



**PREPARED BY**

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## INTRODUCTION

The objectives of the 2018 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 report has been updated to meet the requirements of Executive Order 17-08 and relevant statutes. The Executive Branch seeks to establish and maintain its status as a “market employer” whose employees earn, on average, between 95 and 105% of the compensation earned by similarly situated employees in comparable markets.

The report covers approximately 413 Executive Branch job classifications populated by over 26,600 of the state’s approximately 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.

## REPORT METHODOLOGY

It is DAS CHRO’s intent to use the best available data to compare the state’s compensation costs with other employers in the labor market. This report compares how state workers are compensated with other workers by measuring the employer’s cost for providing salaries and common employee benefits. When the value of employee benefits is added to wages, it has a significant impact on the monthly total compensation costs for state employees.

The report uses salary and benefit data to compare the state’s compensation practices with three different employer groups:

- Oregon counties (representing bulk of state position location, larger, with more 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
- Neighboring states:
  - California, Idaho, Nevada and Washington
- Other public and private sector employers from commercially available salary and benefit surveys:
  - 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 data from the commercially available surveys is filtered to the geographic area of Oregon and/or Pacific Northwest employers.

### Matching Criteria and Market Calculations

This report reflects salary data in effect in July 2018. State jobs are compared with and without benefits. The data collected contains three comparison points:

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

State jobs are matched to survey descriptions or other employer job classifications based on job duties, reporting relationships and education/experience requirements.

Market data is combined by calculating a weighted average, by the number of incumbents, for all data sources. Data from the Economic Research Institute's Geographic Assessor is used to adjust the out-of-state data for cost of labor differences.

Compa-ratio information illustrates how employees are paid in relation to the salary range midpoint of the market.

### 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).

Regarding Social Security and Medicare costs, 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

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 6.88% 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. Pension obligation bond costs are not included, as they are administrative costs with no benefit to the employee. Unfunded actuarial liability (UAL) costs are not included in either the Oregon or the market contribution rates.

For this report, the state is using the third tier (OPSRP) to represent the retirement rates for state employees because the Executive Branch recruits and competes to retain employees at this tier. The report compares the OPSRP rate to the retirement tier competitors offer to new employees. An analysis of appointment and separation data from January 1, 2016, to May 30, 2018, was completed. During this time period the state made 16,778 appointments; this includes both internal (promotion, transfer, etc.) and external appointments (new hires, re-employments, etc.). Of those appointments, 90% (15,088) were OPSRP employees. The state had very consistent data when looking at separations – 90% of employees leaving state service are OPSRP (this data excludes retirements). This demonstrates that the state recruits and competes to retain employees at the OPSRP level.

Oregon's Executive Branch employs approximately 35,000 people. This number varies slightly depending on when the data is pulled, but remains fairly consistent at this level. Currently, 72% of employees are OPSRP. Another important point of consideration is retirement eligibility. Currently, 24.6% of employees are eligible to retire within the next five years. There are a variety of combinations for retirement eligibility, which varies by retirement tier, but all plans have employees who are eligible to retire within five years; 18.08% of those employees are in Tier 1 or Tier 2.

### Oregon Employees and Compensation Structures

Oregon data shows comparison 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.

## 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).

## METHODOLOGY CHANGES

DAS, in partnership with the Governor's Office, major labor unions, and the Oregon Business Council made several changes to the methodology and format of the 2018 Salary and Benefit Report to be consistent with Executive Order 17-08 and to establish greater alignment with accepted compensation practices. The following details the methodology changes and the rationale.

- 1) Include Washington state counties from which Oregon receives significant applicants for vacant positions.

**Rationale:** Recruitment data indicates the state gets a significant number of applicants from Washington state counties (e.g., Clark, King and Thurston). EO 17-08 directs DAS to include employers the state most commonly competes with for the recruitment and retention of employees.

- 2) Continue to utilize the Maximum Salary Rate as an important point of comparison and add 1) Actual Market Average Salary and 2) Minimum Salary as equally important considerations. Actual Market Average Salary will be compared to state average salary for comparable jobs. Compa-ratios will also be calculated where possible to help gauge potential differences in workforce seniority, particularly between different sectors of the market. Compa-ratio is the ratio of employee pay relative to the mid-point of the salary range.

**Rationale:** This change is consistent with accepted compensation practices. It is consistent with EO 17-08 which defines "Market Employer" as "...an employer whose employees earn, on average between 95-105% (of the market)."

- 3) Use weighted averages by the number of incumbents from market sources.

**Rationale:** This change is consistent with accepted compensation practices. The number reflects what workers make in the market as opposed to a simple average of the salary structures (min/max) amongst comparators. Weighted average calculations will follow generally accepted industry practices.

- 4) Calculate and report compa-ratios for each surveyed job class.

**Rationale:** Compa-ratios are commonly used to gauge where current employees are compensated within an employer's assigned salary range.

- 5) Use the Economic Resource Institute's Geographic Assessor to adjust the data for cost of labor differences from market sources where appropriate (e.g., California and Idaho).

**Rationale:** This will create greater consistency with accepted compensation practices. The state will use reliable third-party data rather than assuming "high" comparators will balance with "low" comparators. Adjustments will be based on the differences of each comparison state's capital city's cost of labor relative to the cost of labor in Salem.

- 6) For pension benefits, DAS previously used a composite contribution rate of the three PERS tiers. For the 2018 report, DAS compares the Tier 3 (OPSRP) contribution rate to the market contribution rate offered to new employees (i.e., the market's equivalent to Tier 3). The unfunded actuarial liability (UAL) is not included in the state or market contribution rate comparisons.

**Rationale:** This will allow the state to better measure and assess the pension benefit level at which the state competes for new employees in the job market. While the UAL rates are a significant cost consideration factoring into the state's budgetary situation, they are not a measure of market-competitiveness nor of value to the majority of candidates for state employment.

## 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 (from which data is purchased from commercially available salary and benefit surveys).

### State Market

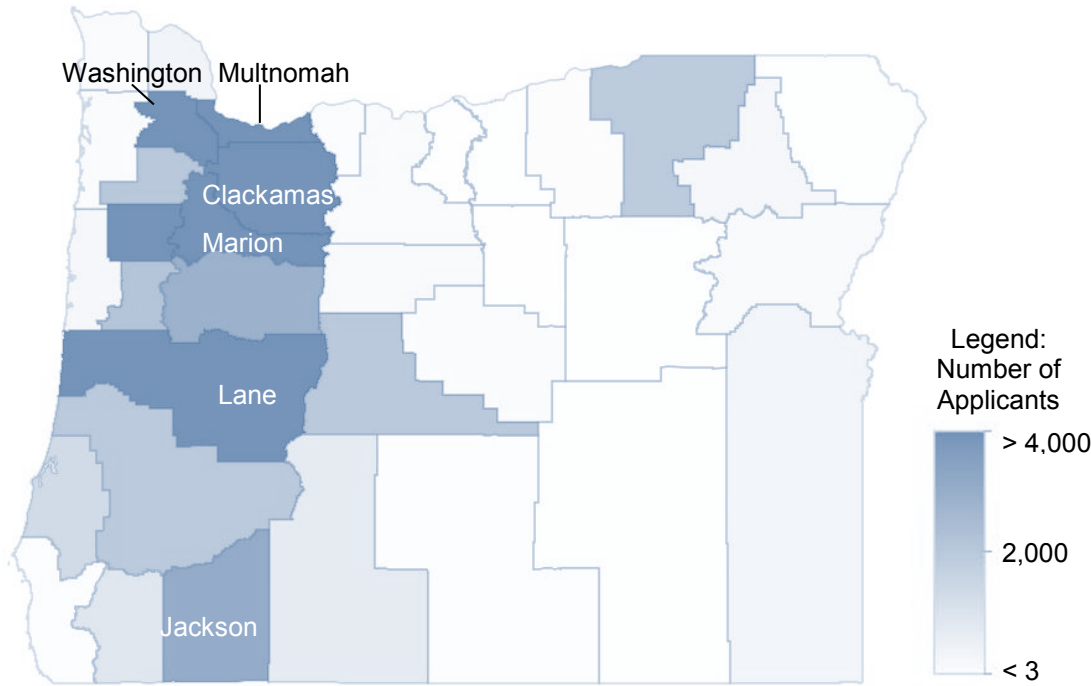
The state markets of the four contiguous states (Washington, California, Nevada and Idaho) are utilized. It is important to compare to neighboring states as they are of comparable size, scope and mission. These states have been selected due to their regional proximity. These four states have been a cornerstone 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, they are also the counties from which the state receives the highest amount of applicant responses (this is based on an analysis of recruitment data from NEOGOV, the state's online job application portal).

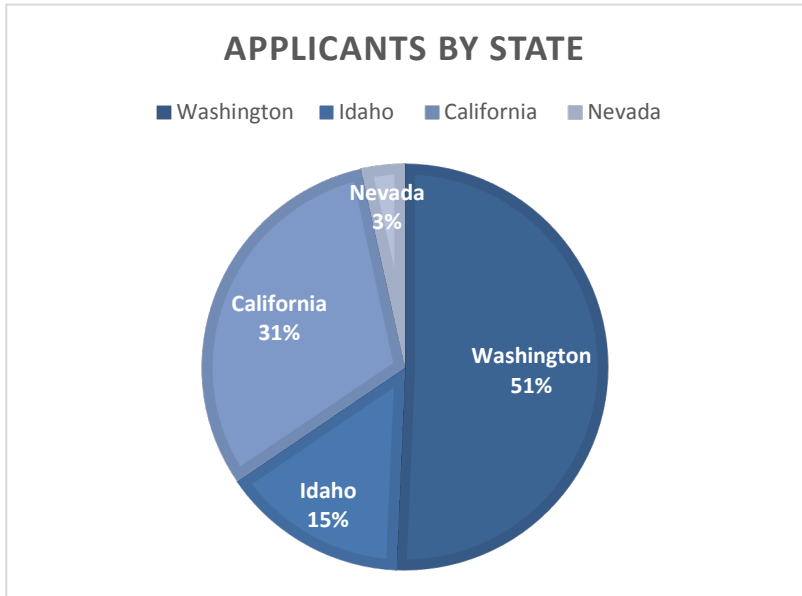
For calendar year 2017, the state received a total of 85,902 individual applicants from Oregon's 36 counties. The seven counties selected for this report account for 71% of those applicants. The following chart illustrates the geographic breakdown of state job applicants.

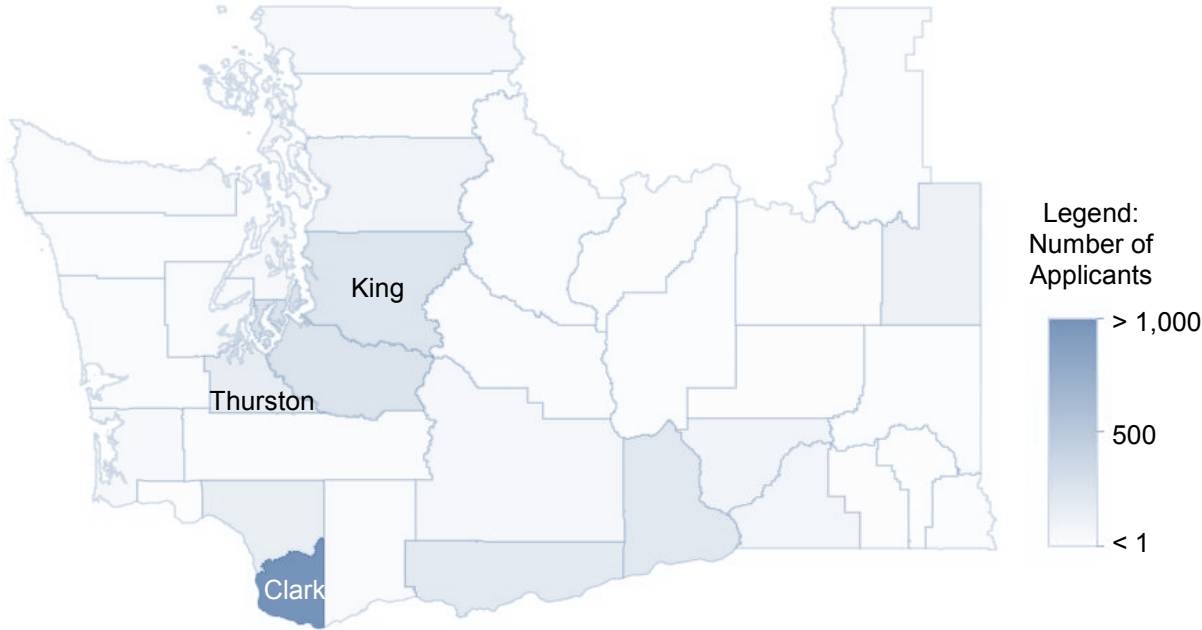


For the 2018 report, the state has included county market data from Washington state. This was done to expand the state’s geographic market comparators and better reflect the regional labor market. Of the four contiguous states, Washington yields the largest number of applicants for state of Oregon jobs. As the chart below illustrates, the state receives over 50% of its out-of-state applicants from Washington.

The Washington state counties that were used for this report were chosen to represent key geographic areas in Washington, as well as the counties from which the state receives a significant amount of applicants. Clark County was selected 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 was selected to reflect the major metropolitan area in Washington. Lastly, Thurston County was selected because it contains the state capital 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 commercially available salary and benefit surveys from 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.

**COMPENSATION SUMMARIES**

This report covers 413 Executive Branch job classifications. The Executive Branch utilizes the maximum base salary as a market policy point comparison. Employer contributions for major employee benefits are added to the base salary. For this year’s report, the state compared the salary range minimum, maximum, and employee average pay to analyze market position based on salary only, and salary and benefits combined.

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	251	9,463	22,030
Purchased Market	245	83,014	19,392
State Market	399	70,245	26,011
<b>OVERALL</b>	413	162,722	26,612



The highest number of classification matches comes from the State Market Data. The state market is represented in 399 of the 413 classifications included in this report. The state market data reflects 70,245 employees, which is the second highest market segment. Purchased Market data contains the lowest number of classifications included in the report, but accounts for the highest number of market employees. The County Market has the lowest number of job matches and incumbents but is vital to the report, as Oregon counties are a key competitor for human resources talent.

The 2018 Salary and Benefit Report has a total of 162,722 incumbents represented in the data compiled across the three market sectors that make up the state’s labor market. The state has 26,612 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.

<b>Market by Segment</b>			
<b>SALARY AND BENEFITS</b>			
	<b>Min</b>	<b>Emp Avg</b>	<b>Max</b>
<b>Overall</b>	95.8%	97.5%	95.5%
<b>County Market</b>	85.5%	93.1%	93.2%
<b>Purchased Market</b>	96.7%	98.0%	91.6%
<b>State Market</b>	99.1%	101.8%	104.1%

The state’s overall market position comparing salary and benefits, including all market segments, is slightly low but within market consistent with EO 17-08. The employee average demonstrates that the current placement of state employees in their salary ranges is slightly below market but well within the 95% – 105% target.

When comparing to the State Market data, the state is consistent with market at each comparison point within this segment.

The state lags the Purchased Market data slightly at maximum. The Purchased Market data includes a large portion of private sector data, which is generally higher in salary and provides less benefits and additional compensation. While the state lags the market at salary and benefits maximum, it is within market for employee actual pay. The purchased data contains employers with different pay practices in private sector companies. The private sector often utilizes wider bands for pay ranges, and the salary range maximum is not always attainable for all employees. The state utilizes a step and grade system in which all employees will eventually reach the salary maximum. This is a significant factor contributing to the state lagging this market segment at maximum.

The state lags the County Market. 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, Clackamas, Washington and Multnomah Counties are all located in the Portland Metro Area. In Washington state, all three of the newly included counties are located in major metropolitan areas.

**Classifications by Category Level**

CLASS CATEGORY LEVEL	SALARY (Max Rate)			SALARY (Max) AND BENEFITS		
	Below Market	At Market	Above Market	Below Market	At Market	Above Market
A – Routine / Entry		✓			✓	
B – Technical		✓			✓	
C – Entry Professional / Professional	✓				✓	
D – Senior Professional	✓				✓	
E – Seasoned Professional / Executive Managers	✓			✓		

The state groups job classifications in five category levels. The table above demonstrates the state’s relationship to the market at salary maximum. When looking at salary only, the state is within market for categories A and B, but below market for categories C, D and E. When looking at salary and benefits combined, the state is within market for categories A through D, but below market for category E – Seasoned Professional/Executive Managers. This category includes agency directors, upper level management positions and high-level policy advisors.

This table demonstrates the value of the state’s total compensation package. When comparing on a salary-only basis, the state is often behind market (i.e., less than 95% of the market average). However, when comparing on a salary and benefits basis, the state is generally at market (i.e., between 95 and 105% of the market average).

**BENEFITS**

**Health Benefits**

The state offers five different medical plan options from which employees can choose:

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

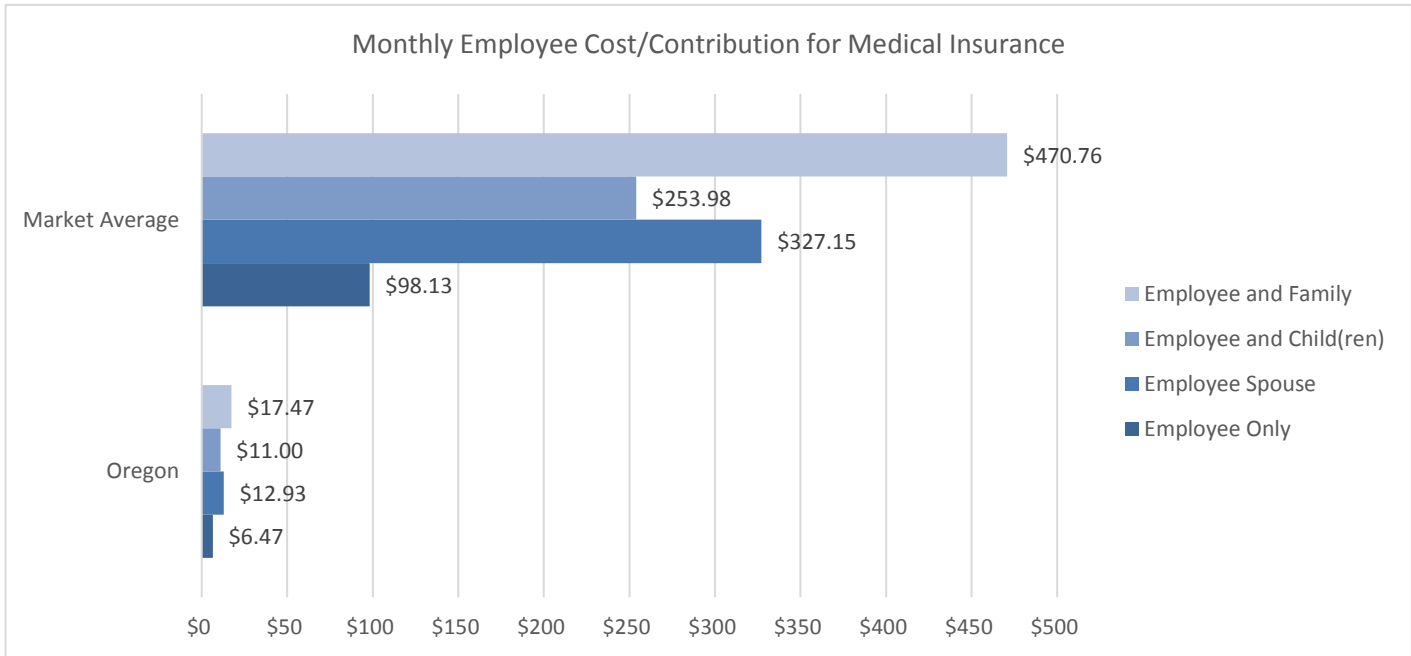
For the purposes of this report, the state compared the plan selected by the most employees – Providence Choice – to the average market data. The state utilizes the Milliman Northwest Benefits Survey as the primary source for benefit data. This report includes data from public entities, such as cities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

For comparison purposes within this report, the state utilized a rate of \$4,891.07 per month to represent the average salary of a state worker. This salary amount is based upon the 2018 state employee average, consisting of Executive Branch (ORS 240) agencies, and excluding temporary employees (29,229 total).

The following table illustrates both the employer cost and employee contribution for benefits. The state mirrors the Milliman data in terms of the employer cost for benefits. There is very minimal difference between what the state and the average market employer pays per employee per month. The major difference is in the employee contribution.

**Medical Premiums**

Premiums	Employer Cost – Oregon	Employer Cost – Average Market	Employee Contribution – Oregon	Employee Contribution – Average Market
Employee Only	\$640.39	\$650.89	\$6.47	\$98.13
Employee and Spouse	\$1,280.31	\$1,142.29	\$12.93	\$327.15
Employee and Child(ren)	\$1,088.66	\$1,058.97	\$11.00	\$253.98
Employee and Family	\$1,729.03	\$1,477.29	\$17.47	\$470.76



State employees have a lower monthly out-of-pocket cost for their benefit. A state employee at the Employee and Family Rate will pay \$453.29 less for monthly medical benefits. Over the course of a year, this is a difference of \$5,439.48 – \$548.41 more than a month’s salary (\$4,891.07) – compared to what a comparable employee would pay for their medical benefits in the labor market.

The employer cost is similar to what is provided by the comparison markets – the state’s plan is more generous with lower out-of-pocket costs for the employee.

The state provides a very comprehensive benefits plan consistent with 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>\$849/ Individual</li> <li>\$2,010/ Family</li> </ul>	More competitive than the market. The average market deductible is \$599 higher for individual and \$1,260 for family.

CATEGORY OF BENEFIT	OREGON BENEFIT Full Time – In Network	AVERAGE MARKET PRACTICE	LEVEL OF COMPETITIVENESS
<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>\$3,021/ Individual</li> <li>\$6,782/ Family</li> </ul>	More competitive than market. The average market out-of-pocket maximum is \$1,521 higher for individuals and \$2,282 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>\$23</li> <li>\$27</li> </ul>	More competitive than market. The state is \$13 cheaper per visit to primary care and \$17 per visit to a specialist.
<b>Inpatient Hospital Per Admission</b>	<ul style="list-style-type: none"> <li>\$50/ per day up to \$250 max</li> </ul>	<ul style="list-style-type: none"> <li>\$189 per day</li> </ul>	More competitive than market. The average market per day rate is \$139 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>\$141</li> </ul>	Reasonably aligned with market. The state is \$9 more than the average market.

Overall the state’s medical benefit costs are above the average of that provided in the marketplace. In each of these segments, with the exception of Emergency Department visits, the state provides a lower cost to the employee than the market average. For an Employee with Family, they can save \$1,260 on their standard deductible and \$2,282 for their out-of-pocket maximum.

There are also substantial savings in Primary Care Specialist Visits and Inpatient Hospital per Admission costs. It is difficult to determine an average annual value to the employee, as it would be based upon their usage of the services. The state’s plan is more than 50% less for Primary and Specialist Visits and \$139 per day cheaper for Inpatient Hospital Admission.

The only health care component where Oregon provides a benefit lower than the market average is for Emergency Department Visits. The market average is \$141, 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:

- ODS Premier Dental
- ODS PPO Dental
- Kaiser Traditional Dental
- Willamette Managed Dental

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>\$136</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>\$1,818</li> </ul>	Reasonably aligned with the market. The state is slightly higher 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 \$14 for a family. The state is also consistent with the market in terms of out-of-pocket maximum, which is slightly lower at \$68 less. The state’s overall dental package is consistent with the offerings found in the labor market.

**Vision**

<b>CATEGORY OF BENEFIT</b>	<b>SUMMARY OF BENEFIT Full Time – In Network</b>	<b>AVERAGE MARKET PRACTICE</b>	<b>LEVEL OF COMPETITIVENESS</b>
<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 slightly 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 your allowance</li> </ul>	<ul style="list-style-type: none"> <li>\$166 limit</li> </ul>	Reasonably aligned with the market. The state is slightly 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>54% every year</li> <li>43% every other year</li> <li>2% other</li> </ul>	More competitive than the market. The state is consistent with half of the market, but provides a greater benefit than close to half.

**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 leave for 11 recognized holidays per year.

The following are paid legal holidays:

- New Year’s Day
- Martin Luther King Jr. Day
- Presidents Day
- Memorial Day
- Independence 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.
- Labor Day
- Veterans Day
- Thanksgiving Day
- The Friday after Thanksgiving
- Christmas Day

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

<b>Holiday</b>	<b>Yes %</b>
New Year’s Day	100%
Martin Luther King Jr. Day	57%
Presidents Day	65%
Memorial Day	98%
Independence Day	100%
Labor Day	100%
Columbus Day	15%
Veterans Day	51%
Thanksgiving Day	100%
Day After Thanksgiving	62%
Christmas Day	100%
Other	35%

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

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

Classified and unclassified unrepresented employees

Months Worked	Accrual Rate
First month through 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.

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 \$4,891.07 (\$28.22 per hour), this equates to a value of \$1,918.96 for represented employees and \$2,596.24 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>\$43,421 Amount of basic life insurance coverage as a flat dollar</li> <li>Optional Life Maximum \$413,230.</li> </ul>	<p>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.</p>
<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>63% of employers offer short-term disability insurance plan</li> <li>80% of short term employer pays portion/all of premium</li> <li>13 day waiting period</li> <li>64% benefit of regular salary</li> </ul>	<p>The state is less generous than the market average.</p>
<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>83% of employers offer short-term disability insurance</li> <li>98% of employers pay portion/all of premium</li> </ul>	<p>The state is less generous than the market average.</p>

**KEY FINDINGS REGARDING EXECUTIVE BRANCH COMPENSATION**

- Employee average compensation, inclusive of salary and major benefits, is **97.5%** of the overall market. 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 **95.5%** of the overall market.
- The minimum rate of the compensation ranges, including benefits, is **95.8%** of the overall market.
- Salary structure (range from minimum to maximum salary), excluding benefits, is slightly less than the market average.
- Benefit plans generally exceed the overall market average.

# 2018 Oregon Salary and Benefit Report

Data Effective Date: 7/1/2018

## 0011 MEDICAL TRANSCRIPTIONIST

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-CompAnalyst	HC07000020		Medical Records Transcriptionist	10	112	\$2,799	\$3,817	\$4,128	1.10	\$4,253	\$5,421	\$5,777
2018-MIL-NWHCS	11.01a		Transcriptionist	49	112	\$2,934	\$3,973	\$4,257	1.10	\$4,408	\$5,599	\$5,925
<b>Purchased Market Average</b>				59	224	\$2,866	\$3,895	\$4,192	1.10	\$4,330	\$5,510	\$5,851
2018-ST-CA	1178	P	SENIOR MEDICAL TRANSCRIBER		5	\$3,197	\$3,958	\$3,999	1.10	\$5,007	\$5,919	\$5,968
2018-ST-WA	282F	36	MEDICAL TRANSCRIPTIONIST 2		16	\$2,551	\$3,270	\$3,378	1.10	\$4,193	\$5,060	\$5,189
<b>State Market Average</b>					21	\$2,705	\$3,434	\$3,526	1.10	\$4,387	\$5,264	\$5,375
0011	<b>OVERALL WEIGHTED MARKET AVERAGE</b>			59	245	\$2,852	\$3,855	\$4,135		\$4,335	\$5,489	\$5,810

### OREGON COMPARISON TO MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
AO	AFSCME OR ST POLICE-SUPP UNIT	A	A	15	2	\$2,506	\$3,054	\$3,494	1.02	\$4,352	\$5,022	\$5,560	87.9%	79.2%	84.5%	100.4%	91.5%	95.7%
OAI	SEIU STRIKEABLE INST COALITION	A	P	14	3	\$2,680	\$3,513	\$3,565	1.13	\$4,404	\$5,372	\$5,432	94.0%	91.1%	86.2%	101.6%	97.9%	93.5%
<b>Non-Corrections/Non-Management Weighted Average</b>					5	\$2,610	\$3,329	\$3,537	1.08	\$4,383	\$5,232	\$5,483	91.5%	86.4%	85.5%	101.1%	95.3%	94.4%
0011	<b>STATEWIDE Weighted Average</b>				5	\$2,610	\$3,329	\$3,537	1.08	\$4,383	\$5,232	\$5,483	91.5%	86.4%	85.5%	101.1%	95.3%	94.4%



0015 HEALTH INFORMATION SPECIALIST

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2018-OR-ClackCo	538		Health Records Specialist 2		1	\$3,206	\$4,319	\$4,049	1.19	\$5,279	\$6,646	\$6,315	
2018-OR-DescCo	1896		Medical Records Technician		2	\$3,284	\$3,625	\$4,401	0.94	\$5,635	\$6,053	\$7,003	
2018-OR-MultCo	6321		Health Information Technician		6	\$3,776	\$4,093	\$4,621	0.97	\$6,060	\$6,448	\$7,092	
<b>County Market Average</b>					9	\$3,603	\$4,014	\$4,509	1.03	\$5,879	\$6,382	\$6,986	
2018-CompAnalyst	HC07000172		Medical Records Coding Technician	5	40	\$3,413	\$4,456	\$5,216	1.04	\$4,958	\$6,154	\$7,025	
2018-MIL-NWHCS	11.03		Registered Health Information Tech / C	54	146	\$3,507	\$4,628	\$5,296	1.05	\$5,066	\$6,351	\$7,117	
<b>Purchased Market Average</b>					59	186	\$3,487	\$4,591	\$5,279	1.04	\$5,042	\$6,308	\$7,097
2018-ST-CA	1872	T	HEALTH RECORD TECHNICIAN II (SI		28	\$3,551	\$3,986	\$3,998	1.06	\$5,431	\$5,952	\$5,966	
2018-ST-ID	02342	H	Health Information Specialist		17	\$2,326	\$3,180	\$4,154	0.96	\$3,922	\$4,945	\$6,110	
2018-ST-NV	10.234	29	HEALTH INFO COORDINATOR 1		20	\$3,158		\$4,618		\$4,603		\$6,306	
<b>State Market Average</b>					65	\$3,110	\$3,682	\$4,230	1.01	\$4,782	\$5,572	\$6,108	
0015	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				59	260	\$3,397	\$4,398	\$4,989		\$5,006	\$6,173	\$6,846

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	Salary			Salary and Benefits		
													SR Min 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	A	18	7	\$3,366	\$4,313	\$4,628	1.08	\$5,403	\$6,561	\$6,946	99.1%	98.1%	92.8%	107.9%	106.3%	101.5%
CP	AOCE AT DOC NONSECURITY	A	A	18	1	\$3,375	\$4,620	\$4,620	1.16	\$5,414	\$6,936	\$6,936	99.4%	105.0%	92.6%	108.1%	112.4%	101.3%
<b>Corrections Weighted Average</b>					8	\$3,367	\$4,352	\$4,627	1.09	\$5,404	\$6,608	\$6,945	99.1%	98.9%	92.7%	108.0%	107.1%	101.4%
OAI	SEIU STRIKEABLE INST COALITION	A	P	18	6	\$2,994	\$3,745	\$4,295	1.03	\$4,769	\$5,641	\$6,281	88.1%	85.1%	86.1%	95.3%	91.4%	91.7%
<b>Non-Corrections/Non-Management Weighted Average</b>					6	\$2,994	\$3,745	\$4,295	1.03	\$4,769	\$5,641	\$6,281	88.1%	85.1%	86.1%	95.3%	91.4%	91.7%
0015	<b>STATEWIDE Weighted Average</b>				14	\$3,207	\$4,092	\$4,485	1.06	\$5,132	\$6,194	\$6,660	94.4%	93.0%	89.9%	102.5%	100.3%	97.3%

# 2018 Oregon Salary and Benefit Report

Data Effective Date: 7/1/2018

## 0101 OFFICE ASSISTANT 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-LaneCo	A004		Office Assistant 1		3	\$2,408	\$2,467	\$3,333	0.86	\$4,263	\$4,336	\$5,394
<b>County Market Average</b>					3	\$2,408	\$2,467	\$3,333	0.86	\$4,263	\$4,336	\$5,394
2018-CompAnalyst	OF13000010		General Clerk I	5	20	\$2,159	\$2,572	\$3,222	0.96	\$3,519	\$3,993	\$4,739
2018-MIL-PACS	01.01		General Clerk - Entry	18	58	\$2,439	\$2,728	\$3,410	0.93	\$3,840	\$4,172	\$4,954
<b>Purchased Market Average</b>					23	\$2,367	\$2,688	\$3,362	0.95	\$3,758	\$4,126	\$4,899
2018-ST-ID	01116	D	Office Clerk			\$1,359		\$2,524		\$2,765		\$4,160
2018-ST-WA	100H	27	OFFICE ASSISTANT 1		58	\$2,056	\$2,369	\$2,681	1.00	\$3,597	\$3,974	\$4,350
<b>State Market Average</b>					58	\$2,044	\$2,369	\$2,679	1.00	\$3,582	\$3,974	\$4,347
0101	<b>OVERALL WEIGHTED MARKET AVERAGE</b>			23	139	\$2,232	\$2,550	\$3,074		\$3,695	\$4,067	\$4,677

### 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	Salary			Salary and Benefits		
													SR Min 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	07	2	\$2,680	\$2,680	\$2,680	1.00	\$4,404	\$4,404	\$4,404	120.1%	105.1%	87.2%	119.2%	108.3%	94.2%
<b>Non-Corrections/Non-Management Weighted Average</b>					2	\$2,680	\$2,680	\$2,680	1.00	\$4,404	\$4,404	\$4,404	120.1%	105.1%	87.2%	119.2%	108.3%	94.2%
0101	<b>STATEWIDE Weighted Average</b>				2	\$2,680	\$2,680	\$2,680	1.00	\$4,404	\$4,404	\$4,404	120.1%	105.1%	87.2%	119.2%	108.3%	94.2%

# 2018 Oregon Salary and Benefit Report

Data Effective Date: 7/1/2018

## 0102 OFFICE ASSISTANT 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-ClackCo	630		Office Assistant			\$2,602		\$3,297		\$4,539		\$5,392
2018-OR-JackCo	032		Office Assistant II		3	\$2,236	\$2,902	\$2,902	1.13	\$4,506	\$5,318	\$5,318
2018-OR-MarionCo	010		Department Specialist 1		2	\$2,116	\$2,973	\$2,831	1.20	\$4,027	\$5,071	\$4,898
2018-OR-MultCo	6000		Office Assistant 1		1	\$2,695	\$2,685	\$3,268	0.90	\$4,741	\$4,729	\$5,440
2018-WA-ClarkCo	50A		Office Aide			\$1,908		\$2,267		\$3,670		\$4,103
<b>County Market Average</b>					6	\$2,268	\$2,889	\$2,900	1.07	\$4,315	\$5,138	\$5,086
2018-MIL-OPES	04.01		Office Support Specialist - Entry	16	74	\$2,766	\$3,304	\$3,690	1.02	\$4,646	\$5,292	\$5,756
<b>Purchased Market Average</b>					16	\$2,766	\$3,304	\$3,690	1.02	\$4,646	\$5,292	\$5,756
2018-ST-ID	01114	E	Office Specialist 1		1	\$1,582	\$2,419	\$2,822	1.07	\$3,032	\$4,034	\$4,516
2018-ST-NV	02.221	21	ADMIN AID		50	\$2,305		\$3,288		\$3,606		\$4,754
2018-ST-WA	100I	29	OFFICE ASSISTANT 2		74	\$2,139	\$2,523	\$2,816	1.02	\$3,697	\$4,159	\$4,512
<b>State Market Average</b>					125	\$2,201	\$2,522	\$3,005	1.04	\$3,656	\$4,158	\$4,609
0102	<b>OVERALL WEIGHTED MARKET AVERAGE</b>			16	205	\$2,406	\$2,909	\$3,246		\$4,035	\$4,737	\$5,037

**OREGON  
COMPARISON  
TO  
MARKET**

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
AP	AFSCME DOC BD PAROL PST PRISON	A	A	09	1	\$2,364	\$2,843	\$3,085	1.04	\$4,178	\$4,764	\$5,060	98.3%	97.7%	95.1%	103.5%	100.6%	100.4%
<b>Corrections Weighted Average</b>					1	\$2,364	\$2,843	\$3,085	1.04	\$4,178	\$4,764	\$5,060	98.3%	97.7%	95.1%	103.5%	100.6%	100.4%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	09	11	\$2,680	\$2,735	\$2,883	0.98	\$4,404	\$4,468	\$4,640	111.4%	94.0%	88.8%	109.1%	94.3%	92.1%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	09	7	\$2,680	\$2,738	\$2,883	0.98	\$4,404	\$4,471	\$4,640	111.4%	94.1%	88.8%	109.1%	94.4%	92.1%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	09	3	\$2,680	\$2,815	\$2,883	1.01	\$4,404	\$4,561	\$4,640	111.4%	96.8%	88.8%	109.1%	96.3%	92.1%
<b>Non-Corrections/Non-Management Weighted Average</b>					21	\$2,680	\$2,748	\$2,883	0.99	\$4,404	\$4,482	\$4,640	111.4%	94.4%	88.8%	109.1%	94.6%	92.1%
0102	<b>STATEWIDE Weighted Average</b>				22	\$2,666	\$2,752	\$2,892	0.99	\$4,393	\$4,495	\$4,659	110.8%	94.6%	89.1%	108.9%	94.9%	92.5%

# 2018 Oregon Salary and Benefit Report

Data Effective Date: 7/1/2018

## 0103 OFFICE SPECIALIST 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2018-OR-ClackCo	631		Office Specialist 1		10	\$2,835	\$3,308	\$3,563	1.03	\$4,825	\$5,405	\$5,719	
2018-OR-JackCo	033		Office Assistant III		45	\$2,444	\$2,988	\$3,183	1.06	\$4,761	\$5,424	\$5,661	
2018-OR-LaneCo	A005		Office Assistant 2		69	\$2,721	\$3,201	\$3,772	0.99	\$4,647	\$5,233	\$5,930	
2018-OR-MarionCo	011		Department Specialist 2		47	\$2,587	\$3,158	\$3,458	1.04	\$4,602	\$5,297	\$5,663	
2018-OR-MultCo	6001		Office Assistant 2		261	\$3,090	\$3,393	\$3,776	0.99	\$5,223	\$5,592	\$6,060	
2018-OR-WashCo	001		Administrative Specialist I		5	\$3,071	\$3,305	\$3,731	0.97	\$4,942	\$5,219	\$5,725	
2018-WA-ClarkCo	500		Office Assistant I			\$2,398		\$3,061		\$4,261		\$5,059	
2018-WA-KingCo	4200100		Administrative Office Assistant		1	\$2,922	\$2,922	\$3,704	0.88	\$4,986	\$4,986	\$5,928	
<b>County Market Average</b>					438	\$2,904	\$3,292	\$3,673	0.99	\$5,004	\$5,477	\$5,942	
2018-CompAnalyst	OF13000011		General Clerk II	10	100	\$2,492	\$3,020	\$3,704	0.98	\$3,900	\$4,507	\$5,291	
2018-MIL-OPES	04.02		Office Support Specialist - Intermediate	21	377	\$3,276	\$3,822	\$4,353	1.00	\$5,259	\$5,915	\$6,553	
2018-MIL-PACS	01.02		General Clerk - Intermediate	16	225	\$2,691	\$3,368	\$3,876	1.03	\$4,130	\$4,906	\$5,488	
2018-TwrsWtsn	AAS000-U1		Administrative Services Generalist/Mull	16	57		\$3,081		0.96		\$4,577		
<b>Purchased Market Average</b>					63	\$2,977	\$3,526	\$4,107	0.99	\$4,704	\$5,330	\$6,032	
2018-ST-CA	1441	B	OFFICE ASSISTANT (GENERAL)		452	\$2,298	\$2,740	\$2,875	1.06	\$3,930	\$4,459	\$4,621	
2018-ST-NV	02.213	23	ADMIN ASSISTANT 1		419	\$2,483		\$3,570		\$3,815		\$5,083	
<b>State Market Average</b>					871	\$2,387	\$2,740	\$3,210	1.06	\$3,874	\$4,459	\$4,844	
0103	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				63	2,068	\$2,706	\$3,248	\$3,624		\$4,410	\$5,130	\$5,498

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	Salary			Salary and Benefits		
													SR Min 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	A	11	12	\$2,551	\$2,999	\$3,366	1.01	\$4,407	\$4,955	\$5,403	94.3%	92.3%	92.9%	99.9%	96.6%	98.3%
AP	AFSCME DOC BD PAROL PST PRISON	A	A	11	1	\$2,551	\$3,223	\$3,166	1.13	\$4,407	\$5,228	\$5,159	94.3%	99.2%	87.4%	99.9%	101.9%	93.8%
<b>Corrections Weighted Average</b>					13	\$2,551	\$3,016	\$3,351	1.02	\$4,407	\$4,976	\$5,384	94.3%	92.9%	92.5%	99.9%	97.0%	97.9%
MMN	MGT SVC NONSUPERVISORY	A	A	12	1	\$2,361	\$3,108	\$3,108	1.14	\$4,174	\$5,088	\$5,088	87.3%	95.7%	85.8%	94.7%	99.2%	92.5%

2018 Oregon Salary and Benefit Report

Data Effective Date: 7/1/2018

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
<b>Management Weighted Average</b>					1	\$2,361	\$3,108	\$3,108	1.14	\$4,174	\$5,088	\$5,088	87.3%	95.7%	85.8%	94.7%	99.2%	92.5%
AD	AFSCME AT ENVIRONMENTAL QUAL	A	A	12C	3	\$2,284	\$2,929	\$3,116	1.08	\$4,080	\$4,869	\$5,097	84.4%	90.2%	86.0%	92.5%	94.9%	92.7%
AI	AFSCME AT LONGTERM CARE OMBUDS	A	A	12C	1	\$2,284	\$3,116	\$3,116	1.15	\$4,080	\$5,097	\$5,097	84.4%	95.9%	86.0%	92.5%	99.4%	92.7%
AL	AFSCME AT LIQUOR CONTROL COMM	A	A	12C	1	\$2,284	\$2,647	\$3,116	0.98	\$4,080	\$4,524	\$5,097	84.4%	81.5%	86.0%	92.5%	88.2%	92.7%
AO	AFSCME OR ST POLICE-SUPP UNIT	A	A	12C	3	\$2,284	\$2,929	\$3,116	1.08	\$4,080	\$4,869	\$5,097	84.4%	90.2%	86.0%	92.5%	94.9%	92.7%
AS	OR PUB SAFETY ASSOC AT DPSST	A	A	12C	3	\$2,284	\$2,929	\$3,116	1.08	\$4,080	\$4,869	\$5,097	84.4%	90.2%	86.0%	92.5%	94.9%	92.7%
AT	AFSCME AT DCBS BUILDING CODES	A	A	12C	1	\$2,284	\$2,865	\$3,116	1.06	\$4,080	\$4,791	\$5,097	84.4%	88.2%	86.0%	92.5%	93.4%	92.7%
AW	AFSCME AT EMPLOYMENT/HEARINGS	A	A	12C	1	\$2,284	\$2,797	\$3,116	1.04	\$4,080	\$4,707	\$5,097	84.4%	86.1%	86.0%	92.5%	91.8%	92.7%
AX	AFSCME AT STATE LANDS	A	A	12C	2	\$2,284	\$3,116	\$3,116	1.15	\$4,080	\$5,097	\$5,097	84.4%	95.9%	86.0%	92.5%	99.4%	92.7%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	12	39	\$2,680	\$3,161	\$3,264	1.06	\$4,404	\$4,962	\$5,083	99.0%	97.3%	90.1%	99.9%	96.7%	92.4%
OAI	SEIU STRIKEABLE INST COALITION	A	P	12	3	\$2,680	\$3,137	\$3,264	1.06	\$4,404	\$4,935	\$5,083	99.0%	96.6%	90.1%	99.9%	96.2%	92.4%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	12	106	\$2,680	\$2,990	\$3,264	1.01	\$4,404	\$4,764	\$5,083	99.0%	92.0%	90.1%	99.9%	92.9%	92.4%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	12	107	\$2,680	\$2,976	\$3,264	1.00	\$4,404	\$4,748	\$5,083	99.0%	91.6%	90.1%	99.9%	92.6%	92.4%
UA	UNREPRESENTED	A	A	12	11	\$2,231	\$2,773	\$3,050	1.05	\$4,016	\$4,678	\$5,017	82.5%	85.4%	84.2%	91.1%	91.2%	91.2%
<b>Non-Corrections/Non-Management Weighted Average</b>					281	\$2,641	\$2,999	\$3,248	1.02	\$4,374	\$4,790	\$5,081	97.6%	92.3%	89.6%	99.2%	93.4%	92.4%
0103	<b>STATEWIDE Weighted Average</b>				295	\$2,636	\$3,000	\$3,252	1.02	\$4,372	\$4,799	\$5,094	97.4%	92.3%	89.7%	99.1%	93.5%	92.7%

# 2018 Oregon Salary and Benefit Report

Data Effective Date: 7/1/2018

## 0104 OFFICE SPECIALIST 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2018-OR-ClackCo	632		Office Specialist 2		70	\$3,151	\$3,697	\$3,970	1.04	\$5,212	\$5,882	\$6,218	
2018-OR-DescCo	99032		Administrative Support Assistant			\$2,712		\$3,634		\$4,935		\$6,064	
2018-OR-JackCo	034		Office Assistant IV		16	\$2,765	\$3,305	\$3,616	1.04	\$5,151	\$5,811	\$6,190	
2018-OR-LaneCo	A006		Office Assistant, Senior		43	\$3,006	\$3,759	\$4,160	1.05	\$4,994	\$5,915	\$6,405	
2018-OR-MarionCo	100		Office Specialist 3		2	\$3,014	\$3,589	\$3,918	1.04	\$5,122	\$5,823	\$6,225	
2018-OR-MultCo	6002		Office Assistant Senior		124	\$3,564	\$4,014	\$4,364	1.01	\$5,801	\$6,350	\$6,778	
2018-OR-WashCo	002		Administrative Specialist II		165	\$3,563	\$3,958	\$4,332	1.00	\$5,526	\$5,994	\$6,438	
2018-WA-ClarkCo	503		Office Assistant II			\$2,778		\$3,544		\$4,719		\$5,642	
2018-WA-KingCo	4201100		Administrative Specialist I		79	\$3,140	\$3,191	\$3,999	0.89	\$5,248	\$5,310	\$6,283	
2018-WA-ThrstnCo	0111		OFFICE ASSISTANT II		1	\$2,844	\$2,929	\$3,783	0.88	\$4,734	\$4,837	\$5,866	
<b>County Market Average</b>					500	\$3,359	\$3,772	\$4,194	0.99	\$5,443	\$5,943	\$6,452	
2018-CompAnalyst	OF13000012		General Clerk III	10	30	\$2,932	\$3,502	\$4,460	0.95	\$4,405	\$5,059	\$6,158	
2018-MIL-OPES	04.03		Office Support Specialist - Senior	22	475	\$3,604	\$4,520	\$4,879	1.07	\$5,654	\$6,755	\$7,185	
2018-MIL-PACS	01.03		General Clerk - Senior	13	116	\$3,152	\$4,134	\$4,603	1.07	\$4,658	\$5,784	\$6,323	
2018-TwrsWtsn	AAS000-U2		Administrative Services Generalist/Mult	23	100		\$3,421		0.92		\$4,966		
<b>Purchased Market Average</b>					68	721	\$3,487	\$4,263	\$4,807	1.00	\$5,407	\$6,280	\$6,975
2018-ST-CA	1138	A	OFFICE TECHNICIAN (GENERAL)		498	\$2,658	\$3,145	\$3,331	1.05	\$4,362	\$4,944	\$5,167	
2018-ST-ID	01239	G	Office Specialist 2		172	\$2,018	\$2,561	\$3,605	0.89	\$3,554	\$4,203	\$5,453	
2018-ST-NV	02.212	25	ADMIN ASSISTANT 2		631	\$2,687		\$3,886		\$4,053		\$5,452	
2018-ST-WA	100J	31	OFFICE ASSISTANT 3		822	\$2,272	\$2,761	\$3,000	1.05	\$3,857	\$4,446	\$4,734	
<b>State Market Average</b>					2,123	\$2,465	\$2,866	\$3,390	0.99	\$4,009	\$4,584	\$5,107	
0104	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				68	3,344	\$2,799	\$3,404	\$3,785		\$4,498	\$5,285	\$5,672

OREGON COMPARISON TO MARKET										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

# 2018 Oregon Salary and Benefit Report

Data Effective Date: 7/1/2018

## 0104 OFFICE 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
AAON	AFSCME AT DOC SECURITY PLUS	A	A	15	184	\$2,956	\$3,758	\$4,047	1.07	\$4,902	\$5,883	\$6,236	105.6%	110.4%	106.9%	109.0%	111.3%	109.9%
AP	AFSCME DOC BD PAROL PST PRISON	A	A	15	1	\$2,956	\$3,366	\$4,047	0.96	\$4,902	\$5,403	\$6,236	105.6%	98.9%	106.9%	109.0%	102.2%	109.9%
CP	AOCE AT DOC NONSECURITY	A	A	15	25	\$2,956	\$3,640	\$4,046	1.04	\$4,902	\$5,738	\$6,234	105.6%	106.9%	106.9%	109.0%	108.6%	109.9%
<b>Corrections Weighted Average</b>					210	\$2,956	\$3,742	\$4,047	1.07	\$4,902	\$5,863	\$6,235	105.6%	109.9%	106.9%	109.0%	110.9%	109.9%
MMC	MGT SVC NSUPV CONFIDENTIAL	A	A	15	2	\$2,629	\$3,286	\$3,596	1.06	\$4,502	\$5,305	\$5,684	93.9%	96.5%	95.0%	100.1%	100.4%	100.2%
MMN	MGT SVC NONSUPERVISORY	A	A	15	3	\$2,629	\$3,537	\$3,596	1.14	\$4,502	\$5,613	\$5,684	93.9%	103.9%	95.0%	100.1%	106.2%	100.2%
<b>Management Weighted Average</b>					5	\$2,629	\$3,437	\$3,596	1.10	\$4,502	\$5,489	\$5,684	93.9%	100.9%	95.0%	100.1%	103.9%	100.2%
AB	AFSCME AT CONST CONTRACTORS BD	A	A	15C	3	\$2,555	\$3,302	\$3,578	1.08	\$4,412	\$5,324	\$5,662	91.3%	97.0%	94.5%	98.1%	100.7%	99.8%
AD	AFSCME AT ENVIRONMENTAL QUAL	A	A	15C	24	\$2,555	\$3,178	\$3,578	1.04	\$4,412	\$5,174	\$5,662	91.3%	93.4%	94.5%	98.1%	97.9%	99.8%
AF	AFSCME AT OSP FIRE MARSHAL	A	A	15C	5	\$2,555	\$3,315	\$3,578	1.08	\$4,412	\$5,340	\$5,662	91.3%	97.4%	94.5%	98.1%	101.0%	99.8%
AL	AFSCME AT LIQUOR CONTROL COMM	A	A	15C	5	\$2,555	\$2,761	\$3,578	0.90	\$4,412	\$4,663	\$5,662	91.3%	81.1%	94.5%	98.1%	88.2%	99.8%
AMG	AFSCME AT DHS STAB&CRISIS UNIT	A	A	15C	10	\$2,555	\$2,936	\$3,578	0.96	\$4,412	\$4,878	\$5,662	91.3%	86.3%	94.5%	98.1%	92.3%	99.8%
AO	AFSCME OR ST POLICE-SUPP UNIT	A	A	15C	38	\$2,555	\$3,114	\$3,578	1.02	\$4,412	\$5,094	\$5,662	91.3%	91.5%	94.5%	98.1%	96.4%	99.8%
AS	OR PUB SAFETY ASSOC AT DPSST	A	A	15C	8	\$2,555	\$3,131	\$3,578	1.02	\$4,412	\$5,115	\$5,662	91.3%	92.0%	94.5%	98.1%	96.8%	99.8%
AT	AFSCME AT DCBS BUILDING CODES	A	A	15C	7	\$2,555	\$3,089	\$3,578	1.01	\$4,412	\$5,065	\$5,662	91.3%	90.7%	94.5%	98.1%	95.8%	99.8%
AU	AFSCME AT MILITARY	A	A	15C	2	\$2,555	\$3,222	\$3,578	1.05	\$4,412	\$5,226	\$5,662	91.3%	94.6%	94.5%	98.1%	98.9%	99.8%
AV	AFSCME MILITRY OREG EMERG MGMT	A	A	15C	2	\$2,555	\$3,164	\$3,578	1.03	\$4,412	\$5,155	\$5,662	91.3%	92.9%	94.5%	98.1%	97.5%	99.8%
AX	AFSCME AT STATE LANDS	A	A	15C	3	\$2,555	\$3,077	\$3,578	1.00	\$4,412	\$5,050	\$5,662	91.3%	90.4%	94.5%	98.1%	95.6%	99.8%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	15	569	\$2,680	\$3,291	\$3,737	1.03	\$4,404	\$5,114	\$5,632	95.7%	96.7%	98.7%	97.9%	96.7%	99.3%
OAI	SEIU STRIKEABLE INST COALITION	A	P	15	73	\$2,680	\$3,359	\$3,737	1.05	\$4,404	\$5,193	\$5,632	95.7%	98.7%	98.7%	97.9%	98.2%	99.3%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	15	237	\$2,680	\$3,441	\$3,737	1.07	\$4,404	\$5,288	\$5,632	95.7%	101.1%	98.7%	97.9%	100.1%	99.3%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	15	252	\$2,680	\$3,345	\$3,737	1.04	\$4,404	\$5,177	\$5,632	95.7%	98.3%	98.7%	97.9%	97.9%	99.3%
UA	UNREPRESENTED	A	A	15	21	\$2,503	\$3,155	\$3,493	1.05	\$4,348	\$5,145	\$5,558	89.4%	92.7%	92.3%	96.7%	97.3%	98.0%
<b>Non-Corrections/Non-Management Weighted Average</b>					1,259	\$2,666	\$3,316	\$3,719	1.04	\$4,403	\$5,162	\$5,634	95.3%	97.4%	98.3%	97.9%	97.7%	99.3%
0104	<b>STATEWIDE Weighted Average</b>				1,474	\$2,708	\$3,377	\$3,766	1.04	\$4,475	\$5,263	\$5,720	96.7%	99.2%	99.5%	99.5%	99.6%	100.8%

0107 ADMINISTRATIVE SPECIALIST 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2018-OR-JackCo	01010		Administrative Assistant I		2	\$3,444	\$3,638	\$4,394	0.93	\$5,980	\$6,218	\$7,139	
2018-OR-LaneCo	N7012		Administrative Support Technician		1	\$2,683	\$2,683	\$4,027	0.80	\$4,600	\$4,600	\$6,242	
2018-OR-MarionCo	198		Support Services Technician		21	\$3,128	\$4,015	\$4,072	1.12	\$5,261	\$6,343	\$6,412	
2018-WA-KingCo	4201200		Administrative Specialist II		265	\$3,511	\$3,955	\$4,457	0.99	\$5,695	\$6,229	\$6,835	
<b>County Market Average</b>					289	\$3,480	\$3,952	\$4,427	0.96	\$5,662	\$6,232	\$6,804	
2018-CompAnalyst	OF13000002		Administrative Assistant II	50	441	\$3,015	\$3,867	\$4,601	1.02	\$4,500	\$5,478	\$6,320	
2018-MIL-PACS	01.09		Administrative Assistant - Entry	17	187	\$2,692	\$3,119	\$4,015	0.93	\$4,131	\$4,620	\$5,648	
2018-TwrsWtsn	AAS041-U2		Secretarial/Administrative Assistance	22	96		\$3,662		0.95		\$5,243		
<b>Purchased Market Average</b>					89	\$2,919	\$3,647	\$4,427	0.97	\$4,390	\$5,225	\$6,120	
2018-ST-CA	5361	A	ADMINISTRATIVE ASSISTANT I		102	\$3,686	\$4,307	\$4,616	1.04	\$5,593	\$6,337	\$6,707	
2018-ST-NV	02.211	27	ADMIN ASSISTANT 3		441	\$2,910		\$4,239		\$4,313		\$5,863	
2018-ST-WA	1071	42	PROGRAM SPECIALIST 2		172	\$2,881	\$3,551	\$3,847	1.06	\$4,590	\$5,398	\$5,754	
<b>State Market Average</b>					715	\$3,014	\$3,832	\$4,198	1.05	\$4,562	\$5,747	\$5,957	
0107	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				89	1,728	\$3,060	\$3,755	\$4,327		\$4,691	\$5,562	\$6,170

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	Salary			Salary and Benefits		
													SR Min 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	A	17	11	\$3,223	\$4,125	\$4,425	1.08	\$5,228	\$6,331	\$6,698	105.3%	109.9%	102.3%	111.5%	113.8%	108.6%
AP	AFSCME DOC BD PAROL PST PRISON	A	A	17	4	\$3,223	\$4,148	\$4,447	1.08	\$5,228	\$6,359	\$6,725	105.3%	110.5%	102.8%	111.5%	114.3%	109.0%
<b>Corrections Weighted Average</b>					15	\$3,223	\$4,131	\$4,431	1.08	\$5,228	\$6,339	\$6,705	105.3%	110.0%	102.4%	111.5%	114.0%	108.7%
MMC	MGT SVC NSUPV CONFIDENTIAL	A	A	17	3	\$2,846	\$3,425	\$3,945	1.01	\$4,767	\$5,475	\$6,111	93.0%	91.2%	91.2%	101.6%	98.4%	99.0%
MMN	MGT SVC NONSUPERVISORY	A	A	17	2	\$2,846	\$3,527	\$3,945	1.04	\$4,767	\$5,599	\$6,111	93.0%	93.9%	91.2%	101.6%	100.7%	99.0%
MMS	MGT SVC SUPERVISORY	A	A	17	1	\$2,846	\$3,108	\$3,945	0.92	\$4,767	\$5,088	\$6,111	93.0%	82.8%	91.2%	101.6%	91.5%	99.0%
<b>Management Weighted Average</b>					6	\$2,846	\$3,406	\$3,945	1.00	\$4,767	\$5,452	\$6,111	93.0%	90.7%	91.2%	101.6%	98.0%	99.0%
AD	AFSCME AT ENVIRONMENTAL QUAL	A	A	17Q	18	\$2,694	\$3,533	\$3,836	1.08	\$4,582	\$5,608	\$5,978	88.0%	94.1%	88.7%	97.7%	100.8%	96.9%



2018 Oregon Salary and Benefit Report

Data Effective Date: 7/1/2018

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
AF	AFSCME AT OSP FIRE MARSHAL	A	A	17	5	\$2,694	\$3,541	\$3,836	1.08	\$4,582	\$5,617	\$5,978	88.0%	94.3%	88.7%	97.7%	101.0%	96.9%
AL	AFSCME AT LIQUOR CONTROL COMM	A	A	17	19	\$2,694	\$3,318	\$3,831	1.02	\$4,582	\$5,345	\$5,972	88.0%	88.4%	88.5%	97.7%	96.1%	96.8%
AO	AFSCME OR ST POLICE-SUPP UNIT	A	A	17	38	\$2,694	\$3,423	\$3,836	1.05	\$4,582	\$5,472	\$5,978	88.0%	91.2%	88.7%	97.7%	98.4%	96.9%
AR	AFSCME AT REAL ESTATE AGENCY	A	A	17	1	\$2,694	\$2,926	\$3,836	0.90	\$4,582	\$4,865	\$5,978	88.0%	77.9%	88.7%	97.7%	87.5%	96.9%
AS	OR PUB SAFETY ASSOC AT DPSST	A	A	17	7	\$2,694	\$3,439	\$3,829	1.05	\$4,582	\$5,492	\$5,969	88.0%	91.6%	88.5%	97.7%	98.7%	96.7%
AT	AFSCME AT DCBS BUILDING CODES	A	A	17	5	\$2,694	\$3,663	\$3,836	1.12	\$4,582	\$5,767	\$5,978	88.0%	97.6%	88.7%	97.7%	103.7%	96.9%
AU	AFSCME AT MILITARY	A	A	17Q	5	\$2,694	\$3,133	\$3,831	0.96	\$4,582	\$5,118	\$5,972	88.0%	83.4%	88.5%	97.7%	92.0%	96.8%
AV	AFSCME MILITRY OREG EMERG MGMT	A	A	17Q	2	\$2,694	\$3,663	\$3,831	1.12	\$4,582	\$5,766	\$5,972	88.0%	97.5%	88.5%	97.7%	103.7%	96.8%
AW	AFSCME AT EMPLOYMENT/HEARINGS	A	A	17	1	\$2,694	\$3,836	\$3,836	1.17	\$4,582	\$5,978	\$5,978	88.0%	102.2%	88.7%	97.7%	107.5%	96.9%
AX	AFSCME AT STATE LANDS	A	A	17	6	\$2,694	\$3,379	\$3,831	1.04	\$4,582	\$5,419	\$5,972	88.0%	90.0%	88.5%	97.7%	97.4%	96.8%
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	A	17	1	\$2,623	\$3,188	\$3,873	0.98	\$4,495	\$5,185	\$6,023	85.7%	84.9%	89.5%	95.8%	93.2%	97.6%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	17	236	\$2,883	\$3,665	\$4,096	1.05	\$4,640	\$5,549	\$6,050	94.2%	97.6%	94.7%	98.9%	99.8%	98.1%
OAI	SEIU STRIKEABLE INST COALITION	A	P	17	30	\$2,883	\$3,588	\$4,096	1.03	\$4,640	\$5,459	\$6,050	94.2%	95.5%	94.7%	98.9%	98.1%	98.1%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	17	107	\$2,883	\$3,849	\$4,096	1.10	\$4,640	\$5,762	\$6,050	94.2%	102.5%	94.7%	98.9%	103.6%	98.1%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	17	168	\$2,883	\$3,778	\$4,096	1.08	\$4,640	\$5,680	\$6,050	94.2%	100.6%	94.7%	98.9%	102.1%	98.1%
UA	UNREPRESENTED	A	A	17	22	\$2,694	\$3,519	\$3,829	1.08	\$4,582	\$5,590	\$5,969	88.0%	93.7%	88.5%	97.7%	100.5%	96.7%
<b>Non-Corrections/Non-Management Weighted Average</b>					671	\$2,846	\$3,676	\$4,045	1.07	\$4,628	\$5,602	\$6,035	93.0%	97.9%	93.5%	98.7%	100.7%	97.8%
0107	<b>STATEWIDE Weighted Average</b>				692	\$2,854	\$3,684	\$4,053	1.07	\$4,642	\$5,616	\$6,050	93.3%	98.1%	93.7%	99.0%	101.0%	98.1%

