,360	\$6,427	\$8,803
2020-ST-WA	106L		OFFICE SERVICES MANAGER 2		1	\$3,691	\$4,966	\$4,845	1.16	\$5,602	\$7,135	\$6,990
<b>State Market Average</b>					25	\$3,952	\$4,868	\$6,190	0.96	\$5,781	\$6,877	\$8,458
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					38	\$4,787	\$5,803	\$6,929	0.99	\$6,833	\$8,026	\$9,350

OREGON  
COMPARISON  
TO  
MARKET

0806-Office Manager 2

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
MMS	MGT SVC SUPERVISORY	A	P	22	36	\$3,929	\$4,999	\$5,771	1.03	\$6,013	\$7,261	\$8,161
<b>Management Wtd Average</b>					36	\$3,929	\$4,999	\$5,771	1.03	\$6,013	\$7,261	\$8,161
<b>STATEWIDE Weighted Average</b>					36	\$3,929	\$4,999	\$5,771	1.03	\$6,013	\$7,261	\$8,161

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
82.1%	86.2%	83.3%	88.0%	90.5%	87.3%

0830 EXECUTIVE ASSISTANT

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-DescCo	9035		ADMINISTRATIVE ASSISTANT		8	\$4,173	\$4,789	\$5,592	0.98	\$6,671	\$7,429	\$8,418	
2020-OR-LaneCo	N7010		Administrative Support Spec		7	\$3,413	\$4,473	\$5,018	1.06	\$5,872	\$7,175	\$7,843	
2020-OR-WashCo	044		Executive Assistant		2	\$5,531	\$6,126	\$6,721	1.00	\$7,952	\$8,660	\$9,367	
2020-WA-ThrsthCo	0335		COMMISSIONER'S EXECUTIVE AIDE		3	\$4,768	\$6,063	\$6,357	1.09	\$7,037	\$8,595	\$8,949	
<b>County Market Average</b>					20	\$4,132	\$5,003	\$5,619	1.03	\$6,575	\$7,638	\$8,391	
2020-CompAnalyst	OF13000004		Executive Assistant		1	\$4,400	\$5,783	\$6,733	1.04	\$6,083	\$7,664	\$8,750	
2020-MIL-NWHCS	13.13c		Executive Assistant to CEO	70	76	\$4,736	\$6,166	\$7,044	1.05	\$6,467	\$8,101	\$9,104	
2020-MIL-PACS	01.13		Executive Assistant to CEO	40	44	\$5,116	\$6,806	\$7,718	1.06	\$6,901	\$8,833	\$9,875	
<b>Purchased Market Average</b>					110	121	\$4,871	\$6,396	\$7,286	1.05	\$6,621	\$8,364	\$9,382
2020-ST-CA	1728	L	EXECUTIVE ASSISTANT		167	\$3,549	\$4,096	\$4,442	1.03	\$5,450	\$6,103	\$6,516	
2020-ST-NV	02.209		EXECUTIVE ASSISTANT		33	\$3,576	\$5,091	\$5,260	1.15	\$5,113	\$6,904	\$7,104	
2020-ST-WA	105H		Administrative Assistant 4		167	\$3,432	\$4,358	\$4,496	1.10	\$5,290	\$6,404	\$6,570	
<b>State Market Average</b>					367	\$3,498	\$4,305	\$4,540	1.07	\$5,347	\$6,312	\$6,593	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					110	508	\$3,850	\$4,830	\$5,237	1.06	\$5,699	\$6,853	\$7,328

OREGON COMPARISON TO MARKET  
0830-Executive Assistant

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	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
MENC	EXEC SVC NSUPV CONFIDENTIAL	A	P	25	1	\$4,539	\$5,237	\$6,683	0.93	\$6,724	\$7,539	\$9,225	117.9%	108.4%	127.6%	118.0%	110.0%	125.9%
MENN	EXEC SVC NONSUPERVISORY	A	P	25	21	\$4,539	\$5,765	\$6,683	1.03	\$6,724	\$8,155	\$9,225	117.9%	119.4%	127.6%	118.0%	119.0%	125.9%
MESN	EXEC SVC SUPERVISORY	A	P	25	1	\$4,539	\$5,771	\$6,683	1.03	\$6,724	\$8,161	\$9,225	117.9%	119.5%	127.6%	118.0%	119.1%	125.9%
MMN	MGT SVC NONSUPERVISORY	A	P	25	1	\$4,539	\$6,367	\$6,683	1.13	\$6,724	\$8,857	\$9,225	117.9%	131.8%	127.6%	118.0%	129.2%	125.9%
MMS	MGT SVC SUPERVISORY	A	P	25	1	\$4,539	\$6,367	\$6,683	1.13	\$6,724	\$8,857	\$9,225	117.9%	131.8%	127.6%	118.0%	129.2%	125.9%
<b>Management Wtd Average</b>					25	\$4,539	\$5,793	\$6,683	1.03	\$6,724	\$8,187	\$9,225	117.9%	119.9%	127.6%	118.0%	119.5%	125.9%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	25	1	\$4,184	\$5,056	\$6,415	0.95	\$6,310	\$7,327	\$8,913	108.7%	104.7%	122.5%	110.7%	106.9%	121.6%
<b>Non-Corrections/Non-Management Wtd Average</b>					1	\$4,184	\$5,056	\$6,415	0.95	\$6,310	\$7,327	\$8,913	108.7%	104.7%	122.5%	110.7%	106.9%	121.6%

STATEWIDE Weighted Average

26

\$4,525

\$5,764

\$6,673

1.03

\$6,708

\$8,154

\$9,213

117.5%

119.3%

127.4%

117.7%

119.0%

125.7%



0841 RETIREMENT COUNSELOR 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-ST-CA	5203	C	RETIREMENT PROGRAM SPECIALIST I		4	\$3,833	\$4,799	\$4,799	1.11	\$5,789	\$6,942	\$6,942	
2020-ST-ID	08908		RETIREMENT SPEC		6	\$3,276	\$3,335	\$5,848	0.73	\$4,890	\$4,961	\$7,967	
2020-ST-NV	07.120		RETIREMENT EXAMINER 1		17	\$3,725	\$4,013	\$5,497	0.87	\$5,288	\$5,629	\$7,385	
2020-ST-WA	163M		RETIREMENT SPECIALIST 2		22	\$3,515	\$4,158	\$4,611	1.02	\$5,389	\$6,163	\$6,708	
<b>State Market Average</b>					49	\$3,584	\$4,059	\$5,085	0.94	\$5,326	\$5,894	\$7,116	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	49	\$3,584	\$4,059	\$5,085	0.94	\$5,326	\$5,894	\$7,116

OREGON COMPARISON TO MARKET	0841-Retirement Counselor 1							MARKET COMPARISONS											
	Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum 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
	OAS	SEIU STRIKEABLE SPEC COALITION	A	P	20	60	\$3,334	\$4,249	\$5,056	1.01	\$5,319	\$6,386	\$7,327	93.0%	104.7%	99.4%	99.9%	108.3%	103.0%
<b>Non-Corrections/Non-Management Wtd Average</b>					60	\$3,334	\$4,249	\$5,056	1.01	\$5,319	\$6,386	\$7,327	93.0%	104.7%	99.4%	99.9%	108.3%	103.0%	
<b>STATEWIDE Weighted Average</b>					60	\$3,334	\$4,249	\$5,056	1.01	\$5,319	\$6,386	\$7,327	93.0%	104.7%	99.4%	99.9%	108.3%	103.0%	

0842 RETIREMENT COUNSELOR 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-ST-CA	5188		RETIREMENT PROGRAM SPECIALIST II (TECHNIC		9	\$4,610	\$5,761	\$5,771	1.11	\$6,716	\$8,090	\$8,102	
2020-ST-NV	07.131		RETIREMENT EXAMINER 2		6	\$4,055	\$4,868	\$6,012	0.97	\$5,679	\$6,640	\$7,994	
2020-ST-WA	163N		RETIREMENT SPECIALIST 3		9	\$3,691	\$4,887	\$4,845	1.14	\$5,602	\$7,040	\$6,990	
<b>State Market Average</b>					24	\$4,127	\$5,210	\$5,484	1.09	\$6,039	\$7,334	\$7,658	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	24	\$4,127	\$5,210	\$5,484	1.09	\$6,039	\$7,334	\$7,658

OREGON COMPARISON TO MARKET  
0842-Retirement Counselor 2

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	22	46	\$3,642	\$4,861	\$5,559	1.06	\$5,678	\$7,100	\$7,914
<b>Non-Corrections/Non-Management Wtd Average</b>					46	\$3,642	\$4,861	\$5,559	1.06	\$5,678	\$7,100	\$7,914
<b>STATEWIDE Weighted Average</b>					46	\$3,642	\$4,861	\$5,559	1.06	\$5,678	\$7,100	\$7,914

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
88.3%	93.3%	101.4%	94.0%	96.8%	103.3%

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0854 PROJECT MANAGER 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-JackCo	01341		Project/Program Coordinator II		5	\$5,051	\$5,988	\$6,441	1.04	\$8,025	\$9,179	\$9,737	
2020-WA-KingCo	2441100		Project/Program Manager I		41	\$5,548	\$6,249	\$7,033	0.99	\$8,344	\$9,187	\$10,130	
<b>County Market Average</b>					46	\$5,485	\$6,221	\$6,957	1.00	\$8,303	\$9,186	\$10,080	
2020-CompAnalyst	SC16000563		Project Planner I		1	\$3,900	\$5,217	\$6,033	1.04	\$5,511	\$7,016	\$7,950	
2020-MIL-ENG	4-901		Project Manager - General / Other I	7	27	\$5,463	\$6,302	\$8,047	0.93	\$7,298	\$8,257	\$10,251	
2020-TwrsWtsn	APM000-P1		Project/Program Management Generalist/Multidisciplin	13	28		\$5,340		0.90		\$7,158		
<b>Purchased Market Average</b>					20	56	\$5,407	\$5,802	\$7,975	0.92	\$7,234	\$7,685	\$10,169
2020-ST-ID	02913		PROJECT COORDINATOR		30	\$4,139	\$5,007	\$7,392	0.87	\$5,922	\$6,961	\$9,815	
<b>State Market Average</b>					30	\$4,139	\$5,007	\$7,392	0.87	\$5,922	\$6,961	\$9,815	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					20	132	\$5,046	\$5,767	\$7,385	0.93	\$7,258	\$8,043	\$10,023

OREGON  
COMPARISON  
TO  
MARKET

0854-Project Manager 1

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
91.7%	112.9%	97.1%	94.0%	112.2%	97.8%
91.4%	102.2%	95.5%	93.8%	103.3%	96.3%
91.4%	83.7%	95.5%	93.8%	87.8%	96.3%
91.4%	106.4%	95.5%	93.8%	106.7%	96.3%
91.3%	100.2%	95.4%	93.7%	101.5%	96.3%
91.4%	103.8%	95.8%	93.8%	104.6%	96.6%
91.4%	103.8%	95.8%	93.8%	104.6%	96.6%

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	27	3	\$4,625	\$6,511	\$7,174	1.10	\$6,825	\$9,024	\$9,798
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	27	7	\$4,611	\$5,897	\$7,053	1.01	\$6,808	\$8,308	\$9,657
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	27	1	\$4,611	\$4,829	\$7,053	0.83	\$6,808	\$7,063	\$9,657
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	27	4	\$4,611	\$6,135	\$7,053	1.05	\$6,808	\$8,586	\$9,657
UA	UNREPRESENTED	A	P	27	2	\$4,606	\$5,777	\$7,049	0.99	\$6,803	\$8,168	\$9,652
<b>Non-Corrections/Non-Management Wtd Average</b>					17	\$4,613	\$5,984	\$7,074	1.02	\$6,811	\$8,410	\$9,681
<b>STATEWIDE Weighted Average</b>					17	\$4,613	\$5,984	\$7,074	1.02	\$6,811	\$8,410	\$9,681

0855 PROJECT MANAGER 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-MultiCo	6063		Project Manager Represented		33	\$6,588	\$7,628	\$8,110	1.04	\$9,672	\$10,947	\$11,539	
2020-OR-WashCo	319A		Project Manager		5	\$7,440	\$8,874	\$9,046	1.08	\$10,221	\$11,925	\$12,129	
2020-WA-KingCo	2441200		Project/Program Manager II		203	\$6,253	\$7,190	\$7,927	1.01	\$9,192	\$10,319	\$11,205	
<b>County Market Average</b>					241	\$6,324	\$7,285	\$7,975	1.02	\$9,279	\$10,438	\$11,270	
2020-CompAnalyst	SC16000564		Project Planner II		1	\$4,758	\$6,308	\$7,542	1.04	\$6,492	\$8,264	\$9,673	
2020-MIL-ENG	4-902		Project Manager - General / Other II	48	242	\$5,917	\$7,178	\$9,029	0.96	\$7,816	\$9,258	\$11,373	
2020-MIL-NWMGT	05.24b		Project Manager I	53	242	\$5,856	\$7,184	\$8,876	0.98	\$7,746	\$9,265	\$11,198	
2020-TwrsWtsn	APM000-P2		Project/Program Management Generalist/Multidisciplin	16	74		\$6,550		0.98		\$8,540		
<b>Purchased Market Average</b>					117	559	\$5,884	\$7,096	\$8,949	0.97	\$7,778	\$9,164	\$11,282
2020-ST-ID	05568		PROJECT MANAGER 2		18	\$5,602	\$7,150	\$10,007	0.92	\$7,673	\$9,525	\$12,943	
<b>State Market Average</b>					18	\$5,602	\$7,150	\$10,007	0.92	\$7,673	\$9,525	\$12,943	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					117	818	\$6,026	\$7,153	\$8,644	0.98	\$8,287	\$9,547	\$11,320

OREGON  
COMPARISON  
TO  
MARKET

0855-Project Manager 2

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	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
MMN	MGT SVC NONSUPERVISORY	A	P	30	4	\$5,771	\$7,504	\$8,511	1.05	\$8,161	\$10,182	\$11,357	95.8%	104.9%	98.5%	98.5%	106.7%	100.3%
MMS	MGT SVC SUPERVISORY	A	P	30	1	\$5,771	\$8,113	\$8,511	1.14	\$8,161	\$10,893	\$11,357	95.8%	113.4%	98.5%	98.5%	114.1%	100.3%
<b>Management Wtd Average</b>					5	\$5,771	\$7,626	\$8,511	1.07	\$8,161	\$10,325	\$11,357	95.8%	106.6%	98.5%	98.5%	108.1%	100.3%
AD	AFSCME AT ENVIRONMENTAL QUAL	A	P	30	2	\$5,300	\$7,245	\$8,147	1.08	\$7,612	\$9,880	\$10,933	87.9%	101.3%	94.2%	91.9%	103.5%	96.6%
AO	AFSCME OR ST POLICE-SUPP UNIT	A	P	30	1	\$5,300	\$7,049	\$8,147	1.05	\$7,612	\$9,652	\$10,933	87.9%	98.6%	94.2%	91.9%	101.1%	96.6%
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	30	2	\$5,355	\$7,907	\$8,302	1.16	\$7,676	\$10,653	\$11,114	88.9%	110.5%	96.0%	92.6%	111.6%	98.2%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	30	12	\$5,301	\$7,154	\$8,149	1.06	\$7,613	\$9,775	\$10,935	88.0%	100.0%	94.3%	91.9%	102.4%	96.6%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	30	7	\$5,301	\$7,381	\$8,149	1.10	\$7,613	\$10,039	\$10,935	88.0%	103.2%	94.3%	91.9%	105.2%	96.6%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	30	11	\$5,301	\$7,180	\$8,149	1.07	\$7,613	\$9,805	\$10,935	88.0%	100.4%	94.3%	91.9%	102.7%	96.6%
<b>Non-Corrections/Non-Management Wtd Average</b>					35	\$5,304	\$7,253	\$8,158	1.08	\$7,617	\$9,890	\$10,945	88.0%	101.4%	94.4%	91.9%	103.6%	96.7%

# 2020 Oregon Salary and Benefit Report

Data Effective Date: 07/01/2020

STATEWIDE Weighted Average

40

\$5,362

\$7,299

\$8,202

1.08

\$7,685

\$9,944

\$10,997

89.0%

102.1%

94.9%

92.7%

104.2%

97.1%

0856 PROJECT MANAGER 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-MultiCo	9063		Project Manager (NR)		2	\$5,989	\$8,539	\$8,385	1.19	\$8,936	\$12,065	\$11,876	
2020-OR-WashCo	319B		Project Manager, Senior		7	\$8,214	\$9,778	\$9,981	1.07	\$11,141	\$12,999	\$13,240	
2020-WA-KingCo	2441300		Project/Program Manager III		323	\$7,038	\$8,354	\$8,921	1.05	\$10,136	\$11,720	\$12,402	
<b>County Market Average</b>					332	\$7,057	\$8,385	\$8,940	1.05	\$10,150	\$11,749	\$12,417	
2020-CompAnalyst	SC16000565		Project Planner III		1	\$6,375	\$8,442	\$10,175	1.03	\$8,340	\$10,702	\$12,683	
2020-MIL-ENG	4-903		Project Manager - General / Other - Sr	54	372	\$6,963	\$8,940	\$10,765	1.01	\$9,012	\$11,271	\$13,357	
2020-MIL-NWMGT	05.24a		Project Manager II	61	372	\$7,001	\$9,107	\$10,678	1.03	\$9,056	\$11,463	\$13,257	
2020-MIL-PACS	04.46		Project Manager	27	151	\$6,325	\$7,797	\$9,705	0.97	\$8,283	\$9,965	\$12,146	
2020-TwrsWtsn	APM000-P3		Project/Program Management Generalist/Multidisciplin	29	177		\$7,967		1.00		\$10,159		
<b>Purchased Market Average</b>					171	1,073	\$6,859	\$8,676	\$10,531	1.01	\$8,893	\$10,970	\$13,089
2020-ST-ID	05570		PROJECT MANAGER 3		7	\$6,127	\$8,264	\$10,942	0.97	\$8,301	\$10,858	\$14,061	
<b>State Market Average</b>					7	\$6,127	\$8,264	\$10,942	0.97	\$8,301	\$10,858	\$14,061	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					171	1,412	\$6,912	\$8,606	\$10,073	1.02	\$9,253	\$11,153	\$12,901

OREGON COMPARISON TO MARKET		0856-Project Manager 3		MARKET COMPARISONS														
				SALARY						SALARY AND BENEFITS			Salary			Salary and Benefits		
				Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SR Min	Emp Avg	SR Max	Sum Base / Sum SR Mid	SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg
MMN	MGT SVC NONSUPERVISORY	A	P	32	25	\$6,367	\$8,766	\$9,374	1.11	\$8,857	\$11,655	\$12,364	92.1%	101.9%	93.1%	95.7%	104.5%	95.8%
<b>Management Wtd Average</b>					25	\$6,367	\$8,766	\$9,374	1.11	\$8,857	\$11,655	\$12,364	92.1%	101.9%	93.1%	95.7%	104.5%	95.8%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	32	4	\$5,834	\$8,344	\$8,958	1.13	\$8,235	\$11,163	\$11,879	84.4%	97.0%	88.9%	89.0%	100.1%	92.1%
OAI	SEIU STRIKEABLE INST COALITION	A	P	32	1	\$5,834	\$8,538	\$8,958	1.15	\$8,235	\$11,389	\$11,879	84.4%	99.2%	88.9%	89.0%	102.1%	92.1%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	32	4	\$5,834	\$8,344	\$8,958	1.13	\$8,235	\$11,162	\$11,879	84.4%	97.0%	88.9%	89.0%	100.1%	92.1%
<b>Non-Corrections/Non-Management Wtd Average</b>					9	\$5,834	\$8,365	\$8,958	1.13	\$8,235	\$11,188	\$11,879	84.4%	97.2%	88.9%	89.0%	100.3%	92.1%
<b>STATEWIDE Weighted Average</b>					34	\$6,226	\$8,660	\$9,264	1.12	\$8,692	\$11,531	\$12,235	90.1%	100.6%	92.0%	93.9%	103.4%	94.8%

2020 Oregon Salary and Benefit Report

Data Effective Date: 07/01/2020

0860 PROGRAM ANALYST 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-JackCo	532		Project/Services Coordinator		1	\$3,997	\$5,011	\$5,262	1.08	\$6,727	\$7,976	\$8,285	
2020-OR-LaneCo	B006		Program Services Coord 1		1	\$3,923	\$5,434	\$5,434	1.16	\$6,498	\$8,354	\$8,354	
2020-OR-MultCo	6020		Program Technician		36	\$3,796	\$4,287	\$4,649	1.02	\$6,245	\$6,847	\$7,292	
2020-OR-WashCo	282		Program Specialist		19	\$4,434	\$5,037	\$5,388	1.03	\$6,649	\$7,365	\$7,782	
<b>County Market Average</b>					57	\$4,014	\$4,569	\$4,920	1.02	\$6,393	\$7,066	\$7,491	
2020-MIL-OPES	04.06		Program Technician / Specialist	20	297	\$4,072	\$4,928	\$5,544	1.02	\$6,241	\$7,265	\$8,002	
<b>Purchased Market Average</b>					20	297	\$4,072	\$4,928	\$5,544	1.02	\$6,241	\$7,265	\$8,002
2020-ST-CA	8223	D	LICENSING PROGRAM ANALYST		297	\$4,135	\$4,688	\$5,430	0.98	\$6,150	\$6,810	\$7,695	
2020-ST-ID	05273		PROGRAM SPECIALIST TECHNICIAN		18	\$3,276	\$3,886	\$5,848	0.85	\$4,890	\$5,621	\$7,967	
2020-ST-NV	07.649		PROGRAM OFFICER 1		126	\$3,576	\$4,269	\$5,260	0.97	\$5,113	\$5,932	\$7,104	
<b>State Market Average</b>					441	\$3,941	\$4,536	\$5,398	0.97	\$5,802	\$6,511	\$7,537	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					20	795	\$3,995	\$4,685	\$5,418	0.99	\$6,009	\$6,832	\$7,708

OREGON  
COMPARISON  
TO  
MARKET

0860-Program Analyst 1

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
115.9%	134.7%	123.6%	113.7%	128.7%	119.9%

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
AAON	AFSCME AT DOC SECURITY PLUS	A	P	23	6	\$4,631	\$6,311	\$6,699	1.11	\$6,832	\$8,791	\$9,244
CP	AOCE AT DOC NONSECURITY	A	P	23	1	\$4,625	\$5,293	\$6,717	0.93	\$6,825	\$7,604	\$9,265
<b>Corrections Wtd Average</b>					7	\$4,630	\$6,165	\$6,702	1.09	\$6,831	\$8,621	\$9,247
MENN	EXEC SVC NONSUPERVISORY	A	P	23	2	\$4,113	\$5,771	\$6,065	1.13	\$6,227	\$8,161	\$8,504
MMS	MGT SVC SUPERVISORY	A	P	23	1	\$4,113	\$5,771	\$6,065	1.13	\$6,227	\$8,161	\$8,504
<b>Management Wtd Average</b>					3	\$4,113	\$5,771	\$6,065	1.13	\$6,227	\$8,161	\$8,504
AB	AFSCME AT CONST CONTRACTORS BD	A	P	23	1	\$3,817	\$5,554	\$5,829	1.15	\$5,882	\$7,908	\$8,229
AD	AFSCME AT ENVIRONMENTAL QUAL	A	P	23	2	\$3,817	\$4,940	\$5,829	1.02	\$5,882	\$7,192	\$8,229
AF	AFSCME AT OSP FIRE MARSHAL	A	P	23	1	\$3,817	\$4,606	\$5,829	0.96	\$5,882	\$6,803	\$8,229
AI	AFSCME AT LONGTERM CARE OMBUDS	A	P	23	1	\$3,817	\$5,054	\$5,829	1.05	\$5,882	\$7,325	\$8,229



0860-Program Analyst 1 (Continued)

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	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
AL	AFSCME AT LIQUOR CONTROL COMM	A	P	23	7	\$3,817	\$5,278	\$5,829	1.09	\$5,882	\$7,587	\$8,229	95.5%	112.7%	107.6%	97.9%	111.0%	106.8%
AO	AFSCME OR ST POLICE-SUPP UNIT	A	P	23	4	\$3,817	\$5,262	\$5,829	1.09	\$5,882	\$7,567	\$8,229	95.5%	112.3%	107.6%	97.9%	110.8%	106.8%
AR	AFSCME AT REAL ESTATE AGENCY	A	P	23	1	\$3,817	\$4,826	\$5,829	1.00	\$5,882	\$7,059	\$8,229	95.5%	103.0%	107.6%	97.9%	103.3%	106.8%
AS	OR PUB SAFETY ASSOC AT DPSST	A	P	23	1	\$3,817	\$5,554	\$5,829	1.15	\$5,882	\$7,908	\$8,229	95.5%	118.6%	107.6%	97.9%	115.7%	106.8%
AU	AFSCME AT MILITARY	A	P	23	6	\$3,817	\$5,313	\$5,829	1.10	\$5,882	\$7,627	\$8,229	95.5%	113.4%	107.6%	97.9%	111.6%	106.8%
AX	AFSCME AT STATE LANDS	A	P	23Q	2	\$3,817	\$5,427	\$5,829	1.13	\$5,882	\$7,760	\$8,229	95.5%	115.8%	107.6%	97.9%	113.6%	106.8%
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	23	1	\$3,805	\$4,193	\$5,900	0.86	\$5,868	\$6,321	\$8,312	95.2%	89.5%	108.9%	97.7%	92.5%	107.8%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	23	90	\$3,817	\$4,981	\$5,834	1.03	\$5,882	\$7,240	\$8,235	95.5%	106.3%	107.7%	97.9%	106.0%	106.8%
OAI	SEIU STRIKEABLE INST COALITION	A	P	23	33	\$3,817	\$5,017	\$5,834	1.04	\$5,882	\$7,282	\$8,235	95.5%	107.1%	107.7%	97.9%	106.6%	106.8%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	23	17	\$3,817	\$5,185	\$5,834	1.07	\$5,882	\$7,477	\$8,235	95.5%	110.7%	107.7%	97.9%	109.4%	106.8%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	23	44	\$3,817	\$5,051	\$5,834	1.05	\$5,882	\$7,322	\$8,235	95.5%	107.8%	107.7%	97.9%	107.2%	106.8%
UA	UNREPRESENTED	A	P	23	8	\$3,816	\$5,055	\$5,829	1.05	\$5,881	\$7,326	\$8,229	95.5%	107.9%	107.6%	97.9%	107.2%	106.8%
<b>Non-Corrections/Non-Management Wtd Average</b>					219	\$3,817	\$5,046	\$5,834	1.05	\$5,882	\$7,316	\$8,234	95.5%	107.7%	107.7%	97.9%	107.1%	106.8%
<b>STATEWIDE Weighted Average</b>					229	\$3,846	\$5,090	\$5,863	1.05	\$5,916	\$7,367	\$8,269	96.3%	108.6%	108.2%	98.5%	107.8%	107.3%

0861 PROGRAM ANALYST 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-ClackCo	703		Program Planner		18	\$5,417	\$5,972	\$6,862	0.97	\$8,127	\$8,810	\$9,905	
2020-OR-MultCo	6021		Program Specialist		77	\$5,070	\$5,768	\$6,219	1.02	\$7,809	\$8,665	\$9,219	
2020-OR-WashCo	248		Program Coordinator		38	\$6,107	\$7,133	\$7,420	1.05	\$8,638	\$9,856	\$10,198	
2020-WA-ClarkCo	816		Program Coordinator I		41	\$4,668	\$5,664	\$6,593	1.01	\$6,959	\$8,158	\$9,275	
<b>County Market Average</b>					174	\$5,238	\$6,063	\$6,636	1.02	\$7,822	\$8,821	\$9,517	
2020-MIL-OPES	04.07a		Program Coordinator		23	\$4,606	\$6,175	\$6,273	1.14	\$6,880	\$8,758	\$8,875	
2020-MIL-PACS	04.42		Program Coordinator		27	\$4,283	\$5,563	\$6,279	1.05	\$5,949	\$7,412	\$8,230	
<b>Purchased Market Average</b>					50	\$4,494	\$5,964	\$6,275	1.11	\$6,559	\$8,294	\$8,652	
2020-ST-CA	5393	A	ASSOCIATE GOVERNMENTAL PROGRAM ANALYS		3,071	\$4,610	\$5,319	\$5,771	1.02	\$6,716	\$7,563	\$8,102	
2020-ST-ID	05274		PROGRAM SPECIALIST		61	\$3,669	\$4,507	\$6,546	0.88	\$5,360	\$6,363	\$8,803	
2020-ST-NV	07.647		PROGRAM OFFICER 2		35	\$3,893	\$4,744	\$5,754	0.98	\$5,488	\$6,493	\$7,688	
<b>State Market Average</b>					3,167	\$4,584	\$5,297	\$5,786	1.02	\$6,677	\$7,528	\$8,111	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					50	3,979	\$4,598	\$5,438	\$5,901	1.04	\$6,708	\$7,707	\$8,259

OREGON COMPARISON TO MARKET 0861-Program Analyst 2

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	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	27	27	\$5,567	\$7,380	\$8,094	1.08	\$7,923	\$10,039	\$10,871	121.1%	135.7%	137.2%	118.1%	130.2%	131.6%
CP	AOCE AT DOC NONSECURITY	A	P	27	1	\$5,551	\$7,682	\$8,049	1.13	\$7,905	\$10,390	\$10,818	120.7%	141.3%	136.4%	117.8%	134.8%	131.0%
<b>Corrections Wtd Average</b>					28	\$5,566	\$7,391	\$8,092	1.08	\$7,923	\$10,051	\$10,869	121.1%	135.9%	137.1%	118.1%	130.4%	131.6%
MMN	MGT SVC NONSUPERVISORY	A	P	27	11	\$4,990	\$6,685	\$7,363	1.08	\$7,250	\$9,228	\$10,018	108.5%	122.9%	124.8%	108.1%	119.7%	121.3%
MMS	MGT SVC SUPERVISORY	A	P	27	2	\$4,990	\$6,683	\$7,363	1.08	\$7,250	\$9,225	\$10,018	108.5%	122.9%	124.8%	108.1%	119.7%	121.3%
<b>Management Wtd Average</b>					13	\$4,990	\$6,685	\$7,363	1.08	\$7,250	\$9,227	\$10,018	108.5%	122.9%	124.8%	108.1%	119.7%	121.3%
AB	AFSCME AT CONST CONTRACTORS BD	A	P	27	1	\$4,606	\$6,727	\$7,049	1.15	\$6,803	\$9,276	\$9,652	100.2%	123.7%	119.4%	101.4%	120.4%	116.9%
AD	AFSCME AT ENVIRONMENTAL QUAL	A	P	27	6	\$4,606	\$6,182	\$7,049	1.06	\$6,803	\$8,640	\$9,652	100.2%	113.7%	119.4%	101.4%	112.1%	116.9%
AF	AFSCME AT OSP FIRE MARSHAL	A	P	27	4	\$4,606	\$5,724	\$7,049	0.98	\$6,803	\$8,107	\$9,652	100.2%	105.3%	119.4%	101.4%	105.2%	116.9%

0861-Program Analyst 2 (Continued)

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	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
AI	AFSCME AT LONGTERM CARE OMBUDS	A	P	27	18	\$4,606	\$6,308	\$7,049	1.08	\$6,803	\$8,787	\$9,652	100.2%	116.0%	119.4%	101.4%	114.0%	116.9%
AL	AFSCME AT LIQUOR CONTROL COMM	A	P	27	6	\$4,606	\$6,727	\$7,049	1.15	\$6,803	\$9,276	\$9,652	100.2%	123.7%	119.4%	101.4%	120.4%	116.9%
AMG	AFSCME AT DHS STAB&CRISIS UNIT	A	P	27	2	\$4,606	\$4,716	\$7,049	0.81	\$6,803	\$6,931	\$9,652	100.2%	86.7%	119.4%	101.4%	89.9%	116.9%
AO	AFSCME OR ST POLICE-SUPP UNIT	A	P	27	5	\$4,606	\$6,136	\$7,049	1.05	\$6,803	\$8,587	\$9,652	100.2%	112.8%	119.4%	101.4%	111.4%	116.9%
AU	AFSCME AT MILITARY	A	P	27	3	\$4,606	\$5,721	\$7,049	0.98	\$6,803	\$8,103	\$9,652	100.2%	105.2%	119.4%	101.4%	105.1%	116.9%
AV	AFSCME MILITRY OREG EMERG MGMT	A	P	27	6	\$4,606	\$6,234	\$7,049	1.07	\$6,803	\$8,702	\$9,652	100.2%	114.6%	119.4%	101.4%	112.9%	116.9%
AX	AFSCME AT STATE LANDS	A	P	27	4	\$4,606	\$6,727	\$7,049	1.15	\$6,803	\$9,276	\$9,652	100.2%	123.7%	119.4%	101.4%	120.4%	116.9%
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	27	5	\$4,625	\$6,176	\$7,174	1.05	\$6,825	\$8,634	\$9,798	100.6%	113.6%	121.6%	101.7%	112.0%	118.6%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	27	158	\$4,611	\$6,184	\$7,053	1.06	\$6,808	\$8,643	\$9,657	100.3%	113.7%	119.5%	101.5%	112.1%	116.9%
OAI	SEIU STRIKEABLE INST COALITION	A	P	27	42	\$4,611	\$6,174	\$7,053	1.06	\$6,808	\$8,631	\$9,657	100.3%	113.5%	119.5%	101.5%	112.0%	116.9%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	27	30	\$4,611	\$6,303	\$7,053	1.08	\$6,808	\$8,782	\$9,657	100.3%	115.9%	119.5%	101.5%	113.9%	116.9%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	27	71	\$4,611	\$6,099	\$7,053	1.05	\$6,808	\$8,544	\$9,657	100.3%	112.2%	119.5%	101.5%	110.9%	116.9%
UA	UNREPRESENTED	A	P	27	5	\$4,606	\$5,654	\$7,049	0.97	\$6,803	\$8,025	\$9,652	100.2%	104.0%	119.4%	101.4%	104.1%	116.9%
<b>Non-Corrections/Non-Management Wtd Average</b>					366	\$4,610	\$6,175	\$7,054	1.06	\$6,808	\$8,632	\$9,658	100.3%	113.5%	119.5%	101.5%	112.0%	116.9%
<b>STATEWIDE Weighted Average</b>					407	\$4,688	\$6,275	\$7,135	1.06	\$6,898	\$8,749	\$9,753	102.0%	115.4%	120.9%	102.8%	113.5%	118.1%

0862 PROGRAM ANALYST 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-JackCo	534		Sr Project/Svcs Coordinator		2	\$4,373	\$5,276	\$5,763	1.04	\$7,190	\$8,302	\$8,902	
2020-OR-LaneCo	B064		Program Services Coord 2		10	\$4,328	\$4,961	\$5,997	0.96	\$6,996	\$7,773	\$9,046	
2020-OR-MultCo	6088		Program Specialist Senior		84	\$6,025	\$6,814	\$7,415	1.01	\$8,980	\$9,949	\$10,686	
2020-OR-WashCo	240		Program Coordinator, Senior		22	\$6,741	\$7,909	\$8,190	1.06	\$9,391	\$10,779	\$11,112	
2020-WA-ClarkCo	820		Program Coordinator II		0	\$5,228		\$7,387		\$7,633		\$10,231	
<b>County Market Average</b>					118	\$5,980	\$6,835	\$7,411	1.02	\$8,848	\$9,891	\$10,593	
2020-ST-ID	09501		PROGRAM PLNG/DEVPMT SPEC		5	\$4,139	\$4,895	\$7,392	0.85	\$5,922	\$6,827	\$9,815	
2020-ST-NV	07.643		PROGRAM OFFICER 3		44	\$4,231	\$5,167	\$6,285	0.98	\$5,887	\$6,994	\$8,316	
2020-ST-WA	107K		PROGRAM SPECIALIST 4		84	\$4,403	\$5,657	\$5,769	1.11	\$6,458	\$7,967	\$8,102	
<b>State Market Average</b>					133	\$4,336	\$5,466	\$6,001	1.06	\$6,249	\$7,602	\$8,237	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	251	\$5,112	\$6,110	\$6,667	1.04	\$7,476	\$8,678	\$9,350

OREGON COMPARISON TO MARKET  
0862-Program Analyst 3

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	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
MMN	MGT SVC NONSUPERVISORY	A	P	29	12	\$5,498	\$7,323	\$8,113	1.08	\$7,843	\$9,971	\$10,893	107.5%	119.9%	121.7%	104.9%	114.9%	116.5%
<b>Management Wtd Average</b>					12	\$5,498	\$7,323	\$8,113	1.08	\$7,843	\$9,971	\$10,893	107.5%	119.9%	121.7%	104.9%	114.9%	116.5%
AD	AFSCME AT ENVIRONMENTAL QUAL	A	P	29	4	\$5,054	\$7,064	\$7,762	1.10	\$7,325	\$9,669	\$10,484	98.9%	115.6%	116.4%	98.0%	111.4%	112.1%
AF	AFSCME AT OSP FIRE MARSHAL	A	P	29	3	\$5,054	\$7,398	\$7,762	1.15	\$7,325	\$10,059	\$10,484	98.9%	121.1%	116.4%	98.0%	115.9%	112.1%
AMG	AFSCME AT DHS STAB&CRISIS UNIT	A	P	29	1	\$5,054	\$6,727	\$7,762	1.05	\$7,325	\$9,276	\$10,484	98.9%	110.1%	116.4%	98.0%	106.9%	112.1%
AO	AFSCME OR ST POLICE-SUPP UNIT	A	P	29	1	\$5,054	\$7,478	\$7,762	1.17	\$7,325	\$10,152	\$10,484	98.9%	122.4%	116.4%	98.0%	117.0%	112.1%
AV	AFSCME MILITRY OREG EMERG MGMT	A	P	29	5	\$5,054	\$6,832	\$7,762	1.07	\$7,325	\$9,398	\$10,484	98.9%	111.8%	116.4%	98.0%	108.3%	112.1%
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	29	2	\$5,100	\$7,181	\$7,905	1.10	\$7,379	\$9,805	\$10,650	99.8%	117.5%	118.6%	98.7%	113.0%	113.9%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	29	70	\$5,056	\$6,995	\$7,763	1.09	\$7,327	\$9,589	\$10,485	98.9%	114.5%	116.4%	98.0%	110.5%	112.1%
OAI	SEIU STRIKEABLE INST COALITION	A	P	29	13	\$5,056	\$7,152	\$7,763	1.12	\$7,327	\$9,772	\$10,485	98.9%	117.1%	116.4%	98.0%	112.6%	112.1%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	29	13	\$5,056	\$7,032	\$7,763	1.10	\$7,327	\$9,632	\$10,485	98.9%	115.1%	116.4%	98.0%	111.0%	112.1%

0862-Program Analyst 3 (Continued)

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	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
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	29	43	\$5,056	\$6,896	\$7,763	1.08	\$7,327	\$9,474	\$10,485	98.9%	112.9%	116.4%	98.0%	109.2%	112.1%
UA	UNREPRESENTED	A	P	29	15	\$5,054	\$7,043	\$7,756	1.10	\$7,325	\$9,646	\$10,477	98.9%	115.3%	116.3%	98.0%	111.1%	112.1%
<b>Non-Corrections/Non-Management Wtd Average</b>					170	\$5,056	\$6,996	\$7,764	1.09	\$7,328	\$9,591	\$10,486	98.9%	114.5%	116.5%	98.0%	110.5%	112.2%
<b>STATEWIDE Weighted Average</b>					182	\$5,085	\$7,018	\$7,787	1.09	\$7,362	\$9,616	\$10,513	99.5%	114.9%	116.8%	98.5%	110.8%	112.4%

0864 PUBLIC AFFAIRS SPECIALIST 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-ClackCo	045		Community Relations Spec 1		4	\$4,809	\$5,307	\$6,142	0.97	\$7,378	\$7,991	\$9,019	
2020-OR-WashCo	262		Program Communication and Education Specialist		12	\$5,137	\$5,703	\$6,243	1.00	\$7,485	\$8,157	\$8,799	
2020-WA-KingCo	2501100		Communications Specialist I		1	\$5,295	\$5,552	\$6,712	0.92	\$8,039	\$8,348	\$9,744	
<b>County Market Average</b>					17	\$5,069	\$5,601	\$6,247	0.99	\$7,492	\$8,129	\$8,907	
2020-CompAnalyst	CM02000006		Public Relations Specialist I		1	\$3,850	\$4,650	\$5,967	0.95	\$5,454	\$6,369	\$7,873	
2020-CompAnalyst	CM02000049		Communications Representative I		1	\$3,808	\$4,742	\$5,958	0.97	\$5,407	\$6,473	\$7,864	
<b>Purchased Market Average</b>					2	\$3,829	\$4,696	\$5,963	0.96	\$5,430	\$6,421	\$7,869	
2020-ST-CA	5601	L	INFORMATION OFFICER I (SPECIALIST)		61	\$4,749	\$5,307	\$5,945	0.99	\$6,882	\$7,548	\$8,309	
2020-ST-NV	07.806		PUBLIC INFORMATION OFFICER 1		9	\$4,231	\$4,843	\$6,285	0.92	\$5,887	\$6,611	\$8,316	
2020-ST-WA	197J		COMMUNICATIONS CONSULTANT 2		14	\$3,515	\$4,790	\$4,611	1.18	\$5,389	\$6,923	\$6,708	
<b>State Market Average</b>					84	\$4,488	\$5,171	\$5,759	1.02	\$6,527	\$7,343	\$8,043	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	103	\$4,571	\$5,233	\$5,843	1.01	\$6,665	\$7,455	\$8,182

OREGON  
COMPARISON  
TO  
MARKET

0864-Public Affairs Specialist 1

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
91.6%	116.9%	109.7%	94.7%	114.9%	108.9%
91.5%	117.0%	109.8%	94.7%	115.0%	108.9%
91.5%	105.7%	109.8%	94.7%	105.7%	108.9%
91.5%	103.6%	109.8%	94.7%	104.0%	108.9%
91.5%	111.8%	109.8%	94.7%	110.7%	108.9%
91.5%	116.9%	109.7%	94.7%	114.9%	108.9%
91.5%	109.5%	109.8%	94.7%	108.8%	108.9%
91.5%	109.5%	109.8%	94.7%	108.8%	108.9%

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
AL	AFSCME AT LIQUOR CONTROL COMM	A	P	25	1	\$4,185	\$6,117	\$6,410	1.15	\$6,311	\$8,565	\$8,907
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	25	1	\$4,184	\$6,122	\$6,415	1.16	\$6,310	\$8,571	\$8,913
OAI	SEIU STRIKEABLE INST COALITION	A	P	25	4	\$4,184	\$5,532	\$6,415	1.04	\$6,310	\$7,883	\$8,913
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	25	4	\$4,184	\$5,421	\$6,415	1.02	\$6,310	\$7,753	\$8,913
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	25	7	\$4,184	\$5,848	\$6,415	1.10	\$6,310	\$8,251	\$8,913
UA	UNREPRESENTED	A	P	25	1	\$4,183	\$6,117	\$6,410	1.15	\$6,309	\$8,565	\$8,907
<b>Non-Corrections/Non-Management Wtd Average</b>					18	\$4,184	\$5,728	\$6,414	1.08	\$6,310	\$8,111	\$8,912
<b>STATEWIDE Weighted Average</b>					18	\$4,184	\$5,728	\$6,414	1.08	\$6,310	\$8,111	\$8,912



0865 PUBLIC AFFAIRS SPECIALIST 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-ClackCo	044		Community Relations Spec 2		6	\$5,959	\$6,973	\$7,545	1.03	\$8,794	\$10,042	\$10,745	
2020-OR-MarionCo	092		County Public Information Coordinator		0	\$5,245		\$7,020		\$7,967		\$10,151	
2020-OR-WashCo	263		Program Communication and Education Specialist, Se		9	\$5,670	\$6,538	\$6,890	1.04	\$8,118	\$9,149	\$9,567	
2020-WA-ClarkCo	815		Communication Specialist		0	\$4,621		\$6,526		\$6,903		\$9,195	
2020-WA-KingCo	2501200		Communications Specialist II		11	\$5,671	\$6,459	\$7,192	1.00	\$8,491	\$9,440	\$10,321	
2020-WA-ThrstnCo	1330		PUBLIC INFORMATION SPECIALIST		3	\$4,901	\$5,022	\$6,535	0.88	\$7,197	\$7,342	\$9,163	
<b>County Market Average</b>					29	\$5,604	\$6,441	\$7,082	1.01	\$8,248	\$9,257	\$10,031	
2020-CompAnalyst	CM02000007		Public Relations Specialist II		1	\$4,492	\$5,600	\$6,783	0.99	\$6,188	\$7,454	\$8,807	
2020-CompAnalyst	CM02000050		Communications Representative II		1	\$4,625	\$5,767	\$7,242	0.97	\$6,340	\$7,645	\$9,331	
2020-MIL-NWMGT	05.07b		Public Relations Specialist	29	94	\$5,102	\$5,951	\$7,400	0.95	\$6,885	\$7,855	\$9,511	
2020-MIL-PACS	11.01		Public Relations Specialist	13	30	\$5,187	\$6,648	\$7,800	1.02	\$6,982	\$8,652	\$9,969	
<b>Purchased Market Average</b>					42	126	\$5,114	\$6,112	\$7,489	0.97	\$6,898	\$8,040	\$9,613
2020-ST-CA	5595		INFORMATION OFFICER II		96	\$5,734	\$6,675	\$7,124	1.03	\$8,057	\$9,180	\$9,716	
2020-ST-WA	197L		COMMUNICATIONS CONSULTANT 4		94	\$4,400	\$5,726	\$5,766	1.13	\$6,455	\$8,050	\$8,098	
<b>State Market Average</b>					190	\$5,077	\$6,205	\$6,456	1.08	\$7,269	\$8,621	\$8,920	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					42	345	\$5,137	\$6,191	\$6,886	1.03	\$7,222	\$8,462	\$9,270

OREGON  
COMPARISON  
TO  
MARKET

0865-Public Affairs Specialist 2

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	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
MMC	MGT SVC NSUPV CONFIDENTIAL	A	P	29	1	\$5,498	\$7,724	\$8,113	1.13	\$7,843	\$10,439	\$10,893	107.0%	124.8%	117.8%	108.6%	123.4%	117.5%
MMN	MGT SVC NONSUPERVISORY	A	P	29	11	\$5,498	\$7,293	\$8,113	1.07	\$7,843	\$9,936	\$10,893	107.0%	117.8%	117.8%	108.6%	117.4%	117.5%
<b>Management Wtd Average</b>					12	\$5,498	\$7,329	\$8,113	1.08	\$7,843	\$9,978	\$10,893	107.0%	118.4%	117.8%	108.6%	117.9%	117.5%
AD	AFSCME AT ENVIRONMENTAL QUAL	A	P	29	5	\$5,054	\$6,617	\$7,762	1.03	\$7,325	\$9,148	\$10,484	98.4%	106.9%	112.7%	101.4%	108.1%	113.1%
AF	AFSCME AT OSP FIRE MARSHAL	A	P	29	1	\$5,054	\$6,410	\$7,762	1.00	\$7,325	\$8,907	\$10,484	98.4%	103.5%	112.7%	101.4%	105.3%	113.1%
AR	AFSCME AT REAL ESTATE AGENCY	A	P	29	1	\$5,054	\$7,398	\$7,762	1.15	\$7,325	\$10,059	\$10,484	98.4%	119.5%	112.7%	101.4%	118.9%	113.1%



0865-Public Affairs Specialist 2 (Continued)

						MARKET COMPARISONS												
Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum 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
AU	AFSCME AT MILITARY	A	P	29	1	\$5,054	\$7,398	\$7,762	1.15	\$7,325	\$10,059	\$10,484	98.4%	119.5%	112.7%	101.4%	118.9%	113.1%
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	29	5	\$5,100	\$6,999	\$7,905	1.08	\$7,379	\$9,593	\$10,650	99.3%	113.0%	114.8%	102.2%	113.4%	114.9%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	29	10	\$5,056	\$6,664	\$7,763	1.04	\$7,327	\$9,203	\$10,485	98.4%	107.6%	112.7%	101.5%	108.8%	113.1%
OAI	SEIU STRIKEABLE INST COALITION	A	P	29	1	\$5,056	\$6,732	\$7,763	1.05	\$7,327	\$9,282	\$10,485	98.4%	108.7%	112.7%	101.5%	109.7%	113.1%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	29	15	\$5,056	\$7,030	\$7,763	1.10	\$7,327	\$9,630	\$10,485	98.4%	113.5%	112.7%	101.5%	113.8%	113.1%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	29	6	\$5,056	\$6,699	\$7,763	1.05	\$7,327	\$9,244	\$10,485	98.4%	108.2%	112.7%	101.5%	109.2%	113.1%
UA	UNREPRESENTED	A	P	29	4	\$5,054	\$6,690	\$7,756	1.04	\$7,325	\$9,233	\$10,477	98.4%	108.1%	112.6%	101.4%	109.1%	113.0%
<b>Non-Corrections/Non-Management Wtd Average</b>					49	\$5,060	\$6,838	\$7,777	1.07	\$7,332	\$9,406	\$10,501	98.5%	110.4%	112.9%	101.5%	111.2%	113.3%
<b>STATEWIDE Weighted Average</b>					61	\$5,146	\$6,935	\$7,843	1.07	\$7,433	\$9,519	\$10,578	100.2%	112.0%	113.9%	102.9%	112.5%	114.1%

2020 Oregon Salary and Benefit Report

Data Effective Date: 07/01/2020

0866 PUBLIC AFFAIRS SPECIALIST 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-OR-ClackCo	144		Community Relations Spec, Sr		5	\$6,555	\$7,796	\$8,299	1.05	\$9,527	\$11,055	\$11,674
2020-OR-MultCo	6089		Public Affairs Coordinator		7	\$6,588	\$7,762	\$8,110	1.06	\$9,672	\$11,112	\$11,539
2020-OR-MultCo	9790		Public Relations Coordinator		1	\$6,604	\$9,042	\$9,245	1.14	\$9,691	\$12,683	\$12,932
2020-OR-MultCo	9117		Communications Advisor		0	\$6,033		\$9,049		\$8,990		\$12,691
2020-OR-WashCo	056		Department Communications Coordinator II		2	\$6,910	\$8,396	\$8,396	1.10	\$9,592	\$11,357	\$11,357
2020-WA-ClarkCo	817		Communications Specialist Sr.		0	\$4,855		\$6,858		\$7,184		\$9,594
2020-WA-KingCo	2501300		Communications Specialist III		45	\$6,237	\$7,358	\$7,910	1.04	\$9,172	\$10,521	\$11,185
<b>County Market Average</b>					60	\$6,304	\$7,504	\$8,002	1.05	\$9,244	\$10,698	\$11,297
2020-CompAnalyst	CM02000008		Public Relations Specialist III		1	\$5,658	\$6,933	\$8,375	0.99	\$7,521	\$8,978	\$10,626
2020-CompAnalyst	CM02000051		Communications Representative III		1	\$5,725	\$7,275	\$9,058	0.99	\$7,597	\$9,369	\$11,407
2020-MIL-NWMGT	05.07a		Public Relations Specialist - Senior	25	59	\$5,878	\$7,285	\$8,605	0.99	\$7,772	\$9,380	\$10,888
2020-MIL-OPES	04.13		Public Information Officer	20	59	\$5,934	\$7,333	\$8,184	1.02	\$8,469	\$10,144	\$11,162
2020-TwrsWtsn	ACA010-P3		Public Relations	7	10		\$7,475		1.03		\$9,597	
<b>Purchased Market Average</b>					52	\$5,902	\$7,319	\$8,400	1.01	\$8,111	\$9,740	\$11,025
2020-ST-CA	5597		INFORMATION OFFICER III C.E.A.		4	\$7,673	\$8,713	\$8,713	1.06	\$10,371	\$11,613	\$11,613
2020-ST-WA	197M		COMMUNICATIONS CONSULTANT 5		0	\$5,091		\$6,679		\$7,286		\$9,197
<b>State Market Average</b>					4	\$7,156	\$8,713	\$8,306	1.06	\$9,754	\$11,613	\$11,130
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					52	\$6,073	\$7,405	\$8,263	1.02	\$8,539	\$10,075	\$11,120

OREGON COMPARISON TO MARKET		0866-Public Affairs Specialist 3		MARKET COMPARISONS														
				SALARY			Group Compa-Ratio Sum Base / Sum 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		
Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SR Min	Emp Avg	SR Max	Group Compa-Ratio Sum Base / Sum 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
MENN	EXEC SVC NONSUPERVISORY	A	P	31	1	\$6,065	\$8,113	\$8,928	1.08	\$8,504	\$10,893	\$11,844	99.9%	109.6%	108.1%	99.6%	108.1%	106.5%
MMC	MGT SVC NSUPV CONFIDENTIAL	A	P	31	1	\$6,065	\$7,724	\$8,928	1.03	\$8,504	\$10,439	\$11,844	99.9%	104.3%	108.1%	99.6%	103.6%	106.5%
MMN	MGT SVC NONSUPERVISORY	A	P	31	26	\$6,065	\$8,310	\$8,928	1.11	\$8,504	\$11,122	\$11,844	99.9%	112.2%	108.1%	99.6%	110.4%	106.5%
<b>Management Wtd Average</b>					28	\$6,065	\$8,282	\$8,928	1.10	\$8,504	\$11,090	\$11,844	99.9%	111.8%	108.1%	99.6%	110.1%	106.5%

0866-Public Affairs Specialist 3 (Continued)

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	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
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	31	3	\$5,559	\$8,021	\$8,538	1.14	\$7,914	\$10,785	\$11,389	91.5%	108.3%	103.3%	92.7%	107.1%	102.4%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	31	6	\$5,559	\$8,085	\$8,538	1.15	\$7,914	\$10,860	\$11,389	91.5%	109.2%	103.3%	92.7%	107.8%	102.4%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	31	1	\$5,559	\$7,053	\$8,538	1.00	\$7,914	\$9,657	\$11,389	91.5%	95.2%	103.3%	92.7%	95.8%	102.4%
<b>Non-Corrections/Non-Management Wtd Average</b>					10	\$5,559	\$7,962	\$8,538	1.13	\$7,914	\$10,717	\$11,389	91.5%	107.5%	103.3%	92.7%	106.4%	102.4%
<b>STATEWIDE Weighted Average</b>					38	\$5,932	\$8,198	\$8,825	1.11	\$8,349	\$10,992	\$11,724	97.7%	110.7%	106.8%	97.8%	109.1%	105.4%

0870 OPERATIONS & POLICY ANALYST 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-ClackCo	623		Management Analyst 1		16	\$4,965	\$5,534	\$6,309	0.98	\$7,570	\$8,271	\$9,224	
2020-OR-MarionCo	655		Management Analyst 1		9	\$4,247	\$5,413	\$5,692	1.09	\$6,738	\$8,174	\$8,517	
2020-OR-WashCo	026		Management Analyst I		11	\$5,533	\$6,228	\$6,723	1.02	\$7,955	\$8,781	\$9,369	
<b>County Market Average</b>					36	\$4,959	\$5,716	\$6,281	1.02	\$7,480	\$8,402	\$9,092	
2020-ST-CA	5157	C	STAFF SERVICES ANALYST (GENERAL)		1,316	\$3,833	\$4,154	\$4,799	0.96	\$5,789	\$6,173	\$6,942	
2020-ST-NV	07.637		MANAGEMENT ANALYST 1		64	\$3,893	\$4,639	\$5,754	0.96	\$5,488	\$6,370	\$7,688	
<b>State Market Average</b>					1,380	\$3,836	\$4,177	\$4,843	0.96	\$5,775	\$6,182	\$6,976	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	1,416	\$3,864	\$4,216	\$4,880	0.96	\$5,818	\$6,238	\$7,030

OREGON  
COMPARISON  
TO  
MARKET

0870-Operations & Policy Analyst 1

						MARKET COMPARISONS												
						Salary			Salary and Benefits									
Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SR Min	Emp Avg	SR Max	Group Compa-Ratio Sum Base / Sum 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
AAON	AFSCME AT DOC SECURITY PLUS	A	P	23	10	\$4,631	\$6,195	\$6,699	1.09	\$6,832	\$8,655	\$9,244	119.8%	146.9%	137.3%	117.4%	138.7%	131.5%
<b>Corrections Wtd Average</b>					10	\$4,631	\$6,195	\$6,699	1.09	\$6,832	\$8,655	\$9,244	119.8%	146.9%	137.3%	117.4%	138.7%	131.5%
MENN	EXEC SVC NONSUPERVISORY	A	P	23	7	\$4,113	\$5,354	\$6,065	1.05	\$6,227	\$7,675	\$8,504	106.4%	127.0%	124.3%	107.0%	123.0%	121.0%
MMC	MGT SVC NSUPV CONFIDENTIAL	A	P	23	2	\$4,113	\$5,635	\$6,065	1.11	\$6,227	\$8,002	\$8,504	106.4%	133.7%	124.3%	107.0%	128.3%	121.0%
MMN	MGT SVC NONSUPERVISORY	A	P	23	6	\$4,113	\$4,837	\$6,065	0.95	\$6,227	\$7,072	\$8,504	106.4%	114.7%	124.3%	107.0%	113.4%	121.0%
<b>Management Wtd Average</b>					15	\$4,113	\$5,185	\$6,065	1.02	\$6,227	\$7,478	\$8,504	106.4%	123.0%	124.3%	107.0%	119.9%	121.0%
AD	AFSCME AT ENVIRONMENTAL QUAL	A	P	23	1	\$3,817	\$5,554	\$5,829	1.15	\$5,882	\$7,908	\$8,229	98.8%	131.7%	119.5%	101.1%	126.8%	117.1%
AF	AFSCME AT OSP FIRE MARSHAL	A	P	23	1	\$3,817	\$4,606	\$5,829	0.96	\$5,882	\$6,803	\$8,229	98.8%	109.3%	119.5%	101.1%	109.0%	117.1%
AL	AFSCME AT LIQUOR CONTROL COMM	A	P	23	1	\$3,817	\$4,384	\$5,829	0.91	\$5,882	\$6,544	\$8,229	98.8%	104.0%	119.5%	101.1%	104.9%	117.1%
AO	AFSCME OR ST POLICE-SUPP UNIT	A	P	23	1	\$3,817	\$4,826	\$5,829	1.00	\$5,882	\$7,059	\$8,229	98.8%	114.5%	119.5%	101.1%	113.2%	117.1%
AT	AFSCME AT DCBS BUILDING CODES	A	P	23	7	\$3,817	\$4,978	\$5,829	1.03	\$5,882	\$7,236	\$8,229	98.8%	118.1%	119.5%	101.1%	116.0%	117.1%
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	23	3	\$3,805	\$5,431	\$5,900	1.12	\$5,868	\$7,765	\$8,312	98.5%	128.8%	120.9%	100.9%	124.5%	118.2%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	23	66	\$3,817	\$4,856	\$5,834	1.01	\$5,882	\$7,094	\$8,235	98.8%	115.2%	119.6%	101.1%	113.7%	117.1%
OAI	SEIU STRIKEABLE INST COALITION	A	P	23	11	\$3,817	\$4,953	\$5,834	1.03	\$5,882	\$7,207	\$8,235	98.8%	117.5%	119.6%	101.1%	115.5%	117.1%

0870-Operations & Policy Analyst 1 (Continued)

							MARKET COMPARISONS											
Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum 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
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	23	23	\$3,817	\$5,031	\$5,834	1.04	\$5,882	\$7,299	\$8,235	98.8%	119.3%	119.6%	101.1%	117.0%	117.1%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	23	48	\$3,817	\$5,063	\$5,834	1.05	\$5,882	\$7,336	\$8,235	98.8%	120.1%	119.6%	101.1%	117.6%	117.1%
UA	UNREPRESENTED	A	P	23	8	\$3,816	\$5,254	\$5,829	1.09	\$5,881	\$7,558	\$8,229	98.8%	124.6%	119.5%	101.1%	121.2%	117.1%
<b>Non-Corrections/Non-Management Wtd Average</b>					170	\$3,817	\$4,978	\$5,835	1.03	\$5,882	\$7,236	\$8,236	98.8%	118.1%	119.6%	101.1%	116.0%	117.1%
<b>STATEWIDE Weighted Average</b>					195	\$3,881	\$5,056	\$5,897	1.03	\$5,957	\$7,328	\$8,308	100.4%	119.9%	120.8%	102.4%	117.5%	118.2%

0871 OPERATIONS & POLICY ANALYST 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-ClackCo	624		Management Analyst 2		21	\$5,444	\$6,035	\$6,940	0.97	\$8,160	\$8,887	\$10,001	
2020-OR-DescCo	9125		ADMIN ANALYST		3	\$5,072	\$5,419	\$6,797	0.91	\$7,778	\$8,205	\$9,902	
2020-OR-LaneCo	N4102		Management Analyst		22	\$4,602	\$5,827	\$6,769	1.02	\$7,332	\$8,837	\$9,993	
2020-OR-MarionCo	114		Policy Analyst		1	\$5,245	\$6,372	\$7,020	1.04	\$7,967	\$9,353	\$10,151	
2020-OR-MarionCo	656		Management Analyst 2		5	\$4,909	\$5,651	\$6,573	0.98	\$7,553	\$8,466	\$9,600	
2020-OR-WashCo	027		Management Analyst II		10	\$6,415	\$7,417	\$7,796	1.04	\$9,003	\$10,194	\$10,644	
2020-WA-ClarkCo	820		Management Analyst		0	\$5,228		\$7,387		\$7,633		\$10,231	
<b>County Market Average</b>					62	\$5,237	\$6,129	\$6,988	1.00	\$7,927	\$9,020	\$10,070	
2020-MIL-PACS	04.28a		Business Data Analyst I**		17	\$4,490	\$5,614	\$6,658	1.01	\$6,186	\$7,471	\$8,663	
<b>Purchased Market Average</b>					17	\$4,490	\$5,614	\$6,658	1.01	\$6,186	\$7,471	\$8,663	
2020-ST-CA	5246	A	ASSOCIATE MANAGEMENT ANALYST		8	\$4,610	\$5,337	\$5,771	1.03	\$6,716	\$7,585	\$8,102	
2020-ST-ID	05206		Management Analyst		0	\$3,669		\$6,546		\$5,360		\$8,803	
2020-ST-NV	07.625		MANAGEMENT ANALYST 2		131	\$4,231	\$5,023	\$6,285	0.96	\$5,887	\$6,824	\$8,316	
2020-ST-WA	109K		MANAGEMENT ANALYST 3		131	\$4,187	\$5,061	\$5,495	1.05	\$6,198	\$7,249	\$7,772	
<b>State Market Average</b>					270	\$4,219	\$5,051	\$5,889	1.00	\$6,060	\$7,053	\$8,049	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					17	395	\$4,424	\$5,310	\$6,185	1.00	\$6,376	\$7,428	\$8,467

OREGON  
COMPARISON  
TO  
MARKET

0871-Operations & Policy Analyst 2

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	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
AAON	AFSCME AT DOC SECURITY PLUS	A	P	27	14	\$5,567	\$7,263	\$8,094	1.06	\$7,923	\$9,901	\$10,871	125.8%	136.8%	130.9%	124.3%	133.3%	128.4%
CP	AOCE AT DOC NONSECURITY	A	P	27	1	\$5,551	\$7,682	\$8,049	1.13	\$7,905	\$10,390	\$10,818	125.5%	144.7%	130.1%	124.0%	139.9%	127.8%
<b>Corrections Wtd Average</b>					15	\$5,566	\$7,291	\$8,091	1.07	\$7,922	\$9,934	\$10,867	125.8%	137.3%	130.8%	124.2%	133.7%	128.4%
MENN	EXEC SVC NONSUPERVISORY	A	P	27	3	\$4,990	\$7,010	\$7,363	1.13	\$7,250	\$9,607	\$10,018	112.8%	132.0%	119.0%	113.7%	129.3%	118.3%
MMN	MGT SVC NONSUPERVISORY	A	P	30	19	\$4,990	\$6,534	\$7,363	1.06	\$7,250	\$9,052	\$10,018	112.8%	123.1%	119.0%	113.7%	121.9%	118.3%
MMS	MGT SVC SUPERVISORY	A	P	27	1	\$4,990	\$7,010	\$7,363	1.13	\$7,250	\$9,607	\$10,018	112.8%	132.0%	119.0%	113.7%	129.3%	118.3%

0871-Operations & Policy Analyst 2 (Continued)

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	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
<b>Management Wtd Average</b>					23	\$4,990	\$6,617	\$7,363	1.07	\$7,250	\$9,148	\$10,018	112.8%	124.6%	119.0%	113.7%	123.2%	118.3%
AD	AFSCME AT ENVIRONMENTAL QUAL	A	P	27	8	\$4,606	\$6,109	\$7,049	1.05	\$6,803	\$8,555	\$9,652	104.1%	115.0%	114.0%	106.7%	115.2%	114.0%
AF	AFSCME AT OSP FIRE MARSHAL	A	P	27	2	\$4,606	\$5,732	\$7,049	0.98	\$6,803	\$8,116	\$9,652	104.1%	108.0%	114.0%	106.7%	109.3%	114.0%
AO	AFSCME OR ST POLICE-SUPP UNIT	A	P	27	3	\$4,606	\$5,834	\$7,049	1.00	\$6,803	\$8,234	\$9,652	104.1%	109.9%	114.0%	106.7%	110.9%	114.0%
AS	OR PUB SAFETY ASSOC AT DPSST	A	P	27	1	\$4,606	\$5,830	\$7,049	1.00	\$6,803	\$8,230	\$9,652	104.1%	109.8%	114.0%	106.7%	110.8%	114.0%
AT	AFSCME AT DCBS BUILDING CODES	A	P	27	2	\$4,606	\$6,422	\$7,049	1.10	\$6,803	\$8,921	\$9,652	104.1%	120.9%	114.0%	106.7%	120.1%	114.0%
AU	AFSCME AT MILITARY	A	P	27	1	\$4,606	\$5,830	\$7,049	1.00	\$6,803	\$8,230	\$9,652	104.1%	109.8%	114.0%	106.7%	110.8%	114.0%
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	27	31	\$4,625	\$6,074	\$7,174	1.03	\$6,825	\$8,514	\$9,798	104.6%	114.4%	116.0%	107.0%	114.6%	115.7%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	27	185	\$4,611	\$6,113	\$7,053	1.05	\$6,808	\$8,560	\$9,657	104.2%	115.1%	114.0%	106.8%	115.2%	114.1%
OAI	SEIU STRIKEABLE INST COALITION	A	P	27	18	\$4,611	\$6,010	\$7,053	1.03	\$6,808	\$8,440	\$9,657	104.2%	113.2%	114.0%	106.8%	113.6%	114.1%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	27	59	\$4,611	\$6,190	\$7,053	1.06	\$6,808	\$8,651	\$9,657	104.2%	116.6%	114.0%	106.8%	116.5%	114.1%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	27	95	\$4,611	\$6,283	\$7,053	1.08	\$6,808	\$8,759	\$9,657	104.2%	118.3%	114.0%	106.8%	117.9%	114.1%
UA	UNREPRESENTED	A	P	27	14	\$4,606	\$6,257	\$7,049	1.07	\$6,803	\$8,728	\$9,652	104.1%	117.8%	114.0%	106.7%	117.5%	114.0%
<b>Non-Corrections/Non-Management Wtd Average</b>					419	\$4,612	\$6,156	\$7,062	1.05	\$6,809	\$8,611	\$9,667	104.2%	115.9%	114.2%	106.8%	115.9%	114.2%
<b>STATEWIDE Weighted Average</b>					457	\$4,662	\$6,217	\$7,111	1.06	\$6,868	\$8,681	\$9,724	105.4%	117.1%	115.0%	107.7%	116.9%	114.8%



0872 OPERATIONS & POLICY ANALYST 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-OR-ClackCo	626		Pol, Perf & Research Analyst		21	\$5,931	\$6,642	\$7,541	0.99	\$8,760	\$9,635	\$10,741
2020-OR-LaneCo	N4100		Management Analyst, Sr		9	\$5,075	\$6,637	\$7,467	1.06	\$7,913	\$9,831	\$10,850
2020-OR-MarionCo	614		Senior Policy Analyst		1	\$5,788	\$7,027	\$7,746	1.04	\$8,634	\$10,159	\$11,044
2020-OR-WashCo	181		Policy Analyst		1	\$8,214	\$8,625	\$9,981	0.95	\$11,141	\$11,629	\$13,240
2020-WA-ClarkCo	822		Management Analyst, Senior		0	\$5,492		\$7,760		\$7,951		\$10,680
<b>County Market Average</b>					32	\$5,749	\$6,715	\$7,608	1.01	\$8,573	\$9,769	\$10,854
2020-MIL-OPES	04.09		Management Analyst		16	\$5,448	\$6,941	\$7,380	1.08	\$7,888	\$9,675	\$10,199
2020-MIL-PACS	04.28b		Business Data Analyst II**		23	\$5,525	\$6,558	\$8,264	0.95	\$7,368	\$8,549	\$10,498
<b>Purchased Market Average</b>					39	\$5,482	\$6,773	\$7,768	1.02	\$7,660	\$9,181	\$10,331
2020-ST-ID	05207		MANAGEMENT ANALYST SR		7	\$4,679	\$5,934	\$8,359	0.91	\$6,569	\$8,070	\$10,971
2020-ST-NV	07.624		MANAGEMENT ANALYST 3		139	\$4,617	\$5,768	\$6,881	1.00	\$6,344	\$7,705	\$9,021
2020-ST-WA	109L		MANAGEMENT ANALYST 4		180	\$4,847	\$6,091	\$6,356	1.08	\$6,992	\$8,489	\$8,808
<b>State Market Average</b>					326	\$4,746	\$5,950	\$6,622	1.04	\$6,707	\$8,146	\$8,945
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					39	\$5,083	\$6,306	\$7,114	1.03	\$7,175	\$8,630	\$9,580

OREGON  
COMPARISON  
TO  
MARKET

0872-Operations & Policy Analyst 3

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	Salary		Salary and Benefits			
						SR Min	Avg to Avg	SR Max to 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	30	8	\$6,395	\$8,452	\$9,318	1.08	\$8,889	\$11,289	\$12,299	125.8%	134.0%	131.0%	123.9%	130.8%	128.4%
<b>Corrections Wtd Average</b>					8	\$6,395	\$8,452	\$9,318	1.08	\$8,889	\$11,289	\$12,299	125.8%	134.0%	131.0%	123.9%	130.8%	128.4%
MENN	EXEC SVC NONSUPERVISORY	A	P	30	2	\$5,771	\$8,113	\$8,511	1.14	\$8,161	\$10,893	\$11,357	113.5%	128.6%	119.6%	113.7%	126.2%	118.5%
MESN	EXEC SVC SUPERVISORY	A	P	30	1	\$5,771	\$6,065	\$8,511	0.85	\$8,161	\$8,504	\$11,357	113.5%	96.2%	119.6%	113.7%	98.5%	118.5%
MMC	MGT SVC NSUPV CONFIDENTIAL	A	P	30	3	\$5,771	\$7,745	\$8,511	1.08	\$8,161	\$10,464	\$11,357	113.5%	122.8%	119.6%	113.7%	121.2%	118.5%
MMN	MGT SVC NONSUPERVISORY	A	P	30	263	\$5,771	\$7,763	\$8,511	1.09	\$8,161	\$10,485	\$11,357	113.5%	123.1%	119.6%	113.7%	121.5%	118.5%
MMS	MGT SVC SUPERVISORY	A	P	30	8	\$5,771	\$8,064	\$8,511	1.13	\$8,161	\$10,836	\$11,357	113.5%	127.9%	119.6%	113.7%	125.6%	118.5%
<b>Management Wtd Average</b>					277	\$5,771	\$7,768	\$8,511	1.09	\$8,161	\$10,491	\$11,357	113.5%	123.2%	119.6%	113.7%	121.6%	118.5%



0872-Operations & Policy Analyst 3 (Continued)

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	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
AD	AFSCME AT ENVIRONMENTAL QUAL	A	P	30Q	11	\$5,300	\$6,824	\$8,147	1.02	\$7,612	\$9,390	\$10,933	104.3%	108.2%	114.5%	106.1%	108.8%	114.1%
AO	AFSCME OR ST POLICE-SUPP UNIT	A	P	30Q	1	\$5,300	\$7,762	\$8,147	1.15	\$7,612	\$10,484	\$10,933	104.3%	123.1%	114.5%	106.1%	121.5%	114.1%
AS	OR PUB SAFETY ASSOC AT DPSST	A	P	30	1	\$5,300	\$7,762	\$8,147	1.15	\$7,612	\$10,484	\$10,933	104.3%	123.1%	114.5%	106.1%	121.5%	114.1%
AT	AFSCME AT DCBS BUILDING CODES	A	P	30Q	12	\$5,300	\$7,194	\$8,147	1.07	\$7,612	\$9,821	\$10,933	104.3%	114.1%	114.5%	106.1%	113.8%	114.1%
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	30	17	\$5,355	\$7,717	\$8,302	1.13	\$7,676	\$10,431	\$11,114	105.4%	122.4%	116.7%	107.0%	120.9%	116.0%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	30	330	\$5,301	\$7,246	\$8,149	1.08	\$7,613	\$9,882	\$10,935	104.3%	114.9%	114.6%	106.1%	114.5%	114.1%
OAI	SEIU STRIKEABLE INST COALITION	A	P	30	9	\$5,301	\$6,840	\$8,149	1.02	\$7,613	\$9,408	\$10,935	104.3%	108.5%	114.6%	106.1%	109.0%	114.1%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	30	44	\$5,301	\$7,378	\$8,149	1.10	\$7,613	\$10,036	\$10,935	104.3%	117.0%	114.6%	106.1%	116.3%	114.1%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	30	94	\$5,301	\$7,253	\$8,149	1.08	\$7,613	\$9,890	\$10,935	104.3%	115.0%	114.6%	106.1%	114.6%	114.1%
UA	UNREPRESENTED	A	P	30	13	\$5,300	\$7,262	\$8,144	1.08	\$7,612	\$9,900	\$10,929	104.3%	115.2%	114.5%	106.1%	114.7%	114.1%
<b>Non-Corrections/Non-Management Wtd Average</b>					532	\$5,303	\$7,259	\$8,154	1.08	\$7,615	\$9,897	\$10,941	104.3%	115.1%	114.6%	106.1%	114.7%	114.2%
<b>STATEWIDE Weighted Average</b>					817	\$5,472	\$7,443	\$8,286	1.08	\$7,813	\$10,112	\$11,095	107.7%	118.0%	116.5%	108.9%	117.2%	115.8%

0873 OPERATIONS & POLICY ANALYST 4

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-ClackCo	627		Policy, Perf & Research An, Sr		10	\$6,482	\$7,697	\$8,375	1.04	\$9,438	\$10,933	\$11,767	
2020-OR-DescCo	9127		MANAGEMENT ANALYST SR		1	\$6,165	\$8,262	\$8,262	1.15	\$9,124	\$11,705	\$11,705	
2020-OR-MultCo	9710		Management Analyst		11	\$5,989	\$8,079	\$8,385	1.12	\$8,936	\$11,500	\$11,876	
2020-OR-WashCo	186		Policy Analyst, Senior		1	\$8,844	\$10,748	\$10,748	1.10	\$11,890	\$14,151	\$14,151	
2020-OR-WashCo	028A		Research and Evaluation Analyst		1	\$7,816	\$9,497	\$9,497	1.10	\$10,667	\$12,665	\$12,665	
2020-WA-ClarkCo	824		Policy Analyst Senior		8	\$5,769	\$7,329	\$8,151	1.05	\$8,284	\$10,161	\$11,150	
<b>County Market Average</b>					32	\$6,240	\$7,906	\$8,428	1.08	\$9,082	\$11,114	\$11,751	
2020-CompAnalyst	HR09200426		Workforce Analyst II		1	\$5,575	\$7,217	\$9,200	0.99	\$7,426	\$9,302	\$11,569	
2020-MIL-OPES	04.10		Management Analyst - Senior	12	144	\$6,133	\$7,682	\$8,363	1.06	\$8,708	\$10,561	\$11,376	
2020-MIL-PACS	04.29b		Business Intelligence Analyst - Intermediate*	11	40	\$5,664	\$6,693	\$8,572	0.94	\$7,527	\$8,704	\$10,851	
2020-MIL-PACS	04.29a		Business Data Analyst III**	13	86	\$6,475	\$8,889	\$9,652	1.10	\$8,454	\$11,213	\$12,086	
<b>Purchased Market Average</b>					36	271	\$6,170	\$7,917	\$8,806	1.06	\$8,448	\$10,489	\$11,524
2020-ST-WA	109M		MANAGEMENT ANALYST 5		159	\$5,347	\$6,818	\$7,015	1.10	\$7,593	\$9,364	\$9,601	
<b>State Market Average</b>					159	\$5,347	\$6,818	\$7,015	1.10	\$7,593	\$9,364	\$9,601	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					36	462	\$5,892	\$7,538	\$8,164	1.07	\$8,198	\$10,145	\$10,878

OREGON  
COMPARISON  
TO  
MARKET

0873-Operations & Policy Analyst 4

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	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
MENN	EXEC SVC NONSUPERVISORY	A	P	32	7	\$6,367	\$8,787	\$9,374	1.12	\$8,857	\$11,679	\$12,364	108.1%	116.6%	114.8%	108.0%	115.1%	113.7%
MMC	MGT SVC NSUPV CONFIDENTIAL	A	P	32	1	\$6,367	\$7,724	\$9,374	0.98	\$8,857	\$10,439	\$12,364	108.1%	102.5%	114.8%	108.0%	102.9%	113.7%
MMN	MGT SVC NONSUPERVISORY	A	P	32	351	\$6,367	\$8,662	\$9,374	1.10	\$8,857	\$11,534	\$12,364	108.1%	114.9%	114.8%	108.0%	113.7%	113.7%
MMS	MGT SVC SUPERVISORY	A	P	32	13	\$6,367	\$8,709	\$9,374	1.11	\$8,857	\$11,588	\$12,364	108.1%	115.5%	114.8%	108.0%	114.2%	113.7%
<b>Management Wtd Average</b>					372	\$6,367	\$8,664	\$9,374	1.10	\$8,857	\$11,536	\$12,364	108.1%	114.9%	114.8%	108.0%	113.7%	113.7%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	32	10	\$5,834	\$8,209	\$8,958	1.11	\$8,235	\$11,005	\$11,879	99.0%	108.9%	109.7%	100.4%	108.5%	109.2%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	32	2	\$5,834	\$8,344	\$8,958	1.13	\$8,235	\$11,162	\$11,879	99.0%	110.7%	109.7%	100.4%	110.0%	109.2%

0873-Operations & Policy Analyst 4 (Continued)

							MARKET COMPARISONS											
Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum 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
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	32	3	\$5,834	\$7,806	\$8,958	1.06	\$8,235	\$10,535	\$11,879	99.0%	103.6%	109.7%	100.4%	103.8%	109.2%
UA	UNREPRESENTED	A	P	32	7	\$5,829	\$8,425	\$8,959	1.14	\$8,229	\$11,256	\$11,880	98.9%	111.8%	109.7%	100.4%	111.0%	109.2%
<b>Non-Corrections/Non-Management Wtd Average</b>					22	\$5,832	\$8,235	\$8,958	1.11	\$8,233	\$11,035	\$11,879	99.0%	109.2%	109.7%	100.4%	108.8%	109.2%
<b>STATEWIDE Weighted Average</b>					394	\$6,337	\$8,640	\$9,351	1.10	\$8,822	\$11,508	\$12,337	107.6%	114.6%	114.5%	107.6%	113.4%	113.4%

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1001 LOAN SPECIALIST 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-CompAnalyst	FA06000936		Mortgage Loan Officer I		1	\$3,783	\$3,742	\$6,100	0.76	\$5,378	\$5,330	\$8,026	
<b>Purchased Market Average</b>					1	\$3,783	\$3,742	\$6,100	0.76	\$5,378	\$5,330	\$8,026	
2020-ST-NV	07.175		LOAN OFFICER		1	\$4,055	\$4,866	\$6,012	0.97	\$5,679	\$6,638	\$7,994	
<b>State Market Average</b>					1	\$4,055	\$4,866	\$6,012	0.97	\$5,679	\$6,638	\$7,994	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	2	\$3,919	\$4,304	\$6,056	0.86	\$5,529	\$5,984	\$8,010

OREGON COMPARISON TO MARKET  
1001-Loan Specialist 1

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
AD	AFSCME AT ENVIRONMENTAL QUAL	A	P	23	1	\$3,817	\$4,384	\$5,829	0.91	\$5,882	\$6,544	\$8,229
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	23	3	\$3,817	\$5,101	\$5,834	1.06	\$5,882	\$7,379	\$8,235
<b>Non-Corrections/Non-Management Wtd Average</b>					4	\$3,817	\$4,922	\$5,833	1.02	\$5,882	\$7,171	\$8,233
<b>STATEWIDE Weighted Average</b>					4	\$3,817	\$4,922	\$5,833	1.02	\$5,882	\$7,171	\$8,233

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
97.4%	101.9%	96.2%	106.4%	109.3%	102.7%
97.4%	118.5%	96.3%	106.4%	123.3%	102.8%
97.4%	114.3%	96.3%	106.4%	119.8%	102.8%
97.4%	114.3%	96.3%	106.4%	119.8%	102.8%

1002 LOAN SPECIALIST 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-CompAnalyst	FA06000937		Mortgage Loan Officer II		1	\$4,058	\$4,717	\$6,683	0.88	\$5,692	\$6,445	\$8,692	
<b>Purchased Market Average</b>					1	\$4,058	\$4,717	\$6,683	0.88	\$5,692	\$6,445	\$8,692	
2020-ST-CA	7480		LOAN OFFICER		2	\$4,610	\$5,771	\$5,771	1.11	\$6,716	\$8,102	\$8,102	
2020-ST-NV	07.174		LOAN ADMINISTRATION OFFICER		2	\$4,617	\$6,070	\$6,881	1.06	\$6,344	\$8,062	\$9,021	
<b>State Market Average</b>					4	\$4,613	\$5,921	\$6,326	1.08	\$6,530	\$8,082	\$8,562	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	5	\$4,502	\$5,680	\$6,397	1.04	\$6,362	\$7,755	\$8,588

OREGON  
COMPARISON  
TO  
MARKET

1002-Loan Specialist 2

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Salary		Salary and Benefits		
														Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	27	1	\$4,611	\$6,732	\$7,053	1.15	\$6,808	\$9,282	\$9,657	102.4%	118.5%	110.2%	107.0%	119.7%	112.4%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	27	8	\$4,611	\$6,431	\$7,053	1.10	\$6,808	\$8,931	\$9,657	102.4%	113.2%	110.2%	107.0%	115.2%	112.4%
UA	UNREPRESENTED	A	P	27	3	\$4,606	\$6,621	\$7,049	1.14	\$6,803	\$9,153	\$9,652	102.3%	116.6%	110.2%	106.9%	118.0%	112.4%
<b>Non-Corrections/Non-Management Wtd Average</b>					12	\$4,610	\$6,504	\$7,052	1.12	\$6,807	\$9,016	\$9,656	102.4%	114.5%	110.2%	107.0%	116.3%	112.4%
<b>STATEWIDE Weighted Average</b>					12	\$4,610	\$6,504	\$7,052	1.12	\$6,807	\$9,016	\$9,656	102.4%	114.5%	110.2%	107.0%	116.3%	112.4%

1003 LOAN SPECIALIST 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-CompAnalyst	FA06000938		Mortgage Loan Officer III		1	\$5,417	\$7,133	\$8,217	1.05	\$7,245	\$9,207	\$10,445	
<b>Purchased Market Average</b>					1	\$5,417	\$7,133	\$8,217	1.05	\$7,245	\$9,207	\$10,445	
2020-ST-CA	7481		STAFF LOAN OFFICER (SPECIALIST)		1	\$5,319	\$6,657	\$6,657	1.11	\$7,563	\$9,159	\$9,159	
<b>State Market Average</b>					1	\$5,319	\$6,657	\$6,657	1.11	\$7,563	\$9,159	\$9,159	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	2	\$5,368	\$6,895	\$7,437	1.08	\$7,404	\$9,183	\$9,802

OREGON  
COMPARISON  
TO  
MARKET

**1003-Loan Specialist 3**

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	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
AD	AFSCME AT ENVIRONMENTAL QUAL	A	P	30	1	\$5,300	\$7,762	\$8,147	1.15	\$7,612	\$10,484	\$10,933	98.7%	112.6%	109.6%	102.8%	114.2%	111.5%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	30	1	\$5,301	\$7,763	\$8,149	1.15	\$7,613	\$10,485	\$10,935	98.8%	112.6%	109.6%	102.8%	114.2%	111.6%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	30	12	\$5,301	\$6,969	\$8,149	1.04	\$7,613	\$9,559	\$10,935	98.8%	101.1%	109.6%	102.8%	104.1%	111.6%
UA	UNREPRESENTED	A	P	30	10	\$5,300	\$7,720	\$8,144	1.15	\$7,612	\$10,435	\$10,929	98.7%	112.0%	109.5%	102.8%	113.6%	111.5%
<b>Non-Corrections/Non-Management Wtd Average</b>					24	\$5,301	\$7,348	\$8,147	1.09	\$7,613	\$10,001	\$10,933	98.7%	106.6%	109.6%	102.8%	108.9%	111.5%
<b>STATEWIDE Weighted Average</b>					24	\$5,301	\$7,348	\$8,147	1.09	\$7,613	\$10,001	\$10,933	98.7%	106.6%	109.6%	102.8%	108.9%	111.5%

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1096 PLANNER 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-ClackCo	311		Planner 1		2	\$5,119	\$6,161	\$6,448	1.07	\$7,759	\$9,042	\$9,395	
2020-OR-DescCo	1230		ASSISTANT PLANNER		2	\$4,830	\$5,326	\$6,473	0.94	\$7,481	\$8,090	\$9,503	
2020-OR-JackCo	363		Planner I		3	\$3,822	\$4,124	\$5,032	0.93	\$6,512	\$6,884	\$8,001	
2020-OR-LaneCo	J025		Planner		3	\$4,020	\$4,485	\$5,569	0.94	\$6,617	\$7,188	\$8,520	
2020-OR-MultCo	6068		Planner 1		2	\$5,070	\$5,451	\$6,219	0.97	\$7,809	\$8,277	\$9,219	
2020-OR-WashCo	334		Planner, Assistant		3	\$5,399	\$5,787	\$6,563	0.97	\$7,796	\$8,257	\$9,179	
2020-WA-ClarkCo	111		Planner I		0	\$4,522		\$5,513		\$6,783		\$7,976	
<b>County Market Average</b>					15	\$4,643	\$5,138	\$5,955	0.96	\$7,229	\$7,854	\$8,832	
2020-ST-CA	4768	C	TRANSPORTATION PLANNER		24	\$4,227	\$4,666	\$5,293	0.94	\$6,259	\$6,783	\$7,532	
2020-ST-NV	06.716		Land Use Planner I		0	\$3,893		\$5,754		\$5,488		\$7,688	
2020-ST-WA	543E		TRANSPORTATION PLANNING SPECIALIST 1		0	\$4,070		\$5,347		\$6,058		\$7,593	
2020-ST-WA	542S		ENVIRONMENTAL PLANNER 2		10	\$4,127	\$4,725	\$5,415	0.99	\$6,125	\$6,845	\$7,676	
<b>State Market Average</b>					34	\$4,186	\$4,683	\$5,340	0.96	\$6,197	\$6,802	\$7,576	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	49	\$4,324	\$4,822	\$5,526	0.96	\$6,508	\$7,124	\$7,955

OREGON  
COMPARISON  
TO  
MARKET

1096-Planner 1

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
AX	AFSCME AT STATE LANDS	A	P	23	1	\$3,817	\$4,826	\$5,829	1.00	\$5,882	\$7,059	\$8,229
<b>Non-Corrections/Non-Management Wtd Average</b>					1	\$3,817	\$4,826	\$5,829	1.00	\$5,882	\$7,059	\$8,229
<b>STATEWIDE Weighted Average</b>					1	\$3,817	\$4,826	\$5,829	1.00	\$5,882	\$7,059	\$8,229

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
88.3%	100.1%	105.5%	90.4%	99.1%	103.4%

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1097 PLANNER 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-OR-ClackCo	312		Planner 2		3	\$5,606	\$6,312	\$7,072	1.00	\$8,360	\$9,228	\$10,164
2020-OR-DescCo	1231		ASSOCIATE PLANNER		5	\$5,326	\$6,507	\$7,137	1.04	\$8,090	\$9,544	\$10,320
2020-OR-JackCo	364		Planner II		2	\$4,373	\$5,763	\$5,763	1.14	\$7,190	\$8,902	\$8,902
2020-OR-LaneCo	J026		Planner, Associate		2	\$4,437	\$5,636	\$6,141	1.07	\$7,130	\$8,602	\$9,222
2020-OR-MultCo	6075		Planner 2		3	\$5,692	\$5,979	\$6,996	0.94	\$8,572	\$8,924	\$10,172
2020-OR-WashCo	335		Planner, Associate		8	\$5,959	\$6,948	\$7,242	1.05	\$8,462	\$9,636	\$9,986
2020-WA-ClarkCo	113		Planner II		0	\$4,909		\$5,984		\$7,249		\$8,542
<b>County Market Average</b>					23	\$5,447	\$6,425	\$6,901	1.04	\$8,118	\$9,316	\$9,887
2020-MIL-OPES	06.13		Planner (Journey)		22	\$5,179	\$6,360	\$6,660	1.07	\$7,566	\$8,979	\$9,338
<b>Purchased Market Average</b>					22	\$5,179	\$6,360	\$6,660	1.07	\$7,566	\$8,979	\$9,338
2020-ST-CA	4721		ASSOCIATE TRANSPORTATION PLANNER		96	\$5,082	\$6,302	\$6,365	1.10	\$7,279	\$8,735	\$8,810
2020-ST-ID	03666		PLANNER		12	\$4,139	\$4,726	\$7,392	0.82	\$5,922	\$6,625	\$9,815
2020-ST-NV	06.711		LAND USE PLANNER 2		1	\$4,422	\$5,754	\$6,578	1.05	\$6,113	\$7,688	\$8,662
2020-ST-WA	542T		ENVIRONMENTAL PLANNER 3		79	\$4,724	\$5,953	\$6,205	1.09	\$6,844	\$8,323	\$8,627
<b>State Market Average</b>					188	\$4,868	\$6,052	\$6,364	1.08	\$7,004	\$8,422	\$8,796
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					22	\$4,985	\$6,149	\$6,475	1.07	\$7,222	\$8,617	\$9,008

OREGON COMPARISON TO MARKET 1097-Planner 2

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
AG	AFSCME AT LAND CONSERV DVLPMT	A	P	27	5	\$4,606	\$5,991	\$7,049	1.03	\$6,803	\$8,418	\$9,652
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	27	4	\$4,625	\$5,871	\$7,174	1.00	\$6,825	\$8,277	\$9,798
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	27	1	\$4,611	\$5,834	\$7,053	1.00	\$6,808	\$8,235	\$9,657
<b>Non-Corrections/Non-Management Wtd Average</b>					10	\$4,614	\$5,927	\$7,099	1.01	\$6,812	\$8,344	\$9,711
<b>STATEWIDE Weighted Average</b>					10	\$4,614	\$5,927	\$7,099	1.01	\$6,812	\$8,344	\$9,711

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
92.4%	97.4%	108.9%	94.2%	97.7%	107.1%
92.8%	95.5%	110.8%	94.5%	96.1%	108.8%
92.5%	94.9%	108.9%	94.3%	95.6%	107.2%
92.6%	96.4%	109.6%	94.3%	96.8%	107.8%
92.6%	96.4%	109.6%	94.3%	96.8%	107.8%



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1098 PLANNER 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-ClackCo	313		Planner, Senior		10	\$6,448	\$7,716	\$8,138	1.06	\$9,395	\$10,957	\$11,475	
2020-OR-DescCo	1232		PLANNER, SR		3	\$5,871	\$7,868	\$7,868	1.15	\$8,762	\$11,220	\$11,220	
2020-OR-JackCo	373		Planner III		4	\$4,789	\$6,050	\$6,318	1.09	\$7,703	\$9,255	\$9,585	
2020-OR-LaneCo	J027		Planner, Sr		2	\$4,897	\$6,663	\$6,784	1.14	\$7,694	\$9,863	\$10,012	
2020-OR-MarionCo	373		Planner Senior		0	\$5,245		\$7,020		\$7,967		\$10,151	
2020-OR-MultCo	6078		Planner Senior		3	\$6,398	\$7,721	\$7,876	1.08	\$9,438	\$11,062	\$11,252	
2020-OR-WashCo	336		Planner, Senior		13	\$7,083	\$8,530	\$8,606	1.09	\$9,797	\$11,516	\$11,607	
2020-WA-ClarkCo	117		Planner III		0	\$5,864		\$7,133		\$8,398		\$9,925	
<b>County Market Average</b>					35	\$6,309	\$7,781	\$7,932	1.09	\$9,148	\$10,939	\$11,121	
2020-MIL-OPES	06.14		Planner - Senior		19	\$6,101	\$7,942	\$7,947	1.11	\$8,670	\$10,872	\$10,879	
<b>Purchased Market Average</b>					19	\$6,101	\$7,942	\$7,947	1.11	\$8,670	\$10,872	\$10,879	
2020-ST-ID	03669		PLANNER, SR		4	\$4,679	\$5,898	\$8,359	0.90	\$6,569	\$8,028	\$10,971	
2020-ST-WA	542U		ENVIRONMENTAL PLANNER 4		59	\$5,218	\$6,739	\$6,844	1.10	\$7,438	\$9,269	\$9,396	
2020-ST-WA	543G		TRANSPORTATION PLANNING SPECIALIST 3		0	\$4,966		\$6,517		\$7,135		\$9,001	
<b>State Market Average</b>					63	\$5,181	\$6,686	\$6,933	1.09	\$7,380	\$9,190	\$9,487	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					19	157	\$5,779	\$7,402	\$7,537	1.10	\$8,261	\$10,212	\$10,376

OREGON COMPARISON TO MARKET 1098-Planner 3

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
AG	AFSCME AT LAND CONSERV DVLPMT	A	P	30Q	19	\$5,300	\$7,319	\$8,147	1.09	\$7,612	\$9,967	\$10,933
AV	AFSCME MILITRY OREG EMERG MGMT	A	P	30	1	\$5,300	\$7,398	\$8,147	1.10	\$7,612	\$10,059	\$10,933
AX	AFSCME AT STATE LANDS	A	P	30	1	\$5,300	\$7,762	\$8,147	1.15	\$7,612	\$10,484	\$10,933
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	30	23	\$5,355	\$7,604	\$8,302	1.11	\$7,676	\$10,299	\$11,114
<b>Non-Corrections/Non-Management Wtd Average</b>					44	\$5,329	\$7,480	\$8,228	1.10	\$7,646	\$10,154	\$11,027
<b>STATEWIDE Weighted Average</b>					44	\$5,329	\$7,480	\$8,228	1.10	\$7,646	\$10,154	\$11,027

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
91.7%	98.9%	108.1%	92.1%	97.6%	105.4%
91.7%	99.9%	108.1%	92.1%	98.5%	105.4%
91.7%	104.9%	108.1%	92.1%	102.7%	105.4%
92.7%	102.7%	110.2%	92.9%	100.9%	107.1%
92.2%	101.0%	109.2%	92.5%	99.4%	106.3%
92.2%	101.0%	109.2%	92.5%	99.4%	106.3%



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1099 PLANNER 4

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-ClackCo	314		Planner, Principal		3	\$7,072	\$8,507	\$8,934	1.06	\$10,164	\$11,930	\$12,455	
2020-OR-MarionCo	374		Planner Principal		0	\$5,496		\$7,365		\$8,276		\$10,575	
2020-OR-MultCo	9146		Planner Principal		2	\$6,455	\$8,403	\$9,682	1.04	\$9,508	\$11,898	\$13,468	
2020-OR-WashCo	338		Planner, Principal		4	\$8,214	\$9,616	\$9,981	1.06	\$11,141	\$12,807	\$13,240	
<b>County Market Average</b>					9	\$7,248	\$8,977	\$9,345	1.06	\$10,235	\$12,313	\$12,784	
2020-MIL-OPES	06.15		Planner (Principal)	10	11	\$7,125	\$8,551	\$9,722	1.02	\$9,895	\$11,601	\$13,002	
<b>Purchased Market Average</b>					10	11	\$7,125	\$8,551	\$9,722	1.02	\$9,895	\$11,601	\$13,002
2020-ST-WA	542V		ENVIRONMENTAL PLANNER 5		0	\$5,758		\$7,557		\$8,088		\$10,253	
<b>State Market Average</b>						\$5,758		\$7,557		\$8,088		\$10,253	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					10	20	\$7,119	\$8,743	\$9,453	1.03	\$9,967	\$11,921	\$12,778

OREGON  
COMPARISON  
TO  
MARKET

1099-Planner 4

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
89.4%	100.9%	99.2%	88.9%	98.3%	96.8%

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
MMN	MGT SVC NONSUPERVISORY	A	P	32	4	\$6,367	\$8,824	\$9,374	1.12	\$8,857	\$11,722	\$12,364
<b>Management Wtd Average</b>					4	\$6,367	\$8,824	\$9,374	1.12	\$8,857	\$11,722	\$12,364
AG	AFSCME AT LAND CONSERV DVLPM	A	P	32	7	\$5,829	\$8,171	\$8,950	1.11	\$8,229	\$10,961	\$11,869
AX	AFSCME AT STATE LANDS	A	P	32	1	\$5,829	\$8,550	\$8,950	1.16	\$8,229	\$11,403	\$11,869
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	32	8	\$5,902	\$8,618	\$9,155	1.14	\$8,314	\$11,482	\$12,108
<b>Non-Corrections/Non-Management Wtd Average</b>					16	\$5,866	\$8,418	\$9,053	1.13	\$8,272	\$11,249	\$11,989
<b>STATEWIDE Weighted Average</b>					20	\$5,966	\$8,499	\$9,117	1.13	\$8,389	\$11,343	\$12,064

1115 RESEARCH ANALYST 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			Insufficient Market Emp Avg x	
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max		
2020-OR-MultCo	6085		Research Evaluation Analyst 1		3	\$4,143	\$4,265	\$5,070	0.93	\$6,671	\$6,820	\$7,809		
<b>County Market Average</b>					3	\$4,143	\$4,265	\$5,070	0.93	\$6,671	\$6,820	\$7,809		
2020-ST-CA	5729	C	RESEARCH DATA ANALYST I		25	\$4,025	\$4,316	\$5,040	0.92	\$6,019	\$6,366	\$7,229		
2020-ST-NV	07.747		Statistician I		0	\$3,161		\$4,617		\$4,622		\$6,344		
<b>State Market Average</b>					25	\$3,993	\$4,316	\$5,024	0.92	\$5,967	\$6,366	\$7,196		
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	28	\$4,008	\$4,311	\$5,029	0.92	\$6,037	\$6,415	\$7,258	

OREGON  
COMPARISON  
TO  
MARKET  
**1115-Research Analyst 1**

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
AI	AFSCME AT LONGTERM CARE OMBUDS	A	P	19	1	\$3,196	\$4,606	\$4,826	1.15	\$5,158	\$6,803	\$7,059
AO	AFSCME OR ST POLICE-SUPP UNIT	A	P	19	1	\$3,196	\$4,001	\$4,826	1.00	\$5,158	\$6,097	\$7,059
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	19	5	\$3,197	\$4,313	\$4,829	1.07	\$5,159	\$6,461	\$7,063
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	19	5	\$3,197	\$4,263	\$4,829	1.06	\$5,159	\$6,403	\$7,063
<b>Non-Corrections/Non-Management Wtd Average</b>					12	\$3,197	\$4,291	\$4,829	1.07	\$5,159	\$6,435	\$7,062
<b>STATEWIDE Weighted Average</b>					12	\$3,197	\$4,291	\$4,829	1.07	\$5,159	\$6,435	\$7,062

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
79.7%	106.8%	96.0%	85.4%	106.0%	97.3%
79.7%	92.8%	96.0%	85.4%	95.0%	97.3%
79.8%	100.1%	96.0%	85.5%	100.7%	97.3%
79.8%	98.9%	96.0%	85.5%	99.8%	97.3%
79.8%	99.5%	96.0%	85.4%	100.3%	97.3%
79.8%	99.5%	96.0%	85.4%	100.3%	97.3%

1116 RESEARCH ANALYST 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-MultCo	6086		Research Evaluation Analyst 2		2	\$5,214	\$5,616	\$6,398	0.97	\$7,985	\$8,479	\$9,438	
<b>County Market Average</b>					2	\$5,214	\$5,616	\$6,398	0.97	\$7,985	\$8,479	\$9,438	
2020-CompAnalyst	RD14000035		Operations Research Analyst I		1	\$4,175	\$5,275	\$6,483	0.99	\$5,826	\$7,083	\$8,464	
<b>Purchased Market Average</b>					1	\$4,175	\$5,275	\$6,483	0.99	\$5,826	\$7,083	\$8,464	
2020-ST-CA	5731	A	RESEARCH DATA ANALYST II		115	\$4,840	\$5,634	\$6,062	1.03	\$6,991	\$7,938	\$8,449	
2020-ST-ID	05451		RESEARCH ANALYST		16	\$3,276	\$3,933	\$5,848	0.86	\$4,890	\$5,677	\$7,967	
2020-ST-NV	07.745		STATISTICIAN 2		9	\$3,576	\$4,473	\$5,260	1.01	\$5,113	\$6,173	\$7,104	
<b>State Market Average</b>					140	\$4,580	\$5,365	\$5,986	1.01	\$6,630	\$7,566	\$8,308	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	143	\$4,586	\$5,368	\$5,995	1.01	\$6,643	\$7,576	\$8,325

OREGON  
COMPARISON  
TO  
MARKET

1116-Research Analyst 2

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
83.2%	103.5%	97.2%	88.5%	104.4%	98.9%
83.2%	90.1%	97.2%	88.5%	93.3%	98.9%
83.2%	97.6%	97.3%	88.5%	99.5%	98.9%
83.2%	77.9%	97.3%	88.5%	83.3%	98.9%
83.2%	85.8%	97.3%	88.5%	89.8%	98.9%
83.2%	91.2%	97.3%	88.5%	94.2%	98.9%
83.2%	96.2%	97.2%	88.5%	98.4%	98.9%
83.2%	94.0%	97.3%	88.5%	96.6%	98.9%
83.2%	94.0%	97.3%	88.5%	96.6%	98.9%

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
AF	AFSCME AT OSP FIRE MARSHAL	A	P	23	1	\$3,817	\$5,554	\$5,829	1.15	\$5,882	\$7,908	\$8,229
AO	AFSCME OR ST POLICE-SUPP UNIT	A	P	23	4	\$3,817	\$4,836	\$5,829	1.00	\$5,882	\$7,071	\$8,229
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	23	17	\$3,817	\$5,237	\$5,834	1.09	\$5,882	\$7,538	\$8,235
OAI	SEIU STRIKEABLE INST COALITION	A	P	23	1	\$3,817	\$4,184	\$5,834	0.87	\$5,882	\$6,310	\$8,235
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	23	2	\$3,817	\$4,608	\$5,834	0.95	\$5,882	\$6,805	\$8,235
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	23	10	\$3,817	\$4,895	\$5,834	1.01	\$5,882	\$7,139	\$8,235
UA	UNREPRESENTED	A	P	23	3	\$3,816	\$5,164	\$5,829	1.07	\$5,881	\$7,453	\$8,229
<b>Non-Corrections/Non-Management Wtd Average</b>					38	\$3,817	\$5,046	\$5,833	1.05	\$5,882	\$7,316	\$8,234
<b>STATEWIDE Weighted Average</b>					38	\$3,817	\$5,046	\$5,833	1.05	\$5,882	\$7,316	\$8,234

1117 RESEARCH ANALYST 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-CompAnalyst	RD14000126		Operations Research Analyst II		1	\$4,408	\$5,725	\$7,158	1.00	\$6,092	\$7,597	\$9,235
2020-MIL-OPES	04.11		Research Analyst	9	15	\$5,353	\$6,329	\$7,225	1.01	\$7,774	\$8,942	\$10,014
<b>Purchased Market Average</b>				9	16	\$5,294	\$6,291	\$7,221	1.01	\$7,669	\$8,858	\$9,965
2020-ST-ID	05449		RESEARCH ANLYST,SR		15	\$4,139	\$4,847	\$7,392	0.84	\$5,922	\$6,770	\$9,815
<b>State Market Average</b>					15	\$4,139	\$4,847	\$7,392	0.84	\$5,922	\$6,770	\$9,815
<b>OVERALL WEIGHTED MARKET AVERAGE</b>				9	31	\$4,735	\$5,593	\$7,304	0.93	\$6,824	\$7,848	\$9,892

OREGON  
COMPARISON  
TO  
MARKET

1117-Research Analyst 3

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
112.0%	131.8%	105.7%	111.6%	127.8%	105.5%

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
AAON	AFSCME AT DOC SECURITY PLUS	A	P	26	2	\$5,304	\$7,371	\$7,721	1.13	\$7,617	\$10,028	\$10,436
<b>Corrections Wtd Average</b>					2	\$5,304	\$7,371	\$7,721	1.13	\$7,617	\$10,028	\$10,436
AS	OR PUB SAFETY ASSOC AT DPSST	A	P	26	1	\$4,384	\$6,410	\$6,727	1.15	\$6,544	\$8,907	\$9,276
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	26	1	\$4,408	\$6,505	\$6,830	1.16	\$6,572	\$9,018	\$9,397
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	26	48	\$4,387	\$6,007	\$6,732	1.08	\$6,547	\$8,437	\$9,282
OAI	SEIU STRIKEABLE INST COALITION	A	P	26	5	\$4,387	\$5,898	\$6,732	1.06	\$6,547	\$8,309	\$9,282
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	26	3	\$4,387	\$6,415	\$6,732	1.15	\$6,547	\$8,913	\$9,282
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	26	21	\$4,387	\$5,991	\$6,732	1.08	\$6,547	\$8,418	\$9,282
UA	UNREPRESENTED	A	P	26	3	\$4,383	\$5,809	\$6,727	1.05	\$6,542	\$8,205	\$9,276
<b>Non-Corrections/Non-Management Wtd Average</b>					82	\$4,387	\$6,015	\$6,733	1.08	\$6,547	\$8,446	\$9,283
<b>STATEWIDE Weighted Average</b>					84	\$4,409	\$6,047	\$6,756	1.08	\$6,573	\$8,484	\$9,311

1118 RESEARCH ANALYST 4

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-MultiCo	6087		Research Evaluation Analyst Senior		13	\$6,588	\$7,626	\$8,110	1.04	\$9,672	\$10,944	\$11,539	
2020-WA-ClarkCo	817		Research Analyst / Policy Asst		1	\$4,855	\$5,492	\$6,858	0.94	\$7,184	\$7,951	\$9,594	
<b>County Market Average</b>					14	\$6,465	\$7,473	\$8,021	1.03	\$9,494	\$10,731	\$11,400	
2020-CompAnalyst	RD14000127		Operations Research Analyst III		1	\$5,483	\$7,200	\$8,725	1.01	\$7,321	\$9,283	\$11,026	
<b>Purchased Market Average</b>					1	\$5,483	\$7,200	\$8,725	1.01	\$7,321	\$9,283	\$11,026	
2020-ST-ID	05447		RESEARCH ANLYST,PRIN		13	\$4,679	\$5,581	\$8,359	0.86	\$6,569	\$7,648	\$10,971	
<b>State Market Average</b>					13	\$4,679	\$5,581	\$8,359	0.86	\$6,569	\$7,648	\$10,971	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	28	\$5,600	\$6,585	\$8,203	0.95	\$8,058	\$9,248	\$11,188

OREGON  
COMPARISON  
TO  
MARKET

1118-Research Analyst 4

						MARKET COMPARISONS												
						Salary			Salary and Benefits									
Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SR Min	Emp Avg	SR Max	Group Compa-Ratio Sum Base / Sum 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
MMN	MGT SVC NONSUPERVISORY	A	P	30	5	\$5,771	\$7,735	\$8,511	1.08	\$8,161	\$10,452	\$11,357	103.0%	117.5%	103.8%	101.3%	113.0%	101.5%
MMS	MGT SVC SUPERVISORY	A	P	30	1	\$5,771	\$6,683	\$8,511	0.94	\$8,161	\$9,225	\$11,357	103.0%	101.5%	103.8%	101.3%	99.8%	101.5%
<b>Management Wtd Average</b>					6	\$5,771	\$7,560	\$8,511	1.06	\$8,161	\$10,248	\$11,357	103.0%	114.8%	103.8%	101.3%	110.8%	101.5%
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	30	4	\$5,355	\$7,907	\$8,302	1.16	\$7,676	\$10,653	\$11,114	95.6%	120.1%	101.2%	95.3%	115.2%	99.3%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	30	48	\$5,301	\$7,427	\$8,149	1.10	\$7,613	\$10,093	\$10,935	94.7%	112.8%	99.3%	94.5%	109.1%	97.7%
OAI	SEIU STRIKEABLE INST COALITION	A	P	30	4	\$5,301	\$7,763	\$8,149	1.15	\$7,613	\$10,485	\$10,935	94.7%	117.9%	99.3%	94.5%	113.4%	97.7%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	30	1	\$5,301	\$7,763	\$8,149	1.15	\$7,613	\$10,485	\$10,935	94.7%	117.9%	99.3%	94.5%	113.4%	97.7%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	30	19	\$5,301	\$7,470	\$8,149	1.11	\$7,613	\$10,143	\$10,935	94.7%	113.4%	99.3%	94.5%	109.7%	97.7%
UA	UNREPRESENTED	A	P	30	3	\$5,300	\$7,756	\$8,144	1.15	\$7,612	\$10,477	\$10,929	94.6%	117.8%	99.3%	94.5%	113.3%	97.7%
<b>Non-Corrections/Non-Management Wtd Average</b>					79	\$5,304	\$7,495	\$8,157	1.11	\$7,616	\$10,173	\$10,944	94.7%	113.8%	99.4%	94.5%	110.0%	97.8%
<b>STATEWIDE Weighted Average</b>					85	\$5,337	\$7,500	\$8,182	1.11	\$7,655	\$10,178	\$10,973	95.3%	113.9%	99.7%	95.0%	110.1%	98.1%

1143 POLICY AND BUDGET ANALYST

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-MultCo	9734		Budget Analyst Principal		2	\$6,907	\$8,861	\$10,360	1.03	\$10,062	\$12,461	\$14,300	
2020-WA-ThrstnCo	0740		SENIOR MANAGEMENT ANALYST		5	\$6,510	\$8,596	\$8,680	1.13	\$9,133	\$11,643	\$11,744	
<b>County Market Average</b>					7	\$6,623	\$8,672	\$9,160	1.10	\$9,398	\$11,877	\$12,474	
2020-ST-CA	5271		PRINCIPAL PROGRAM BUDGET ANALYST II		8	\$7,683	\$8,064	\$8,725	0.98	\$10,383	\$10,839	\$11,627	
2020-ST-ID	05209		FINANCL MGMNT ANALYST SR		4	\$5,170	\$6,610	\$9,231	0.92	\$7,156	\$8,879	\$12,015	
2020-ST-NV	07.634		EXECUTIVE BRANCH BUDGET OFF 2		5	\$6,012	\$8,210	\$9,064	1.09	\$7,994	\$10,593	\$11,602	
<b>State Market Average</b>					17	\$6,600	\$7,765	\$8,943	1.00	\$8,921	\$10,305	\$11,711	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	24	\$6,607	\$8,030	\$9,007	1.03	\$9,060	\$10,764	\$11,934

OREGON COMPARISON TO MARKET  
1143-Policy And Budget Analyst

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
MMN	MGT SVC NONSUPERVISORY	A	P	35	10	\$7,363	\$10,052	\$10,843	1.10	\$10,018	\$13,155	\$14,077
<b>Management Wtd Average</b>					10	\$7,363	\$10,052	\$10,843	1.10	\$10,018	\$13,155	\$14,077
<b>STATEWIDE Weighted Average</b>					10	\$7,363	\$10,052	\$10,843	1.10	\$10,018	\$13,155	\$14,077

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
111.4%	125.2%	120.4%	110.6%	122.2%	118.0%
111.4%	125.2%	120.4%	110.6%	122.2%	118.0%
111.4%	125.2%	120.4%	110.6%	122.2%	118.0%



1157 UTILITY AND ENERGY ANALYST 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-ST-CA	4499		PUBLIC UTILITY FINANCIAL EXAMINER IV		5	\$5,828	\$6,680	\$7,659	0.99	\$8,169	\$9,187	\$10,355	
2020-ST-ID	04552		UTILITIES ANALYST, PUC		7	\$4,679	\$5,176	\$8,359	0.79	\$6,569	\$7,164	\$10,971	
2020-ST-WA	456C		REGULATORY ANALYST 3		12	\$5,482	\$7,030	\$7,193	1.11	\$7,756	\$9,619	\$9,815	
<b>State Market Average</b>					24	\$5,320	\$6,417	\$7,630	0.99	\$7,496	\$8,813	\$10,265	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	24	\$5,320	\$6,417	\$7,630	0.99	\$7,496	\$8,813	\$10,265

OREGON  
COMPARISON  
TO  
MARKET

1157-Utility And Energy Analyst 3

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
UA	UNREPRESENTED	A	P	31	34	\$5,829	\$7,952	\$8,985	1.07	\$8,229	\$10,705	\$11,910
<b>Non-Corrections/Non-Management Wtd Average</b>					34	\$5,829	\$7,952	\$8,985	1.07	\$8,229	\$10,705	\$11,910
<b>STATEWIDE Weighted Average</b>					34	\$5,829	\$7,952	\$8,985	1.07	\$8,229	\$10,705	\$11,910

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
109.6%	123.9%	117.8%	109.8%	121.5%	116.0%

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1161 ECONOMIST 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			Insufficient Market Emp Avg x
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-ST-ID	05236		Economist, Associate		0	\$3,669		\$6,546		\$5,360		\$8,803	
2020-ST-NV	07.740		ECONOMIST 1		1	\$3,893	\$3,947	\$5,754	0.82	\$5,488	\$5,552	\$7,688	
2020-ST-WA	502J		ECONOMIC ANALYST 1		1	\$3,601	\$4,500	\$4,724	1.08	\$5,493	\$6,574	\$6,844	
<b>State Market Average</b>					2	\$3,721	\$4,224	\$5,675	0.95	\$5,447	\$6,063	\$7,778	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	\$3,721	\$4,224	\$5,675	0.95	\$5,447	\$6,063	\$7,778	

OREGON COMPARISON TO MARKET  
1161-Economist 1

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	23	8	\$3,817	\$5,218	\$5,834	1.08	\$5,882	\$7,516	\$8,235
<b>Non-Corrections/Non-Management Wtd Average</b>					8	\$3,817	\$5,218	\$5,834	1.08	\$5,882	\$7,516	\$8,235
<b>STATEWIDE Weighted Average</b>					8	\$3,817	\$5,218	\$5,834	1.08	\$5,882	\$7,516	\$8,235

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
102.6%	123.5%	102.8%	108.0%	124.0%	105.9%

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1162 ECONOMIST 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-ST-ID	08832		ECONOMIST, LABOR		4	\$4,139	\$5,626	\$7,392	0.98	\$5,922	\$7,701	\$9,815	
2020-ST-NV	07.723		ECONOMIST 2		5	\$4,422	\$5,339	\$6,578	0.97	\$6,113	\$7,198	\$8,662	
2020-ST-WA	502K		ECONOMIC ANALYST 2		5	\$4,282	\$5,231	\$5,616	1.06	\$6,312	\$7,454	\$7,917	
<b>State Market Average</b>					14	\$4,291	\$5,382	\$6,467	1.00	\$6,130	\$7,433	\$8,725	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	14	\$4,291	\$5,382	\$6,467	1.00	\$6,130	\$7,433	\$8,725

OREGON  
COMPARISON  
TO  
MARKET

1162-Economist 2

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	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
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	27	9	\$4,611	\$6,366	\$7,053	1.09	\$6,808	\$8,855	\$9,657	107.5%	118.3%	109.1%	111.1%	119.1%	110.7%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	27	1	\$4,611	\$5,834	\$7,053	1.00	\$6,808	\$8,235	\$9,657	107.5%	108.4%	109.1%	111.1%	110.8%	110.7%
<b>Non-Corrections/Non-Management Wtd Average</b>					10	\$4,611	\$6,313	\$7,053	1.08	\$6,808	\$8,793	\$9,657	107.5%	117.3%	109.1%	111.1%	118.3%	110.7%
<b>STATEWIDE Weighted Average</b>					10	\$4,611	\$6,313	\$7,053	1.08	\$6,808	\$8,793	\$9,657	107.5%	117.3%	109.1%	111.1%	118.3%	110.7%

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1163 ECONOMIST 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS				
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max		
2020-OR-MultCo	6052		Economic Development Analyst		0	\$6,588		\$8,110		\$9,672		\$11,539		
<b>County Market Average</b>						\$6,588		\$8,110		\$9,672		\$11,539		
2020-ST-ID	05230		ECONOMIST, STAFF		1	\$4,679	\$6,225	\$8,359	0.95	\$6,569	\$8,419	\$10,971		
2020-ST-NV	07.719		ECONOMIST 3		8	\$4,817	\$6,242	\$7,205	1.04	\$6,580	\$8,266	\$9,404		
2020-ST-WA	502L		ECONOMIC ANALYST 3		8	\$4,966	\$6,419	\$6,517	1.12	\$7,135	\$8,884	\$9,001		
<b>State Market Average</b>						17	\$4,879	\$6,325	\$6,949	1.07	\$6,841	\$8,566	\$9,307	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>						0	17	\$4,974	\$6,325	\$7,013	1.07	\$6,998	\$8,566	\$9,431

OREGON  
COMPARISON  
TO  
MARKET

1163-Economist 3

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
116.0%	110.8%	121.4%	116.6%	112.2%	120.4%

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
MMN	MGT SVC NONSUPERVISORY	A	P	30	1	\$5,771	\$7,010	\$8,511	0.98	\$8,161	\$9,607	\$11,357	
<b>Management Wtd Average</b>						1	\$5,771	\$7,010	\$8,511	0.98	\$8,161	\$9,607	\$11,357
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	30	5	\$5,301	\$7,087	\$8,149	1.05	\$7,613	\$9,696	\$10,935	
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	30	1	\$5,301	\$5,834	\$8,149	0.87	\$7,613	\$8,235	\$10,935	
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	30	2	\$5,301	\$6,799	\$8,149	1.01	\$7,613	\$9,360	\$10,935	
UA	UNREPRESENTED	A	P	30	1	\$5,300	\$7,756	\$8,144	1.15	\$7,612	\$10,477	\$10,929	
<b>Non-Corrections/Non-Management Wtd Average</b>						9	\$5,301	\$6,958	\$8,148	1.03	\$7,613	\$9,546	\$10,934
<b>STATEWIDE Weighted Average</b>						10	\$5,348	\$6,963	\$8,185	1.03	\$7,668	\$9,552	\$10,977

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1190 ACTUARY

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-CompAnalyst	FA06000063		Actuary II		1	\$5,633	\$7,058	\$8,650	0.99	\$7,492	\$9,121	\$10,940
2020-MIL-NWMGT	02.11		Actuarial Analyst	5	5	\$6,340	\$7,552	\$9,007	0.98	\$8,300	\$9,685	\$11,348
<b>Purchased Market Average</b>				5	6	\$6,222	\$7,470	\$8,948	0.99	\$8,166	\$9,591	\$11,280
2020-ST-NV	07.710		INSURANCE ACTUARIAL ANALYST 2		5	\$5,034	\$6,340	\$7,537	1.01	\$6,837	\$8,382	\$9,797
2020-ST-WA	503C		ACTUARIAL ANALYST 3		4	\$5,616	\$6,990	\$7,371	1.08	\$7,917	\$9,571	\$10,029
<b>State Market Average</b>					9	\$5,292	\$6,629	\$7,463	1.04	\$7,317	\$8,910	\$9,900
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					5	\$5,664	\$6,965	\$8,057	1.02	\$7,656	\$9,183	\$10,452

OREGON  
COMPARISON  
TO  
MARKET

1190-Actuary

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	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
MENN	EXEC SVC NONSUPERVISORY	A	P	32	1	\$6,367	\$8,928	\$9,374	1.13	\$8,857	\$11,844	\$12,364	112.4%	128.2%	116.3%	115.7%	129.0%	118.3%
MMN	MGT SVC NONSUPERVISORY	A	P	32	7	\$6,367	\$8,868	\$9,374	1.13	\$8,857	\$11,774	\$12,364	112.4%	127.3%	116.3%	115.7%	128.2%	118.3%
<b>Management Wtd Average</b>					8	\$6,367	\$8,876	\$9,374	1.13	\$8,857	\$11,783	\$12,364	112.4%	127.4%	116.3%	115.7%	128.3%	118.3%
<b>STATEWIDE Weighted Average</b>					8	\$6,367	\$8,876	\$9,374	1.13	\$8,857	\$11,783	\$12,364	112.4%	127.4%	116.3%	115.7%	128.3%	118.3%

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1215 ACCOUNTANT 1

Class Study Pending

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-ClackCo	476		Accountant 1		5	\$4,490	\$5,079	\$5,690	1.00	\$6,986	\$7,710	\$8,463	
2020-OR-DescCo	9060		ACCOUNTING TECHNICIAN SR		4	\$4,381	\$5,611	\$5,871	1.09	\$6,928	\$8,442	\$8,762	
2020-OR-JackCo	01001		Accountant I		1	\$3,907	\$3,907	\$4,990	0.88	\$6,616	\$6,616	\$7,950	
2020-OR-MultCo	6029		Finance Specialist 1		23	\$4,515	\$4,893	\$5,529	0.97	\$7,128	\$7,592	\$8,372	
2020-OR-WashCo	015		Accountant I		0	\$4,890		\$5,944		\$7,191		\$8,443	
<b>County Market Average</b>					33	\$4,489	\$4,979	\$5,590	0.99	\$7,070	\$7,683	\$8,421	
2020-CompAnalyst	FA06000001		Accountant I		1	\$3,833	\$4,633	\$5,733	0.97	\$5,435	\$6,349	\$7,607	
2020-MIL-PACS	02.04		Accountant - Entry	26	97	\$4,048	\$4,914	\$5,758	1.00	\$5,680	\$6,670	\$7,635	
<b>Purchased Market Average</b>					26	98	\$4,046	\$4,911	\$5,758	1.00	\$5,678	\$6,666	\$7,634
2020-ST-CA	4179	A	ACCOUNTANT TRAINEE		168	\$3,396	\$3,602	\$4,049	0.96	\$5,268	\$5,513	\$6,048	
2020-ST-NV	07.137		ACCOUNTANT 1		1	\$4,055	\$4,055	\$6,012	0.81	\$5,679	\$5,679	\$7,994	
2020-ST-WA	143I		FISCAL ANALYST 1		143	\$3,126	\$3,808	\$4,059	1.06	\$4,921	\$5,742	\$6,044	
<b>State Market Average</b>					312	\$3,275	\$3,698	\$4,060	1.01	\$5,111	\$5,619	\$6,052	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					26	443	\$3,537	\$4,062	\$4,551	1.00	\$5,385	\$6,004	\$6,582

OREGON COMPARISON TO MARKET 1215-Accountant 1

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						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	21	4	\$4,215	\$5,138	\$6,103	1.00	\$6,346	\$7,423	\$8,549	119.2%	126.5%	134.1%	117.8%	123.6%	129.9%
<b>Corrections Wtd Average</b>					4	\$4,215	\$5,138	\$6,103	1.00	\$6,346	\$7,423	\$8,549	119.2%	126.5%	134.1%	117.8%	123.6%	129.9%
AG	AFSCME AT LAND CONSERV DVLPM	A	P	21	1	\$3,476	\$5,054	\$5,300	1.15	\$5,484	\$7,325	\$7,612	98.3%	124.4%	116.5%	101.8%	122.0%	115.7%
AL	AFSCME AT LIQUOR CONTROL COMM	A	P	21	2	\$3,476	\$4,605	\$5,300	1.05	\$5,484	\$6,801	\$7,612	98.3%	113.4%	116.5%	101.8%	113.3%	115.7%
AO	AFSCME OR ST POLICE-SUPP UNIT	A	P	21	1	\$3,476	\$4,185	\$5,300	0.95	\$5,484	\$6,311	\$7,612	98.3%	103.0%	116.5%	101.8%	105.1%	115.7%
AU	AFSCME AT MILITARY	A	P	21Q	3	\$3,476	\$4,229	\$5,300	0.96	\$5,484	\$6,362	\$7,612	98.3%	104.1%	116.5%	101.8%	106.0%	115.7%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	21	14	\$3,482	\$4,521	\$5,301	1.03	\$5,491	\$6,704	\$7,613	98.4%	111.3%	116.5%	102.0%	111.6%	115.7%

1215-Accountant 1 (Continued)

							MARKET COMPARISONS											
Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum 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
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	21	7	\$3,482	\$4,822	\$5,301	1.10	\$5,491	\$7,054	\$7,613	98.4%	118.7%	116.5%	102.0%	117.5%	115.7%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	21	6	\$3,482	\$4,463	\$5,301	1.02	\$5,491	\$6,635	\$7,613	98.4%	109.9%	116.5%	102.0%	110.5%	115.7%
UA	UNREPRESENTED	A	P	21	1	\$3,476	\$4,383	\$5,300	1.00	\$5,484	\$6,542	\$7,612	98.3%	107.9%	116.5%	101.8%	109.0%	115.7%
<b>Non-Corrections/Non-Management Wtd Average</b>					35	\$3,481	\$4,553	\$5,301	1.04	\$5,490	\$6,740	\$7,613	98.4%	112.1%	116.5%	101.9%	112.3%	115.7%
<b>STATEWIDE Weighted Average</b>					39	\$3,556	\$4,613	\$5,383	1.03	\$5,578	\$6,810	\$7,709	100.5%	113.6%	118.3%	103.6%	113.4%	117.1%

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## 1216 ACCOUNTANT 2

Class Study Pending

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-ClackCo	475		Accountant 2		8	\$4,935	\$5,658	\$6,253	1.01	\$7,533	\$8,423	\$9,156	
2020-OR-JackCo	01002		Accountant II		0	\$4,323		\$5,512		\$7,129		\$8,593	
2020-OR-MarionCo	035		Accountant 2		1	\$4,453	\$5,971	\$5,971	1.15	\$6,992	\$8,860	\$8,860	
2020-OR-MultCo	6030		Finance Specialist 2		37	\$5,214	\$5,683	\$6,398	0.98	\$7,985	\$8,560	\$9,438	
2020-OR-WashCo	016		Accountant II		2	\$5,670	\$6,890	\$6,890	1.10	\$8,118	\$9,568	\$9,567	
2020-WA-ClarkCo	600		Accountant		0	\$3,918		\$5,007		\$6,056		\$7,367	
2020-WA-KingCo	2110200		Accountant		17	\$5,422	\$6,288	\$6,873	1.02	\$8,192	\$9,233	\$9,938	
2020-WA-ThrstnCo	0723		ACCOUNTING ANALYST		4	\$4,672	\$5,354	\$6,214	0.98	\$6,921	\$7,741	\$8,776	
<b>County Market Average</b>					69	\$5,173	\$5,849	\$6,461	1.00	\$7,874	\$8,696	\$9,443	
2020-CompAnalyst	FA06000002		Accountant II		1	\$4,367	\$5,383	\$6,633	0.98	\$6,045	\$7,207	\$8,635	
2020-MIL-NWHCS	13.29		Accountant	80	254	\$4,246	\$5,084	\$6,265	0.97	\$5,907	\$6,865	\$8,214	
2020-MIL-NWHCS	13.20		Fiscal Specialist*	7	13	\$4,745	\$6,754	\$6,739	1.18	\$6,477	\$8,773	\$8,755	
2020-MIL-NWMGT	01.06		Accountant	103	597	\$4,578	\$5,122	\$6,637	0.91	\$6,287	\$6,908	\$8,640	
2020-MIL-OPES	02.03		Accountant - Intermediate	18	82	\$4,814	\$5,778	\$6,411	1.03	\$7,129	\$8,282	\$9,040	
2020-MIL-PACS	02.05		Accountant - Intermediate	51	179	\$4,527	\$5,755	\$6,499	1.04	\$6,228	\$7,631	\$8,482	
2020-TwrsWtsn	AFB000-P2		Accounting Generalist/Multidiscipline	7	9		\$5,497		0.99		\$7,336		
<b>Purchased Market Average</b>					266	1,135	\$4,514	\$5,283	\$6,516	0.96	\$6,255	\$7,137	\$8,549
2020-ST-CA	4546	A	ACCOUNTING OFFICER (SPECIALIST)		597	\$4,025	\$4,534	\$5,040	1.00	\$6,019	\$6,626	\$7,229	
2020-ST-ID	04246		FINANCIAL SPECIALIST		60	\$3,669	\$4,326	\$6,546	0.85	\$5,360	\$6,147	\$8,803	
2020-ST-NV	07.136		ACCOUNTANT 2		12	\$4,422	\$5,005	\$6,578	0.91	\$6,113	\$6,802	\$8,662	
2020-ST-WA	143J		FISCAL ANALYST 2		292	\$3,313	\$4,119	\$4,335	1.08	\$5,146	\$6,116	\$6,376	
<b>State Market Average</b>					961	\$3,791	\$4,401	\$4,939	1.01	\$5,713	\$6,444	\$7,086	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					266	2,165	\$4,214	\$4,909	\$5,812	0.98	\$6,067	\$6,879	\$7,927
<b>OREGON COMPARISON</b>													



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TO MARKET		1216-Accountant 2					MARKET COMPARISONS											
Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum 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	23	3	\$4,631	\$6,395	\$6,699	1.13	\$6,832	\$8,889	\$9,244	109.9%	130.3%	115.3%	112.6%	129.2%	116.6%
<b>Corrections Wtd Average</b>					3	\$4,631	\$6,395	\$6,699	1.13	\$6,832	\$8,889	\$9,244	109.9%	130.3%	115.3%	112.6%	129.2%	116.6%
AD	AFSCME AT ENVIRONMENTAL QUAL	A	P	23	3	\$3,817	\$4,997	\$5,829	1.04	\$5,882	\$7,259	\$8,229	90.6%	101.8%	100.3%	97.0%	105.5%	103.8%
AL	AFSCME AT LIQUOR CONTROL COMM	A	P	23	3	\$3,817	\$4,708	\$5,829	0.98	\$5,882	\$6,921	\$8,229	90.6%	95.9%	100.3%	97.0%	100.6%	103.8%
AR	AFSCME AT REAL ESTATE AGENCY	A	P	23	1	\$3,817	\$5,554	\$5,829	1.15	\$5,882	\$7,908	\$8,229	90.6%	113.1%	100.3%	97.0%	115.0%	103.8%
AS	OR PUB SAFETY ASSOC AT DPSST	A	P	23	1	\$3,817	\$5,554	\$5,829	1.15	\$5,882	\$7,908	\$8,229	90.6%	113.1%	100.3%	97.0%	115.0%	103.8%
AT	AFSCME AT DCBS BUILDING CODES	A	P	23	1	\$3,817	\$5,054	\$5,829	1.05	\$5,882	\$7,325	\$8,229	90.6%	102.9%	100.3%	97.0%	106.5%	103.8%
AV	AFSCME MILITRY OREG EMERG MGMT	A	P	23	2	\$3,817	\$4,870	\$5,829	1.01	\$5,882	\$7,110	\$8,229	90.6%	99.2%	100.3%	97.0%	103.4%	103.8%
AX	AFSCME AT STATE LANDS	A	P	23Q	1	\$3,817	\$5,554	\$5,829	1.15	\$5,882	\$7,908	\$8,229	90.6%	113.1%	100.3%	97.0%	115.0%	103.8%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	23	14	\$3,817	\$5,326	\$5,834	1.10	\$5,882	\$7,643	\$8,235	90.6%	108.5%	100.4%	97.0%	111.1%	103.9%
OAI	SEIU STRIKEABLE INST COALITION	A	P	23	4	\$3,817	\$4,973	\$5,834	1.03	\$5,882	\$7,231	\$8,235	90.6%	101.3%	100.4%	97.0%	105.1%	103.9%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	23	10	\$3,817	\$5,022	\$5,834	1.04	\$5,882	\$7,288	\$8,235	90.6%	102.3%	100.4%	97.0%	105.9%	103.9%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	23	25	\$3,817	\$4,889	\$5,834	1.01	\$5,882	\$7,132	\$8,235	90.6%	99.6%	100.4%	97.0%	103.7%	103.9%
UA	UNREPRESENTED	A	P	23	2	\$3,816	\$5,554	\$5,829	1.15	\$5,881	\$7,908	\$8,229	90.6%	113.1%	100.3%	96.9%	115.0%	103.8%
<b>Non-Corrections/Non-Management Wtd Average</b>					67	\$3,817	\$5,053	\$5,833	1.05	\$5,882	\$7,324	\$8,234	90.6%	102.9%	100.4%	97.0%	106.5%	103.9%
<b>STATEWIDE Weighted Average</b>					70	\$3,852	\$5,111	\$5,870	1.05	\$5,923	\$7,391	\$8,277	91.4%	104.1%	101.0%	97.6%	107.5%	104.4%

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## 1217 ACCOUNTANT 3

Class Study Pending

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-OR-ClackCo	474		Accountant, Senior		1	\$5,682	\$6,687	\$7,206	1.04	\$8,453	\$9,690	\$10,328
2020-OR-DescCo	9206		ACCOUNTANT		4	\$5,871	\$6,517	\$7,868	0.95	\$8,762	\$9,558	\$11,220
2020-OR-JackCo	01003		Accountant III		0	\$4,526		\$5,777		\$7,378		\$8,919
2020-OR-LaneCo	A032		Accountant		1	\$4,328	\$4,493	\$5,997	0.87	\$6,996	\$7,198	\$9,046
2020-OR-MultCo	6032		Finance Specialist Senior		39	\$6,219	\$6,705	\$7,644	0.97	\$9,219	\$9,815	\$10,967
2020-WA-ClarkCo	603		Accountant Senior		3	\$4,172	\$4,880	\$5,325	1.03	\$6,363	\$7,214	\$7,750
2020-WA-KingCo	2110300		Accountant - Senior		9	\$5,962	\$7,214	\$7,557	1.07	\$8,841	\$10,347	\$10,761
2020-WA-ThrstnCo	0736		ACCOUNTANT		1	\$5,150	\$6,851	\$6,851	1.14	\$7,497	\$9,543	\$9,543
<b>County Market Average</b>					58	\$5,964	\$6,641	\$7,448	0.99	\$8,874	\$9,694	\$10,687
2020-CompAnalyst	FA06000003		Accountant III		1	\$5,367	\$6,675	\$8,200	0.99	\$7,188	\$8,683	\$10,426
2020-MIL-NWHCS	13.30		Accountant - Senior		63	\$5,273	\$6,176	\$7,986	0.93	\$7,081	\$8,113	\$10,181
2020-MIL-OPES	02.04		Accountant - Senior		20	\$5,365	\$6,683	\$7,390	1.05	\$7,789	\$9,366	\$10,212
2020-MIL-PACS	02.06		Accountant - Senior		52	\$5,344	\$6,813	\$7,818	1.04	\$7,161	\$8,841	\$9,989
2020-TwrsWtsn	AFB000-P3		Accounting Generalist/Multidiscipline		10		\$6,944		1.08		\$8,990	
<b>Purchased Market Average</b>					145	\$5,313	\$6,507	\$7,839	0.99	\$7,212	\$8,582	\$10,115
2020-ST-CA	4567	L	SENIOR ACCOUNTING OFFICER (SPECIALIST)		319	\$4,749	\$5,342	\$5,945	1.00	\$6,882	\$7,590	\$8,309
2020-ST-ID	04245		FINANCIAL SPECIALIST, SR		101	\$4,139	\$5,136	\$7,392	0.89	\$5,922	\$7,116	\$9,815
2020-ST-NV	07.135		ACCOUNTANT 3		8	\$4,817	\$5,867	\$7,205	0.98	\$6,580	\$7,822	\$9,404
2020-ST-WA	143K		FISCAL ANALYST 3		216	\$3,808	\$4,805	\$4,994	1.09	\$5,742	\$6,941	\$7,169
<b>State Market Average</b>					644	\$4,335	\$5,136	\$5,868	1.01	\$6,341	\$7,301	\$8,175
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					145	\$4,792	\$5,746	\$6,700	1.00	\$6,805	\$7,921	\$9,044

**OREGON COMPARISON TO MARKET**  
**1217-Accountant 3**

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

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

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1217-Accountant 3 (Continued)

						MARKET COMPARISONS												
Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum 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	27	4	\$5,567	\$7,463	\$8,094	1.09	\$7,923	\$10,135	\$10,871	116.2%	129.9%	120.8%	116.4%	128.0%	120.2%
<b>Corrections Wtd Average</b>					4	\$5,567	\$7,463	\$8,094	1.09	\$7,923	\$10,135	\$10,871	116.2%	129.9%	120.8%	116.4%	128.0%	120.2%
AD	AFSCME AT ENVIRONMENTAL QUAL	A	P	27	1	\$4,606	\$6,117	\$7,049	1.05	\$6,803	\$8,565	\$9,652	96.1%	106.5%	105.2%	100.0%	108.1%	106.7%
AL	AFSCME AT LIQUOR CONTROL COMM	A	P	27	4	\$4,606	\$6,281	\$7,049	1.08	\$6,803	\$8,757	\$9,652	96.1%	109.3%	105.2%	100.0%	110.6%	106.7%
AO	AFSCME OR ST POLICE-SUPP UNIT	A	P	27	2	\$4,606	\$6,014	\$7,049	1.03	\$6,803	\$8,444	\$9,652	96.1%	104.7%	105.2%	100.0%	106.6%	106.7%
AT	AFSCME AT DCBS BUILDING CODES	A	P	27	2	\$4,606	\$6,569	\$7,049	1.13	\$6,803	\$9,092	\$9,652	96.1%	114.3%	105.2%	100.0%	114.8%	106.7%
AU	AFSCME AT MILITARY	A	P	27	2	\$4,606	\$6,422	\$7,049	1.10	\$6,803	\$8,921	\$9,652	96.1%	111.8%	105.2%	100.0%	112.6%	106.7%
AV	AFSCME MILITRY OREG EMERG MGMT	A	P	27	3	\$4,606	\$6,129	\$7,049	1.05	\$6,803	\$8,579	\$9,652	96.1%	106.7%	105.2%	100.0%	108.3%	106.7%
AX	AFSCME AT STATE LANDS	A	P	27	1	\$4,606	\$6,727	\$7,049	1.15	\$6,803	\$9,276	\$9,652	96.1%	117.1%	105.2%	100.0%	117.1%	106.7%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	27	17	\$4,611	\$6,311	\$7,053	1.08	\$6,808	\$8,791	\$9,657	96.2%	109.8%	105.3%	100.1%	111.0%	106.8%
OAI	SEIU STRIKEABLE INST COALITION	A	P	27	1	\$4,611	\$6,732	\$7,053	1.15	\$6,808	\$9,282	\$9,657	96.2%	117.2%	105.3%	100.1%	117.2%	106.8%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	27	10	\$4,611	\$6,190	\$7,053	1.06	\$6,808	\$8,650	\$9,657	96.2%	107.7%	105.3%	100.1%	109.2%	106.8%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	27	29	\$4,611	\$6,285	\$7,053	1.08	\$6,808	\$8,761	\$9,657	96.2%	109.4%	105.3%	100.1%	110.6%	106.8%
UA	UNREPRESENTED	A	P	27	4	\$4,606	\$6,264	\$7,049	1.07	\$6,803	\$8,736	\$9,652	96.1%	109.0%	105.2%	100.0%	110.3%	106.7%
<b>Non-Corrections/Non-Management Wtd Average</b>					76	\$4,610	\$6,284	\$7,052	1.08	\$6,807	\$8,760	\$9,656	96.2%	109.4%	105.3%	100.0%	110.6%	106.8%
<b>STATEWIDE Weighted Average</b>					80	\$4,658	\$6,343	\$7,104	1.08	\$6,863	\$8,829	\$9,716	97.2%	110.4%	106.0%	100.9%	111.5%	107.4%

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1218 ACCOUNTANT 4

Class Study Pending

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-OR-MarionCo	036		Chief Accountant		1	\$5,496	\$8,121	\$7,365	1.26	\$8,276	\$11,505	\$10,575
2020-OR-WashCo	017		Chief Accountant		1	\$7,441	\$9,042	\$9,042	1.10	\$10,223	\$12,125	\$12,125
<b>County Market Average</b>					2	\$6,469	\$8,581	\$8,203	1.18	\$9,249	\$11,815	\$11,350
2020-CompAnalyst	FA06000006		Cost Accountant III		1	\$5,750	\$7,442	\$8,950	1.02	\$7,626	\$9,559	\$11,283
2020-CompAnalyst	FA06000528		Accountant IV		1	\$6,600	\$8,042	\$8,883	1.05	\$8,597	\$10,245	\$11,207
2020-MIL-NWMGT	01.05		Accountant - Senior	101	143	\$5,435	\$6,365	\$8,021	0.95	\$7,266	\$8,329	\$10,221
<b>Purchased Market Average</b>					101	\$5,445	\$6,384	\$8,033	0.95	\$7,277	\$8,351	\$10,235
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					101	\$5,459	\$6,414	\$8,035	0.95	\$7,304	\$8,398	\$10,250

OREGON  
COMPARISON  
TO  
MARKET

1218-Accountant 4

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
117.1%	105.2%	116.0%	121.7%	110.8%	120.0%
105.7%	120.8%	105.9%	111.7%	124.7%	110.8%
97.1%	118.4%	101.4%	104.2%	122.5%	106.7%
97.1%	121.0%	101.4%	104.2%	124.9%	106.7%
97.1%	115.6%	101.4%	104.2%	120.0%	106.7%
97.1%	119.4%	101.4%	104.2%	123.4%	106.7%
97.1%	119.1%	101.4%	104.2%	123.1%	106.6%
101.8%	119.3%	103.9%	108.3%	123.3%	109.0%

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
AAON	AFSCME AT DOC SECURITY PLUS	A	P	30	1	\$6,395	\$6,748	\$9,318	0.86	\$8,889	\$9,301	\$12,299
<b>Corrections Wtd Average</b>					1	\$6,395	\$6,748	\$9,318	0.86	\$8,889	\$9,301	\$12,299
MMN	MGT SVC NONSUPERVISORY	A	P	30	21	\$5,771	\$7,749	\$8,511	1.09	\$8,161	\$10,469	\$11,357
<b>Management Wtd Average</b>					21	\$5,771	\$7,749	\$8,511	1.09	\$8,161	\$10,469	\$11,357
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	30	6	\$5,301	\$7,591	\$8,149	1.13	\$7,613	\$10,284	\$10,935
OAI	SEIU STRIKEABLE INST COALITION	A	P	30	1	\$5,301	\$7,763	\$8,149	1.15	\$7,613	\$10,485	\$10,935
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	30	4	\$5,301	\$7,415	\$8,149	1.10	\$7,613	\$10,079	\$10,935
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	30	7	\$5,301	\$7,662	\$8,149	1.14	\$7,613	\$10,367	\$10,935
UA	UNREPRESENTED	A	P	30	3	\$5,300	\$7,637	\$8,144	1.14	\$7,612	\$10,337	\$10,929
<b>Non-Corrections/Non-Management Wtd Average</b>					21	\$5,301	\$7,596	\$8,148	1.13	\$7,613	\$10,290	\$10,934
<b>STATEWIDE Weighted Average</b>					43	\$5,556	\$7,651	\$8,353	1.10	\$7,910	\$10,354	\$11,173

1219 SUPERVISING ACCOUNTANT

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-OR-MarionCo	040		Managerial Accountant		1	\$5,245	\$5,245	\$7,022	0.86	\$7,967	\$7,967	\$10,153
<b>County Market Average</b>					1	\$5,245	\$5,245	\$7,022	0.86	\$7,967	\$7,967	\$10,153
2020-CompAnalyst	FA06000150		Accounting Supervisor		1	\$5,550	\$6,708	\$8,642	0.95	\$7,397	\$8,721	\$10,931
2020-MIL-NWMGT	01.04b		Accounting Supervisor	49	93	\$5,554	\$7,090	\$8,487	1.01	\$7,401	\$9,157	\$10,754
2020-MIL-OPES	02.07		Accounting Supervisor	14	27	\$5,863	\$7,822	\$8,271	1.11	\$8,385	\$10,729	\$11,266
2020-MIL-PACS	02.07a		Accounting Supervisor	27	53	\$5,470	\$7,021	\$8,127	1.03	\$7,306	\$9,079	\$10,343
<b>Purchased Market Average</b>					90	\$5,576	\$7,180	\$8,345	1.03	\$7,525	\$9,374	\$10,709
2020-ST-CA	4569		SENIOR ACCOUNTING OFFICER (SUPERVISOR)		93	\$4,988	\$5,725	\$6,197	1.02	\$7,167	\$8,046	\$8,611
<b>State Market Average</b>					93	\$4,988	\$5,725	\$6,197	1.02	\$7,167	\$8,046	\$8,611
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					90	\$5,371	\$6,668	\$7,595	1.03	\$7,402	\$8,908	\$9,979

OREGON  
COMPARISON  
TO  
MARKET

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

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

1223 INVESTMENT ANALYST 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-MIL-PACS	02.25		Treasury Analyst	6	2	\$4,989	\$6,207	\$7,876	0.96	\$6,756	\$8,148	\$10,055
<b>Purchased Market Average</b>				6	2	\$4,989	\$6,207	\$7,876	0.96	\$6,756	\$8,148	\$10,055
<b>OVERALL WEIGHTED MARKET AVERAGE</b>				6	2	\$4,989	\$6,207	\$7,876	0.96	\$6,756	\$8,148	\$10,055

OREGON  
COMPARISON  
TO  
MARKET

**1223-Investment Analyst 2**

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	30	5	\$5,301	\$7,250	\$8,149	1.08	\$7,613	\$9,886	\$10,935
<b>Non-Corrections/Non-Management Wtd Average</b>					5	\$5,301	\$7,250	\$8,149	1.08	\$7,613	\$9,886	\$10,935
<b>STATEWIDE Weighted Average</b>					5	\$5,301	\$7,250	\$8,149	1.08	\$7,613	\$9,886	\$10,935

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
106.2%	116.8%	103.5%	112.7%	121.3%	108.7%

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1243 FISCAL ANALYST 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-CompAnalyst	FA06000013		Budget Analyst I		1	\$3,942	\$4,925	\$6,075	0.99	\$5,559	\$6,683	\$7,997
2020-MIL-PACS	02.12		Financial Analyst - Entry	10	8	\$4,618	\$6,189	\$7,175	1.05	\$6,331	\$8,128	\$9,254
<b>Purchased Market Average</b>				10	9	\$4,542	\$6,049	\$7,053	1.04	\$6,246	\$7,967	\$9,114
2020-ST-NV	07.627		BUDGET ANALYST 1		4	\$4,055	\$4,925	\$6,012	0.98	\$5,679	\$6,708	\$7,994
2020-ST-WA	147A		BUDGET ANALYST 1		1	\$3,273	\$3,977	\$4,282	1.05	\$5,098	\$5,946	\$6,312
<b>State Market Average</b>					5	\$3,899	\$4,735	\$5,666	0.99	\$5,563	\$6,555	\$7,658
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					10	\$4,313	\$5,580	\$6,558	1.03	\$6,002	\$7,463	\$8,594

OREGON  
COMPARISON  
TO  
MARKET

1243-Fiscal Analyst 1

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
88.5%	99.5%	88.9%	98.0%	106.0%	95.8%

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
AB	AFSCME AT CONST CONTRACTORS BD	A	P	23	1	\$3,817	\$5,554	\$5,829	1.15	\$5,882	\$7,908	\$8,229
AU	AFSCME AT MILITARY	A	P	23	2	\$3,817	\$5,554	\$5,829	1.15	\$5,882	\$7,908	\$8,229
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	23	5	\$3,817	\$4,804	\$5,834	1.00	\$5,882	\$7,034	\$8,235
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	23	9	\$3,817	\$5,002	\$5,834	1.04	\$5,882	\$7,265	\$8,235
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	23	10	\$3,817	\$4,660	\$5,834	0.97	\$5,882	\$6,865	\$8,235
UA	UNREPRESENTED	A	P	23	4	\$3,816	\$4,652	\$5,829	0.96	\$5,881	\$6,856	\$8,229
<b>Non-Corrections/Non-Management Wtd Average</b>					31	\$3,817	\$4,868	\$5,833	1.01	\$5,882	\$7,108	\$8,234
<b>STATEWIDE Weighted Average</b>					31	\$3,817	\$4,868	\$5,833	1.01	\$5,882	\$7,108	\$8,234



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1244 FISCAL ANALYST 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-OR-ClackCo	477		Financial Analyst		5	\$6,042	\$7,625	\$7,661	1.11	\$8,895	\$10,844	\$10,889
2020-OR-MultCo	6026		Budget Analyst		13	\$6,030	\$7,076	\$7,422	1.05	\$8,987	\$10,270	\$10,695
2020-WA-ThrstnCo	0729		FINANCIAL ANALYST		5	\$5,150	\$6,644	\$6,851	1.11	\$7,497	\$9,295	\$9,543
<b>County Market Average</b>					23	\$5,841	\$7,101	\$7,350	1.08	\$8,643	\$10,182	\$10,487
2020-CompAnalyst	FA06000014		Budget Analyst II		175	\$4,975	\$6,133	\$7,467	0.99	\$6,740	\$8,064	\$9,588
2020-MIL-NWMGT	02.10		Financial Analyst		67	\$5,307	\$6,564	\$7,828	1.00	\$7,119	\$8,556	\$10,001
2020-MIL-OPES	02.12a		Financial Analyst - Intermediate		9	\$5,718	\$7,132	\$7,858	1.05	\$8,211	\$9,903	\$10,771
2020-MIL-OPES	02.09		Budget Analyst - Intermediate		8	\$5,281	\$5,980	\$7,390	0.94	\$7,688	\$8,524	\$10,211
2020-MIL-PACS	02.13		Financial Analyst - Intermediate		28	\$5,342	\$7,192	\$7,988	1.08	\$7,159	\$9,274	\$10,183
2020-MIL-PACS	02.11		Budget Analyst		11	\$5,763	\$7,478	\$8,359	1.06	\$7,640	\$9,600	\$10,607
<b>Purchased Market Average</b>					298	\$5,201	\$6,516	\$7,689	1.01	\$7,064	\$8,573	\$9,920
2020-ST-CA	5267	B	FINANCE BUDGET ANALYST		52	\$4,987	\$5,475	\$6,247	0.97	\$7,166	\$7,749	\$8,669
2020-ST-NV	07.621		BUDGET ANALYST 2		15	\$4,422	\$5,177	\$6,578	0.94	\$6,113	\$7,006	\$8,662
2020-ST-WA	147B		BUDGET ANALYST 2		9	\$4,301	\$4,571	\$5,642	0.92	\$6,335	\$6,659	\$7,949
<b>State Market Average</b>					76	\$4,794	\$5,309	\$6,240	0.96	\$6,860	\$7,473	\$8,583
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					298	\$5,186	\$6,442	\$7,578	1.01	\$7,084	\$8,529	\$9,836

OREGON COMPARISON TO MARKET 1244-Fiscal Analyst 2

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	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
AAON	AFSCME AT DOC SECURITY PLUS	A	P	27	4	\$5,567	\$6,744	\$8,094	0.99	\$7,923	\$9,296	\$10,871	107.4%	104.7%	106.8%	111.9%	109.0%	110.5%
<b>Corrections Wtd Average</b>					4	\$5,567	\$6,744	\$8,094	0.99	\$7,923	\$9,296	\$10,871	107.4%	104.7%	106.8%	111.9%	109.0%	110.5%
MMC	MGT SVC NSUPV CONFIDENTIAL	A	P	27	1	\$4,990	\$7,010	\$7,363	1.13	\$7,250	\$9,607	\$10,018	96.2%	108.8%	97.2%	102.4%	112.6%	101.9%
MMN	MGT SVC NONSUPERVISORY	A	P	27	3	\$4,990	\$6,792	\$7,363	1.10	\$7,250	\$9,352	\$10,018	96.2%	105.4%	97.2%	102.4%	109.6%	101.9%
<b>Management Wtd Average</b>					4	\$4,990	\$6,847	\$7,363	1.11	\$7,250	\$9,416	\$10,018	96.2%	106.3%	97.2%	102.4%	110.4%	101.9%
AD	AFSCME AT ENVIRONMENTAL QUAL	A	P	27	3	\$4,606	\$6,727	\$7,049	1.15	\$6,803	\$9,276	\$9,652	88.8%	104.4%	93.0%	96.0%	108.8%	98.1%



1244-Fiscal Analyst 2 (Continued)

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	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
AMG	AFSCME AT DHS STAB&CRISIS UNIT	A	P	27	1	\$4,606	\$4,826	\$7,049	0.83	\$6,803	\$7,059	\$9,652	88.8%	74.9%	93.0%	96.0%	82.8%	98.1%
AO	AFSCME OR ST POLICE-SUPP UNIT	A	P	27	1	\$4,606	\$6,727	\$7,049	1.15	\$6,803	\$9,276	\$9,652	88.8%	104.4%	93.0%	96.0%	108.8%	98.1%
AU	AFSCME AT MILITARY	A	P	27	3	\$4,606	\$5,403	\$7,049	0.93	\$6,803	\$7,733	\$9,652	88.8%	83.9%	93.0%	96.0%	90.7%	98.1%
AX	AFSCME AT STATE LANDS	A	P	27	1	\$4,606	\$6,410	\$7,049	1.10	\$6,803	\$8,907	\$9,652	88.8%	99.5%	93.0%	96.0%	104.4%	98.1%
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	27	8	\$4,625	\$6,323	\$7,174	1.07	\$6,825	\$8,806	\$9,798	89.2%	98.2%	94.7%	96.3%	103.2%	99.6%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	27	29	\$4,611	\$6,421	\$7,053	1.10	\$6,808	\$8,919	\$9,657	88.9%	99.7%	93.1%	96.1%	104.6%	98.2%
OAI	SEIU STRIKEABLE INST COALITION	A	P	27	2	\$4,611	\$5,056	\$7,053	0.87	\$6,808	\$7,327	\$9,657	88.9%	78.5%	93.1%	96.1%	85.9%	98.2%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	27	20	\$4,611	\$5,834	\$7,053	1.00	\$6,808	\$8,235	\$9,657	88.9%	90.6%	93.1%	96.1%	96.6%	98.2%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	27	13	\$4,611	\$5,812	\$7,053	1.00	\$6,808	\$8,209	\$9,657	88.9%	90.2%	93.1%	96.1%	96.3%	98.2%
UA	UNREPRESENTED	A	P	27	7	\$4,606	\$6,472	\$7,049	1.11	\$6,803	\$8,979	\$9,652	88.8%	100.5%	93.0%	96.0%	105.3%	98.1%
<b>Non-Corrections/Non-Management Wtd Average</b>					88	\$4,611	\$6,123	\$7,063	1.05	\$6,809	\$8,572	\$9,669	88.9%	95.0%	93.2%	96.1%	100.5%	98.3%
<b>STATEWIDE Weighted Average</b>					96	\$4,667	\$6,179	\$7,119	1.05	\$6,874	\$8,637	\$9,733	90.0%	95.9%	93.9%	97.0%	101.3%	99.0%

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1245 FISCAL ANALYST 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-OR-DescCo	9271		Budget Analyst		0	\$6,473		\$8,675		\$9,503		\$12,213
2020-OR-JackCo	01030		Budget Analyst		1	\$5,876	\$7,504	\$7,504	1.12	\$9,041	\$11,045	\$11,045
2020-OR-MarionCo	085		Budget Analyst Senior		0	\$5,245		\$7,020		\$7,967		\$10,151
2020-OR-MultCo	9730		Budget Analyst Senior		7	\$6,033	\$8,340	\$9,049	1.11	\$8,990	\$11,821	\$12,691
2020-OR-WashCo	028		Management Analyst, Senior		4	\$7,083	\$8,396	\$8,606	1.07	\$9,797	\$11,357	\$11,607
<b>County Market Average</b>					12	\$6,297	\$8,289	\$8,640	1.10	\$9,188	\$11,602	\$12,048
2020-CompAnalyst	FA06000015		Budget Analyst III	200	439	\$5,983	\$7,692	\$9,042	1.03	\$7,892	\$9,845	\$11,388
2020-MIL-NWMGT	02.09		Financial Analyst - Senior	72	345	\$6,302	\$8,264	\$9,594	1.04	\$8,257	\$10,498	\$12,019
2020-MIL-OPES	02.12b		Financial Analyst - Senior	12	47	\$6,399	\$8,355	\$8,909	1.09	\$9,026	\$11,366	\$12,029
2020-MIL-OPES	02.10		Budget Analyst - Senior	8	12	\$5,930	\$8,076	\$8,651	1.11	\$8,464	\$11,032	\$11,721
2020-MIL-PACS	02.14		Financial Analyst - Senior	36	159	\$6,264	\$8,244	\$9,490	1.05	\$8,213	\$10,477	\$11,900
<b>Purchased Market Average</b>					328	\$6,156	\$8,012	\$9,292	1.04	\$8,129	\$10,256	\$11,720
2020-ST-CA	5266		STAFF FINANCE BUDGET ANALYST		35	\$5,755	\$6,867	\$7,152	1.06	\$8,083	\$9,410	\$9,750
2020-ST-NV	07.620		BUDGET ANALYST 3		13	\$4,817	\$6,113	\$7,205	1.02	\$6,580	\$8,112	\$9,404
2020-ST-WA	147C		BUDGET ANALYST 3		32	\$4,348	\$5,232	\$5,706	1.04	\$6,391	\$7,455	\$8,025
<b>State Market Average</b>					80	\$5,040	\$6,090	\$6,582	1.05	\$7,162	\$8,417	\$9,004
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					328	\$6,077	\$7,874	\$9,086	1.04	\$8,072	\$10,136	\$11,526

OREGON COMPARISON TO MARKET  
1245-Fiscal Analyst 3

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
AAON	AFSCME AT DOC SECURITY PLUS	A	P	30	5	\$6,395	\$8,895	\$9,318	1.13	\$8,889	\$11,805	\$12,299
<b>Corrections Wtd Average</b>					5	\$6,395	\$8,895	\$9,318	1.13	\$8,889	\$11,805	\$12,299
MMC	MGT SVC NSUPV CONFIDENTIAL	A	P	30	3	\$5,771	\$7,863	\$8,511	1.10	\$8,161	\$10,601	\$11,357
MMN	MGT SVC NONSUPERVISORY	A	P	30	32	\$5,771	\$7,810	\$8,511	1.09	\$8,161	\$10,539	\$11,357
<b>Management Wtd Average</b>					35	\$5,771	\$7,814	\$8,511	1.09	\$8,161	\$10,545	\$11,357

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
105.2%	113.0%	102.6%	110.1%	116.5%	106.7%

1245-Fiscal Analyst 3 (Continued)

										MARKET COMPARISONS								
										Salary			Salary and Benefits					
Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SR Min	Emp Avg	SR Max	Group Compa-Ratio Sum Base / Sum 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
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	30	1	\$5,355	\$7,907	\$8,302	1.16	\$7,676	\$10,653	\$11,114	88.1%	100.4%	91.4%	95.1%	105.1%	96.4%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	30	35	\$5,301	\$7,360	\$8,149	1.09	\$7,613	\$10,014	\$10,935	87.2%	93.5%	89.7%	94.3%	98.8%	94.9%
OAI	SEIU STRIKEABLE INST COALITION	A	P	30	1	\$5,301	\$6,415	\$8,149	0.95	\$7,613	\$8,913	\$10,935	87.2%	81.5%	89.7%	94.3%	87.9%	94.9%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	30	7	\$5,301	\$7,711	\$8,149	1.15	\$7,613	\$10,425	\$10,935	87.2%	97.9%	89.7%	94.3%	102.8%	94.9%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	30	8	\$5,301	\$7,058	\$8,149	1.05	\$7,613	\$9,663	\$10,935	87.2%	89.6%	89.7%	94.3%	95.3%	94.9%
UA	UNREPRESENTED	A	P	30	2	\$5,300	\$7,756	\$8,144	1.15	\$7,612	\$10,477	\$10,929	87.2%	98.5%	89.6%	94.3%	103.4%	94.8%
<b>Non-Corrections/Non-Management Wtd Average</b>					54	\$5,302	\$7,368	\$8,152	1.10	\$7,614	\$10,024	\$10,938	87.3%	93.6%	89.7%	94.3%	98.9%	94.9%
<b>STATEWIDE Weighted Average</b>					94	\$5,535	\$7,615	\$8,347	1.10	\$7,886	\$10,313	\$11,167	91.1%	96.7%	91.9%	97.7%	101.7%	96.9%

1319 HUMAN RESOURCE ASSISTANT

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-ClackCo	086		Human Resources Assistant		4	\$4,327	\$5,120	\$5,841	1.01	\$6,785	\$7,761	\$8,648	
2020-OR-MarionCo	057		Human Resources Specialist		8	\$4,044	\$4,944	\$5,422	1.04	\$6,489	\$7,597	\$8,184	
2020-OR-MultCo	6101		Human Resources Technician		1	\$4,266	\$4,266	\$5,214	0.90	\$6,822	\$6,822	\$7,985	
2020-OR-WashCo	061		Human Resources Specialist		6	\$5,012	\$6,016	\$6,397	1.05	\$7,336	\$8,529	\$8,982	
2020-WA-ClarkCo	600		Human Resources Specialist		0	\$3,910		\$4,994		\$6,046		\$7,352	
2020-WA-ThrstrnCo	0801		HUMAN RESOURCES ASSISTANT		1	\$3,660	\$4,502	\$4,869	1.06	\$5,703	\$6,716	\$7,158	
<b>County Market Average</b>					20	\$4,360	\$5,245	\$5,724	1.03	\$6,744	\$7,827	\$8,403	
2020-CompAnalyst	OF13000006		Human Resources Assistant II		1	\$3,183	\$4,000	\$4,800	1.00	\$4,692	\$5,626	\$6,540	
2020-MIL-NWHCS	13.24		Human Resources Assistant	73	155	\$3,263	\$4,073	\$4,837	1.01	\$4,784	\$5,709	\$6,582	
2020-MIL-OPES	05.01		Human Resources Assistant	16	40	\$4,047	\$5,217	\$5,670	1.07	\$6,211	\$7,612	\$8,153	
2020-MIL-PACS	05.02		Human Resources Assistant II	33	76	\$3,897	\$4,820	\$5,609	1.01	\$5,508	\$6,562	\$7,465	
<b>Purchased Market Average</b>					122	272	\$3,555	\$4,450	\$5,175	1.02	\$5,196	\$6,227	\$7,060
2020-ST-CA	1303	D	PERSONNEL SPECIALIST		329	\$3,594	\$4,014	\$4,500	0.99	\$5,504	\$6,005	\$6,585	
2020-ST-ID	05159		PERSONNEL TECH		15	\$2,902	\$3,305	\$5,185	0.82	\$4,443	\$4,925	\$7,174	
2020-ST-NV	07.536		PERSONNEL TECHNICIAN 1		5	\$2,803	\$3,176	\$4,055	0.93	\$4,198	\$4,640	\$5,679	
2020-ST-WA	123F		HUMAN RESOURCE CONSULT ASST 2-TEAMSTER		0	\$3,128		\$4,070		\$4,924		\$6,058	
<b>State Market Average</b>					349	\$3,552	\$3,972	\$4,521	0.98	\$5,438	\$5,939	\$6,596	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					122	641	\$3,580	\$4,214	\$4,837	1.00	\$5,378	\$6,120	\$6,851

OREGON  
COMPARISON  
TO  
MARKET

1319-Human Resource Assistant

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
MMC	MGT SVC NSUPV CONFIDENTIAL	A	P	18	7	\$3,250	\$4,141	\$4,766	1.03	\$5,221	\$6,261	\$6,989
MMN	MGT SVC NONSUPERVISORY	A	P	18	12	\$3,250	\$4,383	\$4,766	1.09	\$5,221	\$6,542	\$6,989
<b>Management Wtd Average</b>					19	\$3,250	\$4,294	\$4,766	1.07	\$5,221	\$6,438	\$6,989
<b>STATEWIDE Weighted Average</b>					19	\$3,250	\$4,294	\$4,766	1.07	\$5,221	\$6,438	\$6,989

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
90.8%	98.3%	98.5%	97.1%	102.3%	102.0%
90.8%	104.0%	98.5%	97.1%	106.9%	102.0%
90.8%	101.9%	98.5%	97.1%	105.2%	102.0%
90.8%	101.9%	98.5%	97.1%	105.2%	102.0%



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1320 HUMAN RESOURCE ANALYST 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-ClackCo	087		Human Resources Specialist		5	\$4,770	\$5,623	\$6,440	1.00	\$7,330	\$8,380	\$9,385	
2020-OR-DescCo	9046		HUMAN RESOURCES SPECIALIST		5	\$4,600	\$6,050	\$6,165	1.12	\$7,198	\$8,983	\$9,124	
2020-OR-MarionCo	078		Human Resources Specialist Senior		0	\$5,245		\$7,022		\$7,967		\$10,153	
2020-OR-MultCo	9080		Human Resources Analyst 1		18	\$4,481	\$5,645	\$6,273	1.05	\$7,086	\$8,515	\$9,285	
2020-OR-WashCo	060		Human Resources Analyst I		0	\$5,533		\$7,059		\$7,955		\$9,769	
2020-WA-ClarkCo	812		Human Resources Rep. Ass't.		1	\$4,291	\$4,621	\$6,063	0.89	\$6,505	\$6,903	\$8,638	
2020-WA-KingCo	2311100		Human Resource Associate		13	\$5,295	\$6,150	\$6,712	1.02	\$8,039	\$9,067	\$9,744	
<b>County Market Average</b>					42	\$4,805	\$5,823	\$6,439	1.04	\$7,434	\$8,687	\$9,429	
2020-CompAnalyst	HR09200044		Recruiter II		1	\$4,542	\$5,667	\$7,075	0.98	\$6,245	\$7,530	\$9,140	
2020-MIL-NWHCS	13.26a		Recruiter	53	122	\$4,616	\$5,646	\$6,875	0.98	\$6,329	\$7,507	\$8,911	
2020-MIL-OPES	05.07a		Employment Recruiter	11	37	\$5,050	\$6,758	\$7,180	1.11	\$7,412	\$9,455	\$9,960	
2020-MIL-PACS	05.09b		Employment Recruiter	30	75	\$4,798	\$6,152	\$7,112	1.03	\$6,538	\$8,085	\$9,183	
2020-TwrsWtsn	AHR000-P1		HR Generalist/Consultant Generalist/Multidiscipline	9	13		\$5,290		0.93		\$7,100		
<b>Purchased Market Average</b>					103	248	\$4,742	\$5,946	\$6,999	1.01	\$6,566	\$7,951	\$9,164
2020-ST-CA	5142	A	ASSOCIATE PERSONNEL ANALYST		282	\$4,610	\$5,395	\$5,771	1.04	\$6,716	\$7,653	\$8,102	
2020-ST-NV	07.527		PERSONNEL ANALYST 1		18	\$3,725	\$4,390	\$5,497	0.95	\$5,288	\$6,075	\$7,385	
2020-ST-WA	119E		HUMAN RESOURCE CONSULTANT 1		122	\$3,437	\$4,195	\$4,504	1.06	\$5,296	\$6,208	\$6,579	
<b>State Market Average</b>					422	\$4,230	\$5,005	\$5,390	1.04	\$6,241	\$7,168	\$7,628	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					103	712	\$4,439	\$5,381	\$5,998	1.03	\$6,426	\$7,530	\$8,259

OREGON COMPARISON TO MARKET	1320-Human Resource Analyst 1		MARKET COMPARISONS																
			SALARY			Group Compa-Ratio Sum Base / Sum 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				
			Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SR Min	Emp Avg	SR Max	Sum Base / Sum SR Mid	SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	
	MMC	MGT SVC NSUPV CONFIDENTIAL	A	P	23	11	\$4,113	\$5,122	\$6,065	1.01	\$6,227	\$7,405	\$8,504	92.7%	95.2%	101.1%	96.9%	98.3%	103.0%
	MMN	MGT SVC NONSUPERVISORY	A	P	23	51	\$4,113	\$5,053	\$6,065	0.99	\$6,227	\$7,324	\$8,504	92.7%	93.9%	101.1%	96.9%	97.3%	103.0%
	<b>Management Wtd Average</b>					62	\$4,113	\$5,066	\$6,065	1.00	\$6,227	\$7,339	\$8,504	92.7%	94.1%	101.1%	96.9%	97.5%	103.0%

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STATEWIDE Weighted Average

62

\$4,113

\$5,066

\$6,065

1.00

\$6,227

\$7,339

\$8,504

92.7%

94.1%

101.1%

96.9%

97.5%

103.0%

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1321 HUMAN RESOURCE ANALYST 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-ClackCo	730		Human Resources Analyst		10	\$5,798	\$6,774	\$7,827	0.99	\$8,596	\$9,796	\$11,093	
2020-OR-MarionCo	058		Human Resources Analyst		0	\$4,987		\$6,684		\$7,649		\$9,737	
2020-OR-MultCo	6103		Human Resources Analyst 2		1	\$5,692	\$6,996	\$6,996	1.10	\$8,572	\$10,172	\$10,172	
2020-OR-WashCo	035		Human Resources Analyst II		5	\$6,415	\$6,914	\$8,186	0.95	\$9,003	\$9,596	\$11,107	
2020-WA-ClarkCo	816		Human Resources Rep. Assoc.		0	\$4,737		\$6,691		\$7,042		\$9,393	
2020-WA-KingCo	2311200		Human Resource Analyst		34	\$6,105	\$6,955	\$7,739	1.00	\$9,013	\$10,036	\$10,979	
2020-WA-ThrstnCo	0813		HUMAN RESOURCES ANALYST		4	\$5,381	\$6,481	\$7,175	1.03	\$7,774	\$9,098	\$9,933	
<b>County Market Average</b>					54	\$5,974	\$6,883	\$7,703	1.00	\$8,782	\$9,884	\$10,871	
2020-CompAnalyst	HR09200396		Human Resources Business Partner I		1	\$4,625	\$5,267	\$7,983	0.86	\$6,340	\$7,073	\$10,178	
2020-MIL-NWHCS	13.25a		Human Resources Generalist	69	182	\$4,671	\$5,689	\$6,952	0.98	\$6,393	\$7,556	\$8,999	
2020-MIL-NWMGT	04.03b		Human Resources Generalist	62	202	\$4,833	\$5,721	\$7,012	0.96	\$6,578	\$7,593	\$9,068	
2020-MIL-OPES	05.02		Human Resources Generalist	18	33	\$4,959	\$5,586	\$6,834	0.95	\$7,302	\$8,053	\$9,546	
2020-MIL-PACS	05.03a		Human Resources Generalist	38	70	\$4,763	\$6,051	\$6,946	1.03	\$6,498	\$7,969	\$8,992	
2020-TwrsWtsn	AHR000-P2		HR Generalist/Consultant Generalist/Multidiscipline	14	44		\$5,736		0.99		\$7,610		
<b>Purchased Market Average</b>					201	532	\$4,769	\$5,746	\$6,969	0.98	\$6,545	\$7,659	\$9,066
2020-ST-ID	05141		HUMAN RESOURCE SPEC		31	\$3,669	\$4,508	\$6,546	0.88	\$5,360	\$6,364	\$8,803	
2020-ST-NV	07.521		PERSONNEL ANALYST 2		19	\$4,055	\$4,939	\$6,012	0.98	\$5,679	\$6,725	\$7,994	
2020-ST-WA	119F		HUMAN RESOURCE CONSULTANT 2		85	\$3,905	\$4,743	\$5,127	1.05	\$5,859	\$6,867	\$7,329	
<b>State Market Average</b>					135	\$3,872	\$4,717	\$5,577	1.00	\$5,719	\$6,731	\$7,761	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					201	721	\$4,689	\$5,638	\$6,750	0.98	\$6,566	\$7,652	\$8,954

OREGON COMPARISON TO MARKET		1321-Human Resource Analyst 2						MARKET COMPARISONS												
								SALARY			Group Compa-Ratio Sum Base / Sum 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
Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps															
MMC	MGT SVC NSUPV CONFIDENTIAL	A	P	26	5	\$4,766	\$6,394	\$7,010	1.09	\$6,989	\$8,888	\$9,607	101.6%	113.4%	103.9%	106.5%	116.2%	107.3%		
MMN	MGT SVC NONSUPERVISORY	A	P	26	67	\$4,766	\$6,251	\$7,010	1.06	\$6,989	\$8,721	\$9,607	101.6%	110.9%	103.9%	106.5%	114.0%	107.3%		



1321-Human Resource Analyst 2 (Continued)

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	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	
	<b>Management Wtd Average</b>				72	\$4,766	\$6,261	\$7,010	1.06	\$6,989	\$8,732	\$9,607	101.6%	111.0%	103.9%	106.5%	114.1%	107.3%
	<b>STATEWIDE Weighted Average</b>				72	\$4,766	\$6,261	\$7,010	1.06	\$6,989	\$8,732	\$9,607	101.6%	111.0%	103.9%	106.5%	114.1%	107.3%

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## 1322 HUMAN RESOURCE ANALYST 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-ClackCo	671		Human Resources Analyst, Sr		5	\$6,392	\$6,542	\$8,630	0.87	\$9,327	\$9,511	\$12,081	
2020-OR-DescCo	9047		HUMAN RESOURCES ANALYST		4	\$5,871	\$7,315	\$7,868	1.06	\$8,762	\$10,540	\$11,220	
2020-OR-JackCo	01080		Human Resources Consultant		1	\$5,876	\$5,628	\$7,504	0.84	\$9,041	\$8,735	\$11,045	
2020-OR-MarionCo	059		Human Resources Analyst Sr		3	\$5,496	\$6,289	\$7,365	0.98	\$8,276	\$9,251	\$10,575	
2020-OR-MultCo	9748		Human Resources Analyst Senior		50	\$5,638	\$8,062	\$8,457	1.14	\$8,505	\$11,479	\$11,964	
2020-OR-WashCo	036		Human Resources Analyst, Senior		6	\$7,083	\$8,701	\$9,036	1.08	\$9,797	\$11,720	\$12,118	
2020-WA-ClarkCo	822		Human Resources Rep. Senior		0	\$5,492		\$7,760		\$7,951		\$10,680	
2020-WA-KingCo	2311300		Human Resource Analyst- Senior		50	\$6,874	\$8,380	\$8,713	1.08	\$9,938	\$11,750	\$12,151	
<b>County Market Average</b>					119	\$6,261	\$8,073	\$8,539	1.09	\$9,204	\$11,412	\$11,977	
2020-CompAnalyst	HR09200397		Human Resources Business Partner II		1	\$6,217	\$6,467	\$8,200	0.90	\$8,159	\$8,445	\$10,426	
2020-MIL-NWHCS	13.25b		Human Resources Generalist - Senior	39	230	\$5,623	\$6,679	\$8,485	0.94	\$7,480	\$8,687	\$10,751	
2020-MIL-NWMGT	04.03a		Human Resources Generalist - Senior	40	230	\$5,835	\$6,983	\$8,500	0.97	\$7,723	\$9,035	\$10,769	
2020-MIL-OPES	05.03		Human Resources Generalist - Senior	17	63	\$5,765	\$7,656	\$8,159	1.10	\$8,267	\$10,530	\$11,132	
2020-MIL-PACS	05.03b		Human Resources Generalist - Senior	21	51	\$5,483	\$7,273	\$7,884	1.09	\$7,321	\$9,366	\$10,064	
2020-TwrsWtsn	AHR000-P3		HR Generalist/Consultant Generalist/Multidiscipline	19	41		\$7,533		1.01		\$9,664		
<b>Purchased Market Average</b>					136	616	\$5,711	\$6,998	\$8,399	0.99	\$7,652	\$9,126	\$10,738
2020-ST-CA	5313		STAFF PERSONNEL PROGRAM ANALYST		27	\$5,483	\$6,578	\$6,811	1.07	\$7,758	\$9,065	\$9,344	
2020-ST-ID	05134		HUMAN RESOURCE SPEC, SR		40	\$4,679	\$5,509	\$8,359	0.85	\$6,569	\$7,562	\$10,971	
2020-ST-NV	07.520		PERSONNEL ANALYST 3		12	\$4,422	\$5,531	\$6,578	1.01	\$6,113	\$7,425	\$8,662	
2020-ST-WA	119H		HUMAN RESOURCE CONSULTANT 4		0	\$4,724		\$6,205		\$6,844		\$8,627	
<b>State Market Average</b>					79	\$4,912	\$5,878	\$7,542	0.95	\$6,905	\$8,055	\$10,046	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					136	814	\$5,714	\$7,047	\$8,330	1.00	\$7,819	\$9,357	\$10,861

OREGON  
COMPARISON  
TO  
MARKET

1322-Human Resource Analyst 3

							MARKET COMPARISONS												
							SALARY			Group Compa-Ratio	SALARY AND BENEFITS			Salary			Salary and Benefits		
Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SR Min	Emp Avg	SR Max	Sum Base / Sum 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	
MMC	MGT SVC NSUPV CONFIDENTIAL	A	P	29	13	\$5,498	\$6,978	\$8,113	1.03	\$7,843	\$9,570	\$10,893	96.2%	99.0%	97.4%	100.3%	102.3%	100.3%	
MMN	MGT SVC NONSUPERVISORY	A	P	29	94	\$5,498	\$7,420	\$8,113	1.09	\$7,843	\$10,084	\$10,893	96.2%	105.3%	97.4%	100.3%	107.8%	100.3%	
MMS	MGT SVC SUPERVISORY	A	P	29	3	\$5,498	\$7,724	\$8,113	1.13	\$7,843	\$10,439	\$10,893	96.2%	109.6%	97.4%	100.3%	111.6%	100.3%	
<b>Management Wtd Average</b>					110	\$5,498	\$7,376	\$8,113	1.08	\$7,843	\$10,033	\$10,893	96.2%	104.7%	97.4%	100.3%	107.2%	100.3%	
<b>STATEWIDE Weighted Average</b>					110	\$5,498	\$7,376	\$8,113	1.08	\$7,843	\$10,033	\$10,893	96.2%	104.7%	97.4%	100.3%	107.2%	100.3%	

1324 STATE LABOR RELATIONS MANAGER

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-WA-ThrstnCo	0816		LABOR RELATIONS NEGOTIATOR		1	\$6,650	\$8,866	\$8,866	1.14	\$9,301	\$11,968	\$11,968
<b>County Market Average</b>					1	\$6,650	\$8,866	\$8,866	1.14	\$9,301	\$11,968	\$11,968
2020-MIL-NWMGT	04.04b		Labor Negotiator*	9	9	\$8,038	\$10,876	\$11,548	1.11	\$10,240	\$13,484	\$14,253
2020-MIL-OPES	05.10		Labor Relations Negotiator	3	7	\$6,786	\$10,134	\$9,705	1.23	\$9,489	\$13,495	\$12,981
<b>Purchased Market Average</b>					12	\$7,490	\$10,551	\$10,742	1.16	\$9,912	\$13,489	\$13,697
2020-ST-CA	9539		LABOR RELATIONS MANAGER II		6	\$7,317	\$8,083	\$8,308	1.03	\$9,947	\$10,861	\$11,130
<b>State Market Average</b>					6	\$7,317	\$8,083	\$8,308	1.03	\$9,947	\$10,861	\$11,130
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					12	\$7,408	\$9,834	\$10,025	1.13	\$9,894	\$12,737	\$12,952

OREGON COMPARISON TO MARKET  
1324-State Labor Relations Manager

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
MMC	MGT SVC NSUPV CONFIDENTIAL	A	P	35	8	\$7,363	\$9,884	\$10,843	1.09	\$10,018	\$12,959	\$14,077
<b>Management Wtd Average</b>					8	\$7,363	\$9,884	\$10,843	1.09	\$10,018	\$12,959	\$14,077
<b>STATEWIDE Weighted Average</b>					8	\$7,363	\$9,884	\$10,843	1.09	\$10,018	\$12,959	\$14,077

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
99.4%	100.5%	108.2%	101.3%	101.7%	108.7%

2020 Oregon Salary and Benefit Report

Data Effective Date: 07/01/2020

1326 HR CONSULTANT 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-JackCo	01082		Sr Human Resources Consultant		2	\$6,228	\$7,410	\$7,951	1.05	\$9,474	\$10,930	\$11,596	
<b>County Market Average</b>					2	\$6,228	\$7,410	\$7,951	1.05	\$9,474	\$10,930	\$11,596	
2020-MIL-NWMGT	04.13		Compensation Analyst (Intermediate Level)	32	45	\$5,090	\$6,272	\$7,628	0.99	\$6,871	\$8,222	\$9,773	
2020-MIL-OPES	05.06a		Classification / Compensation Analyst	4	5	\$5,326	\$6,673	\$7,525	1.04	\$7,741	\$9,354	\$10,373	
2020-MIL-PACS	05.03c		Human Resources Strategic Business Partner	15	52	\$5,956	\$7,853	\$9,295	1.03	\$7,861	\$10,029	\$11,677	
2020-MIL-PACS	05.09c		Employment Recruiter - Senior	27	52	\$5,897	\$7,735	\$9,111	1.03	\$7,794	\$9,895	\$11,467	
2020-MIL-PACS	05.07		Compensation Analyst	12	12	\$5,214	\$6,215	\$7,745	0.96	\$7,014	\$8,158	\$9,906	
2020-TwrsWtsn	AHR020-P3		Compensation Generalist/Multidiscipline	6	8		\$8,230		0.99		\$10,460		
<b>Purchased Market Average</b>					96	174	\$5,623	\$7,279	\$8,606	1.01	\$7,499	\$9,393	\$10,912
2020-ST-CA	5312		PERSONNEL PROGRAM ANALYST		10	\$4,750	\$5,856	\$5,945	1.09	\$6,884	\$8,203	\$8,309	
<b>State Market Average</b>					10	\$4,750	\$5,856	\$5,945	1.09	\$6,884	\$8,203	\$8,309	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					96	186	\$5,580	\$7,204	\$8,445	1.02	\$7,486	\$9,345	\$10,770

OREGON COMPARISON TO MARKET 1326-HR Consultant 1

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
MMC	MGT SVC NSUPV CONFIDENTIAL	A	P	30	3	\$5,771	\$7,724	\$8,511	1.08	\$8,161	\$10,439	\$11,357
MMN	MGT SVC NONSUPERVISORY	A	P	30	7	\$5,771	\$7,899	\$8,511	1.11	\$8,161	\$10,643	\$11,357
<b>Management Wtd Average</b>					10	\$5,771	\$7,846	\$8,511	1.10	\$8,161	\$10,582	\$11,357
<b>STATEWIDE Weighted Average</b>					10	\$5,771	\$7,846	\$8,511	1.10	\$8,161	\$10,582	\$11,357

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
103.4%	107.2%	100.8%	109.0%	111.7%	105.5%
103.4%	109.6%	100.8%	109.0%	113.9%	105.5%
103.4%	108.9%	100.8%	109.0%	113.2%	105.5%
103.4%	108.9%	100.8%	109.0%	113.2%	105.5%

2020 Oregon Salary and Benefit Report

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1327 HR CONSULTANT 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS				
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max		
2020-WA-KingCo	2302000		Human Resource Policy Advisor - Senior		0	\$9,356		\$11,859		\$12,925		\$15,937		
<b>County Market Average</b>						\$9,356		\$11,859		\$12,925		\$15,937		
2020-CompAnalyst	HR09200006		Compensation Analyst III		1	\$6,133	\$7,725	\$9,350	1.00	\$8,064	\$9,883	\$11,740		
2020-MIL-NWMGT	04.12		Compensation Analyst - Senior	43	43	\$6,607	\$8,862	\$9,942	1.05	\$8,605	\$11,182	\$12,417		
2020-MIL-OPES	05.06b		Classification / Compensation Analyst - Senior	8	10	\$6,188	\$7,346	\$9,337	0.95	\$8,774	\$10,159	\$12,542		
2020-MIL-PACS	05.08		Compensation Analyst - Senior	16	22	\$6,612	\$8,724	\$10,215	1.04	\$8,611	\$11,025	\$12,729		
2020-MIL-PACS	05.04b		Employee Relations Specialist - Senior	13	33	\$6,485	\$8,020	\$9,912	0.98	\$8,466	\$10,220	\$12,382		
2020-TwrsWtsn	AHR000-P4		HR Generalist/Consultant Generalist/Multidiscipline	12	28		\$9,654		1.01		\$12,087			
<b>Purchased Market Average</b>						92	137	\$6,524	\$8,680	\$9,926	1.01	\$8,573	\$11,026	\$12,478
2020-ST-CA	5318		PERSONNEL PROGRAM ADVISOR		16	\$6,663	\$7,465	\$7,568	1.05	\$9,166	\$10,123	\$10,246		
2020-ST-ID	05137		HR STRATEGIC BUS PARTNER		2	\$5,602	\$6,514	\$10,007	0.83	\$7,673	\$8,764	\$12,943		
<b>State Market Average</b>						18		\$6,545	\$7,359	\$7,839	1.03	\$9,000	\$9,972	\$10,546
<b>OVERALL WEIGHTED MARKET AVERAGE</b>						92	155	\$6,550	\$8,526	\$9,634	1.02	\$8,672	\$10,904	\$12,221

OREGON COMPARISON TO MARKET 1327-HR Consultant 2

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS						
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	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	
MMC	MGT SVC NSUPV CONFIDENTIAL	A	P	32	2	\$6,367	\$8,326	\$9,374	1.06	\$8,857	\$11,142	\$12,364	97.2%	97.6%	97.3%	102.1%	102.2%	101.2%	
MMN	MGT SVC NONSUPERVISORY	A	P	32	7	\$6,367	\$8,928	\$9,374	1.13	\$8,857	\$11,844	\$12,364	97.2%	104.7%	97.3%	102.1%	108.6%	101.2%	
<b>Management Wtd Average</b>						9	\$6,367	\$8,794	\$9,374	1.12	\$8,857	\$11,688	\$12,364	97.2%	103.1%	97.3%	102.1%	107.2%	101.2%
<b>STATEWIDE Weighted Average</b>						9	\$6,367	\$8,794	\$9,374	1.12	\$8,857	\$11,688	\$12,364	97.2%	103.1%	97.3%	102.1%	107.2%	101.2%

1338 TRAINING & DEVELOPMENT SPECIALIST 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-WA-KingCo	2252200		Occupational Educ & Trng Coord		2	\$5,553	\$6,295	\$7,038	1.00	\$8,348	\$9,242	\$10,136
<b>County Market Average</b>					2	\$5,553	\$6,295	\$7,038	1.00	\$8,348	\$9,242	\$10,136
2020-CompAnalyst	HR09200013		Training Specialist I		1	\$3,692	\$4,358	\$5,692	0.93	\$5,273	\$6,035	\$7,559
2020-MIL-NWMGT	04.16		Training & Development Specialist		49	\$4,680	\$5,784	\$6,893	1.00	\$6,402	\$7,665	\$8,932
2020-MIL-PACS	05.10		Training Specialist		19	\$4,463	\$5,491	\$6,782	0.98	\$6,155	\$7,330	\$8,805
<b>Purchased Market Average</b>					68	\$4,564	\$5,627	\$6,828	0.99	\$6,270	\$7,485	\$8,857
2020-ST-ID	05126		TRAINER, ASSOCIATE		4	\$3,276	\$3,789	\$5,848	0.83	\$4,890	\$5,505	\$7,967
2020-ST-NV	07.519		TRAINING OFFICER 1		17	\$4,055	\$5,067	\$6,012	1.01	\$5,679	\$6,876	\$7,994
<b>State Market Average</b>					21	\$3,907	\$4,824	\$5,981	0.97	\$5,529	\$6,615	\$7,989
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					68	\$4,478	\$5,514	\$6,702	0.99	\$6,187	\$7,378	\$8,744

OREGON  
COMPARISON  
TO  
MARKET

1338-Training & Development Specialist 1

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
103.4%	118.1%	100.0%	110.4%	122.3%	105.7%

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
AAON	AFSCME AT DOC SECURITY PLUS	A	P	23	3	\$4,631	\$6,513	\$6,699	1.15	\$6,832	\$9,026	\$9,244
<b>Corrections Wtd Average</b>					3	\$4,631	\$6,513	\$6,699	1.15	\$6,832	\$9,026	\$9,244
AF	AFSCME AT OSP FIRE MARSHAL	A	P	23	2	\$3,817	\$4,716	\$5,829	0.98	\$5,882	\$6,931	\$8,229
AMG	AFSCME AT DHS STAB&CRISIS UNIT	A	P	23	4	\$3,817	\$5,491	\$5,829	1.14	\$5,882	\$7,834	\$8,229
AU	AFSCME AT MILITARY	A	P	23Q	8	\$3,817	\$5,104	\$5,829	1.06	\$5,882	\$7,384	\$8,229
AX	AFSCME AT STATE LANDS	A	P	23Q	1	\$3,817	\$5,054	\$5,829	1.05	\$5,882	\$7,325	\$8,229
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	23	36	\$3,817	\$4,756	\$5,834	0.99	\$5,882	\$6,978	\$8,235
OAI	SEIU STRIKEABLE INST COALITION	A	P	23	4	\$3,817	\$5,559	\$5,834	1.15	\$5,882	\$7,914	\$8,235
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	23	14	\$3,817	\$5,031	\$5,834	1.04	\$5,882	\$7,298	\$8,235
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	23	10	\$3,817	\$5,726	\$5,834	1.19	\$5,882	\$8,109	\$8,235
<b>Non-Corrections/Non-Management Wtd Average</b>					79	\$3,817	\$5,044	\$5,833	1.05	\$5,882	\$7,313	\$8,234
<b>STATEWIDE Weighted Average</b>					82	\$3,847	\$5,097	\$5,865	1.05	\$5,917	\$7,376	\$8,271

1339 TRAINING & DEVELOPMENT SPECIALIST 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-ClackCo	367		Train & Quality Assurance Cord		3	\$6,810	\$8,330	\$8,581	1.08	\$9,841	\$11,712	\$12,021	
2020-OR-WashCo	172		Training Coordinator		1	\$5,669	\$7,234	\$7,234	1.12	\$8,117	\$9,976	\$9,976	
<b>County Market Average</b>					4	\$6,525	\$8,056	\$8,244	1.09	\$9,410	\$11,278	\$11,509	
2020-CompAnalyst	HR09200363		Training Analyst		1	\$4,983	\$6,175	\$7,783	0.97	\$6,749	\$8,111	\$9,950	
2020-MIL-NWMGT	04.15		Training & Development Specialist - Senior	42	64	\$6,185	\$7,654	\$9,087	1.00	\$8,122	\$9,802	\$11,440	
2020-MIL-PACS	05.11		Training Specialist - Senior	25	64	\$5,758	\$7,389	\$9,073	1.00	\$7,635	\$9,499	\$11,423	
2020-TwrsWtsn	AHR130-P2		Employee Development/Training Generalist/Multidiscip	9	28		\$6,215		1.12		\$8,157		
<b>Purchased Market Average</b>					76	157	\$5,963	\$7,280	\$9,069	1.02	\$7,869	\$9,374	\$11,419
2020-ST-CA	5196		TRAINING OFFICER III		2	\$6,018	\$7,478	\$7,478	1.11	\$8,397	\$10,138	\$10,138	
2020-ST-ID	05122		TRAINING SPEC		31	\$4,139	\$4,737	\$7,392	0.82	\$5,922	\$6,639	\$9,815	
2020-ST-NV	07.524		TRAINING OFFICER 2		13	\$4,422	\$5,262	\$6,578	0.96	\$6,113	\$7,107	\$8,662	
<b>State Market Average</b>					46	\$4,301	\$5,005	\$7,166	0.87	\$6,084	\$6,923	\$9,503	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					76	207	\$5,513	\$6,789	\$8,518	0.99	\$7,409	\$8,866	\$10,887

OREGON  
COMPARISON  
TO  
MARKET

1339-Training & Development Specialist 2

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						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	27	11	\$5,567	\$7,517	\$8,094	1.10	\$7,923	\$10,197	\$10,871	101.0%	110.7%	95.0%	107.0%	115.0%	99.9%
<b>Corrections Wtd Average</b>					11	\$5,567	\$7,517	\$8,094	1.10	\$7,923	\$10,197	\$10,871	101.0%	110.7%	95.0%	107.0%	115.0%	99.9%
MMN	MGT SVC NONSUPERVISORY	A	P	27	11	\$4,990	\$6,669	\$7,363	1.08	\$7,250	\$9,209	\$10,018	90.5%	98.2%	86.4%	97.9%	103.9%	92.0%
<b>Management Wtd Average</b>					11	\$4,990	\$6,669	\$7,363	1.08	\$7,250	\$9,209	\$10,018	90.5%	98.2%	86.4%	97.9%	103.9%	92.0%
AD	AFSCME AT ENVIRONMENTAL QUAL	A	P	27	1	\$4,606	\$6,727	\$7,049	1.15	\$6,803	\$9,276	\$9,652	83.5%	99.1%	82.8%	91.8%	104.6%	88.7%
AF	AFSCME AT OSP FIRE MARSHAL	A	P	27	2	\$4,606	\$6,727	\$7,049	1.15	\$6,803	\$9,276	\$9,652	83.5%	99.1%	82.8%	91.8%	104.6%	88.7%
AMG	AFSCME AT DHS STAB&CRISIS UNIT	A	P	27	3	\$4,606	\$5,952	\$7,049	1.02	\$6,803	\$8,373	\$9,652	83.5%	87.7%	82.8%	91.8%	94.4%	88.7%
AO	AFSCME OR ST POLICE-SUPP UNIT	A	P	27	1	\$4,606	\$5,554	\$7,049	0.95	\$6,803	\$7,908	\$9,652	83.5%	81.8%	82.8%	91.8%	89.2%	88.7%
AS	OR PUB SAFETY ASSOC AT DPSST	A	P	27	1	\$4,606	\$6,727	\$7,049	1.15	\$6,803	\$9,276	\$9,652	83.5%	99.1%	82.8%	91.8%	104.6%	88.7%



1339-Training & Development Specialist 2 (Continued)

						MARKET COMPARISONS												
Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum 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
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	27	3	\$4,625	\$6,298	\$7,174	1.07	\$6,825	\$8,776	\$9,798	83.9%	92.8%	84.2%	92.1%	99.0%	90.0%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	27	57	\$4,611	\$5,755	\$7,053	0.99	\$6,808	\$8,142	\$9,657	83.6%	84.8%	82.8%	91.9%	91.8%	88.7%
OAI	SEIU STRIKEABLE INST COALITION	A	P	27	37	\$4,611	\$5,985	\$7,053	1.03	\$6,808	\$8,411	\$9,657	83.6%	88.2%	82.8%	91.9%	94.9%	88.7%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	27	4	\$4,611	\$6,508	\$7,053	1.12	\$6,808	\$9,020	\$9,657	83.6%	95.8%	82.8%	91.9%	101.7%	88.7%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	27	12	\$4,611	\$6,316	\$7,053	1.08	\$6,808	\$8,797	\$9,657	83.6%	93.0%	82.8%	91.9%	99.2%	88.7%
UA	UNREPRESENTED	A	P	27	1	\$4,606	\$6,410	\$7,049	1.10	\$6,803	\$8,907	\$9,652	83.5%	94.4%	82.8%	91.8%	100.5%	88.7%
<b>Non-Corrections/Non-Management Wtd Average</b>					122	\$4,611	\$5,958	\$7,056	1.02	\$6,808	\$8,380	\$9,660	83.6%	87.8%	82.8%	91.9%	94.5%	88.7%
<b>STATEWIDE Weighted Average</b>					144	\$4,713	\$6,132	\$7,158	1.03	\$6,927	\$8,582	\$9,780	85.5%	90.3%	84.0%	93.5%	96.8%	89.8%

1345 SAFETY SPECIALIST 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-JackCo	415		Safety Technician		1	\$3,500	\$4,373	\$4,592	1.08	\$6,115	\$7,190	\$7,459	
2020-WA-KingCo	2334200		Safety & Health Admin II		1	\$4,932	\$6,251	\$6,251	1.12	\$7,601	\$9,189	\$9,189	
<b>County Market Average</b>					2	\$4,216	\$5,312	\$5,421	1.10	\$6,858	\$8,190	\$8,324	
2020-ST-NV	11.544		Safety Representative, Loss Control		0	\$3,725		\$5,497		\$5,288		\$7,385	
2020-ST-WA	399G		SAFETY OFFICER 2		4	\$4,358	\$5,624	\$5,724	0.89	\$6,403	\$7,927	\$8,048	
2020-ST-WA	396G		FIRE PROTECTION ENGINEER		0	\$4,966		\$6,517		\$7,135		\$9,001	
<b>State Market Average</b>					4	\$4,354	\$5,624	\$5,805	0.89	\$6,348	\$7,927	\$8,089	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	6	\$4,323	\$5,520	\$5,720	0.96	\$6,462	\$8,015	\$8,141

OREGON  
COMPARISON  
TO  
MARKET

1345-Safety Specialist 1

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
95.1%	74.5%	106.0%	96.4%	77.7%	104.5%
88.3%	87.5%	102.0%	91.0%	88.1%	101.1%
88.3%	79.5%	102.0%	91.0%	81.7%	101.1%
88.3%	94.1%	102.0%	91.0%	93.5%	101.1%
88.3%	91.5%	102.0%	91.0%	91.3%	101.1%
89.0%	89.6%	102.4%	91.6%	89.8%	101.5%

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
MMC	MGT SVC NSUPV CONFIDENTIAL	A	P	23	1	\$4,113	\$4,113	\$6,065	0.81	\$6,227	\$6,227	\$8,504
<b>Management Wtd Average</b>					1	\$4,113	\$4,113	\$6,065	0.81	\$6,227	\$6,227	\$8,504
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	23	1	\$3,817	\$4,829	\$5,834	1.00	\$5,882	\$7,063	\$8,235
OAI	SEIU STRIKEABLE INST COALITION	A	P	23	1	\$3,817	\$4,387	\$5,834	0.91	\$5,882	\$6,547	\$8,235
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	23	6	\$3,817	\$5,196	\$5,834	1.08	\$5,882	\$7,490	\$8,235
<b>Non-Corrections/Non-Management Wtd Average</b>					8	\$3,817	\$5,049	\$5,834	1.05	\$5,882	\$7,319	\$8,235
<b>STATEWIDE Weighted Average</b>					9	\$3,850	\$4,945	\$5,860	1.02	\$5,921	\$7,198	\$8,265

2020 Oregon Salary and Benefit Report

Data Effective Date: 07/01/2020

1346 SAFETY SPECIALIST 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-ClackCo	423		Safety & Loss Control Coord		1	\$4,876	\$6,153	\$6,153	1.12	\$7,460	\$9,033	\$9,033	
2020-OR-MarionCo	519		Safety and Wellness Coordinator		0	\$4,527		\$6,061		\$7,084		\$8,971	
2020-OR-WashCo	063		Safety Specialist		1	\$5,533	\$6,724	\$7,059	1.07	\$7,955	\$9,370	\$9,769	
<b>County Market Average</b>					2	\$4,979	\$6,438	\$6,425	1.09	\$7,500	\$9,201	\$9,258	
2020-CompAnalyst	LE11000018		Safety Specialist		1	\$5,108	\$6,750	\$8,125	1.02	\$6,892	\$8,769	\$10,340	
2020-MIL-OPES	05.14		Safety Officer	12	28	\$5,643	\$8,025	\$8,220	1.16	\$8,121	\$10,971	\$11,205	
2020-MIL-PACS	04.32		Safety Coordinator	12	22	\$5,538	\$7,558	\$7,974	1.12	\$7,383	\$9,692	\$10,167	
2020-TwrsWtsn	AHS000-P2		Environmental Health and Safety Generalist/Multidiscij	11	28		\$5,623		0.96		\$7,481		
<b>Purchased Market Average</b>					35	79	\$5,574	\$7,027	\$8,098	1.08	\$7,722	\$9,350	\$10,674
2020-ST-ID	03386		HEALTH & SAFETY SPEC		1	\$4,139	\$5,185	\$7,392	0.90	\$5,922	\$7,174	\$9,815	
2020-ST-NV	11.565		Agency Loss Control Coordinator		0	\$4,231		\$6,285		\$5,887		\$8,316	
2020-ST-WA	399H		SAFETY OFFICER 3		0	\$4,282		\$5,616		\$6,312		\$7,917	
<b>State Market Average</b>					1	\$4,217	\$5,185	\$6,431	0.90	\$6,041	\$7,174	\$8,682	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					35	82	\$5,406	\$6,990	\$7,811	1.08	\$7,559	\$9,320	\$10,382

OREGON COMPARISON TO MARKET  
1346-Safety Specialist 2

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
MMC	MGT SVC NSUPV CONFIDENTIAL	A	P	27	1	\$4,990	\$7,010	\$7,363	1.13	\$7,250	\$9,607	\$10,018
MMN	MGT SVC NONSUPERVISORY	A	P	27	21	\$4,990	\$6,549	\$7,363	1.06	\$7,250	\$9,069	\$10,018
<b>Management Wtd Average</b>					22	\$4,990	\$6,570	\$7,363	1.06	\$7,250	\$9,093	\$10,018
<b>STATEWIDE Weighted Average</b>					22	\$4,990	\$6,570	\$7,363	1.06	\$7,250	\$9,093	\$10,018

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
92.3%	100.3%	94.3%	95.9%	103.1%	96.5%
92.3%	93.7%	94.3%	95.9%	97.3%	96.5%
92.3%	94.0%	94.3%	95.9%	97.6%	96.5%
92.3%	94.0%	94.3%	95.9%	97.6%	96.5%

1475-I DATA ENTRY CONTROL TECHNICIAN

Information Systems Payline

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-OR-ClackCo	694		Data Control Analyst 2		1	\$3,569	\$3,779	\$4,492	0.94	\$5,853	\$6,110	\$6,988
<b>County Market Average</b>					1	\$3,569	\$3,779	\$4,492	0.94	\$5,853	\$6,110	\$6,988
2020-CompAnalyst	IT10000017		Data Control Clerk II	60	232	\$3,108	\$3,983	\$4,792	1.03	\$4,607	\$5,607	\$6,530
<b>Purchased Market Average</b>				60	232	\$3,108	\$3,983	\$4,792	1.03	\$4,607	\$5,607	\$6,530
2020-ST-CA	1420		KEY DATA SUPERVISOR I		25	\$2,963	\$3,500	\$3,707	1.05	\$4,751	\$5,392	\$5,640
<b>State Market Average</b>					25	\$2,963	\$3,500	\$3,707	1.05	\$4,751	\$5,392	\$5,640
<b>OVERALL WEIGHTED MARKET AVERAGE</b>				60	258	\$3,096	\$3,936	\$4,685	1.03	\$4,625	\$5,588	\$6,446

OREGON COMPARISON TO MARKET  
1475-I-Data Entry Control Technician

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
OAS	SEIU STRIKEABLE SPEC COALITION	I	P	12	1	\$2,738	\$3,343	\$3,496	1.07	\$4,624	\$5,329	\$5,508
<b>Non-Corrections/Non-Management Wtd Average</b>					1	\$2,738	\$3,343	\$3,496	1.07	\$4,624	\$5,329	\$5,508
<b>STATEWIDE Weighted Average</b>					1	\$2,738	\$3,343	\$3,496	1.07	\$4,624	\$5,329	\$5,508

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
88.4%	84.9%	74.6%	100.0%	95.4%	85.4%
88.4%	84.9%	74.6%	100.0%	95.4%	85.4%

1481-I INFORMATION SYSTEMS SPECIALIST 1

Information Systems Payline

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			Insufficient Market Emp Avg x		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max			
2020-WA-ClarkCo	T0		IT Professional Associate		0	\$2,924		\$3,733		\$4,860		\$5,835			
<b>County Market Average</b>						\$2,924		\$3,733		\$4,860		\$5,835			
2020-ST-CA	1353	C	COMPUTER OPERATOR		0	\$3,068		\$4,032		\$4,877		\$6,027			
2020-ST-CA	1400	A	INFORMATION TECHNOLOGY TECHNICIAN		35	\$3,010	\$4,256	\$4,032	1.18	\$4,807	\$6,294	\$6,027			
2020-ST-NV	07.957		IT Technician I		0	\$2,915		\$4,231		\$4,331		\$5,887			
<b>State Market Average</b>						35	\$3,009	\$4,256	\$4,038	1.18	\$4,797	\$6,294	\$6,024		
<b>OVERALL WEIGHTED MARKET AVERAGE</b>						0	35	\$3,007	\$4,256	\$4,030	1.18	\$4,798	\$6,294	\$6,019	

OREGON  
COMPARISON  
TO  
MARKET  
  
1481-I-Information Systems Specialist 1

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
AO	AFSCME OR ST POLICE-SUPP UNIT	I	P	17	1	\$3,049	\$4,333	\$4,536	1.14	\$4,986	\$6,484	\$6,721	
<b>Non-Corrections/Non-Management Wtd Average</b>						1	\$3,049	\$4,333	\$4,536	1.14	\$4,986	\$6,484	\$6,721
<b>STATEWIDE Weighted Average</b>						1	\$3,049	\$4,333	\$4,536	1.14	\$4,986	\$6,484	\$6,721

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
101.4%	101.8%	112.6%	103.9%	103.0%	111.7%

1482-I INFORMATION SYSTEMS SPECIALIST 2

Information Systems Payline

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-JackCo	01200		IT Support Specialist I		0	\$3,907		\$4,990		\$6,616		\$7,950	
2020-OR-MarionCo	648		Support Technician		0	\$3,682		\$4,931		\$6,043		\$7,581	
2020-OR-MultCo	6415		Information Specialist 1		5	\$4,515	\$4,934	\$5,529	0.98	\$7,128	\$7,642	\$8,372	
2020-OR-MultCo	6074		Data Technician		9	\$4,143	\$4,692	\$5,070	1.02	\$6,671	\$7,344	\$7,809	
<b>County Market Average</b>					14	\$4,216	\$4,778	\$5,200	1.01	\$6,771	\$7,451	\$7,979	
2020-CompAnalyst	IT10000266		Help Desk Support Assistant		1	\$3,208	\$3,808	\$4,842	0.95	\$4,721	\$5,407	\$6,588	
2020-MIL-NWIT	12-901		Help Desk Specialist I	43	95	\$3,686	\$4,159	\$5,395	0.91	\$5,267	\$5,807	\$7,220	
<b>Purchased Market Average</b>					43	\$3,681	\$4,155	\$5,389	0.91	\$5,261	\$5,803	\$7,213	
2020-ST-CA	1400	B	INFORMATION TECHNOLOGY TECHNICIAN		95	\$3,266	\$4,256	\$4,377	1.10	\$5,113	\$6,294	\$6,439	
2020-ST-CA	1360	C	INFORMATION SYSTEMS TECHNICIAN		0	\$3,068		\$4,032		\$4,877		\$6,027	
2020-ST-NV	07.941		IT TECHNICIAN 2		4	\$3,161	\$3,027	\$4,617	0.78	\$4,622	\$4,463	\$6,344	
2020-ST-WA	481C		IT SUPPORT TECHNICIAN 1		0	\$3,128		\$4,070		\$4,924		\$6,058	
<b>State Market Average</b>					99	\$3,259	\$4,206	\$4,380	1.09	\$5,089	\$6,220	\$6,427	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					43	209	\$3,520	\$4,221	\$4,896	1.00	\$5,292	\$6,111	\$6,897

OREGON  
COMPARISON  
TO  
MARKET

1482-I-Information Systems Specialist 2

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	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
OAH	SEIU STRIKEABLE HUMAN SVC COAL	I	P	21	7	\$3,524	\$4,597	\$5,322	1.04	\$5,540	\$6,792	\$7,638	100.1%	108.9%	108.7%	104.7%	111.1%	110.7%
OAI	SEIU STRIKEABLE INST COALITION	I	P	21	1	\$3,524	\$4,229	\$5,322	0.96	\$5,540	\$6,363	\$7,638	100.1%	100.2%	108.7%	104.7%	104.1%	110.7%
OAO	SEIU STRIKEABLE ODOT COALITION	I	P	21	5	\$3,524	\$4,821	\$5,322	1.09	\$5,540	\$7,053	\$7,638	100.1%	114.2%	108.7%	104.7%	115.4%	110.7%
OAS	SEIU STRIKEABLE SPEC COALITION	I	P	21	8	\$3,524	\$4,868	\$5,322	1.10	\$5,540	\$7,108	\$7,638	100.1%	115.3%	108.7%	104.7%	116.3%	110.7%
<b>Non-Corrections/Non-Management Wtd Average</b>					21	\$3,524	\$4,736	\$5,322	1.07	\$5,540	\$6,954	\$7,638	100.1%	112.2%	108.7%	104.7%	113.8%	110.7%
<b>STATEWIDE Weighted Average</b>					21	\$3,524	\$4,736	\$5,322	1.07	\$5,540	\$6,954	\$7,638	100.1%	112.2%	108.7%	104.7%	113.8%	110.7%

1483-I INFORMATION SYSTEMS SPECIALIST 3

Information Systems Payline

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-ClackCo	690		Microcomputer Analyst		1	\$4,935	\$5,309	\$6,253	0.95	\$7,533	\$7,994	\$9,156	
2020-OR-ClackCo	678		Microcomputer Specialist 1		2	\$4,945	\$6,183	\$6,280	1.10	\$7,546	\$9,069	\$9,189	
2020-OR-JackCo	01210		Programmer Analyst I		0	\$4,323		\$5,512		\$7,129		\$8,593	
2020-OR-JackCo	01201		IT Support Specialist II		1	\$4,323	\$5,001	\$5,512	1.02	\$7,129	\$7,963	\$8,593	
2020-OR-WashCo	079		Help Desk Technician		3	\$4,653	\$5,390	\$5,656	1.05	\$6,910	\$7,785	\$8,101	
2020-OR-WashCo	050		Software Applications Specialist		2	\$4,769	\$5,529	\$5,799	1.05	\$7,047	\$7,951	\$8,271	
2020-OR-WashCo	078		Client Services Technician I		0	\$4,890		\$5,944		\$7,191		\$8,443	
2020-WA-ClarkCo	150		Dept Info Systems Coord I		0	\$4,051		\$5,167		\$6,217		\$7,560	
<b>County Market Average</b>					9	\$4,659	\$5,545	\$5,793	1.04	\$7,093	\$8,150	\$8,464	
2020-CompAnalyst	IT10000370		Documentation Specialist I		1	\$3,675	\$4,333	\$5,533	0.95	\$5,254	\$6,007	\$7,378	
2020-CompAnalyst	IT10000034		Help Desk Support		1	\$3,650	\$4,500	\$5,525	0.98	\$5,226	\$6,197	\$7,369	
2020-MIL-NWIT	12-651		Hardware Management & Support I	6	9	\$4,376	\$5,351	\$6,260	1.01	\$6,056	\$7,169	\$8,209	
2020-MIL-NWIT	12-902		Help Desk Specialist II	59	380	\$4,325	\$5,523	\$6,299	1.04	\$5,997	\$7,366	\$8,254	
2020-MIL-OPES	03.14		Help Desk Specialist	21	63	\$4,616	\$5,748	\$6,217	1.06	\$6,893	\$8,247	\$8,808	
2020-MIL-OPES	03.15		Computer Operator	3	12	\$4,678	\$5,926	\$6,104	1.10	\$6,966	\$8,459	\$8,673	
2020-MIL-OPES	03.12		GIS Technician	14	20	\$4,591	\$5,311	\$5,935	1.01	\$6,862	\$7,724	\$8,471	
2020-MIL-PACS	03.25a		Help Desk Specialist	40	168	\$4,104	\$4,530	\$5,867	0.91	\$5,744	\$6,231	\$7,759	
2020-TwrsWtsn	AIT020-T2		IT Help Desk Support	5	5		\$4,161		1.01		\$5,809		
2020-TwrsWtsn	AID010-P1		Application Development	7	7		\$6,603		1.19		\$8,600		
<b>Purchased Market Average</b>					155	666	\$4,309	\$5,290	\$6,163	1.01	\$6,061	\$7,189	\$8,191
2020-ST-CA	1401	B	INFORMATION TECHNOLOGY ASSOCIATE		772	\$3,949	\$5,863	\$5,293	1.27	\$5,928	\$8,212	\$7,532	
2020-ST-ID	01707		IT OPS & SUPPORT TECHNICIAN		19	\$2,902	\$3,554	\$5,185	0.88	\$4,443	\$5,223	\$7,174	
2020-ST-NV	07.935		IT TECHNICIAN 4		39	\$3,725	\$4,469	\$5,497	0.97	\$5,288	\$6,168	\$7,385	
2020-ST-WA	482CS		IT CUSTOMER SUPPORT - ENTRY		0	\$4,376		\$5,743		\$6,426		\$8,070	
2020-ST-WA	481D		IT SUPPORT TECHNICIAN 2		0	\$3,434		\$4,500		\$5,292		\$6,574	



1483-I INFORMATION SYSTEMS SPECIALIST 3 (Continued)

Information Systems Payline

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max

<b>State Market Average</b>				830	\$3,915	\$5,745	\$5,300	1.24	\$5,864	\$8,048	\$7,516	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>				155	1,505	\$4,093	\$5,542	\$5,681	1.14	\$5,960	\$7,668	\$7,819

**OREGON COMPARISON TO MARKET**  
**1483-I-Information Systems Specialist 3**

OREGON COMPARISON TO MARKET						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				
Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SR Min	Emp Avg	SR Max	Group Compa-Ratio Sum Base / Sum SR Mid	SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
AAON	AFSCME AT DOC SECURITY PLUS	I	P	21	5	\$4,024	\$5,288	\$6,108	1.04	\$6,124	\$7,598	\$8,554	98.3%	95.4%	107.5%
<b>Corrections Wtd Average</b>					5	\$4,024	\$5,288	\$6,108	1.04	\$6,124	\$7,598	\$8,554	98.3%	95.4%	107.5%
AD	AFSCME AT ENVIRONMENTAL QUAL	I	P	24	2	\$4,026	\$4,963	\$6,091	0.98	\$6,126	\$7,218	\$8,535	98.4%	89.5%	107.2%
AL	AFSCME AT LIQUOR CONTROL COMM	I	P	24	2	\$4,026	\$5,071	\$6,091	1.00	\$6,126	\$7,345	\$8,535	98.4%	91.5%	107.2%
AO	AFSCME OR ST POLICE-SUPP UNIT	I	P	24	3	\$4,026	\$5,330	\$6,091	1.05	\$6,126	\$7,647	\$8,535	98.4%	96.2%	107.2%
AS	OR PUB SAFETY ASSOC AT DPSST	I	P	24	1	\$4,026	\$5,304	\$6,091	1.05	\$6,126	\$7,617	\$8,535	98.4%	95.7%	107.2%
AT	AFSCME AT DCBS BUILDING CODES	I	P	24	1	\$4,026	\$5,816	\$6,091	1.15	\$6,126	\$8,214	\$8,535	98.4%	104.9%	107.2%
AX	AFSCME AT STATE LANDS	I	P	24	1	\$4,026	\$4,838	\$6,091	0.96	\$6,126	\$7,073	\$8,535	98.4%	87.3%	107.2%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	I	P	24	19	\$4,031	\$5,549	\$6,089	1.10	\$6,132	\$7,902	\$8,532	98.5%	100.1%	107.2%
OAI	SEIU STRIKEABLE INST COALITION	I	P	24	1	\$4,031	\$5,309	\$6,089	1.05	\$6,132	\$7,622	\$8,532	98.5%	95.8%	107.2%
OAO	SEIU STRIKEABLE ODOT COALITION	I	P	24	11	\$4,031	\$5,620	\$6,089	1.11	\$6,132	\$7,986	\$8,532	98.5%	101.4%	107.2%
OAS	SEIU STRIKEABLE SPEC COALITION	I	P	24	35	\$4,031	\$5,454	\$6,089	1.08	\$6,132	\$7,791	\$8,532	98.5%	98.4%	107.2%
<b>Non-Corrections/Non-Management Wtd Average</b>					76	\$4,030	\$5,467	\$6,089	1.08	\$6,131	\$7,806	\$8,533	98.5%	98.6%	107.2%
<b>STATEWIDE Weighted Average</b>					81	\$4,030	\$5,456	\$6,090	1.08	\$6,131	\$7,793	\$8,534	98.5%	98.4%	107.2%



2020 Oregon Salary and Benefit Report

Data Effective Date: 07/01/2020

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 Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-OR-ClackCo	675		Technology Services Software Specialist 1		0	\$4,840		\$6,146		\$7,416		\$9,023
2020-OR-ClackCo	680		Systems Project Specialist		0	\$5,682		\$7,206		\$8,453		\$10,328
2020-OR-ClackCo	673		Microcomputer Specialist 2		2	\$5,682	\$6,788	\$7,206	1.05	\$8,453	\$9,814	\$10,328
2020-OR-JackCo	01211		Programmer Analyst II		1	\$4,526	\$4,526	\$5,777	0.88	\$7,378	\$7,378	\$8,919
2020-OR-JackCo	01220		System Administrator I		0	\$4,323		\$5,512		\$7,129		\$8,593
2020-OR-JackCo	01202		IT Support specialist III		6	\$4,526	\$5,430	\$5,777	1.05	\$7,378	\$8,491	\$8,919
2020-OR-LaneCo	H028		Info Technology Specialist 1		2	\$3,829	\$4,937	\$5,307	1.08	\$6,383	\$7,743	\$8,199
2020-OR-LaneCo	H006		Programmer Analyst 1		0	\$3,643		\$4,694		\$6,155		\$7,445
2020-OR-MarionCo	661		Network Analyst 1		0	\$4,699		\$6,294		\$7,295		\$9,257
2020-OR-MarionCo	666		Computer Forensics Trainee		0	\$4,475		\$5,996		\$7,020		\$8,890
2020-OR-MarionCo	471		Telecommunications Technician Senior		0	\$4,475		\$5,996		\$7,020		\$8,890
2020-OR-MultCo	6073		Data Analyst		21	\$5,214	\$5,883	\$6,398	1.01	\$7,985	\$8,807	\$9,438
2020-OR-MultCo	6416		Information Specialist 2		29	\$5,373	\$6,241	\$6,588	1.04	\$8,181	\$9,246	\$9,672
2020-OR-WashCo	089		Software Applications Specialist, Senior		2	\$5,268	\$6,104	\$6,402	1.05	\$7,641	\$8,634	\$8,988
2020-OR-WashCo	097		Web Specialist		1	\$6,257	\$7,606	\$7,606	1.10	\$8,816	\$10,418	\$10,419
2020-OR-WashCo	068		Telecommunications Technician		1	\$5,670	\$6,890	\$6,890	1.10	\$8,118	\$9,568	\$9,567
2020-OR-WashCo	087		Information Systems Analyst I		0	\$6,414		\$7,798		\$9,002		\$10,647
2020-OR-WashCo	075		Client Services Technician II		10	\$5,670	\$6,601	\$6,890	1.05	\$8,118	\$9,224	\$9,567
2020-WA-ClarkCo	T1		IT Professional I		2	\$4,435	\$5,816	\$5,816	1.13	\$6,678	\$8,340	\$8,340
2020-WA-KingCo	7310200		Desktop Support Spec - Jrny		3	\$5,295	\$6,785	\$6,712	1.13	\$8,039	\$9,831	\$9,744
2020-WA-KingCo	7323100		IT Systems Specialist - Entry		4	\$5,295	\$6,054	\$6,712	1.01	\$8,039	\$8,952	\$9,744
2020-WA-KingCo	7318100		IT Enterprise Service Center Specialist		0	\$5,962		\$7,557		\$8,841		\$10,761
2020-WA-KingCo	7322100		GIS Specialist - Entry		7	\$5,822	\$6,356	\$7,380	0.96	\$8,673	\$9,315	\$10,548
2020-WA-ThrstnCo	0540		BUSINESS APPLICATIONS TECH I		1	\$3,843	\$4,345	\$5,112	0.97	\$5,924	\$6,528	\$7,451
<b>County Market Average</b>					92	\$5,250	\$6,118	\$6,531	1.03	\$7,963	\$9,019	\$9,523
2020-CompAnalyst	IT10000275		Network Administrator I		1	\$4,383	\$5,367	\$6,592	0.98	\$6,064	\$7,188	\$8,588

1484-I INFORMATION SYSTEMS SPECIALIST 4 (Continued)

Information Systems Payline

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-CompAnalyst	IT10000065		Applications Systems Analyst I		1	\$4,400	\$5,317	\$6,750	0.95	\$6,083	\$7,130	\$8,769
2020-CompAnalyst	IT10000010		Applications Systems Programmer I	225	1,960	\$4,400	\$5,400	\$6,850	0.96	\$6,083	\$7,226	\$8,883
2020-CompAnalyst	IT10000031		LAN Support I	100	800	\$4,150	\$5,158	\$6,317	0.99	\$5,797	\$6,949	\$8,273
2020-CompAnalyst	IT10000041		Documentation Specialist II	100	400	\$4,392	\$5,283	\$6,817	0.95	\$6,073	\$7,092	\$8,845
2020-CompAnalyst	IT10000035		Help Desk Support, Sr.		1	\$4,292	\$5,342	\$6,483	0.99	\$5,959	\$7,159	\$8,464
2020-CompAnalyst	IT10000007		Business Systems Analyst I		1	\$4,267	\$5,217	\$6,500	0.97	\$5,930	\$7,016	\$8,483
2020-CompAnalyst	IT10000455		Information Security Analyst I	175	650	\$4,292	\$5,192	\$6,750	0.95	\$5,959	\$6,988	\$8,769
2020-CompAnalyst	IT10000471		Applications Programmer I		1	\$4,542	\$5,608	\$7,150	0.96	\$6,245	\$7,464	\$9,226
2020-MIL-ENG	2-701		GIS Technician / Analyst I	7	17	\$4,430	\$5,127	\$6,323	0.95	\$6,117	\$6,914	\$8,281
2020-MIL-ENG	2-361		Software Engineer I	4	6	\$4,937	\$5,864	\$7,450	0.95	\$6,697	\$7,755	\$9,568
2020-MIL-NWIT	12-501		Systems Administrator I	25	72	\$5,099	\$6,161	\$7,643	0.97	\$6,882	\$8,096	\$9,789
2020-MIL-NWIT	12-301		Applications Engineer I	18	92	\$5,126	\$6,089	\$7,610	0.96	\$6,913	\$8,013	\$9,752
2020-MIL-NWIT	12-401		Network Administrator I	8	20	\$5,065	\$6,020	\$7,126	0.99	\$6,843	\$7,934	\$9,198
2020-MIL-NWIT	12-903		Help Desk Specialist, Senior	46	273	\$4,895	\$6,009	\$7,377	0.98	\$6,649	\$7,922	\$9,485
2020-MIL-NWIT	28-351		Business Systems Analysis I	27	118	\$4,911	\$6,002	\$7,262	0.99	\$6,667	\$7,914	\$9,354
2020-MIL-NWIT	30-251		Business Intelligence I	10	18	\$4,740	\$5,987	\$7,250	1.00	\$6,471	\$7,896	\$9,340
2020-MIL-NWIT	30-301		Reporting Analyst I	10	14	\$4,800	\$6,354	\$7,346	1.05	\$6,540	\$8,316	\$9,450
2020-MIL-NWIT	18-251		Web Developer I	9	15	\$5,508	\$7,186	\$8,557	1.02	\$7,349	\$9,267	\$10,834
2020-MIL-NWMGT	03.08		IT Support Analyst	46	246	\$4,728	\$5,497	\$6,879	0.95	\$6,457	\$7,337	\$8,916
2020-MIL-OPES	03.16b		Web Designer	10	16	\$5,235	\$6,103	\$7,062	0.99	\$7,633	\$8,672	\$9,819
2020-MIL-OPES	03.13a		GIS Specialist	15	30	\$5,032	\$6,214	\$6,454	1.08	\$7,390	\$8,804	\$9,091
2020-MIL-OPES	03.07		Microcomputer Specialist	10	37	\$4,972	\$5,346	\$6,534	0.93	\$7,318	\$7,765	\$9,187
2020-MIL-PACS	03.25b		Help Desk Specialist - Senior	32	98	\$4,533	\$6,004	\$6,639	1.07	\$6,235	\$7,916	\$8,641
2020-MIL-PACS	03.30		Web Developer - Intermediate	9	13	\$4,688	\$6,384	\$7,565	1.04	\$6,412	\$8,350	\$9,700

1484-I INFORMATION SYSTEMS SPECIALIST 4 (Continued)

Information Systems Payline

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-MIL-PACS	03.11		Desktop Hardware Technician	11	32	\$4,469	\$5,786	\$6,493	1.06	\$6,162	\$7,667	\$8,475	
2020-MIL-PACS	03.13		Desktop Support Analyst	14	66	\$4,849	\$6,007	\$7,244	0.99	\$6,596	\$7,920	\$9,333	
2020-MIL-PACS	03.14		Network Operations Technician I	6	12	\$4,937	\$5,469	\$6,989	0.92	\$6,696	\$7,305	\$9,042	
2020-TwrsWtsn	AID010-P2		Application Development	11	41		\$7,731		1.01		\$9,890		
2020-TwrsWtsn	AID050-P2		Software Quality Assurance, Testing and Release	9	29		\$7,200		0.96		\$9,283		
2020-TwrsWtsn	AID000-P2		IT Development Generalist/Multidiscipline	5	5		\$6,949		1.00		\$8,996		
2020-TwrsWtsn	AIT020-T3		IT Help Desk Support	5	5		\$4,865				\$6,614		
<b>Purchased Market Average</b>				947	5,090	\$4,455	\$5,474	\$6,819	0.97	\$6,155	\$7,321	\$8,859	
2020-ST-CA	1401	C	INFORMATION TECHNOLOGY ASSOCIATE		1,960	\$4,318	\$5,863	\$5,787	1.16	\$6,368	\$8,212	\$8,121	
2020-ST-ID	01708		IT OPS & SUPPORT SR TECHNICIAN		26	\$3,276	\$4,081	\$5,848	0.89	\$4,890	\$5,853	\$7,967	
2020-ST-NV	07.931		IT TECHNICIAN 5		26	\$4,055	\$4,632	\$6,012	0.92	\$5,679	\$6,361	\$7,994	
2020-ST-NV	06.964		TELECOMMUNICATIONS COORD 1		1	\$4,231	\$5,484	\$6,285	1.04	\$5,887	\$7,369	\$8,316	
2020-ST-NV	07.929		IT PROFESSIONAL 1		9	\$4,231	\$4,713	\$6,285	0.90	\$5,887	\$6,457	\$8,316	
2020-ST-NV	06.967		Digital Telecommunications Specialist I		0	\$3,893		\$5,754		\$5,488		\$7,688	
2020-ST-WA	482DM		IT DATA MANAGEMENT - ENTRY		0	\$4,704		\$6,173		\$6,820		\$8,588	
2020-ST-WA	482QA		IT QUALITY ASSURANCE - ENTRY		0	\$5,058		\$6,639		\$7,246		\$9,149	
2020-ST-WA	482AD		IT APPLICATION DEVELOPMENT - ENTRY		0	\$5,437		\$7,132		\$7,702		\$9,742	
2020-ST-WA	482NT		IT NETWORK & TELECOMMUNICATIONS - ENTRY		0	\$5,058		\$6,639		\$7,246		\$9,149	
2020-ST-WA	482SA		IT SYSTEM ADMINISTRATION - ENTRY		0	\$5,058		\$6,639		\$7,246		\$9,149	
2020-ST-WA	482VM		IT VENDOR MANAGEMENT - ENTRY		0	\$4,376		\$5,743		\$6,426		\$8,070	
<b>State Market Average</b>					2,022	\$4,302	\$5,819	\$5,795	1.15	\$6,340	\$8,150	\$8,121	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					947	7,204	\$4,423	\$5,579	\$6,525	1.02	\$6,233	\$7,575	\$8,659

OREGON  
COMPARISON  
TO

2020 Oregon Salary and Benefit Report

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MARKET

1484-I-Information Systems Specialist 4

						MARKET COMPARISONS												
						Salary			Salary and Benefits									
Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SR Min	Emp Avg	SR Max	Group Compa-Ratio Sum Base / Sum 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
AD	AFSCME AT ENVIRONMENTAL QUAL	I	P	25	4	\$4,370	\$6,308	\$6,605	1.15	\$6,527	\$8,788	\$9,134	98.8%	113.1%	101.2%	104.7%	116.0%	105.5%
AG	AFSCME AT LAND CONSERV DVLPMNT	I	P	25	1	\$4,370	\$6,308	\$6,605	1.15	\$6,527	\$8,788	\$9,134	98.8%	113.1%	101.2%	104.7%	116.0%	105.5%
AL	AFSCME AT LIQUOR CONTROL COMM	I	P	25	1	\$4,370	\$6,308	\$6,605	1.15	\$6,527	\$8,788	\$9,134	98.8%	113.1%	101.2%	104.7%	116.0%	105.5%
AO	AFSCME OR ST POLICE-SUPP UNIT	I	P	25	8	\$4,370	\$5,777	\$6,605	1.05	\$6,527	\$8,168	\$9,134	98.8%	103.5%	101.2%	104.7%	107.8%	105.5%
AT	AFSCME AT DCBS BUILDING CODES	I	P	25	2	\$4,370	\$6,308	\$6,605	1.15	\$6,527	\$8,788	\$9,134	98.8%	113.1%	101.2%	104.7%	116.0%	105.5%
AU	AFSCME AT MILITARY	I	P	25	3	\$4,370	\$4,723	\$6,605	0.86	\$6,527	\$6,939	\$9,134	98.8%	84.7%	101.2%	104.7%	91.6%	105.5%
AX	AFSCME AT STATE LANDS	I	P	25	4	\$4,370	\$6,169	\$6,605	1.12	\$6,527	\$8,626	\$9,134	98.8%	110.6%	101.2%	104.7%	113.9%	105.5%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	I	P	25	81	\$4,375	\$5,806	\$6,613	1.06	\$6,533	\$8,202	\$9,143	98.9%	104.1%	101.3%	104.8%	108.3%	105.6%
OAI	SEIU STRIKEABLE INST COALITION	I	P	25	4	\$4,375	\$5,991	\$6,613	1.09	\$6,533	\$8,418	\$9,143	98.9%	107.4%	101.3%	104.8%	111.1%	105.6%
OAO	SEIU STRIKEABLE ODOT COALITION	I	P	25	38	\$4,375	\$5,827	\$6,613	1.06	\$6,533	\$8,227	\$9,143	98.9%	104.4%	101.3%	104.8%	108.6%	105.6%
OAS	SEIU STRIKEABLE SPEC COALITION	I	P	25	53	\$4,375	\$5,812	\$6,613	1.06	\$6,533	\$8,209	\$9,143	98.9%	104.2%	101.3%	104.8%	108.4%	105.6%
UA	UNREPRESENTED	I	P	25	4	\$4,370	\$5,985	\$6,605	1.09	\$6,527	\$8,410	\$9,134	98.8%	107.3%	101.2%	104.7%	111.0%	105.5%
<b>Non-Corrections/Non-Management Wtd Average</b>					203	\$4,374	\$5,828	\$6,612	1.06	\$6,532	\$8,228	\$9,142	98.9%	104.5%	101.3%	104.8%	108.6%	105.6%
<b>STATEWIDE Weighted Average</b>					203	\$4,374	\$5,828	\$6,612	1.06	\$6,532	\$8,228	\$9,142	98.9%	104.5%	101.3%	104.8%	108.6%	105.6%

1485-I INFORMATION SYSTEMS SPECIALIST 5

Information Systems Payline

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-OR-JackCo	01221		System Administrator II		1	\$4,526	\$5,777	\$5,777	1.12	\$7,378	\$8,919	\$8,919
2020-OR-JackCo	01212		Programmer Analyst III		2	\$5,051	\$5,705	\$6,441	0.99	\$8,025	\$8,831	\$9,737
2020-OR-LaneCo	H029		Info Technology Specialist 2		10	\$4,897	\$5,668	\$6,784	0.97	\$7,694	\$8,641	\$10,012
2020-OR-LaneCo	H030		Database Administrator		1	\$4,897	\$6,087	\$6,784	1.04	\$7,694	\$9,156	\$10,012
2020-OR-LaneCo	H021		SO Communication Network Coord		1	\$4,523	\$6,055	\$6,055	1.14	\$7,235	\$9,117	\$9,117
2020-OR-MultCo	6417		Information Specialist 3		5	\$6,030	\$7,217	\$7,422	1.07	\$8,987	\$10,443	\$10,695
2020-OR-MultCo	6456		Data Analyst Senior		25	\$6,219	\$7,176	\$7,644	1.04	\$9,219	\$10,393	\$10,967
2020-OR-WashCo	074		Client Services Technician, Senior		2	\$6,108	\$7,078	\$7,424	1.05	\$8,639	\$9,791	\$10,203
2020-OR-WashCo	084		Network Analyst I		1	\$6,414	\$7,798	\$7,798	1.10	\$9,002	\$10,647	\$10,647
2020-OR-WashCo	067		Telecommunications Technician, Senior		0	\$6,257		\$7,606		\$8,816		\$10,419
2020-WA-ClarkCo	156		Dept Info Systems Coord II		4	\$5,434	\$6,725	\$6,929	1.09	\$7,881	\$9,435	\$9,679
2020-WA-KingCo	7304100		Functional Analyst I		9	\$5,686	\$6,460	\$7,207	1.00	\$8,509	\$9,441	\$10,339
2020-WA-KingCo	7303100		Data Administrator		0	\$5,255		\$6,555		\$7,990		\$9,555
2020-WA-KingCo	7325100		IT Technical Writer		1	\$5,553	\$6,251	\$7,038	0.99	\$8,348	\$9,189	\$10,136
2020-WA-KingCo	7310300		Desktop Support Spec - Senior		6	\$5,962	\$7,374	\$7,557	1.09	\$8,841	\$10,540	\$10,761
2020-WA-KingCo	7311200		LAN Administrator - Journey		28	\$5,962	\$7,265	\$7,557	1.07	\$8,841	\$10,410	\$10,761
2020-WA-ThrstnCo	0541		BUSINESS APPLICATIONS TECH II		3	\$4,449	\$5,263	\$5,919	1.02	\$6,653	\$7,632	\$8,421
2020-WA-ThrstnCo	0510		IT CONSULTANT I		6	\$4,905	\$6,304	\$6,524	1.10	\$7,202	\$8,885	\$9,150
<b>County Market Average</b>					105	\$5,726	\$6,819	\$7,269	1.05	\$8,542	\$9,870	\$10,414
2020-CompAnalyst	IT10000032		LAN Support II	275	1,700	\$5,133	\$6,492	\$7,833	1.00	\$6,921	\$8,473	\$10,007
2020-CompAnalyst	IT10000133		Network Administrator II		1	\$5,075	\$6,483	\$7,700	1.02	\$6,854	\$8,464	\$9,854
2020-CompAnalyst	IT10000338		Voice Communications Analyst II		1	\$4,950	\$6,292	\$7,250	1.03	\$6,711	\$8,245	\$9,340
2020-MIL-NWIT	12-652		Hardware Management & Support II	12	26	\$5,028	\$6,713	\$7,423	1.08	\$6,801	\$8,726	\$9,538
2020-MIL-NWIT	12-601		Information Security / Cybersecurity I	19	41	\$4,794	\$5,983	\$7,624	0.96	\$6,533	\$7,892	\$9,767
2020-MIL-NWIT	12-702		Data / Voice Communications II	16	30	\$5,324	\$6,971	\$7,767	1.07	\$7,139	\$9,022	\$9,931
2020-MIL-NWIT	16-201		Database Developer I	7	20	\$5,660	\$6,707	\$8,532	0.95	\$7,523	\$8,719	\$10,805

1485-I INFORMATION SYSTEMS SPECIALIST 5 (Continued)

Information Systems Payline

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-MIL-NWIT	12-852		Network Operations Center II	12	66	\$5,157	\$6,271	\$7,772	0.97	\$6,948	\$8,221	\$9,936
2020-MIL-NWIT	16-251		Database Administrator I	18	24	\$6,072	\$7,878	\$9,185	1.03	\$7,994	\$10,058	\$11,552
2020-MIL-NWIT	12-402		Network Administrator II	17	32	\$5,948	\$7,595	\$8,983	1.02	\$7,852	\$9,735	\$11,320
2020-MIL-NWIT	12-351		Network Engineer I	10	17	\$5,517	\$6,818	\$8,125	1.00	\$7,359	\$8,847	\$10,340
2020-MIL-NWIT	12-522		Distributed Systems II	10	52	\$5,450	\$7,281	\$8,195	1.07	\$7,283	\$9,375	\$10,421
2020-MIL-NWIT	12-752		Quality Assurance II	13	33	\$5,855	\$7,482	\$8,885	1.02	\$7,745	\$9,606	\$11,208
2020-MIL-NWMGT	03.13		Network Administrator	41	68	\$5,348	\$6,549	\$8,057	0.98	\$7,166	\$8,539	\$10,262
2020-MIL-NWMGT	03.20		Telecommunications Analyst	20	55	\$5,705	\$7,406	\$8,641	1.03	\$7,574	\$9,518	\$10,930
2020-MIL-OPES	03.08a		LAN Administrator	18	29	\$5,704	\$7,144	\$7,556	1.08	\$8,194	\$9,918	\$10,410
2020-MIL-PACS	03.15		Network Operations Technician II	7	16	\$5,807	\$7,278	\$8,492	1.02	\$7,691	\$9,372	\$10,759
2020-MIL-PACS	03.19		Database Analyst	7	9	\$4,653	\$6,428	\$6,684	1.13	\$6,372	\$8,401	\$8,693
2020-MIL-PACS	03.17a		Network Administrator	25	46	\$5,417	\$7,261	\$7,717	1.11	\$7,246	\$9,352	\$9,874
2020-TwrsWtsn	AIT020-P2		IT Help Desk Support	6	10		\$5,379				\$7,202	
2020-TwrsWtsn	AIT010-P2		Computer Systems Administration	6	8		\$6,369		0.93		\$8,333	
<b>Purchased Market Average</b>				539	2,284	\$5,212	\$6,599	\$7,905	1.00	\$7,019	\$8,605	\$10,098
2020-ST-CA	1402	B	INFORMATION TECHNOLOGY SPECIALIST I		2,093	\$5,215	\$7,476	\$6,990	1.23	\$7,439	\$10,137	\$9,556
2020-ST-ID	01725		IT Database Administration Analyst I		0	\$3,669		\$6,546		\$5,360		\$8,803
2020-ST-NV	07.928		IT TECHNICIAN 6		56	\$4,422	\$5,185	\$6,578	0.94	\$6,113	\$7,015	\$8,662
2020-ST-NV	06.965		DIGITAL TELECOM SPECIALIST 2		1	\$4,231	\$4,422	\$6,285	0.84	\$5,887	\$6,113	\$8,316
2020-ST-WA	483S		IT SECURITY - JOURNEY		0	\$5,844		\$7,668		\$8,192		\$10,386
2020-ST-WA	483BA		IT BUSINESS ANALYST - JOURNEY		0	\$5,844		\$7,668		\$8,192		\$10,386
2020-ST-WA	483DM		IT DATA MANAGEMENT - JOURNEY		0	\$6,137		\$8,053		\$8,544		\$10,849
2020-ST-WA	483QA		IT QUALITY ASSURANCE - JOURNEY		0	\$5,844		\$7,668		\$8,192		\$10,386
2020-ST-WA	483CS		IT CUSTOMER SUPPORT - JOURNEY		0	\$5,058		\$6,639		\$7,246		\$9,149



1485-I INFORMATION SYSTEMS SPECIALIST 5 (Continued)

Information Systems Payline

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-ST-WA	483NT		IT NETWORK & TELECOMS - JOURNEY		0	\$5,844		\$7,668		\$8,192		\$10,386	
<b>State Market Average</b>					2,150	\$5,195	\$7,415	\$6,980	1.22	\$7,404	\$10,054	\$9,534	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					539	4,539	\$5,216	\$6,991	\$7,450	1.11	\$7,238	\$9,320	\$9,837

OREGON  
COMPARISON  
TO  
MARKET

1485-I-Information Systems Specialist 5

MARKET COMPARISONS

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						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	I	P	26	34	\$4,884	\$6,882	\$7,419	1.12	\$7,127	\$9,457	\$10,084	93.6%	98.4%	99.6%	98.5%	101.5%	102.5%
AP	AFSCME DOC BD PAROL PST PRISON	I	P	26	1	\$4,884	\$6,161	\$7,421	1.00	\$7,127	\$8,616	\$10,086	93.6%	88.1%	99.6%	98.5%	92.4%	102.5%
CP	AOCE AT DOC NONSECURITY	I	P	26	2	\$4,876	\$6,889	\$7,379	1.12	\$7,117	\$9,465	\$10,037	93.5%	98.5%	99.1%	98.3%	101.6%	102.0%
<b>Corrections Wtd Average</b>					37	\$4,884	\$6,863	\$7,417	1.12	\$7,126	\$9,435	\$10,081	93.6%	98.2%	99.6%	98.5%	101.2%	102.5%
AB	AFSCME AT CONST CONTRACTORS BD	I	P	28	1	\$4,876	\$5,109	\$7,379	0.83	\$7,117	\$7,389	\$10,037	93.5%	73.1%	99.1%	98.3%	79.3%	102.0%
AD	AFSCME AT ENVIRONMENTAL QUAL	I	P	28	19	\$4,876	\$6,688	\$7,379	1.09	\$7,117	\$9,231	\$10,037	93.5%	95.7%	99.1%	98.3%	99.0%	102.0%
AF	AFSCME AT OSP FIRE MARSHAL	I	P	28	1	\$4,876	\$7,047	\$7,379	1.15	\$7,117	\$9,650	\$10,037	93.5%	100.8%	99.1%	98.3%	103.5%	102.0%
AG	AFSCME AT LAND CONSERV DVLPMNT	I	P	28	1	\$4,876	\$7,047	\$7,379	1.15	\$7,117	\$9,650	\$10,037	93.5%	100.8%	99.1%	98.3%	103.5%	102.0%
AL	AFSCME AT LIQUOR CONTROL COMM	I	P	28	1	\$4,876	\$7,047	\$7,379	1.15	\$7,117	\$9,650	\$10,037	93.5%	100.8%	99.1%	98.3%	103.5%	102.0%
AO	AFSCME OR ST POLICE-SUPP UNIT	I	P	28	6	\$4,876	\$6,838	\$7,379	1.12	\$7,117	\$9,406	\$10,037	93.5%	97.8%	99.1%	98.3%	100.9%	102.0%
AS	OR PUB SAFETY ASSOC AT DPSST	I	P	28	1	\$4,876	\$7,047	\$7,379	1.15	\$7,117	\$9,650	\$10,037	93.5%	100.8%	99.1%	98.3%	103.5%	102.0%
AU	AFSCME AT MILITARY	I	P	28	4	\$4,876	\$6,968	\$7,379	1.14	\$7,117	\$9,557	\$10,037	93.5%	99.7%	99.1%	98.3%	102.5%	102.0%
AV	AFSCME MILITRY OREG EMERG MGMT	I	P	28	3	\$4,876	\$6,652	\$7,379	1.09	\$7,117	\$9,189	\$10,037	93.5%	95.2%	99.1%	98.3%	98.6%	102.0%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	I	P	28	50	\$4,883	\$6,702	\$7,380	1.09	\$7,126	\$9,248	\$10,038	93.6%	95.9%	99.1%	98.4%	99.2%	102.0%
OAI	SEIU STRIKEABLE INST COALITION	I	P	28	4	\$4,883	\$7,050	\$7,380	1.15	\$7,126	\$9,653	\$10,038	93.6%	100.8%	99.1%	98.4%	103.6%	102.0%
OAO	SEIU STRIKEABLE ODOT COALITION	I	P	28	68	\$4,883	\$6,709	\$7,380	1.09	\$7,126	\$9,255	\$10,038	93.6%	96.0%	99.1%	98.4%	99.3%	102.0%
OAS	SEIU STRIKEABLE SPEC COALITION	I	P	28	56	\$4,883	\$6,705	\$7,380	1.09	\$7,126	\$9,251	\$10,038	93.6%	95.9%	99.1%	98.4%	99.3%	102.0%
UA	UNREPRESENTED	I	P	28	5	\$4,876	\$6,472	\$7,379	1.06	\$7,117	\$8,979	\$10,037	93.5%	92.6%	99.1%	98.3%	96.3%	102.0%

1485-I-Information Systems Specialist 5 (Continued)

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	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
<b>Non-Corrections/Non-Management Wtd Average</b>					220	\$4,882	\$6,712	\$7,380	1.09	\$7,124	\$9,259	\$10,038	93.6%	96.0%	99.1%	98.4%	99.3%	102.0%
<b>STATEWIDE Weighted Average</b>					257	\$4,882	\$6,734	\$7,385	1.10	\$7,124	\$9,284	\$10,044	93.6%	96.3%	99.1%	98.4%	99.6%	102.1%



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 Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-OR-ClackCo	692		Microcomp Programmer/Analyst		5	\$5,697	\$7,242	\$7,242	1.12	\$8,472	\$10,373	\$10,373
2020-OR-ClackCo	494		Financial Business Sys Analyst		2	\$6,555	\$7,011	\$8,299	0.94	\$9,527	\$10,088	\$11,674
2020-OR-ClackCo	661		IT Administrator 1		0	\$6,555		\$8,299		\$9,527		\$11,674
2020-OR-ClackCo	131		Computer Forensics Analyst		1	\$5,261	\$6,105	\$6,734	1.02	\$7,935	\$8,974	\$9,747
2020-OR-ClackCo	687		Systems Project Analyst		5	\$6,662	\$8,279	\$8,483	1.09	\$9,659	\$11,649	\$11,900
2020-OR-ClackCo	676		TS Software Specialist 2		1	\$5,682	\$5,881	\$7,206	0.91	\$8,453	\$8,697	\$10,328
2020-OR-DescCo	1257		IT Analyst I		0	\$5,072		\$6,797		\$7,778		\$9,902
2020-OR-DescCo	5040		Public Works Applications Analyst Programmer		0	\$5,202		\$7,117		\$7,938		\$10,296
2020-OR-DescCo	1247		APPLICATIONS SYS ANALYST II		3	\$5,592	\$6,287	\$7,494	0.96	\$8,418	\$9,274	\$10,759
2020-OR-DescCo	1258		IT ANALYST II		7	\$5,592	\$7,059	\$7,494	1.08	\$8,418	\$10,224	\$10,759
2020-OR-DescCo	1246		APPLICATIONS SYS ANALYST I		2	\$5,072	\$5,745	\$6,797	0.97	\$7,778	\$8,607	\$9,902
2020-OR-JackCo	01213		Programmer Analyst IV		2	\$5,618	\$7,167	\$7,167	1.12	\$8,723	\$10,631	\$10,631
2020-OR-JackCo	01222		System Administrator III		4	\$5,051	\$6,094	\$6,441	1.06	\$8,025	\$9,309	\$9,737
2020-OR-LaneCo	H026		Info Services Project Manager		2	\$5,682	\$6,330	\$7,869	0.93	\$8,658	\$9,454	\$11,344
2020-OR-LaneCo	H007		Programmer Analyst 2		2	\$5,023	\$5,708	\$6,956	0.95	\$7,849	\$8,690	\$10,222
2020-OR-LaneCo	H011		System Programmer, Lead		0	\$5,410		\$6,970		\$8,324		\$10,240
2020-OR-MarionCo	641		GIS Analyst 3		0	\$5,708		\$7,649		\$8,536		\$10,925
2020-OR-MarionCo	664		Computer Forensics Specialist		0	\$4,931		\$6,613		\$7,581		\$9,650
2020-OR-MultCo	6405		Development Analyst		10	\$7,017	\$8,010	\$8,630	1.02	\$10,197	\$11,417	\$12,177
2020-OR-MultCo	6194		IT Business Consultant		0	\$6,006		\$7,395		\$8,958		\$10,661
2020-OR-MultCo	6407		Database Administrator		1	\$7,207	\$8,866	\$8,866	1.10	\$10,431	\$12,466	\$12,466
2020-OR-MultCo	6414		Systems Administrator		4	\$7,207	\$8,866	\$8,866	1.10	\$10,431	\$12,466	\$12,466
2020-OR-WashCo	053		Geographic Information Systems (GIS) Analyst		6	\$7,084	\$8,405	\$8,611	1.07	\$9,798	\$11,368	\$11,613
2020-OR-WashCo	093		Web System Administrator		4	\$7,628	\$9,123	\$9,268	1.08	\$10,444	\$12,221	\$12,393
2020-OR-WashCo	088		Information Systems Analyst II		8	\$7,441	\$8,426	\$9,042	1.02	\$10,223	\$11,392	\$12,125
2020-OR-WashCo	086		Network Analyst II		3	\$7,441	\$8,744	\$9,042	1.06	\$10,223	\$11,770	\$12,125

1486-I INFORMATION SYSTEMS SPECIALIST 6 (Continued)

Information Systems Payline

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-WA-ClarkCo	T2		IT Professional II		1	\$5,389	\$5,526	\$7,077	0.89	\$7,827	\$7,992	\$9,858
2020-WA-ClarkCo	T3		IT Professional III		10	\$5,390	\$6,684	\$7,072	1.07	\$7,828	\$9,384	\$9,852
2020-WA-KingCo	7316200		Website Developer - Journey		0	\$6,403		\$7,924		\$9,372		\$11,202
2020-WA-KingCo	7304200		Functional Analyst II		31	\$6,105	\$6,952	\$7,739	1.00	\$9,013	\$10,033	\$10,979
2020-WA-KingCo	7320200		Applications Developer - Jrny		13	\$6,555	\$7,754	\$8,309	1.04	\$9,555	\$10,998	\$11,666
2020-WA-KingCo	7323200		IT Systems Specialist - Jrny		4	\$5,962	\$6,613	\$7,557	0.98	\$8,841	\$9,625	\$10,761
2020-WA-KingCo	2460100		IT Business Analyst - Journey		2	\$6,874	\$8,226	\$8,713	1.06	\$9,938	\$11,565	\$12,151
2020-WA-KingCo	7322200		GIS Specialist - Journey		14	\$6,555	\$7,967	\$8,309	1.07	\$9,555	\$11,254	\$11,666
2020-WA-ThrstnCo	0521		GIS ANALYST II		3	\$5,305	\$6,112	\$7,056	0.99	\$7,683	\$8,653	\$9,790
2020-WA-ThrstnCo	0542		BUSINESS APPLICATIONS ANALYST		4	\$5,409	\$6,916	\$7,193	1.10	\$7,807	\$9,622	\$9,955
<b>County Market Average</b>					154	\$6,246	\$7,404	\$7,930	1.04	\$9,115	\$10,512	\$11,154
2020-CompAnalyst	IT10000008		Business Systems Analyst II		1	\$5,233	\$6,500	\$8,058	0.98	\$7,035	\$8,483	\$10,264
2020-CompAnalyst	IT10000057		Mainframe Programmer II		1	\$5,008	\$6,117	\$7,892	0.95	\$6,778	\$8,045	\$10,073
2020-CompAnalyst	IT10000066		Applications Systems Analyst II		1	\$5,517	\$6,900	\$8,475	0.99	\$7,359	\$8,940	\$10,740
2020-CompAnalyst	IT10000358		IT Project Manager I	250	2,700	\$5,483	\$7,367	\$8,558	1.05	\$7,321	\$9,473	\$10,835
2020-CompAnalyst	IT10000472		Applications Programmer II		1	\$5,425	\$7,192	\$8,517	1.03	\$7,254	\$9,273	\$10,788
2020-CompAnalyst	IT10000253		Network Engineer II		1	\$5,792	\$7,350	\$8,875	1.00	\$7,673	\$9,454	\$11,197
2020-CompAnalyst	IT10000339		Voice Communications Analyst III		1	\$6,025	\$8,083	\$9,350	1.05	\$7,940	\$10,292	\$11,740
2020-CompAnalyst	IT10000371		Documentation Specialist III		1	\$5,417	\$6,583	\$8,458	0.95	\$7,245	\$8,578	\$10,721
2020-CompAnalyst	IT10000456		Information Security Analyst II	325	1,500	\$5,300	\$6,550	\$8,425	0.97	\$7,111	\$8,540	\$10,683
2020-CompAnalyst	IT10000424		Systems Engineer II		1	\$5,708	\$7,158	\$8,900	0.98	\$7,578	\$9,235	\$11,226
2020-CompAnalyst	IT10000446		Database Administrator I		1	\$4,733	\$5,883	\$7,358	0.98	\$6,464	\$7,778	\$9,464
2020-CompAnalyst	IT10000001		Software Engineer I		1	\$5,167	\$5,917	\$7,950	0.90	\$6,959	\$7,816	\$10,140
2020-CompAnalyst	IT10000060		Midrange Programmer II		1	\$5,250	\$6,708	\$8,142	1.00	\$7,054	\$8,721	\$10,359

1486-I INFORMATION SYSTEMS SPECIALIST 6 (Continued)

Information Systems Payline

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-CompAnalyst	IT10000501		Software Systems Engineer I		1	\$4,617	\$5,883	\$7,308	0.99	\$6,330	\$7,778	\$9,407
2020-CompAnalyst	IT10000011		Applications Systems Programmer II		1	\$5,325	\$6,875	\$8,283	1.01	\$7,140	\$8,911	\$10,521
2020-CompAnalyst	IT10000040		Data Architect I		1	\$4,683	\$7,225	\$8,225	1.09	\$6,407	\$9,311	\$10,454
2020-MIL-ENG	2-362		Software Engineer II	37	209	\$6,398	\$7,907	\$9,594	0.99	\$8,367	\$10,091	\$12,019
2020-MIL-ENG	2-702		GIS Technician / Analyst II	12	52	\$5,401	\$6,253	\$7,886	0.94	\$7,227	\$8,200	\$10,067
2020-MIL-ENG	2-371		Systems Engineer I	3	8	\$4,821	\$5,961	\$7,582	0.96	\$6,564	\$7,867	\$9,720
2020-MIL-NWIT	12-653		Hardware Management & Support, Senior	7	17	\$5,915	\$8,019	\$9,288	1.05	\$7,814	\$10,219	\$11,670
2020-MIL-NWIT	28-352		Business Systems Analysis II	45	374	\$5,504	\$6,908	\$8,396	0.99	\$7,345	\$8,950	\$10,650
2020-MIL-NWIT	12-451		Systems Engineer I	21	74	\$5,634	\$7,886	\$8,386	1.13	\$7,493	\$10,067	\$10,638
2020-MIL-NWIT	18-353		Web Producer / Content Manager, Senior	11	16	\$6,526	\$8,484	\$9,747	1.04	\$8,512	\$10,750	\$12,194
2020-MIL-NWIT	20-201		Project Manager I	28	84	\$5,719	\$6,899	\$8,706	0.96	\$7,591	\$8,939	\$11,004
2020-MIL-NWIT	18-252		Web Developer II	13	24	\$6,480	\$8,435	\$9,317	1.07	\$8,460	\$10,694	\$11,703
2020-MIL-NWIT	18-303		Web Designer, Senior	7	8	\$6,377	\$8,468	\$9,845	1.04	\$8,343	\$10,732	\$12,306
2020-MIL-NWIT	30-302		Reporting Analyst II	17	50	\$5,591	\$7,164	\$8,341	1.03	\$7,444	\$9,241	\$10,587
2020-MIL-NWIT	26-402		Account Manager II	9	78	\$5,229	\$5,862	\$7,869	0.90	\$7,030	\$7,753	\$10,047
2020-MIL-NWIT	30-252		Business Intelligence II	20	61	\$6,154	\$7,248	\$9,363	0.93	\$8,088	\$9,338	\$11,755
2020-MIL-NWIT	12-302		Applications Engineer II	39	476	\$5,969	\$7,419	\$8,914	1.00	\$7,876	\$9,533	\$11,241
2020-MIL-NWIT	12-502		Systems Administrator II	28	137	\$5,795	\$7,868	\$8,789	1.08	\$7,677	\$10,046	\$11,099
2020-MIL-NWMGT	03.14		Systems Administrator	64	162	\$5,809	\$7,653	\$8,917	1.04	\$7,694	\$9,801	\$11,245
2020-MIL-NWMGT	03.05		Applications Systems Analyst	53	451	\$5,850	\$7,422	\$9,129	0.99	\$7,741	\$9,536	\$11,488
2020-MIL-NWMGT	03.07b		Programmer Analyst	28	65	\$5,495	\$7,545	\$8,159	1.11	\$7,335	\$9,677	\$10,379
2020-MIL-NWMGT	03.27		Web Developer	39	58	\$5,772	\$7,201	\$8,624	1.00	\$7,651	\$9,284	\$10,910
2020-MIL-OPES	03.13b		GIS Analyst	17	31	\$5,763	\$7,455	\$7,653	1.11	\$8,265	\$10,290	\$10,526
2020-MIL-OPES	03.16a		Web Administrator	12	21	\$5,925	\$8,235	\$8,170	1.17	\$8,459	\$11,222	\$11,146

1486-I INFORMATION SYSTEMS SPECIALIST 6 (Continued)

Information Systems Payline

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-MIL-OPES	03.03		Systems Analyst	13	108	\$5,790	\$7,649	\$7,802	1.13	\$8,297	\$10,521	\$10,704
2020-MIL-OPES	03.06		Business Systems Analyst	9	66	\$6,536	\$8,792	\$9,196	1.12	\$9,190	\$11,889	\$12,372
2020-MIL-OPES	03.01		Programmer / Analyst	15	23	\$5,570	\$7,190	\$7,575	1.09	\$8,034	\$9,973	\$10,433
2020-MIL-PACS	03.06		Systems Analyst - Intermediate	31	250	\$5,873	\$7,358	\$8,643	1.01	\$7,766	\$9,463	\$10,932
2020-MIL-PACS	03.32		Business Analyst / IT Liaison	16	40	\$5,596	\$6,540	\$8,694	0.92	\$7,450	\$8,528	\$10,990
2020-MIL-PACS	03.09		Systems Programmer - Operating Sys - Intermediate	6	9	\$5,939	\$7,452	\$8,588	1.03	\$7,841	\$9,570	\$10,869
2020-MIL-PACS	03.31		Web Developer - Senior	13	25	\$5,960	\$8,162	\$8,987	1.09	\$7,866	\$10,382	\$11,325
2020-MIL-PACS	03.03		Programmer / Analyst - Intermediate	16	32	\$5,497	\$6,620	\$7,669	1.01	\$7,337	\$8,620	\$9,819
2020-MIL-PACS	03.01a		Software Engineer I	8	25	\$5,559	\$6,687	\$8,849	0.93	\$7,407	\$8,697	\$11,168
2020-TwrsWtsn	AID000-P3		IT Development Generalist/Multidiscipline	7	16		\$8,597		1.03		\$10,880	
2020-TwrsWtsn	AID020-P2		Business Systems Analysis	11	25		\$6,427		0.93		\$8,400	
2020-TwrsWtsn	AID010-P3		Application Development	20	92		\$9,916		0.98		\$12,387	
2020-TwrsWtsn	AID050-P3		Software Quality Assurance, Testing and Release	6	73		\$8,977				\$11,313	
2020-TwrsWtsn	AIT070-P3		IS and Cyber Security	5	12		\$9,330				\$11,718	
<b>Purchased Market Average</b>				1,261	7,466	\$5,590	\$7,258	\$8,609	1.00	\$7,465	\$9,374	\$10,919
2020-ST-CA	1402	C	INFORMATION TECHNOLOGY SPECIALIST I		3,431	\$5,725	\$7,476	\$7,673	1.12	\$8,048	\$10,137	\$10,371
2020-ST-ID	03320		REMOTE SNSG ANLYST STAFF		1	\$4,139	\$4,594	\$7,392	0.80	\$5,922	\$6,467	\$9,815
2020-ST-ID	01715		IT SOFTWARE ENGINEER II		30	\$4,139	\$5,244	\$7,392	0.91	\$5,922	\$7,245	\$9,815
2020-ST-ID	01737		IT ARCHITECT I		1	\$4,679	\$7,356	\$8,359	1.13	\$6,569	\$9,772	\$10,971
2020-ST-ID	03219		TRANSP MGMT SYS COOR		4	\$3,669	\$5,119	\$6,546	1.00	\$5,360	\$7,095	\$8,803
2020-ST-ID	01726		IT DATABASE ADMIN ANALYST II		4	\$4,139	\$5,489	\$7,392	0.95	\$5,922	\$7,538	\$9,815
2020-ST-NV	06.969		TELECOMMUNICATIONS COORD 2		2	\$4,817	\$5,748	\$7,205	0.96	\$6,580	\$7,681	\$9,404
2020-ST-NV	07.926		IT PROFESSIONAL 2		136	\$4,817	\$5,988	\$7,205	1.00	\$6,580	\$7,965	\$9,404
2020-ST-WA	484NT		IT NETWORK AND TELECOMMUNICATIONS - SENI		0	\$6,444		\$8,454		\$8,913		\$11,333