0108 ADMINISTRATIVE SPECIALIST 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2018-OR-ClackCo	025		Administrative Assistant		30	\$3,639	\$4,519	\$4,608	1.10	\$5,812	\$6,891	\$7,001	
2018-OR-JackCo	01011		Administrative Assistant II		11	\$3,675	\$4,105	\$4,692	0.98	\$6,262	\$6,787	\$7,503	
2018-OR-LaneCo	C004		Administrative Assistant		16	\$3,316	\$4,081	\$4,595	1.03	\$5,373	\$6,308	\$6,937	
2018-OR-MarionCo	025		Administrative Assistant		7	\$3,175	\$4,301	\$4,254	1.16	\$5,319	\$6,692	\$6,634	
2018-WA-KingCo	4201300		Administrative Specialist III		120	\$3,867	\$4,549	\$4,907	1.04	\$6,124	\$6,946	\$7,377	
2018-WA-ThrstnCo	0330		ADMINISTRATIVE ASSISTANT I		14	\$3,457	\$4,399	\$4,598	1.09	\$5,473	\$6,607	\$6,847	
<b>County Market Average</b>					198	\$3,724	\$4,463	\$4,780	1.06	\$5,949	\$6,844	\$7,228	
2018-CompAnalyst	OF13000003		Administrative Assistant III	40	428	\$3,671	\$4,738	\$5,539	1.03	\$5,253	\$6,477	\$7,397	
2018-MIL-PACS	01.10		Administrative Assistant - Intermediate	32	428	\$3,091	\$3,786	\$4,569	0.99	\$4,588	\$5,386	\$6,283	
2018-TwrsWtsn	AAS041-U3		Secretarial/Administrative Assistance	21	82		\$4,292		1.03		\$5,966		
<b>Purchased Market Average</b>					93	\$3,381	\$4,265	\$5,054	1.02	\$4,921	\$5,934	\$6,840	
2018-ST-CA	5358	A	ADMINISTRATIVE ASSISTANT II		59	\$4,435	\$5,212	\$5,551	1.04	\$6,490	\$7,421	\$7,827	
2018-ST-ID	05272	J	Management Assistant		110	\$3,064	\$4,028	\$5,470	0.92	\$4,805	\$5,959	\$7,684	
2018-ST-NV	02.210	29	ADMIN ASSISTANT 4		282	\$3,158		\$4,618		\$4,603		\$6,306	
<b>State Market Average</b>					451	\$3,302	\$4,441	\$4,948	0.99	\$4,899	\$6,469	\$6,841	
0108	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				93	1,587	\$3,403	\$4,318	\$4,986		\$5,050	\$6,142	\$6,891

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	Salary			Salary and Benefits		
													SR Min 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	A	19	53	\$3,524	\$4,522	\$4,855	1.08	\$5,596	\$6,817	\$7,223	103.6%	104.7%	97.4%	110.8%	111.0%	104.8%
AP	AFSCME DOC BD PAROL PST PRISON	A	A	19	7	\$3,524	\$4,215	\$4,855	1.01	\$5,596	\$6,440	\$7,223	103.6%	97.6%	97.4%	110.8%	104.9%	104.8%
CP	AOCE AT DOC NONSECURITY	A	A	19	2	\$3,531	\$4,446	\$4,845	1.06	\$5,605	\$6,723	\$7,211	103.8%	103.0%	97.2%	111.0%	109.5%	104.6%
<b>Corrections Weighted Average</b>					62	\$3,524	\$4,485	\$4,855	1.07	\$5,596	\$6,771	\$7,223	103.6%	103.9%	97.4%	110.8%	110.2%	104.8%
MENN	EXEC SVC NONSUPERVISORY	A	A	20	4	\$3,259	\$4,413	\$4,568	1.13	\$5,272	\$6,683	\$6,872	95.8%	102.2%	91.6%	104.4%	108.8%	99.7%
MMC	MGT SVC NSUPV CONFIDENTIAL	A	A	20	1	\$3,259	\$4,363	\$4,568	1.11	\$5,272	\$6,622	\$6,872	95.8%	101.0%	91.6%	104.4%	107.8%	99.7%

# 2018 Oregon Salary and Benefit Report

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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
MMN	MGT SVC NONSUPERVISORY	A	A	20	4	\$3,259	\$4,082	\$4,568	1.04	\$5,272	\$6,278	\$6,872	95.8%	94.5%	91.6%	104.4%	102.2%	99.7%
<b>Management Weighted Average</b>					9	\$3,259	\$4,260	\$4,568	1.09	\$5,272	\$6,497	\$6,872	95.8%	98.7%	91.6%	104.4%	105.8%	99.7%
AB	AFSCME AT CONST CONTRACTORS BD	A	A	20	4	\$3,050	\$4,027	\$4,417	1.08	\$5,017	\$6,211	\$6,688	89.6%	93.3%	88.6%	99.4%	101.1%	97.0%
AD	AFSCME AT ENVIRONMENTAL QUAL	A	A	20	5	\$3,050	\$3,986	\$4,417	1.07	\$5,017	\$6,161	\$6,688	89.6%	92.3%	88.6%	99.4%	100.3%	97.0%
AF	AFSCME AT OSP FIRE MARSHAL	A	A	20Q	4	\$3,050	\$3,823	\$4,417	1.02	\$5,017	\$5,961	\$6,688	89.6%	88.5%	88.6%	99.4%	97.1%	97.0%
AG	AFSCME AT LAND CONSERV DVLPMT	A	A	20	2	\$3,050	\$3,855	\$4,417	1.03	\$5,017	\$6,001	\$6,688	89.6%	89.3%	88.6%	99.4%	97.7%	97.0%
AI	AFSCME AT LONGTERM CARE OMBUDS	A	A	20	3	\$3,050	\$3,698	\$4,417	0.99	\$5,017	\$5,809	\$6,688	89.6%	85.6%	88.6%	99.4%	94.6%	97.0%
AL	AFSCME AT LIQUOR CONTROL COMM	A	A	20Q	7	\$3,050	\$3,888	\$4,417	1.04	\$5,017	\$6,042	\$6,688	89.6%	90.1%	88.6%	99.4%	98.4%	97.0%
AMG	AFSCME AT DHS STAB&CRISIS UNIT	A	A	20	1	\$3,050	\$4,417	\$4,417	1.18	\$5,017	\$6,688	\$6,688	89.6%	102.3%	88.6%	99.4%	108.9%	97.0%
AO	AFSCME OR ST POLICE-SUPP UNIT	A	A	20	25	\$3,050	\$3,804	\$4,417	1.02	\$5,017	\$5,938	\$6,688	89.6%	88.1%	88.6%	99.4%	96.7%	97.0%
AR	AFSCME AT REAL ESTATE AGENCY	A	A	20	4	\$3,050	\$4,007	\$4,417	1.07	\$5,017	\$6,187	\$6,688	89.6%	92.8%	88.6%	99.4%	100.7%	97.0%
AS	OR PUB SAFETY ASSOC AT DPSST	A	A	20	2	\$3,050	\$4,216	\$4,417	1.13	\$5,017	\$6,442	\$6,688	89.6%	97.6%	88.6%	99.4%	104.9%	97.0%
AT	AFSCME AT DCBS BUILDING CODES	A	A	20	7	\$3,050	\$3,783	\$4,417	1.01	\$5,017	\$5,912	\$6,688	89.6%	87.6%	88.6%	99.4%	96.3%	97.0%
AU	AFSCME AT MILITARY	A	A	20Q	3	\$3,050	\$3,803	\$4,417	1.02	\$5,017	\$5,938	\$6,688	89.6%	88.1%	88.6%	99.4%	96.7%	97.0%
AV	AFSCME MILITRY OREG EMERG MGMT	A	A	20	1	\$3,050	\$4,216	\$4,417	1.13	\$5,017	\$6,442	\$6,688	89.6%	97.6%	88.6%	99.4%	104.9%	97.0%
AX	AFSCME AT STATE LANDS	A	A	20Q	2	\$3,050	\$3,939	\$4,417	1.05	\$5,017	\$6,103	\$6,688	89.6%	91.2%	88.6%	99.4%	99.4%	97.0%
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	A	20	5	\$3,037	\$4,050	\$4,485	1.08	\$5,001	\$6,239	\$6,771	89.3%	93.8%	89.9%	99.0%	101.6%	98.3%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	20	200	\$3,264	\$4,008	\$4,727	1.00	\$5,083	\$5,948	\$6,783	95.9%	92.8%	94.8%	100.7%	96.8%	98.4%
OAI	SEIU STRIKEABLE INST COALITION	A	P	20	14	\$3,264	\$4,014	\$4,727	1.00	\$5,083	\$5,955	\$6,783	95.9%	93.0%	94.8%	100.7%	97.0%	98.4%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	20	55	\$3,264	\$4,220	\$4,727	1.06	\$5,083	\$6,194	\$6,783	95.9%	97.7%	94.8%	100.7%	100.8%	98.4%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	20	129	\$3,264	\$4,254	\$4,727	1.06	\$5,083	\$6,233	\$6,783	95.9%	98.5%	94.8%	100.7%	101.5%	98.4%
SC	OSPOA CLASSIFIED	A	A	20	14	\$3,050	\$3,904	\$4,417	1.05	\$5,017	\$6,061	\$6,688	89.6%	90.4%	88.6%	99.4%	98.7%	97.0%
UA	UNREPRESENTED	A	A	20	31	\$3,050	\$3,911	\$4,417	1.05	\$5,017	\$6,069	\$6,688	89.6%	90.6%	88.6%	99.4%	98.8%	97.0%
<b>Non-Corrections/Non-Management Weighted Average</b>					518	\$3,214	\$4,066	\$4,656	1.03	\$5,067	\$6,069	\$6,762	94.5%	94.2%	93.4%	100.4%	98.8%	98.1%
0108	<b>STATEWIDE Weighted Average</b>				589	\$3,248	\$4,113	\$4,675	1.04	\$5,126	\$6,149	\$6,812	95.4%	95.3%	93.8%	101.5%	100.1%	98.9%

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## 0110 LEGAL SECRETARY

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2018-OR-ClackCo	016		Legal Secretary		11	\$3,065	\$3,856	\$3,858	1.11	\$5,107	\$6,078	\$6,080	
2018-OR-JackCo	195		Legal Assistant II			\$2,765		\$3,616		\$5,151		\$6,190	
2018-OR-LaneCo	A014		Legal Secretary 1		2	\$2,863	\$2,916	\$3,966	0.85	\$4,820	\$4,885	\$6,168	
2018-OR-MarionCo	017		Legal Secretary 2		15	\$2,792	\$3,602	\$3,737	1.10	\$4,851	\$5,839	\$6,003	
2018-WA-ClarkCo	504		Legal Secretary I			\$2,925		\$3,728		\$4,895		\$5,864	
2018-WA-KingCo	4204100		Legal Secretary		11	\$4,171	\$4,307	\$5,287	0.91	\$6,490	\$6,654	\$7,835	
<b>County Market Average</b>					39	\$3,241	\$3,837	\$4,193	0.99	\$5,366	\$6,087	\$6,524	
2018-CompAnalyst	LE11000043		Legal Secretary I	70	389	\$3,148	\$4,008	\$4,883	1.00	\$4,653	\$5,640	\$6,644	
2018-MIL-OPES	08.01		Legal Secretary	5	14	\$4,057	\$5,183	\$5,709	1.06	\$6,197	\$7,551	\$8,184	
2018-MIL-PACS	04.21		Legal Secretary	12	106	\$3,880	\$5,199	\$5,463	1.11	\$5,493	\$7,006	\$7,308	
<b>Purchased Market Average</b>					87	\$3,325	\$4,288	\$5,027	1.06	\$4,870	\$5,977	\$6,825	
2018-ST-CA	1282	B	LEGAL SECRETARY		389	\$3,215	\$3,970	\$4,026	1.10	\$5,028	\$5,933	\$6,000	
2018-ST-NV	02.153	29	LEGAL SECRETARY 2		84	\$3,158		\$4,618		\$4,603		\$6,306	
2018-ST-WA	425F	40	LEGAL ASSISTANT 2		81	\$2,748	\$3,483	\$3,662	1.09	\$4,431	\$5,316	\$5,532	
<b>State Market Average</b>					554	\$3,138	\$3,886	\$4,062	1.09	\$4,876	\$5,827	\$5,978	
0110	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				87	1,102	\$3,228	\$4,085	\$4,512		\$4,892	\$5,912	\$6,389

### 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	Salary			Salary and Benefits		
													SR Min 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	A	17	2	\$2,846	\$3,945	\$3,945	1.16	\$4,767	\$6,111	\$6,111	88.2%	96.6%	87.4%	97.5%	103.4%	95.7%
MMN	MGT SVC NONSUPERVISORY	A	A	17	1	\$2,846	\$3,596	\$3,945	1.06	\$4,767	\$5,684	\$6,111	88.2%	88.0%	87.4%	97.5%	96.2%	95.7%
<b>Management Weighted Average</b>					3	\$2,846	\$3,829	\$3,945	1.13	\$4,767	\$5,969	\$6,111	88.2%	93.7%	87.4%	97.5%	101.0%	95.7%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	17	19	\$2,883	\$3,712	\$4,096	1.06	\$4,640	\$5,603	\$6,050	89.3%	90.9%	90.8%	94.8%	94.8%	94.7%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	17	65	\$2,883	\$3,725	\$4,096	1.07	\$4,640	\$5,618	\$6,050	89.3%	91.2%	90.8%	94.8%	95.0%	94.7%
<b>Non-Corrections/Non-Management Weighted Average</b>					84	\$2,883	\$3,722	\$4,096	1.07	\$4,640	\$5,615	\$6,050	89.3%	91.1%	90.8%	94.8%	95.0%	94.7%

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0110	STATEWIDE Weighted Average	87	\$2,882	\$3,726	\$4,091	1.07	\$4,644	\$5,627	\$6,052	89.3%	91.2%	90.7%	94.9%	95.2%	94.7%
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# 2018 Oregon Salary and Benefit Report

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## 0112 SUPPORT SERVICES SUPERVISOR 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-CompAnalyst	OF13000044		Clerical Supervisor I			\$3,089	\$3,834	\$4,626	1.02	\$4,586	\$5,440	\$6,349
<b>Purchased Market Average</b>						\$3,089	\$3,834	\$4,626	1.02	\$4,586	\$5,440	\$6,349
2018-ST-CA	1141	S	OFFICE SERVICES SUPERVISOR I (C		7	\$2,793	\$3,388	\$3,489	1.08	\$4,523	\$5,236	\$5,357
2018-ST-WA	100L	36	OFFICE SUPPORT SUPERVISOR 1		7	\$2,504	\$3,187	\$3,316	1.10	\$4,137	\$4,960	\$5,115
<b>State Market Average</b>						\$2,649	\$3,288	\$3,403	1.09	\$4,330	\$5,098	\$5,236
0112	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				14	\$2,678	\$3,324	\$3,484		\$4,347	\$5,120	\$5,310

**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	Salary			Salary and Benefits		
													SR Min 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	A	17	1	\$2,846	\$3,945	\$3,945	1.16	\$4,767	\$6,111	\$6,111	106.3%	118.7%	113.2%	109.7%	119.3%	115.1%
<b>Management Weighted Average</b>						\$2,846	\$3,945	\$3,945	1.16	\$4,767	\$6,111	\$6,111	106.3%	118.7%	113.2%	109.7%	119.3%	115.1%
0112	<b>STATEWIDE Weighted Average</b>				1	\$2,846	\$3,945	\$3,945	1.16	\$4,767	\$6,111	\$6,111	106.3%	118.7%	113.2%	109.7%	119.3%	115.1%

# 2018 Oregon Salary and Benefit Report

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## 0113 SUPPORT SERVICES SUPERVISOR 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2018-OR-MultCo	6003		Clerical Unit Coordinator		6	\$4,005	\$4,854	\$4,895	1.09	\$6,341	\$7,376	\$7,426	
2018-WA-ClarkCo	510		Office Supervisor			\$3,913		\$4,993		\$6,086		\$7,388	
<b>County Market Average</b>					6	\$3,992	\$4,854	\$4,909	1.09	\$6,304	\$7,376	\$7,420	
2018-CompAnalyst	OF13000045		Clerical Supervisor II	40	167	\$3,903	\$5,128	\$6,112	1.03	\$5,520	\$6,925	\$8,054	
2018-TwrsWtsn	AAS000-M1		Administrative Services Generalist/Mult	8	14		\$4,866		0.90		\$6,624		
<b>Purchased Market Average</b>					48	181	\$3,903	\$5,108	\$6,112	0.96	\$5,520	\$6,902	\$8,054
2018-ST-CA	1150		OFFICE SERVICES SUPERVISOR II (		167	\$3,065	\$3,653	\$3,839	1.06	\$4,849	\$5,554	\$5,775	
2018-ST-WA	100M	40	OFFICE SUPPORT SUPERVISOR 2		31	\$2,766	\$3,536	\$3,686	1.10	\$4,452	\$5,380	\$5,560	
<b>State Market Average</b>					198	\$3,019	\$3,635	\$3,815	1.08	\$4,787	\$5,527	\$5,742	
0113	<b>OVERALL WEIGHTED MARKET AVERAGE</b>			48	386	\$3,434	\$4,347	\$4,867		\$5,145	\$6,202	\$6,811	

OREGON  
COMPARISON  
TO  
MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	MARKET COMPARISONS												
						SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS								
						SR Min	Emp Avg	SR Max		SR Min to SR Min	Avg to Avg	SR Max to SR Max						
MMS	MGT SVC SUPERVISORY	A	A	20	22	\$3,259	\$4,024	\$4,568	1.03	\$5,272	\$6,207	\$6,872	94.9%	92.6%	93.9%	102.5%	100.1%	100.9%
<b>Management Weighted Average</b>					22	\$3,259	\$4,024	\$4,568	1.03	\$5,272	\$6,207	\$6,872	94.9%	92.6%	93.9%	102.5%	100.1%	100.9%
0113	<b>STATEWIDE Weighted Average</b>				22	\$3,259	\$4,024	\$4,568	1.03	\$5,272	\$6,207	\$6,872	94.9%	92.6%	93.9%	102.5%	100.1%	100.9%

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## 0118 EXECUTIVE SUPPORT SPECIALIST 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-LaneCo	N7011		Administrative Support Assistant		2	\$2,870	\$4,307	\$4,307	1.20	\$4,829	\$6,585	\$6,585
2018-OR-WashCo	003		Administrative Specialist, Senior		44	\$3,936	\$4,533	\$4,784	1.04	\$5,968	\$6,676	\$6,974
2018-WA-ClarkCo	505		Executive Assistant			\$3,063		\$3,913		\$5,062		\$6,086
<b>County Market Average</b>					46	\$3,872	\$4,523	\$4,745	1.11	\$5,900	\$6,672	\$6,938
2018-MIL-NWHCS	13.13a		Administrative Secretary	74	375	\$3,034	\$3,862	\$4,464	1.03	\$4,522	\$5,473	\$6,163
2018-TwrsWtsn	AAS042-U2		Secretarial/Executive Administrative As	7	24		\$4,048		1.00		\$5,686	
<b>Purchased Market Average</b>					81	\$3,034	\$3,873	\$4,464	1.01	\$4,522	\$5,486	\$6,163
2018-ST-CA	1247	A	EXECUTIVE SECRETARY I		98	\$3,043	\$3,634	\$3,812	1.06	\$4,823	\$5,530	\$5,743
2018-ST-ID	01235	H	Administrative Assistant 1		357	\$2,326	\$2,886	\$4,154	0.87	\$3,922	\$4,593	\$6,110
<b>State Market Average</b>					455	\$2,480	\$3,047	\$4,081	0.97	\$4,116	\$4,795	\$6,031
0118	<b>OVERALL WEIGHTED MARKET AVERAGE</b>			81	900	\$2,791	\$3,489	\$4,280		\$4,385	\$5,197	\$6,136

OREGON  
COMPARISON  
TO  
MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
AAON	AFSCME AT DOC SECURITY PLUS	A	A	17	29	\$3,223	\$4,159	\$4,425	1.09	\$5,228	\$6,373	\$6,698	115.5%	119.2%	103.4%	119.2%	122.6%	109.2%
CP	AOCE AT DOC NONSECURITY	A	A	17	4	\$3,234	\$4,233	\$4,419	1.11	\$5,242	\$6,462	\$6,690	115.9%	121.3%	103.2%	119.5%	124.3%	109.0%
<b>Corrections Weighted Average</b>					33	\$3,224	\$4,168	\$4,424	1.09	\$5,230	\$6,384	\$6,697	115.5%	119.5%	103.4%	119.3%	122.8%	109.1%
MENN	EXEC SVC NONSUPERVISORY	A	A	17	9	\$2,846	\$3,749	\$3,945	1.10	\$4,767	\$5,872	\$6,111	102.0%	107.5%	92.2%	108.7%	113.0%	99.6%
MESN	EXEC SVC SUPERVISORY	A	A	17	1	\$2,846	\$3,108	\$3,945	0.92	\$4,767	\$5,088	\$6,111	102.0%	89.1%	92.2%	108.7%	97.9%	99.6%
MMC	MGT SVC NSUPV CONFIDENTIAL	A	A	17	4	\$2,846	\$3,642	\$3,945	1.07	\$4,767	\$5,741	\$6,111	102.0%	104.4%	92.2%	108.7%	110.5%	99.6%
MMN	MGT SVC NONSUPERVISORY	A	A	17	8	\$2,846	\$3,459	\$3,945	1.02	\$4,767	\$5,517	\$6,111	102.0%	99.1%	92.2%	108.7%	106.2%	99.6%
<b>Management Weighted Average</b>					22	\$2,846	\$3,595	\$3,945	1.06	\$4,767	\$5,683	\$6,111	102.0%	103.0%	92.2%	108.7%	109.4%	99.6%
AO	AFSCME OR ST POLICE-SUPP UNIT	A	A	17	1	\$2,694	\$3,182	\$3,831	0.98	\$4,582	\$5,178	\$5,972	96.5%	91.2%	89.5%	104.5%	99.6%	97.3%
AS	OR PUB SAFETY ASSOC AT DPSST	A	A	17	1	\$2,694	\$3,182	\$3,829	0.98	\$4,582	\$5,178	\$5,969	96.5%	91.2%	89.5%	104.5%	99.6%	97.3%
AT	AFSCME AT DCBS BUILDING CODES	A	A	17	2	\$2,694	\$3,578	\$3,831	1.10	\$4,582	\$5,662	\$5,972	96.5%	102.5%	89.5%	104.5%	109.0%	97.3%



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0118 EXECUTIVE SUPPORT SPECIALIST 1 (Continued)

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
AX	AFSCME AT STATE LANDS	A	A	17	1	\$2,694	\$3,662	\$3,831	1.12	\$4,582	\$5,765	\$5,972	96.5%	105.0%	89.5%	104.5%	110.9%	97.3%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	17	4	\$2,883	\$3,731	\$4,096	1.07	\$4,640	\$5,625	\$6,050	103.3%	106.9%	95.7%	105.8%	108.2%	98.6%
OAI	SEIU STRIKEABLE INST COALITION	A	P	17	24	\$2,883	\$3,798	\$4,096	1.09	\$4,640	\$5,703	\$6,050	103.3%	108.9%	95.7%	105.8%	109.7%	98.6%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	17	11	\$2,883	\$3,828	\$4,096	1.10	\$4,640	\$5,738	\$6,050	103.3%	109.7%	95.7%	105.8%	110.4%	98.6%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	17	22	\$2,883	\$3,750	\$4,096	1.07	\$4,640	\$5,648	\$6,050	103.3%	107.5%	95.7%	105.8%	108.7%	98.6%
<b>Non-Corrections/Non-Management Weighted Average</b>					66	\$2,869	\$3,756	\$4,076	1.08	\$4,635	\$5,670	\$6,044	102.8%	107.6%	95.2%	105.7%	109.1%	98.5%
0118	<b>STATEWIDE Weighted Average</b>				121	\$2,962	\$3,839	\$4,147	1.08	\$4,821	\$5,867	\$6,234	106.1%	110.0%	96.9%	109.9%	112.9%	101.6%

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## 0119 EXECUTIVE SUPPORT SPECIALIST 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-LaneCo	A009		Administrative Secretary			\$3,316		\$4,595		\$5,373		\$6,937
2018-OR-MultCo	6005		Executive Specialist		23	\$4,119	\$4,365	\$5,046	0.95	\$6,479	\$6,780	\$7,611
2018-OR-WashCo	024		Administrative Assistant		9	\$4,175	\$4,737	\$5,073	1.02	\$6,252	\$6,918	\$7,317
2018-WA-KingCo	4202100		Confidential Secretary I		23	\$4,696	\$5,750	\$5,953	1.08	\$7,123	\$8,393	\$8,637
<b>County Market Average</b>					55	\$4,351	\$5,005	\$5,415	1.02	\$6,687	\$7,477	\$7,973
2018-MIL-OPES	04.04		Executive Secretary / Assistant	24	100	\$4,246	\$5,187	\$5,767	1.04	\$6,424	\$7,556	\$8,253
2018-TwrsWtsn	AAS042-U3		Secretarial/Executive Administrative As	11	49		\$4,791		1.02		\$6,538	
<b>Purchased Market Average</b>					35	\$4,246	\$5,057	\$5,767	1.03	\$6,424	\$7,221	\$8,253
2018-ST-CA	1245	A	EXECUTIVE SECRETARY II		22	\$3,315	\$3,857	\$4,148	1.03	\$5,148	\$5,798	\$6,146
2018-ST-ID	01231	I	Administrative Assistant 2		124	\$2,715	\$3,411	\$4,850	0.88	\$4,388	\$5,221	\$6,942
<b>State Market Average</b>					146	\$2,806	\$3,478	\$4,744	0.95	\$4,503	\$5,308	\$6,822
0119	<b>OVERALL WEIGHTED MARKET AVERAGE</b>			35	350	\$3,570	\$4,392	\$5,208		\$5,546	\$6,465	\$7,510

### OREGON COMPARISON TO MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
AAON	AFSCME AT DOC SECURITY PLUS	A	A	19	7	\$3,524	\$4,563	\$4,855	1.09	\$5,596	\$6,867	\$7,223	98.7%	103.9%	93.2%	100.9%	106.2%	96.2%
<b>Corrections Weighted Average</b>					7	\$3,524	\$4,563	\$4,855	1.09	\$5,596	\$6,867	\$7,223	98.7%	103.9%	93.2%	100.9%	106.2%	96.2%
MENN	EXEC SVC NONSUPERVISORY	A	A	19	50	\$3,108	\$4,027	\$4,363	1.08	\$5,088	\$6,211	\$6,622	87.1%	91.7%	83.8%	91.7%	96.1%	88.2%
MESN	EXEC SVC SUPERVISORY	A	A	19	2	\$3,108	\$4,363	\$4,363	1.17	\$5,088	\$6,622	\$6,622	87.1%	99.3%	83.8%	91.7%	102.4%	88.2%
MMC	MGT SVC NSUPV CONFIDENTIAL	A	A	19	12	\$3,108	\$4,053	\$4,363	1.09	\$5,088	\$6,243	\$6,622	87.1%	92.3%	83.8%	91.7%	96.6%	88.2%
MMN	MGT SVC NONSUPERVISORY	A	A	19	24	\$3,108	\$4,147	\$4,363	1.11	\$5,088	\$6,358	\$6,622	87.1%	94.4%	83.8%	91.7%	98.3%	88.2%
MMS	MGT SVC SUPERVISORY	A	A	19	16	\$3,108	\$4,126	\$4,363	1.10	\$5,088	\$6,332	\$6,622	87.1%	93.9%	83.8%	91.7%	97.9%	88.2%
<b>Management Weighted Average</b>					104	\$3,108	\$4,080	\$4,363	1.09	\$5,088	\$6,275	\$6,622	87.1%	92.9%	83.8%	91.7%	97.1%	88.2%
AD	AFSCME AT ENVIRONMENTAL QUAL	A	A	19	4	\$2,926	\$4,078	\$4,216	1.14	\$4,865	\$6,273	\$6,442	82.0%	92.8%	81.0%	87.7%	97.0%	85.8%
AU	AFSCME AT MILITARY	A	A	19Q	1	\$2,926	\$4,216	\$4,216	1.18	\$4,865	\$6,442	\$6,442	82.0%	96.0%	81.0%	87.7%	99.6%	85.8%

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0119 EXECUTIVE SUPPORT SPECIALIST 2 (Continued)

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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		
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	19	24	\$3,130	\$4,128	\$4,514	1.08	\$4,927	\$6,087	\$6,536	87.7%	94.0%	86.7%	88.8%	94.2%	87.0%		
OAI	SEIU STRIKEABLE INST COALITION	A	P	19	8	\$3,130	\$4,197	\$4,514	1.10	\$4,927	\$6,167	\$6,536	87.7%	95.6%	86.7%	88.8%	95.4%	87.0%		
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	19	16	\$3,130	\$4,263	\$4,514	1.12	\$4,927	\$6,244	\$6,536	87.7%	97.1%	86.7%	88.8%	96.6%	87.0%		
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	19	11	\$3,130	\$4,146	\$4,514	1.08	\$4,927	\$6,108	\$6,536	87.7%	94.4%	86.7%	88.8%	94.5%	87.0%		
UA	UNREPRESENTED	A	A	19	8	\$2,925	\$3,851	\$4,216	1.08	\$4,864	\$5,995	\$6,442	81.9%	87.7%	81.0%	87.7%	92.7%	85.8%		
<b>Non-Corrections/Non-Management Weighted Average</b>					72	\$3,093	\$4,136	\$4,460	1.10	\$4,916	\$6,139	\$6,519	86.6%	94.2%	85.6%	88.6%	95.0%	86.8%		
0119	<b>STATEWIDE Weighted Average</b>				183	\$3,118	\$4,120	\$4,420	1.09	\$5,039	\$6,244	\$6,604	87.3%	93.8%	84.9%	90.9%	96.6%	87.9%		

# 2018 Oregon Salary and Benefit Report

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## 0210 ACCOUNTING TECHNICIAN 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2018-OR-ClackCo	032		Accounting Clerk			\$2,747		\$3,479		\$4,716		\$5,615	
2018-OR-WashCo	004		Accounting Assistant I			\$3,305		\$4,018		\$5,220		\$6,065	
2018-WA-ClarkCo	502		Accounting Assistant I			\$2,642		\$3,363		\$4,555		\$5,424	
<b>County Market Average</b>						\$2,898		\$3,620		\$4,830		\$5,702	
2018-CompAnalyst	OF13000007		Accounting Clerk I	10	40	\$2,500	\$3,170	\$3,729	1.02	\$3,910	\$4,678	\$5,320	
2018-MIL-NWHCS	12.07		Accounts Receivable Cashier	31	73	\$2,683	\$3,358	\$4,001	1.00	\$4,120	\$4,894	\$5,632	
2018-MIL-PACS	02.01		Accounting Clerk - Entry	20	52	\$2,539	\$3,288	\$3,778	1.04	\$3,955	\$4,814	\$5,376	
<b>Purchased Market Average</b>						\$2,593	\$3,290	\$3,865	1.02	\$4,017	\$4,817	\$5,475	
2018-ST-CA	1733		ACCOUNT CLERK II		32	\$2,382	\$2,914	\$2,986	1.09	\$4,031	\$4,668	\$4,754	
2018-ST-NV	02.306	23	ACCOUNTING ASSISTANT 1		50	\$2,483		\$3,570		\$3,815		\$5,083	
2018-ST-WA	148L	29	FISCAL TECHNICIAN 1		4	\$2,136	\$2,549	\$2,812	1.03	\$3,693	\$4,191	\$4,507	
<b>State Market Average</b>						\$2,430	\$2,873	\$3,317	1.06	\$3,889	\$4,615	\$4,934	
0210	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				61	251	\$2,541	\$3,215	\$3,676		\$3,983	\$4,780	\$5,294

**OREGON  
COMPARISON  
TO  
MARKET**

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
AU	AFSCME AT MILITARY	A	A	13	1	\$2,320	\$2,694	\$3,182	0.98	\$4,124	\$4,582	\$5,178	91.3%	83.8%	86.6%	103.5%	95.8%	97.8%
OAI	SEIU STRIKEABLE INST COALITION	A	P	13	1	\$2,680	\$3,409	\$3,409	1.12	\$4,404	\$5,251	\$5,251	105.5%	106.0%	92.7%	110.6%	109.8%	99.2%
OA0	SEIU STRIKEABLE ODOT COALITION	A	P	13	1	\$2,680	\$2,680	\$3,409	0.88	\$4,404	\$4,404	\$5,251	105.5%	83.3%	92.7%	110.6%	92.1%	99.2%
<b>Non-Corrections/Non-Management Weighted Average</b>						\$2,560	\$2,928	\$3,333	0.99	\$4,315	\$4,745	\$5,227	100.7%	91.1%	90.7%	108.3%	99.3%	98.7%
0210	<b>STATEWIDE Weighted Average</b>				3	\$2,560	\$2,928	\$3,333	0.99	\$4,311	\$4,745	\$5,227	100.7%	91.1%	90.7%	108.2%	99.3%	98.7%

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## 0211 ACCOUNTING TECHNICIAN 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-ClackCo	098		Accounting Specialist 1		4	\$2,975	\$3,190	\$3,753	0.95	\$4,996	\$5,260	\$5,952
2018-OR-JackCo	022		Accounting Clerk II		1	\$2,434	\$2,434	\$3,169	0.87	\$4,747	\$4,747	\$5,644
2018-OR-LaneCo	A021		Accounting Clerk 2		7	\$2,931	\$3,295	\$4,059	0.94	\$4,903	\$5,348	\$6,282
2018-OR-MarionCo	031		Accounting Clerk		1	\$2,612	\$3,011	\$3,491	0.99	\$4,632	\$5,118	\$5,704
2018-OR-WashCo	005		Accounting Assistant II		18	\$3,834	\$4,262	\$4,660	1.00	\$5,847	\$6,355	\$6,826
2018-WA-ClarkCo	504		Accounting Assistant II			\$2,911		\$3,713		\$4,879		\$5,845
2018-WA-ThrstnCo	0720		ACCOUNTING ASSISTANT I		1	\$2,987	\$2,987	\$3,973	0.86	\$4,906	\$4,906	\$6,094
<b>County Market Average</b>					32	\$3,405	\$3,781	\$4,292	0.94	\$5,416	\$5,864	\$6,483
2018-CompAnalyst	OF13000008		Accounting Clerk II	10	150	\$2,824	\$3,618	\$4,252	1.02	\$4,281	\$5,192	\$5,920
2018-MIL-OPES	02.01		Accounting Clerk - Intermediate	21	46	\$3,277	\$3,869	\$4,376	1.01	\$5,260	\$5,971	\$6,581
2018-MIL-PACS	02.02		Accounting Clerk - Intermediate	45	162	\$3,048	\$3,746	\$4,382	1.01	\$4,539	\$5,339	\$6,069
<b>Purchased Market Average</b>					76	\$2,983	\$3,708	\$4,327	1.01	\$4,524	\$5,359	\$6,072
2018-ST-CA	1741	A	ACCOUNTING TECHNICIAN		126	\$2,658	\$3,165	\$3,331	1.06	\$4,362	\$4,968	\$5,167
2018-ST-ID	04250	G	Financial Support Technician		27	\$2,018	\$2,895	\$3,605	1.00	\$3,554	\$4,603	\$5,453
2018-ST-NV	02.303	25	ACCOUNTING ASSISTANT 2		120	\$2,687		\$3,886		\$4,053		\$5,452
2018-ST-WA	148M	32	FISCAL TECHNICIAN 2		127	\$2,338	\$2,871	\$3,084	1.06	\$3,936	\$4,578	\$4,835
<b>State Market Average</b>					400	\$2,522	\$3,005	\$3,438	1.04	\$4,079	\$4,756	\$5,167
0211	<b>OVERALL WEIGHTED MARKET AVERAGE</b>			76	790	\$2,768	\$3,418	\$3,876		\$4,336	\$5,131	\$5,631

**OREGON  
COMPARISON  
TO  
MARKET**

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
AAON AFSCME AT DOC SECURITY PLUS		A	A	17	16	\$3,223	\$4,026	\$4,425	1.05	\$5,228	\$6,210	\$6,698	116.4%	117.8%	114.2%	120.6%	121.0%	118.9%
<b>Corrections Weighted Average</b>					16	\$3,223	\$4,026	\$4,425	1.05	\$5,228	\$6,210	\$6,698	116.4%	117.8%	114.2%	120.6%	121.0%	118.9%
AD AFSCME AT ENVIRONMENTAL QUAL		A	A	18	5	\$2,805	\$3,650	\$4,013	1.07	\$4,717	\$5,750	\$6,194	101.3%	106.8%	103.5%	108.8%	112.1%	110.0%
AL AFSCME AT LIQUOR CONTROL COMM		A	A	18	6	\$2,805	\$3,141	\$4,013	0.92	\$4,717	\$5,128	\$6,194	101.3%	91.9%	103.5%	108.8%	99.9%	110.0%

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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
AU	AFSCME AT MILITARY	A	A	18Q	3	\$2,805	\$3,376	\$4,013	0.99	\$4,717	\$5,415	\$6,194	101.3%	98.8%	103.5%	108.8%	105.5%	110.0%
AX	AFSCME AT STATE LANDS	A	A	18	1	\$2,805	\$3,182	\$4,013	0.93	\$4,717	\$5,178	\$6,194	101.3%	93.1%	103.5%	108.8%	100.9%	110.0%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	17	28	\$2,883	\$3,701	\$4,096	1.06	\$4,640	\$5,591	\$6,050	104.2%	108.3%	105.7%	107.0%	109.0%	107.4%
OAI	SEIU STRIKEABLE INST COALITION	A	P	17	3	\$2,883	\$4,096	\$4,096	1.17	\$4,640	\$6,050	\$6,050	104.2%	119.8%	105.7%	107.0%	117.9%	107.4%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	17	9	\$2,883	\$3,841	\$4,096	1.10	\$4,640	\$5,754	\$6,050	104.2%	112.4%	105.7%	107.0%	112.1%	107.4%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	17	33	\$2,883	\$3,594	\$4,096	1.03	\$4,640	\$5,466	\$6,050	104.2%	105.1%	105.7%	107.0%	106.5%	107.4%
UA	UNREPRESENTED	A	A	17	4	\$2,694	\$3,183	\$3,829	0.98	\$4,582	\$5,179	\$5,969	97.3%	93.1%	98.8%	105.7%	100.9%	106.0%
<b>Non-Corrections/Non-Management Weighted Average</b>					92	\$2,862	\$3,611	\$4,071	1.04	\$4,650	\$5,527	\$6,070	103.4%	105.7%	105.0%	107.2%	107.7%	107.8%
0211	<b>STATEWIDE Weighted Average</b>				108	\$2,916	\$3,673	\$4,123	1.04	\$4,735	\$5,628	\$6,163	105.3%	107.5%	106.4%	109.2%	109.7%	109.4%

0212 ACCOUNTING TECHNICIAN 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-ClackCo	478		Accounting Specialist 2		13	\$3,396	\$3,948	\$4,304	1.03	\$5,513	\$6,191	\$6,628
2018-OR-DescCo	1806		Accounting Technician		5	\$3,620	\$4,199	\$4,852	0.99	\$6,048	\$6,756	\$7,555
2018-OR-JackCo	171		Accounting Clerk III			\$2,765		\$3,616		\$5,151		\$6,190
2018-OR-LaneCo	A034		Payroll Specialist		2	\$3,572	\$4,394	\$4,950	1.03	\$5,687	\$6,691	\$7,371
2018-OR-MarionCo	032		Accounting Specialist		13	\$3,056	\$4,008	\$4,094	1.12	\$5,173	\$6,334	\$6,439
2018-OR-WashCo	006		Accounting Assistant, Senior		26	\$4,233	\$4,698	\$5,143	1.00	\$6,320	\$6,872	\$7,400
2018-WA-ClarkCo	506		Accounting Assistant III			\$3,206		\$4,095		\$5,234		\$6,305
2018-WA-KingCo	2151100		Payroll Specialist		7	\$4,171	\$5,091	\$5,287	1.08	\$6,490	\$7,599	\$7,835
2018-WA-ThrstnCo	0721		ACCOUNTING ASSISTANT II		5	\$3,292	\$3,631	\$4,379	0.95	\$5,274	\$5,682	\$6,584
<b>County Market Average</b>					71	\$3,710	\$4,354	\$4,708	1.03	\$5,850	\$6,623	\$7,055
2018-CompAnalyst	OF13000009		Accounting Clerk III	10	125	\$3,256	\$4,124	\$4,867	1.02	\$4,777	\$5,773	\$6,625
2018-MIL-OPES	02.02		Accounting Clerk - Senior	20	51	\$3,759	\$4,475	\$4,978	1.02	\$5,839	\$6,700	\$7,305
2018-MIL-PACS	02.03		Accounting Clerk - Senior	34	103	\$3,585	\$4,529	\$5,195	1.03	\$5,155	\$6,238	\$7,001
<b>Purchased Market Average</b>					64	\$3,469	\$4,338	\$5,008	1.03	\$5,111	\$6,114	\$6,888
2018-ST-CA	4177	A	ACCOUNTANT I (SPECIALIST)		207	\$2,892	\$3,297	\$3,622	1.01	\$4,641	\$5,126	\$5,516
2018-ST-ID	04248	H	Financial Technician		142	\$2,326	\$3,045	\$4,154	0.92	\$3,922	\$4,783	\$6,110
2018-ST-WA	148N	35	FISCAL TECHNICIAN 3		17	\$2,447	\$2,962	\$3,236	1.04	\$4,067	\$4,688	\$5,018
<b>State Market Average</b>					366	\$2,652	\$3,184	\$3,810	0.99	\$4,336	\$4,973	\$5,723
0212	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				64	\$3,077	\$3,749	\$4,367		\$4,791	\$5,581	\$6,311

OREGON  
COMPARISON  
TO  
MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
AAON AFSCME AT DOC SECURITY PLUS		A	A	19	17	\$3,524	\$4,709	\$4,855	1.12	\$5,596	\$7,045	\$7,223	114.5%	125.6%	111.2%	116.8%	126.2%	114.5%
<b>Corrections Weighted Average</b>					17	\$3,524	\$4,709	\$4,855	1.12	\$5,596	\$7,045	\$7,223	114.5%	125.6%	111.2%	116.8%	126.2%	114.5%
MMC MGT SVC NSUPV CONFIDENTIAL		A	A	19	1	\$3,108	\$4,363	\$4,363	1.17	\$5,088	\$6,622	\$6,622	101.0%	116.4%	99.9%	106.2%	118.7%	104.9%

2018 Oregon Salary and Benefit Report

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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
MMN	MGT SVC NONSUPERVISORY	A	A	19	1	\$3,108	\$4,154	\$4,363	1.11	\$5,088	\$6,366	\$6,622	101.0%	110.8%	99.9%	106.2%	114.1%	104.9%
<b>Management Weighted Average</b>					2	\$3,108	\$4,259	\$4,363	1.14	\$5,088	\$6,494	\$6,622	101.0%	113.6%	99.9%	106.2%	116.4%	104.9%
AB	AFSCME AT CONST CONTRACTORS BD	A	A	19	1	\$2,926	\$4,216	\$4,216	1.18	\$4,865	\$6,442	\$6,442	95.1%	112.4%	96.5%	101.6%	115.4%	102.1%
AD	AFSCME AT ENVIRONMENTAL QUAL	A	A	19	4	\$2,926	\$3,760	\$4,216	1.05	\$4,865	\$5,885	\$6,442	95.1%	100.3%	96.5%	101.6%	105.4%	102.1%
AL	AFSCME AT LIQUOR CONTROL COMM	A	A	19	2	\$2,926	\$3,774	\$4,216	1.06	\$4,865	\$5,901	\$6,442	95.1%	100.6%	96.5%	101.6%	105.7%	102.1%
AO	AFSCME OR ST POLICE-SUPP UNIT	A	A	19	7	\$2,926	\$3,960	\$4,216	1.11	\$4,865	\$6,129	\$6,442	95.1%	105.6%	96.5%	101.6%	109.8%	102.1%
AS	OR PUB SAFETY ASSOC AT DPSST	A	A	19	2	\$2,925	\$4,216	\$4,216	1.18	\$4,864	\$6,442	\$6,442	95.1%	112.4%	96.5%	101.5%	115.4%	102.1%
AT	AFSCME AT DCBS BUILDING CODES	A	A	19	2	\$2,926	\$4,115	\$4,216	1.15	\$4,865	\$6,318	\$6,442	95.1%	109.7%	96.5%	101.6%	113.2%	102.1%
AU	AFSCME AT MILITARY	A	A	19Q	3	\$2,926	\$3,735	\$4,216	1.05	\$4,865	\$5,855	\$6,442	95.1%	99.6%	96.5%	101.6%	104.9%	102.1%
AX	AFSCME AT STATE LANDS	A	A	19	1	\$2,926	\$3,831	\$4,216	1.07	\$4,865	\$5,972	\$6,442	95.1%	102.2%	96.5%	101.6%	107.0%	102.1%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	19	36	\$3,130	\$4,014	\$4,514	1.05	\$4,927	\$5,954	\$6,536	101.7%	107.0%	103.4%	102.8%	106.7%	103.6%
OAI	SEIU STRIKEABLE INST COALITION	A	P	19	7	\$3,130	\$3,957	\$4,514	1.04	\$4,927	\$5,888	\$6,536	101.7%	105.5%	103.4%	102.8%	105.5%	103.6%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	19	32	\$3,130	\$4,096	\$4,514	1.07	\$4,927	\$6,049	\$6,536	101.7%	109.2%	103.4%	102.8%	108.4%	103.6%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	19	55	\$3,130	\$4,112	\$4,514	1.08	\$4,927	\$6,069	\$6,536	101.7%	109.7%	103.4%	102.8%	108.7%	103.6%
UA	UNREPRESENTED	A	A	19	3	\$2,925	\$3,907	\$4,216	1.09	\$4,864	\$6,064	\$6,442	95.1%	104.2%	96.5%	101.5%	108.7%	102.1%
<b>Non-Corrections/Non-Management Weighted Average</b>					155	\$3,097	\$4,047	\$4,466	1.07	\$4,917	\$6,031	\$6,521	100.7%	108.0%	102.3%	102.6%	108.1%	103.3%
0212	<b>STATEWIDE Weighted Average</b>				174	\$3,139	\$4,115	\$4,503	1.08	\$4,985	\$6,136	\$6,590	102.0%	109.7%	103.1%	104.1%	109.9%	104.4%



# 2018 Oregon Salary and Benefit Report

Data Effective Date: 7/1/2018

## 0251 STATE LIBRARY SPECIALIST 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-ClackCo	253		Library Assistant 1		1	\$2,551	\$3,419	\$3,206	1.19	\$4,476	\$5,542	\$5,279
2018-OR-MultCo	7202		Library Clerk		59	\$3,090	\$3,669	\$3,776	1.07	\$5,223	\$5,930	\$6,060
2018-OR-WashCo	251		Library Assistant		7	\$3,563	\$3,938	\$4,332	1.00	\$5,526	\$5,970	\$6,438
<b>County Market Average</b>					67	\$3,131	\$3,693	\$3,825	1.07	\$5,244	\$5,928	\$6,088
2018-CompAnalyst	ED03000020		Librarian Assistant			\$2,940	\$3,684	\$4,510	1.00	\$4,415	\$5,269	\$6,215
2018-MIL-OPES	09.02		Library Technician - Intermediate	13	59	\$3,122	\$3,672	\$4,087	1.02	\$5,073	\$5,735	\$6,234
<b>Purchased Market Average</b>					13	\$3,119	\$3,672	\$4,094	1.01	\$5,062	\$5,727	\$6,234
2018-ST-CA	1307	A	LIBRARY TECHNICAL ASSISTANT I		26	\$2,793	\$3,413	\$3,496	1.09	\$4,523	\$5,266	\$5,366
2018-ST-ID	02931	G	Library Assistant 1		1	\$2,018	\$2,164	\$3,605	0.75	\$3,554	\$3,729	\$5,453
2018-ST-NV	04.119	23	LIBRARY ASSISTANT 2		1	\$2,483		\$3,570		\$3,815		\$5,083
2018-ST-WA	2621	31	LIBRARY & ARCHIVES PARAPROFE!		3	\$2,232	\$2,453	\$2,947	0.95	\$3,809	\$4,075	\$4,670
<b>State Market Average</b>					31	\$2,704	\$3,276	\$3,449	0.93	\$4,399	\$5,096	\$5,292
0251	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				13	\$3,043	\$3,606	\$3,854		\$5,010	\$5,693	\$5,988

**OREGON  
COMPARISON  
TO  
MARKET**

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	12	1	\$2,680	\$2,680	\$3,264	0.90	\$4,404	\$4,404	\$5,083	88.1%	74.3%	84.7%	87.9%	77.4%	84.9%
<b>Non-Corrections/Non-Management Weighted Average</b>					1	\$2,680	\$2,680	\$3,264	0.90	\$4,404	\$4,404	\$5,083	88.1%	74.3%	84.7%	87.9%	77.4%	84.9%
0251	<b>STATEWIDE Weighted Average</b>				1	\$2,680	\$2,680	\$3,264	0.90	\$4,404	\$4,404	\$5,083	88.1%	74.3%	84.7%	87.9%	77.4%	84.9%

# 2018 Oregon Salary and Benefit Report

Data Effective Date: 7/1/2018

## 0252 STATE LIBRARY SPECIALIST 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-ClackCo	254		Library Assistant 2		1	\$2,800	\$3,757	\$3,522	1.19	\$4,781	\$5,956	\$5,668
2018-OR-JackCo	225		Senior Library Assistant			\$2,886		\$3,779		\$5,299		\$6,389
2018-OR-MarionCo	099		Library Assistant			\$2,841		\$3,803		\$4,911		\$6,084
2018-OR-WashCo	252		Library Assistant, Senior		6	\$3,936	\$4,373	\$4,784	1.00	\$5,968	\$6,487	\$6,974
<b>County Market Average</b>					7	\$3,571	\$4,285	\$4,423	1.08	\$5,644	\$6,411	\$6,665
2018-MIL-OPES	09.03		Library Technician - Senior	9	22	\$3,501	\$3,921	\$4,679	0.96	\$5,529	\$6,034	\$6,946
<b>Purchased Market Average</b>					9	\$3,501	\$3,921	\$4,679	0.96	\$5,529	\$6,034	\$6,946
2018-ST-CA	1308		LIBRARY TECHNICAL ASSISTANT II		4	\$3,174	\$3,898	\$3,974	1.09	\$4,979	\$5,847	\$5,938
2018-ST-NV	04.122	27	LIBRARY TECHNICIAN 1		3	\$2,910		\$4,239		\$4,313		\$5,863
2018-ST-WA	262J	33	LIBRARY & ARCHIVES PARAPROFE!		5	\$2,387	\$3,136	\$3,152	1.13	\$3,995	\$4,898	\$4,917
<b>State Market Average</b>					12	\$2,780	\$3,475	\$3,698	1.11	\$4,403	\$5,320	\$5,494
0252	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				9	\$3,312	\$3,882	\$4,348		\$5,235	\$5,933	\$6,476

**OREGON  
COMPARISON  
TO  
MARKET**

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	MARKET COMPARISONS												
						SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS								
						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	18	7	\$2,994	\$3,778	\$4,295	1.04	\$4,769	\$5,681	\$6,281	90.4%	97.3%	98.8%	91.1%	95.7%	97.0%
<b>Non-Corrections/Non-Management Weighted Average</b>					7	\$2,994	\$3,778	\$4,295	1.04	\$4,769	\$5,681	\$6,281	90.4%	97.3%	98.8%	91.1%	95.7%	97.0%
0252	<b>STATEWIDE Weighted Average</b>				7	\$2,994	\$3,778	\$4,295	1.04	\$4,769	\$5,681	\$6,281	90.4%	97.3%	98.8%	91.1%	95.7%	97.0%

# 2018 Oregon Salary and Benefit Report

Data Effective Date: 7/1/2018

## 0322 PUBLIC SERVICE REP 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-JackCo	036		Customer Service Specialist		3	\$2,474	\$2,583	\$3,221	0.91	\$4,797	\$4,930	\$5,708
2018-WA-KingCo	4300100		Customer Service Specialist I		44	\$3,047	\$3,008	\$3,886	0.87	\$5,136	\$5,089	\$6,147
<b>County Market Average</b>					47	\$3,010	\$2,981	\$3,844	0.89	\$5,114	\$5,079	\$6,119
2018-CompAnalyst	OF13000076		Switchboard Operator, Sr.			\$2,483	\$3,394	\$3,754	1.09	\$3,891	\$4,935	\$5,348
2018-MIL-NWHCS	13.08		Telephone Operator	44	254	\$2,509	\$3,183	\$3,619	1.04	\$3,920	\$4,693	\$5,193
2018-MIL-PACS	10.01		Customer Service Representative - Entl	19	254	\$2,576	\$3,288	\$3,760	1.04	\$3,998	\$4,814	\$5,355
2018-TwrsWtsn	AAS030-U2		Reception/Switchboard	9	16		\$3,192		0.89		\$4,704	
<b>Purchased Market Average</b>					72	\$2,542	\$3,235	\$3,689	1.01	\$3,959	\$4,753	\$5,274
0322	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				72	\$2,582	\$3,214	\$3,702		\$4,056	\$4,779	\$5,346

### OREGON COMPARISON TO MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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		
AD	AFSCME AT ENVIRONMENTAL QUAL	A	A	12C	2	\$2,284	\$3,116	\$3,116	1.15	\$4,080	\$5,097	\$5,097	88.5%	97.0%	84.2%	100.6%	106.7%	95.4%		
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	12	1	\$2,680	\$3,264	\$3,264	1.10	\$4,404	\$5,083	\$5,083	103.8%	101.6%	88.2%	108.6%	106.3%	95.1%		
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	12	1	\$2,680	\$2,680	\$3,264	0.90	\$4,404	\$4,404	\$5,083	103.8%	83.4%	88.2%	108.6%	92.1%	95.1%		
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	12	2	\$2,680	\$3,074	\$3,264	1.03	\$4,404	\$4,861	\$5,083	103.8%	95.6%	88.2%	108.6%	101.7%	95.1%		
UA	UNREPRESENTED	A	A	12	2	\$2,231	\$3,050	\$3,050	1.16	\$4,016	\$5,017	\$5,017	86.4%	94.9%	82.4%	99.0%	105.0%	93.8%		
<b>Non-Corrections/Non-Management Weighted Average</b>					8	\$2,469	\$3,053	\$3,174	1.08	\$4,233	\$4,930	\$5,070	95.6%	95.0%	85.7%	104.4%	103.1%	94.8%		
0322	<b>STATEWIDE Weighted Average</b>				8	\$2,469	\$3,053	\$3,174	1.08	\$4,226	\$4,930	\$5,070	95.6%	95.0%	85.7%	104.2%	103.1%	94.8%		

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## 0323 PUBLIC SERVICE REP 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-ClackCo	041		Customer Information Specialist		5	\$3,092	\$3,669	\$3,896	1.05	\$5,140	\$5,848	\$6,127
2018-WA-KingCo	4300200		Customer Service Specialist II		42	\$3,394	\$2,721	\$4,317	0.71	\$5,554	\$4,743	\$6,666
<b>County Market Average</b>					47	\$3,362	\$2,822	\$4,272	0.87	\$5,510	\$4,861	\$6,609
2018-MIL-OPES	04.12b		Customer Service Representative	10	59	\$3,100	\$3,619	\$4,158	1.00	\$5,047	\$5,672	\$6,319
2018-MIL-PACS	10.02		Customer Service Representative - Inte	31	339	\$2,926	\$3,522	\$4,268	0.98	\$4,398	\$5,082	\$5,938
<b>Purchased Market Average</b>					41	\$2,952	\$3,537	\$4,252	0.99	\$4,495	\$5,170	\$5,995
2018-ST-ID	01121	G	Customer Service Representative 1		88	\$2,018	\$2,521	\$3,605	0.87	\$3,554	\$4,156	\$5,453
2018-ST-WA	102B	35	CUSTOMER SERVICE SPECIALIST 2		339	\$2,447	\$2,972	\$3,236	1.05	\$4,067	\$4,701	\$5,018
<b>State Market Average</b>					427	\$2,358	\$2,879	\$3,312	0.96	\$3,962	\$4,588	\$5,108
0323	<b>OVERALL WEIGHTED MARKET AVERAGE</b>			41	872	\$2,683	\$3,176	\$3,793		\$4,288	\$4,868	\$5,593

### OREGON COMPARISON TO MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
MENN EXEC SVC NONSUPERVISORY		A	A	15	2	\$2,629	\$3,264	\$3,596	1.05	\$4,502	\$5,278	\$5,684	98.0%	102.8%	94.8%	105.0%	108.4%	101.6%
<b>Management Weighted Average</b>					2	\$2,629	\$3,264	\$3,596	1.05	\$4,502	\$5,278	\$5,684	98.0%	102.8%	94.8%	105.0%	108.4%	101.6%
AS OR PUB SAFETY ASSOC AT DPSST		A	A	15	1	\$2,506	\$2,925	\$3,493	0.98	\$4,352	\$4,864	\$5,558	93.4%	92.1%	92.1%	101.5%	99.9%	99.4%
OAH SEIU STRIKEABLE HUMAN SVC COAL		A	P	15	72	\$2,680	\$3,114	\$3,737	0.97	\$4,404	\$4,909	\$5,632	99.9%	98.1%	98.5%	102.7%	100.8%	100.7%
OAI SEIU STRIKEABLE INST COALITION		A	P	15	8	\$2,680	\$3,319	\$3,737	1.03	\$4,404	\$5,146	\$5,632	99.9%	104.5%	98.5%	102.7%	105.7%	100.7%
OAO SEIU STRIKEABLE ODOT COALITION		A	P	15	55	\$2,680	\$3,163	\$3,737	0.99	\$4,404	\$4,965	\$5,632	99.9%	99.6%	98.5%	102.7%	102.0%	100.7%
OAS SEIU STRIKEABLE SPEC COALITION		A	P	15	41	\$2,680	\$3,334	\$3,737	1.04	\$4,404	\$5,164	\$5,632	99.9%	105.0%	98.5%	102.7%	106.1%	100.7%
UA UNREPRESENTED		A	A	15	2	\$2,503	\$3,182	\$3,493	1.06	\$4,348	\$5,178	\$5,558	93.3%	100.2%	92.1%	101.4%	106.4%	99.4%
<b>Non-Corrections/Non-Management Weighted Average</b>					179	\$2,677	\$3,189	\$3,733	0.99	\$4,403	\$4,998	\$5,631	99.8%	100.4%	98.4%	102.7%	102.7%	100.7%
0323	<b>STATEWIDE Weighted Average</b>				181	\$2,677	\$3,189	\$3,731	1.00	\$4,404	\$5,001	\$5,632	99.8%	100.4%	98.4%	102.7%	102.7%	100.7%

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0324 PUBLIC SERVICE REP 4

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-WA-KingCo	4300300		Customer Service Specialist III		17	\$3,744	\$4,480	\$4,759	1.05	\$5,976	\$6,862	\$7,199
<b>County Market Average</b>					17	\$3,744	\$4,480	\$4,759	1.05	\$5,976	\$6,862	\$7,199
<b>0324 OVERALL WEIGHTED MARKET AVERAGE</b>					17	\$3,744	\$4,480	\$4,759		\$5,976	\$6,862	\$7,199

OREGON  
COMPARISON  
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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	A	19	3	\$3,108	\$3,852	\$4,363	1.03	\$5,088	\$5,997	\$6,622	83.0%	86.0%	91.7%	85.1%	87.4%	92.0%
<b>Management Weighted Average</b>					3	\$3,108	\$3,852	\$4,363	1.03	\$5,088	\$5,997	\$6,622	83.0%	86.0%	91.7%	85.1%	87.4%	92.0%
AB	AFSCME AT CONST CONTRACTORS BD	A	A	19	12	\$2,926	\$3,959	\$4,216	1.11	\$4,865	\$6,128	\$6,442	78.1%	88.4%	88.6%	81.4%	89.3%	89.5%
AD	AFSCME AT ENVIRONMENTAL QUAL	A	A	19	1	\$2,926	\$3,331	\$4,216	0.93	\$4,865	\$5,360	\$6,442	78.1%	74.4%	88.6%	81.4%	78.1%	89.5%
AO	AFSCME OR ST POLICE-SUPP UNIT	A	A	19	28	\$2,926	\$3,488	\$4,216	0.98	\$4,865	\$5,552	\$6,442	78.1%	77.9%	88.6%	81.4%	80.9%	89.5%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	19	39	\$3,130	\$4,111	\$4,514	1.08	\$4,927	\$6,068	\$6,536	83.6%	91.8%	94.8%	82.4%	88.4%	90.8%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	19	37	\$3,130	\$3,949	\$4,514	1.03	\$4,927	\$5,878	\$6,536	83.6%	88.1%	94.8%	82.4%	85.7%	90.8%
UA	UNREPRESENTED	A	A	19	13	\$2,925	\$3,896	\$4,216	1.09	\$4,864	\$6,051	\$6,442	78.1%	87.0%	88.6%	81.4%	88.2%	89.5%
<b>Non-Corrections/Non-Management Weighted Average</b>					130	\$3,045	\$3,889	\$4,390	1.05	\$4,901	\$5,901	\$6,497	81.3%	86.8%	92.2%	82.0%	86.0%	90.2%
<b>0324 STATEWIDE Weighted Average</b>					133	\$3,047	\$3,888	\$4,390	1.05	\$4,905	\$5,903	\$6,500	81.4%	86.8%	92.2%	82.1%	86.0%	90.3%

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0331 TRANSPORTATION SVCS REP 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-WA-ClarkCo	503		License Specialist I			\$2,771		\$3,536		\$4,711		\$5,631
<b>County Market Average</b>						\$2,771		\$3,536		\$4,711		\$5,631
2018-ST-CA	1897	C	MOTOR VEHICLE REPRESENTATIVE		982	\$2,859	\$3,451	\$3,582	1.07	\$4,601	\$5,312	\$5,468
2018-ST-ID	01104	H	Technical Records Specialist 1		407	\$2,326	\$2,857	\$4,154	0.86	\$3,922	\$4,558	\$6,110
2018-ST-NV	11.424	27	DMV SERVICES TECHNICIAN 3		373	\$2,910		\$4,239		\$4,313		\$5,863
2018-ST-WA	458F	41	LICENSING SERVICES REPRESENT.		289	\$2,812	\$3,671	\$3,748	1.12	\$4,507	\$5,542	\$5,635
<b>State Market Average</b>					2,051	\$2,756	\$3,345	\$3,838	1.02	\$4,401	\$5,168	\$5,691
0331	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				2,051	\$2,756	\$3,345	\$3,838		\$4,401	\$5,168	\$5,691

OREGON  
COMPARISON  
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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	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
0AO	SEIU STRIKEABLE ODOT COALITION	A	P	17	214	\$2,883	\$3,601	\$4,096	1.03	\$4,640	\$5,474	\$6,050	104.6%	107.6%	106.7%	105.4%	105.9%	106.3%
UA	UNREPRESENTED	A	A	17	8	\$2,694	\$3,219	\$3,829	0.99	\$4,582	\$5,223	\$5,969	97.8%	96.2%	99.8%	104.1%	101.1%	104.9%
<b>Non-Corrections/Non-Management Weighted Average</b>					222	\$2,876	\$3,587	\$4,086	1.03	\$4,638	\$5,465	\$6,047	104.4%	107.2%	106.5%	105.4%	105.7%	106.3%
0331	<b>STATEWIDE Weighted Average</b>				222	\$2,876	\$3,587	\$4,086	1.03	\$4,638	\$5,465	\$6,047	104.4%	107.2%	106.5%	105.4%	105.7%	106.3%

# 2018 Oregon Salary and Benefit Report

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## 0332 TRANSPORTATION SVCS REP 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-WA-ClarkCo	504		License Specialist II			\$2,911		\$3,713		\$4,879		\$5,845
2018-WA-ThrstnCo	0150		LICENSING SPECIALIST		4	\$3,135	\$3,594	\$4,171	0.98	\$5,085	\$5,638	\$6,333
<b>County Market Average</b>					4	\$3,090	\$3,594	\$4,080	0.98	\$5,044	\$5,638	\$6,236
2018-ST-CA	8758		LICENSING-REGISTRATION EXAMIN		231	\$3,219	\$3,827	\$3,947	1.07	\$5,033	\$5,762	\$5,905
2018-ST-ID	01103	I	Technical Records Specialist 2		231	\$2,715	\$3,264	\$4,850	0.84	\$4,388	\$5,044	\$6,942
2018-ST-NV	11.423	29	DMV SERVICES TECHNICIAN 4		88	\$3,158		\$4,618		\$4,603		\$6,306
<b>State Market Average</b>					550	\$2,998	\$3,545	\$4,433	0.95	\$4,694	\$5,403	\$6,405
0332	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				554	\$2,999	\$3,546	\$4,430		\$4,697	\$5,405	\$6,403

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	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	30	\$3,130	\$3,955	\$4,514	1.03	\$4,927	\$5,886	\$6,536	104.4%	111.5%	101.9%	104.9%	108.9%	102.1%
UA	UNREPRESENTED	A	A	19	46	\$2,925	\$3,714	\$4,216	1.04	\$4,864	\$5,828	\$6,442	97.5%	104.7%	95.2%	103.6%	107.8%	100.6%
<b>Non-Corrections/Non-Management Weighted Average</b>					76	\$3,006	\$3,809	\$4,334	1.04	\$4,889	\$5,851	\$6,479	100.2%	107.4%	97.8%	104.1%	108.2%	101.2%
0332	<b>STATEWIDE Weighted Average</b>				76	\$3,006	\$3,809	\$4,334	1.04	\$4,889	\$5,851	\$6,479	100.2%	107.4%	97.8%	104.1%	108.2%	101.2%

# 2018 Oregon Salary and Benefit Report

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## 0403 MAIL EQUIPMENT OPERATOR 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-ST-CA	1779	B	MAILING MACHINES OPERATOR I		10	\$2,487	\$3,019	\$3,113	1.08	\$4,156	\$4,793	\$4,906
2018-ST-ID	01320	F	Postal Equipment Operator		2	\$1,780	\$2,770	\$3,176	1.09	\$3,270	\$4,453	\$4,940
2018-ST-WA	1131	28	MAIL CARRIER-DRIVER		10	\$2,083	\$2,470	\$2,748	1.02	\$3,630	\$4,096	\$4,431
<b>State Market Average</b>					22	\$2,238	\$2,747	\$2,953	1.06	\$3,835	\$4,445	\$4,694
<b>0403 OVERALL WEIGHTED MARKET AVERAGE</b>					22	\$2,238	\$2,747	\$2,953		\$3,835	\$4,445	\$4,694

### 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	Salary			Salary and Benefits		
													SR Min 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	\$2,680	\$3,264	\$3,264	1.10	\$4,404	\$5,083	\$5,083	119.7%	118.8%	110.5%	114.8%	114.3%	108.3%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	12	1	\$2,680	\$2,766	\$3,264	0.93	\$4,404	\$4,504	\$5,083	119.7%	100.7%	110.5%	114.8%	101.3%	108.3%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	12	2	\$2,680	\$2,723	\$3,264	0.92	\$4,404	\$4,454	\$5,083	119.7%	99.1%	110.5%	114.8%	100.2%	108.3%
<b>Non-Corrections/Non-Management Weighted Average</b>					4	\$2,680	\$2,869	\$3,264	0.97	\$4,404	\$4,623	\$5,083	119.7%	104.4%	110.5%	114.8%	104.0%	108.3%
<b>0403 STATEWIDE Weighted Average</b>					4	\$2,680	\$2,869	\$3,264	0.97	\$4,404	\$4,623	\$5,083	119.7%	104.4%	110.5%	114.8%	104.0%	108.3%



# 2018 Oregon Salary and Benefit Report

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## 0405 MAIL SERVICES ASSISTANT

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-LaneCo	A002		Mail Clerk		1	\$2,655	\$3,676	\$3,676	1.16	\$4,566	\$5,813	\$5,814
2018-WA-ThrstnCo	1417		MAIL SERVICES TECHNICIAN		1	\$2,844	\$3,783	\$3,783	1.14	\$4,734	\$5,866	\$5,866
<b>County Market Average</b>					2	\$2,750	\$3,730	\$3,730	1.15	\$4,650	\$5,839	\$5,840
2018-CompAnalyst	OF13000016		Mail Clerk, Sr.	5	26	\$2,483	\$3,162	\$3,746	1.02	\$3,891	\$4,669	\$5,339
2018-MIL-PACS	01.16		Mail Clerk	19	26	\$2,587	\$3,161	\$3,688	1.01	\$4,010	\$4,668	\$5,273
<b>Purchased Market Average</b>					24	\$2,535	\$3,161	\$3,717	1.01	\$3,951	\$4,668	\$5,306
2018-ST-NV	02.129	23	MAIL SERVICE CLERK 2		11	\$2,483		\$3,570		\$3,815		\$5,083
<b>State Market Average</b>					11	\$2,483		\$3,570		\$3,815		\$5,083
0405	<b>OVERALL WEIGHTED MARKET AVERAGE</b>			24	65	\$2,533	\$3,182	\$3,692		\$3,949	\$4,712	\$5,284

### 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	Salary			Salary and Benefits		
													SR Min 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	13	7	\$2,680	\$2,883	\$3,409	0.95	\$4,404	\$4,639	\$5,251	105.8%	90.6%	92.3%	111.5%	98.4%	99.4%
<b>Non-Corrections/Non-Management Weighted Average</b>					7	\$2,680	\$2,883	\$3,409	0.95	\$4,404	\$4,639	\$5,251	105.8%	90.6%	92.3%	111.5%	98.4%	99.4%
0405	<b>STATEWIDE Weighted Average</b>				7	\$2,680	\$2,883	\$3,409	0.95	\$4,404	\$4,639	\$5,251	105.8%	90.6%	92.3%	111.5%	98.4%	99.4%

0427 REHABILITATION INDUSTRIES REP

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-TwrsWtsn	CAM000-S2		Account/Relationship Management Gel	14	6		\$5,380		0.97		\$7,213	
<b>Purchased Market Average</b>				14	6		\$5,380		0.97		\$7,213	
<b>0427 OVERALL WEIGHTED MARKET AVERAGE</b>				14	6		\$5,380				\$7,213	

OREGON  
COMPARISON  
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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	19	1	\$3,130	\$4,514	\$4,514	1.18	\$4,927	\$6,536	\$6,536	- %	83.9%	- %	- %	90.6%	- %
<b>Non-Corrections/Non-Management Weighted Average</b>					1	\$3,130	\$4,514	\$4,514	1.18	\$4,927	\$6,536	\$6,536	- %	83.9%	- %	- %	90.6%	- %
0427	<b>STATEWIDE Weighted Average</b>				1	\$3,130	\$4,514	\$4,514	1.18	\$4,927	\$6,536	\$6,536	- %	83.9%	- %	- %	90.6%	- %

# 2018 Oregon Salary and Benefit Report

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## 0435 PROCUREMENT AND CONTRACT ASST

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-MultCo	6011		Contract Technician		4	\$3,564	\$4,286	\$4,364	1.08	\$5,801	\$6,683	\$6,778
2018-WA-ClarkCo	708		Buyer Assistant			\$3,501		\$4,465		\$5,590		\$6,752
2018-WA-KingCo	2214100		Buyer - Assistant		2	\$4,696	\$5,677	\$5,953	1.07	\$7,123	\$8,305	\$8,637
<b>County Market Average</b>					6	\$3,878	\$4,750	\$4,832	1.07	\$6,149	\$7,223	\$7,305
2018-MIL-PACS	08.01		Buyer - Entry	19	49	\$3,874	\$4,662	\$5,299	1.02	\$5,486	\$6,390	\$7,121
<b>Purchased Market Average</b>					19	\$3,874	\$4,662	\$5,299	1.02	\$5,486	\$6,390	\$7,121
2018-ST-CA	4707	C	BUSINESS SERVICE ASSISTANT (SF		49	\$3,075	\$3,808	\$3,849	1.10	\$4,860	\$5,739	\$5,788
2018-ST-NV	07.320	25	PURCHASING TECHNICIAN 1			\$2,687		\$3,886		\$4,053		\$5,452
2018-ST-WA	115E	30	PROCUREMENT & SUPPLY SUPPOF		2	\$2,183	\$2,508	\$2,880	0.99	\$3,749	\$4,141	\$4,589
<b>State Market Average</b>					51	\$3,033	\$3,757	\$3,812	1.05	\$4,802	\$5,676	\$5,735
0435	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				19	\$3,469	\$4,232	\$4,553		\$5,200	\$6,094	\$6,466

### OREGON COMPARISON TO MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
AAON	AFSCME AT DOC SECURITY PLUS	A	A	19	1	\$3,524	\$4,425	\$4,855	1.06	\$5,596	\$6,698	\$7,223	101.6%	104.6%	106.6%	107.6%	109.9%	111.7%
<b>Corrections Weighted Average</b>					1	\$3,524	\$4,425	\$4,855	1.06	\$5,596	\$6,698	\$7,223	101.6%	104.6%	106.6%	107.6%	109.9%	111.7%
AD	AFSCME AT ENVIRONMENTAL QUAL	A	A	19	1	\$2,926	\$4,216	\$4,216	1.18	\$4,865	\$6,442	\$6,442	84.3%	99.6%	92.6%	93.6%	105.7%	99.6%
AL	AFSCME AT LIQUOR CONTROL COMM	A	A	19	2	\$2,926	\$4,115	\$4,216	1.15	\$4,865	\$6,318	\$6,442	84.3%	97.2%	92.6%	93.6%	103.7%	99.6%
AU	AFSCME AT MILITARY	A	A	19	1	\$2,925	\$3,331	\$4,216	0.93	\$4,864	\$5,360	\$6,442	84.3%	78.7%	92.6%	93.5%	88.0%	99.6%
AX	AFSCME AT STATE LANDS	A	A	19	1	\$2,923	\$3,492	\$4,214	0.98	\$4,861	\$5,557	\$6,440	84.3%	82.5%	92.6%	93.5%	91.2%	99.6%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	19	6	\$3,130	\$3,706	\$4,514	0.97	\$4,927	\$5,596	\$6,536	90.2%	87.6%	99.1%	94.8%	91.8%	101.1%
OAI	SEIU STRIKEABLE INST COALITION	A	P	19	1	\$3,130	\$4,096	\$4,514	1.07	\$4,927	\$6,050	\$6,536	90.2%	96.8%	99.1%	94.8%	99.3%	101.1%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	19	3	\$3,130	\$4,006	\$4,514	1.05	\$4,927	\$5,945	\$6,536	90.2%	94.7%	99.1%	94.8%	97.6%	101.1%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	19	15	\$3,130	\$3,886	\$4,514	1.02	\$4,927	\$5,806	\$6,536	90.2%	91.8%	99.1%	94.8%	95.3%	101.1%
UA	UNREPRESENTED	A	A	19	1	\$2,925	\$4,216	\$4,216	1.18	\$4,864	\$6,442	\$6,442	84.3%	99.6%	92.6%	93.5%	105.7%	99.6%

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0435 PROCUREMENT AND CONTRACT ASST (Continued)

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
	Non-Corrections/Non-Management Weighted Average				31	\$3,090	\$3,875	\$4,456	1.03	\$4,915	\$5,838	\$6,517	89.1%	91.6%	97.9%	94.5%	95.8%	100.8%
0435	STATEWIDE Weighted Average				32	\$3,104	\$3,892	\$4,469	1.03	\$4,936	\$5,865	\$6,540	89.5%	92.0%	98.1%	94.9%	96.3%	101.1%

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0436 PROCUREMENT & CONTRACT SPEC 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-MarionCo	307		Contracts Specialist		5	\$3,622	\$4,830	\$4,851	1.14	\$5,864	\$7,337	\$7,362
2018-WA-KingCo	2214200		Buyer		4	\$5,288	\$6,255	\$6,702	1.04	\$7,835	\$9,001	\$9,540
2018-WA-KingCo	2215100		Contract Specialist I		21	\$5,544	\$6,574	\$7,028	1.05	\$8,145	\$9,385	\$9,932
<b>County Market Average</b>					30	\$5,190	\$6,240	\$6,622	1.07	\$7,723	\$8,992	\$9,451
2018-CompAnalyst	MM18000001		Buyer I	10	50	\$3,679	\$4,522	\$5,664	0.97	\$5,263	\$6,230	\$7,539
2018-CompAnalyst	MM18000004		Purchasing Agent	5	20	\$3,887	\$5,078	\$6,071	1.02	\$5,501	\$6,868	\$8,006
2018-MIL-NWHCS	13.19		Buyer / Purchasing Agent	65	132	\$3,488	\$4,496	\$5,083	1.05	\$5,044	\$6,200	\$6,873
2018-MIL-OPES	04.14		Buyer / Purchasing Agent	14	24	\$4,569	\$5,362	\$6,136	1.00	\$6,813	\$7,767	\$8,697
2018-MIL-PACS	08.02		Buyer - Intermediate	32	110	\$4,057	\$5,134	\$5,909	1.03	\$5,696	\$6,931	\$7,821
<b>Purchased Market Average</b>					126	\$3,803	\$4,805	\$5,574	1.01	\$5,443	\$6,595	\$7,480
2018-ST-CA	4720	A	BUSINESS SERVICE OFFICER I (SPE		91	\$3,686	\$4,404	\$4,616	1.06	\$5,593	\$6,453	\$6,707
2018-ST-ID	01536	J	Buyer		28	\$3,064	\$3,876	\$5,470	0.89	\$4,805	\$5,777	\$7,684
2018-ST-WA	144F	47	CONTRACTS SPECIALIST 1			\$3,236		\$4,348		\$5,018		\$6,358
<b>State Market Average</b>					119	\$3,537	\$4,280	\$4,813	0.97	\$5,405	\$6,294	\$6,932
0436	<b>OVERALL WEIGHTED MARKET AVERAGE</b>			126	485	\$3,823	\$4,765	\$5,451		\$5,574	\$6,669	\$7,466

OREGON  
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Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
AAON	AFSCME AT DOC SECURITY PLUS	A	A	23	1	\$4,239	\$4,425	\$5,853	0.88	\$6,470	\$6,698	\$8,443	110.9%	92.9%	107.4%	116.1%	100.4%	113.1%
<b>Corrections Weighted Average</b>					1	\$4,239	\$4,425	\$5,853	0.88	\$6,470	\$6,698	\$8,443	110.9%	92.9%	107.4%	116.1%	100.4%	113.1%
AD	AFSCME AT ENVIRONMENTAL QUAL	A	A	23	1	\$3,494	\$3,831	\$5,084	0.89	\$5,560	\$5,972	\$7,503	91.4%	80.4%	93.3%	99.7%	89.5%	100.5%
AO	AFSCME OR ST POLICE-SUPP UNIT	A	A	23	3	\$3,494	\$3,915	\$5,084	0.91	\$5,560	\$6,075	\$7,503	91.4%	82.2%	93.3%	99.7%	91.1%	100.5%
AS	OR PUB SAFETY ASSOC AT DPSST	A	A	23	1	\$3,493	\$5,084	\$5,084	1.19	\$5,558	\$7,503	\$7,503	91.4%	106.7%	93.3%	99.7%	112.5%	100.5%
AU	AFSCME AT MILITARY	A	A	23	1	\$3,494	\$5,084	\$5,084	1.19	\$5,560	\$7,503	\$7,503	91.4%	106.7%	93.3%	99.7%	112.5%	100.5%
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	A	23	3	\$3,514	\$4,657	\$5,190	1.07	\$5,584	\$6,981	\$7,633	91.9%	97.7%	95.2%	100.2%	104.7%	102.2%

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0436 PROCUREMENT & CONTRACT SPEC 1 (Continued)

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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		
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	23	4	\$3,737	\$4,983	\$5,442	1.09	\$5,632	\$7,080	\$7,614	97.7%	104.6%	99.8%	101.0%	106.2%	102.0%		
OAI	SEIU STRIKEABLE INST COALITION	A	P	23	1	\$3,737	\$4,295	\$5,442	0.94	\$5,632	\$6,281	\$7,614	97.7%	90.1%	99.8%	101.0%	94.2%	102.0%		
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	23	5	\$3,737	\$5,442	\$5,442	1.19	\$5,632	\$7,614	\$7,614	97.7%	114.2%	99.8%	101.0%	114.2%	102.0%		
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	23	7	\$3,737	\$4,739	\$5,442	1.03	\$5,632	\$6,797	\$7,614	97.7%	99.5%	99.8%	101.0%	101.9%	102.0%		
UA	UNREPRESENTED	A	A	23	1	\$3,493	\$3,661	\$5,084	0.85	\$5,558	\$5,764	\$7,503	91.4%	76.8%	93.3%	99.7%	86.4%	100.5%		
<b>Non-Corrections/Non-Management Weighted Average</b>					27	\$3,649	\$4,740	\$5,321	1.06	\$5,608	\$6,895	\$7,588	95.4%	99.5%	97.6%	100.6%	103.4%	101.6%		
0436	<b>STATEWIDE Weighted Average</b>				28	\$3,670	\$4,729	\$5,340	1.05	\$5,639	\$6,888	\$7,618	96.0%	99.2%	98.0%	101.2%	103.3%	102.0%		

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0437 PROCUREMENT & CONTRACT SPEC 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-MarionCo	308		Contracts Specialist Senior		2	\$4,278	\$5,737	\$5,737	1.15	\$6,663	\$8,443	\$8,443
2018-OR-MultCo	6015		Contract Specialist		14	\$4,761	\$5,306	\$5,839	1.00	\$7,262	\$7,928	\$8,579
2018-OR-MultCo	6112		Procurement Analyst		3	\$4,621	\$5,185	\$5,662	1.01	\$7,092	\$7,780	\$8,362
2018-OR-WashCo	021		Buyer II			\$5,472		\$6,651		\$7,790		\$9,188
2018-WA-ThrstnCo	0537		PROCUREMENT & CONTRACTS SPE		1	\$4,203	\$5,169	\$5,590	1.06	\$6,371	\$7,535	\$8,042
<b>County Market Average</b>					20	\$4,702	\$5,324	\$5,831	1.05	\$7,164	\$7,938	\$8,539
2018-CompAnalyst	MM18000002		Buyer II	20	93	\$4,360	\$5,302	\$6,810	0.95	\$6,044	\$7,125	\$8,854
2018-MIL-ENG	'4-102		Grants & Contracts Administrator II	8	50	\$5,296	\$6,887	\$7,704	1.06	\$7,117	\$8,942	\$9,879
2018-MIL-OPES	04.16		Contract Administrator	4	16	\$5,790	\$6,425	\$8,825	0.88	\$8,282	\$9,045	\$11,930
2018-MIL-PACS	04.34		Contract Administrator	15	41	\$4,712	\$6,085	\$7,395	1.01	\$6,448	\$8,022	\$9,525
2018-TwrsWtsn	ALS020-P2		Contract Administration	7	41		\$6,004		1.02		\$7,930	
<b>Purchased Market Average</b>					54	\$4,781	\$5,958	\$7,315	0.98	\$6,574	\$7,919	\$9,494
2018-ST-CA	4970		BUSINESS SERVICE OFFICER II (SP		10	\$4,041	\$4,800	\$5,059	1.05	\$6,018	\$6,928	\$7,238
2018-ST-NV	07.310	32	BUYER 2			\$3,570		\$5,269		\$5,083		\$7,066
2018-ST-WA	144G	53	CONTRACTS SPECIALIST 2		44	\$3,748	\$4,721	\$5,046	1.07	\$5,635	\$6,807	\$7,200
<b>State Market Average</b>					54	\$3,798	\$4,735	\$5,053	1.06	\$5,694	\$6,829	\$7,204
0437	<b>OVERALL WEIGHTED MARKET AVERAGE</b>			54	315	\$4,579	\$5,708	\$6,751		\$6,443	\$7,733	\$8,965

OREGON  
COMPARISON  
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Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
AAON	AFSCME AT DOC SECURITY PLUS	A	A	27	4	\$5,096	\$5,962	\$7,072	0.98	\$7,518	\$8,576	\$9,934	111.3%	104.4%	104.8%	116.7%	110.9%	110.8%
<b>Corrections Weighted Average</b>					4	\$5,096	\$5,962	\$7,072	0.98	\$7,518	\$8,576	\$9,934	111.3%	104.4%	104.8%	116.7%	110.9%	110.8%
AD	AFSCME AT ENVIRONMENTAL QUAL	A	A	27	1	\$4,216	\$6,157	\$6,157	1.19	\$6,442	\$8,815	\$8,815	92.1%	107.9%	91.2%	100.0%	114.0%	98.3%
AL	AFSCME AT LIQUOR CONTROL COMM	A	A	27	1	\$4,216	\$4,216	\$6,157	0.81	\$6,442	\$6,442	\$8,815	92.1%	73.9%	91.2%	100.0%	83.3%	98.3%
AS	OR PUB SAFETY ASSOC AT DPSST	A	A	27	1	\$4,216	\$5,084	\$6,157	0.98	\$6,442	\$7,503	\$8,815	92.1%	89.1%	91.2%	100.0%	97.0%	98.3%

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0437 PROCUREMENT & CONTRACT SPEC 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	A	27	3	\$4,216	\$5,722	\$6,157	1.10	\$6,442	\$8,283	\$8,815	92.1%	100.2%	91.2%	100.0%	107.1%	98.3%
AX	AFSCME AT STATE LANDS	A	A	27	1	\$4,216	\$4,417	\$6,157	0.85	\$6,442	\$6,688	\$8,815	92.1%	77.4%	91.2%	100.0%	86.5%	98.3%
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	A	27	8	\$4,272	\$5,949	\$6,309	1.12	\$6,511	\$8,561	\$9,001	93.3%	104.2%	93.5%	101.0%	110.7%	100.4%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	27	14	\$4,514	\$5,918	\$6,590	1.07	\$6,536	\$8,167	\$8,949	98.6%	103.7%	97.6%	101.4%	105.6%	99.8%
OAI	SEIU STRIKEABLE INST COALITION	A	P	27	1	\$4,514	\$5,442	\$6,590	0.98	\$6,536	\$7,614	\$8,949	98.6%	95.3%	97.6%	101.4%	98.5%	99.8%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	27	11	\$4,514	\$5,853	\$6,590	1.05	\$6,536	\$8,092	\$8,949	98.6%	102.5%	97.6%	101.4%	104.6%	99.8%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	27	17	\$4,514	\$5,682	\$6,590	1.02	\$6,536	\$7,894	\$8,949	98.6%	99.5%	97.6%	101.4%	102.1%	99.8%
UA	UNREPRESENTED	A	A	27	2	\$4,216	\$5,504	\$6,157	1.06	\$6,442	\$8,017	\$8,815	92.1%	96.4%	91.2%	100.0%	103.7%	98.3%
<b>Non-Corrections/Non-Management Weighted Average</b>					60	\$4,437	\$5,748	\$6,488	1.05	\$6,518	\$8,066	\$8,936	96.9%	100.7%	96.1%	101.2%	104.3%	99.7%
0437	<b>STATEWIDE Weighted Average</b>				64	\$4,478	\$5,762	\$6,524	1.05	\$6,581	\$8,098	\$8,998	97.8%	100.9%	96.6%	102.1%	104.7%	100.4%



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## 0438 PROCUREMENT & CONTRACT SPEC 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-MultCo	6031		Contract Specialist Senior		12	\$5,662	\$6,441	\$6,969	1.02	\$8,362	\$9,314	\$9,957
2018-OR-MultCo	6111		Procurement Analyst Senior		18	\$5,192	\$5,937	\$6,375	1.03	\$7,789	\$8,698	\$9,233
2018-WA-KingCo	2214300		Buyer - Senior		6	\$5,953	\$7,289	\$7,546	1.08	\$8,637	\$10,247	\$10,556
2018-WA-KingCo	2215300		Contract Specialist III		9	\$7,028	\$8,686	\$8,909	1.09	\$9,933	\$11,930	\$12,198
<b>County Market Average</b>					45	\$5,786	\$6,801	\$7,196	1.06	\$8,484	\$9,715	\$10,196
2018-CompAnalyst	MM18000003		Buyer III	20	55	\$5,240	\$6,539	\$8,122	0.98	\$7,054	\$8,543	\$10,359
2018-TwrsWtsn	ALS020-P3		Contract Administration	6	9		\$7,034			\$9,111		
<b>Purchased Market Average</b>					26	\$5,240	\$6,609	\$8,122	0.98	\$7,054	\$8,623	\$10,359
2018-ST-ID	01538	K	Buyer, Senior		13	\$3,431	\$4,285	\$6,124	0.87	\$5,245	\$6,267	\$8,467
2018-ST-NV	07.308	34	BUYER 3		1	\$3,886		\$5,762		\$5,452		\$7,641
2018-ST-WA	144H	59	CONTRACTS SPECIALIST 3			\$4,348		\$5,850		\$6,358		\$8,167
<b>State Market Average</b>					14	\$3,523	\$4,285	\$6,082	0.87	\$5,333	\$6,267	\$8,392
<b>0438</b>	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				26	\$5,230	\$6,432	\$7,491		\$7,390	\$8,776	\$10,037

**OREGON  
COMPARISON  
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Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
AAON	AFSCME AT DOC SECURITY PLUS	A	A	29	5	\$5,589	\$7,769	\$7,769	1.16	\$8,121	\$10,786	\$10,786	106.9%	120.8%	103.7%	109.9%	122.9%	107.5%
<b>Corrections Weighted Average</b>					5	\$5,589	\$7,769	\$7,769	1.16	\$8,121	\$10,786	\$10,786	106.9%	120.8%	103.7%	109.9%	122.9%	107.5%
MMN	MGT SVC NONSUPERVISORY	A	A	29	1	\$5,032	\$5,828	\$7,070	0.96	\$7,440	\$8,413	\$9,931	96.2%	90.6%	94.4%	100.7%	95.9%	98.9%
<b>Management Weighted Average</b>					1	\$5,032	\$5,828	\$7,070	0.96	\$7,440	\$8,413	\$9,931	96.2%	90.6%	94.4%	100.7%	95.9%	98.9%
AO	AFSCME OR ST POLICE-SUPP UNIT	A	A	29	2	\$4,626	\$6,612	\$6,771	1.16	\$6,943	\$9,371	\$9,566	88.5%	102.8%	90.4%	94.0%	106.8%	95.3%
AU	AFSCME AT MILITARY	A	A	29	1	\$4,626	\$6,771	\$6,771	1.19	\$6,943	\$9,566	\$9,566	88.5%	105.3%	90.4%	94.0%	109.0%	95.3%
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	A	29	8	\$4,710	\$6,597	\$6,954	1.13	\$7,046	\$9,353	\$9,789	90.1%	102.6%	92.8%	95.3%	106.6%	97.5%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	29	16	\$4,950	\$6,853	\$7,246	1.12	\$7,042	\$9,254	\$9,712	94.6%	106.5%	96.7%	95.3%	105.5%	96.8%
OAI	SEIU STRIKEABLE INST COALITION	A	P	29	2	\$4,950	\$5,852	\$7,246	0.96	\$7,042	\$8,091	\$9,712	94.6%	91.0%	96.7%	95.3%	92.2%	96.8%

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0438 PROCUREMENT & CONTRACT SPEC 3 (Continued)

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	29	27	\$4,950	\$6,785	\$7,246	1.11	\$7,042	\$9,176	\$9,712	94.6%	105.5%	96.7%	95.3%	104.6%	96.8%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	29	14	\$4,950	\$6,654	\$7,246	1.09	\$7,042	\$9,023	\$9,712	94.6%	103.4%	96.7%	95.3%	102.8%	96.8%
UA	UNREPRESENTED	A	A	29	3	\$4,626	\$6,131	\$6,771	1.08	\$6,943	\$8,783	\$9,566	88.5%	95.3%	90.4%	94.0%	100.1%	95.3%
<b>Non-Corrections/Non-Management Weighted Average</b>					73	\$4,897	\$6,697	\$7,175	1.11	\$7,035	\$9,148	\$9,708	93.6%	104.1%	95.8%	95.2%	104.2%	96.7%
0438	<b>STATEWIDE Weighted Average</b>				79	\$4,943	\$6,753	\$7,211	1.11	\$7,109	\$9,242	\$9,779	94.5%	105.0%	96.3%	96.2%	105.3%	97.4%

# 2018 Oregon Salary and Benefit Report

Data Effective Date: 7/1/2018

## 0501 DATA ENTRY OPERATOR

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-ClackCo	693		Data Control Analyst 1			\$2,952		\$3,711		\$4,968		\$5,899
2018-OR-LaneCo	A001		Data Entry Operator		1	\$2,655	\$3,676	\$3,676	1.16	\$4,566	\$5,813	\$5,814
<b>County Market Average</b>					1	\$2,804	\$3,676	\$3,693	1.16	\$4,767	\$5,813	\$5,856
2018-CompAnalyst	OF13000022		Data Entry Clerk I	125	1,015	\$2,151	\$2,705	\$3,197	1.01	\$3,510	\$4,145	\$4,710
2018-MIL-PACS	01.14		Data Entry Operator	12	31	\$2,525	\$2,777	\$3,699	0.89	\$3,938	\$4,228	\$5,286
<b>Purchased Market Average</b>					137	\$2,162	\$2,707	\$3,212	0.95	\$3,522	\$4,148	\$4,727
2018-ST-CA	1419	B	KEY DATA OPERATOR		224	\$2,468	\$3,034	\$3,088	1.09	\$4,134	\$4,811	\$4,876
2018-ST-WA	100W	31	DATA COMPILER 1		4	\$2,232	\$2,421	\$2,947	0.93	\$3,809	\$4,037	\$4,670
<b>State Market Average</b>					228	\$2,464	\$3,023	\$3,085	1.02	\$4,128	\$4,797	\$4,872
0501	<b>OVERALL WEIGHTED MARKET AVERAGE</b>			137	1,275	\$2,217	\$2,764	\$3,190		\$3,633	\$4,265	\$4,755

### OREGON COMPARISON TO MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	12	70	\$2,680	\$2,857	\$3,264	0.96	\$4,404	\$4,610	\$5,083	120.9%	103.4%	102.3%	121.2%	108.1%	106.9%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	12	27	\$2,680	\$2,957	\$3,264	0.99	\$4,404	\$4,725	\$5,083	120.9%	107.0%	102.3%	121.2%	110.8%	106.9%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	12	13	\$2,680	\$3,022	\$3,264	1.02	\$4,404	\$4,802	\$5,083	120.9%	109.3%	102.3%	121.2%	112.6%	106.9%
<b>Non-Corrections/Non-Management Weighted Average</b>					110	\$2,680	\$2,901	\$3,264	0.98	\$4,404	\$4,661	\$5,083	120.9%	104.9%	102.3%	121.2%	109.3%	106.9%
0501	<b>STATEWIDE Weighted Average</b>				110	\$2,680	\$2,901	\$3,264	0.98	\$4,404	\$4,661	\$5,083	120.9%	104.9%	102.3%	121.2%	109.3%	106.9%

# 2018 Oregon Salary and Benefit Report

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## 0531 WORD PROCESSING TECHNICIAN 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-LaneCo	A017		Document Resource Center Specialist			\$2,655		\$3,676		\$4,566		\$5,814
<b>County Market Average</b>						\$2,655		\$3,676		\$4,566		\$5,814
2018-CompAnalyst	OF13000005		Wordprocessing Operator	60	337	\$2,400	\$3,079	\$3,588	1.03	\$3,795	\$4,574	\$5,158
<b>Purchased Market Average</b>						\$2,400	\$3,079	\$3,588	1.03	\$3,795	\$4,574	\$5,158
2018-ST-CA	1181	B	WORD PROCESSING TECHNICIAN		48	\$2,468	\$3,084	\$3,088	1.11	\$4,134	\$4,871	\$4,876
<b>State Market Average</b>						\$2,468	\$3,084	\$3,088	1.11	\$4,134	\$4,871	\$4,876
0531	<b>OVERALL WEIGHTED MARKET AVERAGE</b>			60	385	\$2,409	\$3,079	\$3,526		\$3,840	\$4,611	\$5,124

### OREGON COMPARISON TO MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	14	2	\$2,680	\$3,565	\$3,565	1.14	\$4,404	\$5,432	\$5,432	111.2%	115.8%	101.1%	114.7%	117.8%	106.0%
<b>Non-Corrections/Non-Management Weighted Average</b>						\$2,680	\$3,565	\$3,565	1.14	\$4,404	\$5,432	\$5,432	111.2%	115.8%	101.1%	114.7%	117.8%	106.0%
0531	<b>STATEWIDE Weighted Average</b>				2	\$2,680	\$3,565	\$3,565	1.14	\$4,404	\$5,432	\$5,432	111.2%	115.8%	101.1%	114.7%	117.8%	106.0%

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0532 WORD PROCESSING TECHNICIAN 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-LaneCo	A024		Document Resource Center Specialist,			\$3,006		\$4,160		\$4,994		\$6,405
<b>County Market Average</b>						\$3,006		\$4,160		\$4,994		\$6,405
2018-CompAnalyst	OF13000078		Wordprocessing Operator, Sr.			\$3,031	\$3,800	\$4,476	1.02	\$4,520	\$5,402	\$6,177
<b>Purchased Market Average</b>						\$3,031	\$3,800	\$4,476	1.02	\$4,520	\$5,402	\$6,177
0532	<b>OVERALL WEIGHTED MARKET AVERAGE</b>					\$3,018	\$3,800	\$4,318		\$4,757	\$5,402	\$6,291

OREGON  
COMPARISON  
TO  
MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	16	1	\$2,766	\$3,737	\$3,918	1.12	\$4,504	\$5,632	\$5,843	91.6%	98.3%	90.7%	94.7%	104.3%	92.9%
<b>Non-Corrections/Non-Management Weighted Average</b>					1	\$2,766	\$3,737	\$3,918	1.12	\$4,504	\$5,632	\$5,843	91.6%	98.3%	90.7%	94.7%	104.3%	92.9%
0532	<b>STATEWIDE Weighted Average</b>				1	\$2,766	\$3,737	\$3,918	1.12	\$4,504	\$5,632	\$5,843	91.6%	98.3%	90.7%	94.7%	104.3%	92.9%

# 2018 Oregon Salary and Benefit Report

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## 0726 APPRAISER ANALYST 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-ClackCo	332		Property Appraiser 2		11	\$4,238	\$4,918	\$5,370	1.02	\$6,547	\$7,382	\$7,937
2018-OR-DescCo	1705		Property Appraiser II		8	\$4,621	\$5,275	\$6,192	0.98	\$7,272	\$8,074	\$9,196
2018-OR-JackCo	332		Property Appraiser II			\$3,598		\$4,737		\$6,169		\$7,558
2018-OR-JackCo	335		Commercial Appraiser			\$3,933		\$5,188		\$6,577		\$8,108
2018-OR-LaneCo	L012		Property Appraiser 2		5	\$3,572	\$4,207	\$4,950	0.99	\$5,687	\$6,462	\$7,371
2018-OR-MarionCo	332		Property Appraiser 2		14	\$3,564	\$4,449	\$4,773	1.07	\$5,793	\$6,872	\$7,267
2018-OR-MultCo	6051		Property Appraiser 1		5	\$4,364	\$4,453	\$5,344	0.92	\$6,778	\$6,887	\$7,974
2018-OR-WashCo	351		Appraiser II, Property		22	\$4,961	\$5,157	\$6,029	0.94	\$7,184	\$7,416	\$8,450
2018-WA-KingCo	2612100		Residential Appraiser I		37	\$4,809	\$5,028	\$6,096	0.92	\$7,259	\$7,523	\$8,809
2018-WA-ThrstnCo	3143		APPRAISER ANALYST		1	\$4,413	\$5,869	\$5,869	1.14	\$6,624	\$8,378	\$8,378
<b>County Market Average</b>					103	\$4,495	\$4,924	\$5,721	0.99	\$6,851	\$7,364	\$8,333
2018-CompAnalyst	FA06000589		Appraiser (Residential Real Estate)			\$4,020	\$5,095	\$6,893	0.96	\$5,653	\$6,887	\$8,949
2018-MIL-OPES	01.01		Appraiser - Residential	2	4	\$3,553	\$4,109	\$4,753	0.99	\$5,592	\$6,260	\$7,034
2018-MIL-OPES	01.02		Appraiser - Commercial	2	3	\$3,750	\$4,696	\$5,060	1.07	\$5,829	\$6,966	\$7,403
<b>Purchased Market Average</b>					4	\$3,685	\$4,452	\$5,135	1.00	\$5,688	\$6,603	\$7,412
2018-ST-CA	5444		ASSOCIATE PROPERTY APPRAISEF		14	\$4,888	\$5,855	\$6,123	1.06	\$7,033	\$8,192	\$8,512
2018-ST-ID	04358	L	Tax Appraiser		1	\$3,872	\$3,900	\$6,915	0.70	\$5,772	\$5,805	\$9,413
2018-ST-NV	07.433	34	PROPERTY APPRAISER 2		5	\$3,886		\$5,762		\$5,452		\$7,641
<b>State Market Average</b>					20	\$4,587	\$5,725	\$6,072	0.88	\$6,575	\$8,033	\$8,340
0726	<b>OVERALL WEIGHTED MARKET AVERAGE</b>			4	130	\$4,460	\$4,990	\$5,738		\$6,739	\$7,396	\$8,279

OREGON COMPARISON TO MARKET										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	25	8	\$4,096	\$4,514	\$5,993	0.89	\$6,050	\$6,535	\$8,255	91.8%	90.5%	104.4%	89.8%	88.4%	99.7%
<b>Non-Corrections/Non-Management Weighted Average</b>					8	\$4,096	\$4,514	\$5,993	0.89	\$6,050	\$6,535	\$8,255	91.8%	90.5%	104.4%	89.8%	88.4%	99.7%

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0726	STATEWIDE Weighted Average	8	\$4,096	\$4,514	\$5,993	0.89	\$6,050	\$6,535	\$8,255	91.8%	90.5%	104.4%	89.8%	88.4%	99.7%
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# 2018 Oregon Salary and Benefit Report

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## 0727 APPRAISER ANALYST 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-DescCo	1703		Property Appraiser III		2	\$5,094	\$6,502	\$6,827	1.09	\$7,852	\$9,575	\$9,973
2018-OR-LaneCo	L013		Property Appraiser 3		7	\$4,040	\$4,612	\$5,597	0.96	\$6,259	\$6,957	\$8,161
2018-OR-MarionCo	333		Property Appraiser Senior		4	\$4,239	\$5,408	\$5,684	1.09	\$6,616	\$8,042	\$8,379
2018-OR-MultCo	6042		Property Appraiser 2		27	\$5,344	\$5,663	\$6,569	0.95	\$7,974	\$8,364	\$9,469
2018-OR-WashCo	352		Appraiser Senior, Property		7	\$5,752	\$6,357	\$6,991	1.00	\$8,122	\$8,840	\$9,592
2018-WA-ClarkCo	260		Commercial Appraiser Spec.			\$4,849		\$6,184		\$7,214		\$8,822
2018-WA-KingCo	2611200		Commercial Appraiser II		16	\$5,814	\$6,267	\$7,369	0.95	\$8,469	\$9,015	\$10,343
2018-WA-KingCo	2612200		Residential Appraiser II		22	\$5,544	\$5,815	\$7,028	0.93	\$8,145	\$8,471	\$9,932
<b>County Market Average</b>					85	\$5,347	\$5,795	\$6,752	0.99	\$7,907	\$8,451	\$9,608
2018-CompAnalyst	FA06000590		Appraiser Sr. (Residential Real Estate)			\$4,925	\$6,190	\$8,837	0.90	\$6,692	\$8,143	\$11,179
<b>Purchased Market Average</b>						\$4,925	\$6,190	\$8,837	0.90	\$6,692	\$8,143	\$11,179
2018-ST-CA	5449		SENIOR SPECIALIST PROPERTY AP		15	\$5,618	\$6,906	\$7,032	1.09	\$7,908	\$9,450	\$9,602
2018-ST-ID	04366	M	Tax Appraiser, Senior		4	\$4,377	\$5,151	\$7,820	0.82	\$6,377	\$7,303	\$10,496
<b>State Market Average</b>					19	\$5,357	\$6,536	\$7,198	0.96	\$7,586	\$8,998	\$9,790
0727	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				104	\$5,345	\$5,934	\$6,852		\$7,838	\$8,548	\$9,656

OREGON  
COMPARISON  
TO  
MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	28	22	\$4,727	\$6,300	\$6,905	1.08	\$6,783	\$8,612	\$9,315	88.4%	106.2%	100.8%	86.5%	100.7%	96.5%
<b>Non-Corrections/Non-Management Weighted Average</b>					22	\$4,727	\$6,300	\$6,905	1.08	\$6,783	\$8,612	\$9,315	88.4%	106.2%	100.8%	86.5%	100.7%	96.5%
0727	<b>STATEWIDE Weighted Average</b>				22	\$4,727	\$6,300	\$6,905	1.08	\$6,783	\$8,612	\$9,315	88.4%	106.2%	100.8%	86.5%	100.7%	96.5%



0728 APPRAISER ANALYST 4

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-ClackCo	334		Property Appraiser, Senior		5	\$4,652	\$5,784	\$5,893	1.10	\$7,055	\$8,446	\$8,579
2018-OR-DescCo	1707		Property Appraiser, Senior		1	\$5,617	\$6,827	\$7,527	1.04	\$8,491	\$9,973	\$10,830
2018-OR-JackCo	336		Lead Appraiser/Appraiser Specialist			\$4,118		\$5,425		\$6,803		\$8,398
2018-OR-LaneCo	L014		Property Appraiser 4			\$4,460		\$6,179		\$6,771		\$8,873
2018-WA-KingCo	2613100		Appraiser - Senior		5	\$6,546	\$7,153	\$8,297	0.96	\$9,351	\$10,083	\$11,461
<b>County Market Average</b>					11	\$5,420	\$6,516	\$6,955	1.03	\$8,033	\$9,345	\$9,899
2018-ST-ID	04357	M	Tax Appraiser, Consulting		5	\$4,377	\$5,465	\$7,820	0.87	\$6,377	\$7,678	\$10,496
<b>State Market Average</b>					5	\$4,377	\$5,465	\$7,820	0.87	\$6,377	\$7,678	\$10,496
0728	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				17	\$5,124	\$6,181	\$7,200		\$7,563	\$8,815	\$10,069

OREGON  
COMPARISON  
TO  
MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
MMN	MGT SVC NONSUPERVISORY	A	A	31	1	\$5,551	\$7,791	\$7,791	1.17	\$8,074	\$10,813	\$10,813	108.3%	126.0%	108.2%	106.8%	122.7%	107.4%
<b>Management Weighted Average</b>					1	\$5,551	\$7,791	\$7,791	1.17	\$8,074	\$10,813	\$10,813	108.3%	126.0%	108.2%	106.8%	122.7%	107.4%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	31	13	\$5,442	\$7,558	\$7,977	1.13	\$7,614	\$10,074	\$10,561	106.2%	122.3%	110.8%	100.7%	114.3%	104.9%
<b>Non-Corrections/Non-Management Weighted Average</b>					13	\$5,442	\$7,558	\$7,977	1.13	\$7,614	\$10,074	\$10,561	106.2%	122.3%	110.8%	100.7%	114.3%	104.9%
0728	<b>STATEWIDE Weighted Average</b>				14	\$5,450	\$7,575	\$7,964	1.13	\$7,647	\$10,127	\$10,579	106.3%	122.5%	110.6%	101.1%	114.9%	105.1%

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0758 SUPPLY SPECIALIST 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-LaneCo	C030		Stores Clerk		2	\$2,721	\$2,772	\$3,772	0.85	\$4,647	\$4,708	\$5,930
2018-OR-MultCo	6109		Inventory/Stores Specialist 1		2	\$3,363	\$4,103	\$4,119	1.10	\$5,557	\$6,459	\$6,479
2018-WA-ClarkCo	504		Central Stores Assistant			\$2,911		\$3,713		\$4,879		\$5,845
<b>County Market Average</b>					4	\$3,016	\$3,437	\$3,899	0.98	\$5,057	\$5,584	\$6,133
2018-MIL-NWHCS	09.11		Storekeeper	51	118	\$2,613	\$3,217	\$3,877	0.99	\$4,039	\$4,733	\$5,490
2018-MIL-PACS	01.17		Supply Clerk	10	42	\$2,658	\$3,184	\$3,886	0.97	\$4,091	\$4,695	\$5,500
2018-TwrsWtsn	ASC025-U2		Inventory Control	7	21		\$3,253		1.04		\$4,774	
<b>Purchased Market Average</b>					68	\$2,625	\$3,214	\$3,879	1.00	\$4,053	\$4,729	\$5,492
2018-ST-ID	01546	H	Storekeeper		31	\$2,326	\$3,075	\$4,154	0.93	\$3,922	\$4,819	\$6,110
2018-ST-NV	02.827	23	SUPPLY ASSISTANT		8	\$2,483		\$3,570		\$3,815		\$5,083
<b>State Market Average</b>					39	\$2,358	\$3,075	\$4,035	0.93	\$3,900	\$4,819	\$5,900
0758	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				68	\$2,583	\$3,198	\$3,910		\$4,048	\$4,758	\$5,586

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			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	14	4	\$2,680	\$3,047	\$3,565	0.98	\$4,404	\$4,830	\$5,432	103.7%	95.3%	91.2%	108.8%	101.5%	97.3%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	14	1	\$2,680	\$3,264	\$3,565	1.05	\$4,404	\$5,083	\$5,432	103.7%	102.1%	91.2%	108.8%	106.8%	97.3%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	14	6	\$2,680	\$3,487	\$3,565	1.12	\$4,404	\$5,342	\$5,432	103.7%	109.0%	91.2%	108.8%	112.3%	97.3%
OXSO	SEIU SEAS NON-STRIKE ODOT COAL	A	P	14	2	\$2,784	\$2,900	\$3,900	0.87	\$4,525	\$4,659	\$5,822	107.8%	90.7%	99.8%	111.8%	97.9%	104.2%
<b>Non-Corrections/Non-Management Weighted Average</b>					13	\$2,696	\$3,244	\$3,617	1.03	\$4,423	\$5,059	\$5,492	104.4%	101.4%	92.5%	109.2%	106.3%	98.3%
0758	<b>STATEWIDE Weighted Average</b>				13	\$2,696	\$3,244	\$3,617	1.03	\$4,422	\$5,059	\$5,492	104.4%	101.4%	92.5%	109.2%	106.3%	98.3%

# 2018 Oregon Salary and Benefit Report

Data Effective Date: 7/1/2018

## 0759 SUPPLY SPECIALIST 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-LaneCo	C031		Stores Clerk, Senior		3	\$3,234	\$4,067	\$4,482	1.05	\$5,274	\$6,291	\$6,799
2018-OR-MultCo	6104		Inventory/Stores Specialist 3			\$4,119		\$5,046		\$6,479		\$7,611
2018-OR-WashCo	430		Stores Clerk, Senior			\$4,236		\$5,027		\$6,324		\$7,262
2018-WA-ThrstnCo	0613		CENTRAL STORES SPECIALIST		2	\$3,898	\$4,178	\$4,630	0.98	\$6,004	\$6,341	\$6,886
<b>County Market Average</b>					5	\$3,693	\$4,111	\$4,683	1.02	\$5,804	\$6,311	\$7,006
2018-TwrsWtsn	ASC025-U3		Inventory Control	7	13		\$3,912		1.04		\$5,529	
<b>Purchased Market Average</b>					7		\$3,912		1.04		\$5,529	
2018-ST-NV	02.824	27	SUPPLY TECHNICIAN 2		13	\$2,910		\$4,239		\$4,313		\$5,863
<b>State Market Average</b>					13	\$2,910		\$4,239		\$4,313		\$5,863
0759	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				7	\$3,188	\$3,968	\$4,396		\$4,842	\$5,750	\$6,268

### OREGON COMPARISON TO MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
AAON	AFSCME AT DOC SECURITY PLUS	A	A	20	52	\$3,688	\$4,884	\$5,096	1.11	\$5,797	\$7,258	\$7,518	115.7%	123.1%	115.9%	119.7%	126.2%	119.9%
CP	AOCE AT DOC NONSECURITY	A	A	20	4	\$3,690	\$4,859	\$5,081	1.11	\$5,799	\$7,228	\$7,500	115.8%	122.5%	115.6%	119.8%	125.7%	119.6%
<b>Corrections Weighted Average</b>					56	\$3,688	\$4,882	\$5,095	1.11	\$5,797	\$7,256	\$7,517	115.7%	123.0%	115.9%	119.7%	126.2%	119.9%
AL	AFSCME AT LIQUOR CONTROL COMM	A	A	20	2	\$3,050	\$3,331	\$4,417	0.89	\$5,017	\$5,360	\$6,688	95.7%	83.9%	100.5%	103.6%	93.2%	106.7%
AO	AFSCME OR ST POLICE-SUPP UNIT	A	A	20	1	\$3,050	\$4,417	\$4,417	1.18	\$5,017	\$6,688	\$6,688	95.7%	111.3%	100.5%	103.6%	116.3%	106.7%
AU	AFSCME AT MILITARY	A	A	20Q	1	\$3,050	\$3,493	\$4,417	0.94	\$5,017	\$5,558	\$6,688	95.7%	88.0%	100.5%	103.6%	96.7%	106.7%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	20	9	\$3,264	\$4,314	\$4,727	1.08	\$5,083	\$6,303	\$6,783	102.4%	108.7%	107.5%	105.0%	109.6%	108.2%
OAI	SEIU STRIKEABLE INST COALITION	A	P	20	11	\$3,264	\$4,285	\$4,727	1.07	\$5,083	\$6,270	\$6,783	102.4%	108.0%	107.5%	105.0%	109.0%	108.2%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	20	6	\$3,264	\$4,272	\$4,727	1.07	\$5,083	\$6,254	\$6,783	102.4%	107.7%	107.5%	105.0%	108.8%	108.2%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	20	10	\$3,264	\$4,121	\$4,727	1.03	\$5,083	\$6,078	\$6,783	102.4%	103.8%	107.5%	105.0%	105.7%	108.2%
<b>Non-Corrections/Non-Management Weighted Average</b>					40	\$3,243	\$4,184	\$4,696	1.05	\$5,076	\$6,174	\$6,774	101.7%	105.5%	106.8%	104.8%	107.4%	108.1%
0759	<b>STATEWIDE Weighted Average</b>				96	\$3,503	\$4,591	\$4,929	1.09	\$5,496	\$6,805	\$7,207	109.9%	115.7%	112.1%	113.5%	118.4%	115.0%

**0760 RIGHT-OF-WAY-AGENT ENTRY**

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-WA-ClarkCo	205		Real Property Agent I			\$3,818		\$4,967		\$5,971		\$7,356
<b>County Market Average</b>						\$3,818		\$4,967		\$5,971		\$7,356
2018-ST-CA	4959	B	RIGHT OF WAY AGENT		30	\$4,066	\$4,280	\$5,091	0.93	\$6,048	\$6,305	\$7,276
2018-ST-ID	04686	J	Right-of-Way Apprentice		3	\$3,064	\$3,500	\$5,470	0.80	\$4,805	\$5,328	\$7,684
2018-ST-NV	07.443	32	RIGHT-OF-WAY AGENT 1		3	\$3,570		\$5,269		\$5,083		\$7,066
2018-ST-WA	179J	49	PROPERTY & ACQUISITION SPECIA		13	\$3,398	\$4,301	\$4,572	1.08	\$5,214	\$6,301	\$6,627
<b>State Market Average</b>						\$3,794	\$4,235	\$4,986	0.93	\$5,688	\$6,239	\$7,114
<b>0760</b>	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				49	\$3,795	\$4,235	\$4,986		\$5,693	\$6,239	\$7,119

**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	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	A	23	1	\$3,514	\$3,873	\$5,190	0.89	\$5,584	\$6,023	\$7,633	92.6%	91.5%	104.1%	98.1%	96.5%	107.2%
<b>Non-Corrections/Non-Management Weighted Average</b>						\$3,514	\$3,873	\$5,190	0.89	\$5,584	\$6,023	\$7,633	92.6%	91.5%	104.1%	98.1%	96.5%	107.2%
<b>0760</b>	<b>STATEWIDE Weighted Average</b>				1	\$3,514	\$3,873	\$5,190	0.89	\$5,584	\$6,023	\$7,633	92.6%	91.5%	104.1%	98.1%	96.5%	107.2%

# 2018 Oregon Salary and Benefit Report

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## 0761 RIGHT-OF-WAY AGENT 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-ClackCo	156		Right-Of-Way Agent 2			\$5,136		\$6,479		\$7,649	\$9,298	
2018-OR-MarionCo	441		Right of Way Agent			\$4,078		\$5,469		\$6,420	\$8,115	
2018-OR-WashCo	327		Right-of-Way Agent		3	\$5,892	\$6,535	\$7,163	1.00	\$8,288	\$9,796	
2018-WA-ClarkCo	208		Real Property Agent II			\$4,426		\$5,638		\$6,704	\$8,164	
2018-WA-KingCo	2634200		Real Property Agent II		5	\$5,437	\$6,024	\$6,987	0.97	\$8,016	\$9,883	
2018-WA-ThrstnCo	1530		RIGHT OF WAY AGENT		1	\$4,633	\$6,162	\$6,162	1.14	\$6,890	\$8,732	
<b>County Market Average</b>					9	\$5,261	\$6,210	\$6,681	1.03	\$7,717	\$8,833	\$9,426
2018-ST-CA	4965		ASSOCIATE RIGHT OF WAY AGENT		83	\$4,888	\$5,951	\$6,123	1.08	\$7,033	\$8,306	\$8,512
2018-ST-ID	04678	L	Right-of-Way Agent		1	\$3,872	\$4,479	\$6,915	0.81	\$5,772	\$6,498	\$9,413
2018-ST-NV	07.437	34	RIGHT-OF-WAY AGENT 2		5	\$3,886		\$5,762		\$5,452	\$7,641	
2018-ST-WA	179K	54	PROPERTY & ACQUISITION SPECIA		58	\$3,846	\$5,089	\$5,170	1.13	\$5,753	\$7,251	\$7,349
<b>State Market Average</b>					147	\$4,435	\$5,588	\$5,739	1.00	\$6,465	\$7,862	\$8,029
0761	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				156	\$4,497	\$5,625	\$5,811		\$6,559	\$7,920	\$8,135

### OREGON COMPARISON TO MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	A	27	14	\$4,272	\$5,509	\$6,309	1.04	\$6,511	\$8,023	\$9,001	95.0%	97.9%	108.6%	99.3%	101.3%	110.7%
<b>Non-Corrections/Non-Management Weighted Average</b>					14	\$4,272	\$5,509	\$6,309	1.04	\$6,511	\$8,023	\$9,001	95.0%	97.9%	108.6%	99.3%	101.3%	110.7%
0761	<b>STATEWIDE Weighted Average</b>				14	\$4,272	\$5,509	\$6,309	1.04	\$6,511	\$8,023	\$9,001	95.0%	97.9%	108.6%	99.3%	101.3%	110.7%