1486-I INFORMATION SYSTEMS SPECIALIST 6 (Continued)

Information Systems Payline

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-ST-WA	484QA		IT QUALITY ASSURANCE - SENIOR/SPECIALIST		0	\$6,444		\$8,454		\$8,913		\$11,333	
2020-ST-WA	483SA		IT SYSTEM ADMINISTRATION - JOURNEY		0	\$6,137		\$8,053		\$8,544		\$10,849	
2020-ST-WA	483VM		IT VENDOR MANAGEMENT - JOURNEY		0	\$5,437		\$7,132		\$7,702		\$9,742	
2020-ST-WA	484BA		IT BUSINESS ANALYST - SENIOR/SPECIALIST		0	\$6,444		\$8,454		\$8,913		\$11,333	
2020-ST-WA	483AD		IT APP DEVELOPMENT - JOURNEY		0	\$5,844		\$7,668		\$8,192		\$10,386	
2020-ST-WA	484DM		IT DATA MANAGEMENT - SENIOR/SPECIALIST		0	\$6,444		\$8,454		\$8,913		\$11,333	
<b>State Market Average</b>					3,609	\$5,673	\$7,395	\$7,652	1.11	\$7,968	\$10,022	\$10,328	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					1,261	11,229	\$5,627	\$7,304	\$8,288	1.04	\$7,653	\$9,598	\$10,730

OREGON  
COMPARISON  
TO  
MARKET

1486-I-Information Systems Specialist 6

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
92.9%	98.6%	95.7%	98.3%	102.4%	99.5%

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
AAON	AFSCME AT DOC SECURITY PLUS	I	P	28	7	\$5,226	\$7,202	\$7,932	1.09	\$7,526	\$9,830	\$10,682
<b>Corrections Wtd Average</b>					7	\$5,226	\$7,202	\$7,932	1.09	\$7,526	\$9,830	\$10,682
MMN	MGT SVC NONSUPERVISORY	I	P	29	1	\$5,568	\$7,688	\$8,050	1.13	\$7,925	\$10,397	\$10,820
<b>Management Wtd Average</b>					1	\$5,568	\$7,688	\$8,050	1.13	\$7,925	\$10,397	\$10,820
AB	AFSCME AT CONST CONTRACTORS BD	I	P	29	2	\$5,217	\$7,535	\$7,887	1.15	\$7,515	\$10,219	\$10,629
AD	AFSCME AT ENVIRONMENTAL QUAL	I	P	29	13	\$5,217	\$7,333	\$7,887	1.12	\$7,515	\$9,983	\$10,629
AG	AFSCME AT LAND CONSERV DVLPMNT	I	P	29	1	\$5,217	\$7,535	\$7,887	1.15	\$7,515	\$10,219	\$10,629
AL	AFSCME AT LIQUOR CONTROL COMM	I	P	29	4	\$5,217	\$7,451	\$7,887	1.14	\$7,515	\$10,121	\$10,629
AO	AFSCME OR ST POLICE-SUPP UNIT	I	P	29	3	\$5,217	\$5,897	\$7,887	0.90	\$7,515	\$8,309	\$10,629
AR	AFSCME AT REAL ESTATE AGENCY	I	P	29	1	\$5,217	\$7,535	\$7,887	1.15	\$7,515	\$10,219	\$10,629
AS	OR PUB SAFETY ASSOC AT DPSST	I	P	29	1	\$5,217	\$7,535	\$7,887	1.15	\$7,515	\$10,219	\$10,629
AX	AFSCME AT STATE LANDS	I	P	29	2	\$5,217	\$7,535	\$7,887	1.15	\$7,515	\$10,219	\$10,629
E	AEE-ENGINEERS-ODOT/PARKS/FORES	I	P	29	2	\$5,214	\$7,539	\$7,916	1.15	\$7,512	\$10,224	\$10,663

1486-I-Information Systems Specialist 6 (Continued)

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	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
OAH	SEIU STRIKEABLE HUMAN SVC COAL	I	P	29	85	\$5,221	\$7,091	\$7,906	1.08	\$7,520	\$9,700	\$10,652	92.8%	97.1%	95.4%	98.3%	101.1%	99.3%
OAI	SEIU STRIKEABLE INST COALITION	I	P	29	1	\$5,221	\$7,549	\$7,906	1.15	\$7,520	\$10,235	\$10,652	92.8%	103.4%	95.4%	98.3%	106.6%	99.3%
OAO	SEIU STRIKEABLE ODOT COALITION	I	P	29	77	\$5,221	\$7,301	\$7,906	1.11	\$7,520	\$9,946	\$10,652	92.8%	100.0%	95.4%	98.3%	103.6%	99.3%
OAS	SEIU STRIKEABLE SPEC COALITION	I	P	29	90	\$5,221	\$7,120	\$7,906	1.08	\$7,520	\$9,735	\$10,652	92.8%	97.5%	95.4%	98.3%	101.4%	99.3%
UA	UNREPRESENTED	I	P	29	7	\$5,217	\$7,168	\$7,889	1.09	\$7,515	\$9,791	\$10,632	92.7%	98.1%	95.2%	98.2%	102.0%	99.1%
<b>Non-Corrections/Non-Management Wtd Average</b>					289	\$5,220	\$7,177	\$7,904	1.09	\$7,519	\$9,801	\$10,649	92.8%	98.3%	95.4%	98.3%	102.1%	99.2%
<b>STATEWIDE Weighted Average</b>					297	\$5,222	\$7,179	\$7,905	1.09	\$7,521	\$9,804	\$10,651	92.8%	98.3%	95.4%	98.3%	102.1%	99.3%



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 Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-OR-ClackCo	674		Microcomputer Specialist, Sr		9	\$6,615	\$7,785	\$8,401	1.04	\$9,601	\$11,041	\$11,799
2020-OR-ClackCo	677		TS Software Specialist, Sr		6	\$6,555	\$8,092	\$8,299	1.09	\$9,527	\$11,418	\$11,674
2020-OR-ClackCo	665		Systems Project Analyst, Senior		5	\$7,206	\$8,465	\$9,138	1.04	\$10,328	\$11,878	\$12,707
2020-OR-ClackCo	662		IT Administrator 2		4	\$7,206	\$8,993	\$9,138	1.10	\$10,328	\$12,528	\$12,707
2020-OR-DescCo	1248		APPLICATIONS SYS ANALYST III		5	\$6,165	\$8,029	\$8,262	1.11	\$9,124	\$11,419	\$11,705
2020-OR-DescCo	1259		IT ANALYST III		3	\$6,165	\$8,262	\$8,262	1.15	\$9,124	\$11,705	\$11,705
2020-OR-JackCo	01214		Programmer Analyst V		2	\$5,876	\$7,504	\$7,504	1.12	\$9,041	\$11,045	\$11,045
2020-OR-JackCo	01223		System Administrator IV		3	\$5,876	\$7,270	\$7,504	1.09	\$9,041	\$10,757	\$11,045
2020-OR-LaneCo	H025		Network Administrator, Sr		4	\$5,541	\$7,358	\$7,675	1.11	\$8,486	\$10,716	\$11,106
2020-OR-LaneCo	H008		Programmer and Syst Analyst, Sr		9	\$5,541	\$7,675	\$7,675	1.16	\$8,486	\$11,106	\$11,106
2020-OR-LaneCo	H023		System Administrator, Sr		11	\$5,541	\$7,602	\$7,675	1.15	\$8,486	\$11,016	\$11,106
2020-OR-LaneCo	H024		Database Administrator, Sr		2	\$5,541	\$7,675	\$7,675	1.16	\$8,486	\$11,106	\$11,106
2020-OR-MarionCo	668		Database Administrator		0	\$5,996		\$8,032		\$8,890		\$11,396
2020-OR-MarionCo	090		Business Systems Analyst		0	\$5,496		\$7,365		\$8,276		\$10,575
2020-OR-MultCo	6198		IT Business Consultant Senior		0	\$7,178		\$8,832		\$10,395		\$12,425
2020-OR-MultCo	9458		IT Project Manager 1		6	\$6,907	\$9,525	\$10,360	1.10	\$10,062	\$13,275	\$14,300
2020-OR-WashCo	091		Database Administrator		2	\$8,013	\$9,737	\$9,737	1.10	\$10,902	\$12,951	\$12,951
2020-OR-WashCo	092		Network Analyst, Senior		10	\$8,013	\$9,695	\$9,737	1.09	\$10,902	\$12,901	\$12,951
2020-OR-WashCo	161		Information Technology (IT) Business Analyst		4	\$8,013	\$9,281	\$9,737	1.05	\$10,902	\$12,409	\$12,951
2020-OR-WashCo	376		Geographic Information Systems (GIS) Analyst, Sr.		1	\$8,013	\$9,483	\$9,737	1.07	\$10,902	\$12,649	\$12,951
2020-OR-WashCo	090		Information Systems Analyst, Senior		13	\$8,013	\$9,492	\$9,737	1.07	\$10,902	\$12,659	\$12,951
2020-WA-ClarkCo	T4		IT Professional IV		22	\$6,707	\$8,129	\$8,800	1.05	\$9,412	\$11,124	\$11,931
2020-WA-KingCo	7312200		Network Engineer - Journey		2	\$6,874	\$8,611	\$8,713	1.10	\$9,938	\$12,028	\$12,151
2020-WA-KingCo	7316300		Website Developer - Senior		10	\$7,039	\$8,954	\$8,922	1.12	\$10,137	\$12,442	\$12,403
2020-WA-KingCo	7311300		LAN Administrator - Senior		33	\$6,713	\$8,655	\$8,509	1.14	\$9,744	\$12,082	\$11,905
2020-WA-KingCo	7321200		Database Administrator - Jrny		1	\$6,874	\$8,713	\$8,713	1.12	\$9,938	\$12,151	\$12,151

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 Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-WA-KingCo	7313200		Systems Engineer - Journey		8	\$6,874	\$8,294	\$8,713	1.06	\$9,938	\$11,648	\$12,151
2020-WA-KingCo	7323300		IT Systems Specialist - Sr		9	\$6,713	\$8,574	\$8,509	1.13	\$9,744	\$11,985	\$11,905
2020-WA-KingCo	7304300		Functional Analyst III		74	\$6,874	\$8,442	\$8,713	1.08	\$9,938	\$11,825	\$12,151
2020-WA-KingCo	2460200		IT Business Analyst - Senior		25	\$8,115	\$9,713	\$10,286	1.06	\$11,432	\$13,354	\$14,045
2020-WA-ThrstnCo	0543		BUSINESS APP ADMINISTRATOR		6	\$5,585	\$7,185	\$7,447	1.10	\$8,020	\$9,945	\$10,260
2020-WA-ThrstnCo	0511		IT CONSULTANT II		7	\$5,885	\$7,514	\$7,847	1.09	\$8,381	\$10,341	\$10,742
<b>County Market Average</b>					296	\$6,852	\$8,535	\$8,785	1.09	\$9,851	\$11,884	\$12,188
2020-CompAnalyst	IT10000502		Software Systems Engineer II		1	\$5,692	\$7,850	\$9,250	1.05	\$7,559	\$10,026	\$11,626
2020-CompAnalyst	IT10000254		Network Engineer III		1	\$6,625	\$8,650	\$9,950	1.05	\$8,626	\$10,940	\$12,426
2020-CompAnalyst	IT10000276		Network Administrator III		1	\$6,033	\$7,858	\$9,183	1.04	\$7,950	\$10,035	\$11,550
2020-CompAnalyst	IT10000067		Applications Systems Analyst III		1	\$6,500	\$8,458	\$10,067	1.02	\$8,483	\$10,721	\$12,559
2020-CompAnalyst	IT10000043		Data Architect II		1	\$6,525	\$9,125	\$10,500	1.04	\$8,511	\$11,483	\$13,054
2020-CompAnalyst	IT10000061		Midrange Programmer III		1	\$5,992	\$7,750	\$9,208	1.02	\$7,902	\$9,911	\$11,578
2020-CompAnalyst	IT10000425		Systems Engineer III		1	\$6,750	\$8,800	\$10,542	1.02	\$8,769	\$11,112	\$13,102
2020-CompAnalyst	IT10000359		IT Project Manager II		1	\$6,667	\$9,025	\$10,208	1.08	\$8,673	\$11,369	\$12,721
2020-CompAnalyst	IT10000058		Mainframe Programmer III		1	\$5,758	\$7,725	\$9,158	1.04	\$7,635	\$9,883	\$11,521
2020-CompAnalyst	IT10000002		Software Engineer II		1	\$5,967	\$7,467	\$9,533	0.96	\$7,873	\$9,588	\$11,950
2020-CompAnalyst	IT10000009		Business Systems Analyst III		1	\$6,175	\$7,867	\$9,542	1.00	\$8,111	\$10,045	\$11,959
2020-CompAnalyst	IT10000340		Voice Communications Analyst IV		1	\$6,133	\$8,700	\$10,058	1.07	\$8,064	\$10,997	\$12,550
2020-CompAnalyst	IT10000388		Applications Programmer III		1	\$6,617	\$8,700	\$10,375	1.02	\$8,616	\$10,997	\$12,912
2020-CompAnalyst	IT10000022		Database Administrator II		1	\$5,925	\$7,725	\$9,167	1.02	\$7,826	\$9,883	\$11,531
2020-CompAnalyst	IT10000033		LAN Support III		1	\$6,317	\$8,283	\$9,675	1.04	\$8,273	\$10,521	\$12,112
2020-CompAnalyst	IT10000012		Applications Systems Programmer III		1	\$6,475	\$8,517	\$10,042	1.03	\$8,454	\$10,788	\$12,531
2020-MIL-ENG	2-372		Systems Engineer II	10	30	\$6,050	\$7,182	\$9,422	0.93	\$7,969	\$9,262	\$11,823



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 Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-MIL-NWIT	16-252		Database Administrator II	25	81	\$6,766	\$8,983	\$10,153	1.06	\$8,787	\$11,320	\$12,657
2020-MIL-NWIT	12-352		Network Engineer II	26	52	\$6,208	\$8,476	\$9,435	1.08	\$8,149	\$10,741	\$11,838
2020-MIL-NWIT	16-202		Database Developer II	15	37	\$6,563	\$8,423	\$9,758	1.03	\$8,555	\$10,680	\$12,206
2020-MIL-NWIT	12-602		Information Security / Cybersecurity II	32	120	\$6,107	\$7,584	\$9,396	0.98	\$8,034	\$9,722	\$11,793
2020-MIL-NWIT	12-703		Data / Voice Communications, Senior	18	44	\$6,664	\$8,597	\$9,784	1.05	\$8,670	\$10,880	\$12,236
2020-MIL-NWIT	20-202		Project Manager II	41	249	\$6,799	\$8,806	\$10,043	1.05	\$8,825	\$11,119	\$12,533
2020-MIL-NWIT	28-353		Business Systems Analysis, Senior	45	459	\$6,651	\$8,837	\$10,002	1.06	\$8,655	\$11,153	\$12,486
2020-MIL-NWIT	12-753		Quality Assurance, Senior	16	42	\$7,004	\$8,516	\$10,696	0.96	\$9,059	\$10,787	\$13,278
2020-MIL-NWIT	12-853		Network Operations Center, Senior	11	25	\$6,077	\$8,199	\$9,252	1.07	\$7,999	\$10,425	\$11,628
2020-MIL-NWIT	12-503		Systems Administrator, Senior	27	149	\$6,765	\$8,919	\$10,213	1.05	\$8,786	\$11,247	\$12,726
2020-MIL-NWIT	12-523		Distributed Systems, Senior	9	28	\$6,562	\$9,021	\$9,669	1.11	\$8,553	\$11,364	\$12,105
2020-MIL-NWIT	18-253		Web Developer, Senior	15	39	\$7,000	\$9,046	\$10,518	1.03	\$9,055	\$11,393	\$13,075
2020-MIL-NWIT	28-303		Technical Writer, Senior	11	16	\$5,574	\$7,385	\$8,742	1.03	\$7,425	\$9,494	\$11,046
2020-MIL-NWIT	12-303		Applications Engineer, Senior	45	843	\$6,998	\$9,183	\$10,521	1.05	\$9,053	\$11,549	\$13,079
2020-MIL-NWIT	12-452		Systems Engineer II	30	150	\$6,294	\$8,240	\$9,503	1.04	\$8,248	\$10,471	\$11,915
2020-MIL-NWMGT	03.07a		Programmer Analyst - Senior	37	254	\$6,615	\$9,076	\$9,982	1.09	\$8,614	\$11,427	\$12,463
2020-MIL-NWMGT	03.12		Network Administrator - Senior	48	132	\$6,766	\$9,283	\$10,098	1.10	\$8,786	\$11,663	\$12,595
2020-MIL-NWMGT	03.04		Software Systems Analyst	23	124	\$6,577	\$8,988	\$9,879	1.09	\$8,571	\$11,326	\$12,345
2020-MIL-NWMGT	03.16b		Information Security Analyst	23	69	\$5,621	\$6,814	\$8,448	0.97	\$7,478	\$8,841	\$10,709
2020-MIL-OPES	03.04		Systems Analyst - Senior	14	166	\$6,376	\$9,050	\$8,571	1.21	\$8,999	\$12,198	\$11,625
2020-MIL-OPES	03.02		Programmer / Analyst - Senior	10	81	\$6,542	\$8,981	\$8,970	1.16	\$9,197	\$12,116	\$12,103
2020-MIL-OPES	03.08b		Network Engineer	14	23	\$6,505	\$8,467	\$8,791	1.11	\$9,152	\$11,501	\$11,888
2020-MIL-OPES	03.09		Database Administrator	13	25	\$7,066	\$9,693	\$9,638	1.16	\$9,824	\$12,967	\$12,902
2020-MIL-PACS	03.04		Programmer / Analyst - Senior	17	102	\$6,422	\$8,319	\$9,342	1.06	\$8,394	\$10,562	\$11,731

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 Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-MIL-PACS	03.16		Network Operations Technician III	5	25	\$6,425	\$8,188	\$9,387	1.04	\$8,398	\$10,412	\$11,782
2020-MIL-PACS	03.22b		Database Administrator	23	37	\$6,728	\$9,417	\$9,752	1.14	\$8,744	\$11,817	\$12,200
2020-MIL-PACS	03.01b		Software Engineer II	11	60	\$6,058	\$8,486	\$9,410	1.10	\$7,977	\$10,752	\$11,809
2020-MIL-PACS	03.07		Systems Analyst - Senior	34	293	\$6,645	\$9,017	\$9,863	1.09	\$8,648	\$11,360	\$12,327
2020-MIL-PACS	03.17b		Network Administrator - Senior	23	60	\$6,507	\$8,359	\$9,915	1.02	\$8,491	\$10,607	\$12,386
2020-MIL-PACS	03.18		Network Systems Engineer	22	78	\$6,675	\$9,050	\$9,837	1.10	\$8,683	\$11,398	\$12,297
2020-TwrsWtsn	AIT020-P3		IT Help Desk Support	6	6		\$6,879		0.99		\$8,916	
2020-TwrsWtsn	AIT010-P3		Computer Systems Administration	9	17		\$7,952		0.97		\$10,142	
2020-TwrsWtsn	AID020-P3		Business Systems Analysis	17	70		\$7,989		0.96		\$10,185	
<b>Purchased Market Average</b>				725	4,002	\$6,648	\$8,804	\$9,904	1.06	\$8,702	\$11,176	\$12,433
2020-ST-CA	1414	A	INFORMATION TECHNOLOGY SPECIALIST II		1,135	\$6,280	\$8,503	\$8,415	1.16	\$8,709	\$11,362	\$11,257
2020-ST-ID	01727		IT DATABASE ADMIN ANALYST III		18	\$4,679	\$6,542	\$8,359	1.00	\$6,569	\$8,797	\$10,971
2020-ST-ID	01735		IT INFO SECURITY ENGINEER III		3	\$5,170	\$7,080	\$9,231	0.98	\$7,156	\$9,441	\$12,015
2020-ST-ID	03318		REMOTE SNSG ANLYST TECH		2	\$4,679	\$5,116	\$8,359	0.78	\$6,569	\$7,091	\$10,971
2020-ST-ID	01716		IT SOFTWARE ENGINEER III		81	\$4,679	\$6,504	\$8,359	1.00	\$6,569	\$8,752	\$10,971
2020-ST-ID	01711		IT OPS & SUPPORT ANALYST III		17	\$4,679	\$6,270	\$8,359	0.96	\$6,569	\$8,473	\$10,971
2020-ST-ID	01738		IT Architect II		0	\$5,170		\$9,231		\$7,156		\$12,015
2020-ST-NV	07.925		IT PROFESSIONAL 3		196	\$5,260	\$6,680	\$7,894	1.02	\$7,104	\$8,784	\$10,219
2020-ST-WA	484PM		IT PROJECT MANAGEMENT - SENIOR/SPECIALIST		0	\$6,765		\$8,878		\$9,300		\$11,842
2020-ST-WA	485BA		IT BUSINESS ANALYST - EXPERT		0	\$7,105		\$9,322		\$9,709		\$12,377
2020-ST-WA	485QA		IT QUALITY ASSURANCE - EXPERT		0	\$6,765		\$8,878		\$9,300		\$11,842
2020-ST-WA	484S		IT SECURITY - SENIOR/SPECIALIST		0	\$6,765		\$8,878		\$9,300		\$11,842
2020-ST-WA	484SA		IT SYSTEM ADMINISTRATION - SENIOR/SPECIALIST		0	\$6,444		\$8,454		\$8,913		\$11,333
2020-ST-WA	484VM		IT VENDOR MANAGEMENT - SENIOR/SPECIALIST		0	\$6,444		\$8,454		\$8,913		\$11,333

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 Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-ST-WA	484AD		IT APP DEVELOPMENT - SENIOR/SPECIALIST		0	\$6,765		\$8,878		\$9,300		\$11,842
2020-ST-WA	485AD		IT APP DEVELOPMENT - EXPERT		0	\$7,459		\$9,785		\$10,135		\$12,934
2020-ST-WA	485DM		IT DATA MANAGEMENT - EXPERT		0	\$7,105		\$9,322		\$9,709		\$12,377
<b>State Market Average</b>					1,452	\$6,014		\$8,088	1.12	\$8,321	\$10,793	\$11,101
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					725	\$6,496		\$8,610	1.08	\$8,665	\$11,116	\$12,077

OREGON  
COMPARISON  
TO  
MARKET

1487-I-Information Systems Specialist 7

MARKET COMPARISONS

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						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	I	P	31	24	\$5,790	\$8,208	\$8,802	1.12	\$8,184	\$11,004	\$11,697	89.1%	95.3%	93.2%	94.4%	99.0%	96.9%
<b>Corrections Wtd Average</b>					24	\$5,790	\$8,208	\$8,802	1.12	\$8,184	\$11,004	\$11,697	89.1%	95.3%	93.2%	94.4%	99.0%	96.9%
MMN	MGT SVC NONSUPERVISORY	I	P	31	2	\$6,167	\$8,508	\$8,904	1.13	\$8,623	\$11,354	\$11,816	94.9%	98.8%	94.3%	99.5%	102.1%	97.8%
MMS	MGT SVC SUPERVISORY	I	P	31	1	\$6,167	\$8,508	\$8,904	1.13	\$8,623	\$11,354	\$11,816	94.9%	98.8%	94.3%	99.5%	102.1%	97.8%
<b>Management Wtd Average</b>					3	\$6,167	\$8,508	\$8,904	1.13	\$8,623	\$11,354	\$11,816	94.9%	98.8%	94.3%	99.5%	102.1%	97.8%
AD	AFSCME AT ENVIRONMENTAL QUAL	I	P	31	4	\$5,776	\$8,341	\$8,730	1.15	\$8,167	\$11,159	\$11,613	88.9%	96.9%	92.4%	94.3%	100.4%	96.2%
AG	AFSCME AT LAND CONSERV DVLPMT	I	P	31	1	\$5,776	\$8,341	\$8,730	1.15	\$8,167	\$11,159	\$11,613	88.9%	96.9%	92.4%	94.3%	100.4%	96.2%
AL	AFSCME AT LIQUOR CONTROL COMM	I	P	31	4	\$5,776	\$8,248	\$8,730	1.14	\$8,167	\$11,051	\$11,613	88.9%	95.8%	92.4%	94.3%	99.4%	96.2%
AO	AFSCME OR ST POLICE-SUPP UNIT	I	P	31	4	\$5,776	\$7,724	\$8,730	1.06	\$8,167	\$10,439	\$11,613	88.9%	89.7%	92.4%	94.3%	93.9%	96.2%
AS	OR PUB SAFETY ASSOC AT DPSST	I	P	31	1	\$5,776	\$8,341	\$8,730	1.15	\$8,167	\$11,159	\$11,613	88.9%	96.9%	92.4%	94.3%	100.4%	96.2%
AT	AFSCME AT DCBS BUILDING CODES	I	P	31	2	\$5,776	\$8,341	\$8,730	1.15	\$8,167	\$11,159	\$11,613	88.9%	96.9%	92.4%	94.3%	100.4%	96.2%
AU	AFSCME AT MILITARY	I	P	31	1	\$5,776	\$7,969	\$8,730	1.10	\$8,167	\$10,725	\$11,613	88.9%	92.6%	92.4%	94.3%	96.5%	96.2%
AV	AFSCME MILITRY OREG EMERG MGMT	I	P	31	3	\$5,776	\$7,974	\$8,730	1.10	\$8,167	\$10,731	\$11,613	88.9%	92.6%	92.4%	94.3%	96.5%	96.2%
E	AEE-ENGINEERS-ODOT/PARKS/FORES	I	P	31	1	\$5,775	\$8,339	\$8,756	1.15	\$8,166	\$11,157	\$11,643	88.9%	96.9%	92.7%	94.2%	100.4%	96.4%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	I	P	31	96	\$5,784	\$8,166	\$8,744	1.12	\$8,177	\$10,954	\$11,629	89.0%	94.8%	92.6%	94.4%	98.6%	96.3%
OAI	SEIU STRIKEABLE INST COALITION	I	P	31	4	\$5,784	\$7,815	\$8,744	1.08	\$8,177	\$10,545	\$11,629	89.0%	90.8%	92.6%	94.4%	94.9%	96.3%

1487-I-Information Systems Specialist 7 (Continued)

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	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
OAO	SEIU STRIKEABLE ODOT COALITION	I	P	31	73	\$5,784	\$8,173	\$8,744	1.13	\$8,177	\$10,963	\$11,629	89.0%	94.9%	92.6%	94.4%	98.6%	96.3%
OAS	SEIU STRIKEABLE SPEC COALITION	I	P	31	119	\$5,784	\$8,106	\$8,744	1.12	\$8,177	\$10,885	\$11,629	89.0%	94.2%	92.6%	94.4%	97.9%	96.3%
UA	UNREPRESENTED	I	P	31	11	\$5,776	\$7,896	\$8,732	1.09	\$8,167	\$10,640	\$11,615	88.9%	91.7%	92.5%	94.3%	95.7%	96.2%
<b>Non-Corrections/Non-Management Wtd Average</b>					324	\$5,783	\$8,130	\$8,743	1.12	\$8,176	\$10,913	\$11,628	89.0%	94.4%	92.6%	94.4%	98.2%	96.3%
<b>STATEWIDE Weighted Average</b>					351	\$5,787	\$8,139	\$8,748	1.12	\$8,180	\$10,923	\$11,634	89.1%	94.5%	92.6%	94.4%	98.3%	96.3%

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 Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-OR-ClackCo	664		Systems Architect		3	\$8,299	\$10,559	\$10,559	1.12	\$11,674	\$14,456	\$14,456
2020-OR-ClackCo	696		TS Project Coordinator		4	\$7,545	\$8,643	\$9,589	1.01	\$10,745	\$12,097	\$13,262
2020-OR-ClackCo	663		IT Administrator, Senior		12	\$7,911	\$9,621	\$10,063	1.07	\$11,196	\$13,301	\$13,844
2020-OR-JackCo	01215		Programmer Analyst VI		0	\$6,093		\$7,777		\$9,308		\$11,382
2020-OR-JackCo	01224		System Administrator V		0	\$6,228		\$7,951		\$9,474		\$11,596
2020-OR-LaneCo	H033		Data System Architect		0	\$5,971		\$7,691		\$9,013		\$11,125
2020-OR-LaneCo	H032		Application System Architect		0	\$5,971		\$7,691		\$9,013		\$11,125
2020-OR-LaneCo	H031		System/Network Architect		1	\$5,971	\$8,273	\$8,273	1.16	\$9,014	\$11,840	\$11,840
2020-OR-LaneCo	H027		Info Services Project Mgr, Sr		2	\$5,971	\$8,273	\$8,273	1.16	\$9,014	\$11,840	\$11,840
2020-OR-MarionCo	093		Information Technology Project Manager Senior		0	\$6,682		\$8,949		\$9,735		\$12,525
2020-OR-MarionCo	565		Information Technology System Architect		0	\$7,017		\$9,409		\$10,146		\$13,090
2020-OR-MultCo	6408		Database Administrator Senior		9	\$8,362	\$10,179	\$10,277	1.09	\$11,847	\$14,077	\$14,198
2020-OR-MultCo	6410		Network Administrator Senior		12	\$8,362	\$10,228	\$10,277	1.10	\$11,847	\$14,137	\$14,198
2020-OR-MultCo	6406		Development Analyst Senior		36	\$8,362	\$10,123	\$10,277	1.09	\$11,847	\$14,009	\$14,198
2020-OR-MultCo	6413		IT Architect		0	\$8,866		\$10,911		\$12,466		\$14,976
2020-OR-MultCo	9459		IT Project Manager 2		12	\$7,459	\$11,173	\$11,189	1.20	\$10,740	\$15,297	\$15,316
2020-OR-MultCo	6412		Systems Administrator Senior		14	\$8,362	\$10,015	\$10,277	1.07	\$11,847	\$13,876	\$14,198
2020-OR-WashCo	077		Information Technology (IT) Enterprise Architect		3	\$8,844	\$10,683	\$10,748	1.09	\$11,890	\$14,075	\$14,151
2020-OR-WashCo	083		Information Technology Project Manager		3	\$8,844	\$10,748	\$10,748	1.10	\$11,890	\$14,151	\$14,151
2020-OR-WashCo	099		Database Administrator, Senior		3	\$8,844	\$10,748	\$10,748	1.10	\$11,890	\$14,151	\$14,151
2020-WA-ClarkCo	T5		IT Professional V		9	\$7,399	\$8,925	\$9,707	1.04	\$10,245	\$12,081	\$13,022
2020-WA-KingCo	7320300		Applications Developer - Sr		46	\$7,381	\$9,452	\$9,355	1.13	\$10,548	\$13,041	\$12,924
2020-WA-KingCo	7331200		IT Project Manager II		28	\$8,713	\$10,961	\$11,045	1.11	\$12,152	\$14,856	\$14,957
2020-WA-KingCo	7312300		Network Engineer - Senior		11	\$7,739	\$9,606	\$9,810	1.09	\$10,980	\$13,227	\$13,471
2020-WA-KingCo	7319300		Database Specialist - Senior		2	\$6,555	\$8,324	\$8,309	1.12	\$9,555	\$11,684	\$11,666
2020-WA-KingCo	7313300		Systems Engineer - Senior		36	\$7,739	\$9,792	\$9,810	1.12	\$10,980	\$13,450	\$13,471

1488-I INFORMATION SYSTEMS SPECIALIST 8 (Continued)

Information Systems Payline

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-WA-KingCo	7313400		Systems Architect		7	\$8,713	\$10,583	\$11,045	1.07	\$12,152	\$14,401	\$14,957
2020-WA-KingCo	7312400		Network Architect		4	\$8,713	\$11,459	\$11,045	1.16	\$12,152	\$15,456	\$14,957
2020-WA-KingCo	7321300		Database Administrator -Senior		13	\$7,739	\$10,152	\$9,810	1.16	\$10,980	\$13,883	\$13,471
2020-WA-KingCo	7323400		IT Systems Specialist - Mstr		3	\$7,558	\$9,525	\$9,580	1.11	\$10,761	\$13,129	\$13,194
2020-WA-ThrstnCo	0512		IT CONSULTANT III		5	\$6,227	\$8,050	\$8,303	1.11	\$8,792	\$10,986	\$11,291
2020-WA-ThrstnCo	0522		GIS ANALYST III		4	\$6,227	\$7,522	\$8,303	1.04	\$8,792	\$10,350	\$11,291
2020-WA-ThrstnCo	0514		IT SECURITY CONSULTANT		1	\$6,227	\$8,303	\$8,303	1.14	\$8,792	\$11,291	\$11,291
<b>County Market Average</b>					283	\$7,882	\$9,937	\$10,007	1.11	\$11,155	\$13,640	\$13,732
2020-CompAnalyst	IT10000134		Network Administrator IV		1	\$8,050	\$9,575	\$11,983	1.03	\$10,254	\$11,997	\$14,750
2020-CompAnalyst	IT10000182		Applications Systems Programmer IV		1	\$7,392	\$9,950	\$11,858	1.03	\$9,502	\$12,426	\$14,607
2020-CompAnalyst	IT10000193		Mainframe Programmer IV		1	\$6,542	\$8,500	\$10,283	1.01	\$8,530	\$10,769	\$12,807
2020-CompAnalyst	IT10000195		Midrange Programmer IV		1	\$6,775	\$8,650	\$10,500	1.00	\$8,797	\$10,940	\$13,054
2020-CompAnalyst	IT10000325		Applications Systems Analyst IV		1	\$7,442	\$9,942	\$11,600	1.05	\$9,559	\$12,416	\$14,312
2020-CompAnalyst	IT10000327		Network Engineer IV		1	\$7,992	\$10,458	\$12,567	1.02	\$10,188	\$13,007	\$15,416
2020-CompAnalyst	IT10000046		Business Systems Analyst IV		1	\$7,250	\$9,308	\$10,917	1.03	\$9,340	\$11,693	\$13,531
2020-CompAnalyst	IT10000360		IT Project Manager III		1	\$8,000	\$10,742	\$12,225	1.07	\$10,197	\$13,331	\$15,026
2020-CompAnalyst	IT10000443		Database Administrator III		1	\$7,208	\$9,442	\$11,158	1.03	\$9,292	\$11,845	\$13,807
2020-CompAnalyst	IT10000457		Information Security Analyst III		1	\$6,608	\$8,308	\$10,508	0.99	\$8,607	\$10,550	\$13,064
2020-CompAnalyst	IT10000264		IT Project Engineer IV		1	\$7,175	\$10,275	\$10,300	1.18	\$9,254	\$12,797	\$12,826
2020-CompAnalyst	IT10000003		Software Engineer III		1	\$7,133	\$9,292	\$11,258	1.01	\$9,207	\$11,673	\$13,921
2020-CompAnalyst	IT10000044		Data Architect III		1	\$7,375	\$9,983	\$11,358	1.00	\$9,483	\$12,464	\$14,035
2020-CompAnalyst	IT10000473		Applications Programmer IV		1	\$6,683	\$9,350	\$11,808	1.01	\$8,692	\$11,740	\$14,550
2020-CompAnalyst	IT10000503		Software Systems Engineer III		1	\$6,917	\$9,558	\$11,300	1.05	\$8,959	\$11,978	\$13,969
2020-CompAnalyst	IT10000426		Systems Engineer IV		1	\$7,775	\$10,083	\$12,092	1.02	\$9,940	\$12,578	\$14,874



1488-I INFORMATION SYSTEMS SPECIALIST 8 (Continued)

Information Systems Payline

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-MIL-ENG	2-373		Systems Engineer - Senior	11	109	\$7,207	\$9,549	\$10,786	1.06	\$9,291	\$11,967	\$13,381
2020-MIL-ENG	2-363		Software Engineer - Senior	31	169	\$6,585	\$8,569	\$10,173	1.02	\$8,580	\$10,847	\$12,681
2020-MIL-ENG	2-703		GIS Technician / Analyst - Senior	14	56	\$6,470	\$7,712	\$9,557	0.96	\$8,448	\$9,868	\$11,977
2020-MIL-NWIT	12-353		Network Engineer, Senior	37	132	\$7,167	\$9,682	\$10,804	1.08	\$9,245	\$12,119	\$13,402
2020-MIL-NWIT	12-403		Network Administrator, Senior	12	30	\$7,103	\$9,613	\$10,942	1.07	\$9,172	\$12,040	\$13,560
2020-MIL-NWIT	26-403		Account Manager, Senior	13	47	\$6,802	\$7,810	\$10,134	0.92	\$8,828	\$9,980	\$12,636
2020-MIL-NWIT	12-553		Architectural / Capacity, Senior	9	29	\$8,214	\$10,342	\$12,196	1.01	\$10,442	\$12,874	\$14,993
2020-MIL-NWIT	16-203		Database Developer, Senior	23	73	\$7,583	\$9,845	\$11,326	1.04	\$9,721	\$12,306	\$13,998
2020-MIL-NWIT	12-304		Applications Engineer, Principal	25	172	\$7,979	\$11,416	\$12,234	1.13	\$10,173	\$14,101	\$15,036
2020-MIL-NWIT	20-203		Project Manager, Senior	46	277	\$7,691	\$10,425	\$11,690	1.08	\$9,844	\$12,969	\$14,415
2020-MIL-NWIT	30-303		Reporting Analyst, Senior	12	16	\$6,820	\$8,665	\$10,604	0.99	\$8,849	\$10,958	\$13,174
2020-MIL-NWIT	16-253		Database Administrator, Senior	36	96	\$7,838	\$10,212	\$11,647	1.05	\$10,012	\$12,725	\$14,366
2020-MIL-NWIT	12-603		Information Security / Cybersecurity, Senior	33	85	\$7,186	\$9,487	\$11,090	1.04	\$9,267	\$11,896	\$13,729
2020-MIL-NWIT	12-453		Systems Engineer, Senior	30	169	\$7,134	\$8,873	\$10,962	0.98	\$9,207	\$11,194	\$13,582
2020-MIL-NWMGT	03.03		Systems Project Manager	41	110	\$7,247	\$9,760	\$11,138	1.06	\$9,337	\$12,208	\$13,784
2020-MIL-NWMGT	03.11		Network Engineer	47	124	\$6,321	\$8,767	\$9,493	1.11	\$8,278	\$11,074	\$11,903
2020-MIL-NWMGT	03.16a		Information Security Analyst - Senior	25	60	\$7,456	\$9,267	\$11,111	1.00	\$9,575	\$11,645	\$13,753
2020-MIL-OPES	03.05		Systems Analyst - Lead	5	13	\$7,070	\$8,827	\$9,528	1.06	\$9,829	\$11,931	\$12,770
2020-MIL-PACS	03.22a		Data Warehouse Architect	7	13	\$7,694	\$10,058	\$12,738	0.98	\$9,847	\$12,550	\$15,612
2020-MIL-PACS	03.01c		Software Engineer, Senior	16	74	\$7,527	\$10,164	\$11,735	1.06	\$9,657	\$12,671	\$14,466
2020-MIL-PACS	04.29c		Business Intelligence Analyst - Senior*	12	28	\$6,709	\$8,480	\$10,537	0.98	\$8,722	\$10,746	\$13,097
2020-MIL-PACS	03.10		Systems Programmer - Operating Sys - Senior	9	41	\$6,817	\$9,058	\$9,817	1.09	\$8,846	\$11,407	\$12,274
2020-MIL-PACS	03.08		Systems Analyst (Lead)	11	79	\$7,319	\$9,539	\$10,836	1.05	\$9,419	\$11,956	\$13,438
2020-MIL-PACS	03.05		Programmer / Analyst (Lead)	4	0							

1488-I INFORMATION SYSTEMS SPECIALIST 8 (Continued)

Information Systems Payline

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-MIL-PACS	03.22c		Database Administrator - Senior	14	29	\$7,442	\$10,199	\$11,661	1.07	\$9,560	\$12,710	\$14,382
2020-TwrsWtsn	AID020-P4		Business Systems Analysis	14	29		\$9,951		1.04		\$12,427	
2020-TwrsWtsn	AIT010-P4		Computer Systems Administration	7	12		\$9,062		0.98		\$11,411	
2020-TwrsWtsn	AID010-P4		Application Development	13	88		\$11,961		1.02		\$14,724	
2020-TwrsWtsn	AIT070-P4		IS and Cyber Security	5	9		\$10,318				\$12,846	
2020-TwrsWtsn	AID050-P4		Software Quality Assurance, Testing and Release	6	16		\$10,087				\$12,582	
<b>Purchased Market Average</b>				568	2,201	\$7,263	\$9,713	\$11,024	1.04	\$9,359	\$12,160	\$13,659
2020-ST-CA	1415		INFORMATION TECHNOLOGY SPECIALIST III		69	\$6,922	\$9,454	\$9,277	1.17	\$9,476	\$12,497	\$12,286
2020-ST-ID	01732		IT INFO SYS AND INFR ENG IV		7	\$5,170	\$7,162	\$9,231	0.99	\$7,156	\$9,539	\$12,015
2020-ST-ID	01717		IT SOFTWARE ENGINEER IV		3	\$5,170	\$7,186	\$9,231	1.00	\$7,156	\$9,568	\$12,015
2020-ST-ID	01728		IT DATABASE ADMIN ANALYST IV		1	\$5,170	\$7,231	\$9,231	1.00	\$7,156	\$9,623	\$12,015
2020-ST-ID	01736		IT INFO SECURITY ENGINEER IV		1	\$5,602	\$8,170	\$10,007	1.05	\$7,673	\$10,745	\$12,943
2020-ST-ID	01739		IT ARCHITECT III		2	\$5,602	\$7,838	\$10,007	1.00	\$7,673	\$10,348	\$12,943
2020-ST-NV	07.909		MASTER IT PROFESSIONAL 2		13	\$6,285	\$8,415	\$9,496	1.07	\$8,316	\$10,835	\$12,114
2020-ST-NV	07.910		MASTER IT PROFESSIONAL 1		1	\$5,754	\$8,655	\$8,655	1.20	\$7,688	\$11,120	\$11,120
2020-ST-NV	07.921		IT PROFESSIONAL 4		117	\$5,754	\$7,591	\$8,655	1.05	\$7,688	\$9,861	\$11,120
2020-ST-WA	485S		IT SECURITY - EXPERT		0	\$7,832		\$10,277		\$10,584		\$13,526
2020-ST-WA	485SA		IT SYSTEM ADMINISTRATION - EXPERT		0	\$7,105		\$9,322		\$9,709		\$12,377
2020-ST-WA	485VM		IT VENDOR MANAGEMENT - EXPERT		0	\$6,765		\$8,878		\$9,300		\$11,842
2020-ST-WA	485A		IT ARCHITECTURE - EXPERT		0	\$7,832		\$10,277		\$10,584		\$13,526
<b>State Market Average</b>					214	\$6,154	\$8,231	\$8,969	1.09	\$8,308	\$10,769	\$11,649
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					568	\$7,239	\$9,619	\$10,734	1.05	\$9,473	\$12,205	\$13,496

OREGON  
COMPARISON  
TO



2020 Oregon Salary and Benefit Report

Data Effective Date: 07/01/2020

MARKET		1488-I-Information Systems Specialist 8					MARKET COMPARISONS											
Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum 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	I	P	33	6	\$6,318	\$8,962	\$9,595	1.13	\$8,799	\$11,883	\$12,622	87.3%	93.2%	89.4%	92.9%	97.4%	93.5%
<b>Corrections Wtd Average</b>					6	\$6,318	\$8,962	\$9,595	1.13	\$8,799	\$11,883	\$12,622	87.3%	93.2%	89.4%	92.9%	97.4%	93.5%
MMC	MGT SVC NSUPV CONFIDENTIAL	I	P	32	1	\$6,725	\$9,277	\$9,714	1.13	\$9,274	\$12,251	\$12,760	92.9%	96.4%	90.5%	97.9%	100.4%	94.6%
MMN	MGT SVC NONSUPERVISORY	I	P	32	15	\$6,725	\$9,115	\$9,714	1.11	\$9,274	\$12,062	\$12,760	92.9%	94.8%	90.5%	97.9%	98.8%	94.6%
<b>Management Wtd Average</b>					16	\$6,725	\$9,126	\$9,714	1.11	\$9,274	\$12,074	\$12,760	92.9%	94.9%	90.5%	97.9%	98.9%	94.6%
AD	AFSCME AT ENVIRONMENTAL QUAL	I	P	33	1	\$6,293	\$9,107	\$9,539	1.15	\$8,770	\$12,052	\$12,556	86.9%	94.7%	88.9%	92.6%	98.8%	93.0%
AL	AFSCME AT LIQUOR CONTROL COMM	I	P	33	2	\$6,293	\$9,107	\$9,539	1.15	\$8,770	\$12,052	\$12,556	86.9%	94.7%	88.9%	92.6%	98.8%	93.0%
AO	AFSCME OR ST POLICE-SUPP UNIT	I	P	33	7	\$6,293	\$8,853	\$9,539	1.12	\$8,770	\$11,757	\$12,556	86.9%	92.0%	88.9%	92.6%	96.3%	93.0%
AX	AFSCME AT STATE LANDS	I	P	33	1	\$6,293	\$9,107	\$9,539	1.15	\$8,770	\$12,052	\$12,556	86.9%	94.7%	88.9%	92.6%	98.8%	93.0%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	I	P	33	89	\$6,300	\$8,991	\$9,537	1.14	\$8,778	\$11,917	\$12,554	87.0%	93.5%	88.9%	92.7%	97.6%	93.0%
OAI	SEIU STRIKEABLE INST COALITION	I	P	33	7	\$6,300	\$8,723	\$9,537	1.10	\$8,778	\$11,605	\$12,554	87.0%	90.7%	88.9%	92.7%	95.1%	93.0%
OAO	SEIU STRIKEABLE ODOT COALITION	I	P	33	20	\$6,300	\$9,062	\$9,537	1.14	\$8,778	\$12,000	\$12,554	87.0%	94.2%	88.9%	92.7%	98.3%	93.0%
OAS	SEIU STRIKEABLE SPEC COALITION	I	P	33	143	\$6,300	\$8,939	\$9,537	1.13	\$8,778	\$11,856	\$12,554	87.0%	92.9%	88.9%	92.7%	97.1%	93.0%
UA	UNREPRESENTED	I	P	33	12	\$6,293	\$8,923	\$9,539	1.13	\$8,770	\$11,838	\$12,556	86.9%	92.8%	88.9%	92.6%	97.0%	93.0%
<b>Non-Corrections/Non-Management Wtd Average</b>					282	\$6,299	\$8,958	\$9,537	1.13	\$8,778	\$11,879	\$12,554	87.0%	93.1%	88.9%	92.7%	97.3%	93.0%
<b>STATEWIDE Weighted Average</b>					304	\$6,322	\$8,967	\$9,548	1.13	\$8,804	\$11,889	\$12,566	87.3%	93.2%	89.0%	92.9%	97.4%	93.1%

1499-I SENIOR INFORMATION TECHNOLOGY PORTFOLIO MANAGER

Information Systems Payline

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-WA-KingCo	1241100		Strategic Info Resources Mgr		5	\$10,287	\$12,718	\$13,039	1.09	\$14,045	\$16,971	\$17,357	
<b>County Market Average</b>					5	\$10,287	\$12,718	\$13,039	1.09	\$14,045	\$16,971	\$17,357	
2020-CompAnalyst	IT10000352		Enterprise Infrastructure Architect IV		1	\$8,350	\$10,933	\$13,275	1.01	\$10,597	\$13,550	\$16,226	
<b>Purchased Market Average</b>					1	\$8,350	\$10,933	\$13,275	1.01	\$10,597	\$13,550	\$16,226	
2020-ST-CA	1406		INFORMATION TECHNOLOGY MANAGER II		48	\$8,292	\$10,387	\$10,079	1.13	\$11,111	\$13,611	\$13,243	
<b>State Market Average</b>					48	\$8,292	\$10,387	\$10,079	1.13	\$11,111	\$13,611	\$13,243	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	54	\$8,478	\$10,613	\$10,413	1.12	\$11,373	\$13,921	\$13,679

OREGON COMPARISON TO MARKET

1499-I-Senior Information Technology Portfolio Manager

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
95.7%	108.8%	120.5%	95.8%	107.0%	117.5%

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
MMN	MGT SVC NONSUPERVISORY	I	P	35X	4	\$8,113	\$11,545	\$12,550	1.12	\$10,893	\$14,896	\$16,068
<b>Management Wtd Average</b>					4	\$8,113	\$11,545	\$12,550	1.12	\$10,893	\$14,896	\$16,068
<b>STATEWIDE Weighted Average</b>					4	\$8,113	\$11,545	\$12,550	1.12	\$10,893	\$14,896	\$16,068

1510 ADMINISTRATIVE LAW JUDGE 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-ST-CA	6091		ADMINISTRATIVE LAW JUDGE I, UNEMPLOYMENT		11	\$8,265	\$9,117	\$10,395	0.98	\$11,077	\$12,095	\$13,620	
2020-ST-ID	06006		HEARING OFFICER		9	\$4,139	\$5,664	\$7,392	0.98	\$5,922	\$7,747	\$9,815	
2020-ST-WA	422J		HEARINGS EXAMINER 2		11	\$5,147	\$6,646	\$6,752	1.12	\$7,352	\$9,157	\$9,284	
<b>State Market Average</b>					31	\$5,960	\$7,238	\$8,231	1.03	\$8,259	\$9,790	\$10,977	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	31	\$5,960	\$7,238	\$8,231	1.03	\$8,259	\$9,790	\$10,977

OREGON  
COMPARISON  
TO  
MARKET

1510-Administrative Law Judge 1

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	30	26	\$5,301	\$7,485	\$8,149	1.11	\$7,613	\$10,161	\$10,935
<b>Non-Corrections/Non-Management Wtd Average</b>					26	\$5,301	\$7,485	\$8,149	1.11	\$7,613	\$10,161	\$10,935
<b>STATEWIDE Weighted Average</b>					26	\$5,301	\$7,485	\$8,149	1.11	\$7,613	\$10,161	\$10,935

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
88.9%	103.4%	99.0%	92.2%	103.8%	99.6%

1511 ADMINISTRATIVE LAW JUDGE 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-ST-CA	6067	L	ADMINISTRATIVE LAW JUDGE II, UNEMPLOYMENT		29	\$8,665	\$10,888	\$10,906	1.11	\$11,555	\$14,208	\$14,229	
2020-ST-NV	U9207		ADMIN LAW JUDGE (LIC ATTY) EA		2	\$9,929	\$9,295	\$9,929	0.94	\$12,627	\$11,877	\$12,627	
2020-ST-WA	422K		HEARINGS EXAMINER 3		29	\$5,616	\$7,222	\$7,371	1.11	\$7,917	\$9,849	\$10,029	
<b>State Market Average</b>					60	\$7,233	\$9,063	\$9,165	1.11	\$9,832	\$12,024	\$12,146	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	60	\$7,233	\$9,063	\$9,165	1.11	\$9,832	\$12,024	\$12,146

OREGON  
COMPARISON  
TO  
MARKET

1511-Administrative Law Judge 2

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
AW	AFSCME AT EMPLOYMENT/HEARINGS	A	P	33	1	\$6,117	\$8,950	\$9,403	1.15	\$8,565	\$11,869	\$12,398
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	33	16	\$6,122	\$8,434	\$9,410	1.09	\$8,571	\$11,268	\$12,406
<b>Non-Corrections/Non-Management Wtd Average</b>					17	\$6,122	\$8,465	\$9,410	1.09	\$8,570	\$11,303	\$12,405
<b>STATEWIDE Weighted Average</b>					17	\$6,122	\$8,465	\$9,410	1.09	\$8,570	\$11,303	\$12,405

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
84.6%	98.8%	102.6%	87.1%	98.7%	102.1%
84.6%	93.1%	102.7%	87.2%	93.7%	102.1%
84.6%	93.4%	102.7%	87.2%	94.0%	102.1%
84.6%	93.4%	102.7%	87.2%	94.0%	102.1%

1520 LAW CLERK

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			Insufficient Market Emp Avg x	
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max		
2020-OR-MarionCo	931		Law Clerk		0	\$2,652		\$3,560		\$4,776		\$5,894		
2020-OR-MultCo	9055		Law Clerk		0	\$4,480		\$6,273		\$7,085		\$9,284		
2020-OR-WashCo	601		Law Clerk		0	\$4,115		\$5,000		\$6,270		\$7,322		
2020-WA-ThrstnCo	0925		LAW CLERK		1	\$4,344	\$5,430	\$5,791	1.07	\$6,526	\$7,834	\$8,268		
<b>County Market Average</b>					1	\$3,898	\$5,430	\$5,156	1.07	\$6,164	\$7,834	\$7,692		
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	1	\$3,898	\$5,430	\$5,156	1.07	\$6,164	\$7,834	\$7,692	

OREGON  
COMPARISON  
TO  
MARKET

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

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

2020 Oregon Salary and Benefit Report

Data Effective Date: 07/01/2020

1524 PARALEGAL

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-ClackCo	013		Civil Paralegal		2	\$4,770	\$4,760	\$6,440	0.85	\$7,330	\$7,318	\$9,385	
2020-OR-DescCo	9031		PARALEGAL		3	\$5,072	\$5,876	\$6,797	0.99	\$7,778	\$8,768	\$9,902	
2020-OR-LaneCo	A028		Paralegal		3	\$3,553	\$4,235	\$4,924	1.00	\$6,045	\$6,882	\$7,728	
2020-OR-MarionCo	015		Paralegal		0	\$3,914		\$5,245		\$6,329		\$7,967	
2020-OR-MultCo	9054		Paralegal		2	\$4,602	\$6,847	\$6,902	1.19	\$7,234	\$9,989	\$10,057	
2020-OR-WashCo	606		Paralegal		2	\$5,399	\$6,562	\$6,563	1.10	\$7,796	\$9,178	\$9,179	
2020-WA-ClarkCo	355		Legal Assistant		1	\$3,738	\$4,764	\$4,764	1.12	\$5,840	\$7,075	\$7,075	
2020-WA-KingCo	6214100		Paralegal		75	\$5,050	\$5,253	\$6,401	0.91	\$7,744	\$7,988	\$9,370	
2020-WA-ThrstnCo	0317		PARALEGAL I		13	\$4,035	\$5,181	\$5,368	1.10	\$6,155	\$7,534	\$7,758	
<b>County Market Average</b>					101	\$4,848	\$5,275	\$6,226	0.95	\$7,446	\$7,961	\$9,108	
2020-CompAnalyst	LE11000004		Paralegal II		1	\$4,425	\$5,483	\$6,800	0.98	\$6,111	\$7,321	\$8,826	
2020-MIL-OPES	08.03		Paralegal		9	23	\$4,842	\$6,341	\$6,720	1.10	\$7,162	\$8,957	\$9,410
2020-MIL-PACS	04.22c		Paralegal		15	45	\$4,831	\$6,223	\$7,148	1.04	\$6,575	\$8,167	\$9,223
<b>Purchased Market Average</b>					24	69	\$4,828	\$6,252	\$7,000	1.06	\$6,764	\$8,418	\$9,280
2020-ST-CA	5237	A	LEGAL ANALYST		75	\$4,025	\$4,724	\$5,040	1.03	\$6,019	\$6,853	\$7,229	
2020-ST-ID	05910		LEGAL ASST		15	\$3,276	\$4,166	\$5,848	0.91	\$4,890	\$5,955	\$7,967	
2020-ST-NV	07.750		LEGAL RESEARCH ASSISTANT 1		7	\$3,893	\$4,853	\$5,754	1.01	\$5,488	\$6,622	\$7,688	
2020-ST-NV	07.752		LEGAL RESEARCH ASSISTANT 2		1	\$4,231	\$4,817	\$6,285	0.92	\$5,887	\$6,580	\$8,316	
2020-ST-WA	426F		PARALEGAL 2		0	\$4,177		\$5,482		\$6,186		\$7,756	
<b>State Market Average</b>					98	\$3,907	\$4,649	\$5,228	1.01	\$5,813	\$6,696	\$7,388	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					24	268	\$4,497	\$5,297	\$6,055	1.00	\$6,672	\$7,616	\$8,519

OREGON COMPARISON TO MARKET		1524-Paralegal		MARKET COMPARISONS															
				SALARY			Group Compa-Ratio Sum Base / Sum 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			
Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps														
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	26	27	\$4,387	\$5,153	\$6,732	0.93	\$6,547	\$7,441	\$9,282	97.6%	97.3%	111.2%	98.1%	97.7%	109.0%	

1524-Paralegal (Continued)

						MARKET COMPARISONS												
						SALARY			Group Compa-Ratio	SALARY AND BENEFITS			Salary			Salary and Benefits		
Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SR Min	Emp Avg	SR Max	Sum Base / Sum 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
OAI	SEIU STRIKEABLE INST COALITION	A	P	26	2	\$4,387	\$4,956	\$6,732	0.89	\$6,547	\$7,211	\$9,282	97.6%	93.6%	111.2%	98.1%	94.7%	109.0%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	26	85	\$4,387	\$5,245	\$6,732	0.94	\$6,547	\$7,548	\$9,282	97.6%	99.0%	111.2%	98.1%	99.1%	109.0%
UA	UNREPRESENTED	A	P	26	3	\$4,383	\$5,829	\$6,727	1.05	\$6,542	\$8,229	\$9,276	97.5%	110.0%	111.1%	98.1%	108.1%	108.9%
<b>Non-Corrections/Non-Management Wtd Average</b>					117	\$4,387	\$5,234	\$6,732	0.94	\$6,547	\$7,535	\$9,282	97.5%	98.8%	111.2%	98.1%	98.9%	109.0%
<b>STATEWIDE Weighted Average</b>					117	\$4,387	\$5,234	\$6,732	0.94	\$6,547	\$7,535	\$9,282	97.5%	98.8%	111.2%	98.1%	98.9%	109.0%



2167 COMMUNICATIONS SYSTEM ANALYST 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-OR-ClackCo	349		Electronics Technician 1		2	\$4,935	\$6,022	\$6,253	1.08	\$7,533	\$8,871	\$9,156
2020-OR-MultCo	6142		Electronic Technician Assistant		0	\$4,845		\$5,788		\$7,532		\$8,689
2020-WA-KingCo	8303100		Electronic Comm. Tech I		5	\$4,680	\$5,203	\$5,396	1.03	\$7,299	\$7,928	\$8,160
<b>County Market Average</b>					7	\$4,764	\$5,437	\$5,659	1.05	\$7,386	\$8,197	\$8,475
2020-CompAnalyst	IT10000077		Telecommunications Analyst I		1	\$3,983	\$5,217	\$6,342	1.01	\$5,607	\$7,016	\$8,302
2020-CompAnalyst	SC16000316		Field Service Rep. I - Telecommunications Equip.		1	\$3,433	\$4,517	\$5,267	1.04	\$4,978	\$6,216	\$7,073
2020-MIL-OPES	03.10		Telecommunications Specialist		4	\$4,737	\$6,530	\$6,378	1.18	\$7,037	\$9,183	\$9,000
2020-MIL-PACS	03.23		Telecommunications Technician		6	\$5,026	\$6,166	\$7,027	1.02	\$6,798	\$8,101	\$9,086
<b>Purchased Market Average</b>					10	\$4,751	\$6,183	\$6,603	1.09	\$6,737	\$8,417	\$8,892
2020-ST-NV	06.973		Communications System Specialist I		0	\$3,893		\$5,754		\$5,488		\$7,688
<b>State Market Average</b>						\$3,893		\$5,754		\$5,488		\$7,688
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					10	\$4,723	\$5,974	\$6,292	1.08	\$6,883	\$8,355	\$8,724

OREGON  
COMPARISON  
TO  
MARKET

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

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%

Currently no Oregon employees

2168 COMMUNICATIONS SYSTEM ANALYST 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-OR-ClackCo	350		Electronics Technician 2		0	\$5,417		\$6,862		\$8,127		\$9,905
2020-OR-MultCo	6143		Electronic Technician		5	\$7,004	\$7,218	\$7,218	1.01	\$10,182	\$10,444	\$10,444
2020-WA-ThrstnCo	1117		RADIO TECHNICIAN		1	\$4,672	\$6,214	\$6,214	1.14	\$6,921	\$8,776	\$8,776
<b>County Market Average</b>					6	\$6,444	\$7,050	\$7,023	1.04	\$9,423	\$10,166	\$10,129
2020-CompAnalyst	IT10000078		Telecommunications Analyst II	125	375	\$5,208	\$6,683	\$7,967	1.02	\$7,007	\$8,692	\$10,159
2020-CompAnalyst	SC16000317		Field Service Rep. II - Telecommunications Equip.	30	442	\$4,125	\$5,392	\$6,408	1.02	\$5,768	\$7,216	\$8,378
2020-MIL-OPES	03.11		Telecommunications Analyst	8	16	\$5,682	\$6,500	\$7,836	0.96	\$8,168	\$9,147	\$10,746
2020-MIL-PACS	03.24		Telecommunications Analyst	10	17	\$5,698	\$7,089	\$8,006	1.03	\$7,567	\$9,156	\$10,204
<b>Purchased Market Average</b>					173	\$4,663	\$6,016	\$7,154	1.02	\$6,395	\$7,943	\$9,244
2020-ST-CA	6911		TELECOMMUNICATIONS TECHNICIAN		54	\$5,258	\$5,957	\$6,366	1.02	\$7,490	\$8,324	\$8,813
2020-ST-WA	594E		ELECTRONICS COMMUNICATIONS SYSTEMS TEC		0	\$4,500		\$5,347		\$6,574		\$7,593
<b>State Market Average</b>					54	\$5,244	\$5,957	\$6,348	1.02	\$7,473	\$8,324	\$8,790
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					173	\$4,712	\$6,020	\$7,104	1.02	\$6,483	\$7,980	\$9,223

OREGON  
COMPARISON  
TO  
MARKET

2168-Communications System Analyst 2

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	28	6	\$4,856	\$6,897	\$7,530	1.11	\$7,094	\$9,475	\$10,213
<b>Non-Corrections/Non-Management Wtd Average</b>					6	\$4,856	\$6,897	\$7,530	1.11	\$7,094	\$9,475	\$10,213
<b>STATEWIDE Weighted Average</b>					6	\$4,856	\$6,897	\$7,530	1.11	\$7,094	\$9,475	\$10,213

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
103.1%	114.6%	106.0%	109.4%	118.7%	110.7%

2169 COMMUNICATIONS SYSTEM ANALYST 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-OR-MultCo	6144		Electronic Technician Chief		1	\$7,623	\$7,845	\$7,845	1.01	\$10,941	\$11,214	\$11,214
2020-WA-KingCo	8303200		Electronic Comm. Tech II		1	\$6,524	\$7,521	\$7,521	1.07	\$9,517	\$10,717	\$10,717
<b>County Market Average</b>					2	\$7,073	\$7,683	\$7,683	1.04	\$10,229	\$10,966	\$10,966
2020-CompAnalyst	SC16000318		Field Service Rep. III - Telecommunications Equip.	30	462	\$4,750	\$6,125	\$7,633	0.99	\$6,483	\$8,054	\$9,778
<b>Purchased Market Average</b>					30	\$4,750	\$6,125	\$7,633	0.99	\$6,483	\$8,054	\$9,778
2020-ST-CA	5171		TELECOMMUNICATIONS SYSTEMS ANALYST II		34	\$4,610	\$5,630	\$6,062	1.06	\$6,716	\$7,934	\$8,449
2020-ST-NV	06.977		COMMUNICATIONS SYSTEMS SPEC 2		10	\$4,231	\$5,507	\$6,285	1.05	\$5,887	\$7,396	\$8,316
<b>State Market Average</b>					44	\$4,524	\$5,602	\$6,113	1.05	\$6,528	\$7,812	\$8,419
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					30	\$4,740	\$6,086	\$7,502	0.99	\$6,501	\$8,045	\$9,665

OREGON  
COMPARISON  
TO  
MARKET

2169-Communications System Analyst 3

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	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	27	4	\$5,567	\$7,463	\$8,094	1.09	\$7,923	\$10,135	\$10,871	117.5%	122.6%	107.9%	121.9%	126.0%	112.5%
<b>Corrections Wtd Average</b>					4	\$5,567	\$7,463	\$8,094	1.09	\$7,923	\$10,135	\$10,871	117.5%	122.6%	107.9%	121.9%	126.0%	112.5%
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	30	3	\$5,355	\$7,113	\$8,302	1.04	\$7,676	\$9,726	\$11,114	113.0%	116.9%	110.7%	118.1%	120.9%	115.0%
<b>Non-Corrections/Non-Management Wtd Average</b>					3	\$5,355	\$7,113	\$8,302	1.04	\$7,676	\$9,726	\$11,114	113.0%	116.9%	110.7%	118.1%	120.9%	115.0%
<b>STATEWIDE Weighted Average</b>					7	\$5,476	\$7,313	\$8,183	1.07	\$7,817	\$9,960	\$10,975	115.5%	120.2%	109.1%	120.2%	123.8%	113.6%

2171 COMMUNICATIONS SYSTEM ANALYST 4

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-CompAnalyst	IT10000319		Telecommunications Analyst III	125	143	\$5,958	\$7,883	\$9,300	1.04	\$7,864	\$10,064	\$11,683
<b>Purchased Market Average</b>				125	143	\$5,958	\$7,883	\$9,300	1.04	\$7,864	\$10,064	\$11,683
2020-ST-CA	5135		TELECOMMUNICATIONS SYSTEMS MANAGER I (S		22	\$5,064	\$6,359	\$6,657	1.09	\$7,258	\$8,803	\$9,159
2020-ST-WA	452F		COMMUNICATIONS SYSTEMS MANAGER		0	\$5,482		\$7,193		\$7,756		\$9,815
<b>State Market Average</b>					22	\$5,082	\$6,359	\$6,680	1.09	\$7,280	\$8,803	\$9,187
<b>OVERALL WEIGHTED MARKET AVERAGE</b>				125	165	\$5,837	\$7,680	\$8,937	1.04	\$7,783	\$9,896	\$11,337

OREGON  
COMPARISON  
TO  
MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS								
						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			
<b>STATEWIDE Weighted Average</b>																					

Currently no Oregon employees

2020 Oregon Salary and Benefit Report

Data Effective Date: 07/01/2020

2176 VIDEO PRODUCER

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-OR-MultCo	6201		Multimedia/Video Production Specialist		1	\$5,529	\$6,789	\$6,789	1.10	\$8,372	\$9,918	\$9,918
<b>County Market Average</b>					1	\$5,529	\$6,789	\$6,789	1.10	\$8,372	\$9,918	\$9,918
2020-CompAnalyst	CM02000045		Producer	20	79	\$3,575	\$4,708	\$5,517	1.04	\$5,140	\$6,435	\$7,359
2020-MIL-PACS	11.04		Video Specialist / Producer	12	17	\$4,675	\$5,886	\$6,736	1.03	\$6,397	\$7,781	\$8,752
<b>Purchased Market Average</b>					32	\$3,770	\$4,917	\$5,733	1.04	\$5,363	\$6,674	\$7,606
2020-ST-CA	2838		AUDIO-VISUAL SPECIALIST (TECHNICAL)	12		\$4,610	\$5,290	\$5,771	1.02	\$6,716	\$7,528	\$8,102
2020-ST-ID	05344		PTV DIRECTOR/VIDEOGRAPHR	6		\$3,276	\$4,243	\$5,848	0.93	\$4,890	\$6,047	\$7,967
2020-ST-NV	07.816		DIGITAL MEDIA SPECIALIST	1		\$3,893	\$4,055	\$5,754	0.84	\$5,488	\$5,679	\$7,688
2020-ST-WA	200F		ELECT MEDIA SPEC	2		\$3,515	\$4,282	\$4,555	1.06	\$5,389	\$6,312	\$6,641
<b>State Market Average</b>					21	\$4,090	\$4,836	\$5,676	0.99	\$6,010	\$6,901	\$7,905
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					32	\$3,842	\$4,918	\$5,731	1.03	\$5,503	\$6,742	\$7,678

OREGON  
COMPARISON  
TO  
MARKET

2176-Video Producer

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	28	1	\$4,829	\$7,053	\$7,402	1.15	\$7,063	\$9,657	\$10,064
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	28	2	\$4,829	\$7,053	\$7,402	1.15	\$7,063	\$9,657	\$10,064
<b>Non-Corrections/Non-Management Wtd Average</b>					3	\$4,829	\$7,053	\$7,402	1.15	\$7,063	\$9,657	\$10,064
<b>STATEWIDE Weighted Average</b>					3	\$4,829	\$7,053	\$7,402	1.15	\$7,063	\$9,657	\$10,064

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
125.7%	143.4%	129.1%	128.3%	143.2%	131.1%

2202 RECORDS MANAGEMENT ANALYST 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-OR-ClackCo	139		Records & Archival Spec		2	\$3,569	\$3,900	\$4,492	0.97	\$5,853	\$6,260	\$6,988
2020-OR-MultCo	6116		Records Administration Assistant		2	\$3,581	\$4,385	\$4,385	1.10	\$5,982	\$6,969	\$6,969
<b>County Market Average</b>					4	\$3,575	\$4,143	\$4,439	1.03	\$5,917	\$6,614	\$6,978
2020-MIL-OPES	04.22		Records Coordinator		2	\$3,966	\$4,851	\$5,113	1.07	\$6,115	\$7,173	\$7,487
<b>Purchased Market Average</b>					2	\$3,966	\$4,851	\$5,113	1.07	\$6,115	\$7,173	\$7,487
2020-ST-CA	5250		RECORDS MANAGEMENT ANALYST I		1	\$3,833	\$4,799	\$4,799	1.11	\$5,789	\$6,942	\$6,942
<b>State Market Average</b>					1	\$3,833	\$4,799	\$4,799	1.11	\$5,789	\$6,942	\$6,942
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					2	\$3,724	\$4,439	\$4,683	1.06	\$5,955	\$6,821	\$7,118

OREGON  
COMPARISON  
TO  
MARKET

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

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			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-MIL-OPES	04.21		Records Analyst	8	11	\$4,715	\$5,703	\$6,434	1.02	\$7,011	\$8,193	\$9,068
<b>Purchased Market Average</b>				8	11	\$4,715	\$5,703	\$6,434	1.02	\$7,011	\$8,193	\$9,068
2020-ST-CA	5265		RECORDS MANAGEMENT ANALYST II (SPECIALIS		2	\$4,610	\$5,771	\$5,771	1.11	\$6,716	\$8,102	\$8,102
2020-ST-NV	04.210		RECORDS ANALYST 2		1	\$3,893	\$4,231	\$5,754	0.88	\$5,488	\$5,887	\$7,688
2020-ST-WA	112K		FORMS & RECORDS ANALYST 3		45	\$3,516	\$4,377	\$4,612	1.08	\$5,390	\$6,427	\$6,710
<b>State Market Average</b>					48	\$3,569	\$4,432	\$4,684	1.07	\$5,448	\$6,485	\$6,788
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					8	\$3,783	\$4,669	\$5,011	1.06	\$5,739	\$6,804	\$7,213

OREGON  
COMPARISON  
TO  
MARKET

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

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

2204 ARCHIVIST 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-WA-KingCo	2240100		Archivist - Assistant		2	\$4,932	\$5,361	\$6,251	0.96	\$7,601	\$8,119	\$9,189
<b>County Market Average</b>					2	\$4,932	\$5,361	\$6,251	0.96	\$7,601	\$8,119	\$9,189
2020-ST-CA	2805	A	ARCHIVIST I		1	\$4,252	\$5,322	\$5,322	1.11	\$6,289	\$7,566	\$7,566
2020-ST-ID	02744		ARCHIVIST		3	\$3,669	\$4,160	\$6,546	0.81	\$5,360	\$5,948	\$8,803
2020-ST-WA	261B		LIBRARY & ARCHIVAL PROFESSIONAL 2		10	\$3,645	\$4,519	\$4,781	1.07	\$5,545	\$6,597	\$6,912
<b>State Market Average</b>					14	\$3,693	\$4,499	\$5,198	1.02	\$5,559	\$6,527	\$7,364
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	\$3,848	\$4,607	\$5,329	1.01	\$5,814	\$6,726	\$7,592

OREGON  
COMPARISON  
TO  
MARKET

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

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



2205 ARCHIVIST 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-ST-CA	2804	A	ARCHIVIST II		8	\$4,879	\$5,621	\$6,106	1.02	\$7,038	\$7,923	\$8,502	
2020-ST-ID	02740		Archivist, State		0	\$4,139		\$7,392		\$5,922		\$9,815	
2020-ST-NV	04.225		ARCHIVIST 2		2	\$3,893	\$4,721	\$5,754	0.98	\$5,488	\$6,467	\$7,688	
2020-ST-WA	261C		LIBRARY & ARCHIVAL PROFESSIONAL 3		8	\$4,070	\$5,219	\$5,347	1.11	\$6,058	\$7,440	\$7,593	
<b>State Market Average</b>					18	\$4,396	\$5,342	\$5,817	1.06	\$6,403	\$7,546	\$8,103	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	18	\$4,396	\$5,342	\$5,817	1.06	\$6,403	\$7,546	\$8,103

OREGON  
COMPARISON  
TO  
MARKET

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

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

2020 Oregon Salary and Benefit Report

Data Effective Date: 07/01/2020

2220 LIBRARIAN

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-ClackCo	257		Librarian 1		5	\$4,715	\$5,204	\$5,959	0.98	\$7,262	\$7,865	\$8,794	
2020-OR-MultCo	7222		Librarian		61	\$5,214	\$6,222	\$6,398	1.07	\$7,985	\$9,222	\$9,438	
2020-OR-WashCo	254		Librarian II		10	\$5,531	\$6,617	\$6,721	1.08	\$7,952	\$9,243	\$9,367	
2020-WA-KingCo	2241200		Librarian - Assistant		1	\$5,295	\$6,880	\$6,712	1.15	\$8,039	\$9,946	\$9,744	
<b>County Market Average</b>					77	\$5,224	\$6,216	\$6,415	1.07	\$7,935	\$9,146	\$9,391	
2020-CompAnalyst	ED03000019		Librarian	125	255	\$4,217	\$5,642	\$6,625	1.04	\$5,873	\$7,502	\$8,626	
2020-MIL-OPES	09.04		Librarian	14	116	\$4,782	\$6,521	\$6,436	1.16	\$7,091	\$9,171	\$9,070	
<b>Purchased Market Average</b>					139	371	\$4,394	\$5,916	\$6,566	1.08	\$6,254	\$8,024	\$8,765
2020-ST-CA	2951	A	LIBRARIAN		23	\$4,395	\$5,239	\$5,502	1.06	\$6,460	\$7,467	\$7,781	
2020-ST-ID	02918		LIBRARIAN		2	\$3,669	\$4,615	\$6,546	0.90	\$5,360	\$6,492	\$8,803	
2020-ST-NV	04.112		LIBRARIAN 2		1	\$3,893	\$5,754	\$5,754	1.19	\$5,488	\$7,688	\$7,688	
<b>State Market Average</b>					26	\$4,320	\$5,210	\$5,592	1.05	\$6,338	\$7,400	\$7,856	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					139	474	\$4,524	\$5,926	\$6,488	1.08	\$6,532	\$8,172	\$8,816

OREGON  
COMPARISON  
TO  
MARKET

2220-Librarian

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	26	1	\$4,387	\$6,415	\$6,732	1.15	\$6,547	\$8,913	\$9,282
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	26	10	\$4,387	\$6,215	\$6,732	1.12	\$6,547	\$8,679	\$9,282
<b>Non-Corrections/Non-Management Wtd Average</b>					11	\$4,387	\$6,233	\$6,732	1.12	\$6,547	\$8,700	\$9,282
<b>STATEWIDE Weighted Average</b>					11	\$4,387	\$6,233	\$6,732	1.12	\$6,547	\$8,700	\$9,282

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
97.0%	108.2%	103.8%	100.2%	109.1%	105.3%
97.0%	104.9%	103.8%	100.2%	106.2%	105.3%
97.0%	105.2%	103.8%	100.2%	106.5%	105.3%
97.0%	105.2%	103.8%	100.2%	106.5%	105.3%

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2300 EDUCATION PROGRAM SPECIALIST 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			Insufficient Market Emp Avg x	
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max		
2020-ST-CA	2655	B	EDUCATION PROGRAMS ASSISTANT		8	\$5,458	\$5,932	\$6,831	0.97	\$7,728	\$8,294	\$9,367		
2020-ST-ID	02362		EDUCATION SPECIALIST		2	\$3,669	\$4,230	\$6,546	0.83	\$5,360	\$6,032	\$8,803		
2020-ST-WA	253U		ADMINISTRATIVE PROGRAM SPECIALIST 2		0	\$4,845		\$6,354		\$6,990		\$8,806		
<b>State Market Average</b>					10	\$5,077	\$5,591	\$6,736	0.94	\$7,230	\$7,841	\$9,213		
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	10	\$5,077	\$5,591	\$6,736	0.94	\$7,230	\$7,841	\$9,213	

OREGON COMPARISON TO MARKET	2300-Education Program Specialist 1						MARKET COMPARISONS												
	Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum 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
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	30	5	\$5,301	\$7,549	\$8,149	1.12	\$7,613	\$10,235	\$10,935	104.4%	135.0%	121.0%	105.3%	130.5%	118.7%	
<b>Non-Corrections/Non-Management Wtd Average</b>					5	\$5,301	\$7,549	\$8,149	1.12	\$7,613	\$10,235	\$10,935	104.4%	135.0%	121.0%	105.3%	130.5%	118.7%	
<b>STATEWIDE Weighted Average</b>					5	\$5,301	\$7,549	\$8,149	1.12	\$7,613	\$10,235	\$10,935	104.4%	135.0%	121.0%	105.3%	130.5%	118.7%	

2302 TEACHING ASSISTANT

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-ST-CA	8246	A	TEACHING ASSISTANT, SCHOOL FOR THE DEAF		18	\$2,424	\$3,077	\$3,033	1.13	\$4,107	\$4,887	\$4,835	
2020-ST-ID	07822		INSTRUCTION ASST		10	\$2,156	\$2,361	\$3,854	0.79	\$3,551	\$3,795	\$5,581	
2020-ST-NV	05.166		Teacher Assistant I		0	\$2,591		\$3,725		\$3,948		\$5,288	
2020-ST-WA	255M		INSTRUCTION & CLASSROOM SUPPORT TECHNIC		18	\$2,907	\$3,684	\$3,778	1.10	\$4,658	\$5,593	\$5,706	
<b>State Market Average</b>					46	\$2,555	\$3,159	\$3,508	1.04	\$4,196	\$4,926	\$5,337	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	46	\$2,555	\$3,159	\$3,508	1.04	\$4,196	\$4,926	\$5,337

OREGON COMPARISON TO MARKET  
2302-Teaching Assistant

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	15	3	\$2,738	\$3,410	\$4,002	1.01	\$4,624	\$5,407	\$6,098
<b>Non-Corrections/Non-Management Wtd Average</b>					3	\$2,738	\$3,410	\$4,002	1.01	\$4,624	\$5,407	\$6,098
<b>STATEWIDE Weighted Average</b>					3	\$2,738	\$3,410	\$4,002	1.01	\$4,624	\$5,407	\$6,098

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
107.1%	107.9%	114.1%	110.2%	109.8%	114.3%

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Data Effective Date: 07/01/2020

2327 PUBLIC HEALTH EDUCATOR 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-ClackCo	527		Health Educator		1	\$4,492	\$5,361	\$5,682	1.05	\$6,988	\$8,058	\$8,453	
2020-OR-DescCo	1155		PUBLIC HLTH EDUCATOR I		2	\$4,381	\$5,078	\$5,871	0.99	\$6,928	\$7,786	\$8,762	
2020-OR-DescCo	1157		Community Health Specialist I		0	\$4,600		\$6,165		\$7,198		\$9,124	
2020-OR-JackCo	507		Com Outreach Ed		3	\$3,822	\$3,880	\$5,032	0.88	\$6,512	\$6,584	\$8,001	
2020-OR-LaneCo	B045		Public Health Educator		0	\$3,735		\$4,808		\$6,268		\$7,585	
2020-OR-MultCo	6352		Health Educator		5	\$4,786	\$5,578	\$5,859	1.05	\$7,460	\$8,431	\$8,776	
2020-WA-ClarkCo	30		Health Educator I		0	\$3,990		\$4,863		\$6,144		\$7,193	
<b>County Market Average</b>					11	\$4,355	\$5,004	\$5,546	0.99	\$6,949	\$7,776	\$8,412	
2020-MIL-NWHCS	16.03		Health Educator - Non RN		31	\$4,600	\$5,285	\$6,766	0.93	\$6,312	\$7,094	\$8,787	
<b>Purchased Market Average</b>					31	\$4,600	\$5,285	\$6,766	0.93	\$6,312	\$7,094	\$8,787	
2020-ST-ID	02355		HEALTH EDUCATION SPEC		28	\$3,669	\$4,059	\$6,546	0.79	\$5,360	\$5,827	\$8,803	
2020-ST-NV	10.237		HEALTH PROGRAM SPECIALIST 1		33	\$4,231	\$4,977	\$6,285	0.95	\$5,887	\$6,769	\$8,316	
2020-ST-WA	2831		HEALTH SERVICES CONSULTANT 2		90	\$3,902	\$4,808	\$5,123	1.07	\$5,855	\$6,945	\$7,324	
<b>State Market Average</b>					151	\$3,931	\$4,706	\$5,641	0.99	\$5,770	\$6,700	\$7,815	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					31	252	\$4,190	\$4,926	\$6,033	0.97	\$6,026	\$6,888	\$8,191

OREGON COMPARISON TO MARKET

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

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			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-DescCo	1156		PUBLIC HLTH EDUCATOR II		6	\$5,072	\$5,421	\$6,797	0.91	\$7,778	\$8,208	\$9,902	
2020-OR-DescCo	1158		COMM HEALTH SPECIALIST II		7	\$5,326	\$5,795	\$7,137	0.93	\$8,090	\$8,669	\$10,320	
2020-WA-ClarkCo	36		Health Educator II		0	\$4,458		\$5,431		\$6,706		\$7,877	
<b>County Market Average</b>					13	\$5,155	\$5,623	\$6,869	0.92	\$7,858	\$8,456	\$9,966	
2020-CompAnalyst	HC07000162		Health Educator		1	\$4,325	\$5,467	\$6,583	1.00	\$5,997	\$7,302	\$8,578	
<b>Purchased Market Average</b>					1	\$4,325	\$5,467	\$6,583	1.00	\$5,997	\$7,302	\$8,578	
2020-ST-ID	02356		HEALTH EDUCATION SPEC SR		14	\$4,139	\$4,759	\$7,392	0.83	\$5,922	\$6,664	\$9,815	
2020-ST-NV	10.238		HEALTH PROGRAM SPECIALIST 2		14	\$4,617	\$5,564	\$6,881	0.97	\$6,344	\$7,464	\$9,021	
2020-ST-WA	283J		HEALTH SERVICES CONSULTANT 3		0	\$4,394		\$5,758		\$6,447		\$8,088	
<b>State Market Average</b>					28	\$4,378	\$5,162	\$7,089	0.90	\$6,144	\$7,064	\$9,372	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	42	\$4,624	\$5,312	\$7,007	0.91	\$6,686	\$7,501	\$9,543

OREGON COMPARISON TO MARKET 2328-Public Health Educator 2

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	26	10	\$4,387	\$6,215	\$6,732	1.12	\$6,547	\$8,679	\$9,282
<b>Non-Corrections/Non-Management Wtd Average</b>					10	\$4,387	\$6,215	\$6,732	1.12	\$6,547	\$8,679	\$9,282
<b>STATEWIDE Weighted Average</b>					10	\$4,387	\$6,215	\$6,732	1.12	\$6,547	\$8,679	\$9,282

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
94.9%	117.0%	96.1%	97.9%	115.7%	97.3%

2333 REHAB INST FOR THE BLIND

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-ST-ID	09470		INSTRUCTOR F/T BL, SR		5	\$3,669	\$4,233	\$6,546	0.83	\$5,360	\$6,035	\$8,803
2020-ST-NV	12.449		REHABILITATION INSTRUCTOR 2		1	\$3,893	\$5,754	\$5,754	1.19	\$5,488	\$7,688	\$7,688
2020-ST-NV	12.450		ORIENTATION/MOBILITY INSTR 2		2	\$4,055	\$6,012	\$6,012	1.19	\$5,679	\$7,994	\$7,994
<b>State Market Average</b>					8	\$3,793	\$4,868	\$6,314	0.97	\$5,456	\$6,731	\$8,461
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	\$3,793	\$4,868	\$6,314	0.97	\$5,456	\$6,731	\$8,461

OREGON  
COMPARISON  
TO  
MARKET

2333-Rehabilitation Instructor For The Blind

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	23	20	\$3,817	\$5,319	\$5,834	1.10	\$5,882	\$7,634	\$8,235
<b>Non-Corrections/Non-Management Wtd Average</b>					20	\$3,817	\$5,319	\$5,834	1.10	\$5,882	\$7,634	\$8,235
<b>STATEWIDE Weighted Average</b>					20	\$3,817	\$5,319	\$5,834	1.10	\$5,882	\$7,634	\$8,235

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
100.6%	109.3%	92.4%	107.8%	113.4%	97.3%

2446 PRINT SERVICES TECHNICIAN

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-OR-WashCo	012		Digital Print Services Operator		1	\$4,013	\$4,878	\$4,878	1.10	\$6,149	\$7,177	\$7,177
2020-WA-ClarkCo	503		Digital Press Operator		0	\$2,905		\$3,705		\$4,838		\$5,801
2020-WA-KingCo	7210100		Print Shop Specialist I		1	\$3,799	\$4,593	\$4,816	1.07	\$6,239	\$7,193	\$7,462
<b>County Market Average</b>					2	\$3,572	\$4,735	\$4,467	1.08	\$5,742	\$7,185	\$6,813
2020-CompAnalyst	OF13000030		Printer	100	327	\$2,700	\$3,450	\$4,050	1.01	\$4,140	\$4,997	\$5,683
2020-MIL-PACS	04.01		Copy Center Operator	6	7		\$4,297				\$5,966	
<b>Purchased Market Average</b>					106	\$2,700	\$3,468	\$4,050	0.99	\$4,140	\$5,017	\$5,683
2020-ST-ID	01404		Printing Technician		0	\$2,902		\$5,185		\$4,443		\$7,174
2020-ST-NV	09.713		Offset Machine Operator I		0	\$2,915		\$4,231		\$4,331		\$5,887
2020-ST-WA	205F		PRINTING & DUPLICATION SPECIALIST 2		0	\$2,848		\$3,200		\$4,587		\$5,011
<b>State Market Average</b>						\$2,888		\$4,205		\$4,453		\$6,024
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					106	\$2,710	\$3,475	\$4,055	0.99	\$4,157	\$5,030	\$5,696

OREGON COMPARISON TO MARKET

2446-Print Services Technician

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	16	1	\$2,825	\$4,002	\$4,184	1.14	\$4,725	\$6,098	\$6,310
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	16	12	\$2,825	\$3,747	\$4,184	1.07	\$4,725	\$5,801	\$6,310
<b>Non-Corrections/Non-Management Wtd Average</b>					13	\$2,825	\$3,767	\$4,184	1.07	\$4,725	\$5,824	\$6,310
<b>STATEWIDE Weighted Average</b>					13	\$2,825	\$3,767	\$4,184	1.07	\$4,725	\$5,824	\$6,310

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
104.3%	115.2%	103.2%	113.7%	121.2%	110.8%
104.3%	107.8%	103.2%	113.7%	115.3%	110.8%
104.3%	108.4%	103.2%	113.7%	115.8%	110.8%
104.3%	108.4%	103.2%	113.7%	115.8%	110.8%



2475 PRINTING PRODUCTION COORDINATOR

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-CompAnalyst	CM02000064		Print Production Coordinator	90	94	\$3,875	\$5,092	\$5,925	1.04	\$5,483	\$6,873	\$7,826
<b>Purchased Market Average</b>				90	94	\$3,875	\$5,092	\$5,925	1.04	\$5,483	\$6,873	\$7,826
2020-ST-CA	1473		PRINTING TRADES PRODUCTION COORDINATOR		1	\$3,129	\$3,860	\$3,860	1.10	\$4,949	\$5,821	\$5,821
2020-ST-WA	205G		PRINTING & DUPLICATION SPECIALIST 3		1	\$3,054	\$3,515	\$3,434	1.08	\$4,835	\$5,389	\$5,292
<b>State Market Average</b>					2	\$3,092	\$3,687	\$3,647	1.09	\$4,892	\$5,605	\$5,557
<b>OVERALL WEIGHTED MARKET AVERAGE</b>				90	96	\$3,859	\$5,062	\$5,878	1.04	\$5,470	\$6,847	\$7,778

OREGON  
COMPARISON  
TO  
MARKET

2475-Printing Production Coordinator

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	Salary		Salary and Benefits			
						SR Min	Avg to Avg	SR Max to 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			
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	23	3	\$3,817	\$5,082	\$5,834	1.05	\$5,882	\$7,358	\$8,235	98.9%	100.4%	99.3%	107.5%	107.5%	105.9%
<b>Non-Corrections/Non-Management Wtd Average</b>					3	\$3,817	\$5,082	\$5,834	1.05	\$5,882	\$7,358	\$8,235	98.9%	100.4%	99.3%	107.5%	107.5%	105.9%
<b>STATEWIDE Weighted Average</b>					3	\$3,817	\$5,082	\$5,834	1.05	\$5,882	\$7,358	\$8,235	98.9%	100.4%	99.3%	107.5%	107.5%	105.9%

2510 ELECTRONIC PUBLISHING DESIGN SPECIALIST 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-CompAnalyst	DD19000020		Desktop Publishing Operator I		1	\$3,467	\$4,125	\$5,200	0.95	\$5,016	\$5,768	\$6,997	
<b>Purchased Market Average</b>					1	\$3,467	\$4,125	\$5,200	0.95	\$5,016	\$5,768	\$6,997	
2020-ST-CA	2884	A	GRAPHIC DESIGNER I		1	\$3,382	\$4,445	\$4,234	1.17	\$5,251	\$6,520	\$6,268	
2020-ST-WA	198F		GRAPHIC DESIGNER		1	\$3,128	\$3,976	\$4,070	1.10	\$4,924	\$5,944	\$6,058	
<b>State Market Average</b>					2	\$3,255	\$4,211	\$4,152	1.14	\$5,087	\$6,232	\$6,163	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	3	\$3,325	\$4,182	\$4,501	1.08	\$5,064	\$6,078	\$6,441

OREGON  
COMPARISON  
TO  
MARKET

2510-Electronic Publishing Design Specialist 1

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
88.6%	87.2%	97.5%	96.1%	93.5%	101.6%

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	17	3	\$2,945	\$3,647	\$4,387	0.99	\$4,865	\$5,684	\$6,547
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	17	1	\$2,945	\$4,184	\$4,387	1.14	\$4,865	\$6,310	\$6,547
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	17	6	\$2,945	\$3,996	\$4,387	1.09	\$4,865	\$6,091	\$6,547
<b>Non-Corrections/Non-Management Wtd Average</b>					10	\$2,945	\$3,910	\$4,387	1.07	\$4,865	\$5,991	\$6,547
<b>STATEWIDE Weighted Average</b>					10	\$2,945	\$3,910	\$4,387	1.07	\$4,865	\$5,991	\$6,547

2511 ELECTRONIC PUBLISHING DESIGN SPECIALIST 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-WashCo	374		Graphic Designer		2	\$5,012	\$5,678	\$6,093	1.02	\$7,336	\$8,128	\$8,620	
2020-WA-KingCo	7221100		Graphic Designer		1	\$4,932	\$6,407	\$6,251	1.15	\$7,601	\$9,377	\$9,189	
<b>County Market Average</b>					3	\$4,985	\$5,921	\$6,145	1.06	\$7,424	\$8,544	\$8,810	
2020-CompAnalyst	DD19000071		Desktop Publishing Operator II		1	\$3,783	\$4,550	\$5,825	0.95	\$5,378	\$6,254	\$7,711	
2020-CompAnalyst	CM02000018		Graphic Design Specialist II		1	\$4,050	\$5,150	\$6,225	1.00	\$5,683	\$6,940	\$8,169	
2020-MIL-PACS	11.02a		Graphic Designer - Intermediate	18	19	\$4,345	\$5,580	\$6,429	1.09	\$6,020	\$7,432	\$8,402	
2020-TwrsWtsn	ACA120-P2		Creative Design Services	5	5		\$5,452				\$7,285		
<b>Purchased Market Average</b>					23	26	\$4,302	\$5,499	\$6,389	0.87	\$5,971	\$7,339	\$8,356
2020-ST-CA	2885	A	GRAPHIC DESIGNER II		18	\$3,882	\$4,722	\$4,861	1.08	\$5,848	\$6,850	\$7,016	
2020-ST-ID	02762		GRAPHIC DESIGN SPECIALIST		8	\$2,902	\$3,757	\$5,185	0.93	\$4,443	\$5,465	\$7,174	
2020-ST-NV	07.864		Graphic Designer I		0	\$3,296		\$4,817		\$4,781		\$6,580	
2020-ST-WA	198G		GRAPHIC DESIGNER SENIOR		13	\$3,601	\$4,850	\$4,724	1.17	\$5,493	\$6,996	\$6,844	
<b>State Market Average</b>					39	\$3,580	\$4,566	\$4,880	1.08	\$5,425	\$6,614	\$6,981	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					23	68	\$3,876	\$4,983	\$5,419	1.00	\$5,693	\$6,977	\$7,504

OREGON  
COMPARISON  
TO  
MARKET

2511-Electronic Publishing Design Specialist 2

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
AD	AFSCME AT ENVIRONMENTAL QUAL	A	P	22	1	\$3,640	\$5,054	\$5,554	1.10	\$5,676	\$7,325	\$7,908
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	22	4	\$3,642	\$4,904	\$5,559	1.07	\$5,678	\$7,150	\$7,914
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	22	1	\$3,642	\$5,056	\$5,559	1.10	\$5,678	\$7,327	\$7,914
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	22	6	\$3,642	\$5,222	\$5,559	1.14	\$5,678	\$7,521	\$7,914
<b>Non-Corrections/Non-Management Wtd Average</b>					12	\$3,642	\$5,088	\$5,559	1.11	\$5,678	\$7,365	\$7,914
<b>STATEWIDE Weighted Average</b>					12	\$3,642	\$5,088	\$5,559	1.11	\$5,678	\$7,365	\$7,914

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
93.9%	101.4%	102.5%	99.7%	105.0%	105.4%
94.0%	98.4%	102.6%	99.7%	102.5%	105.5%
94.0%	101.5%	102.6%	99.7%	105.0%	105.5%
94.0%	104.8%	102.6%	99.7%	107.8%	105.5%
94.0%	102.1%	102.6%	99.7%	105.6%	105.5%
94.0%	102.1%	102.6%	99.7%	105.6%	105.5%

2512 ELECTRONIC PUBLISHING DESIGN SPECIALIST 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-WA-KingCo	7221200		Graphic Designer - Senior		1	\$5,422	\$6,401	\$6,873	1.04	\$8,192	\$9,370	\$9,938
<b>County Market Average</b>					1	\$5,422	\$6,401	\$6,873	1.04	\$8,192	\$9,370	\$9,938
2020-CompAnalyst	DD19000021		Desktop Publishing Operator III		1	\$4,150	\$5,333	\$6,492	1.02	\$5,797	\$7,149	\$8,473
2020-MIL-PACS	11.02b		Graphic Designer - Senior	20	28	\$4,989	\$6,668	\$7,644	1.06	\$6,756	\$8,675	\$9,791
<b>Purchased Market Average</b>				20	29	\$4,960	\$6,622	\$7,605	1.05	\$6,723	\$8,622	\$9,745
2020-ST-CA	2886	A	GRAPHIC DESIGNER III		28	\$4,576	\$5,776	\$5,729	1.12	\$6,676	\$8,108	\$8,052
2020-ST-NV	07.862		Graphic Designer II		0	\$3,576		\$5,260		\$5,113		\$7,104
<b>State Market Average</b>					28	\$4,541	\$5,776	\$5,713	1.12	\$6,622	\$8,108	\$8,019
<b>OVERALL WEIGHTED MARKET AVERAGE</b>				20	58	\$4,762	\$6,210	\$6,662	1.09	\$6,698	\$8,387	\$8,900

OREGON  
COMPARISON  
TO  
MARKET

2512-Electronic Publishing Design Specialist 3

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	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
AD	AFSCME AT ENVIRONMENTAL QUAL	A	P	25	1	\$4,185	\$5,300	\$6,410	1.00	\$6,311	\$7,612	\$8,907	87.9%	85.3%	96.2%	94.2%	90.8%	100.1%
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	25	1	\$4,193	\$5,902	\$6,505	1.10	\$6,321	\$8,314	\$9,018	88.0%	95.0%	97.6%	94.4%	99.1%	101.3%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	24	5	\$4,002	\$5,633	\$6,122	1.11	\$6,098	\$8,000	\$8,571	84.0%	90.7%	91.9%	91.0%	95.4%	96.3%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	24	7	\$4,002	\$5,309	\$6,122	1.05	\$6,098	\$7,622	\$8,571	84.0%	85.5%	91.9%	91.0%	90.9%	96.3%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	24	5	\$4,002	\$5,779	\$6,122	1.14	\$6,098	\$8,171	\$8,571	84.0%	93.1%	91.9%	91.0%	97.4%	96.3%
<b>Non-Corrections/Non-Management Wtd Average</b>					19	\$4,022	\$5,549	\$6,157	1.09	\$6,121	\$7,902	\$8,612	84.4%	89.4%	92.4%	91.4%	94.2%	96.8%
<b>STATEWIDE Weighted Average</b>					19	\$4,022	\$5,549	\$6,157	1.09	\$6,121	\$7,902	\$8,612	84.4%	89.4%	92.4%	91.4%	94.2%	96.8%

2020 Oregon Salary and Benefit Report

Data Effective Date: 07/01/2020

3105 ENGINEERING SPECIALIST 1

Class Study Pending

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-ClackCo	302		Engineering Technician 1		0	\$3,913		\$4,935		\$6,276		\$7,533	
2020-OR-JackCo	303		Engineering Technician II		2	\$3,656	\$4,805	\$4,805	1.14	\$6,307	\$7,722	\$7,722	
2020-OR-MultCo	6231		Engineering Technician 1		0	\$4,385		\$5,373		\$6,969		\$8,181	
2020-OR-WashCo	302		Engineering Technician I		4	\$4,552	\$5,086	\$5,508	1.01	\$6,790	\$7,424	\$7,925	
<b>County Market Average</b>					6	\$4,227	\$4,992	\$5,244	1.05	\$6,627	\$7,523	\$7,857	
2020-CompAnalyst	SC16000053		Engineering Aide I		1	\$3,583	\$4,350	\$5,325	0.98	\$5,149	\$6,026	\$7,140	
2020-MIL-ENG	2-451		Engineering Technician I	8	31	\$3,860	\$4,825	\$5,498	1.03	\$5,465	\$6,569	\$7,338	
2020-MIL-PACS	09.07		Engineering Technician - Entry	7	9	\$3,682	\$4,031	\$5,186	0.91	\$5,263	\$5,661	\$6,981	
2020-TwrsWtsn	AZT000-T2		Technical Specialty/Skilled Trade Generalist/Multidisci	7	17		\$4,347		1.05		\$6,022		
<b>Purchased Market Average</b>					22	58	\$3,814	\$4,554	\$5,426	1.02	\$5,413	\$6,258	\$7,255
2020-ST-CA	3008	B	JUNIOR ENGINEERING TECHNICIAN		13	\$2,877	\$2,788	\$3,604	0.86	\$4,649	\$4,542	\$5,517	
2020-ST-ID	03638		TRANSP TECH		48	\$2,485	\$3,393	\$4,443	0.96	\$3,944	\$5,030	\$6,286	
2020-ST-NV	06.328		ENGINEERING TECHNICIAN 2		14	\$3,036	\$3,083	\$4,422	0.83	\$4,473	\$4,530	\$6,113	
<b>State Market Average</b>					75	\$2,665	\$3,230	\$4,285	0.92	\$4,177	\$4,852	\$6,111	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					22	139	\$3,162	\$3,858	\$4,739	0.97	\$4,763	\$5,554	\$6,618

OREGON COMPARISON TO MARKET		3105-Engineering Specialist 1						MARKET COMPARISONS										
Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum 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
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	17	4	\$2,840	\$4,060	\$4,403	1.12	\$4,743	\$6,166	\$6,566	89.8%	105.2%	92.9%	99.6%	111.0%	99.2%
<b>Non-Corrections/Non-Management Wtd Average</b>					4	\$2,840	\$4,060	\$4,403	1.12	\$4,743	\$6,166	\$6,566	89.8%	105.2%	92.9%	99.6%	111.0%	99.2%
<b>STATEWIDE Weighted Average</b>					4	\$2,840	\$4,060	\$4,403	1.12	\$4,743	\$6,166	\$6,566	89.8%	105.2%	92.9%	99.6%	111.0%	99.2%

2020 Oregon Salary and Benefit Report

Data Effective Date: 07/01/2020

3106 ENGINEERING SPECIALIST 2

Class Study Pending

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-ClackCo	303		Engineering Technician 2		4	\$4,620	\$5,676	\$5,836	1.09	\$7,146	\$8,445	\$8,642	
2020-OR-DescCo	5070		ENGINEERING ASSISTANT III		4	\$4,300	\$4,949	\$5,489	1.01	\$6,828	\$7,626	\$8,292	
2020-OR-JackCo	304		Engineering Technician III		0	\$3,997		\$5,262		\$6,727		\$8,285	
2020-OR-MarionCo	313		Survey Technician 2		0	\$4,044		\$5,422		\$6,489		\$8,184	
<b>County Market Average</b>					8	\$4,372	\$5,312	\$5,598	1.05	\$6,911	\$8,036	\$8,420	
2020-CompAnalyst	SC16000054		Engineering Aide II		1	\$3,808	\$4,808	\$5,617	1.02	\$5,407	\$6,549	\$7,473	
2020-MIL-ENG	2-452		Engineering Technician II		9	\$4,305	\$5,572	\$6,279	1.05	\$5,975	\$7,422	\$8,230	
2020-MIL-PACS	09.08		Engineering Technician - Intermediate		11	\$4,251	\$5,533	\$6,130	1.07	\$5,912	\$7,377	\$8,059	
2020-TwrsWtsn	AZT000-T3		Technical Specialty/Skilled Trade Generalist/Multidisci		8		\$5,275		1.01		\$7,082		
<b>Purchased Market Average</b>					28	216	\$4,274	\$5,446	\$6,198	1.04	\$5,939	\$7,278	\$8,138
2020-ST-CA	3175	C	TRANSPORTATION ENGINEERING TECHNICIAN		243	\$4,109	\$4,792	\$5,143	1.03	\$6,119	\$6,934	\$7,352	
2020-ST-ID	03641		TRANSPORTATION TECH SR		54	\$3,276	\$4,164	\$5,848	0.91	\$4,890	\$5,953	\$7,967	
2020-ST-NV	06.313		ENGINEERING TECHNICIAN 3		83	\$3,430	\$3,877	\$5,034	0.92	\$4,940	\$5,469	\$6,837	
2020-ST-WA	538H		ENGINEERING TECHNICIAN 2		0	\$3,691		\$4,845		\$5,602		\$6,990	
<b>State Market Average</b>					380	\$3,828	\$4,503	\$5,222	0.99	\$5,664	\$6,474	\$7,325	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					28	604	\$3,958	\$4,851	\$5,491	1.01	\$5,762	\$6,782	\$7,564

OREGON COMPARISON TO MARKET		3106-Engineering Specialist 2		MARKET COMPARISONS														
				SALARY			Group Compa-Ratio Sum Base / Sum 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		
Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	\$3,623	\$4,920	\$5,623	1.06	\$5,656	\$7,169	\$7,989	91.5%	101.4%	102.4%	98.2%	105.7%	105.6%
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	22	48	\$3,623	\$4,920	\$5,623	1.06	\$5,656	\$7,169	\$7,989	91.5%	101.4%	102.4%	98.2%	105.7%	105.6%
<b>Non-Corrections/Non-Management Wtd Average</b>					48	\$3,623	\$4,920	\$5,623	1.06	\$5,656	\$7,169	\$7,989	91.5%	101.4%	102.4%	98.2%	105.7%	105.6%
<b>STATEWIDE Weighted Average</b>					48	\$3,623	\$4,920	\$5,623	1.06	\$5,656	\$7,169	\$7,989	91.5%	101.4%	102.4%	98.2%	105.7%	105.6%

2020 Oregon Salary and Benefit Report

Data Effective Date: 07/01/2020

3107 ENGINEERING SPECIALIST 3

Class Study Pending

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-ClackCo	304		Engineering Technician 3		12	\$5,111	\$6,140	\$6,455	1.06	\$7,749	\$9,017	\$9,404	
2020-OR-JackCo	309		Surveying Associate		0	\$4,576		\$6,037		\$7,440		\$9,239	
2020-OR-MarionCo	304		Engineering Technician Senior		0	\$4,247		\$5,692		\$6,738		\$8,517	
2020-OR-MultCo	6232		Engineering Technician 2		6	\$4,923	\$5,702	\$6,030	1.04	\$7,628	\$8,584	\$8,987	
<b>County Market Average</b>					18	\$4,984	\$5,994	\$6,268	1.05	\$7,647	\$8,873	\$9,226	
2020-CompAnalyst	SC16000055		Engineering Aide III		1	\$4,850	\$6,092	\$7,533	0.99	\$6,597	\$8,016	\$9,664	
2020-MIL-ENG	2-453		Engineering Technician - Senior		7	\$5,310	\$7,157	\$7,565	1.11	\$7,122	\$9,234	\$9,700	
2020-MIL-PACS	09.09		Engineering Technician - Senior		8	\$5,041	\$6,481	\$7,437	1.04	\$6,815	\$8,461	\$9,554	
2020-TwrsWtsn	AZT000-T4		Technical Specialty/Skilled Trade Generalist/Multidisci		9		\$6,261		1.04		\$8,210		
<b>Purchased Market Average</b>					24	279	\$5,172	\$6,606	\$7,501	1.06	\$6,966	\$8,604	\$9,627
2020-ST-CA	3129		CIVIL ENGINEERING TECHNICIAN II		0	\$3,917		\$4,904		\$5,890		\$7,068	
2020-ST-ID	03643		TRANSP TECH PRIN,ENGRNG		66	\$3,669	\$4,768	\$6,546	0.93	\$5,360	\$6,676	\$8,803	
2020-ST-NV	06.308		ENGINEERING TECHNICIAN 4		56	\$3,893	\$4,703	\$5,754	0.98	\$5,488	\$6,446	\$7,688	
2020-ST-WA	5381		ENGINEERING TECHNICIAN 3		0	\$4,070		\$5,347		\$6,058		\$7,593	
<b>State Market Average</b>					122	\$3,775	\$4,738	\$6,166	0.95	\$5,428	\$6,570	\$8,276	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					24	419	\$4,602	\$6,036	\$6,887	1.03	\$6,394	\$8,023	\$9,061

OREGON COMPARISON TO MARKET		3107-Engineering Specialist 3		MARKET COMPARISONS														
				SALARY			Group Compa-Ratio Sum Base / Sum 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		
Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	\$3,996	\$5,675	\$6,197	1.11	\$6,091	\$8,049	\$8,658	86.8%	94.0%	90.0%	95.3%	100.3%	95.6%
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	24	66	\$3,996	\$5,675	\$6,197	1.11	\$6,091	\$8,049	\$8,658	86.8%	94.0%	90.0%	95.3%	100.3%	95.6%
<b>Non-Corrections/Non-Management Wtd Average</b>					66	\$3,996	\$5,675	\$6,197	1.11	\$6,091	\$8,049	\$8,658	86.8%	94.0%	90.0%	95.3%	100.3%	95.6%
<b>STATEWIDE Weighted Average</b>					66	\$3,996	\$5,675	\$6,197	1.11	\$6,091	\$8,049	\$8,658	86.8%	94.0%	90.0%	95.3%	100.3%	95.6%

3116 CARTOGRAPHER 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-ClackCo	321		GIS Cartographer 1		1	\$3,399	\$3,298	\$4,299	0.86	\$5,643	\$5,518	\$6,751	
2020-OR-JackCo	341		Cartographer		1	\$3,203	\$3,403	\$4,198	0.92	\$5,750	\$5,995	\$6,975	
<b>County Market Average</b>					2	\$3,301	\$3,350	\$4,249	0.89	\$5,696	\$5,757	\$6,863	
2020-ST-NV	06.116		PHOTOGRAMMETRIST/CARTOGRPHR 1		1	\$3,430	\$3,430	\$5,034	0.81	\$4,940	\$4,940	\$6,837	
<b>State Market Average</b>					1	\$3,430	\$3,430	\$5,034	0.81	\$4,940	\$4,940	\$6,837	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	3	\$3,344	\$3,377	\$4,510	0.86	\$5,444	\$5,484	\$6,854

OREGON  
COMPARISON  
TO  
MARKET

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

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



3117 CARTOGRAPHER 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-ClackCo	329		GIS Cartographer 2		4	\$4,101	\$4,625	\$5,163	1.00	\$6,507	\$7,151	\$7,813	
<b>County Market Average</b>					4	\$4,101	\$4,625	\$5,163	1.00	\$6,507	\$7,151	\$7,813	
2020-ST-NV	06.110		PHOTOGRAMMETRIST/CARTOGRPHR 2		7	\$3,893	\$4,740	\$5,754	0.98	\$5,488	\$6,489	\$7,688	
2020-ST-WA	541G		CARTOGRAPHER 3		7	\$4,177	\$5,527	\$5,482	1.14	\$6,186	\$7,810	\$7,756	
<b>State Market Average</b>					14	\$4,035	\$5,133	\$5,618	1.06	\$5,837	\$7,150	\$7,722	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	18	\$4,050	\$5,020	\$5,517	1.05	\$5,986	\$7,150	\$7,742

OREGON  
COMPARISON  
TO  
MARKET

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

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

3118 CARTOGRAPHER 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-ClackCo	330		GIS Cartographer 3		1	\$4,715	\$5,232	\$5,959	0.98	\$7,262	\$7,898	\$8,794	
2020-OR-JackCo	324		Sr Cartographer		1	\$3,500	\$3,997	\$4,592	0.99	\$6,115	\$6,727	\$7,459	
<b>County Market Average</b>					2	\$4,107	\$4,614	\$5,275	0.98	\$6,688	\$7,313	\$8,126	
2020-ST-NV	06.107		PHOTOGRAMMETRIST/CARTOGRPHR 3		1	\$4,231	\$5,387	\$6,285	1.02	\$5,887	\$7,254	\$8,316	
<b>State Market Average</b>					1	\$4,231	\$5,387	\$6,285	1.02	\$5,887	\$7,254	\$8,316	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	3	\$4,149	\$4,872	\$5,612	1.00	\$6,421	\$7,293	\$8,190

OREGON  
COMPARISON  
TO  
MARKET

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

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

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3136 CIVIL ENGINEERING SPECIALIST 1

Class Study Pending

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-JackCo	301		Engineering Associate		2	\$4,576	\$5,524	\$6,037	1.04	\$7,440	\$8,608	\$9,239	
2020-OR-WashCo	303		Engineering Technician II		4	\$5,255	\$5,903	\$6,363	0.81	\$7,625	\$8,394	\$8,942	
2020-WA-ClarkCo	204		Engineering Technician Ass't		0	\$3,819		\$4,871		\$5,938		\$7,203	
2020-WA-KingCo	7113100		Engineering Technician I		1	\$4,380	\$4,380	\$5,552	0.88	\$6,938	\$6,938	\$8,348	
2020-WA-ThrstnCo	2144		ENGINEERING TECHNICIAN I		2	\$4,035	\$5,368	\$5,368	1.14	\$6,155	\$7,758	\$7,758	
<b>County Market Average</b>					9	\$4,700	\$5,530	\$5,914	0.94	\$7,108	\$8,139	\$8,569	
2020-CompAnalyst	SC16000045		Civil Engineering Technician II		1	\$3,742	\$4,917	\$6,042	1.03	\$5,330	\$6,673	\$7,959	
<b>Purchased Market Average</b>					1	\$3,742	\$4,917	\$6,042	1.03	\$5,330	\$6,673	\$7,959	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	10	\$4,620	\$5,469	\$5,924	0.95	\$6,960	\$7,992	\$8,518

OREGON COMPARISON TO MARKET 3136-Civil Engineering Specialist 1

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	25	122	\$4,193	\$5,974	\$6,505	1.12	\$6,321	\$8,398	\$9,018
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	25	1	\$4,184	\$4,387	\$6,415	0.83	\$6,310	\$6,547	\$8,913
<b>Non-Corrections/Non-Management Wtd Average</b>					123	\$4,193	\$5,961	\$6,504	1.11	\$6,321	\$8,383	\$9,017
<b>STATEWIDE Weighted Average</b>					123	\$4,193	\$5,961	\$6,504	1.11	\$6,321	\$8,383	\$9,017

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
90.8%	109.2%	109.8%	90.8%	105.1%	105.9%
90.6%	80.2%	108.3%	90.7%	81.9%	104.6%
90.8%	109.0%	109.8%	90.8%	104.9%	105.9%
90.8%	109.0%	109.8%	90.8%	104.9%	105.9%

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3137 CIVIL ENGINEERING SPECIALIST 2

Class Study Pending

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-WA-ClarkCo	207		Engineering Technician		0	\$4,415		\$5,638		\$6,655		\$8,126	
2020-WA-ThrstnCo	2145		ENGINEERING TECHNICIAN II		13	\$4,672	\$6,093	\$6,214	1.12	\$6,921	\$8,631	\$8,776	
<b>County Market Average</b>					13	\$4,653	\$6,093	\$6,173	1.12	\$6,902	\$8,631	\$8,730	
2020-CompAnalyst	SC16000046		Civil Engineering Technician III		1	\$4,625	\$5,608	\$6,758	1.03	\$6,340	\$7,464	\$8,778	
2020-MIL-OPES	07.01		Engineering Tech - II	19	139	\$4,559	\$5,741	\$5,910	1.10	\$6,824	\$8,238	\$8,440	
<b>Purchased Market Average</b>				19	140	\$4,559	\$5,740	\$5,916	1.10	\$6,820	\$8,233	\$8,443	
2020-ST-CA	3124		CIVIL ENGINEERING ASSOCIATE		1	\$5,196	\$6,830	\$6,505	1.17	\$7,416	\$9,366	\$8,978	
2020-ST-NV	06.229		STAFF 1, ASSOCIATE ENGINEER		70	\$4,231	\$4,832	\$6,285	0.92	\$5,887	\$6,598	\$8,316	
2020-ST-WA	530L		TRANSPORTATION ENGINEER 2		179	\$4,861	\$6,434	\$6,374	1.15	\$7,008	\$8,902	\$8,830	
<b>State Market Average</b>					250	\$4,686	\$5,987	\$6,350	1.08	\$6,696	\$8,258	\$8,687	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					19	403	\$4,641	\$5,905	\$6,193	1.09	\$6,746	\$8,262	\$8,604

OREGON COMPARISON TO MARKET 3137-Civil Engineering Specialist 2

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	27	66	\$4,625	\$6,595	\$7,174	1.12	\$6,825	\$9,122	\$9,798
<b>Non-Corrections/Non-Management Wtd Average</b>					66	\$4,625	\$6,595	\$7,174	1.12	\$6,825	\$9,122	\$9,798
<b>STATEWIDE Weighted Average</b>					66	\$4,625	\$6,595	\$7,174	1.12	\$6,825	\$9,122	\$9,798

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
99.7%	111.7%	115.8%	101.2%	110.4%	113.9%

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3138 CIVIL ENGINEERING SPECIALIST 3

Class Study Pending

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-WashCo	304		Engineering Technician III		15	\$5,695	\$6,789	\$6,998	1.07	\$8,147	\$9,447	\$9,696	
2020-WA-ClarkCo	210		Engineering Technician Sr.		0	\$5,111		\$6,524		\$7,492		\$9,192	
2020-WA-ThrstnCo	2154		ENGINEERING TECHNICIAN III		4	\$4,905	\$6,524	\$6,524	1.14	\$7,202	\$9,150	\$9,150	
<b>County Market Average</b>					19	\$5,508	\$6,733	\$6,879	1.08	\$7,925	\$9,385	\$9,561	
2020-MIL-OPES	07.02		Engineering Tech - III		17	\$5,306	\$6,801	\$6,905	1.11	\$7,717	\$9,507	\$9,632	
<b>Purchased Market Average</b>					17	\$5,306	\$6,801	\$6,905	1.11	\$7,717	\$9,507	\$9,632	
2020-ST-CA	3135	B	TRANSPORTATION ENGINEER (CIVIL)		1,282	\$5,680	\$8,231	\$7,106	1.29	\$7,993	\$11,038	\$9,695	
2020-ST-ID	03012		ENGINEERING ASST, TRANSP		40	\$4,139	\$5,510	\$7,392	0.96	\$5,922	\$7,563	\$9,815	
2020-ST-WA	530M		TRANSPORTATION ENGINEER 3		375	\$5,364	\$7,185	\$7,037	1.16	\$7,614	\$9,805	\$9,628	
<b>State Market Average</b>					1,697	\$5,574	\$7,936	\$7,098	1.25	\$7,860	\$10,684	\$9,683	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					17	1,802	\$5,560	\$7,869	\$7,086	1.24	\$7,854	\$10,614	\$9,679

OREGON COMPARISON TO MARKET 3138-Civil Engineering Specialist 3

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	30	46	\$5,355	\$7,791	\$8,302	1.14	\$7,676	\$10,517	\$11,114
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	30	1	\$5,301	\$7,763	\$8,149	1.15	\$7,613	\$10,485	\$10,935
<b>Non-Corrections/Non-Management Wtd Average</b>					47	\$5,354	\$7,790	\$8,299	1.14	\$7,675	\$10,517	\$11,110
<b>STATEWIDE Weighted Average</b>					47	\$5,354	\$7,790	\$8,299	1.14	\$7,675	\$10,517	\$11,110

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
96.3%	99.0%	117.2%	97.7%	99.1%	114.8%
95.3%	98.7%	115.0%	96.9%	98.8%	113.0%
96.3%	99.0%	117.1%	97.7%	99.1%	114.8%
96.3%	99.0%	117.1%	97.7%	99.1%	114.8%

3144 PROFESSIONAL LAND SURVEYOR 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-ClackCo	310		Land Surveyor		5	\$6,512	\$7,749	\$8,234	1.05	\$9,475	\$10,996	\$11,594	
2020-OR-JackCo	317		Land Surveyor		2	\$5,247	\$6,096	\$6,945	1.00	\$8,266	\$9,312	\$10,358	
2020-OR-MultCo	6091		Survey Specialist		1	\$6,398	\$7,422	\$7,876	1.04	\$9,438	\$10,695	\$11,252	
<b>County Market Average</b>					8	\$6,182	\$7,295	\$7,867	1.04	\$9,168	\$10,538	\$11,242	
2020-CompAnalyst	SC16000259		Land Surveyor III		1	\$4,458	\$5,417	\$6,608	0.98	\$6,149	\$7,245	\$8,607	
<b>Purchased Market Average</b>					1	\$4,458	\$5,417	\$6,608	0.98	\$6,149	\$7,245	\$8,607	
2020-ST-CA	3029	D	TRANSPORTATION SURVEYOR (CALTRANS)		94	\$7,425	\$8,269	\$9,291	0.99	\$10,075	\$11,082	\$12,302	
2020-ST-ID	03008		LAND SURVEYOR, TRANS		5	\$4,139	\$5,550	\$7,392	0.96	\$5,922	\$7,611	\$9,815	
2020-ST-NV	06.210		PROFESSIONAL LAND SURVEYOR I		1	\$5,497	\$6,012	\$8,264	0.87	\$7,385	\$7,994	\$10,657	
2020-ST-WA	527F		LAND SURVEYOR 3		9	\$4,966	\$6,519	\$6,517	1.14	\$7,135	\$9,004	\$9,001	
<b>State Market Average</b>					109	\$7,053	\$7,979	\$8,965	1.00	\$9,617	\$10,723	\$11,900	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	118	\$6,972	\$7,911	\$8,871	1.00	\$9,558	\$10,681	\$11,828

OREGON COMPARISON TO MARKET  
3144-Professional Land Surveyor 1

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	31	12	\$5,619	\$7,976	\$8,717	1.11	\$7,984	\$10,733	\$11,598
<b>Non-Corrections/Non-Management Wtd Average</b>					12	\$5,619	\$7,976	\$8,717	1.11	\$7,984	\$10,733	\$11,598
<b>STATEWIDE Weighted Average</b>					12	\$5,619	\$7,976	\$8,717	1.11	\$7,984	\$10,733	\$11,598

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
80.6%	100.8%	98.3%	83.5%	100.5%	98.1%

3145 PROFESSIONAL LAND SURVEYOR 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-ClackCo	294		Land Surveyor, Senior		1	\$6,862	\$8,486	\$8,709	1.09	\$9,905	\$11,904	\$12,178	
2020-OR-JackCo	305		Lead Surveyor - Roads		1	\$5,247	\$5,488	\$6,945	0.90	\$8,266	\$8,563	\$10,358	
<b>County Market Average</b>					2	\$6,054	\$6,987	\$7,827	1.00	\$9,085	\$10,233	\$11,268	
2020-ST-CA	3031		SENIOR TRANSPORTATION SURVEYOR (CALTRAI		18	\$8,743	\$10,742	\$10,943	1.09	\$11,649	\$14,034	\$14,274	
2020-ST-NV	06.208		PROFESSIONAL LAND SURVEYOR II		3	\$5,754	\$7,919	\$8,655	1.10	\$7,688	\$10,249	\$11,120	
<b>State Market Average</b>					21	\$8,316	\$10,339	\$10,616	1.09	\$11,083	\$13,494	\$13,823	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	23	\$8,120	\$10,048	\$10,374	1.08	\$10,910	\$13,210	\$13,601

OREGON COMPARISON TO MARKET  
3145-Professional Land Surveyor 2

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	33	11	\$6,195	\$8,963	\$9,612	1.13	\$8,656	\$11,885	\$12,642
<b>Non-Corrections/Non-Management Wtd Average</b>					11	\$6,195	\$8,963	\$9,612	1.13	\$8,656	\$11,885	\$12,642
<b>STATEWIDE Weighted Average</b>					11	\$6,195	\$8,963	\$9,612	1.13	\$8,656	\$11,885	\$12,642

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
76.3%	89.2%	92.7%	79.3%	90.0%	92.9%

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3146 ASSOCIATE IN ENGINEERING 1

Class Study Pending

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-OR-DescCo	5075		ENGINEERING ASSOCIATE		2	\$5,033	\$5,987	\$6,423	1.05	\$7,730	\$8,905	\$9,442
2020-OR-WashCo	316		Engineering Associate I		4	\$5,670	\$6,890	\$6,890	1.10	\$8,118	\$9,568	\$9,567
<b>County Market Average</b>					6	\$5,457	\$6,589	\$6,734	1.08	\$7,988	\$9,347	\$9,525
2020-CompAnalyst	EN04100187		Transportation Engineer I		100	\$4,208	\$4,883	\$6,183	0.93	\$5,864	\$6,635	\$8,121
2020-MIL-ENG	2-071		Civil Engineer I		18	\$5,448	\$6,886	\$7,552	1.06	\$7,281	\$8,924	\$9,685
2020-MIL-NWMGT	06.12b		Civil Engineer - Entry		16	\$5,621	\$7,221	\$7,583	1.09	\$7,478	\$9,307	\$9,721
2020-MIL-OPES	07.03		Civil Engineering Associate		16	\$5,601	\$6,358	\$7,331	0.98	\$8,071	\$8,977	\$10,141
<b>Purchased Market Average</b>					150	\$5,223	\$6,421	\$7,190	1.03	\$7,120	\$8,495	\$9,382
2020-ST-CA	3135	A	TRANSPORTATION ENGINEER (CIVIL)		1,261	\$4,960	\$8,231	\$5,914	1.51	\$7,134	\$11,038	\$8,273
2020-ST-ID	03702		ENGINEER ASSOCIATE		26	\$4,139	\$5,332	\$7,392	0.92	\$5,922	\$7,350	\$9,815
2020-ST-WA	530E		CIVIL ENGINEER 1		0	\$3,878		\$5,091		\$5,826		\$7,286
<b>State Market Average</b>					1,287	\$4,943	\$8,173	\$5,944	1.50	\$7,109	\$10,963	\$8,303
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					150	\$5,011	\$7,749	\$6,243	1.39	\$7,114	\$10,369	\$8,565

OREGON COMPARISON TO MARKET 3146-Associate In Engineering 1

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	25	42	\$4,193	\$5,480	\$6,505	1.02	\$6,321	\$7,822	\$9,018
<b>Non-Corrections/Non-Management Wtd Average</b>					42	\$4,193	\$5,480	\$6,505	1.02	\$6,321	\$7,822	\$9,018
<b>STATEWIDE Weighted Average</b>					42	\$4,193	\$5,480	\$6,505	1.02	\$6,321	\$7,822	\$9,018

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
83.7%	70.7%	104.2%	88.8%	75.4%	105.3%



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3147 ASSOCIATE IN ENGINEERING 2

Class Study Pending

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-ClackCo	299		Civil Engineer, Associate		1	\$6,634	\$7,246	\$8,470	0.96	\$9,624	\$10,378	\$11,885	
2020-OR-MultCo	6235		Engineer 1		4	\$6,398	\$7,012	\$7,876	0.98	\$9,438	\$10,192	\$11,252	
2020-OR-WashCo	317		Engineering Associate II		8	\$6,576	\$7,441	\$7,992	1.02	\$9,195	\$10,222	\$10,877	
2020-WA-ClarkCo	207		Engineer I		0	\$4,415		\$5,638		\$6,655		\$8,126	
2020-WA-KingCo	7112100		Engineer I		23	\$5,686	\$6,530	\$7,207	1.01	\$8,509	\$9,525	\$10,339	
<b>County Market Average</b>					36	\$5,947	\$6,806	\$7,441	1.01	\$8,738	\$9,777	\$10,536	
2020-CompAnalyst	EN04100188		Transportation Engineer II	150	125	\$5,275	\$6,225	\$7,708	0.96	\$7,083	\$8,169	\$9,864	
2020-MIL-ENG	2-072		Civil Engineer II	17	125	\$6,396	\$8,053	\$8,927	1.05	\$8,364	\$10,258	\$11,256	
2020-TwrsWtsn	AZE040-P2		Civil Engineering	5	8		\$6,741		0.99		\$8,758		
<b>Purchased Market Average</b>					172	258	\$5,836	\$7,127	\$8,318	1.00	\$7,724	\$9,199	\$10,560
2020-ST-CA	3124		CIVIL ENGINEERING ASSOCIATE		1	\$5,196	\$6,830	\$6,505	1.17	\$7,416	\$9,366	\$8,978	
2020-ST-NV	06.228		STAFF 2, ASSOCIATE ENGINEER		110	\$4,617	\$5,624	\$6,881	0.98	\$6,344	\$7,534	\$9,021	
<b>State Market Average</b>					111	\$4,622	\$5,635	\$6,877	0.98	\$6,353	\$7,551	\$9,021	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					172	405	\$5,504	\$6,689	\$7,829	1.00	\$7,433	\$8,799	\$10,124

OREGON COMPARISON TO MARKET 3147-Associate In Engineering 2

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	27	69	\$4,625	\$6,370	\$7,174	1.08	\$6,825	\$8,860	\$9,798
<b>Non-Corrections/Non-Management Wtd Average</b>					69	\$4,625	\$6,370	\$7,174	1.08	\$6,825	\$8,860	\$9,798
<b>STATEWIDE Weighted Average</b>					69	\$4,625	\$6,370	\$7,174	1.08	\$6,825	\$8,860	\$9,798

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
84.0%	95.2%	91.6%	91.8%	100.7%	96.8%