# 2018 Oregon Salary and Benefit Report

Data Effective Date: 7/1/2018

## 0762 RIGHT-OF-WAY AGENT 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-ClackCo	155		Right-Of-Way Agent, Senior		1	\$6,189	\$7,499	\$7,811	1.07	\$8,943	\$10,550	\$10,933
2018-OR-MultCo	6211		Right-of-Way Permits Specialist		1	\$6,006	\$8,322	\$7,395	1.24	\$8,783	\$11,609	\$10,478
2018-WA-ClarkCo	210		Real Property Agent III			\$4,875		\$6,223		\$7,246		\$8,870
2018-WA-KingCo	2634300		Real Property Agent III		18	\$6,192	\$7,379	\$7,907	1.05	\$8,926	\$10,355	\$10,991
<b>County Market Average</b>					20	\$6,121	\$7,432	\$7,798	1.12	\$8,840	\$10,428	\$10,863
2018-CompAnalyst	LE11000047		Right of Way Agent	5	10	\$5,124	\$6,506	\$7,275	1.05	\$6,920	\$8,505	\$9,388
2018-MIL-ENG	'2-503		Right of Way Agent - Senior	7	22	\$5,448	\$6,881	\$8,161	1.01	\$7,292	\$8,935	\$10,404
2018-MIL-NWMGT	'6.27		Right-of-Way Agent	13	52	\$5,597	\$7,329	\$7,946	1.08	\$7,462	\$9,450	\$10,158
<b>Purchased Market Average</b>					25	\$5,502	\$7,114	\$7,923	1.05	\$7,353	\$9,203	\$10,130
2018-ST-CA	4962		SENIOR RIGHT OF WAY AGENT		60	\$5,789	\$6,979	\$7,193	1.08	\$8,112	\$9,539	\$9,795
2018-ST-ID	04675	M	Right-of-Way Agent, Senior		4	\$4,377	\$5,703	\$7,820	0.91	\$6,377	\$7,963	\$10,496
2018-ST-NV	07.436	36	RIGHT-OF-WAY AGENT 3		6	\$4,238		\$6,305		\$5,863		\$8,275
2018-ST-WA	179M	60	PROPERTY & ACQUISITION SPECIA			\$4,461		\$5,999		\$6,494		\$8,348
<b>State Market Average</b>					70	\$5,558	\$6,899	\$7,136	1.00	\$7,799	\$9,440	\$9,685
0762	<b>OVERALL WEIGHTED MARKET AVERAGE</b>			25	174	\$5,598	\$7,070	\$7,592		\$7,710	\$9,439	\$10,039

OREGON  
COMPARISON  
TO  
MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	A	30	26	\$4,945	\$6,982	\$7,303	1.14	\$7,333	\$9,824	\$10,216	88.3%	98.8%	96.2%	95.1%	104.1%	101.8%
<b>Non-Corrections/Non-Management Weighted Average</b>					26	\$4,945	\$6,982	\$7,303	1.14	\$7,333	\$9,824	\$10,216	88.3%	98.8%	96.2%	95.1%	104.1%	101.8%
0762	<b>STATEWIDE Weighted Average</b>			26		\$4,945	\$6,982	\$7,303	1.14	\$7,333	\$9,824	\$10,216	88.3%	98.8%	96.2%	95.1%	104.1%	101.8%

**0770 STATE PROCUREMENT ANALYST**

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-TwrsWtsn	ALS020-P4		Contract Administration	5	5		\$8,443		1.01		\$10,727	
<b>Purchased Market Average</b>				5	5		\$8,443		1.01		\$10,727	
2018-ST-ID	04859	K	Buyer, Division of Purchasing		2	\$3,431	\$4,767	\$6,124	0.97	\$5,245	\$6,843	\$8,467
2018-ST-NV	07.305	37	PURCHASING OFFICER 2		7	\$4,426		\$6,596		\$6,081		\$8,614
2018-ST-WA	114H	55	PROCUREMENT & SUPPLY SPECIAL		11	\$3,942	\$5,146	\$5,301	1.11	\$5,869	\$7,319	\$7,506
<b>State Market Average</b>					20	\$4,059	\$5,089	\$5,830	1.04	\$5,881	\$7,248	\$7,984
<b>0770</b>	<b>OVERALL WEIGHTED MARKET AVERAGE</b>			5	25	\$4,059	\$6,008	\$5,830		\$5,881	\$8,201	\$7,984

**OREGON  
COMPARISON  
TO  
MARKET**

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	MARKET COMPARISONS												
						SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS								
						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	18	\$5,189	\$7,427	\$7,600	1.16	\$7,320	\$9,922	\$10,123	127.8%	123.6%	130.4%	124.5%	121.0%	126.8%
<b>Non-Corrections/Non-Management Weighted Average</b>					18	\$5,189	\$7,427	\$7,600	1.16	\$7,320	\$9,922	\$10,123	127.8%	123.6%	130.4%	124.5%	121.0%	126.8%
<b>0770</b>	<b>STATEWIDE Weighted Average</b>				18	\$5,189	\$7,427	\$7,600	1.16	\$7,320	\$9,922	\$10,123	127.8%	123.6%	130.4%	124.5%	121.0%	126.8%

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## 0783 PARTS SPECIALIST 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-LaneCo	C044		Fleet Services Purchasing Specialist, S			\$3,576		\$4,961		\$5,691		\$7,383
2018-OR-WashCo	429		Stores Clerk		4	\$3,957	\$4,484	\$4,785	1.03	\$5,993	\$6,618	\$6,975
<b>County Market Average</b>					4	\$3,881	\$4,484	\$4,820	1.03	\$5,933	\$6,618	\$7,056
2018-ST-CA	1506	A	MATERIALS AND STORES SPECIALI		38	\$2,928	\$3,463	\$3,655	1.05	\$4,685	\$5,325	\$5,556
2018-ST-NV	02.836	25	SUPPLY TECHNICIAN 1		21	\$2,687		\$3,886		\$4,053		\$5,452
<b>State Market Average</b>					59	\$2,843	\$3,463	\$3,737	1.05	\$4,461	\$5,325	\$5,519
<b>0783</b>	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				63	\$2,924	\$3,560	\$3,821		\$4,575	\$5,448	\$5,639

### OREGON COMPARISON TO MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	20	7	\$3,264	\$4,350	\$4,727	1.09	\$5,083	\$6,345	\$6,783	111.6%	122.2%	123.7%	111.1%	116.5%	120.3%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	20	1	\$3,264	\$4,514	\$4,727	1.13	\$5,083	\$6,536	\$6,783	111.6%	126.8%	123.7%	111.1%	120.0%	120.3%
<b>Non-Corrections/Non-Management Weighted Average</b>					8	\$3,264	\$4,371	\$4,727	1.09	\$5,083	\$6,369	\$6,783	111.6%	122.8%	123.7%	111.1%	116.9%	120.3%
<b>0783</b>	<b>STATEWIDE Weighted Average</b>				8	\$3,264	\$4,371	\$4,727	1.09	\$5,083	\$6,369	\$6,783	111.6%	122.8%	123.7%	111.1%	116.9%	120.3%



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## 0799 VETERANS SERVICE OFFICER

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-ClackCo	230		Veterans Services Officer		4	\$3,858	\$4,955	\$4,880	1.13	\$6,080	\$7,427	\$7,335
2018-OR-DescCo	1812		Veterans Services Officer		2	\$4,401	\$4,511	\$5,897	0.88	\$7,003	\$7,137	\$8,835
2018-OR-JackCo	041		Veterans Services Officer II		1	\$2,765	\$3,616	\$3,616	1.13	\$5,151	\$6,190	\$6,190
2018-OR-LaneCo	B055		Assistant Veteran Service Coordinator		2	\$3,316	\$4,596	\$4,595	1.16	\$5,373	\$6,937	\$6,937
2018-OR-MultCo	6290		Veterans Services Officer		4	\$4,493	\$4,709	\$5,502	0.94	\$6,935	\$7,200	\$8,167
2018-OR-WashCo	051		Veterans Services Coordinator		5	\$4,605	\$4,951	\$5,597	0.97	\$6,762	\$7,172	\$7,938
<b>County Market Average</b>					18	\$4,146	\$4,736	\$5,228	1.02	\$6,432	\$7,150	\$7,746
2018-ST-ID	09434	J	Veterans Service Officer		12	\$3,064	\$4,000	\$5,470	0.91	\$4,805	\$5,926	\$7,684
2018-ST-NV	12.437	32	VETERANS' SERVICES REP 1		10	\$3,570		\$5,269		\$5,083		\$7,066
2018-ST-WA	163U	45	VETERANS BENEFIT SPECIALIST 2		14	\$3,091	\$3,979	\$4,142	1.10	\$4,844	\$5,914	\$6,110
<b>State Market Average</b>					36	\$3,214	\$3,989	\$4,893	1.00	\$4,897	\$5,920	\$6,895
0799	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				54	\$3,523	\$4,293	\$5,004		\$5,406	\$6,420	\$7,177

OREGON  
COMPARISON  
TO  
MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	23	7	\$3,737	\$4,691	\$5,442	1.02	\$5,632	\$6,742	\$7,614	106.1%	109.3%	108.8%	104.2%	105.0%	106.1%
<b>Non-Corrections/Non-Management Weighted Average</b>					7	\$3,737	\$4,691	\$5,442	1.02	\$5,632	\$6,742	\$7,614	106.1%	109.3%	108.8%	104.2%	105.0%	106.1%
0799	<b>STATEWIDE Weighted Average</b>				7	\$3,737	\$4,691	\$5,442	1.02	\$5,632	\$6,742	\$7,614	106.1%	109.3%	108.8%	104.2%	105.0%	106.1%

# 2018 Oregon Salary and Benefit Report

Data Effective Date: 7/1/2018

## 0805 OFFICE MANAGER 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-CompAnalyst	OF13000035		Administrative Services Supervisor	5	40	\$4,194	\$5,601	\$6,411	1.06	\$5,853	\$7,467	\$8,397
<b>Purchased Market Average</b>				5	40	\$4,194	\$5,601	\$6,411	1.06	\$5,853	\$7,467	\$8,397
2018-ST-CA	4722		BUSINESS SERVICE OFFICER I (SUF		40	\$3,992	\$4,583	\$4,942	1.03	\$5,960	\$6,667	\$7,097
2018-ST-ID	01100	I	Office Services Supervisor 1		40	\$2,715	\$3,593	\$4,850	0.93	\$4,388	\$5,438	\$6,942
<b>State Market Average</b>					79	\$3,354	\$4,088	\$4,896	0.98	\$5,174	\$6,053	\$7,020
0805	<b>OVERALL WEIGHTED MARKET AVERAGE</b>			5	119	\$3,634	\$4,592	\$5,401		\$5,400	\$6,524	\$7,479

### 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	Salary			Salary and Benefits		
													SR Min 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	A	20	6	\$3,259	\$3,846	\$4,568	0.98	\$5,272	\$5,989	\$6,872	89.7%	83.7%	84.6%	97.6%	91.8%	91.9%
<b>Management Weighted Average</b>					6	\$3,259	\$3,846	\$4,568	0.98	\$5,272	\$5,989	\$6,872	89.7%	83.7%	84.6%	97.6%	91.8%	91.9%
0805	<b>STATEWIDE Weighted Average</b>				6	\$3,259	\$3,846	\$4,568	0.98	\$5,272	\$5,989	\$6,872	89.7%	83.7%	84.6%	97.6%	91.8%	91.9%

# 2018 Oregon Salary and Benefit Report

Data Effective Date: 7/1/2018

## 0806 OFFICE MANAGER 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-ClackCo	633		Office Supervisor		8	\$4,717	\$5,726	\$6,367	1.03	\$7,134	\$8,374	\$9,161
<b>County Market Average</b>					8	\$4,717	\$5,726	\$6,367	1.03	\$7,134	\$8,374	\$9,161
2018-CompAnalyst	OF13000081		Office Services Manager	10	20	\$4,792	\$6,721	\$7,657	1.09	\$6,539	\$8,752	\$9,826
2018-MIL-OPES	04.05		Administrative Supervisor	14	43	\$4,641	\$5,616	\$6,216	1.03	\$6,900	\$8,072	\$8,794
2018-MIL-PACS	01.18b		Office Manager	16	42	\$4,845	\$6,520	\$7,142	1.09	\$6,599	\$8,521	\$9,235
<b>Purchased Market Average</b>					40	\$4,751	\$6,187	\$6,860	1.07	\$6,712	\$8,381	\$9,166
2018-ST-CA	4973		BUSINESS SERVICE OFFICER II (SU)		15	\$4,377	\$5,213	\$5,430	1.06	\$6,421	\$7,422	\$7,682
2018-ST-ID	01101	K	Office Services Supervisor 2		16	\$3,431	\$4,313	\$6,124	0.88	\$5,245	\$6,300	\$8,467
2018-ST-WA	106K	47	MANAGER, OFFICE SERVICES 1		6	\$3,236	\$4,104	\$4,348	1.08	\$5,018	\$6,064	\$6,358
<b>State Market Average</b>					37	\$3,783	\$4,644	\$5,555	1.00	\$5,685	\$6,717	\$7,807
0806	<b>OVERALL WEIGHTED MARKET AVERAGE</b>			40	150	\$4,511	\$5,782	\$6,512		\$6,481	\$7,971	\$8,831

OREGON  
COMPARISON  
TO  
MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
MMS	MGT SVC SUPERVISORY	A	A	22	43	\$3,596	\$4,381	\$5,032	1.02	\$5,684	\$6,644	\$7,440	79.7%	75.8%	77.3%	87.7%	83.4%	84.2%
<b>Management Weighted Average</b>					43	\$3,596	\$4,381	\$5,032	1.02	\$5,684	\$6,644	\$7,440	79.7%	75.8%	77.3%	87.7%	83.4%	84.2%
0806	<b>STATEWIDE Weighted Average</b>				43	\$3,596	\$4,381	\$5,032	1.02	\$5,684	\$6,644	\$7,440	79.7%	75.8%	77.3%	87.7%	83.4%	84.2%

# 2018 Oregon Salary and Benefit Report

Data Effective Date: 7/1/2018

## 0830 EXECUTIVE ASSISTANT

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-LaneCo	N7010		Administrative Support Specialist		6	\$3,087	\$4,518	\$4,630	1.17	\$5,094	\$6,843	\$6,979
2018-OR-WashCo	044		Executive Assistant		2	\$5,208	\$6,157	\$6,329	1.07	\$7,477	\$8,602	\$8,807
2018-WA-ThrstnCo	0335		COMMISSIONER'S ASSISTANT		3	\$4,209	\$5,221	\$5,612	1.06	\$6,379	\$7,598	\$8,069
<b>County Market Average</b>					11	\$3,779	\$5,008	\$5,207	1.09	\$5,877	\$7,369	\$7,609
2018-CompAnalyst	OF13000004		Executive Assistant	20	212	\$4,011	\$5,120	\$6,146	1.01	\$5,644	\$6,915	\$8,092
2018-MIL-NWHCS	13.13c		Executive Assistant to CEO	60	75	\$4,513	\$5,904	\$6,861	1.04	\$6,219	\$7,815	\$8,913
2018-MIL-OPES	04.17c		Council / Board Coordinator	5	4	\$4,759	\$5,749	\$6,206	1.05	\$7,042	\$8,232	\$8,781
2018-MIL-PACS	01.13		Executive Assistant to CEO	42	50	\$4,845	\$6,309	\$7,361	1.03	\$6,599	\$8,280	\$9,486
<b>Purchased Market Average</b>					127	\$4,253	\$5,474	\$6,482	1.03	\$5,927	\$7,329	\$8,485
2018-ST-CA	1728	A	EXECUTIVE ASSISTANT		212	\$3,315	\$3,900	\$4,148	1.05	\$5,148	\$5,850	\$6,146
2018-ST-NV	02.209	31	EXECUTIVE ASSISTANT		3	\$3,429		\$5,041		\$4,918		\$6,800
2018-ST-WA	105H	46	ADMINISTRATIVE ASSISTANT 4		212	\$3,162	\$4,018	\$4,245	1.08	\$4,929	\$5,961	\$6,234
<b>State Market Average</b>					427	\$3,240	\$3,959	\$4,203	1.07	\$5,038	\$5,905	\$6,195
0830	<b>OVERALL WEIGHTED MARKET AVERAGE</b>			127	778	\$3,691	\$4,640	\$5,215		\$5,439	\$6,552	\$7,218

### OREGON COMPARISON TO MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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		
MENC	EXEC SVC NSUPV CONFIDENTIAL	A	A	25	1	\$4,154	\$5,551	\$5,828	1.11	\$6,366	\$8,074	\$8,413	112.5%	119.6%	111.8%	117.1%	123.2%	116.6%		
MENN	EXEC SVC NONSUPERVISORY	A	A	25	20	\$4,154	\$5,456	\$5,828	1.09	\$6,366	\$7,958	\$8,413	112.5%	117.6%	111.8%	117.1%	121.5%	116.6%		
MMN	MGT SVC NONSUPERVISORY	A	A	25	1	\$4,154	\$5,894	\$5,828	1.18	\$6,366	\$8,494	\$8,413	112.5%	127.0%	111.8%	117.1%	129.6%	116.6%		
MMS	MGT SVC SUPERVISORY	A	A	25	1	\$4,154	\$5,551	\$5,828	1.11	\$6,366	\$8,074	\$8,413	112.5%	119.6%	111.8%	117.1%	123.2%	116.6%		
<b>Management Weighted Average</b>					23	\$4,154	\$5,483	\$5,828	1.10	\$6,366	\$7,991	\$8,413	112.5%	118.2%	111.8%	117.1%	122.0%	116.6%		
0830	<b>STATEWIDE Weighted Average</b>				23	\$4,154	\$5,483	\$5,828	1.10	\$6,366	\$7,991	\$8,413	112.5%	118.2%	111.8%	117.1%	122.0%	116.6%		

**0841 RETIREMENT COUNSELOR 1**

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-ST-CA	5203	C	RETIREMENT PROGRAM SPECIALIS		7	\$3,686	\$4,537	\$4,616	1.09	\$5,593	\$6,613	\$6,707
2018-ST-ID	08908	J	Retirement Specialist		7	\$3,064	\$3,237	\$5,470	0.74	\$4,805	\$5,013	\$7,684
2018-ST-NV	07.120	32	RETIREMENT EXAMINER 1		16	\$3,570		\$5,269		\$5,083		\$7,066
2018-ST-WA	163M	47	RETIREMENT SPECIALIST 2		20	\$3,236	\$3,947	\$4,348	1.04	\$5,018	\$5,875	\$6,358
<b>State Market Average</b>					50	\$3,382	\$3,922	\$4,838	0.95	\$5,090	\$5,849	\$6,819
<b>0841 OVERALL WEIGHTED MARKET AVERAGE</b>					50	\$3,382	\$3,922	\$4,838		\$5,090	\$5,849	\$6,819

**OREGON  
COMPARISON  
TO  
MARKET**

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	20	58	\$3,264	\$4,068	\$4,727	1.02	\$5,083	\$6,017	\$6,783	96.5%	103.7%	97.7%	99.9%	102.9%	99.5%
<b>Non-Corrections/Non-Management Weighted Average</b>					58	\$3,264	\$4,068	\$4,727	1.02	\$5,083	\$6,017	\$6,783	96.5%	103.7%	97.7%	99.9%	102.9%	99.5%
<b>0841</b>	<b>STATEWIDE Weighted Average</b>				58	\$3,264	\$4,068	\$4,727	1.02	\$5,083	\$6,017	\$6,783	96.5%	103.7%	97.7%	99.9%	102.9%	99.5%

0842 RETIREMENT COUNSELOR 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-ST-CA	5188		RETIREMENT PROGRAM SPECIALIS		13	\$4,435	\$5,509	\$5,551	1.10	\$6,490	\$7,777	\$7,827
2018-ST-NV	07.131	34	RETIREMENT EXAMINER 2		6	\$3,886		\$5,762		\$5,452		\$7,641
2018-ST-WA	163N	49	RETIREMENT SPECIALIST 3		13	\$3,398	\$4,463	\$4,572	1.12	\$5,214	\$6,497	\$6,627
<b>State Market Average</b>					31	\$3,911	\$4,986	\$5,197	1.11	\$5,774	\$7,137	\$7,307
<b>0842 OVERALL WEIGHTED MARKET AVERAGE</b>					31	\$3,911	\$4,986	\$5,197		\$5,774	\$7,137	\$7,307

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	Salary			Salary and Benefits		
													SR Min 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	42	\$3,565	\$4,742	\$5,189	1.08	\$5,432	\$6,801	\$7,320	91.2%	95.1%	99.8%	94.1%	95.3%	100.2%
<b>Non-Corrections/Non-Management Weighted Average</b>					42	\$3,565	\$4,742	\$5,189	1.08	\$5,432	\$6,801	\$7,320	91.2%	95.1%	99.8%	94.1%	95.3%	100.2%
0842	<b>STATEWIDE Weighted Average</b>				42	\$3,565	\$4,742	\$5,189	1.08	\$5,432	\$6,801	\$7,320	91.2%	95.1%	99.8%	94.1%	95.3%	100.2%

# 2018 Oregon Salary and Benefit Report

Data Effective Date: 7/1/2018

## 0854 PROJECT MANAGER 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-JackCo	01341		Project/Program Coordinator II		7	\$4,749	\$5,753	\$6,058	1.06	\$7,573	\$8,798	\$9,170
<b>County Market Average</b>					7	\$4,749	\$5,753	\$6,058	1.06	\$7,573	\$8,798	\$9,170
2018-CompAnalyst	SC16000563		Project Planner I			\$3,737	\$4,987	\$5,772	1.04	\$5,329	\$6,763	\$7,663
2018-TwrsWtsn	APM000-P2		Project/Program Management General	23	33		\$6,093		0.94		\$8,032	
<b>Purchased Market Average</b>					23	\$3,737	\$6,061	\$5,772	0.98	\$5,329	\$7,995	\$7,663
2018-ST-ID	02913	L	Project Coordinator		33	\$3,872	\$4,754	\$6,915	0.86	\$5,772	\$6,828	\$9,413
<b>State Market Average</b>					33	\$3,872	\$4,754	\$6,915	0.86	\$5,772	\$6,828	\$9,413
0854	<b>OVERALL WEIGHTED MARKET AVERAGE</b>			23	73	\$4,019	\$5,449	\$6,740		\$6,070	\$7,551	\$9,328

OREGON  
COMPARISON  
TO  
MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
AAON	AFSCME AT DOC SECURITY PLUS	A	A	26	1	\$4,855	\$5,096	\$6,747	0.88	\$7,223	\$7,518	\$9,536	120.8%	93.5%	100.1%	119.0%	99.6%	102.2%
<b>Corrections Weighted Average</b>					1	\$4,855	\$5,096	\$6,747	0.88	\$7,223	\$7,518	\$9,536	120.8%	93.5%	100.1%	119.0%	99.6%	102.2%
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	A	27	3	\$4,272	\$5,286	\$6,309	1.00	\$6,511	\$7,750	\$9,001	106.3%	97.0%	93.6%	107.3%	102.6%	96.5%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	27	5	\$4,514	\$6,241	\$6,590	1.12	\$6,536	\$8,543	\$8,949	112.3%	114.5%	97.8%	107.7%	113.1%	95.9%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	27	1	\$4,514	\$6,590	\$6,590	1.19	\$6,536	\$8,949	\$8,949	112.3%	120.9%	97.8%	107.7%	118.5%	95.9%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	27	6	\$4,514	\$5,885	\$6,590	1.06	\$6,536	\$8,129	\$8,949	112.3%	108.0%	97.8%	107.7%	107.7%	95.9%
UA	UNREPRESENTED	A	A	27	2	\$4,216	\$5,008	\$6,157	0.97	\$6,442	\$7,410	\$8,815	104.9%	91.9%	91.4%	106.1%	98.1%	94.5%
<b>Non-Corrections/Non-Management Weighted Average</b>					17	\$4,436	\$5,822	\$6,489	1.07	\$6,520	\$8,148	\$8,942	110.4%	106.8%	96.3%	107.4%	107.9%	95.9%
0854	<b>STATEWIDE Weighted Average</b>				18	\$4,460	\$5,782	\$6,504	1.05	\$6,559	\$8,113	\$8,975	111.0%	106.1%	96.5%	108.1%	107.4%	96.2%

# 2018 Oregon Salary and Benefit Report

Data Effective Date: 7/1/2018

## 0855 PROJECT MANAGER 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-MultCo	6063		Project Manager Represented		24	\$6,186	\$6,986	\$7,614	1.01	\$9,002	\$9,978	\$10,745
2018-OR-WashCo	319A		Project Manager		5	\$7,006	\$7,982	\$8,519	1.03	\$9,610	\$10,767	\$11,403
2018-WA-KingCo	2441200		Project/Program Manager II		158	\$5,817	\$6,647	\$7,373	1.01	\$8,473	\$9,474	\$10,348
<b>County Market Average</b>					187	\$5,896	\$6,726	\$7,435	1.02	\$8,571	\$9,573	\$10,427
2018-CompAnalyst	SC16000564		Project Planner II			\$4,551	\$6,033	\$7,209	1.03	\$6,263	\$7,962	\$9,311
2018-MIL-NWMGT	'5.24b		Project Manager I	59	158	\$5,511	\$7,344	\$8,353	1.06	\$7,364	\$9,466	\$10,624
2018-TwrsWtsn	APM000-P3		Project/Program Management General	25	103		\$7,413		0.99		\$9,546	
<b>Purchased Market Average</b>					84	\$5,505	\$7,366	\$8,346	1.03	\$7,357	\$9,492	\$10,616
2018-ST-ID	05568	O	Project Manager 2		20	\$5,241	\$6,911	\$9,362	0.92	\$7,411	\$9,408	\$12,341
<b>State Market Average</b>					20	\$5,241	\$6,911	\$9,362	0.92	\$7,411	\$9,408	\$12,341
<b>0855</b>	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				84	\$5,690	\$7,091	\$7,936		\$7,980	\$9,521	\$10,614

### OREGON COMPARISON TO MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
MENN	EXEC SVC NONSUPERVISORY	A	A	30	1	\$5,283	\$7,426	\$7,426	1.17	\$7,747	\$10,366	\$10,366	92.8%	104.7%	93.6%	97.1%	108.9%	97.7%
MMN	MGT SVC NONSUPERVISORY	A	A	30	4	\$5,283	\$6,533	\$7,426	1.03	\$7,747	\$9,275	\$10,366	92.8%	92.1%	93.6%	97.1%	97.4%	97.7%
MMS	MGT SVC SUPERVISORY	A	A	30	1	\$5,283	\$7,426	\$7,426	1.17	\$7,747	\$10,366	\$10,366	92.8%	104.7%	93.6%	97.1%	108.9%	97.7%
<b>Management Weighted Average</b>					6	\$5,283	\$6,831	\$7,426	1.07	\$7,747	\$9,639	\$10,366	92.8%	96.3%	93.6%	97.1%	101.2%	97.7%
AD	AFSCME AT ENVIRONMENTAL QUAL	A	A	30	2	\$4,851	\$6,931	\$7,091	1.16	\$7,218	\$9,761	\$9,957	85.2%	97.7%	89.4%	90.5%	102.5%	93.8%
AO	AFSCME OR ST POLICE-SUPP UNIT	A	A	30	1	\$4,851	\$6,157	\$7,091	1.03	\$7,218	\$8,815	\$9,957	85.2%	86.8%	89.4%	90.5%	92.6%	93.8%
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	A	30	3	\$4,945	\$6,639	\$7,303	1.08	\$7,333	\$9,404	\$10,216	86.9%	93.6%	92.0%	91.9%	98.8%	96.3%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	30	9	\$5,189	\$6,641	\$7,600	1.04	\$7,320	\$9,008	\$10,123	91.2%	93.6%	95.8%	91.7%	94.6%	95.4%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	30	5	\$5,189	\$6,854	\$7,600	1.07	\$7,320	\$9,256	\$10,123	91.2%	96.6%	95.8%	91.7%	97.2%	95.4%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	30	11	\$5,189	\$6,623	\$7,600	1.04	\$7,320	\$8,987	\$10,123	91.2%	93.4%	95.8%	91.7%	94.4%	95.4%
UA	UNREPRESENTED	A	A	30	1	\$4,851	\$6,453	\$7,100	1.08	\$7,218	\$9,177	\$9,968	85.2%	91.0%	89.5%	90.5%	96.4%	93.9%



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0855 PROJECT MANAGER 2 (Continued)

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
	Non-Corrections/Non-Management Weighted Average				32	\$5,124	\$6,665	\$7,509	1.06	\$7,309	\$9,123	\$10,111	90.0%	94.0%	94.6%	91.6%	95.8%	95.3%
0855	STATEWIDE Weighted Average				38	\$5,149	\$6,691	\$7,496	1.06	\$7,378	\$9,205	\$10,152	90.5%	94.4%	94.5%	92.5%	96.7%	95.6%

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## 0856 PROJECT MANAGER 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2018-OR-WashCo	319B		Project Manager, Senior		6	\$7,736	\$9,006	\$9,399	1.05	\$10,475	\$11,982	\$12,447	
2018-WA-KingCo	2441300		Project/Program Manager III		203	\$6,544	\$7,725	\$8,295	1.04	\$9,350	\$10,771	\$11,459	
<b>County Market Average</b>					209	\$6,579	\$7,761	\$8,327	1.05	\$9,382	\$10,806	\$11,488	
2018-CompAnalyst	SC16000565		Project Planner III			\$6,096	\$8,074	\$9,733	1.03	\$8,035	\$10,304	\$12,208	
2018-MIL-NWMGT	'5.24a		Project Manager II	59	203	\$6,788	\$9,150	\$10,327	1.07	\$8,828	\$11,538	\$12,889	
2018-MIL-PACS	04.46		Project Manager	15	68	\$6,346	\$7,968	\$9,692	0.99	\$8,322	\$10,182	\$12,160	
2018-TwrsWtsn	APM000-P4		Project/Program Management General	18	69		\$9,110		1.01		\$11,493		
<b>Purchased Market Average</b>					92	340	\$6,675	\$8,903	\$10,166	1.03	\$8,699	\$11,255	\$12,704
2018-ST-ID	05570	P	Project Manager 3		16	\$5,730	\$8,533	\$10,235	1.04	\$7,996	\$11,349	\$13,386	
<b>State Market Average</b>					16		\$5,730	\$8,533	\$10,235	1.04	\$7,996	\$11,349	\$13,386
0856	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				92	565	\$6,604	\$8,471	\$9,395		\$8,963	\$11,092	\$12,215

OREGON  
COMPARISON  
TO  
MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
MMN	MGT SVC NONSUPERVISORY	A	A	32	32	\$5,828	\$7,737	\$8,172	1.11	\$8,413	\$10,747	\$11,278	88.3%	91.3%	87.0%	93.9%	96.9%	92.3%
<b>Management Weighted Average</b>					32	\$5,828	\$7,737	\$8,172	1.11	\$8,413	\$10,747	\$11,278	88.3%	91.3%	87.0%	93.9%	96.9%	92.3%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	32	3	\$5,711	\$8,358	\$8,358	1.19	\$7,927	\$11,004	\$11,004	86.5%	98.7%	89.0%	88.4%	99.2%	90.1%
OAI	SEIU STRIKEABLE INST COALITION	A	P	32	2	\$5,711	\$8,168	\$8,358	1.16	\$7,927	\$10,783	\$11,004	86.5%	96.4%	89.0%	88.4%	97.2%	90.1%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	32	1	\$5,711	\$8,358	\$8,358	1.19	\$7,927	\$11,004	\$11,004	86.5%	98.7%	89.0%	88.4%	99.2%	90.1%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	32	5	\$5,711	\$7,761	\$8,358	1.10	\$7,927	\$10,311	\$11,004	86.5%	91.6%	89.0%	88.4%	93.0%	90.1%
<b>Non-Corrections/Non-Management Weighted Average</b>					11	\$5,711	\$8,052	\$8,358	1.14	\$7,927	\$10,649	\$11,004	86.5%	95.1%	89.0%	88.4%	96.0%	90.1%
0856	<b>STATEWIDE Weighted Average</b>				43	\$5,798	\$7,818	\$8,220	1.12	\$8,289	\$10,722	\$11,208	87.8%	92.3%	87.5%	92.5%	96.7%	91.8%

# 2018 Oregon Salary and Benefit Report

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## 0860 PROGRAM ANALYST 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-JackCo	145		Community Program Coordinator			\$3,153		\$4,131		\$5,625		\$6,818
2018-OR-LaneCo	B006		Program Services Coordinator 1		1	\$3,663	\$5,071	\$5,072	1.16	\$5,797	\$7,519	\$7,519
2018-OR-MultCo	6020		Program Technician		31	\$3,564	\$3,927	\$4,364	0.99	\$5,801	\$6,245	\$6,778
2018-OR-WashCo	282		Program Specialist		11	\$4,175	\$4,390	\$5,073	0.95	\$6,252	\$6,506	\$7,317
<b>County Market Average</b>					43	\$3,709	\$4,072	\$4,552	1.03	\$5,910	\$6,341	\$6,931
2018-MIL-OPES	04.06		Program Technician / Specialist	16	156	\$4,035	\$5,007	\$5,375	1.06	\$6,172	\$7,340	\$7,783
<b>Purchased Market Average</b>					16	\$4,035	\$5,007	\$5,375	1.06	\$6,172	\$7,340	\$7,783
2018-ST-CA	8223	D	LICENSING PROGRAM ANALYST		197	\$4,036	\$4,945	\$5,300	1.06	\$6,012	\$7,101	\$7,526
2018-ST-ID	05273	J	Program Specialist Technician		8	\$3,064	\$3,600	\$5,470	0.82	\$4,805	\$5,446	\$7,684
2018-ST-NV	07.649	31	PROGRAM OFFICER 1		117	\$3,429		\$5,041		\$4,918		\$6,800
<b>State Market Average</b>					322	\$3,791	\$4,892	\$5,210	0.94	\$5,585	\$7,036	\$7,266
0860	<b>OVERALL WEIGHTED MARKET AVERAGE</b>			16	521	\$3,857	\$4,849	\$5,204		\$5,788	\$7,080	\$7,392

OREGON  
COMPARISON  
TO  
MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
AAON	AFSCME AT DOC SECURITY PLUS	A	A	23	6	\$4,239	\$5,479	\$5,853	1.09	\$6,470	\$7,986	\$8,443	109.9%	113.0%	112.5%	111.8%	112.8%	114.2%
CP	AOCE AT DOC NONSECURITY	A	A	23	1	\$4,234	\$4,419	\$5,832	0.88	\$6,464	\$6,690	\$8,418	109.8%	91.1%	112.1%	111.7%	94.5%	113.9%
<b>Corrections Weighted Average</b>					7	\$4,238	\$5,327	\$5,850	1.06	\$6,469	\$7,801	\$8,440	109.9%	109.9%	112.4%	111.8%	110.2%	114.2%
MENN	EXEC SVC NONSUPERVISORY	A	A	23	2	\$3,764	\$5,039	\$5,283	1.11	\$5,890	\$7,448	\$7,747	97.6%	103.9%	101.5%	101.8%	105.2%	104.8%
MMN	MGT SVC NONSUPERVISORY	A	A	23	1	\$3,764	\$3,764	\$5,283	0.83	\$5,890	\$5,890	\$7,747	97.6%	77.6%	101.5%	101.8%	83.2%	104.8%
MMS	MGT SVC SUPERVISORY	A	A	23	1	\$3,764	\$5,283	\$5,283	1.17	\$5,890	\$7,747	\$7,747	97.6%	108.9%	101.5%	101.8%	109.4%	104.8%
<b>Management Weighted Average</b>					4	\$3,764	\$4,781	\$5,283	1.06	\$5,890	\$7,133	\$7,747	97.6%	98.6%	101.5%	101.8%	100.8%	104.8%
AB	AFSCME AT CONST CONTRACTORS BD	A	A	23	1	\$3,494	\$5,084	\$5,084	1.19	\$5,560	\$7,503	\$7,503	90.6%	104.8%	97.7%	96.1%	106.0%	101.5%
AD	AFSCME AT ENVIRONMENTAL QUAL	A	A	23	3	\$3,494	\$4,098	\$5,084	0.96	\$5,560	\$6,298	\$7,503	90.6%	84.5%	97.7%	96.1%	89.0%	101.5%
AF	AFSCME AT OSP FIRE MARSHAL	A	A	23	1	\$3,494	\$3,831	\$5,084	0.89	\$5,560	\$5,972	\$7,503	90.6%	79.0%	97.7%	96.1%	84.3%	101.5%

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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	A	23	8	\$3,494	\$4,502	\$5,084	1.05	\$5,560	\$6,791	\$7,503	90.6%	92.8%	97.7%	96.1%	95.9%	101.5%
AO	AFSCME OR ST POLICE-SUPP UNIT	A	A	23	4	\$3,494	\$4,729	\$5,084	1.10	\$5,560	\$7,069	\$7,503	90.6%	97.5%	97.7%	96.1%	99.8%	101.5%
AR	AFSCME AT REAL ESTATE AGENCY	A	A	23	1	\$3,494	\$4,013	\$5,084	0.94	\$5,560	\$6,194	\$7,503	90.6%	82.8%	97.7%	96.1%	87.5%	101.5%
AS	OR PUB SAFETY ASSOC AT DPSST	A	A	23	1	\$3,493	\$5,084	\$5,084	1.19	\$5,558	\$7,503	\$7,503	90.6%	104.8%	97.7%	96.0%	106.0%	101.5%
AU	AFSCME AT MILITARY	A	A	23	7	\$3,494	\$4,736	\$5,084	1.10	\$5,560	\$7,078	\$7,503	90.6%	97.7%	97.7%	96.1%	100.0%	101.5%
AX	AFSCME AT STATE LANDS	A	A	23Q	2	\$3,494	\$4,751	\$5,084	1.11	\$5,560	\$7,096	\$7,503	90.6%	98.0%	97.7%	96.1%	100.2%	101.5%
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	A	23	2	\$3,514	\$4,731	\$5,190	1.09	\$5,584	\$7,072	\$7,633	91.1%	97.6%	99.7%	96.5%	99.9%	103.3%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	23	81	\$3,737	\$4,874	\$5,442	1.06	\$5,632	\$6,954	\$7,614	96.9%	100.5%	104.6%	97.3%	98.2%	103.0%
OAI	SEIU STRIKEABLE INST COALITION	A	P	23	28	\$3,737	\$4,619	\$5,442	1.01	\$5,632	\$6,658	\$7,614	96.9%	95.3%	104.6%	97.3%	94.0%	103.0%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	23	17	\$3,737	\$4,958	\$5,442	1.08	\$5,632	\$7,052	\$7,614	96.9%	102.2%	104.6%	97.3%	99.6%	103.0%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	23	35	\$3,737	\$4,993	\$5,442	1.09	\$5,632	\$7,093	\$7,614	96.9%	103.0%	104.6%	97.3%	100.2%	103.0%
UA	UNREPRESENTED	A	A	23	10	\$3,493	\$4,484	\$5,084	1.05	\$5,558	\$6,770	\$7,503	90.6%	92.5%	97.7%	96.0%	95.6%	101.5%
<b>Non-Corrections/Non-Management Weighted Average</b>					201	\$3,689	\$4,803	\$5,372	1.06	\$5,618	\$6,926	\$7,594	95.6%	99.0%	103.2%	97.1%	97.8%	102.7%
0860	<b>STATEWIDE Weighted Average</b>				212	\$3,708	\$4,820	\$5,386	1.06	\$5,651	\$6,959	\$7,624	96.1%	99.4%	103.5%	97.6%	98.3%	103.1%

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## 0861 PROGRAM ANALYST 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2018-OR-ClackCo	703		Program Planner		13	\$4,434	\$5,522	\$5,630	1.10	\$6,787	\$8,123	\$8,255	
2018-OR-JackCo	532		Project/Services Coordinator			\$3,765		\$4,957		\$6,372		\$7,827	
2018-OR-MarionCo	084		Program Coordinator 1		8	\$3,652	\$4,495	\$4,892	1.05	\$5,900	\$6,928	\$7,412	
2018-OR-MultCo	6021		Program Specialist		84	\$4,761	\$5,386	\$5,839	1.02	\$7,262	\$8,026	\$8,579	
2018-OR-WashCo	248		Program Coordinator		35	\$5,751	\$6,298	\$6,988	0.99	\$8,121	\$8,769	\$9,588	
2018-WA-ClarkCo	816		Program Coordinator I			\$4,580		\$6,469		\$6,890		\$9,166	
<b>County Market Average</b>					140	\$4,904	\$5,576	\$6,048	1.03	\$7,345	\$8,158	\$8,731	
2018-MIL-OPES	04.07a		Program Coordinator	14	147	\$4,724	\$6,140	\$6,217	1.12	\$7,000	\$8,702	\$8,794	
2018-MIL-PACS	04.42		Program Coordinator	12	112	\$4,008	\$5,818	\$6,243	1.14	\$5,640	\$7,716	\$8,204	
<b>Purchased Market Average</b>					26	\$4,415	\$6,001	\$6,228	1.13	\$6,412	\$8,276	\$8,539	
2018-ST-CA	5393	A	ASSOCIATE GOVERNMENTAL PROC		2,564	\$4,435	\$5,128	\$5,551	1.03	\$6,490	\$7,321	\$7,827	
2018-ST-ID	05274	K	Program Specialist		66	\$3,431	\$4,282	\$6,124	0.87	\$5,245	\$6,263	\$8,467	
2018-ST-NV	07.647	33	PROGRAM OFFICER 2		42	\$3,732		\$5,516		\$5,272		\$7,354	
2018-ST-WA	107J	53	PROGRAM SPECIALIST 3		232	\$3,748	\$4,670	\$5,047	1.06	\$5,635	\$6,746	\$7,201	
<b>State Market Average</b>					2,904	\$4,347	\$5,071	\$5,523	0.99	\$6,375	\$7,250	\$7,785	
0861	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				26	3,303	\$4,376	\$5,167	\$5,601		\$6,420	\$7,370	\$7,884

### 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	Salary			Salary and Benefits		
													SR Min 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	A	27	26	\$5,096	\$6,644	\$7,072	1.09	\$7,518	\$9,411	\$9,934	116.5%	128.6%	126.3%	117.1%	127.7%	126.0%
CP	AOCE AT DOC NONSECURITY	A	A	27	1	\$5,081	\$7,031	\$7,031	1.16	\$7,500	\$9,884	\$9,884	116.1%	136.1%	125.5%	116.8%	134.1%	125.4%
<b>Corrections Weighted Average</b>					27	\$5,095	\$6,659	\$7,070	1.09	\$7,517	\$9,428	\$9,932	116.4%	128.9%	126.2%	117.1%	127.9%	126.0%
MMN	MGT SVC NONSUPERVISORY	A	A	27	8	\$4,568	\$5,936	\$6,416	1.08	\$6,872	\$8,545	\$9,132	104.4%	114.9%	114.6%	107.0%	115.9%	115.8%
MMS	MGT SVC SUPERVISORY	A	A	27	3	\$4,568	\$5,462	\$6,416	0.99	\$6,872	\$7,965	\$9,132	104.4%	105.7%	114.6%	107.0%	108.1%	115.8%
<b>Management Weighted Average</b>					11	\$4,568	\$5,806	\$6,416	1.06	\$6,872	\$8,387	\$9,132	104.4%	112.4%	114.6%	107.0%	113.8%	115.8%

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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
AB	AFSCME AT CONST CONTRACTORS BD	A	A	27	1	\$4,216	\$5,599	\$6,157	1.08	\$6,442	\$8,133	\$8,815	96.3%	108.4%	109.9%	100.3%	110.3%	111.8%
AD	AFSCME AT ENVIRONMENTAL QUAL	A	A	27	2	\$4,216	\$6,012	\$6,157	1.16	\$6,442	\$8,638	\$8,815	96.3%	116.4%	109.9%	100.3%	117.2%	111.8%
AF	AFSCME AT OSP FIRE MARSHAL	A	A	27	4	\$4,216	\$5,299	\$6,157	1.02	\$6,442	\$7,766	\$8,815	96.3%	102.5%	109.9%	100.3%	105.4%	111.8%
AG	AFSCME AT LAND CONSERV DVLPMT	A	A	27	1	\$4,216	\$6,157	\$6,157	1.19	\$6,442	\$8,815	\$8,815	96.3%	119.2%	109.9%	100.3%	119.6%	111.8%
AI	AFSCME AT LONGTERM CARE OMBUDS	A	A	27	13	\$4,216	\$5,542	\$6,157	1.07	\$6,442	\$8,063	\$8,815	96.3%	107.3%	109.9%	100.3%	109.4%	111.8%
AL	AFSCME AT LIQUOR CONTROL COMM	A	A	27	6	\$4,216	\$6,016	\$6,157	1.16	\$6,442	\$8,642	\$8,815	96.3%	116.4%	109.9%	100.3%	117.3%	111.8%
AMG	AFSCME AT DHS STAB&CRISIS UNIT	A	A	27	2	\$4,216	\$4,626	\$6,157	0.89	\$6,442	\$6,943	\$8,815	96.3%	89.5%	109.9%	100.3%	94.2%	111.8%
AO	AFSCME OR ST POLICE-SUPP UNIT	A	A	27	4	\$4,216	\$5,043	\$6,157	0.97	\$6,442	\$7,453	\$8,815	96.3%	97.6%	109.9%	100.3%	101.1%	111.8%
AU	AFSCME AT MILITARY	A	A	27	2	\$4,216	\$5,359	\$6,157	1.03	\$6,442	\$7,839	\$8,815	96.3%	103.7%	109.9%	100.3%	106.4%	111.8%
AV	AFSCME MILITRY OREG EMERG MGMT	A	A	27	6	\$4,216	\$5,744	\$6,157	1.11	\$6,442	\$8,310	\$8,815	96.3%	111.2%	109.9%	100.3%	112.8%	111.8%
AX	AFSCME AT STATE LANDS	A	A	27	4	\$4,216	\$5,945	\$6,157	1.15	\$6,442	\$8,556	\$8,815	96.3%	115.1%	109.9%	100.3%	116.1%	111.8%
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	A	27	4	\$4,272	\$5,639	\$6,309	1.07	\$6,511	\$8,181	\$9,001	97.6%	109.1%	112.6%	101.4%	111.0%	114.2%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	27	138	\$4,514	\$6,008	\$6,590	1.08	\$6,536	\$8,273	\$8,949	103.2%	116.3%	117.7%	101.8%	112.2%	113.5%
OAI	SEIU STRIKEABLE INST COALITION	A	P	27	40	\$4,514	\$5,727	\$6,590	1.03	\$6,536	\$7,946	\$8,949	103.2%	110.8%	117.7%	101.8%	107.8%	113.5%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	27	32	\$4,514	\$6,037	\$6,590	1.09	\$6,536	\$8,307	\$8,949	103.2%	116.8%	117.7%	101.8%	112.7%	113.5%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	27	64	\$4,514	\$5,788	\$6,590	1.04	\$6,536	\$8,017	\$8,949	103.2%	112.0%	117.7%	101.8%	108.8%	113.5%
UA	UNREPRESENTED	A	A	27	5	\$4,216	\$5,391	\$6,157	1.04	\$6,442	\$7,879	\$8,815	96.3%	104.3%	109.9%	100.3%	106.9%	111.8%
<b>Non-Corrections/Non-Management Weighted Average</b>					328	\$4,466	\$5,862	\$6,521	1.07	\$6,521	\$8,158	\$8,929	102.0%	113.5%	116.4%	101.6%	110.7%	113.3%
0861	<b>STATEWIDE Weighted Average</b>				366	\$4,515	\$5,919	\$6,558	1.07	\$6,605	\$8,259	\$9,009	103.2%	114.6%	117.1%	102.9%	112.1%	114.3%

# 2018 Oregon Salary and Benefit Report

Data Effective Date: 7/1/2018

## 0862 PROGRAM ANALYST 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-ClackCo	587		Program Supervisor		6	\$5,460	\$6,672	\$7,371	1.04	\$8,047	\$9,535	\$10,394
2018-OR-JackCo	534		Senior Project/Services Coordinator			\$4,118		\$5,425		\$6,803		\$8,398
2018-OR-LaneCo	B064		Program Services Coordinator 2		8	\$4,243	\$5,010	\$5,879	0.99	\$6,506	\$7,443	\$8,506
2018-OR-MarionCo	082		Program Coordinator 2		2	\$4,212	\$5,033	\$5,642	1.02	\$6,583	\$7,584	\$8,327
2018-OR-MultCo	6088		Program Specialist Senior		88	\$5,662	\$6,357	\$6,969	1.01	\$8,362	\$9,211	\$9,957
2018-OR-WashCo	240		Program Coordinator, Senior		17	\$6,348	\$7,141	\$7,712	1.02	\$8,829	\$9,770	\$10,447
2018-WA-ClarkCo	820		Program Coordinator II			\$5,056		\$7,143		\$7,463		\$9,978
<b>County Market Average</b>					121	\$5,613	\$6,372	\$6,988	1.02	\$8,241	\$9,161	\$9,913
2018-ST-ID	09501	L	Program Planning and Development S		5	\$3,872	\$4,762	\$6,915	0.86	\$5,772	\$6,837	\$9,413
2018-ST-NV	07.643	35	PROGRAM OFFICER 3		43	\$4,055		\$6,024		\$5,649		\$7,947
2018-ST-WA	107K	56	PROGRAM SPECIALIST 4		88	\$4,045	\$5,118	\$5,437	1.08	\$5,994	\$7,286	\$7,670
<b>State Market Average</b>					136	\$4,042	\$5,099	\$5,678	0.96	\$5,876	\$7,261	\$7,822
0862	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				256	\$4,788	\$5,819	\$6,300		\$6,999	\$8,336	\$8,815

### 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	Salary			Salary and Benefits		
													SR Min 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	A	29	15	\$5,032	\$6,684	\$7,070	1.10	\$7,440	\$9,459	\$9,931	105.1%	114.9%	112.2%	106.3%	113.5%	112.7%
<b>Management Weighted Average</b>					15	\$5,032	\$6,684	\$7,070	1.10	\$7,440	\$9,459	\$9,931	105.1%	114.9%	112.2%	106.3%	113.5%	112.7%
AD	AFSCME AT ENVIRONMENTAL QUAL	A	A	29	3	\$4,626	\$6,186	\$6,771	1.09	\$6,943	\$8,851	\$9,566	96.6%	106.3%	107.5%	99.2%	106.2%	108.5%
AF	AFSCME AT OSP FIRE MARSHAL	A	A	29	3	\$4,626	\$6,665	\$6,771	1.17	\$6,943	\$9,436	\$9,566	96.6%	114.5%	107.5%	99.2%	113.2%	108.5%
AMG	AFSCME AT DHS STAB&CRISIS UNIT	A	A	29	1	\$4,626	\$5,335	\$6,771	0.94	\$6,943	\$7,810	\$9,566	96.6%	91.7%	107.5%	99.2%	93.7%	108.5%
AO	AFSCME OR ST POLICE-SUPP UNIT	A	A	29	1	\$4,626	\$6,992	\$6,771	1.23	\$6,943	\$9,836	\$9,566	96.6%	120.2%	107.5%	99.2%	118.0%	108.5%
AV	AFSCME MILITRY OREG EMERG MGMT	A	A	29	6	\$4,626	\$6,308	\$6,771	1.11	\$6,943	\$8,999	\$9,566	96.6%	108.4%	107.5%	99.2%	108.0%	108.5%
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	A	29	3	\$4,710	\$6,543	\$6,954	1.12	\$7,046	\$9,287	\$9,789	98.4%	112.5%	110.4%	100.7%	111.4%	111.1%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	29	67	\$4,950	\$6,674	\$7,246	1.09	\$7,042	\$9,047	\$9,712	103.4%	114.7%	115.0%	100.6%	108.5%	110.2%

2018 Oregon Salary and Benefit Report

Data Effective Date: 7/1/2018

0862 PROGRAM ANALYST 3 (Continued)

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
OAI	SEIU STRIKEABLE INST COALITION	A	P	29	9	\$4,950	\$7,135	\$7,246	1.17	\$7,042	\$9,583	\$9,712	103.4%	122.6%	115.0%	100.6%	115.0%	110.2%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	29	13	\$4,950	\$6,735	\$7,246	1.10	\$7,042	\$9,118	\$9,712	103.4%	115.7%	115.0%	100.6%	109.4%	110.2%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	29	32	\$4,950	\$6,791	\$7,246	1.11	\$7,042	\$9,183	\$9,712	103.4%	116.7%	115.0%	100.6%	110.2%	110.2%
UA	UNREPRESENTED	A	A	29	16	\$4,626	\$6,498	\$6,771	1.14	\$6,943	\$9,232	\$9,566	96.6%	111.7%	107.5%	99.2%	110.7%	108.5%
<b>Non-Corrections/Non-Management Weighted Average</b>					154	\$4,882	\$6,679	\$7,148	1.11	\$7,023	\$9,135	\$9,685	102.0%	114.8%	113.5%	100.3%	109.6%	109.9%
0862	<b>STATEWIDE Weighted Average</b>				169	\$4,896	\$6,680	\$7,141	1.11	\$7,060	\$9,164	\$9,707	102.2%	114.8%	113.4%	100.9%	109.9%	110.1%



# 2018 Oregon Salary and Benefit Report

Data Effective Date: 7/1/2018

## 0863 PROGRAM ANALYST 4

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-ST-ID	08990	M	Program Supervisor		34	\$4,377	\$5,606	\$7,820	0.90	\$6,377	\$7,847	\$10,496
2018-ST-WA	107L	60	PROGRAM SPECIALIST 5		47	\$4,463	\$5,732	\$6,002	1.10	\$6,497	\$8,025	\$8,351
<b>State Market Average</b>					81	\$4,427	\$5,679	\$6,765	0.99	\$6,446	\$7,950	\$9,251
0863	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				81	\$4,427	\$5,679	\$6,765		\$6,446	\$7,950	\$9,251

### 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	Salary			Salary and Benefits		
													SR Min 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	A	31	1	\$5,551	\$6,416	\$7,791	0.96	\$8,074	\$9,132	\$10,813	125.4%	113.0%	115.2%	125.3%	114.9%	116.9%
MMN	MGT SVC NONSUPERVISORY	A	A	31	40	\$5,551	\$7,464	\$7,791	1.12	\$8,074	\$10,413	\$10,813	125.4%	131.4%	115.2%	125.3%	131.0%	116.9%
MMS	MGT SVC SUPERVISORY	A	A	31	1	\$5,551	\$7,426	\$7,791	1.11	\$8,074	\$10,366	\$10,813	125.4%	130.8%	115.2%	125.3%	130.4%	116.9%
<b>Management Weighted Average</b>					42	\$5,551	\$7,438	\$7,791	1.12	\$8,074	\$10,382	\$10,813	125.4%	131.0%	115.2%	125.3%	130.6%	116.9%
AD	AFSCME AT ENVIRONMENTAL QUAL	A	A	31Q	1	\$5,084	\$7,458	\$7,458	1.19	\$7,503	\$10,406	\$10,406	114.8%	131.3%	110.2%	116.4%	130.9%	112.5%
AV	AFSCME MILITRY OREG EMERG MGMT	A	A	31	1	\$5,084	\$7,109	\$7,458	1.13	\$7,503	\$9,979	\$10,406	114.8%	125.2%	110.2%	116.4%	125.5%	112.5%
AX	AFSCME AT STATE LANDS	A	A	31	1	\$5,084	\$5,597	\$7,458	0.89	\$7,503	\$8,130	\$10,406	114.8%	98.6%	110.2%	116.4%	102.3%	112.5%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	31	15	\$5,442	\$7,563	\$7,977	1.13	\$7,614	\$10,080	\$10,561	122.9%	133.2%	117.9%	118.1%	126.8%	114.2%
UA	UNREPRESENTED	A	A	31	5	\$5,084	\$7,247	\$7,455	1.16	\$7,503	\$10,148	\$10,402	114.8%	127.6%	110.2%	116.4%	127.6%	112.4%
<b>Non-Corrections/Non-Management Weighted Average</b>					23	\$5,317	\$7,385	\$7,796	1.13	\$7,576	\$10,020	\$10,506	120.1%	130.0%	115.2%	117.5%	126.0%	113.6%
0863	<b>STATEWIDE Weighted Average</b>				65	\$5,468	\$7,419	\$7,793	1.12	\$7,898	\$10,254	\$10,704	123.5%	130.7%	115.2%	122.5%	129.0%	115.7%

# 2018 Oregon Salary and Benefit Report

Data Effective Date: 7/1/2018

## 0864 PUBLIC AFFAIRS SPECIALIST 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-ClackCo	042		Public Relations Specialist			\$4,520		\$5,785		\$6,894		\$8,446
2018-OR-WashCo	262		Program Communication and Educatio		14	\$4,837	\$5,307	\$5,879	0.99	\$7,037	\$7,594	\$8,273
2018-WA-KingCo	2501100		Communications Specialist I		2	\$4,842	\$3,998	\$6,160	0.73	\$7,299	\$6,282	\$8,887
<b>County Market Average</b>					16	\$4,819	\$5,143	\$5,907	0.86	\$7,060	\$7,430	\$8,355
2018-CompAnalyst	CM02000006		Public Relations Specialist I			\$3,579	\$4,315	\$5,548	0.95	\$5,148	\$5,992	\$7,406
2018-CompAnalyst	CM02000049		Communications Representative I			\$3,646	\$4,531	\$5,697	0.97	\$5,224	\$6,239	\$7,578
<b>Purchased Market Average</b>						\$3,613	\$4,423	\$5,623	0.96	\$5,186	\$6,116	\$7,492
2018-ST-CA	5601	A	INFORMATION OFFICER I (SPECIALI		61	\$4,435	\$5,079	\$5,551	1.02	\$6,490	\$7,262	\$7,827
2018-ST-ID	05582	J	Public Information Specialist		12	\$3,064	\$4,295	\$5,470	0.98	\$4,805	\$6,279	\$7,684
2018-ST-NV	07.806	35	PUBLIC INFORMATION OFFICER 1		12	\$4,055		\$6,024		\$5,649		\$7,947
2018-ST-WA	197J	47	COMMUNICATIONS CONSULTANT 2		16	\$3,236	\$4,080	\$4,348	1.08	\$5,018	\$6,035	\$6,358
<b>State Market Average</b>					101	\$4,036	\$4,793	\$5,406	1.02	\$5,955	\$6,908	\$7,591
0864	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				117	\$4,140	\$4,839	\$5,481		\$6,099	\$6,971	\$7,698

### OREGON COMPARISON TO MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
AL	AFSCME AT LIQUOR CONTROL COMM	A	A	25	1	\$3,831	\$5,599	\$5,599	1.19	\$5,972	\$8,133	\$8,133	92.5%	115.7%	102.2%	97.9%	116.7%	105.7%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	25	1	\$4,096	\$4,950	\$5,993	0.98	\$6,050	\$7,042	\$8,255	98.9%	102.3%	109.3%	99.2%	101.0%	107.2%
OAI	SEIU STRIKEABLE INST COALITION	A	P	25	3	\$4,096	\$5,333	\$5,993	1.06	\$6,050	\$7,488	\$8,255	98.9%	110.2%	109.3%	99.2%	107.4%	107.2%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	25	6	\$4,096	\$5,529	\$5,993	1.10	\$6,050	\$7,716	\$8,255	98.9%	114.3%	109.3%	99.2%	110.7%	107.2%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	25	8	\$4,096	\$5,539	\$5,993	1.10	\$6,050	\$7,727	\$8,255	98.9%	114.5%	109.3%	99.2%	110.8%	107.2%
UA	UNREPRESENTED	A	A	25	3	\$3,829	\$5,103	\$5,599	1.08	\$5,969	\$7,527	\$8,133	92.5%	105.5%	102.2%	97.9%	108.0%	105.7%
<b>Non-Corrections/Non-Management Weighted Average</b>					22	\$4,048	\$5,425	\$5,921	1.09	\$6,035	\$7,651	\$8,233	97.8%	112.1%	108.0%	99.0%	109.8%	106.9%
0864	<b>STATEWIDE Weighted Average</b>				22	\$4,048	\$5,425	\$5,921	1.09	\$6,035	\$7,651	\$8,233	97.8%	112.1%	108.0%	99.0%	109.8%	106.9%