# 2020 Oregon Salary and Benefit Report

Data Effective Date: 07/01/2020

## 3148 PROFESSIONAL ENGINEER 1

Class Study Pending

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-ClackCo	300		Civil Engineer		4	\$7,765	\$8,545	\$9,823	0.97	\$11,017	\$11,976	\$13,549	
2020-OR-JackCo	01071		Construction Engineer		1	\$6,484	\$7,883	\$8,278	1.07	\$9,790	\$11,512	\$11,999	
2020-OR-MultCo	6236		Engineer 2		3	\$7,207	\$8,129	\$8,866	1.01	\$10,431	\$11,562	\$12,466	
2020-WA-ClarkCo	214		Traffic Engineer		7	\$6,037	\$7,429	\$7,703	1.08	\$8,606	\$10,282	\$10,611	
2020-WA-KingCo	7112200		Engineer II		81	\$6,396	\$7,634	\$8,108	1.05	\$9,363	\$10,853	\$11,424	
2020-WA-ThrstnCo	2148		CIVIL ENGINEER		2	\$5,653	\$6,807	\$7,537	1.03	\$8,101	\$9,491	\$10,368	
<b>County Market Average</b>					98	\$6,436	\$7,657	\$8,163	1.05	\$9,388	\$10,858	\$11,469	
2020-CompAnalyst	EN04100189		Transportation Engineer III	150	150	\$6,400	\$8,133	\$9,433	0.99	\$8,369	\$10,350	\$11,835	
2020-CompAnalyst	EN04100001		Civil Engineer II	70	1,700	\$5,958	\$7,417	\$8,908	1.00	\$7,864	\$9,531	\$11,235	
2020-CompAnalyst	EN04100062		Engineer II		1	\$5,300	\$6,600	\$8,017	0.96	\$7,111	\$8,597	\$10,216	
2020-MIL-ENG	2-082		Civil Engineer - PE II	4	8	\$6,371	\$7,987	\$9,489	1.01	\$8,336	\$10,182	\$11,899	
2020-MIL-NWMGT	06.12a		Civil Engineer	17	279	\$6,412	\$7,967	\$8,887	1.04	\$8,383	\$10,159	\$11,211	
2020-MIL-OPES	07.04		Engineer, Civil (Professional)	18	116	\$6,578	\$8,147	\$8,592	1.07	\$9,240	\$11,118	\$11,650	
2020-TwrsWtsn	AZE040-P3		Civil Engineering	5	8		\$8,299		1.03		\$10,539		
<b>Purchased Market Average</b>					264	2,262	\$6,077	\$7,574	\$8,926	1.01	\$8,034	\$9,749	\$11,295
2020-ST-CA	3135	D	TRANSPORTATION ENGINEER (CIVIL)		1,804	\$7,425	\$8,231	\$9,291	0.98	\$10,075	\$11,038	\$12,302	
2020-ST-ID	03704		ENGINEER, STAFF		45	\$4,679	\$6,251	\$8,359	0.96	\$6,569	\$8,450	\$10,971	
2020-ST-NV	06.226		PROFESSIONAL ENGINEER		77	\$5,260	\$6,397	\$7,894	0.97	\$7,104	\$8,449	\$10,219	
2020-ST-WA	530N		TRANSPORTATION ENGINEER 4		128	\$5,919	\$7,855	\$7,765	1.15	\$8,282	\$10,612	\$10,503	
<b>State Market Average</b>					2,054	\$7,189	\$8,096	\$9,122	0.99	\$9,775	\$10,858	\$12,082	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					264	4,414	\$6,603	\$7,819	\$9,001	1.00	\$8,875	\$10,290	\$11,666

**OREGON COMPARISON TO MARKET**  
**3148-Professional Engineer 1**

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

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

3148-Professional Engineer 1 (Continued)

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	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			
MMN	MGT SVC NONSUPERVISORY	A	P	32	1	\$6,367	\$8,113	\$9,374	1.03	\$8,857	\$10,893	\$12,364	96.4%	103.8%	104.1%	99.8%	105.9%	106.0%
<b>Management Wtd Average</b>					1	\$6,367	\$8,113	\$9,374	1.03	\$8,857	\$10,893	\$12,364	96.4%	103.8%	104.1%	99.8%	105.9%	106.0%
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	32	131	\$5,902	\$8,230	\$9,155	1.09	\$8,314	\$11,030	\$12,108	89.4%	105.3%	101.7%	93.7%	107.2%	103.8%
<b>Non-Corrections/Non-Management Wtd Average</b>					131	\$5,902	\$8,230	\$9,155	1.09	\$8,314	\$11,030	\$12,108	89.4%	105.3%	101.7%	93.7%	107.2%	103.8%
<b>STATEWIDE Weighted Average</b>					132	\$5,906	\$8,230	\$9,157	1.09	\$8,318	\$11,029	\$12,110	89.4%	105.3%	101.7%	93.7%	107.2%	103.8%

**3149 PROFESSIONAL ENGINEER 2**

Class Study Pending

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-ClackCo	298		Civil Engineer, Senior		5	\$8,507	\$9,737	\$10,811	1.01	\$11,930	\$13,444	\$14,766	
2020-OR-MultCo	6311		Engineer 3		2	\$8,110	\$9,982	\$9,982	1.10	\$11,539	\$13,836	\$13,836	
2020-OR-WashCo	318		Engineer, Senior		3	\$8,013	\$9,471	\$9,737	1.07	\$10,902	\$12,634	\$12,951	
2020-WA-ClarkCo	213		Engineer III		14	\$5,742	\$6,846	\$7,343	1.05	\$8,252	\$9,579	\$10,178	
2020-WA-KingCo	7112300		Engineer III		71	\$7,196	\$8,963	\$9,124	1.10	\$10,326	\$12,452	\$12,647	
<b>County Market Average</b>					95	\$7,096	\$8,729	\$8,988	1.09	\$10,149	\$12,116	\$12,429	
2020-CompAnalyst	EN04100190		Transportation Engineer IV		1	\$7,267	\$8,925	\$10,092	1.03	\$9,359	\$11,254	\$12,588	
2020-CompAnalyst	EN04100002		Civil Engineer III	60	868	\$6,967	\$9,042	\$10,642	1.03	\$9,016	\$11,388	\$13,216	
2020-CompAnalyst	EN04100064		Engineer IV		1	\$7,358	\$9,467	\$11,350	0.99	\$9,464	\$11,873	\$14,026	
2020-MIL-ENG	2-083		Civil Engineer - PE - Senior	6	60	\$7,582	\$9,493	\$11,049	1.02	\$9,720	\$11,903	\$13,682	
2020-MIL-NWMGT	06.11		Civil Engineer - Senior	20	310	\$7,528	\$9,658	\$10,759	1.06	\$9,658	\$12,092	\$13,350	
2020-MIL-OPES	07.05		Engineer, Civil - Senior	17	58	\$7,306	\$8,976	\$9,846	1.05	\$10,111	\$12,110	\$13,150	
<b>Purchased Market Average</b>					103	1,298	\$7,145	\$9,207	\$10,653	1.04	\$9,252	\$11,612	\$13,267
2020-ST-CA	3161	A	SENIOR TRANSPORTATION ENGINEER, CALTRAN		868	\$8,743	\$10,721	\$10,943	1.09	\$11,649	\$14,009	\$14,274	
2020-ST-ID	03708		ENGINEER, TECHNICAL 2		17	\$5,602	\$7,932	\$10,007	1.02	\$7,673	\$10,461	\$12,943	
2020-ST-NV	06.231		PROF ENGINEERING SPEC, P.E.		12	\$5,754	\$7,433	\$8,655	1.03	\$7,688	\$9,674	\$11,120	
2020-ST-WA	5300		TRANSPORTATION ENGINEER 5		21	\$6,517	\$8,736	\$8,550	1.16	\$9,001	\$11,672	\$11,448	
<b>State Market Average</b>					918	\$8,595	\$10,581	\$10,841	1.09	\$11,463	\$13,833	\$14,143	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					103	2,311	\$7,719	\$9,733	\$10,659	1.06	\$10,167	\$12,515	\$13,581

**OREGON COMPARISON TO MARKET 3149-Professional Engineer 2**

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
MMN	MGT SVC NONSUPERVISORY	A	P	35	17	\$7,363	\$9,928	\$10,843	1.09	\$10,018	\$13,011	\$14,077
MMS	MGT SVC SUPERVISORY	A	P	35	17	\$7,363	\$10,197	\$10,843	1.12	\$10,018	\$13,323	\$14,077

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
95.4%	102.0%	101.7%	98.5%	104.0%	103.7%
95.4%	104.8%	101.7%	98.5%	106.5%	103.7%

3149-Professional Engineer 2 (Continued)

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	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
<b>Management Wtd Average</b>					34	\$7,363	\$10,063	\$10,843	1.11	\$10,018	\$13,167	\$14,077	95.4%	103.4%	101.7%	98.5%	105.2%	103.7%
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	35	83	\$6,832	\$9,868	\$10,598	1.13	\$9,399	\$12,941	\$13,792	88.5%	101.4%	99.4%	92.4%	103.4%	101.6%
UA	UNREPRESENTED	A	P	35	1	\$6,727	\$9,405	\$10,345	1.10	\$9,276	\$12,400	\$13,496	87.1%	96.6%	97.1%	91.2%	99.1%	99.4%
<b>Non-Corrections/Non-Management Wtd Average</b>					84	\$6,831	\$9,863	\$10,595	1.13	\$9,397	\$12,934	\$13,788	88.5%	101.3%	99.4%	92.4%	103.3%	101.5%
<b>STATEWIDE Weighted Average</b>					118	\$6,984	\$9,920	\$10,666	1.12	\$9,576	\$13,001	\$13,871	90.5%	101.9%	100.1%	94.2%	103.9%	102.1%

2020 Oregon Salary and Benefit Report

Data Effective Date: 07/01/2020

3251 FACILITIES ENGINEER 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-CompAnalyst	EN04100258		Facilities Engineer I		1	\$3,792	\$5,142	\$5,800	1.07	\$5,388	\$6,930	\$7,683
2020-MIL-ENG	2-171		Facilities Engineer I	3	5	\$4,924	\$6,379	\$7,530	1.02	\$6,682	\$8,345	\$9,660
2020-MIL-NWMGT	06.22b		Mechanical Engineer - Entry	9	5	\$5,750	\$6,164	\$7,754	0.91	\$7,626	\$8,098	\$9,916
<b>Purchased Market Average</b>				12	11	\$5,197	\$6,169	\$7,475	0.98	\$6,993	\$8,104	\$9,597
2020-ST-WA	528B		FACILITIES ENGINEER 2		0	\$4,394		\$5,758		\$6,447		\$8,088
<b>State Market Average</b>						\$4,394		\$5,758		\$6,447		\$8,088
<b>OVERALL WEIGHTED MARKET AVERAGE</b>				12	11	\$5,130	\$6,169	\$7,331	0.98	\$6,948	\$8,104	\$9,471

OREGON  
COMPARISON  
TO  
MARKET

3251-Facilities Engineer 1

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	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
AU	AFSCME AT MILITARY	A	P	26Q	1	\$4,384	\$6,410	\$6,727	1.15	\$6,544	\$8,907	\$9,276	85.5%	103.9%	91.8%	94.2%	109.9%	97.9%
UA	UNREPRESENTED	A	P	27	1	\$4,606	\$4,826	\$7,049	0.83	\$6,803	\$7,059	\$9,652	89.8%	78.2%	96.1%	97.9%	87.1%	101.9%
<b>Non-Corrections/Non-Management Wtd Average</b>					2	\$4,495	\$5,618	\$6,888	0.99	\$6,673	\$7,983	\$9,464	87.6%	91.1%	94.0%	96.0%	98.5%	99.9%
<b>STATEWIDE Weighted Average</b>					2	\$4,495	\$5,618	\$6,888	0.99	\$6,673	\$7,983	\$9,464	87.6%	91.1%	94.0%	96.0%	98.5%	99.9%

2020 Oregon Salary and Benefit Report

Data Effective Date: 07/01/2020

3252 FACILITIES ENGINEER 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-CompAnalyst	EN04100259		Facilities Engineer II		1	\$5,475	\$7,017	\$8,433	1.01	\$7,311	\$9,073	\$10,692
2020-MIL-ENG	2-172		Facilities Engineer II	4	4	\$5,760	\$7,545	\$8,926	1.03	\$7,637	\$9,677	\$11,255
2020-MIL-NWMGT	06.22a		Mechanical Engineer	15	11	\$6,390	\$8,036	\$8,994	1.04	\$8,357	\$10,238	\$11,333
<b>Purchased Market Average</b>				19	16	\$6,176	\$7,849	\$8,942	1.04	\$8,112	\$10,025	\$11,274
2020-ST-WA	528C		FACILITIES ENGINEER 3		0	\$5,091		\$6,679		\$7,286		\$9,197
<b>State Market Average</b>						\$5,091		\$6,679		\$7,286		\$9,197
<b>OVERALL WEIGHTED MARKET AVERAGE</b>				19	16	\$6,112	\$7,849	\$8,809	1.04	\$8,063	\$10,025	\$11,152

OREGON  
COMPARISON  
TO  
MARKET

3252-Facilities Engineer 2

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
AU	AFSCME AT MILITARY	A	P	29	1	\$5,054	\$7,398	\$7,762	1.15	\$7,325	\$10,059	\$10,484
<b>Non-Corrections/Non-Management Wtd Average</b>					1	\$5,054	\$7,398	\$7,762	1.15	\$7,325	\$10,059	\$10,484
<b>STATEWIDE Weighted Average</b>					1	\$5,054	\$7,398	\$7,762	1.15	\$7,325	\$10,059	\$10,484

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
82.7%	94.2%	88.1%	90.8%	100.3%	94.0%

3253 FACILITIES ENGINEER 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-OR-ClackCo	916		Structural Engineer		2	\$8,138	\$7,361	\$10,301	0.80	\$11,475	\$10,519	\$14,138
<b>County Market Average</b>					2	\$8,138	\$7,361	\$10,301	0.80	\$11,475	\$10,519	\$14,138
2020-CompAnalyst	EN04100260		Facilities Engineer III		1	\$6,933	\$8,667	\$10,650	0.99	\$8,978	\$10,959	\$13,226
2020-MIL-ENG	2-173		Facilities Engineer - Senior		3	\$6,758	\$9,296	\$10,587	1.07	\$8,777	\$11,678	\$13,154
2020-MIL-NWMGT	06.21		Mechanical Engineer - Senior		14	\$7,171	\$9,059	\$10,650	1.02	\$9,250	\$11,408	\$13,226
<b>Purchased Market Average</b>					17	\$7,002	\$9,131	\$10,626	1.04	\$9,057	\$11,489	\$13,199
2020-ST-CA	3345		STRUCTURAL ENGINEERING ASSOCIATE		0	\$7,425		\$9,291		\$10,075		\$12,302
2020-ST-WA	528D		FACILITIES ENGINEER 4		0	\$5,616		\$7,371		\$7,917		\$10,029
<b>State Market Average</b>						\$6,520		\$8,331		\$8,996		\$11,165
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					17	\$7,054	\$8,977	\$10,417	1.02	\$9,245	\$11,405	\$13,111

OREGON  
COMPARISON  
TO  
MARKET

3253-Facilities Engineer 3

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	Salary		Salary and Benefits			
						SR Min	Avg to Avg	SR Max to 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			
OAD	SEIU STRIKEABLE ODOT COALITION	A	P	33	6	\$6,122	\$8,624	\$9,410	1.11	\$8,571	\$11,489	\$12,406	86.8%	96.1%	90.3%	92.7%	100.7%	94.6%
UA	UNREPRESENTED	A	P	33	4	\$6,117	\$8,100	\$9,405	1.04	\$8,565	\$10,878	\$12,400	86.7%	90.2%	90.3%	92.6%	95.4%	94.6%
<b>Non-Corrections/Non-Management Wtd Average</b>					10	\$6,120	\$8,415	\$9,408	1.08	\$8,568	\$11,245	\$12,404	86.8%	93.7%	90.3%	92.7%	98.6%	94.6%
<b>STATEWIDE Weighted Average</b>					10	\$6,120	\$8,415	\$9,408	1.08	\$8,568	\$11,245	\$12,404	86.8%	93.7%	90.3%	92.7%	98.6%	94.6%



3265 CONSTRUCTION INSPECTOR

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-OR-JackCo	152		Construction Inspector		8	\$5,057	\$6,108	\$6,664	1.04	\$8,032	\$9,326	\$10,011
<b>County Market Average</b>					8	\$5,057	\$6,108	\$6,664	1.04	\$8,032	\$9,326	\$10,011
2020-CompAnalyst	SC16000369		Building Inspector, Sr.		1	\$4,425	\$5,908	\$6,983	1.04	\$6,111	\$7,807	\$9,035
2020-MIL-OPES	10.20		Public Works Inspector		8	\$5,350	\$6,376	\$6,799	1.05	\$7,771	\$8,998	\$9,505
<b>Purchased Market Average</b>					8	\$5,308	\$6,354	\$6,807	1.05	\$7,696	\$8,944	\$9,483
2020-ST-CA	4032		CONSTRUCTION INSPECTOR II		7	\$5,419	\$6,192	\$6,783	1.01	\$7,682	\$8,604	\$9,309
2020-ST-ID	06502		DPW CONSTRUCTION REPRESENTATIVE		8	\$3,276	\$4,265	\$5,848	0.93	\$4,890	\$6,074	\$7,967
2020-ST-NV	06.754		BLDG CONSTRUCTION INSP 3		8	\$4,617	\$5,948	\$6,881	1.03	\$6,344	\$7,918	\$9,021
2020-ST-WA	391S		CONSTRUCTION COMPLIANCE INSPECTOR 1		0	\$4,966		\$5,904		\$7,135		\$8,264
<b>State Market Average</b>					23	\$4,419	\$5,437	\$6,467	0.99	\$6,283	\$7,485	\$8,722
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					8	\$4,876	\$5,919	\$6,635	1.02	\$7,117	\$8,369	\$9,223

OREGON COMPARISON TO MARKET 3265-Construction Inspector

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
AU	AFSCME AT MILITARY	A	P	27	2	\$4,606	\$5,063	\$7,049	0.87	\$6,803	\$7,336	\$9,652
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	27	1	\$4,611	\$6,415	\$7,053	1.10	\$6,808	\$8,913	\$9,657
<b>Non-Corrections/Non-Management Wtd Average</b>					3	\$4,608	\$5,514	\$7,050	0.95	\$6,804	\$7,861	\$9,654
<b>STATEWIDE Weighted Average</b>					3	\$4,608	\$5,514	\$7,050	0.95	\$6,804	\$7,861	\$9,654

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
94.5%	85.5%	106.2%	95.6%	87.7%	104.7%
94.6%	108.4%	106.3%	95.7%	106.5%	104.7%
94.5%	93.2%	106.3%	95.6%	93.9%	104.7%
94.5%	93.2%	106.3%	95.6%	93.9%	104.7%

3267 CONSTRUCTION PROJECT MANAGER 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-WA-ClarkCo	208		Capital Project Manager I		0	\$4,640		\$5,911		\$6,926		\$8,455
2020-WA-KingCo	7114300		Capital Project Manager I		6	\$5,686	\$6,645	\$7,207	1.03	\$8,509	\$9,664	\$10,339
2020-WA-ThrstnCo	1435		Capital Project Manager I		0	\$5,088		\$6,785		\$7,422		\$9,463
<b>County Market Average</b>					6	\$5,480	\$6,645	\$6,992	1.03	\$8,175	\$9,664	\$9,994
2020-MIL-ENG	4-651		Project Manager - Construction I	8	18	\$5,831	\$6,815	\$8,026	0.93	\$7,719	\$8,843	\$10,227
<b>Purchased Market Average</b>					8	\$5,831	\$6,815	\$8,026	0.93	\$7,719	\$8,843	\$10,227
2020-ST-NV	06.758		CONSTRUCTION PROJECT COORD 2		3	\$4,231	\$5,175	\$6,285	0.98	\$5,887	\$7,003	\$8,316
2020-ST-WA	537J		CONSTRUCTION PROJECT COORDINATOR 2		15	\$4,890	\$6,243	\$6,423	1.10	\$7,044	\$8,672	\$8,889
<b>State Market Average</b>					18	\$4,781	\$6,065	\$6,400	1.08	\$6,851	\$8,394	\$8,793
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					8	\$5,349	\$6,469	\$7,192	1.01	\$7,453	\$8,767	\$9,612

OREGON COMPARISON TO MARKET  
3267-Construction Project Manager 1

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
OAI	SEIU STRIKEABLE INST COALITION	A	P	27	2	\$4,611	\$5,978	\$7,053	1.03	\$6,808	\$8,403	\$9,657
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	27	2	\$4,611	\$6,017	\$7,053	1.03	\$6,808	\$8,448	\$9,657
<b>Non-Corrections/Non-Management Wtd Average</b>					4	\$4,611	\$5,997	\$7,053	1.03	\$6,808	\$8,425	\$9,657
<b>STATEWIDE Weighted Average</b>					4	\$4,611	\$5,997	\$7,053	1.03	\$6,808	\$8,425	\$9,657

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
86.2%	92.4%	98.1%	91.4%	95.8%	100.5%
86.2%	93.0%	98.1%	91.4%	96.4%	100.5%
86.2%	92.7%	98.1%	91.4%	96.1%	100.5%
86.2%	92.7%	98.1%	91.4%	96.1%	100.5%

2020 Oregon Salary and Benefit Report

Data Effective Date: 07/01/2020

3268 CONSTRUCTION PROJECT MANAGER 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-ClackCo	479		Build Construct Proj Coord		3	\$5,682	\$6,462	\$7,206	1.00	\$8,453	\$9,413	\$10,328	
2020-OR-JackCo	01070		Construction Manager		0	\$6,228		\$7,980		\$9,474		\$11,631	
2020-OR-WashCo	452		Capital Improvement Project Manager		3	\$7,083	\$8,340	\$8,606	1.06	\$9,797	\$11,291	\$11,607	
2020-WA-ClarkCo	211		Capital Project Manager II		0	\$5,365		\$6,851		\$7,798		\$9,586	
2020-WA-KingCo	7114400		Capital Project Manager II		7	\$6,402	\$7,413	\$8,114	1.02	\$9,370	\$10,587	\$11,431	
2020-WA-ThrstnCo	1434		CAPITAL PROJECT MANAGER II		3	\$5,653	\$6,859	\$7,537	1.04	\$8,101	\$9,553	\$10,368	
<b>County Market Average</b>					16	\$6,203	\$7,305	\$7,871	1.03	\$8,995	\$10,305	\$11,008	
2020-CompAnalyst	SC16000335		Construction Coordinator IV		1	\$7,008	\$8,633	\$9,200	1.02	\$9,064	\$10,921	\$11,569	
2020-MIL-ENG	4-652		Project Manager - Construction II	11	54	\$6,768	\$8,039	\$9,496	1.03	\$8,789	\$10,242	\$11,907	
2020-MIL-OPES	10.19		Public Works Operations Supervisor	12	23	\$6,222	\$7,785	\$8,349	1.07	\$8,814	\$10,685	\$11,359	
2020-TwrsWtsn	APM020-P3		Facilities Construction Project Management	5	12		\$8,502				\$10,771		
<b>Purchased Market Average</b>					28	90	\$6,606	\$8,042	\$9,145	0.90	\$8,800	\$10,433	\$11,736
2020-ST-ID	03016		CONSTRUCTION MGR 1		1	\$4,139	\$6,202	\$7,392	1.08	\$5,922	\$8,391	\$9,815	
2020-ST-NV	06.750		CONSTRUCTION PROJECT COORD 3		1	\$4,617	\$6,002	\$6,881	1.04	\$6,344	\$7,982	\$9,021	
2020-ST-WA	537K		CONSTRUCTION PROJECT COORDINATOR 3		51	\$5,776	\$7,356	\$7,580	1.10	\$8,110	\$10,011	\$10,281	
<b>State Market Average</b>					53	\$5,723	\$7,309	\$7,564	1.10	\$8,035	\$9,942	\$10,249	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					28	159	\$6,238	\$7,724	\$8,419	0.98	\$8,548	\$10,257	\$11,111

OREGON COMPARISON TO MARKET 3268-Construction Project Manager 2

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	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						
AAON	AFSCME AT DOC SECURITY PLUS	A	P	30	7	\$6,395	\$8,503	\$9,318	1.08	\$8,889	\$11,348	\$12,299	102.5%	110.1%	110.7%	104.0%	110.6%	110.7%
<b>Corrections Wtd Average</b>					7	\$6,395	\$8,503	\$9,318	1.08	\$8,889	\$11,348	\$12,299	102.5%	110.1%	110.7%	104.0%	110.6%	110.7%
MMN	MGT SVC NONSUPERVISORY	A	P	30	1	\$5,771	\$6,367	\$8,511	0.89	\$8,161	\$8,857	\$11,357	92.5%	82.4%	101.1%	95.5%	86.4%	102.2%
<b>Management Wtd Average</b>					1	\$5,771	\$6,367	\$8,511	0.89	\$8,161	\$8,857	\$11,357	92.5%	82.4%	101.1%	95.5%	86.4%	102.2%
AU	AFSCME AT MILITARY	A	P	30	4	\$5,300	\$7,333	\$8,147	1.09	\$7,612	\$9,983	\$10,933	85.0%	94.9%	96.8%	89.0%	97.3%	98.4%

3268-Construction Project Manager 2 (Continued)

							MARKET COMPARISONS											
Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum 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
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	30	36	\$5,355	\$7,348	\$8,302	1.08	\$7,676	\$10,001	\$11,114	85.8%	95.1%	98.6%	89.8%	97.5%	100.0%
OAI	SEIU STRIKEABLE INST COALITION	A	P	30	1	\$5,301	\$7,053	\$8,149	1.05	\$7,613	\$9,657	\$10,935	85.0%	91.3%	96.8%	89.1%	94.2%	98.4%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	30	8	\$5,301	\$7,718	\$8,149	1.15	\$7,613	\$10,432	\$10,935	85.0%	99.9%	96.8%	89.1%	101.7%	98.4%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	30	8	\$5,301	\$7,417	\$8,149	1.10	\$7,613	\$10,081	\$10,935	85.0%	96.0%	96.8%	89.1%	98.3%	98.4%
<b>Non-Corrections/Non-Management Wtd Average</b>					57	\$5,335	\$7,403	\$8,245	1.09	\$7,653	\$10,065	\$11,048	85.5%	95.9%	97.9%	89.5%	98.1%	99.4%
<b>STATEWIDE Weighted Average</b>					65	\$5,456	\$7,506	\$8,365	1.09	\$7,794	\$10,185	\$11,187	87.5%	97.2%	99.4%	91.2%	99.3%	100.7%

3269 CONSTRUCTION PROJECT MANAGER 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-WashCo	305		Capital Improvement Project Manager, Senior		1	\$8,214	\$9,981	\$9,981	1.10	\$11,141	\$13,240	\$13,240	
2020-WA-ClarkCo	214		Capital Project Manager III		0	\$6,214		\$7,929		\$8,820		\$10,884	
2020-WA-KingCo	7114500		Capital Project Manager III		16	\$7,208	\$8,530	\$9,136	1.04	\$10,340	\$11,932	\$12,660	
2020-WA-ThrstnCo	1432		CAPITAL PROJECT MANAGER III		2	\$6,205	\$7,978	\$8,274	1.10	\$8,766	\$10,900	\$11,255	
<b>County Market Average</b>					19	\$7,108	\$8,548	\$9,032	1.05	\$10,147	\$11,892	\$12,460	
2020-CompAnalyst	SC16000336		Construction Coordinator V		1	\$5,850	\$9,650	\$11,083	1.03	\$7,740	\$12,083	\$13,721	
2020-CompAnalyst	SC16000337		Construction Manager I		1	\$7,325	\$9,575	\$11,233	1.03	\$9,426	\$11,997	\$13,893	
2020-CompAnalyst	SC16000339		Project Manager - Construction		1	\$7,500	\$9,475	\$11,633	1.00	\$9,626	\$11,883	\$14,350	
2020-MIL-ENG	4-653		Project Manager - Construction - Senior	14	57	\$7,474	\$9,777	\$11,150	1.03	\$9,596	\$12,228	\$13,798	
<b>Purchased Market Average</b>					14	60	\$7,445	\$9,766	\$11,158	1.03	\$9,563	\$12,216	\$13,807
2020-ST-WA	537L		CONSTRUCTION PROJECT COORDINATOR 4		0	\$6,048		\$7,939		\$8,437		\$10,712	
<b>State Market Average</b>							\$6,048		\$7,939		\$8,437		\$10,712
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					14	79	\$7,346	\$9,473	\$10,600	1.04	\$9,692	\$12,138	\$13,441

OREGON COMPARISON TO MARKET		3269-Construction Project Manager 3		MARKET COMPARISONS														
				SALARY			Group Compa-Ratio Sum Base / Sum 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		
Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SR Min	Emp Avg	SR Max	Group Compa-Ratio Sum Base / Sum 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
MMN	MGT SVC NONSUPERVISORY	A	P	32	17	\$6,367	\$8,699	\$9,374	1.11	\$8,857	\$11,576	\$12,364	86.7%	91.8%	88.4%	91.4%	95.4%	92.0%
MMS	MGT SVC SUPERVISORY	A	P	32	3	\$6,367	\$8,928	\$9,374	1.13	\$8,857	\$11,844	\$12,364	86.7%	94.2%	88.4%	91.4%	97.6%	92.0%
<b>Management Wtd Average</b>					20	\$6,367	\$8,733	\$9,374	1.11	\$8,857	\$11,616	\$12,364	86.7%	92.2%	88.4%	91.4%	95.7%	92.0%
AU	AFSCME AT MILITARY	A	P	32	4	\$5,829	\$8,349	\$8,950	1.13	\$8,229	\$11,168	\$11,869	79.3%	88.1%	84.4%	84.9%	92.0%	88.3%
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	32	2	\$5,902	\$8,719	\$9,155	1.16	\$8,314	\$11,600	\$12,108	80.3%	92.0%	86.4%	85.8%	95.6%	90.1%
<b>Non-Corrections/Non-Management Wtd Average</b>					6	\$5,853	\$8,472	\$9,018	1.14	\$8,257	\$11,312	\$11,949	79.7%	89.4%	85.1%	85.2%	93.2%	88.9%
<b>STATEWIDE Weighted Average</b>					26	\$6,248	\$8,673	\$9,292	1.12	\$8,718	\$11,546	\$12,268	85.1%	91.6%	87.7%	90.0%	95.1%	91.3%

3410 ENVIRONMENTAL ENGINEER 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-LaneCo	N4305		Engineering Analyst		20	\$5,120	\$6,176	\$6,672	1.05	\$7,968	\$9,265	\$9,874	
<b>County Market Average</b>					20	\$5,120	\$6,176	\$6,672	1.05	\$7,968	\$9,265	\$9,874	
2020-CompAnalyst	EN04100109		Env., Health, and Safety Engineer I		1	\$4,325	\$5,033	\$7,125	0.88	\$5,997	\$6,807	\$9,197	
<b>Purchased Market Average</b>					1	\$4,325	\$5,033	\$7,125	0.88	\$5,997	\$6,807	\$9,197	
2020-ST-CA	3735	A	AIR RESOURCES ENGINEER		83	\$4,960	\$8,050	\$5,914	1.46	\$7,134	\$10,822	\$8,273	
2020-ST-WA	536E		ENVIRONMENTAL ENGINEER 1		0	\$4,282		\$5,616		\$6,312		\$7,917	
<b>State Market Average</b>					83	\$4,952	\$8,050	\$5,911	1.46	\$7,124	\$10,822	\$8,269	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	104	\$4,978	\$7,661	\$6,066	1.38	\$7,273	\$10,484	\$8,581

OREGON  
COMPARISON  
TO  
MARKET

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

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

3411 ENVIRONMENTAL ENGINEER 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-OR-LaneCo	N4304		Engineering Analyst		7	\$5,847	\$7,222	\$7,615	1.07	\$8,861	\$10,549	\$11,031
<b>County Market Average</b>					7	\$5,847	\$7,222	\$7,615	1.07	\$8,861	\$10,549	\$11,031
2020-CompAnalyst	EN04100110		Env., Health, and Safety Engineer II		1	\$4,858	\$6,117	\$8,108	0.94	\$6,607	\$8,045	\$10,321
2020-MIL-ENG	2-152		Environmental Engineer II	15	37	\$5,892	\$7,205	\$8,403	1.01	\$7,788	\$9,289	\$10,658
2020-MIL-NWMGT	06.24		Environmental Engineer	17	51	\$6,140	\$7,497	\$8,486	1.03	\$8,072	\$9,622	\$10,753
2020-MIL-PACS	04.36		Environmental Engineer	5	0	\$6,193		\$8,707		\$8,132		\$11,005
<b>Purchased Market Average</b>					37	\$6,033	\$7,360	\$8,464	1.02	\$7,950	\$9,466	\$10,727
2020-ST-CA	3735	B	AIR RESOURCES ENGINEER		111	\$5,680	\$8,050	\$7,106	1.24	\$7,993	\$10,822	\$9,695
2020-ST-WA	536F		ENVIRONMENTAL ENGINEER 2		37	\$5,052	\$6,256	\$6,629	1.07	\$7,238	\$8,687	\$9,137
<b>State Market Average</b>					148	\$5,525	\$7,602	\$6,988	1.20	\$7,807	\$10,288	\$9,557
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					37	\$5,725	\$7,503	\$7,562	1.13	\$7,890	\$9,996	\$10,039

OREGON COMPARISON TO MARKET 3411-Environmental Engineer 2

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
AD	AFSCME AT ENVIRONMENTAL QUAL	A	P	30	9	\$5,300	\$7,571	\$8,147	1.13	\$7,612	\$10,261	\$10,933
<b>Non-Corrections/Non-Management Wtd Average</b>					9	\$5,300	\$7,571	\$8,147	1.13	\$7,612	\$10,261	\$10,933
<b>STATEWIDE Weighted Average</b>					9	\$5,300	\$7,571	\$8,147	1.13	\$7,612	\$10,261	\$10,933

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
92.6%	100.9%	107.7%	96.5%	102.7%	108.9%
92.6%	100.9%	107.7%	96.5%	102.7%	108.9%
92.6%	100.9%	107.7%	96.5%	102.7%	108.9%

3412 ENVIRONMENTAL ENGINEER 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-OR-LaneCo	N4302		Engineering Analyst		5	\$6,384	\$7,581	\$8,317	1.03	\$9,521	\$10,990	\$11,893
<b>County Market Average</b>					5	\$6,384	\$7,581	\$8,317	1.03	\$9,521	\$10,990	\$11,893
2020-CompAnalyst	EN04100111		Env., Health, and Safety Engineer III	175	433	\$6,017	\$7,550	\$9,417	0.98	\$7,930	\$9,683	\$11,816
2020-MIL-ENG	2-153		Environmental Engineer - Senior	11	39	\$7,049	\$8,581	\$10,605	0.97	\$9,111	\$10,861	\$13,175
2020-MIL-NWMGT	06.23		Environmental Engineer - Senior	10	100	\$7,402	\$9,149	\$10,522	1.02	\$9,513	\$11,511	\$13,080
<b>Purchased Market Average</b>					196	\$6,329	\$7,900	\$9,691	0.98	\$8,288	\$10,083	\$12,130
2020-ST-CA	3735	D	AIR RESOURCES ENGINEER		312	\$7,425	\$8,050	\$9,291	0.96	\$10,075	\$10,822	\$12,302
2020-ST-WA	536G		ENVIRONMENTAL ENGINEER 3		75	\$5,747	\$7,562	\$7,543	1.14	\$8,076	\$10,259	\$10,236
<b>State Market Average</b>					387	\$7,100	\$7,956	\$8,952	1.00	\$9,688	\$10,713	\$11,901
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					196	\$6,639	\$7,921	\$9,387	0.99	\$8,856	\$10,340	\$12,037

OREGON  
COMPARISON  
TO  
MARKET

3412-Environmental Engineer 3

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						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
AD	AFSCME AT ENVIRONMENTAL QUAL	A	P	33	23	\$6,117	\$8,676	\$9,403	1.12	\$8,565	\$11,550	\$12,398	92.1%	109.5%	100.2%	96.7%	111.7%	103.0%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	33	9	\$6,122	\$8,868	\$9,410	1.14	\$8,571	\$11,774	\$12,406	92.2%	112.0%	100.2%	96.8%	113.9%	103.1%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	33	1	\$6,122	\$8,958	\$9,410	1.15	\$8,571	\$11,879	\$12,406	92.2%	113.1%	100.2%	96.8%	114.9%	103.1%
<b>Non-Corrections/Non-Management Wtd Average</b>					33	\$6,119	\$8,737	\$9,405	1.13	\$8,567	\$11,621	\$12,400	92.2%	110.3%	100.2%	96.7%	112.4%	103.0%
<b>STATEWIDE Weighted Average</b>					33	\$6,119	\$8,737	\$9,405	1.13	\$8,567	\$11,621	\$12,400	92.2%	110.3%	100.2%	96.7%	112.4%	103.0%



3433 PUBLIC HEALTH TOXICOLOGIST 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-ST-CA	7978		STAFF TOXICOLOGIST (SPECIALIST)		23	\$7,179	\$8,690	\$8,943	1.08	\$9,782	\$11,586	\$11,887	
2020-ST-ID	07227		TOXICOLOGIST/ASSESSOR PH		1	\$5,602	\$6,389	\$10,007	0.82	\$7,673	\$8,615	\$12,943	
2020-ST-WA	303G		TOXICOLOGIST 3		11	\$6,048	\$8,047	\$7,939	1.15	\$8,437	\$10,842	\$10,712	
<b>State Market Average</b>					35	\$6,778	\$8,422	\$8,658	1.09	\$9,299	\$11,267	\$11,548	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	35	\$6,778	\$8,422	\$8,658	1.09	\$9,299	\$11,267	\$11,548

OREGON  
COMPARISON  
TO  
MARKET

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

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

3521 GEOLOGIST 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-CompAnalyst	RD14000016		Geologist II		1	\$4,183	\$5,167	\$6,758	0.94	\$5,835	\$6,959	\$8,778	
<b>Purchased Market Average</b>					1	\$4,183	\$5,167	\$6,758	0.94	\$5,835	\$6,959	\$8,778	
2020-ST-CA	3756	B	ENGINEERING GEOLOGIST		135	\$5,680	\$8,131	\$7,106	1.27	\$7,993	\$10,918	\$9,695	
2020-ST-ID	03304		GEOLOGIST ,ENG		3	\$4,679	\$6,497	\$8,359	1.00	\$6,569	\$8,744	\$10,971	
<b>State Market Average</b>					138	\$5,658	\$8,095	\$7,133	1.27	\$7,962	\$10,871	\$9,723	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	139	\$5,647	\$8,074	\$7,131	1.26	\$7,947	\$10,843	\$9,716

OREGON  
COMPARISON  
TO  
MARKET

3521-Geologist 2

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						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
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	26	1	\$4,387	\$6,415	\$6,732	1.15	\$6,547	\$8,913	\$9,282	77.7%	79.4%	94.4%	82.4%	82.2%	95.5%
<b>Non-Corrections/Non-Management Wtd Average</b>					1	\$4,387	\$6,415	\$6,732	1.15	\$6,547	\$8,913	\$9,282	77.7%	79.4%	94.4%	82.4%	82.2%	95.5%
<b>STATEWIDE Weighted Average</b>					1	\$4,387	\$6,415	\$6,732	1.15	\$6,547	\$8,913	\$9,282	77.7%	79.4%	94.4%	82.4%	82.2%	95.5%

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3522 GEOLOGIST 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-CompAnalyst	RD14000017		Geologist III		1	\$4,925	\$6,583	\$7,958	1.02	\$6,683	\$8,578	\$10,150	
<b>Purchased Market Average</b>					1	\$4,925	\$6,583	\$7,958	1.02	\$6,683	\$8,578	\$10,150	
2020-ST-CA	3756	C	ENGINEERING GEOLOGIST		136	\$6,990	\$8,131	\$8,753	1.03	\$9,556	\$10,918	\$11,661	
2020-ST-ID	03310		HYDROGEOLOGIST, TECH		4	\$4,679	\$5,844	\$8,359	0.90	\$6,569	\$7,962	\$10,971	
<b>State Market Average</b>					140	\$6,924	\$8,066	\$8,742	1.03	\$9,471	\$10,834	\$11,641	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	141	\$6,909	\$8,055	\$8,737	1.03	\$9,451	\$10,818	\$11,631

OREGON  
COMPARISON  
TO  
MARKET

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

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

3523 GEOLOGIST 4

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-CompAnalyst	RD14000118		Geologist IV		1	\$5,900	\$7,700	\$9,642	0.99	\$7,797	\$9,854	\$12,073	
<b>Purchased Market Average</b>					1	\$5,900	\$7,700	\$9,642	0.99	\$7,797	\$9,854	\$12,073	
2020-ST-CA	3751	A	SENIOR ENGINEERING GEOLOGIST		45	\$8,743	\$10,550	\$10,943	1.07	\$11,649	\$13,805	\$14,274	
<b>State Market Average</b>					45	\$8,743	\$10,550	\$10,943	1.07	\$11,649	\$13,805	\$14,274	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	46	\$8,682	\$10,488	\$10,915	1.07	\$11,565	\$13,719	\$14,226

OREGON  
COMPARISON  
TO  
MARKET

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

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

3601 ASSOCIATE LANDSCAPE ARCHITECT 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-CompAnalyst	DD19000023		Landscape Architect I		1	\$3,442	\$4,442	\$5,000	1.05	\$4,988	\$6,130	\$6,769
<b>Purchased Market Average</b>					1	\$3,442	\$4,442	\$5,000	1.05	\$4,988	\$6,130	\$6,769
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	\$3,442	\$4,442	\$5,000	1.05	\$4,988	\$6,130	\$6,769

OREGON  
COMPARISON  
TO  
MARKET

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

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

3602 ASSOCIATE LANDSCAPE ARCHITECT 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-CompAnalyst	DD19000039		Landscape Architect II		1	\$3,975	\$5,183	\$5,500	1.06	\$5,597	\$6,978	\$7,340
<b>Purchased Market Average</b>					1	\$3,975	\$5,183	\$5,500	1.06	\$5,597	\$6,978	\$7,340
2020-ST-NV	06.735		Landscape Architect's Assistant II		0	\$4,231		\$6,285		\$5,887		\$8,316
<b>State Market Average</b>						\$4,231		\$6,285		\$5,887		\$8,316
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	\$4,103	\$5,183	\$5,892	1.06	\$5,742	\$6,978	\$7,828

OREGON COMPARISON TO MARKET

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

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

3603 PROFESSIONAL LANDSCAPE ARCHITECT 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-CompAnalyst	DD19000040		Landscape Architect III		1	\$4,800	\$6,442	\$8,108	1.00	\$6,540	\$8,416	\$10,321
<b>Purchased Market Average</b>					1	\$4,800	\$6,442	\$8,108	1.00	\$6,540	\$8,416	\$10,321
2020-ST-NV	06.732		LANDSCAPE ARCHITECT		1	\$4,817	\$5,681	\$7,205	0.95	\$6,580	\$7,601	\$9,404
<b>State Market Average</b>					1	\$4,817	\$5,681	\$7,205	0.95	\$6,580	\$7,601	\$9,404
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	\$4,808	\$6,061	\$7,656	0.97	\$6,560	\$8,009	\$9,863

OREGON  
COMPARISON  
TO  
MARKET

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

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

3604 PROFESSIONAL LANDSCAPE ARCHITECT 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-CompAnalyst	DD19000041		Landscape Architect IV		1	\$5,875	\$7,442	\$8,983	1.01	\$7,769	\$9,559	\$11,321
<b>Purchased Market Average</b>					1	\$5,875	\$7,442	\$8,983	1.01	\$7,769	\$9,559	\$11,321
<b>OVERALL WEIGHTED MARKET AVERAGE</b>				0	1	\$5,875	\$7,442	\$8,983	1.01	\$7,769	\$9,559	\$11,321

OREGON  
COMPARISON  
TO  
MARKET

3604-Professional Landscape Architect 2

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	34	3	\$6,505	\$8,725	\$10,094	1.05	\$9,018	\$11,607	\$13,204
<b>Non-Corrections/Non-Management Wtd Average</b>					3	\$6,505	\$8,725	\$10,094	1.05	\$9,018	\$11,607	\$13,204
<b>STATEWIDE Weighted Average</b>					3	\$6,505	\$8,725	\$10,094	1.05	\$9,018	\$11,607	\$13,204

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
110.7%	117.2%	112.4%	116.1%	121.4%	116.6%
110.7%	117.2%	112.4%	116.1%	121.4%	116.6%
110.7%	117.2%	112.4%	116.1%	121.4%	116.6%



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3715 CHEMIST 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-ST-CA	8060	B	CHEMIST		5	\$4,468	\$6,366	\$5,645	1.26	\$6,548	\$8,812	\$7,951	
2020-ST-ID	07406		CHEMIST		4	\$3,276	\$3,631	\$5,848	0.80	\$4,890	\$5,315	\$7,967	
2020-ST-NV	10.713		Chemist II		0	\$3,725		\$5,497		\$5,288		\$7,385	
2020-ST-WA	515P		CHEMIST 1		5	\$3,745	\$4,017	\$4,913	0.93	\$5,666	\$5,993	\$7,072	
<b>State Market Average</b>					14	\$3,860	\$4,746	\$5,445	1.01	\$5,728	\$6,806	\$7,625	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	14	\$3,860	\$4,746	\$5,445	1.01	\$5,728	\$6,806	\$7,625

OREGON  
COMPARISON  
TO  
MARKET  
  
3715-Chemist 1

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Salary		Salary and Benefits		
														Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
AD	AFSCME AT ENVIRONMENTAL QUAL	A	P	24	5	\$4,001	\$4,438	\$6,117	0.88	\$6,097	\$6,607	\$8,565	103.7%	93.5%	112.3%	106.4%	97.1%	112.3%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	24	3	\$4,002	\$5,230	\$6,122	1.03	\$6,098	\$7,530	\$8,571	103.7%	110.2%	112.4%	106.5%	110.6%	112.4%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	24	1	\$4,002	\$4,097	\$6,122	0.81	\$6,098	\$6,209	\$8,571	103.7%	86.3%	112.4%	106.5%	91.2%	112.4%
<b>Non-Corrections/Non-Management Wtd Average</b>					9	\$4,001	\$4,664	\$6,119	0.92	\$6,097	\$6,870	\$8,568	103.7%	98.3%	112.4%	106.5%	100.9%	112.4%
<b>STATEWIDE Weighted Average</b>					9	\$4,001	\$4,664	\$6,119	0.92	\$6,097	\$6,870	\$8,568	103.7%	98.3%	112.4%	106.5%	100.9%	112.4%

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3716 CHEMIST 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-CompAnalyst	RD14000008		Chemist I		1	\$4,358	\$5,017	\$6,792	0.90	\$6,035	\$6,788	\$8,816	
2020-MIL-ENG	3-302		Chemist II	3	13	\$4,789	\$6,009	\$7,861	0.95	\$6,527	\$7,922	\$10,039	
<b>Purchased Market Average</b>				3	14	\$4,758	\$5,938	\$7,785	0.95	\$6,492	\$7,841	\$9,951	
2020-ST-CA	8060	C	CHEMIST		8	\$5,112	\$6,366	\$6,470	1.10	\$7,316	\$8,812	\$8,936	
2020-ST-ID	07405		CHEMIST, SENIOR		5	\$3,669	\$4,805	\$6,546	0.94	\$5,360	\$6,719	\$8,803	
2020-ST-NV	10.712		CHEMIST 3		4	\$4,055	\$4,983	\$6,012	0.99	\$5,679	\$6,777	\$7,994	
2020-ST-WA	515Q		CHEMIST 2		13	\$4,177	\$5,269	\$5,482	1.09	\$6,186	\$7,500	\$7,756	
<b>State Market Average</b>					30	\$4,325	\$5,446	\$5,993	1.05	\$6,282	\$7,623	\$8,277	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					3	44	\$4,463	\$5,603	\$6,563	1.02	\$6,349	\$7,693	\$8,810

OREGON  
COMPARISON  
TO  
MARKET

3716-Chemist 2

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
AD	AFSCME AT ENVIRONMENTAL QUAL	A	P	26	7	\$4,384	\$5,647	\$6,727	1.02	\$6,544	\$8,017	\$9,276
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	26	3	\$4,387	\$5,758	\$6,732	1.04	\$6,547	\$8,147	\$9,282
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	26	1	\$4,387	\$5,301	\$6,732	0.95	\$6,547	\$7,613	\$9,282
<b>Non-Corrections/Non-Management Wtd Average</b>					11	\$4,385	\$5,646	\$6,729	1.02	\$6,545	\$8,016	\$9,279
<b>STATEWIDE Weighted Average</b>					11	\$4,385	\$5,646	\$6,729	1.02	\$6,545	\$8,016	\$9,279

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
98.2%	100.8%	102.5%	103.1%	104.2%	105.3%
98.3%	102.8%	102.6%	103.1%	105.9%	105.4%
98.3%	94.6%	102.6%	103.1%	99.0%	105.4%
98.3%	100.8%	102.5%	103.1%	104.2%	105.3%
98.3%	100.8%	102.5%	103.1%	104.2%	105.3%

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3717 CHEMIST 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-CompAnalyst	RD14000009		Chemist II	125	281	\$5,175	\$6,350	\$8,233	0.95	\$6,969	\$8,311	\$10,464
2020-MIL-ENG	3-303		Chemist - Senior	3	12	\$5,492	\$6,098	\$9,145	0.83	\$7,331	\$8,024	\$11,506
<b>Purchased Market Average</b>				128	293	\$5,188	\$6,340	\$8,271	0.95	\$6,983	\$8,300	\$10,507
2020-ST-CA	8068		STAFF CHEMIST		5	\$5,597	\$6,601	\$7,090	1.04	\$7,895	\$9,092	\$9,676
2020-ST-ID	07404		CHEMIST, PRINCIPAL		5	\$4,139	\$5,097	\$7,392	0.88	\$5,922	\$7,069	\$9,815
2020-ST-NV	10.708		CHEMIST 4		1	\$4,422	\$6,578	\$6,578	1.20	\$6,113	\$8,662	\$8,662
2020-ST-WA	515R		CHEMIST 3		0	\$4,845		\$6,354		\$6,990		\$8,806
<b>State Market Average</b>					11	\$4,829	\$5,915	\$7,112	0.98	\$6,849	\$8,133	\$9,577
<b>OVERALL WEIGHTED MARKET AVERAGE</b>				128	304	\$5,174	\$6,324	\$8,225	0.95	\$6,978	\$8,294	\$10,470

OREGON  
COMPARISON  
TO  
MARKET

3717-Chemist 3

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	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
AD	AFSCME AT ENVIRONMENTAL QUAL	A	P	29	13	\$5,054	\$6,924	\$7,762	1.08	\$7,325	\$9,507	\$10,484	97.7%	109.5%	94.4%	105.0%	114.6%	100.1%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	29	4	\$5,056	\$7,155	\$7,763	1.12	\$7,327	\$9,776	\$10,485	97.7%	113.1%	94.4%	105.0%	117.9%	100.1%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	29	3	\$5,056	\$6,744	\$7,763	1.05	\$7,327	\$9,296	\$10,485	97.7%	106.6%	94.4%	105.0%	112.1%	100.1%
<b>Non-Corrections/Non-Management Wtd Average</b>					20	\$5,055	\$6,943	\$7,762	1.08	\$7,326	\$9,529	\$10,484	97.7%	109.8%	94.4%	105.0%	114.9%	100.1%
<b>STATEWIDE Weighted Average</b>					20	\$5,055	\$6,943	\$7,762	1.08	\$7,326	\$9,529	\$10,484	97.7%	109.8%	94.4%	105.0%	114.9%	100.1%

3769 BIOLOGICAL SCIENCE ASSISTANT

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			Insufficient Market Emp Avg x	
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max		
2020-WA-KingCo	7522100		Enivronmental Aide		2	\$3,295	\$3,375	\$4,177	0.90	\$5,632	\$5,729	\$6,693		
<b>County Market Average</b>					2	\$3,295	\$3,375	\$4,177	0.90	\$5,632	\$5,729	\$6,693		
2020-ST-CA	0835		FISH AND WILDLIFE SCIENTIFIC AID		0	\$2,103		\$2,494		\$3,725		\$4,191		
2020-ST-NV	01.791		CONSERVATION AID 2		2	\$2,405	\$3,116	\$3,430	1.07	\$3,727	\$4,569	\$4,940		
2020-ST-WA	522F		SCIENTIFIC TECHNICIAN 2		0	\$2,720		\$3,515		\$4,433		\$5,389		
<b>State Market Average</b>					2	\$2,408	\$3,116	\$3,217	1.07	\$3,903	\$4,569	\$4,865		
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	4	\$2,704	\$3,246	\$3,537	0.99	\$4,479	\$5,149	\$5,474	

OREGON  
COMPARISON  
TO  
MARKET

**3769-Biological Science Assistant**

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	12	42	\$2,738	\$3,096	\$3,482	1.00	\$4,624	\$5,042	\$5,491
OBO	SEIU SEAS-STRKE ODOT COALITION	A	P	12	64	\$2,738	\$3,006	\$3,482	0.97	\$4,624	\$4,936	\$5,491
<b>Non-Corrections/Non-Management Wtd Average</b>					106	\$2,738	\$3,042	\$3,482	0.98	\$4,624	\$4,978	\$5,491
<b>STATEWIDE Weighted Average</b>					106	\$2,738	\$3,042	\$3,482	0.98	\$4,624	\$4,978	\$5,491

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
101.3%	95.4%	98.4%	103.2%	97.9%	100.3%
101.3%	92.6%	98.4%	103.2%	95.9%	100.3%
101.3%	93.7%	98.4%	103.2%	96.7%	100.3%
101.3%	93.7%	98.4%	103.2%	96.7%	100.3%

3775 SUPV FISH/WILDLIFE BIOLOGIST

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-ST-CA	1928		SENIOR FISH AND WILDLIFE HABITAT SUPERVISC		8	\$5,118	\$6,591	\$6,406	1.14	\$7,323	\$9,080	\$8,860	
2020-ST-ID	00945		BIOLOGIST, WLDLF RSRCH P		1	\$4,679	\$6,827	\$8,359	1.05	\$6,569	\$9,139	\$10,971	
2020-ST-NV	01.724		BIOLOGIST 4		11	\$4,617	\$6,250	\$6,881	1.09	\$6,344	\$8,275	\$9,021	
2020-ST-WA	5230		FISH & WILDLIFE BIOLOGIST 4		31	\$4,724	\$6,216	\$6,205	1.14	\$6,844	\$8,639	\$8,627	
<b>State Market Average</b>					51	\$4,762	\$6,294	\$6,425	1.13	\$6,806	\$8,640	\$8,794	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	51	\$4,762	\$6,294	\$6,425	1.13	\$6,806	\$8,640	\$8,794

OREGON COMPARISON TO MARKET  
3775-Supervising Fish and Wildlife Biologist

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
MMS	MGT SVC SUPERVISORY	A	P	27	49	\$4,990	\$6,844	\$7,363	1.11	\$7,250	\$9,413	\$10,018
<b>Management Wtd Average</b>					49	\$4,990	\$6,844	\$7,363	1.11	\$7,250	\$9,413	\$10,018
<b>STATEWIDE Weighted Average</b>					49	\$4,990	\$6,844	\$7,363	1.11	\$7,250	\$9,413	\$10,018

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
104.8%	108.7%	114.6%	106.5%	109.0%	113.9%

3779 MICROBIOLOGIST 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-CompAnalyst	RD14000095		Microbiologist I		1	\$3,492	\$4,067	\$5,267	0.93	\$5,045	\$5,702	\$7,073	
<b>Purchased Market Average</b>					1	\$3,492	\$4,067	\$5,267	0.93	\$5,045	\$5,702	\$7,073	
2020-ST-CA	7954	B	PUBLIC HEALTH MICROBIOLOGIST I		0	\$4,625		\$6,202		\$6,735		\$8,616	
2020-ST-ID	07411		MICROBIOLOGIST		1	\$3,276	\$3,597	\$5,848	0.79	\$4,890	\$5,274	\$7,967	
2020-ST-NV	10.717		Microbiologist II		0	\$3,725		\$5,497		\$5,288		\$7,385	
2020-ST-WA	515J		MICROBIOLOGIST 1		4	\$3,841	\$4,049	\$5,040	0.91	\$5,782	\$6,032	\$7,224	
<b>State Market Average</b>					5	\$3,856	\$3,959	\$5,386	0.89	\$5,720	\$5,880	\$7,552	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	6	\$3,810	\$3,977	\$5,371	0.89	\$5,635	\$5,851	\$7,492

OREGON  
COMPARISON  
TO  
MARKET

3779-Microbiologist 1

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	23	7	\$3,817	\$5,214	\$5,834	1.08	\$5,882	\$7,511	\$8,235
<b>Non-Corrections/Non-Management Wtd Average</b>					7	\$3,817	\$5,214	\$5,834	1.08	\$5,882	\$7,511	\$8,235
<b>STATEWIDE Weighted Average</b>					7	\$3,817	\$5,214	\$5,834	1.08	\$5,882	\$7,511	\$8,235

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
100.2%	131.1%	108.6%	104.4%	128.4%	109.9%

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3780 MICROBIOLOGIST 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-WA-KingCo	7533200		Microbiologist Public Hlth-Sr		5	\$5,171	\$6,405	\$6,555	1.09	\$7,890	\$9,375	\$9,555
<b>County Market Average</b>					5	\$5,171	\$6,405	\$6,555	1.09	\$7,890	\$9,375	\$9,555
2020-CompAnalyst	RD14000096		Microbiologist II		1	\$4,550	\$5,325	\$7,117	0.91	\$6,254	\$7,140	\$9,188
2020-MIL-ENG	3-122		Microbiologist II		3	\$4,091	\$5,182	\$7,701	0.88	\$5,729	\$6,977	\$9,855
<b>Purchased Market Average</b>					3	\$4,132	\$5,195	\$7,648	0.88	\$5,777	\$6,992	\$9,794
2020-ST-CA	7948	A	PUBLIC HEALTH MICROBIOLOGIST II		10	\$5,268	\$6,372	\$7,088	1.03	\$7,502	\$8,819	\$9,674
2020-ST-ID	07410		MICROBIOLOGIST SR		5	\$3,669	\$4,338	\$6,546	0.85	\$5,360	\$6,161	\$8,803
2020-ST-NV	10.715		MICROBIOLOGIST 3		1	\$4,055	\$4,617	\$6,012	0.92	\$5,679	\$6,344	\$7,994
2020-ST-WA	515K		MICROBIOLOGIST 2		14	\$4,177	\$5,368	\$5,482	1.11	\$6,186	\$7,619	\$7,756
<b>State Market Average</b>					30	\$4,452	\$5,506	\$6,212	1.03	\$6,470	\$7,733	\$8,577
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					3	\$4,454	\$5,529	\$6,593	1.00	\$6,458	\$7,734	\$8,975

OREGON COMPARISON TO MARKET 3780-Microbiologist 2

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	25	20	\$4,184	\$5,597	\$6,415	1.06	\$6,310	\$7,958	\$8,913
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	25	1	\$4,184	\$5,301	\$6,415	1.00	\$6,310	\$7,613	\$8,913
<b>Non-Corrections/Non-Management Wtd Average</b>					21	\$4,184	\$5,583	\$6,415	1.05	\$6,310	\$7,942	\$8,913
<b>STATEWIDE Weighted Average</b>					21	\$4,184	\$5,583	\$6,415	1.05	\$6,310	\$7,942	\$8,913

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
93.9%	101.2%	97.3%	97.7%	102.9%	99.3%
93.9%	95.9%	97.3%	97.7%	98.4%	99.3%
93.9%	101.0%	97.3%	97.7%	102.7%	99.3%
93.9%	101.0%	97.3%	97.7%	102.7%	99.3%

3781 MICROBIOLOGIST 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-CompAnalyst	RD14000097		Microbiologist III		1	\$4,867	\$6,017	\$7,617	0.96	\$6,616	\$7,930	\$9,759
2020-MIL-ENG	3-123		Microbiologist - Senior	4	12	\$4,924	\$5,850	\$8,484	0.87	\$6,682	\$7,741	\$10,751
<b>Purchased Market Average</b>				4	13	\$4,920	\$5,863	\$8,418	0.88	\$6,677	\$7,755	\$10,674
2020-ST-CA	7940		PUBLIC HEALTH MICROBIOLOGIST SPECIALIST	3		\$5,753	\$7,751	\$7,751	1.15	\$8,081	\$10,464	\$10,464
2020-ST-ID	07409		MICROBIOLOGIST PRIN	9		\$4,139	\$4,867	\$7,392	0.84	\$5,922	\$6,794	\$9,815
2020-ST-NV	10.710		Microbiologist V	0		\$4,817		\$7,205		\$6,580		\$9,404
2020-ST-WA	515L		MICROBIOLOGIST 3	12		\$4,845	\$6,457	\$6,354	1.15	\$6,990	\$8,929	\$8,806
<b>State Market Average</b>					24	\$4,699	\$6,022	\$6,930	1.04	\$6,720	\$8,320	\$9,392
<b>OVERALL WEIGHTED MARKET AVERAGE</b>				4	37	\$4,774	\$5,966	\$7,439	0.98	\$6,705	\$8,122	\$9,831

OREGON COMPARISON TO MARKET 3781-Microbiologist 3

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	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
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	28	10	\$4,829	\$6,838	\$7,402	1.12	\$7,063	\$9,406	\$10,064	101.1%	114.6%	99.5%	105.3%	115.8%	102.4%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	28	3	\$4,829	\$6,469	\$7,402	1.06	\$7,063	\$8,976	\$10,064	101.1%	108.4%	99.5%	105.3%	110.5%	102.4%
<b>Non-Corrections/Non-Management Wtd Average</b>					13	\$4,829	\$6,753	\$7,402	1.10	\$7,063	\$9,307	\$10,064	101.1%	113.2%	99.5%	105.3%	114.6%	102.4%
<b>STATEWIDE Weighted Average</b>					13	\$4,829	\$6,753	\$7,402	1.10	\$7,063	\$9,307	\$10,064	101.1%	113.2%	99.5%	105.3%	114.6%	102.4%



3786 FINGERPRINT TECHNICIAN

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-WA-KingCo	5231300		Tenprint Examiner		5	\$5,050	\$6,558	\$6,401	1.15	\$7,744	\$9,558	\$9,370	
<b>County Market Average</b>					5	\$5,050	\$6,558	\$6,401	1.15	\$7,744	\$9,558	\$9,370	
2020-ST-ID	08024		FINGERPRINT TECH, SENIOR		2	\$2,902	\$3,271	\$5,185	0.81	\$4,443	\$4,884	\$7,174	
2020-ST-NV	11.134		FINGERPRINT/RECORD EX 2		4	\$3,576	\$4,408	\$5,260	1.00	\$5,113	\$6,096	\$7,104	
2020-ST-WA	5071		FINGERPRINT TECHNICIAN 2		5	\$3,357	\$4,091	\$4,394	1.06	\$5,199	\$6,082	\$6,447	
<b>State Market Average</b>					11	\$3,354	\$4,057	\$4,853	0.99	\$5,030	\$5,869	\$6,818	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	16	\$3,884	\$4,838	\$5,337	1.04	\$5,878	\$7,022	\$7,615

OREGON  
COMPARISON  
TO  
MARKET

3786-Fingerprint Technician

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
AO	AFSCME OR ST POLICE-SUPP UNIT	A	P	17	17	\$2,943	\$3,747	\$4,384	1.02	\$4,863	\$5,801	\$6,544
<b>Non-Corrections/Non-Management Wtd Average</b>					17	\$2,943	\$3,747	\$4,384	1.02	\$4,863	\$5,801	\$6,544
<b>STATEWIDE Weighted Average</b>					17	\$2,943	\$3,747	\$4,384	1.02	\$4,863	\$5,801	\$6,544

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
75.8%	77.4%	82.2%	82.7%	82.6%	85.9%

3817 ENVIRONMENTAL HEALTH SPECIALIST 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-ClackCo	722		Environmental Health Specialist 1		0	\$4,492		\$5,682		\$6,988		\$8,453	
2020-OR-DescCo	1195		ENVIRONMENTAL HLTH SPEC I		1	\$4,381	\$4,600	\$5,871	0.90	\$6,928	\$7,198	\$8,762	
2020-OR-JackCo	558		Environmental Health Specialist I		0	\$3,656		\$4,805		\$6,307		\$7,722	
2020-OR-LaneCo	B028		Environmental Health Spec 1		3	\$3,553	\$3,734	\$4,924	0.88	\$6,045	\$6,267	\$7,728	
2020-OR-MarionCo	540		Environmental Health Specialist 1		0	\$3,853		\$5,164		\$6,254		\$7,866	
2020-OR-MultCo	6354		Environmental Health Specialist Trainee		2	\$4,649	\$4,649	\$5,692	0.90	\$7,292	\$7,292	\$8,572	
2020-OR-WashCo	518		Environmental Health Specialist I		0	\$4,769		\$5,799		\$7,047		\$8,271	
2020-WA-ClarkCo	34		Env. Health Specialist I		3	\$4,308	\$4,378	\$5,248	0.92	\$6,526	\$6,610	\$7,657	
<b>County Market Average</b>					9	\$4,156	\$4,248	\$5,325	0.90	\$6,602	\$6,713	\$8,029	
2020-ST-CA	0762	B	ENVIRONMENTAL SCIENTIST		402	\$4,190	\$5,658	\$5,199	1.20	\$6,215	\$7,967	\$7,419	
2020-ST-ID	07546		ENV HLTH SPEC 1		8	\$3,276	\$3,745	\$5,848	0.82	\$4,890	\$5,451	\$7,967	
2020-ST-NV	10.535		ENVIRONMENTAL HEALTH SPEC 1		2	\$3,725	\$3,809	\$5,497	0.83	\$5,288	\$5,388	\$7,385	
<b>State Market Average</b>					412	\$4,170	\$5,612	\$5,213	1.19	\$6,185	\$7,905	\$7,430	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	421	\$4,170	\$5,583	\$5,216	1.19	\$6,198	\$7,880	\$7,448

OREGON  
COMPARISON  
TO  
MARKET

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

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			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-ClackCo	723		Environmental Health Spec 2		6	\$5,417	\$5,751	\$6,862	0.94	\$8,127	\$8,538	\$9,905	
2020-OR-DescCo	1196		ENVIRONMENTAL HLTH SPEC II		7	\$5,072	\$5,939	\$6,797	1.00	\$7,778	\$8,846	\$9,902	
2020-OR-JackCo	560		Environmental Health Specialist II		4	\$4,576	\$5,413	\$6,037	1.02	\$7,440	\$8,471	\$9,239	
2020-OR-LaneCo	B029		Environmental Health Spec 2		7	\$4,049	\$4,903	\$5,609	1.02	\$6,653	\$7,702	\$8,569	
2020-OR-MultCo	6356		Environmental Health Specialist		18	\$5,214	\$6,233	\$6,398	1.07	\$7,985	\$9,236	\$9,438	
2020-OR-WashCo	519		Environmental Health Specialist II		10	\$5,456	\$6,216	\$6,660	1.03	\$7,864	\$8,767	\$9,294	
2020-WA-ClarkCo	38A		Env. Health Specialist II		21	\$4,557	\$5,249	\$5,548	1.04	\$6,825	\$7,659	\$8,018	
<b>County Market Average</b>					73	\$4,915	\$5,708	\$6,170	1.03	\$7,469	\$8,434	\$8,998	
2020-ST-CA	0762	C	ENVIRONMENTAL SCIENTIST		423	\$5,303	\$5,658	\$6,593	0.95	\$7,543	\$7,967	\$9,083	
2020-ST-ID	07547		ENV HLTH SPEC 2		26	\$3,669	\$4,457	\$6,546	0.87	\$5,360	\$6,304	\$8,803	
2020-ST-WA	2830		PUBLIC HEALTH ADVISOR 2		4	\$4,151	\$4,767	\$5,450	0.99	\$6,155	\$6,896	\$7,717	
<b>State Market Average</b>					453	\$5,199	\$5,581	\$6,580	0.95	\$7,406	\$7,862	\$9,055	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	526	\$5,159	\$5,599	\$6,523	0.96	\$7,415	\$7,941	\$9,047

OREGON  
COMPARISON  
TO  
MARKET

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

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

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-ClackCo	738		Environmental Health Sp, Sr		2	\$5,959	\$6,957	\$7,545	1.03	\$8,794	\$10,022	\$10,745	
2020-OR-DescCo	1197		ENVIRONMENTAL HLTH SPEC III		2	\$5,592	\$7,494	\$7,494	1.15	\$8,418	\$10,759	\$10,759	
2020-OR-JackCo	563		Environmental Health Specialist III		0	\$4,789		\$6,318		\$7,703		\$9,585	
2020-OR-MultCo	6358		Environmental Health Specialist Senior		3	\$6,030	\$6,672	\$7,422	0.99	\$8,987	\$9,774	\$10,695	
2020-OR-WashCo	520		Environmental Health Specialist, Senior		0	\$6,108		\$7,424		\$8,639		\$10,203	
<b>County Market Average</b>					7	\$5,788	\$6,988	\$7,343	1.05	\$8,636	\$10,126	\$10,542	
2020-CompAnalyst	EN04100198		Environmental Services Coordinator		10	50	\$6,283	\$8,250	\$9,033	1.08	\$8,235	\$10,483	\$11,378
2020-MIL-ENG	3-403		Environmental Health - Senior		6	27	\$6,541	\$7,623	\$9,013	0.98	\$8,529	\$9,767	\$11,355
<b>Purchased Market Average</b>					16	77	\$6,374	\$8,030	\$9,026	1.04	\$8,338	\$10,232	\$11,370
2020-ST-CA	0765		SENIOR ENVIRONMENTAL SCIENTIST(SPECIALIS1		192		\$6,102	\$7,200	\$7,591	1.05	\$8,497	\$9,808	\$10,274
2020-ST-ID	07548		ENV HLTH SPEC SR		22		\$4,139	\$5,135	\$7,392	0.89	\$5,922	\$7,115	\$9,815
2020-ST-WA	283P		PUBLIC HEALTH ADVISOR 3		40		\$4,394	\$5,777	\$5,758	1.14	\$6,447	\$8,111	\$8,088
<b>State Market Average</b>					254		\$5,665	\$6,797	\$7,286	1.05	\$7,954	\$9,307	\$9,892
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					16	338	\$5,828	\$7,082	\$7,681	1.05	\$8,059	\$9,535	\$10,243

OREGON COMPARISON TO MARKET  
3819-Environmental Health Specialist 3

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	28	14	\$4,829	\$6,709	\$7,402	1.10	\$7,063	\$9,255	\$10,064
<b>Non-Corrections/Non-Management Wtd Average</b>					14	\$4,829	\$6,709	\$7,402	1.10	\$7,063	\$9,255	\$10,064
<b>STATEWIDE Weighted Average</b>					14	\$4,829	\$6,709	\$7,402	1.10	\$7,063	\$9,255	\$10,064

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
82.9%	94.7%	96.4%	87.6%	97.1%	98.3%

3820 ENVIRONMENTAL SPECIALIST 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-ClackCo	902		Environmental Assistant		0	\$3,716		\$4,666		\$6,033		\$7,203	
2020-OR-LaneCo	B028		Environmental Health Spec 1		3	\$3,553	\$3,734	\$4,924	0.88	\$6,045	\$6,267	\$7,728	
2020-WA-KingCo	7521100		Environmental Specialist I		0	\$4,816		\$6,105		\$7,462		\$9,013	
<b>County Market Average</b>					3	\$3,838	\$3,734	\$5,109	0.88	\$6,326	\$6,267	\$7,880	
2020-ST-CA	0762	A	ENVIRONMENTAL SCIENTIST		403	\$3,448	\$5,658	\$4,269	1.46	\$5,330	\$7,967	\$6,309	
2020-ST-WA	522E		SCIENTIFIC TECHNICIAN 1		10	\$2,383	\$2,518	\$3,054	0.93	\$4,027	\$4,189	\$4,835	
2020-ST-WA	523E		ENVIRONMENTAL SPECIALIST 1		12	\$3,122	\$3,075	\$4,064	0.86	\$4,917	\$4,860	\$6,049	
<b>State Market Average</b>					425	\$3,414	\$5,511	\$4,234	1.43	\$5,287	\$7,790	\$6,267	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	428	\$3,419	\$5,499	\$4,245	1.43	\$5,300	\$7,780	\$6,286

OREGON  
COMPARISON  
TO  
MARKET

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

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

2020 Oregon Salary and Benefit Report

Data Effective Date: 07/01/2020

3821 ENVIRONMENTAL SPECIALIST 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-LaneCo	B029		Environmental Health Spec 2		7	\$4,049	\$4,903	\$5,609	1.02	\$6,653	\$7,702	\$8,569	
2020-WA-ClarkCo	210		Env Ops Specialist		0	\$5,111		\$6,524		\$7,492		\$9,192	
2020-WA-KingCo	7521200		Environmental Specialist II		0	\$5,295		\$6,712		\$8,039		\$9,744	
2020-WA-ThrstnCo	4420		ENVIRONMENTAL HEALTH SPEC I		12	\$4,238	\$4,624	\$5,636	0.94	\$6,398	\$6,863	\$8,082	
<b>County Market Average</b>					19	\$4,267	\$4,727	\$5,721	0.97	\$6,614	\$7,172	\$8,376	
2020-ST-CA	0762	B	ENVIRONMENTAL SCIENTIST		414	\$4,190	\$5,658	\$5,199	1.21	\$6,215	\$7,967	\$7,419	
2020-ST-ID	07551		ENV SCIENCES SPEC		3	\$3,276	\$4,152	\$5,848	0.91	\$4,890	\$5,938	\$7,967	
2020-ST-NV	10.536		ENVIRONMENTAL SCIENTIST 2		12	\$4,231	\$4,482	\$6,285	0.85	\$5,887	\$6,184	\$8,316	
2020-ST-WA	523F		ENVIRONMENTAL SPECIALIST 2		34	\$3,397	\$4,222	\$4,447	1.08	\$5,247	\$6,240	\$6,511	
<b>State Market Average</b>					463	\$4,127	\$5,512	\$5,176	1.18	\$6,127	\$7,781	\$7,379	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	482	\$4,133	\$5,481	\$5,200	1.18	\$6,148	\$7,757	\$7,423

OREGON  
COMPARISON  
TO  
MARKET

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

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

2020 Oregon Salary and Benefit Report

Data Effective Date: 07/01/2020

3822 ENVIRONMENTAL SPECIALIST 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-WA-ClarkCo	211		Env Ops Specialist, Sr		6	\$5,365	\$6,484	\$6,851	1.06	\$7,798	\$9,144	\$9,586	
2020-WA-KingCo	7521300		Environmental Specialist III		0	\$5,962		\$7,557		\$8,841		\$10,761	
2020-WA-ThrstnCo	4421		ENVIRONMENTAL HEALTH SPEC II		11	\$4,905	\$6,126	\$6,524	1.07	\$7,202	\$8,670	\$9,150	
<b>County Market Average</b>					17	\$5,117	\$6,252	\$6,691	1.07	\$7,491	\$8,837	\$9,385	
2020-ST-ID	09685		DEQ-Environmental Program Analyst		0	\$4,139		\$7,392		\$5,922		\$9,815	
2020-ST-NV	10.525		ENVIRONMENTAL SCIENTIST 3		60	\$4,422	\$5,521	\$6,578	1.00	\$6,113	\$7,413	\$8,662	
2020-ST-WA	523G		ENVIRONMENTAL SPECIALIST 3		60	\$3,706	\$4,676	\$4,861	1.09	\$5,619	\$6,786	\$7,009	
<b>State Market Average</b>					120	\$4,065	\$5,099	\$5,733	1.05	\$5,867	\$7,100	\$7,852	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	137	\$4,201	\$5,242	\$5,857	1.05	\$6,077	\$7,315	\$8,050

OREGON  
COMPARISON  
TO  
MARKET

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

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			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-CompAnalyst	EN04100245		Environmental Planner I		1	\$4,892	\$5,833	\$7,892	0.91	\$6,645	\$7,721	\$10,073
<b>Purchased Market Average</b>					1	\$4,892	\$5,833	\$7,892	0.91	\$6,645	\$7,721	\$10,073
2020-ST-CA	4640	C	ENVIRONMENTAL PLANNER		17	\$4,227	\$4,690	\$5,293	0.99	\$6,259	\$6,813	\$7,532
2020-ST-NV	10.548		ENVIRONMENTAL SCIENTIST 1		9	\$3,725	\$3,762	\$5,497	0.82	\$5,288	\$5,333	\$7,385
<b>State Market Average</b>					26	\$4,053	\$4,369	\$5,364	0.93	\$5,923	\$6,300	\$7,481
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	\$4,084	\$4,423	\$5,457	0.93	\$5,950	\$6,353	\$7,577

OREGON  
COMPARISON  
TO  
MARKET

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

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



3846 ENVIRONMENTAL PROGRAM COORDINATOR 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-OR-ClackCo	893		Environmental Compliance Specialist		0	\$5,361		\$6,757		\$8,058		\$9,775
2020-OR-WashCo	390		Environmental Resource Specialist		0	\$5,137		\$6,243		\$7,485		\$8,799
2020-WA-ThrstnCo	2142		Environmental Coordinator		0	\$4,672		\$6,214		\$6,921		\$8,776
<b>County Market Average</b>						\$5,057		\$6,405		\$7,488		\$9,117
2020-CompAnalyst	EN04100246		Environmental Planner II		1	\$4,808	\$6,317	\$7,383	1.06	\$6,549	\$8,273	\$9,492
<b>Purchased Market Average</b>						\$4,808	\$6,317	\$7,383	1.06	\$6,549	\$8,273	\$9,492
2020-ST-CA	4711		ASSOCIATE ENVIRONMENTAL PLANNER		48	\$5,082	\$6,118	\$6,365	1.05	\$7,279	\$8,516	\$8,810
2020-ST-ID	03677		PLANNER, ENVIRONMENTAL		5	\$4,139	\$5,549	\$7,392	0.96	\$5,922	\$7,610	\$9,815
2020-ST-WA	543F		TRANSPORTATION PLANNING SPECIALIST 2		0	\$4,500		\$5,904		\$6,574		\$8,264
<b>State Market Average</b>						\$4,985	\$6,064	\$6,450	1.04	\$7,143	\$8,430	\$8,892
<b>OVERALL WEIGHTED MARKET AVERAGE</b>						\$4,986	\$6,069	\$6,463	1.04	\$7,151	\$8,427	\$8,913

OREGON COMPARISON TO MARKET 3846-Environmental Program Coordinator 2

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	28	19	\$4,856	\$6,687	\$7,530	1.08	\$7,094	\$9,230	\$10,213
<b>Non-Corrections/Non-Management Wtd Average</b>						\$4,856	\$6,687	\$7,530	1.08	\$7,094	\$9,230	\$10,213
<b>STATEWIDE Weighted Average</b>						\$4,856	\$6,687	\$7,530	1.08	\$7,094	\$9,230	\$10,213

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
97.4%	110.2%	116.5%	99.2%	109.5%	114.6%
97.4%	110.2%	116.5%	99.2%	109.5%	114.6%
97.4%	110.2%	116.5%	99.2%	109.5%	114.6%

3847 ENVIRONMENTAL PROGRAM COORDINATOR 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-WashCo	391		Environmental Resource Specialist, Senior		3	\$5,962	\$7,032	\$6,890	1.09	\$8,465	\$9,737	\$9,567	
<b>County Market Average</b>					3	\$5,962	\$7,032	\$6,890	1.09	\$8,465	\$9,737	\$9,567	
2020-CompAnalyst	EN04100247		Environmental Planner III		1	\$6,067	\$7,900	\$8,417	1.09	\$7,988	\$10,083	\$10,673	
<b>Purchased Market Average</b>					1	\$6,067	\$7,900	\$8,417	1.09	\$7,988	\$10,083	\$10,673	
2020-ST-CA	4713		SENIOR ENVIRONMENTAL PLANNER		47	\$6,018	\$7,518	\$7,478	1.11	\$8,397	\$10,187	\$10,138	
2020-ST-ID	03675		PLANNER,ENV SR		14	\$4,679	\$6,467	\$8,359	0.99	\$6,569	\$8,708	\$10,971	
2020-ST-WA	543H		TRANSPORTATION PLANNING SPECIALIST 4		0	\$5,482		\$7,193		\$7,756		\$9,815	
<b>State Market Average</b>					61	\$5,707	\$7,277	\$7,672	1.09	\$7,974	\$9,848	\$10,321	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	65	\$5,724	\$7,275	\$7,648	1.09	\$7,996	\$9,846	\$10,292

OREGON  
COMPARISON  
TO  
MARKET

3847-Environmental Program Coordinator 3

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	31	37	\$5,619	\$8,150	\$8,717	1.14	\$7,984	\$10,936	\$11,598
<b>Non-Corrections/Non-Management Wtd Average</b>					37	\$5,619	\$8,150	\$8,717	1.14	\$7,984	\$10,936	\$11,598
<b>STATEWIDE Weighted Average</b>					37	\$5,619	\$8,150	\$8,717	1.14	\$7,984	\$10,936	\$11,598

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
98.2%	112.0%	114.0%	99.8%	111.1%	112.7%

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4001 PAINTER

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-WA-KingCo	8101100		Painter I		7	\$4,816	\$6,105	\$6,105	1.12	\$7,462	\$9,013	\$9,013
<b>County Market Average</b>					7	\$4,816	\$6,105	\$6,105	1.12	\$7,462	\$9,013	\$9,013
2020-CompAnalyst	SC16000014		Painter II	225	362	\$3,242	\$4,375	\$4,908	1.08	\$4,759	\$6,054	\$6,664
2020-MIL-OPES	10.03d		Painter	4	17	\$4,398	\$5,462	\$5,428	1.11	\$6,631	\$7,905	\$7,864
<b>Purchased Market Average</b>					229	\$3,293	\$4,424	\$4,932	1.08	\$4,843	\$6,137	\$6,717
2020-ST-CA	6525	A	PAINTER II		3	\$4,051	\$4,601	\$4,667	1.06	\$6,050	\$6,705	\$6,785
2020-ST-ID	06556		PAINTER		7	\$2,156	\$2,947	\$3,854	0.98	\$3,551	\$4,497	\$5,581
2020-ST-NV	09.429		Painter I		0	\$3,430		\$5,034		\$4,940		\$6,837
2020-ST-WA	619F		PAINTER		15	\$3,601	\$4,079	\$4,070	1.06	\$5,493	\$6,068	\$6,058
<b>State Market Average</b>					25	\$3,258	\$3,825	\$4,118	1.04	\$5,013	\$5,704	\$6,043
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					229	\$3,317	\$4,416	\$4,900	1.08	\$4,898	\$6,160	\$6,714

OREGON  
COMPARISON  
TO  
MARKET

4001-Painter

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
133.3%	132.2%	130.5%	134.5%	133.8%	132.4%
133.3%	119.9%	130.0%	134.5%	123.4%	132.0%
133.3%	130.4%	130.5%	134.5%	132.3%	132.4%
109.7%	120.0%	113.3%	115.9%	123.6%	117.8%
109.8%	114.2%	113.4%	115.9%	118.7%	117.9%
109.8%	120.0%	113.4%	115.9%	123.6%	117.9%
109.8%	104.6%	113.4%	115.9%	110.7%	117.9%
109.8%	113.3%	113.4%	115.9%	118.0%	117.9%
120.1%	120.8%	120.9%	124.0%	124.2%	124.2%

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
AAON	AFSCME AT DOC SECURITY PLUS	A	P	22	6	\$4,421	\$5,838	\$6,396	1.08	\$6,587	\$8,239	\$8,890
CP	AOCE AT DOC NONSECURITY	A	P	22	1	\$4,420	\$5,293	\$6,371	0.98	\$6,586	\$7,604	\$8,861
<b>Corrections Wtd Average</b>					7	\$4,421	\$5,760	\$6,392	1.07	\$6,587	\$8,148	\$8,886
AU	AFSCME AT MILITARY	A	P	22	1	\$3,640	\$5,300	\$5,554	1.15	\$5,676	\$7,612	\$7,908
OAI	SEIU STRIKEABLE INST COALITION	A	P	22	5	\$3,642	\$5,041	\$5,559	1.10	\$5,678	\$7,310	\$7,914
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	22	1	\$3,642	\$5,301	\$5,559	1.15	\$5,678	\$7,613	\$7,914
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	22	2	\$3,642	\$4,620	\$5,559	1.00	\$5,678	\$6,819	\$7,914
<b>Non-Corrections/Non-Management Wtd Average</b>					9	\$3,642	\$5,005	\$5,558	1.09	\$5,678	\$7,268	\$7,913
<b>STATEWIDE Weighted Average</b>					16	\$3,983	\$5,335	\$5,923	1.08	\$6,075	\$7,653	\$8,339

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4003 CARPENTER

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-MultCo	6147		Carpenter		9	\$5,070	\$6,024	\$6,219	1.07	\$7,809	\$8,979	\$9,219	
2020-WA-KingCo	8100100		Carpenter I		21	\$4,932	\$6,146	\$6,251	1.10	\$7,601	\$9,062	\$9,189	
<b>County Market Average</b>					30	\$4,973	\$6,109	\$6,242	1.09	\$7,664	\$9,037	\$9,198	
2020-CompAnalyst	SC16000011		Carpenter		175	285	\$3,483	\$4,625	\$5,275	1.06	\$5,035	\$6,340	\$7,083
2020-MIL-OPES	10.03a		Carpenter		7	48	\$4,741	\$5,966	\$5,690	1.14	\$7,042	\$8,508	\$8,177
<b>Purchased Market Average</b>					182	333	\$3,665	\$4,818	\$5,335	1.07	\$5,324	\$6,652	\$7,241
2020-ST-CA	6476	B	CARPENTER I		31	\$4,246	\$4,404	\$4,892	0.96	\$6,282	\$6,471	\$7,053	
2020-ST-ID	06534		CARPENTER		10	\$2,485	\$3,341	\$4,443	0.96	\$3,944	\$4,968	\$6,286	
2020-ST-NV	09.423		CARPENTER 1		2	\$3,430	\$4,925	\$5,034	1.16	\$4,940	\$6,708	\$6,837	
2020-ST-WA	605E		CARPENTER		17	\$3,601	\$4,081	\$4,070	1.06	\$5,493	\$6,070	\$6,058	
<b>State Market Average</b>					60	\$3,742	\$4,153	\$4,589	1.00	\$5,624	\$6,115	\$6,636	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					182	423	\$3,768	\$4,815	\$5,293	1.06	\$5,533	\$6,745	\$7,294

OREGON  
COMPARISON  
TO  
MARKET

4003-Carpenter

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
117.3%	124.7%	120.8%	119.0%	125.0%	121.9%
117.3%	115.3%	120.4%	119.0%	117.2%	121.5%
117.3%	123.1%	120.8%	119.0%	123.7%	121.8%
96.6%	110.1%	104.9%	102.6%	112.8%	108.4%
96.6%	108.8%	104.9%	102.6%	111.8%	108.4%
96.6%	99.5%	105.0%	102.6%	104.1%	108.5%
96.6%	110.1%	105.0%	102.6%	112.9%	108.5%
96.6%	105.6%	105.0%	102.6%	109.1%	108.5%
103.2%	111.1%	110.0%	107.8%	113.7%	112.7%

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
AAON	AFSCME AT DOC SECURITY PLUS	A	P	22	5	\$4,421	\$6,004	\$6,396	1.11	\$6,587	\$8,433	\$8,890
CP	AOCE AT DOC NONSECURITY	A	P	22	1	\$4,420	\$5,551	\$6,371	1.03	\$6,586	\$7,905	\$8,861
<b>Corrections Wtd Average</b>					6	\$4,421	\$5,928	\$6,392	1.10	\$6,587	\$8,345	\$8,886
AS	OR PUB SAFETY ASSOC AT DPSST	A	P	22	1	\$3,640	\$5,300	\$5,554	1.15	\$5,676	\$7,612	\$7,908
AU	AFSCME AT MILITARY	A	P	22	4	\$3,640	\$5,239	\$5,554	1.14	\$5,676	\$7,540	\$7,908
OAI	SEIU STRIKEABLE INST COALITION	A	P	22	5	\$3,642	\$4,791	\$5,559	1.04	\$5,678	\$7,019	\$7,914
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	22	3	\$3,642	\$5,301	\$5,559	1.15	\$5,678	\$7,613	\$7,914
<b>Non-Corrections/Non-Management Wtd Average</b>					13	\$3,641	\$5,086	\$5,557	1.11	\$5,677	\$7,362	\$7,912
<b>STATEWIDE Weighted Average</b>					19	\$3,887	\$5,352	\$5,821	1.10	\$5,964	\$7,672	\$8,219

4005 PLUMBER

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-WA-KingCo	8500100		Plumbing and Mechanical I		9	\$5,422	\$6,804	\$6,873	1.11	\$8,192	\$9,854	\$9,938	
<b>County Market Average</b>					9	\$5,422	\$6,804	\$6,873	1.11	\$8,192	\$9,854	\$9,938	
2020-CompAnalyst	SC16000005		Plumber	150	198	\$3,775	\$5,167	\$5,733	1.09	\$5,368	\$6,959	\$7,607	
2020-MIL-OPES	10.03b		Plumber	6	10	\$5,311	\$6,734	\$6,710	1.12	\$7,724	\$9,426	\$9,398	
<b>Purchased Market Average</b>					156	208	\$3,849	\$5,242	\$5,780	1.09	\$5,482	\$7,078	\$7,693
2020-ST-CA	6549	A	PLUMBER I		47	\$4,256	\$4,803	\$4,904	1.05	\$6,294	\$6,947	\$7,068	
2020-ST-ID	06550		PLUMBER		4	\$3,276	\$4,370	\$5,848	0.96	\$4,890	\$6,199	\$7,967	
2020-ST-NV	09.462		PLUMBER 2		10	\$3,725	\$4,815	\$5,497	1.04	\$5,288	\$6,578	\$7,385	
2020-ST-WA	621F		PLUMBER/PIPEFITTER/STEAMFITTER		11	\$3,977	\$4,605	\$4,500	1.09	\$5,946	\$6,701	\$6,574	
<b>State Market Average</b>					72	\$4,085	\$4,751	\$4,977	1.05	\$6,023	\$6,817	\$7,086	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					156	289	\$3,957	\$5,168	\$5,614	1.08	\$5,701	\$7,099	\$7,612

OREGON COMPARISON TO MARKET 4005-Plumber

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
AAON	AFSCME AT DOC SECURITY PLUS	A	P	24	10	\$4,835	\$6,502	\$7,069	1.09	\$7,070	\$9,013	\$9,675
CP	AOCE AT DOC NONSECURITY	A	P	24	2	\$4,828	\$6,717	\$6,992	1.14	\$7,061	\$9,265	\$9,586
<b>Corrections Wtd Average</b>					12	\$4,834	\$6,537	\$7,056	1.10	\$7,068	\$9,055	\$9,660
AU	AFSCME AT MILITARY	A	P	24	3	\$4,001	\$5,829	\$6,117	1.15	\$6,097	\$8,229	\$8,565
OAI	SEIU STRIKEABLE INST COALITION	A	P	24	5	\$4,002	\$5,834	\$6,122	1.15	\$6,098	\$8,235	\$8,571
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	24	1	\$4,002	\$5,834	\$6,122	1.15	\$6,098	\$8,235	\$8,571
<b>Non-Corrections/Non-Management Wtd Average</b>					9	\$4,002	\$5,832	\$6,120	1.15	\$6,098	\$8,233	\$8,569
<b>STATEWIDE Weighted Average</b>					21	\$4,477	\$6,235	\$6,655	1.12	\$6,652	\$8,703	\$9,193

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
122.2%	125.8%	125.9%	124.0%	127.0%	127.1%
122.0%	130.0%	124.5%	123.9%	130.5%	125.9%
122.2%	126.5%	125.7%	124.0%	127.6%	126.9%
101.1%	112.8%	109.0%	106.9%	115.9%	112.5%
101.1%	112.9%	109.0%	107.0%	116.0%	112.6%
101.1%	112.9%	109.0%	107.0%	116.0%	112.6%
101.1%	112.8%	109.0%	107.0%	116.0%	112.6%
113.2%	120.6%	118.5%	116.7%	122.6%	120.8%

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4007 ELECTRICIAN 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-WA-KingCo	8200100		Electrician Helper		0	\$3,983		\$4,816		\$6,460		\$7,462
<b>County Market Average</b>						\$3,983		\$4,816		\$6,460		\$7,462
2020-CompAnalyst	SC16000007		Electrician I	70	189	\$3,400	\$4,175	\$4,867	1.04	\$4,940	\$5,826	\$6,616
<b>Purchased Market Average</b>						\$3,400	\$4,175	\$4,867	1.04	\$4,940	\$5,826	\$6,616
2020-ST-CA	6533	A	ELECTRICIAN I		55	\$4,254	\$4,782	\$4,901	1.04	\$6,291	\$6,922	\$7,064
<b>State Market Average</b>						\$4,254	\$4,782	\$4,901	1.04	\$6,291	\$6,922	\$7,064
<b>OVERALL WEIGHTED MARKET AVERAGE</b>						\$3,594	\$4,312	\$4,874	1.04	\$5,249	\$6,073	\$6,720

OREGON  
COMPARISON  
TO  
MARKET

4007-Electrician 1

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
AU	AFSCME AT MILITARY	A	P	22	1	\$3,640	\$5,300	\$5,554	1.15	\$5,676	\$7,612	\$7,908
<b>Non-Corrections/Non-Management Wtd Average</b>					1	\$3,640	\$5,300	\$5,554	1.15	\$5,676	\$7,612	\$7,908
<b>STATEWIDE Weighted Average</b>					1	\$3,640	\$5,300	\$5,554	1.15	\$5,676	\$7,612	\$7,908

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
101.3%	122.9%	113.9%	108.1%	125.3%	117.7%

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4008 ELECTRICIAN 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-ClackCo	905		Electrician		2	\$6,253	\$7,749	\$7,911	1.09	\$9,156	\$10,996	\$11,196	
2020-OR-DescCo	1260		ELECTRICIAN		1	\$5,326	\$6,473	\$7,137	1.04	\$8,090	\$9,503	\$10,320	
2020-OR-JackCo	568		Electrician		0	\$3,997		\$5,262		\$6,727		\$8,285	
2020-OR-LaneCo	D017		Facilities Electrician		2	\$4,437	\$6,141	\$6,141	1.16	\$7,130	\$9,222	\$9,222	
2020-OR-MarionCo	497		Electrician 2		0	\$5,151		\$6,902		\$7,852		\$10,006	
2020-OR-MultCo	3061		Electrician		12	\$7,004	\$7,218	\$7,218	1.01	\$10,182	\$10,444	\$10,444	
2020-OR-WashCo	456		General Journey Electrician		2	\$6,108	\$7,424	\$7,224	1.11	\$8,639	\$10,202	\$9,965	
2020-WA-KingCo	8201100		Electrician I		15	\$5,553	\$6,953	\$7,038	1.10	\$8,348	\$10,034	\$10,136	
<b>County Market Average</b>					34	\$5,984	\$7,059	\$7,057	1.07	\$8,887	\$10,182	\$10,187	
2020-CompAnalyst	SC16000009		Electrician III		175	751	\$4,383	\$5,350	\$6,167	1.04	\$6,064	\$7,169	\$8,102
2020-MIL-NWHCS	09.19		Electrician*		14	50	\$5,321	\$7,266	\$7,750	1.11	\$7,135	\$9,358	\$9,911
2020-MIL-OPES	10.04		Electrician		19	109	\$5,720	\$7,290	\$7,281	1.12	\$8,214	\$10,092	\$10,081
2020-MIL-PACS	04.14		Electrician		29	142	\$5,297	\$7,210	\$7,124	1.16	\$7,108	\$9,295	\$9,196
2020-TwrsWtsn	AZT150-T3		Electrical Skilled Trade		5	8		\$6,267			\$8,217		
<b>Purchased Market Average</b>					242	1,060	\$4,690	\$5,896	\$6,487	1.06	\$6,479	\$7,865	\$8,541
2020-ST-CA	6532	A	ELECTRICIAN II		19		\$4,458	\$4,972	\$5,135	1.04	\$6,535	\$7,149	\$7,344
2020-ST-ID	06538		ELECTRICIAN		16		\$3,229	\$4,527	\$5,765	1.01	\$4,834	\$6,387	\$7,868
2020-ST-NV	09.426		ELECTRICIAN 1		6		\$3,576	\$4,780	\$5,260	1.08	\$5,113	\$6,537	\$7,104
2020-ST-WA	608F		ELECTRICIAN		20		\$3,977	\$4,665	\$4,500	1.10	\$5,946	\$6,773	\$6,574
<b>State Market Average</b>					61		\$3,891	\$4,736	\$5,104	1.05	\$5,756	\$6,765	\$7,205
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					242	1,155	\$4,688	\$5,869	\$6,431	1.06	\$6,516	\$7,875	\$8,522

OREGON COMPARISON TO MARKET		4008-Electrician 2		MARKET COMPARISONS															
				SALARY			Group Compa-Ratio Sum Base / Sum 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			
Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps														
AAON	AFSCME AT DOC SECURITY PLUS	A	P	26	13	\$5,304	\$7,130	\$7,721	1.09	\$7,617	\$9,746	\$10,436	113.1%	121.5%	120.1%	116.9%	123.8%	122.5%	

4008-Electrician 2 (Continued)

						MARKET COMPARISONS												
						SALARY			Group Compa-Ratio	SALARY AND BENEFITS			Salary			Salary and Benefits		
Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SR Min	Emp Avg	SR Max	Sum Base / Sum 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
CP	AOCE AT DOC NONSECURITY	A	P	26	1	\$5,293	\$7,329	\$7,682	1.13	\$7,604	\$9,979	\$10,390	112.9%	124.9%	119.4%	116.7%	126.7%	121.9%
<b>Corrections Wtd Average</b>					14	\$5,303	\$7,144	\$7,718	1.10	\$7,616	\$9,763	\$10,433	113.1%	121.7%	120.0%	116.9%	124.0%	122.4%
AU	AFSCME AT MILITARY	A	P	26	4	\$4,384	\$6,410	\$6,727	1.15	\$6,544	\$8,907	\$9,276	93.5%	109.2%	104.6%	100.4%	113.1%	108.9%
OAI	SEIU STRIKEABLE INST COALITION	A	P	26	6	\$4,387	\$6,322	\$6,732	1.14	\$6,547	\$8,804	\$9,282	93.6%	107.7%	104.7%	100.5%	111.8%	108.9%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	26	29	\$4,387	\$6,391	\$6,732	1.15	\$6,547	\$8,884	\$9,282	93.6%	108.9%	104.7%	100.5%	112.8%	108.9%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	26	5	\$4,387	\$6,415	\$6,732	1.15	\$6,547	\$8,913	\$9,282	93.6%	109.3%	104.7%	100.5%	113.2%	108.9%
<b>Non-Corrections/Non-Management Wtd Average</b>					44	\$4,387	\$6,386	\$6,732	1.15	\$6,547	\$8,879	\$9,282	93.6%	108.8%	104.7%	100.5%	112.7%	108.9%
<b>STATEWIDE Weighted Average</b>					58	\$4,608	\$6,569	\$6,970	1.14	\$6,805	\$9,092	\$9,560	98.3%	111.9%	108.4%	104.4%	115.5%	112.2%



2020 Oregon Salary and Benefit Report

Data Effective Date: 07/01/2020

4009 ELECTRICIAN 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-ClackCo	468		Supervising Electrician		1	\$6,967	\$7,875	\$8,899	0.99	\$10,034	\$11,152	\$12,412	
2020-OR-WashCo	453		General Supervising Electrician		1	\$6,911	\$8,400	\$8,400	1.10	\$9,593	\$11,362	\$11,361	
2020-WA-KingCo	8201200		Electrician II		2	\$6,105	\$7,739	\$7,739	1.12	\$9,013	\$10,979	\$10,979	
<b>County Market Average</b>					4	\$6,522	\$7,938	\$8,194	1.08	\$9,413	\$11,118	\$11,433	
2020-ST-CA	6530	T	ELECTRICIAN SUPERVISOR		7	\$5,020	\$5,117	\$5,680	0.96	\$7,206	\$7,322	\$7,993	
2020-ST-ID	06280		ELECTRICAL FOREMAN		3	\$3,669	\$4,509	\$6,546	0.88	\$5,360	\$6,365	\$8,803	
2020-ST-NV	09.448		ELECTRICIAN 3		2	\$3,893	\$5,754	\$5,754	1.19	\$5,488	\$7,688	\$7,688	
2020-ST-WA	608J		ELECTRICIAN SUPV		10	\$5,292	\$6,038	\$5,990	1.07	\$7,527	\$8,425	\$8,367	
<b>State Market Average</b>					22	\$4,857	\$5,511	\$5,946	1.02	\$6,944	\$7,726	\$8,246	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	26	\$5,113	\$5,884	\$6,292	1.03	\$7,324	\$8,248	\$8,736

OREGON  
COMPARISON  
TO  
MARKET

4009-Electrician 3

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
113.9%	127.3%	134.8%	112.3%	123.3%	129.6%
113.6%	136.8%	134.1%	112.1%	131.2%	129.0%
<b>Corrections Wtd Average</b>	<b>129.2%</b>	<b>134.7%</b>	<b>112.3%</b>	<b>124.9%</b>	<b>129.5%</b>
102.4%	125.1%	122.8%	102.9%	121.5%	119.5%
<b>Management Wtd Average</b>	<b>125.1%</b>	<b>122.8%</b>	<b>102.9%</b>	<b>121.5%</b>	<b>119.5%</b>
94.4%	119.8%	117.6%	96.4%	117.0%	115.1%
94.4%	114.4%	117.6%	96.4%	112.5%	115.1%
94.4%	119.9%	117.6%	96.4%	117.1%	115.2%
94.4%	119.0%	117.6%	96.4%	116.3%	115.2%
94.4%	119.9%	117.6%	96.4%	117.1%	115.2%
<b>Non-Corrections/Non-Management Wtd Average</b>	<b>118.5%</b>	<b>117.6%</b>	<b>96.4%</b>	<b>115.9%</b>	<b>115.2%</b>
<b>STATEWIDE Weighted Average</b>	<b>121.8%</b>	<b>122.6%</b>	<b>101.2%</b>	<b>118.7%</b>	<b>119.4%</b>

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
AAON	AFSCME AT DOC SECURITY PLUS	A	P	28	4	\$5,826	\$7,492	\$8,481	1.05	\$8,226	\$10,169	\$11,322
CP	AOCE AT DOC NONSECURITY	A	P	28	1	\$5,810	\$8,049	\$8,436	1.13	\$8,207	\$10,818	\$11,270
<b>Corrections Wtd Average</b>					5	\$5,823	\$7,603	\$8,472	1.06	\$8,222	\$10,299	\$11,312
MMS	MGT SVC SUPERVISORY	A	P	28	1	\$5,237	\$7,363	\$7,724	1.14	\$7,539	\$10,018	\$10,439
<b>Management Wtd Average</b>					1	\$5,237	\$7,363	\$7,724	1.14	\$7,539	\$10,018	\$10,439
AS	OR PUB SAFETY ASSOC AT DPSST	A	P	28	1	\$4,826	\$7,049	\$7,398	1.15	\$7,059	\$9,652	\$10,059
AU	AFSCME AT MILITARY	A	P	28	2	\$4,826	\$6,730	\$7,398	1.10	\$7,059	\$9,279	\$10,059
OAI	SEIU STRIKEABLE INST COALITION	A	P	28	2	\$4,829	\$7,053	\$7,402	1.15	\$7,063	\$9,657	\$10,064
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	28	6	\$4,829	\$7,000	\$7,402	1.14	\$7,063	\$9,594	\$10,064
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	28	1	\$4,829	\$7,053	\$7,402	1.15	\$7,063	\$9,657	\$10,064
<b>Non-Corrections/Non-Management Wtd Average</b>					12	\$4,828	\$6,972	\$7,401	1.14	\$7,062	\$9,562	\$10,063
<b>STATEWIDE Weighted Average</b>					18	\$5,127	\$7,169	\$7,716	1.12	\$7,410	\$9,792	\$10,431

4012 FACILITY MAINTENANCE SPECIALIST

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-ClackCo	471		Building Maint Specialist		13	\$4,135	\$4,740	\$5,211	1.01	\$6,549	\$7,293	\$7,873	
2020-OR-DescCo	1280		MAINTENANCE SPECIALIST I		4	\$3,605	\$4,360	\$4,830	1.03	\$5,972	\$6,901	\$7,481	
2020-OR-JackCo	566		Maintenance Worker		3	\$2,936	\$3,021	\$3,839	0.89	\$5,421	\$5,525	\$6,533	
2020-OR-LaneCo	D004		Maintenance Specialist 2		3	\$3,219	\$3,718	\$4,460	0.97	\$5,634	\$6,247	\$7,158	
2020-OR-MarionCo	HA14012		Housing Authority Maintenance Technician 2		0	\$3,221		\$4,316		\$5,476		\$6,823	
2020-OR-WashCo	444		Facilities Maintenance Technician II		10	\$4,461	\$5,234	\$5,496	1.05	\$6,682	\$7,600	\$7,911	
2020-WA-KingCo	9440200		Utility Worker II		29	\$4,001	\$4,654	\$4,947	1.04	\$6,482	\$7,268	\$7,620	
2020-WA-ThrstnCo	1610		BLDG&GROUNDS MAINTENANCE SPEC		4	\$3,660	\$4,320	\$4,869	1.01	\$5,703	\$6,497	\$7,158	
<b>County Market Average</b>					66	\$3,958	\$4,604	\$4,988	1.02	\$6,347	\$7,129	\$7,596	
2020-CompAnalyst	SC16000024		General Maintenance Worker II		1	\$3,175	\$4,117	\$4,675	1.03	\$4,683	\$5,759	\$6,397	
2020-MIL-OPES	10.05		Facilities Maintenance Technician	27	84	\$3,814	\$5,008	\$4,977	1.14	\$5,933	\$7,362	\$7,324	
2020-MIL-PACS	04.09b		Building Technician	17	65	\$3,764	\$4,948	\$5,312	1.09	\$5,356	\$6,709	\$7,126	
<b>Purchased Market Average</b>					44	150	\$3,788	\$4,976	\$5,120	1.12	\$5,675	\$7,068	\$7,232
2020-ST-CA	6215	A	BUILDING MAINTENANCE WORKER		60	\$3,372	\$3,745	\$3,886	1.03	\$5,239	\$5,684	\$5,852	
2020-ST-ID	06632		MAINT CRAFTSMAN SR		58	\$2,485	\$3,103	\$4,443	0.90	\$3,944	\$4,683	\$6,286	
2020-ST-NV	09.487		MAINTENANCE REPAIR WORKER 2		11	\$2,803	\$3,424	\$4,055	1.00	\$4,198	\$4,932	\$5,679	
2020-ST-WA	626K		MAINTENANCE MECHANIC 2		0	\$4,070		\$4,611		\$6,058		\$6,708	
<b>State Market Average</b>					129	\$2,933	\$3,429	\$4,154	0.97	\$4,579	\$5,170	\$6,038	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					44	345	\$3,501	\$4,326	\$4,733	1.04	\$5,394	\$6,370	\$6,855

OREGON COMPARISON TO MARKET 4012-Facility Maintenance Specialist

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
AAON	AFSCME AT DOC SECURITY PLUS	A	P	18	48	\$3,677	\$4,851	\$5,296	1.08	\$5,719	\$7,089	\$7,607
CP	AOCE AT DOC NONSECURITY	A	P	18	8	\$3,688	\$5,047	\$5,293	1.12	\$5,732	\$7,317	\$7,604
<b>Corrections Wtd Average</b>					56	\$3,679	\$4,879	\$5,296	1.09	\$5,721	\$7,121	\$7,607

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
105.0%	112.1%	111.9%	106.0%	111.3%	111.0%
105.4%	116.7%	111.8%	106.3%	114.9%	110.9%
105.1%	112.8%	111.9%	106.1%	111.8%	111.0%

4012-Facility Maintenance Specialist (Continued)

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	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
AMG	AFSCME AT DHS STAB&CRISIS UNIT	A	P	18	2	\$3,065	\$4,012	\$4,606	1.05	\$5,005	\$6,110	\$6,803	87.6%	92.7%	97.3%	92.8%	95.9%	99.2%
AS	OR PUB SAFETY ASSOC AT DPSST	A	P	18	2	\$3,065	\$4,384	\$4,606	1.14	\$5,005	\$6,544	\$6,803	87.6%	101.3%	97.3%	92.8%	102.7%	99.2%
AU	AFSCME AT MILITARY	A	P	18	41	\$3,065	\$3,966	\$4,606	1.03	\$5,005	\$6,055	\$6,803	87.6%	91.7%	97.3%	92.8%	95.1%	99.2%
AX	AFSCME AT STATE LANDS	A	P	18	1	\$3,065	\$4,384	\$4,606	1.14	\$5,005	\$6,544	\$6,803	87.6%	101.3%	97.3%	92.8%	102.7%	99.2%
OAI	SEIU STRIKEABLE INST COALITION	A	P	18	20	\$3,058	\$3,941	\$4,611	1.03	\$4,997	\$6,027	\$6,808	87.4%	91.1%	97.4%	92.6%	94.6%	99.3%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	18	11	\$3,058	\$4,280	\$4,611	1.12	\$4,997	\$6,422	\$6,808	87.4%	98.9%	97.4%	92.6%	100.8%	99.3%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	18	6	\$3,058	\$3,585	\$4,611	0.94	\$4,997	\$5,612	\$6,808	87.4%	82.9%	97.4%	92.6%	88.1%	99.3%
<b>Non-Corrections/Non-Management Wtd Average</b>					83	\$3,062	\$3,990	\$4,608	1.04	\$5,001	\$6,084	\$6,805	87.5%	92.2%	97.4%	92.7%	95.5%	99.3%
<b>STATEWIDE Weighted Average</b>					139	\$3,310	\$4,348	\$4,885	1.06	\$5,291	\$6,502	\$7,128	94.6%	100.5%	103.2%	98.1%	102.1%	104.0%

4014 FACILITY OPERATIONS SPECIALIST 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-OR-ClackCo	473		Building Maint Coordinator		4	\$5,082	\$6,338	\$6,460	1.10	\$7,714	\$9,260	\$9,410
<b>County Market Average</b>					4	\$5,082	\$6,338	\$6,460	1.10	\$7,714	\$9,260	\$9,410
2020-MIL-PACS	04.24		Facilities Coordinator	20	15	\$4,257	\$5,305	\$6,148	1.02	\$5,919	\$7,118	\$8,080
<b>Purchased Market Average</b>				20	15	\$4,257	\$5,305	\$6,148	1.02	\$5,919	\$7,118	\$8,080
2020-ST-ID	06608		Building Services Facility Coordinator		0	\$3,669		\$6,546		\$5,360		\$8,803
2020-ST-WA	598N		FACILITY SERVICES COORDINATOR		15	\$3,773	\$4,800	\$4,949	1.10	\$5,700	\$6,935	\$7,114
<b>State Market Average</b>					15	\$3,767	\$4,800	\$5,049	1.10	\$5,679	\$6,935	\$7,220
<b>OVERALL WEIGHTED MARKET AVERAGE</b>				20	34	\$4,127	\$5,204	\$5,681	1.06	\$6,015	\$7,289	\$7,839

OREGON  
COMPARISON  
TO  
MARKET

4014-Facility Operations Specialist 1

						MARKET COMPARISONS												
						Salary			Salary and Benefits									
Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SR Min	Emp Avg	SR Max	Group Compa-Ratio Sum Base / Sum 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
AAON	AFSCME AT DOC SECURITY PLUS	A	P	24	1	\$4,835	\$6,106	\$7,069	1.03	\$7,070	\$8,552	\$9,675	117.2%	117.3%	124.4%	117.5%	117.3%	123.4%
<b>Corrections Wtd Average</b>					1	\$4,835	\$6,106	\$7,069	1.03	\$7,070	\$8,552	\$9,675	117.2%	117.3%	124.4%	117.5%	117.3%	123.4%
AU	AFSCME AT MILITARY	A	P	24Q	4	\$4,001	\$5,085	\$6,117	1.01	\$6,097	\$7,362	\$8,565	96.9%	97.7%	107.7%	101.4%	101.0%	109.3%
AX	AFSCME AT STATE LANDS	A	P	24	1	\$4,001	\$5,829	\$6,117	1.15	\$6,097	\$8,229	\$8,565	96.9%	112.0%	107.7%	101.4%	112.9%	109.3%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	24	2	\$4,002	\$5,223	\$6,122	1.03	\$6,098	\$7,522	\$8,571	97.0%	100.4%	107.8%	101.4%	103.2%	109.3%
OAI	SEIU STRIKEABLE INST COALITION	A	P	24	10	\$4,002	\$5,305	\$6,122	1.05	\$6,098	\$7,618	\$8,571	97.0%	101.9%	107.8%	101.4%	104.5%	109.3%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	24	4	\$4,002	\$5,125	\$6,122	1.01	\$6,098	\$7,408	\$8,571	97.0%	98.5%	107.8%	101.4%	101.6%	109.3%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	24	6	\$4,002	\$5,371	\$6,122	1.06	\$6,098	\$7,695	\$8,571	97.0%	103.2%	107.8%	101.4%	105.6%	109.3%
<b>Non-Corrections/Non-Management Wtd Average</b>					27	\$4,002	\$5,274	\$6,121	1.04	\$6,098	\$7,581	\$8,570	97.0%	101.3%	107.7%	101.4%	104.0%	109.3%
<b>STATEWIDE Weighted Average</b>					28	\$4,032	\$5,303	\$6,155	1.04	\$6,132	\$7,616	\$8,609	97.7%	101.9%	108.3%	102.0%	104.5%	109.8%

2020 Oregon Salary and Benefit Report

Data Effective Date: 07/01/2020

4018 MACHINIST

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-WA-KingCo	8421100		Industrial Machinist		0	\$6,104		\$7,380		\$9,013		\$10,548
<b>County Market Average</b>						\$6,104		\$7,380		\$9,013		\$10,548
2020-CompAnalyst	SC16000022		Machinist III	70	508	\$4,300	\$5,517	\$6,275	1.05	\$5,968	\$7,359	\$8,226
2020-MIL-PACS	09.12		Machinist (Journey)	7	21	\$3,750	\$4,749	\$5,717	1.00	\$5,340	\$6,482	\$7,588
<b>Purchased Market Average</b>						\$4,278	\$5,486	\$6,253	1.05	\$5,944	\$7,324	\$8,200
2020-ST-CA	6802		MACHINIST AND EQUIPMENT FABRICATOR		2	\$4,246	\$4,892	\$4,892	1.07	\$6,282	\$7,053	\$7,053
2020-ST-ID	06352		WELDER/MACHINIST		7	\$2,902	\$3,733	\$5,185	0.92	\$4,443	\$5,437	\$7,174
2020-ST-NV	09.407		PRECISION MACHINIST		1	\$3,893	\$5,497	\$5,754	1.14	\$5,488	\$7,385	\$7,688
2020-ST-WA	604F		INSTRUMENT MAKER 2		0	\$4,394		\$4,966		\$6,447		\$7,135
<b>State Market Average</b>						\$3,372	\$4,141	\$5,163	0.97	\$5,054	\$5,955	\$7,195
<b>OVERALL WEIGHTED MARKET AVERAGE</b>						\$4,263	\$5,461	\$6,233	1.04	\$5,931	\$7,299	\$8,184

OREGON  
COMPARISON  
TO  
MARKET

4018-Machinist

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	26	3	\$4,387	\$6,221	\$6,732	1.12	\$6,547	\$8,687	\$9,282
<b>Non-Corrections/Non-Management Wtd Average</b>						\$4,387	\$6,221	\$6,732	1.12	\$6,547	\$8,687	\$9,282
<b>STATEWIDE Weighted Average</b>						\$4,387	\$6,221	\$6,732	1.12	\$6,547	\$8,687	\$9,282

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
102.9%	113.9%	108.0%	110.4%	119.0%	113.4%

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4020 WELDER 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-CompAnalyst	SC16000075		Welder II	80	655	\$3,242	\$4,333	\$4,883	1.08	\$4,759	\$6,007	\$6,635
2020-MIL-PACS	09.14		Welder	6	12		\$5,205				\$7,003	
<b>Purchased Market Average</b>				86	667	\$3,242	\$4,349	\$4,883	1.06	\$4,759	\$6,025	\$6,635
2020-ST-CA	6596	A	FUSION WELDER		3	\$3,957	\$4,561	\$4,561	1.07	\$5,938	\$6,658	\$6,658
2020-ST-NV	09.417		Welder I		0	\$3,430		\$5,034		\$4,940		\$6,837
2020-ST-WA	630E		WELDER - FABRICATOR		6	\$3,977	\$4,574	\$4,500	1.08	\$5,946	\$6,663	\$6,574
<b>State Market Average</b>					9	\$3,917	\$4,569	\$4,571	1.08	\$5,843	\$6,661	\$6,625
<b>OVERALL WEIGHTED MARKET AVERAGE</b>				86	676	\$3,252	\$4,352	\$4,879	1.06	\$4,775	\$6,033	\$6,635

OREGON  
COMPARISON  
TO  
MARKET

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

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

2020 Oregon Salary and Benefit Report

Data Effective Date: 07/01/2020

4021 WELDER 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-OR-ClackCo	434		Welder/Fabricator		0	\$4,876		\$5,606		\$7,460		\$8,360
2020-WA-KingCo	8426100		Metal Fabricator		7	\$5,050	\$6,401	\$6,401	1.12	\$7,744	\$9,370	\$9,370
<b>County Market Average</b>					7	\$5,028	\$6,401	\$6,302	1.12	\$7,708	\$9,370	\$9,243
2020-CompAnalyst	SC16000076		Welder III		60	\$3,825	\$5,075	\$5,350	1.11	\$5,426	\$6,854	\$7,169
<b>Purchased Market Average</b>					60	\$3,825	\$5,075	\$5,350	1.11	\$5,426	\$6,854	\$7,169
2020-ST-ID	06352		WELDER/MACHINIST		7	\$2,902	\$3,733	\$5,185	0.92	\$4,443	\$5,437	\$7,174
2020-ST-NV	09.430		WELDER 2		10	\$3,576	\$4,585	\$5,260	1.04	\$5,113	\$6,306	\$7,104
<b>State Market Average</b>					17	\$3,299	\$4,234	\$5,229	0.99	\$4,837	\$5,948	\$7,133
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					60	\$3,826	\$5,066	\$5,360	1.10	\$5,441	\$6,858	\$7,199

OREGON  
COMPARISON  
TO  
MARKET

4021-Welder 2

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	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	24	6	\$4,835	\$6,367	\$7,069	1.07	\$7,070	\$8,857	\$9,675	126.4%	125.7%	131.9%	129.9%	129.1%	134.4%
CP	AOCE AT DOC NONSECURITY	A	P	24	1	\$4,828	\$6,086	\$6,992	1.03	\$7,061	\$8,529	\$9,586	126.2%	120.1%	130.4%	129.8%	124.4%	133.2%
<b>Corrections Wtd Average</b>					7	\$4,834	\$6,327	\$7,058	1.06	\$7,068	\$8,810	\$9,663	126.3%	124.9%	131.7%	129.9%	128.5%	134.2%
<b>STATEWIDE Weighted Average</b>					7	\$4,834	\$6,327	\$7,058	1.06	\$7,068	\$8,810	\$9,663	126.3%	124.9%	131.7%	129.9%	128.5%	134.2%

2020 Oregon Salary and Benefit Report

Data Effective Date: 07/01/2020

4032 FACILITY ENERGY TECHNICIAN 1

Class Study Pending

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-OR-JackCo	566		Maintenance Worker		3	\$2,936	\$3,021	\$3,839	0.89	\$5,421	\$5,525	\$6,533
2020-OR-MultCo	6123		HVAC Assistant		3	\$4,548	\$4,548	\$4,548	1.00	\$7,168	\$7,168	\$7,168
2020-WA-ThrstnCo	1421		FACILITIES TECHNICIAN I		5	\$3,660	\$4,299	\$4,869	1.01	\$5,703	\$6,473	\$7,158
<b>County Market Average</b>					11	\$3,705	\$4,018	\$4,501	0.97	\$6,026	\$6,404	\$6,991
2020-CompAnalyst	SC16000026		HVAC Mechanic I		40	\$3,150	\$4,033	\$4,633	1.03	\$4,654	\$5,664	\$6,349
<b>Purchased Market Average</b>					40	\$3,150	\$4,033	\$4,633	1.03	\$4,654	\$5,664	\$6,349
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					40	\$3,230	\$4,031	\$4,614	1.03	\$4,853	\$5,771	\$6,442

OREGON  
COMPARISON  
TO  
MARKET

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

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



4033 FACILITY ENERGY TECHNICIAN 2

Class Study Pending

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-JackCo	567		Sr Maintenance Worker		9	\$3,349	\$4,003	\$4,385	1.04	\$5,929	\$6,735	\$7,205	
2020-OR-MultCo	6126		HVAC Engineer		4	\$5,973	\$5,973	\$5,973	1.00	\$8,917	\$8,917	\$8,917	
2020-WA-KingCo	8502100		Operating Engineer I		1	\$4,816	\$5,050	\$6,105	0.92	\$7,462	\$7,743	\$9,013	
2020-WA-ThrstnCo	1424		FACILITIES TECHNICIAN II		8	\$4,035	\$5,250	\$5,368	1.12	\$6,155	\$7,616	\$7,758	
<b>County Market Average</b>					22	\$4,142	\$4,862	\$5,109	1.05	\$6,624	\$7,498	\$7,800	
2020-CompAnalyst	SC16000027		HVAC Mechanic II		1	\$3,633	\$4,858	\$5,542	1.06	\$5,207	\$6,607	\$7,388	
2020-MIL-NWHCS	09.21		HVAC Technician*	12	33	\$4,576	\$6,614	\$6,750	1.33	\$6,284	\$8,614	\$8,768	
2020-MIL-PACS	04.09a		HVAC Technician	6	15		\$6,251				\$8,198		
<b>Purchased Market Average</b>					18	49	\$4,545	\$6,467	\$6,709	0.92	\$6,248	\$8,445	\$8,722
2020-ST-ID	06616		HVAC SPECIALIST		24	\$3,276	\$4,062	\$5,848	0.89	\$4,890	\$5,831	\$7,967	
2020-ST-NV	09.421		HVACR SPECIALIST 1		7	\$3,725	\$4,313	\$5,497	0.94	\$5,288	\$5,984	\$7,385	
2020-ST-WA	621J		HEATING, VENTILATION, & AIR COND TECH		18	\$4,177	\$4,865	\$4,966	1.06	\$6,186	\$7,014	\$7,135	
<b>State Market Average</b>					49	\$3,671	\$4,393	\$5,474	0.96	\$5,423	\$6,288	\$7,578	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					18	120	\$4,033	\$5,326	\$5,761	0.96	\$5,930	\$7,391	\$7,966

OREGON COMPARISON TO MARKET 4033-Facility Energy Technician 2

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	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
AAON	AFSCME AT DOC SECURITY PLUS	A	P	20	15	\$4,029	\$5,352	\$5,831	1.09	\$6,129	\$7,672	\$8,231	99.9%	100.5%	101.2%	103.4%	103.8%	103.3%
CP	AOCE AT DOC NONSECURITY	A	P	20	4	\$4,031	\$5,551	\$5,810	1.13	\$6,132	\$7,905	\$8,207	99.9%	104.2%	100.8%	103.4%	107.0%	103.0%
<b>Corrections Wtd Average</b>					19	\$4,029	\$5,394	\$5,827	1.09	\$6,130	\$7,721	\$8,226	99.9%	101.3%	101.1%	103.4%	104.5%	103.3%
AL	AFSCME AT LIQUOR CONTROL COMM	A	P	20	2	\$3,332	\$4,506	\$5,054	1.07	\$5,317	\$6,685	\$7,325	82.6%	84.6%	87.7%	89.7%	90.5%	92.0%
AU	AFSCME AT MILITARY	A	P	20	2	\$3,332	\$4,414	\$5,054	1.05	\$5,317	\$6,578	\$7,325	82.6%	82.9%	87.7%	89.7%	89.0%	92.0%
OAI	SEIU STRIKEABLE INST COALITION	A	P	20	10	\$3,334	\$4,664	\$5,056	1.11	\$5,319	\$6,870	\$7,327	82.7%	87.6%	87.8%	89.7%	93.0%	92.0%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	20	8	\$3,334	\$4,428	\$5,056	1.06	\$5,319	\$6,595	\$7,327	82.7%	83.1%	87.8%	89.7%	89.2%	92.0%

4033-Facility Energy Technician 2 (Continued)

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	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
	<b>Non-Corrections/Non-Management Wtd Average</b>				22	\$3,334	\$4,541	\$5,056	1.08	\$5,318	\$6,727	\$7,327	82.7%	85.3%	87.8%	89.7%	91.0%	92.0%
	<b>STATEWIDE Weighted Average</b>				41	\$3,656	\$4,936	\$5,413	1.09	\$5,695	\$7,187	\$7,744	90.7%	92.7%	94.0%	96.0%	97.3%	97.2%

2020 Oregon Salary and Benefit Report

Data Effective Date: 07/01/2020

4034 FACILITY ENERGY TECHNICIAN 3

Class Study Pending

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-OR-DescCo	1282		Maintenance Specialist III - HVAC		0	\$5,326		\$7,137		\$8,090		\$10,320
2020-OR-MultCo	6121		HVAC Engineer Senior		9	\$6,356	\$6,356	\$6,356	1.00	\$9,387	\$9,387	\$9,387
2020-OR-WashCo	294		HVAC Technician		1	\$5,399	\$6,562	\$6,563	1.10	\$7,796	\$9,178	\$9,179
2020-WA-KingCo	8502200		Operating Engineer II		18	\$5,422	\$6,786	\$6,873	1.10	\$8,192	\$9,832	\$9,938
2020-WA-ThrstnCo	1426		Facilities Technician III		0	\$4,449		\$5,919		\$6,653		\$8,421
<b>County Market Average</b>					28	\$5,666	\$6,640	\$6,685	1.07	\$8,482	\$9,666	\$9,709
2020-CompAnalyst	SC16000028		HVAC Mechanic III	125	264	\$4,100	\$5,325	\$6,250	1.03	\$5,740	\$7,140	\$8,197
2020-MIL-OPES	10.03c		HVAC Engineer	8	21	\$4,792	\$6,584	\$6,083	1.21	\$7,102	\$9,247	\$8,647
<b>Purchased Market Average</b>					133	\$4,151	\$5,418	\$6,238	1.04	\$5,840	\$7,295	\$8,230
2020-ST-ID	06612		HVAC SYSTEMS FOREMAN		5	\$3,669	\$4,974	\$6,546	0.97	\$5,360	\$6,922	\$8,803
2020-ST-NV	09.413		HVACR SPECIALIST 3		2	\$4,055	\$5,031	\$6,012	1.00	\$5,679	\$6,834	\$7,994
<b>State Market Average</b>					7	\$3,779	\$4,991	\$6,394	0.98	\$5,451	\$6,897	\$8,572
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					133	\$4,283	\$5,515	\$6,283	1.04	\$6,077	\$7,494	\$8,375

OREGON COMPARISON TO MARKET 4034-Facility Energy Technician 3

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
112.9%	119.2%	112.5%	116.3%	121.4%	115.5%
112.7%	121.8%	111.3%	116.2%	123.6%	114.5%
112.9%	119.5%	112.4%	116.3%	121.6%	115.4%
93.4%	105.7%	97.4%	100.3%	109.8%	102.3%
93.4%	105.8%	97.4%	100.3%	109.9%	102.3%
93.4%	105.8%	97.4%	100.3%	109.9%	102.3%
93.4%	105.8%	97.4%	100.3%	109.9%	102.3%
105.1%	114.0%	106.4%	109.9%	116.9%	110.2%

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
AAON	AFSCME AT DOC SECURITY PLUS	A	P	24	11	\$4,835	\$6,576	\$7,069	1.10	\$7,070	\$9,101	\$9,675
CP	AOCE AT DOC NONSECURITY	A	P	24	1	\$4,828	\$6,717	\$6,992	1.14	\$7,061	\$9,265	\$9,586
<b>Corrections Wtd Average</b>					12	\$4,834	\$6,588	\$7,063	1.11	\$7,069	\$9,115	\$9,668
AS	OR PUB SAFETY ASSOC AT DPSST	A	P	24	1	\$4,001	\$5,829	\$6,117	1.15	\$6,097	\$8,229	\$8,565
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	24	1	\$4,002	\$5,834	\$6,122	1.15	\$6,098	\$8,235	\$8,571
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	24	6	\$4,002	\$5,834	\$6,122	1.15	\$6,098	\$8,235	\$8,571
<b>Non-Corrections/Non-Management Wtd Average</b>					8	\$4,002	\$5,833	\$6,121	1.15	\$6,098	\$8,234	\$8,570
<b>STATEWIDE Weighted Average</b>					20	\$4,501	\$6,286	\$6,686	1.13	\$6,681	\$8,762	\$9,229

4037 PHYSICAL/ELECTRONIC SECURITY TECHNICIAN

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-MultCo	6149		Locksmith		3	\$4,515	\$5,223	\$5,529	1.04	\$7,128	\$7,997	\$8,372	
<b>County Market Average</b>					3	\$4,515	\$5,223	\$5,529	1.04	\$7,128	\$7,997	\$8,372	
2020-CompAnalyst	SC16000268		Field Service Rep. I - Electronic Equipment		1	\$2,933	\$3,767	\$4,517	1.01	\$4,407	\$5,359	\$6,216	
2020-CompAnalyst	SC16000549		Locksmith		1	\$3,217	\$4,458	\$4,858	1.10	\$4,730	\$6,149	\$6,607	
<b>Purchased Market Average</b>					2	\$3,075	\$4,113	\$4,688	1.06	\$4,568	\$5,754	\$6,411	
2020-ST-CA	6913	A	ELECTRONICS TECHNICIAN		21	\$3,627	\$4,612	\$4,808	1.09	\$5,543	\$6,719	\$6,953	
2020-ST-CA	6643		LOCKSMITH I (CORRECTIONAL FACILITY)		24	\$4,461	\$5,012	\$5,140	1.04	\$6,539	\$7,196	\$7,349	
2020-ST-NV	09.431		LOCKSMITH 2		2	\$3,576	\$4,097	\$5,260	0.93	\$5,113	\$5,728	\$7,104	
2020-ST-WA	615G		LOCKSMITH SUPERVISOR		0	\$4,282		\$4,845		\$6,312		\$6,990	
<b>State Market Average</b>					47	\$4,056	\$4,794	\$4,993	1.06	\$6,039	\$6,920	\$7,158	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	52	\$4,045	\$4,793	\$5,012	1.06	\$6,045	\$6,938	\$7,198

OREGON COMPARISON TO MARKET 4037-Physical/Electronic Security Technician

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
OAI	SEIU STRIKEABLE INST COALITION	A	P	20	3	\$3,334	\$4,541	\$5,056	1.08	\$5,319	\$6,727	\$7,327
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	20	1	\$3,334	\$4,829	\$5,056	1.15	\$5,319	\$7,063	\$7,327
<b>Non-Corrections/Non-Management Wtd Average</b>					4	\$3,334	\$4,613	\$5,056	1.10	\$5,319	\$6,811	\$7,327
<b>STATEWIDE Weighted Average</b>					4	\$3,334	\$4,613	\$5,056	1.10	\$5,319	\$6,811	\$7,327

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
82.4%	94.8%	100.9%	88.0%	97.0%	101.8%
82.4%	100.8%	100.9%	88.0%	101.8%	101.8%
82.4%	96.3%	100.9%	88.0%	98.2%	101.8%
82.4%	96.3%	100.9%	88.0%	98.2%	101.8%

4046 MAINTENANCE & OPERATIONS SUPERVISOR

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-ClackCo	497		Building Maintenance Supv		2	\$5,798	\$6,945	\$7,827	1.02	\$8,596	\$10,007	\$11,093	
2020-OR-DescCo	9175		SUPERVISOR, MAINTENANCE		2	\$5,871	\$7,171	\$7,868	1.04	\$8,762	\$10,362	\$11,220	
2020-OR-JackCo	01091		Maintenance Supervisor		1	\$5,356	\$6,838	\$6,838	1.12	\$8,401	\$10,225	\$10,225	
2020-OR-LaneCo	N6001		Maintenance/Trades Supv		1	\$4,602	\$6,769	\$6,769	1.19	\$7,332	\$9,993	\$9,993	
2020-OR-MarionCo	460		Maintenance Supervisor		0	\$5,496		\$7,365		\$8,276		\$10,575	
2020-OR-WashCo	460		Facilities Operations Supervisor		6	\$5,959	\$6,919	\$7,604	1.02	\$8,462	\$9,602	\$10,416	
2020-WA-ClarkCo	820		Facilities Mgmt Crew Supv		0	\$5,228		\$7,387		\$7,633		\$10,231	
2020-WA-ThrstnCo	1425		Facilities Services Supervisor		0	\$4,905		\$6,524		\$7,202		\$9,150	
<b>County Market Average</b>					12	\$5,646	\$6,946	\$7,460	1.05	\$8,289	\$9,880	\$10,487	
2020-CompAnalyst	MM18000056		Production Maintenance Supervisor	40	156		\$6,533		1.01		\$8,521		
<b>Purchased Market Average</b>					40	156	\$6,533		1.01		\$8,521		
2020-ST-CA	6753	A	SUPERVISOR OF BUILDING TRADES		27	\$4,768	\$5,360	\$5,657	1.03	\$6,906	\$7,611	\$7,965	
2020-ST-ID	06609		MAINT & OPERTNS SUPV		12	\$4,139	\$5,127	\$7,392	0.89	\$5,922	\$7,104	\$9,815	
2020-ST-WA	627G		CONSTRUCTION & MAINTENANCE PROJECT SUP <sup>1</sup>		74	\$5,428	\$6,139	\$6,136	1.06	\$7,691	\$8,547	\$8,543	
<b>State Market Average</b>					113	\$4,959	\$5,845	\$6,166	1.04	\$7,093	\$8,170	\$8,538	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					40	281	\$5,079	\$6,274	\$6,392	1.02	\$7,302	\$8,438	\$8,878

OREGON COMPARISON TO MARKET		4046-Maintenance & Operations Supervisor						MARKET COMPARISONS										
Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum 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
MMS	MGT SVC SUPERVISORY	A	P	27	18	\$4,990	\$6,760	\$7,363	1.09	\$7,250	\$9,315	\$10,018	98.3%	107.7%	115.2%	99.3%	110.4%	112.8%
<b>Management Wtd Average</b>					18	\$4,990	\$6,760	\$7,363	1.09	\$7,250	\$9,315	\$10,018	98.3%	107.7%	115.2%	99.3%	110.4%	112.8%
<b>STATEWIDE Weighted Average</b>					18	\$4,990	\$6,760	\$7,363	1.09	\$7,250	\$9,315	\$10,018	98.3%	107.7%	115.2%	99.3%	110.4%	112.8%

4050 ELECTRONIC SECURITY TECHNICIAN 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-ClackCo	349		Electronics Technician 1		2	\$4,935	\$6,022	\$6,253	1.08	\$7,533	\$8,871	\$9,156	
2020-OR-MultCo	6155		Alarm Technician		7	\$6,358	\$6,554	\$6,554	1.02	\$9,389	\$9,629	\$9,629	
<b>County Market Average</b>					9	\$6,042	\$6,435	\$6,487	1.03	\$8,977	\$9,461	\$9,524	
2020-CompAnalyst	SC16000269		Field Service Rep. II - Electronic Equipment		1	\$3,458	\$4,500	\$5,300	1.03	\$5,007	\$6,197	\$7,111	
<b>Purchased Market Average</b>					1	\$3,458	\$4,500	\$5,300	1.03	\$5,007	\$6,197	\$7,111	
2020-ST-CA	6916		ELECTRONICS TECHNICIAN -CORRECTIONAL FAC		21	\$3,977	\$4,788	\$5,275	1.03	\$5,961	\$6,929	\$7,510	
2020-ST-NV	06.981		ELECTRONICS TECHNICIAN 2		4	\$3,576	\$4,323	\$5,260	0.98	\$5,113	\$5,996	\$7,104	
2020-ST-WA	592K		ELECTRONICS TECHNICIAN 2		2	\$3,878	\$4,500	\$4,394	1.09	\$5,826	\$6,574	\$6,447	
<b>State Market Average</b>					27	\$3,910	\$4,698	\$5,208	1.03	\$5,825	\$6,764	\$7,371	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	37	\$4,417	\$5,115	\$5,521	1.03	\$6,570	\$7,405	\$7,888

OREGON COMPARISON TO MARKET  
4050-Electronic Security Technician 1

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
AS	OR PUB SAFETY ASSOC AT DPSST	A	P	24	1	\$4,001	\$5,554	\$6,117	1.10	\$6,097	\$7,908	\$8,565
<b>Non-Corrections/Non-Management Wtd Average</b>					1	\$4,001	\$5,554	\$6,117	1.10	\$6,097	\$7,908	\$8,565
<b>STATEWIDE Weighted Average</b>					1	\$4,001	\$5,554	\$6,117	1.10	\$6,097	\$7,908	\$8,565

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
90.6%	108.6%	110.8%	92.8%	106.8%	108.6%
90.6%	108.6%	110.8%	92.8%	106.8%	108.6%
90.6%	108.6%	110.8%	92.8%	106.8%	108.6%

4051 ELECTRONIC SECURITY TECHNICIAN 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-ClackCo	350		Electronics Technician 2		0	\$5,417		\$6,862		\$8,127		\$9,905	
2020-OR-WashCo	454		Facilities Electronics Technician		2	\$5,399	\$6,562	\$6,563	1.10	\$7,796	\$9,178	\$9,179	
<b>County Market Average</b>					2	\$5,405	\$6,562	\$6,662	1.10	\$7,907	\$9,178	\$9,421	
2020-CompAnalyst	SC16000270		Field Service Rep. III - Electronic Equipment		1	\$3,992	\$5,675	\$6,300	1.10	\$5,616	\$7,540	\$8,254	
<b>Purchased Market Average</b>					1	\$3,992	\$5,675	\$6,300	1.10	\$5,616	\$7,540	\$8,254	
2020-ST-ID	09252		SECURITY/SFTY SYS FMN-CR		2	\$3,669	\$4,404	\$6,546	0.86	\$5,360	\$6,240	\$8,803	
2020-ST-NV	06.987		ELECTRONICS TECHNICIAN 3		5	\$3,893	\$4,536	\$5,754	0.94	\$5,488	\$6,247	\$7,688	
2020-ST-WA	592M		ELECTRONICS TECHNICIAN 4		9	\$4,803	\$5,471	\$5,429	1.07	\$6,939	\$7,743	\$7,693	
<b>State Market Average</b>					16	\$4,377	\$5,046	\$5,670	1.00	\$6,288	\$7,088	\$7,830	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	19	\$4,512	\$5,238	\$5,851	1.02	\$6,497	\$7,332	\$8,090

OREGON  
COMPARISON  
TO  
MARKET

4051-Electronic Security Technician 2

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						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	26	11	\$5,304	\$7,225	\$7,721	1.11	\$7,617	\$9,857	\$10,436	117.6%	137.9%	132.0%	117.2%	134.4%	129.0%
CP	AOCE AT DOC NONSECURITY	A	P	26	1	\$5,293	\$7,329	\$7,682	1.13	\$7,604	\$9,979	\$10,390	117.3%	139.9%	131.3%	117.0%	136.1%	128.4%
<b>Corrections Wtd Average</b>					12	\$5,303	\$7,234	\$7,718	1.11	\$7,616	\$9,867	\$10,432	117.5%	138.1%	131.9%	117.2%	134.6%	128.9%
AU	AFSCME AT MILITARY	A	P	26	2	\$4,384	\$6,264	\$6,727	1.13	\$6,544	\$8,736	\$9,276	97.2%	119.6%	115.0%	100.7%	119.1%	114.7%
OAI	SEIU STRIKEABLE INST COALITION	A	P	26	3	\$4,387	\$6,415	\$6,732	1.15	\$6,547	\$8,913	\$9,282	97.2%	122.5%	115.1%	100.8%	121.6%	114.7%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	26	3	\$4,387	\$6,521	\$6,732	1.17	\$6,547	\$9,036	\$9,282	97.2%	124.5%	115.1%	100.8%	123.2%	114.7%
<b>Non-Corrections/Non-Management Wtd Average</b>					8	\$4,386	\$6,417	\$6,731	1.15	\$6,546	\$8,915	\$9,281	97.2%	122.5%	115.0%	100.7%	121.6%	114.7%
<b>STATEWIDE Weighted Average</b>					20	\$4,936	\$6,907	\$7,323	1.13	\$7,188	\$9,486	\$9,972	109.4%	131.8%	125.2%	110.6%	129.4%	123.3%



# 2020 Oregon Salary and Benefit Report

Data Effective Date: 07/01/2020

## 4101 CUSTODIAN

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-ClackCo	842		Service Maintenance Worker		2	\$2,297	\$2,457	\$2,849	0.95	\$4,286	\$4,483	\$4,966	
2020-OR-DescCo	1019		CUSTODIAN		5	\$2,965	\$3,749	\$3,785	1.11	\$5,185	\$6,149	\$6,194	
2020-OR-JackCo	465		Custodian-Airport		5	\$2,375	\$2,586	\$3,082	0.95	\$4,730	\$4,990	\$5,600	
2020-OR-LaneCo	D001		Custodian		13	\$2,222	\$2,896	\$3,084	1.09	\$4,410	\$5,237	\$5,468	
2020-OR-LaneCo	D006		Custodian-Detention		1	\$2,513	\$3,482	\$3,482	1.16	\$4,768	\$5,958	\$5,958	
2020-WA-ClarkCo	101		Custodian		2	\$2,852	\$3,189	\$3,566	0.99	\$4,774	\$5,179	\$5,632	
2020-WA-KingCo	9101100		Custodian		85	\$3,252	\$3,777	\$4,122	1.02	\$5,581	\$6,212	\$6,628	
<b>County Market Average</b>					113	\$3,052	\$3,585	\$3,904	1.03	\$5,346	\$5,992	\$6,377	
2020-CompAnalyst	SC16000019		Janitor, Sr.		400	4,427	\$2,408	\$3,042	\$3,583	1.03	\$3,807	\$4,530	\$5,149
2020-MIL-NWHCS	09.08		Housekeeper		82	4,427	\$2,445	\$3,032	\$3,579	1.01	\$3,849	\$4,519	\$5,145
2020-MIL-OPES	10.02		Custodial Worker		13	140	\$2,820	\$3,093	\$3,677	0.95	\$4,744	\$5,070	\$5,768
2020-MIL-PACS	04.08		Custodian		18	397	\$2,658	\$2,991	\$3,621	0.95	\$4,092	\$4,472	\$5,192
<b>Purchased Market Average</b>					513	9,391	\$2,442	\$3,036	\$3,584	1.01	\$3,852	\$4,531	\$5,158
2020-ST-CA	2011	A	CUSTODIAN I		1,999	\$2,265	\$2,913	\$2,835	1.14	\$3,918	\$4,691	\$4,598	
2020-ST-ID	02010		CUSTODIAN		182	\$1,690	\$2,216	\$3,017	0.94	\$2,993	\$3,622	\$4,581	
2020-ST-NV	09.631		CUSTODIAL WORKER 2		64	\$2,591	\$3,123	\$3,725	0.99	\$3,948	\$4,577	\$5,288	
2020-ST-WA	678J		CUSTODIAN 2		0	\$2,481		\$3,200		\$4,145		\$5,011	
<b>State Market Average</b>					2,245	\$2,228	\$2,862	\$2,875	1.12	\$3,844	\$4,601	\$4,616	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					513	11,749	\$2,407	\$3,008	\$3,452	1.03	\$3,865	\$4,558	\$5,066

OREGON COMPARISON TO MARKET	4101-Custodian	MARKET COMPARISONS																		
		Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum 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
		AS	OR PUB SAFETY ASSOC AT DPSST	A	P	10	5	\$2,738	\$2,850	\$3,196	0.96	\$4,624	\$4,754	\$5,158	113.7%	94.7%	92.6%	119.6%	104.3%	101.8%
AU	AFSCME AT MILITARY	A	P	10	15	\$2,738	\$3,014	\$3,196	1.02	\$4,624	\$4,946	\$5,158	113.7%	100.2%	92.6%	119.6%	108.5%	101.8%		
OAI	SEIU STRIKEABLE INST COALITION	A	P	10	79	\$2,738	\$2,983	\$3,197	1.01	\$4,624	\$4,909	\$5,159	113.7%	99.2%	92.6%	119.6%	107.7%	101.8%		



4101-Custodian (Continued)

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	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	
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	10	52	\$2,738	\$2,993	\$3,197	1.01	\$4,624	\$4,921	\$5,159	113.7%	99.5%	92.6%	119.6%	108.0%	101.8%
<b>Non-Corrections/Non-Management Wtd Average</b>					151	\$2,738	\$2,985	\$3,197	1.01	\$4,624	\$4,912	\$5,159	113.7%	99.2%	92.6%	119.6%	107.8%	101.8%
<b>STATEWIDE Weighted Average</b>					151	\$2,738	\$2,985	\$3,197	1.01	\$4,624	\$4,912	\$5,159	113.7%	99.2%	92.6%	119.6%	107.8%	101.8%

4103 CUSTODIAL SERVICES COORDINATOR

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-JackCo	466		Lead Custodian - Airport		1	\$2,475	\$2,936	\$3,215	1.03	\$4,853	\$5,421	\$5,765	
2020-WA-KingCo	9101300		Custodian - Lead		12	\$3,538	\$4,230	\$4,485	1.05	\$5,925	\$6,757	\$7,064	
<b>County Market Average</b>					13	\$3,457	\$4,131	\$4,387	1.05	\$5,842	\$6,654	\$6,964	
2020-CompAnalyst	SC16000570		Janitorial Supervisor		1	\$3,308	\$4,350	\$5,125	1.03	\$4,835	\$6,026	\$6,911	
<b>Purchased Market Average</b>					1	\$3,308	\$4,350	\$5,125	1.03	\$4,835	\$6,026	\$6,911	
2020-ST-CA	2003		CUSTODIAN II		34	\$2,430	\$2,937	\$3,042	1.07	\$4,115	\$4,721	\$4,846	
2020-ST-ID	02008		CUSTODIAN LEADWORKER		31	\$1,903	\$2,525	\$3,395	0.95	\$3,248	\$3,991	\$5,032	
2020-ST-NV	09.625		CUSTODIAL SUPERVISOR 1		8	\$2,915	\$3,515	\$4,231	0.98	\$4,331	\$5,041	\$5,887	
2020-ST-WA	678K		CUSTODIAN 3		20	\$2,658	\$3,398	\$3,434	1.12	\$4,358	\$5,249	\$5,292	
<b>State Market Average</b>					93	\$2,345	\$2,949	\$3,346	1.03	\$3,897	\$4,619	\$5,094	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	107	\$2,489	\$3,105	\$3,489	1.04	\$4,142	\$4,879	\$5,338

OREGON COMPARISON TO MARKET 4103-Custodial Services Coordinator

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
AU	AFSCME AT MILITARY	A	P	13	1	\$2,738	\$3,476	\$3,640	1.09	\$4,624	\$5,484	\$5,676
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	13	3	\$2,738	\$3,482	\$3,642	1.09	\$4,624	\$5,491	\$5,678
<b>Non-Corrections/Non-Management Wtd Average</b>					4	\$2,738	\$3,481	\$3,642	1.09	\$4,624	\$5,490	\$5,678
<b>STATEWIDE Weighted Average</b>					4	\$2,738	\$3,481	\$3,642	1.09	\$4,624	\$5,490	\$5,678

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
110.0%	111.9%	104.3%	111.6%	112.4%	106.3%
110.0%	112.1%	104.4%	111.6%	112.6%	106.4%
110.0%	112.1%	104.4%	111.6%	112.5%	106.4%
110.0%	112.1%	104.4%	111.6%	112.5%	106.4%

4109 GROUNDS MAINTENANCE WORKER 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-JackCo	474		Landscape Technician		1	\$2,817	\$3,675	\$3,675	1.13	\$5,274	\$6,330	\$6,330	
2020-OR-LaneCo	1006		Park Maintenance 1		0	\$2,697		\$3,479		\$4,993		\$5,954	
2020-OR-WashCo	439		Groundskeeper		4	\$3,917	\$4,591	\$4,761	1.06	\$6,035	\$6,836	\$7,038	
2020-WA-ClarkCo	104		Weed Control Technician		3	\$3,159	\$3,238	\$4,033	0.90	\$5,143	\$5,238	\$6,195	
<b>County Market Average</b>					8	\$3,406	\$3,969	\$4,255	1.01	\$5,537	\$6,174	\$6,558	
2020-CompAnalyst	SC16000016		Groundskeeper		1	\$2,433	\$3,300	\$3,642	1.09	\$3,835	\$4,826	\$5,216	
2020-MIL-PACS	04.15		Gardener / Groundskeeper	7	27		\$4,251				\$5,912		
<b>Purchased Market Average</b>					7	28	\$2,433	\$4,217	\$3,642	0.04	\$3,835	\$5,874	\$5,216
2020-ST-CA	0731	B	GROUNDSKEEPER		51	\$3,100	\$3,276	\$3,708	1.12	\$4,914	\$5,125	\$5,641	
2020-ST-ID	06684		LANDSCAPE TECH		3	\$1,690	\$2,634	\$3,017	1.12	\$2,993	\$4,122	\$4,581	
2020-ST-NV	09.635		GROUNDS MAINTENANCE WORKER 3		6	\$2,591	\$3,071	\$3,725	0.97	\$3,948	\$4,516	\$5,288	
2020-ST-WA	591J		GROUNDS & NURSERY SERVICES SPECIALIST 2		13	\$2,481	\$3,104	\$3,200	1.09	\$4,145	\$4,895	\$5,011	
<b>State Market Average</b>					73	\$2,867	\$3,202	\$3,578	1.10	\$4,587	\$4,993	\$5,436	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					7	109	\$2,925	\$3,519	\$3,659	0.82	\$4,690	\$5,306	\$5,566

OREGON  
COMPARISON  
TO  
MARKET

4109-Grounds Maintenance Worker 1

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	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
AS	OR PUB SAFETY ASSOC AT DPSST	A	P	14	1	\$2,738	\$2,943	\$3,817	0.90	\$4,624	\$4,863	\$5,882	93.6%	83.6%	104.3%	98.6%	91.7%	105.7%
AU	AFSCME AT MILITARY	A	P	14	2	\$2,738	\$3,640	\$3,817	1.11	\$4,624	\$5,676	\$5,882	93.6%	103.4%	104.3%	98.6%	107.0%	105.7%
OAI	SEIU STRIKEABLE INST COALITION	A	P	14	3	\$2,738	\$3,267	\$3,817	1.00	\$4,624	\$5,241	\$5,882	93.6%	92.8%	104.3%	98.6%	98.8%	105.7%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	14	3	\$2,738	\$3,316	\$3,817	1.01	\$4,624	\$5,298	\$5,882	93.6%	94.2%	104.3%	98.6%	99.9%	105.7%
<b>Non-Corrections/Non-Management Wtd Average</b>					9	\$2,738	\$3,330	\$3,817	1.02	\$4,624	\$5,315	\$5,882	93.6%	94.6%	104.3%	98.6%	100.2%	105.7%
<b>STATEWIDE Weighted Average</b>					9	\$2,738	\$3,330	\$3,817	1.02	\$4,624	\$5,315	\$5,882	93.6%	94.6%	104.3%	98.6%	100.2%	105.7%

4110 GROUNDS MAINTENANCE WORKER 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-LaneCo	D012		Landscape Technician		2	\$3,299	\$4,336	\$4,573	1.10	\$5,732	\$7,006	\$7,296	
2020-OR-LaneCo	I028		Park Maintenance 2		1	\$3,349	\$3,469	\$4,312	0.91	\$5,793	\$5,941	\$6,976	
2020-OR-WashCo	443		Groundskeeper, Senior		1	\$4,322	\$5,257	\$5,256	1.10	\$6,517	\$7,628	\$7,627	
2020-WA-ClarkCo	120		Grounds Maintenance Specialist		0	\$3,661		\$4,459		\$5,747		\$6,708	
<b>County Market Average</b>					4	\$3,586	\$4,349	\$4,635	1.05	\$5,904	\$6,895	\$7,181	
2020-CompAnalyst	SC16000017		Groundskeeper, Sr.	125	539	\$2,667	\$3,475	\$3,958	1.05	\$4,102	\$5,026	\$5,578	
2020-MIL-OPES	10.09		Grounds Maintenance Worker (Journey)	16	80	\$3,849	\$4,821	\$5,077	1.08	\$5,974	\$7,138	\$7,444	
<b>Purchased Market Average</b>					141	619	\$2,819	\$3,649	\$4,103	1.05	\$4,344	\$5,299	\$5,819
2020-ST-ID	06685		LANDSCAPE TECH, SR		22	\$2,156	\$2,581	\$3,854	0.86	\$3,551	\$4,059	\$5,581	
2020-ST-NV	09.639		GROUNDS MAINTENANCE WORKER 2		4	\$2,493	\$2,918	\$3,576	0.96	\$3,831	\$4,334	\$5,113	
2020-ST-WA	591K		GROUNDS & NURSERY SERVICES SPECIALIST 3		46	\$2,600	\$3,298	\$3,357	1.11	\$4,289	\$5,128	\$5,199	
<b>State Market Average</b>					72	\$2,459	\$3,058	\$3,521	1.02	\$4,038	\$4,757	\$5,311	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					141	695	\$2,788	\$3,592	\$4,047	1.05	\$4,323	\$5,252	\$5,776

OREGON  
COMPARISON  
TO  
MARKET

4110-Grounds Maintenance Worker 2

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	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
AAON	AFSCME AT DOC SECURITY PLUS	A	P	17	6	\$3,521	\$4,629	\$5,065	1.08	\$5,537	\$6,829	\$7,338	126.3%	128.9%	125.2%	128.1%	130.0%	127.0%
<b>Corrections Wtd Average</b>					6	\$3,521	\$4,629	\$5,065	1.08	\$5,537	\$6,829	\$7,338	126.3%	128.9%	125.2%	128.1%	130.0%	127.0%
AL	AFSCME AT LIQUOR CONTROL COMM	A	P	17	1	\$2,943	\$4,001	\$4,384	1.09	\$4,863	\$6,097	\$6,544	105.6%	111.4%	108.3%	112.5%	116.1%	113.3%
AS	OR PUB SAFETY ASSOC AT DPSST	A	P	17	2	\$2,943	\$3,729	\$4,384	1.02	\$4,863	\$5,779	\$6,544	105.6%	103.8%	108.3%	112.5%	110.0%	113.3%
AU	AFSCME AT MILITARY	A	P	17T	4	\$2,943	\$4,144	\$4,384	1.13	\$4,863	\$6,263	\$6,544	105.6%	115.4%	108.3%	112.5%	119.3%	113.3%
OAI	SEIU STRIKEABLE INST COALITION	A	P	17	2	\$2,945	\$3,650	\$4,387	1.00	\$4,865	\$5,687	\$6,547	105.6%	101.6%	108.4%	112.5%	108.3%	113.3%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	17	2	\$2,945	\$4,184	\$4,387	1.14	\$4,865	\$6,310	\$6,547	105.6%	116.5%	108.4%	112.5%	120.2%	113.3%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	17	5	\$2,945	\$3,626	\$4,387	0.99	\$4,865	\$5,659	\$6,547	105.6%	100.9%	108.4%	112.5%	107.8%	113.3%
<b>Non-Corrections/Non-Management Wtd Average</b>					16	\$2,944	\$3,864	\$4,386	1.05	\$4,864	\$5,937	\$6,546	105.6%	107.6%	108.4%	112.5%	113.1%	113.3%

STATEWIDE Weighted Average

22

\$3,101

\$4,073

\$4,571

1.06

\$5,048

\$6,180

\$6,762

111.3%

113.4%

113.0%

116.8%

117.7%

117.1%

4116 LABORER/STUDENT WORKER

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-OR-MarionCo	408		Public Works Aide		0	\$2,286		\$3,059		\$4,326		\$5,277
2020-OR-MultCo	6095		Laborer		0	\$2,714		\$3,292		\$4,918		\$5,627
2020-OR-WashCo	625		General Services Aide		6	\$2,703	\$2,868	\$3,284	0.96	\$4,592	\$4,788	\$5,283
<b>County Market Average</b>					6	\$2,652	\$2,868	\$3,257	0.96	\$4,600	\$4,788	\$5,325
2020-CompAnalyst	SC16000077		General Laborer		1	\$2,258	\$2,825	\$3,358	1.00	\$3,635	\$4,283	\$4,892
2020-MIL-OPES	10.07		Laborer	14	55	\$3,307	\$4,126	\$4,225	1.08	\$5,325	\$6,306	\$6,424
2020-TwrsWtsn	AZU000-W1		Manual/Unskilled Labor Generalist/Multidiscipline	12	55		\$2,909		1.05		\$4,378	
<b>Purchased Market Average</b>					26	\$3,254	\$3,511	\$4,181	1.06	\$5,241	\$5,333	\$6,348
2020-ST-CA	6223		LABORER		10	\$2,843	\$3,137	\$3,254	1.03	\$4,609	\$4,958	\$5,099
2020-ST-NV	09.484		Maintenance Repair Aid I		0	\$2,312		\$3,296		\$3,617		\$4,781
2020-ST-WA	521J		FOREST NURSERY LABORER		0	\$2,383		\$3,054		\$4,027		\$4,835
<b>State Market Average</b>					10	\$2,761	\$3,137	\$3,241	1.03	\$4,477	\$4,958	\$5,050
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					26	\$2,986	\$3,451	\$3,714	1.06	\$4,884	\$5,277	\$5,754

OREGON COMPARISON TO MARKET 4116-Laborer/Student Worker

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
AU	AFSCME AT MILITARY	A	P	12	1	\$2,738	\$3,065	\$3,476	0.99	\$4,624	\$5,005	\$5,484
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	12	1	\$2,738	\$3,334	\$3,482	1.07	\$4,624	\$5,319	\$5,491
OAI	SEIU STRIKEABLE INST COALITION	A	P	12	8	\$2,738	\$3,046	\$3,482	0.98	\$4,624	\$4,983	\$5,491
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	12	2	\$2,738	\$3,080	\$3,482	0.99	\$4,624	\$5,022	\$5,491
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	12	2	\$2,738	\$2,942	\$3,482	0.95	\$4,624	\$4,861	\$5,491
OBO	SEIU SEAS-STRKE ODOT COALITION	A	P	12	15	\$2,738	\$3,100	\$3,482	1.00	\$4,624	\$5,046	\$5,491
<b>Non-Corrections/Non-Management Wtd Average</b>					29	\$2,738	\$3,080	\$3,482	0.99	\$4,624	\$5,022	\$5,491
<b>STATEWIDE Weighted Average</b>					29	\$2,738	\$3,080	\$3,482	0.99	\$4,624	\$5,022	\$5,491

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
91.7%	88.8%	93.6%	94.7%	94.8%	95.3%
91.7%	96.6%	93.7%	94.7%	100.8%	95.4%
91.7%	88.3%	93.7%	94.7%	94.4%	95.4%
91.7%	89.2%	93.7%	94.7%	95.2%	95.4%
91.7%	85.2%	93.7%	94.7%	92.1%	95.4%
91.7%	89.8%	93.7%	94.7%	95.6%	95.4%
91.7%	89.2%	93.7%	94.7%	95.2%	95.4%

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4131 SIGN TECHNICIAN 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-ClackCo	441		Traffic Operations Specialist		1	\$4,256	\$5,361	\$5,361	1.11	\$6,698	\$8,058	\$8,058	
2020-OR-MultCo	3105		Sign Fabricator		1	\$5,890	\$5,890	\$5,890	1.00	\$8,815	\$8,815	\$8,815	
2020-WA-KingCo	8103100		Sign Painter I		1	\$4,816	\$6,105	\$6,105	1.12	\$7,462	\$9,013	\$9,013	
<b>County Market Average</b>					3	\$4,987	\$5,785	\$5,785	1.08	\$7,658	\$8,629	\$8,629	
2020-ST-ID	06254		SIGN FABRICATOR		5	\$2,485	\$2,936	\$4,443	0.85	\$3,944	\$4,484	\$6,286	
2020-ST-NV	09.741		Sign Writer		0	\$3,576		\$5,260		\$5,113		\$7,104	
2020-ST-WA	596I		MAINTENANCE SPECIALIST 2		6	\$3,878	\$4,510	\$4,394	1.09	\$5,826	\$6,586	\$6,447	
2020-ST-WA	619G		SIGN PAINTER		0	\$3,601		\$4,070		\$5,493		\$6,058	
<b>State Market Average</b>					11	\$3,297	\$3,795	\$4,455	0.98	\$5,021	\$5,631	\$6,406	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	14	\$3,614	\$4,221	\$4,704	1.00	\$5,516	\$6,273	\$6,823

OREGON COMPARISON TO MARKET 4131-Sign Technician 1

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	19	4	\$3,197	\$4,347	\$4,829	1.08	\$5,159	\$6,500	\$7,063
<b>Non-Corrections/Non-Management Wtd Average</b>					4	\$3,197	\$4,347	\$4,829	1.08	\$5,159	\$6,500	\$7,063
<b>STATEWIDE Weighted Average</b>					4	\$3,197	\$4,347	\$4,829	1.08	\$5,159	\$6,500	\$7,063

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
88.5%	103.0%	102.7%	93.5%	103.6%	103.5%

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4137 LIQUOR DISTRIBUTION WORKER 1

Class Study Pending

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-MIL-PACS	08.08		Material Handler - Entry	12	18	\$2,472	\$2,957	\$3,584	0.98	\$3,880	\$4,434	\$5,151
<b>Purchased Market Average</b>				12	18	\$2,472	\$2,957	\$3,584	0.98	\$3,880	\$4,434	\$5,151
<b>OVERALL WEIGHTED MARKET AVERAGE</b>				12	18	\$2,472	\$2,957	\$3,584	0.98	\$3,880	\$4,434	\$5,151

OREGON COMPARISON TO MARKET  
4137-Liquor Distribution Worker 1

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	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
AL	AFSCME AT LIQUOR CONTROL COMM	A	P	15T	19	\$3,065	\$3,362	\$4,003	0.95	\$5,005	\$5,351	\$6,099	124.0%	113.7%	111.7%	129.0%	120.7%	118.4%
<b>Non-Corrections/Non-Management Wtd Average</b>					19	\$3,065	\$3,362	\$4,003	0.95	\$5,005	\$5,351	\$6,099	124.0%	113.7%	111.7%	129.0%	120.7%	118.4%
<b>STATEWIDE Weighted Average</b>					19	\$3,065	\$3,362	\$4,003	0.95	\$5,005	\$5,351	\$6,099	124.0%	113.7%	111.7%	129.0%	120.7%	118.4%



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4138 LIQUOR DISTRIBUTION WORKER 2

Class Study Pending

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-OR-MultCo	6110		Inventory/Stores Specialist 2		0	\$5,373		\$5,070		\$8,181		\$7,809
<b>County Market Average</b>						\$5,373		\$5,070		\$8,181		\$7,809
2020-CompAnalyst	SC16000037		Crater/Packer III		1	\$3,067	\$3,800	\$4,367	1.02	\$4,559	\$5,397	\$6,045
2020-MIL-PACS	08.09		Material Handler - Intermediate	13	95	\$2,751	\$3,634	\$4,127	1.06	\$4,198	\$5,207	\$5,770
<b>Purchased Market Average</b>						\$2,754	\$3,636	\$4,129	1.06	\$4,202	\$5,209	\$5,773
2020-ST-CA	6220	B	WAREHOUSE WORKER		95	\$3,311	\$3,423	\$3,801	0.96	\$5,166	\$5,300	\$5,751
2020-ST-ID	01550		SHIPPING/RCVG MATLS,L.D.		13	\$2,156	\$2,507	\$3,854	0.83	\$3,551	\$3,970	\$5,581
2020-ST-NV	09.211		DRIVER WAREHOUSE WORKER 2		3	\$3,161	\$3,737	\$4,617	0.96	\$4,622	\$5,302	\$6,344
2020-ST-WA	117K		WAREHOUSE OPERATOR 3		0	\$3,273		\$3,691		\$5,098		\$5,602
<b>State Market Average</b>						\$3,172	\$3,324	\$3,828	0.95	\$4,964	\$5,144	\$5,746
<b>OVERALL WEIGHTED MARKET AVERAGE</b>						\$2,991	\$3,468	\$3,972	1.00	\$4,629	\$5,174	\$5,768

OREGON COMPARISON TO MARKET 4138-Liquor Distribution Worker 2

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
AL	AFSCME AT LIQUOR CONTROL COMM	A	P	17T	15	\$3,332	\$4,004	\$4,377	1.04	\$5,317	\$6,100	\$6,535
<b>Non-Corrections/Non-Management Wtd Average</b>						\$3,332	\$4,004	\$4,377	1.04	\$5,317	\$6,100	\$6,535
<b>STATEWIDE Weighted Average</b>						\$3,332	\$4,004	\$4,377	1.04	\$5,317	\$6,100	\$6,535

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
111.4%	115.4%	110.2%	114.8%	117.9%	113.3%

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4139 LIQUOR DISTRIBUTION EQUIPMENT OPERATOR

Class Study Pending

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-CompAnalyst	MM18000020		Materials Handler I		1	\$2,175	\$2,692	\$3,333	0.98	\$3,540	\$4,130	\$4,864
<b>Purchased Market Average</b>					1	\$2,175	\$2,692	\$3,333	0.98	\$3,540	\$4,130	\$4,864
2020-ST-WA	618S		EQUIPMENT OPERATOR 2		8	\$3,894	\$4,415	\$4,413	1.06	\$5,845	\$6,473	\$6,470
<b>State Market Average</b>					8	\$3,894	\$4,415	\$4,413	1.06	\$5,845	\$6,473	\$6,470
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	\$3,703	\$4,224	\$4,293	1.05	\$5,589	\$6,212	\$6,291

OREGON COMPARISON TO MARKET  
4139-Liquor Distribution Equipment Operator

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
AL	AFSCME AT LIQUOR CONTROL COMM	A	P	16T	16	\$3,196	\$3,754	\$4,194	1.02	\$5,158	\$5,809	\$6,322
<b>Non-Corrections/Non-Management Wtd Average</b>					16	\$3,196	\$3,754	\$4,194	1.02	\$5,158	\$5,809	\$6,322
<b>STATEWIDE Weighted Average</b>					16	\$3,196	\$3,754	\$4,194	1.02	\$5,158	\$5,809	\$6,322

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
86.3%	88.9%	97.7%	92.3%	93.5%	100.5%
86.3%	88.9%	97.7%	92.3%	93.5%	100.5%

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4151 TRANSPORTATION MAINTENANCE SPECIALIST 1

Class Study Pending

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-ClackCo	601		Transportation Maint Spec 1		25	\$3,549	\$3,803	\$4,456	0.95	\$5,828	\$6,140	\$6,944	
2020-OR-JackCo	400		Road Maintenance Worker		13	\$2,817	\$2,976	\$3,675	0.92	\$5,274	\$5,470	\$6,330	
2020-OR-LaneCo	1003		Road Maintenance Operator		43	\$3,435	\$3,868	\$4,424	0.98	\$5,900	\$6,432	\$7,113	
2020-OR-MultCo	6176		Maintenance Specialist 1		22	\$4,143	\$4,698	\$5,070	1.02	\$6,671	\$7,352	\$7,809	
2020-OR-WashCo	401		Utility Worker		28	\$3,916	\$4,449	\$4,731	1.03	\$6,033	\$6,667	\$7,002	
2020-OR-WashCo	402		Light Equipment Operator		4	\$4,104	\$4,901	\$4,958	1.08	\$6,258	\$7,204	\$7,272	
<b>County Market Average</b>					135	\$3,632	\$4,056	\$4,542	0.99	\$5,990	\$6,507	\$7,102	
2020-ST-CA	6890		CALTRANS EQUIPMENT OPERATOR I		109	\$3,387	\$3,765	\$4,068	1.01	\$5,257	\$5,708	\$6,070	
2020-ST-NV	09.127		HWY MAINTENANCE WORKER 2		64	\$2,915	\$2,984	\$4,231	0.84	\$4,331	\$4,412	\$5,887	
2020-ST-WA	596P		HIGHWAY MAINTENANCE WORKER 1		91	\$3,360	\$3,752	\$3,976	1.02	\$5,202	\$5,674	\$5,944	
<b>State Market Average</b>					264	\$3,263	\$3,571	\$4,076	0.97	\$5,014	\$5,382	\$5,982	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	399	\$3,388	\$3,735	\$4,234	0.98	\$5,344	\$5,763	\$6,361

OREGON COMPARISON TO MARKET 4151-Transportation Maintenance Specialist 1

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
AU	AFSCME AT MILITARY	A	P	17	1	\$2,943	\$3,640	\$4,384	0.99	\$4,863	\$5,676	\$6,544
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	17	21	\$2,945	\$3,873	\$4,387	1.06	\$4,865	\$5,947	\$6,547
<b>Non-Corrections/Non-Management Wtd Average</b>					22	\$2,945	\$3,862	\$4,387	1.05	\$4,865	\$5,935	\$6,547
<b>STATEWIDE Weighted Average</b>					22	\$2,945	\$3,862	\$4,387	1.05	\$4,865	\$5,935	\$6,547

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
86.9%	97.4%	103.6%	91.0%	98.5%	102.9%
86.9%	103.7%	103.6%	91.0%	103.2%	102.9%
86.9%	103.4%	103.6%	91.0%	103.0%	102.9%
86.9%	103.4%	103.6%	91.0%	103.0%	102.9%

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4152 TRANSPORTATION MAINTENANCE SPECIALIST 2

Class Study Pending

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-ClackCo	602		Transportation Maint Spec 2		18	\$4,070	\$4,789	\$5,119	1.04	\$6,469	\$7,353	\$7,759	
2020-OR-LaneCo	1035		Road Maintenance Specialist		0	\$3,907		\$5,035		\$6,479		\$7,864	
2020-OR-MultCo	6177		Maintenance Specialist 2		1	\$4,649	\$5,692	\$5,692	1.10	\$7,292	\$8,572	\$8,572	
2020-OR-WashCo	403		Medium Equipment Operator		11	\$4,512	\$5,192	\$5,460	1.04	\$6,742	\$7,551	\$7,868	
2020-WA-ClarkCo	120		Highway Maintenance Specialist		60	\$3,661	\$4,054	\$4,459	1.00	\$5,747	\$6,221	\$6,708	
<b>County Market Average</b>					90	\$3,858	\$4,358	\$4,731	1.01	\$6,035	\$6,636	\$7,089	
2020-MIL-OPES	10.08		Maintenance Worker (Journey)	20	193	\$3,748	\$4,884	\$4,890	1.13	\$5,853	\$7,213	\$7,220	
<b>Purchased Market Average</b>					20	193	\$3,748	\$4,884	\$4,890	1.13	\$5,853	\$7,213	\$7,220
2020-ST-ID	03646		TRANS TECH, OPERATIONS		193	\$3,276	\$4,190	\$5,848	0.92	\$4,890	\$5,984	\$7,967	
2020-ST-NV	09.120		HWY MAINTENANCE WORKER 3		192	\$3,296	\$3,813	\$4,817	0.94	\$4,781	\$5,392	\$6,580	
<b>State Market Average</b>					385	\$3,286	\$4,002	\$5,334	0.93	\$4,836	\$5,689	\$7,275	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					20	668	\$3,497	\$4,305	\$5,123	1.00	\$5,292	\$6,257	\$7,234

OREGON COMPARISON TO MARKET 4152-Transportation Maintenance Specialist 2

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
AU	AFSCME AT MILITARY	A	P	19	6	\$3,196	\$4,606	\$4,826	1.15	\$5,158	\$6,803	\$7,059
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	19	732	\$3,197	\$4,398	\$4,829	1.10	\$5,159	\$6,560	\$7,063
<b>Non-Corrections/Non-Management Wtd Average</b>					738	\$3,197	\$4,400	\$4,829	1.10	\$5,159	\$6,562	\$7,063
<b>STATEWIDE Weighted Average</b>					738	\$3,197	\$4,400	\$4,829	1.10	\$5,159	\$6,562	\$7,063

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%	107.0%	94.2%	97.5%	108.7%	97.6%
91.4%	102.2%	94.3%	97.5%	104.8%	97.6%
91.4%	102.2%	94.3%	97.5%	104.9%	97.6%
91.4%	102.2%	94.3%	97.5%	104.9%	97.6%

4160 TRANSPORTATION MAINTENANCE SUPERVISOR

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-MultCo	6096		Maintenance Specialist Senior		4	\$4,923	\$5,782	\$6,030	1.06	\$7,628	\$8,682	\$8,987	
2020-WA-ClarkCo	131		Highway Maint. Crew Chief		15	\$4,657	\$5,320	\$5,671	1.03	\$6,946	\$7,743	\$8,166	
2020-WA-ThrstnCo	1513		ROAD OPERATIONS CREW CHIEF		5	\$5,016	\$5,841	\$5,957	1.06	\$7,335	\$8,327	\$8,468	
<b>County Market Average</b>					24	\$4,776	\$5,505	\$5,791	1.04	\$7,141	\$8,021	\$8,366	
2020-ST-CA	6301		CALTRANS MAINTENANCE SUPERVISOR		174	\$3,844	\$4,955	\$5,005	1.12	\$5,803	\$7,128	\$7,188	
2020-ST-NV	09.115		HWY MAINTENANCE SPVR 1		77	\$3,893	\$5,075	\$5,754	1.05	\$5,488	\$6,886	\$7,688	
2020-ST-WA	596T		HIGHWAY MAINTENANCE SUPERVISOR		74	\$4,724	\$5,866	\$5,616	1.13	\$6,844	\$8,219	\$7,917	
<b>State Market Average</b>					325	\$4,056	\$5,191	\$5,321	1.11	\$5,965	\$7,319	\$7,472	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	349	\$4,106	\$5,213	\$5,354	1.10	\$6,046	\$7,367	\$7,534

OREGON  
COMPARISON  
TO  
MARKET

4160-Transportation Maintenance Supervisor

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
MMS	MGT SVC SUPERVISORY	A	P	22	6	\$3,929	\$5,455	\$5,771	1.12	\$6,013	\$7,792	\$8,161
<b>Management Wtd Average</b>					6	\$3,929	\$5,455	\$5,771	1.12	\$6,013	\$7,792	\$8,161
<b>STATEWIDE Weighted Average</b>					6	\$3,929	\$5,455	\$5,771	1.12	\$6,013	\$7,792	\$8,161

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
95.7%	104.6%	107.8%	99.4%	105.8%	108.3%

2020 Oregon Salary and Benefit Report

Data Effective Date: 07/01/2020

4161 TRANSPORTATION MAINTENANCE COORDINATOR 1

Class Study Pending

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-ST-CA	6285		CALTRANS HIGHWAY MAINTENANCE LEADWORK		170	\$3,793	\$4,694	\$4,771	1.10	\$5,742	\$6,817	\$6,909	
2020-ST-ID	03640		Transportation Technician Senior, Maintenance		0	\$2,902		\$5,185		\$4,443		\$7,174	
2020-ST-NV	09.117		HWY MAINTENANCE WORKER 4		76	\$3,576	\$4,436	\$5,260	1.00	\$5,113	\$6,130	\$7,104	
2020-ST-WA	596S		HIGHWAY MAINTENANCE WORKER 3		170	\$4,282	\$5,269	\$5,091	1.12	\$6,312	\$7,500	\$7,286	
<b>State Market Average</b>					416	\$3,951	\$4,882	\$4,992	1.09	\$5,857	\$6,970	\$7,099	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	416	\$3,951	\$4,882	\$4,992	1.09	\$5,857	\$6,970	\$7,099

OREGON COMPARISON TO MARKET  
4161-Transportation Maintenance Coordinator 1

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	21	75	\$3,482	\$4,996	\$5,301	1.14	\$5,491	\$7,258	\$7,613
<b>Non-Corrections/Non-Management Wtd Average</b>					75	\$3,482	\$4,996	\$5,301	1.14	\$5,491	\$7,258	\$7,613
<b>STATEWIDE Weighted Average</b>					75	\$3,482	\$4,996	\$5,301	1.14	\$5,491	\$7,258	\$7,613

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
88.1%	102.3%	106.2%	93.8%	104.1%	107.2%

2020 Oregon Salary and Benefit Report

Data Effective Date: 07/01/2020

4162 TRANSPORTATION MAINTENANCE COORDINATOR 2

Class Study Pending

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-OR-ClackCo	604		Transportation Maint Spec 4		5	\$4,876	\$5,721	\$6,153	1.04	\$7,460	\$8,501	\$9,033
<b>County Market Average</b>					5	\$4,876	\$5,721	\$6,153	1.04	\$7,460	\$8,501	\$9,033
2020-MIL-OPES	10.17		Public Works Crew Leader	17	18	\$4,506	\$5,732	\$5,656	1.13	\$6,761	\$8,227	\$8,137
<b>Purchased Market Average</b>				17	18	\$4,506	\$5,732	\$5,656	1.13	\$6,761	\$8,227	\$8,137
2020-ST-ID	03642		TRANSP TECH PRIN,MTNC		10	\$3,669	\$4,830	\$6,546	0.95	\$5,360	\$6,750	\$8,803
<b>State Market Average</b>					10	\$3,669	\$4,830	\$6,546	0.95	\$5,360	\$6,750	\$8,803
<b>OVERALL WEIGHTED MARKET AVERAGE</b>				17	33	\$4,308	\$5,457	\$6,001	1.06	\$6,442	\$7,821	\$8,474

OREGON COMPARISON TO MARKET 4162-Transportation Maintenance Coordinator 2

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	22	32	\$3,642	\$5,294	\$5,559	1.15	\$5,678	\$7,605	\$7,914
<b>Non-Corrections/Non-Management Wtd Average</b>					32	\$3,642	\$5,294	\$5,559	1.15	\$5,678	\$7,605	\$7,914
<b>STATEWIDE Weighted Average</b>					32	\$3,642	\$5,294	\$5,559	1.15	\$5,678	\$7,605	\$7,914

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
84.5%	97.0%	92.6%	88.1%	97.2%	93.4%

4166 TRANSPORTATION TELECOMMUNICATIONS SPEC 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-ST-CA	3710		DISPATCHER-CLERK, CALTRANS		71	\$2,990	\$3,559	\$3,742	1.06	\$4,784	\$5,462	\$5,681	
2020-ST-CA	1670	A	COMMUNICATIONS OPERATOR		79	\$3,408	\$4,519	\$4,695	1.12	\$5,283	\$6,608	\$6,818	
2020-ST-ID	08020		ISP REGNL COMUNCTN OFCR		11	\$2,902	\$3,612	\$5,185	0.89	\$4,443	\$5,292	\$7,174	
2020-ST-ID	07231		EMERGENCY COMMUNICATIONS OFCR		9	\$2,902	\$3,469	\$5,185	0.86	\$4,443	\$5,121	\$7,174	
2020-ST-NV	07.725		TRAFFIC CENTER TECH 1		7	\$3,036	\$3,404	\$4,422	0.91	\$4,473	\$4,909	\$6,113	
2020-ST-WA	401A		TRAFFIC SAFETY SYSTEMS OPERATOR 1		0	\$2,913		\$3,786		\$4,665		\$5,716	
<b>State Market Average</b>					177	\$3,167	\$3,980	\$4,354	1.06	\$4,954	\$5,924	\$6,371	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	177	\$3,167	\$3,980	\$4,354	1.06	\$4,954	\$5,924	\$6,371

OREGON  
COMPARISON  
TO  
MARKET

4166-Transportation Telecommunications Specialist 1

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	Salary		Salary and Benefits			
						SR Min	Avg to Avg	SR Max to SR Max		SR Min to SR Min	Avg to Avg	SR Max to SR Max						
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	20	30	\$3,334	\$4,547	\$5,056	1.08	\$5,319	\$6,734	\$7,327	105.3%	114.2%	116.1%	107.4%	113.7%	115.0%
<b>Non-Corrections/Non-Management Wtd Average</b>					30	\$3,334	\$4,547	\$5,056	1.08	\$5,319	\$6,734	\$7,327	105.3%	114.2%	116.1%	107.4%	113.7%	115.0%
<b>STATEWIDE Weighted Average</b>					30	\$3,334	\$4,547	\$5,056	1.08	\$5,319	\$6,734	\$7,327	105.3%	114.2%	116.1%	107.4%	113.7%	115.0%



4167 TRANSPORTATION TELECOMMUNICATIONS SPEC 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-ST-CA	1670	B	COMMUNICATIONS OPERATOR		60	\$3,857	\$4,519	\$5,312	0.99	\$5,818	\$6,608	\$7,554	
2020-ST-ID	08029		ISP REG COMM OFFICER, SR		19	\$3,276	\$4,734	\$5,848	1.04	\$4,890	\$6,634	\$7,967	
2020-ST-NV	07.724		TRAFFIC CENTER TECH 2		3	\$3,296	\$3,726	\$4,817	0.92	\$4,781	\$5,290	\$6,580	
2020-ST-WA	401C		TRAFFIC SAFETY SYSTEMS OPERATOR 3		0	\$3,200		\$4,177		\$5,011		\$6,186	
<b>State Market Average</b>					82	\$3,696	\$4,540	\$5,403	1.00	\$5,558	\$6,566	\$7,597	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	82	\$3,696	\$4,540	\$5,403	1.00	\$5,558	\$6,566	\$7,597

OREGON  
COMPARISON  
TO  
MARKET

4167-Transportation Telecommunications Specialist 2

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
98.5%	116.8%	102.9%	102.2%	115.9%	104.2%

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	22	4	\$3,642	\$5,301	\$5,559	1.15	\$5,678	\$7,613	\$7,914
<b>Non-Corrections/Non-Management Wtd Average</b>					4	\$3,642	\$5,301	\$5,559	1.15	\$5,678	\$7,613	\$7,914
<b>STATEWIDE Weighted Average</b>					4	\$3,642	\$5,301	\$5,559	1.15	\$5,678	\$7,613	\$7,914

4309 TRAFFIC SYSTEMS TECHNICIAN 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-WashCo	457		Assistant Traffic & Signal Lighting Technician		0	\$4,662		\$5,642		\$6,921		\$8,084	
2020-WA-ClarkCo	121		Traffic Control Technician		7	\$3,808	\$4,365	\$4,637	1.03	\$5,924	\$6,595	\$6,922	
<b>County Market Average</b>					7	\$3,914	\$4,365	\$4,763	1.03	\$6,048	\$6,595	\$7,067	
2020-ST-CA	6939		CALTRANS ELECTRICAL TECHNICIAN		5	\$3,372	\$3,578	\$4,066	0.96	\$5,239	\$5,485	\$6,068	
2020-ST-ID	06274		TRAFFIC SIGNL TECH		1	\$2,156	\$3,574	\$3,854	1.19	\$3,551	\$5,247	\$5,581	
2020-ST-WA	594M		TRANSPORTATION SYSTEMS TECHNICIAN A		0	\$3,878		\$4,611		\$5,826		\$6,708	
<b>State Market Average</b>					6	\$3,270	\$3,577	\$4,114	1.00	\$5,082	\$5,446	\$6,090	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	13	\$3,614	\$4,002	\$4,460	1.02	\$5,597	\$6,064	\$6,611

OREGON  
COMPARISON  
TO  
MARKET

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

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

4310 TRAFFIC SYSTEMS TECHNICIAN 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-OR-ClackCo	444		Traffic Signal Electrician		3	\$6,153	\$7,650	\$7,765	1.10	\$9,033	\$10,875	\$11,017
2020-WA-ClarkCo	207		Traffic Signal Technician		29	\$4,415	\$5,183	\$5,638	1.03	\$6,655	\$7,579	\$8,126
2020-WA-KingCo	8307100		Traffic Signal Technician I		11	\$6,680	\$7,680	\$7,702	1.07	\$9,705	\$10,909	\$10,935
<b>County Market Average</b>					43	\$5,116	\$5,994	\$6,315	1.05	\$7,601	\$8,661	\$9,047
2020-MIL-OPES	10.16		Traffic Signal Maintenance Technician		9	\$5,060	\$6,249	\$6,412	1.09	\$7,423	\$8,847	\$9,041
<b>Purchased Market Average</b>					9	\$5,060	\$6,249	\$6,412	1.09	\$7,423	\$8,847	\$9,041
2020-ST-CA	6938		CALTRANS ELECTRICIAN I		36	\$4,254	\$4,660	\$4,901	1.02	\$6,291	\$6,776	\$7,064
2020-ST-ID	06276		ELECTRICIAN, TRFFC SGNL		9	\$3,276	\$4,783	\$5,848	1.05	\$4,890	\$6,694	\$7,967
2020-ST-WA	594N		TRANSPORTATION SYSTEMS TECHNICIAN B		24	\$5,168	\$5,952	\$6,145	1.05	\$7,378	\$8,322	\$8,554
<b>State Market Average</b>					69	\$4,444	\$5,125	\$5,457	1.03	\$6,486	\$7,303	\$7,700
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					9	\$4,744	\$5,552	\$5,860	1.04	\$6,974	\$7,945	\$8,314

OREGON COMPARISON TO MARKET 4310-Traffic Systems Technician 2

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	27	7	\$4,625	\$6,519	\$7,174	1.10	\$6,825	\$9,033	\$9,798
<b>Non-Corrections/Non-Management Wtd Average</b>					7	\$4,625	\$6,519	\$7,174	1.10	\$6,825	\$9,033	\$9,798
<b>STATEWIDE Weighted Average</b>					7	\$4,625	\$6,519	\$7,174	1.10	\$6,825	\$9,033	\$9,798

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
97.5%	117.4%	122.4%	97.9%	113.7%	117.8%

4311 TRAFFIC SYSTEMS TECHNICIAN 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-WashCo	442		Traffic and Signal Lighting Technician		4	\$5,847	\$6,946	\$7,114	1.07	\$8,329	\$9,635	\$9,833	
2020-WA-ClarkCo	210		Traffic Signal Technician Sr		20	\$5,111	\$6,000	\$6,524	1.03	\$7,492	\$8,562	\$9,192	
2020-WA-KingCo	8307200		Traffic Signal Technician II		0	\$7,004		\$8,076		\$10,095		\$11,385	
<b>County Market Average</b>					24	\$5,305	\$6,158	\$6,680	1.04	\$7,730	\$8,741	\$9,382	
2020-ST-CA	6924		CALTRANS ELECTRICIAN II		70	\$4,458	\$5,195	\$5,382	1.06	\$6,535	\$7,414	\$7,637	
2020-ST-ID	06278		ELECTRICIAN FRMN, TRF SIG		1	\$3,669	\$5,746	\$6,546	1.12	\$5,360	\$7,845	\$8,803	
2020-ST-WA	5940		TRANSPORTATION SYSTEMS TECHNICIAN C		38	\$5,357	\$6,412	\$6,365	1.09	\$7,605	\$8,875	\$8,819	
<b>State Market Average</b>					109	\$4,764	\$5,624	\$5,735	1.07	\$6,897	\$7,927	\$8,060	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	133	\$4,865	\$5,720	\$5,911	1.06	\$7,053	\$8,074	\$8,307

OREGON  
COMPARISON  
TO  
MARKET

4311-Traffic Systems Technician 3

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	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
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	29	6	\$5,100	\$7,231	\$7,905	1.11	\$7,379	\$9,864	\$10,650	104.8%	126.4%	133.7%	104.6%	122.2%	128.2%
<b>Non-Corrections/Non-Management Wtd Average</b>					6	\$5,100	\$7,231	\$7,905	1.11	\$7,379	\$9,864	\$10,650	104.8%	126.4%	133.7%	104.6%	122.2%	128.2%
<b>STATEWIDE Weighted Average</b>					6	\$5,100	\$7,231	\$7,905	1.11	\$7,379	\$9,864	\$10,650	104.8%	126.4%	133.7%	104.6%	122.2%	128.2%

2020 Oregon Salary and Benefit Report

Data Effective Date: 07/01/2020

4401 TRUCK DRIVER 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-CompAnalyst	TR20000005		Truck Driver - Heavy		1	\$3,467	\$3,883	\$4,642	0.96	\$5,016	\$5,492	\$6,359	
2020-MIL-PACS	08.07		Driver	11	30	\$3,192	\$3,985	\$4,539	1.03	\$4,702	\$5,609	\$6,241	
<b>Purchased Market Average</b>				11	31	\$3,200	\$3,982	\$4,542	1.03	\$4,712	\$5,605	\$6,245	
2020-ST-CA	6381	A	TRUCK DRIVER		12	\$3,229	\$3,576	\$3,708	1.03	\$5,069	\$5,483	\$5,641	
2020-ST-WA	632I		TRUCK DRIVER 1		30	\$3,014	\$3,363	\$3,389	1.05	\$4,786	\$5,206	\$5,237	
<b>State Market Average</b>					42	\$3,076	\$3,424	\$3,480	1.04	\$4,867	\$5,285	\$5,353	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					11	73	\$3,129	\$3,661	\$3,931	1.04	\$4,801	\$5,421	\$5,732

OREGON  
COMPARISON  
TO  
MARKET

4401-Truck Driver 1

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
94.1%	114.3%	111.6%	101.3%	116.4%	114.2%

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
OAI	SEIU STRIKEABLE INST COALITION	A	P	17	1	\$2,945	\$4,184	\$4,387	1.14	\$4,865	\$6,310	\$6,547
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	17	1	\$2,945	\$4,184	\$4,387	1.14	\$4,865	\$6,310	\$6,547
<b>Non-Corrections/Non-Management Wtd Average</b>					2	\$2,945	\$4,184	\$4,387	1.14	\$4,865	\$6,310	\$6,547
<b>STATEWIDE Weighted Average</b>					2	\$2,945	\$4,184	\$4,387	1.14	\$4,865	\$6,310	\$6,547

4402 TRUCK DRIVER 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS				
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max		
2020-WA-KingCo	9321200		Truck Driver II		0	\$4,896		\$5,977		\$7,559		\$8,859		
<b>County Market Average</b>						\$4,896		\$5,977		\$7,559		\$8,859		
2020-CompAnalyst	TR20000006		Truck Driver - Tractor Trailer		1	\$3,800	\$4,417	\$5,233	0.99	\$5,397	\$6,102	\$7,035		
<b>Purchased Market Average</b>						\$3,800	\$4,417	\$5,233	0.99	\$5,397	\$6,102	\$7,035		
2020-ST-CA	6378	A	HEAVY TRUCK DRIVER		4	\$3,372	\$3,817	\$3,886	1.05	\$5,239	\$5,770	\$5,852		
<b>State Market Average</b>						\$3,372	\$3,817	\$3,886	1.05	\$5,239	\$5,770	\$5,852		
<b>OVERALL WEIGHTED MARKET AVERAGE</b>						0	5	\$3,697	\$3,937	\$4,459	1.04	\$5,652	\$5,837	\$6,550

OREGON  
COMPARISON  
TO  
MARKET

4402-Truck Driver 2

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	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	20	7	\$4,029	\$5,492	\$5,831	1.11	\$6,129	\$7,836	\$8,231	109.0%	139.5%	130.8%	108.4%	134.2%	125.7%
<b>Corrections Wtd Average</b>						\$4,029	\$5,492	\$5,831	1.11	\$6,129	\$7,836	\$8,231	109.0%	139.5%	130.8%	108.4%	134.2%	125.7%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	20	1	\$3,334	\$4,829	\$5,056	1.15	\$5,319	\$7,063	\$7,327	90.2%	122.7%	113.4%	94.1%	121.0%	111.9%
<b>Non-Corrections/Non-Management Wtd Average</b>						\$3,334	\$4,829	\$5,056	1.15	\$5,319	\$7,063	\$7,327	90.2%	122.7%	113.4%	94.1%	121.0%	111.9%
<b>STATEWIDE Weighted Average</b>						\$3,942	\$5,409	\$5,734	1.12	\$6,028	\$7,739	\$8,118	106.6%	137.4%	128.6%	106.7%	132.6%	123.9%

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4403 TRANSPORTER

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS				
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max		
2020-OR-MarionCo	576		Program Van Driver		0	\$2,480		\$3,325		\$4,565		\$5,603		
<b>County Market Average</b>						\$2,480		\$3,325		\$4,565		\$5,603		
2020-CompAnalyst	TR20000002		Van Driver		1	\$2,133	\$2,833	\$3,192	1.06	\$3,492	\$4,292	\$4,702		
<b>Purchased Market Average</b>						\$2,133	\$2,833	\$3,192	1.06	\$3,492	\$4,292	\$4,702		
2020-ST-ID	06336		Motor Vehicle Operator 1		0	\$1,369		\$2,698		\$2,609		\$4,199		
2020-ST-NV	03.506		DRIVER - VAN/AUTOMOBILE		1	\$2,493	\$2,910	\$3,576	0.96	\$3,831	\$4,324	\$5,113		
<b>State Market Average</b>						\$1,931	\$2,910	\$3,137	0.96	\$3,220	\$4,324	\$4,656		
<b>OVERALL WEIGHTED MARKET AVERAGE</b>						0	2	\$2,119	\$2,872	\$3,198	1.01	\$3,624	\$4,308	\$4,904

OREGON  
COMPARISON  
TO  
MARKET

4403-Transporter

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						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
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	11B	1	\$2,738	\$2,945	\$3,334	0.97	\$4,624	\$4,865	\$5,319	129.2%	102.6%	104.3%	127.6%	112.9%	108.5%
<b>Non-Corrections/Non-Management Wtd Average</b>						\$2,738	\$2,945	\$3,334	0.97	\$4,624	\$4,865	\$5,319	129.2%	102.6%	104.3%	127.6%	112.9%	108.5%
<b>STATEWIDE Weighted Average</b>						\$2,738	\$2,945	\$3,334	0.97	\$4,624	\$4,865	\$5,319	129.2%	102.6%	104.3%	127.6%	112.9%	108.5%

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4404 MAIL DELIVERY DRIVER

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-OR-ClackCo	293		Courier		5	\$2,971	\$3,150	\$3,733	0.94	\$5,116	\$5,336	\$6,053
2020-OR-JackCo	254		Mail Courier		1	\$2,584	\$3,063	\$3,363	1.03	\$4,988	\$5,577	\$5,946
2020-OR-MarionCo	063		Mail Courier		1	\$2,583	\$3,134	\$3,461	1.04	\$4,691	\$5,369	\$5,772
2020-OR-MultCo	6124		Driver		11	\$3,292	\$3,980	\$4,021	1.09	\$5,627	\$6,472	\$6,522
2020-OR-WashCo	011		Delivery Clerk I		5	\$3,261	\$3,748	\$3,962	1.04	\$5,255	\$5,835	\$6,088
<b>County Market Average</b>					23	\$3,154	\$3,673	\$3,893	1.04	\$5,366	\$5,999	\$6,268
2020-MIL-PACS	01.15		Courier		16	\$2,716	\$3,549	\$3,797	1.09	\$4,158	\$5,110	\$5,394
<b>Purchased Market Average</b>					16	\$2,716	\$3,549	\$3,797	1.09	\$4,158	\$5,110	\$5,394
2020-ST-CA	1697		INTERAGENCY MESSENGER		8	\$2,389	\$3,164	\$2,989	1.18	\$4,066	\$4,991	\$4,783
2020-ST-WA	113J		MAIL PROCESSING - DRIVER		71	\$2,761	\$3,373	\$3,567	1.07	\$4,482	\$5,218	\$5,452
<b>State Market Average</b>					79	\$2,724	\$3,352	\$3,509	1.08	\$4,440	\$5,195	\$5,384
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					16	\$2,778	\$3,475	\$3,678	1.08	\$4,447	\$5,267	\$5,506

OREGON COMPARISON TO MARKET  
4404-Mail Delivery Driver

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	15	17	\$2,738	\$3,581	\$4,002	1.06	\$4,624	\$5,607	\$6,098
<b>Non-Corrections/Non-Management Wtd Average</b>					17	\$2,738	\$3,581	\$4,002	1.06	\$4,624	\$5,607	\$6,098
<b>STATEWIDE Weighted Average</b>					17	\$2,738	\$3,581	\$4,002	1.06	\$4,624	\$5,607	\$6,098

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
98.6%	103.0%	108.8%	104.0%	106.4%	110.8%



4409 GENERAL MAINTENANCE MECHANIC

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-CompAnalyst	SC16000052		Mechanic Technician III		1	\$3,850	\$5,042	\$5,792	1.05	\$5,454	\$6,816	\$7,673	
2020-MIL-PACS	04.09b		Building Technician	17	40	\$3,764	\$4,948	\$5,312	1.06	\$5,356	\$6,709	\$7,126	
<b>Purchased Market Average</b>				17	41	\$3,766	\$4,950	\$5,324	1.06	\$5,358	\$6,712	\$7,139	
2020-ST-ID	06347		MECHANIC		40	\$2,902	\$3,866	\$5,185	0.93	\$4,443	\$5,597	\$7,174	
2020-ST-NV	09.441		MAINTENANCE REPAIR SPEC 1		40	\$3,430	\$4,246	\$5,034	0.98	\$4,940	\$5,904	\$6,837	
2020-ST-NV	09.485		MAINTENANCE REPAIR WORKER 4		4	\$3,161	\$3,593	\$4,617	0.92	\$4,622	\$5,132	\$6,344	
2020-ST-WA	596M		FACILITIES OPERATIONS MAINTENANCE SPECIAL		0	\$4,177		\$4,724		\$6,186		\$6,844	
<b>State Market Average</b>					84	\$3,177	\$4,034	\$5,082	0.95	\$4,705	\$5,721	\$6,973	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					17	125	\$3,369	\$4,334	\$5,161	0.99	\$4,918	\$6,046	\$7,027

OREGON COMPARISON TO MARKET  
4409-General Maintenance Mechanic

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	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
AL	AFSCME AT LIQUOR CONTROL COMM	A	P	21	2	\$3,476	\$5,054	\$5,300	1.15	\$5,484	\$7,325	\$7,612	103.2%	116.6%	102.7%	111.5%	121.2%	108.3%
<b>Non-Corrections/Non-Management Wtd Average</b>					2	\$3,476	\$5,054	\$5,300	1.15	\$5,484	\$7,325	\$7,612	103.2%	116.6%	102.7%	111.5%	121.2%	108.3%
<b>STATEWIDE Weighted Average</b>					2	\$3,476	\$5,054	\$5,300	1.15	\$5,484	\$7,325	\$7,612	103.2%	116.6%	102.7%	111.5%	121.2%	108.3%

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4417 AUTOMOTIVE SERVICE TECHNICIAN

Class Study Pending

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-OR-ClackCo	430		Automotive Service Technician		2	\$4,070	\$4,666	\$4,666	1.07	\$6,469	\$7,203	\$7,203
2020-OR-LaneCo	1010		Mechanic 1		1	\$3,265	\$4,063	\$4,211	1.09	\$5,691	\$6,670	\$6,853
2020-OR-MultCo	6179		Fleet Maintenance Technician 1		0	\$3,796		\$4,661		\$6,245		\$7,307
2020-OR-MultCo	6125		Motor Pool Attendant		1	\$3,200	\$3,581	\$3,907	1.01	\$5,514	\$5,982	\$6,382
2020-WA-ClarkCo	174		Equipment Assistant		0	\$3,501		\$4,059		\$5,555		\$6,227
<b>County Market Average</b>					4	\$3,650	\$4,244	\$4,362	1.06	\$5,991	\$6,764	\$6,862
2020-CompAnalyst	SC16000032		Automotive Mechanic I	40	353	\$2,792	\$3,433	\$4,000	1.00	\$4,245	\$4,978	\$5,626
<b>Purchased Market Average</b>					40	\$2,792	\$3,433	\$4,000	1.00	\$4,245	\$4,978	\$5,626
2020-ST-CA	6898		AUTOMOTIVE POOL ATTENDANT I		4	\$2,681	\$3,006	\$3,052	1.05	\$4,415	\$4,803	\$4,857
2020-ST-NV	09.337		FLEET SERVICE WORKER 1		4	\$2,591	\$2,755	\$3,725	0.87	\$3,948	\$4,142	\$5,288
<b>State Market Average</b>					8	\$2,636	\$2,881	\$3,388	0.96	\$4,181	\$4,472	\$5,073
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					40	\$2,802	\$3,430	\$3,993	1.00	\$4,272	\$4,986	\$5,634

OREGON COMPARISON TO MARKET 4417-Automotive Service Technician

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	14	5	\$2,738	\$3,267	\$3,817	1.00	\$4,624	\$5,241	\$5,882
<b>Non-Corrections/Non-Management Wtd Average</b>					5	\$2,738	\$3,267	\$3,817	1.00	\$4,624	\$5,241	\$5,882
<b>STATEWIDE Weighted Average</b>					5	\$2,738	\$3,267	\$3,817	1.00	\$4,624	\$5,241	\$5,882

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
97.7%	95.3%	95.6%	108.2%	105.1%	104.4%

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4418 AUTOMOTIVE TECHNICIAN 1

Class Study Pending

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-ClackCo	432		Mechanic		1	\$4,876	\$5,595	\$5,606	1.07	\$7,460	\$8,346	\$8,360	
2020-OR-DescCo	5020		EQUIPMENT SERVICER		1	\$3,788	\$4,606	\$4,835	1.07	\$6,197	\$7,205	\$7,487	
2020-OR-JackCo	424		Equipment Services Worker II		3	\$3,203	\$3,915	\$4,198	1.06	\$5,750	\$6,626	\$6,975	
2020-OR-LaneCo	1011		Mechanic 2		6	\$3,787	\$4,189	\$4,885	0.97	\$6,332	\$6,825	\$7,680	
2020-OR-MultCo	6180		Fleet Maintenance Technician 2		4	\$4,649	\$4,854	\$5,692	0.94	\$7,292	\$7,544	\$8,572	
2020-OR-WashCo	420		Equipment Service Worker		2	\$4,263	\$4,921	\$5,155	1.05	\$6,446	\$7,228	\$7,506	
2020-WA-KingCo	8410200		Mechanic/Auto Machinist I		14	\$4,593	\$5,727	\$5,822	1.10	\$7,194	\$8,559	\$8,673	
<b>County Market Average</b>					31	\$4,272	\$5,049	\$5,385	1.04	\$6,828	\$7,769	\$8,180	
2020-CompAnalyst	SC16000033		Automotive Mechanic II		80	\$3,575	\$4,258	\$4,967	1.01	\$5,140	\$5,921	\$6,730	
2020-MIL-OPES	10.11		Automotive Mechanic		16	\$4,287	\$5,211	\$5,332	1.08	\$6,499	\$7,605	\$7,749	
<b>Purchased Market Average</b>					96	\$3,597	\$4,288	\$4,978	1.01	\$5,182	\$5,973	\$6,762	
2020-ST-ID	06349		Mechanic, General Repair		0	\$2,156		\$3,854		\$3,551		\$5,581	
2020-ST-NV	09.335		FLEET SERVICE WORKER 3		17	\$3,036	\$3,883	\$4,422	1.04	\$4,473	\$5,475	\$6,113	
2020-ST-WA	618M		AUTOMOTIVE MECHANIC		1	\$3,601	\$4,386	\$4,070	1.14	\$5,493	\$6,437	\$6,058	
<b>State Market Average</b>					18	\$3,019	\$3,911	\$4,374	1.05	\$4,478	\$5,529	\$6,082	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					96	1,024	\$3,607	\$4,304	\$4,979	1.01	\$5,218	\$6,019	\$6,792

OREGON COMPARISON TO MARKET 4418-Automotive Technician 1

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	19	1	\$3,197	\$3,482	\$4,829	0.87	\$5,159	\$5,491	\$7,063
<b>Non-Corrections/Non-Management Wtd Average</b>					1	\$3,197	\$3,482	\$4,829	0.87	\$5,159	\$5,491	\$7,063
<b>STATEWIDE Weighted Average</b>					1	\$3,197	\$3,482	\$4,829	0.87	\$5,159	\$5,491	\$7,063

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
88.6%	80.9%	97.0%	98.9%	91.2%	104.0%

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4419 AUTOMOTIVE TECHNICIAN 2

Class Study Pending

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-DescCo	5030		EQUIPMENT MECHANIC		5	\$3,959	\$4,913	\$5,113	1.08	\$6,408	\$7,583	\$7,828	
2020-OR-LaneCo	1012		Mechanic, Sr		3	\$3,985	\$5,136	\$5,136	1.13	\$6,575	\$7,988	\$7,988	
2020-OR-MultCo	6182		Fleet Maintenance Technician 3		1	\$5,070	\$5,859	\$6,219	1.04	\$7,809	\$8,776	\$9,219	
2020-OR-WashCo	422		Light Duty Technician		5	\$5,079	\$5,981	\$6,144	1.07	\$7,416	\$8,488	\$8,681	
<b>County Market Average</b>					14	\$4,444	\$5,410	\$5,565	1.08	\$6,904	\$8,078	\$8,266	
2020-CompAnalyst	SC16000034		Automotive Mechanic III	60	1,296	\$4,217	\$4,992	\$5,875	1.02	\$5,873	\$6,759	\$7,769	
2020-MIL-PACS	04.12		Fleet Mechanic	9	43	\$4,702	\$5,937	\$5,958	1.11	\$6,428	\$7,839	\$7,863	
<b>Purchased Market Average</b>					69	1,339	\$4,232	\$5,022	\$5,878	1.03	\$5,891	\$6,794	\$7,772
2020-ST-CA	6830		AUTOMOTIVE TECHNICIAN II		166	\$3,382	\$4,144	\$4,280	1.08	\$5,251	\$6,161	\$6,322	
2020-ST-ID	06347		MECHANIC		48	\$2,902	\$3,866	\$5,185	0.96	\$4,443	\$5,597	\$7,174	
2020-ST-NV	09.331		EQUIPMENT MECHANIC 2		14	\$3,576	\$4,104	\$5,260	0.93	\$5,113	\$5,737	\$7,104	
<b>State Market Average</b>					228	\$3,293	\$4,083	\$4,530	1.05	\$5,072	\$6,016	\$6,549	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					69	1,581	\$4,099	\$4,890	\$5,681	1.03	\$5,782	\$6,693	\$7,600

OREGON COMPARISON TO MARKET 4419-Automotive Technician 2

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	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	21	4	\$4,215	\$5,826	\$6,103	1.13	\$6,346	\$8,226	\$8,549	102.8%	119.1%	107.4%	109.8%	122.9%	112.5%
<b>Corrections Wtd Average</b>					4	\$4,215	\$5,826	\$6,103	1.13	\$6,346	\$8,226	\$8,549	102.8%	119.1%	107.4%	109.8%	122.9%	112.5%
AO	AFSCME OR ST POLICE-SUPP UNIT	A	P	23	6	\$3,817	\$5,064	\$5,829	1.05	\$5,882	\$7,337	\$8,229	93.1%	103.6%	102.6%	101.7%	109.6%	108.3%
OAI	SEIU STRIKEABLE INST COALITION	A	P	23	1	\$3,817	\$5,301	\$5,834	1.10	\$5,882	\$7,613	\$8,235	93.1%	108.4%	102.7%	101.7%	113.7%	108.4%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	23	8	\$3,817	\$5,166	\$5,834	1.07	\$5,882	\$7,456	\$8,235	93.1%	105.6%	102.7%	101.7%	111.4%	108.4%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	23	3	\$3,817	\$4,711	\$5,834	0.98	\$5,882	\$6,925	\$8,235	93.1%	96.3%	102.7%	101.7%	103.5%	108.4%
<b>Non-Corrections/Non-Management Wtd Average</b>					18	\$3,817	\$5,064	\$5,832	1.05	\$5,882	\$7,337	\$8,233	93.1%	103.6%	102.7%	101.7%	109.6%	108.3%
<b>STATEWIDE Weighted Average</b>					22	\$3,889	\$5,202	\$5,882	1.06	\$5,967	\$7,498	\$8,290	94.9%	106.4%	103.5%	103.2%	112.0%	109.1%

4422 EQUIPMENT OPERATOR

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-DescCo	5015		PW EQUIPMENT OPERATOR		29	\$3,678	\$4,934	\$4,954	1.14	\$6,062	\$7,608	\$7,633	
2020-OR-JackCo	402		Equipment Operator II		17	\$3,063	\$3,706	\$4,013	1.05	\$5,577	\$6,369	\$6,747	
2020-OR-WashCo	404		Heavy Equipment Operator		9	\$4,958	\$5,708	\$6,002	1.04	\$7,272	\$8,163	\$8,512	
2020-WA-ClarkCo	121		Heavy Equipment Operator		0	\$3,808		\$4,637		\$5,924		\$6,922	
2020-WA-KingCo	9324100		Equipment Operator		57	\$5,257	\$6,013	\$6,390	1.03	\$7,993	\$8,903	\$9,356	
<b>County Market Average</b>					112	\$4,485	\$5,359	\$5,618	1.06	\$7,058	\$8,124	\$8,433	
2020-CompAnalyst	TR20000058		Heavy Equipment Operator		1	\$4,792	\$5,850	\$6,017	1.09	\$6,530	\$7,740	\$7,930	
2020-MIL-OPES	10.10		Heavy / Construction Equipment Operator	11	110	\$4,068	\$5,224	\$5,219	1.13	\$6,236	\$7,620	\$7,614	
2020-MIL-PACS	08.11		Heavy Equipment Operator	5	13		\$6,470				\$8,448		
<b>Purchased Market Average</b>					16	124	\$4,074	\$5,360	\$5,226	1.01	\$6,239	\$7,708	\$7,617
2020-ST-CA	6286		CALTRANS EQUIPMENT OPERATOR II		501	\$3,619	\$4,153	\$4,365	1.05	\$5,534	\$6,171	\$6,425	
2020-ST-NV	09.203		SPECIAL EQUIPMENT OPERATOR 2		2	\$3,161	\$4,336	\$4,617	1.11	\$4,622	\$6,012	\$6,344	
2020-ST-WA	618R		EQUIPMENT OPERATOR 1		7	\$3,128	\$3,736	\$3,691	1.10	\$4,924	\$5,655	\$5,602	
<b>State Market Average</b>						510	\$3,610	\$4,148	\$4,357	1.05	\$5,522	\$6,164	\$6,413
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					16	746	\$3,816	\$4,531	\$4,684	1.04	\$5,868	\$6,715	\$6,908

OREGON COMPARISON TO MARKET 4422-Equipment Operator

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
OAI	SEIU STRIKEABLE INST COALITION	A	P	21	1	\$3,482	\$5,056	\$5,301	1.15	\$5,491	\$7,327	\$7,613
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	21	10	\$3,482	\$5,056	\$5,301	1.15	\$5,491	\$7,327	\$7,613
<b>Non-Corrections/Non-Management Wtd Average</b>					11	\$3,482	\$5,056	\$5,301	1.15	\$5,491	\$7,327	\$7,613
<b>STATEWIDE Weighted Average</b>					11	\$3,482	\$5,056	\$5,301	1.15	\$5,491	\$7,327	\$7,613

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
91.2%	111.6%	113.2%	93.6%	109.1%	110.2%

4437 HEAVY EQUIPMENT TECHNICIAN 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-WA-KingCo	9410100		Equipment Srvc&Maint Spec		1	\$3,984	\$5,050	\$5,050	1.12	\$6,461	\$7,743	\$7,743	
2020-WA-ThrstnCo	1711		EQUIPMENT MECHANIC		8	\$4,550	\$5,140	\$4,901	1.09	\$6,774	\$7,484	\$7,197	
<b>County Market Average</b>					9	\$4,487	\$5,130	\$4,918	1.09	\$6,739	\$7,513	\$7,258	
2020-CompAnalyst	SC16000537		Shop Service Technician		1	\$3,442	\$4,192	\$5,258	1.03	\$4,988	\$5,845	\$7,064	
<b>Purchased Market Average</b>					1	\$3,442	\$4,192	\$5,258	1.03	\$4,988	\$5,845	\$7,064	
2020-ST-CA	6834	A	HEAVY EQUIPMENT MECHANIC		77	\$4,364	\$4,899	\$5,030	1.04	\$6,423	\$7,062	\$7,217	
2020-ST-NV	09.321		HWY EQUIPMENT MECHANIC 1		51	\$3,893	\$5,191	\$5,754	1.08	\$5,488	\$7,023	\$7,688	
2020-ST-WA	600K		EQUIPMENT TECHNICIAN 3		77	\$4,179	\$4,862	\$4,727	1.09	\$6,188	\$7,010	\$6,847	
<b>State Market Average</b>					205	\$4,177	\$4,958	\$5,096	1.07	\$6,102	\$7,032	\$7,196	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	215	\$4,187	\$4,961	\$5,089	1.07	\$6,124	\$7,047	\$7,198

OREGON COMPARISON TO MARKET  
4437-Heavy Equipment Technician 1

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	23T	35	\$4,771	\$5,701	\$6,025	1.06	\$6,995	\$8,080	\$8,458
<b>Non-Corrections/Non-Management Wtd Average</b>					35	\$4,771	\$5,701	\$6,025	1.06	\$6,995	\$8,080	\$8,458
<b>STATEWIDE Weighted Average</b>					35	\$4,771	\$5,701	\$6,025	1.06	\$6,995	\$8,080	\$8,458

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
113.9%	114.9%	118.4%	114.2%	114.7%	117.5%

4438 HEAVY EQUIPMENT TECHNICIAN 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-OR-WashCo	423		Heavy Duty Technician		3	\$5,079	\$6,050	\$6,144	1.08	\$7,416	\$8,569	\$8,681
<b>County Market Average</b>					3	\$5,079	\$6,050	\$6,144	1.08	\$7,416	\$8,569	\$8,681
2020-CompAnalyst	SC16000536		Shop Service Technician, Sr.		1	\$4,658	\$5,325	\$6,417	1.00	\$6,378	\$7,140	\$8,388
2020-MIL-OPES	10.12		Heavy Equipment Mechanic		18	\$4,636	\$5,996	\$5,788	1.15	\$6,917	\$8,544	\$8,295
2020-MIL-PACS	04.13		Heavy Equipment Mechanic		14	\$4,721	\$5,871	\$6,083	1.09	\$6,449	\$7,764	\$8,006
<b>Purchased Market Average</b>					32	\$4,673	\$5,937	\$5,921	1.12	\$6,709	\$8,193	\$8,170
2020-ST-CA	6834	B	HEAVY EQUIPMENT MECHANIC		74	\$4,791	\$4,899	\$5,520	0.95	\$6,932	\$7,062	\$7,802
2020-ST-NV	09.318		HWY EQUIPMENT MECHANIC 2		18	\$4,055	\$5,621	\$6,012	1.12	\$5,679	\$7,531	\$7,994
2020-ST-WA	600L		EQUIPMENT TECHNICIAN LEAD		0	\$4,500		\$5,091		\$6,574		\$7,286
<b>State Market Average</b>					92	\$4,645	\$5,040	\$5,610	0.98	\$6,686	\$7,153	\$7,834
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					32	\$4,667	\$5,576	\$5,798	1.07	\$6,709	\$7,779	\$8,040

OREGON COMPARISON TO MARKET 4438-Heavy Equipment Technician 2

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	26B	43	\$5,301	\$6,381	\$6,722	1.06	\$7,613	\$8,873	\$9,271
<b>Non-Corrections/Non-Management Wtd Average</b>					43	\$5,301	\$6,381	\$6,722	1.06	\$7,613	\$8,873	\$9,271
<b>STATEWIDE Weighted Average</b>					43	\$5,301	\$6,381	\$6,722	1.06	\$7,613	\$8,873	\$9,271

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
113.6%	114.4%	115.9%	113.5%	114.1%	115.3%
113.6%	114.4%	115.9%	113.5%	114.1%	115.3%
113.6%	114.4%	115.9%	113.5%	114.1%	115.3%



4439 AUTO/HEAVY EQUIP REPAIR SUPERVISOR

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-MultCo	9689		Fleet Maintenance Supervisor		1	\$5,175	\$7,245	\$7,245	1.17	\$7,938	\$10,478	\$10,478	
<b>County Market Average</b>					1	\$5,175	\$7,245	\$7,245	1.17	\$7,938	\$10,478	\$10,478	
2020-ST-CA	6828		CALTRANS HIGHWAY MECHANIC SUPERVISOR		22	\$4,897	\$5,751	\$5,797	1.08	\$7,059	\$8,078	\$8,133	
2020-ST-WA	600M		EQUIPMENT TECHNICIAN SUPERVISOR		22	\$5,039	\$5,772	\$5,698	1.08	\$7,223	\$8,105	\$8,016	
<b>State Market Average</b>					44	\$4,968	\$5,761	\$5,748	1.08	\$7,141	\$8,091	\$8,075	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	45	\$4,973	\$5,794	\$5,781	1.08	\$7,159	\$8,144	\$8,128

OREGON  
COMPARISON  
TO  
MARKET

4439-Auto/Heavy Equipment Repair Supervisor

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	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	
MMS	MGT SVC SUPERVISORY	A	P	28	6	\$5,237	\$7,511	\$7,724	1.16	\$7,539	\$10,191	\$10,439	105.3%	129.6%	133.6%	105.3%	125.1%	128.4%
<b>Management Wtd Average</b>					6	\$5,237	\$7,511	\$7,724	1.16	\$7,539	\$10,191	\$10,439	105.3%	129.6%	133.6%	105.3%	125.1%	128.4%
<b>STATEWIDE Weighted Average</b>					6	\$5,237	\$7,511	\$7,724	1.16	\$7,539	\$10,191	\$10,439	105.3%	129.6%	133.6%	105.3%	125.1%	128.4%



2020 Oregon Salary and Benefit Report

Data Effective Date: 07/01/2020

5110 REVENUE AGENT 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-MIL-PACS	02.20		Collector	17	46	\$3,417	\$3,515	\$4,692	0.87	\$4,959	\$5,071	\$6,417	
<b>Purchased Market Average</b>				17	46	\$3,417	\$3,515	\$4,692	0.87	\$4,959	\$5,071	\$6,417	
2020-ST-ID	04326		TAX COMPL TECH		26	\$2,902	\$3,237	\$5,185	0.80	\$4,443	\$4,843	\$7,174	
2020-ST-NV	07.239		REVENUE OFFICER 1		1	\$3,430	\$4,391	\$5,034	1.04	\$4,940	\$6,077	\$6,837	
2020-ST-WA	174E		REVENUE AGENT 1		37	\$3,357	\$4,388	\$4,394	1.13	\$5,199	\$6,440	\$6,447	
<b>State Market Average</b>					64	\$3,173	\$3,920	\$4,725	1.00	\$4,888	\$5,785	\$6,749	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					17	110	\$3,275	\$3,751	\$4,712	0.94	\$4,918	\$5,487	\$6,610

OREGON  
COMPARISON  
TO  
MARKET

5110-Revenue Agent 1

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
89.9%	94.2%	93.1%	98.9%	101.2%	99.1%
89.9%	111.6%	93.1%	98.9%	115.0%	99.1%
89.9%	101.8%	93.1%	98.9%	107.2%	99.1%
89.9%	101.4%	93.1%	98.9%	106.9%	99.1%
89.9%	101.4%	93.1%	98.9%	106.9%	99.1%

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	17	8	\$2,945	\$3,533	\$4,387	0.96	\$4,865	\$5,551	\$6,547
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	17	1	\$2,945	\$4,184	\$4,387	1.14	\$4,865	\$6,310	\$6,547
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	17	130	\$2,945	\$3,817	\$4,387	1.04	\$4,865	\$5,882	\$6,547
<b>Non-Corrections/Non-Management Wtd Average</b>					139	\$2,945	\$3,803	\$4,387	1.04	\$4,865	\$5,866	\$6,547
<b>STATEWIDE Weighted Average</b>					139	\$2,945	\$3,803	\$4,387	1.04	\$4,865	\$5,866	\$6,547

5111 REVENUE AGENT 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS				
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max		
2020-WA-ClarkCo	708		Delinquent Tax Collector		0	\$3,671		\$4,682		\$5,759		\$6,975		
<b>County Market Average</b>						\$3,671		\$4,682		\$5,759		\$6,975		
2020-ST-ID	04346		TAX COMPL OFCR 1		5	\$3,276	\$3,382	\$5,848	0.74	\$4,890	\$5,017	\$7,967		
2020-ST-NV	07.233		REVENUE OFFICER 2		49	\$3,725	\$4,244	\$5,497	0.92	\$5,288	\$5,902	\$7,385		
2020-ST-WA	174F		REVENUE AGENT 2		49	\$3,786	\$4,926	\$4,966	1.13	\$5,716	\$7,088	\$7,135		
<b>State Market Average</b>						103	\$3,732	\$4,527	\$5,262	1.01	\$5,472	\$6,423	\$7,294	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>						0	103	\$3,732	\$4,527	\$5,256	1.01	\$5,475	\$6,423	\$7,291

OREGON  
COMPARISON  
TO  
MARKET

5111-Revenue Agent 2

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
85.7%	89.8%	91.9%	94.2%	96.1%	96.9%
85.7%	99.5%	91.9%	94.2%	104.0%	96.9%
85.7%	95.7%	91.9%	94.2%	100.9%	96.9%
85.7%	95.7%	91.9%	94.2%	100.9%	96.9%

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	19	9	\$3,197	\$4,066	\$4,829	1.01	\$5,159	\$6,172	\$7,063	
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	19	14	\$3,197	\$4,502	\$4,829	1.12	\$5,159	\$6,681	\$7,063	
<b>Non-Corrections/Non-Management Wtd Average</b>						23	\$3,197	\$4,331	\$4,829	1.08	\$5,159	\$6,482	\$7,063
<b>STATEWIDE Weighted Average</b>						23	\$3,197	\$4,331	\$4,829	1.08	\$5,159	\$6,482	\$7,063

5112 REVENUE AGENT 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-WashCo	348		Personal Property Tax Collector		1	\$4,115	\$4,534	\$5,000	0.99	\$6,270	\$6,769	\$7,322	
2020-WA-ThrstnCo	0702		REVENUE OFFICER		1	\$4,035	\$5,368	\$5,368	1.14	\$6,155	\$7,758	\$7,758	
<b>County Market Average</b>					2	\$4,075	\$4,951	\$5,184	1.07	\$6,212	\$7,263	\$7,540	
2020-ST-ID	04344		TAX COMPL OFCR 2		20	\$3,669	\$4,237	\$6,546	0.83	\$5,360	\$6,040	\$8,803	
2020-ST-WA	174G		REVENUE AGENT 3		21	\$4,177	\$5,591	\$5,482	1.16	\$6,186	\$7,887	\$7,756	
<b>State Market Average</b>					41	\$3,929	\$4,931	\$6,001	1.00	\$5,783	\$6,986	\$8,266	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	43	\$3,936	\$4,932	\$5,963	1.00	\$5,803	\$6,999	\$8,233

OREGON  
COMPARISON  
TO  
MARKET

5112-Revenue Agent 3

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
88.5%	99.5%	88.9%	94.6%	102.2%	92.5%
88.5%	95.1%	88.9%	94.6%	98.6%	92.5%
88.5%	100.0%	88.9%	94.6%	102.6%	92.5%
88.5%	99.4%	88.9%	94.6%	102.1%	92.5%
88.5%	99.4%	88.9%	94.6%	102.1%	92.5%

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	21	3	\$3,482	\$4,908	\$5,301	1.12	\$5,491	\$7,154	\$7,613
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	21	3	\$3,482	\$4,690	\$5,301	1.07	\$5,491	\$6,900	\$7,613
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	21	21	\$3,482	\$4,929	\$5,301	1.12	\$5,491	\$7,180	\$7,613
<b>Non-Corrections/Non-Management Wtd Average</b>					27	\$3,482	\$4,900	\$5,301	1.12	\$5,491	\$7,146	\$7,613
<b>STATEWIDE Weighted Average</b>					27	\$3,482	\$4,900	\$5,301	1.12	\$5,491	\$7,146	\$7,613

5129 CHILD SUPPORT CASE MANAGER

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-ClackCo	741		Child Support Enforc Agent 2		2	\$4,492	\$5,682	\$5,682	1.12	\$6,988	\$8,453	\$8,453	
2020-OR-MarionCo	637		Support Enforcement Agent 1		0	\$3,791		\$5,075		\$6,177		\$7,758	
<b>County Market Average</b>					2	\$4,258	\$5,682	\$5,480	1.12	\$6,718	\$8,453	\$8,221	
2020-ST-CA	8625		SENIOR CHILD SUPPORT ANALYST, DEPARTMEN		18	\$4,840	\$5,967	\$6,062	1.09	\$6,991	\$8,336	\$8,449	
2020-ST-WA	178G		SUPPORT ENFORCEMENT OFFICER 2		92	\$3,691	\$4,615	\$4,845	1.07	\$5,602	\$6,713	\$6,990	
<b>State Market Average</b>					110	\$3,878	\$4,837	\$5,043	1.07	\$5,827	\$6,979	\$7,227	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	112	\$3,888	\$4,852	\$5,054	1.07	\$5,850	\$7,005	\$7,253

OREGON COMPARISON TO MARKET  
5129-Child Support Case Manager

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	21	237	\$3,482	\$4,624	\$5,301	1.05	\$5,491	\$6,824	\$7,613
<b>Non-Corrections/Non-Management Wtd Average</b>					237	\$3,482	\$4,624	\$5,301	1.05	\$5,491	\$6,824	\$7,613
<b>STATEWIDE Weighted Average</b>					237	\$3,482	\$4,624	\$5,301	1.05	\$5,491	\$6,824	\$7,613

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
89.6%	95.3%	104.9%	93.9%	97.4%	105.0%

5207 CLAIMS REPRESENTATIVE 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-CompAnalyst	FA06000851		Claims Adjuster I		1	\$3,367	\$3,983	\$5,075	0.95	\$4,902	\$5,607	\$6,854
<b>Purchased Market Average</b>					1	\$3,367	\$3,983	\$5,075	0.95	\$4,902	\$5,607	\$6,854
2020-ST-ID	08940		RISK MGMT CLAIMS TECH		1	\$2,902	\$3,223	\$5,185	0.80	\$4,443	\$4,827	\$7,174
2020-ST-WA	430E		TORT CLAIMS INVESTIGATOR 1		1	\$3,878	\$4,796	\$5,091	1.07	\$5,826	\$6,930	\$7,286
<b>State Market Average</b>					2	\$3,390	\$4,009	\$5,138	0.93	\$5,134	\$5,878	\$7,230
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	\$3,382	\$4,001	\$5,117	0.94	\$5,057	\$5,788	\$7,105

OREGON  
COMPARISON  
TO  
MARKET

5207-Claims Representative 1

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	Salary		Salary and Benefits			
						SR Min	Avg to Avg	SR Max to 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			
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	22	1	\$3,642	\$4,611	\$5,559	1.00	\$5,678	\$6,808	\$7,914	107.7%	115.3%	108.6%	112.3%	117.6%	111.4%
<b>Non-Corrections/Non-Management Wtd Average</b>					1	\$3,642	\$4,611	\$5,559	1.00	\$5,678	\$6,808	\$7,914	107.7%	115.3%	108.6%	112.3%	117.6%	111.4%
<b>STATEWIDE Weighted Average</b>					1	\$3,642	\$4,611	\$5,559	1.00	\$5,678	\$6,808	\$7,914	107.7%	115.3%	108.6%	112.3%	117.6%	111.4%

5208 CLAIMS REPRESENTATIVE 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-OR-MarionCo	022		Claims Adjuster		0	\$4,527		\$6,061		\$7,084		\$8,971
<b>County Market Average</b>						\$4,527		\$6,061		\$7,084		\$8,971
2020-CompAnalyst	FA06000048		Claims Adjuster II		1	\$4,292	\$5,342	\$6,525	0.99	\$5,959	\$7,159	\$8,511
<b>Purchased Market Average</b>						\$4,292	\$5,342	\$6,525	0.99	\$5,959	\$7,159	\$8,511
2020-ST-ID	08953		RISK MGMT CLAIMS ADJ		1	\$3,669	\$5,362	\$6,546	1.05	\$5,360	\$7,386	\$8,803
2020-ST-NV	11.412		TORT CLAIMS ANALYST		1	\$4,422	\$6,295	\$6,578	0.57	\$6,113	\$8,328	\$8,662
2020-ST-WA	430F		TORT CLAIMS INVESTIGATOR 2		0	\$4,282		\$5,616		\$6,312		\$7,917
<b>State Market Average</b>						\$4,199	\$5,829	\$6,329	0.81	\$5,975	\$7,857	\$8,511
<b>OVERALL WEIGHTED MARKET AVERAGE</b>						\$4,269	\$5,666	\$6,317	0.87	\$6,157	\$7,624	\$8,588

OREGON COMPARISON TO MARKET 5208-Claims Representative 2

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	24	2	\$4,002	\$5,009	\$6,122	0.99	\$6,098	\$7,273	\$8,571
<b>Non-Corrections/Non-Management Wtd Average</b>						\$4,002	\$5,009	\$6,122	0.99	\$6,098	\$7,273	\$8,571
<b>STATEWIDE Weighted Average</b>						\$4,002	\$5,009	\$6,122	0.99	\$6,098	\$7,273	\$8,571

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
93.7%	88.4%	96.9%	99.0%	95.4%	99.8%

5224 ASST CHF CRIMINAL INVESTIGATOR

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-ST-CA	8548		SUPERVISING SPECIAL INVESTIGATOR I		7	\$6,374	\$8,100	\$8,297	1.10	\$8,821	\$10,881	\$11,116	
2020-ST-ID	08964		INVESTIGATIONS SUPV		4	\$5,170	\$6,472	\$9,231	0.90	\$7,156	\$8,714	\$12,015	
2020-ST-NV	13.242		SUPVY CRIMINAL INVESTIGATOR 1		3	\$5,754	\$6,736	\$8,655	0.93	\$7,688	\$8,850	\$11,120	
<b>State Market Average</b>					14	\$5,897	\$7,343	\$8,640	1.01	\$8,103	\$9,827	\$11,374	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	14	\$5,897	\$7,343	\$8,640	1.01	\$8,103	\$9,827	\$11,374

OREGON  
COMPARISON  
TO  
MARKET

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

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

2020 Oregon Salary and Benefit Report

Data Effective Date: 07/01/2020

5231 INVESTIGATOR 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-LaneCo	N4620		Investigator		3	\$4,306	\$6,332	\$6,332	1.19	\$6,968	\$9,456	\$9,456	
<b>County Market Average</b>					3	\$4,306	\$6,332	\$6,332	1.19	\$6,968	\$9,456	\$9,456	
2020-ST-CA	8610	A	INVESTIGATOR		194	\$4,263	\$7,091	\$5,228	1.49	\$6,303	\$9,678	\$7,454	
2020-ST-ID	08510		OCCUP LICENSE INVESTIGATOR		10	\$3,276	\$4,021	\$5,848	0.88	\$4,890	\$5,781	\$7,967	
2020-ST-ID	08480		PHARMACY/DRUG CMPL OFF		3	\$3,276	\$3,998	\$5,848	0.88	\$4,890	\$5,754	\$7,967	
2020-ST-WA	427P		INVESTIGATOR 1		30	\$3,210	\$4,028	\$4,178	1.09	\$5,022	\$6,006	\$6,187	
<b>State Market Average</b>					237	\$4,076	\$6,535	\$5,129	1.41	\$6,063	\$8,999	\$7,321	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	240	\$4,079	\$6,532	\$5,144	1.41	\$6,075	\$9,005	\$7,348

OREGON COMPARISON TO MARKET		5231-Investigator 1		MARKET COMPARISONS															
				SALARY						Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			Salary			Salary and Benefits		
				Repr	Repr Description	Pay Opt	Rng Opt	SR	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
MMN	MGT SVC NONSUPERVISORY	A	P	19	1	\$3,395	\$3,737	\$4,990	0.89	\$5,390	\$5,789	\$7,250	83.2%	57.2%	97.0%	88.7%	64.3%	98.7%	
<b>Management Wtd Average</b>					1	\$3,395	\$3,737	\$4,990	0.89	\$5,390	\$5,789	\$7,250	83.2%	57.2%	97.0%	88.7%	64.3%	98.7%	
<b>STATEWIDE Weighted Average</b>					1	\$3,395	\$3,737	\$4,990	0.89	\$5,390	\$5,789	\$7,250	83.2%	57.2%	97.0%	88.7%	64.3%	98.7%	



5232 INVESTIGATOR 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-ST-CA	8610	B	INVESTIGATOR		304	\$4,859	\$7,091	\$6,247	1.28	\$7,013	\$9,678	\$8,669	
2020-ST-CA	8612	B	SPECIAL INVESTIGATOR		304	\$4,907	\$6,209	\$6,086	1.13	\$7,071	\$8,624	\$8,478	
2020-ST-NV	U0900		INVESTIGATOR (EA)		15	\$6,126	\$5,024	\$6,126	0.82	\$8,128	\$6,825	\$8,128	
2020-ST-WA	427Q		INVESTIGATOR 2		107	\$3,769	\$4,960	\$4,947	1.14	\$5,694	\$7,128	\$7,113	
<b>State Market Average</b>					730	\$4,745	\$6,369	\$5,987	1.19	\$6,867	\$8,807	\$8,350	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	730	\$4,745	\$6,369	\$5,987	1.19	\$6,867	\$8,807	\$8,350

OREGON  
COMPARISON  
TO  
MARKET

5232-Investigator 2

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
88.8%	90.7%	101.9%	92.4%	92.8%	102.4%
88.8%	91.2%	101.7%	92.4%	93.2%	102.1%
88.8%	90.8%	101.9%	92.4%	92.8%	102.3%
80.4%	73.0%	97.4%	85.7%	77.8%	98.6%
80.4%	83.2%	97.4%	85.7%	86.4%	98.6%
80.4%	78.3%	97.4%	85.7%	82.3%	98.6%
80.4%	81.3%	97.4%	85.6%	84.8%	98.5%
80.4%	78.4%	97.4%	85.7%	82.4%	98.6%
82.3%	81.2%	98.4%	87.2%	84.7%	99.4%

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
AAON	AFSCME AT DOC SECURITY PLUS	A	P	21	5	\$4,215	\$5,778	\$6,103	1.12	\$6,346	\$8,169	\$8,549
CP	AOCE AT DOC NONSECURITY	A	P	21	1	\$4,216	\$5,810	\$6,086	1.13	\$6,348	\$8,207	\$8,529
<b>Corrections Wtd Average</b>					6	\$4,215	\$5,783	\$6,100	1.12	\$6,347	\$8,175	\$8,545
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	23	4	\$3,817	\$4,651	\$5,834	0.96	\$5,882	\$6,855	\$8,235
OAI	SEIU STRIKEABLE INST COALITION	A	P	23	1	\$3,817	\$5,301	\$5,834	1.10	\$5,882	\$7,613	\$8,235
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	23	10	\$3,817	\$4,987	\$5,834	1.03	\$5,882	\$7,247	\$8,235
UA	UNREPRESENTED	A	P	23	6	\$3,816	\$5,180	\$5,829	1.07	\$5,881	\$7,472	\$8,229
<b>Non-Corrections/Non-Management Wtd Average</b>					21	\$3,817	\$4,993	\$5,833	1.03	\$5,882	\$7,254	\$8,233
<b>STATEWIDE Weighted Average</b>					27	\$3,905	\$5,169	\$5,892	1.05	\$5,985	\$7,459	\$8,303

5233 INVESTIGATOR 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-ST-CA	8610	C	INVESTIGATOR		222	\$5,600	\$7,091	\$7,743	1.06	\$7,898	\$9,678	\$10,456	
2020-ST-ID	08933		FRAUD INVESTIGATOR		12	\$4,139	\$4,939	\$7,392	0.86	\$5,922	\$6,880	\$9,815	
2020-ST-NV	U0903		CHIEF INVESTIGATOR		1	\$8,153	\$6,610	\$8,153	0.81	\$10,525	\$8,701	\$10,525	
2020-ST-WA	427R		INVESTIGATOR 3		147	\$4,549	\$5,700	\$5,968	1.08	\$6,633	\$8,018	\$8,340	
<b>State Market Average</b>					382	\$5,156	\$6,487	\$7,050	1.06	\$7,356	\$8,949	\$9,622	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	382	\$5,156	\$6,487	\$7,050	1.06	\$7,356	\$8,949	\$9,622

OREGON  
COMPARISON  
TO  
MARKET

5233-Investigator 3

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
92.4%	95.6%	99.4%	95.0%	96.8%	99.8%

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
MMN	MGT SVC NONSUPERVISORY	A	P	26	24	\$4,766	\$6,199	\$7,010	1.05	\$6,989	\$8,661	\$9,607
<b>Management Wtd Average</b>					24	\$4,766	\$6,199	\$7,010	1.05	\$6,989	\$8,661	\$9,607
AB	AFSCME AT CONST CONTRACTORS BD	A	P	26	2	\$4,384	\$6,410	\$6,727	1.15	\$6,544	\$8,907	\$9,276
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	26	35	\$4,387	\$6,073	\$6,732	1.09	\$6,547	\$8,513	\$9,282
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	26	2	\$4,387	\$5,987	\$6,732	1.08	\$6,547	\$8,413	\$9,282
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	26	33	\$4,387	\$6,159	\$6,732	1.11	\$6,547	\$8,614	\$9,282
UA	UNREPRESENTED	A	P	26	2	\$4,383	\$5,586	\$6,727	1.01	\$6,542	\$7,945	\$9,276
<b>Non-Corrections/Non-Management Wtd Average</b>					74	\$4,387	\$6,105	\$6,732	1.10	\$6,547	\$8,551	\$9,282
<b>STATEWIDE Weighted Average</b>					98	\$4,480	\$6,128	\$6,800	1.09	\$6,655	\$8,578	\$9,361

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Data Effective Date: 07/01/2020

5235 FINANCIAL INVESTIGATOR 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			Insufficient Market Emp Avg x		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max			
2020-WA-ClarkCo	768		Financial Investigator		0	\$4,227		\$5,408		\$6,429		\$7,849			
<b>County Market Average</b>						\$4,227		\$5,408		\$6,429		\$7,849			
2020-ST-ID	04443		FINANCIAL EXAMINER/INV 1		4	\$3,669	\$5,231	\$6,546	1.02	\$5,360	\$7,229	\$8,803			
2020-ST-NV	11.365		COMPLIANCE/AUDIT INVEST 2		16	\$3,893	\$4,685	\$5,754	0.97	\$5,488	\$6,424	\$7,688			
2020-ST-WA	159C		BUSINESS & PROFESSIONS AUDITOR 3		0	\$3,878		\$5,091		\$5,826		\$7,286			
<b>State Market Average</b>						20	\$3,850	\$4,794	\$5,873	0.98	\$5,480	\$6,585	\$7,881		
<b>OVERALL WEIGHTED MARKET AVERAGE</b>						0	20	\$3,867	\$4,794	\$5,852	0.98	\$5,523	\$6,585	\$7,880	

OREGON  
COMPARISON  
TO  
MARKET  
**5235-Financial Investigator 1**

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
AR	AFSCME AT REAL ESTATE AGENCY	A	P	26	7	\$4,384	\$6,110	\$6,727	1.10	\$6,544	\$8,557	\$9,276	
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	26	2	\$4,387	\$6,415	\$6,732	1.15	\$6,547	\$8,913	\$9,282	
<b>Non-Corrections/Non-Management Wtd Average</b>						9	\$4,385	\$6,178	\$6,728	1.11	\$6,544	\$8,636	\$9,278
<b>STATEWIDE Weighted Average</b>						9	\$4,385	\$6,178	\$6,728	1.11	\$6,544	\$8,636	\$9,278

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
113.4%	127.5%	114.9%	118.5%	129.9%	117.7%
113.4%	133.8%	115.0%	118.5%	135.3%	117.8%
113.4%	128.9%	115.0%	118.5%	131.1%	117.7%
113.4%	128.9%	115.0%	118.5%	131.1%	117.7%

5240 CIVIL RIGHTS INVESTIGATOR 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-ST-CA	9511		FAIR EMPLOYMENT AND HOUSING CONSULTANT		2	\$4,610	\$5,771	\$5,771	1.11	\$6,716	\$8,102	\$8,102	
2020-ST-ID	05927		CIVIL RTS INVSTGR		4	\$3,669	\$4,849	\$6,546	0.95	\$5,360	\$6,772	\$8,803	
2020-ST-NV	11.358		COMPLIANCE INVESTIGATOR 2		17	\$3,725	\$4,448	\$5,497	0.96	\$5,288	\$6,144	\$7,385	
<b>State Market Average</b>					23	\$3,792	\$4,633	\$5,704	0.97	\$5,425	\$6,423	\$7,694	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	23	\$3,792	\$4,633	\$5,704	0.97	\$5,425	\$6,423	\$7,694

OREGON COMPARISON TO MARKET  
5240-Civil Rights Investigator 1

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	21	1	\$3,482	\$5,056	\$5,301	1.15	\$5,491	\$7,327	\$7,613
<b>Non-Corrections/Non-Management Wtd Average</b>					1	\$3,482	\$5,056	\$5,301	1.15	\$5,491	\$7,327	\$7,613
<b>STATEWIDE Weighted Average</b>					1	\$3,482	\$5,056	\$5,301	1.15	\$5,491	\$7,327	\$7,613

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
91.8%	109.1%	92.9%	101.2%	114.1%	99.0%

5241 CIVIL RIGHTS INVESTIGATOR 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			Insufficient Market Emp Avg x
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-WA-KingCo	2321200		Civil Rights Specialist II		0	\$6,105		\$7,739		\$9,013		\$10,979	
<b>County Market Average</b>						\$6,105		\$7,739		\$9,013		\$10,979	
2020-ST-CA	9547		FAIR EMPLOYMENT AND HOUSING CONSULTANT		5	\$5,064	\$5,933	\$6,339	1.04	\$7,258	\$8,295	\$8,779	
2020-ST-ID	05928		CIVIL RTS INVSTGR,SR		2	\$4,139	\$5,294	\$7,392	0.92	\$5,922	\$7,305	\$9,815	
<b>State Market Average</b>						\$4,800	\$5,750	\$6,640	1.01	\$6,876	\$8,012	\$9,075	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>						\$4,963	\$5,750	\$6,777	1.01	\$7,144	\$8,012	\$9,313	

OREGON  
COMPARISON  
TO  
MARKET

5241-Civil Rights Investigator 2

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	Salary		Salary and Benefits			
						SR Min	Avg to Avg	SR Max to 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			
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	26	16	\$4,387	\$5,268	\$6,732	0.95	\$6,547	\$7,575	\$9,282	88.4%	91.6%	99.3%	91.6%	94.5%	99.7%
<b>Non-Corrections/Non-Management Wtd Average</b>					16	\$4,387	\$5,268	\$6,732	0.95	\$6,547	\$7,575	\$9,282	88.4%	91.6%	99.3%	91.6%	94.5%	99.7%
<b>STATEWIDE Weighted Average</b>					16	\$4,387	\$5,268	\$6,732	0.95	\$6,547	\$7,575	\$9,282	88.4%	91.6%	99.3%	91.6%	94.5%	99.7%

5246 COMPLIANCE SPECIALIST 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-CompAnalyst	FA06000912		Compliance Specialist I		1	\$4,183	\$5,083	\$6,475	0.95	\$5,835	\$6,864	\$8,454	
<b>Purchased Market Average</b>					1	\$4,183	\$5,083	\$6,475	0.95	\$5,835	\$6,864	\$8,454	
2020-ST-ID	07040		Analyst 1		0	\$3,276		\$5,847		\$4,890		\$7,967	
2020-ST-WA	108E		Administrative Regulations Analyst 2		2	\$3,601	\$4,444	\$4,724	1.07	\$5,493	\$6,507	\$6,844	
<b>State Market Average</b>					2	\$3,493	\$4,444	\$5,098	1.07	\$5,292	\$6,507	\$7,218	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	3	\$3,665	\$4,657	\$5,443	1.03	\$5,428	\$6,626	\$7,527

OREGON  
COMPARISON  
TO  
MARKET

5246-Compliance Specialist 1

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
94.8%	108.5%	97.4%	101.0%	110.6%	101.1%
94.8%	94.3%	97.4%	101.0%	98.9%	101.1%
94.8%	108.5%	97.4%	101.0%	110.6%	101.1%
94.8%	93.5%	97.4%	101.0%	98.2%	101.1%
95.0%	89.8%	97.4%	101.2%	95.2%	101.1%
95.0%	103.7%	97.4%	101.2%	106.6%	101.1%
95.0%	100.6%	97.4%	101.2%	104.1%	101.1%
94.8%	103.2%	97.4%	101.0%	106.2%	101.1%
94.9%	97.7%	97.4%	101.1%	101.7%	101.1%
94.9%	97.7%	97.4%	101.1%	101.7%	101.1%

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
AF	AFSCME AT OSP FIRE MARSHAL	A	P	21	1	\$3,476	\$5,054	\$5,300	1.15	\$5,484	\$7,325	\$7,612
AL	AFSCME AT LIQUOR CONTROL COMM	A	P	21	4	\$3,476	\$4,390	\$5,300	1.00	\$5,484	\$6,550	\$7,612
AR	AFSCME AT REAL ESTATE AGENCY	A	P	21	4	\$3,476	\$5,054	\$5,300	1.15	\$5,484	\$7,325	\$7,612
AS	OR PUB SAFETY ASSOC AT DPSST	A	P	21	3	\$3,476	\$4,352	\$5,300	0.99	\$5,484	\$6,506	\$7,612
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	21	29	\$3,482	\$4,183	\$5,301	0.95	\$5,491	\$6,310	\$7,613
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	21	1	\$3,482	\$4,829	\$5,301	1.10	\$5,491	\$7,063	\$7,613
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	21	36	\$3,482	\$4,687	\$5,301	1.07	\$5,491	\$6,897	\$7,613
UA	UNREPRESENTED	A	P	21	16	\$3,476	\$4,804	\$5,300	1.09	\$5,484	\$7,034	\$7,612
<b>Non-Corrections/Non-Management Wtd Average</b>					94	\$3,480	\$4,549	\$5,301	1.04	\$5,489	\$6,736	\$7,613
<b>STATEWIDE Weighted Average</b>					94	\$3,480	\$4,549	\$5,301	1.04	\$5,489	\$6,736	\$7,613

5247 COMPLIANCE SPECIALIST 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-ClackCo	904		Code Enforcement Specialist		4	\$5,361	\$6,544	\$6,757	1.08	\$8,058	\$9,514	\$9,775	
2020-WA-ThrstnCo	2230		Compliance Coordinator		0	\$4,449		\$5,919		\$6,653		\$8,421	
<b>County Market Average</b>					4	\$5,179	\$6,544	\$6,589	1.08	\$7,777	\$9,514	\$9,504	
2020-CompAnalyst	FA06000661		Compliance Specialist II		1	\$5,100	\$6,258	\$7,983	0.96	\$6,883	\$8,207	\$10,178	
2020-TwrsWtsn	ACA050-P3		Regulatory Affairs and Compliance		7	8	\$7,239		0.96		\$9,328		
<b>Purchased Market Average</b>					7	9	\$5,100	\$7,130	\$7,983	0.96	\$6,883	\$9,203	\$10,178
2020-ST-ID	07042		ANALYST 2		8	\$4,139	\$4,468	\$7,392	0.78	\$5,922	\$6,317	\$9,815	
2020-ST-WA	108F		Administrative Regulations Analyst 3		8	\$4,282	\$5,448	\$5,616	1.10	\$6,312	\$7,716	\$7,917	
<b>State Market Average</b>					16	\$4,210	\$4,958	\$6,504	0.94	\$6,117	\$7,016	\$8,866	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					7	29	\$4,529	\$5,851	\$6,610	0.97	\$6,621	\$8,040	\$9,116

OREGON COMPARISON TO MARKET  
5247-Compliance Specialist 2

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	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
AB	AFSCME AT CONST CONTRACTORS BD	A	P	25	19	\$4,185	\$5,844	\$6,410	1.10	\$6,311	\$8,246	\$8,907	92.4%	99.9%	97.0%	95.3%	102.6%	97.7%
AF	AFSCME AT OSP FIRE MARSHAL	A	P	25	6	\$4,185	\$5,548	\$6,410	1.05	\$6,311	\$7,901	\$8,907	92.4%	94.8%	97.0%	95.3%	98.3%	97.7%
AMG	AFSCME AT DHS STAB&CRISIS UNIT	A	P	25	1	\$4,185	\$5,054	\$6,410	0.95	\$6,311	\$7,325	\$8,907	92.4%	86.4%	97.0%	95.3%	91.1%	97.7%
AO	AFSCME OR ST POLICE-SUPP UNIT	A	P	25	2	\$4,185	\$5,304	\$6,410	1.00	\$6,311	\$7,617	\$8,907	92.4%	90.6%	97.0%	95.3%	94.7%	97.7%
AR	AFSCME AT REAL ESTATE AGENCY	A	P	25	1	\$4,185	\$5,829	\$6,410	1.10	\$6,311	\$8,229	\$8,907	92.4%	99.6%	97.0%	95.3%	102.4%	97.7%
AS	OR PUB SAFETY ASSOC AT DPSST	A	P	25	2	\$4,185	\$4,719	\$6,410	0.89	\$6,311	\$6,934	\$8,907	92.4%	80.6%	97.0%	95.3%	86.3%	97.7%
AT	AFSCME AT DCBS BUILDING CODES	A	P	25	3	\$4,185	\$5,657	\$6,410	1.07	\$6,311	\$8,028	\$8,907	92.4%	96.7%	97.0%	95.3%	99.9%	97.7%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	25	234	\$4,184	\$5,665	\$6,415	1.07	\$6,310	\$8,038	\$8,913	92.4%	96.8%	97.1%	95.3%	100.0%	97.8%
OAI	SEIU STRIKEABLE INST COALITION	A	P	25	2	\$4,184	\$5,301	\$6,415	1.00	\$6,310	\$7,613	\$8,913	92.4%	90.6%	97.1%	95.3%	94.7%	97.8%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	25	31	\$4,184	\$5,696	\$6,415	1.07	\$6,310	\$8,073	\$8,913	92.4%	97.3%	97.1%	95.3%	100.4%	97.8%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	25	146	\$4,184	\$5,577	\$6,415	1.05	\$6,310	\$7,935	\$8,913	92.4%	95.3%	97.1%	95.3%	98.7%	97.8%
UA	UNREPRESENTED	A	P	25	61	\$4,183	\$5,730	\$6,410	1.08	\$6,309	\$8,114	\$8,907	92.4%	97.9%	97.0%	95.3%	100.9%	97.7%

5247-Compliance Specialist 2 (Continued)

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	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
	<b>Non-Corrections/Non-Management Wtd Average</b>				508	\$4,184	\$5,647	\$6,414	1.07	\$6,310	\$8,017	\$8,911	92.4%	96.5%	97.0%	95.3%	99.7%	97.8%
	<b>STATEWIDE Weighted Average</b>				508	\$4,184	\$5,647	\$6,414	1.07	\$6,310	\$8,017	\$8,911	92.4%	96.5%	97.0%	95.3%	99.7%	97.8%



5248 COMPLIANCE SPECIALIST 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-CompAnalyst	FA06000732		Compliance Specialist III		1	\$5,850	\$7,433	\$9,300	0.98	\$7,740	\$9,550	\$11,683
2020-MIL-PACS	04.17		Compliance Officer	11	18	\$5,726	\$7,659	\$9,021	1.04	\$7,598	\$9,807	\$11,364
<b>Purchased Market Average</b>				11	19	\$5,732	\$7,647	\$9,036	1.04	\$7,605	\$9,794	\$11,381
2020-ST-ID	07044		ANALYST 3	41		\$4,679	\$5,225	\$8,359	0.80	\$6,569	\$7,223	\$10,971
2020-ST-WA	108G		Administrative Regulations Analyst 4	28		\$4,966	\$6,441	\$6,517	1.12	\$7,135	\$8,910	\$9,001
<b>State Market Average</b>					69	\$4,795	\$5,719	\$7,611	0.93	\$6,798	\$7,907	\$10,172
<b>OVERALL WEIGHTED MARKET AVERAGE</b>				11	88	\$4,998	\$6,135	\$7,919	0.95	\$6,973	\$8,314	\$10,433

OREGON  
COMPARISON  
TO  
MARKET

**5248-Compliance Specialist 3**

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
110.0%	125.9%	102.5%	112.5%	125.6%	104.4%
110.0%	118.5%	102.5%	112.5%	119.1%	104.4%
110.0%	118.9%	102.5%	112.5%	119.5%	104.4%
101.1%	116.9%	98.0%	105.1%	117.8%	100.5%
101.1%	108.5%	98.0%	105.1%	110.6%	100.5%
101.1%	120.6%	98.0%	105.1%	121.0%	100.5%
101.1%	120.6%	98.0%	105.1%	121.0%	100.5%
101.1%	104.5%	98.0%	105.1%	107.1%	100.5%
102.0%	121.3%	99.8%	105.8%	121.6%	102.1%
101.2%	111.7%	98.0%	105.1%	113.3%	100.5%
101.2%	106.7%	98.0%	105.1%	109.1%	100.5%
101.2%	117.0%	98.0%	105.1%	117.9%	100.5%
101.2%	114.0%	98.0%	105.1%	115.3%	100.5%
101.1%	117.2%	97.9%	105.1%	118.1%	100.4%
101.2%	112.9%	98.1%	105.1%	114.4%	100.5%

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
MMC	MGT SVC NSUPV CONFIDENTIAL	A	P	29	1	\$5,498	\$7,724	\$8,113	1.13	\$7,843	\$10,439	\$10,893
MMN	MGT SVC NONSUPERVISORY	A	P	29	15	\$5,498	\$7,267	\$8,113	1.07	\$7,843	\$9,906	\$10,893
<b>Management Wtd Average</b>					16	\$5,498	\$7,296	\$8,113	1.07	\$7,843	\$9,940	\$10,893
AF	AFSCME AT OSP FIRE MARSHAL	A	P	29	3	\$5,054	\$7,174	\$7,762	1.12	\$7,325	\$9,798	\$10,484
AL	AFSCME AT LIQUOR CONTROL COMM	A	P	29	14	\$5,054	\$6,656	\$7,762	1.04	\$7,325	\$9,194	\$10,484
AO	AFSCME OR ST POLICE-SUPP UNIT	A	P	29	1	\$5,054	\$7,398	\$7,762	1.15	\$7,325	\$10,059	\$10,484
AR	AFSCME AT REAL ESTATE AGENCY	A	P	29	1	\$5,054	\$7,398	\$7,762	1.15	\$7,325	\$10,059	\$10,484
AS	OR PUB SAFETY ASSOC AT DPSST	A	P	29	1	\$5,054	\$6,410	\$7,762	1.00	\$7,325	\$8,907	\$10,484
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	29	4	\$5,100	\$7,440	\$7,905	1.14	\$7,379	\$10,108	\$10,650
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	29	69	\$5,056	\$6,851	\$7,763	1.07	\$7,327	\$9,421	\$10,485
OAI	SEIU STRIKEABLE INST COALITION	A	P	29	8	\$5,056	\$6,549	\$7,763	1.02	\$7,327	\$9,068	\$10,485
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	29	3	\$5,056	\$7,179	\$7,763	1.12	\$7,327	\$9,803	\$10,485
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	29	54	\$5,056	\$6,993	\$7,763	1.09	\$7,327	\$9,587	\$10,485
UA	UNREPRESENTED	A	P	29	18	\$5,054	\$7,192	\$7,756	1.12	\$7,325	\$9,819	\$10,477
<b>Non-Corrections/Non-Management Wtd Average</b>					176	\$5,057	\$6,928	\$7,765	1.08	\$7,328	\$9,511	\$10,488

# 2020 Oregon Salary and Benefit Report

Data Effective Date: 07/01/2020

## STATEWIDE Weighted Average

192

\$5,093

\$6,959

\$7,794

1.08

\$7,371

\$9,547

\$10,521

101.9%

113.4%

98.4%

105.7%

114.8%

100.8%

2020 Oregon Salary and Benefit Report

Data Effective Date: 07/01/2020

5343 PLANS EXAMINER 1

Class Study Pending

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-LaneCo	J033		Plans Examiner 1		1	\$3,299	\$3,678	\$4,573	0.93	\$5,732	\$6,198	\$7,296	
2020-OR-WashCo	128		Plans Examiner I		0	\$6,108		\$7,424		\$8,639		\$10,203	
2020-WA-ClarkCo	403		Plans Examiner		30	\$4,852	\$6,314	\$6,178	1.14	\$7,180	\$8,940	\$8,777	
2020-WA-KingCo	5315200		Plans Exam Eng II/Pln Rvw Crd		1	\$6,402	\$7,380	\$8,114	1.02	\$9,370	\$10,548	\$11,431	
2020-WA-ThrstnCo	2211		PLANS EXAMINER		1	\$4,905	\$6,524	\$6,524	1.14	\$7,202	\$9,150	\$9,150	
<b>County Market Average</b>					33	\$4,890	\$6,273	\$6,235	1.13	\$7,246	\$8,912	\$8,864	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	33	\$4,890	\$6,273	\$6,235	1.13	\$7,246	\$8,912	\$8,864

OREGON  
COMPARISON  
TO  
MARKET

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

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

2020 Oregon Salary and Benefit Report

Data Effective Date: 07/01/2020

5344 PLANS EXAMINER 2

Class Study Pending

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-LaneCo	J034		Plans Examiner 2		1	\$4,020	\$4,169	\$5,569	0.87	\$6,617	\$6,800	\$8,520	
2020-OR-WashCo	129		Plans Examiner II		4	\$6,666	\$7,371	\$8,262	0.99	\$9,301	\$10,139	\$11,197	
2020-WA-ClarkCo	404		Plans Examiner Senior		4	\$5,185	\$6,168	\$6,316	1.07	\$7,582	\$8,764	\$8,942	
2020-WA-KingCo	5315300		Plans Exam Eng III/Pln Rvw Crd		1	\$7,208	\$9,136	\$9,136	1.12	\$10,340	\$12,660	\$12,660	
<b>County Market Average</b>					10	\$5,863	\$6,746	\$7,302	1.02	\$8,449	\$9,507	\$10,174	
2020-ST-ID	08542		BUILDING PLANS EXMNR		2	\$3,669	\$4,954	\$6,546	0.97	\$5,360	\$6,898	\$8,803	
<b>State Market Average</b>					2	\$3,669	\$4,954	\$6,546	0.97	\$5,360	\$6,898	\$8,803	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	12	\$5,497	\$6,448	\$7,176	1.01	\$7,934	\$9,073	\$9,945

OREGON  
COMPARISON  
TO  
MARKET

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

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

5345 STRUCTURAL/MECHANICAL INSPECTOR

Class Study Pending

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-OR-ClackCo	917		Structural/Mech Inspector		8	\$5,873	\$6,541	\$7,412	0.98	\$8,688	\$9,510	\$10,582
2020-WA-ClarkCo	767		Rehabilitation Specialist		0	\$4,030		\$5,139		\$6,191		\$7,526
<b>County Market Average</b>					8	\$5,668	\$6,541	\$7,159	0.98	\$8,410	\$9,510	\$10,242
2020-CompAnalyst	SC16000368		Building Inspector		1	\$3,850	\$4,808	\$5,875	0.99	\$5,454	\$6,549	\$7,769
2020-MIL-OPES	06.05		Building Inspector		15	\$5,594	\$6,915	\$7,210	1.08	\$8,062	\$9,644	\$9,996
<b>Purchased Market Average</b>					15	\$5,549	\$6,861	\$7,176	1.08	\$7,995	\$9,564	\$9,939
2020-ST-ID	08521		BULDG SAFETY INSPECTOR/ADVISOR		38	\$3,669	\$4,763	\$6,546	0.93	\$5,360	\$6,670	\$8,803
<b>State Market Average</b>					38	\$3,669	\$4,763	\$6,546	0.93	\$5,360	\$6,670	\$8,803
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					15	\$4,731	\$5,893	\$6,896	1.00	\$6,874	\$8,265	\$9,469