# 2018 Oregon Salary and Benefit Report

Data Effective Date: 7/1/2018

## 0865 PUBLIC AFFAIRS SPECIALIST 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-WashCo	263		Program Communication and Educatio		10	\$5,339	\$5,823	\$6,488	0.98	\$7,632	\$8,206	\$8,995
2018-WA-ClarkCo	815		Communication Specialist			\$4,468		\$6,310		\$6,755		\$8,975
2018-WA-KingCo	2501200		Communications Specialist II		13	\$5,288	\$5,622	\$6,702	0.94	\$7,835	\$8,239	\$9,540
2018-WA-ThrstnCo	1330		PUBLIC INFORMATION SPECIALIST		1	\$4,629	\$4,682	\$6,172	0.87	\$6,885	\$6,949	\$8,744
<b>County Market Average</b>					24	\$5,249	\$5,667	\$6,580	0.93	\$7,673	\$8,171	\$9,268
2018-CompAnalyst	CM02000007		Public Relations Specialist II	5	60	\$4,294	\$5,352	\$6,486	0.99	\$5,968	\$7,182	\$8,483
2018-CompAnalyst	CM02000050		Communications Representative II	5	5	\$4,427	\$5,526	\$6,943	0.97	\$6,120	\$7,382	\$9,007
2018-MIL-NWMGT	'5.07b		Public Relations Specialist	33	109	\$4,746	\$5,464	\$6,870	0.94	\$6,486	\$7,310	\$8,923
2018-MIL-PACS	11.01		Public Relations Specialist	10	38	\$4,915	\$6,115	\$7,303	1.00	\$6,681	\$8,057	\$9,419
<b>Purchased Market Average</b>					53	\$4,641	\$5,550	\$6,841	0.98	\$6,366	\$7,409	\$8,889
2018-ST-CA	5595		INFORMATION OFFICER II		112	\$5,514	\$6,462	\$6,852	1.05	\$7,784	\$8,919	\$9,386
2018-ST-ID	05578	L	Public Information Officer		11	\$3,872	\$5,531	\$6,915	1.00	\$5,772	\$7,757	\$9,413
2018-ST-NV	07.804	37	PUBLIC INFORMATION OFFICER 2		14	\$4,426		\$6,596		\$6,081		\$8,614
2018-ST-WA	197L	56	COMMUNICATIONS CONSULTANT 4		80	\$4,045	\$5,117	\$5,435	1.08	\$5,993	\$7,285	\$7,668
<b>State Market Average</b>					217	\$4,819	\$5,882	\$6,316	1.04	\$6,911	\$8,212	\$8,704
0865	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				53	\$4,759	\$5,710	\$6,576		\$6,699	\$7,822	\$8,822

### 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	Salary			Salary and Benefits		
													SR Min 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	A	29	11	\$5,032	\$6,608	\$7,070	1.09	\$7,440	\$9,366	\$9,931	105.7%	115.7%	107.5%	111.1%	119.7%	112.6%
<b>Management Weighted Average</b>					11	\$5,032	\$6,608	\$7,070	1.09	\$7,440	\$9,366	\$9,931	105.7%	115.7%	107.5%	111.1%	119.7%	112.6%
AD	AFSCME AT ENVIRONMENTAL QUAL	A	A	29	4	\$4,626	\$5,945	\$6,771	1.04	\$6,943	\$8,556	\$9,566	97.2%	104.1%	103.0%	103.7%	109.4%	108.4%
AF	AFSCME AT OSP FIRE MARSHAL	A	A	29	1	\$4,626	\$6,771	\$6,771	1.19	\$6,943	\$9,566	\$9,566	97.2%	118.6%	103.0%	103.7%	122.3%	108.4%
AR	AFSCME AT REAL ESTATE AGENCY	A	A	29	1	\$4,626	\$6,771	\$6,771	1.19	\$6,943	\$9,566	\$9,566	97.2%	118.6%	103.0%	103.7%	122.3%	108.4%
AU	AFSCME AT MILITARY	A	A	29	1	\$4,626	\$6,453	\$6,771	1.13	\$6,943	\$9,177	\$9,566	97.2%	113.0%	103.0%	103.7%	117.3%	108.4%

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0865 PUBLIC AFFAIRS SPECIALIST 2 (Continued)

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	A	29	7	\$4,710	\$6,359	\$6,954	1.09	\$7,046	\$9,062	\$9,789	99.0%	111.4%	105.8%	105.2%	115.9%	111.0%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	29	6	\$4,950	\$6,442	\$7,246	1.06	\$7,042	\$8,776	\$9,712	104.0%	112.8%	110.2%	105.1%	112.2%	110.1%
OAI	SEIU STRIKEABLE INST COALITION	A	P	29	1	\$4,950	\$5,993	\$7,246	0.98	\$7,042	\$8,255	\$9,712	104.0%	105.0%	110.2%	105.1%	105.5%	110.1%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	29	10	\$4,950	\$6,790	\$7,246	1.11	\$7,042	\$9,181	\$9,712	104.0%	118.9%	110.2%	105.1%	117.4%	110.1%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	29	3	\$4,950	\$6,645	\$7,246	1.09	\$7,042	\$9,013	\$9,712	104.0%	116.4%	110.2%	105.1%	115.2%	110.1%
UA	UNREPRESENTED	A	A	29	5	\$4,626	\$6,771	\$6,771	1.19	\$6,943	\$9,566	\$9,566	97.2%	118.6%	103.0%	103.7%	122.3%	108.4%
<b>Non-Corrections/Non-Management Weighted Average</b>					39	\$4,807	\$6,529	\$7,047	1.10	\$7,013	\$9,066	\$9,681	101.0%	114.3%	107.2%	104.7%	115.9%	109.7%
0865	<b>STATEWIDE Weighted Average</b>				50	\$4,857	\$6,546	\$7,052	1.10	\$7,107	\$9,132	\$9,736	102.0%	114.6%	107.2%	106.1%	116.7%	110.4%

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## 0866 PUBLIC AFFAIRS SPECIALIST 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-ClackCo	044		Community Relations Specialist 2		7	\$5,118	\$6,293	\$6,479	1.09	\$7,627	\$9,070	\$9,299
2018-OR-MarionCo	092		County Public Information Coordinator		1	\$4,765	\$6,696	\$6,379	1.20	\$7,257	\$9,612	\$9,225
2018-OR-MultCo	6089		Public Affairs Coordinator		7	\$6,186	\$7,320	\$7,614	1.06	\$9,002	\$10,386	\$10,745
2018-OR-WashCo	056		Department Communications Coordina		1	\$6,507	\$7,691	\$7,907	1.07	\$9,018	\$10,422	\$10,678
2018-WA-ClarkCo	817		Communications Specialist Sr.			\$4,695		\$6,631		\$7,028		\$9,361
2018-WA-KingCo	2501300		Communications Specialist III		38	\$5,796	\$6,981	\$7,352	1.06	\$8,449	\$9,876	\$10,323
<b>County Market Average</b>					54	\$5,734	\$6,944	\$7,254	1.09	\$8,377	\$9,843	\$10,215
2018-CompAnalyst	CM02000008		Public Relations Specialist III	5	60	\$5,357	\$6,572	\$7,940	0.99	\$7,187	\$8,581	\$10,150
2018-CompAnalyst	CM02000051		Communications Representative III			\$5,473	\$6,945	\$8,654	0.98	\$7,320	\$9,009	\$10,969
2018-MIL-NWMGT	'5.07a		Public Relations Specialist - Senior	24	66	\$5,715	\$6,430	\$8,378	0.91	\$7,598	\$8,418	\$10,653
2018-MIL-OPES	04.13		Public Information Officer	13	38	\$5,796	\$7,008	\$8,011	1.02	\$8,288	\$9,745	\$10,951
<b>Purchased Market Average</b>					42	\$5,602	\$6,618	\$8,135	0.98	\$7,606	\$8,787	\$10,540
2018-ST-CA	5597		INFORMATION OFFICER III C.E.A.		2	\$7,380	\$8,259	\$8,381	1.05	\$10,019	\$11,072	\$11,218
2018-ST-ID	05580	M	Public Information Officer, Senior		3	\$4,377	\$6,040	\$7,820	0.97	\$6,377	\$8,367	\$10,496
2018-ST-WA	197M	62	COMMUNICATIONS CONSULTANT 5			\$4,687		\$6,301		\$6,767		\$8,711
<b>State Market Average</b>					5	\$5,430	\$6,928	\$7,754	1.01	\$7,656	\$9,449	\$10,439
0866	<b>OVERALL WEIGHTED MARKET AVERAGE</b>			42	223	\$5,629	\$6,704	\$7,910		\$7,795	\$9,057	\$10,458

### OREGON COMPARISON TO MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
MENN EXEC SVC NONSUPERVISORY	A	A	31	2	\$5,551	\$7,083	\$7,791	1.06	\$8,074	\$9,947	\$10,813	98.6%	105.7%	98.5%	103.6%	109.8%	103.4%	
MMN MGT SVC NONSUPERVISORY	A	A	31	26	\$5,551	\$7,375	\$7,791	1.11	\$8,074	\$10,303	\$10,813	98.6%	110.0%	98.5%	103.6%	113.8%	103.4%	
<b>Management Weighted Average</b>					28	\$5,551	\$7,354	\$7,791	1.10	\$8,074	\$10,278	\$10,813	98.6%	109.7%	98.5%	103.6%	113.5%	103.4%
OAH SEIU STRIKEABLE HUMAN SVC COAL	A	P	31	3	\$5,442	\$7,515	\$7,977	1.12	\$7,614	\$10,024	\$10,561	96.7%	112.1%	100.8%	97.7%	110.7%	101.0%	
OAO SEIU STRIKEABLE ODOT COALITION	A	P	31	8	\$5,442	\$7,752	\$7,977	1.16	\$7,614	\$10,299	\$10,561	96.7%	115.6%	100.8%	97.7%	113.7%	101.0%	

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## 0866 PUBLIC AFFAIRS SPECIALIST 3 (Continued)

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	31	1	\$5,442	\$5,711	\$7,977	0.85	\$7,614	\$7,927	\$10,561	96.7%	85.2%	100.8%	97.7%	87.5%	101.0%
<b>Non-Corrections/Non-Management Weighted Average</b>					12	\$5,442	\$7,522	\$7,977	1.12	\$7,614	\$10,033	\$10,561	96.7%	112.2%	100.8%	97.7%	110.8%	101.0%
0866	<b>STATEWIDE Weighted Average</b>				40	\$5,518	\$7,404	\$7,847	1.11	\$7,936	\$10,204	\$10,737	98.0%	110.5%	99.2%	101.8%	112.7%	102.7%

# 2018 Oregon Salary and Benefit Report

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## 0870 OPERATIONS & POLICY ANALYST 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-ST-CA	5157	C	STAFF SERVICES ANALYST (GENEF		956	\$3,686	\$4,134	\$4,616	1.00	\$5,593	\$6,130	\$6,707
2018-ST-NV	07.637	33	MANAGEMENT ANALYST 1		69	\$3,732		\$5,516		\$5,272		\$7,354
2018-ST-WA	109J	48	MANAGEMENT ANALYST 2		30	\$3,316	\$4,116	\$4,461	1.06	\$5,115	\$6,079	\$6,494
<b>State Market Average</b>					1,055	\$3,679	\$4,134	\$4,671	1.03	\$5,559	\$6,128	\$6,744
<b>0870 OVERALL WEIGHTED MARKET AVERAGE</b>					1,055	\$3,679	\$4,134	\$4,671		\$5,559	\$6,128	\$6,744

### 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	Salary			Salary and Benefits		
													SR Min 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	A	23	9	\$4,239	\$5,488	\$5,853	1.09	\$6,470	\$7,998	\$8,443	115.2%	132.8%	125.3%	116.4%	130.5%	125.2%
<b>Corrections Weighted Average</b>					9	\$4,239	\$5,488	\$5,853	1.09	\$6,470	\$7,998	\$8,443	115.2%	132.8%	125.3%	116.4%	130.5%	125.2%
MENN	EXEC SVC NONSUPERVISORY	A	A	23	7	\$3,764	\$4,787	\$5,283	1.06	\$5,890	\$7,140	\$7,747	102.3%	115.8%	113.1%	106.0%	116.5%	114.9%
MMC	MGT SVC NSUPV CONFIDENTIAL	A	A	23	1	\$3,764	\$5,283	\$5,283	1.17	\$5,890	\$7,747	\$7,747	102.3%	127.8%	113.1%	106.0%	126.4%	114.9%
MMN	MGT SVC NONSUPERVISORY	A	A	23	3	\$3,764	\$4,436	\$5,283	0.98	\$5,890	\$6,711	\$7,747	102.3%	107.3%	113.1%	106.0%	109.5%	114.9%
<b>Management Weighted Average</b>					11	\$3,764	\$4,736	\$5,283	1.05	\$5,890	\$7,078	\$7,747	102.3%	114.6%	113.1%	106.0%	115.5%	114.9%
AD	AFSCME AT ENVIRONMENTAL QUAL	A	A	23	1	\$3,494	\$5,084	\$5,084	1.19	\$5,560	\$7,503	\$7,503	95.0%	123.0%	108.8%	100.0%	122.4%	111.3%
AF	AFSCME AT OSP FIRE MARSHAL	A	A	23	1	\$3,494	\$3,662	\$5,084	0.85	\$5,560	\$5,765	\$7,503	95.0%	88.6%	108.8%	100.0%	94.1%	111.3%
AL	AFSCME AT LIQUOR CONTROL COMM	A	A	23	1	\$3,494	\$3,831	\$5,084	0.89	\$5,560	\$5,972	\$7,503	95.0%	92.7%	108.8%	100.0%	97.4%	111.3%
AO	AFSCME OR ST POLICE-SUPP UNIT	A	A	23	2	\$3,494	\$3,662	\$5,084	0.85	\$5,560	\$5,765	\$7,503	95.0%	88.6%	108.8%	100.0%	94.1%	111.3%
AT	AFSCME AT DCBS BUILDING CODES	A	A	23	7	\$3,494	\$4,346	\$5,084	1.01	\$5,560	\$6,601	\$7,503	95.0%	105.1%	108.8%	100.0%	107.7%	111.3%
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	A	23	4	\$3,514	\$4,262	\$5,190	0.98	\$5,584	\$6,498	\$7,633	95.5%	103.1%	111.1%	100.5%	106.0%	113.2%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	23	53	\$3,737	\$4,727	\$5,442	1.03	\$5,632	\$6,784	\$7,614	101.6%	114.4%	116.5%	101.3%	110.7%	112.9%
OAI	SEIU STRIKEABLE INST COALITION	A	P	23	7	\$3,737	\$4,711	\$5,442	1.03	\$5,632	\$6,764	\$7,614	101.6%	114.0%	116.5%	101.3%	110.4%	112.9%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	23	21	\$3,737	\$4,692	\$5,442	1.02	\$5,632	\$6,743	\$7,614	101.6%	113.5%	116.5%	101.3%	110.0%	112.9%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	23	38	\$3,737	\$4,900	\$5,442	1.07	\$5,632	\$6,984	\$7,614	101.6%	118.5%	116.5%	101.3%	114.0%	112.9%
UA	UNREPRESENTED	A	A	23	8	\$3,493	\$4,777	\$5,084	1.11	\$5,558	\$7,128	\$7,503	94.9%	115.6%	108.8%	100.0%	116.3%	111.3%

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## 0870 OPERATIONS & POLICY ANALYST 1 (Continued)

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
	<b>Non-Corrections/Non-Management Weighted Average</b>				143	\$3,697	\$4,712	\$5,385	1.04	\$5,621	\$6,810	\$7,599	100.5%	114.0%	115.3%	101.1%	111.1%	112.7%
0870	<b>STATEWIDE Weighted Average</b>				163	\$3,731	\$4,757	\$5,404	1.04	\$5,686	\$6,894	\$7,656	101.4%	115.1%	115.7%	102.3%	112.5%	113.5%



# 2018 Oregon Salary and Benefit Report

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## 0871 OPERATIONS & POLICY ANALYST 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-ClackCo	005		Policy Analyst		17	\$4,736	\$5,799	\$6,030	1.08	\$7,158	\$8,464	\$8,748
2018-OR-LaneCo	N4102		Management Analyst		14	\$4,163	\$5,353	\$6,245	1.03	\$6,409	\$7,863	\$8,953
2018-OR-MarionCo	655		Management Analyst 1		9	\$3,870	\$4,786	\$5,187	1.06	\$6,166	\$7,283	\$7,772
<b>County Market Average</b>					40	\$4,341	\$5,415	\$5,916	1.05	\$6,673	\$7,988	\$8,600
2018-MIL-PACS	04.28		Business Data Analyst I	14	28	\$4,040	\$4,984	\$6,054	0.99	\$5,676	\$6,759	\$7,987
<b>Purchased Market Average</b>					14	\$4,040	\$4,984	\$6,054	0.99	\$5,676	\$6,759	\$7,987
2018-ST-CA	5246	A	ASSOCIATE MANAGEMENT ANALYS		7	\$4,435	\$5,104	\$5,551	1.02	\$6,490	\$7,292	\$7,827
2018-ST-ID	05206	K	Management Analyst			\$3,431		\$6,124		\$5,245		\$8,467
2018-ST-NV	07.625	35	MANAGEMENT ANALYST 2		78	\$4,055		\$6,024		\$5,649		\$7,947
2018-ST-WA	109K	52	MANAGEMENT ANALYST 3		78	\$3,662	\$4,555	\$4,923	1.06	\$5,532	\$6,608	\$7,050
<b>State Market Average</b>					163	\$3,881	\$4,600	\$5,481	1.04	\$5,627	\$6,664	\$7,519
0871	<b>OVERALL WEIGHTED MARKET AVERAGE</b>			14	231	\$3,979	\$4,884	\$5,625		\$5,813	\$7,028	\$7,762

### OREGON COMPARISON TO MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
AAON	AFSCME AT DOC SECURITY PLUS	A	A	27	17	\$5,096	\$6,561	\$7,072	1.08	\$7,518	\$9,309	\$9,934	128.1%	134.3%	125.7%	129.3%	132.5%	128.0%
CP	AOCE AT DOC NONSECURITY	A	A	27	1	\$5,081	\$6,400	\$7,031	1.06	\$7,500	\$9,112	\$9,884	127.7%	131.0%	125.0%	129.0%	129.7%	127.3%
<b>Corrections Weighted Average</b>					18	\$5,095	\$6,552	\$7,070	1.08	\$7,517	\$9,298	\$9,931	128.0%	134.2%	125.7%	129.3%	132.3%	127.9%
MENN	EXEC SVC NONSUPERVISORY	A	A	27	3	\$4,568	\$6,117	\$6,416	1.11	\$6,872	\$8,766	\$9,132	114.8%	125.3%	114.1%	118.2%	124.7%	117.7%
MMN	MGT SVC NONSUPERVISORY	A	A	27	15	\$4,568	\$6,162	\$6,416	1.12	\$6,872	\$8,821	\$9,132	114.8%	126.2%	114.1%	118.2%	125.5%	117.7%
MMS	MGT SVC SUPERVISORY	A	A	27	1	\$4,568	\$5,283	\$6,416	0.96	\$6,872	\$7,747	\$9,132	114.8%	108.2%	114.1%	118.2%	110.2%	117.7%
<b>Management Weighted Average</b>					19	\$4,568	\$6,108	\$6,416	1.11	\$6,872	\$8,756	\$9,132	114.8%	125.1%	114.1%	118.2%	124.6%	117.7%
AD	AFSCME AT ENVIRONMENTAL QUAL	A	A	27	9	\$4,216	\$5,406	\$6,157	1.04	\$6,442	\$7,897	\$8,815	106.0%	110.7%	109.5%	110.8%	112.4%	113.6%
AF	AFSCME AT OSP FIRE MARSHAL	A	A	27	2	\$4,216	\$4,851	\$6,157	0.94	\$6,442	\$7,218	\$8,815	106.0%	99.3%	109.5%	110.8%	102.7%	113.6%
AL	AFSCME AT LIQUOR CONTROL COMM	A	A	27	1	\$4,216	\$6,157	\$6,157	1.19	\$6,442	\$8,815	\$8,815	106.0%	126.1%	109.5%	110.8%	125.4%	113.6%

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0871 OPERATIONS & POLICY ANALYST 2 (Continued)

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
AO	AFSCME OR ST POLICE-SUPP UNIT	A	A	27	3	\$4,216	\$4,811	\$6,157	0.93	\$6,442	\$7,170	\$8,815	106.0%	98.5%	109.5%	110.8%	102.0%	113.6%
AS	OR PUB SAFETY ASSOC AT DPSST	A	A	27	1	\$4,216	\$4,626	\$6,157	0.89	\$6,442	\$6,943	\$8,815	106.0%	94.7%	109.5%	110.8%	98.8%	113.6%
AT	AFSCME AT DCBS BUILDING CODES	A	A	27	4	\$4,216	\$5,506	\$6,157	1.06	\$6,442	\$8,019	\$8,815	106.0%	112.7%	109.5%	110.8%	114.1%	113.6%
AU	AFSCME AT MILITARY	A	A	27	1	\$4,216	\$4,851	\$6,157	0.94	\$6,442	\$7,218	\$8,815	106.0%	99.3%	109.5%	110.8%	102.7%	113.6%
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	A	27	26	\$4,272	\$5,496	\$6,309	1.04	\$6,511	\$8,007	\$9,001	107.4%	112.5%	112.2%	112.0%	113.9%	116.0%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	27	159	\$4,514	\$5,989	\$6,590	1.08	\$6,536	\$8,251	\$8,949	113.4%	122.6%	117.2%	112.4%	117.4%	115.3%
OAI	SEIU STRIKEABLE INST COALITION	A	P	27	16	\$4,514	\$5,559	\$6,590	1.00	\$6,536	\$7,750	\$8,949	113.4%	113.8%	117.2%	112.4%	110.3%	115.3%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	27	52	\$4,514	\$5,862	\$6,590	1.06	\$6,536	\$8,103	\$8,949	113.4%	120.0%	117.2%	112.4%	115.3%	115.3%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	27	91	\$4,514	\$5,963	\$6,590	1.07	\$6,536	\$8,220	\$8,949	113.4%	122.1%	117.2%	112.4%	117.0%	115.3%
UA	UNREPRESENTED	A	A	27	13	\$4,216	\$5,445	\$6,157	1.05	\$6,442	\$7,944	\$8,815	106.0%	111.5%	109.5%	110.8%	113.0%	113.6%
<b>Non-Corrections/Non-Management Weighted Average</b>					378	\$4,471	\$5,854	\$6,532	1.06	\$6,526	\$8,145	\$8,941	112.4%	119.9%	116.1%	112.3%	115.9%	115.2%
0871	<b>STATEWIDE Weighted Average</b>				415	\$4,502	\$5,896	\$6,550	1.07	\$6,584	\$8,223	\$8,992	113.1%	120.7%	116.4%	113.3%	117.0%	115.9%

# 2018 Oregon Salary and Benefit Report

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## 0872 OPERATIONS & POLICY ANALYST 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-ClackCo	008		Policy Analyst, Senior		4	\$4,880	\$6,297	\$6,188	1.14	\$7,335	\$9,075	\$8,941
2018-OR-DescCo	1118		Management Analyst, Senior		1	\$5,897	\$7,903	\$7,903	1.15	\$8,835	\$11,290	\$11,290
2018-OR-LaneCo	N4100		Management Analyst Senior		7	\$4,593	\$6,286	\$6,890	1.09	\$6,934	\$9,003	\$9,741
2018-OR-MarionCo	656		Management Analyst 2		5	\$4,458	\$5,686	\$5,981	1.09	\$6,883	\$8,380	\$8,740
<b>County Market Average</b>					17	\$4,698	\$6,207	\$6,517	1.12	\$7,125	\$8,972	\$9,350
2018-MIL-OPES	04.09		Management Analyst	13	61	\$5,160	\$6,448	\$6,857	1.07	\$7,524	\$9,072	\$9,564
2018-MIL-PACS	04.29		Business Data Analyst II	21	77	\$4,875	\$6,123	\$7,433	0.99	\$6,634	\$8,066	\$9,569
<b>Purchased Market Average</b>					34	\$5,001	\$6,267	\$7,178	1.03	\$7,027	\$8,511	\$9,567
2018-ST-ID	05207	M	Management Analyst, Senior		10	\$4,377	\$5,695	\$7,820	0.91	\$6,377	\$7,953	\$10,496
2018-ST-NV	07.624	37	MANAGEMENT ANALYST 3		125	\$4,426		\$6,596		\$6,081		\$8,614
2018-ST-WA	109L	58	MANAGEMENT ANALYST 4		132	\$4,245	\$5,289	\$5,713	1.06	\$6,234	\$7,491	\$8,002
<b>State Market Average</b>					267	\$4,335	\$5,317	\$6,206	0.98	\$6,168	\$7,524	\$8,383
0872	<b>OVERALL WEIGHTED MARKET AVERAGE</b>			34	422	\$4,567	\$5,810	\$6,537		\$6,488	\$8,066	\$8,809

**OREGON  
COMPARISON  
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Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
AAON	AFSCME AT DOC SECURITY PLUS	A	A	30	5	\$5,853	\$7,003	\$8,142	1.00	\$8,443	\$9,849	\$11,242	128.1%	120.5%	124.6%	130.1%	122.1%	127.6%
<b>Corrections Weighted Average</b>					5	\$5,853	\$7,003	\$8,142	1.00	\$8,443	\$9,849	\$11,242	128.1%	120.5%	124.6%	130.1%	122.1%	127.6%
MESN	EXEC SVC SUPERVISORY	A	A	30	1	\$5,283	\$7,426	\$7,426	1.17	\$7,747	\$10,366	\$10,366	115.7%	127.8%	113.6%	119.4%	128.5%	117.7%
MMC	MGT SVC NSUPV CONFIDENTIAL	A	A	30	2	\$5,283	\$7,426	\$7,426	1.17	\$7,747	\$10,366	\$10,366	115.7%	127.8%	113.6%	119.4%	128.5%	117.7%
MMN	MGT SVC NONSUPERVISORY	A	A	30	234	\$5,283	\$7,009	\$7,426	1.10	\$7,747	\$9,857	\$10,366	115.7%	120.6%	113.6%	119.4%	122.2%	117.7%
MMS	MGT SVC SUPERVISORY	A	A	30	7	\$5,283	\$7,277	\$7,426	1.15	\$7,747	\$10,184	\$10,366	115.7%	125.2%	113.6%	119.4%	126.3%	117.7%
<b>Management Weighted Average</b>					244	\$5,283	\$7,022	\$7,426	1.11	\$7,747	\$9,872	\$10,366	115.7%	120.9%	113.6%	119.4%	122.4%	117.7%
AD	AFSCME AT ENVIRONMENTAL QUAL	A	A	30Q	7	\$4,851	\$6,319	\$7,105	1.06	\$7,218	\$9,013	\$9,974	106.2%	108.8%	108.7%	111.3%	111.7%	113.2%
AL	AFSCME AT LIQUOR CONTROL COMM	A	A	30Q	1	\$4,851	\$5,599	\$7,105	0.94	\$7,218	\$8,133	\$9,974	106.2%	96.4%	108.7%	111.3%	100.8%	113.2%

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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
AO	AFSCME OR ST POLICE-SUPP UNIT	A	A	30Q	1	\$4,851	\$6,453	\$7,105	1.08	\$7,218	\$9,177	\$9,974	106.2%	111.1%	108.7%	111.3%	113.8%	113.2%
AT	AFSCME AT DCBS BUILDING CODES	A	A	30Q	14	\$4,851	\$6,366	\$7,105	1.06	\$7,218	\$9,071	\$9,974	106.2%	109.6%	108.7%	111.3%	112.5%	113.2%
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	A	30	20	\$4,945	\$6,944	\$7,303	1.13	\$7,333	\$9,777	\$10,216	108.3%	119.5%	111.7%	113.0%	121.2%	116.0%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	30	262	\$5,189	\$6,939	\$7,600	1.09	\$7,320	\$9,355	\$10,123	113.6%	119.4%	116.3%	112.8%	116.0%	114.9%
OAI	SEIU STRIKEABLE INST COALITION	A	P	30	7	\$5,189	\$6,407	\$7,600	1.00	\$7,320	\$8,736	\$10,123	113.6%	110.3%	116.3%	112.8%	108.3%	114.9%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	30	30	\$5,189	\$7,157	\$7,600	1.12	\$7,320	\$9,609	\$10,123	113.6%	123.2%	116.3%	112.8%	119.1%	114.9%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	30	71	\$5,189	\$7,128	\$7,600	1.11	\$7,320	\$9,574	\$10,123	113.6%	122.7%	116.3%	112.8%	118.7%	114.9%
UA	UNREPRESENTED	A	A	30	16	\$4,851	\$6,428	\$7,100	1.08	\$7,218	\$9,147	\$9,968	106.2%	110.6%	108.6%	111.3%	113.4%	113.2%
<b>Non-Corrections/Non-Management Weighted Average</b>					429	\$5,147	\$6,925	\$7,541	1.09	\$7,312	\$9,393	\$10,114	112.7%	119.2%	115.4%	112.7%	116.4%	114.8%
0872	<b>STATEWIDE Weighted Average</b>				678	\$5,201	\$6,960	\$7,504	1.10	\$7,477	\$9,569	\$10,213	113.9%	119.8%	114.8%	115.2%	118.6%	115.9%

0873 OPERATIONS & POLICY ANALYST 4

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-WashCo	028A		Research And Evaluation Analyst		2	\$7,360	\$7,863	\$8,943	0.96	\$10,029	\$10,626	\$11,907
2018-OR-WashCo	181		Policy Analyst		1	\$8,329	\$9,845	\$10,121	1.07	\$11,178	\$12,977	\$13,304
2018-WA-ClarkCo	824		Policy Analyst Senior			\$5,579		\$7,882		\$8,093		\$10,868
<b>County Market Average</b>					3	\$7,157	\$8,524	\$8,972	1.02	\$9,833	\$11,410	\$11,996
2018-MIL-OPES	04.10		Management Analyst - Senior	6	66	\$5,903	\$7,466	\$7,865	1.08	\$8,416	\$10,295	\$10,776
2018-MIL-PACS	04.30		Business Data Analyst III	11	34	\$6,077	\$8,179	\$9,564	1.05	\$8,013	\$10,425	\$12,013
<b>Purchased Market Average</b>					17	\$5,962	\$7,708	\$8,443	1.06	\$8,279	\$10,339	\$11,197
2018-ST-WA	109M	61	MANAGEMENT ANALYST 5		77	\$4,572	\$5,804	\$6,149	1.08	\$6,627	\$8,113	\$8,528
<b>State Market Average</b>					77	\$4,572	\$5,804	\$6,149	1.08	\$6,627	\$8,113	\$8,528
0873	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				17	\$5,398	\$6,909	\$7,480		\$7,612	\$9,406	\$10,081

OREGON  
COMPARISON  
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Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	MARKET COMPARISONS												
						SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS								
						SR Min	Emp Avg	SR Max		SR Min to SR Min	Avg to Avg	SR Max to SR Max						
MENN EXEC SVC NONSUPERVISORY		A	A	32	7	\$5,828	\$7,496	\$8,172	1.07	\$8,413	\$10,452	\$11,278	108.0%	108.5%	109.2%	110.5%	111.1%	111.9%
MMC MGT SVC NSUPV CONFIDENTIAL		A	A	32	1	\$5,828	\$8,172	\$8,172	1.17	\$8,413	\$11,278	\$11,278	108.0%	118.3%	109.2%	110.5%	119.9%	111.9%
MMN MGT SVC NONSUPERVISORY		A	A	32	286	\$5,828	\$7,812	\$8,172	1.12	\$8,413	\$10,838	\$11,278	108.0%	113.1%	109.2%	110.5%	115.2%	111.9%
MMS MGT SVC SUPERVISORY		A	A	32	11	\$5,828	\$7,902	\$8,172	1.13	\$8,413	\$10,948	\$11,278	108.0%	114.4%	109.2%	110.5%	116.4%	111.9%
<b>Management Weighted Average</b>					305	\$5,828	\$7,809	\$8,172	1.12	\$8,413	\$10,835	\$11,278	108.0%	113.0%	109.2%	110.5%	115.2%	111.9%
OAH SEIU STRIKEABLE HUMAN SVC COAL		A	P	32	10	\$5,711	\$7,695	\$8,358	1.09	\$7,927	\$10,234	\$11,004	105.8%	111.4%	111.7%	104.1%	108.8%	109.2%
OAO SEIU STRIKEABLE ODOT COALITION		A	P	32	3	\$5,711	\$7,250	\$8,358	1.03	\$7,927	\$9,717	\$11,004	105.8%	104.9%	111.7%	104.1%	103.3%	109.2%
OAS SEIU STRIKEABLE SPEC COALITION		A	P	32	3	\$5,711	\$7,042	\$8,358	1.00	\$7,927	\$9,474	\$11,004	105.8%	101.9%	111.7%	104.1%	100.7%	109.2%
UA UNREPRESENTED		A	A	32	11	\$5,335	\$7,388	\$7,813	1.12	\$7,810	\$10,320	\$10,840	98.8%	106.9%	104.4%	102.6%	109.7%	107.5%
<b>Non-Corrections/Non-Management Weighted Average</b>					27	\$5,558	\$7,448	\$8,136	1.09	\$7,880	\$10,127	\$10,937	103.0%	107.8%	108.8%	103.5%	107.7%	108.5%
0873	<b>STATEWIDE Weighted Average</b>				332	\$5,806	\$7,780	\$8,169	1.11	\$8,369	\$10,777	\$11,251	107.6%	112.6%	109.2%	109.9%	114.6%	111.6%

# 2018 Oregon Salary and Benefit Report

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## 1001 LOAN SPECIALIST 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-CompAnalyst	FA06000936		Mortgage Loan Officer I	5	6	\$3,621	\$3,568	\$5,830	0.76	\$5,196	\$5,135	\$7,730
<b>Purchased Market Average</b>				5	6	\$3,621	\$3,568	\$5,830	0.76	\$5,196	\$5,135	\$7,730
2018-ST-NV	07.175	34	LOAN OFFICER		3	\$3,886		\$5,762		\$5,452		\$7,641
<b>State Market Average</b>					3	\$3,886		\$5,762		\$5,452		\$7,641
1001	<b>OVERALL WEIGHTED MARKET AVERAGE</b>			5	9	\$3,712	\$3,568	\$5,807		\$5,284	\$5,135	\$7,700

### 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	Salary			Salary and Benefits		
													SR Min 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	7	\$3,737	\$4,844	\$5,442	1.06	\$5,632	\$6,919	\$7,614	100.7%	135.8%	93.7%	106.6%	134.7%	98.9%
UA	UNREPRESENTED	A	A	23	1	\$3,493	\$5,084	\$5,084	1.19	\$5,558	\$7,503	\$7,503	94.1%	142.5%	87.6%	105.2%	146.1%	97.5%
<b>Non-Corrections/Non-Management Weighted Average</b>					8	\$3,707	\$4,874	\$5,397	1.07	\$5,623	\$6,992	\$7,601	99.9%	136.6%	92.9%	106.4%	136.2%	98.7%
1001	<b>STATEWIDE Weighted Average</b>			8	8	\$3,707	\$4,874	\$5,397	1.07	\$5,623	\$6,992	\$7,601	99.9%	136.6%	92.9%	106.4%	136.2%	98.7%

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## 1002 LOAN SPECIALIST 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-CompAnalyst	FA06000937		Mortgage Loan Officer II			\$3,878	\$4,514	\$6,395	0.88	\$5,491	\$6,220	\$8,378
<b>Purchased Market Average</b>						\$3,878	\$4,514	\$6,395	0.88	\$5,491	\$6,220	\$8,378
2018-ST-CA	7480		LOAN OFFICER		2	\$4,435	\$5,551	\$5,551	1.11	\$6,490	\$7,827	\$7,827
2018-ST-NV	07.174	37	LOAN ADMINISTRATION OFFICER		2	\$4,426		\$6,596		\$6,081		\$8,614
<b>State Market Average</b>						\$4,430	\$5,551	\$6,073	1.11	\$6,285	\$7,827	\$8,220
1002	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				3	\$4,292	\$5,136	\$6,154		\$6,087	\$7,184	\$8,260

### 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	Salary			Salary and Benefits		
													SR Min 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	1	\$4,514	\$6,590	\$6,590	1.19	\$6,536	\$8,949	\$8,949	105.2%	128.3%	107.1%	107.4%	124.6%	108.3%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	27	7	\$4,514	\$6,246	\$6,590	1.12	\$6,536	\$8,549	\$8,949	105.2%	121.6%	107.1%	107.4%	119.0%	108.3%
UA	UNREPRESENTED	A	A	27	3	\$4,216	\$5,442	\$6,157	1.05	\$6,442	\$7,941	\$8,815	98.2%	106.0%	100.1%	105.8%	110.5%	106.7%
<b>Non-Corrections/Non-Management Weighted Average</b>					11	\$4,433	\$6,058	\$6,472	1.11	\$6,510	\$8,419	\$8,912	103.3%	117.9%	105.2%	107.0%	117.2%	107.9%
1002	<b>STATEWIDE Weighted Average</b>				11	\$4,433	\$6,058	\$6,472	1.11	\$6,510	\$8,419	\$8,912	103.3%	117.9%	105.2%	107.0%	117.2%	107.9%

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## 1003 LOAN SPECIALIST 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-CompAnalyst	FA06000938		Mortgage Loan Officer III			\$5,191	\$6,821	\$7,865	1.05	\$6,996	\$8,867	\$10,064
<b>Purchased Market Average</b>						\$5,191	\$6,821	\$7,865	1.05	\$6,996	\$8,867	\$10,064
2018-ST-CA	7481		STAFF LOAN OFFICER (SPECIALIST)		2	\$5,116	\$6,148	\$6,403	1.07	\$7,306	\$8,543	\$8,849
<b>State Market Average</b>						\$5,116	\$6,148	\$6,403	1.07	\$7,306	\$8,543	\$8,849
1003	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				2	\$5,141	\$6,372	\$6,891		\$7,203	\$8,651	\$9,254

### 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	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	A	30	1	\$4,851	\$6,771	\$7,091	1.13	\$7,218	\$9,566	\$9,957	94.4%	106.3%	102.9%	100.2%	110.6%	107.6%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	30	12	\$5,189	\$6,741	\$7,600	1.05	\$7,320	\$9,125	\$10,123	100.9%	105.8%	110.3%	101.6%	105.5%	109.4%
UA	UNREPRESENTED	A	A	30	10	\$4,851	\$6,908	\$7,100	1.16	\$7,218	\$9,733	\$9,968	94.4%	108.4%	103.0%	100.2%	112.5%	107.7%
<b>Non-Corrections/Non-Management Weighted Average</b>					23	\$5,027	\$6,815	\$7,360	1.10	\$7,272	\$9,408	\$10,048	97.8%	106.9%	106.8%	101.0%	108.8%	108.6%
1003	<b>STATEWIDE Weighted Average</b>				23	\$5,027	\$6,815	\$7,360	1.10	\$7,272	\$9,408	\$10,048	97.8%	106.9%	106.8%	101.0%	108.8%	108.6%



# 2018 Oregon Salary and Benefit Report

Data Effective Date: 7/1/2018

## 1097 PLANNER 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2018-OR-ClackCo	312		Planner 2		3	\$5,136	\$5,536	\$6,479	0.95	\$7,649	\$8,141	\$9,298	
2018-OR-DescCo	1106		Planner, Associate		6	\$5,094	\$5,700	\$6,827	0.96	\$7,852	\$8,593	\$9,973	
2018-OR-JackCo	364		Planner II			\$4,118		\$5,425		\$6,803		\$8,398	
2018-OR-LaneCo	J026		Planner, Associate		2	\$4,351	\$5,915	\$6,022	1.14	\$6,638	\$8,550	\$8,680	
2018-OR-MarionCo	372		Planner Associate		1	\$4,122	\$6,091	\$5,526	1.26	\$6,473	\$8,874	\$8,185	
2018-OR-MultCo	6075		Planner 2		3	\$5,344	\$6,189	\$6,569	1.04	\$7,974	\$9,006	\$9,469	
2018-OR-WashCo	335		Planner, Associate		7	\$5,612	\$6,152	\$6,820	0.99	\$7,956	\$8,597	\$9,389	
2018-WA-ClarkCo	113		Planner II			\$4,682		\$5,707		\$7,012		\$8,247	
<b>County Market Average</b>					22	\$5,121	\$5,926	\$6,523	1.05	\$7,635	\$8,598	\$9,335	
2018-MIL-OPES	06.13		Planner (Journey)	18	35	\$4,940	\$5,594	\$6,318	0.99	\$7,260	\$8,046	\$8,916	
<b>Purchased Market Average</b>					18	\$4,940	\$5,594	\$6,318	0.99	\$7,260	\$8,046	\$8,916	
2018-ST-ID	03666	L	Planner		13	\$3,872	\$4,684	\$6,915	0.85	\$5,772	\$6,743	\$9,413	
2018-ST-WA	542T	57	ENVIRONMENTAL PLANNER 3		35	\$4,142	\$5,311	\$5,568	1.09	\$6,110	\$7,518	\$7,828	
<b>State Market Average</b>					48	\$4,068	\$5,140	\$5,934	0.96	\$6,018	\$7,307	\$8,259	
1097	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				18	105	\$4,590	\$5,457	\$6,192		\$6,787	\$7,825	\$8,716

OREGON  
COMPARISON  
TO  
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Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
AG	AFSCME AT LAND CONSERV DVLPM	A	A	27	4	\$4,216	\$5,392	\$6,157	1.04	\$6,442	\$7,879	\$8,815	91.8%	98.8%	99.4%	94.9%	100.7%	101.1%
AX	AFSCME AT STATE LANDS	A	A	27	1	\$4,216	\$5,599	\$6,157	1.08	\$6,442	\$8,133	\$8,815	91.8%	102.6%	99.4%	94.9%	103.9%	101.1%
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	A	27	3	\$4,272	\$5,827	\$6,309	1.10	\$6,511	\$8,412	\$9,001	93.1%	106.8%	101.9%	95.9%	107.5%	103.3%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	27	1	\$4,514	\$6,590	\$6,590	1.19	\$6,536	\$8,949	\$8,949	98.3%	120.8%	106.4%	96.3%	114.4%	102.7%
<b>Non-Corrections/Non-Management Weighted Average</b>					9	\$4,268	\$5,693	\$6,256	1.08	\$6,476	\$8,204	\$8,892	93.0%	104.3%	101.0%	95.4%	104.8%	102.0%
1097	<b>STATEWIDE Weighted Average</b>				9	\$4,268	\$5,693	\$6,256	1.08	\$6,475	\$8,204	\$8,892	93.0%	104.3%	101.0%	95.4%	104.8%	102.0%

# 2018 Oregon Salary and Benefit Report

Data Effective Date: 7/1/2018

## 1098 PLANNER 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2018-OR-ClackCo	313		Planner, Senior		9	\$5,907	\$7,092	\$7,454	1.06	\$8,595	\$10,051	\$10,496	
2018-OR-DescCo	1115		Planner, Senior		4	\$5,617	\$6,960	\$7,527	1.06	\$8,491	\$10,135	\$10,830	
2018-OR-JackCo	373		Planner III			\$4,510		\$5,951		\$7,281		\$9,038	
2018-OR-LaneCo	J027		Planner, Senior		3	\$4,801	\$5,989	\$6,651	1.05	\$7,189	\$8,640	\$9,449	
2018-OR-MarionCo	373		Planner Senior		1	\$4,765	\$6,696	\$6,379	1.20	\$7,257	\$9,612	\$9,225	
2018-OR-MultCo	6078		Planner Senior		4	\$6,006	\$6,801	\$7,395	1.01	\$8,783	\$9,753	\$10,478	
2018-OR-WashCo	336		Planner, Senior		12	\$6,670	\$7,589	\$8,104	1.03	\$9,211	\$10,301	\$10,912	
2018-WA-ClarkCo	117		Planner III			\$5,592		\$6,804		\$8,109		\$9,569	
<b>County Market Average</b>					33	\$5,970	\$7,109	\$7,518	1.06	\$8,606	\$9,974	\$10,480	
2018-MIL-OPES	06.14		Planner - Senior	18	45	\$5,794	\$7,289	\$7,632	1.09	\$8,286	\$10,083	\$10,495	
<b>Purchased Market Average</b>					18	\$5,794	\$7,289	\$7,632	1.09	\$8,286	\$10,083	\$10,495	
2018-ST-NV	06.711	36	LAND USE PLANNER 2		1	\$4,238		\$6,305		\$5,863		\$8,275	
2018-ST-WA	542U	61	ENVIRONMENTAL PLANNER 4		45	\$4,572	\$5,921	\$6,149	1.10	\$6,627	\$8,253	\$8,528	
<b>State Market Average</b>					46	\$4,564	\$5,921	\$6,152	1.10	\$6,611	\$8,253	\$8,522	
1098	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				18	123	\$5,396	\$6,741	\$7,061		\$7,766	\$9,386	\$9,773

### OREGON COMPARISON TO MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
AG	AFSCME AT LAND CONSERV DVLPMT	A	A	30Q	17	\$4,850	\$6,732	\$7,104	1.13	\$7,217	\$9,517	\$9,973	89.9%	99.9%	100.6%	92.9%	101.4%	102.0%
AV	AFSCME MILITRY OREG EMERG MGMT	A	A	30	1	\$4,850	\$6,157	\$7,104	1.03	\$7,217	\$8,815	\$9,973	89.9%	91.3%	100.6%	92.9%	93.9%	102.0%
AX	AFSCME AT STATE LANDS	A	A	30	1	\$4,850	\$7,104	\$7,104	1.19	\$7,217	\$9,973	\$9,973	89.9%	105.4%	100.6%	92.9%	106.2%	102.0%
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	A	30	24	\$4,945	\$6,924	\$7,303	1.13	\$7,333	\$9,753	\$10,216	91.6%	102.7%	103.4%	94.4%	103.9%	104.5%
<b>Non-Corrections/Non-Management Weighted Average</b>					43	\$4,903	\$6,834	\$7,215	1.13	\$7,283	\$9,643	\$10,109	90.9%	101.4%	102.2%	93.8%	102.7%	103.4%
1098	<b>STATEWIDE Weighted Average</b>				43	\$4,903	\$6,834	\$7,215	1.13	\$7,282	\$9,643	\$10,109	90.9%	101.4%	102.2%	93.8%	102.7%	103.4%

# 2018 Oregon Salary and Benefit Report

Data Effective Date: 7/1/2018

## 1099 PLANNER 4

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-ClackCo	314		Planner, Principal		1	\$6,479	\$7,183	\$8,184	0.98	\$9,298	\$10,163	\$11,392
2018-OR-MarionCo	374		Planner Principal		1	\$4,995	\$7,036	\$6,701	1.20	\$7,538	\$10,027	\$9,619
2018-OR-MultCo	9146		Planner Principal			\$6,213		\$9,319		\$9,034		\$12,826
2018-OR-WashCo	338		Planner, Principal		4	\$7,736	\$8,661	\$9,399	1.01	\$10,475	\$11,572	\$12,447
<b>County Market Average</b>					6	\$6,947	\$8,144	\$8,828	1.05	\$9,681	\$11,080	\$11,947
2018-MIL-OPES	06.15		Planner (Principal)	10	9	\$6,837	\$8,624	\$9,082	1.08	\$9,539	\$11,687	\$12,238
<b>Purchased Market Average</b>					10	\$6,837	\$8,624	\$9,082	1.08	\$9,539	\$11,687	\$12,238
2018-ST-ID	03669	M	Planner, Senior		4	\$4,377	\$5,674	\$7,820	0.91	\$6,377	\$7,928	\$10,496
2018-ST-WA	542V	65	ENVIRONMENTAL PLANNER 5			\$5,046		\$6,786		\$7,200		\$9,296
<b>State Market Average</b>					4	\$4,511	\$5,674	\$7,613	0.91	\$6,542	\$7,928	\$10,256
<b>1099</b>	<b>OVERALL WEIGHTED MARKET AVERAGE</b>			10	19	\$6,320	\$7,851	\$8,648		\$8,873	\$10,704	\$11,669

### OREGON COMPARISON TO MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
MMN	MGT SVC NONSUPERVISORY	A	A	32	4	\$5,828	\$7,897	\$8,172	1.13	\$8,413	\$10,942	\$11,278	92.2%	100.6%	94.5%	94.8%	102.2%	96.7%
<b>Management Weighted Average</b>					4	\$5,828	\$7,897	\$8,172	1.13	\$8,413	\$10,942	\$11,278	92.2%	100.6%	94.5%	94.8%	102.2%	96.7%
AG	AFSCME AT LAND CONSERV DVLPM	A	A	32	7	\$5,334	\$7,432	\$7,826	1.13	\$7,809	\$10,373	\$10,855	84.4%	94.7%	90.5%	88.0%	96.9%	93.0%
AU	AFSCME AT MILITARY	A	A	32Q	1	\$5,334	\$7,807	\$7,826	1.19	\$7,809	\$10,832	\$10,855	84.4%	99.4%	90.5%	88.0%	101.2%	93.0%
AX	AFSCME AT STATE LANDS	A	A	32	1	\$5,334	\$7,104	\$7,826	1.08	\$7,809	\$9,973	\$10,855	84.4%	90.5%	90.5%	88.0%	93.2%	93.0%
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	A	32	6	\$5,451	\$7,625	\$8,052	1.13	\$7,952	\$10,609	\$11,132	86.3%	97.1%	93.1%	89.6%	99.1%	95.4%
<b>Non-Corrections/Non-Management Weighted Average</b>					15	\$5,381	\$7,512	\$7,916	1.13	\$7,867	\$10,472	\$10,966	85.1%	95.7%	91.5%	88.7%	97.8%	94.0%
<b>1099</b>	<b>STATEWIDE Weighted Average</b>			19		\$5,475	\$7,593	\$7,970	1.13	\$7,981	\$10,571	\$11,032	86.6%	96.7%	92.2%	89.9%	98.8%	94.5%

2018 Oregon Salary and Benefit Report

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1115 RESEARCH ANALYST 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-MultCo	6085		Research Evaluation Analyst 1		1	\$3,891	\$4,743	\$4,761	1.10	\$6,200	\$7,241	\$7,262
<b>County Market Average</b>					1	\$3,891	\$4,743	\$4,761	1.10	\$6,200	\$7,241	\$7,262
2018-ST-CA	5729	C	RESEARCH ANALYST I -GENERAL-		14	\$3,872	\$4,514	\$4,848	1.04	\$5,815	\$6,585	\$6,985
2018-ST-NV	07.747	28	STATISTICIAN 1		1	\$3,031		\$4,426		\$4,454		\$6,081
2018-ST-WA	501F	43	RESEARCH ANALYST 2		10	\$2,947	\$3,772	\$3,942	1.10	\$4,670	\$5,665	\$5,869
<b>State Market Average</b>					25	\$3,468	\$4,205	\$4,469	1.06	\$5,303	\$6,202	\$6,503
1115	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				26	\$3,485	\$4,227	\$4,480		\$5,337	\$6,243	\$6,532

OREGON  
COMPARISON  
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Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
AI	AFSCME AT LONGTERM CARE OMBUDS	A	A	19	1	\$2,926	\$4,216	\$4,216	1.18	\$4,865	\$6,442	\$6,442	84.0%	99.7%	94.1%	91.2%	103.2%	98.6%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	19	6	\$3,130	\$4,187	\$4,514	1.10	\$4,927	\$6,155	\$6,536	89.8%	99.1%	100.8%	92.3%	98.6%	100.1%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	19	4	\$3,130	\$4,277	\$4,514	1.12	\$4,927	\$6,260	\$6,536	89.8%	101.2%	100.8%	92.3%	100.3%	100.1%
<b>Non-Corrections/Non-Management Weighted Average</b>					11	\$3,111	\$4,222	\$4,487	1.11	\$4,921	\$6,219	\$6,527	89.3%	99.9%	100.2%	92.2%	99.6%	99.9%
1115	<b>STATEWIDE Weighted Average</b>				11	\$3,111	\$4,222	\$4,487	1.11	\$4,921	\$6,219	\$6,527	89.3%	99.9%	100.2%	92.2%	99.6%	99.9%

1116 RESEARCH ANALYST 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-MultCo	6086		Research Evaluation Analyst 2		4	\$4,895	\$5,101	\$6,006	0.94	\$7,426	\$7,678	\$8,783
<b>County Market Average</b>					4	\$4,895	\$5,101	\$6,006	0.94	\$7,426	\$7,678	\$8,783
2018-CompAnalyst	RD14000035		Operations Research Analyst I			\$3,995	\$5,045	\$6,212	0.99	\$5,625	\$6,830	\$8,168
<b>Purchased Market Average</b>						\$3,995	\$5,045	\$6,212	0.99	\$5,625	\$6,830	\$8,168
2018-ST-CA	5731	A	RESEARCH ANALYST II -GENERAL-		85	\$4,655	\$5,517	\$5,831	1.05	\$6,754	\$7,786	\$8,162
2018-ST-ID	05451	J	Research Analyst		10	\$3,064	\$4,017	\$5,470	0.92	\$4,805	\$5,945	\$7,684
2018-ST-NV	07.745	31	STATISTICIAN 2		8	\$3,429		\$5,041		\$4,918		\$6,800
2018-ST-WA	501G	48	RESEARCH ANALYST 3		8	\$3,357	\$4,036	\$4,516	1.03	\$5,165	\$5,982	\$6,561
<b>State Market Average</b>					111	\$4,331	\$5,257	\$5,647	1.00	\$6,333	\$7,468	\$7,906
1116	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				115	\$4,347	\$5,249	\$5,664		\$6,364	\$7,470	\$7,939

OREGON  
COMPARISON  
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Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
AF	AFSCME AT OSP FIRE MARSHAL	A	A	23	1	\$3,494	\$3,633	\$5,084	0.85	\$5,560	\$5,729	\$7,503	80.4%	69.2%	89.8%	87.4%	76.7%	94.5%
AO	AFSCME OR ST POLICE-SUPP UNIT	A	A	23	4	\$3,494	\$4,032	\$5,084	0.94	\$5,560	\$6,217	\$7,503	80.4%	76.8%	89.8%	87.4%	83.2%	94.5%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	23	18	\$3,737	\$4,912	\$5,442	1.07	\$5,632	\$6,998	\$7,614	86.0%	93.6%	96.1%	88.5%	93.7%	95.9%
OAI	SEIU STRIKEABLE INST COALITION	A	P	23	1	\$3,737	\$3,737	\$5,442	0.81	\$5,632	\$5,632	\$7,614	86.0%	71.2%	96.1%	88.5%	75.4%	95.9%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	23	2	\$3,737	\$4,007	\$5,442	0.87	\$5,632	\$5,946	\$7,614	86.0%	76.3%	96.1%	88.5%	79.6%	95.9%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	23	10	\$3,737	\$4,562	\$5,442	0.99	\$5,632	\$6,592	\$7,614	86.0%	86.9%	96.1%	88.5%	88.2%	95.9%
UA	UNREPRESENTED	A	A	23	2	\$3,493	\$4,968	\$5,084	1.16	\$5,558	\$7,361	\$7,503	80.4%	94.6%	89.8%	87.3%	98.5%	94.5%
<b>Non-Corrections/Non-Management Weighted Average</b>					38	\$3,692	\$4,618	\$5,376	1.02	\$5,619	\$6,703	\$7,594	84.9%	88.0%	94.9%	88.3%	89.7%	95.7%
1116	<b>STATEWIDE Weighted Average</b>				38	\$3,692	\$4,618	\$5,376	1.02	\$5,619	\$6,703	\$7,594	84.9%	88.0%	94.9%	88.3%	89.7%	95.7%

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1117 RESEARCH ANALYST 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-CompAnalyst	RD14000126		Operations Research Analyst II			\$4,219	\$5,477	\$6,852	1.00	\$5,882	\$7,325	\$8,902
2018-MIL-OPES	04.11		Research Analyst	5	10	\$4,647	\$5,585	\$6,473	1.00	\$6,908	\$8,035	\$9,103
<b>Purchased Market Average</b>				5	10	\$4,608	\$5,575	\$6,509	1.00	\$6,812	\$7,969	\$9,084
2018-ST-ID	05449	L	Research Analyst, Senior		10	\$3,872	\$4,724	\$6,915	0.85	\$5,772	\$6,792	\$9,413
2018-ST-WA	501H	51	RESEARCH ANALYST 4		10	\$3,571	\$4,548	\$4,803	1.09	\$5,421	\$6,599	\$6,907
<b>State Market Average</b>					20	\$3,721	\$4,636	\$5,859	0.95	\$5,597	\$6,695	\$8,160
1117	<b>OVERALL WEIGHTED MARKET AVERAGE</b>			5	29	\$4,036	\$4,970	\$6,090		\$6,029	\$7,148	\$8,488

OREGON  
COMPARISON  
TO  
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Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
AAON	AFSCME AT DOC SECURITY PLUS	A	A	26	3	\$4,855	\$6,116	\$6,747	1.05	\$7,223	\$8,765	\$9,536	120.3%	123.1%	110.8%	119.8%	122.6%	112.3%
<b>Corrections Weighted Average</b>					3	\$4,855	\$6,116	\$6,747	1.05	\$7,223	\$8,765	\$9,536	120.3%	123.1%	110.8%	119.8%	122.6%	112.3%
AS	OR PUB SAFETY ASSOC AT DPSST	A	A	26	1	\$4,012	\$5,335	\$5,867	1.08	\$6,193	\$7,810	\$8,461	99.4%	107.4%	96.3%	102.7%	109.3%	99.7%
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	A	26	1	\$4,071	\$6,008	\$6,008	1.19	\$6,265	\$8,633	\$8,633	100.9%	120.9%	98.7%	103.9%	120.8%	101.7%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	26	39	\$4,295	\$5,788	\$6,280	1.09	\$6,281	\$8,017	\$8,589	106.4%	116.5%	103.1%	104.2%	112.2%	101.2%
OAI	SEIU STRIKEABLE INST COALITION	A	P	26	5	\$4,295	\$5,410	\$6,280	1.02	\$6,281	\$7,577	\$8,589	106.4%	108.9%	103.1%	104.2%	106.0%	101.2%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	26	3	\$4,295	\$5,811	\$6,280	1.10	\$6,281	\$8,043	\$8,589	106.4%	116.9%	103.1%	104.2%	112.5%	101.2%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	26	18	\$4,295	\$5,750	\$6,280	1.09	\$6,281	\$7,973	\$8,589	106.4%	115.7%	103.1%	104.2%	111.5%	101.2%
UA	UNREPRESENTED	A	A	26	4	\$4,012	\$5,667	\$5,867	1.15	\$6,193	\$8,216	\$8,461	99.4%	114.0%	96.3%	102.7%	114.9%	99.7%
<b>Non-Corrections/Non-Management Weighted Average</b>					71	\$4,272	\$5,743	\$6,247	1.09	\$6,275	\$7,993	\$8,580	105.8%	115.6%	102.6%	104.1%	111.8%	101.1%
1117	<b>STATEWIDE Weighted Average</b>				74	\$4,296	\$5,758	\$6,267	1.09	\$6,313	\$8,024	\$8,619	106.4%	115.9%	102.9%	104.7%	112.3%	101.5%

# 2018 Oregon Salary and Benefit Report

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## 1118 RESEARCH ANALYST 4

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-MultCo	6087		Research Evaluation Analyst Senior		10	\$6,186	\$6,833	\$7,614	0.99	\$9,002	\$9,791	\$10,745
2018-WA-ClarkCo	817		Research Analyst / Policy Asst			\$4,695		\$6,631		\$7,028		\$9,361
<b>County Market Average</b>					10	\$6,053	\$6,833	\$7,527	0.99	\$8,826	\$9,791	\$10,622
2018-CompAnalyst	RD14000127		Operations Research Analyst III			\$5,249	\$6,879	\$8,347	1.01	\$7,063	\$8,933	\$10,617
<b>Purchased Market Average</b>						\$5,249	\$6,879	\$8,347	1.01	\$7,063	\$8,933	\$10,617
2018-ST-ID	05447	M	Research Analyst, Principal		10	\$4,377	\$5,614	\$7,820	0.90	\$6,377	\$7,856	\$10,496
2018-ST-WA	5011	54	RESEARCH ANALYST 5			\$3,846		\$5,170		\$5,753		\$7,349
<b>State Market Average</b>					10	\$4,330	\$5,614	\$7,584	0.90	\$6,322	\$7,856	\$10,216
1118	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				21	\$5,194	\$6,254	\$7,589		\$7,552	\$8,829	\$10,428

### 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	Salary			Salary and Benefits		
													SR Min 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	A	30	1	\$5,853	\$8,142	\$8,142	1.16	\$8,443	\$11,242	\$11,242	112.7%	130.2%	107.3%	111.8%	127.3%	107.8%
<b>Corrections Weighted Average</b>					1	\$5,853	\$8,142	\$8,142	1.16	\$8,443	\$11,242	\$11,242	112.7%	130.2%	107.3%	111.8%	127.3%	107.8%
MMN	MGT SVC NONSUPERVISORY	A	A	30	2	\$5,283	\$6,429	\$7,426	1.01	\$7,747	\$9,147	\$10,366	101.7%	102.8%	97.8%	102.6%	103.6%	99.4%
MMS	MGT SVC SUPERVISORY	A	A	30	1	\$5,283	\$5,551	\$7,426	0.87	\$7,747	\$8,074	\$10,366	101.7%	88.8%	97.8%	102.6%	91.5%	99.4%
<b>Management Weighted Average</b>					3	\$5,283	\$6,136	\$7,426	0.97	\$7,747	\$8,789	\$10,366	101.7%	98.1%	97.8%	102.6%	99.6%	99.4%
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	A	30	4	\$4,945	\$6,959	\$7,303	1.14	\$7,333	\$9,795	\$10,216	95.2%	111.3%	96.2%	97.1%	110.9%	98.0%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	30	44	\$5,189	\$6,963	\$7,600	1.09	\$7,320	\$9,383	\$10,123	99.9%	111.3%	100.1%	96.9%	106.3%	97.1%
OAI	SEIU STRIKEABLE INST COALITION	A	P	30	4	\$5,189	\$7,426	\$7,600	1.16	\$7,320	\$9,921	\$10,123	99.9%	118.7%	100.1%	96.9%	112.4%	97.1%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	30	1	\$5,189	\$7,600	\$7,600	1.19	\$7,320	\$10,123	\$10,123	99.9%	121.5%	100.1%	96.9%	114.7%	97.1%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	30	20	\$5,189	\$6,976	\$7,600	1.09	\$7,320	\$9,398	\$10,123	99.9%	111.6%	100.1%	96.9%	106.4%	97.1%
UA	UNREPRESENTED	A	A	30	4	\$4,851	\$6,792	\$7,100	1.14	\$7,218	\$9,591	\$9,968	93.4%	108.6%	93.6%	95.6%	108.6%	95.6%
<b>Non-Corrections/Non-Management Weighted Average</b>					77	\$5,159	\$6,990	\$7,559	1.10	\$7,316	\$9,456	\$10,120	99.3%	111.8%	99.6%	96.9%	107.1%	97.0%
1118	<b>STATEWIDE Weighted Average</b>				81	\$5,172	\$6,972	\$7,561	1.10	\$7,346	\$9,454	\$10,143	99.6%	111.5%	99.6%	97.3%	107.1%	97.3%

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## 1143 POLICY AND BUDGET ANALYST

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-WA-ThrstnCo	0740		SENIOR MANAGEMENT ANALYST		4	\$6,150	\$8,199	\$8,199	1.14	\$8,717	\$11,186	\$11,186
<b>County Market Average</b>					4	\$6,150	\$8,199	\$8,199	1.14	\$8,717	\$11,186	\$11,186
2018-ST-CA	5271		PRINCIPAL PROGRAM BUDGET ANA		9	\$7,390	\$7,866	\$8,392	1.00	\$10,030	\$10,601	\$11,231
2018-ST-ID	05209	N	Financial Management Analyst, Senior		8	\$4,837	\$6,675	\$8,637	0.97	\$6,926	\$9,126	\$11,473
2018-ST-NV	07.634	43	EXECUTIVE BRANCH BUDGET OFF :		6	\$5,762		\$8,688		\$7,641		\$11,055
<b>State Market Average</b>					23	\$6,048	\$7,288	\$8,558	0.98	\$8,290	\$9,886	\$11,270
1143	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				27	\$6,063	\$7,466	\$8,504		\$8,354	\$10,139	\$11,258

OREGON  
COMPARISON  
TO  
MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
MMN	MGT SVC NONSUPERVISORY	A	A	35	12	\$6,740	\$8,798	\$9,463	1.09	\$9,528	\$12,044	\$12,857	111.2%	117.8%	111.3%	114.0%	118.8%	114.2%
<b>Management Weighted Average</b>					12	\$6,740	\$8,798	\$9,463	1.09	\$9,528	\$12,044	\$12,857	111.2%	117.8%	111.3%	114.0%	118.8%	114.2%
1143	<b>STATEWIDE Weighted Average</b>				12	\$6,740	\$8,798	\$9,463	1.09	\$9,528	\$12,044	\$12,857	111.2%	117.8%	111.3%	114.0%	118.8%	114.2%



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## 1156 UTILITY AND ENERGY ANALYST 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-ST-CA	4502		PUBLIC UTILITY FINANCIAL EXAMIN		5	\$4,648	\$5,682	\$6,105	1.06	\$6,745	\$7,984	\$8,491
2018-ST-WA	456B	60	REGULATORY ANALYST 2		5	\$4,461	\$5,165	\$5,999	0.99	\$6,494	\$7,342	\$8,348
<b>State Market Average</b>					11	\$4,554	\$5,423	\$6,052	1.02	\$6,620	\$7,663	\$8,419
1156	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				11	\$4,554	\$5,423	\$6,052		\$6,620	\$7,663	\$8,419

**OREGON  
COMPARISON  
TO  
MARKET**

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
UA	UNREPRESENTED	A	A	28	7	\$4,417	\$5,100	\$6,453	0.94	\$6,688	\$7,523	\$9,177	97.0%	94.0%	106.6%	101.0%	98.2%	109.0%
<b>Non-Corrections/Non-Management Weighted Average</b>					7	\$4,417	\$5,100	\$6,453	0.94	\$6,688	\$7,523	\$9,177	97.0%	94.0%	106.6%	101.0%	98.2%	109.0%
1156	<b>STATEWIDE Weighted Average</b>				7	\$4,417	\$5,100	\$6,453	0.94	\$6,688	\$7,523	\$9,177	97.0%	94.0%	106.6%	101.0%	98.2%	109.0%

1157 UTILITY AND ENERGY ANALYST 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-ST-CA	4499		PUBLIC UTILITY FINANCIAL EXAMIN		8	\$5,605	\$6,744	\$7,367	1.04	\$7,892	\$9,257	\$10,004
2018-ST-ID	04552	M	Utilities Analyst, PUC		8	\$4,377	\$5,012	\$7,820	0.80	\$6,377	\$7,136	\$10,496
2018-ST-WA	456C	65	REGULATORY ANALYST 3		13	\$4,943	\$6,249	\$6,627	1.08	\$7,076	\$8,648	\$9,104
<b>State Market Average</b>					29	\$4,970	\$6,040	\$7,170	0.97	\$7,109	\$8,394	\$9,747
<b>1157 OVERALL WEIGHTED MARKET AVERAGE</b>					29	\$4,970	\$6,040	\$7,170		\$7,109	\$8,394	\$9,747

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	Salary			Salary and Benefits		
													SR Min 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	A	31	26	\$5,335	\$7,198	\$7,830	1.09	\$7,810	\$10,088	\$10,860	107.3%	119.2%	109.2%	109.9%	120.2%	111.4%
<b>Non-Corrections/Non-Management Weighted Average</b>					26	\$5,335	\$7,198	\$7,830	1.09	\$7,810	\$10,088	\$10,860	107.3%	119.2%	109.2%	109.9%	120.2%	111.4%
<b>1157 STATEWIDE Weighted Average</b>					26	\$5,335	\$7,198	\$7,830	1.09	\$7,810	\$10,088	\$10,860	107.3%	119.2%	109.2%	109.9%	120.2%	111.4%

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## 1161 ECONOMIST 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-ST-CA	5792		RESEARCH ANALYST II (ECONOMIC		4	\$4,655	\$5,568	\$5,831	1.06	\$6,754	\$7,847	\$8,162
2018-ST-ID	05236	K	Economist, Associate			\$3,431		\$6,124		\$5,245		\$8,467
2018-ST-NV	07.740	33	ECONOMIST 1		2	\$3,732		\$5,516		\$5,272		\$7,354
2018-ST-WA	502J	48	ECONOMIC ANALYST 1		2	\$3,316	\$3,945	\$4,461	1.01	\$5,115	\$5,873	\$6,494
<b>State Market Average</b>					8	\$3,998	\$5,003	\$5,479	1.04	\$5,868	\$7,161	\$7,631
<b>1161 OVERALL WEIGHTED MARKET AVERAGE</b>					8	\$3,998	\$5,003	\$5,479		\$5,868	\$7,161	\$7,631

### OREGON COMPARISON TO MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	23	10	\$3,737	\$5,088	\$5,442	1.11	\$5,632	\$7,203	\$7,614	93.5%	101.7%	99.3%	96.0%	100.6%	99.8%
<b>Non-Corrections/Non-Management Weighted Average</b>					10	\$3,737	\$5,088	\$5,442	1.11	\$5,632	\$7,203	\$7,614	93.5%	101.7%	99.3%	96.0%	100.6%	99.8%
1161	<b>STATEWIDE Weighted Average</b>				10	\$3,737	\$5,088	\$5,442	1.11	\$5,632	\$7,203	\$7,614	93.5%	101.7%	99.3%	96.0%	100.6%	99.8%

# 2018 Oregon Salary and Benefit Report

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## 1162 ECONOMIST 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-ST-CA	5830	A	RESEARCH PROGRAM SPECIALIST		7	\$4,871	\$5,975	\$6,097	1.09	\$7,013	\$8,335	\$8,482
2018-ST-ID	08832	L	Regional Economist, Labor		5	\$3,872	\$5,227	\$6,915	0.94	\$5,772	\$7,394	\$9,413
2018-ST-NV	07.723	36	ECONOMIST 2		7	\$4,238		\$6,305		\$5,863		\$8,275
2018-ST-WA	502K	55	ECONOMIC ANALYST 2		3	\$3,942	\$4,550	\$5,301	0.98	\$5,869	\$6,602	\$7,506
<b>State Market Average</b>					21	\$4,305	\$5,422	\$6,243	1.01	\$6,198	\$7,652	\$8,500
<b>1162 OVERALL WEIGHTED MARKET AVERAGE</b>					21	\$4,305	\$5,422	\$6,243		\$6,198	\$7,652	\$8,500

### OREGON COMPARISON TO MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	27	11	\$4,514	\$6,108	\$6,590	1.10	\$6,536	\$8,389	\$8,949	104.9%	112.6%	105.6%	105.4%	109.6%	105.3%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	27	1	\$4,514	\$6,590	\$6,590	1.19	\$6,536	\$8,949	\$8,949	104.9%	121.5%	105.6%	105.4%	117.0%	105.3%
<b>Non-Corrections/Non-Management Weighted Average</b>					12	\$4,514	\$6,148	\$6,590	1.11	\$6,536	\$8,435	\$8,949	104.9%	113.4%	105.6%	105.4%	110.2%	105.3%
<b>1162 STATEWIDE Weighted Average</b>					12	\$4,514	\$6,148	\$6,590	1.11	\$6,536	\$8,435	\$8,949	104.9%	113.4%	105.6%	105.4%	110.2%	105.3%

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1163 ECONOMIST 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-MultCo	6052		Economic Development Analyst		1	\$6,186	\$7,585	\$7,614	1.10	\$9,002	\$10,710	\$10,745
<b>County Market Average</b>					1	\$6,186	\$7,585	\$7,614	1.10	\$9,002	\$10,710	\$10,745
2018-ST-CA	5835	A	RESEARCH PROGRAM SPECIALIST		8	\$5,350	\$6,427	\$6,697	1.07	\$7,587	\$8,878	\$9,201
2018-ST-ID	05230	M	Economist, Staff		1	\$4,377	\$5,978	\$7,820	0.96	\$6,377	\$8,292	\$10,496
2018-ST-NV	07.719	38	ECONOMIST 3		8	\$4,618		\$6,905		\$6,306		\$8,975
2018-ST-WA	502L	61	ECONOMIC ANALYST 3		9	\$4,572	\$5,958	\$6,149	1.11	\$6,627	\$8,298	\$8,528
<b>State Market Average</b>					26	\$4,818	\$6,168	\$6,615	1.04	\$6,814	\$8,555	\$8,948
1163	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				27	\$4,869	\$6,242	\$6,652		\$6,895	\$8,669	\$9,015

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	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	A	30	1	\$5,283	\$5,828	\$7,426	0.92	\$7,747	\$8,413	\$10,366	108.5%	93.4%	111.6%	112.3%	97.0%	115.0%
<b>Management Weighted Average</b>					1	\$5,283	\$5,828	\$7,426	0.92	\$7,747	\$8,413	\$10,366	108.5%	93.4%	111.6%	112.3%	97.0%	115.0%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	30	5	\$5,189	\$6,805	\$7,600	1.06	\$7,320	\$9,199	\$10,123	106.6%	109.0%	114.3%	106.2%	106.1%	112.3%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	30	2	\$5,189	\$7,600	\$7,600	1.19	\$7,320	\$10,123	\$10,123	106.6%	121.7%	114.3%	106.2%	116.8%	112.3%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	30	1	\$5,189	\$7,246	\$7,600	1.13	\$7,320	\$9,712	\$10,123	106.6%	116.1%	114.3%	106.2%	112.0%	112.3%
UA	UNREPRESENTED	A	A	30	1	\$4,851	\$7,100	\$7,100	1.19	\$7,218	\$9,968	\$9,968	99.6%	113.7%	106.7%	104.7%	115.0%	110.6%
<b>Non-Corrections/Non-Management Weighted Average</b>					9	\$5,151	\$7,063	\$7,544	1.11	\$7,309	\$9,547	\$10,106	105.8%	113.2%	113.4%	106.0%	110.1%	112.1%
1163	<b>STATEWIDE Weighted Average</b>				10	\$5,165	\$6,940	\$7,533	1.09	\$7,353	\$9,433	\$10,132	106.1%	111.2%	113.2%	106.6%	108.8%	112.4%

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## 1164 ECONOMIST 4

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-ST-CA	5861		RESEARCH PROGRAM SPECIALIST		1	\$5,878	\$7,357	\$7,357	1.11	\$8,219	\$9,992	\$9,992
2018-ST-ID	05228	N	Economist		1	\$4,837	\$6,201	\$8,637	0.90	\$6,926	\$8,559	\$11,473
2018-ST-NV	07.718	41	EXECUTIVE BRANCH ECONOMIST		1	\$5,269		\$7,921		\$7,066		\$10,160
<b>State Market Average</b>					3	\$5,328	\$6,779	\$7,972	1.00	\$7,404	\$9,275	\$10,542
<b>1164 OVERALL WEIGHTED MARKET AVERAGE</b>					3	\$5,328	\$6,779	\$7,972		\$7,404	\$9,275	\$10,542

### 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			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	A	33	17	\$6,117	\$8,065	\$8,581	1.10	\$8,766	\$11,147	\$11,778	114.8%	119.0%	107.6%	118.4%	120.2%	111.7%
<b>Management Weighted Average</b>					17	\$6,117	\$8,065	\$8,581	1.10	\$8,766	\$11,147	\$11,778	114.8%	119.0%	107.6%	118.4%	120.2%	111.7%
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	A	33	3	\$5,722	\$8,192	\$8,454	1.16	\$8,283	\$11,302	\$11,623	107.4%	120.8%	106.1%	111.9%	121.9%	110.3%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	33	1	\$5,993	\$8,358	\$8,769	1.13	\$8,255	\$11,004	\$11,482	112.5%	123.3%	110.0%	111.5%	118.6%	108.9%
<b>Non-Corrections/Non-Management Weighted Average</b>					4	\$5,790	\$8,233	\$8,533	1.15	\$8,276	\$11,228	\$11,588	108.7%	121.5%	107.0%	111.8%	121.1%	109.9%
<b>1164 STATEWIDE Weighted Average</b>					21	\$6,055	\$8,097	\$8,572	1.11	\$8,673	\$11,163	\$11,742	113.6%	119.4%	107.5%	117.1%	120.4%	111.4%

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1178 PUBLIC ADMINISTRATIVE TRAINEE

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-WashCo	025		Management Intern			\$4,959		\$6,026		\$7,182		\$8,447
<b>County Market Average</b>						\$4,959		\$6,026		\$7,182		\$8,447
2018-ST-NV	07.776	31	FISCAL/BUSINESS PROF TRAINEE		3	\$3,429		\$5,041		\$4,918		\$6,800
<b>State Market Average</b>						\$3,429		\$5,041		\$4,918		\$6,800
1178	<b>OVERALL WEIGHTED MARKET AVERAGE</b>					\$3,866		\$5,323		\$5,565		\$7,270

OREGON  
COMPARISON  
TO  
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Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
MMN	MGT SVC NONSUPERVISORY	A	A	25	2	\$4,154	\$4,259	\$4,794	0.95	\$6,366	\$6,494	\$7,149	107.4%	- %	90.1%	114.4%	- %	98.3%
<b>Management Weighted Average</b>						\$4,154	\$4,259	\$4,794	0.95	\$6,366	\$6,494	\$7,149	107.4%	- %	90.1%	114.4%	- %	98.3%
1178	<b>STATEWIDE Weighted Average</b>					\$4,154	\$4,259	\$4,794	0.95	\$6,366	\$6,494	\$7,149	107.4%	- %	90.1%	114.4%	- %	98.3%

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## 1190 ACTUARY

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-CompAnalyst	FA06000063		Actuary II			\$5,390	\$6,746	\$8,263	0.99	\$7,225	\$8,781	\$10,521
<b>Purchased Market Average</b>						\$5,390	\$6,746	\$8,263	0.99	\$7,225	\$8,781	\$10,521
2018-ST-NV	07.710	39	INSURANCE ACTUARIAL ANALYST 2		2	\$4,825		\$7,225		\$6,548		\$9,348
2018-ST-WA	503C	66	ACTUARIAL ANALYST 3		2	\$5,170	\$6,393	\$6,957	1.05	\$7,349	\$8,822	\$9,501
<b>State Market Average</b>						\$4,998	\$6,393	\$7,091	1.05	\$6,948	\$8,822	\$9,425
1190	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				5	\$5,069	\$6,502	\$7,304		\$6,999	\$8,809	\$9,624

### 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	Salary			Salary and Benefits		
													SR Min 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	A	32	7	\$5,828	\$8,015	\$8,172	1.14	\$8,413	\$11,086	\$11,278	115.0%	123.3%	111.9%	120.2%	125.8%	117.2%
<b>Management Weighted Average</b>						\$5,828	\$8,015	\$8,172	1.14	\$8,413	\$11,086	\$11,278	115.0%	123.3%	111.9%	120.2%	125.8%	117.2%
1190	<b>STATEWIDE Weighted Average</b>				7	\$5,828	\$8,015	\$8,172	1.14	\$8,413	\$11,086	\$11,278	115.0%	123.3%	111.9%	120.2%	125.8%	117.2%



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## 1215 ACCOUNTANT 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2018-OR-ClackCo	476		Accountant 1		5	\$3,925	\$4,712	\$4,976	1.06	\$6,163	\$7,129	\$7,453	
2018-OR-JackCo	01001		Accountant I		1	\$3,675	\$4,467	\$4,692	1.07	\$6,262	\$7,228	\$7,503	
2018-OR-MultCo	6029		Finance Specialist 1		26	\$4,240	\$4,578	\$5,192	0.97	\$6,627	\$7,039	\$7,789	
2018-OR-WashCo	015		Accountant I		2	\$4,605	\$5,445	\$5,597	1.07	\$6,762	\$7,757	\$7,938	
<b>County Market Average</b>					34	\$4,199	\$4,645	\$5,169	1.04	\$6,556	\$7,100	\$7,740	
2018-CompAnalyst	FA06000001		Accountant I	10	80	\$3,555	\$4,315	\$5,324	0.97	\$5,120	\$5,992	\$7,149	
2018-MIL-PACS	02.04		Accountant - Entry	21	62	\$3,877	\$4,784	\$5,618	1.01	\$5,490	\$6,530	\$7,487	
<b>Purchased Market Average</b>					31	\$3,695	\$4,520	\$5,452	0.99	\$5,281	\$6,227	\$7,296	
2018-ST-CA	4179	A	ACCOUNTANT TRAINEE		164	\$3,267	\$3,512	\$3,895	0.98	\$5,090	\$5,385	\$5,843	
2018-ST-NV	07.137	34	ACCOUNTANT 1		1	\$3,886		\$5,762		\$5,452		\$7,641	
2018-ST-WA	143I	40	FISCAL ANALYST 1		149	\$2,838	\$3,417	\$3,782	1.03	\$4,539	\$5,237	\$5,676	
<b>State Market Average</b>					314	\$3,066	\$3,467	\$3,847	1.01	\$4,830	\$5,314	\$5,770	
<b>1215</b>	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				31	490	\$3,327	\$3,854	\$4,404		\$5,080	\$5,703	\$6,349

OREGON  
COMPARISON  
TO  
MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
AAON	AFSCME AT DOC SECURITY PLUS	A	A	21	4	\$3,858	\$4,690	\$5,332	1.02	\$6,005	\$7,021	\$7,806	116.0%	121.7%	121.1%	118.2%	123.1%	123.0%
<b>Corrections Weighted Average</b>					4	\$3,858	\$4,690	\$5,332	1.02	\$6,005	\$7,021	\$7,806	116.0%	121.7%	121.1%	118.2%	123.1%	123.0%
AD	AFSCME AT ENVIRONMENTAL QUAL	A	A	21	2	\$3,182	\$3,939	\$4,626	1.01	\$5,178	\$6,104	\$6,943	95.7%	102.2%	105.0%	101.9%	107.0%	109.4%
AG	AFSCME AT LAND CONSERV DVLPMT	A	A	21	1	\$3,182	\$4,417	\$4,626	1.13	\$5,178	\$6,688	\$6,943	95.7%	114.6%	105.0%	101.9%	117.3%	109.4%
AL	AFSCME AT LIQUOR CONTROL COMM	A	A	21	3	\$3,182	\$3,929	\$4,626	1.01	\$5,178	\$6,092	\$6,943	95.7%	101.9%	105.0%	101.9%	106.8%	109.4%
AU	AFSCME AT MILITARY	A	A	21Q	2	\$3,182	\$3,497	\$4,626	0.90	\$5,178	\$5,563	\$6,943	95.7%	90.7%	105.0%	101.9%	97.5%	109.4%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	21	14	\$3,409	\$4,547	\$4,950	1.09	\$5,251	\$6,574	\$7,042	102.5%	118.0%	112.4%	103.4%	115.3%	110.9%
OAI	SEIU STRIKEABLE INST COALITION	A	P	21	2	\$3,409	\$4,258	\$4,950	1.02	\$5,251	\$6,237	\$7,042	102.5%	110.5%	112.4%	103.4%	109.4%	110.9%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	21	5	\$3,409	\$4,905	\$4,950	1.17	\$5,251	\$6,991	\$7,042	102.5%	127.3%	112.4%	103.4%	122.6%	110.9%

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1215 ACCOUNTANT 1 (Continued)

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	21	9	\$3,409	\$4,472	\$4,950	1.07	\$5,251	\$6,487	\$7,042	102.5%	116.0%	112.4%	103.4%	113.7%	110.9%
UA	UNREPRESENTED	A	A	21	1	\$3,182	\$3,661	\$4,626	0.94	\$5,178	\$5,764	\$6,943	95.7%	95.0%	105.0%	101.9%	101.1%	109.4%
<b>Non-Corrections/Non-Management Weighted Average</b>					39	\$3,357	\$4,402	\$4,875	1.07	\$5,234	\$6,459	\$7,020	100.9%	114.2%	110.7%	103.0%	113.3%	110.6%
1215	<b>STATEWIDE Weighted Average</b>				43	\$3,403	\$4,429	\$4,918	1.06	\$5,306	\$6,511	\$7,093	102.3%	114.9%	111.7%	104.4%	114.2%	111.7%

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## 1216 ACCOUNTANT 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-ClackCo	475		Accountant 2		7	\$4,238	\$5,203	\$5,370	1.08	\$6,547	\$7,732	\$7,937
2018-OR-JackCo	01002		Accountant II			\$4,065		\$5,183		\$6,738		\$8,102
2018-OR-MarionCo	035		Accountant 2		2	\$4,200	\$5,914	\$5,632	1.20	\$6,568	\$8,659	\$8,314
2018-OR-MultCo	6030		Finance Specialist 2		37	\$4,895	\$5,255	\$6,006	0.96	\$7,426	\$7,866	\$8,783
2018-OR-WashCo	016		Accountant II		3	\$5,339	\$6,311	\$6,488	1.07	\$7,632	\$8,785	\$8,995
2018-WA-ClarkCo	600		Accountant			\$3,763		\$4,808		\$5,905		\$7,165
2018-WA-KingCo	2110200		Accountant		12	\$5,043	\$5,698	\$6,392	1.00	\$7,540	\$8,329	\$9,166
2018-WA-ThrstnCo	0723		ACCOUNTING ANALYST		5	\$4,413	\$5,481	\$5,869	1.07	\$6,624	\$7,911	\$8,378
<b>County Market Average</b>					66	\$4,788	\$5,415	\$5,979	1.06	\$7,248	\$8,005	\$8,695
2018-CompAnalyst	FA06000002		Accountant II	30	175	\$4,169	\$5,145	\$6,345	0.98	\$5,825	\$6,944	\$8,321
2018-MIL-NWHCS	13.29		Accountant	74	162	\$4,137	\$5,360	\$6,058	1.05	\$5,787	\$7,190	\$7,992
2018-MIL-NWMGT	1.06		Accountant	115	375	\$4,280	\$5,400	\$6,273	1.02	\$5,952	\$7,237	\$8,238
2018-MIL-OPES	02.03		Accountant - Intermediate	12	54	\$4,690	\$5,730	\$6,351	1.04	\$6,958	\$8,209	\$8,955
2018-MIL-PACS	02.05		Accountant - Intermediate	47	127	\$4,287	\$5,425	\$6,342	1.02	\$5,960	\$7,266	\$8,317
2018-TwrsWtsn	AFB000-P2		Accounting Generalist/Multidiscipline	12	41		\$5,680		1.00		\$7,558	
<b>Purchased Market Average</b>					290	\$4,258	\$5,380	\$6,263	1.02	\$5,959	\$7,248	\$8,264
2018-ST-CA	4546	A	ACCOUNTING OFFICER (SPECIALIS		542	\$3,872	\$4,371	\$4,848	1.00	\$5,815	\$6,414	\$6,985
2018-ST-ID	04246	K	Financial Specialist		81	\$3,431	\$4,204	\$6,124	0.86	\$5,245	\$6,170	\$8,467
2018-ST-NV	07.136	36	ACCOUNTANT 2		10	\$4,238		\$6,305		\$5,863		\$8,275
2018-ST-WA	143J	44	FISCAL ANALYST 2		302	\$3,037	\$3,761	\$4,076	1.06	\$4,779	\$5,651	\$6,031
<b>State Market Average</b>					935	\$3,568	\$4,157	\$4,725	0.96	\$5,432	\$6,143	\$6,819
1216	<b>OVERALL WEIGHTED MARKET AVERAGE</b>			290	1,935	\$3,937	\$4,794	\$5,494		\$5,745	\$6,743	\$7,567

OREGON  
COMPARISON  
TO  
MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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

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1216 ACCOUNTANT 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
AAON	AFSCME AT DOC SECURITY PLUS	A	A	23	4	\$4,239	\$5,468	\$5,853	1.08	\$6,470	\$7,972	\$8,443	107.7%	114.1%	106.5%	112.6%	118.2%	111.6%
<b>Corrections Weighted Average</b>					4	\$4,239	\$5,468	\$5,853	1.08	\$6,470	\$7,972	\$8,443	107.7%	114.1%	106.5%	112.6%	118.2%	111.6%
AD	AFSCME AT ENVIRONMENTAL QUAL	A	A	23	3	\$3,494	\$4,795	\$5,084	1.12	\$5,560	\$7,150	\$7,503	88.8%	100.0%	92.5%	96.8%	106.0%	99.2%
AL	AFSCME AT LIQUOR CONTROL COMM	A	A	23	3	\$3,494	\$4,310	\$5,084	1.00	\$5,560	\$6,557	\$7,503	88.8%	89.9%	92.5%	96.8%	97.2%	99.2%
AO	AFSCME OR ST POLICE-SUPP UNIT	A	A	23	1	\$3,494	\$4,417	\$5,084	1.03	\$5,560	\$6,688	\$7,503	88.8%	92.1%	92.5%	96.8%	99.2%	99.2%
AR	AFSCME AT REAL ESTATE AGENCY	A	A	23	1	\$3,494	\$5,084	\$5,084	1.19	\$5,560	\$7,503	\$7,503	88.8%	106.1%	92.5%	96.8%	111.3%	99.2%
AS	OR PUB SAFETY ASSOC AT DPSST	A	A	23	1	\$3,493	\$5,084	\$5,084	1.19	\$5,558	\$7,503	\$7,503	88.7%	106.1%	92.5%	96.7%	111.3%	99.2%
AV	AFSCME MILITRY OREG EMERG MGMT	A	A	23	2	\$3,494	\$4,968	\$5,084	1.16	\$5,560	\$7,361	\$7,503	88.8%	103.6%	92.5%	96.8%	109.2%	99.2%
AX	AFSCME AT STATE LANDS	A	A	23Q	1	\$3,494	\$4,214	\$5,084	0.98	\$5,560	\$6,440	\$7,503	88.8%	87.9%	92.5%	96.8%	95.5%	99.2%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	23	13	\$3,737	\$5,114	\$5,442	1.11	\$5,632	\$7,233	\$7,614	94.9%	106.7%	99.0%	98.0%	107.3%	100.6%
OAI	SEIU STRIKEABLE INST COALITION	A	P	23	1	\$3,737	\$5,189	\$5,442	1.13	\$5,632	\$7,320	\$7,614	94.9%	108.2%	99.0%	98.0%	108.6%	100.6%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	23	8	\$3,737	\$4,894	\$5,442	1.07	\$5,632	\$6,977	\$7,614	94.9%	102.1%	99.0%	98.0%	103.5%	100.6%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	23	24	\$3,737	\$4,556	\$5,442	0.99	\$5,632	\$6,585	\$7,614	94.9%	95.0%	99.0%	98.0%	97.6%	100.6%
UA	UNREPRESENTED	A	A	23	5	\$3,493	\$4,685	\$5,084	1.09	\$5,558	\$7,016	\$7,503	88.7%	97.7%	92.5%	96.7%	104.0%	99.2%
<b>Non-Corrections/Non-Management Weighted Average</b>					63	\$3,671	\$4,756	\$5,345	1.05	\$5,613	\$6,893	\$7,584	93.3%	99.2%	97.3%	97.7%	102.2%	100.2%
1216	<b>STATEWIDE Weighted Average</b>				67	\$3,705	\$4,799	\$5,376	1.06	\$5,664	\$6,957	\$7,636	94.1%	100.1%	97.8%	98.6%	103.2%	100.9%

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## 1217 ACCOUNTANT 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-ClackCo	474		Accountant, Senior		2	\$4,880	\$5,745	\$6,188	1.04	\$7,335	\$8,397	\$8,941
2018-OR-JackCo	01003		Accountant III			\$4,255		\$5,432		\$6,970		\$8,406
2018-OR-LaneCo	A032		Accountant		1	\$4,243	\$4,908	\$5,879	0.97	\$6,506	\$7,319	\$8,506
2018-OR-MultCo	6032		Finance Specialist Senior		33	\$5,839	\$6,075	\$7,178	0.93	\$8,579	\$8,867	\$10,212
2018-WA-ClarkCo	603		Accountant Senior			\$4,360		\$5,565		\$6,624		\$8,076
2018-WA-KingCo	2110300		Accountant - Senior		16	\$5,544	\$6,724	\$7,028	1.07	\$8,145	\$9,566	\$9,932
2018-WA-ThrstnCo	0736		ACCOUNTANT		1	\$4,865	\$6,470	\$6,470	1.14	\$7,169	\$9,103	\$9,103
<b>County Market Average</b>					53	\$5,616	\$6,244	\$7,000	1.03	\$8,279	\$9,036	\$9,962
2018-CompAnalyst	FA06000003		Accountant III	30	175	\$5,133	\$6,381	\$7,840	0.99	\$6,930	\$8,362	\$10,035
2018-MIL-NWHCS	13.30		Accountant - Senior	53	111	\$4,999	\$6,714	\$7,478	1.08	\$6,777	\$8,744	\$9,621
2018-MIL-OPES	02.04		Accountant - Senior	15	41	\$5,120	\$6,278	\$7,033	1.03	\$7,475	\$8,868	\$9,775
2018-MIL-PACS	02.06		Accountant - Senior	37	96	\$5,115	\$6,305	\$7,724	0.98	\$6,910	\$8,275	\$9,902
2018-TwrsWtsn	AFB000-P3		Accounting Generalist/Multidiscipline	7	20		\$6,384		0.92		\$8,366	
<b>Purchased Market Average</b>					142	\$5,092	\$6,439	\$7,641	1.00	\$6,938	\$8,486	\$9,871
2018-ST-CA	4567	A	SENIOR ACCOUNTING OFFICER (SF		299	\$4,435	\$5,162	\$5,551	1.03	\$6,490	\$7,362	\$7,827
2018-ST-ID	04245	L	Financial Specialist, Senior		93	\$3,872	\$5,062	\$6,915	0.91	\$5,772	\$7,196	\$9,413
2018-ST-NV	07.135	38	ACCOUNTANT 3		8	\$4,618		\$6,905		\$6,306		\$8,975
2018-ST-WA	143K	50	FISCAL ANALYST 3		189	\$3,507	\$4,410	\$4,717	1.07	\$5,345	\$6,432	\$6,802
<b>State Market Average</b>					589	\$4,051	\$4,902	\$5,517	1.00	\$6,007	\$7,033	\$7,764
<b>1217</b>	<b>OVERALL WEIGHTED MARKET AVERAGE</b>			142	1,085	\$4,544	\$5,600	\$6,435		\$6,493	\$7,729	\$8,713

OREGON COMPARISON TO MARKET										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	A	27	1	\$5,096	\$7,072	\$7,072	1.16	\$7,518	\$9,934	\$9,934	112.1%	126.3%	109.9%	115.8%	128.5%	114.0%
<b>Corrections Weighted Average</b>					1	\$5,096	\$7,072	\$7,072	1.16	\$7,518	\$9,934	\$9,934	112.1%	126.3%	109.9%	115.8%	128.5%	114.0%

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1217 ACCOUNTANT 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	A	27	1	\$4,216	\$6,157	\$6,157	1.19	\$6,442	\$8,815	\$8,815	92.8%	110.0%	95.7%	99.2%	114.1%	101.2%
AG	AFSCME AT LAND CONSERV DVLPMT	A	A	27	1	\$4,216	\$6,157	\$6,157	1.19	\$6,442	\$8,815	\$8,815	92.8%	110.0%	95.7%	99.2%	114.1%	101.2%
AL	AFSCME AT LIQUOR CONTROL COMM	A	A	27	4	\$4,216	\$5,758	\$6,157	1.11	\$6,442	\$8,327	\$8,815	92.8%	102.8%	95.7%	99.2%	107.7%	101.2%
AO	AFSCME OR ST POLICE-SUPP UNIT	A	A	27	1	\$4,216	\$5,867	\$6,157	1.13	\$6,442	\$8,461	\$8,815	92.8%	104.8%	95.7%	99.2%	109.5%	101.2%
AT	AFSCME AT DCBS BUILDING CODES	A	A	27	2	\$4,216	\$5,746	\$6,157	1.11	\$6,442	\$8,313	\$8,815	92.8%	102.6%	95.7%	99.2%	107.6%	101.2%
AU	AFSCME AT MILITARY	A	A	27	2	\$4,216	\$6,157	\$6,157	1.19	\$6,442	\$8,815	\$8,815	92.8%	110.0%	95.7%	99.2%	114.1%	101.2%
AV	AFSCME MILITRY OREG EMERG MGMT	A	A	27	3	\$4,216	\$5,050	\$6,157	0.97	\$6,442	\$7,462	\$8,815	92.8%	90.2%	95.7%	99.2%	96.5%	101.2%
AX	AFSCME AT STATE LANDS	A	A	27	1	\$4,214	\$5,084	\$6,156	0.98	\$6,440	\$7,503	\$8,814	92.7%	90.8%	95.7%	99.2%	97.1%	101.2%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	27	19	\$4,514	\$5,984	\$6,590	1.08	\$6,536	\$8,244	\$8,949	99.3%	106.9%	102.4%	100.7%	106.7%	102.7%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	27	5	\$4,514	\$5,794	\$6,590	1.04	\$6,536	\$8,023	\$8,949	99.3%	103.5%	102.4%	100.7%	103.8%	102.7%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	27	33	\$4,514	\$6,072	\$6,590	1.09	\$6,536	\$8,347	\$8,949	99.3%	108.4%	102.4%	100.7%	108.0%	102.7%
UA	UNREPRESENTED	A	A	27	4	\$4,216	\$5,248	\$6,157	1.01	\$6,442	\$7,704	\$8,815	92.8%	93.7%	95.7%	99.2%	99.7%	101.2%
<b>Non-Corrections/Non-Management Weighted Average</b>					76	\$4,439	\$5,912	\$6,482	1.08	\$6,512	\$8,244	\$8,915	97.7%	105.6%	100.7%	100.3%	106.7%	102.3%
1217	<b>STATEWIDE Weighted Average</b>				77	\$4,448	\$5,927	\$6,489	1.08	\$6,525	\$8,266	\$8,929	97.9%	105.8%	100.8%	100.5%	106.9%	102.5%

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## 1218 ACCOUNTANT 4

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-MarionCo	036		Chief Accountant		1	\$5,281	\$7,433	\$7,077	1.20	\$7,887	\$10,511	\$10,077
2018-OR-WashCo	017		Chief Accountant		1	\$7,008	\$8,283	\$8,515	1.07	\$9,611	\$11,124	\$11,399
<b>County Market Average</b>					2	\$6,144	\$7,858	\$7,796	1.13	\$8,749	\$10,817	\$10,738
2018-CompAnalyst	FA06000006		Cost Accountant III	5	5	\$5,531	\$7,095	\$8,488	1.01	\$7,387	\$9,181	\$10,779
2018-CompAnalyst	FA06000528		Accountant IV	5	60	\$6,304	\$7,684	\$8,496	1.05	\$8,273	\$9,856	\$10,788
2018-MIL-NWMGT	'1.05		Accountant - Senior	113	128	\$5,229	\$6,692	\$7,772	1.03	\$7,041	\$8,718	\$9,957
<b>Purchased Market Average</b>					123	\$5,572	\$7,012	\$8,016	1.03	\$7,434	\$9,085	\$10,238
2018-ST-ID	04244	M	Financial Specialist, Principal		31	\$4,377	\$6,074	\$7,820	0.97	\$6,377	\$8,406	\$10,496
<b>State Market Average</b>					31	\$4,377	\$6,074	\$7,820	0.97	\$6,377	\$8,406	\$10,496
1218	<b>OVERALL WEIGHTED MARKET AVERAGE</b>			123	226	\$5,413	\$6,890	\$7,987		\$7,300	\$9,007	\$10,278

### OREGON COMPARISON TO MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
AAON	AFSCME AT DOC SECURITY PLUS	A	A	30	1	\$5,853	\$8,142	\$8,142	1.16	\$8,443	\$11,242	\$11,242	108.1%	118.2%	101.9%	115.7%	124.8%	109.4%
<b>Corrections Weighted Average</b>					1	\$5,853	\$8,142	\$8,142	1.16	\$8,443	\$11,242	\$11,242	108.1%	118.2%	101.9%	115.7%	124.8%	109.4%
MMN	MGT SVC NONSUPERVISORY	A	A	30	22	\$5,283	\$7,074	\$7,426	1.11	\$7,747	\$9,936	\$10,366	97.6%	102.7%	93.0%	106.1%	110.3%	100.9%
MMS	MGT SVC SUPERVISORY	A	A	30	2	\$5,283	\$7,083	\$7,426	1.11	\$7,747	\$9,947	\$10,366	97.6%	102.8%	93.0%	106.1%	110.4%	100.9%
<b>Management Weighted Average</b>					24	\$5,283	\$7,074	\$7,426	1.11	\$7,747	\$9,936	\$10,366	97.6%	102.7%	93.0%	106.1%	110.3%	100.9%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	30	7	\$5,189	\$7,221	\$7,600	1.13	\$7,320	\$9,682	\$10,123	95.9%	104.8%	95.2%	100.3%	107.5%	98.5%
OAI	SEIU STRIKEABLE INST COALITION	A	P	30	1	\$5,189	\$6,905	\$7,600	1.08	\$7,320	\$9,315	\$10,123	95.9%	100.2%	95.2%	100.3%	103.4%	98.5%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	30	14	\$5,189	\$7,239	\$7,600	1.13	\$7,320	\$9,703	\$10,123	95.9%	105.1%	95.2%	100.3%	107.7%	98.5%
UA	UNREPRESENTED	A	A	30	4	\$4,851	\$6,629	\$7,100	1.11	\$7,218	\$9,391	\$9,968	89.6%	96.2%	88.9%	98.9%	104.3%	97.0%
<b>Non-Corrections/Non-Management Weighted Average</b>					26	\$5,137	\$7,127	\$7,523	1.13	\$7,305	\$9,635	\$10,099	94.9%	103.4%	94.2%	100.1%	107.0%	98.3%
1218	<b>STATEWIDE Weighted Average</b>			51		\$5,220	\$7,122	\$7,490	1.12	\$7,535	\$9,808	\$10,247	96.4%	103.4%	93.8%	103.2%	108.9%	99.7%

1223 INVESTMENT ANALYST 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-MIL-PACS	02.25		Treasury Analyst	6	2	\$4,844	\$6,309	\$7,357	1.03	\$6,598	\$8,280	\$9,482
<b>Purchased Market Average</b>				6	2	\$4,844	\$6,309	\$7,357	1.03	\$6,598	\$8,280	\$9,482
<b>1223 OVERALL WEIGHTED MARKET AVERAGE</b>				6	2	\$4,844	\$6,309	\$7,357		\$6,598	\$8,280	\$9,482

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	Salary			Salary and Benefits		
													SR Min 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	4	\$5,189	\$7,259	\$7,600	1.14	\$7,320	\$9,727	\$10,123	107.1%	115.1%	103.3%	110.9%	117.5%	106.8%
<b>Non-Corrections/Non-Management Weighted Average</b>					4	\$5,189	\$7,259	\$7,600	1.14	\$7,320	\$9,727	\$10,123	107.1%	115.1%	103.3%	110.9%	117.5%	106.8%
<b>1223 STATEWIDE Weighted Average</b>					4	\$5,189	\$7,259	\$7,600	1.14	\$7,320	\$9,727	\$10,123	107.1%	115.1%	103.3%	110.9%	117.5%	106.8%



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## 1243 FISCAL ANALYST 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-MarionCo	086		Budget Analyst 1		2	\$3,569	\$5,334	\$4,777	1.28	\$5,799	\$7,952	\$7,272
<b>County Market Average</b>					2	\$3,569	\$5,334	\$4,777	1.28	\$5,799	\$7,952	\$7,272
2018-CompAnalyst	FA06000013		Budget Analyst I			\$3,770	\$4,713	\$5,814	0.99	\$5,367	\$6,449	\$7,711
2018-MIL-PACS	02.12		Financial Analyst - Entry	13	32	\$4,446	\$5,412	\$6,596	0.98	\$6,142	\$7,251	\$8,608
<b>Purchased Market Average</b>					13	\$4,425	\$5,391	\$6,572	0.98	\$6,119	\$7,227	\$8,581
2018-ST-ID	04246	K	Financial Specialist		32	\$3,431	\$4,204	\$6,124	0.86	\$5,245	\$6,170	\$8,467
2018-ST-NV	07.627	34	BUDGET ANALYST 1		2	\$3,886		\$5,762		\$5,452		\$7,641
2018-ST-WA	147A	44	BUDGET ANALYST 1		7	\$3,013	\$3,396	\$4,045	0.96	\$4,750	\$5,211	\$5,993
<b>State Market Average</b>					41	\$3,382	\$4,060	\$5,754	0.90	\$5,171	\$5,999	\$8,007
1243	<b>OVERALL WEIGHTED MARKET AVERAGE</b>			13	76	\$3,841	\$4,688	\$6,084		\$5,599	\$6,599	\$8,237

### OREGON COMPARISON TO MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	MARKET COMPARISONS												
						SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS								
						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	A	23	1	\$4,239	\$5,853	\$5,853	1.16	\$6,470	\$8,443	\$8,443	110.4%	124.8%	96.2%	115.6%	127.9%	102.5%
<b>Corrections Weighted Average</b>					1	\$4,239	\$5,853	\$5,853	1.16	\$6,470	\$8,443	\$8,443	110.4%	124.8%	96.2%	115.6%	127.9%	102.5%
AU	AFSCME AT MILITARY	A	A	23	2	\$3,493	\$5,084	\$5,084	1.19	\$5,558	\$7,503	\$7,503	91.0%	108.4%	83.6%	99.3%	113.7%	91.1%
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	A	23	2	\$3,514	\$4,352	\$5,190	1.00	\$5,584	\$6,608	\$7,633	91.5%	92.8%	85.3%	99.7%	100.1%	92.7%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	23	6	\$3,737	\$4,707	\$5,442	1.03	\$5,632	\$6,760	\$7,614	97.3%	100.4%	89.5%	100.6%	102.4%	92.4%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	23	8	\$3,737	\$4,797	\$5,442	1.05	\$5,632	\$6,865	\$7,614	97.3%	102.3%	89.5%	100.6%	104.0%	92.4%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	23	3	\$3,737	\$5,204	\$5,442	1.13	\$5,632	\$7,337	\$7,614	97.3%	111.0%	89.5%	100.6%	111.2%	92.4%
UA	UNREPRESENTED	A	A	23	4	\$3,493	\$4,324	\$5,084	1.01	\$5,558	\$6,574	\$7,503	91.0%	92.2%	83.6%	99.3%	99.6%	91.1%
<b>Non-Corrections/Non-Management Weighted Average</b>					25	\$3,661	\$4,736	\$5,336	1.05	\$5,611	\$6,880	\$7,589	95.3%	101.0%	87.7%	100.2%	104.3%	92.1%
1243	<b>STATEWIDE Weighted Average</b>				26	\$3,683	\$4,779	\$5,356	1.06	\$5,644	\$6,940	\$7,622	95.9%	101.9%	88.0%	100.8%	105.2%	92.5%

# 2018 Oregon Salary and Benefit Report

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## 1244 FISCAL ANALYST 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-ClackCo	477		Financial Analyst		4	\$5,383	\$6,819	\$6,829	1.12	\$7,953	\$9,716	\$9,728
2018-OR-MarionCo	087		Budget Analyst 2		3	\$4,226	\$5,421	\$5,667	1.10	\$6,600	\$8,057	\$8,357
2018-OR-MultCo	6026		Budget Analyst		14	\$5,662	\$6,405	\$6,969	1.01	\$8,362	\$9,269	\$9,957
2018-WA-ThrstnCo	0729		FINANCIAL ANALYST		3	\$4,865	\$6,368	\$6,470	1.12	\$7,169	\$8,979	\$9,103
<b>County Market Average</b>					24	\$5,336	\$6,346	\$6,720	1.09	\$7,925	\$9,156	\$9,612
2018-CompAnalyst	FA06000014		Budget Analyst II	175	404	\$4,759	\$5,858	\$7,142	0.99	\$6,501	\$7,762	\$9,235
2018-MIL-NWMGT	'2.10		Financial Analyst	70	242	\$4,990	\$6,303	\$7,421	1.02	\$6,766	\$8,273	\$9,555
2018-MIL-OPES	02.09		Budget Analyst - Intermediate	6	12	\$5,173	\$5,714	\$7,000	0.94	\$7,540	\$8,189	\$9,735
2018-MIL-OPES	02.12a		Financial Analyst - Intermediate	11	67	\$5,474	\$6,886	\$7,470	1.06	\$7,901	\$9,598	\$10,300
2018-MIL-PACS	02.11		Budget Analyst	11	15	\$5,409	\$6,787	\$7,660	1.04	\$7,247	\$8,828	\$9,829
2018-MIL-PACS	02.13		Financial Analyst - Intermediate	24	99	\$5,060	\$6,571	\$7,432	1.05	\$6,846	\$8,580	\$9,567
<b>Purchased Market Average</b>					297	\$4,936	\$6,168	\$7,290	1.02	\$6,758	\$8,178	\$9,470
2018-ST-CA	5267	B	FINANCE BUDGET ANALYST		36	\$4,797	\$5,544	\$6,009	1.03	\$6,924	\$7,819	\$8,376
2018-ST-NV	07.621	36	BUDGET ANALYST 2		15	\$4,238		\$6,305		\$5,863		\$8,275
2018-ST-WA	147B	50	BUDGET ANALYST 2		4	\$3,485	\$3,857	\$4,687	0.94	\$5,319	\$5,766	\$6,767
<b>State Market Average</b>					55	\$4,549	\$5,376	\$5,993	0.99	\$6,518	\$7,614	\$8,231
1244	<b>OVERALL WEIGHTED MARKET AVERAGE</b>			297	918	\$4,923	\$6,137	\$7,198		\$6,774	\$8,179	\$9,399

### OREGON COMPARISON TO MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
AAON AFSCME AT DOC SECURITY PLUS		A	A	27	3	\$5,096	\$5,175	\$7,072	0.85	\$7,518	\$7,614	\$9,934	103.5%	84.3%	98.3%	111.0%	93.1%	105.7%
<b>Corrections Weighted Average</b>					3	\$5,096	\$5,175	\$7,072	0.85	\$7,518	\$7,614	\$9,934	103.5%	84.3%	98.3%	111.0%	93.1%	105.7%
MMC MGT SVC NSUPV CONFIDENTIAL		A	A	27	1	\$4,568	\$6,117	\$6,416	1.11	\$6,872	\$8,766	\$9,132	92.8%	99.7%	89.1%	101.4%	107.2%	97.2%
MMN MGT SVC NONSUPERVISORY		A	A	27	3	\$4,568	\$5,740	\$6,416	1.05	\$6,872	\$8,305	\$9,132	92.8%	93.5%	89.1%	101.4%	101.5%	97.2%
<b>Management Weighted Average</b>					4	\$4,568	\$5,834	\$6,416	1.06	\$6,872	\$8,420	\$9,132	92.8%	95.1%	89.1%	101.4%	102.9%	97.2%

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1244 FISCAL ANALYST 2 (Continued)

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
AD	AFSCME AT ENVIRONMENTAL QUAL	A	A	27	4	\$4,216	\$6,085	\$6,157	1.17	\$6,442	\$8,726	\$8,815	85.6%	99.1%	85.5%	95.1%	106.7%	93.8%
AO	AFSCME OR ST POLICE-SUPP UNIT	A	A	27	1	\$4,216	\$6,157	\$6,157	1.19	\$6,442	\$8,815	\$8,815	85.6%	100.3%	85.5%	95.1%	107.8%	93.8%
AS	OR PUB SAFETY ASSOC AT DPSST	A	A	27	1	\$4,216	\$5,084	\$6,157	0.98	\$6,442	\$7,503	\$8,815	85.6%	82.8%	85.5%	95.1%	91.7%	93.8%
AU	AFSCME AT MILITARY	A	A	27	3	\$4,216	\$5,286	\$6,157	1.02	\$6,442	\$7,751	\$8,815	85.6%	86.1%	85.5%	95.1%	94.8%	93.8%
AX	AFSCME AT STATE LANDS	A	A	27	1	\$4,216	\$5,084	\$6,157	0.98	\$6,442	\$7,503	\$8,815	85.6%	82.8%	85.5%	95.1%	91.7%	93.8%
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	A	27	7	\$4,272	\$5,824	\$6,309	1.10	\$6,511	\$8,408	\$9,001	86.8%	94.9%	87.7%	96.1%	102.8%	95.8%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	27	26	\$4,514	\$5,999	\$6,590	1.08	\$6,536	\$8,262	\$8,949	91.7%	97.8%	91.6%	96.5%	101.0%	95.2%
OAI	SEIU STRIKEABLE INST COALITION	A	P	27	1	\$4,514	\$4,514	\$6,590	0.81	\$6,536	\$6,536	\$8,949	91.7%	73.6%	91.6%	96.5%	79.9%	95.2%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	27	18	\$4,514	\$5,850	\$6,590	1.05	\$6,536	\$8,089	\$8,949	91.7%	95.3%	91.6%	96.5%	98.9%	95.2%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	27	18	\$4,514	\$5,992	\$6,590	1.08	\$6,536	\$8,254	\$8,949	91.7%	97.6%	91.6%	96.5%	100.9%	95.2%
UA	UNREPRESENTED	A	A	27	8	\$4,216	\$5,911	\$6,157	1.14	\$6,442	\$8,514	\$8,815	85.6%	96.3%	85.5%	95.1%	104.1%	93.8%
<b>Non-Corrections/Non-Management Weighted Average</b>					88	\$4,434	\$5,889	\$6,479	1.08	\$6,515	\$8,233	\$8,926	90.1%	96.0%	90.0%	96.2%	100.7%	95.0%
1244	<b>STATEWIDE Weighted Average</b>				95	\$4,460	\$5,864	\$6,495	1.07	\$6,561	\$8,221	\$8,966	90.6%	95.6%	90.2%	96.9%	100.5%	95.4%

# 2018 Oregon Salary and Benefit Report

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## 1245 FISCAL ANALYST 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-JackCo	01030		Budget Analyst		1	\$5,526	\$7,056	\$7,056	1.12	\$8,520	\$10,388	\$10,388
2018-OR-MarionCo	085		Budget Analyst Senior			\$5,039		\$6,746		\$7,591		\$9,674
2018-OR-MultCo	9730		Budget Analyst Senior		8	\$5,806	\$7,291	\$8,709	1.00	\$8,538	\$10,351	\$12,082
2018-OR-WashCo	028		Management Analyst, Senior		11	\$6,670	\$7,831	\$8,104	1.06	\$9,211	\$10,588	\$10,912
<b>County Market Average</b>					20	\$6,209	\$7,576	\$8,220	1.06	\$8,845	\$10,483	\$11,274
2018-CompAnalyst	FA06000015		Budget Analyst III	200	471	\$5,722	\$7,352	\$8,654	1.03	\$7,606	\$9,476	\$10,969
2018-MIL-NWMGT	'2.09		Financial Analyst - Senior	80	411	\$5,907	\$7,696	\$8,877	1.04	\$7,818	\$9,870	\$11,225
2018-MIL-OPES	02.10		Budget Analyst - Senior	6	3	\$5,547	\$6,882	\$7,460	1.06	\$7,989	\$9,594	\$10,288
2018-MIL-OPES	02.12b		Financial Analyst - Senior	12	46	\$6,113	\$8,037	\$8,598	1.09	\$8,669	\$10,982	\$11,656
2018-MIL-PACS	02.14		Financial Analyst - Senior	32	131	\$5,904	\$7,932	\$9,098	1.06	\$7,815	\$10,141	\$11,479
<b>Purchased Market Average</b>					330	\$5,832	\$7,585	\$8,789	1.06	\$7,761	\$9,776	\$11,159
2018-ST-CA	5266		STAFF FINANCE BUDGET ANALYST		28	\$5,536	\$6,620	\$6,879	1.07	\$7,809	\$9,108	\$9,418
2018-ST-ID	04245	L	Financial Specialist, Senior		93	\$3,872	\$5,062	\$6,915	0.91	\$5,772	\$7,196	\$9,413
2018-ST-NV	07.620	38	BUDGET ANALYST 3		15	\$4,618		\$6,905		\$6,306		\$8,975
2018-ST-WA	147C	54	BUDGET ANALYST 3		37	\$3,846	\$4,813	\$5,170	1.07	\$5,753	\$6,918	\$7,349
<b>State Market Average</b>					173	\$4,200	\$5,279	\$6,535	1.02	\$6,144	\$7,469	\$8,934
1245	<b>OVERALL WEIGHTED MARKET AVERAGE</b>			330	1,255	\$5,614	\$7,291	\$8,469		\$7,556	\$9,494	\$10,854

OREGON  
COMPARISON  
TO  
MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
AAON AFSCME AT DOC SECURITY PLUS		A	A	30	5	\$5,853	\$8,067	\$8,142	1.15	\$8,443	\$11,151	\$11,242	104.3%	110.6%	96.1%	111.7%	117.5%	103.6%
<b>Corrections Weighted Average</b>					5	\$5,853	\$8,067	\$8,142	1.15	\$8,443	\$11,151	\$11,242	104.3%	110.6%	96.1%	111.7%	117.5%	103.6%
MMC MGT SVC NSUPV CONFIDENTIAL		A	A	30	3	\$5,283	\$6,990	\$7,426	1.10	\$7,747	\$9,833	\$10,366	94.1%	95.9%	87.7%	102.5%	103.6%	95.5%
MMN MGT SVC NONSUPERVISORY		A	A	30	28	\$5,283	\$6,900	\$7,426	1.09	\$7,747	\$9,723	\$10,366	94.1%	94.6%	87.7%	102.5%	102.4%	95.5%
MMS MGT SVC SUPERVISORY		A	A	30	2	\$5,283	\$7,426	\$7,426	1.17	\$7,747	\$10,366	\$10,366	94.1%	101.9%	87.7%	102.5%	109.2%	95.5%

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1245 FISCAL ANALYST 3 (Continued)

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
<b>Management Weighted Average</b>					33	\$5,283	\$6,940	\$7,426	1.09	\$7,747	\$9,772	\$10,366	94.1%	95.2%	87.7%	102.5%	102.9%	95.5%
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	A	30	2	\$4,945	\$7,303	\$7,303	1.19	\$7,333	\$10,216	\$10,216	88.1%	100.2%	86.2%	97.0%	107.6%	94.1%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	30	38	\$5,189	\$6,812	\$7,600	1.07	\$7,320	\$9,207	\$10,123	92.4%	93.4%	89.7%	96.9%	97.0%	93.3%
OAI	SEIU STRIKEABLE INST COALITION	A	P	30	1	\$5,189	\$5,711	\$7,600	0.89	\$7,320	\$7,927	\$10,123	92.4%	78.3%	89.7%	96.9%	83.5%	93.3%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	30	6	\$5,189	\$7,432	\$7,600	1.16	\$7,320	\$9,927	\$10,123	92.4%	101.9%	89.7%	96.9%	104.6%	93.3%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	30	5	\$5,189	\$6,987	\$7,600	1.09	\$7,320	\$9,411	\$10,123	92.4%	95.8%	89.7%	96.9%	99.1%	93.3%
UA	UNREPRESENTED	A	A	30	3	\$4,851	\$6,884	\$7,100	1.15	\$7,218	\$9,704	\$9,968	86.4%	94.4%	83.8%	95.5%	102.2%	91.8%
<b>Non-Corrections/Non-Management Weighted Average</b>					55	\$5,162	\$6,897	\$7,562	1.08	\$7,315	\$9,345	\$10,118	91.9%	94.6%	89.3%	96.8%	98.4%	93.2%
1245	<b>STATEWIDE Weighted Average</b>				93	\$5,242	\$6,975	\$7,545	1.09	\$7,529	\$9,593	\$10,267	93.4%	95.7%	89.1%	99.6%	101.1%	94.6%