OREGON  
COMPARISON  
TO  
MARKET

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

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

2020 Oregon Salary and Benefit Report

Data Effective Date: 07/01/2020

5354 PLUMBING INSPECTOR

Class Study Pending

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-OR-ClackCo	909		Plumbing Inspector		4	\$5,873	\$7,277	\$7,412	1.10	\$8,688	\$10,416	\$10,582
<b>County Market Average</b>					4	\$5,873	\$7,277	\$7,412	1.10	\$8,688	\$10,416	\$10,582
2020-MIL-OPES	06.08		Plumbing Inspector		8	\$5,712	\$7,277	\$7,206	1.13	\$8,203	\$10,077	\$9,991
<b>Purchased Market Average</b>					8	\$5,712	\$7,277	\$7,206	1.13	\$8,203	\$10,077	\$9,991
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					8	\$5,792	\$7,277	\$7,309	1.11	\$8,445	\$10,246	\$10,286

OREGON  
COMPARISON  
TO  
MARKET

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

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

# 2020 Oregon Salary and Benefit Report

Data Effective Date: 07/01/2020

## 5355 ELECTRICAL INSPECTOR

Class Study Pending

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-OR-ClackCo	900		Electrical Inspector		7	\$5,873	\$6,350	\$7,412	0.96	\$8,688	\$9,275	\$10,582
2020-OR-LaneCo	J055		Electrical Inspector		2	\$4,897	\$5,773	\$6,784	0.99	\$7,694	\$8,770	\$10,012
<b>County Market Average</b>					9	\$5,656	\$6,222	\$7,272	0.96	\$8,467	\$9,163	\$10,455
2020-MIL-OPES	06.07		Electrical Inspector		7	\$5,803	\$7,248	\$7,352	1.10	\$8,312	\$10,042	\$10,166
<b>Purchased Market Average</b>					7	\$5,803	\$7,248	\$7,352	1.10	\$8,312	\$10,042	\$10,166
2020-ST-CA	4034		ELECTRICAL INSPECTOR II		0	\$4,718		\$5,907		\$6,846		\$8,264
2020-ST-WA	3911		ELECTRICAL CONSTRUCTION INSPECTOR		32	\$5,482	\$6,544	\$6,517	1.09	\$7,756	\$9,034	\$9,001
<b>State Market Average</b>					32	\$5,459	\$6,544	\$6,498	1.09	\$7,728	\$9,034	\$8,979
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					7	\$5,601	\$6,736	\$6,893	1.08	\$8,028	\$9,394	\$9,586

### OREGON COMPARISON TO MARKET

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

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

5380 STRUCTURAL MECHANICAL INSPECTOR - RESIDENTIAL

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-OR-DescCo	1190		BUILDING SAFETY INSPECTOR I		1	\$4,381	\$4,381	\$5,871	0.85	\$6,928	\$6,928	\$8,762
2020-OR-LaneCo	J056		Building Safety Specialist 1		1	\$3,923	\$5,434	\$5,434	1.16	\$6,498	\$8,354	\$8,354
2020-WA-ClarkCo	400		Building Inspector I		1	\$4,408	\$4,745	\$5,358	0.97	\$6,647	\$7,052	\$7,790
<b>County Market Average</b>					3	\$4,237	\$4,853	\$5,555	1.00	\$6,691	\$7,445	\$8,302
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	\$4,237	\$4,853	\$5,555	1.00	\$6,691	\$7,445	\$8,302

OREGON  
COMPARISON  
TO  
MARKET

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

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



5381 STRUCTURAL MECHANICAL INSPECTOR - COMMERCIAL

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-ClackCo	917		Structural/Mech Inspector		3	\$5,873	\$6,541	\$7,412	0.98	\$8,688	\$9,510	\$10,582	
2020-OR-DescCo	1191		Building Safety Inspector II		0	\$5,049		\$6,797		\$7,750		\$9,902	
2020-OR-LaneCo	J057		Building Safety Specialist 2		2	\$4,668	\$5,698	\$6,460	1.02	\$7,413	\$8,678	\$9,614	
2020-WA-ClarkCo	402		Building Inspector II		1	\$4,747	\$4,986	\$5,785	0.95	\$7,055	\$7,342	\$8,303	
<b>County Market Average</b>					6	\$5,250	\$6,001	\$6,820	0.99	\$7,956	\$8,872	\$9,882	
2020-CompAnalyst	SC16000369		Building Inspector, Sr.		1	\$4,425	\$5,908	\$6,983	1.04	\$6,111	\$7,807	\$9,035	
<b>Purchased Market Average</b>					1	\$4,425	\$5,908	\$6,983	1.04	\$6,111	\$7,807	\$9,035	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	7	\$5,147	\$5,988	\$6,840	1.00	\$7,726	\$8,719	\$9,776

OREGON  
COMPARISON  
TO  
MARKET

5381-Structural/Mechanical Inspector, Commercial & Residential

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
93.8%	109.7%	108.2%	91.4%	104.3%	102.9%

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
AT	AFSCME AT DCBS BUILDING CODES	A	P	28	2	\$4,826	\$6,569	\$7,398	1.07	\$7,059	\$9,092	\$10,059
<b>Non-Corrections/Non-Management Wtd Average</b>					2	\$4,826	\$6,569	\$7,398	1.07	\$7,059	\$9,092	\$10,059
<b>STATEWIDE Weighted Average</b>					2	\$4,826	\$6,569	\$7,398	1.07	\$7,059	\$9,092	\$10,059

5382 STRUCTURAL MECHANICAL INSPECTOR-MULTI-DISCIPLINE

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-DescCo	1192		BUILDING SAFETY INSPECTOR III		8	\$5,552	\$6,425	\$7,440	0.99	\$8,369	\$9,443	\$10,693	
2020-OR-LaneCo	J058		Building Safety Specialist, Sr		1	\$4,897	\$5,661	\$6,784	0.97	\$7,694	\$8,633	\$10,012	
2020-OR-WashCo	125		Inspector II		2	\$7,084	\$7,848	\$8,611	1.00	\$9,798	\$10,706	\$11,613	
2020-OR-WashCo	184		Combination Inspector II		0	\$7,440		\$9,046		\$10,221		\$12,129	
2020-WA-ClarkCo	450		Building Inspector III		8	\$5,378	\$6,028	\$6,553	1.01	\$7,813	\$8,595	\$9,228	
2020-WA-ThrstnCo	2250		BUILDING INSPECTOR II		4	\$4,672	\$5,585	\$6,214	1.03	\$6,921	\$8,020	\$8,776	
<b>County Market Average</b>					23	\$5,526	\$6,231	\$7,077	1.00	\$8,110	\$8,975	\$9,993	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	23	\$5,526	\$6,231	\$7,077	1.00	\$8,110	\$8,975	\$9,993

OREGON COMPARISON TO MARKET  
5382-Structural/Mechanical Inspector, Multi Discipline

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
AT	AFSCME AT DCBS BUILDING CODES	A	P	29	2	\$5,054	\$7,224	\$7,762	1.13	\$7,325	\$9,856	\$10,484
<b>Non-Corrections/Non-Management Wtd Average</b>					2	\$5,054	\$7,224	\$7,762	1.13	\$7,325	\$9,856	\$10,484
<b>STATEWIDE Weighted Average</b>					2	\$5,054	\$7,224	\$7,762	1.13	\$7,325	\$9,856	\$10,484

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
91.5%	115.9%	109.7%	90.3%	109.8%	104.9%

5390 PLANS EXAMINER - RESIDENTIAL

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-OR-ClackCo	907		Plans Examiner - Residential		1	\$5,606	\$6,717	\$7,072	1.06	\$8,360	\$9,726	\$10,164
2020-OR-DescCo	1190		BUILDING SAFETY INSPECTOR I		1	\$4,381	\$4,381	\$5,871	0.85	\$6,928	\$6,928	\$8,762
2020-OR-LaneCo	J034		Plans Examiner 2		1	\$4,020	\$4,169	\$5,569	0.87	\$6,617	\$6,800	\$8,520
<b>County Market Average</b>					3	\$4,669	\$5,089	\$6,171	0.93	\$7,302	\$7,818	\$9,149
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	\$4,669	\$5,089	\$6,171	0.93	\$7,302	\$7,818	\$9,149

OREGON COMPARISON TO MARKET  
5390-Plans Examiner, Residential

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
AT	AFSCME AT DCBS BUILDING CODES	A	P	26	1	\$4,384	\$5,300	\$6,727	0.95	\$6,544	\$7,612	\$9,276
<b>Non-Corrections/Non-Management Wtd Average</b>					1	\$4,384	\$5,300	\$6,727	0.95	\$6,544	\$7,612	\$9,276
<b>STATEWIDE Weighted Average</b>					1	\$4,384	\$5,300	\$6,727	0.95	\$6,544	\$7,612	\$9,276

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
93.9%	104.1%	109.0%	89.6%	97.4%	101.4%
93.9%	104.1%	109.0%	89.6%	97.4%	101.4%
93.9%	104.1%	109.0%	89.6%	97.4%	101.4%

5391 PLANS EXAMINER - COMMERCIAL

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-ClackCo	906		Plans Examiner - Commercial		4	\$6,153	\$7,765	\$7,765	1.12	\$9,033	\$11,017	\$11,017	
2020-OR-DescCo	1192		BUILDING SAFETY INSPECTOR III		5	\$5,552	\$6,425	\$7,440	0.99	\$8,369	\$9,443	\$10,693	
2020-OR-LaneCo	J035		Plans Examiner, Sr		1	\$4,897	\$6,784	\$6,784	1.16	\$7,694	\$10,012	\$10,012	
<b>County Market Average</b>					10	\$5,727	\$6,997	\$7,505	1.06	\$8,567	\$10,129	\$10,754	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	10	\$5,727	\$6,997	\$7,505	1.06	\$8,567	\$10,129	\$10,754

**OREGON COMPARISON TO MARKET**  
5391-Plans Examiner, Commercial & Residential

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
AT	AFSCME AT DCBS BUILDING CODES	A	P	29	3	\$5,054	\$6,022	\$7,762	0.94	\$7,325	\$8,454	\$10,484
<b>Non-Corrections/Non-Management Wtd Average</b>					3	\$5,054	\$6,022	\$7,762	0.94	\$7,325	\$8,454	\$10,484
<b>STATEWIDE Weighted Average</b>					3	\$5,054	\$6,022	\$7,762	0.94	\$7,325	\$8,454	\$10,484

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
88.3%	86.1%	103.4%	85.5%	83.5%	97.5%

5395 INSPECTOR MULTI-DISCIPLINE - RESIDENTIAL

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			Insufficient Market Emp Avg x	
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max		
2020-OR-DescCo	1191		Building Safety Inspector II		0	\$5,049		\$6,797		\$7,750		\$9,902		
2020-OR-LaneCo	J056		Building Safety Specialist 1		0	\$3,923	\$5,434	\$5,434		\$6,498	\$8,354	\$8,354		
2020-OR-MarionCo	102		Building Inspector 1		0	\$4,176		\$5,599		\$6,651		\$8,402		
<b>County Market Average</b>						\$4,383		\$5,943		\$6,966		\$8,886		
<b>OVERALL WEIGHTED MARKET AVERAGE</b>						0	0	\$4,383		\$5,943		\$6,966		\$8,886

OREGON  
COMPARISON  
TO  
MARKET

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

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

5420 LIVESTOCK BRAND INSPECTOR

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-ST-CA	0303		BRAND INSPECTOR		9	\$3,039	\$3,676	\$3,724	1.09	\$4,841	\$5,602	\$5,660	
2020-ST-ID	00292		BRAND INSPECTOR		12	\$2,902	\$3,283	\$5,185	0.81	\$4,443	\$4,899	\$7,174	
2020-ST-NV	01.514		Dep. Brand Inspector (Non-commissioned)		0	\$2,312		\$3,296		\$3,617		\$4,781	
2020-ST-WA	566F		BRAND INSPECTOR 1		10	\$2,543	\$3,059	\$3,273	1.05	\$4,220	\$4,841	\$5,098	
<b>State Market Average</b>					31	\$2,810	\$3,325	\$4,117	0.97	\$4,459	\$5,084	\$6,024	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	31	\$2,810	\$3,325	\$4,117	0.97	\$4,459	\$5,084	\$6,024

OREGON  
COMPARISON  
TO  
MARKET

5420-Livestock Brand Inspector

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	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
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	15	1	\$2,738	\$3,058	\$4,002	0.91	\$4,624	\$4,997	\$6,098	97.4%	92.0%	97.2%	103.7%	98.3%	101.2%
UA	UNREPRESENTED	A	P	15	1	\$2,735	\$3,054	\$3,999	0.91	\$4,620	\$4,992	\$6,095	97.3%	91.9%	97.1%	103.6%	98.2%	101.2%
<b>Non-Corrections/Non-Management Wtd Average</b>					2	\$2,737	\$3,056	\$4,001	0.91	\$4,622	\$4,995	\$6,096	97.4%	91.9%	97.2%	103.6%	98.2%	101.2%
<b>STATEWIDE Weighted Average</b>					2	\$2,737	\$3,056	\$4,001	0.91	\$4,622	\$4,995	\$6,096	97.4%	91.9%	97.2%	103.6%	98.2%	101.2%

5450 SHIPPING POINT INSPECTOR 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-ST-CA	0684	A	FRUIT AND VEGETABLE QUALITY CONTROL INSP		7	\$3,129	\$3,680	\$3,918	1.04	\$4,949	\$5,607	\$5,891	
2020-ST-NV	01.139		AGRICULTURL INSPECTOR 2		1	\$2,591	\$2,700	\$3,725	0.85	\$3,948	\$4,076	\$5,288	
2020-ST-WA	568J		AGRICULTURAL COMMODITY INSPECTOR 3		8	\$3,128	\$3,543	\$4,070	0.98	\$4,924	\$5,423	\$6,058	
<b>State Market Average</b>					16	\$3,095	\$3,550	\$3,982	1.00	\$4,874	\$5,419	\$5,936	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	16	\$3,095	\$3,550	\$3,982	1.00	\$4,874	\$5,419	\$5,936

OREGON COMPARISON TO MARKET  
5450-Shipping Point Inspector 1

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
OBO	SEIU SEAS-STRKE ODOT COALITION	A	P	15	9	\$2,738	\$3,549	\$4,002	1.05	\$4,624	\$5,570	\$6,098
<b>Non-Corrections/Non-Management Wtd Average</b>					9	\$2,738	\$3,549	\$4,002	1.05	\$4,624	\$5,570	\$6,098
<b>STATEWIDE Weighted Average</b>					9	\$2,738	\$3,549	\$4,002	1.05	\$4,624	\$5,570	\$6,098

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
88.5%	100.0%	100.5%	94.9%	102.8%	102.7%

5451 SHIPPING POINT INSPECTOR 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-ST-CA	0684	B	FRUIT AND VEGETABLE QUALITY CONTROL INSP		7	\$3,417	\$3,680	\$4,282	0.96	\$5,293	\$5,607	\$6,325	
2020-ST-NV	01.134		AGRICULTURL INSPECTOR 3		1	\$2,803	\$3,036	\$4,055	0.89	\$4,198	\$4,473	\$5,679	
2020-ST-WA	568K		AGRICULTURAL COMMODITY INSPECTOR 4		21	\$3,434	\$4,464	\$4,500	1.13	\$5,292	\$6,531	\$6,574	
<b>State Market Average</b>					29	\$3,408	\$4,226	\$4,432	1.08	\$5,255	\$6,237	\$6,483	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	29	\$3,408	\$4,226	\$4,432	1.08	\$5,255	\$6,237	\$6,483

OREGON  
COMPARISON  
TO  
MARKET

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

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



5453 SHIPPING POINT INSP ASST MGR

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-ST-CA	1165		AGRICULTURE PROGRAM SUPERVISOR I		11	\$5,104	\$5,991	\$6,334	1.05	\$7,306	\$8,364	\$8,774	
2020-ST-NV	01.132		AGRICULTURL INSPECTOR 4		1	\$3,036	\$4,055	\$4,422	1.09	\$4,473	\$5,679	\$6,113	
2020-ST-WA	568L		AGRICULTURAL COMMODITY INSPECTION SUP.		11	\$4,394	\$5,334	\$5,758	1.05	\$6,447	\$7,578	\$8,088	
<b>State Market Average</b>					23	\$4,675	\$5,592	\$5,976	1.05	\$6,772	\$7,871	\$8,330	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	23	\$4,675	\$5,592	\$5,976	1.05	\$6,772	\$7,871	\$8,330

OREGON  
COMPARISON  
TO  
MARKET

5453-Shipping Point Inspector Assistant Manager

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
MMS	MGT SVC SUPERVISORY	A	P	19	3	\$3,395	\$4,259	\$4,990	1.02	\$5,390	\$6,398	\$7,250
<b>Management Wtd Average</b>					3	\$3,395	\$4,259	\$4,990	1.02	\$5,390	\$6,398	\$7,250
<b>STATEWIDE Weighted Average</b>					3	\$3,395	\$4,259	\$4,990	1.02	\$5,390	\$6,398	\$7,250

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
72.6%	76.2%	83.5%	79.6%	81.3%	87.0%

5519 FORCE PROTECTION OFFICER

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-CompAnalyst	LG12000003		Police Patrol Officer		1	\$4,083	\$5,083	\$6,117	1.00	\$5,721	\$6,864	\$8,045	
<b>Purchased Market Average</b>					1	\$4,083	\$5,083	\$6,117	1.00	\$5,721	\$6,864	\$8,045	
2020-ST-CA	1960		SECURITY OFFICER I, DEPARTMENT OF JUSTICE		4	\$3,298	\$3,707	\$4,202	0.99	\$5,151	\$5,639	\$6,229	
<b>State Market Average</b>					4	\$3,298	\$3,707	\$4,202	0.99	\$5,151	\$5,639	\$6,229	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	5	\$3,455	\$3,982	\$4,585	0.99	\$5,265	\$5,884	\$6,592

OREGON COMPARISON TO MARKET  
5519-Force Protection Officer

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
AU	AFSCME AT MILITARY	A	P	18	7	\$3,065	\$4,023	\$4,606	1.05	\$5,005	\$6,122	\$6,803
<b>Non-Corrections/Non-Management Wtd Average</b>					7	\$3,065	\$4,023	\$4,606	1.05	\$5,005	\$6,122	\$6,803
<b>STATEWIDE Weighted Average</b>					7	\$3,065	\$4,023	\$4,606	1.05	\$5,005	\$6,122	\$6,803

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
88.7%	101.0%	100.5%	95.1%	104.1%	103.2%

5550 PARKING SERVICES REPRESENTATIVE

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			Insufficient Market Emp Avg X
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-MIL-NWHCS	09.13		Parking Attendant	4	0								
<b>Purchased Market Average</b>				4									
2020-ST-ID	01930		PARKING SPEC		0	\$1,903	\$2,266	\$3,395		\$3,248	\$3,682	\$5,032	
2020-ST-NV	11.271		University Parking Enforce Officer II		0	\$2,803		\$4,055		\$4,198		\$5,679	
2020-ST-WA	386E		PARKING GUIDE		0	\$2,848		\$3,691		\$4,587		\$5,602	
<b>State Market Average</b>						\$2,518		\$3,714		\$4,011		\$5,438	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>				4	0	\$2,518		\$3,714		\$4,011		\$5,438	

OREGON COMPARISON TO MARKET  
5550-Parking Services Representative

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	14	1	\$2,738	\$3,197	\$3,817	0.98	\$4,624	\$5,159	\$5,882
<b>Non-Corrections/Non-Management Wtd Average</b>					1	\$2,738	\$3,197	\$3,817	0.98	\$4,624	\$5,159	\$5,882
<b>STATEWIDE Weighted Average</b>					1	\$2,738	\$3,197	\$3,817	0.98	\$4,624	\$5,159	\$5,882

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
108.7%	0.0%	102.8%	115.3%	0.0%	108.2%

5561 DEPUTY STATE FIRE MARSHAL

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-WA-ClarkCo	300		Deputy Fire Marshal		0	\$5,880		\$7,156		\$8,417		\$9,953	
2020-WA-KingCo	5301200		Fire Marshal Deputy II		2	\$6,402	\$8,114	\$8,114	1.12	\$9,370	\$11,431	\$11,431	
<b>County Market Average</b>					2	\$6,228	\$8,114	\$7,795	1.12	\$9,053	\$11,431	\$10,938	
2020-ST-CA	9086	B	DEPUTY STATE FIRE MARSHAL		15	\$5,595	\$5,857	\$7,196	0.92	\$7,892	\$8,205	\$9,802	
2020-ST-ID	08963		FIRE MARSHAL, DEPUTY		5	\$4,139	\$4,844	\$7,392	0.84	\$5,922	\$6,766	\$9,815	
2020-ST-WA	396L		DEPUTY STATE FIRE MARSHAL		15	\$4,724	\$6,202	\$6,205	1.13	\$6,844	\$8,622	\$8,627	
<b>State Market Average</b>					35	\$5,013	\$5,860	\$6,799	1.00	\$7,161	\$8,178	\$9,300	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	37	\$5,109	\$5,982	\$6,878	1.01	\$7,311	\$8,354	\$9,429

OREGON  
COMPARISON  
TO  
MARKET

5561-Deputy State Fire Marshal

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						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
AF	AFSCME AT OSP FIRE MARSHAL	A	P	31T	12	\$7,049	\$8,381	\$8,918	1.05	\$9,652	\$11,206	\$11,832	138.0%	140.1%	129.7%	132.0%	134.1%	125.5%
<b>Non-Corrections/Non-Management Wtd Average</b>					12	\$7,049	\$8,381	\$8,918	1.05	\$9,652	\$11,206	\$11,832	138.0%	140.1%	129.7%	132.0%	134.1%	125.5%
<b>STATEWIDE Weighted Average</b>					12	\$7,049	\$8,381	\$8,918	1.05	\$9,652	\$11,206	\$11,832	138.0%	140.1%	129.7%	132.0%	134.1%	125.5%

5562 SUPV DEPUTY STATE FIRE MARSHAL

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-WA-KingCo	5317200		Assistant Fire Marshal		1	\$7,208	\$9,206	\$9,136	1.13	\$10,340	\$12,745	\$12,660
<b>County Market Average</b>					1	\$7,208	\$9,206	\$9,136	1.13	\$10,340	\$12,745	\$12,660
2020-ST-CA	8966		DIVISION CHIEF, CALIFORNIA STATE FIRE MARSH		2	\$8,265	\$9,766	\$9,843	1.08	\$11,079	\$12,869	\$12,961
2020-ST-ID	08962		FIRE MARSHAL, CHF DEPUTY		1	\$4,679	\$5,861	\$8,359	0.90	\$6,569	\$7,983	\$10,971
<b>State Market Average</b>					3	\$7,070	\$8,464	\$9,348	1.02	\$9,575	\$11,240	\$12,298
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	\$7,104	\$8,650	\$9,295	1.05	\$9,766	\$11,616	\$12,388

OREGON  
COMPARISON  
TO  
MARKET

5562-Supervisor Deputy State Fire Marshal

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
MMS	MGT SVC SUPERVISORY	A	P	32	3	\$6,367	\$7,887	\$9,374	1.00	\$8,857	\$10,630	\$12,364
<b>Management Wtd Average</b>					3	\$6,367	\$7,887	\$9,374	1.00	\$8,857	\$10,630	\$12,364
<b>STATEWIDE Weighted Average</b>					3	\$6,367	\$7,887	\$9,374	1.00	\$8,857	\$10,630	\$12,364

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
89.6%	91.2%	100.8%	90.7%	91.5%	99.8%

5617 INTERNAL AUDITOR 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-OR-WashCo	156		Management Auditor		0	\$6,415		\$8,186		\$9,003		\$11,107
2020-WA-KingCo	2120200		Internal Auditor		1	\$7,043	\$9,200	\$8,971	1.15	\$10,142	\$12,737	\$12,462
<b>County Market Average</b>					1	\$6,729	\$9,200	\$8,578	1.15	\$9,573	\$12,737	\$11,785
2020-MIL-PACS	02.09		Auditor - Intermediate	13	18	\$4,793	\$5,313	\$7,293	0.88	\$6,532	\$7,127	\$9,389
<b>Purchased Market Average</b>				13	18	\$4,793	\$5,313	\$7,293	0.88	\$6,532	\$7,127	\$9,389
2020-ST-CA	4089		AUDITOR EVALUATOR II		18	\$5,033	\$6,005	\$7,179	0.98	\$7,222	\$8,381	\$9,782
2020-ST-ID	05202		Quality Assurance Auditor		0	\$4,139		\$7,392		\$5,922		\$9,815
2020-ST-NV	07.213		EXECUTIVE BRANCH AUDITOR 2		2	\$5,497	\$5,883	\$8,264	0.86	\$7,385	\$7,841	\$10,657
<b>State Market Average</b>					20	\$5,035	\$5,993	\$7,292	0.97	\$7,175	\$8,327	\$9,867
<b>OVERALL WEIGHTED MARKET AVERAGE</b>				13	39	\$5,012	\$5,762	\$7,355	0.93	\$7,010	\$7,886	\$9,751

OREGON COMPARISON TO MARKET  
5617-Internal Auditor 2

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
MMN	MGT SVC NONSUPERVISORY	A	P	28	7	\$5,237	\$6,949	\$7,724	1.07	\$7,539	\$9,535	\$10,439
<b>Management Wtd Average</b>					7	\$5,237	\$6,949	\$7,724	1.07	\$7,539	\$9,535	\$10,439
<b>STATEWIDE Weighted Average</b>					7	\$5,237	\$6,949	\$7,724	1.07	\$7,539	\$9,535	\$10,439

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
104.5%	120.6%	105.0%	107.5%	120.9%	107.1%

5618 INTERNAL AUDITOR 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-OR-ClackCo	078		Internal Auditor		1	\$6,712	\$9,061	\$9,061	1.15	\$9,720	\$12,612	\$12,612
2020-OR-JackCo	01021		Sr Auditor		2	\$5,876	\$7,504	\$7,504	1.12	\$9,041	\$11,045	\$11,045
2020-OR-WashCo	020		Management Auditor, Senior		2	\$7,083	\$7,789	\$9,036	0.97	\$9,797	\$10,636	\$12,118
<b>County Market Average</b>					5	\$6,526	\$7,929	\$8,428	1.06	\$9,479	\$11,195	\$11,787
2020-MIL-PACS	02.10		Auditor - Senior	16	13	\$5,994	\$7,603	\$9,151	1.00	\$7,905	\$9,744	\$11,513
<b>Purchased Market Average</b>					16	\$5,994	\$7,603	\$9,151	1.00	\$7,905	\$9,744	\$11,513
2020-ST-CA	4093		SENIOR AUDITOR EVALUATOR I		10	\$6,031	\$7,416	\$8,966	0.99	\$8,412	\$10,064	\$11,914
2020-ST-NV	07.211		EXECUTIVE BRANCH AUDITOR 4		2	\$6,285	\$7,918	\$9,496	1.00	\$8,316	\$10,248	\$12,114
<b>State Market Average</b>					12	\$6,073	\$7,499	\$9,054	0.99	\$8,396	\$10,095	\$11,947
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					16	\$6,114	\$7,616	\$8,992	1.01	\$8,364	\$10,126	\$11,733

OREGON  
COMPARISON  
TO  
MARKET

5618-Internal Auditor 3

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	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
MMN	MGT SVC NONSUPERVISORY	A	P	31	24	\$6,065	\$8,013	\$8,928	1.07	\$8,504	\$10,776	\$11,844	99.2%	105.2%	99.3%	101.7%	106.4%	100.9%
<b>Management Wtd Average</b>					24	\$6,065	\$8,013	\$8,928	1.07	\$8,504	\$10,776	\$11,844	99.2%	105.2%	99.3%	101.7%	106.4%	100.9%
<b>STATEWIDE Weighted Average</b>					24	\$6,065	\$8,013	\$8,928	1.07	\$8,504	\$10,776	\$11,844	99.2%	105.2%	99.3%	101.7%	106.4%	100.9%

2020 Oregon Salary and Benefit Report

Data Effective Date: 07/01/2020

5631 TAX AUDITOR 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-OR-WashCo	392		Business Personal Property Tax Auditor		3	\$5,268	\$6,023	\$6,402	1.03	\$7,641	\$8,538	\$8,988
<b>County Market Average</b>					3	\$5,268	\$6,023	\$6,402	1.03	\$7,641	\$8,538	\$8,988
2020-ST-CA	4361		ASSOCIATE TAX AUDITOR, FRANCHISE TAX BOAF		101	\$5,082	\$5,973	\$6,682	1.02	\$7,279	\$8,343	\$9,189
2020-ST-ID	04336		TAX AUDITOR 2		32	\$4,139	\$4,225	\$7,392	0.73	\$5,922	\$6,026	\$9,815
2020-ST-NV	07.154		AUDITOR 2		98	\$4,055	\$4,782	\$6,012	0.95	\$5,679	\$6,539	\$7,994
2020-ST-WA	155B		REVENUE AUDITOR 2		101	\$4,070	\$5,500	\$5,347	1.17	\$6,058	\$7,777	\$7,593
<b>State Market Average</b>					332	\$4,380	\$5,309	\$6,147	1.02	\$6,305	\$7,415	\$8,411
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	\$4,388	\$5,315	\$6,149	1.02	\$6,317	\$7,425	\$8,416

OREGON  
COMPARISON  
TO  
MARKET

5631-Tax Auditor 1

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
95.3%	96.9%	104.3%	99.9%	100.2%	105.9%

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	25	62	\$4,184	\$5,151	\$6,415	0.97	\$6,310	\$7,439	\$8,913
<b>Non-Corrections/Non-Management Wtd Average</b>					62	\$4,184	\$5,151	\$6,415	0.97	\$6,310	\$7,439	\$8,913
<b>STATEWIDE Weighted Average</b>					62	\$4,184	\$5,151	\$6,415	0.97	\$6,310	\$7,439	\$8,913



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5641 FISCAL AUDITOR 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-CompAnalyst	FA06000007		Internal Auditor I	225	430	\$4,125	\$4,883	\$6,333	0.93	\$5,768	\$6,635	\$8,292	
<b>Purchased Market Average</b>				225	430	\$4,125	\$4,883	\$6,333	0.93	\$5,768	\$6,635	\$8,292	
2020-ST-CA	4287		GENERAL AUDITOR II		11	\$4,025	\$4,450	\$5,292	0.96	\$6,019	\$6,526	\$7,531	
2020-ST-ID	04542		AUDITOR, PUBLIC UTILITY		3	\$4,139	\$4,439	\$7,392	0.77	\$5,922	\$6,282	\$9,815	
2020-ST-WA	1521		AUDITOR 2		6	\$3,128	\$3,915	\$4,070	1.09	\$4,924	\$5,870	\$6,058	
<b>State Market Average</b>					20	\$3,773	\$4,288	\$5,241	0.97	\$5,676	\$6,292	\$7,431	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					225	450	\$4,109	\$4,857	\$6,285	0.94	\$5,764	\$6,620	\$8,254

OREGON  
COMPARISON  
TO  
MARKET

5641-Fiscal Auditor 1

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	23	2	\$3,817	\$5,194	\$5,834	1.08	\$5,882	\$7,488	\$8,235
<b>Non-Corrections/Non-Management Wtd Average</b>					2	\$3,817	\$5,194	\$5,834	1.08	\$5,882	\$7,488	\$8,235
<b>STATEWIDE Weighted Average</b>					2	\$3,817	\$5,194	\$5,834	1.08	\$5,882	\$7,488	\$8,235

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
92.9%	106.9%	92.8%	102.0%	113.1%	99.8%

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5642 FISCAL AUDITOR 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-WA-ThrstnCo	0725		INTERNAL AUDITOR		1	\$5,974	\$7,474	\$7,965	1.07	\$8,487	\$10,293	\$10,884	
<b>County Market Average</b>					1	\$5,974	\$7,474	\$7,965	1.07	\$8,487	\$10,293	\$10,884	
2020-CompAnalyst	FA06000008		Internal Auditor II		1	\$4,750	\$5,833	\$7,417	0.96	\$6,483	\$7,721	\$9,531	
<b>Purchased Market Average</b>					1	\$4,750	\$5,833	\$7,417	0.96	\$6,483	\$7,721	\$9,531	
2020-ST-CA	4285		GENERAL AUDITOR III		20	\$4,840	\$6,197	\$6,364	1.11	\$6,991	\$8,611	\$8,809	
2020-ST-WA	152J		AUDITOR 3		4	\$3,522	\$4,473	\$4,616	1.10	\$5,398	\$6,542	\$6,714	
<b>State Market Average</b>					24	\$4,620	\$5,910	\$6,073	1.11	\$6,725	\$8,266	\$8,460	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	26	\$4,677	\$5,967	\$6,197	1.10	\$6,784	\$8,323	\$8,595

OREGON  
COMPARISON  
TO  
MARKET

5642-Fiscal Auditor 2

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
93.7%	107.4%	108.6%	96.5%	107.0%	107.9%

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
AX	AFSCME AT STATE LANDS	A	P	26	1	\$4,384	\$6,410	\$6,727	1.15	\$6,544	\$8,907	\$9,276
UA	UNREPRESENTED	A	P	26	1	\$4,383	\$5,054	\$6,727	0.91	\$6,542	\$7,325	\$9,276
<b>Non-Corrections/Non-Management Wtd Average</b>					2	\$4,384	\$5,732	\$6,727	1.03	\$6,543	\$8,116	\$9,276
<b>STATEWIDE Weighted Average</b>					2	\$4,384	\$5,732	\$6,727	1.03	\$6,543	\$8,116	\$9,276

5648 GOVERNMENTAL AUDITOR 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-ST-CA	4161		SENIOR MANAGEMENT AUDITOR		38	\$6,018	\$8,032	\$7,853	1.16	\$8,397	\$10,801	\$10,586	
2020-ST-NV	07.212		EXECUTIVE BRANCH AUDITOR 3		3	\$5,754	\$7,034	\$8,655	0.98	\$7,688	\$9,202	\$11,120	
2020-ST-WA	156D		ASSISTANT STATE AUDITOR 4		38	\$5,347	\$6,747	\$7,015	1.09	\$7,593	\$9,278	\$9,601	
<b>State Market Average</b>					79	\$5,685	\$7,376	\$7,480	1.12	\$7,984	\$10,007	\$10,133	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	79	\$5,685	\$7,376	\$7,480	1.12	\$7,984	\$10,007	\$10,133

OREGON  
COMPARISON  
TO  
MARKET

5648-Governmental Auditor 3

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
96.7%	101.5%	108.5%	98.2%	101.5%	107.5%

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
MMN	MGT SVC NONSUPERVISORY	A	P	29	3	\$5,498	\$7,486	\$8,113	1.10	\$7,843	\$10,162	\$10,893
<b>Management Wtd Average</b>					3	\$5,498	\$7,486	\$8,113	1.10	\$7,843	\$10,162	\$10,893
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	29	1	\$5,056	\$6,122	\$7,763	0.96	\$7,327	\$8,571	\$10,485
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	29	4	\$5,056	\$7,147	\$7,763	1.12	\$7,327	\$9,767	\$10,485
<b>Non-Corrections/Non-Management Wtd Average</b>					5	\$5,056	\$6,942	\$7,763	1.08	\$7,327	\$9,527	\$10,485
<b>STATEWIDE Weighted Average</b>					8	\$5,222	\$7,146	\$7,894	1.09	\$7,521	\$9,765	\$10,638

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5675 FINANCIAL EXAMINER 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-ST-CA	4101	B	FINANCIAL INSTITUTIONS EXAMINER		49	\$4,411	\$6,119	\$5,524	1.23	\$6,479	\$8,517	\$7,807
2020-ST-ID	04423		FIN INST EXMNR 1		2	\$3,669	\$5,238	\$6,546	1.03	\$5,360	\$7,237	\$8,803
2020-ST-NV	07.181		FINANCIAL INSTITUTIONS EX 2		9	\$4,231	\$5,150	\$6,285	0.98	\$5,887	\$6,974	\$8,316
<b>State Market Average</b>					60	\$4,359	\$5,944	\$5,672	1.19	\$6,353	\$8,243	\$7,917
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	\$4,359	\$5,944	\$5,672	1.19	\$6,353	\$8,243	\$7,917

OREGON COMPARISON TO MARKET  
5675-Financial Examiner 1

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	24	10	\$4,002	\$5,297	\$6,122	1.05	\$6,098	\$7,608	\$8,571
<b>Non-Corrections/Non-Management Wtd Average</b>					10	\$4,002	\$5,297	\$6,122	1.05	\$6,098	\$7,608	\$8,571
<b>STATEWIDE Weighted Average</b>					10	\$4,002	\$5,297	\$6,122	1.05	\$6,098	\$7,608	\$8,571

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
91.8%	89.1%	107.9%	96.0%	92.3%	108.3%

5676 FINANCIAL EXAMINER 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-ST-CA	4101	C	FINANCIAL INSTITUTIONS EXAMINER		56	\$5,318	\$6,119	\$6,657	1.02	\$7,561	\$8,517	\$9,160	
2020-ST-ID	04421		FIN INST EXMNR 2		2	\$4,139	\$5,839	\$7,392	1.01	\$5,922	\$7,957	\$9,815	
2020-ST-NV	07.183		FINANCIAL INSTITUTIONS EX 4		3	\$4,617	\$6,302	\$6,881	1.10	\$6,344	\$8,336	\$9,021	
2020-ST-WA	161F		FINANCIAL EXAMINER 2		33	\$4,845	\$6,066	\$6,354	1.08	\$6,990	\$8,459	\$8,806	
<b>State Market Average</b>					94	\$5,105	\$6,100	\$6,574	1.05	\$7,287	\$8,479	\$9,045	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	94	\$5,105	\$6,100	\$6,574	1.05	\$7,287	\$8,479	\$9,045

OREGON  
COMPARISON  
TO  
MARKET

5676-Financial Examiner 2

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	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
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	27	5	\$4,611	\$5,925	\$7,053	1.02	\$6,808	\$8,341	\$9,657	90.3%	97.1%	107.3%	93.4%	98.4%	106.8%
<b>Non-Corrections/Non-Management Wtd Average</b>					5	\$4,611	\$5,925	\$7,053	1.02	\$6,808	\$8,341	\$9,657	90.3%	97.1%	107.3%	93.4%	98.4%	106.8%
<b>STATEWIDE Weighted Average</b>					5	\$4,611	\$5,925	\$7,053	1.02	\$6,808	\$8,341	\$9,657	90.3%	97.1%	107.3%	93.4%	98.4%	106.8%

5677 FINANCIAL EXAMINER 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-ST-CA	4102		SENIOR FINANCIAL INSTITUTIONS EXAMINER		42	\$6,118	\$7,959	\$8,042	1.12	\$8,517	\$10,713	\$10,813	
2020-ST-ID	04419		FIN INST EXMNR 3		3	\$4,679	\$6,496	\$8,359	1.00	\$6,569	\$8,743	\$10,971	
2020-ST-NV	07.184		FINANCIAL INSTITUTIONS EX 5		2	\$4,817	\$6,285	\$7,205	1.05	\$6,580	\$8,316	\$9,404	
2020-ST-WA	161G		FINANCIAL EXAMINER 3		42	\$5,612	\$7,116	\$7,366	1.10	\$7,913	\$9,723	\$10,023	
<b>State Market Average</b>					89	\$5,802	\$7,474	\$7,715	1.11	\$8,122	\$10,125	\$10,414	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	89	\$5,802	\$7,474	\$7,715	1.11	\$8,122	\$10,125	\$10,414

OREGON  
COMPARISON  
TO  
MARKET  
  
5677-Financial Examiner 3

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	30	6	\$5,301	\$7,643	\$8,149	1.14	\$7,613	\$10,344	\$10,935
<b>Non-Corrections/Non-Management Wtd Average</b>					6	\$5,301	\$7,643	\$8,149	1.14	\$7,613	\$10,344	\$10,935
<b>STATEWIDE Weighted Average</b>					6	\$5,301	\$7,643	\$8,149	1.14	\$7,613	\$10,344	\$10,935

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%	102.3%	105.6%	93.7%	102.2%	105.0%

5710 OCCUPATIONAL SAFETY SPECIALIST 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-TwrsWtsn	AHS030-P2		Health and Safety	7	13		\$6,196		0.98		\$8,135	
<b>Purchased Market Average</b>				7	13		\$6,196		0.98		\$8,135	
2020-ST-CA	3917		HEALTH AND SAFETY OFFICER		13	\$4,988	\$6,023	\$6,197	1.08	\$7,167	\$8,403	\$8,611
2020-ST-ID	02015		SAFETY & LOSS CNTRL SPEC		1	\$3,276	\$4,177	\$5,848	0.92	\$4,890	\$5,968	\$7,967
2020-ST-NV	11.521		SAFETY SPEC, CONSULTATION		1	\$4,231	\$4,817	\$6,285	0.92	\$5,887	\$6,580	\$8,316
2020-ST-WA	392F		SAFETY & HEALTH SPECIALIST 2		13	\$4,501	\$5,361	\$5,904	1.03	\$6,576	\$7,610	\$8,264
<b>State Market Average</b>					28	\$4,654	\$5,606	\$6,052	1.04	\$6,737	\$7,883	\$8,410
<b>OVERALL WEIGHTED MARKET AVERAGE</b>				7	41	\$4,654	\$5,793	\$6,052	1.02	\$6,737	\$7,963	\$8,410

OREGON  
COMPARISON  
TO  
MARKET

5710-Occupational Safety Specialist 2

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
OAI	SEIU STRIKEABLE INST COALITION	A	P	27	1	\$4,611	\$5,056	\$7,053	0.87	\$6,808	\$7,327	\$9,657
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	27	25	\$4,611	\$5,844	\$7,053	1.00	\$6,808	\$8,247	\$9,657
<b>Non-Corrections/Non-Management Wtd Average</b>					26	\$4,611	\$5,814	\$7,053	1.00	\$6,808	\$8,212	\$9,657
<b>STATEWIDE Weighted Average</b>					26	\$4,611	\$5,814	\$7,053	1.00	\$6,808	\$8,212	\$9,657

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
99.1%	87.3%	116.5%	101.1%	92.0%	114.8%
99.1%	100.9%	116.5%	101.1%	103.6%	114.8%
99.1%	100.4%	116.5%	101.1%	103.1%	114.8%
99.1%	100.4%	116.5%	101.1%	103.1%	114.8%

5733 REGULATORY SPECIALIST

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-ST-CA	1013	C	AGENT, ALCOHOLIC BEVERAGE CONTROL		55	\$5,600	\$6,872	\$7,743	1.03	\$7,898	\$9,415	\$10,456	
2020-ST-NV	13.257		COMPLIANCE/ENFORCMNT INVEST 2		32	\$5,034	\$5,959	\$7,537	0.95	\$6,837	\$7,931	\$9,797	
2020-ST-WA	390G		LCB ENFORCEMENT OFFICER 2		55	\$4,394	\$5,718	\$5,758	1.13	\$6,447	\$8,040	\$8,088	
<b>State Market Average</b>					142	\$5,005	\$6,219	\$6,928	1.05	\$7,097	\$8,548	\$9,390	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	142	\$5,005	\$6,219	\$6,928	1.05	\$7,097	\$8,548	\$9,390

OREGON  
COMPARISON  
TO  
MARKET  
**5733-Regulatory Specialist**

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
AL	AFSCME AT LIQUOR CONTROL COMM	A	P	27	72	\$4,606	\$5,974	\$7,049	1.03	\$6,803	\$8,398	\$9,652
<b>Non-Corrections/Non-Management Wtd Average</b>					72	\$4,606	\$5,974	\$7,049	1.03	\$6,803	\$8,398	\$9,652
<b>STATEWIDE Weighted Average</b>					72	\$4,606	\$5,974	\$7,049	1.03	\$6,803	\$8,398	\$9,652

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
92.0%	96.1%	101.7%	95.9%	98.3%	102.8%



5746 SUPERVISING INSURANCE EXAMINER

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-ST-CA	4411	C	SENIOR INSURANCE EXAMINER (SUPERVISOR)		8	\$6,649	\$8,290	\$8,686	1.08	\$9,150	\$11,108	\$11,581	
2020-ST-ID	08928		INS CONSUMER AFFAIRS SUP		1	\$5,170	\$6,601	\$9,231	0.92	\$7,156	\$8,868	\$12,015	
2020-ST-WA	162J		FUNCTIONAL PROGRAM ANALYST 4		8	\$4,724	\$6,108	\$6,205	1.12	\$6,844	\$8,510	\$8,627	
<b>State Market Average</b>					17	\$5,656	\$7,164	\$7,551	1.09	\$7,948	\$9,754	\$10,216	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	17	\$5,656	\$7,164	\$7,551	1.09	\$7,948	\$9,754	\$10,216

OREGON  
COMPARISON  
TO  
MARKET

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

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

5748 INSURANCE EXAMINER

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-ST-CA	4412	A	ASSOCIATE INSURANCE EXAMINER		19	\$5,082	\$6,491	\$6,682	1.10	\$7,279	\$8,961	\$9,189	
2020-ST-ID	08932		INSURANCE ANLYST,SR		2	\$4,679	\$5,377	\$8,359	0.82	\$6,569	\$7,404	\$10,971	
2020-ST-NV	11.409		INSURANCE EXAMINER 1		3	\$4,617	\$5,153	\$6,881	0.90	\$6,344	\$6,978	\$9,021	
2020-ST-WA	1621		FUNCTIONAL PROGRAM ANALYST 3		19	\$4,282	\$5,454	\$5,616	1.10	\$6,312	\$7,723	\$7,917	
<b>State Market Average</b>					43	\$4,677	\$5,888	\$6,302	1.08	\$6,754	\$8,203	\$8,698	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	43	\$4,677	\$5,888	\$6,302	1.08	\$6,754	\$8,203	\$8,698

OREGON  
COMPARISON  
TO  
MARKET

5748-Insurance Examiner

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Salary		Salary and Benefits		
														Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	30	14	\$5,301	\$7,374	\$8,149	1.10	\$7,613	\$10,031	\$10,935	113.3%	125.2%	129.3%	112.7%	122.3%	125.7%
<b>Non-Corrections/Non-Management Wtd Average</b>					14	\$5,301	\$7,374	\$8,149	1.10	\$7,613	\$10,031	\$10,935	113.3%	125.2%	129.3%	112.7%	122.3%	125.7%
<b>STATEWIDE Weighted Average</b>					14	\$5,301	\$7,374	\$8,149	1.10	\$7,613	\$10,031	\$10,935	113.3%	125.2%	129.3%	112.7%	122.3%	125.7%

5833 RAILROAD COMPLIANCE SPECIALIST

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-ST-ID	04520		SAFETY INSPECTOR REG UTILITIES		2	\$4,139	\$5,077	\$7,392	0.88	\$5,922	\$7,045	\$9,815	
2020-ST-NV	11.515		SAFETY SPECIALIST, RAILWAY		2	\$4,231	\$6,088	\$6,285	1.16	\$5,887	\$8,083	\$8,316	
2020-ST-WA	454I		RAIL CARRIER COMPLIANCE SPECIALIST		1	\$4,177	\$5,218	\$5,482	1.08	\$6,186	\$7,438	\$7,756	
<b>State Market Average</b>					5	\$4,183	\$5,510	\$6,567	1.03	\$5,961	\$7,539	\$8,803	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	5	\$4,183	\$5,510	\$6,567	1.03	\$5,961	\$7,539	\$8,803

OREGON COMPARISON TO MARKET  
5833-Railroad Compliance Specialist

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	29	5	\$5,100	\$7,179	\$7,905	1.10	\$7,379	\$9,803	\$10,650
<b>Non-Corrections/Non-Management Wtd Average</b>					5	\$5,100	\$7,179	\$7,905	1.10	\$7,379	\$9,803	\$10,650
<b>STATEWIDE Weighted Average</b>					5	\$5,100	\$7,179	\$7,905	1.10	\$7,379	\$9,803	\$10,650

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
121.9%	130.3%	120.4%	123.8%	130.0%	121.0%

5857 MOTOR CARRIER ENFORCMNT OFFICER 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-WA-KingCo	4102200		Scale Operator		25	\$3,914	\$4,133	\$4,767	0.95	\$6,377	\$6,640	\$7,403	
<b>County Market Average</b>					25	\$3,914	\$4,133	\$4,767	0.95	\$6,377	\$6,640	\$7,403	
2020-ST-CA	3930		MOTOR CARRIER SPECIALIST I, CALIFORNIA HIGH		81	\$4,050	\$4,893	\$5,028	1.08	\$6,049	\$7,054	\$7,215	
2020-ST-ID	08552		PORT-OF-ENTRY INSPCTR		53	\$2,902	\$3,622	\$5,185	0.90	\$4,443	\$5,305	\$7,174	
2020-ST-NV	11.553		COMMERCL VEHICLE SAFETY INSP 2		11	\$3,893	\$4,269	\$5,754	0.89	\$5,488	\$5,932	\$7,688	
2020-ST-WA	457E		COMMERCIAL VEHICLE OFFICER 1		0	\$3,421		\$4,442		\$5,276		\$6,504	
<b>State Market Average</b>					145	\$3,617	\$4,381	\$5,136	1.00	\$5,418	\$6,329	\$7,231	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	170	\$3,661	\$4,345	\$5,082	0.99	\$5,558	\$6,375	\$7,256

OREGON COMPARISON TO MARKET  
5857-Motor Carrier Enforcement Officer 1

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
OA0	SEIU STRIKEABLE ODOT COALITION	A	P	21	57	\$3,482	\$4,301	\$5,301	0.98	\$5,491	\$6,447	\$7,613
<b>Non-Corrections/Non-Management Wtd Average</b>					57	\$3,482	\$4,301	\$5,301	0.98	\$5,491	\$6,447	\$7,613
<b>STATEWIDE Weighted Average</b>					57	\$3,482	\$4,301	\$5,301	0.98	\$5,491	\$6,447	\$7,613

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
95.1%	99.0%	104.3%	98.8%	101.1%	104.9%

5858 MOTOR CARRIER ENFORCMNT OFFICER 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-ST-CA	3928		MOTOR CARRIER SPECIALIST II, CALIFORNIA HIG		8	\$4,814	\$5,878	\$5,978	1.09	\$6,960	\$8,229	\$8,349	
2020-ST-ID	08551		PORT-OF-ENTRY INSPTR, SR		6	\$3,276	\$4,358	\$5,848	0.96	\$4,890	\$6,185	\$7,967	
2020-ST-NV	11.551		COMMERCL VEHICLE SAFETY INSP 3		1	\$4,231	\$5,484	\$6,285	1.04	\$5,887	\$7,369	\$8,316	
<b>State Market Average</b>					15	\$4,160	\$5,243	\$5,946	1.03	\$6,061	\$7,354	\$8,194	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	15	\$4,160	\$5,243	\$5,946	1.03	\$6,061	\$7,354	\$8,194

OREGON  
COMPARISON  
TO  
MARKET

5858-Motor Carrier Enforcement Officer 2

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	24	13	\$4,002	\$5,129	\$6,122	1.01	\$6,098	\$7,413	\$8,571
<b>Non-Corrections/Non-Management Wtd Average</b>					13	\$4,002	\$5,129	\$6,122	1.01	\$6,098	\$7,413	\$8,571
<b>STATEWIDE Weighted Average</b>					13	\$4,002	\$5,129	\$6,122	1.01	\$6,098	\$7,413	\$8,571

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
96.2%	97.8%	103.0%	100.6%	100.8%	104.6%

5902 COMMUNICABLE DISEASE ANALYST

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-ClackCo	508		Disease Intervention Specialis		5	\$4,299	\$4,357	\$5,417	0.90	\$6,751	\$6,821	\$8,127	
2020-OR-JackCo	509		Disease Intervention Spec		1	\$3,656	\$3,656	\$4,805	0.86	\$6,307	\$6,307	\$7,722	
2020-OR-MultCo	6024		Disease Intervention Specialist		14	\$4,266	\$4,477	\$5,214	0.94	\$6,822	\$7,081	\$7,985	
2020-WA-KingCo	7500100		Disease Research & Interv. Spc		15	\$5,050	\$5,655	\$6,401	0.99	\$7,744	\$8,472	\$9,370	
<b>County Market Average</b>					35	\$4,589	\$4,941	\$5,740	0.95	\$7,192	\$7,618	\$8,591	
2020-ST-NV	10.223		DISEASE CONTROL SPECIALIST 2		2	\$3,893	\$4,436	\$5,754	0.92	\$5,488	\$6,130	\$7,688	
<b>State Market Average</b>					2	\$3,893	\$4,436	\$5,754	0.92	\$5,488	\$6,130	\$7,688	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	37	\$4,552	\$4,914	\$5,741	0.95	\$7,100	\$7,537	\$8,542

OREGON  
COMPARISON  
TO  
MARKET

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

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

5911-E HEALTH CARE INVESTIGTR/ADVISOR

Pharmacist Investigators

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			Insufficient Market
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-ST-CA	8876		INSPECTOR BOARD OF PHARMACY		10	\$6,443	\$8,454	\$8,454	1.03	\$8,904	\$11,304	\$11,304	Emp Avg x
2020-ST-ID	08479		Pharmacy/Drug Compliance Officer, Senior		0	\$4,139		\$7,392		\$5,922		\$9,815	
2020-ST-WA	295J		PHARMACIST - INVESTIGATOR		0	\$8,137		\$9,208		\$10,951		\$12,240	
<b>State Market Average</b>					10	\$6,396	\$8,454	\$8,431	1.03	\$8,832	\$11,304	\$11,261	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	10	\$6,396	\$8,454	\$8,431	1.03	\$8,832	\$11,304	\$11,261

OREGON  
COMPARISON  
TO  
MARKET

5911-E-Health Care Investigator/Advisor

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
OAS	SEIU STRIKEABLE SPEC COALITION	E	P	26	6	\$8,149	\$11,502	\$12,551	1.11	\$10,935	\$14,846	\$16,070
<b>Non-Corrections/Non-Management Wtd Average</b>					6	\$8,149	\$11,502	\$12,551	1.11	\$10,935	\$14,846	\$16,070
<b>STATEWIDE Weighted Average</b>					6	\$8,149	\$11,502	\$12,551	1.11	\$10,935	\$14,846	\$16,070

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
127.4%	136.0%	148.9%	123.8%	131.3%	142.7%

5926 DISABILITY ANALYST 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-ST-CA	8392		DISABILITY EVALUATION ANALYST II		1	\$4,201	\$5,260	\$5,260	1.11	\$6,228	\$7,492	\$7,492	
2020-ST-ID	09450		DISABILITY CLMS AJCTR		11	\$3,669	\$4,727	\$6,546	0.93	\$5,360	\$6,626	\$8,803	
2020-ST-NV	12.456		DISABILITY ADJUDICATOR 3		11	\$3,893	\$5,059	\$5,754	1.05	\$5,488	\$6,866	\$7,688	
2020-ST-WA	1681		DDS ADJUDICATOR 3		2	\$4,394	\$4,500	\$5,758	0.89	\$6,447	\$6,574	\$8,088	
<b>State Market Average</b>					25	\$3,847	\$4,876	\$6,083	0.98	\$5,538	\$6,762	\$8,203	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	25	\$3,847	\$4,876	\$6,083	0.98	\$5,538	\$6,762	\$8,203

OREGON COMPARISON TO MARKET  
5926-Disability Analyst 1

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	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	SR Min to SR Min	Avg to Avg	SR Max to SR Max			
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	23	10	\$3,817	\$4,691	\$5,834	0.97	\$5,882	\$6,902	\$8,235	99.2%	96.2%	95.9%	106.2%	102.1%	100.4%
OAI	SEIU STRIKEABLE INST COALITION	A	P	23	2	\$3,817	\$5,194	\$5,834	1.08	\$5,882	\$7,488	\$8,235	99.2%	106.5%	95.9%	106.2%	110.7%	100.4%
<b>Non-Corrections/Non-Management Wtd Average</b>					12	\$3,817	\$4,775	\$5,834	0.99	\$5,882	\$7,000	\$8,235	99.2%	97.9%	95.9%	106.2%	103.5%	100.4%
<b>STATEWIDE Weighted Average</b>					12	\$3,817	\$4,775	\$5,834	0.99	\$5,882	\$7,000	\$8,235	99.2%	97.9%	95.9%	106.2%	103.5%	100.4%



5938 CANCER REGISTRY SPECIALIST

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-CompAnalyst	HC07000214		Tumor Registrar		1	\$3,542	\$4,567	\$5,217	1.04	\$5,102	\$6,273	\$7,016
2020-MIL-NWHCS	11.05		Certified Tumor Registrar (TNM Staging)	23	18	\$3,911	\$5,178	\$5,731	1.07	\$5,523	\$6,972	\$7,604
<b>Purchased Market Average</b>				23	19	\$3,891	\$5,146	\$5,704	1.07	\$5,501	\$6,935	\$7,573
2020-ST-NV	10.227		CANCER REGISTRY SPECIALIST II		2	\$3,725	\$5,497	\$5,497	1.19	\$5,288	\$7,385	\$7,385
<b>State Market Average</b>					2	\$3,725	\$5,497	\$5,497	1.19	\$5,288	\$7,385	\$7,385
<b>OVERALL WEIGHTED MARKET AVERAGE</b>				23	21	\$3,875	\$5,179	\$5,684	1.08	\$5,481	\$6,978	\$7,555

OREGON  
COMPARISON  
TO  
MARKET

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

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

5955 NUTRITION CONSULTANT

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			Insufficient Market Emp Avg X	
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max		
2020-OR-ClackCo	546		Nutritionist, Senior		1	\$5,417	\$6,593	\$6,862	1.07	\$8,127	\$9,573	\$9,905		
2020-WA-KingCo	3425300		Nutrition Consultant I		0	\$6,105		\$7,739		\$9,013		\$10,979		
<b>County Market Average</b>					1	\$5,761	\$6,593	\$7,300	1.07	\$8,570	\$9,573	\$10,442		
2020-ST-CA	2162		PUBLIC HEALTH NUTRITION CONSULTANT II		0	\$4,822		\$6,332		\$6,970		\$8,771		
2020-ST-ID	02136		NUTRITION SPEC, WIC		1	\$4,679	\$5,277	\$8,359	0.81	\$6,569	\$7,285	\$10,971		
<b>State Market Average</b>					1	\$4,750	\$5,277	\$7,345	0.81	\$6,769	\$7,285	\$9,871		
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	2	\$5,256	\$5,935	\$7,323	0.94	\$7,670	\$8,429	\$10,156	

OREGON  
COMPARISON  
TO  
MARKET

5955-Nutrition Consultant

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	29	7	\$5,056	\$7,402	\$7,763	1.15	\$7,327	\$10,064	\$10,485
<b>Non-Corrections/Non-Management Wtd Average</b>					7	\$5,056	\$7,402	\$7,763	1.15	\$7,327	\$10,064	\$10,485
<b>STATEWIDE Weighted Average</b>					7	\$5,056	\$7,402	\$7,763	1.15	\$7,327	\$10,064	\$10,485

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
96.2%	124.7%	106.0%	95.5%	119.4%	103.2%

6128 CERTIFIED MEDICATION AIDE

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-LaneCo	B051		Certified Medication Aide		0	\$3,032		\$3,909		\$5,405		\$6,481	
2020-OR-MultCo	6304		Medication Aide (CNA)		4	\$3,581	\$4,079	\$4,385	1.02	\$5,982	\$6,593	\$6,969	
<b>County Market Average</b>					4	\$3,471	\$4,079	\$4,290	1.02	\$5,866	\$6,593	\$6,871	
2020-CompAnalyst	HC07000553		Certified Medication Technician		1	\$2,308	\$2,658	\$2,983	1.01	\$3,692	\$4,092	\$4,464	
<b>Purchased Market Average</b>					1	\$2,308	\$2,658	\$2,983	1.01	\$3,692	\$4,092	\$4,464	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	5	\$3,277	\$3,795	\$4,072	1.02	\$5,504	\$6,093	\$6,470

OREGON  
COMPARISON  
TO  
MARKET

6128-Certified Medication Aide

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						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	16	1	\$3,370	\$4,215	\$4,851	1.03	\$5,361	\$6,346	\$7,088	102.8%	111.1%	119.1%	97.4%	104.2%	109.6%
<b>Corrections Wtd Average</b>					1	\$3,370	\$4,215	\$4,851	1.03	\$5,361	\$6,346	\$7,088	102.8%	111.1%	119.1%	97.4%	104.2%	109.6%
<b>STATEWIDE Weighted Average</b>					1	\$3,370	\$4,215	\$4,851	1.03	\$5,361	\$6,346	\$7,088	102.8%	111.1%	119.1%	97.4%	104.2%	109.6%

6135 LICENSED PRACTICAL NURSE

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-JackCo	500		Licensed Practical Mental Health Nurse		0	\$3,822		\$5,032		\$6,512		\$8,001	
2020-OR-LaneCo	B021		Licensed Practical Nurse		26	\$3,894	\$4,897	\$5,398	1.05	\$6,463	\$7,694	\$8,310	
2020-OR-MultCo	6303		Licensed Community Practical Nurse		20	\$4,297	\$5,376	\$5,600	1.09	\$6,860	\$8,184	\$8,459	
2020-WA-KingCo	3311110		Licensed Practical Nurse-Jail		3	\$4,412	\$5,596	\$5,643	1.11	\$6,976	\$8,401	\$8,457	
<b>County Market Average</b>					49	\$4,085	\$5,135	\$5,486	1.07	\$6,654	\$7,938	\$8,372	
2020-CompAnalyst	HC07000004		Licensed Practical Nurse		1	\$3,208	\$4,233	\$4,733	1.07	\$4,721	\$5,892	\$6,464	
2020-MIL-NWHCS	02.06b		LPN - Clinic	64	840	\$3,713	\$4,999	\$5,556	1.08	\$5,297	\$6,768	\$7,404	
<b>Purchased Market Average</b>					64	841	\$3,712	\$4,998	\$5,555	1.08	\$5,297	\$6,767	\$7,403
2020-ST-CA	8257	G	LICENSED VOCATIONAL NURSE, CALIFORNIA DEF		840	\$5,569	\$5,148	\$5,735	0.91	\$7,861	\$7,358	\$8,059	
2020-ST-ID	07676		NURSE, LICENSED PRACTICAL		84	\$2,902	\$3,924	\$5,185	0.97	\$4,443	\$5,665	\$7,174	
2020-ST-NV	10.360		LICENSED PRACTICAL NURSE 2		62	\$3,576	\$5,159	\$5,260	1.17	\$5,113	\$6,985	\$7,104	
2020-ST-WA	286B		LICENSED PRACTICAL NURSE 2		303	\$4,071	\$5,471	\$5,347	1.16	\$6,059	\$7,743	\$7,594	
<b>State Market Average</b>					1,289	\$4,947	\$5,144	\$5,585	0.99	\$7,082	\$7,320	\$7,846	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					64	2,179	\$4,451	\$5,088	\$5,571	1.02	\$6,383	\$7,121	\$7,687

OREGON COMPARISON TO MARKET  
6135-Licensed Practical Nurse

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
OAI	SEIU STRIKEABLE INST COALITION	A	P	22S	136	\$3,795	\$4,828	\$5,786	1.01	\$5,857	\$7,061	\$8,179
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	22S	1	\$3,795	\$5,520	\$5,786	1.15	\$5,857	\$7,869	\$8,179
<b>Non-Corrections/Non-Management Wtd Average</b>					137	\$3,795	\$4,833	\$5,786	1.01	\$5,857	\$7,067	\$8,179
<b>STATEWIDE Weighted Average</b>					137	\$3,795	\$4,833	\$5,786	1.01	\$5,857	\$7,067	\$8,179

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
85.3%	94.9%	103.9%	91.7%	99.2%	106.4%
85.3%	108.5%	103.9%	91.7%	110.5%	106.4%
85.3%	95.0%	103.9%	91.7%	99.3%	106.4%
85.3%	95.0%	103.9%	91.7%	99.3%	106.4%

6208 MENTAL HEALTH REGISTERED NURSE

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-JackCo	535		Mental Health Nurse		1	\$5,749	\$6,099	\$7,623	0.91	\$8,885	\$9,315	\$11,192	
2020-OR-LaneCo	B025		Mental Health Nurse		0	\$5,346		\$6,892		\$8,246		\$10,144	
2020-OR-WashCo	510		Mental Health Nurse		0	\$6,298		\$7,656		\$8,864		\$10,478	
2020-WA-KingCo	3312100		Registered Nurse		16	\$5,358	\$6,304	\$7,501	0.98	\$8,115	\$9,252	\$10,694	
<b>County Market Average</b>					17	\$5,428	\$6,292	\$7,484	0.98	\$8,202	\$9,256	\$10,680	
2020-CompAnalyst	HC07000001		Staff Nurse - RN II		1	\$5,025	\$6,408	\$7,625	1.01	\$6,797	\$8,378	\$9,769	
<b>Purchased Market Average</b>					1	\$5,025	\$6,408	\$7,625	1.01	\$6,797	\$8,378	\$9,769	
2020-ST-CA	8094	T	REGISTERED NURSE (SAFETY)		424	\$7,271	\$8,372	\$8,667	1.05	\$9,892	\$11,206	\$11,557	
2020-ST-ID	07606		NURSE, REGISTERED		58	\$4,139	\$5,240	\$7,392	0.91	\$5,922	\$7,240	\$9,815	
2020-ST-NV	10.307		PSYCHIATRIC NURSE 2		217	\$5,034	\$7,047	\$7,537	1.12	\$6,837	\$9,218	\$9,797	
2020-ST-WA	285E		REGISTERED NURSE 1		0	\$4,640		\$7,419		\$6,743		\$10,087	
<b>State Market Average</b>					699	\$6,314	\$7,701	\$8,209	1.06	\$8,611	\$10,260	\$10,865	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	717	\$6,289	\$7,666	\$8,189	1.06	\$8,598	\$10,233	\$10,859

OREGON COMPARISON TO MARKET 6208-Mental Health Registered Nurse

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
AMH	AFSCME AT OHA/OSH REG NURSE	A	P	30	262	\$6,808	\$8,198	\$9,420	1.01	\$9,371	\$10,993	\$12,418
NMG	ONA AT DHS GROUP HOMES	A	P	30	17	\$6,808	\$8,383	\$9,418	1.03	\$9,371	\$11,208	\$12,415
NMP	ONA AT DHS PENDLETON COTTAGE	A	P	30	5	\$6,808	\$8,462	\$9,418	1.04	\$9,371	\$11,300	\$12,415
<b>Non-Corrections/Non-Management Wtd Average</b>					284	\$6,808	\$8,214	\$9,420	1.01	\$9,371	\$11,011	\$12,417
<b>STATEWIDE Weighted Average</b>					284	\$6,808	\$8,214	\$9,420	1.01	\$9,371	\$11,011	\$12,417

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
108.3%	107.0%	115.0%	109.0%	107.4%	114.4%
108.3%	109.4%	115.0%	109.0%	109.5%	114.3%
108.3%	110.4%	115.0%	109.0%	110.4%	114.3%
108.3%	107.2%	115.0%	109.0%	107.6%	114.4%
108.3%	107.2%	115.0%	109.0%	107.6%	114.4%

6209 MENTAL HEALTH SUPERVISING RN

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-ST-CA	8096	T	SUPERVISING REGISTERED NURSE (SAFETY)		118	\$7,679	\$10,099	\$9,616	1.17	\$10,379	\$13,267	\$12,691	
2020-ST-ID	07572		NURSE, REGISTERED MANAGER		38	\$5,170	\$6,468	\$9,231	0.90	\$7,156	\$8,709	\$12,015	
2020-ST-NV	10.305		PSYCHIATRIC NURSE 3		38	\$5,497	\$7,774	\$8,264	1.13	\$7,385	\$10,077	\$10,657	
2020-ST-WA	285G		REGISTERED NURSE 3		128	\$6,008	\$9,093	\$9,606	1.16	\$8,389	\$12,102	\$12,719	
<b>State Market Average</b>					322	\$6,461	\$8,997	\$9,407	1.13	\$8,854	\$11,890	\$12,382	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	322	\$6,461	\$8,997	\$9,407	1.13	\$8,854	\$11,890	\$12,382

OREGON  
COMPARISON  
TO  
MARKET

6209-Mental Health Supervising Registered Nurse

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
98.5%	96.3%	99.6%	100.0%	97.0%	99.9%

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
MMS	MGT SVC SUPERVISORY	A	P	32	15	\$6,367	\$8,659	\$9,374	1.10	\$8,857	\$11,530	\$12,364
<b>Management Wtd Average</b>					15	\$6,367	\$8,659	\$9,374	1.10	\$8,857	\$11,530	\$12,364
<b>STATEWIDE Weighted Average</b>					15	\$6,367	\$8,659	\$9,374	1.10	\$8,857	\$11,530	\$12,364

6214 INSTITUTION REGISTERED NURSE

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-ClackCo	717		Community Health Nurse		8	\$5,959	\$7,120	\$7,545	1.05	\$8,794	\$10,222	\$10,745	
2020-OR-DescCo	2065		NURSE/CORRECTIONS		8	\$5,871	\$6,481	\$7,137	1.00	\$8,762	\$9,513	\$10,320	
2020-OR-LaneCo	B024		Corrections Health Nurse		0	\$5,618		\$7,245		\$8,580		\$10,577	
2020-OR-MultCo	6315		Community Health Nurse		121	\$6,684	\$7,133	\$8,592	0.93	\$9,789	\$10,340	\$12,130	
2020-WA-KingCo	3312110		Registered Nurse - Jail		24	\$6,162	\$8,037	\$8,627	1.09	\$9,081	\$11,338	\$12,049	
<b>County Market Average</b>					161	\$6,524	\$7,235	\$8,465	0.97	\$9,577	\$10,442	\$11,951	
2020-MIL-NWHCS	02.07b		RN - Clinic		82	2,117	\$5,394	\$8,037	\$8,343	1.17	\$7,219	\$10,240	\$10,590
<b>Purchased Market Average</b>					82	2,117	\$5,394	\$8,037	\$8,343	1.17	\$7,219	\$10,240	\$10,590
2020-ST-CA	9275	J	REGISTERED NURSE, CORRECTIONAL FACILITY		2,117	\$7,634	\$8,780	\$9,100	1.05	\$10,325	\$11,692	\$12,074	
2020-ST-NV	10.318		CORRECTIONAL NURSE 2		77	\$5,034	\$7,337	\$7,537	1.17	\$6,837	\$9,561	\$9,797	
2020-ST-WA	285F		REGISTERED NURSE 2		872	\$5,503	\$8,106	\$8,799	1.13	\$7,781	\$10,914	\$11,747	
<b>State Market Average</b>					3,066	\$6,963	\$8,552	\$8,975	1.08	\$9,514	\$11,417	\$11,924	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					82	5,344	\$6,328	\$8,308	\$8,709	1.11	\$8,607	\$10,922	\$11,396

OREGON  
COMPARISON  
TO  
MARKET

6214-Institution Registered Nurse

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	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	30N	149	\$6,207	\$7,958	\$9,424	1.02	\$8,670	\$10,712	\$12,422	98.1%	95.8%	108.2%	100.7%	98.1%	109.0%
CP	AOCE AT DOC NONSECURITY	A	P	30N	30	\$6,207	\$7,935	\$9,424	1.02	\$8,670	\$10,686	\$12,422	98.1%	95.5%	108.2%	100.7%	97.8%	109.0%
<b>Corrections Wtd Average</b>					179	\$6,207	\$7,954	\$9,424	1.02	\$8,670	\$10,708	\$12,422	98.1%	95.7%	108.2%	100.7%	98.0%	109.0%
OAI	SEIU STRIKEABLE INST COALITION	A	P	28N	12	\$6,207	\$8,206	\$9,420	1.05	\$8,670	\$11,002	\$12,418	98.1%	98.8%	108.2%	100.7%	100.7%	109.0%
<b>Non-Corrections/Non-Management Wtd Average</b>					12	\$6,207	\$8,206	\$9,420	1.05	\$8,670	\$11,002	\$12,418	98.1%	98.8%	108.2%	100.7%	100.7%	109.0%
<b>STATEWIDE Weighted Average</b>					191	\$6,207	\$7,970	\$9,424	1.02	\$8,670	\$10,726	\$12,422	98.1%	95.9%	108.2%	100.7%	98.2%	109.0%

2020 Oregon Salary and Benefit Report

Data Effective Date: 07/01/2020

6216 EPIDEMIOLOGIST 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-ClackCo	509		Epidemiologist		1	\$5,417	\$5,417	\$6,862	0.88	\$8,127	\$8,127	\$9,905	
2020-OR-JackCo	525		Epidemiologist		2	\$4,789	\$5,367	\$6,318	0.97	\$7,703	\$8,414	\$9,585	
2020-OR-LaneCo	B075		Community Health Analyst 1		1	\$4,020	\$4,319	\$5,569	0.90	\$6,617	\$6,985	\$8,520	
2020-OR-MultCo	6360		Epidemiologist		7	\$5,692	\$5,990	\$6,996	0.94	\$8,572	\$8,937	\$10,172	
2020-OR-WashCo	542		Epidemiologist		2	\$6,107	\$7,816	\$7,420	1.16	\$8,638	\$10,667	\$10,198	
2020-WA-ClarkCo	40		Epidemiologist		0	\$5,080		\$6,191		\$7,455		\$8,792	
2020-WA-KingCo	7513100		Epidemiologist I		11	\$6,252	\$6,819	\$7,924	0.96	\$9,190	\$9,872	\$11,202	
2020-WA-ThrstnCo	4426		EPIDEMIOLOGIST		1	\$5,150	\$5,305	\$6,851	0.88	\$7,497	\$7,683	\$9,543	
<b>County Market Average</b>					25	\$5,772	\$6,334	\$7,273	0.96	\$8,595	\$9,285	\$10,414	
2020-ST-CA	5582		RESEARCH SCIENTIST II (EPIDEMIOLOGY/BIOSTA		21	\$5,949	\$6,838	\$7,394	1.02	\$8,315	\$9,375	\$10,039	
2020-ST-ID	07232		EPIDEMIOLOGIST, STAFF		14	\$4,139	\$4,759	\$7,392	0.83	\$5,922	\$6,665	\$9,815	
2020-ST-WA	303J		EPIDEMIOLOGIST 1		0	\$4,966		\$6,517		\$7,135		\$9,001	
<b>State Market Average</b>					35	\$5,218	\$6,006	\$7,369	0.95	\$7,352	\$8,291	\$9,923	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	60	\$5,450	\$6,143	\$7,329	0.95	\$7,873	\$8,705	\$10,129

OREGON COMPARISON TO MARKET 6216-Epidemiologist 1

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	27	2	\$4,611	\$6,427	\$7,053	1.10	\$6,808	\$8,927	\$9,657
<b>Non-Corrections/Non-Management Wtd Average</b>					2	\$4,611	\$6,427	\$7,053	1.10	\$6,808	\$8,927	\$9,657
<b>STATEWIDE Weighted Average</b>					2	\$4,611	\$6,427	\$7,053	1.10	\$6,808	\$8,927	\$9,657

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
84.6%	104.6%	96.2%	86.5%	102.5%	95.3%



6217 EPIDEMIOLOGIST 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-ClackCo	510		Epidemiologist, Senior		1	\$5,959	\$7,073	\$7,545	1.05	\$8,794	\$10,165	\$10,745	
2020-OR-DescCo	9115		EPIDEMIOLOGIST		1	\$6,473	\$7,494	\$8,675	0.99	\$9,503	\$10,759	\$12,213	
2020-OR-LaneCo	B076		Community Health Analyst 2		5	\$4,548	\$5,290	\$6,302	0.98	\$7,266	\$8,177	\$9,420	
2020-OR-MultCo	6361		Epidemiologist Senior		2	\$6,588	\$7,426	\$8,110	1.01	\$9,672	\$10,699	\$11,539	
2020-WA-KingCo	7513200		Epidemiologist II		25	\$6,874	\$7,963	\$8,713	1.02	\$9,938	\$11,249	\$12,151	
<b>County Market Average</b>					34	\$6,476	\$7,499	\$8,287	1.01	\$9,483	\$10,719	\$11,674	
2020-CompAnalyst	HC07000577		Epidemiologist		1	\$6,133	\$8,367	\$9,733	1.06	\$8,064	\$10,616	\$12,178	
<b>Purchased Market Average</b>					1	\$6,133	\$8,367	\$9,733	1.06	\$8,064	\$10,616	\$12,178	
2020-ST-CA	5594		RESEARCH SCIENTIST III (EPIDEMIOLOGY/BIOSTA)		42	\$6,497	\$7,787	\$8,133	1.06	\$8,969	\$10,507	\$10,920	
2020-ST-NV	10.228		DISEASE CONTROL SPECIALIST 3		1	\$4,231	\$5,484	\$6,285	1.04	\$5,887	\$7,369	\$8,316	
2020-ST-WA	303K		EPIDEMIOLOGIST 2 (NON-MEDICAL)		42	\$5,758	\$7,261	\$7,557	1.09	\$8,088	\$9,897	\$10,253	
<b>State Market Average</b>					85	\$6,105	\$7,500	\$7,826	1.08	\$8,497	\$10,169	\$10,560	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	120	\$6,211	\$7,507	\$7,973	1.06	\$8,773	\$10,328	\$10,889

OREGON COMPARISON TO MARKET 6217-Epidemiologist 2

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	30	16	\$5,301	\$7,278	\$8,149	1.08	\$7,613	\$9,920	\$10,935
<b>Non-Corrections/Non-Management Wtd Average</b>					16	\$5,301	\$7,278	\$8,149	1.08	\$7,613	\$9,920	\$10,935
<b>STATEWIDE Weighted Average</b>					16	\$5,301	\$7,278	\$8,149	1.08	\$7,613	\$9,920	\$10,935

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
85.4%	97.0%	102.2%	86.8%	96.0%	100.4%

6218 EPIDEMIOLOGIST 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-OR-LaneCo	B077		Community Health Analyst, Sr		4	\$5,087	\$6,086	\$7,043	1.00	\$7,928	\$9,155	\$10,330
2020-WA-KingCo	7513300		Epidemiologist III		5	\$8,509	\$9,937	\$10,786	1.03	\$11,906	\$13,625	\$14,646
<b>County Market Average</b>					9	\$6,988	\$8,226	\$9,123	1.02	\$10,138	\$11,638	\$12,728
2020-MIL-NWHCS	14.06		Epidemiologist - Infection Control Nurse - Non M.D.	46	50	\$6,541	\$8,227	\$9,993	1.00	\$8,529	\$10,457	\$12,475
<b>Purchased Market Average</b>					46	\$6,541	\$8,227	\$9,993	1.00	\$8,529	\$10,457	\$12,475
2020-ST-ID	07212		EPIDEMIOLOGIST, STATE		2	\$5,602	\$7,363	\$10,007	0.94	\$7,673	\$9,780	\$12,943
2020-ST-NV	U9091		STATE EPIDEMIOLOGIST		1	\$9,093	\$7,932	\$9,093	0.87	\$11,638	\$10,264	\$11,638
2020-ST-WA	303L		EPIDEMIOLOGIST 3 (NON-MEDICAL)		42	\$6,354	\$8,244	\$8,335	1.12	\$8,806	\$11,079	\$11,190
<b>State Market Average</b>					45	\$6,382	\$8,197	\$8,427	1.11	\$8,818	\$11,003	\$11,278
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					46	\$6,511	\$8,214	\$9,240	1.05	\$8,794	\$10,796	\$11,979

OREGON COMPARISON TO MARKET  
6218-Epidemiologist 3

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	32	5	\$5,834	\$8,460	\$8,958	1.14	\$8,235	\$11,298	\$11,879
<b>Non-Corrections/Non-Management Wtd Average</b>					5	\$5,834	\$8,460	\$8,958	1.14	\$8,235	\$11,298	\$11,879
<b>STATEWIDE Weighted Average</b>					5	\$5,834	\$8,460	\$8,958	1.14	\$8,235	\$11,298	\$11,879

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
89.6%	103.0%	97.0%	93.6%	104.7%	99.2%

6228 PUBLIC HEALTH NURSE 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			Insufficient Market Emp Avg x	
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max		
2020-OR-DescCo	1151		PUBLIC HEALTH NURSE II		4	\$5,326	\$6,225	\$7,137	1.00	\$8,090	\$9,197	\$10,320		
2020-OR-JackCo	502		Com Health Nurse II		1	\$5,247	\$6,614	\$6,945	1.09	\$8,266	\$9,950	\$10,358		
2020-OR-LaneCo	B067		Community Health Nurse 1		0	\$4,845		\$6,250		\$7,631		\$9,356		
2020-OR-MarionCo	506		Public Health Nurse 1		0	\$4,526		\$5,770		\$7,082		\$8,613		
2020-WA-ClarkCo	38		Public Health Nurse I		0	\$4,645		\$5,656		\$6,932		\$8,148		
<b>County Market Average</b>					5	\$5,071	\$6,303	\$6,646	1.02	\$7,784	\$9,348	\$9,719		
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	5	\$5,071	\$6,303	\$6,646	1.02	\$7,784	\$9,348	\$9,719	

OREGON  
COMPARISON  
TO  
MARKET

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

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

6229 PUBLIC HEALTH NURSE 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-DescCo	1152		Public Health Nurse III		0	\$5,871		\$7,868		\$8,762		\$11,220	
2020-OR-JackCo	503		Com Health Nurse III		10	\$5,807	\$6,269	\$7,699	0.93	\$8,956	\$9,525	\$11,286	
2020-OR-LaneCo	B022		Community Health Nurse 2		31	\$5,645	\$6,812	\$7,829	1.01	\$8,613	\$10,045	\$11,295	
2020-OR-WashCo	507		Community Health Nurse II		14	\$6,298	\$7,495	\$7,656	1.07	\$8,864	\$10,286	\$10,478	
2020-WA-ClarkCo	391		Public Health Nurse II		16	\$4,756	\$5,624	\$5,792	1.07	\$7,064	\$8,110	\$8,312	
2020-WA-KingCo	3312200		Public Health Nurse		37	\$5,855	\$7,293	\$8,000	1.02	\$8,713	\$10,442	\$11,294	
<b>County Market Average</b>					108	\$5,688	\$6,839	\$7,559	1.02	\$8,487	\$9,878	\$10,755	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	108	\$5,688	\$6,839	\$7,559	1.02	\$8,487	\$9,878	\$10,755

OREGON  
COMPARISON  
TO  
MARKET

6229-Public Health Nurse 2

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						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
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	28N	11	\$6,207	\$8,490	\$9,420	1.09	\$8,670	\$11,332	\$12,418	109.1%	124.1%	124.6%	102.2%	114.7%	115.5%
<b>Non-Corrections/Non-Management Wtd Average</b>					11	\$6,207	\$8,490	\$9,420	1.09	\$8,670	\$11,332	\$12,418	109.1%	124.1%	124.6%	102.2%	114.7%	115.5%
<b>STATEWIDE Weighted Average</b>					11	\$6,207	\$8,490	\$9,420	1.09	\$8,670	\$11,332	\$12,418	109.1%	124.1%	124.6%	102.2%	114.7%	115.5%

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6240 SUPERVISING RN

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-MultCo	9517		Nursing Supervisor		7	\$6,033	\$8,942	\$9,049	1.19	\$8,990	\$12,559	\$12,691	
<b>County Market Average</b>					7	\$6,033	\$8,942	\$9,049	1.19	\$8,990	\$12,559	\$12,691	
2020-MIL-NWHCS	15.47		Nursing Shift Supervisor	38	176	\$6,826	\$9,244	\$10,539	1.06	\$8,856	\$11,619	\$13,099	
<b>Purchased Market Average</b>				38	176	\$6,826	\$9,244	\$10,539	1.06	\$8,856	\$11,619	\$13,099	
2020-ST-CA	8161	T	SUPERVISING REGISTERED NURSE		60	\$7,679	\$9,660	\$9,616	1.12	\$10,379	\$12,743	\$12,691	
2020-ST-ID	07574		NURSE, REGISTERED SENIOR		93	\$4,679	\$5,896	\$8,359	0.90	\$6,569	\$8,025	\$10,971	
2020-ST-NV	10.352		REGISTERED NURSE 5		6	\$5,497	\$8,202	\$8,264	1.19	\$7,385	\$10,584	\$10,657	
<b>State Market Average</b>					159	\$5,842	\$7,404	\$8,830	1.00	\$8,037	\$9,902	\$11,608	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					38	342	\$6,352	\$8,382	\$9,714	1.04	\$8,478	\$10,840	\$12,398

OREGON COMPARISON TO MARKET 6240-Supervising Registered Nurse

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
MMS	MGT SVC SUPERVISORY	A	P	32	3	\$6,367	\$8,928	\$9,374	1.13	\$8,857	\$11,844	\$12,364
<b>Management Wtd Average</b>					3	\$6,367	\$8,928	\$9,374	1.13	\$8,857	\$11,844	\$12,364
<b>STATEWIDE Weighted Average</b>					3	\$6,367	\$8,928	\$9,374	1.13	\$8,857	\$11,844	\$12,364

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
100.2%	106.5%	96.5%	104.5%	109.3%	99.7%

6241 NURSE MANAGER

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-WA-KingCo	3319100		Nurse Manager		3	\$8,038	\$9,961	\$10,442	1.08	\$11,339	\$13,653	\$14,231	
<b>County Market Average</b>					3	\$8,038	\$9,961	\$10,442	1.08	\$11,339	\$13,653	\$14,231	
2020-CompAnalyst	HC07000028		Head Nurse		1	\$7,225	\$9,300	\$10,917	1.03	\$9,311	\$11,683	\$13,531	
<b>Purchased Market Average</b>					1	\$7,225	\$9,300	\$10,917	1.03	\$9,311	\$11,683	\$13,531	
2020-ST-CA	8129	T	SUPERVISING NURSE II		8	\$8,064	\$10,241	\$10,097	1.13	\$10,838	\$13,436	\$13,264	
2020-ST-NV	10.300		DIRECTOR, NURSING SERVICES 2		4	\$6,578	\$9,314	\$9,949	1.13	\$8,662	\$11,899	\$12,650	
2020-ST-WA	285H		REGISTERED NURSE 4		19	\$6,558	\$10,127	\$10,489	1.19	\$9,050	\$13,345	\$13,782	
<b>State Market Average</b>					31	\$6,949	\$10,051	\$10,318	1.16	\$9,462	\$13,182	\$13,502	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	35	\$7,050	\$10,022	\$10,346	1.15	\$9,618	\$13,179	\$13,565

OREGON COMPARISON TO MARKET  
6241-Nurse Manager

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
MMS	MGT SVC SUPERVISORY	A	P	36	75	\$7,724	\$10,442	\$11,386	1.09	\$10,439	\$13,609	\$14,711
<b>Management Wtd Average</b>					75	\$7,724	\$10,442	\$11,386	1.09	\$10,439	\$13,609	\$14,711
<b>STATEWIDE Weighted Average</b>					75	\$7,724	\$10,442	\$11,386	1.09	\$10,439	\$13,609	\$14,711

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
109.6%	104.2%	110.1%	108.5%	103.3%	108.4%

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6255 NURSE PRACTITIONER

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-ClackCo	516		Nurse Practitioner		9	\$8,709	\$9,256	\$11,080	0.94	\$12,178	\$12,852	\$15,097	
2020-OR-JackCo	504		Nurse Practitioner		0	\$7,590		\$9,977		\$11,152		\$14,090	
2020-OR-LaneCo	B023		Nurse Practitioner		4	\$7,552	\$9,687	\$10,469	1.08	\$10,955	\$13,576	\$14,536	
2020-OR-MarionCo	509		Nurse Practitioner		0	\$7,875		\$10,046		\$11,202		\$13,875	
2020-OR-MultCo	6314		Nurse Practitioner		37	\$9,019	\$10,869	\$11,535	1.06	\$12,654	\$14,924	\$15,742	
2020-OR-WashCo	509		Nurse Practitioner		0	\$8,535		\$10,372		\$11,523		\$13,705	
2020-WA-KingCo	3313100		Advanced Reg Nurse Practnr		4	\$7,238	\$10,188	\$10,188	1.17	\$10,377	\$13,926	\$13,926	
<b>County Market Average</b>					54	\$8,688	\$10,462	\$11,220	1.05	\$12,228	\$14,405	\$15,330	
2020-CompAnalyst	HC07000008		Nurse Practitioner		1	\$7,125	\$9,275	\$10,658	1.04	\$9,197	\$11,654	\$13,235	
2020-MIL-NWHCS	02.10a		Nurse Practitioner - Primary Care	64	372	\$7,946	\$11,028	\$12,394	1.08	\$10,136	\$13,658	\$15,220	
2020-MIL-OPES	12.06		Nurse Practitioner	6	56	\$7,873	\$10,817	\$10,243	1.19	\$10,790	\$14,312	\$13,626	
<b>Purchased Market Average</b>					70	429	\$7,935	\$10,996	\$12,110	1.10	\$10,219	\$13,739	\$15,007
2020-ST-CA	8212	T	NURSE PRACTITIONER		7	\$9,045	\$10,152	\$10,224	1.05	\$12,009	\$13,330	\$13,416	
2020-ST-CA	9278	J	NURSE PRACTITIONER, CORRECTIONAL FACILITY		48	\$9,497	\$10,507	\$10,736	1.04	\$12,549	\$13,754	\$14,027	
2020-ST-ID	07584		NURSE, ADVANCED PRACTICE		1	\$5,170	\$7,900	\$9,231	1.10	\$7,156	\$10,422	\$12,015	
2020-ST-NV	10.229		MID-LEVEL MEDICAL PRACTITIONER		7	\$6,012	\$8,568	\$9,064	1.14	\$7,994	\$11,017	\$11,602	
2020-ST-WA	291E		ADVANCED REGISTERED NURSE PRACTITIONER		29	\$7,676	\$12,265	\$12,279	1.23	\$10,396	\$15,918	\$15,934	
<b>State Market Average</b>					92	\$8,577	\$10,858	\$11,040	1.11	\$11,424	\$14,159	\$14,376	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					70	575	\$8,111	\$10,924	\$11,853	1.09	\$10,608	\$13,868	\$14,939

OREGON COMPARISON TO MARKET	6255-Nurse Practitioner	MARKET COMPARISONS																
		Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	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	33	10	\$7,371	\$10,237	\$10,723	1.13	\$10,028	\$13,371	\$13,937	90.9%	93.7%	90.5%	94.5%	96.4%	93.3%
CP	AOCE AT DOC NONSECURITY	A	P	33	1	\$7,371	\$10,237	\$10,666	1.14	\$10,028	\$13,371	\$13,871	90.9%	93.7%	90.0%	94.5%	96.4%	92.9%
<b>Corrections Wtd Average</b>					11	\$7,371	\$10,237	\$10,718	1.13	\$10,028	\$13,371	\$13,931	90.9%	93.7%	90.4%	94.5%	96.4%	93.3%

6255-Nurse Practitioner (Continued)

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	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			
AMH	AFSCME AT OHA/OSH REG NURSE	A	P	33	3	\$7,727	\$10,081	\$10,823	1.09	\$10,443	\$13,189	\$14,054	95.3%	92.3%	91.3%	98.4%	95.1%	94.1%
<b>Non-Corrections/Non-Management Wtd Average</b>					3	\$7,727	\$10,081	\$10,823	1.09	\$10,443	\$13,189	\$14,054	95.3%	92.3%	91.3%	98.4%	95.1%	94.1%
<b>STATEWIDE Weighted Average</b>					14	\$7,447	\$10,204	\$10,740	1.12	\$10,117	\$13,332	\$13,958	91.8%	93.4%	90.6%	95.4%	96.1%	93.4%



6256 PSYCHIATRIC NURSE PRACTITIONER

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-OR-DescCo	1275		PSYCHIATRIC NURSE PRACTITIONER		2	\$7,868	\$10,054	\$10,544	1.09	\$11,220	\$13,911	\$14,515
<b>County Market Average</b>					2	\$7,868	\$10,054	\$10,544	1.09	\$11,220	\$13,911	\$14,515
2020-CompAnalyst	HC07000654		Nurse Practitioner - Psychiatric		1	\$7,200	\$9,108	\$10,533	1.03	\$9,283	\$11,464	\$13,093
2020-MIL-NWHCS	05.10		Psychiatric ARNP		21	\$9,136	\$12,296	\$13,796	1.07	\$11,496	\$15,108	\$16,822
<b>Purchased Market Average</b>					21	\$9,069	\$12,186	\$13,684	1.07	\$11,419	\$14,982	\$16,693
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					21	\$8,992	\$12,049	\$13,481	1.07	\$11,407	\$14,913	\$16,553

OREGON  
COMPARISON  
TO  
MARKET

**6256-Psychiatric Nurse Practitioner**

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
AAON	AFSCME AT DOC SECURITY PLUS	A	P	34	10	\$7,727	\$10,534	\$11,238	1.11	\$10,443	\$13,717	\$14,538
<b>Corrections Wtd Average</b>					10	\$7,727	\$10,534	\$11,238	1.11	\$10,443	\$13,717	\$14,538
<b>STATEWIDE Weighted Average</b>					10	\$7,727	\$10,534	\$11,238	1.11	\$10,443	\$13,717	\$14,538

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
85.9%	87.4%	83.4%	91.6%	92.0%	87.8%

6257 PHYSICIAN'S ASSISTANT

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-OR-LaneCo	B078		Physician Assistant		2	\$7,557	\$9,569	\$10,476	1.06	\$10,961	\$13,431	\$14,545
2020-OR-MultCo	6316		Physician Assistant		6	\$9,019	\$10,743	\$11,535	1.05	\$12,654	\$14,769	\$15,742
<b>County Market Average</b>					8	\$8,653	\$10,449	\$11,271	1.05	\$12,230	\$14,434	\$15,442
2020-CompAnalyst	HC07000009		Physician Assistant - Medical		1	\$7,142	\$9,242	\$10,608	1.04	\$9,216	\$11,616	\$13,178
2020-MIL-NWHCS	02.16a		Physician Assistant - Primary Care	48	171	\$7,753	\$10,695	\$11,982	1.08	\$9,914	\$13,277	\$14,749
<b>Purchased Market Average</b>					48	\$7,749	\$10,686	\$11,974	1.08	\$9,910	\$13,267	\$14,739
2020-ST-CA	8016	J	PHYSICIAN ASSISTANT, CORRECTIONAL FACILITY		30	\$9,363	\$10,585	\$10,790	1.05	\$12,388	\$13,847	\$14,091
<b>State Market Average</b>					30	\$9,363	\$10,585	\$10,790	1.05	\$12,388	\$13,847	\$14,091
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					48	\$8,014	\$10,663	\$11,778	1.08	\$10,353	\$13,394	\$14,674

OREGON  
COMPARISON  
TO  
MARKET

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

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

2020 Oregon Salary and Benefit Report

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6262 PHARMACIST 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-LaneCo	N4800		Clinical Pharmacist		1	\$8,060	\$9,010	\$11,851	0.91	\$11,578	\$12,744	\$16,232	
2020-OR-MultCo	9355		Pharmacist		26	\$8,056	\$11,432	\$12,084	1.14	\$11,472	\$15,615	\$16,415	
2020-WA-KingCo	3320100		Pharmacist		2	\$8,923	\$11,310	\$11,310	1.12	\$12,404	\$15,276	\$15,276	
<b>County Market Average</b>					29	\$8,116	\$11,340	\$12,023	1.13	\$11,540	\$15,493	\$16,330	
2020-CompAnalyst	HC07000011		Pharmacist		1	\$8,958	\$11,458	\$13,025	1.04	\$11,292	\$14,150	\$15,940	
2020-MIL-NWHCS	07.05		Pharmacist	93	622	\$9,080	\$12,093	\$13,269	1.08	\$11,431	\$14,876	\$16,219	
<b>Purchased Market Average</b>					93	623	\$9,079	\$12,092	\$13,269	1.08	\$11,431	\$14,874	\$16,219
2020-ST-CA	7982	P	PHARMACIST I		198	\$9,551	\$10,357	\$10,530	1.03	\$12,613	\$13,575	\$13,780	
2020-ST-WA	295F		PHARMACIST 2		17	\$8,116	\$9,239	\$9,183	1.07	\$10,925	\$12,276	\$12,210	
<b>State Market Average</b>					215	\$9,438	\$10,269	\$10,423	1.03	\$12,479	\$13,472	\$13,656	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					93	867	\$9,136	\$11,615	\$12,521	1.07	\$11,695	\$14,547	\$15,587

OREGON  
COMPARISON  
TO  
MARKET

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

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

2020 Oregon Salary and Benefit Report

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6263 PHARMACIST 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-CompAnalyst	HC07000012		Clinical Pharmacist		1	\$8,492	\$10,992	\$12,750	1.04	\$10,759	\$13,616	\$15,626
<b>Purchased Market Average</b>					1	\$8,492	\$10,992	\$12,750	1.04	\$10,759	\$13,616	\$15,626
2020-ST-ID	07476		PHARMACIST, CLINICAL		1	\$6,744	\$10,921	\$12,044	1.16	\$9,040	\$14,037	\$15,381
<b>State Market Average</b>					1	\$6,744	\$10,921	\$12,044	1.16	\$9,040	\$14,037	\$15,381
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	\$7,618	\$10,956	\$12,397	1.10	\$9,899	\$13,826	\$15,503

OREGON  
COMPARISON  
TO  
MARKET

6263-Pharmacist 2

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
OAI	SEIU STRIKEABLE INST COALITION	A	P	41	3	\$8,958	\$13,172	\$13,823	1.16	\$11,879	\$16,794	\$17,553
<b>Non-Corrections/Non-Management Wtd Average</b>					3	\$8,958	\$13,172	\$13,823	1.16	\$11,879	\$16,794	\$17,553
<b>STATEWIDE Weighted Average</b>					3	\$8,958	\$13,172	\$13,823	1.16	\$11,879	\$16,794	\$17,553

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
117.6%	120.2%	111.5%	120.0%	121.5%	113.2%

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6264 PHARMACY MANAGER 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-CompAnalyst	HC07000269		Pharmacist Manager		1	\$9,592	\$12,642	\$14,667	1.04	\$12,016	\$15,502	\$17,817
2020-MIL-NWHCS	07.06		Pharmacy Clinical Coordinator	26	84	\$9,335	\$12,986	\$13,826	1.12	\$11,723	\$15,896	\$16,855
2020-MIL-NWHCS	15.50		Pharmacy Manager	52	84	\$10,356	\$13,993	\$15,694	1.07	\$12,890	\$17,047	\$18,991
<b>Purchased Market Average</b>				78	169	\$9,844	\$13,485	\$14,759	1.10	\$12,305	\$16,466	\$17,922
2020-ST-CA	7981	P	PHARMACIST II		44	\$10,660	\$11,158	\$11,531	1.01	\$13,936	\$14,530	\$14,975
2020-ST-ID	07474		PHARMACY SVCS SUPV		2	\$7,483	\$11,175	\$13,362	1.07	\$9,923	\$14,340	\$16,957
2020-ST-WA	295N		PHARMACIST SUPV		3	\$8,981	\$10,248	\$10,165	1.07	\$11,967	\$13,491	\$13,391
<b>State Market Average</b>				49		\$10,428	\$11,103	\$11,522	1.01	\$13,652	\$14,459	\$14,959
<b>OVERALL WEIGHTED MARKET AVERAGE</b>				78	218	\$9,975	\$12,949	\$14,031	1.08	\$12,608	\$16,015	\$17,256

OREGON COMPARISON TO MARKET  
6264-Pharmacy Manager 1

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
MMS	MGT SVC SUPERVISORY	A	P	41	3	\$9,849	\$13,823	\$14,519	1.13	\$12,918	\$17,553	\$18,365
<b>Management Wtd Average</b>					3	\$9,849	\$13,823	\$14,519	1.13	\$12,918	\$17,553	\$18,365
<b>STATEWIDE Weighted Average</b>					3	\$9,849	\$13,823	\$14,519	1.13	\$12,918	\$17,553	\$18,365

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
98.7%	106.7%	103.5%	102.5%	109.6%	106.4%

6265 PHARMACY MANAGER 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-MIL-NWHCS	15.49		Pharmacy Director	49	26	\$11,841	\$15,689	\$17,996	1.05	\$14,587	\$18,985	\$21,621
2020-MIL-NWHEX	01.18		Top Pharmacy Position	20	19	\$11,615	\$15,387	\$18,382	1.03	\$14,328	\$18,640	\$22,062
<b>Purchased Market Average</b>				69	45	\$11,745	\$15,561	\$18,159	1.04	\$14,478	\$18,839	\$21,807
2020-ST-CA	7996	P	PHARMACY SERVICES MANAGER		17	\$11,194	\$11,599	\$12,105	1.00	\$14,573	\$15,057	\$15,661
<b>State Market Average</b>					17	\$11,194	\$11,599	\$12,105	1.00	\$14,573	\$15,057	\$15,661
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					69	\$11,594	\$14,475	\$16,499	1.03	\$14,504	\$17,802	\$20,122

OREGON  
COMPARISON  
TO  
MARKET

6265-Pharmacy Manager 2

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
MMS	MGT SVC SUPERVISORY	A	P	43	1	\$10,843	\$15,242	\$16,002	1.14	\$14,077	\$19,208	\$20,095
<b>Management Wtd Average</b>					1	\$10,843	\$15,242	\$16,002	1.14	\$14,077	\$19,208	\$20,095
<b>STATEWIDE Weighted Average</b>					1	\$10,843	\$15,242	\$16,002	1.14	\$14,077	\$19,208	\$20,095

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
93.5%	105.3%	97.0%	97.1%	107.9%	99.9%

6269 CHIEF CLINICAL DIETITIAN

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-MIL-NWHCS	10.08		Chief Clinical Dietitian	20	10	\$6,204	\$7,451	\$9,272	0.96	\$8,145	\$9,569	\$11,650
<b>Purchased Market Average</b>				20	10	\$6,204	\$7,451	\$9,272	0.96	\$8,145	\$9,569	\$11,650
2020-ST-CA	2146		DIRECTOR OF DIETETICS		10	\$5,629	\$7,050	\$7,050	1.11	\$7,932	\$9,629	\$9,629
<b>State Market Average</b>					10	\$5,629	\$7,050	\$7,050	1.11	\$7,932	\$9,629	\$9,629
<b>OVERALL WEIGHTED MARKET AVERAGE</b>				20	20	\$5,917	\$7,251	\$8,161	1.04	\$8,039	\$9,599	\$10,640

OREGON  
COMPARISON  
TO  
MARKET

6269-Chief Clinical Dietician

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
MMS	MGT SVC SUPERVISORY	A	P	29	1	\$5,498	\$6,683	\$8,113	0.98	\$7,843	\$9,225	\$10,893
<b>Management Wtd Average</b>					1	\$5,498	\$6,683	\$8,113	0.98	\$7,843	\$9,225	\$10,893
<b>STATEWIDE Weighted Average</b>					1	\$5,498	\$6,683	\$8,113	0.98	\$7,843	\$9,225	\$10,893

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
92.9%	92.2%	99.4%	97.6%	96.1%	102.4%
92.9%	92.2%	99.4%	97.6%	96.1%	102.4%
92.9%	92.2%	99.4%	97.6%	96.1%	102.4%

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6270 DIETITIAN 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-ClackCo	545		Nutritionist		1	\$4,935	\$3,412	\$6,253	0.61	\$7,533	\$5,659	\$9,156	
2020-OR-JackCo	527		Registered Dietitian		1	\$4,373	\$5,011	\$5,763	0.99	\$7,190	\$7,976	\$8,902	
2020-OR-LaneCo	B044		Nutritionist/Dietitian, WIC		2	\$3,829	\$4,197	\$5,307	0.92	\$6,383	\$6,835	\$8,199	
2020-OR-MultCo	6340		Dietitian (Nutritionist)		4	\$5,214	\$5,795	\$6,398	1.00	\$7,985	\$8,699	\$9,438	
2020-OR-WashCo	513		Public Health Nutritionist		2	\$5,137	\$6,242	\$6,242	1.10	\$7,484	\$8,798	\$8,798	
2020-WA-ClarkCo	36		Nutritionist		2	\$3,343	\$4,169	\$4,073	1.12	\$5,365	\$6,359	\$6,243	
2020-WA-KingCo	3425100		Nutritionist I		13	\$5,422	\$6,179	\$6,873	1.01	\$8,192	\$9,102	\$9,938	
<b>County Market Average</b>					25	\$5,011	\$5,646	\$6,328	1.00	\$7,665	\$8,430	\$9,259	
2020-CompAnalyst	HC07000021		Dietitian		1	\$4,225	\$5,358	\$6,275	1.02	\$5,883	\$7,178	\$8,226	
2020-MIL-NWHCS	10.07		Dietitian - (Registered)	82	147	\$4,637	\$6,147	\$6,988	1.06	\$6,353	\$8,079	\$9,041	
<b>Purchased Market Average</b>					82	148	\$4,634	\$6,141	\$6,983	1.06	\$6,350	\$8,073	\$9,035
2020-ST-CA	2167	A	REGISTERED DIETITIAN		12	\$3,799	\$5,650	\$4,965	1.29	\$5,748	\$7,958	\$7,141	
2020-ST-ID	02134		REG DIETITIAN, PUBLIC HEALTH		3	\$3,669	\$4,325	\$6,546	0.85	\$5,360	\$6,145	\$8,803	
2020-ST-NV	10.226		REGISTERED DIETITIAN 2		2	\$3,893	\$5,626	\$5,754	1.17	\$5,488	\$7,537	\$7,688	
2020-ST-WA	311F		DIETITIAN 2		15	\$3,977	\$5,078	\$5,218	1.10	\$5,946	\$7,270	\$7,438	
<b>State Market Average</b>					32	\$3,876	\$5,256	\$5,281	1.15	\$5,788	\$7,439	\$7,470	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					82	205	\$4,562	\$5,943	\$6,638	1.07	\$6,423	\$8,018	\$8,818

OREGON  
COMPARISON  
TO  
MARKET

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

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



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6271 DIETITIAN 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-DescCo	1236		Registered Dietician		0	\$4,830		\$6,473		\$7,481		\$9,503	
2020-OR-WashCo	540		Public Health Nutritionist, Senior		1	\$5,669	\$6,250	\$6,889	1.00	\$8,117	\$8,807	\$9,567	
2020-WA-KingCo	3425200		Nutritionist II		7	\$5,962	\$7,091	\$7,557	1.05	\$8,841	\$10,199	\$10,761	
<b>County Market Average</b>					8	\$5,804	\$6,985	\$7,363	1.04	\$8,610	\$10,025	\$10,488	
2020-CompAnalyst	HC07000531		Dietitian, Sr.		1	\$4,592	\$5,992	\$6,908	1.04	\$6,302	\$7,902	\$8,950	
<b>Purchased Market Average</b>					1	\$4,592	\$5,992	\$6,908	1.04	\$6,302	\$7,902	\$8,950	
2020-ST-ID	02133		REG DIETITIAN, PUB HEALTH SR		7	\$4,139	\$5,441	\$7,392	0.94	\$5,922	\$7,481	\$9,815	
2020-ST-ID	02150		DIETITIAN, CLINICAL		1	\$3,669	\$4,928	\$6,546	0.96	\$5,360	\$6,867	\$8,803	
2020-ST-NV	10.222		REGISTERED DIETITIAN 3		5	\$4,231	\$5,647	\$6,285	1.07	\$5,887	\$7,561	\$8,316	
<b>State Market Average</b>					13	\$4,138	\$5,481	\$6,901	1.00	\$5,866	\$7,465	\$9,160	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	22	\$4,810	\$6,051	\$7,082	1.01	\$6,958	\$8,416	\$9,671

OREGON COMPARISON TO MARKET 6271-Dietician 2

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
AAON	AFSCME AT DOC SECURITY PLUS	A	P	26	1	\$5,304	\$6,106	\$7,721	0.94	\$7,617	\$8,552	\$10,436
<b>Corrections Wtd Average</b>					1	\$5,304	\$6,106	\$7,721	0.94	\$7,617	\$8,552	\$10,436
OAI	SEIU STRIKEABLE INST COALITION	A	P	26	9	\$4,387	\$5,817	\$6,732	1.05	\$6,547	\$8,215	\$9,282
<b>Non-Corrections/Non-Management Wtd Average</b>					9	\$4,387	\$5,817	\$6,732	1.05	\$6,547	\$8,215	\$9,282
<b>STATEWIDE Weighted Average</b>					10	\$4,479	\$5,846	\$6,831	1.04	\$6,654	\$8,249	\$9,398

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
110.3%	100.9%	109.0%	109.5%	101.6%	107.9%
91.2%	96.1%	95.1%	94.1%	97.6%	96.0%
93.1%	96.6%	96.5%	95.6%	98.0%	97.2%

6294 CLINICAL PSYCHOLOGIST 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-OR-MultCo	6318		Clinical Psychologist		5	\$6,789	\$8,362	\$8,362	1.10	\$9,918	\$11,847	\$11,847
2020-WA-ClarkCo	823		Clinical Psychologist		0	\$5,631		\$7,953		\$8,118		\$10,912
<b>County Market Average</b>					5	\$6,596	\$8,362	\$8,293	1.10	\$9,618	\$11,847	\$11,691
2020-MIL-NWHCS	05.07		Psychologist	36	62	\$7,100	\$8,439	\$10,553	0.96	\$9,169	\$10,699	\$13,115
<b>Purchased Market Average</b>				36	62	\$7,100	\$8,439	\$10,553	0.96	\$9,169	\$10,699	\$13,115
2020-ST-CA	9878	V	PSYCHOLOGIST (HEALTH FACILITY-CLINICAL), DE		4	\$8,265	\$8,200	\$9,224	0.94	\$11,077	\$11,000	\$12,223
2020-ST-ID	09406		PSYCHOLOGIST		1	\$5,602	\$8,653	\$10,007	1.11	\$7,673	\$11,324	\$12,943
2020-ST-NV	10.170		LICENSED PSYCHOLOGIST 1		35	\$6,285	\$8,830	\$9,496	1.12	\$8,316	\$11,326	\$12,114
<b>State Market Average</b>					40	\$6,466	\$8,762	\$9,482	1.10	\$8,576	\$11,293	\$12,146
<b>OVERALL WEIGHTED MARKET AVERAGE</b>				36	107	\$6,837	\$8,556	\$10,031	1.02	\$8,974	\$10,975	\$12,677

OREGON COMPARISON TO MARKET  
6294-Clinical Psychologist 1

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
OAI	SEIU STRIKEABLE INST COALITION	A	P	33	3	\$6,122	\$6,220	\$9,410	0.80	\$8,571	\$8,685	\$12,406
<b>Non-Corrections/Non-Management Wtd Average</b>					3	\$6,122	\$6,220	\$9,410	0.80	\$8,571	\$8,685	\$12,406
<b>STATEWIDE Weighted Average</b>					3	\$6,122	\$6,220	\$9,410	0.80	\$8,571	\$8,685	\$12,406

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
89.5%	72.7%	93.8%	95.5%	79.1%	97.9%

6295 CLINICAL PSYCHOLOGIST 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-WA-KingCo	3211100		Clinical Psychologist		0	\$8,310		\$10,533		\$11,666		\$14,342
<b>County Market Average</b>						\$8,310		\$10,533		\$11,666		\$14,342
2020-CompAnalyst	HC07000634		Psychologist - Ph.D		1	\$6,875	\$8,733	\$10,233	1.02	\$8,911	\$11,035	\$12,750
<b>Purchased Market Average</b>						\$6,875	\$8,733	\$10,233	1.02	\$8,911	\$11,035	\$12,750
2020-ST-CA	9839	U	SENIOR PSYCHOLOGIST (HEALTH FACILITY) (SPE		22	\$8,279	\$9,629	\$9,687	1.07	\$11,095	\$12,706	\$12,775
2020-ST-NV	10.168		LICENSED PSYCHOLOGIST 2		6	\$6,578	\$9,662	\$9,949	1.17	\$8,662	\$12,310	\$12,650
2020-ST-WA	362D		PSYCHOLOGIST 4		0	\$6,679		\$8,766		\$9,197		\$11,707
<b>State Market Average</b>						\$7,872	\$9,636	\$9,710	1.09	\$10,526	\$12,621	\$12,712
<b>OVERALL WEIGHTED MARKET AVERAGE</b>						\$7,854	\$9,605	\$9,753	1.09	\$10,511	\$12,567	\$12,766

OREGON  
COMPARISON  
TO  
MARKET  
**6295-Clinical Psychologist 2**

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
OAI	SEIU STRIKEABLE INST COALITION	A	P	35	46	\$6,732	\$9,051	\$10,350	1.06	\$9,282	\$11,987	\$13,502
<b>Non-Corrections/Non-Management Wtd Average</b>					46	\$6,732	\$9,051	\$10,350	1.06	\$9,282	\$11,987	\$13,502
<b>STATEWIDE Weighted Average</b>					46	\$6,732	\$9,051	\$10,350	1.06	\$9,282	\$11,987	\$13,502

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
85.7%	94.2%	106.1%	88.3%	95.4%	105.8%

6348 RADIOLOGIC TECHNOLOGIST

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-CompAnalyst	HC07000097		Radiologic Technologist II		1	\$4,108	\$5,150	\$5,983	1.02	\$5,749	\$6,940	\$7,892
2020-MIL-NWHCS	01.03		Radiology Technologist (Registered)	92	508	\$4,548	\$5,979	\$6,887	1.05	\$6,252	\$7,887	\$8,925
<b>Purchased Market Average</b>				92	509	\$4,547	\$5,977	\$6,885	1.05	\$6,251	\$7,886	\$8,923
2020-ST-CA	9315	P	RADIOLOGIC TECHNOLOGIST, CORRECTIONAL F		35	\$4,985	\$5,662	\$5,806	1.05	\$7,164	\$7,972	\$8,144
2020-ST-CA	7989	T	RADIOLOGIC TECHNOLOGIST		0	\$4,749		\$5,532		\$6,882		\$7,817
2020-ST-ID	07482		RADIOLOGIC TECH		1	\$2,902	\$3,776	\$5,185	0.93	\$4,443	\$5,489	\$7,174
2020-ST-NV	10.740		RADIOLOGICAL TECHNOLOGIST		2	\$3,296	\$4,817	\$4,817	1.19	\$4,781	\$6,580	\$6,580
2020-ST-WA	300F		IMAGING TECH 1		4	\$3,887	\$5,189	\$5,093	1.16	\$5,837	\$7,403	\$7,288
<b>State Market Average</b>					42	\$4,750	\$5,532	\$5,673	1.06	\$6,860	\$7,792	\$7,961
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					92	\$4,563	\$5,943	\$6,791	1.05	\$6,298	\$7,878	\$8,848

OREGON  
COMPARISON  
TO  
MARKET

6348-Radiologic Technologist

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
AAON	AFSCME AT DOC SECURITY PLUS	A	P	19	4	\$3,850	\$5,242	\$5,556	1.11	\$5,921	\$7,544	\$7,911
<b>Corrections Wtd Average</b>					4	\$3,850	\$5,242	\$5,556	1.11	\$5,921	\$7,544	\$7,911
OAI	SEIU STRIKEABLE INST COALITION	A	P	21	2	\$3,482	\$4,743	\$5,301	1.08	\$5,491	\$6,962	\$7,613
<b>Non-Corrections/Non-Management Wtd Average</b>					2	\$3,482	\$4,743	\$5,301	1.08	\$5,491	\$6,962	\$7,613
<b>STATEWIDE Weighted Average</b>					6	\$3,727	\$5,076	\$5,471	1.10	\$5,778	\$7,350	\$7,811

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
84.4%	88.2%	81.8%	94.0%	95.8%	89.4%
76.3%	79.8%	78.1%	87.2%	88.4%	86.0%
81.7%	85.4%	80.6%	91.7%	93.3%	88.3%

6380 DIETETIC TECHNICIAN

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-CompAnalyst	HC07000341		Diet Technician		1	\$2,608	\$3,392	\$3,850	1.05	\$4,035	\$4,930	\$5,454
2020-MIL-NWHCS	10.06		Diet Technician	16	11	\$3,115	\$3,837	\$4,566	0.92	\$4,614	\$5,439	\$6,273
<b>Purchased Market Average</b>				16	12	\$3,076	\$3,800	\$4,511	0.93	\$4,569	\$5,397	\$6,210
2020-ST-CA	2169		DIETETIC TECHNICIAN		1	\$2,877	\$3,604	\$3,604	1.11	\$4,649	\$5,517	\$5,517
2020-ST-WA	312G		DIETETIC TECHNICIAN		0	\$2,720		\$3,515		\$4,433		\$5,389
<b>State Market Average</b>					1	\$2,799	\$3,604	\$3,560	1.11	\$4,541	\$5,517	\$5,453
<b>OVERALL WEIGHTED MARKET AVERAGE</b>				16	13	\$3,039	\$3,785	\$4,384	0.94	\$4,566	\$5,406	\$6,109

OREGON  
COMPARISON  
TO  
MARKET

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

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

6387 PHARMACY CLERK & TECH 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-WA-KingCo	3321100		Pharmacy Assistant		0	\$3,069		\$3,890		\$5,360		\$6,348
<b>County Market Average</b>						\$3,069		\$3,890		\$5,360		\$6,348
2020-CompAnalyst	HC07000279		Pharmacy Service Clerk		1	\$2,067	\$2,442	\$3,025	0.96	\$3,416	\$3,845	\$4,511
2020-CompAnalyst	HC07000035		Pharmacy Technician I		1	\$2,342	\$3,108	\$3,450	1.07	\$3,730	\$4,607	\$4,997
2020-MIL-NWHCS	07.01		Pharmacy Assistant	24	43	\$2,714	\$3,446	\$3,908	1.02	\$4,156	\$4,992	\$5,520
<b>Purchased Market Average</b>						\$2,692	\$3,416	\$3,878	1.02	\$4,130	\$4,958	\$5,487
2020-ST-NV	10.728		Pharmacy Technician I		0	\$2,803		\$4,055		\$4,198		\$5,679
2020-ST-WA	296F		PHARMACY TECHNICIAN		21	\$3,803	\$4,753	\$4,988	1.08	\$5,736	\$6,879	\$7,162
<b>State Market Average</b>						\$3,757	\$4,753	\$4,946	1.08	\$5,666	\$6,879	\$7,095
<b>OVERALL WEIGHTED MARKET AVERAGE</b>						\$3,037	\$3,841	\$4,219	1.04	\$4,638	\$5,569	\$6,012

OREGON  
COMPARISON  
TO  
MARKET

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

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			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-MultiCo	6119		Pharmacy Technician		22	\$3,685	\$4,179	\$4,515	1.02	\$6,109	\$6,716	\$7,128	
2020-WA-KingCo	3321200		Pharmacy Technician		9	\$3,799	\$4,606	\$4,816	1.07	\$6,239	\$7,209	\$7,462	
<b>County Market Average</b>					31	\$3,718	\$4,303	\$4,603	1.03	\$6,147	\$6,859	\$7,225	
2020-CompAnalyst	HC07000036		Pharmacy Technician II		1	\$2,775	\$3,558	\$4,092	1.04	\$4,226	\$5,121	\$5,730	
2020-MIL-NWHCS	07.02		Pharmacy Technician		87	724	\$3,193	\$4,289	\$4,826	1.07	\$4,703	\$5,956	\$6,569
<b>Purchased Market Average</b>					87	725	\$3,192	\$4,288	\$4,825	1.07	\$4,702	\$5,955	\$6,568
2020-ST-CA	7979	P	PHARMACY TECHNICIAN		334	\$3,134	\$3,730	\$3,928	1.06	\$4,956	\$5,666	\$5,902	
2020-ST-ID	07461		PHARMACY ASST,SR		3	\$1,903	\$3,022	\$3,395	1.14	\$3,248	\$4,587	\$5,032	
2020-ST-NV	10.723		PHARMACY TECHNICIAN 2		15	\$3,036	\$3,772	\$4,422	1.01	\$4,473	\$5,345	\$6,113	
2020-ST-WA	296H		PHARMACY TECHNICIAN 1		28	\$3,878	\$5,102	\$5,091	1.14	\$5,826	\$7,299	\$7,286	
<b>State Market Average</b>					380	\$3,176	\$3,827	\$4,029	1.06	\$4,987	\$5,765	\$6,006	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					87	1,136	\$3,201	\$4,134	\$4,552	1.07	\$4,837	\$5,916	\$6,398

OREGON  
COMPARISON  
TO  
MARKET

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

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%

Currently no Oregon employees

6391 DENTAL ASSISTANT 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-CompAnalyst	HC07000284		Dental Assistant		1	\$2,550	\$3,242	\$3,717	1.03	\$3,968	\$4,759	\$5,302
2020-MIL-NWHCS	01.34a		Dental Assistant	27	179	\$3,000	\$3,721	\$4,337	1.01	\$4,482	\$5,306	\$6,011
<b>Purchased Market Average</b>				27	180	\$2,997	\$3,718	\$4,333	1.01	\$4,479	\$5,303	\$6,007
2020-ST-ID	07338		Dental Assistant 1		0	\$2,156		\$3,854		\$3,551		\$5,581
2020-ST-NV	10.264		Dental Assistant I		0	\$2,591		\$3,725		\$3,948		\$5,288
<b>State Market Average</b>						\$2,374		\$3,789		\$3,749		\$5,435
<b>OVERALL WEIGHTED MARKET AVERAGE</b>				27	180	\$2,990	\$3,718	\$4,327	1.01	\$4,471	\$5,303	\$6,000

OREGON COMPARISON TO MARKET  
6391-Dental Assistant 1

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
AAON	AFSCME AT DOC SECURITY PLUS	A	P	15	4	\$3,229	\$4,323	\$4,631	1.10	\$5,196	\$6,472	\$6,832
<b>Corrections Wtd Average</b>					4	\$3,229	\$4,323	\$4,631	1.10	\$5,196	\$6,472	\$6,832
<b>STATEWIDE Weighted Average</b>					4	\$3,229	\$4,323	\$4,631	1.10	\$5,196	\$6,472	\$6,832

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
108.0%	116.3%	107.0%	116.2%	122.0%	113.9%



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6394 DENTAL ASSISTANT 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-ClackCo	558		Dental Assistant, EFDA		14	\$3,399	\$4,104	\$4,299	1.07	\$5,643	\$6,510	\$6,751	
2020-OR-LaneCo	B066		Dental Assistant		0	\$3,188		\$4,113		\$5,596		\$6,732	
2020-OR-MultCo	6346		Dental Assistant (EFDA)		53	\$3,685	\$4,278	\$4,515	1.04	\$6,109	\$6,837	\$7,128	
2020-WA-KingCo	3331100		Dental Assistant		23	\$3,799	\$4,500	\$4,816	1.04	\$6,239	\$7,083	\$7,462	
<b>County Market Average</b>					90	\$3,664	\$4,308	\$4,554	1.05	\$6,065	\$6,849	\$7,150	
2020-MIL-NWHCS	01.34b		Expanded Functions Dental Auxiliary		11	\$3,442	\$4,160	\$5,080	0.98	\$4,988	\$5,809	\$6,860	
<b>Purchased Market Average</b>					11	\$3,442	\$4,160	\$5,080	0.98	\$4,988	\$5,809	\$6,860	
2020-ST-CA	9296	U	DENTAL ASSISTANT, CORRECTIONAL FACILITY		174	\$4,379	\$4,723	\$5,482	0.96	\$6,441	\$6,851	\$7,757	
2020-ST-CA	7911	Y	DENTAL ASSISTANT		3	\$3,980	\$4,408	\$5,232	0.96	\$5,964	\$6,475	\$7,459	
2020-ST-ID	07340		Dental Assistant 2		0	\$2,485		\$4,443		\$3,944		\$6,286	
2020-ST-NV	10.263		DENTAL ASSISTANT 2		9	\$2,803	\$3,513	\$4,055	1.02	\$4,198	\$5,038	\$5,679	
2020-ST-WA	294F		DENTAL ASSISTANT		36	\$3,838	\$5,035	\$5,034	1.13	\$5,778	\$7,218	\$7,217	
<b>State Market Average</b>					222	\$4,214	\$4,720	\$5,344	0.99	\$6,226	\$6,832	\$7,575	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					11	408	\$3,911	\$4,497	\$5,107	1.00	\$5,900	\$6,595	\$7,314

OREGON  
COMPARISON  
TO  
MARKET

6394-Dental Assistant 2

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
AAON	AFSCME AT DOC SECURITY PLUS	A	P	16	22	\$3,370	\$4,612	\$4,851	1.12	\$5,361	\$6,809	\$7,088
CP	AOCE AT DOC NONSECURITY	A	P	16	3	\$3,376	\$4,625	\$4,828	1.13	\$5,368	\$6,825	\$7,061
<b>Corrections Wtd Average</b>					25	\$3,371	\$4,613	\$4,848	1.12	\$5,362	\$6,811	\$7,085
OAI	SEIU STRIKEABLE INST COALITION	A	P	16	2	\$2,825	\$4,002	\$4,184	1.14	\$4,725	\$6,098	\$6,310
<b>Non-Corrections/Non-Management Wtd Average</b>					2	\$2,825	\$4,002	\$4,184	1.14	\$4,725	\$6,098	\$6,310
<b>STATEWIDE Weighted Average</b>					27	\$3,330	\$4,568	\$4,799	1.12	\$5,315	\$6,758	\$7,028

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
86.2%	102.5%	95.0%	90.9%	103.3%	96.9%
86.3%	102.8%	94.5%	91.0%	103.5%	96.6%
86.2%	102.6%	94.9%	90.9%	103.3%	96.9%
72.2%	89.0%	81.9%	80.1%	92.5%	86.3%
72.2%	89.0%	81.9%	80.1%	92.5%	86.3%
85.1%	101.6%	94.0%	90.1%	102.5%	96.1%

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Data Effective Date: 07/01/2020

6396 DENTAL HYGIENIST

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-ClackCo	557		Dental Hygienist		4	\$6,253	\$7,233	\$7,911	1.02	\$9,156	\$10,361	\$11,196	
2020-OR-LaneCo	B061		Expand Pract Dental Hygienist		2	\$5,758	\$7,980	\$7,980	1.16	\$8,752	\$11,480	\$11,480	
2020-OR-MultCo	6348		Dental Hygienist		18	\$6,588	\$7,322	\$8,110	1.00	\$9,672	\$10,572	\$11,539	
2020-WA-KingCo	3332100		Dental Hygienist		0	\$6,874		\$8,713		\$9,938		\$12,151	
<b>County Market Average</b>					24	\$6,480	\$7,362	\$8,092	1.01	\$9,526	\$10,613	\$11,504	
2020-CompAnalyst	HC07000037		Dental Hygienist		1	\$5,058	\$6,575	\$7,233	1.07	\$6,835	\$8,569	\$9,321	
2020-MIL-NWHCS	01.35		Dental Hygienist	27	107	\$5,974	\$7,695	\$8,603	1.05	\$7,882	\$9,849	\$10,886	
<b>Purchased Market Average</b>					27	108	\$5,966	\$7,685	\$8,590	1.05	\$7,872	\$9,837	\$10,872
2020-ST-CA	9298	Q	DENTAL HYGIENIST, CORRECTIONAL FACILITY		50	\$5,889	\$7,241	\$7,376	1.09	\$8,243	\$9,857	\$10,018	
2020-ST-ID	07309		DENTAL HYGIENIST		3	\$3,669	\$5,171	\$6,546	1.01	\$5,360	\$7,158	\$8,803	
2020-ST-WA	292F		DENTAL HYGIENIST 2		0	\$4,724		\$6,205		\$6,844		\$8,627	
<b>State Market Average</b>					53	\$5,744	\$7,124	\$7,309	1.09	\$8,057	\$9,704	\$9,924	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					27	185	\$5,970	\$7,482	\$8,156	1.05	\$8,145	\$9,899	\$10,684

OREGON COMPARISON TO MARKET 6396-Dental Hygienist

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
OAI	SEIU STRIKEABLE INST COALITION	A	P	29	1	\$5,056	\$7,402	\$7,763	1.15	\$7,327	\$10,064	\$10,485
<b>Non-Corrections/Non-Management Wtd Average</b>					1	\$5,056	\$7,402	\$7,763	1.15	\$7,327	\$10,064	\$10,485
<b>STATEWIDE Weighted Average</b>					1	\$5,056	\$7,402	\$7,763	1.15	\$7,327	\$10,064	\$10,485

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
84.7%	98.9%	95.2%	90.0%	101.7%	98.1%

6440 DISTRICT VETERINARIAN

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-WA-KingCo	3204100		Public Health Veterinarian		1	\$9,356	\$11,045	\$11,859	1.04	\$12,925	\$14,957	\$15,937	
<b>County Market Average</b>					1	\$9,356	\$11,045	\$11,859	1.04	\$12,925	\$14,957	\$15,937	
2020-ST-CA	0177	D	VETERINARIAN (GENERAL)		5	\$7,027	\$7,436	\$8,745	0.94	\$9,601	\$10,089	\$11,651	
2020-ST-ID	00260		VETERINARIAN, MEDICL OFF		1	\$5,170	\$6,911	\$9,231	0.96	\$7,156	\$9,239	\$12,015	
<b>State Market Average</b>					6	\$6,718	\$7,349	\$8,826	0.95	\$9,193	\$9,947	\$11,712	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	7	\$7,095	\$7,877	\$9,260	0.96	\$9,727	\$10,663	\$12,315

OREGON  
COMPARISON  
TO  
MARKET

6440-District Veterinarian

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						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
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	29	3	\$5,056	\$6,955	\$7,763	1.09	\$7,327	\$9,543	\$10,485	71.3%	88.3%	83.8%	75.3%	89.5%	85.1%
<b>Non-Corrections/Non-Management Wtd Average</b>					3	\$5,056	\$6,955	\$7,763	1.09	\$7,327	\$9,543	\$10,485	71.3%	88.3%	83.8%	75.3%	89.5%	85.1%
<b>STATEWIDE Weighted Average</b>					3	\$5,056	\$6,955	\$7,763	1.09	\$7,327	\$9,543	\$10,485	71.3%	88.3%	83.8%	75.3%	89.5%	85.1%