1319 HUMAN RESOURCE ASSISTANT

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-ClackCo	086		Human Resources Assistant		3	\$4,074	\$5,354	\$5,500	1.12	\$6,346	\$7,918	\$8,097
2018-OR-MarionCo	057		Human Resources Specialist		8	\$3,851	\$4,832	\$5,161	1.07	\$6,142	\$7,339	\$7,740
2018-OR-MultCo	6101		Human Resources Technician		1	\$4,005	\$4,224	\$4,895	0.95	\$6,341	\$6,608	\$7,426
2018-OR-WashCo	061		Human Resources Specialist		5	\$4,719	\$5,326	\$5,737	1.02	\$6,897	\$7,616	\$8,105
2018-WA-ClarkCo	600		Human Resources Specialist			\$3,780		\$4,829		\$5,926		\$7,190
2018-WA-ThrstnCo	0801		HUMAN RESOURCES ASSISTANT		2	\$3,457	\$3,844	\$4,598	0.95	\$5,473	\$5,939	\$6,847
<b>County Market Average</b>					19	\$4,066	\$4,909	\$5,270	1.03	\$6,294	\$7,318	\$7,752
2018-CompAnalyst	OF13000006		Human Resources Assistant II	10	30	\$2,973	\$3,742	\$4,485	1.01	\$4,453	\$5,335	\$6,187
2018-MIL-NWHCS	13.24		Human Resources Assistant	64	116	\$3,130	\$3,794	\$4,605	0.98	\$4,632	\$5,395	\$6,325
2018-MIL-OPES	05.01		Human Resources Assistant	17	35	\$4,019	\$4,625	\$5,454	0.98	\$6,152	\$6,880	\$7,878
2018-MIL-PACS	05.02		Human Resources Assistant II	27	59	\$3,655	\$4,447	\$5,212	1.00	\$5,235	\$6,144	\$7,021
<b>Purchased Market Average</b>					118	\$3,369	\$4,070	\$4,863	0.99	\$4,980	\$5,788	\$6,705
2018-ST-CA	1303	D	PERSONNEL SPECIALIST		184	\$3,457	\$4,176	\$4,328	1.07	\$5,318	\$6,180	\$6,362
2018-ST-ID	05159	I	Personnel Technician		15	\$2,715	\$3,186	\$4,850	0.82	\$4,388	\$4,951	\$6,942
2018-ST-NV	07.536	25	PERSONNEL TECHNICIAN 1		5	\$2,687		\$3,886		\$4,053		\$5,452
2018-ST-WA	123F	41	HUMAN RESOURCE CONSULTANT /			\$2,812		\$3,748		\$4,507		\$5,635
<b>State Market Average</b>					204	\$3,380	\$4,101	\$4,353	0.95	\$5,215	\$6,087	\$6,379
1319	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				118	\$3,404	\$4,118	\$4,656		\$5,140	\$5,982	\$6,606

OREGON  
COMPARISON  
TO  
MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
MMC	MGT SVC NSUPV CONFIDENTIAL	A	A	18	7	\$2,975	\$3,705	\$4,154	1.04	\$4,925	\$5,817	\$6,366	87.4%	90.0%	89.2%	95.8%	97.2%	96.4%
MMN	MGT SVC NONSUPERVISORY	A	A	18	19	\$2,975	\$3,814	\$4,154	1.07	\$4,925	\$5,951	\$6,366	87.4%	92.6%	89.2%	95.8%	99.5%	96.4%
<b>Management Weighted Average</b>					26	\$2,975	\$3,785	\$4,154	1.06	\$4,925	\$5,915	\$6,366	87.4%	91.9%	89.2%	95.8%	98.9%	96.4%
1319	<b>STATEWIDE Weighted Average</b>				26	\$2,975	\$3,785	\$4,154	1.06	\$4,925	\$5,915	\$6,366	87.4%	91.9%	89.2%	95.8%	98.9%	96.4%

1320 HUMAN RESOURCE ANALYST 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2018-OR-ClackCo	087		Human Resources Specialist		4	\$4,492	\$5,654	\$6,064	1.07	\$6,859	\$8,285	\$8,789	
2018-OR-DescCo	1809		Human Resources Specialist		5	\$4,407	\$5,472	\$5,906	1.06	\$7,011	\$8,314	\$8,846	
2018-OR-MarionCo	078		Human Resources Specialist Senior		1	\$4,122	\$6,245	\$5,526	1.29	\$6,473	\$9,063	\$8,185	
2018-OR-MultCo	9080		Human Resources Analyst 1		18	\$4,312	\$5,210	\$6,037	1.01	\$6,715	\$7,811	\$8,820	
2018-OR-WashCo	060		Human Resources Analyst I		1	\$5,210	\$5,319	\$6,331	0.92	\$7,479	\$7,609	\$8,809	
2018-WA-ClarkCo	812		Human Resources Rep. Ass't.			\$4,149		\$5,863		\$6,370		\$8,435	
2018-WA-KingCo	2311100		Human Resource Associate		19	\$4,924	\$5,620	\$6,242	1.01	\$7,398	\$8,236	\$8,985	
<b>County Market Average</b>					48	\$4,585	\$5,460	\$6,097	1.05	\$7,025	\$8,093	\$8,863	
2018-CompAnalyst	HR09200044		Recruiter II	20	70	\$4,335	\$5,402	\$6,752	0.98	\$6,015	\$7,239	\$8,787	
2018-MIL-NWHCS	13.26a		Recruiter	42	100	\$4,457	\$5,386	\$6,628	0.97	\$6,155	\$7,220	\$8,645	
2018-MIL-OPES	05.07a		Employment Recruiter	7	18	\$4,884	\$6,030	\$6,866	1.03	\$7,192	\$8,569	\$9,575	
2018-MIL-PACS	05.09b		Employment Recruiter	28	68	\$4,474	\$5,783	\$6,694	1.04	\$6,174	\$7,676	\$8,721	
<b>Purchased Market Average</b>					97	\$4,458	\$5,541	\$6,696	1.00	\$6,195	\$7,441	\$8,770	
2018-ST-CA	5142	A	ASSOCIATE PERSONNEL ANALYST		238	\$4,435	\$5,168	\$5,551	1.04	\$6,490	\$7,368	\$7,827	
2018-ST-NV	07.527	32	PERSONNEL ANALYST 1		17	\$3,570		\$5,269		\$5,083		\$7,066	
2018-ST-WA	119E	45	HUMAN RESOURCE CONSULTANT 1		83	\$3,091	\$3,888	\$4,142	1.08	\$4,844	\$5,804	\$6,110	
<b>State Market Average</b>					338	\$4,061	\$4,837	\$5,190	1.05	\$6,014	\$6,963	\$7,366	
1320	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				97	642	\$4,259	\$5,173	\$5,859		\$6,163	\$7,246	\$8,040

OREGON COMPARISON TO MARKET										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
MMC	MGT SVC NSUPV CONFIDENTIAL	A	A	23	8	\$3,764	\$4,676	\$5,283	1.03	\$5,890	\$7,004	\$7,747	88.4%	90.4%	90.2%	95.6%	96.7%	96.4%
MMN	MGT SVC NONSUPERVISORY	A	A	23	37	\$3,764	\$4,809	\$5,283	1.06	\$5,890	\$7,167	\$7,747	88.4%	93.0%	90.2%	95.6%	98.9%	96.4%
<b>Management Weighted Average</b>					45	\$3,764	\$4,785	\$5,283	1.06	\$5,890	\$7,138	\$7,747	88.4%	92.5%	90.2%	95.6%	98.5%	96.4%
1320	<b>STATEWIDE Weighted Average</b>				45	\$3,764	\$4,785	\$5,283	1.06	\$5,890	\$7,138	\$7,747	88.4%	92.5%	90.2%	95.6%	98.5%	96.4%

1321 HUMAN RESOURCE ANALYST 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-ClackCo	730		Human Resources Analyst		9	\$5,460	\$6,611	\$7,371	1.03	\$8,047	\$9,461	\$10,394
2018-OR-MarionCo	058		Human Resources Analyst			\$4,791		\$6,422		\$7,289		\$9,278
2018-OR-MultCo	6103		Human Resources Analyst 2		1	\$5,344	\$6,544	\$6,569	1.10	\$7,974	\$9,439	\$9,469
2018-OR-WashCo	035		Human Resources Analyst II		4	\$6,041	\$6,737	\$7,341	1.01	\$8,465	\$9,290	\$10,007
2018-WA-ClarkCo	816		Human Resources Rep. Assoc.			\$4,580		\$6,469		\$6,890		\$9,166
2018-WA-KingCo	2311200		Human Resource Analyst		29	\$5,677	\$6,248	\$7,196	0.97	\$8,305	\$8,993	\$10,135
2018-WA-ThrstnCo	0813		HUMAN RESOURCES ANALYST		3	\$5,082	\$6,493	\$6,777	1.09	\$7,431	\$9,130	\$9,472
<b>County Market Average</b>					46	\$5,581	\$6,384	\$7,171	1.04	\$8,158	\$9,129	\$10,080
2018-CompAnalyst	HR09200396		Human Resources Business Partner I			\$4,443	\$5,029	\$7,666	0.86	\$6,139	\$6,811	\$9,835
2018-MIL-NWHCS	13.25a		Human Resources Generalist	57	100	\$4,374	\$5,546	\$6,571	1.01	\$6,060	\$7,404	\$8,579
2018-MIL-NWMGT	'4.03b		Human Resources Generalist	77	138	\$4,609	\$5,992	\$6,729	1.06	\$6,330	\$7,916	\$8,762
2018-MIL-OPES	05.02		Human Resources Generalist	12	21	\$4,935	\$5,606	\$6,526	0.98	\$7,254	\$8,060	\$9,166
2018-MIL-PACS	05.03a		Human Resources Generalist	29	36	\$4,561	\$5,522	\$6,775	0.97	\$6,274	\$7,376	\$8,813
2018-TwrsWtsn	AHR000-P2		HR Generalist/Consultant Generalist/M	16	26		\$5,664		0.98		\$7,539	
<b>Purchased Market Average</b>					191	\$4,546	\$5,746	\$6,670	0.98	\$6,297	\$7,672	\$8,739
2018-ST-ID	05141	K	Human Resource Specialist		36	\$3,431	\$4,404	\$6,124	0.90	\$5,245	\$6,409	\$8,467
2018-ST-NV	07.521	34	PERSONNEL ANALYST 2		21	\$3,886		\$5,762		\$5,452		\$7,641
2018-ST-WA	119F	50	HUMAN RESOURCE CONSULTANT 2		66	\$3,485	\$4,446	\$4,687	1.09	\$5,319	\$6,476	\$6,767
<b>State Market Average</b>					123	\$3,538	\$4,431	\$5,291	0.98	\$5,320	\$6,452	\$7,414
1321	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				191	\$4,387	\$5,523	\$6,358		\$6,231	\$7,550	\$8,527

OREGON COMPARISON TO MARKET										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
MMC	MGT SVC NSUPV CONFIDENTIAL	A	A	26	4	\$4,363	\$5,326	\$6,117	1.02	\$6,622	\$7,799	\$8,766	99.4%	96.4%	96.2%	106.3%	103.3%	102.8%
MMN	MGT SVC NONSUPERVISORY	A	A	26	59	\$4,363	\$5,750	\$6,117	1.10	\$6,622	\$8,318	\$8,766	99.4%	104.1%	96.2%	106.3%	110.2%	102.8%



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## 1321 HUMAN RESOURCE ANALYST 2 (Continued)

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
	Management Weighted Average				63	\$4,363	\$5,723	\$6,117	1.09	\$6,622	\$8,285	\$8,766	99.4%	103.6%	96.2%	106.3%	109.7%	102.8%
1321	STATEWIDE Weighted Average				63	\$4,363	\$5,723	\$6,117	1.09	\$6,622	\$8,285	\$8,766	99.4%	103.6%	96.2%	106.3%	109.7%	102.8%

1322 HUMAN RESOURCE ANALYST 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-DescCo	1851		Human Resources Analyst		4	\$5,617	\$6,273	\$7,527	0.95	\$8,491	\$9,295	\$10,830
2018-OR-MarionCo	059		Human Resources Analyst Senior		4	\$5,281	\$5,824	\$7,077	0.94	\$7,887	\$8,549	\$10,077
2018-OR-MultCo	9748		Human Resources Analyst Senior		37	\$5,426	\$7,547	\$8,139	1.11	\$8,075	\$10,663	\$11,386
2018-OR-WashCo	036		Human Resources Analyst, Senior		4	\$6,670	\$7,697	\$8,104	1.04	\$9,211	\$10,429	\$10,912
2018-WA-ClarkCo	822		Human Resources Rep. Senior			\$5,311		\$7,504		\$7,771		\$10,412
2018-WA-KingCo	2311300		Human Resource Analyst - Senior		39	\$6,392	\$7,806	\$8,103	1.08	\$9,166	\$10,869	\$11,227
<b>County Market Average</b>					88	\$5,906	\$7,532	\$8,039	1.03	\$8,611	\$10,586	\$11,200
2018-CompAnalyst	HR09200397		Human Resources Business Partner II			\$5,971	\$6,182	\$7,873	0.90	\$7,892	\$8,134	\$10,074
2018-MIL-NWHCS	13.25b		Human Resources Generalist - Senior	40	106	\$5,648	\$7,533	\$8,548	1.06	\$7,522	\$9,684	\$10,848
2018-MIL-NWMGT	4.03a		Human Resources Generalist - Senior	51	123	\$5,675	\$7,401	\$8,414	1.05	\$7,552	\$9,532	\$10,694
2018-MIL-OPES	05.03		Human Resources Generalist - Senior	12	30	\$5,558	\$7,120	\$7,545	1.09	\$8,003	\$9,880	\$10,390
2018-MIL-PACS	05.03b		Human Resources Generalist - Senior	21	51	\$5,342	\$7,352	\$7,770	1.12	\$7,171	\$9,476	\$9,956
2018-TwrsWtsn	AHR000-P3		HR Generalist/Consultant Generalist/M	14	41		\$6,978		1.01		\$9,047	
<b>Purchased Market Average</b>					138	\$5,601	\$7,357	\$8,268	1.04	\$7,524	\$9,539	\$10,594
2018-ST-CA	5313		STAFF PERSONNEL PROGRAM ANA		29	\$5,273	\$6,222	\$6,552	1.05	\$7,495	\$8,631	\$9,026
2018-ST-ID	05134	M	Human Resource Specialist, Senior		45	\$4,377	\$5,490	\$7,820	0.88	\$6,377	\$7,709	\$10,496
2018-ST-NV	07.520	36	PERSONNEL ANALYST 3		13	\$4,238		\$6,305		\$5,863		\$8,275
2018-ST-WA	119H	58	HUMAN RESOURCE CONSULTANT 4			\$4,245		\$5,713		\$6,234		\$8,002
<b>State Market Average</b>					87	\$4,651	\$5,777	\$7,154	0.96	\$6,668	\$8,070	\$9,655
1322	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				138	\$5,485	\$7,160	\$8,026		\$7,568	\$9,506	\$10,535

OREGON COMPARISON TO MARKET								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
MMC	MGT SVC NSUPV CONFIDENTIAL	A	A	29	11	\$5,032	\$6,502	\$7,070	1.07	\$7,440	\$9,236	\$9,931	91.7%	90.8%	88.1%	98.3%	97.2%	94.3%
MMN	MGT SVC NONSUPERVISORY	A	A	29	87	\$5,032	\$6,728	\$7,070	1.11	\$7,440	\$9,513	\$9,931	91.7%	94.0%	88.1%	98.3%	100.1%	94.3%

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1322 HUMAN RESOURCE ANALYST 3 (Continued)

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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		
MMS	MGT SVC SUPERVISORY	A	A	29	3	\$5,032	\$7,070	\$7,070	1.17	\$7,440	\$9,931	\$9,931	91.7%	98.7%	88.1%	98.3%	104.5%	94.3%		
	<b>Management Weighted Average</b>				101	\$5,032	\$6,713	\$7,070	1.11	\$7,440	\$9,495	\$9,931	91.7%	93.8%	88.1%	98.3%	99.9%	94.3%		
1322	<b>STATEWIDE Weighted Average</b>				101	\$5,032	\$6,713	\$7,070	1.11	\$7,440	\$9,495	\$9,931	91.7%	93.8%	88.1%	98.3%	99.9%	94.3%		

# 2018 Oregon Salary and Benefit Report

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## 1324 STATE LABOR RELATIONS MANAGER

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-WA-ThrstnCo	0816		LABOR RELATIONS NEGOTIATOR		1	\$6,280	\$8,336	\$8,374	1.14	\$8,874	\$11,351	\$11,397
<b>County Market Average</b>					1	\$6,280	\$8,336	\$8,374	1.14	\$8,874	\$11,351	\$11,397
2018-MIL-NWMGT	'4.04a		Labor Relations Manager	16	13	\$7,626	\$10,066	\$11,587	1.05	\$9,791	\$12,589	\$14,333
2018-MIL-OPES	05.10		Labor Relations Negotiator	2	6	\$6,687	\$8,186	\$9,242	1.03	\$9,359	\$11,161	\$12,431
<b>Purchased Market Average</b>					18	\$7,326	\$9,464	\$10,836	1.04	\$9,653	\$12,132	\$13,725
2018-ST-CA	9537		LABOR RELATIONS MANAGER I		13	\$6,408	\$7,122	\$7,279	1.04	\$8,854	\$9,710	\$9,898
<b>State Market Average</b>					13	\$6,408	\$7,122	\$7,279	1.04	\$8,854	\$9,710	\$9,898
1324	<b>OVERALL WEIGHTED MARKET AVERAGE</b>			18	33	\$6,934	\$8,511	\$9,365		\$9,315	\$11,158	\$12,152

**OREGON  
COMPARISON  
TO  
MARKET**

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
MMC	MGT SVC NSUPV CONFIDENTIAL	A	A	35	8	\$6,740	\$9,185	\$9,463	1.13	\$9,528	\$12,516	\$12,857	97.2%	107.9%	101.0%	102.3%	112.2%	105.8%
<b>Management Weighted Average</b>					8	\$6,740	\$9,185	\$9,463	1.13	\$9,528	\$12,516	\$12,857	97.2%	107.9%	101.0%	102.3%	112.2%	105.8%
1324	<b>STATEWIDE Weighted Average</b>				8	\$6,740	\$9,185	\$9,463	1.13	\$9,528	\$12,516	\$12,857	97.2%	107.9%	101.0%	102.3%	112.2%	105.8%

# 2018 Oregon Salary and Benefit Report

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## 1326 HR CONSULTANT 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-JackCo	01080		Human Resources/Risk Analyst		2	\$5,526	\$6,174	\$7,056	0.98	\$8,520	\$9,312	\$10,388
<b>County Market Average</b>					2	\$5,526	\$6,174	\$7,056	0.98	\$8,520	\$9,312	\$10,388
2018-MIL-NWMGT	4.13		Compensation Analyst (Intermediate L	27	17	\$5,017	\$6,299	\$7,378	1.02	\$6,797	\$8,268	\$9,505
2018-MIL-OPES	05.06a		Classification / Compensation Analyst	5	3	\$5,422	\$5,795	\$7,406	0.90	\$7,838	\$8,287	\$10,224
2018-MIL-PACS	05.07		Compensation Analyst	14	14	\$4,958	\$5,873	\$7,399	0.95	\$6,729	\$7,779	\$9,529
<b>Purchased Market Average</b>					46	\$5,028	\$6,078	\$7,389	0.96	\$6,861	\$8,067	\$9,579
2018-ST-CA	5312		PERSONNEL PROGRAM ANALYST		12	\$4,570	\$5,416	\$5,717	1.05	\$6,652	\$7,666	\$8,027
<b>State Market Average</b>					12	\$4,570	\$5,416	\$5,717	1.05	\$6,652	\$7,666	\$8,027
1326	<b>OVERALL WEIGHTED MARKET AVERAGE</b>			46	48	\$4,934	\$5,915	\$6,955		\$6,878	\$8,018	\$9,223

### OREGON COMPARISON TO MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
MMC	MGT SVC NSUPV CONFIDENTIAL	A	A	30	1	\$5,283	\$6,117	\$7,426	0.96	\$7,747	\$8,766	\$10,366	107.1%	103.4%	106.8%	112.6%	109.3%	112.4%
MMN	MGT SVC NONSUPERVISORY	A	A	30	9	\$5,283	\$7,139	\$7,426	1.12	\$7,747	\$10,015	\$10,366	107.1%	120.7%	106.8%	112.6%	124.9%	112.4%
<b>Management Weighted Average</b>					10	\$5,283	\$7,036	\$7,426	1.11	\$7,747	\$9,890	\$10,366	107.1%	118.9%	106.8%	112.6%	123.3%	112.4%
1326	<b>STATEWIDE Weighted Average</b>				10	\$5,283	\$7,036	\$7,426	1.11	\$7,747	\$9,890	\$10,366	107.1%	118.9%	106.8%	112.6%	123.3%	112.4%

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## 1327 HR CONSULTANT 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-JackCo	01082		Senior Human Resources/Risk Analyst		1	\$5,859	\$7,478	\$7,478	1.12	\$8,926	\$10,902	\$10,902
2018-WA-KingCo	2302000		Human Resource Policy Advisor - Seni		2	\$8,701	\$11,304	\$11,029	1.15	\$11,948	\$15,085	\$14,752
<b>County Market Average</b>					3	\$7,753	\$10,029	\$9,845	1.14	\$10,941	\$13,690	\$13,469
2018-MIL-NWMGT	4.12		Compensation Analyst - Senior	40	38	\$6,361	\$8,516	\$9,495	1.07	\$8,339	\$10,811	\$11,934
2018-MIL-OPES	05.06b		Classification / Compensation Analyst -	5	7	\$5,728	\$6,806	\$8,284	0.97	\$8,206	\$9,502	\$11,279
2018-MIL-PACS	05.08		Compensation Analyst - Senior	17	28	\$6,389	\$8,561	\$9,761	1.06	\$8,371	\$10,862	\$12,239
2018-TwrsWtsn	AHR000-P4		HR Generalist/Consultant Generalist/M	15	38		\$8,997		1.04		\$11,363	
<b>Purchased Market Average</b>					77	\$6,311	\$8,584	\$9,481	1.04	\$8,339	\$10,930	\$11,988
2018-ST-CA	5318		PERSONNEL PROGRAM ADVISOR		13	\$6,408	\$7,207	\$7,279	1.05	\$8,854	\$9,811	\$9,898
<b>State Market Average</b>					13	\$6,408	\$7,207	\$7,279	1.05	\$8,854	\$9,811	\$9,898
1327	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				77	\$6,374	\$8,476	\$9,170		\$8,502	\$10,880	\$11,732

### OREGON COMPARISON TO MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
MMC	MGT SVC NSUPV CONFIDENTIAL	A	A	32	2	\$5,828	\$7,982	\$8,172	1.14	\$8,413	\$11,045	\$11,278	91.4%	94.2%	89.1%	99.0%	101.5%	96.1%
MMN	MGT SVC NONSUPERVISORY	A	A	32	5	\$5,828	\$7,726	\$8,172	1.10	\$8,413	\$10,733	\$11,278	91.4%	91.2%	89.1%	99.0%	98.6%	96.1%
<b>Management Weighted Average</b>					7	\$5,828	\$7,799	\$8,172	1.11	\$8,413	\$10,823	\$11,278	91.4%	92.0%	89.1%	99.0%	99.5%	96.1%
1327	<b>STATEWIDE Weighted Average</b>				7	\$5,828	\$7,799	\$8,172	1.11	\$8,413	\$10,823	\$11,278	91.4%	92.0%	89.1%	99.0%	99.5%	96.1%

# 2018 Oregon Salary and Benefit Report

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## 1338 TRAINING & DEVELOPMENT SPEC 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2018-OR-MarionCo	197		Community Corrections Educator		1	\$3,886	\$5,131	\$5,209	1.13	\$6,186	\$7,703	\$7,798	
2018-WA-KingCo	2252200		Occupational Education and Training C		5	\$5,164	\$4,328	\$6,545	0.74	\$7,686	\$6,680	\$9,351	
<b>County Market Average</b>					6	\$4,951	\$4,462	\$6,322	0.91	\$7,436	\$6,850	\$9,092	
2018-CompAnalyst	HR09200013		Training Specialist I	10	60	\$3,538	\$4,174	\$5,456	0.93	\$5,101	\$5,830	\$7,301	
2018-MIL-NWMGT	'4.16		Training & Development Specialist	45	61	\$4,521	\$5,677	\$6,681	1.01	\$6,228	\$7,554	\$8,706	
2018-MIL-PACS	05.10		Training Specialist	13	45	\$4,401	\$5,356	\$6,623	0.97	\$6,091	\$7,186	\$8,640	
2018-TwrsWtsn	AHR130-P2		Employee Development/Training Gene	7	16		\$5,644		1.02		\$7,517		
<b>Purchased Market Average</b>					75	182	\$4,134	\$5,100	\$6,223	0.99	\$5,784	\$6,892	\$8,181
2018-ST-ID	05126	J	Trainer, Associate		8	\$3,064	\$3,712	\$5,470	0.85	\$4,805	\$5,581	\$7,684	
2018-ST-NV	07.519	34	TRAINING OFFICER 1		17	\$3,886		\$5,762		\$5,452		\$7,641	
<b>State Market Average</b>					25		\$3,623	\$3,712	\$5,669	0.85	\$5,245	\$5,581	\$7,655
1338	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				75	213	\$4,094	\$5,024	\$6,156		\$5,766	\$6,837	\$8,142

OREGON  
COMPARISON  
TO  
MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
AAON	AFSCME AT DOC SECURITY PLUS	A	A	23	3	\$4,239	\$5,506	\$5,853	1.09	\$6,470	\$8,019	\$8,443	103.5%	109.6%	95.1%	112.2%	117.3%	103.7%
<b>Corrections Weighted Average</b>					3	\$4,239	\$5,506	\$5,853	1.09	\$6,470	\$8,019	\$8,443	103.5%	109.6%	95.1%	112.2%	117.3%	103.7%
AF	AFSCME AT OSP FIRE MARSHAL	A	A	23	2	\$3,494	\$4,373	\$5,084	1.02	\$5,560	\$6,634	\$7,503	85.3%	87.0%	82.6%	96.4%	97.0%	92.2%
AMG	AFSCME AT DHS STAB&CRISIS UNIT	A	A	23	3	\$3,494	\$5,006	\$5,084	1.17	\$5,560	\$7,408	\$7,503	85.3%	99.7%	82.6%	96.4%	108.3%	92.2%
AO	AFSCME OR ST POLICE-SUPP UNIT	A	A	23	1	\$3,494	\$3,494	\$5,084	0.81	\$5,560	\$5,560	\$7,503	85.3%	69.6%	82.6%	96.4%	81.3%	92.2%
AU	AFSCME AT MILITARY	A	A	23	8	\$3,494	\$4,304	\$5,084	1.00	\$5,560	\$6,550	\$7,503	85.3%	85.7%	82.6%	96.4%	95.8%	92.2%
AX	AFSCME AT STATE LANDS	A	A	23Q	2	\$3,494	\$4,457	\$5,084	1.04	\$5,560	\$6,736	\$7,503	85.3%	88.7%	82.6%	96.4%	98.5%	92.2%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	23	9	\$3,737	\$4,512	\$5,442	0.98	\$5,632	\$6,534	\$7,614	91.3%	89.8%	88.4%	97.7%	95.6%	93.5%
OAI	SEIU STRIKEABLE INST COALITION	A	P	23	3	\$3,737	\$4,765	\$5,442	1.04	\$5,632	\$6,828	\$7,614	91.3%	94.9%	88.4%	97.7%	99.9%	93.5%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	23	13	\$3,737	\$4,724	\$5,442	1.03	\$5,632	\$6,780	\$7,614	91.3%	94.0%	88.4%	97.7%	99.2%	93.5%

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1338 TRAINING & DEVELOPMENT SPEC 1 (Continued)

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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		
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	23	11	\$3,737	\$5,718	\$5,442	1.25	\$5,632	\$7,935	\$7,614	91.3%	113.8%	88.4%	97.7%	116.1%	93.5%		
UA	UNREPRESENTED	A	A	23	1	\$3,493	\$3,493	\$5,084	0.81	\$5,558	\$5,558	\$7,503	85.3%	69.5%	82.6%	96.4%	81.3%	92.2%		
<b>Non-Corrections/Non-Management Weighted Average</b>					53	\$3,659	\$4,780	\$5,327	1.06	\$5,609	\$6,928	\$7,579	89.4%	95.1%	86.5%	97.3%	101.3%	93.1%		
1338	<b>STATEWIDE Weighted Average</b>				56	\$3,690	\$4,818	\$5,355	1.07	\$5,655	\$6,987	\$7,625	90.1%	95.9%	87.0%	98.1%	102.2%	93.6%		



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## 1339 TRAINING & DEVELOPMENT SPEC 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2018-OR-ClackCo	367		Training and Quality Assurance Coordi		1	\$5,458	\$7,171	\$6,878	1.16	\$8,045	\$10,147	\$9,788	
2018-OR-WashCo	172		Training Coordinator		1	\$5,339	\$6,311	\$6,488	1.07	\$7,632	\$8,785	\$8,995	
<b>County Market Average</b>					2	\$5,398	\$6,741	\$6,683	1.12	\$7,838	\$9,466	\$9,391	
2018-CompAnalyst	HR09200363		Training Analyst			\$4,767	\$5,900	\$7,450	0.97	\$6,511	\$7,810	\$9,588	
2018-MIL-NWMGT	'4.15		Training & Development Specialist - Se	38	50	\$5,571	\$6,775	\$8,203	0.98	\$7,432	\$8,814	\$10,452	
2018-MIL-PACS	05.11		Training Specialist - Senior	19	45	\$5,533	\$6,885	\$8,499	0.98	\$7,390	\$8,940	\$10,792	
2018-TwrsWtsn	AHR130-P3		Employee Development/Training Gene	7	12		\$7,101		1.02		\$9,188		
<b>Purchased Market Average</b>					64	107	\$5,545	\$6,849	\$8,335	0.99	\$7,403	\$8,899	\$10,603
2018-ST-CA	5196		TRAINING OFFICER III		4	\$5,789	\$7,193	\$7,193	1.11	\$8,112	\$9,795	\$9,795	
2018-ST-ID	05122	L	Training Specialist		29	\$3,872	\$4,648	\$6,915	0.84	\$5,772	\$6,700	\$9,413	
2018-ST-NV	07.524	36	TRAINING OFFICER 2		15	\$4,238		\$6,305		\$5,863		\$8,275	
<b>State Market Average</b>					48	\$4,146	\$4,956	\$6,747	0.98	\$5,995	\$7,076	\$9,089	
<b>1339</b>	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				64	157	\$5,082	\$6,410	\$7,789		\$6,945	\$8,486	\$10,088

**OREGON  
COMPARISON  
TO  
MARKET**

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
AAON	AFSCME AT DOC SECURITY PLUS	A	A	27	12	\$5,096	\$6,527	\$7,072	1.07	\$7,518	\$9,267	\$9,934	100.3%	101.8%	90.8%	108.2%	109.2%	98.5%
<b>Corrections Weighted Average</b>					12	\$5,096	\$6,527	\$7,072	1.07	\$7,518	\$9,267	\$9,934	100.3%	101.8%	90.8%	108.2%	109.2%	98.5%
MMN	MGT SVC NONSUPERVISORY	A	A	27	9	\$4,568	\$6,034	\$6,416	1.10	\$6,872	\$8,665	\$9,132	89.9%	94.1%	82.4%	99.0%	102.1%	90.5%
<b>Management Weighted Average</b>					9	\$4,568	\$6,034	\$6,416	1.10	\$6,872	\$8,665	\$9,132	89.9%	94.1%	82.4%	99.0%	102.1%	90.5%
AD	AFSCME AT ENVIRONMENTAL QUAL	A	A	27	1	\$4,216	\$6,157	\$6,157	1.19	\$6,442	\$8,815	\$8,815	83.0%	96.1%	79.0%	92.8%	103.9%	87.4%
AF	AFSCME AT OSP FIRE MARSHAL	A	A	27	2	\$4,216	\$5,467	\$6,157	1.05	\$6,442	\$7,972	\$8,815	83.0%	85.3%	79.0%	92.8%	93.9%	87.4%
AMG	AFSCME AT DHS STAB&CRISIS UNIT	A	A	27	3	\$4,216	\$5,045	\$6,157	0.97	\$6,442	\$7,456	\$8,815	83.0%	78.7%	79.0%	92.8%	87.9%	87.4%
AO	AFSCME OR ST POLICE-SUPP UNIT	A	A	27	1	\$4,216	\$4,851	\$6,157	0.94	\$6,442	\$7,218	\$8,815	83.0%	75.7%	79.0%	92.8%	85.1%	87.4%
AS	OR PUB SAFETY ASSOC AT DPSST	A	A	27	2	\$4,216	\$6,012	\$6,157	1.16	\$6,442	\$8,638	\$8,815	83.0%	93.8%	79.0%	92.8%	101.8%	87.4%

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1339 TRAINING & DEVELOPMENT SPEC 2 (Continued)

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	27	41	\$4,514	\$5,854	\$6,590	1.05	\$6,536	\$8,094	\$8,949	88.8%	91.3%	84.6%	94.1%	95.4%	88.7%
OAI	SEIU STRIKEABLE INST COALITION	A	P	27	36	\$4,514	\$5,533	\$6,590	1.00	\$6,536	\$7,720	\$8,949	88.8%	86.3%	84.6%	94.1%	91.0%	88.7%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	27	4	\$4,514	\$6,513	\$6,590	1.17	\$6,536	\$8,859	\$8,949	88.8%	101.6%	84.6%	94.1%	104.4%	88.7%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	27	14	\$4,514	\$6,126	\$6,590	1.10	\$6,536	\$8,410	\$8,949	88.8%	95.6%	84.6%	94.1%	99.1%	88.7%
UA	UNREPRESENTED	A	A	27	3	\$4,216	\$4,793	\$6,157	0.92	\$6,442	\$7,147	\$8,815	83.0%	74.8%	79.0%	92.8%	84.2%	87.4%
<b>Non-Corrections/Non-Management Weighted Average</b>					107	\$4,481	\$5,743	\$6,541	1.04	\$6,525	\$8,000	\$8,934	88.2%	89.6%	84.0%	94.0%	94.3%	88.6%
1339	<b>STATEWIDE Weighted Average</b>				128	\$4,544	\$5,837	\$6,582	1.05	\$6,643	\$8,166	\$9,042	89.4%	91.1%	84.5%	95.6%	96.2%	89.6%

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## 1345 SAFETY SPECIALIST 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-JackCo	415		Safety Technician			\$3,295		\$4,325		\$5,799		\$7,055
2018-OR-MarionCo	358		Safety Specialist		1	\$3,886	\$4,288	\$5,209	0.94	\$6,186	\$6,676	\$7,798
2018-WA-KingCo	2334200		Safety and Health Administrator II		1	\$4,586	\$5,813	\$5,813	1.12	\$6,990	\$8,469	\$8,469
<b>County Market Average</b>					2	\$3,922	\$5,051	\$5,116	1.04	\$6,325	\$7,572	\$7,774
2018-MIL-PACS	04.31		Safety Specialist	10	11	\$4,852	\$6,223	\$7,238	1.03	\$6,608	\$8,181	\$9,345
<b>Purchased Market Average</b>					10	\$4,852	\$6,223	\$7,238	1.03	\$6,608	\$8,181	\$9,345
2018-ST-CA	9807	C	SAFETY SPECIALIST, CALTRANS		11	\$4,435	\$5,395	\$5,551	1.08	\$6,490	\$7,640	\$7,827
2018-ST-NV	11.544	32	SAFETY REP, LOSS CONTROL		1	\$3,570		\$5,269		\$5,083		\$7,066
2018-ST-WA	399F	49	SAFETY OFFICER 1		3	\$3,398	\$4,355	\$4,572	1.09	\$5,214	\$6,366	\$6,627
<b>State Market Average</b>					15	\$4,170	\$5,172	\$5,336	1.09	\$6,141	\$7,367	\$7,536
<b>1345</b>	<b>OVERALL WEIGHTED MARKET AVERAGE</b>			10	28	\$4,403	\$5,591	\$6,035		\$6,337	\$7,714	\$8,247

### OREGON COMPARISON TO MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
MMN	MGT SVC NONSUPERVISORY	A	A	23	2	\$3,764	\$4,474	\$5,283	0.99	\$5,890	\$6,758	\$7,747	85.5%	80.0%	87.5%	92.9%	87.6%	93.9%
<b>Management Weighted Average</b>					2	\$3,764	\$4,474	\$5,283	0.99	\$5,890	\$6,758	\$7,747	85.5%	80.0%	87.5%	92.9%	87.6%	93.9%
OAI	SEIU STRIKEABLE INST COALITION	A	P	23	1	\$3,737	\$3,918	\$5,442	0.85	\$5,632	\$5,843	\$7,614	84.9%	70.1%	90.2%	88.9%	75.7%	92.3%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	23	4	\$3,737	\$4,983	\$5,442	1.09	\$5,632	\$7,080	\$7,614	84.9%	89.1%	90.2%	88.9%	91.8%	92.3%
UA	UNREPRESENTED	A	A	23	1	\$3,493	\$3,458	\$5,084	0.81	\$5,558	\$5,516	\$7,503	79.3%	61.8%	84.2%	87.7%	71.5%	91.0%
<b>Non-Corrections/Non-Management Weighted Average</b>					6	\$3,696	\$4,551	\$5,382	1.00	\$5,620	\$6,613	\$7,596	84.0%	81.4%	89.2%	88.7%	85.7%	92.1%
<b>1345</b>	<b>STATEWIDE Weighted Average</b>			8		\$3,713	\$4,532	\$5,358	1.00	\$5,687	\$6,649	\$7,634	84.3%	81.0%	88.8%	89.8%	86.2%	92.6%

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1346 SAFETY SPECIALIST 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-ClackCo	423		Safety and Loss Control Coordinator		1	\$4,467	\$5,637	\$5,637	1.12	\$6,827	\$8,264	\$8,264
2018-OR-MarionCo	519		Safety & Wellness Coordinator		1	\$4,349	\$5,034	\$5,824	0.99	\$6,750	\$7,585	\$8,549
2018-OR-WashCo	063		Safety Specialist		1	\$5,210	\$6,159	\$6,331	1.07	\$7,479	\$8,605	\$8,809
<b>County Market Average</b>					3	\$4,675	\$5,610	\$5,931	1.06	\$7,019	\$8,151	\$8,541
2018-CompAnalyst	LE11000018		Safety Specialist	5	10	\$4,867	\$6,423	\$7,732	1.02	\$6,625	\$8,410	\$9,912
2018-MIL-OPES	05.14		Safety Officer	10	13	\$5,490	\$7,284	\$7,955	1.08	\$7,920	\$10,077	\$10,883
2018-MIL-PACS	04.32		Safety Coordinator	15	17	\$5,209	\$6,554	\$7,394	1.04	\$7,018	\$8,561	\$9,523
<b>Purchased Market Average</b>					30	\$5,215	\$6,760	\$7,662	1.05	\$7,214	\$9,018	\$10,066
2018-ST-ID	03386	L	Health and Safety Specialist		1	\$3,872	\$4,945	\$6,915	0.89	\$5,772	\$7,056	\$9,413
2018-ST-NV	11.565	35	AGENCY LOSS CONTROL COORD		1	\$4,055		\$6,024		\$5,649		\$7,947
2018-ST-WA	399G	53	SAFETY OFFICER 2		17	\$3,893	\$4,890	\$5,241	1.07	\$5,810	\$7,011	\$7,434
<b>State Market Average</b>					19	\$3,900	\$4,893	\$5,372	0.97	\$5,799	\$7,014	\$7,567
1346	<b>OVERALL WEIGHTED MARKET AVERAGE</b>			30	62	\$4,788	\$6,155	\$6,880		\$6,773	\$8,387	\$9,230

OREGON  
COMPARISON  
TO  
MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
MMN	MGT SVC NONSUPERVISORY	A	A	27	17	\$4,568	\$6,035	\$6,416	1.10	\$6,872	\$8,665	\$9,132	95.4%	98.0%	93.3%	101.5%	103.3%	98.9%
<b>Management Weighted Average</b>					17	\$4,568	\$6,035	\$6,416	1.10	\$6,872	\$8,665	\$9,132	95.4%	98.0%	93.3%	101.5%	103.3%	98.9%
AD	AFSCME AT ENVIRONMENTAL QUAL	A	A	27	2	\$4,216	\$4,855	\$6,157	0.94	\$6,442	\$7,223	\$8,815	88.1%	78.9%	89.5%	95.1%	86.1%	95.5%
UA	UNREPRESENTED	A	A	27	1	\$4,216	\$6,157	\$6,157	1.19	\$6,442	\$8,815	\$8,815	88.1%	100.0%	89.5%	95.1%	105.1%	95.5%
<b>Non-Corrections/Non-Management Weighted Average</b>					3	\$4,216	\$5,289	\$6,157	1.02	\$6,442	\$7,754	\$8,815	88.1%	85.9%	89.5%	95.1%	92.4%	95.5%
1346	<b>STATEWIDE Weighted Average</b>				20	\$4,515	\$5,923	\$6,377	1.09	\$6,808	\$8,529	\$9,084	94.3%	96.2%	92.7%	100.5%	101.7%	98.4%

**1410 SYSTEMS & PROGRAMMING SUPV 1**

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-ST-CA	1403		INFORMATION TECHNOLOGY SUPE		39	\$5,417	\$6,864	\$7,260	1.08	\$7,667	\$9,401	\$9,875
2018-ST-ID	01615	N	IT Systems Analyst, Supervising		6	\$4,837	\$6,775	\$8,637	0.98	\$6,926	\$9,246	\$11,473
2018-ST-ID	01630	N	IT Systems Programmer, Supervising		1	\$4,837	\$7,696	\$8,637	1.11	\$6,926	\$10,348	\$11,473
<b>State Market Average</b>					46	\$5,328	\$6,871	\$7,472	1.06	\$7,553	\$9,401	\$10,121
<b>1410 OVERALL WEIGHTED MARKET AVERAGE</b>					46	\$5,328	\$6,871	\$7,472		\$7,553	\$9,401	\$10,121

**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	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	I	A	31	1	\$5,551	\$6,605	\$7,791	0.99	\$8,074	\$9,363	\$10,813	104.2%	96.1%	104.3%	106.9%	99.6%	106.8%
<b>Management Weighted Average</b>					1	\$5,551	\$6,605	\$7,791	0.99	\$8,074	\$9,363	\$10,813	104.2%	96.1%	104.3%	106.9%	99.6%	106.8%
<b>1410 STATEWIDE Weighted Average</b>					1	\$5,551	\$6,605	\$7,791	0.99	\$8,074	\$9,363	\$10,813	104.2%	96.1%	104.3%	106.9%	99.6%	106.8%

1461 CRIMNL JUSTICE/EMERG COMM SPEC

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-ST-CA	8116		EMERGENCY NOTIFICATION CONTF		9	\$3,642	\$4,114	\$4,509	1.01	\$5,540	\$6,106	\$6,579
2018-ST-NV	11.122	31	PUBLIC SAFETY DISPATCHER 3		28	\$3,429		\$5,041		\$4,918		\$6,800
2018-ST-WA	451F	42SP	COMMUNICATIONS OFFICER 1		34	\$3,295	\$3,925	\$4,406	1.02	\$5,090	\$5,849	\$6,428
<b>State Market Average</b>					71	\$3,392	\$3,965	\$4,671	1.01	\$5,079	\$5,903	\$6,594
1461	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				71	\$3,392	\$3,965	\$4,671		\$5,079	\$5,903	\$6,594

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	Salary			Salary and Benefits		
													SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
AO	AFSCME OR ST POLICE-SUPP UNIT	A	A	20	7	\$3,050	\$3,933	\$4,417	1.05	\$5,017	\$6,096	\$6,688	89.9%	99.2%	94.6%	98.8%	103.3%	101.4%
<b>Non-Corrections/Non-Management Weighted Average</b>					7	\$3,050	\$3,933	\$4,417	1.05	\$5,017	\$6,096	\$6,688	89.9%	99.2%	94.6%	98.8%	103.3%	101.4%
1461	<b>STATEWIDE Weighted Average</b>				7	\$3,050	\$3,933	\$4,417	1.05	\$5,017	\$6,096	\$6,688	89.9%	99.2%	94.6%	98.8%	103.3%	101.4%

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1475 DATA ENTRY CONTROL TECHNICIAN

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-ClackCo	694		Data Control Analyst 2			\$3,261		\$4,099		\$5,347		\$6,376
2018-OR-WashCo	010		Data Control Coordinator		2	\$5,210	\$6,012	\$6,331	1.04	\$7,479	\$8,430	\$8,809
<b>County Market Average</b>					2	\$4,560	\$6,012	\$5,587	1.04	\$6,768	\$8,430	\$7,998
2018-CompAnalyst	IT10000016		Data Control Clerk I			\$2,267	\$3,103	\$3,496	1.09	\$3,643	\$4,602	\$5,053
<b>Purchased Market Average</b>						\$2,267	\$3,103	\$3,496	1.09	\$3,643	\$4,602	\$5,053
2018-ST-CA	1420		KEY DATA SUPERVISOR I		6	\$2,849	\$3,480	\$3,566	1.08	\$4,590	\$5,345	\$5,449
<b>State Market Average</b>					6	\$2,849	\$3,480	\$3,566	1.08	\$4,590	\$5,345	\$5,449
1475	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				8	\$3,316	\$4,015	\$4,181		\$5,163	\$5,966	\$6,193

OREGON  
COMPARISON  
TO  
MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
OAS	SEIU STRIKEABLE SPEC COALITION	I	P	12	1	\$2,680	\$3,273	\$3,273	1.10	\$4,404	\$5,093	\$5,093	80.8%	81.5%	78.3%	85.3%	85.4%	82.2%
<b>Non-Corrections/Non-Management Weighted Average</b>					1	\$2,680	\$3,273	\$3,273	1.10	\$4,404	\$5,093	\$5,093	80.8%	81.5%	78.3%	85.3%	85.4%	82.2%
1475	<b>STATEWIDE Weighted Average</b>				1	\$2,680	\$3,273	\$3,273	1.10	\$4,404	\$5,093	\$5,093	80.8%	81.5%	78.3%	85.3%	85.4%	82.2%

1481 INFO SYSTEMS SPECIALIST 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-WA-ClarkCo	T0		IT Professional Associate			\$2,789		\$3,560		\$4,732		\$5,661
<b>County Market Average</b>						\$2,789		\$3,560		\$4,732		\$5,661
2018-ST-CA	1353	C	COMPUTER OPERATOR		1	\$2,951	\$2,951	\$3,879	0.86	\$4,713	\$4,713	\$5,824
2018-ST-CA	1400	A	INFORMATION TECHNOLOGY TECH		6	\$2,895	\$3,410	\$3,879	1.01	\$4,645	\$5,262	\$5,824
2018-ST-ID	01656	G	IT Systems Operator, Associate			\$2,018		\$3,605		\$3,554		\$5,453
2018-ST-NV	07.957	26	IT TECHNICIAN 1			\$2,794		\$4,055		\$4,178		\$5,649
2018-ST-WA	481A	38	IT TECHNICIAN 1		3	\$2,623	\$2,731	\$3,485	0.89	\$4,279	\$4,410	\$5,319
<b>State Market Average</b>						\$2,744	\$3,147	\$3,768	0.92	\$4,420	\$4,935	\$5,645
1481	<b>OVERALL WEIGHTED MARKET AVERAGE</b>					\$2,747	\$3,147	\$3,751		\$4,445	\$4,935	\$5,646

OREGON  
COMPARISON  
TO  
MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
AO	AFSCME OR ST POLICE-SUPP UNIT	I	A	17	1	\$2,791	\$3,966	\$3,966	1.17	\$4,700	\$6,137	\$6,137	101.6%	126.0%	105.7%	105.7%	124.4%	108.7%
OAS	SEIU STRIKEABLE SPEC COALITION	I	P	17	2	\$2,989	\$3,815	\$4,247	1.05	\$4,763	\$5,723	\$6,225	108.8%	121.2%	113.2%	107.2%	116.0%	110.3%
<b>Non-Corrections/Non-Management Weighted Average</b>					3	\$2,923	\$3,865	\$4,153	1.09	\$4,742	\$5,861	\$6,196	106.4%	122.8%	110.7%	106.7%	118.8%	109.7%
1481	<b>STATEWIDE Weighted Average</b>				3	\$2,923	\$3,865	\$4,153	1.09	\$4,742	\$5,861	\$6,196	106.4%	122.8%	110.7%	106.7%	118.8%	109.7%



1482 INFO SYSTEMS SPECIALIST 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-JackCo	01200		IT Support Specialist I			\$3,675		\$4,692		\$6,262		\$7,503
2018-OR-MarionCo	648		Support Technician			\$3,370		\$4,514		\$5,555		\$6,951
2018-OR-MultCo	6074		Data Technician		12	\$3,891	\$4,288	\$4,761	0.99	\$6,200	\$6,685	\$7,262
2018-OR-MultCo	6415		Information Specialist 1		6	\$4,240	\$4,465	\$5,192	0.95	\$6,627	\$6,902	\$7,789
<b>County Market Average</b>					18	\$3,959	\$4,347	\$4,874	0.97	\$6,299	\$6,757	\$7,417
2018-CompAnalyst	IT10000266		Help Desk Support Assistant	5	40	\$3,073	\$3,635	\$4,634	0.95	\$4,567	\$5,211	\$6,358
2018-MIL-NWIT	'12-901		Help Desk Specialist I	58	76	\$3,456	\$4,062	\$5,164	0.94	\$5,006	\$5,702	\$6,966
2018-TwrsWtsn	AIT020-T2		IT Help Desk Support	8	14		\$4,943		0.92		\$6,712	
<b>Purchased Market Average</b>					71	\$3,323	\$4,025	\$4,981	0.94	\$4,855	\$5,660	\$6,756
2018-ST-CA	1360	C	INFORMATION SYSTEMS TECHNICAL		2	\$2,951	\$2,951	\$3,879	0.86	\$4,713	\$4,713	\$5,824
2018-ST-CA	1400	B	INFORMATION TECHNOLOGY TECH		8	\$3,141	\$3,612	\$4,210	0.98	\$4,940	\$5,504	\$6,221
2018-ST-NV	07.941	28	IT TECHNICIAN 2		5	\$3,031		\$4,426		\$4,454		\$6,081
2018-ST-WA	481B	42	IT TECHNICIAN 2		12	\$2,880	\$3,601	\$3,846	1.07	\$4,589	\$5,458	\$5,753
<b>State Market Average</b>					27	\$2,991	\$3,546	\$4,064	0.97	\$4,677	\$5,407	\$5,958
1482	<b>OVERALL WEIGHTED MARKET AVERAGE</b>			71	175	\$3,346	\$3,997	\$4,816		\$5,003	\$5,743	\$6,705

OREGON  
COMPARISON  
TO  
MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
AD	AFSCME AT ENVIRONMENTAL QUAL	I	A	21	1	\$3,220	\$4,049	\$4,642	1.03	\$5,225	\$6,238	\$6,963	96.2%	101.3%	96.4%	104.4%	108.6%	103.8%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	I	P	21	5	\$3,450	\$4,430	\$4,976	1.05	\$5,299	\$6,438	\$7,073	103.1%	110.8%	103.3%	105.9%	112.1%	105.5%
OAI	SEIU STRIKEABLE INST COALITION	I	P	21	2	\$3,450	\$4,266	\$4,976	1.01	\$5,299	\$6,247	\$7,073	103.1%	106.7%	103.3%	105.9%	108.8%	105.5%
OAO	SEIU STRIKEABLE ODOT COALITION	I	P	21	6	\$3,450	\$4,436	\$4,976	1.05	\$5,299	\$6,444	\$7,073	103.1%	111.0%	103.3%	105.9%	112.2%	105.5%
OAS	SEIU STRIKEABLE SPEC COALITION	I	P	21	8	\$3,450	\$4,538	\$4,976	1.08	\$5,299	\$6,564	\$7,073	103.1%	113.5%	103.3%	105.9%	114.3%	105.5%
<b>Non-Corrections/Non-Management Weighted Average</b>					22	\$3,440	\$4,439	\$4,961	1.06	\$5,295	\$6,459	\$7,068	102.8%	111.0%	103.0%	105.9%	112.5%	105.4%
1482	<b>STATEWIDE Weighted Average</b>			22		\$3,440	\$4,439	\$4,961	1.06	\$5,295	\$6,459	\$7,068	102.8%	111.0%	103.0%	105.9%	112.5%	105.4%

# 2018 Oregon Salary and Benefit Report

Data Effective Date: 7/1/2018

## 1483 INFO SYSTEMS SPECIALIST 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-ClackCo	678		Microcomputer Specialist 1		3	\$4,658	\$5,678	\$5,937	1.07	\$7,063	\$8,315	\$8,633
2018-OR-ClackCo	690		Microcomputer Analyst		3	\$4,238	\$4,866	\$5,370	1.01	\$6,547	\$7,318	\$7,937
2018-OR-JackCo	01201		IT Support Specialist II		1	\$4,065	\$4,262	\$5,183	0.92	\$6,738	\$6,979	\$8,102
2018-OR-JackCo	01210		Programmer Analyst I			\$4,065		\$5,183		\$6,738		\$8,102
2018-OR-WashCo	050		Software Applications Specialist		5	\$4,491	\$5,030	\$5,461	1.01	\$6,626	\$7,266	\$7,777
2018-OR-WashCo	078		Client Services Technician I		2	\$4,605	\$4,962	\$5,597	0.97	\$6,762	\$7,185	\$7,938
2018-OR-WashCo	079		Help Desk Technician		1	\$4,382	\$5,181	\$5,326	1.07	\$6,497	\$7,445	\$7,617
2018-WA-ClarkCo	150		Dept Info Systems Coord I			\$3,872		\$4,938		\$6,036		\$7,322
<b>County Market Average</b>					15	\$4,396	\$5,077	\$5,473	1.01	\$6,676	\$7,468	\$7,977
2018-CompAnalyst	IT1000034		Help Desk Support	10	50	\$3,488	\$4,298	\$5,290	0.98	\$5,043	\$5,973	\$7,111
2018-CompAnalyst	IT10000370		Documentation Specialist I			\$3,513	\$4,149	\$5,299	0.95	\$5,072	\$5,802	\$7,120
2018-MIL-NWIT	'12-651		Hardware Management & Support I	10	18	\$3,828	\$5,347	\$5,678	1.13	\$5,434	\$7,176	\$7,556
2018-MIL-NWIT	'12-851		Network Operations Center I	8	34	\$4,126	\$4,855	\$6,162	0.94	\$5,775	\$6,611	\$8,111
2018-MIL-NWIT	'12-902		Help Desk Specialist II	73	203	\$4,079	\$5,204	\$6,064	1.03	\$5,721	\$7,011	\$7,998
2018-MIL-OPES	03.12		GIS Technician	11	25	\$4,560	\$5,652	\$5,848	1.09	\$6,803	\$8,115	\$8,351
2018-MIL-OPES	03.14		Help Desk Specialist	16	43	\$4,477	\$5,380	\$6,069	1.02	\$6,703	\$7,788	\$8,616
2018-MIL-OPES	03.15		Computer Operator	2	11	\$4,437	\$5,801	\$6,451	1.07	\$6,654	\$8,294	\$9,076
2018-MIL-PACS	03.25a		Help Desk Specialist	34	105	\$3,810	\$4,582	\$5,522	0.98	\$5,413	\$6,298	\$7,377
2018-TwrsWtsn	AID010-P1		Application Development	5	9		\$5,187				\$6,993	
<b>Purchased Market Average</b>					169	\$4,021	\$5,012	\$5,858	1.02	\$5,740	\$6,884	\$7,861
2018-ST-CA	1400	C	INFORMATION TECHNOLOGY TECH		89	\$3,455	\$3,882	\$4,630	0.96	\$5,316	\$5,828	\$6,724
2018-ST-ID	01616	I	IT Programmer Analyst, Trainee			\$2,715		\$4,850		\$4,388		\$6,942
2018-ST-ID	01645	I	IT Data Communications Repair Speci		1	\$2,715	\$3,476	\$4,850	0.90	\$4,388	\$5,299	\$6,942
2018-ST-ID	01653	I	IT Production Specialist		2	\$2,715	\$3,559	\$4,850	0.92	\$4,388	\$5,397	\$6,942
2018-ST-ID	01655	I	IT Systems Operator		10	\$2,715	\$3,531	\$4,850	0.91	\$4,388	\$5,364	\$6,942
2018-ST-ID	01665	I	IT Support Technician		16	\$2,715	\$3,481	\$4,850	0.90	\$4,388	\$5,305	\$6,942

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## 1483 INFO SYSTEMS SPECIALIST 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2018-ST-NV	07.935	32	IT TECHNICIAN 4		38	\$3,570		\$5,269		\$5,083		\$7,066	
2018-ST-NV	07.940	30	IT TECHNICIAN 3		21	\$3,288		\$4,825		\$4,754		\$6,548	
2018-ST-WA	479I	48	IT SPECIALIST 1		40	\$3,316	\$4,056	\$4,461	1.04	\$5,115	\$6,007	\$6,494	
<b>State Market Average</b>					217	\$3,332	\$3,857	\$4,759	1.04	\$5,057	\$5,782	\$6,754	
1483	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				169	730	\$3,823	\$4,742	\$5,518		\$5,556	\$6,638	\$7,530

### 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	Salary			Salary and Benefits		
													SR Min 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	A	21	5	\$3,683	\$4,634	\$5,337	1.03	\$5,791	\$6,953	\$7,813	96.3%	97.7%	96.7%	104.2%	104.8%	103.7%
<b>Corrections Weighted Average</b>					5	\$3,683	\$4,634	\$5,337	1.03	\$5,791	\$6,953	\$7,813	96.3%	97.7%	96.7%	104.2%	104.8%	103.7%
AB	AFSCME AT CONST CONTRACTORS BD	I	A	24	1	\$3,685	\$5,324	\$5,324	1.18	\$5,793	\$7,797	\$7,797	96.4%	112.3%	96.5%	104.3%	117.5%	103.5%
AL	AFSCME AT LIQUOR CONTROL COMM	I	A	24	1	\$3,685	\$4,428	\$5,324	0.98	\$5,793	\$6,701	\$7,797	96.4%	93.4%	96.5%	104.3%	101.0%	103.5%
AO	AFSCME OR ST POLICE-SUPP UNIT	I	A	24	3	\$3,685	\$4,669	\$5,324	1.04	\$5,793	\$6,996	\$7,797	96.4%	98.5%	96.5%	104.3%	105.4%	103.5%
AS	OR PUB SAFETY ASSOC AT DPSST	I	A	24	1	\$3,685	\$4,428	\$5,324	0.98	\$5,793	\$6,701	\$7,797	96.4%	93.4%	96.5%	104.3%	101.0%	103.5%
AT	AFSCME AT DCBS BUILDING CODES	I	A	24	1	\$3,685	\$5,083	\$5,324	1.13	\$5,793	\$7,502	\$7,797	96.4%	107.2%	96.5%	104.3%	113.0%	103.5%
AV	AFSCME MILITRY OREG EMERG MGMT	I	A	24	1	\$3,685	\$5,280	\$5,324	1.17	\$5,793	\$7,743	\$7,797	96.4%	111.4%	96.5%	104.3%	116.7%	103.5%
AX	AFSCME AT STATE LANDS	I	A	24	1	\$3,685	\$4,044	\$5,324	0.90	\$5,793	\$6,232	\$7,797	96.4%	85.3%	96.5%	104.3%	93.9%	103.5%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	I	P	24	17	\$3,946	\$4,908	\$5,695	1.02	\$5,875	\$6,994	\$7,909	103.2%	103.5%	103.2%	105.7%	105.4%	105.0%
OAO	SEIU STRIKEABLE ODOT COALITION	I	P	24	10	\$3,946	\$5,141	\$5,695	1.07	\$5,875	\$7,264	\$7,909	103.2%	108.4%	103.2%	105.7%	109.4%	105.0%
OAS	SEIU STRIKEABLE SPEC COALITION	I	P	24	36	\$3,946	\$5,236	\$5,695	1.09	\$5,875	\$7,375	\$7,909	103.2%	110.4%	103.2%	105.7%	111.1%	105.0%
UA	UNREPRESENTED	I	A	24	4	\$3,685	\$4,826	\$5,323	1.07	\$5,793	\$7,188	\$7,795	96.4%	101.8%	96.5%	104.3%	108.3%	103.5%
<b>Non-Corrections/Non-Management Weighted Average</b>					76	\$3,901	\$5,069	\$5,631	1.06	\$5,861	\$7,230	\$7,889	102.1%	106.9%	102.0%	105.5%	108.9%	104.8%
1483	<b>STATEWIDE Weighted Average</b>				81	\$3,888	\$5,042	\$5,613	1.06	\$5,857	\$7,213	\$7,885	101.7%	106.3%	101.7%	105.4%	108.7%	104.7%

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## 1484 INFO SYSTEMS SPECIALIST 4