6502 PHYSICAL THERAPY ASST

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-CompAnalyst	HC07000089		Licensed Physical Therapist Assistant		1	\$3,700	\$4,675	\$5,483	1.02	\$5,283	\$6,397	\$7,321
2020-MIL-NWHCS	01.22		Physical Therapy Assistant	65	100	\$4,134	\$5,399	\$6,080	1.06	\$5,779	\$7,225	\$8,003
<b>Purchased Market Average</b>				65	101	\$4,130	\$5,392	\$6,074	1.06	\$5,774	\$7,217	\$7,996
2020-ST-CA	8272		PHYSICAL THERAPY ASSISTANT		0	\$2,664		\$3,336		\$4,395		\$5,196
2020-ST-ID	07614		PHYSICAL OCC THERAPY AID		9	\$2,156	\$3,342	\$3,854	1.11	\$3,551	\$4,969	\$5,581
2020-ST-WA	310E		PHYSICAL THERAPY ASSISTANT 1		1	\$3,434	\$4,500	\$4,500	1.13	\$5,292	\$6,574	\$6,574
<b>State Market Average</b>					10	\$2,319	\$3,457	\$3,865	1.11	\$3,786	\$5,129	\$5,637
<b>OVERALL WEIGHTED MARKET AVERAGE</b>				65	111	\$3,952	\$5,218	\$5,857	1.06	\$5,578	\$7,029	\$7,764

OREGON  
COMPARISON  
TO  
MARKET

6502-Physical Therapy Assistant

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
77.4%	84.1%	78.7%	89.6%	93.1%	87.7%

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
OAI	SEIU STRIKEABLE INST COALITION	A	P	18	1	\$3,058	\$4,387	\$4,611	1.14	\$4,997	\$6,547	\$6,808
<b>Non-Corrections/Non-Management Wtd Average</b>					1	\$3,058	\$4,387	\$4,611	1.14	\$4,997	\$6,547	\$6,808
<b>STATEWIDE Weighted Average</b>					1	\$3,058	\$4,387	\$4,611	1.14	\$4,997	\$6,547	\$6,808

6503 PHYSICAL THERAPIST

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-CompAnalyst	HC07000015		Physical Therapist		1	\$5,800	\$7,442	\$8,550	1.04	\$7,683	\$9,559	\$10,826
2020-MIL-NWHCS	01.23		Physical Therapist	75	441	\$6,240	\$8,148	\$9,208	1.05	\$8,185	\$10,367	\$11,578
<b>Purchased Market Average</b>				75	442	\$6,239	\$8,147	\$9,206	1.05	\$8,184	\$10,365	\$11,576
2020-ST-CA	8315		PHYSICAL THERAPIST I, DEPARTMENTS OF MEN1		0	\$4,365		\$5,997		\$6,425		\$8,371
2020-ST-ID	07727		THERAPIST		4	\$4,679	\$6,928	\$8,359	1.06	\$6,569	\$9,259	\$10,971
2020-ST-WA	306U		PHYSICAL THERAPIST 2		0	\$4,394		\$5,758		\$6,447		\$8,088
<b>State Market Average</b>					4	\$4,579	\$6,928	\$7,532	1.06	\$6,524	\$9,259	\$10,057
<b>OVERALL WEIGHTED MARKET AVERAGE</b>				75	446	\$6,216	\$8,136	\$9,184	1.05	\$8,162	\$10,355	\$11,556

OREGON  
COMPARISON  
TO  
MARKET

6503-Physical Therapist

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
OAI	SEIU STRIKEABLE INST COALITION	A	P	29	1	\$5,056	\$7,402	\$7,763	1.15	\$7,327	\$10,064	\$10,485
<b>Non-Corrections/Non-Management Wtd Average</b>					1	\$5,056	\$7,402	\$7,763	1.15	\$7,327	\$10,064	\$10,485
<b>STATEWIDE Weighted Average</b>					1	\$5,056	\$7,402	\$7,763	1.15	\$7,327	\$10,064	\$10,485

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
81.3%	91.0%	84.5%	89.8%	97.2%	90.7%

6506 CERT OCCUPATION THERAPIST ASST

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-CompAnalyst	HC07000088		Certified Occupational Therapist Assistant		1	\$3,850	\$4,983	\$5,617	1.05	\$5,454	\$6,749	\$7,473
2020-MIL-NWHCS	01.20		Occupational Therapy Assistant (Certified)	34	24	\$4,129	\$5,171	\$6,099	1.01	\$5,773	\$6,964	\$8,025
<b>Purchased Market Average</b>				34	25	\$4,118	\$5,164	\$6,080	1.01	\$5,760	\$6,955	\$8,003
2020-ST-ID	07763		THERAPY TECH		1	\$2,902	\$3,871	\$5,185	0.96	\$4,443	\$5,602	\$7,174
2020-ST-NV	10.673		ACTIVITIES THERAPY TECH 2		8	\$3,036	\$3,812	\$4,422	1.02	\$4,473	\$5,391	\$6,113
2020-ST-WA	310H		OCCUPATIONAL THERAPY ASSISTANT 1		3	\$2,913	\$3,262	\$3,755	0.98	\$4,665	\$5,085	\$5,678
<b>State Market Average</b>					12	\$2,994	\$3,679	\$4,319	1.01	\$4,518	\$5,332	\$6,093
<b>OVERALL WEIGHTED MARKET AVERAGE</b>				34	37	\$3,753	\$4,682	\$5,509	1.01	\$5,357	\$6,429	\$7,383

OREGON  
COMPARISON  
TO  
MARKET

6506-Certified Occupation Therapist Assistant

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						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
OAI	SEIU STRIKEABLE INST COALITION	A	P	18	1	\$3,058	\$4,387	\$4,611	1.14	\$4,997	\$6,547	\$6,808	81.5%	93.7%	83.7%	93.3%	101.8%	92.2%
<b>Non-Corrections/Non-Management Wtd Average</b>					1	\$3,058	\$4,387	\$4,611	1.14	\$4,997	\$6,547	\$6,808	81.5%	93.7%	83.7%	93.3%	101.8%	92.2%
<b>STATEWIDE Weighted Average</b>					1	\$3,058	\$4,387	\$4,611	1.14	\$4,997	\$6,547	\$6,808	81.5%	93.7%	83.7%	93.3%	101.8%	92.2%

6508 OCCUPATIONAL THERAPIST

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-OR-DescCo	1163		OCCUPATIONAL THERAPIST		1	\$5,326	\$5,871	\$7,137	0.94	\$8,090	\$8,762	\$10,320
<b>County Market Average</b>					1	\$5,326	\$5,871	\$7,137	0.94	\$8,090	\$8,762	\$10,320
2020-CompAnalyst	HC07000013		Occupational Therapist		1	\$5,883	\$7,525	\$8,708	1.03	\$7,778	\$9,654	\$11,007
2020-MIL-NWHCS	01.21		Occupational Therapist (Registered)	68	226	\$6,218	\$8,031	\$9,147	1.05	\$8,161	\$10,233	\$11,508
<b>Purchased Market Average</b>				68	227	\$6,217	\$8,029	\$9,145	1.05	\$8,159	\$10,230	\$11,506
2020-ST-CA	8204	U	OCCUPATIONAL THERAPIST, DEPARTMENTS OF I		1	\$6,145	\$7,235	\$7,235	1.08	\$8,549	\$9,849	\$9,849
2020-ST-WA	3060		OCCUPATIONAL THERAPIST 2		3	\$4,044	\$5,348	\$5,306	1.14	\$6,026	\$7,594	\$7,544
<b>State Market Average</b>					4	\$4,569	\$5,819	\$5,788	1.13	\$6,656	\$8,158	\$8,120
<b>OVERALL WEIGHTED MARKET AVERAGE</b>				68	232	\$6,185	\$7,982	\$9,079	1.05	\$8,133	\$10,188	\$11,443

OREGON COMPARISON TO MARKET  
6508-Occupational Therapist

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS						
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	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
OAI	SEIU STRIKEABLE INST COALITION	A	P	32	17	\$5,834	\$6,979	\$8,958	0.94	\$8,235	\$9,570	\$11,879	94.3%	87.4%	98.7%	101.3%	93.9%	103.8%	
<b>Non-Corrections/Non-Management Wtd Average</b>					17	\$5,834	\$6,979	\$8,958	0.94	\$8,235	\$9,570	\$11,879	94.3%	87.4%	98.7%	101.3%	93.9%	103.8%	
<b>STATEWIDE Weighted Average</b>					17	\$5,834	\$6,979	\$8,958	0.94	\$8,235	\$9,570	\$11,879	94.3%	87.4%	98.7%	101.3%	93.9%	103.8%	

6519 CORRECTIONS RECREATION SPEC 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			Insufficient Market Emp Avg x	
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max		
2020-ST-CA	9286	P	RECREATION THERAPIST, CORRECTIONAL FACIL		67	\$5,866	\$6,674	\$6,905	1.05	\$8,215	\$9,179	\$9,455		
2020-ST-ID	09240		RECREATION COOR, CORR		3	\$3,276	\$4,367	\$5,848	0.96	\$4,890	\$6,195	\$7,967		
2020-ST-NV	10.617		Athletic & Recreation Spec II		0	\$4,055		\$6,012		\$5,679		\$7,994		
<b>State Market Average</b>					70	\$5,731	\$6,575	\$6,847	1.04	\$8,039	\$9,051	\$9,371		
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	70	\$5,731	\$6,575	\$6,847	1.04	\$8,039	\$9,051	\$9,371	

OREGON  
COMPARISON  
TO  
MARKET

6519-Corrections Recreation Specialist 2

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	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	19	13	\$3,850	\$4,866	\$5,556	1.03	\$5,921	\$7,105	\$7,911	67.2%	74.0%	81.1%	73.6%	78.5%	84.4%
CP	AOCE AT DOC NONSECURITY	A	P	19	6	\$3,857	\$5,141	\$5,551	1.09	\$5,929	\$7,426	\$7,905	67.3%	78.2%	81.1%	73.8%	82.0%	84.4%
<b>Corrections Wtd Average</b>					19	\$3,852	\$4,952	\$5,554	1.05	\$5,923	\$7,207	\$7,909	67.2%	75.3%	81.1%	73.7%	79.6%	84.4%
<b>STATEWIDE Weighted Average</b>					19	\$3,852	\$4,952	\$5,554	1.05	\$5,923	\$7,207	\$7,909	67.2%	75.3%	81.1%	73.7%	79.6%	84.4%



6520 ACTIVITIES COORDINATOR

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-CompAnalyst	HC07000080		Recreational Therapist	150	162	\$3,700	\$4,750	\$5,500	1.03	\$5,283	\$6,483	\$7,340	
2020-MIL-OPES	11.05		Recreation Specialist	8	12	\$4,380	\$5,143	\$5,605	1.03	\$6,610	\$7,523	\$8,076	
<b>Purchased Market Average</b>				158	174	\$3,747	\$4,777	\$5,507	1.03	\$5,374	\$6,555	\$7,391	
2020-ST-NV	10.621		THERAPEUTIC RECREATION SPEC 1		11	\$3,725	\$4,319	\$5,497	0.94	\$5,288	\$5,991	\$7,385	
2020-ST-WA	701F		RECREATION & ATHLETICS SPECIALIST 2		24	\$3,147	\$3,698	\$4,097	1.02	\$4,947	\$5,610	\$6,090	
<b>State Market Average</b>					35	\$3,329	\$3,893	\$4,537	0.99	\$5,054	\$5,730	\$6,497	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					158	209	\$3,677	\$4,629	\$5,345	1.02	\$5,321	\$6,416	\$7,241

OREGON COMPARISON TO MARKET  
6520-Activities Coordinator

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
OAI	SEIU STRIKEABLE INST COALITION	A	P	19	32	\$3,197	\$4,272	\$4,829	1.06	\$5,159	\$6,413	\$7,063
<b>Non-Corrections/Non-Management Wtd Average</b>					32	\$3,197	\$4,272	\$4,829	1.06	\$5,159	\$6,413	\$7,063
<b>STATEWIDE Weighted Average</b>					32	\$3,197	\$4,272	\$4,829	1.06	\$5,159	\$6,413	\$7,063

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
86.9%	92.3%	90.3%	97.0%	99.9%	97.5%

6521 REHABILITATION THERAPIST

Class Study Pending

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			Insufficient Market Emp Avg x	
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max		
2020-ST-CA	8312	U	REHABILITATION THERAPIST, STATE FACILITIES (		6	\$5,586	\$6,490	\$6,579	1.07	\$7,881	\$8,960	\$9,066		
2020-ST-ID	07756		RECREATION SPEC, THERPTC		6	\$3,669	\$4,598	\$6,546	0.90	\$5,360	\$6,471	\$8,803		
2020-ST-WA	306J		RECREATION THERAPIST 2		0	\$3,515		\$4,611		\$5,389		\$6,708		
<b>State Market Average</b>					12	\$4,542	\$5,544	\$6,412	0.98	\$6,526	\$7,716	\$8,763		
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	12	\$4,542	\$5,544	\$6,412	0.98	\$6,526	\$7,716	\$8,763	

OREGON COMPARISON TO MARKET  
6521-Rehabilitation Therapist

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
OAI	SEIU STRIKEABLE INST COALITION	A	P	24	27	\$4,002	\$5,169	\$6,122	1.02	\$6,098	\$7,459	\$8,571
<b>Non-Corrections/Non-Management Wtd Average</b>					27	\$4,002	\$5,169	\$6,122	1.02	\$6,098	\$7,459	\$8,571
<b>STATEWIDE Weighted Average</b>					27	\$4,002	\$5,169	\$6,122	1.02	\$6,098	\$7,459	\$8,571

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
88.1%	93.2%	95.5%	93.4%	96.7%	97.8%

6523 REHABILITATION THERAPY SUPV

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-ST-CA	8316	U	SUPERVISING REHABILITATION THERAPIST		15	\$6,311	\$7,201	\$7,287	1.06	\$8,746	\$9,808	\$9,911	
2020-ST-ID	07752		RECREATION SUPV, THERPTC		2	\$4,679	\$6,219	\$8,359	0.95	\$6,569	\$8,412	\$10,971	
2020-ST-NV	10.614		THERAPEUTIC RECREATION SPEC 2		4	\$4,055	\$4,943	\$6,012	0.98	\$5,679	\$6,729	\$7,994	
2020-ST-WA	306Y		THERAPIES SUPERVISOR		15	\$5,218	\$6,625	\$6,844	1.10	\$7,438	\$9,131	\$9,396	
<b>State Market Average</b>					36	\$5,514	\$6,655	\$7,020	1.06	\$7,739	\$9,106	\$9,542	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	36	\$5,514	\$6,655	\$7,020	1.06	\$7,739	\$9,106	\$9,542

OREGON  
COMPARISON  
TO  
MARKET

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

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

6524 REHABILITATION THERAPY PRG MGR

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-CompAnalyst	HC07000361		Rehabilitation Services Manager		1	\$7,417	\$9,500	\$10,617	1.05	\$9,531	\$11,912	\$13,188
<b>Purchased Market Average</b>					1	\$7,417	\$9,500	\$10,617	1.05	\$9,531	\$11,912	\$13,188
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	\$7,417	\$9,500	\$10,617	1.05	\$9,531	\$11,912	\$13,188

**OREGON COMPARISON TO MARKET**  
6524-Rehabilitation Therapy Program Manager

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
MMS	MGT SVC SUPERVISORY	A	P	30	2	\$5,771	\$7,919	\$8,511	1.11	\$8,161	\$10,666	\$11,357
<b>Management Wtd Average</b>					2	\$5,771	\$7,919	\$8,511	1.11	\$8,161	\$10,666	\$11,357
<b>STATEWIDE Weighted Average</b>					2	\$5,771	\$7,919	\$8,511	1.11	\$8,161	\$10,666	\$11,357

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
77.8%	83.4%	80.2%	85.6%	89.5%	86.1%

2020 Oregon Salary and Benefit Report

Data Effective Date: 07/01/2020

6531 BEHAVIORAL HEALTH SPECIALIST 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-DescCo	1160		BEHAVIORAL HLTH SPEC I		19	\$4,381	\$4,898	\$5,871	0.96	\$6,928	\$7,563	\$8,762	
2020-OR-JackCo	522		QMHP I		18	\$4,397	\$5,132	\$5,795	1.01	\$7,220	\$8,125	\$8,941	
<b>County Market Average</b>					37	\$4,389	\$5,012	\$5,834	0.98	\$7,070	\$7,837	\$8,849	
2020-CompAnalyst	HC07000121		Chemical Dependency Counselor		70	\$3,750	\$4,667	\$5,667	0.99	\$5,340	\$6,388	\$7,530	
<b>Purchased Market Average</b>					70	\$3,750	\$4,667	\$5,667	0.99	\$5,340	\$6,388	\$7,530	
2020-ST-NV	12.469		SUBSTANCE ABUSE COUNSELOR 2		13	\$3,893	\$4,655	\$5,754	0.96	\$5,488	\$6,388	\$7,688	
2020-ST-WA	359E		ALCOHOLISM THERAPIST 1		2	\$3,977	\$4,728	\$5,218	1.03	\$5,946	\$6,849	\$7,438	
<b>State Market Average</b>					15	\$3,905	\$4,665	\$5,683	0.97	\$5,549	\$6,450	\$7,655	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					70	240	\$3,858	\$4,720	\$5,694	0.99	\$5,620	\$6,615	\$7,742

OREGON COMPARISON TO MARKET  
6531-Behavioral Health Specialist 1

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
OAI	SEIU STRIKEABLE INST COALITION	A	P	24	10	\$4,002	\$5,111	\$6,122	1.01	\$6,098	\$7,391	\$8,571
<b>Non-Corrections/Non-Management Wtd Average</b>					10	\$4,002	\$5,111	\$6,122	1.01	\$6,098	\$7,391	\$8,571
<b>STATEWIDE Weighted Average</b>					10	\$4,002	\$5,111	\$6,122	1.01	\$6,098	\$7,391	\$8,571

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
103.7%	108.3%	107.5%	108.5%	111.7%	110.7%

6534 BEHAVIORAL HEALTH SPECIALIST 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-ClackCo	591		Mental Health Specialist 1		11	\$5,163	\$5,804	\$6,555	0.99	\$7,813	\$8,603	\$9,527	
2020-OR-DescCo	1162		BEHAVIORAL HLTH SPEC II, LIC		43	\$5,326	\$6,407	\$7,137	1.03	\$8,090	\$9,422	\$10,320	
2020-OR-JackCo	523		QMHP II		3	\$4,869	\$6,423	\$6,423	1.14	\$7,801	\$9,715	\$9,715	
2020-OR-LaneCo	B012		Mental Health Specialist 2		28	\$4,234	\$5,113	\$5,861	1.01	\$6,880	\$7,960	\$8,878	
2020-OR-MultCo	6365		Mental Health Consultant		85	\$5,529	\$6,401	\$6,789	1.04	\$8,372	\$9,442	\$9,918	
2020-OR-WashCo	233		Mental Health Specialist II		9	\$5,958	\$6,954	\$7,240	1.05	\$8,460	\$9,644	\$9,984	
<b>County Market Average</b>					179	\$5,266	\$6,193	\$6,730	1.03	\$8,032	\$9,168	\$9,828	
2020-ST-ID	09284		DRUG/ALCOHOL REHAB SPEC		17	\$3,669	\$4,174	\$6,546	0.82	\$5,360	\$5,964	\$8,803	
2020-ST-NV	10.139		MENTAL HEALTH COUNSELOR 2		85	\$4,617	\$5,739	\$6,881	1.00	\$6,344	\$7,670	\$9,021	
2020-ST-WA	352E		MENTAL HEALTH PRACTITIONER		0	\$4,394		\$5,758		\$6,447		\$8,088	
<b>State Market Average</b>					102	\$4,458	\$5,478	\$6,815	0.97	\$6,182	\$7,386	\$8,976	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	281	\$4,971	\$5,933	\$6,761	1.01	\$7,356	\$8,521	\$9,517

OREGON  
COMPARISON  
TO  
MARKET

6534-Behavioral Health Specialist 2

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
AAON	AFSCME AT DOC SECURITY PLUS	A	P	26	51	\$5,304	\$7,165	\$8,108	1.07	\$7,617	\$9,788	\$10,887
CP	AOCE AT DOC NONSECURITY	A	P	26	16	\$5,304	\$6,418	\$7,731	0.98	\$7,617	\$8,916	\$10,448
<b>Corrections Wtd Average</b>					67	\$5,304	\$6,987	\$8,018	1.05	\$7,617	\$9,580	\$10,782
OAI	SEIU STRIKEABLE INST COALITION	A	P	27	43	\$4,611	\$5,970	\$7,053	1.02	\$6,808	\$8,393	\$9,657
<b>Non-Corrections/Non-Management Wtd Average</b>					43	\$4,611	\$5,970	\$7,053	1.02	\$6,808	\$8,393	\$9,657
<b>STATEWIDE Weighted Average</b>					110	\$5,033	\$6,589	\$7,641	1.04	\$7,301	\$9,116	\$10,342

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
106.7%	120.8%	119.9%	103.5%	114.9%	114.4%
106.7%	108.2%	114.4%	103.5%	104.6%	109.8%
106.7%	117.8%	118.6%	103.5%	112.4%	113.3%
92.8%	100.6%	104.3%	92.6%	98.5%	101.5%
92.8%	100.6%	104.3%	92.6%	98.5%	101.5%
101.3%	111.1%	113.0%	99.2%	107.0%	108.7%

6535 BEHAVIORAL HEALTH SPECIALIST 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			Insufficient Market Emp Avg x
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-ClackCo	592		Mental Health Specialist 2		14	\$6,253	\$6,756	\$7,911	0.95	\$9,156	\$9,774	\$11,196	
2020-OR-LaneCo	B013		Mental Health Specialist, Sr		4	\$4,668	\$6,181	\$6,460	1.11	\$7,413	\$9,272	\$9,614	
<b>County Market Average</b>					18	\$5,901	\$6,628	\$7,588	0.99	\$8,769	\$9,663	\$10,844	
2020-ST-WA	352G		MENTAL HEALTH PRACTITIONER LEAD		0	\$4,500		\$5,904		\$6,574		\$8,264	
<b>State Market Average</b>						\$4,500		\$5,904		\$6,574		\$8,264	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>				0	18	\$5,827	\$6,628	\$7,500	0.99	\$8,653	\$9,663	\$10,708	

OREGON  
COMPARISON  
TO  
MARKET

6535-Behavioral Health Specialist 3

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						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
OAI	SEIU STRIKEABLE INST COALITION	A	P	29	6	\$5,056	\$6,463	\$7,763	1.01	\$7,327	\$8,968	\$10,485	86.8%	97.5%	103.5%	84.7%	92.8%	97.9%
<b>Non-Corrections/Non-Management Wtd Average</b>					6	\$5,056	\$6,463	\$7,763	1.01	\$7,327	\$8,968	\$10,485	86.8%	97.5%	103.5%	84.7%	92.8%	97.9%
<b>STATEWIDE Weighted Average</b>					6	\$5,056	\$6,463	\$7,763	1.01	\$7,327	\$8,968	\$10,485	86.8%	97.5%	103.5%	84.7%	92.8%	97.9%

6550 RESPIRATORY CARE PRACTITIONER

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-CompAnalyst	HC07000120		Certified Respiratory Therapist		1	\$4,250	\$5,433	\$6,117	1.05	\$5,911	\$7,264	\$8,045
2020-MIL-NWHCS	01.17		Respiratory Care Practitioner (Registered)	57	366	\$4,842	\$6,260	\$7,312	1.03	\$6,588	\$8,208	\$9,411
<b>Purchased Market Average</b>				57	367	\$4,840	\$6,258	\$7,309	1.03	\$6,586	\$8,206	\$9,407
2020-ST-CA	8300	B	RESPIRATORY CARE PRACTITIONER, DEPARTME		8	\$3,338	\$4,489	\$4,596	1.13	\$5,198	\$6,572	\$6,699
2020-ST-ID	07725		Respiratory Therapist		0	\$2,902		\$5,185		\$4,443		\$7,174
<b>State Market Average</b>					8	\$3,289	\$4,489	\$4,661	1.13	\$5,114	\$6,572	\$6,752
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					57	\$4,803	\$6,220	\$7,246	1.03	\$6,551	\$8,171	\$9,344

OREGON COMPARISON TO MARKET  
6550-Respiratory Care Practitioner

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
AMG	AFSCME AT DHS STAB&CRISIS UNIT	A	P	26	2	\$4,384	\$4,953	\$6,727	0.89	\$6,544	\$7,207	\$9,276
<b>Non-Corrections/Non-Management Wtd Average</b>					2	\$4,384	\$4,953	\$6,727	0.89	\$6,544	\$7,207	\$9,276
<b>STATEWIDE Weighted Average</b>					2	\$4,384	\$4,953	\$6,727	0.89	\$6,544	\$7,207	\$9,276

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
91.3%	79.6%	92.8%	99.9%	88.2%	99.3%



6612 SOCIAL SERVICES SPECIALIST 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-CompAnalyst	HC07000039		Social Worker (BSW)	200	820	\$3,817	\$4,942	\$5,908	1.02	\$5,416	\$6,702	\$7,807
2020-MIL-NWHCS	05.01		Social Worker - Bachelor's	43	273	\$4,537	\$5,524	\$6,764	0.98	\$6,239	\$7,367	\$8,784
<b>Purchased Market Average</b>				243	1,093	\$3,997	\$5,087	\$6,122	1.01	\$5,622	\$6,868	\$8,051
2020-ST-ID	09425		CHILD WELFARE SOCIAL WORKER 1		18	\$3,669	\$4,067	\$6,546	0.80	\$5,360	\$5,837	\$8,803
2020-ST-NV	12.361		SOCIAL WORKER 2		114	\$4,055	\$4,900	\$6,012	0.97	\$5,679	\$6,678	\$7,994
2020-ST-WA	351P		SOCIAL SERVICE SPECIALIST 2		476	\$4,166	\$4,851	\$5,468	1.01	\$6,173	\$6,996	\$7,740
<b>State Market Average</b>					608	\$4,131	\$4,837	\$5,602	0.99	\$6,056	\$6,902	\$7,819
<b>OVERALL WEIGHTED MARKET AVERAGE</b>				243	1,701	\$4,044	\$4,998	\$5,936	1.00	\$5,777	\$6,880	\$7,968

OREGON  
COMPARISON  
TO  
MARKET

6612-Social Service Specialist 1

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
103.5%	100.7%	108.1%	109.2%	106.1%	111.9%

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	25	1,415	\$4,184	\$5,032	\$6,415	0.95	\$6,310	\$7,300	\$8,913
OAI	SEIU STRIKEABLE INST COALITION	A	P	25	4	\$4,184	\$5,539	\$6,415	1.05	\$6,310	\$7,891	\$8,913
<b>Non-Corrections/Non-Management Wtd Average</b>					1,419	\$4,184	\$5,034	\$6,415	0.95	\$6,310	\$7,301	\$8,913
<b>STATEWIDE Weighted Average</b>					1,419	\$4,184	\$5,034	\$6,415	0.95	\$6,310	\$7,301	\$8,913

6613 SOCIAL SERVICES SPECIALIST 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-WA-KingCo	3118100		Social Services Professional		34	\$5,553	\$6,294	\$7,038	1.00	\$8,348	\$9,240	\$10,136	
<b>County Market Average</b>					34	\$5,553	\$6,294	\$7,038	1.00	\$8,348	\$9,240	\$10,136	
2020-ST-ID	09426		CHILD WELFARE SOCIAL WORKER 2		142	\$4,139	\$4,742	\$7,392	0.82	\$5,922	\$6,644	\$9,815	
2020-ST-NV	12.363		SOCIAL WORKER 3		28	\$4,231	\$5,550	\$6,285	1.06	\$5,887	\$7,447	\$8,316	
2020-ST-WA	351Q		SOCIAL SERVICE SPECIALIST 3		642	\$4,282	\$5,390	\$5,616	1.09	\$6,312	\$7,645	\$7,917	
<b>State Market Average</b>					812	\$4,255	\$5,282	\$5,949	1.04	\$6,230	\$7,463	\$8,263	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	846	\$4,307	\$5,322	\$5,993	1.04	\$6,315	\$7,534	\$8,338

OREGON  
COMPARISON  
TO  
MARKET

6613-Social Services Specialist 2

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	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
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	27	112	\$4,611	\$5,963	\$7,053	1.02	\$6,808	\$8,385	\$9,657	107.0%	112.0%	117.7%	107.8%	111.3%	115.8%
<b>Non-Corrections/Non-Management Wtd Average</b>					112	\$4,611	\$5,963	\$7,053	1.02	\$6,808	\$8,385	\$9,657	107.0%	112.0%	117.7%	107.8%	111.3%	115.8%
<b>STATEWIDE Weighted Average</b>					112	\$4,611	\$5,963	\$7,053	1.02	\$6,808	\$8,385	\$9,657	107.0%	112.0%	117.7%	107.8%	111.3%	115.8%

6616 ADULT PROTECTIVE SERVICE SPEC

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-ClackCo	243		Abuse Investigator		4	\$4,935	\$5,868	\$6,253	1.05	\$7,533	\$8,682	\$9,156	
2020-OR-JackCo	547		HHS Investigator		2	\$3,997	\$4,919	\$5,262	1.06	\$6,727	\$7,863	\$8,285	
2020-OR-LaneCo	B073		Developmental Dis Abuse Invtgr		3	\$4,122	\$5,260	\$5,710	1.07	\$6,743	\$8,140	\$8,692	
2020-OR-MarionCo	066		Adult Abuse Investigator		2	\$4,247	\$4,969	\$5,692	1.00	\$6,738	\$7,628	\$8,517	
2020-OR-MultCo	6301		Human Services Investigator		17	\$5,070	\$5,760	\$6,219	1.02	\$7,809	\$8,655	\$9,219	
<b>County Market Average</b>					28	\$4,814	\$5,605	\$6,063	1.03	\$7,501	\$8,474	\$9,037	
2020-ST-NV	12.347		ADULT RIGHTS SPECIALIST 2		17	\$3,893	\$4,307	\$5,754	0.89	\$5,488	\$5,977	\$7,688	
<b>State Market Average</b>					17	\$3,893	\$4,307	\$5,754	0.89	\$5,488	\$5,977	\$7,688	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	45	\$4,466	\$5,115	\$5,947	0.98	\$6,741	\$7,531	\$8,527

OREGON  
COMPARISON  
TO  
MARKET

6616-Adult Protective Service Specialist

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						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
						OAH	SEIU STRIKEABLE HUMAN SVC COAL	A		P	25	89	\$4,184	\$5,380	\$6,415	1.02	\$6,310	\$7,705
<b>Non-Corrections/Non-Management Wtd Average</b>					89	\$4,184	\$5,380	\$6,415	1.02	\$6,310	\$7,705	\$8,913	93.7%	105.2%	107.9%	93.6%	102.3%	104.5%
<b>STATEWIDE Weighted Average</b>					89	\$4,184	\$5,380	\$6,415	1.02	\$6,310	\$7,705	\$8,913	93.7%	105.2%	107.9%	93.6%	102.3%	104.5%

6630 HUMAN SERVICES CASE MANAGER

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-ClackCo	238		Case Manager		25	\$4,299	\$4,546	\$5,417	0.90	\$6,751	\$7,054	\$8,127	
2020-OR-JackCo	546		Dev Disability Case Manager		25	\$3,663	\$4,122	\$4,814	0.97	\$6,316	\$6,882	\$7,734	
2020-WA-ClarkCo	38		Social Worker/Case Mgr II		0	\$4,645		\$5,656		\$6,932		\$8,148	
<b>County Market Average</b>					50	\$4,000	\$4,334	\$5,132	0.94	\$6,545	\$6,968	\$7,938	
2020-ST-WA	3431		SOCIAL WORK ASSISTANT 2		1	\$3,357	\$4,394	\$4,394	1.13	\$5,199	\$6,447	\$6,447	
<b>State Market Average</b>					1	\$3,357	\$4,394	\$4,394	1.13	\$5,199	\$6,447	\$6,447	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	51	\$3,988	\$4,335	\$5,118	0.94	\$6,520	\$6,958	\$7,910

OREGON COMPARISON TO MARKET  
6630-Human Services Case Manager

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	21	730	\$3,482	\$4,468	\$5,301	1.02	\$5,491	\$6,641	\$7,613
<b>Non-Corrections/Non-Management Wtd Average</b>					730	\$3,482	\$4,468	\$5,301	1.02	\$5,491	\$6,641	\$7,613
<b>STATEWIDE Weighted Average</b>					730	\$3,482	\$4,468	\$5,301	1.02	\$5,491	\$6,641	\$7,613

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
87.3%	103.1%	103.6%	84.2%	95.5%	96.2%

6632 JV PROB/SOC SV OF/JV COR COUNSELOR

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-DescCo	1225		COMM JUSTICE OFFICER		13	\$4,830	\$6,093	\$6,473	1.08	\$7,481	\$9,035	\$9,503	
2020-OR-LaneCo	K002		Juvenile Counselor 2		6	\$4,156	\$5,016	\$5,758	1.01	\$6,785	\$7,841	\$8,751	
<b>County Market Average</b>					19	\$4,618	\$5,753	\$6,247	1.06	\$7,261	\$8,658	\$9,266	
2020-ST-CA	9581	K	YOUTH CORRECTIONAL COUNSELOR		109	\$6,066	\$6,240	\$7,632	0.91	\$8,454	\$8,662	\$10,323	
2020-ST-WA	355H		JUVENILE REHABILITATION RESIDENT CNSLR		109	\$3,601	\$4,543	\$4,724	1.09	\$5,493	\$6,626	\$6,844	
<b>State Market Average</b>					218	\$4,833	\$5,392	\$6,178	1.00	\$6,973	\$7,644	\$8,584	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	237	\$4,816	\$5,421	\$6,184	1.01	\$6,996	\$7,725	\$8,638

OREGON  
COMPARISON  
TO  
MARKET

6632-Juvenile Probation/Social Services Officer/Juvenile Correction Counselor

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
OAI	SEIU STRIKEABLE INST COALITION	A	P	24	11	\$4,002	\$5,736	\$6,122	1.13	\$6,098	\$8,120	\$8,571
<b>Non-Corrections/Non-Management Wtd Average</b>					11	\$4,002	\$5,736	\$6,122	1.13	\$6,098	\$8,120	\$8,571
<b>STATEWIDE Weighted Average</b>					11	\$4,002	\$5,736	\$6,122	1.13	\$6,098	\$8,120	\$8,571

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
83.1%	105.8%	99.0%	87.2%	105.1%	99.2%

6633 JUVENILE PAROLE/PROB ASSISTANT

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-MarionCo	200		Juvenile Probation Officer Trainee		0	\$4,044		\$5,422		\$6,489		\$8,184	
2020-OR-MultCo	6285		Juvenile Counseling Assistant		1	\$4,649	\$5,214	\$5,692	1.01	\$7,292	\$7,985	\$8,572	
2020-WA-ClarkCo	604		Juvenile Detention Officer		21	\$3,867	\$4,771	\$4,950	1.08	\$5,995	\$7,083	\$7,298	
<b>County Market Average</b>					22	\$3,908	\$4,791	\$5,003	1.08	\$6,073	\$7,124	\$7,392	
2020-ST-WA	355E		JUVENILE REHABILITATION COUNSELOR ASST		24	\$3,273	\$3,964	\$4,282	1.05	\$5,098	\$5,930	\$6,312	
<b>State Market Average</b>					24	\$3,273	\$3,964	\$4,282	1.05	\$5,098	\$5,930	\$6,312	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	46	\$3,584	\$4,360	\$4,635	1.06	\$5,575	\$6,501	\$6,841

OREGON  
COMPARISON  
TO  
MARKET

6633-Juvenile Parole/Probation Assistant

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
ACC	AFSCME AT OR YOUTH AUTHORITY	A	P	22	12	\$3,629	\$5,010	\$5,614	1.08	\$5,663	\$7,273	\$7,978
<b>Non-Corrections/Non-Management Wtd Average</b>					12	\$3,629	\$5,010	\$5,614	1.08	\$5,663	\$7,273	\$7,978
<b>STATEWIDE Weighted Average</b>					12	\$3,629	\$5,010	\$5,614	1.08	\$5,663	\$7,273	\$7,978

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
101.3%	114.9%	121.1%	101.6%	111.9%	116.6%

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6634 JUVENILE PAROLE/PROB OFFICER

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-JackCo	207		Juvenile Probation Officer		10	\$4,592	\$5,462	\$6,053	1.03	\$7,460	\$8,531	\$9,259	
2020-OR-MultCo	6272		Juvenile Counselor		31	\$5,373	\$6,263	\$6,588	1.05	\$8,181	\$9,273	\$9,672	
2020-OR-WashCo	203		Juvenile Counselor II		29	\$5,399	\$6,284	\$6,563	1.05	\$7,796	\$8,847	\$9,179	
2020-WA-ClarkCo	800		Juvenile Probation Counselor		0	\$4,668		\$5,957		\$6,960		\$8,511	
2020-WA-KingCo	5210200		Community Surveillance Ofc		6	\$4,718	\$5,614	\$5,974	1.05	\$7,344	\$8,422	\$8,855	
2020-WA-ThrstnCo	4210		JUVENILE PROBATION COUNSELOR I		18	\$4,905	\$6,357	\$6,524	1.11	\$7,202	\$8,949	\$9,150	
<b>County Market Average</b>					94	\$5,161	\$6,161	\$6,467	1.06	\$7,736	\$8,946	\$9,315	
2020-ST-CA	9701	K	PAROLE AGENT I YOUTH AUTHORITY		36	\$7,001	\$8,031	\$8,404	1.04	\$9,570	\$10,799	\$11,244	
2020-ST-NV	13.266		YOUTH PAROLE COUNSELOR 2		13	\$5,034	\$5,379	\$7,537	0.86	\$6,837	\$7,245	\$9,797	
2020-ST-WA	355G		JUVENILE REHABILITATION COMMUNITY CNSLR		17	\$3,601	\$4,810	\$4,724	1.16	\$5,493	\$6,948	\$6,844	
<b>State Market Average</b>					66	\$5,738	\$6,679	\$7,285	1.03	\$7,982	\$9,107	\$9,826	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	160	\$5,398	\$6,375	\$6,802	1.05	\$7,837	\$9,012	\$9,524

OREGON COMPARISON TO MARKET		6634-Juvenile Parole/Probation Officer						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						
Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SR Min	Emp Avg	SR Max	Group Compa-Ratio Sum Base / Sum SR Mid	SR Min	Emp Avg	SR Max	89.1%	109.5%	111.7%	89.8%	106.2%	108.1%	
ACC	AFSCME AT OR YOUTH AUTHORITY	A	P	28	71	\$4,807	\$6,980	\$7,599	1.13	\$7,037	\$9,572	\$10,294	89.1%	109.5%	111.7%	89.8%	106.2%	108.1%	
<b>Non-Corrections/Non-Management Wtd Average</b>						71	\$4,807	\$6,980	\$7,599	1.13	\$7,037	\$9,572	\$10,294	89.1%	109.5%	111.7%	89.8%	106.2%	108.1%
<b>STATEWIDE Weighted Average</b>						71	\$4,807	\$6,980	\$7,599	1.13	\$7,037	\$9,572	\$10,294	89.1%	109.5%	111.7%	89.8%	106.2%	108.1%

6647 VOC REHABILITATION COUNSELOR

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-CompAnalyst	HC07000350		Vocational Rehabilitation Counselor		1	\$4,508	\$5,650	\$6,625	1.02	\$6,207	\$7,511	\$8,626	
<b>Purchased Market Average</b>					1	\$4,508	\$5,650	\$6,625	1.02	\$6,207	\$7,511	\$8,626	
2020-ST-NV	12.427		Vocational Rehabilitation Counselor II		0	\$4,055		\$6,012		\$5,679		\$7,994	
2020-ST-WA	353M		VOCATIONAL REHAB COUNSELOR 3		14	\$4,078	\$5,428	\$5,357	1.15	\$6,067	\$7,692	\$7,606	
<b>State Market Average</b>					14	\$4,077	\$5,428	\$5,401	1.15	\$6,041	\$7,692	\$7,632	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	15	\$4,104	\$5,443	\$5,477	1.14	\$6,051	\$7,680	\$7,694

OREGON  
COMPARISON  
TO  
MARKET

6647-Vocational Rehabilitation Counselor

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						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
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	25	118	\$4,184	\$5,599	\$6,415	1.06	\$6,310	\$7,961	\$8,913	102.0%	102.9%	117.1%	104.3%	103.7%	115.8%
OAI	SEIU STRIKEABLE INST COALITION	A	P	25	5	\$4,184	\$6,007	\$6,415	1.13	\$6,310	\$8,436	\$8,913	102.0%	110.4%	117.1%	104.3%	109.9%	115.8%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	25	12	\$4,184	\$5,586	\$6,415	1.05	\$6,310	\$7,946	\$8,913	102.0%	102.6%	117.1%	104.3%	103.5%	115.8%
<b>Non-Corrections/Non-Management Wtd Average</b>					135	\$4,184	\$5,613	\$6,415	1.06	\$6,310	\$7,977	\$8,913	102.0%	103.1%	117.1%	104.3%	103.9%	115.8%
<b>STATEWIDE Weighted Average</b>					135	\$4,184	\$5,613	\$6,415	1.06	\$6,310	\$7,977	\$8,913	102.0%	103.1%	117.1%	104.3%	103.9%	115.8%



6648 VOC REHABILITATION SPECIALIST

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-MIL-NWHCS	01.24		Vocational Rehabilitation Counselor	6	16	\$4,426	\$5,511	\$6,599	1.00	\$6,112	\$7,353	\$8,596	
<b>Purchased Market Average</b>				6	16	\$4,426	\$5,511	\$6,599	1.00	\$6,112	\$7,353	\$8,596	
2020-ST-CA	9818	C	SENIOR VOCATIONAL REHABILITATION COUNSEL		135	\$4,224	\$5,124	\$5,541	1.04	\$6,256	\$7,330	\$7,828	
2020-ST-NV	12.421		Vocational Rehabilitation Counselor III		0	\$4,231		\$6,285		\$5,887		\$8,316	
2020-ST-WA	353N		VOCATIONAL REHABILITATION COUNSELOR 4		0	\$4,500		\$5,904		\$6,574		\$8,264	
<b>State Market Average</b>					135	\$4,226	\$5,124	\$5,549	1.04	\$6,256	\$7,330	\$7,834	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					6	151	\$4,247	\$5,165	\$5,658	1.04	\$6,241	\$7,332	\$7,913

OREGON  
COMPARISON  
TO  
MARKET

6648-Vocational Rehabilitation Specialist

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	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
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	26	5	\$4,387	\$6,299	\$6,732	1.13	\$6,547	\$8,777	\$9,282	103.3%	121.9%	119.0%	104.9%	119.7%	117.3%
<b>Non-Corrections/Non-Management Wtd Average</b>					5	\$4,387	\$6,299	\$6,732	1.13	\$6,547	\$8,777	\$9,282	103.3%	121.9%	119.0%	104.9%	119.7%	117.3%
<b>STATEWIDE Weighted Average</b>					5	\$4,387	\$6,299	\$6,732	1.13	\$6,547	\$8,777	\$9,282	103.3%	121.9%	119.0%	104.9%	119.7%	117.3%

6658 HUMAN SERVICES SPECIALIST 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			Insufficient Market Emp Avg x	
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max		
2020-OR-MultCo	6298		Case Manager 1		40	\$3,907	\$4,283	\$4,786	0.99	\$6,382	\$6,843	\$7,460		
<b>County Market Average</b>					40	\$3,907	\$4,283	\$4,786	0.99	\$6,382	\$6,843	\$7,460		
2020-ST-NV	12.379		FAMILY SERVICES SPECIALIST 1		40	\$3,161	\$3,270	\$4,617	0.84	\$4,622	\$4,751	\$6,344		
2020-ST-WA	165H		PUBLIC BENEFITS SPECIALIST 2		0	\$3,357		\$4,394		\$5,199		\$6,447		
<b>State Market Average</b>					40	\$3,166	\$3,270	\$4,612	0.84	\$4,636	\$4,751	\$6,346		
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	80	\$3,532	\$3,776	\$4,698	0.91	\$5,498	\$5,797	\$6,896	

OREGON  
COMPARISON  
TO  
MARKET

6658-Human Services Specialist 2

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						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
						OAH	SEIU STRIKEABLE HUMAN SVC COAL	A		P	17	44	\$2,945	\$3,987	\$4,387	1.09	\$4,865	\$6,080
<b>Non-Corrections/Non-Management Wtd Average</b>					44	\$2,945	\$3,987	\$4,387	1.09	\$4,865	\$6,080	\$6,547	83.4%	105.6%	93.4%	88.5%	104.9%	94.9%
<b>STATEWIDE Weighted Average</b>					44	\$2,945	\$3,987	\$4,387	1.09	\$4,865	\$6,080	\$6,547	83.4%	105.6%	93.4%	88.5%	104.9%	94.9%

6659 HUMAN SERVICES SPECIALIST 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-MultCo	6297		Case Manager 2		192	\$4,515	\$5,051	\$5,529	1.01	\$7,128	\$7,785	\$8,372	
<b>County Market Average</b>					192	\$4,515	\$5,051	\$5,529	1.01	\$7,128	\$7,785	\$8,372	
2020-ST-ID	07000		SELF-RELIANCE SPECIALIST		349	\$3,276	\$3,690	\$5,848	0.81	\$4,890	\$5,385	\$7,967	
2020-ST-NV	12.376		FAMILY SERVICES SPECIALIST 2		589	\$3,576	\$4,118	\$5,260	0.93	\$5,113	\$5,753	\$7,104	
2020-ST-WA	165I		PUBLIC BENEFITS SPECIALIST 3		589	\$3,601	\$4,457	\$4,724	1.07	\$5,493	\$6,522	\$6,844	
<b>State Market Average</b>					1,527	\$3,517	\$4,151	\$5,187	0.96	\$5,209	\$5,966	\$7,201	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	1,719	\$3,629	\$4,251	\$5,226	0.96	\$5,423	\$6,169	\$7,332

OREGON  
COMPARISON  
TO  
MARKET

6659-Human Services Specialist 3

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	19	1,245	\$3,197	\$3,931	\$4,829	0.98	\$5,159	\$6,015	\$7,063
<b>Non-Corrections/Non-Management Wtd Average</b>					1,245	\$3,197	\$3,931	\$4,829	0.98	\$5,159	\$6,015	\$7,063
<b>STATEWIDE Weighted Average</b>					1,245	\$3,197	\$3,931	\$4,829	0.98	\$5,159	\$6,015	\$7,063

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
88.1%	92.5%	92.4%	95.1%	97.5%	96.3%
88.1%	92.5%	92.4%	95.1%	97.5%	96.3%
88.1%	92.5%	92.4%	95.1%	97.5%	96.3%

6660 HUMAN SERVICES SPECIALIST 4

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-ClackCo	239		Case Manager, Senior		8	\$4,715	\$5,476	\$5,959	1.03	\$7,262	\$8,200	\$8,794	
2020-OR-MultCo	6296		Case Manager Senior		59	\$4,923	\$5,525	\$6,030	1.01	\$7,628	\$8,367	\$8,987	
<b>County Market Average</b>					67	\$4,898	\$5,519	\$6,022	1.01	\$7,584	\$8,347	\$8,964	
2020-ST-ID	07008		SELF-RELIANCE SPEC, PRIN		30	\$3,669	\$4,264	\$6,546	0.83	\$5,360	\$6,073	\$8,803	
2020-ST-NV	12.374		FAMILY SERVICES SPECIALIST 3		101	\$3,725	\$4,431	\$5,497	0.96	\$5,288	\$6,124	\$7,385	
2020-ST-WA	165J		PUBLIC BENEFITS SPECIALIST 4		159	\$3,786	\$4,968	\$4,966	1.14	\$5,716	\$7,137	\$7,135	
<b>State Market Average</b>					290	\$3,753	\$4,708	\$5,315	1.04	\$5,530	\$6,674	\$7,395	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	357	\$3,968	\$4,860	\$5,447	1.04	\$5,916	\$6,988	\$7,689

OREGON COMPARISON TO MARKET  
6660-Human Services Specialist 4

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	22	95	\$3,642	\$4,758	\$5,559	1.03	\$5,678	\$6,980	\$7,914
<b>Non-Corrections/Non-Management Wtd Average</b>					95	\$3,642	\$4,758	\$5,559	1.03	\$5,678	\$6,980	\$7,914
<b>STATEWIDE Weighted Average</b>					95	\$3,642	\$4,758	\$5,559	1.03	\$5,678	\$6,980	\$7,914

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
91.8%	97.9%	102.1%	96.0%	99.9%	102.9%

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6680 CHAPLAIN

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-MultCo	9007		Chaplain		2	\$4,258	\$5,373	\$5,962	1.05	\$6,813	\$8,180	\$8,903	
2020-OR-WashCo	276		Chaplain		0	\$6,108		\$7,424		\$8,639		\$10,203	
<b>County Market Average</b>					2	\$4,875	\$5,373	\$6,449	1.05	\$7,421	\$8,180	\$9,336	
2020-CompAnalyst	HC07000404		Chaplain - Healthcare		1	\$3,950	\$5,092	\$5,933	1.03	\$5,568	\$6,873	\$7,835	
2020-MIL-NWHCS	05.04		Chaplain	41	75	\$4,426	\$5,685	\$6,733	1.02	\$6,112	\$7,552	\$8,750	
<b>Purchased Market Average</b>					41	76	\$4,419	\$5,677	\$6,723	1.02	\$6,105	\$7,543	\$8,738
2020-ST-CA	9916		CATHOLIC CHAPLAIN		41	\$4,391	\$5,491	\$5,765	1.08	\$6,456	\$7,768	\$8,095	
2020-ST-ID	09484		RELIGIOUS ACTVTS COOR		1	\$4,139	\$5,827	\$7,392	1.01	\$5,922	\$7,942	\$9,815	
2020-ST-NV	12.583		INSTITUTIONAL CHAPLAIN		7	\$4,055	\$4,801	\$6,012	0.95	\$5,679	\$6,561	\$7,994	
2020-ST-WA	3631		RELIGIOUS COORDINATOR		22	\$4,227	\$5,484	\$5,546	1.12	\$6,246	\$7,759	\$7,833	
<b>State Market Average</b>					71	\$4,304	\$5,426	\$5,744	1.08	\$6,307	\$7,649	\$8,028	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					41	149	\$4,374	\$5,553	\$6,254	1.05	\$6,227	\$7,602	\$8,414

OREGON  
COMPARISON  
TO  
MARKET

6680-Chaplain

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
105.9%	114.3%	107.1%	109.7%	116.2%	109.9%
105.7%	114.7%	107.4%	109.6%	116.6%	110.1%
105.9%	114.4%	107.2%	109.7%	116.3%	109.9%
91.5%	99.0%	97.9%	97.9%	103.1%	101.9%
91.5%	99.0%	97.9%	97.9%	103.1%	101.9%
102.7%	110.9%	105.1%	107.1%	113.3%	108.1%

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
AAON	AFSCME AT DOC SECURITY PLUS	A	P	23	18	\$4,631	\$6,347	\$6,699	1.12	\$6,832	\$8,834	\$9,244
CP	AOCE AT DOC NONSECURITY	A	P	23	3	\$4,625	\$6,371	\$6,717	1.12	\$6,825	\$8,861	\$9,265
<b>Corrections Wtd Average</b>					21	\$4,630	\$6,351	\$6,702	1.12	\$6,831	\$8,838	\$9,247
OAI	SEIU STRIKEABLE INST COALITION	A	P	24	6	\$4,002	\$5,496	\$6,122	1.09	\$6,098	\$7,840	\$8,571
<b>Non-Corrections/Non-Management Wtd Average</b>					6	\$4,002	\$5,496	\$6,122	1.09	\$6,098	\$7,840	\$8,571
<b>STATEWIDE Weighted Average</b>					27	\$4,491	\$6,161	\$6,573	1.11	\$6,668	\$8,616	\$9,097

6684 PREADMISSIONS SCREENING SPEC

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-CompAnalyst	HC07000488		Intake Coordinator		1	\$3,617	\$4,408	\$5,550	0.96	\$5,188	\$6,092	\$7,397
<b>Purchased Market Average</b>					1	\$3,617	\$4,408	\$5,550	0.96	\$5,188	\$6,092	\$7,397
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	\$3,617	\$4,408	\$5,550	0.96	\$5,188	\$6,092	\$7,397

**OREGON COMPARISON TO MARKET**  
6684-Preadmissions Screening Specialist

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	24	36	\$4,002	\$5,380	\$6,122	1.06	\$6,098	\$7,706	\$8,571
<b>Non-Corrections/Non-Management Wtd Average</b>					36	\$4,002	\$5,380	\$6,122	1.06	\$6,098	\$7,706	\$8,571
<b>STATEWIDE Weighted Average</b>					36	\$4,002	\$5,380	\$6,122	1.06	\$6,098	\$7,706	\$8,571

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
110.7%	122.1%	110.3%	117.6%	126.5%	115.9%

6685 CLIENT CARE SURVEYOR

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-ST-CA	8011		HEALTH FACILITIES EVALUATOR NURSE		167	\$5,152	\$6,887	\$6,767	1.16	\$7,364	\$9,434	\$9,290	
2020-ST-ID	07931		HEALTH FAC SURVEYOR		30	\$4,139	\$5,877	\$7,392	1.02	\$5,922	\$8,002	\$9,815	
2020-ST-NV	10.509		HEALTH FACILITIES INSP 2		33	\$4,231	\$5,232	\$6,285	1.00	\$5,887	\$7,071	\$8,316	
2020-ST-WA	283E		LONG TERM CARE SURVEYOR		65	\$4,500	\$5,970	\$5,904	1.15	\$6,574	\$8,343	\$8,264	
<b>State Market Average</b>					295	\$4,802	\$6,397	\$6,586	1.12	\$6,878	\$8,784	\$9,008	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	295	\$4,802	\$6,397	\$6,586	1.12	\$6,878	\$8,784	\$9,008

OREGON  
COMPARISON  
TO  
MARKET  
**6685-Client Care Surveyor**

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	28	80	\$4,829	\$6,709	\$7,402	1.10	\$7,063	\$9,256	\$10,064
<b>Non-Corrections/Non-Management Wtd Average</b>					80	\$4,829	\$6,709	\$7,402	1.10	\$7,063	\$9,256	\$10,064
<b>STATEWIDE Weighted Average</b>					80	\$4,829	\$6,709	\$7,402	1.10	\$7,063	\$9,256	\$10,064

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
100.6%	104.9%	112.4%	102.7%	105.4%	111.7%

6698 BUSINESS & EMPLOYMENT SPEC 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS				
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max		
2020-OR-LaneCo	M003		Employment Specialist 1		0	\$3,299		\$4,248		\$5,733		\$6,898		
<b>County Market Average</b>						\$3,299		\$4,248		\$5,733		\$6,898		
2020-ST-CA	9204	B	EMPLOYMENT DEVELOPMENT SPECIALIST I		23	\$4,201	\$4,949	\$5,260	1.05	\$6,228	\$7,121	\$7,492		
2020-ST-ID	08856		WORKFORCE, CONSULTANT		28	\$2,902	\$3,298	\$5,185	0.82	\$4,443	\$4,916	\$7,174		
2020-ST-NV	12.159		WORKFORCE SERVICES REP 1		24	\$2,915	\$2,979	\$4,231	0.83	\$4,331	\$4,406	\$5,887		
2020-ST-WA	358F		WORKSOURCE SPECIALIST 2		11	\$3,502	\$3,668	\$4,579	0.91	\$5,373	\$5,574	\$6,670		
<b>State Market Average</b>							86	\$3,330	\$3,698	\$4,861	0.89	\$5,008	\$5,448	\$6,835
<b>OVERALL WEIGHTED MARKET AVERAGE</b>						0	86	\$3,329	\$3,698	\$4,854	0.89	\$5,016	\$5,448	\$6,836

OREGON  
COMPARISON  
TO  
MARKET

6698-Business & Employment Specialist 1

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
96.0%	93.2%	99.5%	102.8%	100.0%	103.3%

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	19	43	\$3,197	\$3,446	\$4,829	0.86	\$5,159	\$5,450	\$7,063	
<b>Non-Corrections/Non-Management Wtd Average</b>						43	\$3,197	\$3,446	\$4,829	0.86	\$5,159	\$5,450	\$7,063
<b>STATEWIDE Weighted Average</b>						43	\$3,197	\$3,446	\$4,829	0.86	\$5,159	\$5,450	\$7,063



6699 BUSINESS & EMPLOYMENT SPEC 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-LaneCo	M004		Employment Specialist 2		12	\$3,674	\$4,818	\$5,092	1.10	\$6,193	\$7,597	\$7,934	
<b>County Market Average</b>					12	\$3,674	\$4,818	\$5,092	1.10	\$6,193	\$7,597	\$7,934	
2020-ST-CA	9216	A	EMPLOYMENT DEVELOPMENT SPECIALIST II		44	\$4,610	\$5,550	\$5,771	1.07	\$6,716	\$7,838	\$8,102	
2020-ST-ID	08854		WORKFORCE CONSULTANT, SENIOR		86	\$3,276	\$3,746	\$5,848	0.82	\$4,890	\$5,452	\$7,967	
2020-ST-NV	12.157		WORKFORCE SERVICES REP 3		52	\$3,430	\$4,161	\$5,034	0.98	\$4,940	\$5,804	\$6,837	
2020-ST-WA	358G		WORKSOURCE SPECIALIST 3		86	\$3,559	\$4,077	\$4,667	0.99	\$5,442	\$6,066	\$6,775	
<b>State Market Average</b>					268	\$3,616	\$4,229	\$5,298	0.95	\$5,377	\$6,109	\$7,387	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	280	\$3,618	\$4,254	\$5,289	0.95	\$5,412	\$6,173	\$7,411

OREGON  
COMPARISON  
TO  
MARKET

6699-Business & Employment Specialist 2

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						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
						OAH	SEIU STRIKEABLE HUMAN SVC COAL	A		P	21	369	\$3,482	\$4,541	\$5,301	1.03	\$5,491	\$6,726
<b>Non-Corrections/Non-Management Wtd Average</b>					369	\$3,482	\$4,541	\$5,301	1.03	\$5,491	\$6,726	\$7,613	96.2%	106.7%	100.2%	101.5%	109.0%	102.7%
<b>STATEWIDE Weighted Average</b>					369	\$3,482	\$4,541	\$5,301	1.03	\$5,491	\$6,726	\$7,613	96.2%	106.7%	100.2%	101.5%	109.0%	102.7%

2020 Oregon Salary and Benefit Report

Data Effective Date: 07/01/2020

6710 MENTAL HEALTH THERAPY TECH

Class Study Pending

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-CompAnalyst	HC07000176		Mental Health Technician	150	1,910	\$2,458	\$3,050	\$3,775	0.98	\$3,864	\$4,540	\$5,368
<b>Purchased Market Average</b>				150	1,910	\$2,458	\$3,050	\$3,775	0.98	\$3,864	\$4,540	\$5,368
2020-ST-CA	7425		PSYCHIATRIC TECHNICIAN ASSISTANT		75	\$2,502	\$3,127	\$3,074	1.12	\$4,202	\$4,947	\$4,884
2020-ST-ID	07780		PSYCHIATRIC TECH TRNE		26	\$2,485	\$2,818	\$4,443	0.81	\$3,944	\$4,343	\$6,286
2020-ST-NV	10.366		MENTAL HEALTH TECHNICIAN 1		63	\$2,591	\$2,714	\$3,725	0.86	\$3,948	\$4,093	\$5,288
2020-ST-WA	347L		MENTAL HEALTH TECHNICIAN 1		476	\$2,913	\$3,503	\$3,787	1.05	\$4,665	\$5,375	\$5,716
<b>State Market Average</b>					640	\$2,816	\$3,354	\$3,724	1.03	\$4,511	\$5,157	\$5,600
<b>OVERALL WEIGHTED MARKET AVERAGE</b>				150	2,550	\$2,548	\$3,126	\$3,762	0.99	\$4,026	\$4,695	\$5,427

OREGON  
COMPARISON  
TO  
MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps
<b>STATEWIDE Weighted Average</b>					

SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max

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

6711 MENTAL HEALTH THERAPIST 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-JackCo	520		QMHA I		3	\$3,203	\$4,131	\$4,198	1.12	\$5,750	\$6,892	\$6,975	
2020-OR-LaneCo	B011		Mental Health Associate		11	\$3,553	\$3,982	\$4,924	0.94	\$6,045	\$6,572	\$7,728	
<b>County Market Average</b>					14	\$3,478	\$4,014	\$4,769	0.98	\$5,982	\$6,640	\$7,567	
2020-ST-CA	9890		INDIVIDUAL PROGRAM COORDINATOR		3	\$3,204	\$4,205	\$4,205	1.14	\$5,039	\$6,234	\$6,234	
2020-ST-ID	07798		Developmental Disabilities Technician, SWITC		0	\$2,485		\$4,443		\$3,944		\$6,286	
2020-ST-NV	10.356		MENTAL HEALTH TECHNICIAN 2		16	\$2,803	\$3,276	\$4,055	0.96	\$4,198	\$4,757	\$5,679	
2020-ST-WA	347M		MENTAL HEALTH TECHNICIAN 2		16	\$3,054	\$4,126	\$3,977	1.17	\$4,835	\$6,125	\$5,946	
<b>State Market Average</b>					35	\$2,939	\$3,744	\$4,044	1.07	\$4,544	\$5,509	\$5,861	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	49	\$3,090	\$3,821	\$4,247	1.04	\$4,947	\$5,832	\$6,338

OREGON  
COMPARISON  
TO  
MARKET

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

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

6712 MENTAL HEALTH THERAPIST 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-OR-JackCo	521		QMHA II		11	\$3,672	\$4,729	\$4,827	1.11	\$6,327	\$7,628	\$7,749
2020-OR-LaneCo	B068		Mental Health Specialist 1		17	\$4,020	\$4,403	\$5,569	0.92	\$6,617	\$7,088	\$8,520
2020-OR-MarionCo	552		Mental Health Specialist 1		0	\$3,853		\$5,164		\$6,254		\$7,866
2020-OR-WashCo	232		Mental Health Specialist I		0	\$5,137		\$6,242		\$7,484		\$8,798
<b>County Market Average</b>					28	\$3,924	\$4,531	\$5,306	0.99	\$6,528	\$7,300	\$8,225
2020-MIL-NWHCS	05.06		Mental Health Specialist		29	\$3,846	\$4,111	\$5,781	0.85	\$5,450	\$5,752	\$7,661
<b>Purchased Market Average</b>					29	\$3,846	\$4,111	\$5,781	0.85	\$5,450	\$5,752	\$7,661
2020-ST-ID	07776		PSYCHIATRIC TRTMNT COORD		13	\$3,276	\$3,724	\$5,848	0.82	\$4,890	\$5,426	\$7,967
2020-ST-NV	10.346		MENTAL HEALTH TECHNICIAN 3		85	\$3,036	\$3,882	\$4,422	1.04	\$4,473	\$5,474	\$6,113
2020-ST-WA	347N		MENTAL HEALTH TECHNICIAN 3		45	\$3,273	\$4,263	\$4,282	1.13	\$5,098	\$6,289	\$6,312
<b>State Market Average</b>					143	\$3,132	\$3,988	\$4,508	1.05	\$4,708	\$5,726	\$6,345
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					29	\$3,583	\$4,095	\$5,263	0.94	\$5,255	\$5,857	\$7,209

OREGON  
COMPARISON  
TO  
MARKET

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

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

2020 Oregon Salary and Benefit Report

Data Effective Date: 07/01/2020

6720 PSYCHIATRIC SOCIAL WORKER

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-CompAnalyst	HC07000289		Medical Social Worker (MSW)		1	\$4,250	\$5,475	\$6,325	1.04	\$5,911	\$7,311	\$8,283	
2020-CompAnalyst	HC07000427		Licensed Clinical Social Worker		1	\$5,367	\$5,967	\$7,658	0.91	\$7,188	\$7,873	\$9,807	
2020-MIL-NWHCS	05.05		Mental Health Practitioner	33	282	\$5,006	\$6,249	\$7,723	0.98	\$6,776	\$8,196	\$9,881	
<b>Purchased Market Average</b>				33	284	\$5,005	\$6,245	\$7,718	0.98	\$6,774	\$8,191	\$9,875	
2020-ST-ID	06820		CLINICIAN		227	\$4,139	\$5,077	\$7,392	0.88	\$5,922	\$7,045	\$9,815	
2020-ST-NV	10.144		CLINICAL SOCIAL WORKER 2		29	\$4,617	\$6,055	\$6,881	1.05	\$6,344	\$8,044	\$9,021	
2020-ST-WA	352J		PSYCHIATRIC SOCIAL WORKER 2		4	\$5,039	\$6,132	\$6,611	1.05	\$7,223	\$8,539	\$9,114	
<b>State Market Average</b>					260	\$4,206	\$5,202	\$7,323	0.90	\$5,989	\$7,180	\$9,715	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					33	544	\$4,623	\$5,747	\$7,529	0.94	\$6,399	\$7,708	\$9,799

OREGON COMPARISON TO MARKET  
6720-Psychiatric Social Worker

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	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
AMG	AFSCME AT DHS STAB&CRISIS UNIT	A	P	28	5	\$4,826	\$6,018	\$7,398	0.98	\$7,059	\$8,449	\$10,059	104.4%	104.7%	98.3%	110.3%	109.6%	102.7%
OAI	SEIU STRIKEABLE INST COALITION	A	P	29	37	\$5,056	\$6,716	\$7,763	1.05	\$7,327	\$9,263	\$10,485	109.4%	116.9%	103.1%	114.5%	120.2%	107.0%
<b>Non-Corrections/Non-Management Wtd Average</b>					42	\$5,029	\$6,633	\$7,720	1.04	\$7,295	\$9,166	\$10,434	108.8%	115.4%	102.5%	114.0%	118.9%	106.5%
<b>STATEWIDE Weighted Average</b>					42	\$5,029	\$6,633	\$7,720	1.04	\$7,295	\$9,166	\$10,434	108.8%	115.4%	102.5%	114.0%	118.9%	106.5%

2020 Oregon Salary and Benefit Report

Data Effective Date: 07/01/2020

6726 HABILITATIVE TRAINING TECH 2

Class Study Pending

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-CompAnalyst	HC07000642		Behavioral Home Care Aide		1	\$2,200	\$2,683	\$3,267	0.98	\$3,568	\$4,121	\$4,787	
<b>Purchased Market Average</b>					1	\$2,200	\$2,683	\$3,267	0.98	\$3,568	\$4,121	\$4,787	
2020-ST-NV	10.347		DEVELOPMENTAL SUPPORT TECH 3		27	\$3,036	\$4,026	\$4,422	1.08	\$4,473	\$5,645	\$6,113	
2020-ST-WA	345G		ATTENDANT COUNSELOR 2		217	\$2,848	\$3,563	\$3,691	1.09	\$4,587	\$5,447	\$5,602	
<b>State Market Average</b>					244	\$2,869	\$3,614	\$3,772	1.09	\$4,574	\$5,469	\$5,658	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	245	\$2,866	\$3,611	\$3,770	1.09	\$4,570	\$5,464	\$5,655

OREGON COMPARISON TO MARKET  
6726-Habilitative Training Technician 2

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	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
AMG	AFSCME AT DHS STAB&CRISIS UNIT	A	P	16	22	\$2,846	\$3,855	\$4,191	1.10	\$4,750	\$5,926	\$6,318	99.3%	106.8%	111.2%	103.9%	108.5%	111.7%
<b>Non-Corrections/Non-Management Wtd Average</b>					22	\$2,846	\$3,855	\$4,191	1.10	\$4,750	\$5,926	\$6,318	99.3%	106.8%	111.2%	103.9%	108.5%	111.7%
<b>STATEWIDE Weighted Average</b>					22	\$2,846	\$3,855	\$4,191	1.10	\$4,750	\$5,926	\$6,318	99.3%	106.8%	111.2%	103.9%	108.5%	111.7%

6727 HABILITATIVE TRAINING TECH 3

Class Study Pending

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			Insufficient Market Emp Avg x	
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max		
2020-ST-ID	07797		Developmental Disabilities Technician, Lead, SWITC		0	\$2,902		\$5,185			\$4,443		\$7,174	
2020-ST-NV	10.339		DEVELOPMENTAL SUPPORT TECH 4		2	\$3,296	\$4,473	\$4,817	0.74		\$4,781	\$6,173	\$6,580	
2020-ST-WA	345H		ATTENDANT COUNSELOR 3		0	\$3,054		\$3,977			\$4,835		\$5,946	
<b>State Market Average</b>					2	\$3,169	\$4,473	\$4,723	0.74		\$4,724	\$6,173	\$6,572	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	\$3,169	\$4,473	\$4,723	0.74		\$4,724	\$6,173	\$6,572	

OREGON  
COMPARISON  
TO  
MARKET

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

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

6751 GROUP LIFE COORDINATOR 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-JackCo	212		Juvenile Justice Specialist II		3	\$3,558	\$3,947	\$4,668	0.96	\$6,187	\$6,665	\$7,553	
2020-OR-LaneCo	K004		Juvenile Group Worker		21	\$3,810	\$4,564	\$5,277	1.00	\$6,360	\$7,285	\$8,162	
<b>County Market Average</b>					24	\$3,779	\$4,487	\$5,201	1.00	\$6,338	\$7,208	\$8,086	
2020-ST-NV	12.538		GROUP SUPERVISOR 2		21	\$3,576	\$3,826	\$5,260	0.87	\$5,113	\$5,408	\$7,104	
2020-ST-WA	355I		JUVENILE REHABILITATION COORDINATOR		0	\$3,786		\$4,966		\$5,716		\$7,135	
<b>State Market Average</b>					21	\$3,586	\$3,826	\$5,246	0.87	\$5,140	\$5,408	\$7,105	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	45	\$3,686	\$4,178	\$5,223	0.94	\$5,765	\$6,368	\$7,617

OREGON  
COMPARISON  
TO  
MARKET

6751-Group Life Coordinator 2

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
AU	AFSCME AT MILITARY	A	P	20	15	\$3,332	\$3,889	\$5,054	0.93	\$5,317	\$5,966	\$7,325
<b>Non-Corrections/Non-Management Wtd Average</b>					15	\$3,332	\$3,889	\$5,054	0.93	\$5,317	\$5,966	\$7,325
<b>STATEWIDE Weighted Average</b>					15	\$3,332	\$3,889	\$5,054	0.93	\$5,317	\$5,966	\$7,325

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
90.4%	93.1%	96.8%	92.2%	93.7%	96.2%
90.4%	93.1%	96.8%	92.2%	93.7%	96.2%
90.4%	93.1%	96.8%	92.2%	93.7%	96.2%



6767 DORMITORY COUNSELOR 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-ST-CA	9713	C	COUNSELOR, SCHOOL FOR THE BLIND		9	\$3,286	\$4,100	\$4,113	1.11	\$5,136	\$6,108	\$6,123	
2020-ST-ID	07762		RESIDENTIAL ASSISTANT		5	\$2,485	\$3,210	\$4,443	0.93	\$3,944	\$4,811	\$6,286	
2020-ST-WA	257J		RESIDENTIAL/STUDENT LIFE COUNSELOR		20	\$2,781	\$3,419	\$3,601	1.07	\$4,507	\$5,274	\$5,493	
<b>State Market Average</b>					34	\$2,871	\$3,569	\$3,860	1.06	\$4,590	\$5,427	\$5,777	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	34	\$2,871	\$3,569	\$3,860	1.06	\$4,590	\$5,427	\$5,777

OREGON COMPARISON TO MARKET  
6767-Dormitory Counselor 1

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	16	3	\$2,825	\$3,650	\$4,184	1.04	\$4,725	\$5,687	\$6,310
<b>Non-Corrections/Non-Management Wtd Average</b>					3	\$2,825	\$3,650	\$4,184	1.04	\$4,725	\$5,687	\$6,310
<b>STATEWIDE Weighted Average</b>					3	\$2,825	\$3,650	\$4,184	1.04	\$4,725	\$5,687	\$6,310

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
98.4%	102.3%	108.4%	102.9%	104.8%	109.2%
98.4%	102.3%	108.4%	102.9%	104.8%	109.2%
98.4%	102.3%	108.4%	102.9%	104.8%	109.2%

6779 CORRECTIONAL LIEUTENANT

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-DescCo	9280		SERGEANT		23	\$6,797	\$8,825	\$9,109	1.11	\$9,902	\$12,398	\$12,747	
2020-OR-LaneCo	N5010		Sergeant		26	\$5,075	\$7,077	\$7,467	1.13	\$7,913	\$10,371	\$10,850	
2020-OR-MultCo	9648		Corrections Lieutenant		0	\$8,056		\$12,084		\$11,472		\$16,415	
2020-OR-WashCo	122		Jail Sergeant		20	\$7,816	\$9,252	\$9,977	1.04	\$10,668	\$12,374	\$13,236	
2020-WA-ClarkCo	310		Corrections Sergeant		17	\$6,219	\$7,731	\$7,205	1.15	\$8,825	\$10,645	\$10,012	
2020-WA-ThrstnCo	5315		CORRECTIONS SERGEANT		13	\$6,045	\$6,846	\$6,997	1.05	\$8,573	\$9,537	\$9,719	
<b>County Market Average</b>					99	\$6,370	\$8,004	\$8,287	1.10	\$9,198	\$11,184	\$11,530	
2020-ST-CA	9656		CORRECTIONAL LIEUTENANT		313	\$6,959	\$8,641	\$8,757	1.10	\$9,520	\$11,527	\$11,665	
2020-ST-NV	13.310		CORRECTIONAL LIEUTENANT		56	\$5,260	\$6,243	\$7,894	0.95	\$7,104	\$8,267	\$10,219	
<b>State Market Average</b>					369	\$6,702	\$8,277	\$8,626	1.07	\$9,154	\$11,032	\$11,446	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	468	\$6,631	\$8,220	\$8,554	1.08	\$9,163	\$11,065	\$11,464

OREGON COMPARISON TO MARKET  
6779-Correctional Lieutenant

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
MMN	MGT SVC NONSUPERVISORY	A	P	28	4	\$5,237	\$7,363	\$7,724	1.14	\$7,539	\$10,018	\$10,439
MMS	MGT SVC SUPERVISORY	A	P	28	101	\$5,237	\$7,142	\$7,724	1.10	\$7,539	\$9,761	\$10,439
<b>Management Wtd Average</b>					105	\$5,237	\$7,151	\$7,724	1.10	\$7,539	\$9,771	\$10,439
<b>STATEWIDE Weighted Average</b>					105	\$5,237	\$7,151	\$7,724	1.10	\$7,539	\$9,771	\$10,439

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
79.0%	89.6%	90.3%	82.3%	90.5%	91.1%
79.0%	86.9%	90.3%	82.3%	88.2%	91.1%
79.0%	87.0%	90.3%	82.3%	88.3%	91.1%
79.0%	87.0%	90.3%	82.3%	88.3%	91.1%

6780 CORRECTIONAL CAPTAIN

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-WA-ThrstnCo	5320		CORRECTIONS LIEUTENANT		7	\$7,534	\$8,606	\$8,722	1.06	\$10,365	\$11,655	\$11,794	
<b>County Market Average</b>					7	\$7,534	\$8,606	\$8,722	1.06	\$10,365	\$11,655	\$11,794	
2020-ST-CA	9646		CAPTAIN (ADULT INSTITUTION)		65	\$8,935	\$10,016	\$10,225	1.05	\$11,878	\$13,167	\$13,417	
2020-ST-ID	09202		CORR MGR 2		9	\$5,170	\$6,222	\$9,231	0.86	\$7,156	\$8,414	\$12,015	
2020-ST-NV	13.309		Correctional Captain		0	\$5,497		\$8,264		\$7,385		\$10,657	
<b>State Market Average</b>					74	\$8,437	\$9,554	\$10,080	1.02	\$11,251	\$12,589	\$13,212	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	81	\$8,360	\$9,472	\$9,964	1.03	\$11,175	\$12,509	\$13,091

OREGON  
COMPARISON  
TO  
MARKET

**6780-Correctional Captain**

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
MMS	MGT SVC SUPERVISORY	A	P	32	45	\$6,367	\$8,723	\$9,374	1.11	\$8,857	\$11,604	\$12,364
<b>Management Wtd Average</b>					45	\$6,367	\$8,723	\$9,374	1.11	\$8,857	\$11,604	\$12,364
<b>STATEWIDE Weighted Average</b>					45	\$6,367	\$8,723	\$9,374	1.11	\$8,857	\$11,604	\$12,364

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
76.2%	92.1%	94.1%	79.2%	92.8%	94.4%

6786 CORRECTIONAL COUNSELOR SUPV

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-WA-ClarkCo	714		Corrections Counselor Lead		2	\$4,920	\$6,282	\$6,282	1.12	\$7,263	\$8,901	\$8,901	
2020-WA-ThrstnCo	4225		ADULT PROBATION SUPERVISOR		1	\$5,381	\$5,998	\$7,175	0.96	\$7,774	\$8,517	\$9,933	
<b>County Market Average</b>					3	\$5,074	\$6,187	\$6,579	1.07	\$7,433	\$8,773	\$9,245	
2020-ST-CA	9903		CORRECTIONAL COUNSELOR II (SUPERVISOR)		60	\$7,811	\$9,494	\$9,834	1.08	\$10,536	\$12,545	\$12,950	
2020-ST-NV	12.556		CORRECTIONAL CASE WORK SPEC 3		15	\$5,260	\$6,195	\$7,894	0.94	\$7,104	\$8,210	\$10,219	
<b>State Market Average</b>					75	\$7,300	\$8,834	\$9,446	1.05	\$9,849	\$11,678	\$12,404	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	78	\$7,215	\$8,733	\$9,336	1.05	\$9,756	\$11,566	\$12,283

OREGON  
COMPARISON  
TO  
MARKET

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

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

6787 ADULT PAROLE/PROBATION OFFICER

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-OR-ClackCo	482		Prob & Parole Officer 2		31	\$5,469	\$6,703	\$6,935	1.08	\$8,190	\$9,709	\$9,995
2020-OR-DescCo	4010		PAROLE & PROBATION OFFICER		22	\$5,072	\$6,119	\$6,797	1.03	\$7,778	\$9,067	\$9,902
2020-OR-JackCo	201		Sr Deputy Probation		28	\$4,577	\$5,839	\$6,526	1.05	\$7,442	\$8,995	\$9,841
2020-OR-LaneCo	F023		Parole/Probation Officer 2		35	\$4,696	\$5,899	\$6,167	1.09	\$7,448	\$8,924	\$9,254
2020-OR-MultCo	6276		Parole and Probation Officer		113	\$5,659	\$6,540	\$7,219	1.02	\$8,532	\$9,612	\$10,446
2020-OR-WashCo	222		Probation and Parole Officer II		46	\$5,673	\$6,601	\$7,243	1.02	\$8,122	\$9,224	\$9,987
<b>County Market Average</b>					275	\$5,360	\$6,382	\$6,953	1.04	\$8,115	\$9,364	\$10,061
2020-CompAnalyst	LG12000028		Parole Officer		1	\$4,108	\$5,208	\$5,692	1.10	\$5,749	\$7,007	\$7,559
2020-MIL-OPES	13.14		Probation and Parole Officer		6	\$5,029	\$6,550	\$6,393	1.15	\$7,387	\$9,207	\$9,019
<b>Purchased Market Average</b>					6	\$5,024	\$6,543	\$6,389	1.15	\$7,378	\$9,195	\$9,011
2020-ST-NV	12.618		PAROLE/PROBATION SPECIALIST 4		14	\$4,231	\$5,048	\$6,285	0.96	\$5,887	\$6,854	\$8,316
2020-ST-WA	383H		COMMUNITY CORRECTIONS OFFICER 3		180	\$4,337	\$5,739	\$5,689	1.14	\$6,379	\$8,066	\$8,005
<b>State Market Average</b>					194	\$4,330	\$5,689	\$5,732	1.13	\$6,343	\$7,978	\$8,027
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					6	\$4,959	\$6,220	\$6,431	1.10	\$7,381	\$8,903	\$9,162

OREGON COMPARISON TO MARKET		6787-Adult Parole/Probation Officer		MARKET COMPARISONS														
				SALARY			Group Compa-Ratio Sum Base / Sum 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		
Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps													
AQ	AFSCME DOC PAROLE/PROBAT OFFCR	A	P	26	35	\$5,306	\$7,034	\$7,734	1.08	\$7,619	\$9,635	\$10,451	107.0%	113.1%	120.3%	103.2%	108.2%	114.1%
<b>Corrections Wtd Average</b>					35	\$5,306	\$7,034	\$7,734	1.08	\$7,619	\$9,635	\$10,451	107.0%	113.1%	120.3%	103.2%	108.2%	114.1%
<b>STATEWIDE Weighted Average</b>					35	\$5,306	\$7,034	\$7,734	1.08	\$7,619	\$9,635	\$10,451	107.0%	113.1%	120.3%	103.2%	108.2%	114.1%

6810 LABORATORY TECHNICIAN 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-OR-JackCo	199		Program Specialist - Comm Just		3	\$3,256	\$3,794	\$4,268	1.01	\$5,815	\$6,478	\$7,061
<b>County Market Average</b>					3	\$3,256	\$3,794	\$4,268	1.01	\$5,815	\$6,478	\$7,061
2020-CompAnalyst	RD14000151		Laboratory Assistant I	100	541	\$2,958	\$3,525	\$4,433	0.96	\$4,435	\$5,083	\$6,121
2020-MIL-ENG	3-691		Laboratory Technician I	5	21	\$3,610	\$3,920	\$5,189	0.89	\$5,180	\$5,534	\$6,985
<b>Purchased Market Average</b>					105	\$2,983	\$3,540	\$4,462	0.96	\$4,463	\$5,100	\$6,153
2020-ST-CA	7884	B	LABORATORY ASSISTANT		24	\$2,544	\$3,136	\$3,181	1.10	\$4,252	\$4,957	\$5,011
2020-ST-NV	10.733		LABORATORY TECHNICIAN 1		5	\$2,803	\$3,623	\$4,055	1.06	\$4,198	\$5,168	\$5,679
2020-ST-WA	510G		LABORATORY TECHNICIAN 1		10	\$3,277	\$4,047	\$4,268	1.07	\$5,103	\$6,029	\$6,296
<b>State Market Average</b>					39	\$2,766	\$3,432	\$3,572	1.08	\$4,463	\$5,259	\$5,426
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					105	\$2,970	\$3,534	\$4,403	0.97	\$4,470	\$5,117	\$6,111

OREGON  
COMPARISON  
TO  
MARKET

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

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

6811 LABORATORY TECHNICIAN 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-ClackCo	789		Laboratory Technician		1	\$4,268	\$4,733	\$5,463	0.97	\$6,713	\$7,285	\$8,183	
2020-WA-ClarkCo	113		Laboratory Analyst		0	\$4,909		\$5,984		\$7,249		\$8,542	
<b>County Market Average</b>					1	\$4,589	\$4,733	\$5,723	0.97	\$6,981	\$7,285	\$8,363	
2020-CompAnalyst	RD14000048		Laboratory Assistant II	150	1,006	\$3,458	\$4,200	\$5,300	0.96	\$5,007	\$5,854	\$7,111	
2020-MIL-ENG	3-692		Laboratory Technician II	8	49	\$4,019	\$4,249	\$5,621	0.88	\$5,648	\$5,910	\$7,478	
2020-MIL-NWHCS	06.02		Lab Assistant	49	1,006	\$2,899	\$3,658	\$4,275	1.02	\$4,367	\$5,235	\$5,940	
<b>Purchased Market Average</b>					207	2,061	\$3,198	\$3,937	\$4,807	0.99	\$4,710	\$5,553	\$6,548
2020-ST-CA	7878		SENIOR LABORATORY ASSISTANT		20	\$2,746	\$3,413	\$3,436	1.10	\$4,492	\$5,289	\$5,316	
2020-ST-ID	07426		LABORATORY TECH		7	\$2,485	\$2,897	\$4,443	0.84	\$3,944	\$4,437	\$6,286	
2020-ST-NV	10.726		LABORATORY TECHNICIAN 2		1	\$3,036	\$3,161	\$4,422	0.85	\$4,473	\$4,622	\$6,113	
2020-ST-WA	5101		LABORATORY TECHNICIAN 3		13	\$3,601	\$4,806	\$4,724	1.15	\$5,493	\$6,943	\$6,844	
<b>State Market Average</b>					41	\$2,980	\$3,761	\$4,040	1.07	\$4,715	\$5,651	\$5,985	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					207	2,103	\$3,196	\$3,934	\$4,793	0.99	\$4,712	\$5,556	\$6,539

OREGON  
COMPARISON  
TO  
MARKET

6811-Laboratory Technician 2

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	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
AD	AFSCME AT ENVIRONMENTAL QUAL	A	P	18	1	\$3,065	\$3,196	\$4,606	0.83	\$5,005	\$5,158	\$6,803	95.9%	81.2%	96.1%	106.2%	92.8%	104.0%
AO	AFSCME OR ST POLICE-SUPP UNIT	A	P	18	6	\$3,065	\$3,742	\$4,606	0.98	\$5,005	\$5,795	\$6,803	95.9%	95.1%	96.1%	106.2%	104.3%	104.0%
OAI	SEIU STRIKEABLE INST COALITION	A	P	17	3	\$2,945	\$3,716	\$4,387	1.01	\$4,865	\$5,764	\$6,547	92.2%	94.5%	91.5%	103.3%	103.8%	100.1%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	17	5	\$2,945	\$3,687	\$4,387	1.01	\$4,865	\$5,731	\$6,547	92.2%	93.7%	91.5%	103.3%	103.2%	100.1%
<b>Non-Corrections/Non-Management Wtd Average</b>					15	\$3,001	\$3,682	\$4,489	0.98	\$4,930	\$5,725	\$6,666	93.9%	93.6%	93.7%	104.6%	103.0%	101.9%
<b>STATEWIDE Weighted Average</b>					15	\$3,001	\$3,682	\$4,489	0.98	\$4,930	\$5,725	\$6,666	93.9%	93.6%	93.7%	104.6%	103.0%	101.9%

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6820 MEDICAL LABORATORY TECH 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-CompAnalyst	HC07000033		Medical Lab Technician - Certified		1	\$3,408	\$4,367	\$5,117	1.03	\$4,949	\$6,045	\$6,902
<b>Purchased Market Average</b>					1	\$3,408	\$4,367	\$5,117	1.03	\$4,949	\$6,045	\$6,902
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	\$3,408	\$4,367	\$5,117	1.03	\$4,949	\$6,045	\$6,902

OREGON COMPARISON TO MARKET  
6820-Medical Laboratory Technician 1

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	18	6	\$3,058	\$3,690	\$4,611	0.96	\$4,997	\$5,734	\$6,808
<b>Non-Corrections/Non-Management Wtd Average</b>					6	\$3,058	\$3,690	\$4,611	0.96	\$4,997	\$5,734	\$6,808
<b>STATEWIDE Weighted Average</b>					6	\$3,058	\$3,690	\$4,611	0.96	\$4,997	\$5,734	\$6,808

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%	84.5%	90.1%	101.0%	94.9%	98.6%



6821 MEDICAL LABORATORY TECH 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-DescCo	1051		Lab Technician		0	\$4,189		\$5,613		\$6,691		\$8,445	
2020-OR-MultCo	6333		Medical Laboratory Technician		8	\$4,515	\$5,304	\$5,529	1.06	\$7,128	\$8,096	\$8,372	
<b>County Market Average</b>					8	\$4,479	\$5,304	\$5,539	1.06	\$7,080	\$8,096	\$8,380	
2020-MIL-NWHCS	06.06		Medical Lab Technician	76	136	\$4,015	\$4,987	\$5,988	1.00	\$5,642	\$6,754	\$7,898	
<b>Purchased Market Average</b>					76	136	\$4,015	\$4,987	\$5,988	1.00	\$5,642	\$6,754	\$7,898
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					76	144	\$4,043	\$5,005	\$5,960	1.00	\$5,732	\$6,829	\$7,928

OREGON COMPARISON TO MARKET  
6821-Medical Laboratory Technician 2

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	20	4	\$3,334	\$4,461	\$5,056	1.06	\$5,319	\$6,633	\$7,327
<b>Non-Corrections/Non-Management Wtd Average</b>					4	\$3,334	\$4,461	\$5,056	1.06	\$5,319	\$6,633	\$7,327
<b>STATEWIDE Weighted Average</b>					4	\$3,334	\$4,461	\$5,056	1.06	\$5,319	\$6,633	\$7,327

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
82.5%	89.1%	84.8%	92.8%	97.1%	92.4%

6823 CLINICAL LAB SCIENTIST

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-CompAnalyst	HC07000174		Medical Technologist - Microbiology		1	\$4,500	\$5,600	\$6,317	1.05	\$6,197	\$7,454	\$8,273	
<b>Purchased Market Average</b>					1	\$4,500	\$5,600	\$6,317	1.05	\$6,197	\$7,454	\$8,273	
2020-ST-CA	7928	A	CLINICAL LABORATORY TECHNOLOGIST		0	\$4,208		\$5,269		\$6,237		\$7,503	
2020-ST-ID	07421		Medical Technologist		0	\$3,669		\$6,546		\$5,360		\$8,803	
2020-ST-WA	508F		CLINICAL/MEDICAL TECHNOLOGIST 2		1	\$3,977	\$5,077	\$5,218	0.55	\$5,946	\$7,268	\$7,438	
<b>State Market Average</b>					1	\$3,958	\$5,077	\$5,563	0.55	\$5,872	\$7,268	\$7,795	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	2	\$4,066	\$5,338	\$5,713	0.80	\$5,937	\$7,361	\$7,891

**OREGON COMPARISON TO MARKET**  
6823-Clinical Laboratory Scientist

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
OAI	SEIU STRIKEABLE INST COALITION	A	P	24	2	\$4,002	\$5,697	\$6,122	1.13	\$6,098	\$8,074	\$8,571
<b>Non-Corrections/Non-Management Wtd Average</b>					2	\$4,002	\$5,697	\$6,122	1.13	\$6,098	\$8,074	\$8,571
<b>STATEWIDE Weighted Average</b>					2	\$4,002	\$5,697	\$6,122	1.13	\$6,098	\$8,074	\$8,571

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
98.4%	106.7%	107.2%	102.7%	109.7%	108.6%

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7000 PRINCIPAL EXECUTIVE/MANAGER A

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-ClackCo	633		Office Supervisor		8	\$5,009	\$5,906	\$6,762	1.00	\$7,624	\$8,729	\$9,781	
2020-OR-ClackCo	017		Legal Office Supervisor		2	\$5,009	\$5,695	\$6,762	0.97	\$7,624	\$8,468	\$9,781	
2020-OR-JackCo	01351		Supervisor II		6	\$4,526	\$5,007	\$5,777	0.97	\$7,378	\$7,971	\$8,919	
2020-OR-LaneCo	N4007		Professional/Technical Supv		1	\$4,602	\$4,872	\$6,769	0.86	\$7,332	\$7,664	\$9,993	
2020-OR-LaneCo	N7001		Administrative Support Supv		3	\$3,949	\$5,032	\$5,807	1.03	\$6,530	\$7,861	\$8,811	
2020-OR-LaneCo	N3017		Program Supervisor		1	\$4,602	\$5,685	\$6,769	1.00	\$7,332	\$8,662	\$9,993	
2020-OR-MarionCo	023		Office Manager		5	\$4,527	\$5,042	\$6,061	0.95	\$7,084	\$7,716	\$8,971	
2020-OR-MultCo	9025		Operations Supervisor		30	\$4,471	\$5,640	\$6,259	1.05	\$7,073	\$8,508	\$9,268	
2020-WA-ThrstnCo	0344		ADMINISTRATIVE SUPERVISOR		1	\$4,238	\$4,631	\$5,636	0.94	\$6,398	\$6,871	\$8,082	
<b>County Market Average</b>					57	\$4,549	\$5,498	\$6,262	1.02	\$7,172	\$8,337	\$9,276	
2020-CompAnalyst	MM18000083		Shipping and Receiving Supervisor I		1	\$3,567	\$4,217	\$5,400	0.94	\$5,130	\$5,873	\$7,226	
2020-MIL-NWMGT	05.10		Groundskeeping Supervisor	18	33	\$5,065	\$6,544	\$7,185	1.07	\$6,843	\$8,533	\$9,266	
<b>Purchased Market Average</b>					18	34	\$5,021	\$6,475	\$7,132	1.06	\$6,792	\$8,455	\$9,206
2020-ST-CA	9825		SUPERVISOR, VOCATIONAL SERVICES		1	\$4,015	\$5,024	\$5,024	1.11	\$6,006	\$7,211	\$7,211	
2020-ST-CA	0717	B	SUPERVISING GROUNDSKEEPER II		6	\$4,258	\$4,643	\$5,283	0.97	\$6,297	\$6,756	\$7,520	
2020-ST-CA	4569		SENIOR ACCOUNTING OFFICER (SUPERVISOR)		59	\$4,988	\$5,725	\$6,197	1.02	\$7,167	\$8,046	\$8,611	
2020-ST-WA	353U		VOCATIONAL REHABILITATION SUPERVISOR		0	\$4,845		\$6,354		\$6,990		\$8,806	
<b>State Market Average</b>					66	\$4,906	\$5,616	\$6,100	1.02	\$7,069	\$7,917	\$8,495	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					18	157	\$4,802	\$5,759	\$6,381	1.03	\$7,047	\$8,186	\$8,930

OREGON COMPARISON TO MARKET	7000-Principal Executive/Manager A						MARKET COMPARISONS												
	Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum 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
	MMN	MGT SVC NONSUPERVISORY	A	P	24X	3	\$4,113	\$5,789	\$6,367	1.10	\$6,227	\$8,182	\$8,857	85.7%	100.5%	99.8%	88.4%	100.0%	99.2%
MMS	MGT SVC SUPERVISORY	A	P	24X	82	\$4,113	\$5,495	\$6,367	1.05	\$6,227	\$7,839	\$8,857	85.7%	95.4%	99.8%	88.4%	95.8%	99.2%	
<b>Management Wtd Average</b>					85	\$4,113	\$5,505	\$6,367	1.05	\$6,227	\$7,851	\$8,857	85.7%	95.6%	99.8%	88.4%	95.9%	99.2%	

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## STATEWIDE Weighted Average

85

\$4,113

\$5,505

\$6,367

1.05

\$6,227

\$7,851

\$8,857

85.7%

95.6%

99.8%

88.4%

95.9%

99.2%

7000-I PRINCIPAL EXECUTIVE/MANAGER A

Information Systems Payline

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-CompAnalyst	IT10000286		Help Desk Supervisor I		1	\$4,833	\$6,167	\$7,133	1.05	\$6,578	\$8,102	\$9,207
<b>Purchased Market Average</b>					1	\$4,833	\$6,167	\$7,133	1.05	\$6,578	\$8,102	\$9,207
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	\$4,833	\$6,167	\$7,133	1.05	\$6,578	\$8,102	\$9,207

OREGON  
COMPARISON  
TO  
MARKET

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

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

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7002 PRINCIPAL EXECUTIVE/MANAGER B

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-ClackCo	255		Library Section Supervisor		1	\$5,522	\$6,715	\$7,455	1.03	\$8,256	\$9,724	\$10,634	
2020-OR-DescCo	9067		SUPERVISOR, ADMINISTRATIVE		8	\$5,326	\$6,340	\$7,137	1.02	\$8,090	\$9,339	\$10,320	
2020-OR-DescCo	9080		SUPERVISOR, ROAD MAINTENANCE		2	\$5,592	\$6,829	\$7,494	1.04	\$8,418	\$9,941	\$10,759	
2020-OR-JackCo	01352		Supervisor III		7	\$5,021	\$5,900	\$6,472	1.03	\$7,988	\$9,071	\$9,775	
2020-OR-LaneCo	N3015		Program Supervisor		3	\$4,841	\$5,884	\$7,119	0.98	\$7,626	\$8,906	\$10,422	
2020-OR-MultCo	9140		Road Operations Supervisor		0	\$4,745		\$6,643		\$7,410		\$9,739	
2020-OR-MultCo	9720		Operations Administrator		3	\$4,930	\$6,440	\$6,902	1.09	\$7,637	\$9,489	\$10,057	
2020-OR-WashCo	415		Operations Supervisor		3	\$5,959	\$7,259	\$7,604	1.07	\$8,462	\$10,006	\$10,416	
2020-OR-WashCo	432		Fleet Maintenance Supervisor		1	\$6,415	\$7,426	\$7,796	1.05	\$9,003	\$10,205	\$10,644	
2020-WA-ClarkCo	818		Office Manager		8	\$4,975	\$5,503	\$7,028	0.92	\$7,329	\$7,963	\$9,799	
2020-WA-KingCo	2810100		Administrator I		53	\$5,134	\$6,097	\$6,480	1.05	\$7,845	\$9,004	\$9,465	
2020-WA-ThrstnCo	1235		RECREATION SUPERVISOR		1	\$4,901	\$6,048	\$6,535	1.06	\$7,197	\$8,576	\$9,163	
<b>County Market Average</b>					90	\$5,161	\$6,131	\$6,707	1.03	\$7,857	\$9,030	\$9,730	
2020-CompAnalyst	MM18000084		Shipping and Receiving Supervisor II		1	\$4,300	\$5,100	\$6,542	0.94	\$5,968	\$6,883	\$8,530	
2020-TwrsWtsn	ASC000-M1		Supply Chain and Logistics Generalist/Multidiscipline	5	5		\$7,482				\$9,605		
2020-TwrsWtsn	AAS000-M1		Administrative Services Generalist/Multidiscipline	5	5		\$5,611		0.98		\$7,467		
<b>Purchased Market Average</b>					10	11	\$4,300	\$6,415	\$6,542	0.53	\$5,968	\$8,386	\$8,530
2020-ST-CA	4800		STAFF SERVICES MANAGER I		1,130	\$5,483	\$6,363	\$6,811	1.04	\$7,758	\$8,809	\$9,344	
2020-ST-CA	6282		CALTRANS MAINTENANCE AREA SUPERINTENDE		228	\$5,079	\$5,933	\$6,304	1.04	\$7,276	\$8,295	\$8,738	
2020-ST-ID	06626		BUILDINGS OPERATIONS MGR		3	\$3,669	\$4,608	\$6,546	0.90	\$5,360	\$6,484	\$8,803	
2020-ST-ID	06648		BUILDING SUPERINTENDENT		7	\$3,276	\$3,911	\$5,848	0.86	\$4,890	\$5,650	\$7,967	
2020-ST-NV	09.610		Grounds Supervisor III		0	\$3,725		\$5,497		\$5,288		\$7,385	
2020-ST-WA	358J		WORKSOURCE SPECIALIST 6		0	\$3,977		\$5,218		\$5,946		\$7,438	
<b>State Market Average</b>					1,368	\$5,398	\$6,275	\$6,719	1.04	\$7,655	\$8,702	\$9,232	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					10	1,469	\$5,382	\$6,267	\$6,718	1.03	\$7,666	\$8,720	\$9,262

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OREGON COMPARISON TO MARKET		7002-Principal Executive/Manager B					MARKET COMPARISONS												
							SALARY			Group Compa-Ratio Sum Base / Sum 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
Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SR Min	Emp Avg	SR Max	Group Compa-Ratio Sum Base / Sum 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	
MESN	EXEC SVC SUPERVISORY	A	P	26X	1	\$4,539	\$6,683	\$7,010	1.16	\$6,724	\$9,225	\$9,607	84.3%	106.6%	104.3%	87.7%	105.8%	103.7%	
MMN	MGT SVC NONSUPERVISORY	A	P	26	5	\$4,539	\$5,915	\$7,010	1.02	\$6,724	\$8,329	\$9,607	84.3%	94.4%	104.3%	87.7%	95.5%	103.7%	
MMS	MGT SVC SUPERVISORY	A	P	26X	355	\$4,539	\$6,086	\$7,010	1.05	\$6,724	\$8,528	\$9,607	84.3%	97.1%	104.3%	87.7%	97.8%	103.7%	
<b>Management Wtd Average</b>					361	\$4,539	\$6,085	\$7,010	1.05	\$6,724	\$8,528	\$9,607	84.3%	97.1%	104.3%	87.7%	97.8%	103.7%	
<b>STATEWIDE Weighted Average</b>					361	\$4,539	\$6,085	\$7,010	1.05	\$6,724	\$8,528	\$9,607	84.3%	97.1%	104.3%	87.7%	97.8%	103.7%	

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7002-I PRINCIPAL EXECUTIVE/MANAGER B

Information Systems Payline

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-DescCo	9276		SUPERVISOR, PUB SAFETY SYSTEM		2	\$6,473	\$8,262	\$8,675	1.09	\$9,503	\$11,705	\$12,213	
2020-OR-WashCo	370		Geographic Information Systems (GIS) Supervisor		0	\$6,107		\$7,420		\$8,638		\$10,198	
2020-OR-WashCo	013		Data Control Supervisor		1	\$6,910	\$7,777	\$8,396	1.02	\$9,592	\$10,621	\$11,357	
2020-OR-WashCo	073		Client Services Supervisor		2	\$7,083	\$8,022	\$8,606	1.02	\$9,797	\$10,912	\$11,607	
<b>County Market Average</b>					5	\$6,688	\$8,069	\$8,396	1.05	\$9,472	\$11,171	\$11,532	
2020-CompAnalyst	IT10000287		Help Desk Supervisor II	150	161	\$5,483	\$7,175	\$8,092	1.02	\$7,321	\$9,254	\$10,302	
<b>Purchased Market Average</b>					150	161	\$5,483	\$7,175	\$8,092	1.02	\$7,321	\$9,254	\$10,302
2020-ST-CA	1403		INFORMATION TECHNOLOGY SUPERVISOR I		95	\$5,632	\$7,459	\$7,547	1.13	\$7,936	\$10,116	\$10,222	
2020-ST-CA	9446		INFORMATION SYSTEMS SUPERVISOR III		0	\$5,786		\$7,548		\$8,120		\$10,223	
2020-ST-ID	01742		IT MANAGER II		31	\$5,170	\$7,323	\$9,231	1.02	\$7,156	\$9,732	\$12,015	
2020-ST-NV	07.904		IT MANAGER 1		13	\$5,754	\$7,583	\$8,655	1.05	\$7,688	\$9,851	\$11,120	
<b>State Market Average</b>					139	\$5,542	\$7,440	\$8,023	1.10	\$7,742	\$10,006	\$10,702	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					150	305	\$5,534	\$7,311	\$8,066	1.06	\$7,554	\$9,628	\$10,508

OREGON  
COMPARISON  
TO  
MARKET

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

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



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7004 PRINCIPAL EXECUTIVE/MANAGER C

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-OR-ClackCo	077		Assessment & Taxation Supv		2	\$6,088	\$6,328	\$8,219	0.88	\$8,952	\$9,248	\$11,575
2020-OR-ClackCo	092		Administrative Services Supv		4	\$6,445	\$7,858	\$8,701	1.04	\$9,392	\$11,131	\$12,169
2020-OR-ClackCo	333		Appraisal Supervisor		2	\$6,088	\$7,538	\$8,219	1.05	\$8,952	\$10,737	\$11,575
2020-OR-ClackCo	052		Records & Information Manager		1	\$6,392	\$7,592	\$8,630	1.01	\$9,327	\$10,804	\$12,081
2020-OR-ClackCo	412		Transportation Maint Supv		6	\$6,088	\$6,491	\$8,219	0.91	\$8,952	\$9,448	\$11,575
2020-OR-ClackCo	487		Community Corrections Supv		7	\$6,392	\$8,077	\$8,630	1.08	\$9,327	\$11,400	\$12,081
2020-OR-ClackCo	561		Human Services Supervisor		9	\$5,798	\$6,741	\$7,827	0.99	\$8,596	\$9,756	\$11,093
2020-OR-ClackCo	587		Program Supervisor		6	\$5,798	\$7,494	\$7,827	1.10	\$8,596	\$10,683	\$11,093
2020-OR-DescCo	9145		MANAGER, ADMINISTRATIVE		2	\$5,871	\$6,481	\$7,868	0.94	\$8,762	\$9,513	\$11,220
2020-OR-JackCo	01353		Supervisor IV		8	\$5,356	\$6,294	\$6,838	1.03	\$8,401	\$9,555	\$10,225
2020-OR-JackCo	01090		Maintenance Manager		6	\$5,618	\$6,733	\$7,167	1.05	\$8,723	\$10,096	\$10,631
2020-OR-JackCo	01172		Program Manager III		13	\$6,228	\$7,455	\$7,951	1.05	\$9,474	\$10,985	\$11,596
2020-OR-LaneCo	N3012		Program Supervisor		7	\$5,375	\$7,092	\$7,906	1.07	\$8,282	\$10,390	\$11,389
2020-OR-LaneCo	N4001		Professional/Technical Supv		4	\$5,732	\$8,259	\$8,427	1.17	\$8,720	\$11,823	\$12,029
2020-OR-MarionCo	021		Administrative Services Manager		2	\$5,788	\$5,788	\$7,746	0.86	\$8,634	\$8,634	\$11,044
2020-OR-MarionCo	081		Program Supervisor		0	\$5,245		\$7,022		\$7,967		\$10,153
2020-OR-MultCo	9361		Program Supervisor		105	\$5,175	\$7,364	\$7,987	1.12	\$7,938	\$10,623	\$11,387
2020-OR-MultCo	9335		Finance Supervisor		14	\$5,638	\$7,990	\$8,457	1.13	\$8,505	\$11,391	\$11,964
2020-OR-WashCo	284		Disability & Aging Services Supervisor		1	\$6,576	\$7,991	\$7,991	1.10	\$9,194	\$10,876	\$10,876
2020-OR-WashCo	207		Juvenile Services Supervisor		2	\$6,910	\$8,000	\$8,396	1.05	\$9,592	\$10,887	\$11,357
2020-WA-KingCo	2810200		Administrator II		52	\$5,951	\$7,157	\$7,546	1.06	\$8,829	\$10,279	\$10,748
2020-WA-ThrstnCo	1276		BUILDING SERVICES SUPERVISOR		1	\$5,678	\$7,553	\$7,553	1.14	\$8,132	\$10,388	\$10,388
<b>County Market Average</b>					254	\$5,605	\$7,289	\$7,896	1.08	\$8,459	\$10,521	\$11,264
2020-CompAnalyst	MM18000085		Shipping and Receiving Supervisor III		1	\$4,975	\$6,225	\$7,817	0.97	\$6,740	\$8,169	\$9,988
2020-CompAnalyst	FA06000150		Accounting Supervisor		1	\$5,550	\$6,708	\$8,642	0.95	\$7,397	\$8,721	\$10,931
2020-MIL-OPES	10.06		Facilities Maintenance Supervisor	20	40	\$5,705	\$7,384	\$8,032	1.08	\$8,196	\$10,204	\$10,980

7004 PRINCIPAL EXECUTIVE/MANAGER C (Continued)

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
<b>Purchased Market Average</b>				20	42	\$5,684	\$7,340	\$8,041	1.07	\$8,142	\$10,121	\$10,955
2020-ST-CA	6280		CALTRANS MAINTENANCE MANAGER I		47	\$5,576	\$6,813	\$6,931	1.09	\$7,869	\$9,345	\$9,487
2020-ST-CA	4969		STAFF SERVICES MANAGER II (MANAGERIAL)		138	\$6,663	\$7,378	\$7,568	1.04	\$9,166	\$10,020	\$10,246
2020-ST-ID	02914		ADMINISTRATIVE SVCS MGR		5	\$4,679	\$6,311	\$8,359	0.97	\$6,569	\$8,522	\$10,971
2020-ST-ID	07793		CLIENT SERVICES MANAGER		2	\$4,139	\$5,460	\$7,392	0.95	\$5,922	\$7,504	\$9,815
2020-ST-ID	08538		BUILDING SAFETY PROGRAM SUPV		3	\$4,139	\$5,690	\$7,392	0.99	\$5,922	\$7,779	\$9,815
2020-ST-ID	06604		FACILITY SERVICES MGR		2	\$4,679	\$6,370	\$8,359	0.98	\$6,569	\$8,591	\$10,971
2020-ST-ID	09428		CHILD WELFARE SUPERVISOR		46	\$4,679	\$5,556	\$8,359	0.85	\$6,569	\$7,618	\$10,971
2020-ST-NV	07.217		ADMIN SERVICES OFFICER 2		37	\$5,034	\$6,244	\$7,537	0.99	\$6,837	\$8,268	\$9,797
<b>State Market Average</b>					280	\$5,845	\$6,776	\$7,604	1.01	\$8,091	\$9,202	\$10,189
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					20	\$5,727	\$7,044	\$7,765	1.04	\$8,257	\$9,850	\$10,720

OREGON COMPARISON TO MARKET	7004-Principal Executive/Manager C						MARKET COMPARISONS												
							SALARY			Group Compa-Ratio Sum Base / Sum 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
							Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SR Min	Emp Avg	SR Max	SR Min	Emp Avg	SR Max	SR Min to SR Min
MENN	EXEC SVC NONSUPERVISORY	A	P	28X	3	\$4,990	\$6,930	\$7,724	1.09	\$7,250	\$9,514	\$10,439	87.1%	98.4%	99.5%	87.8%	96.6%	97.4%	
MESN	EXEC SVC SUPERVISORY	A	P	28X	4	\$4,990	\$6,965	\$7,724	1.10	\$7,250	\$9,554	\$10,439	87.1%	98.9%	99.5%	87.8%	97.0%	97.4%	
MMN	MGT SVC NONSUPERVISORY	A	P	28X	3	\$4,990	\$6,832	\$7,724	1.07	\$7,250	\$9,399	\$10,439	87.1%	97.0%	99.5%	87.8%	95.4%	97.4%	
MMS	MGT SVC SUPERVISORY	A	P	28X	570	\$4,990	\$6,910	\$7,724	1.09	\$7,250	\$9,490	\$10,439	87.1%	98.1%	99.5%	87.8%	96.3%	97.4%	
<b>Management Wtd Average</b>					580	\$4,990	\$6,910	\$7,724	1.09	\$7,250	\$9,490	\$10,439	87.1%	98.1%	99.5%	87.8%	96.3%	97.4%	
<b>STATEWIDE Weighted Average</b>					580	\$4,990	\$6,910	\$7,724	1.09	\$7,250	\$9,490	\$10,439	87.1%	98.1%	99.5%	87.8%	96.3%	97.4%	

7004-I PRINCIPAL EXECUTIVE/MANAGER C

Information Systems Payline

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-OR-MultCo	9451		IT Supervisor		0	\$6,907		\$10,360		\$10,062		\$14,300
2020-WA-ThrstnCo	0544		SYSTEMS MANAGER		2	\$6,666	\$8,887	\$8,887	1.14	\$9,320	\$11,993	\$11,993
<b>County Market Average</b>					2	\$6,746	\$8,887	\$9,378	1.14	\$9,568	\$11,993	\$12,762
2020-CompAnalyst	IT10000288		Help Desk Supervisor III		1	\$6,675	\$8,267	\$9,842	1.02	\$8,683	\$10,502	\$12,302
2020-MIL-NWIT	12-906		Help Desk, Manager	40	46	\$7,066	\$8,690	\$10,730	0.98	\$9,129	\$10,986	\$13,317
2020-MIL-NWMGT	03.23		Help Desk Manager	38	45	\$6,811	\$9,073	\$10,253	1.06	\$8,838	\$11,424	\$12,772
2020-MIL-NWMGT	03.25		Web Manager	12	13	\$6,992	\$9,712	\$10,770	1.09	\$9,046	\$12,154	\$13,363
<b>Purchased Market Average</b>					90	\$6,944	\$8,977	\$10,522	1.03	\$8,990	\$11,314	\$13,080
2020-ST-CA	1405		INFORMATION TECHNOLOGY MANAGER I		409	\$6,835	\$9,416	\$9,159	1.18	\$9,371	\$12,452	\$12,145
2020-ST-CA	1404		INFORMATION TECHNOLOGY SUPERVISOR II		409	\$6,193	\$8,424	\$8,298	1.16	\$8,605	\$11,268	\$11,117
2020-ST-ID	01743		IT MANAGER III		12	\$5,602	\$8,199	\$10,007	1.05	\$7,673	\$10,780	\$12,943
2020-ST-NV	07.906		IT MANAGER 2		20	\$6,012	\$8,060	\$9,064	1.07	\$7,994	\$10,416	\$11,602
<b>State Market Average</b>					850	\$6,489	\$8,890	\$8,754	1.17	\$8,946	\$11,810	\$11,649
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					90	\$6,540	\$8,899	\$8,950	1.15	\$8,953	\$11,756	\$11,809

OREGON COMPARISON TO MARKET  
7004-I-Principal Executive/Manager C

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
MMS	MGT SVC SUPERVISORY	I	P	28X	2	\$5,771	\$8,511	\$8,928	1.16	\$8,161	\$11,357	\$11,844
<b>Management Wtd Average</b>					2	\$5,771	\$8,511	\$8,928	1.16	\$8,161	\$11,357	\$11,844
<b>STATEWIDE Weighted Average</b>					2	\$5,771	\$8,511	\$8,928	1.16	\$8,161	\$11,357	\$11,844

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
88.2%	95.6%	99.8%	91.2%	96.6%	100.3%

2020 Oregon Salary and Benefit Report

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7006 PRINCIPAL EXECUTIVE/MANAGER D

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-OR-ClackCo	528		Public Health Program Manager		5	\$6,392	\$7,786	\$8,630	1.04	\$9,327	\$11,042	\$12,081
2020-OR-ClackCo	359		Planning Manager		2	\$7,770	\$9,302	\$10,490	1.02	\$11,023	\$12,909	\$14,370
2020-OR-ClackCo	704		Administrative Services Mgr		11	\$7,069	\$8,908	\$9,543	1.07	\$10,160	\$12,423	\$13,205
2020-OR-ClackCo	166		Sustainability Supervisor		1	\$7,048	\$9,514	\$9,514	1.15	\$10,133	\$13,169	\$13,169
2020-OR-ClackCo	593		Mental Health Program Supv		9	\$7,048	\$8,344	\$9,514	1.01	\$10,133	\$11,729	\$13,169
2020-OR-ClackCo	496		Facilities Construction Superv		1	\$6,392	\$8,046	\$8,630	1.07	\$9,327	\$11,362	\$12,081
2020-OR-ClackCo	009		Commission Staff Manager*		1	\$7,400	\$9,366	\$9,990	1.08	\$10,567	\$12,986	\$13,755
2020-OR-ClackCo	335		Appraisal Manager		1	\$7,400	\$9,366	\$9,990	1.08	\$10,567	\$12,986	\$13,755
2020-OR-ClackCo	281		Employment & Train Svcs Mgr		1	\$5,798	\$7,553	\$7,827	1.11	\$8,596	\$10,756	\$11,093
2020-OR-ClackCo	023		Payroll Manager		1	\$7,400	\$9,714	\$9,990	1.12	\$10,567	\$13,415	\$13,755
2020-OR-ClackCo	351		Communicatns Operations Supv		5	\$7,048	\$9,013	\$9,514	1.09	\$10,133	\$12,553	\$13,169
2020-OR-DescCo	9236		Supervisor, Accounting		0	\$6,165		\$8,262		\$9,124		\$11,705
2020-OR-DescCo	9265		MANAGER, FLEET & EQUIPMENT		1	\$6,797	\$9,109	\$9,109	1.15	\$9,902	\$12,747	\$12,747
2020-OR-DescCo	9085		SUPERVISOR, AUTOMOTIVE		1	\$6,165	\$7,868	\$8,262	1.09	\$9,124	\$11,220	\$11,705
2020-OR-JackCo	01175		Program Manager V		6	\$6,739	\$7,785	\$8,601	1.02	\$10,104	\$11,392	\$12,396
2020-OR-LaneCo	N3002		Program Manager		11	\$6,030	\$7,931	\$8,864	1.06	\$9,086	\$11,419	\$12,566
2020-OR-MarionCo	494		Facilities Program Manager		1	\$6,373	\$8,538	\$8,538	1.15	\$9,355	\$12,019	\$12,019
2020-OR-MarionCo	020		Administrative Services Manager Sr		1	\$6,682	\$7,727	\$8,949	0.99	\$9,735	\$11,021	\$12,525
2020-OR-MultCo	9615		Manager 1		50	\$5,989	\$8,570	\$9,245	1.13	\$8,936	\$12,104	\$12,932
2020-OR-WashCo	142		Building Services Supervisor		2	\$8,013	\$9,737	\$9,737	1.10	\$10,902	\$12,951	\$12,951
2020-OR-WashCo	647		Talent Acquisition Team Supervisor		1	\$8,013	\$8,595	\$10,224	0.94	\$10,902	\$11,593	\$13,529
2020-OR-WashCo	287		Program Manager		2	\$7,816	\$9,521	\$9,971	1.07	\$10,667	\$12,694	\$13,229
2020-OR-WashCo	085		Purchasing Supervisor		0	\$7,628		\$9,268		\$10,444		\$12,393
2020-OR-WashCo	277		Children and Family Program Supervisor		0	\$7,628		\$9,268		\$10,444		\$12,393
2020-OR-WashCo	447		Facilities Superintendent		2	\$6,910	\$8,396	\$8,396	1.10	\$9,592	\$11,357	\$11,357
2020-WA-ClarkCo	824		Fleet Supervisor		0	\$5,769		\$8,151		\$8,284		\$11,150

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7006 PRINCIPAL EXECUTIVE/MANAGER D (Continued)

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-WA-ClarkCo	821		Accounting Supervisor		0	\$5,359		\$7,570		\$7,791		\$10,451
2020-WA-ClarkCo	823		Program Manager I		18	\$5,553	\$6,972	\$7,842	1.04	\$8,023	\$9,732	\$10,779
2020-WA-KingCo	2810300		Administrator III		20	\$7,030	\$8,565	\$8,914	1.07	\$10,127	\$11,974	\$12,393
2020-WA-ThrstnCo	1360		ADMIN SERVICES MANAGER		6	\$5,796	\$7,370	\$7,728	1.09	\$8,274	\$10,168	\$10,598
2020-WA-ThrstnCo	1515		FLEET SERVICES MANAGER		1	\$6,372	\$7,432	\$8,495	1.00	\$8,966	\$10,243	\$11,521
2020-WA-ThrstnCo	1318		PROGRAM MANAGER		4	\$5,543	\$7,106	\$7,392	1.10	\$7,970	\$9,850	\$10,193
<b>County Market Average</b>					165	\$6,397	\$8,277	\$8,925	1.08	\$9,320	\$11,623	\$12,406
2020-CompAnalyst	AR17000031		Creative Manager		1	\$6,267	\$7,850	\$9,658	0.99	\$8,216	\$10,026	\$12,093
2020-CompAnalyst	FA06000593		Accounts Payable/Receivable Manager		1	\$6,308	\$7,258	\$9,950	0.89	\$8,264	\$9,350	\$12,426
2020-CompAnalyst	HR09200022		Training Manager		1	\$6,617	\$8,883	\$10,325	1.05	\$8,616	\$11,207	\$12,854
2020-CompAnalyst	CM02000071		Print Production Manager		1	\$5,667	\$7,333	\$8,775	1.01	\$7,530	\$9,435	\$11,083
2020-CompAnalyst	FA06000695		Appraisal Manager		1	\$5,875	\$8,967	\$9,933	1.14	\$7,769	\$11,302	\$12,407
2020-MIL-NWMGT	08.01c		Purchasing Manager	42	61	\$6,836	\$9,148	\$10,276	1.07	\$8,867	\$11,510	\$12,799
2020-MIL-NWMGT	04.14		Training & Development Manager	41	57	\$7,596	\$9,495	\$11,615	0.99	\$9,736	\$11,905	\$14,328
2020-MIL-NWMGT	05.06c		Community Relations Manager	24	42	\$6,982	\$9,408	\$10,420	1.08	\$9,034	\$11,807	\$12,963
2020-MIL-NWMGT	05.20		Safety Manager	51	65	\$6,876	\$8,497	\$10,400	0.98	\$8,912	\$10,766	\$12,940
2020-MIL-NWMGT	01.04b		Accounting Supervisor	49	152	\$5,554	\$7,090	\$8,487	1.01	\$7,401	\$9,157	\$10,754
2020-MIL-NWMGT	01.13a		Payroll Manager	45	45	\$6,447	\$8,372	\$9,545	1.05	\$8,423	\$10,622	\$11,963
2020-MIL-OPES	04.08		Program Manager	18	323	\$6,060	\$8,022	\$8,770	1.08	\$8,621	\$10,968	\$11,863
2020-TwrsWtsn	AHR000-M2		HR Generalist/Consultant Generalist/Multidiscipline	21	28		\$9,355		0.96		\$11,746	
2020-TwrsWtsn	AQY020-M2		Business Process Improvement	8	12		\$9,502		0.94		\$11,913	
2020-TwrsWtsn	AFT010-M2		Financial Analysis	10	18		\$10,144		0.93		\$12,648	
2020-TwrsWtsn	ASC060-M2		Purchasing Generalist/Multidiscipline	14	22		\$8,561		0.90		\$10,838	
2020-TwrsWtsn	AMK000-M2		Marketing Generalist/Multidiscipline	11	13		\$9,354		1.00		\$11,744	

7006 PRINCIPAL EXECUTIVE/MANAGER D (Continued)

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
<b>Purchased Market Average</b>				334	843	\$6,284	\$8,305	\$9,338	1.04	\$8,511	\$10,831	\$12,065	
2020-ST-CA	4542		ACCOUNTING ADMINISTRATOR II		143	\$6,018	\$7,319	\$7,478	1.08	\$8,397	\$9,950	\$10,138	
2020-ST-CA	6239		CALTRANS MAINTENANCE MANAGER II		32	\$6,145	\$7,557	\$7,641	1.10	\$8,549	\$10,233	\$10,334	
2020-ST-CA	4802		STAFF SERVICES MANAGER III		494	\$7,317	\$8,112	\$8,308	1.03	\$9,947	\$10,895	\$11,130	
2020-ST-CA	3451		CONSTRUCTION MANAGEMENT SUPERVISOR		1	\$7,457	\$9,337	\$9,337	1.11	\$10,114	\$12,357	\$12,357	
2020-ST-ID	05120		TRAINING & DEV MGR		5	\$5,170	\$6,342	\$9,231	0.88	\$7,156	\$8,558	\$12,015	
2020-ST-ID	03178		BUSINESS OPERATIONS MGR		10	\$4,679	\$5,910	\$8,359	0.91	\$6,569	\$8,042	\$10,971	
2020-ST-ID	07278		QUALITY IMPROVEMENT DIR		4	\$5,170	\$6,749	\$9,231	0.94	\$7,156	\$9,045	\$12,015	
2020-ST-ID	08528		BLDG SAFETY PRGM MGR		5	\$4,679	\$6,036	\$8,359	0.93	\$6,569	\$8,193	\$10,971	
2020-ST-ID	09500		Program Operations Manager		0	\$5,170		\$9,231		\$7,156		\$12,015	
2020-ST-ID	09047		PROGRAM MANAGER		109	\$5,170	\$6,665	\$9,231	0.93	\$7,156	\$8,944	\$12,015	
2020-ST-ID	08835		ADMINISTRATIVE SUPRT MGR		11	\$5,170	\$6,788	\$9,231	0.94	\$7,156	\$9,093	\$12,015	
2020-ST-NV	07.216		ADMIN SERVICES OFFICER 3		40	\$5,497	\$7,227	\$8,264	1.05	\$7,385	\$9,431	\$10,657	
2020-ST-NV	07.509		PERSONNEL OFFICER 3		10	\$5,497	\$6,583	\$8,264	0.96	\$7,385	\$8,669	\$10,657	
<b>State Market Average</b>					864	\$6,567	\$7,649	\$8,284	1.03	\$8,989	\$10,283	\$11,039	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					334	1,872	\$6,430	\$8,000	\$8,794	1.04	\$8,818	\$10,648	\$11,607

OREGON COMPARISON TO MARKET  
7006-Principal Executive/Manager D

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
MENN	EXEC SVC NONSUPERVISORY	A	P	31X	2	\$5,771	\$8,511	\$8,928	1.16	\$8,161	\$11,357	\$11,844
MESN	EXEC SVC SUPERVISORY	A	P	31X	11	\$5,771	\$8,449	\$8,928	1.15	\$8,161	\$11,285	\$11,844
MMC	MGT SVC NSUPV CONFIDENTIAL	A	P	31X	1	\$5,771	\$8,511	\$8,928	1.16	\$8,161	\$11,357	\$11,844
MMN	MGT SVC NONSUPERVISORY	A	P	31X	10	\$5,771	\$8,074	\$8,928	1.10	\$8,161	\$10,848	\$11,844

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
89.8%	106.4%	101.5%	92.6%	106.7%	102.0%
89.8%	105.6%	101.5%	92.6%	106.0%	102.0%
89.8%	106.4%	101.5%	92.6%	106.7%	102.0%
89.8%	100.9%	101.5%	92.6%	101.9%	102.0%

7006-Principal Executive/Manager D (Continued)

							MARKET COMPARISONS												
							SALARY			Group Compa-Ratio	SALARY AND BENEFITS			Salary			Salary and Benefits		
Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SR Min	Emp Avg	SR Max	Sum Base / Sum 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	
MMS	MGT SVC SUPERVISORY	A	P	31X	426	\$5,771	\$8,106	\$8,928	1.10	\$8,161	\$10,885	\$11,844	89.8%	101.3%	101.5%	92.6%	102.2%	102.0%	
<b>Management Wtd Average</b>					450	\$5,771	\$8,117	\$8,928	1.10	\$8,161	\$10,897	\$11,844	89.8%	101.5%	101.5%	92.6%	102.3%	102.0%	
<b>STATEWIDE Weighted Average</b>					450	\$5,771	\$8,117	\$8,928	1.10	\$8,161	\$10,897	\$11,844	89.8%	101.5%	101.5%	92.6%	102.3%	102.0%	



7006-I PRINCIPAL EXECUTIVE/MANAGER D

Information Systems Payline

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-OR-MultCo	9452		IT Manager 1		4	\$7,459	\$11,178	\$11,189	1.20	\$10,740	\$15,304	\$15,316
2020-OR-WashCo	054		Law Enforcement Technology Supervisor		1	\$8,844	\$10,748	\$10,748	1.10	\$11,890	\$14,151	\$14,151
2020-OR-WashCo	257		Library Automation Systems Supervisor		1	\$8,421	\$10,231	\$10,231	1.10	\$11,386	\$13,538	\$13,538
2020-WA-ClarkCo	830		Information Technology Mgr I		2	\$6,691	\$9,224	\$9,450	1.14	\$9,393	\$12,441	\$12,714
2020-WA-ThrstnCo	0507		IT TECHNICAL MANAGER		1	\$7,098	\$9,464	\$9,464	1.14	\$9,840	\$12,687	\$12,687
<b>County Market Average</b>					9	\$7,509	\$10,401	\$10,455	1.16	\$10,540	\$14,053	\$14,119
2020-CompAnalyst	IT10000323		Network Operations Manager		1	\$7,458	\$9,625	\$11,533	1.01	\$9,578	\$12,054	\$14,235
2020-MIL-NWMGT	03.09		IT Support Manager	23	19	\$7,117	\$8,306	\$10,726	0.93	\$9,188	\$10,547	\$13,312
<b>Purchased Market Average</b>					23	\$7,134	\$8,372	\$10,766	0.94	\$9,207	\$10,622	\$13,359
2020-ST-ID	01744		IT MANAGER IV		10	\$6,127	\$9,338	\$10,942	1.09	\$8,301	\$12,143	\$14,061
2020-ST-NV	07.902		IT MANAGER 3		17	\$6,285	\$8,449	\$9,496	1.07	\$8,316	\$10,875	\$12,114
<b>State Market Average</b>					27	\$6,226	\$8,778	\$10,031	1.08	\$8,310	\$11,345	\$12,835
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					23	\$6,757	\$8,894	\$10,362	1.04	\$8,989	\$11,522	\$13,228

OREGON COMPARISON TO MARKET 7006-I-Principal Executive/Manager D

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	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
MMN	MGT SVC NONSUPERVISORY	I	P	31X	1	\$6,683	\$9,849	\$10,339	1.16	\$9,225	\$12,918	\$13,489	98.9%	110.7%	99.8%	102.6%	112.1%	102.0%
MMS	MGT SVC SUPERVISORY	I	P	31X	28	\$6,683	\$9,543	\$10,339	1.12	\$9,225	\$12,561	\$13,489	98.9%	107.3%	99.8%	102.6%	109.0%	102.0%
<b>Management Wtd Average</b>					29	\$6,683	\$9,553	\$10,339	1.12	\$9,225	\$12,573	\$13,489	98.9%	107.4%	99.8%	102.6%	109.1%	102.0%
<b>STATEWIDE Weighted Average</b>					29	\$6,683	\$9,553	\$10,339	1.12	\$9,225	\$12,573	\$13,489	98.9%	107.4%	99.8%	102.6%	109.1%	102.0%



# 2020 Oregon Salary and Benefit Report

Data Effective Date: 07/01/2020

## 7008 PRINCIPAL EXECUTIVE/MANAGER E

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-OR-ClackCo	076		Grants Manager		0	\$7,400		\$9,990		\$10,567		\$13,755
2020-OR-ClackCo	048		Public Affairs Manager		0	\$7,400		\$9,990		\$10,567		\$13,755
2020-OR-ClackCo	714		Human Resources Manager, Senior		5	\$8,158	\$10,620	\$11,014	1.11	\$11,501	\$14,530	\$15,015
2020-OR-ClackCo	214		HC Admin & Financial Serv Mgr		1	\$7,770	\$10,379	\$10,490	1.14	\$11,023	\$14,234	\$14,370
2020-OR-DescCo	9370		MANAGER, ACCOUNTING		1	\$8,262	\$9,564	\$11,071	0.99	\$11,705	\$13,308	\$15,164
2020-OR-DescCo	9285		MANAGER, PLANNING		1	\$7,494	\$10,042	\$10,042	1.15	\$10,759	\$13,896	\$13,896
2020-OR-DescCo	9226		Manager, Operations		0	\$7,494		\$10,042		\$10,759		\$13,897
2020-OR-JackCo	01176		Program Manager VI		3	\$7,081	\$8,725	\$9,038	1.08	\$10,524	\$12,548	\$12,934
2020-OR-MarionCo	665		Administration Division Manager		1	\$7,386	\$8,973	\$9,892	1.04	\$10,601	\$12,554	\$13,685
2020-OR-MarionCo	008		Contracts and Procurement Manager		1	\$6,063	\$7,739	\$8,128	1.09	\$8,973	\$11,036	\$11,514
2020-OR-MarionCo	360		Benefits and Risk Manager		1	\$6,373	\$8,538	\$8,538	1.15	\$9,355	\$12,019	\$12,019
2020-OR-MultCo	9700		Human Services Policy Manager		1	\$7,459	\$11,189	\$11,189	1.20	\$10,740	\$15,316	\$15,316
2020-OR-MultCo	9456		IT Security Manager		0	\$8,366		\$13,385		\$11,853		\$18,011
2020-OR-MultCo	9601		Division Director 1		4	\$7,459	\$10,852	\$11,189	1.16	\$10,740	\$14,903	\$15,316
2020-OR-MultCo	9364		Manager 2		18	\$6,455	\$9,251	\$9,682	1.15	\$9,508	\$12,938	\$13,468
2020-OR-WashCo	165		Public Affairs and Communications Manager		2	\$8,625	\$9,671	\$10,486	1.01	\$11,629	\$12,871	\$13,840
2020-OR-WashCo	189		District Attorney Public Affairs and Communications C		1	\$7,816	\$8,617	\$9,497	1.00	\$10,667	\$11,619	\$12,665
2020-OR-WashCo	340		Planning & Development Services Manager		1	\$10,007	\$12,159	\$12,767	1.07	\$13,271	\$15,829	\$16,551
2020-OR-WashCo	448		Facilities Manager		1	\$10,007	\$12,159	\$12,159	1.10	\$13,271	\$15,829	\$15,829
2020-OR-WashCo	029		Administrative Manager		5	\$8,214	\$9,727	\$10,480	1.04	\$11,141	\$12,938	\$13,833
2020-OR-WashCo	031		Risk Manager		1	\$8,844	\$11,285	\$11,285	1.12	\$11,890	\$14,790	\$14,790
2020-OR-WashCo	427		Operations Manager		1	\$10,007	\$12,738	\$12,767	1.12	\$13,271	\$16,516	\$16,551
2020-WA-ClarkCo	828		Accounting Manager		0	\$6,369		\$8,997		\$9,005		\$12,169
2020-WA-ClarkCo	827		Program Manager II		0	\$6,214		\$8,779		\$8,819		\$11,906
2020-WA-ClarkCo	827		Purchasing Manager		0	\$6,214		\$8,779		\$8,819		\$11,906
2020-WA-ClarkCo	825		Administrative Services Mgr. I		0	\$5,915		\$8,355		\$8,459		\$11,396

7008 PRINCIPAL EXECUTIVE/MANAGER E (Continued)

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-WA-ClarkCo	824		Financial Program Manager I		0	\$5,769		\$8,151		\$8,284		\$11,150
2020-WA-KingCo	2212100		Procurement Manager		0	\$9,356		\$11,859		\$12,925		\$15,937
2020-WA-KingCo	2810400		Administrator IV		3	\$7,925	\$10,380	\$10,045	1.16	\$11,203	\$14,157	\$13,754
2020-WA-KingCo	2110400		Finance/Accounting Supervisor		8	\$8,115	\$9,730	\$10,286	1.06	\$11,432	\$13,376	\$14,045
2020-WA-KingCo	1151400		Health Provision Manager		5	\$10,787	\$11,968	\$13,673	0.98	\$14,647	\$16,068	\$18,120
2020-WA-ThrstnCo	0817		Compensation and Benefits Manager		0	\$6,650		\$8,866		\$9,301		\$11,968
2020-WA-ThrstnCo	0811		RISK MANAGER		1	\$6,650	\$8,866	\$8,866	1.14	\$9,301	\$11,968	\$11,968
2020-WA-ThrstnCo	0819		HUMAN RESOURCES MANAGER		1	\$6,650	\$8,582	\$8,866	1.11	\$9,301	\$11,626	\$11,968
<b>County Market Average</b>					67	\$7,653	\$9,953	\$10,361	1.10	\$10,820	\$13,636	\$14,112
2020-CompAnalyst	FA06000025		Accounting Manager		1	\$6,817	\$9,008	\$10,617	1.03	\$8,845	\$11,350	\$13,188
2020-CompAnalyst	MM18000005		Purchasing Manager		1	\$7,242	\$8,683	\$11,308	0.94	\$9,331	\$10,978	\$13,978
2020-CompAnalyst	HR09200342		Program Manager		1	\$7,942	\$11,417	\$12,725	1.11	\$10,131	\$14,102	\$15,597
2020-CompAnalyst	CM0200075		Education Director	150	200	\$8,442	\$10,150	\$11,642	1.02	\$10,702	\$12,654	\$14,359
2020-CompAnalyst	LE11000048		Government Affairs Manager	100	225	\$8,333	\$11,250	\$13,217	1.04	\$10,578	\$13,912	\$16,159
2020-MIL-NWMGT	01.04a		Accounting Manager		81	\$7,167	\$9,016	\$10,831	1.00	\$9,245	\$11,358	\$13,433
2020-MIL-NWMGT	05.21b		Risk Management / Loss Control Manager		32	\$6,987	\$9,566	\$10,398	1.10	\$9,040	\$11,987	\$12,937
2020-MIL-NWMGT	05.01b		Administrative Services Manager		23	\$6,081	\$7,904	\$9,597	1.01	\$8,004	\$10,088	\$12,022
2020-MIL-OPES	02.08		Accounting Manager		20	\$7,197	\$9,419	\$10,195	1.08	\$9,981	\$12,639	\$13,569
2020-MIL-OPES	04.15		Purchasing Manager		13	\$6,888	\$8,867	\$9,736	1.07	\$9,611	\$11,979	\$13,019
2020-MIL-OPES	05.08		Human Resources Manager		18	\$7,263	\$9,448	\$10,510	1.06	\$10,060	\$12,674	\$13,946
2020-MIL-PACS	08.04		Purchasing Manager		24	\$6,851	\$8,699	\$10,135	1.02	\$8,884	\$10,996	\$12,637
2020-MIL-PACS	02.07b		Accounting Manager		44	\$7,259	\$9,535	\$10,821	1.05	\$9,350	\$11,952	\$13,421
2020-MIL-PACS	04.33		Safety Manager		22	\$6,820	\$8,623	\$10,130	1.02	\$8,849	\$10,909	\$12,632
2020-MIL-PACS	04.44		Program Manager		28	\$5,889	\$8,022	\$9,217	1.06	\$7,785	\$10,223	\$11,588

2020 Oregon Salary and Benefit Report

Data Effective Date: 07/01/2020

7008 PRINCIPAL EXECUTIVE/MANAGER E (Continued)

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-MIL-PACS	02.19b		Payroll Manager	16	16	\$6,878	\$8,894	\$10,343	1.03	\$8,915	\$11,219	\$12,875	
<b>Purchased Market Average</b>				571	1,117	\$7,356	\$9,522	\$11,045	1.04	\$9,509	\$11,993	\$13,737	
2020-ST-ID	01530		PURCHASING MANAGER, STATE		1	\$5,170	\$7,562	\$9,231	1.05	\$7,156	\$10,018	\$12,015	
2020-ST-ID	03042		FACILITIES MANAGER		1	\$5,170	\$7,779	\$9,231	1.08	\$7,156	\$10,278	\$12,015	
2020-ST-ID	01506		BUSINESS SUPPORT MANAGER		4	\$6,127	\$8,331	\$10,942	0.98	\$8,301	\$10,938	\$14,061	
2020-ST-NV	07.215		ADMIN SERVICES OFFICER 4		15	\$6,285	\$8,503	\$9,496	1.08	\$8,316	\$10,940	\$12,114	
<b>State Market Average</b>					21	\$6,148	\$8,391	\$9,746	1.06	\$8,203	\$10,864	\$12,475	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					571	1,205	\$7,354	\$9,527	\$10,978	1.04	\$9,571	\$12,065	\$13,739

OREGON  
COMPARISON  
TO  
MARKET

7008-Principal Executive/Manager E

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						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
MENN	EXEC SVC NONSUPERVISORY	A	P	33X	7	\$6,367	\$9,075	\$9,849	1.12	\$8,857	\$12,015	\$12,918	86.6%	95.3%	89.7%	92.5%	99.6%	94.0%
MESN	EXEC SVC SUPERVISORY	A	P	33X	38	\$6,367	\$9,261	\$9,849	1.14	\$8,857	\$12,233	\$12,918	86.6%	97.2%	89.7%	92.5%	101.4%	94.0%
MMN	MGT SVC NONSUPERVISORY	A	P	33X	17	\$6,367	\$9,376	\$9,849	1.16	\$8,857	\$12,366	\$12,918	86.6%	98.4%	89.7%	92.5%	102.5%	94.0%
MMS	MGT SVC SUPERVISORY	A	P	33X	422	\$6,367	\$9,060	\$9,849	1.12	\$8,857	\$11,997	\$12,918	86.6%	95.1%	89.7%	92.5%	99.4%	94.0%
MNSP	UNCLASS EXCLUDED SUPV AT OSP	A	P	33X	1	\$6,367	\$9,374	\$9,849	1.16	\$8,857	\$12,364	\$12,918	86.6%	98.4%	89.7%	92.5%	102.5%	94.0%
<b>Management Wtd Average</b>					485	\$6,367	\$9,087	\$9,849	1.12	\$8,857	\$12,030	\$12,918	86.6%	95.4%	89.7%	92.5%	99.7%	94.0%
<b>STATEWIDE Weighted Average</b>					485	\$6,367	\$9,087	\$9,849	1.12	\$8,857	\$12,030	\$12,918	86.6%	95.4%	89.7%	92.5%	99.7%	94.0%

2020 Oregon Salary and Benefit Report

Data Effective Date: 07/01/2020

7008-I PRINCIPAL EXECUTIVE/MANAGER E

Information Systems Payline

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-OR-ClackCo	689		Technology Services Manager		3	\$8,995	\$12,143	\$12,143	1.15	\$12,530	\$16,405	\$16,405
2020-OR-ClackCo	710		Deputy Dir, Technology Svcs*		1	\$9,917	\$13,387	\$13,388	1.15	\$13,665	\$17,937	\$17,937
2020-OR-DescCo	9297		MANAGER, IT APPLICATIONS		1	\$7,868	\$10,544	\$10,544	1.15	\$11,220	\$14,515	\$14,515
2020-OR-DescCo	9298		MANAGER, IT OPERATIONS		1	\$7,868	\$10,544	\$10,544	1.15	\$11,220	\$14,515	\$14,515
2020-OR-DescCo	9277		Manager, 9-1-1 Technical Systems		0	\$7,899		\$10,585		\$11,258		\$14,565
2020-OR-DescCo	9315		Manager, IT Systems		0	\$7,868		\$10,544		\$11,220		\$14,515
2020-OR-MarionCo	599		Information Technology Deputy Director		0	\$7,741		\$10,374		\$11,038		\$14,278
2020-OR-MultCo	9453		IT Manager 2		9	\$8,366	\$12,976	\$13,385	1.19	\$11,853	\$17,509	\$18,011
2020-OR-WashCo	094		System Administration Supervisor		2	\$8,844	\$10,493	\$10,748	1.07	\$11,890	\$13,849	\$14,151
2020-OR-WashCo	066		Technical Services Manager		2	\$9,509	\$11,420	\$11,554	1.08	\$12,679	\$14,950	\$15,110
2020-OR-WashCo	173		Information Technology Project Management Office M		1	\$9,293	\$10,955	\$11,291	1.06	\$12,423	\$14,398	\$14,797
2020-OR-WashCo	064		Application Development & Support Manager		2	\$9,293	\$11,291	\$11,291	1.10	\$12,423	\$14,797	\$14,797
2020-WA-ClarkCo	833		Information Technology Mgr II		0	\$7,205		\$10,177		\$10,012		\$13,588
2020-WA-KingCo	7305100		IT Services Manager I		1	\$9,356	\$12,453	\$11,859	1.17	\$12,925	\$16,651	\$15,937
2020-WA-KingCo	7306100		IT Services Manager II		0	\$9,810		\$12,435		\$13,472		\$16,630
2020-WA-KingCo	7370300		Solution Architect - App		2	\$10,287	\$12,157	\$13,039	1.04	\$14,045	\$16,296	\$17,357
2020-WA-KingCo	1231100		IT Manager I		0	\$9,417		\$11,937		\$12,999		\$16,031
2020-WA-KingCo	7370100		Solution Architect - Tech		7	\$10,287	\$12,415	\$13,039	1.06	\$14,045	\$16,606	\$17,357
2020-WA-KingCo	7370200		Solution Architect - Data		9	\$10,287	\$12,009	\$13,039	1.03	\$14,045	\$16,117	\$17,357
<b>County Market Average</b>					41	\$9,297	\$12,117	\$12,393	1.10	\$12,820	\$16,241	\$16,578
2020-CompAnalyst	IT10000178		Data Security Manager		1	\$8,067	\$10,892	\$12,383	1.06	\$10,273	\$13,502	\$15,207
2020-CompAnalyst	IT10000343		Database Administration Manager	225	700	\$8,742	\$11,125	\$13,542	1.01	\$11,045	\$13,769	\$16,531
2020-CompAnalyst	IT10000342		Applications Development Manager		1	\$8,175	\$10,858	\$12,200	1.07	\$10,397	\$13,464	\$14,997
2020-CompAnalyst	IT10000234		Information Security Manager	350	761	\$7,792	\$10,450	\$12,575	1.02	\$9,959	\$12,997	\$15,426
2020-CompAnalyst	IT10000270		Software Support Manager	100	300	\$7,767	\$10,058	\$12,233	1.01	\$9,931	\$12,550	\$15,035
2020-MIL-NWIT	12-306		Applications Engineer, Manager	33	133	\$8,485	\$11,317	\$13,283	1.04	\$10,751	\$13,988	\$16,235

7008-I PRINCIPAL EXECUTIVE/MANAGER E (Continued)

Information Systems Payline

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-MIL-NWIT	12-606		Information Security / Cybersecurity, Manager	29	43	\$8,862	\$12,180	\$13,573	1.09	\$11,182	\$14,975	\$16,567
2020-MIL-NWIT	20-206		Project Management, Manager	18	41	\$8,509	\$10,744	\$13,022	1.00	\$10,779	\$13,333	\$15,937
2020-MIL-NWIT	12-356		Network Engineering / Administration, Manager	17	19	\$8,582	\$11,831	\$13,663	1.06	\$10,862	\$14,576	\$16,670
2020-MIL-NWMGT	03.15		IT Operations Manager	28	36	\$7,447	\$9,515	\$11,380	1.01	\$9,565	\$11,928	\$14,060
2020-MIL-NWMGT	03.02		Applications Manager	53	130	\$8,321	\$11,522	\$12,930	1.08	\$10,564	\$14,223	\$15,832
2020-MIL-NWMGT	03.10		Network Manager	28	33	\$8,069	\$10,933	\$12,238	1.08	\$10,276	\$13,550	\$15,041
2020-MIL-NWMGT	03.19		Network Communications Manager	8	9	\$7,258	\$8,924	\$10,946	0.98	\$9,349	\$11,253	\$13,565
2020-MIL-OPES	03.17		Applications Manager	11	29	\$7,634	\$11,218	\$10,708	1.22	\$10,504	\$14,792	\$14,182
2020-MIL-OPES	03.18		Information Systems Manager	18	40	\$7,690	\$10,223	\$10,921	1.10	\$10,570	\$13,602	\$14,437
<b>Purchased Market Average</b>				918	2,276	\$8,184	\$10,760	\$12,841	1.02	\$10,429	\$13,378	\$15,758
2020-ST-CA	1406		INFORMATION TECHNOLOGY MANAGER II		187	\$8,292	\$10,387	\$10,079	1.13	\$11,111	\$13,611	\$13,243
2020-ST-ID	03114		Information Technology Services Bureau Chief		0	\$6,127		\$10,942		\$8,301		\$14,061
2020-ST-ID	01745		IT MANAGER V		1	\$6,744	\$9,648	\$12,044	1.03	\$9,040	\$12,514	\$15,381
2020-ST-ID	01740		IT ARCHITECT IV		1	\$6,127	\$9,450	\$10,942	1.11	\$8,301	\$12,277	\$14,061
<b>State Market Average</b>					189	\$8,261	\$10,379	\$10,099	1.13	\$11,070	\$13,598	\$13,263
<b>OVERALL WEIGHTED MARKET AVERAGE</b>				918	2,506	\$8,210	\$10,753	\$12,626	1.03	\$10,522	\$13,442	\$15,584

OREGON COMPARISON TO MARKET 7008-I-Principal Executive/Manager E

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
MESN	EXEC SVC SUPERVISORY	I	P	33X	1	\$7,363	\$10,843	\$11,386	1.16	\$10,018	\$14,077	\$14,711
MMN	MGT SVC NONSUPERVISORY	I	P	33X	4	\$7,363	\$10,595	\$11,386	1.13	\$10,018	\$13,787	\$14,711
MMS	MGT SVC SUPERVISORY	I	P	33X	80	\$7,363	\$10,540	\$11,386	1.12	\$10,018	\$13,724	\$14,711
<b>Management Wtd Average</b>					85	\$7,363	\$10,546	\$11,386	1.13	\$10,018	\$13,731	\$14,711

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%	100.8%	90.2%	95.2%	104.7%	94.4%
89.7%	98.5%	90.2%	95.2%	102.6%	94.4%
89.7%	98.0%	90.2%	95.2%	102.1%	94.4%
89.7%	98.1%	90.2%	95.2%	102.2%	94.4%

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STATEWIDE Weighted Average

85

\$7,363

\$10,546

\$11,386

1.13

\$10,018

\$13,731

\$14,711

89.7%

98.1%

90.2%

95.2%

102.2%

94.4%

# 2020 Oregon Salary and Benefit Report

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## 7010 PRINCIPAL EXECUTIVE/MANAGER F

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-OR-ClackCo	095		Budget Manager		1	\$8,158	\$10,641	\$11,014	1.11	\$11,501	\$14,557	\$15,015
2020-OR-ClackCo	705		Administrative Serv Mgr, Sr*		4	\$8,638	\$10,843	\$11,661	1.07	\$12,090	\$14,805	\$15,811
2020-OR-ClackCo	711		Human Resources Manager		1	\$7,400	\$9,990	\$9,990	1.15	\$10,567	\$13,755	\$13,755
2020-OR-ClackCo	358		Planning Director*		1	\$8,995	\$10,055	\$12,143	0.95	\$12,530	\$13,834	\$16,405
2020-OR-DescCo	9335		DIRECTOR, HUMAN RESOURCES		1	\$9,564	\$10,544	\$12,817	0.94	\$13,308	\$14,515	\$17,312
2020-OR-JackCo	01178		Program Manager VIII		6	\$7,564	\$9,733	\$9,653	1.13	\$11,120	\$13,790	\$13,691
2020-OR-JackCo	01102		Finance Director/Treasurer		1	\$9,826	\$12,542	\$12,542	1.12	\$13,905	\$17,249	\$17,249
2020-OR-JackCo	01103		HR Director		1	\$9,032	\$11,527	\$11,527	1.12	\$12,927	\$15,999	\$15,999
2020-OR-LaneCo	N2022		Manager, Sr		6	\$6,978	\$10,058	\$10,263	1.17	\$10,250	\$14,031	\$14,283
2020-OR-MultCo	9365		Manager Senior		24	\$6,907	\$10,179	\$10,360	1.18	\$10,062	\$14,077	\$14,300
2020-OR-MultCo	9621		Human Resources Manager 2		16	\$7,459	\$10,965	\$11,189	1.18	\$10,740	\$15,042	\$15,316
2020-OR-MultCo	9338		Finance Manager Senior		7	\$8,056	\$11,786	\$12,084	1.17	\$11,472	\$16,049	\$16,415
2020-OR-MultCo	9519		Nursing Director		0	\$7,459		\$9,049		\$10,740		\$12,691
2020-OR-MultCo	9602		Division Director 2		6	\$8,056	\$11,298	\$12,084	1.12	\$11,472	\$15,450	\$16,415
2020-OR-WashCo	532		Health & Human Services Division Manager		2	\$10,007	\$12,159	\$12,159	1.10	\$13,271	\$15,829	\$15,829
2020-OR-WashCo	211		Administrative Manager, Senior		1	\$8,844	\$10,748	\$11,285	1.07	\$11,890	\$14,151	\$14,790
2020-OR-WashCo	279		Human Services Supervisor		2	\$8,625	\$10,607	\$10,486	1.11	\$11,629	\$13,985	\$13,840
2020-WA-ClarkCo	827		Administrative Services Mgr. II		0	\$6,214		\$8,779		\$8,819		\$11,906
2020-WA-ClarkCo	831		Program Manager III		18	\$6,858	\$9,140	\$9,688	1.10	\$9,594	\$12,340	\$12,999
2020-WA-ClarkCo	827		Department Finance Manager		0	\$6,214		\$8,779		\$8,819		\$11,906
2020-WA-ClarkCo	827		Financial Program Manager II		0	\$6,214		\$8,779		\$8,819		\$11,906
2020-WA-KingCo	1300100		Operations Manager		4	\$9,356	\$12,161	\$11,859	1.15	\$12,925	\$16,300	\$15,937
2020-WA-ThrstnCo	0730		FINANCIAL SERVICES MANAGER		1	\$7,858	\$10,477	\$10,477	1.14	\$10,755	\$13,906	\$13,906
<b>County Market Average</b>					103	\$7,528	\$10,460	\$10,703	1.14	\$10,727	\$14,317	\$14,604
2020-CompAnalyst	OF13000083		Administrative Services Director		1	\$8,008	\$10,108	\$12,267	1.00	\$10,207	\$12,607	\$15,074
2020-CompAnalyst	CM02000015		Public Relations Manager		1	\$6,750	\$9,175	\$10,542	1.06	\$8,769	\$11,540	\$13,102



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7010 PRINCIPAL EXECUTIVE/MANAGER F (Continued)

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-CompAnalyst	HR09200032		Human Resources Manager		1	\$6,783	\$8,708	\$10,533	1.00	\$8,807	\$11,007	\$13,093
2020-CompAnalyst	FA06000083		Budget Manager		1	\$7,675	\$10,125	\$11,983	1.03	\$9,826	\$12,626	\$14,750
2020-MIL-NWMGT	04.01b		Human Resources Manager	72	105	\$7,861	\$9,337	\$11,979	0.94	\$10,039	\$11,725	\$14,745
2020-MIL-NWMGT	04.05		EEO / Diversity Manager	12	12	\$8,297	\$10,294	\$12,224	1.00	\$10,536	\$12,819	\$15,025
2020-MIL-NWMGT	04.08		Compensation Manager	22	28	\$8,094	\$10,639	\$12,180	1.05	\$10,305	\$13,214	\$14,974
2020-MIL-NWMGT	01.14		Budget Manager	30	38	\$8,194	\$10,354	\$12,634	0.99	\$10,419	\$12,888	\$15,494
2020-MIL-NWMGT	01.07b		Internal Audit Manager	20	31	\$8,334	\$10,700	\$12,786	1.01	\$10,579	\$13,283	\$15,667
2020-MIL-NWMGT	01.03		Assistant Controller	26	37	\$8,125	\$11,321	\$12,644	1.09	\$10,340	\$13,992	\$15,505
2020-MIL-NWMGT	05.06b		Public Relations Manager	28	43	\$7,380	\$9,495	\$11,132	1.03	\$9,488	\$11,905	\$13,777
2020-MIL-OPES	06.16		Planning Manager / Director	19	16	\$8,236	\$10,743	\$11,347	1.10	\$11,224	\$14,224	\$14,946
2020-MIL-OPES	05.09		Human Resources Director	24	17	\$9,530	\$12,964	\$13,549	1.12	\$12,773	\$16,881	\$17,582
2020-MIL-OPES	02.11		Budget Manager	9	8	\$8,253	\$10,833	\$12,193	1.06	\$11,245	\$14,331	\$15,959
2020-MIL-OPES	04.20		Government Relations Manager	9	9	\$9,103	\$11,658	\$12,645	1.07	\$12,261	\$15,319	\$16,500
2020-MIL-PACS	05.13		Human Resources Manager	40	56	\$7,425	\$10,209	\$11,183	1.10	\$9,540	\$12,722	\$13,836
2020-TwrsWtsn	ASC060-M3		Purchasing Generalist/Multidiscipline	9	12		\$12,809		0.99		\$15,694	
2020-TwrsWtsn	AHR140-M3		Recruitment Generalist/Multidiscipline	8	9		\$12,757		0.95		\$15,634	
2020-TwrsWtsn	AHR000-M3		HR Generalist/Consultant Generalist/Multidiscipline	17	26		\$12,177		0.98		\$14,972	
2020-TwrsWtsn	AQY020-M3		Business Process Improvement	5	5		\$11,289				\$13,957	
<b>Purchased Market Average</b>				350	456	\$7,985	\$10,503	\$12,038	1.01	\$10,278	\$13,161	\$14,934
2020-ST-ID	09401		CHILDRENS MNTL HLTH CHF		7	\$5,602	\$6,702	\$10,007	0.86	\$7,673	\$8,989	\$12,943
2020-ST-ID	05130		HUMAN RESOURCES MANAGER		1	\$6,127	\$8,908	\$10,942	1.04	\$8,301	\$11,629	\$14,061
2020-ST-ID	04241		FINANCIAL OFFICER		12	\$5,602	\$7,636	\$10,007	0.98	\$7,673	\$10,106	\$12,943
2020-ST-ID	05226		ECONOMIST,CHF - DFM		1	\$6,127	\$10,275	\$10,942	1.20	\$8,301	\$13,264	\$14,061
2020-ST-ID	07276		SOCIAL SERVICES DIR BEHAV HLTH		2	\$5,602	\$7,433	\$10,007	0.95	\$7,673	\$9,863	\$12,943



7010 PRINCIPAL EXECUTIVE/MANAGER F (Continued)

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
<b>State Market Average</b>					23	\$5,648	\$7,504	\$10,088	0.95	\$7,728	\$9,949	\$13,040	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					350	582	\$7,793	\$10,377	\$11,686	1.03	\$10,258	\$13,239	\$14,786

OREGON  
COMPARISON  
TO  
MARKET

7010-Principal Executive/Manager F

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
90.0%	95.6%	92.8%	93.6%	98.2%	95.2%

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
MENN	EXEC SVC NONSUPERVISORY	A	P	35X	21	\$7,010	\$9,917	\$10,843	1.11	\$9,607	\$12,997	\$14,077
MESN	EXEC SVC SUPERVISORY	A	P	35X	73	\$7,010	\$10,125	\$10,843	1.13	\$9,607	\$13,239	\$14,077
MMN	MGT SVC NONSUPERVISORY	A	P	35X	12	\$7,010	\$10,299	\$10,843	1.15	\$9,607	\$13,443	\$14,077
MMS	MGT SVC SUPERVISORY	A	P	35X	255	\$7,010	\$10,095	\$10,843	1.13	\$9,607	\$13,205	\$14,077
<b>Management Wtd Average</b>					361	\$7,010	\$10,097	\$10,843	1.13	\$9,607	\$13,208	\$14,077
<b>STATEWIDE Weighted Average</b>					361	\$7,010	\$10,097	\$10,843	1.13	\$9,607	\$13,208	\$14,077

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7010-I PRINCIPAL EXECUTIVE/MANAGER F

Information Systems Payline

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-DescCo	9435		DIRECTOR, INFO TECHNOLOGY		1	\$9,564	\$12,817	\$12,817	1.15	\$13,308	\$17,312	\$17,312	
2020-OR-JackCo	01107		Technology Director		1	\$9,826	\$12,542	\$12,542	1.12	\$13,905	\$17,249	\$17,249	
2020-OR-MultCo	9454		IT Manager Senior		4	\$9,035	\$14,452	\$14,456	1.23	\$12,674	\$19,320	\$19,325	
2020-OR-WashCo	154		Chief Information Services Officer, Deputy		0	\$10,007		\$12,767		\$13,271		\$16,551	
2020-WA-ClarkCo	836		Information Technology Mgr III		27	\$7,616	\$8,665	\$10,760	0.94	\$10,507	\$11,769	\$14,290	
2020-WA-KingCo	1261200		IT Services Delivery Mgr		8	\$10,287	\$12,422	\$13,039	1.07	\$14,045	\$16,614	\$17,357	
2020-WA-KingCo	1231200		IT Manager II		1	\$9,810	\$13,057	\$12,435	1.17	\$13,472	\$17,379	\$16,631	
2020-WA-KingCo	7307100		IT Services Manager III		0	\$10,287		\$13,039		\$14,045		\$17,357	
2020-WA-KingCo	1231300		IT Manager III		0	\$10,287		\$13,039		\$14,045		\$17,357	
2020-WA-ThrstnCo	0500		INFORMATION TECHNOLOGY DIRECTOR		1	\$9,246	\$10,130	\$12,328	0.94	\$12,425	\$13,489	\$16,134	
<b>County Market Average</b>					43	\$8,546	\$10,225	\$11,775	1.01	\$11,765	\$13,800	\$15,665	
2020-CompAnalyst	IT10000242		Network Operations Director		1	\$9,517	\$12,125	\$14,983	1.00	\$11,931	\$14,912	\$18,178	
2020-MIL-NWIT	12-206		IT, Manager	43	81	\$8,396	\$11,915	\$12,908	1.10	\$10,650	\$14,671	\$15,807	
2020-MIL-NWMGT	03.01b		IT Manager	64	81	\$8,434	\$10,701	\$12,804	1.00	\$10,693	\$13,284	\$15,687	
<b>Purchased Market Average</b>					107	163	\$8,422	\$11,313	\$12,869	1.05	\$10,679	\$13,983	\$15,762
2020-ST-CA	9014		CHIEF, INFORMATION SYSTEMS, STATE CONTRO		0	\$10,218		\$11,601		\$13,409		\$15,059	
<b>State Market Average</b>							\$10,218		\$11,601		\$13,409	\$15,059	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					107	206	\$8,457	\$11,086	\$12,625	1.04	\$10,928	\$13,945	\$15,737

OREGON COMPARISON TO MARKET 7010-I-Principal Executive/Manager F

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
MESN	EXEC SVC SUPERVISORY	I	P	35X	8	\$8,113	\$11,947	\$12,550	1.16	\$10,893	\$15,365	\$16,068
MMN	MGT SVC NONSUPERVISORY	I	P	35X	3	\$8,113	\$11,579	\$12,550	1.12	\$10,893	\$14,936	\$16,068
MMS	MGT SVC SUPERVISORY	I	P	35X	29	\$8,113	\$11,755	\$12,550	1.14	\$10,893	\$15,141	\$16,068
<b>Management Wtd Average</b>					40	\$8,113	\$11,780	\$12,550	1.14	\$10,893	\$15,170	\$16,068

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
95.9%	107.8%	99.4%	99.7%	110.2%	102.1%
95.9%	104.5%	99.4%	99.7%	107.1%	102.1%
95.9%	106.0%	99.4%	99.7%	108.6%	102.1%
95.9%	106.3%	99.4%	99.7%	108.8%	102.1%

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STATEWIDE Weighted Average

40

\$8,113

\$11,780

\$12,550

1.14

\$10,893

\$15,170

\$16,068

95.9%

106.3%

99.4%

99.7%

108.8%

102.1%

2020 Oregon Salary and Benefit Report

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7012 PRINCIPAL EXECUTIVE/MANAGER G

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-ClackCo	099		Director, Finance*		1	\$12,054	\$14,601	\$16,273	1.03	\$16,295	\$19,431	\$21,488	
2020-OR-ClackCo	085		Director, Human Resources*		1	\$12,054	\$15,911	\$16,273	1.12	\$16,295	\$21,042	\$21,488	
2020-OR-MarionCo	364		Chief Financial Officer		0	\$9,998		\$13,399		\$13,815		\$18,000	
2020-OR-MarionCo	183		Chief Human Resources Officer		1	\$9,072	\$11,026	\$12,154	1.04	\$12,676	\$15,080	\$16,468	
2020-OR-MultCo	9669		Human Resources Manager Senior		2	\$8,366	\$12,846	\$13,385	1.18	\$11,853	\$17,350	\$18,011	
2020-OR-MultCo	9808		Budget Director		1	\$8,366	\$12,781	\$13,385	1.18	\$11,853	\$17,270	\$18,011	
2020-OR-WashCo	019		Chief Financial Officer		0	\$10,774		\$13,750		\$14,182		\$17,719	
2020-OR-WashCo	037		Chief Human Resources Officer		0	\$10,774		\$13,750		\$14,182		\$17,719	
2020-WA-ClarkCo	833		Chief Building Official		0	\$7,205		\$10,177		\$10,012		\$13,588	
2020-WA-ClarkCo	829		Administrative Services Mgr. III		0	\$6,526		\$9,221		\$9,195		\$12,437	
2020-WA-KingCo	2133100		Chief Financial Officer		6	\$9,356	\$12,163	\$11,859	1.15	\$12,925	\$16,303	\$15,937	
2020-WA-KingCo	1011100		Chief of Operations-DAJD		2	\$8,509	\$10,298	\$10,786	1.07	\$11,906	\$14,058	\$14,646	
2020-WA-KingCo	2317100		Human Resource Senior Manager		1	\$10,046	\$11,859	\$12,734	1.04	\$13,755	\$15,937	\$16,990	
2020-WA-ThrstnCo	1305		Director, Central Services		0	\$9,246		\$12,328		\$12,425		\$16,134	
2020-WA-ThrstnCo	1315		DIRECTOR OF HUMAN RESOURCES		1	\$9,246	\$10,536	\$12,328	0.98	\$12,425	\$13,977	\$16,134	
<b>County Market Average</b>					16	\$9,329	\$12,249	\$12,512	1.11	\$12,826	\$16,461	\$16,687	
2020-CompAnalyst	EX05000202		Risk Management Director		1	\$9,283	\$11,933	\$14,767	0.99	\$11,664	\$14,693	\$17,931	
2020-MIL-NWHEX	01.13		Top Human Resources Position	38	38	\$10,203	\$14,225	\$17,532	1.03	\$12,715	\$17,312	\$21,091	
2020-MIL-NWMGT	02.01a		Director of Finance**	64	65	\$11,155	\$14,996	\$17,313	1.05	\$13,803	\$18,193	\$20,841	
2020-MIL-NWMGT	08.01a		Director of Purchasing	21	36	\$9,255	\$13,889	\$14,431	1.17	\$11,631	\$16,928	\$17,547	
2020-MIL-NWMGT	04.01a		Director of Human Resources	58	68	\$10,346	\$13,896	\$16,449	1.04	\$12,879	\$16,936	\$19,853	
2020-MIL-NWMGT	05.06a		Communications Director	41	44	\$9,850	\$12,463	\$15,233	0.99	\$12,311	\$15,297	\$18,464	
2020-MIL-NWMGT	05.11		Facilities Director	49	54	\$8,794	\$11,304	\$13,363	1.02	\$11,105	\$13,973	\$16,326	
2020-MIL-NWMGT	05.21a		Director of Risk Management	25	24	\$9,648	\$13,190	\$15,056	1.07	\$12,081	\$16,129	\$18,262	
<b>Purchased Market Average</b>					296	330	\$9,996	\$13,477	\$15,750	1.05	\$12,478	\$16,457	\$19,055
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					296	346	\$9,954	\$13,420	\$15,548	1.05	\$12,500	\$16,457	\$18,907

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OREGON  
COMPARISON  
TO  
MARKET

7012-Principal Executive/Manager G

MARKET COMPARISONS

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	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
MENC	EXEC SVC NSUPV CONFIDENTIAL	A	P	38X	1	\$8,113	\$11,947	\$12,550	1.16	\$10,893	\$15,365	\$16,068	81.5%	89.0%	80.7%	87.1%	93.4%	85.0%
MENN	EXEC SVC NONSUPERVISORY	A	P	38X	8	\$8,113	\$11,285	\$12,550	1.09	\$10,893	\$14,592	\$16,068	81.5%	84.1%	80.7%	87.1%	88.7%	85.0%
MESN	EXEC SVC SUPERVISORY	A	P	38X	114	\$8,113	\$11,766	\$12,550	1.14	\$10,893	\$15,154	\$16,068	81.5%	87.7%	80.7%	87.1%	92.1%	85.0%
MESP	EXEC SVC SUPERVISORY AT OSP	A	P	38X	1	\$8,113	\$11,947	\$12,550	1.16	\$10,893	\$15,365	\$16,068	81.5%	89.0%	80.7%	87.1%	93.4%	85.0%
MMN	MGT SVC NONSUPERVISORY	A	P	38X	4	\$8,113	\$11,807	\$12,550	1.14	\$10,893	\$15,201	\$16,068	81.5%	88.0%	80.7%	87.1%	92.4%	85.0%
MMS	MGT SVC SUPERVISORY	A	P	38X	47	\$8,113	\$11,741	\$12,550	1.14	\$10,893	\$15,125	\$16,068	81.5%	87.5%	80.7%	87.1%	91.9%	85.0%
<b>Management Wtd Average</b>					175	\$8,113	\$11,740	\$12,550	1.14	\$10,893	\$15,124	\$16,068	81.5%	87.5%	80.7%	87.1%	91.9%	85.0%
<b>STATEWIDE Weighted Average</b>					175	\$8,113	\$11,740	\$12,550	1.14	\$10,893	\$15,124	\$16,068	81.5%	87.5%	80.7%	87.1%	91.9%	85.0%

7012-I PRINCIPAL EXECUTIVE/MANAGER G

Information Systems Payline

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-ClackCo	699		Director, Technology Services*		1	\$12,054	\$15,811	\$16,273	1.12	\$16,295	\$20,919	\$21,488	
2020-OR-MultCo	9461		Deputy Chief Information Officer		0	\$9,758		\$15,613		\$13,561		\$20,744	
2020-OR-WashCo	065		Chief Information Services Officer		1	\$10,774	\$13,750	\$13,750	1.12	\$14,182	\$17,719	\$17,719	
<b>County Market Average</b>					2	\$10,862	\$14,781	\$15,212	1.12	\$14,679	\$19,319	\$19,984	
2020-CompAnalyst	IT10000401		Information Security Director		1	\$10,775	\$14,917	\$17,183	1.03	\$13,369	\$18,102	\$20,693	
2020-CompAnalyst	EX05000217		Disaster Recovery Director		1	\$9,567	\$13,292	\$16,408	1.03	\$11,988	\$16,245	\$19,807	
2020-MIL-NWIT	12-607		Information Security / Cybersecurity, Director	19	25	\$9,928	\$13,488	\$16,016	1.04	\$12,401	\$16,470	\$19,359	
2020-MIL-NWIT	10-250		Multi-Function Head / Director	24	39	\$11,067	\$16,063	\$16,911	1.15	\$13,703	\$19,413	\$20,381	
2020-MIL-NWIT	12-207		IT, Director	42	48	\$10,791	\$14,660	\$17,007	1.05	\$13,387	\$17,809	\$20,491	
2020-MIL-NWIT	12-307		Applications Engineer, Director	19	32	\$10,734	\$14,031	\$16,280	1.04	\$13,321	\$17,090	\$19,660	
2020-MIL-OPES	03.19		Information Systems Director	17	13	\$10,217	\$13,114	\$14,733	1.05	\$13,594	\$17,061	\$18,998	
<b>Purchased Market Average</b>					121	159	\$10,657	\$14,560	\$16,493	1.07	\$13,304	\$17,778	\$19,994
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					121	161	\$10,661	\$14,563	\$16,469	1.07	\$13,330	\$17,797	\$19,994

OREGON COMPARISON TO MARKET 7012-I-Principal Executive/Manager G

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
MESN	EXEC SVC SUPERVISORY	I	P	38X	4	\$9,849	\$13,353	\$15,242	1.06	\$12,918	\$17,005	\$19,208
MMN	MGT SVC NONSUPERVISORY	I	P	38X	3	\$9,849	\$12,074	\$15,242	0.96	\$12,918	\$15,513	\$19,208
MMS	MGT SVC SUPERVISORY	I	P	38X	7	\$9,849	\$14,320	\$15,242	1.14	\$12,918	\$18,133	\$19,208
<b>Management Wtd Average</b>					14	\$9,849	\$13,563	\$15,242	1.08	\$12,918	\$17,249	\$19,208
<b>STATEWIDE Weighted Average</b>					14	\$9,849	\$13,563	\$15,242	1.08	\$12,918	\$17,249	\$19,208

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
92.4%	91.7%	92.6%	96.9%	95.6%	96.1%
92.4%	82.9%	92.6%	96.9%	87.2%	96.1%
92.4%	98.3%	92.6%	96.9%	101.9%	96.1%
92.4%	93.1%	92.6%	96.9%	96.9%	96.1%
92.4%	93.1%	92.6%	96.9%	96.9%	96.1%

7504 ASSISTANT ATTORNEY GENERAL

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-ClackCo	223		Legal Counsel 2		1	\$8,158	\$10,499	\$11,014	1.10	\$11,501	\$14,381	\$15,015	
2020-OR-LaneCo	N4602		Assist County Counsel 2		4	\$6,623	\$9,155	\$9,740	1.12	\$9,814	\$12,923	\$13,640	
2020-OR-MultCo	9190		Assistant County Attorney 2		3	\$6,907	\$10,003	\$10,360	1.16	\$10,062	\$13,862	\$14,300	
2020-OR-WashCo	604		Assistant County Counsel II		1	\$9,509	\$10,531	\$12,435	0.96	\$12,679	\$13,894	\$16,156	
2020-WA-ClarkCo	799		Deputy Prosecuting Attorney I		5	\$4,942	\$6,263	\$6,913	1.06	\$7,289	\$8,879	\$9,660	
2020-WA-ThrstnCo	1050		DEFENSE ATTORNEY II		9	\$6,136	\$7,427	\$8,351	1.03	\$8,683	\$10,236	\$11,348	
<b>County Market Average</b>					23	\$6,296	\$8,079	\$8,835	1.07	\$9,053	\$11,220	\$12,133	
2020-ST-CA	5706	A	DEPUTY ATTORNEY GENERAL III		122	\$8,472	\$10,002	\$10,869	1.03	\$11,325	\$13,150	\$14,185	
2020-ST-ID	05912		ATTORNEY 2		1	\$4,139	\$8,497	\$7,392	1.47	\$5,922	\$11,136	\$9,815	
2020-ST-NV	U0963		DEP ATTY GENERAL (EA)		65	\$8,884	\$8,040	\$8,884	0.90	\$11,390	\$10,392	\$11,390	
<b>State Market Average</b>					188	\$8,592	\$9,315	\$10,164	0.99	\$11,319	\$12,186	\$13,196	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	211	\$8,341	\$9,181	\$10,019	1.00	\$11,072	\$12,081	\$13,080

OREGON COMPARISON TO MARKET		7504-Assistant Attorney General					MARKET COMPARISONS											
Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum 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
AJ	AFSCME AT DOJ OAJA ATTORNEYS	A	P	29	53	\$7,656	\$9,053	\$10,172	1.02	\$10,360	\$11,990	\$13,295	91.8%	98.6%	101.5%	93.6%	99.2%	101.6%
<b>Non-Corrections/Non-Management Wtd Average</b>					53	\$7,656	\$9,053	\$10,172	1.02	\$10,360	\$11,990	\$13,295	91.8%	98.6%	101.5%	93.6%	99.2%	101.6%
<b>STATEWIDE Weighted Average</b>					53	\$7,656	\$9,053	\$10,172	1.02	\$10,360	\$11,990	\$13,295	91.8%	98.6%	101.5%	93.6%	99.2%	101.6%

7505 SR ASSISTANT ATTORNEY GENERAL

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-OR-ClackCo	088		Legal Counsel, Senior*		7	\$9,444	\$12,128	\$12,750	1.09	\$13,083	\$16,386	\$17,152
2020-OR-LaneCo	N4601		Assistant County Counsel 3		0	\$7,939		\$11,208		\$11,430		\$15,443
2020-OR-MultCo	9440		Assistant County Attorney Senior		13	\$9,035	\$12,882	\$14,456	1.10	\$12,674	\$17,393	\$19,325
2020-OR-WashCo	605		Assistant County Counsel, Senior		7	\$11,605	\$14,437	\$15,177	1.08	\$15,170	\$18,535	\$19,415
2020-WA-ClarkCo	836		Deputy Prosecuting Attorney II		0	\$7,760		\$10,963		\$10,680		\$14,534
2020-WA-ThrstnCo	1052		DEFENSE ATTORNEY III		5	\$8,710	\$10,029	\$10,858	1.03	\$11,780	\$13,367	\$14,365
<b>County Market Average</b>					32	\$9,531	\$12,611	\$13,526	1.08	\$13,045	\$16,794	\$17,912
2020-MIL-OPES	08.06		Attorney - Senior		15	\$9,002	\$12,587	\$12,769	1.16	\$12,141	\$16,431	\$16,648
2020-MIL-PACS	04.23		Attorney		21	\$8,733	\$13,263	\$13,446	1.20	\$11,035	\$16,212	\$16,421
<b>Purchased Market Average</b>					36	\$8,840	\$12,994	\$13,176	1.18	\$11,475	\$16,299	\$16,511
2020-ST-CA	5705	A	DEPUTY ATTORNEY GENERAL IV		130	\$9,359	\$11,898	\$12,016	1.11	\$12,383	\$15,414	\$15,554
2020-ST-NV	U0934		SR DEPUTY ATTY GENERAL (EA)		57	\$9,929	\$9,095	\$9,929	0.92	\$12,627	\$11,640	\$12,627
<b>State Market Average</b>					187	\$9,533	\$11,044	\$11,380	1.05	\$12,457	\$14,264	\$14,662
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					36	\$9,216	\$12,063	\$12,380	1.11	\$12,058	\$15,398	\$15,778

OREGON  
COMPARISON  
TO  
MARKET

7505-Senior Assistant Attorney General

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
104.5%	109.7%	109.1%	105.0%	109.6%	108.9%

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
MNJV	UNCL EXL NSUPV DOJ L&E ATTNYS	A	P	36S	4	\$9,627	\$13,237	\$13,502	1.14	\$12,659	\$16,869	\$17,179
<b>Management Wtd Average</b>					4	\$9,627	\$13,237	\$13,502	1.14	\$12,659	\$16,869	\$17,179
AJ	AFSCME AT DOJ OAJA ATTORNEYS	A	P	36S	207	\$10,060	\$12,756	\$14,808	1.03	\$13,164	\$16,308	\$18,702
<b>Non-Corrections/Non-Management Wtd Average</b>					207	\$10,060	\$12,756	\$14,808	1.03	\$13,164	\$16,308	\$18,702
<b>STATEWIDE Weighted Average</b>					211	\$10,052	\$12,765	\$14,783	1.03	\$13,154	\$16,319	\$18,673



7510 DENTIST

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-OR-ClackCo	579		Dentist		7	\$12,201	\$13,263	\$15,524	0.96	\$16,476	\$17,783	\$20,566
2020-OR-MultCo	9390		Dentist		0	\$8,696		\$13,913		\$12,258		\$18,660
2020-WA-KingCo	3202100		Dentist		10	\$10,046	\$12,417	\$12,734	1.09	\$13,755	\$16,608	\$16,990
<b>County Market Average</b>					17	\$10,809	\$12,765	\$13,884	1.04	\$14,730	\$17,092	\$18,473
2020-CompAnalyst	HC07000220		Dentist	500	277	\$10,642	\$13,892	\$15,883	1.06	\$13,216	\$16,931	\$19,207
2020-MIL-NWHCS	02.30		Dentist	22	277	\$10,766	\$14,218	\$16,419	1.05	\$13,359	\$17,304	\$19,819
<b>Purchased Market Average</b>					522	\$10,704	\$14,055	\$16,151	1.05	\$13,288	\$17,118	\$19,513
2020-ST-CA	9268	S	DENTIST, CORRECTIONAL FACILITY		219	\$15,459	\$20,906	\$18,988	1.21	\$19,663	\$26,162	\$23,873
2020-ST-NV	U9086		SR INSTITUTIONL DENTIST (B) EA		6	\$12,860	\$12,585	\$12,860	0.98	\$16,093	\$15,768	\$16,093
2020-ST-WA	288E		DENTIST		22	\$11,262	\$13,598	\$13,495	1.10	\$14,712	\$17,522	\$17,399
<b>State Market Average</b>					247	\$15,022	\$20,053	\$18,349	1.20	\$19,135	\$25,140	\$23,108
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					522	\$12,009	\$15,839	\$16,764	1.10	\$15,083	\$19,539	\$20,574

OREGON COMPARISON TO MARKET	7510-Dentist						MARKET COMPARISONS												
							SALARY			Group Compa-Ratio Sum Base / Sum 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
AE	AFSCME DOC DENTISTS	Pay Opt	Rng Opt	SR	Emps	\$12,902	\$16,501	\$17,845	1.07	\$16,479	\$20,677	\$22,244	107.4%	104.2%	106.4%	109.3%	105.8%	108.1%	
<b>Corrections Wtd Average</b>						15	\$12,902	\$16,501	\$17,845	1.07	\$16,479	\$20,677	\$22,244	107.4%	104.2%	106.4%	109.3%	105.8%	108.1%
UA	UNREPRESENTED	A	P	47	1	\$11,945	\$17,600	\$18,480	1.16	\$15,363	\$21,959	\$22,985	99.5%	111.1%	110.2%	101.9%	112.4%	111.7%	
<b>Non-Corrections/Non-Management Wtd Average</b>						1	\$11,945	\$17,600	\$18,480	1.16	\$15,363	\$21,959	\$22,985	99.5%	111.1%	110.2%	101.9%	112.4%	111.7%
<b>STATEWIDE Weighted Average</b>						16	\$12,842	\$16,569	\$17,885	1.08	\$16,409	\$20,757	\$22,291	106.9%	104.6%	106.7%	108.8%	106.2%	108.3%

7514 CORRECTIONS PHYSICIAN SPECIALIST

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-ST-CA	9263	R	PHYSICIAN AND SURGEON, CORRECTIONAL FACI		82	\$21,056	\$21,917	\$22,109	1.02	\$26,341	\$27,369	\$27,598	
2020-ST-CA	9269	R	PHYSICIAN AND SURGEON, CORRECTIONAL FACI		10	\$21,056	\$20,561	\$22,109	0.95	\$26,341	\$25,751	\$27,598	
2020-ST-ID	07207		PHYSICIAN, MED CLINIC - INST		1	\$12,312	\$21,020	\$21,985	1.23	\$15,701	\$26,120	\$27,274	
2020-ST-WA	288H		PHYSICIAN 2		3	\$10,832	\$12,567	\$14,215	1.00	\$14,194	\$16,282	\$18,265	
<b>State Market Average</b>					96	\$20,645	\$21,474	\$21,861	1.01	\$25,851	\$26,841	\$27,303	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	96	\$20,645	\$21,474	\$21,861	1.01	\$25,851	\$26,841	\$27,303

OREGON COMPARISON TO MARKET  
7514-Corrections Physician Specialist

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
MNNN	UNCLASS EXCLUDED NONSUPVSORY	A	P	50	11	\$15,242	\$21,403	\$22,498	1.13	\$19,208	\$26,395	\$27,672
<b>Management Wtd Average</b>					11	\$15,242	\$21,403	\$22,498	1.13	\$19,208	\$26,395	\$27,672
<b>STATEWIDE Weighted Average</b>					11	\$15,242	\$21,403	\$22,498	1.13	\$19,208	\$26,395	\$27,672

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
73.8%	99.7%	102.9%	74.3%	98.3%	101.4%

7517 PHYSICIAN SPECIALIST

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-OR-LaneCo	N4502		Physician		7	\$12,597	\$16,253	\$17,901	1.07	\$17,149	\$21,637	\$23,661
2020-OR-MultCo	6317		Physician		20	\$7,763	\$18,633	\$10,129	2.08	\$11,113	\$24,450	\$14,016
<b>County Market Average</b>					27	\$9,016	\$18,016	\$12,144	1.82	\$12,678	\$23,721	\$16,517
2020-CompAnalyst	HC07000025		Physician - Generalist		125	\$14,708	\$17,692	\$19,775	1.03	\$17,864	\$21,274	\$23,655
<b>Purchased Market Average</b>					125	\$14,708	\$17,692	\$19,775	1.03	\$17,864	\$21,274	\$23,655
2020-ST-CA	7644	Y	PHYSICIAN AND SURGEON, DEPARTMENTS OF M		2	\$17,713	\$18,133	\$18,600	1.00	\$22,352	\$22,854	\$23,411
<b>State Market Average</b>					2	\$17,713	\$18,133	\$18,600	1.00	\$22,352	\$22,854	\$23,411
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					125	\$13,572	\$17,766	\$18,172	1.19	\$16,856	\$21,806	\$22,169

OREGON COMPARISON TO MARKET  
7517-Physician Specialist

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
AMP	AFSCME AT OHA PHYSICIANS	A	P	49	17	\$14,700	\$20,617	\$21,703	1.13	\$18,576	\$25,478	\$26,744
<b>Non-Corrections/Non-Management Wtd Average</b>					17	\$14,700	\$20,617	\$21,703	1.13	\$18,576	\$25,478	\$26,744
<b>STATEWIDE Weighted Average</b>					17	\$14,700	\$20,617	\$21,703	1.13	\$18,576	\$25,478	\$26,744

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
108.3%	116.0%	119.4%	110.2%	116.8%	120.6%

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7518 SUPERVISING PHYSICIAN

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-MIL-NWHEX	01.05a		Chief Medical Officer (CMO)	34	30	\$19,268	\$28,305	\$30,089	1.27	\$23,076	\$33,404	\$35,443	
2020-MIL-NWHEX	01.05b		Chief Dental Officer (CDO)	10	10		\$17,284			\$20,808			
<b>Purchased Market Average</b>				44	40	\$19,268	\$25,550	\$30,089	0.96	\$23,076	\$30,255	\$35,443	
2020-ST-CA	7561	Y	CHIEF PHYSICIAN AND SURGEON		8	\$18,961	\$19,340	\$19,530	1.00	\$23,841	\$24,294	\$24,521	
2020-ST-ID	07208		Physician, Medical Director - Institution		0	\$12,312		\$21,985		\$15,701		\$27,274	
2020-ST-NV	U4717		MEDICAL DIRECTOR		1	\$17,776	\$17,776	\$17,776	1.00	\$21,906	\$21,906	\$21,906	
2020-ST-WA	288l		PHYSICIAN 3		30	\$14,764	\$19,389	\$19,373	1.26	\$18,925	\$24,491	\$24,471	
<b>State Market Average</b>					39	\$15,686	\$19,338	\$19,434	1.20	\$19,981	\$24,384	\$24,488	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					44	79	\$17,198	\$22,483	\$23,929	1.08	\$21,287	\$27,357	\$29,110

OREGON COMPARISON TO MARKET 7518-Supervising Physician

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
MESN	EXEC SVC SUPERVISORY	A	P	50	1	\$15,242	\$21,427	\$22,498	1.14	\$19,208	\$26,423	\$27,672
MNNN	UNCLASS EXCLUDED NONSUPVORY	A	P	50	1	\$15,242	\$16,004	\$22,498	0.85	\$19,208	\$20,097	\$27,672
MNSN	UNCLASS EXCLUDED SUPERVISORY	A	P	50	6	\$15,242	\$21,427	\$22,498	1.14	\$19,208	\$26,423	\$27,672
<b>Management Wtd Average</b>					8	\$15,242	\$20,749	\$22,498	1.10	\$19,208	\$25,632	\$27,672
<b>STATEWIDE Weighted Average</b>					8	\$15,242	\$20,749	\$22,498	1.10	\$19,208	\$25,632	\$27,672

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
88.6%	95.3%	94.0%	90.2%	96.6%	95.1%
88.6%	71.2%	94.0%	90.2%	73.5%	95.1%
88.6%	95.3%	94.0%	90.2%	96.6%	95.1%
88.6%	92.3%	94.0%	90.2%	93.7%	95.1%
88.6%	92.3%	94.0%	90.2%	93.7%	95.1%

7522 WCB ADMIN LAW JUDGE

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-ST-CA	6116		WORKERS' COMPENSATION JUDGE		44	\$8,265	\$9,967	\$10,395	1.07	\$11,077	\$13,109	\$13,620	
2020-ST-NV	U4140		ADMINISTRATIVE LAW JUDGE		1	\$9,929	\$8,662	\$9,929	0.87	\$12,627	\$11,128	\$12,627	
2020-ST-WA	423D		INDUSTRIAL INSURANCE APPEALS JUDGE 4		25	\$6,679	\$9,072	\$8,766	1.17	\$9,197	\$12,076	\$11,707	
<b>State Market Average</b>					70	\$7,722	\$9,629	\$9,807	1.10	\$10,428	\$12,712	\$12,923	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	70	\$7,722	\$9,629	\$9,807	1.10	\$10,428	\$12,712	\$12,923

OREGON COMPARISON TO MARKET  
7522-WCB Administrative Law Judge

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
UA	UNREPRESENTED	A	P	37W	21	\$7,756	\$11,188	\$11,937	1.14	\$10,477	\$14,480	\$15,353
<b>Non-Corrections/Non-Management Wtd Average</b>					21	\$7,756	\$11,188	\$11,937	1.14	\$10,477	\$14,480	\$15,353
<b>STATEWIDE Weighted Average</b>					21	\$7,756	\$11,188	\$11,937	1.14	\$10,477	\$14,480	\$15,353

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
100.4%	116.2%	121.7%	100.5%	113.9%	118.8%
100.4%	116.2%	121.7%	100.5%	113.9%	118.8%

7572 PUBLIC HEALTH PHYSICIAN 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-ClackCo	522		Public Health Physician		3	\$14,794	\$13,024	\$18,822	0.77	\$19,667	\$17,489	\$24,626	
2020-OR-MarionCo	524		Public Health Physician		0	\$11,440		\$15,330		\$15,590		\$20,376	
<b>County Market Average</b>					3	\$13,955	\$13,024	\$17,949	0.77	\$18,648	\$17,489	\$23,563	
2020-ST-CA	7674	C	PUBLIC HEALTH MEDICAL ADMINISTRATOR I		5	\$13,032	\$15,087	\$15,207	0.89	\$16,766	\$19,219	\$19,362	
2020-ST-NV	U9087		SR PHYSICIAN (RANGE C) (EA)		5	\$14,455	\$13,133	\$14,455	0.76	\$17,979	\$16,415	\$17,979	
<b>State Market Average</b>					10	\$13,743	\$14,110	\$14,831	0.82	\$17,373	\$17,817	\$18,670	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	13	\$13,796	\$13,859	\$15,610	0.81	\$17,691	\$17,741	\$19,893

OREGON COMPARISON TO MARKET  
7572-Public Health Physician 2

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
MNNN	UNCLASS EXCLUDED NONSUPVSORY	A	P	40	5	\$9,374	\$12,815	\$13,823	1.10	\$12,364	\$16,377	\$17,553
<b>Management Wtd Average</b>					5	\$9,374	\$12,815	\$13,823	1.10	\$12,364	\$16,377	\$17,553
<b>STATEWIDE Weighted Average</b>					5	\$9,374	\$12,815	\$13,823	1.10	\$12,364	\$16,377	\$17,553

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
67.9%	92.5%	88.6%	69.9%	92.3%	88.2%

8218 FOREST CREW COORDINATOR

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-JackCo	222		Com Svc Crew Coord		7	\$2,957	\$3,589	\$3,867	1.05	\$5,447	\$6,225	\$6,567	
<b>County Market Average</b>					7	\$2,957	\$3,589	\$3,867	1.05	\$5,447	\$6,225	\$6,567	
2020-ST-NV	01.817		CONSERVATION CREW SPVR 3		19	\$3,893	\$4,634	\$5,754	0.96	\$5,488	\$6,364	\$7,688	
2020-ST-WA	521S		FOREST CREW SUPERVISOR, CORRECTION FACI		19	\$3,273	\$4,096	\$4,282	1.08	\$5,098	\$6,088	\$6,312	
<b>State Market Average</b>					38	\$3,583	\$4,365	\$5,018	1.02	\$5,293	\$6,226	\$7,000	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	45	\$3,486	\$4,244	\$4,839	1.03	\$5,317	\$6,226	\$6,933

OREGON  
COMPARISON  
TO  
MARKET

8218-Forest Crew Coordinator

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
91.7%	97.3%	99.8%	97.0%	100.4%	101.9%

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	19	13	\$3,197	\$4,132	\$4,829	1.03	\$5,159	\$6,249	\$7,063
<b>Non-Corrections/Non-Management Wtd Average</b>					13	\$3,197	\$4,132	\$4,829	1.03	\$5,159	\$6,249	\$7,063
<b>STATEWIDE Weighted Average</b>					13	\$3,197	\$4,132	\$4,829	1.03	\$5,159	\$6,249	\$7,063

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8222 AIRCRAFT PILOT

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-ST-CA	1046		FORESTRY FIRE PILOT		10	\$5,297	\$6,316	\$6,811	1.04	\$7,536	\$8,752	\$9,344	
2020-ST-ID	08592		Pilot 2		0	\$5,170		\$9,231		\$7,156		\$12,015	
2020-ST-NV	09.355		PILOT II		1	\$4,617	\$7,112	\$6,881	1.24	\$6,344	\$9,294	\$9,021	
2020-ST-WA	654F		AIRCRAFT PILOT 2		10	\$4,724	\$6,097	\$6,205	1.12	\$6,844	\$8,497	\$8,627	
<b>State Market Average</b>					21	\$5,000	\$6,250	\$6,649	1.09	\$7,150	\$8,656	\$9,124	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	21	\$5,000	\$6,250	\$6,649	1.09	\$7,150	\$8,656	\$9,124

OREGON COMPARISON TO MARKET	8222-Aircraft Pilot		MARKET COMPARISONS																
			SALARY			Group Compa-Ratio Sum Base / Sum 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				
			Repr	Repr Description	Pay Opt	Rng Opt	SR	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
	OAO	SEIU STRIKEABLE ODOT COALITION	A	P	27	1	\$4,611	\$6,732	\$7,053	1.15	\$6,808	\$9,282	\$9,657	92.2%	107.7%	106.1%	95.2%	107.2%	105.8%
	<b>Non-Corrections/Non-Management Wtd Average</b>					1	\$4,611	\$6,732	\$7,053	1.15	\$6,808	\$9,282	\$9,657	92.2%	107.7%	106.1%	95.2%	107.2%	105.8%
	<b>STATEWIDE Weighted Average</b>					1	\$4,611	\$6,732	\$7,053	1.15	\$6,808	\$9,282	\$9,657	92.2%	107.7%	106.1%	95.2%	107.2%	105.8%



8258 WILDLAND FIRE SUPERVISOR

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-ST-CA	9723		BATTALION CHIEF		92	\$4,608	\$5,642	\$5,828	1.08	\$6,714	\$7,948	\$8,169	
2020-ST-ID	01038		LANDS RESOURCE SUPV		22	\$4,679	\$5,658	\$8,359	0.87	\$6,569	\$7,740	\$10,971	
2020-ST-NV	01.814		FIRE MANAGEMENT OFFICER 1		1	\$4,422	\$6,578	\$6,578	1.20	\$6,113	\$8,662	\$8,662	
<b>State Market Average</b>					115	\$4,620	\$5,653	\$6,318	1.04	\$6,681	\$7,914	\$8,710	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	115	\$4,620	\$5,653	\$6,318	1.04	\$6,681	\$7,914	\$8,710

OREGON COMPARISON TO MARKET  
8258-Wildland Fire Supervisor

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
MMS	MGT SVC SUPERVISORY	A	P	25	37	\$4,539	\$6,154	\$6,683	1.10	\$6,724	\$8,609	\$9,225
<b>Management Wtd Average</b>					37	\$4,539	\$6,154	\$6,683	1.10	\$6,724	\$8,609	\$9,225
<b>STATEWIDE Weighted Average</b>					37	\$4,539	\$6,154	\$6,683	1.10	\$6,724	\$8,609	\$9,225

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
98.2%	108.9%	105.8%	100.6%	108.8%	105.9%
98.2%	108.9%	105.8%	100.6%	108.8%	105.9%

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8260 FOREST MANAGER 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-ST-CA	1042		FORESTER II (SUPERVISORY)		20	\$5,918	\$7,318	\$7,480	1.09	\$8,277	\$9,947	\$10,142
2020-ST-ID	01063		LANDS PROGRAM MGR		20	\$5,170	\$6,125	\$9,231	0.85	\$7,156	\$8,298	\$12,015
2020-ST-NV	01.805		FORESTRY PROGRAM MANAGER		3	\$5,034	\$6,532	\$7,537	1.04	\$6,837	\$8,609	\$9,797
<b>State Market Average</b>					43	\$5,508	\$6,708	\$8,299	0.98	\$7,655	\$9,087	\$10,989
<b>OVERALL WEIGHTED MARKET AVERAGE</b>				0	43	\$5,508	\$6,708	\$8,299	0.98	\$7,655	\$9,087	\$10,989

OREGON  
COMPARISON  
TO  
MARKET  
**8260-Forest Manager 2**

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
MMS	MGT SVC SUPERVISORY	A	P	30F	30	\$5,498	\$7,803	\$8,511	1.11	\$7,843	\$10,531	\$11,357
<b>Management Wtd Average</b>					30	\$5,498	\$7,803	\$8,511	1.11	\$7,843	\$10,531	\$11,357
<b>STATEWIDE Weighted Average</b>					30	\$5,498	\$7,803	\$8,511	1.11	\$7,843	\$10,531	\$11,357

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
99.8%	116.3%	102.6%	102.5%	115.9%	103.4%
99.8%	116.3%	102.6%	102.5%	115.9%	103.4%

8264 WILDLAND FIRE DISPATCHER

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			Insufficient Market Emp Avg x
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-ST-ID	01019		Wildland Fire Dispatch Coordinator		0	\$2,902		\$5,185		\$4,443		\$7,174	
2020-ST-NV	01.827		Fire Control Dispatcher I		0	\$3,296		\$4,817		\$4,781		\$6,580	
2020-ST-NV	01.823		Seasonal Fire Control Dispatcher II		0	\$3,161		\$4,617		\$4,622		\$6,344	
<b>State Market Average</b>						\$3,120		\$4,873		\$4,615		\$6,699	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>				0	0	\$3,120		\$4,873		\$4,615		\$6,699	

OREGON  
COMPARISON  
TO  
MARKET

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

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

8341 FISH & WILDLIFE TECHNICIAN

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-ST-CA	0780		FISH HABITAT ASSISTANT		18	\$3,286	\$4,255	\$4,109	1.15	\$5,136	\$6,293	\$6,119	
2020-ST-ID	00794		Wildlife Technician		0	\$2,485		\$4,443		\$3,944		\$6,286	
2020-ST-ID	00798		FISHERY TECHNICIAN		1	\$2,485	\$2,454	\$4,443	0.71	\$3,944	\$3,906	\$6,286	
2020-ST-NV	01.778		FISH HATCHERY TECHNICIAN 2		6	\$3,296	\$3,856	\$4,817	0.95	\$4,781	\$5,444	\$6,580	
2020-ST-WA	520G		FISH HATCHERY SPECIALIST 2		34	\$2,986	\$3,726	\$3,878	1.09	\$4,753	\$5,643	\$5,826	
<b>State Market Average</b>					59	\$3,090	\$3,879	\$4,060	1.09	\$4,844	\$5,792	\$6,004	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	59	\$3,090	\$3,879	\$4,060	1.09	\$4,844	\$5,792	\$6,004

OREGON  
COMPARISON  
TO  
MARKET

8341-Fish and Wildlife Technician

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
95.3%	97.6%	108.1%	100.4%	101.0%	109.0%

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	17	124	\$2,945	\$3,787	\$4,387	1.03	\$4,865	\$5,847	\$6,547
OBO	SEIU SEAS-STRKE ODOT COALITION	A	P	17	9	\$2,945	\$3,381	\$4,387	0.92	\$4,865	\$5,374	\$6,547
<b>Non-Corrections/Non-Management Wtd Average</b>					133	\$2,945	\$3,759	\$4,387	1.03	\$4,865	\$5,815	\$6,547
<b>STATEWIDE Weighted Average</b>					133	\$2,945	\$3,759	\$4,387	1.03	\$4,865	\$5,815	\$6,547

8342 FISH & W/L TECH SENIOR

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-ST-CA	0777		FISH HABITAT SPECIALIST		8	\$3,758	\$4,695	\$4,706	1.11	\$5,700	\$6,818	\$6,831	
2020-ST-NV	01.785		WILDLIFE AREA TECHNICIAN 3		3	\$3,576	\$3,657	\$5,260	0.83	\$5,113	\$5,209	\$7,104	
2020-ST-WA	520H		FISH HATCHERY SPECIALIST 3		20	\$3,434	\$4,540	\$4,500	1.14	\$5,292	\$6,623	\$6,574	
<b>State Market Average</b>					31	\$3,532	\$4,495	\$4,626	1.10	\$5,380	\$6,537	\$6,692	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	31	\$3,532	\$4,495	\$4,626	1.10	\$5,380	\$6,537	\$6,692

OREGON  
COMPARISON  
TO  
MARKET

8342-Fish and Wildlife Technician Senior

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SALARY				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
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	19	52	\$3,197	\$4,407	\$4,829	1.10	\$5,159	\$6,571	\$7,063	90.5%	98.0%	104.4%	95.9%	100.5%	105.5%
<b>Non-Corrections/Non-Management Wtd Average</b>					52	\$3,197	\$4,407	\$4,829	1.10	\$5,159	\$6,571	\$7,063	90.5%	98.0%	104.4%	95.9%	100.5%	105.5%
<b>STATEWIDE Weighted Average</b>					52	\$3,197	\$4,407	\$4,829	1.10	\$5,159	\$6,571	\$7,063	90.5%	98.0%	104.4%	95.9%	100.5%	105.5%

8343 FISH & WILDLIFE SUPERVISOR

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-ST-CA	0776		FISH HABITAT SUPERVISOR		2	\$4,654	\$5,781	\$5,824	1.10	\$6,769	\$8,114	\$8,165	
2020-ST-ID	00796		FISHERY TECHNICIAN, SR		2	\$3,276	\$4,584	\$5,848	1.00	\$4,890	\$6,456	\$7,967	
2020-ST-ID	00792		WILDLIFE TECHNICIAN, SR		13	\$3,276	\$3,537	\$5,848	0.78	\$4,890	\$5,203	\$7,967	
2020-ST-WA	5201		FISH HATCHERY SPECIALIST 4		13	\$3,977	\$5,309	\$5,218	1.15	\$5,946	\$7,548	\$7,438	
<b>State Market Average</b>					30	\$3,672	\$4,524	\$5,573	0.98	\$5,473	\$6,497	\$7,751	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	30	\$3,672	\$4,524	\$5,573	0.98	\$5,473	\$6,497	\$7,751

OREGON COMPARISON TO MARKET		8343-Fish and Wildlife Supervisor						MARKET COMPARISONS												
								SALARY			Group Compa-Ratio Sum Base / Sum 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
Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps															
MMS	MGT SVC SUPERVISORY	A	P	21	14	\$3,737	\$4,974	\$5,498	1.08	\$5,789	\$7,231	\$7,843	101.8%	109.9%	98.7%	105.8%	111.3%	101.2%		
<b>Management Wtd Average</b>						14	\$3,737	\$4,974	\$5,498	1.08	\$5,789	\$7,231	\$7,843	101.8%	109.9%	98.7%	105.8%	111.3%	101.2%	
<b>STATEWIDE Weighted Average</b>						14	\$3,737	\$4,974	\$5,498	1.08	\$5,789	\$7,231	\$7,843	101.8%	109.9%	98.7%	105.8%	111.3%	101.2%	

8344 FISH AND WILDLIFE MANAGER 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-ST-CA	0782		FISH HATCHERY MANAGER I		4	\$3,876	\$4,805	\$4,850	1.10	\$5,840	\$6,949	\$7,003
2020-ST-ID	00784		FISH HATCHERY MGR 1		1	\$3,669	\$5,028	\$6,546	0.98	\$5,360	\$6,986	\$8,803
2020-ST-NV	01.774		FISH HATCHERY SUPERVISOR 1		1	\$4,055	\$5,497	\$6,012	1.09	\$5,679	\$7,385	\$7,994
<b>State Market Average</b>					6	\$3,871	\$4,958	\$5,326	1.08	\$5,733	\$7,028	\$7,468
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	\$3,871	\$4,958	\$5,326	1.08	\$5,733	\$7,028	\$7,468

OREGON COMPARISON TO MARKET  
8344-Fish and Wildlife Manager 1

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
MMS	MGT SVC SUPERVISORY	A	P	24	27	\$4,310	\$5,897	\$6,367	1.10	\$6,457	\$8,308	\$8,857
<b>Management Wtd Average</b>					27	\$4,310	\$5,897	\$6,367	1.10	\$6,457	\$8,308	\$8,857
<b>STATEWIDE Weighted Average</b>					27	\$4,310	\$5,897	\$6,367	1.10	\$6,457	\$8,308	\$8,857

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
111.3%	119.0%	119.5%	112.6%	118.2%	118.6%
111.3%	119.0%	119.5%	112.6%	118.2%	118.6%
111.3%	119.0%	119.5%	112.6%	118.2%	118.6%

8345 FISH AND WILDLIFE MANAGER 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-ST-CA	0781		FISH HATCHERY MANAGER II		9	\$4,654	\$5,948	\$5,824	1.14	\$6,769	\$8,313	\$8,165
2020-ST-ID	00783		FISH HATCHERY MGR 2		9	\$4,139	\$5,489	\$7,392	0.95	\$5,922	\$7,538	\$9,815
2020-ST-NV	01.772		FISH HATCHERY SUPERVISOR 2		2	\$4,422	\$5,636	\$6,578	1.02	\$6,113	\$7,549	\$8,662
<b>State Market Average</b>					20	\$4,399	\$5,710	\$6,605	1.04	\$6,322	\$7,888	\$8,957
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	\$4,399	\$5,710	\$6,605	1.04	\$6,322	\$7,888	\$8,957

OREGON  
COMPARISON  
TO  
MARKET

8345-Fish and Wildlife Manager 2

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
MMS	MGT SVC SUPERVISORY	A	P	28	15	\$5,237	\$7,059	\$7,724	1.09	\$7,539	\$9,663	\$10,439
<b>Management Wtd Average</b>					15	\$5,237	\$7,059	\$7,724	1.09	\$7,539	\$9,663	\$10,439
<b>STATEWIDE Weighted Average</b>					15	\$5,237	\$7,059	\$7,724	1.09	\$7,539	\$9,663	\$10,439

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
119.1%	123.6%	116.9%	119.2%	122.5%	116.5%
119.1%	123.6%	116.9%	119.2%	122.5%	116.5%
119.1%	123.6%	116.9%	119.2%	122.5%	116.5%



8433 PARK RANGER ASSISTANT

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-ClackCo	453		Park Maintenance Assistant		0	\$3,260		\$4,101		\$5,472		\$6,507	
<b>County Market Average</b>						\$3,260		\$4,101		\$5,472		\$6,507	
2020-ST-CA	6766		PARK MAINTENANCE ASSISTANT		74	\$2,843	\$3,105	\$3,254	1.02	\$4,609	\$4,920	\$5,099	
2020-ST-NV	01.955		PARK AID 2		8	\$2,405	\$2,651	\$3,430	0.91	\$3,727	\$4,019	\$4,940	
2020-ST-WA	678N		PARK AIDE		86	\$2,383	\$2,513	\$3,054	0.92	\$4,027	\$4,184	\$4,835	
<b>State Market Average</b>					168	\$2,587	\$2,780	\$3,160	0.97	\$4,269	\$4,500	\$4,956	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	168	\$2,591	\$2,780	\$3,166	0.97	\$4,276	\$4,500	\$4,965

OREGON  
COMPARISON  
TO  
MARKET

8433-Park Ranger Assistant

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
105.7%	105.9%	109.8%	108.1%	108.1%	110.5%
105.7%	108.4%	110.0%	108.1%	109.9%	110.6%
105.7%	108.3%	110.0%	108.1%	109.9%	110.6%
105.7%	108.3%	110.0%	108.1%	109.9%	110.6%

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
AX	AFSCME AT STATE LANDS	A	P	12	1	\$2,738	\$2,943	\$3,476	0.95	\$4,624	\$4,863	\$5,484
OBO	SEIU SEAS-STRKE ODOT COALITION	A	P	12	86	\$2,738	\$3,013	\$3,482	0.97	\$4,624	\$4,945	\$5,491
<b>Non-Corrections/Non-Management Wtd Average</b>					87	\$2,738	\$3,012	\$3,482	0.97	\$4,624	\$4,944	\$5,491
<b>STATEWIDE Weighted Average</b>					87	\$2,738	\$3,012	\$3,482	0.97	\$4,624	\$4,944	\$5,491

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8434 PARK RANGER 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-JackCo	475		Park Ranger		3	\$3,500	\$3,939	\$4,592	0.97	\$6,115	\$6,655	\$7,459	
2020-WA-KingCo	9201100		Parks Specialist I		45	\$3,623	\$3,891	\$4,593	0.95	\$6,027	\$6,349	\$7,193	
<b>County Market Average</b>					48	\$3,615	\$3,894	\$4,593	0.95	\$6,032	\$6,368	\$7,210	
2020-ST-CA	6767		PARK MAINTENANCE WORKER I		61	\$3,100	\$3,632	\$3,886	1.04	\$4,914	\$5,549	\$5,852	
2020-ST-NV	01.923		Park Ranger I (Non-commissioned)		0	\$3,430		\$5,034		\$4,940		\$6,837	
2020-ST-WA	389A		PARK RANGER 1		50	\$3,373	\$3,737	\$4,417	0.96	\$5,219	\$5,656	\$6,475	
<b>State Market Average</b>					111	\$3,225	\$3,679	\$4,133	1.00	\$5,050	\$5,598	\$6,139	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	159	\$3,342	\$3,744	\$4,271	0.99	\$5,345	\$5,830	\$6,460

OREGON  
COMPARISON  
TO  
MARKET

8434-Park Ranger 1

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
95.7%	102.8%	107.7%	96.5%	101.5%	105.2%
95.7%	103.9%	108.0%	96.5%	102.4%	105.4%
95.7%	103.0%	107.8%	96.5%	101.7%	105.2%
95.7%	103.0%	107.8%	96.5%	101.7%	105.2%

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	18P	96	\$3,197	\$3,848	\$4,600	0.99	\$5,159	\$5,919	\$6,796
OBO	SEIU SEAS-STRKE ODOT COALITION	A	P	18P	28	\$3,197	\$3,891	\$4,611	1.00	\$5,159	\$5,968	\$6,808
<b>Non-Corrections/Non-Management Wtd Average</b>					124	\$3,197	\$3,858	\$4,602	0.99	\$5,159	\$5,930	\$6,798
<b>STATEWIDE Weighted Average</b>					124	\$3,197	\$3,858	\$4,602	0.99	\$5,159	\$5,930	\$6,798

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8435 PARK RANGER 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-OR-ClackCo	389		Park Ranger		0	\$4,070		\$5,119		\$6,469		\$7,759
2020-OR-WashCo	434		Park Ranger		3	\$4,322	\$4,706	\$5,256	0.98	\$6,517	\$6,973	\$7,627
2020-WA-KingCo	9201200		Parks Specialist II		70	\$4,380	\$5,302	\$5,552	1.05	\$6,938	\$8,047	\$8,348
<b>County Market Average</b>					73	\$4,374	\$5,277	\$5,534	1.05	\$6,915	\$8,003	\$8,311
2020-MIL-OPES	11.10		Park Ranger	7	67	\$4,005	\$4,643	\$5,257	1.00	\$6,161	\$6,925	\$7,660
<b>Purchased Market Average</b>				7	67	\$4,005	\$4,643	\$5,257	1.00	\$6,161	\$6,925	\$7,660
2020-ST-CA	6768		PARK MAINTENANCE WORKER II		25	\$3,372	\$4,156	\$4,254	1.09	\$5,239	\$6,174	\$6,291
2020-ST-ID	00984		P&R RANGER		40	\$3,276	\$3,685	\$5,848	0.81	\$4,890	\$5,379	\$7,967
2020-ST-NV	01.922		PARK RANGER 2 (NON-COMM)		2	\$3,893	\$4,231	\$5,754	0.88	\$5,488	\$5,887	\$7,688
2020-ST-WA	389B		PARK RANGER 2		59	\$3,691	\$4,687	\$4,845	1.10	\$5,602	\$6,800	\$6,990
<b>State Market Average</b>					126	\$3,499	\$4,256	\$5,061	1.00	\$5,302	\$6,210	\$7,173
<b>OVERALL WEIGHTED MARKET AVERAGE</b>				7	266	\$3,870	\$4,634	\$5,242	1.01	\$5,968	\$6,882	\$7,613

OREGON  
COMPARISON  
TO  
MARKET

8435-Park Ranger 2

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	20	63	\$3,334	\$4,446	\$5,056	1.06	\$5,319	\$6,616	\$7,327
<b>Non-Corrections/Non-Management Wtd Average</b>					63	\$3,334	\$4,446	\$5,056	1.06	\$5,319	\$6,616	\$7,327
<b>STATEWIDE Weighted Average</b>					63	\$3,334	\$4,446	\$5,056	1.06	\$5,319	\$6,616	\$7,327

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
86.1%	95.9%	96.4%	89.1%	96.1%	96.2%

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8441 PARK MANAGER 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-OR-ClackCo	456		Park Operations Supervisor		1	\$5,522	\$6,297	\$7,455	0.97	\$8,256	\$9,209	\$10,634
<b>County Market Average</b>					1	\$5,522	\$6,297	\$7,455	0.97	\$8,256	\$9,209	\$10,634
2020-ST-CA	6535		PARK MAINTENANCE CHIEF II		6	\$4,840	\$5,742	\$6,020	1.06	\$6,991	\$8,068	\$8,399
2020-ST-ID	06526		RECREATION SITE MAINT FOREMAN		6	\$3,669	\$4,282	\$6,546	0.84	\$5,360	\$6,094	\$8,803
2020-ST-NV	01.969		PARK SPVR 1 (NON-COMM)		2	\$4,055	\$5,629	\$6,012	1.12	\$5,679	\$7,541	\$7,994
<b>State Market Average</b>					14	\$4,226	\$5,101	\$6,244	0.97	\$6,105	\$7,147	\$8,514
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	\$4,312	\$5,180	\$6,325	0.97	\$6,248	\$7,284	\$8,656

OREGON  
COMPARISON  
TO  
MARKET

8441-Park Manager 1

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
105.3%	122.5%	110.8%	107.6%	121.3%	111.0%

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
MMS	MGT SVC SUPERVISORY	A	P	26P	9	\$4,539	\$6,346	\$7,010	1.10	\$6,724	\$8,832	\$9,607
<b>Management Wtd Average</b>					9	\$4,539	\$6,346	\$7,010	1.10	\$6,724	\$8,832	\$9,607
<b>STATEWIDE Weighted Average</b>					9	\$4,539	\$6,346	\$7,010	1.10	\$6,724	\$8,832	\$9,607

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8442 PARK MANAGER 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			Insufficient Market Emp Avg X
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-ST-CA	0976		STATE PARK SUPERINTENDENT I		0	\$5,663		\$7,717		\$7,973		\$10,424	
2020-ST-ID	00980		P&R MANAGER 2		2	\$4,139	\$4,772	\$7,392	0.55	\$5,922	\$6,680	\$9,815	
2020-ST-NV	01.968		Park Supervisor II (Non-commissioned)		0	\$4,231		\$6,285		\$5,887		\$8,316	
<b>State Market Average</b>					2	\$4,462	\$4,772	\$7,235	0.55	\$6,325	\$6,680	\$9,637	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	\$4,462	\$4,772	\$7,235	0.55	\$6,325	\$6,680	\$9,637	

OREGON  
COMPARISON  
TO  
MARKET

8442-Park Manager 2

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	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
MMS	MGT SVC SUPERVISORY	A	P	28P	15	\$4,990	\$6,605	\$7,724	1.04	\$7,250	\$9,134	\$10,439	111.8%	138.4%	106.8%	114.6%	136.7%	108.3%
<b>Management Wtd Average</b>					15	\$4,990	\$6,605	\$7,724	1.04	\$7,250	\$9,134	\$10,439	111.8%	138.4%	106.8%	114.6%	136.7%	108.3%
<b>STATEWIDE Weighted Average</b>					15	\$4,990	\$6,605	\$7,724	1.04	\$7,250	\$9,134	\$10,439	111.8%	138.4%	106.8%	114.6%	136.7%	108.3%

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## 8501 NATURAL RESOURCE SPECIALIST 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS				
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max		
2020-WA-ClarkCo	111		Natural Resources Specialist I		0	\$4,522		\$5,513		\$6,783		\$7,976		
<b>County Market Average</b>						\$4,522		\$5,513		\$6,783		\$7,976		
2020-CompAnalyst	RD14000005		Biologist I		1	\$3,625	\$4,375	\$4,975	1.00	\$5,197	\$6,054	\$6,740		
<b>Purchased Market Average</b>						\$3,625	\$4,375	\$4,975	1.00	\$5,197	\$6,054	\$6,740		
2020-ST-CA	4726	B	COASTAL PROGRAM ANALYST I		11	\$3,357	\$3,780	\$4,001	1.03	\$5,222	\$5,726	\$5,990		
2020-ST-CA	0762	A	ENVIRONMENTAL SCIENTIST		428	\$3,448	\$5,658	\$4,269	1.46	\$5,330	\$7,967	\$6,309		
2020-ST-ID	00371		Agriculture Investigator		0	\$2,902		\$5,185		\$4,443		\$7,174		
2020-ST-ID	07030		Scientist 1		0	\$3,276		\$5,847		\$4,890		\$7,967		
2020-ST-ID	03136		WATER RSRC AGENT		11	\$3,276	\$3,639	\$5,848	0.80	\$4,890	\$5,325	\$7,967		
2020-ST-NV	01.818		Forester I		0	\$3,430		\$5,034		\$4,940		\$6,837		
2020-ST-NV	01.128		AGRICULTURIST 1		4	\$3,430	\$3,430	\$5,034	0.81	\$4,940	\$4,940	\$6,837		
2020-ST-NV	01.737		BIOLOGIST 1		1	\$3,430	\$3,430	\$5,034	0.81	\$4,940	\$4,940	\$6,837		
2020-ST-WA	523Y		FISH & WILDLIFE BIOLOGIST 1		29	\$3,128	\$3,868	\$4,070	1.07	\$4,924	\$5,814	\$6,058		
2020-ST-WA	516K		NATURAL RESOURCE SCIENTIST 1		8	\$3,272	\$3,901	\$4,282	1.03	\$5,097	\$5,854	\$6,312		
2020-ST-WA	523S		NATURAL RESOURCE SPECIALIST 1		58	\$3,389	\$4,039	\$4,439	1.03	\$5,238	\$6,020	\$6,501		
<b>State Market Average</b>							550	\$3,416	\$5,269	\$4,315	1.36	\$5,278	\$7,492	\$6,353
<b>OVERALL WEIGHTED MARKET AVERAGE</b>						0	551	\$3,418	\$5,267	\$4,319	1.36	\$5,281	\$7,489	\$6,357

OREGON COMPARISON TO MARKET		8501-Natural Resource Specialist 1		MARKET COMPARISONS														
				SALARY			Group Compa-Ratio Sum Base / Sum 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		
Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SR Min	Emp Avg	SR Max	Group Compa-Ratio Sum Base / Sum 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
AD	AFSCME AT ENVIRONMENTAL QUAL	A	P	21	6	\$3,476	\$4,325	\$5,300	0.99	\$5,484	\$6,475	\$7,612	101.7%	82.1%	122.7%	103.9%	86.5%	119.7%
AU	AFSCME AT MILITARY	A	P	21Q	2	\$3,476	\$5,054	\$5,300	1.15	\$5,484	\$7,325	\$7,612	101.7%	96.0%	122.7%	103.9%	97.8%	119.7%
AX	AFSCME AT STATE LANDS	A	P	21	2	\$3,476	\$4,940	\$5,300	1.13	\$5,484	\$7,192	\$7,612	101.7%	93.8%	122.7%	103.9%	96.0%	119.7%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	21	92	\$3,482	\$4,436	\$5,301	1.01	\$5,491	\$6,604	\$7,613	101.9%	84.2%	122.7%	104.0%	88.2%	119.8%
OBO	SEIU SEAS-STRKE ODOT COALITION	A	P	21	9	\$3,482	\$4,063	\$5,301	0.93	\$5,491	\$6,169	\$7,613	101.9%	77.1%	122.7%	104.0%	82.4%	119.8%

8501-Natural Resource Specialist 1 (Continued)

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	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
<b>Non-Corrections/Non-Management Wtd Average</b>					111	\$3,481	\$4,420	\$5,301	1.01	\$5,491	\$6,585	\$7,613	101.9%	83.9%	122.7%	104.0%	87.9%	119.8%
<b>STATEWIDE Weighted Average</b>					111	\$3,481	\$4,420	\$5,301	1.01	\$5,491	\$6,585	\$7,613	101.9%	83.9%	122.7%	104.0%	87.9%	119.8%

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8502 NATURAL RESOURCE SPECIALIST 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-ST-CA	4726	C	COASTAL PROGRAM ANALYST I		11	\$4,025	\$3,780	\$5,040	0.83	\$6,019	\$5,726	\$7,229	
2020-ST-CA	0762	B	ENVIRONMENTAL SCIENTIST		890	\$4,190	\$5,658	\$5,199	1.21	\$6,215	\$7,967	\$7,419	
2020-ST-CA	0762	C	ENVIRONMENTAL SCIENTIST		890	\$5,303	\$5,658	\$6,593	0.95	\$7,543	\$7,967	\$9,083	
2020-ST-CA	0751	A	ASSOCIATE AGRICULTURAL BIOLOGIST		1	\$5,194	\$6,448	\$6,448	1.11	\$7,413	\$8,910	\$8,910	
2020-ST-ID	00803		BIOLOGIST, FISHERIES		35	\$4,139	\$4,945	\$7,392	0.86	\$5,922	\$6,887	\$9,815	
2020-ST-ID	00835		BIOLOGIST, WILDLIFE REG		62	\$4,139	\$4,963	\$7,392	0.86	\$5,922	\$6,908	\$9,815	
2020-ST-ID	00948		Biologist, Fishery Research		0	\$3,669		\$6,546		\$5,360		\$8,803	
2020-ST-ID	07032		SCIENTIST 2		1	\$4,139	\$4,909	\$7,392	0.85	\$5,922	\$6,844	\$9,815	
2020-ST-ID	00944		Biologist, Wildlife Research		0	\$3,669		\$6,546		\$5,360		\$8,803	
2020-ST-NV	01.809		CONSERVATION STAFF SPEC 1		3	\$4,231	\$4,979	\$6,285	0.95	\$5,887	\$6,772	\$8,316	
2020-ST-NV	01.813		FORESTER 2		2	\$3,893	\$4,060	\$5,754	0.84	\$5,488	\$5,684	\$7,688	
2020-ST-NV	01.734		BIOLOGIST 2		4	\$3,893	\$3,934	\$5,754	0.82	\$5,488	\$5,536	\$7,688	
2020-ST-NV	01.123		AGRICULTURIST 2		5	\$3,893	\$4,693	\$5,754	0.97	\$5,488	\$6,433	\$7,688	
2020-ST-WA	523Z		FISH & WILDLIFE BIOLOGIST 2		106	\$3,786	\$4,743	\$4,966	1.08	\$5,716	\$6,867	\$7,135	
2020-ST-WA	569H		PEST BIOLOGIST 1		6	\$3,272	\$4,000	\$4,282	1.06	\$5,097	\$5,972	\$6,312	
2020-ST-WA	570F		AGRICULTURAL RESEARCH TECHNOLOGIST 2		7	\$2,986	\$3,267	\$3,878	0.95	\$4,753	\$5,091	\$5,826	
2020-ST-WA	516L		NATURAL RESOURCE SCIENTIST 2		32	\$4,104	\$4,994	\$5,384	1.05	\$6,098	\$7,169	\$7,638	
2020-ST-WA	523T		NATURAL RESOURCE SPECIALIST 2		109	\$3,692	\$4,675	\$4,846	1.10	\$5,602	\$6,785	\$6,991	
<b>State Market Average</b>					2,164	\$4,590	\$5,493	\$5,843	1.07	\$6,678	\$7,756	\$8,174	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	2,164	\$4,590	\$5,493	\$5,843	1.07	\$6,678	\$7,756	\$8,174

OREGON COMPARISON TO MARKET		8502-Natural Resource Specialist 2						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					
Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SR Min	Emp Avg	SR Max	Sum Base / Sum SR Mid	SR Min	Emp Avg	SR Max						
AD	AFSCME AT ENVIRONMENTAL QUAL	A	P	24	22	\$4,001	\$5,133	\$6,117	1.01	\$6,097	\$7,418	\$8,565	87.2%	93.5%	104.7%	91.3%	95.6%	104.8%
AU	AFSCME AT MILITARY	A	P	24	3	\$4,001	\$5,571	\$6,117	1.10	\$6,097	\$7,928	\$8,565	87.2%	101.4%	104.7%	91.3%	102.2%	104.8%



8502-Natural Resource Specialist 2 (Continued)

						MARKET COMPARISONS												
						SALARY			Group Compa-Ratio	SALARY AND BENEFITS			Salary			Salary and Benefits		
Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SR Min	Emp Avg	SR Max	Sum Base / Sum 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
AX	AFSCME AT STATE LANDS	A	P	24	1	\$4,001	\$5,554	\$6,117	1.10	\$6,097	\$7,908	\$8,565	87.2%	101.1%	104.7%	91.3%	102.0%	104.8%
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	24	6	\$3,996	\$5,503	\$6,197	1.08	\$6,091	\$7,849	\$8,658	87.1%	100.2%	106.1%	91.2%	101.2%	105.9%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	24	274	\$4,002	\$5,406	\$6,122	1.07	\$6,098	\$7,735	\$8,571	87.2%	98.4%	104.8%	91.3%	99.7%	104.8%
OBO	SEIU SEAS-STRKE ODOT COALITION	A	P	24	2	\$4,002	\$5,572	\$6,122	1.10	\$6,098	\$7,929	\$8,571	87.2%	101.4%	104.8%	91.3%	102.2%	104.8%
<b>Non-Corrections/Non-Management Wtd Average</b>					308	\$4,002	\$5,391	\$6,123	1.06	\$6,098	\$7,718	\$8,572	87.2%	98.2%	104.8%	91.3%	99.5%	104.9%
<b>STATEWIDE Weighted Average</b>					308	\$4,002	\$5,391	\$6,123	1.06	\$6,098	\$7,718	\$8,572	87.2%	98.2%	104.8%	91.3%	99.5%	104.9%

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8503 NATURAL RESOURCE SPECIALIST 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-WA-ClarkCo	113		Natural Resources Specialist II		0	\$4,909		\$5,984		\$7,249		\$8,542
<b>County Market Average</b>						\$4,909		\$5,984		\$7,249		\$8,542
2020-CompAnalyst	RD14000006		Biologist II		1	\$4,358	\$5,092	\$5,975	0.97	\$6,035	\$6,873	\$7,883
2020-MIL-OPES	14.01		Natural Resources Specialist	8	19	\$5,862	\$7,582	\$7,767	1.11	\$8,383	\$10,442	\$10,663
<b>Purchased Market Average</b>						\$5,786	\$7,458	\$7,677	1.11	\$8,265	\$10,263	\$10,524
2020-ST-CA	1054		FORESTER I (NONSUPERVISORY)		63	\$5,005	\$5,994	\$6,330	1.06	\$7,188	\$8,369	\$8,769
2020-ST-CA	3887	B	AIR POLLUTION SPECIALIST		257	\$5,419	\$7,850	\$6,783	1.28	\$7,682	\$10,583	\$9,309
2020-ST-CA	4735		COASTAL PROGRAM ANALYST II		41	\$4,840	\$5,632	\$6,062	1.03	\$6,991	\$7,936	\$8,449
2020-ST-ID	00946		Biologist, Fishery Research Senior		0	\$4,139		\$7,392		\$5,922		\$9,815
2020-ST-ID	01061		LANDS PROGRAM SPEC		21	\$4,679	\$5,339	\$8,359	0.82	\$6,569	\$7,358	\$10,971
2020-ST-ID	00943		BIOLOGIST, WLDLF RSRCH S		5	\$4,139	\$5,658	\$7,392	0.98	\$5,922	\$7,740	\$9,815
2020-ST-ID	07034		SCIENTIST 3		13	\$4,679	\$5,322	\$8,359	0.82	\$6,569	\$7,338	\$10,971
2020-ST-ID	07537		DEQ-Environmental Compliance Analyst		0	\$4,139		\$7,392		\$5,922		\$9,815
2020-ST-NV	01.113		PLANT PATHOLOGIST		1	\$4,422	\$5,739	\$6,578	1.04	\$6,113	\$7,670	\$8,662
2020-ST-NV	01.120		AGRICULTURIST 3		5	\$4,055	\$4,356	\$6,012	0.87	\$5,679	\$6,035	\$7,994
2020-ST-NV	10.529		ENVIRONMENTAL HEALTH SPEC 3		5	\$4,422	\$5,547	\$6,578	1.01	\$6,113	\$7,444	\$8,662
2020-ST-NV	01.729		BIOLOGIST 3		56	\$4,231	\$5,576	\$6,285	1.06	\$5,887	\$7,478	\$8,316
2020-ST-NV	01.811		FORESTER 3		4	\$4,231	\$5,832	\$6,285	1.11	\$5,887	\$7,780	\$8,316
2020-ST-WA	569I		PEST BIOLOGIST 2		7	\$3,878	\$4,908	\$5,091	1.09	\$5,826	\$7,065	\$7,286
2020-ST-WA	569M		AGRICULTURAL CHEMICAL SPECIALIST		4	\$3,691	\$4,417	\$4,845	1.03	\$5,602	\$6,475	\$6,990
2020-ST-WA	516M		NATURAL RESOURCE SCIENTIST 3		86	\$4,839	\$6,288	\$6,346	1.12	\$6,982	\$8,726	\$8,796
2020-ST-WA	523N		FISH & WILDLIFE BIOLOGIST 3		179	\$4,500	\$5,790	\$5,904	1.11	\$6,574	\$8,127	\$8,264
<b>State Market Average</b>						\$4,885	\$6,500	\$6,450	1.14	\$6,993	\$8,924	\$8,864
<b>OVERALL WEIGHTED MARKET AVERAGE</b>						\$4,909	\$6,525	\$6,481	1.14	\$7,027	\$8,959	\$8,907

OREGON  
COMPARISON

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TO MARKET		8503-Natural Resource Specialist 3					MARKET COMPARISONS												
							SALARY			Group Compa-Ratio Sum Base / Sum 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
Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SR Min	Emp Avg	SR Max	Group Compa-Ratio Sum Base / Sum 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	
AD	AFSCME AT ENVIRONMENTAL QUAL	A	P	27	82	\$4,606	\$6,053	\$7,049	1.04	\$6,803	\$8,490	\$9,652	93.8%	92.8%	108.8%	96.8%	94.8%	108.4%	
AX	AFSCME AT STATE LANDS	A	P	27	30	\$4,606	\$6,414	\$7,049	1.10	\$6,803	\$8,911	\$9,652	93.8%	98.3%	108.8%	96.8%	99.5%	108.4%	
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	27	4	\$4,625	\$6,832	\$7,174	1.16	\$6,825	\$9,399	\$9,798	94.2%	104.7%	110.7%	97.1%	104.9%	110.0%	
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	27	1	\$4,611	\$4,829	\$7,053	0.83	\$6,808	\$7,063	\$9,657	93.9%	74.0%	108.8%	96.9%	78.8%	108.4%	
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	27	205	\$4,611	\$6,403	\$7,053	1.10	\$6,808	\$8,899	\$9,657	93.9%	98.1%	108.8%	96.9%	99.3%	108.4%	
<b>Non-Corrections/Non-Management Wtd Average</b>					322	\$4,609	\$6,315	\$7,053	1.08	\$6,807	\$8,796	\$9,657	93.9%	96.8%	108.8%	96.9%	98.2%	108.4%	
<b>STATEWIDE Weighted Average</b>					322	\$4,609	\$6,315	\$7,053	1.08	\$6,807	\$8,796	\$9,657	93.9%	96.8%	108.8%	96.9%	98.2%	108.4%	

8504 NATURAL RESOURCE SPECIALIST 4

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS				
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max		
2020-WA-ClarkCo	117		Natural Resources Specialist III		0	\$5,864		\$7,133		\$8,398		\$9,925		
<b>County Market Average</b>						\$5,864		\$7,133		\$8,398		\$9,925		
2020-CompAnalyst	RD14000007		Biologist III		1	\$5,475	\$6,517	\$7,925	0.99	\$7,311	\$8,502	\$10,112		
<b>Purchased Market Average</b>						\$5,475	\$6,517	\$7,925	0.99	\$7,311	\$8,502	\$10,112		
2020-ST-CA	1041		FORESTER III		15	\$6,213	\$7,651	\$7,858	1.09	\$8,630	\$10,345	\$10,592		
2020-ST-CA	7978		STAFF TOXICOLOGIST (SPECIALIST)		81	\$7,179	\$8,690	\$8,943	1.08	\$9,782	\$11,586	\$11,887		
2020-ST-CA	0765		SENIOR ENVIRONMENTAL SCIENTIST(SPECIALIS1		266	\$6,102	\$7,200	\$7,591	1.05	\$8,497	\$9,808	\$10,274		
2020-ST-CA	4762		COASTAL PROGRAM ANALYST III		23	\$5,483	\$6,590	\$6,811	1.07	\$7,758	\$9,079	\$9,344		
2020-ST-CA	2795		SENIOR STATE ARCHEOLOGIST		5	\$5,916	\$7,056	\$7,354	1.06	\$8,275	\$9,635	\$9,991		
2020-ST-ID	00850		NATURAL RSRC PRG COORD		15	\$5,170	\$7,057	\$9,231	0.98	\$7,156	\$9,414	\$12,015		
2020-ST-ID	00932		WILDLIFE HABIT MGR, REG		6	\$4,679	\$6,703	\$8,359	1.03	\$6,569	\$8,991	\$10,971		
2020-ST-ID	07036		SCIENTIST 4		23	\$5,170	\$6,248	\$9,231	0.87	\$7,156	\$8,446	\$12,015		
2020-ST-ID	00836		BIOLOGIST, STAFF		25	\$4,679	\$6,079	\$8,359	0.93	\$6,569	\$8,243	\$10,971		
2020-ST-NV	10.545		ENVIRONMENTAL SCIENTIST 4		29	\$4,817	\$6,338	\$7,205	1.05	\$6,580	\$8,379	\$9,404		
2020-ST-WA	569J		PEST BIOLOGIST 3		4	\$4,282	\$5,393	\$5,616	1.09	\$6,312	\$7,649	\$7,917		
2020-ST-WA	523H		ENVIRONMENTAL SPECIALIST 4		213	\$4,282	\$5,562	\$5,614	1.12	\$6,312	\$7,852	\$7,914		
<b>State Market Average</b>							705	\$5,481	\$6,741	\$7,223	1.07	\$7,713	\$9,221	\$9,796
<b>OVERALL WEIGHTED MARKET AVERAGE</b>						0	706	\$5,481	\$6,741	\$7,223	1.07	\$7,714	\$9,220	\$9,797

OREGON COMPARISON TO MARKET 8504-Natural Resource Specialist 4

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS				
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max		
MMN	MGT SVC NONSUPERVISORY	A	P	30	1	\$5,771	\$8,113	\$8,511	1.14	\$8,161	\$10,893	\$11,357		
MMS	MGT SVC SUPERVISORY	A	P	30	8	\$5,771	\$7,927	\$8,511	1.11	\$8,161	\$10,676	\$11,357		
<b>Management Wtd Average</b>							9	\$5,771	\$7,947	\$8,511	1.11	\$8,161	\$10,700	\$11,357
AD	AFSCME AT ENVIRONMENTAL QUAL	A	P	30Q	106	\$5,300	\$7,395	\$8,147	1.10	\$7,612	\$10,056	\$10,933		

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
105.3%	120.4%	117.8%	105.8%	118.1%	115.9%
105.3%	117.6%	117.8%	105.8%	115.8%	115.9%
105.3%	117.9%	117.8%	105.8%	116.0%	115.9%
96.7%	109.7%	112.8%	98.7%	109.1%	111.6%

8504-Natural Resource Specialist 4 (Continued)

							MARKET COMPARISONS											
Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum 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
AG	AFSCME AT LAND CONSERV DVLPMT	A	P	30Q	1	\$5,300	\$7,762	\$8,147	1.15	\$7,612	\$10,484	\$10,933	96.7%	115.1%	112.8%	98.7%	113.7%	111.6%
AU	AFSCME AT MILITARY	A	P	30Q	5	\$5,300	\$7,285	\$8,147	1.08	\$7,612	\$9,927	\$10,933	96.7%	108.1%	112.8%	98.7%	107.7%	111.6%
AX	AFSCME AT STATE LANDS	A	P	27	7	\$5,300	\$7,482	\$8,147	1.11	\$7,612	\$10,157	\$10,933	96.7%	111.0%	112.8%	98.7%	110.2%	111.6%
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	30	1	\$5,355	\$7,171	\$8,302	1.05	\$7,676	\$9,794	\$11,114	97.7%	106.4%	114.9%	99.5%	106.2%	113.4%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	30	94	\$5,301	\$7,553	\$8,149	1.12	\$7,613	\$10,239	\$10,935	96.7%	112.0%	112.8%	98.7%	111.1%	111.6%
UA	UNREPRESENTED	A	P	30	2	\$5,300	\$6,888	\$8,144	1.02	\$7,612	\$9,464	\$10,929	96.7%	102.2%	112.7%	98.7%	102.6%	111.6%
<b>Non-Corrections/Non-Management Wtd Average</b>					216	\$5,301	\$7,460	\$8,149	1.11	\$7,613	\$10,131	\$10,935	96.7%	110.7%	112.8%	98.7%	109.9%	111.6%
<b>STATEWIDE Weighted Average</b>					225	\$5,320	\$7,479	\$8,163	1.11	\$7,635	\$10,154	\$10,951	97.0%	111.0%	113.0%	99.0%	110.1%	111.8%

8510 WATER RESOURCE DATA TECH 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			Insufficient Market Emp Avg x	
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max		
2020-OR-JackCo	311		Assistant Watermaster I		1	\$3,203	\$3,349	\$4,198	0.90	\$5,750	\$5,929	\$6,975		
2020-OR-WashCo	536		Water Resources Aide		0	\$3,917		\$4,761		\$6,035		\$7,038		
<b>County Market Average</b>					1	\$3,560	\$3,349	\$4,480	0.90	\$5,892	\$5,929	\$7,006		
2020-ST-CA	3044		WATER RESOURCES TECHNICIAN I		5	\$3,417	\$3,567	\$4,279	0.93	\$5,293	\$5,472	\$6,321		
<b>State Market Average</b>					5	\$3,417	\$3,567	\$4,279	0.93	\$5,293	\$5,472	\$6,321		
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	6	\$3,458	\$3,531	\$4,336	0.92	\$5,465	\$5,548	\$6,517	

OREGON  
COMPARISON  
TO  
MARKET

8510-Water Resource Data Technician 1

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	19	2	\$3,197	\$3,742	\$4,829	0.93	\$5,159	\$5,795	\$7,063
<b>Non-Corrections/Non-Management Wtd Average</b>					2	\$3,197	\$3,742	\$4,829	0.93	\$5,159	\$5,795	\$7,063
<b>STATEWIDE Weighted Average</b>					2	\$3,197	\$3,742	\$4,829	0.93	\$5,159	\$5,795	\$7,063

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
92.4%	106.0%	111.4%	94.4%	104.4%	108.4%

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9102 FOOD SERVICE WORKER

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-MultCo	6261		Food Service Worker		4	\$2,643	\$3,016	\$3,200	1.03	\$4,831	\$5,288	\$5,514	
<b>County Market Average</b>					4	\$2,643	\$3,016	\$3,200	1.03	\$4,831	\$5,288	\$5,514	
2020-CompAnalyst	HS08000032		Combined Food Preparation and Service Worker		1	\$2,100	\$2,675	\$3,000	1.05	\$3,454	\$4,111	\$4,483	
2020-MIL-NWHCS	10.02		Food Service Worker	57	531	\$2,368	\$2,843	\$3,373	0.99	\$3,761	\$4,303	\$4,909	
2020-MIL-PACS	12.12		Food Service Worker - Intermediate	10	114	\$2,589	\$3,263	\$3,569	1.06	\$4,012	\$4,784	\$5,133	
<b>Purchased Market Average</b>					67	646	\$2,407	\$2,917	\$3,407	1.00	\$3,805	\$4,388	\$4,948
2020-ST-CA	2194	A	FOOD SERVICE TECHNICIAN I		531	\$2,164	\$2,859	\$2,706	1.17	\$3,798	\$4,627	\$4,444	
2020-ST-ID	02188		DIETARY AID SENIOR		26	\$1,903	\$2,345	\$3,395	0.89	\$3,248	\$3,776	\$5,032	
2020-ST-NV	03.213		Food Service Worker II		0	\$2,493		\$3,576		\$3,831		\$5,113	
2020-ST-WA	675F		FOOD SERVICE WORKER		212	\$2,383	\$2,683	\$3,054	0.99	\$4,027	\$4,388	\$4,835	
<b>State Market Average</b>					769	\$2,216	\$2,793	\$2,826	1.11	\$3,842	\$4,532	\$4,572	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					67	1,419	\$2,304	\$2,850	\$3,092	1.06	\$3,828	\$4,469	\$4,746

OREGON COMPARISON TO MARKET 9102-Food Service Worker

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
OAI	SEIU STRIKEABLE INST COALITION	A	P	13	54	\$2,738	\$3,045	\$3,642	0.95	\$4,624	\$4,982	\$5,678
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	13	1	\$2,738	\$3,197	\$3,642	1.00	\$4,624	\$5,159	\$5,678
<b>Non-Corrections/Non-Management Wtd Average</b>					55	\$2,738	\$3,048	\$3,642	0.96	\$4,624	\$4,985	\$5,678
<b>STATEWIDE Weighted Average</b>					55	\$2,738	\$3,048	\$3,642	0.96	\$4,624	\$4,985	\$5,678

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
118.8%	106.9%	117.8%	120.8%	111.5%	119.6%
118.8%	112.2%	117.8%	120.8%	115.4%	119.6%
118.8%	106.9%	117.8%	120.8%	111.6%	119.6%
118.8%	106.9%	117.8%	120.8%	111.6%	119.6%

9105 FOOD SERVICE MANAGER 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-CompAnalyst	HS08000284		Food Services Supervisor		1	\$3,342	\$4,433	\$5,242	1.03	\$4,873	\$6,121	\$7,045
2020-MIL-NWHCS	10.04c		Chef	16	13	\$4,760	\$6,371	\$7,045	1.08	\$6,494	\$8,335	\$9,105
<b>Purchased Market Average</b>				16	14	\$4,659	\$6,233	\$6,916	1.08	\$6,378	\$8,177	\$8,958
2020-ST-CA	2256		FOOD SERVICE SUPERVISOR II		13	\$3,305	\$3,866	\$4,137	1.04	\$5,159	\$5,829	\$6,152
2020-ST-NV	03.110		FOOD SERVICE MANAGER 1		3	\$3,725	\$4,361	\$5,497	0.95	\$5,288	\$6,041	\$7,385
2020-ST-WA	677E		FOOD SERVICE MANAGER 1		11	\$3,164	\$4,102	\$4,121	1.13	\$4,967	\$6,096	\$6,118
<b>State Market Average</b>					27	\$3,294	\$4,017	\$4,282	1.06	\$5,095	\$5,961	\$6,275
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					16	\$3,760	\$4,774	\$5,181	1.07	\$5,533	\$6,718	\$7,191

OREGON  
COMPARISON  
TO  
MARKET

9105-Food Service Manager 1

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						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
MMS	MGT SVC SUPERVISORY	A	P	20	8	\$3,561	\$4,905	\$5,237	1.12	\$5,584	\$7,151	\$7,539	94.7%	102.7%	101.1%	100.9%	106.4%	104.8%
<b>Management Wtd Average</b>					8	\$3,561	\$4,905	\$5,237	1.12	\$5,584	\$7,151	\$7,539	94.7%	102.7%	101.1%	100.9%	106.4%	104.8%
<b>STATEWIDE Weighted Average</b>					8	\$3,561	\$4,905	\$5,237	1.12	\$5,584	\$7,151	\$7,539	94.7%	102.7%	101.1%	100.9%	106.4%	104.8%



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9107 FOOD SERVICE MANAGER 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-WA-KingCo	9500201		Cook/Baker II		4	\$4,816	\$5,638	\$6,105	1.03	\$7,462	\$8,452	\$9,013	
<b>County Market Average</b>					4	\$4,816	\$5,638	\$6,105	1.03	\$7,462	\$8,452	\$9,013	
2020-ST-CA	2149	A	FOOD MANAGER		6	\$4,562	\$5,528	\$5,711	1.08	\$6,660	\$7,812	\$8,031	
2020-ST-WA	677F		FOOD SERVICE MANAGER 2		6	\$3,273	\$4,219	\$4,282	1.12	\$5,098	\$6,237	\$6,312	
<b>State Market Average</b>					12	\$3,918	\$4,874	\$4,997	1.10	\$5,879	\$7,025	\$7,171	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	16	\$4,142	\$5,065	\$5,274	1.08	\$6,275	\$7,381	\$7,632

OREGON  
COMPARISON  
TO  
MARKET

9107-Food Service Manager 2

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
MMS	MGT SVC SUPERVISORY	A	P	24	3	\$4,310	\$5,707	\$6,367	1.07	\$6,457	\$8,086	\$8,857
<b>Management Wtd Average</b>					3	\$4,310	\$5,707	\$6,367	1.07	\$6,457	\$8,086	\$8,857
<b>STATEWIDE Weighted Average</b>					3	\$4,310	\$5,707	\$6,367	1.07	\$6,457	\$8,086	\$8,857

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
104.1%	112.7%	120.7%	102.9%	109.6%	116.0%

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9117 COOK

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2020-OR-ClackCo	217		Cafeteria Cook		0	\$2,971		\$3,733		\$5,116		\$6,053
2020-OR-LaneCo	F028		Cook - Corrections, Lead		0	\$3,727		\$4,992		\$6,258		\$7,811
2020-OR-MultCo	6260		Cook		4	\$3,481	\$3,942	\$4,266	1.02	\$5,858	\$6,425	\$6,822
2020-WA-KingCo	9500200		Cook/Baker I		23	\$4,380	\$5,385	\$5,552	1.08	\$6,938	\$8,147	\$8,348
2020-WA-KingCo	9502200		Juvenile Facility Cook/Baker		6	\$4,113	\$4,950	\$5,201	1.06	\$6,617	\$7,623	\$7,926
<b>County Market Average</b>					33	\$4,173	\$5,131	\$5,277	1.07	\$6,688	\$7,843	\$8,020
2020-CompAnalyst	HS08000001		Cook - Institution		1	\$2,408	\$3,117	\$3,517	1.05	\$3,807	\$4,616	\$5,073
2020-MIL-NWHCS	10.04a		Cook	73	303	\$2,728	\$3,496	\$3,973	1.04	\$4,172	\$5,049	\$5,595
2020-MIL-OPES	10.01		Cook	7	54	\$3,007	\$3,421	\$3,982	0.98	\$4,968	\$5,462	\$6,134
2020-MIL-PACS	12.10		Cook*	8	85	\$2,812	\$3,522	\$3,815	1.06	\$4,268	\$5,079	\$5,414
<b>Purchased Market Average</b>					88	\$2,777	\$3,491	\$3,943	1.04	\$4,286	\$5,104	\$5,625
2020-ST-CA	2186		COOK SPECIALIST II (CORRECTIONAL FACILITY)		26	\$3,087	\$3,612	\$3,790	1.05	\$4,899	\$5,526	\$5,738
2020-ST-ID	02180		COOK, SENIOR		35	\$2,485	\$3,022	\$4,443	0.87	\$3,944	\$4,586	\$6,286
2020-ST-NV	03.206		Food Service Cook/Supervisor I		0	\$2,803		\$4,055		\$4,198		\$5,679
2020-ST-WA	674H		COOK 2		72	\$2,594	\$3,227	\$3,349	1.09	\$4,281	\$5,042	\$5,189
<b>State Market Average</b>					133	\$2,663	\$3,248	\$3,725	1.02	\$4,312	\$5,017	\$5,586
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					88	\$2,832	\$3,527	\$3,972	1.04	\$4,429	\$5,233	\$5,753

OREGON COMPARISON TO MARKET

9117-Cook

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	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
AU	AFSCME AT MILITARY	A	P	17	2	\$2,943	\$3,070	\$4,384	0.84	\$4,863	\$5,010	\$6,544	103.9%	87.0%	110.4%	109.8%	95.7%	113.7%
OAI	SEIU STRIKEABLE INST COALITION	A	P	17	58	\$2,945	\$3,695	\$4,387	1.01	\$4,865	\$5,740	\$6,547	104.0%	104.8%	110.5%	109.8%	109.7%	113.8%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	17	1	\$2,945	\$4,184	\$4,387	1.14	\$4,865	\$6,310	\$6,547	104.0%	118.6%	110.5%	109.8%	120.6%	113.8%
<b>Non-Corrections/Non-Management Wtd Average</b>					61	\$2,945	\$3,682	\$4,387	1.00	\$4,865	\$5,725	\$6,547	104.0%	104.4%	110.5%	109.8%	109.4%	113.8%
<b>STATEWIDE Weighted Average</b>					61	\$2,945	\$3,682	\$4,387	1.00	\$4,865	\$5,725	\$6,547	104.0%	104.4%	110.5%	109.8%	109.4%	113.8%



9119 SUPERVISING COOK

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-ClackCo	220		Cook, Senior		1	\$3,733	\$4,715	\$4,715	1.12	\$6,053	\$7,262	\$7,262	
2020-OR-LaneCo	F028		Cook - Corrections, Lead		0	\$3,727		\$4,992		\$6,258		\$7,811	
<b>County Market Average</b>					1	\$3,730	\$4,715	\$4,853	1.12	\$6,156	\$7,262	\$7,537	
2020-MIL-NWHCS	10.04b		Sous Chef	7	22	\$3,918	\$4,916	\$5,623	1.03	\$5,532	\$6,672	\$7,480	
<b>Purchased Market Average</b>					7	22	\$3,918	\$4,916	\$5,623	1.03	\$5,532	\$6,672	\$7,480
2020-ST-CA	5480		SUPERVISING CORRECTIONAL COOK (DEPARTMI	60		\$3,853	\$4,602	\$4,821	1.04	\$5,814	\$6,707	\$6,969	
2020-ST-NV	03.207		FOOD SERVICE COOK/SPVR 3	28		\$3,296	\$3,683	\$4,817	0.91	\$4,781	\$5,239	\$6,580	
2020-ST-WA	6741		COOK 3	8		\$2,720	\$3,519	\$3,515	1.13	\$4,433	\$5,394	\$5,389	
<b>State Market Average</b>					96	\$3,599	\$4,244	\$4,712	1.01	\$5,402	\$6,169	\$6,726	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					7	119	\$3,659	\$4,372	\$4,880	1.02	\$5,438	\$6,272	\$6,877

OREGON COMPARISON TO MARKET		9119-Supervising Cook						MARKET COMPARISONS										
Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum 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
MMS	MGT SVC SUPERVISORY	A	P	18	9	\$3,250	\$4,398	\$4,766	1.10	\$5,221	\$6,560	\$6,989	88.8%	100.6%	97.7%	96.0%	104.6%	101.6%
<b>Management Wtd Average</b>					9	\$3,250	\$4,398	\$4,766	1.10	\$5,221	\$6,560	\$6,989	88.8%	100.6%	97.7%	96.0%	104.6%	101.6%
<b>STATEWIDE Weighted Average</b>					9	\$3,250	\$4,398	\$4,766	1.10	\$5,221	\$6,560	\$6,989	88.8%	100.6%	97.7%	96.0%	104.6%	101.6%

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9120 CORRECTIONS FOOD SERV COORD

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-ClackCo	123		Food Service Coordinator		1	\$5,014	\$5,108	\$6,407	0.89	\$7,631	\$7,746	\$9,344	
2020-OR-LaneCo	F021		Cook - Corrections		0	\$2,844		\$3,810		\$5,174		\$6,360	
2020-WA-ClarkCo	368		Food Services Coordinator		0	\$3,305		\$4,216		\$5,320		\$6,415	
<b>County Market Average</b>					1	\$3,721	\$5,108	\$4,811	0.89	\$6,041	\$7,746	\$7,373	
2020-ST-CA	2183	A	CORRECTIONAL SUPERVISING COOK (CORRECTI		262	\$3,339	\$3,870	\$4,107	1.04	\$5,199	\$5,833	\$6,116	
2020-ST-ID	09258		CORRECTIONAL SPECIALIST		47	\$3,276	\$4,062	\$5,848	0.89	\$4,890	\$5,831	\$7,967	
2020-ST-WA	674J		COOK - AC		72	\$3,295	\$4,095	\$4,286	1.08	\$5,125	\$6,087	\$6,317	
<b>State Market Average</b>					381	\$3,323	\$3,936	\$4,355	1.03	\$5,147	\$5,881	\$6,382	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	382	\$3,326	\$3,939	\$4,359	1.03	\$5,154	\$5,886	\$6,390

OREGON  
COMPARISON  
TO  
MARKET

9120-Corrections Food Service Coordinator

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	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	18	96	\$3,677	\$4,776	\$5,296	1.06	\$5,719	\$7,001	\$7,607	110.6%	121.3%	121.5%	111.0%	119.0%	119.0%
CP	AOCE AT DOC NONSECURITY	A	P	18	24	\$3,688	\$4,857	\$5,293	1.08	\$5,732	\$7,095	\$7,604	110.9%	123.3%	121.4%	111.2%	120.6%	119.0%
<b>Corrections Wtd Average</b>					120	\$3,679	\$4,793	\$5,295	1.07	\$5,721	\$7,020	\$7,607	110.6%	121.7%	121.5%	111.0%	119.3%	119.0%
<b>STATEWIDE Weighted Average</b>					120	\$3,679	\$4,793	\$5,295	1.07	\$5,721	\$7,020	\$7,607	110.6%	121.7%	121.5%	111.0%	119.3%	119.0%

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9201 SEAMSTER

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2020-OR-MultCo	6245		Sewing Specialist		1	\$3,200	\$3,907	\$3,907	1.10	\$5,514	\$6,382	\$6,382	
<b>County Market Average</b>					1	\$3,200	\$3,907	\$3,907	1.10	\$5,514	\$6,382	\$6,382	
2020-ST-CA	2076	A	SEAMER		3	\$2,681	\$3,522	\$3,355	1.17	\$4,414	\$5,418	\$5,219	
2020-ST-WA	681G		SEWING & ALTERATIONS SPECIALIST 3		3	\$2,913	\$3,674	\$3,786	1.10	\$4,665	\$5,580	\$5,716	
<b>State Market Average</b>					6	\$2,797	\$3,598	\$3,571	1.13	\$4,539	\$5,499	\$5,467	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	7	\$2,854	\$3,642	\$3,619	1.13	\$4,679	\$5,625	\$5,598

OREGON  
COMPARISON  
TO  
MARKET

9201-Seamster

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
95.9%	104.8%	110.6%	98.8%	104.6%	108.9%

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
OAI	SEIU STRIKEABLE INST COALITION	A	P	15	3	\$2,738	\$3,817	\$4,002	1.13	\$4,624	\$5,882	\$6,098
<b>Non-Corrections/Non-Management Wtd Average</b>					3	\$2,738	\$3,817	\$4,002	1.13	\$4,624	\$5,882	\$6,098
<b>STATEWIDE Weighted Average</b>					3	\$2,738	\$3,817	\$4,002	1.13	\$4,624	\$5,882	\$6,098

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9300 HAIRDRESSER

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			Insufficient Market Emp Avg x	
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max		
2020-ST-CA	2086		BARBER -CORRECTIONAL FACILITY-		1	\$2,588	\$3,274	\$3,239	1.12	\$4,304	\$5,122	\$5,081		
2020-ST-ID	02068		Cosmetologist, H&W		0	\$2,156		\$3,854		\$3,551		\$5,581		
2020-ST-WA	680B		PERSONAL SERVICES SPECIALIST 2		1	\$2,600	\$3,357	\$3,357	1.13	\$4,289	\$5,199	\$5,199		
<b>State Market Average</b>					2	\$2,448	\$3,315	\$3,483	1.13	\$4,048	\$5,161	\$5,287		
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	2	\$2,448	\$3,315	\$3,483	1.13	\$4,048	\$5,161	\$5,287	

OREGON  
COMPARISON  
TO  
MARKET

9300-Hairdresser

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	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
OAI	SEIU STRIKEABLE INST COALITION	A	P	14B	3	\$3,058	\$3,440	\$3,817	1.00	\$4,997	\$5,443	\$5,882	124.9%	103.8%	109.6%	123.5%	105.5%	111.3%
<b>Non-Corrections/Non-Management Wtd Average</b>					3	\$3,058	\$3,440	\$3,817	1.00	\$4,997	\$5,443	\$5,882	124.9%	103.8%	109.6%	123.5%	105.5%	111.3%
<b>STATEWIDE Weighted Average</b>					3	\$3,058	\$3,440	\$3,817	1.00	\$4,997	\$5,443	\$5,882	124.9%	103.8%	109.6%	123.5%	105.5%	111.3%

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	MARKET								OREGON						MARKET COMPARISONS						
	# of Classes	# of Incs Emp Avg	SALARY			SALARY AND BENEFITS			Emps	SALARY			SALARY AND BENEFITS			Salary			Salary and Benefits		
			SR Min	Emp Avg	SR Max	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	359	164,725	\$4,819	\$6,080	\$6,760	\$6,788	\$8,258	\$9,051	26,653	\$4,398	\$5,871	\$6,628	\$6,560	\$8,278	\$9,161	91.3%	96.6%	98.0%	96.6%	100.2%	101.2%
County Market	253	10,049	\$5,238	\$6,239	\$6,730	\$7,933	\$9,150	\$9,746	22,603	\$4,430	\$5,942	\$6,664	\$6,597	\$8,361	\$9,203	84.6%	95.2%	99.0%	83.2%	91.4%	94.4%
Purchased Market	243	81,981	\$4,880	\$6,266	\$7,280	\$6,682	\$8,271	\$9,433	20,169	\$4,580	\$6,134	\$6,905	\$6,773	\$8,584	\$9,484	93.9%	97.9%	94.9%	101.4%	103.8%	100.5%
State Market	338	72,695	\$4,692	\$5,840	\$6,178	\$6,750	\$8,122	\$8,525	26,017	\$4,380	\$5,839	\$6,598	\$6,539	\$8,241	\$9,127	93.4%	100.0%	106.8%	96.9%	101.5%	107.1%

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



## Benefit Factors by Data Source

Data Source	Type	Insurance	Retirement	Social Security
2020-OR-ClackCo	County	\$1,459.27	15.43	7.65
2020-OR-DescCo	County	\$1,534.57	15.45	7.65
2020-OR-JackCo	County	\$1,805.72	15.48	7.65
2020-OR-LaneCo	County	\$1,682.00	15.13	7.65
2020-OR-MarionCo	County	\$1,512.64	15.40	7.65
2020-OR-MultCo	County	\$1,587.77	15.05	7.65
2020-OR-WashCo	County	\$1,380.94	11.17	7.65
2020-WA-ClarkCo	County	\$1,342.05	12.68	7.65
2020-WA-KingCo	County	\$1,667.16	12.68	7.65
2020-WA-ThrstnCo	County	\$1,299.24	12.68	7.65
2020-CompAnalyst	Purchased	\$1,054.02	6.64	7.65
2020-MIL-ENG	Purchased	\$1,054.02	6.64	7.65
2020-MIL-NWHCS	Purchased	\$1,054.02	6.64	7.65
2020-MIL-NWHEX	Purchased	\$1,054.02	6.64	7.65
2020-MIL-NWIT	Purchased	\$1,054.02	6.64	7.65
2020-MIL-NWMGT	Purchased	\$1,054.02	6.64	7.65
2020-MIL-OPES	Purchased	\$1,368.82	12.01	7.65
2020-MIL-PACS	Purchased	\$1,054.02	6.64	7.65
2020-TwrsWtsn	Purchased	\$1,054.02	6.64	7.65
2020-ST-CA	State	\$1,215.43	11.68	7.65
2020-ST-ID	State	\$970.84	11.99	7.65
2020-ST-NV	State	\$883.07	16.82	1.45
2020-ST-WA	State	\$1,159.65	12.68	7.65
Oregon		\$1,430.07	8.99	7.65

## Geographic Leveling Factors



### Cost of Labor - Geographic Assessor®

State Capitol City	Adjustment Factor
Salem, Oregon	1.0000
Sacramento, California	0.8953
Boise, Idaho	1.0893
Carson City, Nevada	0.9901
Olympia, Washington	0.9497