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-ClackCo	361		Telecommunications Design Analyst			\$4,962		\$6,286		\$7,436		\$9,061
2018-OR-ClackCo	673		Microcomputer Specialist 2		2	\$4,880	\$6,009	\$6,188	1.09	\$7,335	\$8,722	\$8,941
2018-OR-ClackCo	675		Information Services Software Speciali:			\$4,729		\$6,005		\$7,150		\$8,716
2018-OR-ClackCo	680		Systems Project Specialist		1	\$4,880	\$6,323	\$6,188	1.14	\$7,335	\$9,107	\$8,941
2018-OR-DescCo	1311		Public Works Applications Analyst Prog			\$4,995		\$6,834		\$7,730		\$9,982
2018-OR-JackCo	01202		IT Support Specialist III		6	\$4,255	\$5,171	\$5,490	1.24	\$6,970	\$8,087	\$8,477
2018-OR-JackCo	01211		Programmer Analyst II			\$4,255		\$5,432		\$6,970		\$8,406
2018-OR-JackCo	01220		System Administrator I			\$4,065		\$5,183		\$6,738		\$8,102
2018-OR-JackCo	175		Database Operator			\$3,153		\$4,131		\$5,625		\$6,818
2018-OR-LaneCo	H006		Programmer Analyst 1		1	\$3,572	\$3,700	\$4,950	0.87	\$5,687	\$5,842	\$7,371
2018-OR-LaneCo	H028		Information Technology Specialist 1		1	\$3,754	\$3,892	\$5,203	0.87	\$5,909	\$6,078	\$7,680
2018-OR-MarionCo	471		Telecommunications Technician Senior		1	\$4,058	\$6,146	\$5,436	1.29	\$6,395	\$8,942	\$8,075
2018-OR-MarionCo	643		GIS Analyst 1		1	\$4,514	\$4,514	\$6,048	0.85	\$6,951	\$6,951	\$8,822
2018-OR-MarionCo	650		Support Specialist		9	\$4,030	\$5,160	\$5,395	1.10	\$6,361	\$7,740	\$8,026
2018-OR-MarionCo	659		Programmer Analyst 1		1	\$4,976	\$4,976	\$6,668	0.85	\$7,515	\$7,515	\$9,578
2018-OR-MarionCo	661		Network Analyst 1			\$4,514		\$6,047		\$6,951		\$8,822
2018-OR-MarionCo	666		Computer Forensics Trainee			\$4,300		\$5,761		\$6,691		\$8,473
2018-OR-MultCo	6073		Data Analyst		18	\$4,895	\$5,446	\$6,006	1.00	\$7,426	\$8,099	\$8,783
2018-OR-MultCo	6416		Information Specialist 2		27	\$5,046	\$5,878	\$6,186	1.05	\$7,611	\$8,626	\$9,002
2018-OR-WashCo	068		Telecommunications Technician		3	\$5,339	\$7,296	\$6,488	1.23	\$7,632	\$9,954	\$8,995
2018-OR-WashCo	075		Client Services Technician II		7	\$5,339	\$5,937	\$6,488	1.00	\$7,632	\$8,342	\$8,995
2018-OR-WashCo	087		Information Systems Analyst I		1	\$6,040	\$6,478	\$7,344	0.97	\$8,463	\$8,983	\$10,010
2018-OR-WashCo	089		Software Applications Specialist, Senior			\$4,961		\$6,028		\$7,183		\$8,450
2018-OR-WashCo	097		Web Specialist		2	\$5,892	\$6,802	\$7,163	1.04	\$8,288	\$9,367	\$9,796
2018-WA-ClarkCo	T1		IT Professional I			\$4,229		\$5,548		\$6,467		\$8,056
2018-WA-KingCo	7310200		Desktop Support Specialist - Journey		5	\$4,924	\$5,973	\$6,242	1.07	\$7,398	\$8,661	\$8,985

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## 1484 INFO SYSTEMS SPECIALIST 4

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-WA-KingCo	7322100		GIS Specialist - Entry		5	\$5,414	\$5,776	\$6,863	0.94	\$7,988	\$8,424	\$9,734
2018-WA-ThrstnCo	0540		BUSINESS APPLICATIONS TECH I		1	\$3,630	\$5,552	\$4,828	1.31	\$5,681	\$7,996	\$7,124
<b>County Market Average</b>					92	\$4,827	\$5,691	\$6,055	1.08	\$7,310	\$8,349	\$8,801
2018-CompAnalyst	IT10000007		Business Systems Analyst I	5	20	\$4,069	\$5,103	\$6,229	0.99	\$5,710	\$6,896	\$8,187
2018-CompAnalyst	IT10000010		Applications Systems Programmer I	225	1,418	\$4,269	\$5,269	\$6,652	0.96	\$5,939	\$7,087	\$8,673
2018-CompAnalyst	IT10000031		LAN Support I	100	800	\$3,961	\$4,929	\$6,038	0.99	\$5,586	\$6,696	\$7,968
2018-CompAnalyst	IT10000035		Help Desk Support, Sr.	5	50	\$4,103	\$5,112	\$6,204	0.99	\$5,748	\$6,906	\$8,159
2018-CompAnalyst	IT10000041		Documentation Specialist II	100	400	\$4,202	\$5,045	\$6,519	0.95	\$5,863	\$6,830	\$8,521
2018-CompAnalyst	IT10000065		Applications Systems Analyst I	5	40	\$4,269	\$5,153	\$6,553	0.95	\$5,939	\$6,953	\$8,559
2018-CompAnalyst	IT10000275		Network Administrator I	5	10	\$4,144	\$5,186	\$6,262	1.00	\$5,796	\$6,991	\$8,225
2018-CompAnalyst	IT10000455		Information Security Analyst I	175	650	\$4,111	\$4,962	\$6,453	0.95	\$5,758	\$6,734	\$8,444
2018-CompAnalyst	IT10000471		Applications Programmer I	5	20	\$4,327	\$5,336	\$6,636	0.97	\$6,006	\$7,163	\$8,654
2018-MIL-ENG	'2-701		GIS Technician / Analyst I	5	6	\$4,110		\$5,898		\$5,756		\$7,807
2018-MIL-NWIT	'12-301		Applications Engineer I	26	123	\$4,864	\$6,244	\$7,196	1.04	\$6,622	\$8,205	\$9,297
2018-MIL-NWIT	'12-401		Network Administrator I	17	28	\$4,906	\$6,432	\$7,258	1.06	\$6,670	\$8,421	\$9,368
2018-MIL-NWIT	'12-501		Systems Administrator I	28	63	\$4,769	\$6,041	\$7,208	1.01	\$6,513	\$7,972	\$9,310
2018-MIL-NWIT	'12-701		Data / Voice Communications I	9	15	\$4,482	\$6,045	\$6,737	1.08	\$6,184	\$7,977	\$8,770
2018-MIL-NWIT	'12-751		Quality Assurance I	11	19	\$5,003	\$4,875	\$7,405	0.79	\$6,781	\$6,634	\$9,537
2018-MIL-NWIT	'12-903		Help Desk Specialist, Senior	40	129	\$4,703	\$5,687	\$7,182	0.96	\$6,437	\$7,565	\$9,280
2018-MIL-NWIT	'18-251		Web Developer I	10	18	\$4,920	\$5,379	\$7,081	0.90	\$6,686	\$7,213	\$9,164
2018-MIL-NWIT	'18-302		Web Designer II	9	23	\$5,033	\$7,223	\$7,902	1.12	\$6,816	\$9,328	\$10,107
2018-MIL-NWIT	'26-401		Account Manager I	12	110	\$4,997	\$4,019	\$7,464	0.65	\$6,775	\$5,653	\$9,605
2018-MIL-NWIT	'28-351		Business Systems Analysis I	29	80	\$4,813	\$5,369	\$7,044	0.91	\$6,563	\$7,201	\$9,122
2018-MIL-NWIT	'30-251		Business Intelligence I	10	15	\$4,642	\$5,817	\$7,381	0.97	\$6,367	\$7,715	\$9,509
2018-MIL-NWMGT	'3.08		IT Support Analyst**	40	168	\$4,439	\$5,672	\$6,644	1.02	\$6,134	\$7,548	\$8,664
2018-MIL-OPES	03.07		Microcomputer Specialist	12	33	\$4,488	\$5,142	\$6,020	0.98	\$6,716	\$7,503	\$8,558

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## 1484 INFO SYSTEMS SPECIALIST 4

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-MIL-OPES	03.13a		GIS Specialist	9	10	\$4,549	\$5,608	\$5,969	1.07	\$6,789	\$8,063	\$8,496
2018-MIL-OPES	03.16b		Web Designer	9	14	\$4,727	\$5,669	\$6,549	1.01	\$7,004	\$8,136	\$9,194
2018-MIL-PACS	03.11		Desktop Hardware Technician	9	25	\$4,375	\$5,972	\$6,572	1.09	\$6,061	\$7,893	\$8,580
2018-MIL-PACS	03.13		Desktop Support Analyst	7	24	\$4,590	\$5,989	\$6,804	1.05	\$6,308	\$7,913	\$8,847
2018-MIL-PACS	03.25b		Help Desk Specialist - Senior	24	43	\$4,398	\$5,248	\$6,415	0.97	\$6,087	\$7,063	\$8,401
2018-MIL-PACS	03.30		Webmaster - Intermediate	9	9	\$4,552	\$5,577	\$6,878	0.98	\$6,264	\$7,440	\$8,931
2018-TwrsWtsn	AID000-P2		IT Development Generalist/Multidiscipli	5	5		\$6,772				\$8,811	
2018-TwrsWtsn	AID010-P2		Application Development	10	24		\$6,265		0.96		\$8,229	
2018-TwrsWtsn	AID050-P2		Software Quality Assurance and Testin	7	16		\$6,633				\$8,651	
2018-TwrsWtsn	AIT020-P3		IT Help Desk Support	7	9		\$6,543				\$8,548	
<b>Purchased Market Average</b>				979	4,417	\$4,276	\$5,220	\$6,564	1.02	\$5,954	\$7,037	\$8,580
2018-ST-CA	1401	B	INFORMATION TECHNOLOGY ASSO		121	\$3,799	\$4,275	\$5,091	0.96	\$5,728	\$6,298	\$7,276
2018-ST-ID	01620	J	IT Programmer Analyst, Associate		1	\$3,064	\$4,550	\$5,470	1.04	\$4,805	\$6,583	\$7,684
2018-ST-ID	01652	J	IT Quality Assurance Analyst		1	\$3,064	\$4,913	\$5,470	1.12	\$4,805	\$7,018	\$7,684
2018-ST-ID	01663	J	IT Information Systems Technician		38	\$3,064	\$3,785	\$5,470	0.87	\$4,805	\$5,669	\$7,684
2018-ST-ID	03324	J	Geographic Information System Specia			\$3,064		\$5,470		\$4,805		\$7,684
2018-ST-NV	06.964	35	TELECOMMUNICATIONS COORD 1		4	\$4,055		\$6,024		\$5,649		\$7,947
2018-ST-NV	06.967	33	DIGITAL TELECOM SPECIALIST 1		1	\$3,732		\$5,516		\$5,272		\$7,354
2018-ST-NV	07.929	35	IT PROFESSIONAL 1		11	\$4,055		\$6,024		\$5,649		\$7,947
2018-ST-NV	07.931	34	IT TECHNICIAN 5		26	\$3,886		\$5,762		\$5,452		\$7,641
2018-ST-WA	479J	54	IT SPECIALIST 2		176	\$3,846	\$4,638	\$5,170	1.03	\$5,753	\$6,708	\$7,349
<b>State Market Average</b>					379	\$3,757	\$4,412	\$5,253	1.00	\$5,617	\$6,444	\$7,406
1484	<b>OVERALL WEIGHTED MARKET AVERAGE</b>			979	4,888	\$4,246	\$5,172	\$6,451		\$5,956	\$7,021	\$8,493

OREGON  
COMPARISON  
TO  
MARKET

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1484 INFO SYSTEMS SPECIALIST 4 (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	I	A	25	5	\$4,000	\$5,206	\$5,774	1.07	\$6,178	\$7,652	\$8,347	94.2%	100.6%	89.5%	103.7%	109.0%	98.3%
AF	AFSCME AT OSP FIRE MARSHAL	I	A	25	1	\$4,000	\$5,774	\$5,774	1.18	\$6,178	\$8,347	\$8,347	94.2%	111.6%	89.5%	103.7%	118.9%	98.3%
AG	AFSCME AT LAND CONSERV DVLPMT	I	A	25	1	\$4,000	\$5,266	\$5,774	1.08	\$6,178	\$7,726	\$8,347	94.2%	101.8%	89.5%	103.7%	110.0%	98.3%
AL	AFSCME AT LIQUOR CONTROL COMM	I	A	25	2	\$4,000	\$4,928	\$5,774	1.01	\$6,178	\$7,312	\$8,347	94.2%	95.3%	89.5%	103.7%	104.1%	98.3%
AO	AFSCME OR ST POLICE-SUPP UNIT	I	A	25	7	\$4,000	\$5,098	\$5,774	1.04	\$6,178	\$7,520	\$8,347	94.2%	98.6%	89.5%	103.7%	107.1%	98.3%
AS	OR PUB SAFETY ASSOC AT DPSST	I	A	25	1	\$4,000	\$5,514	\$5,774	1.13	\$6,178	\$8,029	\$8,347	94.2%	106.6%	89.5%	103.7%	114.4%	98.3%
AT	AFSCME AT DCBS BUILDING CODES	I	A	25	2	\$4,000	\$5,520	\$5,774	1.13	\$6,178	\$8,036	\$8,347	94.2%	106.7%	89.5%	103.7%	114.5%	98.3%
AU	AFSCME AT MILITARY	I	A	25	1	\$4,000	\$4,187	\$5,774	0.86	\$6,178	\$6,407	\$8,347	94.2%	80.9%	89.5%	103.7%	91.3%	98.3%
AX	AFSCME AT STATE LANDS	I	A	25	5	\$4,000	\$5,069	\$5,774	1.04	\$6,178	\$7,485	\$8,347	94.2%	98.0%	89.5%	103.7%	106.6%	98.3%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	I	P	25	78	\$4,283	\$5,499	\$6,182	1.05	\$6,267	\$7,681	\$8,475	100.9%	106.3%	95.8%	105.2%	109.4%	99.8%
OAI	SEIU STRIKEABLE INST COALITION	I	P	25	4	\$4,283	\$5,438	\$6,182	1.04	\$6,267	\$7,609	\$8,475	100.9%	105.1%	95.8%	105.2%	108.4%	99.8%
OAO	SEIU STRIKEABLE ODOT COALITION	I	P	25	36	\$4,283	\$5,517	\$6,182	1.05	\$6,267	\$7,702	\$8,475	100.9%	106.7%	95.8%	105.2%	109.7%	99.8%
OAS	SEIU STRIKEABLE SPEC COALITION	I	P	25	57	\$4,283	\$5,584	\$6,182	1.07	\$6,267	\$7,780	\$8,475	100.9%	108.0%	95.8%	105.2%	110.8%	99.8%
UA	UNREPRESENTED	I	A	25	7	\$4,000	\$5,365	\$5,774	1.10	\$6,178	\$7,847	\$8,347	94.2%	103.7%	89.5%	103.7%	111.8%	98.3%
<b>Non-Corrections/Non-Management Weighted Average</b>					207	\$4,239	\$5,478	\$6,119	1.06	\$6,254	\$7,704	\$8,455	99.8%	105.9%	94.9%	105.0%	109.7%	99.6%
1484	<b>STATEWIDE Weighted Average</b>				207	\$4,239	\$5,478	\$6,119	1.06	\$6,253	\$7,704	\$8,455	99.8%	105.9%	94.9%	105.0%	109.7%	99.6%

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## 1485 INFO SYSTEMS SPECIALIST 5

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-JackCo	01212		Programmer Analyst III		3	\$4,749	\$5,264	\$6,058	0.97	\$7,573	\$8,201	\$9,170
2018-OR-JackCo	01221		System Administrator II		2	\$4,255	\$4,592	\$5,432	0.95	\$6,970	\$7,380	\$8,406
2018-OR-LaneCo	H029		Information Technology Specialist 2		9	\$4,801	\$6,142	\$6,651	1.07	\$7,189	\$8,827	\$9,449
2018-OR-LaneCo	H030		Database Administrator		1	\$4,801	\$5,754	\$6,651	1.00	\$7,189	\$8,353	\$9,449
2018-OR-MarionCo	642		GIS Analyst 2		2	\$4,976	\$6,215	\$6,668	1.07	\$7,515	\$9,026	\$9,578
2018-OR-MarionCo	662		Network Analyst 2		3	\$5,226	\$5,981	\$7,001	0.98	\$7,820	\$8,741	\$9,984
2018-OR-MultCo	6417		Information Specialist 3		5	\$5,662	\$6,597	\$6,969	1.04	\$8,362	\$9,504	\$9,957
2018-OR-MultCo	6456		Data Analyst Senior		27	\$5,839	\$6,542	\$7,178	1.01	\$8,579	\$9,436	\$10,212
2018-OR-WashCo	067		Telecommunications Technician, Senic			\$5,891		\$7,162		\$8,287		\$9,794
2018-OR-WashCo	074		Client Services Technician, Senior		3	\$5,752	\$6,399	\$6,991	1.00	\$8,122	\$8,890	\$9,592
2018-OR-WashCo	084		Network Analyst I		1	\$6,040	\$7,144	\$7,344	1.07	\$8,463	\$9,773	\$10,010
2018-WA-ClarkCo	156		Dept Info Systems Coord II			\$5,190		\$6,617		\$7,624		\$9,343
2018-WA-KingCo	7304100		Functional Analyst I		7	\$5,288	\$5,978	\$6,702	1.00	\$7,835	\$8,667	\$9,540
2018-WA-KingCo	7310300		Desktop Support Specialist - Senior		6	\$5,544	\$6,992	\$7,028	1.11	\$8,145	\$9,889	\$9,932
2018-WA-KingCo	7311200		LAN Administrator - Journey		23	\$5,544	\$6,698	\$7,028	1.07	\$8,145	\$9,534	\$9,932
2018-WA-KingCo	7325100		IT Technical Writer		1	\$5,164	\$5,813	\$6,545	0.99	\$7,686	\$8,469	\$9,351
2018-WA-ThrstnCo	0510		IT CONSULTANT I		6	\$4,633	\$5,930	\$6,162	1.10	\$6,890	\$8,452	\$8,732
2018-WA-ThrstnCo	0541		BUSINESS APPLICATIONS TECH II		3	\$4,203	\$4,792	\$5,590	0.98	\$6,371	\$7,081	\$8,042
<b>County Market Average</b>					102	\$5,386	\$6,333	\$6,843	1.03	\$7,965	\$9,117	\$9,731
2018-CompAnalyst	IT1000032		LAN Support II	275	800	\$4,900	\$6,199	\$7,491	1.00	\$6,663	\$8,153	\$9,635
2018-CompAnalyst	IT1000133		Network Administrator II	10	80	\$4,850	\$6,298	\$7,400	1.03	\$6,606	\$8,267	\$9,531
2018-CompAnalyst	IT1000338		Voice Communications Analyst II			\$4,726	\$6,008	\$6,918	1.03	\$6,463	\$7,934	\$8,978
2018-MIL-NWIT	'12-351		Network Engineer I	19	48	\$4,825	\$6,343	\$7,351	1.04	\$6,577	\$8,318	\$9,475
2018-MIL-NWIT	'12-402		Network Administrator II	18	35	\$5,480	\$7,119	\$8,122	1.05	\$7,328	\$9,208	\$10,359
2018-MIL-NWIT	'12-522		Distributed Systems II	8	42	\$5,026	\$6,876	\$7,828	1.07	\$6,808	\$8,930	\$10,022
2018-MIL-NWIT	'12-601		Information Security I	17	27	\$4,660	\$5,719	\$7,226	0.96	\$6,387	\$7,602	\$9,331



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## 1485 INFO SYSTEMS SPECIALIST 5

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-MIL-NWIT	'12-652		Hardware Management & Support II	17	42	\$4,688	\$5,487	\$7,144	0.93	\$6,420	\$7,337	\$9,237
2018-MIL-NWIT	'12-702		Data / Voice Communications II	19	37	\$4,943	\$7,345	\$7,426	1.19	\$6,713	\$9,468	\$9,561
2018-MIL-NWIT	'12-752		Quality Assurance II	17	63	\$5,335	\$6,225	\$7,936	0.94	\$7,162	\$8,183	\$10,146
2018-MIL-NWIT	'12-852		Network Operations Center II	10	47	\$5,165	\$5,853	\$7,789	0.90	\$6,968	\$7,756	\$9,977
2018-MIL-NWIT	'16-201		Database Developer I	5	6	\$5,434		\$8,250		\$7,276		\$10,505
2018-MIL-NWIT	'16-251		Database Administrator I	17	20	\$5,619	\$7,230	\$8,290	1.04	\$7,488	\$9,336	\$10,551
2018-MIL-NWIT	'18-352		Web Producer / Content Manager II	10	18	\$5,292	\$6,432	\$7,762	0.99	\$7,112	\$8,421	\$9,946
2018-MIL-NWIT	'28-302		Technical Writer II	12	16	\$4,937	\$5,969	\$7,575	0.95	\$6,706	\$7,890	\$9,732
2018-MIL-NWMGT	'3.13		Network Administrator	45	70	\$5,281	\$6,691	\$7,873	1.02	\$7,100	\$8,717	\$10,074
2018-MIL-OPES	03.08a		LAN Administrator	17	34	\$5,266	\$6,507	\$7,056	1.06	\$7,651	\$9,143	\$9,803
2018-MIL-PACS	03.15		Network Operations Technician II	5	7		\$6,707				\$8,736	
2018-MIL-PACS	03.17a		Network Administrator	25	34	\$4,931	\$6,325	\$7,161	1.05	\$6,699	\$8,298	\$9,257
2018-MIL-PACS	03.19		Database Analyst	10	13	\$4,915	\$6,600	\$7,452	1.07	\$6,681	\$8,613	\$9,591
2018-TwrsWtsn	AIT010-P2		Computer Systems Administration	9	16		\$6,064		0.96		\$7,998	
<b>Purchased Market Average</b>				565	1,455	\$4,976	\$6,293	\$7,538	1.01	\$6,764	\$8,276	\$9,704
2018-ST-CA	1401	C	INFORMATION TECHNOLOGY ASSO		115	\$4,154	\$4,675	\$5,566	0.96	\$6,153	\$6,778	\$7,846
2018-ST-NV	06.965	35	DIGITAL TELECOM SPECIALIST 2		1	\$4,055		\$6,024		\$5,649		\$7,947
2018-ST-NV	07.926	38	IT PROFESSIONAL 2		129	\$4,618		\$6,905		\$6,306		\$8,975
2018-ST-NV	07.928	36	IT TECHNICIAN 6		52	\$4,238		\$6,305		\$5,863		\$8,275
2018-ST-WA	479K	58	IT SPECIALIST 3		447	\$4,245	\$5,274	\$5,713	1.06	\$6,234	\$7,474	\$8,002
<b>State Market Average</b>					744	\$4,295	\$5,152	\$5,939	1.01	\$6,207	\$7,332	\$8,166
1485	<b>OVERALL WEIGHTED MARKET AVERAGE</b>			565	2,301	\$4,773	\$5,992	\$6,984		\$6,637	\$8,066	\$9,204

OREGON COMPARISON TO MARKET										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

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## 1485 INFO SYSTEMS SPECIALIST 5 (Continued)

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
AAON	AFSCME AT DOC SECURITY PLUS	I	A	26	35	\$4,470	\$6,184	\$6,483	1.13	\$6,753	\$8,847	\$9,214	93.7%	103.2%	92.8%	101.7%	109.7%	100.1%
AP	AFSCME DOC BD PAROL PST PRISON	I	A	26	1	\$4,470	\$6,184	\$6,483	1.13	\$6,753	\$8,848	\$9,214	93.7%	103.2%	92.8%	101.7%	109.7%	100.1%
CP	AOCE AT DOC NONSECURITY	I	A	26	2	\$4,463	\$5,372	\$6,451	0.98	\$6,744	\$7,855	\$9,174	93.5%	89.7%	92.4%	101.6%	97.4%	99.7%
<b>Corrections Weighted Average</b>					38	\$4,470	\$6,141	\$6,481	1.12	\$6,752	\$8,795	\$9,212	93.6%	102.5%	92.8%	101.7%	109.0%	100.1%
AD	AFSCME AT ENVIRONMENTAL QUAL	I	A	28	14	\$4,463	\$6,134	\$6,451	1.12	\$6,744	\$8,787	\$9,174	93.5%	102.4%	92.4%	101.6%	108.9%	99.7%
AG	AFSCME AT LAND CONSERV DVLPMNT	I	A	28	1	\$4,463	\$6,451	\$6,451	1.18	\$6,744	\$9,174	\$9,174	93.5%	107.7%	92.4%	101.6%	113.7%	99.7%
AL	AFSCME AT LIQUOR CONTROL COMM	I	A	28	1	\$4,463	\$6,160	\$6,451	1.13	\$6,744	\$8,819	\$9,174	93.5%	102.8%	92.4%	101.6%	109.3%	99.7%
AO	AFSCME OR ST POLICE-SUPP UNIT	I	A	28	6	\$4,463	\$5,591	\$6,451	1.02	\$6,744	\$8,123	\$9,174	93.5%	93.3%	92.4%	101.6%	100.7%	99.7%
AS	OR PUB SAFETY ASSOC AT DPSST	I	A	28	1	\$4,463	\$6,451	\$6,451	1.18	\$6,744	\$9,174	\$9,174	93.5%	107.7%	92.4%	101.6%	113.7%	99.7%
AU	AFSCME AT MILITARY	I	A	28	5	\$4,463	\$6,168	\$6,451	1.13	\$6,744	\$8,828	\$9,174	93.5%	102.9%	92.4%	101.6%	109.5%	99.7%
AV	AFSCME MILITRY OREG EMERG MGMT	I	A	28	1	\$4,463	\$5,366	\$6,451	0.98	\$6,744	\$7,848	\$9,174	93.5%	89.6%	92.4%	101.6%	97.3%	99.7%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	I	P	28	51	\$4,780	\$6,423	\$6,902	1.10	\$6,845	\$8,755	\$9,312	100.2%	107.2%	98.8%	103.1%	108.5%	101.2%
OAI	SEIU STRIKEABLE INST COALITION	I	P	28	5	\$4,780	\$6,781	\$6,902	1.16	\$6,845	\$9,171	\$9,312	100.2%	113.2%	98.8%	103.1%	113.7%	101.2%
OAO	SEIU STRIKEABLE ODOT COALITION	I	P	28	68	\$4,780	\$6,469	\$6,902	1.11	\$6,845	\$8,808	\$9,312	100.2%	108.0%	98.8%	103.1%	109.2%	101.2%
OAS	SEIU STRIKEABLE SPEC COALITION	I	P	28	58	\$4,780	\$6,231	\$6,902	1.07	\$6,845	\$8,532	\$9,312	100.2%	104.0%	98.8%	103.1%	105.8%	101.2%
UA	UNREPRESENTED	I	A	28	6	\$4,463	\$6,079	\$6,451	1.11	\$6,744	\$8,719	\$9,174	93.5%	101.4%	92.4%	101.6%	108.1%	99.7%
<b>Non-Corrections/Non-Management Weighted Average</b>					217	\$4,729	\$6,332	\$6,829	1.10	\$6,829	\$8,707	\$9,290	99.1%	105.7%	97.8%	102.9%	108.0%	100.9%
1485	<b>STATEWIDE Weighted Average</b>				255	\$4,690	\$6,303	\$6,777	1.10	\$6,817	\$8,720	\$9,278	98.3%	105.2%	97.0%	102.7%	108.1%	100.8%

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Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-ClackCo	131		Computer Forensics Analyst		1	\$5,108	\$5,360	\$6,537	0.92	\$7,615	\$7,925	\$9,370
2018-OR-ClackCo	494		Financial System Support Analyst		2	\$4,880	\$5,959	\$6,188	1.08	\$7,335	\$8,660	\$8,941
2018-OR-ClackCo	661		IT Adminstrator 1			\$6,005		\$7,602		\$8,716		\$10,677
2018-OR-ClackCo	676		Information Services Software Speciali:		3	\$4,880	\$6,135	\$6,188	1.11	\$7,335	\$8,876	\$8,941
2018-OR-ClackCo	687		Systems Project Analyst		5	\$6,174	\$7,733	\$7,863	1.10	\$8,924	\$10,837	\$10,998
2018-OR-ClackCo	692		Microcomputer Programmer/ Analyst		5	\$5,154	\$6,634	\$6,552	1.13	\$7,671	\$9,489	\$9,388
2018-OR-DescCo	91246		Applications Systems Analyst I		2	\$4,852	\$5,222	\$6,502	0.92	\$7,555	\$8,008	\$9,575
2018-OR-DescCo	91247		Applications Systems Analyst II		3	\$5,349	\$6,114	\$7,168	0.98	\$8,164	\$9,100	\$10,391
2018-OR-DescCo	91257		IT Analyst I			\$4,870		\$6,527		\$7,578		\$9,605
2018-OR-DescCo	91258		IT Analyst II		8	\$5,357	\$6,512	\$7,179	1.04	\$8,173	\$9,588	\$10,403
2018-OR-JackCo	01213		Programmer Analyst IV		2	\$5,283	\$6,741	\$6,741	1.12	\$8,224	\$10,003	\$10,003
2018-OR-JackCo	01222		System Administrator III		5	\$4,749	\$5,946	\$6,058	1.10	\$7,573	\$9,033	\$9,170
2018-OR-LaneCo	H007		Programmer Analyst 2		1	\$4,924	\$5,490	\$6,819	0.94	\$7,339	\$8,030	\$9,654
2018-OR-LaneCo	H011		System Programmer, Lead			\$5,304		\$7,344		\$7,803		\$10,296
2018-OR-LaneCo	H026		Information Services Project Manager		2	\$5,571	\$5,673	\$7,715	0.85	\$8,129	\$8,254	\$10,749
2018-OR-MarionCo	641		GIS Analyst 3		1	\$5,283	\$7,803	\$7,077	1.26	\$7,889	\$10,963	\$10,077
2018-OR-MarionCo	651		Programmer Analyst 2		5	\$5,149	\$6,635	\$6,898	1.10	\$7,726	\$9,538	\$9,858
2018-OR-MarionCo	658		Information Technology Systems Analy		5	\$5,444	\$6,971	\$7,296	1.09	\$8,086	\$9,948	\$10,345
2018-OR-MarionCo	664		Computer Forensics Specialist		1	\$4,562	\$6,746	\$6,119	1.26	\$7,010	\$9,674	\$8,908
2018-OR-MultCo	6194		IT Business Consultant		1	\$6,006	\$6,162	\$7,395	0.92	\$8,783	\$8,973	\$10,478
2018-OR-MultCo	6405		Development Analyst		3	\$6,569	\$7,821	\$8,079	1.07	\$9,469	\$10,998	\$11,312
2018-OR-MultCo	6407		Database Administrator		1	\$6,767	\$8,293	\$8,324	1.10	\$9,711	\$11,573	\$11,612
2018-OR-MultCo	6414		Systems Administrator		6	\$6,767	\$8,096	\$8,324	1.07	\$9,711	\$11,334	\$11,612
2018-OR-WashCo	053		Geographic Information Systems (GIS)		5	\$6,671	\$7,379	\$8,109	1.00	\$9,212	\$10,052	\$10,918
2018-OR-WashCo	086		Network Analyst II		1	\$7,008	\$8,283	\$8,515	1.07	\$9,611	\$11,124	\$11,399
2018-OR-WashCo	088		Information Systems Analyst II		6	\$7,008	\$7,823	\$8,515	1.01	\$9,611	\$10,578	\$11,399

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						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-WashCo	093		Web System Administrator		3	\$7,183	\$8,021	\$8,728	1.01	\$9,820	\$10,813	\$11,652
2018-WA-ClarkCo	T2		IT Professional II			\$5,141		\$6,748		\$7,566		\$9,502
2018-WA-ClarkCo	T3		IT Professional III			\$5,141		\$6,746		\$7,566		\$9,499
2018-WA-KingCo	2460100		IT Business Analyst - Journey		1	\$6,392	\$7,197	\$8,103	0.99	\$9,166	\$10,135	\$11,227
2018-WA-KingCo	7304200		Functional Analyst II		32	\$5,677	\$6,399	\$7,196	0.99	\$8,305	\$9,175	\$10,135
2018-WA-KingCo	7316200		Website Developer - Journey		1	\$5,814	\$5,158	\$7,369	0.78	\$8,469	\$7,680	\$10,343
2018-WA-KingCo	7320200		Applications Developer - Journey		14	\$6,096	\$6,666	\$7,727	0.96	\$8,810	\$9,497	\$10,775
2018-WA-KingCo	7322200		GIS Specialist - Journey		13	\$6,096	\$7,064	\$7,727	1.02	\$8,810	\$9,975	\$10,775
2018-WA-ThrstnCo	0511		IT CONSULTANT II		10	\$5,559	\$7,341	\$7,412	1.13	\$8,005	\$10,152	\$10,237
2018-WA-ThrstnCo	0521		GIS ANALYST II		4	\$5,011	\$6,201	\$6,664	1.06	\$7,344	\$8,779	\$9,337
2018-WA-ThrstnCo	0542		BUSINESS APPLICATIONS ANALYST		4	\$5,108	\$6,713	\$6,794	1.13	\$7,462	\$9,396	\$9,493
<b>County Market Average</b>					156	\$5,751	\$6,802	\$7,362	1.01	\$8,397	\$9,669	\$10,346
2018-CompAnalyst	IT10000001		Software Engineer I	10	80	\$4,958	\$5,759	\$7,624	0.92	\$6,730	\$7,648	\$9,788
2018-CompAnalyst	IT10000008		Business Systems Analyst II	10	100	\$5,066	\$6,439	\$7,832	1.00	\$6,854	\$8,429	\$10,026
2018-CompAnalyst	IT10000011		Applications Systems Programmer II	10	100	\$5,066	\$6,555	\$7,890	1.01	\$6,854	\$8,562	\$10,093
2018-CompAnalyst	IT10000040		Data Architect I	5	20	\$4,501	\$6,929	\$7,898	1.09	\$6,206	\$8,990	\$10,102
2018-CompAnalyst	IT10000057		Mainframe Programmer II			\$4,809	\$5,875	\$7,582	0.95	\$6,558	\$7,781	\$9,740
2018-CompAnalyst	IT10000060		Midrange Programmer II			\$5,041	\$6,439	\$7,823	1.00	\$6,825	\$8,429	\$10,016
2018-CompAnalyst	IT10000066		Applications Systems Analyst II	10	175	\$5,149	\$6,472	\$7,915	0.99	\$6,949	\$8,467	\$10,121
2018-CompAnalyst	IT10000253		Network Engineer II	5	10	\$5,531	\$7,020	\$8,479	1.00	\$7,387	\$9,095	\$10,769
2018-CompAnalyst	IT10000339		Voice Communications Analyst III			\$5,747	\$7,717	\$8,928	1.05	\$7,635	\$9,895	\$11,283
2018-CompAnalyst	IT10000371		Documentation Specialist III			\$5,182	\$6,290	\$8,089	0.95	\$6,987	\$8,257	\$10,321
2018-CompAnalyst	IT10000424		Systems Engineer II	5	100	\$5,556	\$7,161	\$8,621	1.01	\$7,416	\$9,257	\$10,931
2018-CompAnalyst	IT10000446		Database Administrator I			\$4,526	\$5,618	\$7,034	0.97	\$6,234	\$7,486	\$9,111
2018-CompAnalyst	IT10000456		Information Security Analyst II	325	1,500	\$5,066	\$6,248	\$8,056	0.97	\$6,854	\$8,210	\$10,283
2018-CompAnalyst	IT10000472		Applications Programmer II	10	90	\$5,423	\$6,987	\$8,371	1.01	\$7,263	\$9,057	\$10,645

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						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-CompAnalyst	IT10000501		Software Systems Engineer I			\$4,410	\$5,618	\$6,985	0.99	\$6,101	\$7,486	\$9,054
2018-MIL-ENG	'2-362		Software Engineer II	28	199	\$6,162	\$8,251	\$9,755	1.04	\$8,110	\$10,507	\$12,233
2018-MIL-ENG	'2-702		GIS Technician / Analyst II	10	28	\$4,981	\$6,181	\$7,340	1.00	\$6,755	\$8,132	\$9,462
2018-MIL-NWIT	'12-302		Applications Engineer II	38	441	\$5,702	\$7,656	\$8,587	1.07	\$7,583	\$9,824	\$10,893
2018-MIL-NWIT	'12-451		Systems Engineer I	21	56	\$5,454	\$7,210	\$8,143	1.06	\$7,298	\$9,313	\$10,384
2018-MIL-NWIT	'12-502		Systems Administrator II	42	127	\$5,411	\$7,415	\$8,270	1.08	\$7,249	\$9,548	\$10,528
2018-MIL-NWIT	'12-653		Hardware Management & Support, Ser	10	20	\$5,876	\$6,989	\$8,781	0.95	\$7,782	\$9,060	\$11,115
2018-MIL-NWIT	'18-252		Web Developer II	21	37	\$5,855	\$6,872	\$8,733	0.94	\$7,758	\$8,925	\$11,060
2018-MIL-NWIT	'18-303		Web Designer, Senior	7	8	\$5,932	\$7,348	\$8,684	1.01	\$7,847	\$9,471	\$11,004
2018-MIL-NWIT	'18-353		Web Producer / Content Manager, Sen	8	11	\$5,953	\$7,885	\$8,874	1.06	\$7,871	\$10,087	\$11,221
2018-MIL-NWIT	'20-201		Project Manager I	29	69	\$5,709	\$6,702	\$8,568	0.94	\$7,591	\$8,730	\$10,871
2018-MIL-NWIT	'26-402		Account Manager II	13	115	\$5,915	\$5,407	\$8,505	0.75	\$7,827	\$7,245	\$10,798
2018-MIL-NWIT	'28-352		Business Systems Analysis II	51	164	\$5,451	\$6,763	\$8,284	0.98	\$7,295	\$8,800	\$10,544
2018-MIL-NWIT	'30-252		Business Intelligence II	20	60	\$5,760	\$7,377	\$8,830	1.01	\$7,650	\$9,505	\$11,172
2018-MIL-NWMGT	'3.05		Applications Systems Analyst	59	435	\$5,364	\$7,006	\$8,234	1.03	\$7,195	\$9,079	\$10,488
2018-MIL-NWMGT	'3.07		Programmer Analyst	36	126	\$5,321	\$7,348	\$8,078	1.10	\$7,146	\$9,471	\$10,308
2018-MIL-NWMGT	'3.14		Systems Administrator	67	143	\$5,571	\$6,955	\$8,453	0.99	\$7,432	\$9,020	\$10,739
2018-MIL-NWMGT	'3.27		Web Developer	35	50	\$5,532	\$7,489	\$8,422	1.07	\$7,389	\$9,633	\$10,703
2018-MIL-OPES	03.01		Programmer / Analyst	11	28	\$5,335	\$6,781	\$7,260	1.08	\$7,734	\$9,473	\$10,048
2018-MIL-OPES	03.03		Systems Analyst	12	32	\$5,559	\$7,023	\$7,260	1.10	\$8,004	\$9,763	\$10,049
2018-MIL-OPES	03.06		Business Systems Analyst	9	51	\$5,964	\$7,205	\$8,146	1.02	\$8,490	\$9,982	\$11,113
2018-MIL-OPES	03.13b		GIS Analyst	17	21	\$5,401	\$6,991	\$7,194	1.11	\$7,814	\$9,725	\$9,969
2018-MIL-OPES	03.16a		Web Administrator	11	17	\$5,667	\$7,150	\$7,754	1.07	\$8,133	\$9,916	\$10,642
2018-MIL-PACS	03.01a		Software Engineer I*	6	9	\$4,701	\$6,288	\$7,480	1.03	\$6,435	\$8,255	\$9,623
2018-MIL-PACS	03.03		Programmer / Analyst - Intermediate	10	22	\$5,382	\$7,460	\$7,792	1.13	\$7,216	\$9,600	\$9,980
2018-MIL-PACS	03.06		Systems Analyst - Intermediate	23	241	\$5,445	\$6,909	\$8,300	1.01	\$7,289	\$8,967	\$10,563

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						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-MIL-PACS	03.09		Systems Programmer - Operating Sys	7	10	\$5,612	\$6,889	\$8,256	0.99	\$7,480	\$8,945	\$10,513
2018-MIL-PACS	03.31		Webmaster - Senior	10	18	\$5,353	\$7,259	\$8,456	1.05	\$7,182	\$9,369	\$10,742
2018-MIL-PACS	03.32		Business Analyst / IT Liaison	12	30	\$5,380	\$6,339	\$8,248	0.93	\$7,213	\$8,313	\$10,504
2018-TwrsWtsn	AID000-P3		IT Development Generalist/Multidiscipli	7	16		\$8,079		1.04		\$10,310	
2018-TwrsWtsn	AID010-P3		Application Development	12	76		\$7,713		0.95		\$9,889	
2018-TwrsWtsn	AID020-P2		Business Systems Analysis	13	44		\$6,168		0.98		\$8,117	
2018-TwrsWtsn	AID050-P3		Software Quality Assurance and Testin	6	32		\$8,418				\$10,699	
2018-TwrsWtsn	AIT070-P3		IS and Cyber Security	5	5		\$8,191		1.01		\$10,439	
<b>Purchased Market Average</b>				1,056	4,916	\$5,363	\$6,813	\$8,255	1.00	\$7,212	\$8,878	\$10,534
2018-ST-CA	1401	D	INFORMATION TECHNOLOGY ASSO		2,063	\$4,568	\$5,551	\$6,122	1.04	\$6,650	\$7,828	\$8,511
2018-ST-CA	1470	A	ASSOCIATE INFORMATION SYSTEM		2	\$4,655	\$4,894	\$6,122	0.91	\$6,754	\$7,040	\$8,511
2018-ST-ID	01617	M	IT Systems Analyst		32	\$4,377	\$5,764	\$7,820	0.92	\$6,377	\$8,037	\$10,496
2018-ST-ID	01619	K	IT Programmer Analyst		17	\$3,431	\$4,778	\$6,124	0.98	\$5,245	\$6,857	\$8,467
2018-ST-ID	01621	K	IT Program System Specialist		5	\$3,431	\$4,807	\$6,124	0.98	\$5,245	\$6,891	\$8,467
2018-ST-ID	01625	K	IT Database Analyst, Associate		1	\$3,431	\$4,825	\$6,124	0.98	\$5,245	\$6,913	\$8,467
2018-ST-ID	01633	K	IT Systems Programmer, Associate			\$3,431		\$6,124		\$5,245		\$8,467
2018-ST-ID	01642	K	IT Systems Integration Analyst, Associ		7	\$3,431	\$4,324	\$6,124	0.88	\$5,245	\$6,314	\$8,467
2018-ST-ID	01662	K	IT Information Systems Technician, Se		57	\$3,431	\$4,473	\$6,124	0.91	\$5,245	\$6,492	\$8,467
2018-ST-ID	01664	K	IT Customer Service Consultant		5	\$3,431	\$3,922	\$6,124	0.80	\$5,245	\$5,833	\$8,467
2018-ST-ID	01700	K	Web Design Specialist		13	\$3,431	\$4,443	\$6,124	0.91	\$5,245	\$6,455	\$8,467
2018-ST-ID	01702	L	Web Developer		15	\$3,872	\$5,195	\$6,915	0.94	\$5,772	\$7,356	\$9,413
2018-ST-ID	03219	K	Transportation Management Systems (		5	\$3,431	\$4,820	\$6,124	0.98	\$5,245	\$6,907	\$8,467
2018-ST-ID	03316	L	Geographic Information System Analys		17	\$3,872	\$4,746	\$6,915	0.86	\$5,772	\$6,818	\$9,413
2018-ST-ID	03320	L	Remote Sensing Analyst, Staff			\$3,872		\$6,915		\$5,772		\$9,413
2018-ST-NV	06.969	38	TELECOMMUNICATIONS COORD 2		4	\$4,618		\$6,905		\$6,306		\$8,975
2018-ST-WA	479L	62	IT SPECIALIST 4		885	\$4,687	\$5,969	\$6,301	1.09	\$6,767	\$8,312	\$8,711

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						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
<b>State Market Average</b>					3,128	\$4,552	\$5,629	\$6,199		\$6,620	\$7,914	\$8,596
1486	<b>OVERALL WEIGHTED MARKET AVERAGE</b>			1,056	8,200	\$5,055	\$6,362	\$7,437		\$7,006	\$8,526	\$9,776

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	Salary			Salary and Benefits		
													SR Min 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	A	28	9	\$4,784	\$6,767	\$6,931	1.16	\$7,137	\$9,560	\$9,761	94.6%	106.4%	93.2%	101.9%	112.1%	99.9%
<b>Corrections Weighted Average</b>					9	\$4,784	\$6,767	\$6,931	1.16	\$7,137	\$9,560	\$9,761	94.6%	106.4%	93.2%	101.9%	112.1%	99.9%
MMN	MGT SVC NONSUPERVISORY	I	A	29	1	\$5,097	\$6,418	\$7,037	1.06	\$7,519	\$9,134	\$9,891	100.8%	100.9%	94.6%	107.3%	107.1%	101.2%
<b>Management Weighted Average</b>					1	\$5,097	\$6,418	\$7,037	1.06	\$7,519	\$9,134	\$9,891	100.8%	100.9%	94.6%	107.3%	107.1%	101.2%
AB	AFSCME AT CONST CONTRACTORS BD	I	A	29	2	\$4,775	\$6,897	\$6,897	1.18	\$7,126	\$9,720	\$9,720	94.5%	108.4%	92.7%	101.7%	114.0%	99.4%
AD	AFSCME AT ENVIRONMENTAL QUAL	I	A	29	13	\$4,775	\$6,514	\$6,897	1.12	\$7,126	\$9,252	\$9,720	94.5%	102.4%	92.7%	101.7%	108.5%	99.4%
AG	AFSCME AT LAND CONSERV DVLPMT	I	A	29	1	\$4,775	\$6,897	\$6,897	1.18	\$7,126	\$9,720	\$9,720	94.5%	108.4%	92.7%	101.7%	114.0%	99.4%
AL	AFSCME AT LIQUOR CONTROL COMM	I	A	29	5	\$4,775	\$6,542	\$6,897	1.12	\$7,126	\$9,286	\$9,720	94.5%	102.8%	92.7%	101.7%	108.9%	99.4%
AO	AFSCME OR ST POLICE-SUPP UNIT	I	A	29	3	\$4,775	\$5,870	\$6,897	1.01	\$7,126	\$8,465	\$9,720	94.5%	92.3%	92.7%	101.7%	99.3%	99.4%
AR	AFSCME AT REAL ESTATE AGENCY	I	A	29	1	\$4,775	\$6,897	\$6,897	1.18	\$7,126	\$9,720	\$9,720	94.5%	108.4%	92.7%	101.7%	114.0%	99.4%
AX	AFSCME AT STATE LANDS	I	A	29	2	\$4,775	\$6,897	\$6,897	1.18	\$7,126	\$9,720	\$9,720	94.5%	108.4%	92.7%	101.7%	114.0%	99.4%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	I	P	29	79	\$5,111	\$6,803	\$7,390	1.09	\$7,230	\$9,196	\$9,879	101.1%	106.9%	99.4%	103.2%	107.9%	101.1%
OAI	SEIU STRIKEABLE INST COALITION	I	P	29	2	\$5,111	\$7,223	\$7,390	1.16	\$7,230	\$9,685	\$9,879	101.1%	113.5%	99.4%	103.2%	113.6%	101.1%
OAO	SEIU STRIKEABLE ODOT COALITION	I	P	29	66	\$5,111	\$7,138	\$7,390	1.14	\$7,230	\$9,586	\$9,879	101.1%	112.2%	99.4%	103.2%	112.4%	101.1%
OAS	SEIU STRIKEABLE SPEC COALITION	I	P	29	86	\$5,111	\$6,728	\$7,390	1.08	\$7,230	\$9,110	\$9,879	101.1%	105.8%	99.4%	103.2%	106.9%	101.1%
UA	UNREPRESENTED	I	A	29	11	\$4,775	\$6,309	\$6,898	1.08	\$7,126	\$9,001	\$9,721	94.5%	99.2%	92.8%	101.7%	105.6%	99.4%
<b>Non-Corrections/Non-Management Weighted Average</b>					271	\$5,064	\$6,817	\$7,321	1.10	\$7,215	\$9,267	\$9,857	100.2%	107.2%	98.4%	103.0%	108.7%	100.8%
1486	<b>STATEWIDE Weighted Average</b>				281	\$5,055	\$6,814	\$7,307	1.10	\$7,214	\$9,276	\$9,854	100.0%	107.1%	98.3%	103.0%	108.8%	100.8%

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## 1487 INFO SYSTEMS SPECIALIST 7

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-ClackCo	662		IT Adminstrator 2		5	\$6,188	\$7,917	\$7,848	1.13	\$8,941	\$11,063	\$10,979
2018-OR-ClackCo	665		Systems Project Analyst, Senior		3	\$6,188	\$8,335	\$7,848	1.19	\$8,941	\$11,577	\$10,979
2018-OR-ClackCo	674		Microcomputer Specialist, Senior		9	\$5,932	\$7,268	\$7,536	1.08	\$8,627	\$10,266	\$10,596
2018-OR-ClackCo	677		Information Services Software Speciali:		8	\$5,630	\$7,402	\$7,127	1.16	\$8,255	\$10,432	\$10,094
2018-OR-DescCo	91248		Applications Systems Analyst III		4	\$5,897	\$7,177	\$7,903	1.04	\$8,835	\$10,401	\$11,290
2018-OR-DescCo	91259		IT Analyst III		3	\$5,897	\$7,658	\$7,903	1.11	\$8,835	\$10,990	\$11,290
2018-OR-JackCo	01214		Programmer Analyst V		2	\$5,526	\$7,056	\$7,056	1.12	\$8,520	\$10,388	\$10,388
2018-OR-JackCo	01223		System Administrator IV		2	\$5,526	\$7,056	\$7,056	1.12	\$8,520	\$10,388	\$10,388
2018-OR-LaneCo	H008		Programmer and Systems Analyst, Ser		10	\$5,432	\$7,524	\$7,524	1.16	\$7,960	\$10,515	\$10,516
2018-OR-LaneCo	H023		System Administrator, Senior		10	\$5,432	\$7,446	\$7,524	1.15	\$7,960	\$10,421	\$10,516
2018-OR-LaneCo	H024		Database Administrator, Senior		2	\$5,432	\$7,524	\$7,524	1.16	\$7,960	\$10,515	\$10,516
2018-OR-LaneCo	H025		Network Administrator, Senior		4	\$5,432	\$7,050	\$7,524	1.09	\$7,960	\$9,937	\$10,516
2018-OR-LaneCo	H033		Data System Architect			\$5,853		\$8,110		\$8,474		\$11,232
2018-OR-MarionCo	090		Business Systems Analyst		1	\$4,995	\$7,036	\$6,701	1.20	\$7,538	\$10,027	\$9,619
2018-OR-MarionCo	660		Programmer Analyst 3		9	\$5,833	\$8,115	\$7,813	1.19	\$8,560	\$11,343	\$10,975
2018-OR-MarionCo	663		Network Analyst 3		4	\$5,603	\$7,839	\$7,504	1.20	\$8,279	\$11,006	\$10,598
2018-OR-MarionCo	668		Database Administrator		1	\$5,550	\$8,401	\$7,433	1.29	\$8,215	\$11,692	\$10,511
2018-OR-MultCo	6198		IT Business Consultant Senior		27	\$7,178	\$8,572	\$8,832	1.07	\$10,212	\$11,914	\$12,232
2018-OR-MultCo	6410		Network Administrator Senior		12	\$7,851	\$9,162	\$9,650	1.05	\$11,034	\$12,635	\$13,230
2018-OR-MultCo	9458		IT Project Manager 1		7	\$6,647	\$9,183	\$9,971	1.11	\$9,565	\$12,660	\$13,622
2018-OR-WashCo	058		Database Administrator			\$7,546		\$9,170		\$10,250		\$12,176
2018-OR-WashCo	090		Information Systems Analyst, Senior		11	\$7,546	\$8,594	\$9,170	1.03	\$10,250	\$11,493	\$12,176
2018-OR-WashCo	092		Network Analyst, Senior		10	\$7,546	\$8,631	\$9,170	1.03	\$10,250	\$11,536	\$12,176
2018-OR-WashCo	161		Information Technology Business Anal		3	\$7,546	\$7,726	\$9,170	0.92	\$10,250	\$10,463	\$12,176
2018-OR-WashCo	376		Geographic Information Systems (GIS)		1	\$7,546	\$8,273	\$9,170	0.99	\$10,250	\$11,113	\$12,176
2018-WA-ClarkCo	T4		IT Professional IV			\$6,397		\$8,394		\$9,078		\$11,485



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						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-WA-KingCo	2460200		IT Business Analyst - Senior		19	\$7,547	\$8,987	\$9,566	1.05	\$10,557	\$12,293	\$12,990
2018-WA-KingCo	7304300		Functional Analyst III		73	\$6,392	\$7,751	\$8,103	1.07	\$9,166	\$10,804	\$11,227
2018-WA-KingCo	7311300		LAN Administrator - Senior		42	\$6,242	\$7,904	\$7,913	1.12	\$8,986	\$10,987	\$10,998
2018-WA-KingCo	7312200		Network Engineer - Journey		3	\$6,392	\$7,976	\$8,103	1.10	\$9,166	\$11,074	\$11,227
2018-WA-KingCo	7313200		Systems Engineer - Journey		6	\$6,392	\$7,126	\$8,103	0.98	\$9,166	\$10,050	\$11,227
2018-WA-KingCo	7316300		Website Developer - Senior		12	\$6,546	\$7,893	\$8,297	1.06	\$9,351	\$10,975	\$11,461
2018-WA-KingCo	7321200		Database Administrator - Journey		1	\$6,392	\$8,103	\$8,103	1.12	\$9,166	\$11,227	\$11,227
2018-WA-ThrstnCo	0543		BUSINESS APP ADMINISTRATOR		7	\$5,275	\$6,697	\$7,033	1.09	\$7,664	\$9,377	\$9,781
<b>County Market Average</b>					311	\$6,473	\$7,990	\$8,266	1.07	\$9,261	\$11,100	\$11,432
2018-CompAnalyst	IT10000002		Software Engineer II	10	275	\$5,805	\$7,153	\$9,202	0.95	\$7,701	\$9,247	\$11,598
2018-CompAnalyst	IT10000009		Business Systems Analyst III	10	125	\$5,838	\$7,535	\$9,061	1.01	\$7,740	\$9,685	\$11,436
2018-CompAnalyst	IT10000012		Applications Systems Programmer III	10	150	\$6,204	\$8,149	\$9,617	1.03	\$8,159	\$10,389	\$12,074
2018-CompAnalyst	IT10000022		Database Administrator II	10	50	\$5,664	\$7,377	\$8,762	1.02	\$7,539	\$9,504	\$11,093
2018-CompAnalyst	IT10000033		LAN Support III	5	10	\$6,038	\$7,916	\$9,243	1.04	\$7,968	\$10,123	\$11,645
2018-CompAnalyst	IT10000043		Data Architect II	10	40	\$6,270	\$8,746	\$10,082	1.04	\$8,235	\$11,075	\$12,608
2018-CompAnalyst	IT10000058		Mainframe Programmer III			\$5,556	\$7,452	\$8,837	1.03	\$7,416	\$9,590	\$11,179
2018-CompAnalyst	IT10000061		Midrange Programmer III			\$5,755	\$7,435	\$8,845	1.02	\$7,644	\$9,571	\$11,188
2018-CompAnalyst	IT10000067		Applications Systems Analyst III	5	175	\$6,237	\$8,107	\$9,667	1.02	\$8,197	\$10,342	\$12,131
2018-CompAnalyst	IT10000254		Network Engineer III	10	50	\$6,328	\$8,265	\$9,509	1.05	\$8,302	\$10,523	\$11,950
2018-CompAnalyst	IT10000276		Network Administrator III	10	60	\$5,789	\$7,593	\$8,778	1.04	\$7,682	\$9,752	\$11,112
2018-CompAnalyst	IT10000340		Voice Communications Analyst IV			\$5,855	\$8,306	\$9,609	1.07	\$7,759	\$10,570	\$12,065
2018-CompAnalyst	IT10000358		IT Project Manager I	250	2,434	\$5,232	\$7,037	\$8,172	1.05	\$7,044	\$9,114	\$10,417
2018-CompAnalyst	IT10000388		Applications Programmer III	10	225	\$6,353	\$8,381	\$9,875	1.03	\$8,330	\$10,656	\$12,369
2018-CompAnalyst	IT10000425		Systems Engineer III	10	175	\$6,661	\$8,796	\$10,348	1.04	\$8,683	\$11,132	\$12,913
2018-CompAnalyst	IT10000502		Software Systems Engineer II	5	5	\$5,431	\$7,493	\$8,828	1.05	\$7,273	\$9,638	\$11,169
2018-CompAnalyst	IT10000525		Data Management Specialist			\$5,847	\$7,286	\$9,493	0.95	\$7,749	\$9,400	\$11,931

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						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-MIL-ENG	'2-372		Systems Engineer II	9	39	\$6,040	\$7,901	\$9,416	1.02	\$7,971	\$10,105	\$11,844
2018-MIL-NWIT	'12-303		Applications Engineer, Senior	46	458	\$6,696	\$8,861	\$10,183	1.05	\$8,723	\$11,207	\$12,723
2018-MIL-NWIT	'12-352		Network Engineer II	35	106	\$6,098	\$7,592	\$9,261	0.99	\$8,037	\$9,751	\$11,666
2018-MIL-NWIT	'12-403		Network Administrator, Senior	14	27	\$6,488	\$9,456	\$9,906	1.15	\$8,484	\$11,890	\$12,406
2018-MIL-NWIT	'12-452		Systems Engineer II	27	82	\$6,077	\$8,017	\$9,436	1.03	\$8,013	\$10,239	\$11,867
2018-MIL-NWIT	'12-503		Systems Administrator, Senior	36	93	\$6,487	\$8,616	\$9,724	1.06	\$8,483	\$10,925	\$12,197
2018-MIL-NWIT	'12-523		Distributed Systems, Senior	7	19	\$6,250	\$7,999	\$9,381	1.02	\$8,212	\$10,218	\$11,804
2018-MIL-NWIT	'12-602		Information Security II	27	65	\$5,865	\$7,263	\$8,969	0.98	\$7,770	\$9,374	\$11,330
2018-MIL-NWIT	'12-703		Data / Voice Communications, Senior	22	36	\$6,250	\$8,039	\$9,290	1.03	\$8,212	\$10,264	\$11,699
2018-MIL-NWIT	'12-753		Quality Assurance, Senior	15	43	\$6,405	\$7,511	\$9,731	0.93	\$8,389	\$9,659	\$12,205
2018-MIL-NWIT	'12-853		Network Operations Center, Senior	8	29	\$5,712	\$7,271	\$8,675	1.01	\$7,595	\$9,383	\$10,994
2018-MIL-NWIT	'16-202		Database Developer II	16	41	\$6,276	\$8,581	\$9,597	1.08	\$8,242	\$10,885	\$12,051
2018-MIL-NWIT	'16-252		Database Administrator II	27	47	\$6,325	\$8,719	\$9,569	1.10	\$8,298	\$11,044	\$12,019
2018-MIL-NWIT	'18-253		Web Developer, Senior	19	31	\$6,388	\$8,365	\$10,042	1.02	\$8,370	\$10,638	\$12,562
2018-MIL-NWIT	'20-202		Project Manager II	53	171	\$6,507	\$8,276	\$9,859	1.01	\$8,506	\$10,536	\$12,352
2018-MIL-NWIT	'28-303		Technical Writer, Senior	11	11	\$5,808	\$7,043	\$8,440	0.99	\$7,704	\$9,122	\$10,724
2018-MIL-NWIT	'28-353		Business Systems Analysis, Senior	52	275	\$6,197	\$7,970	\$9,410	1.02	\$8,151	\$10,185	\$11,837
2018-MIL-NWMGT	'3.04		Software Systems Analyst	27	159	\$6,586	\$8,805	\$9,954	1.06	\$8,597	\$11,142	\$12,461
2018-MIL-NWMGT	'3.06		Programmer Analyst - Senior	52	337	\$6,373	\$8,936	\$9,583	1.12	\$8,353	\$11,293	\$12,035
2018-MIL-NWMGT	'3.12		Network Administrator - Senior	46	149	\$6,435	\$8,584	\$9,622	1.07	\$8,424	\$10,889	\$12,080
2018-MIL-NWMGT	'3.18		Database Administrator	49	92	\$6,006	\$8,233	\$9,056	1.09	\$7,932	\$10,487	\$11,431
2018-MIL-OPES	03.02		Programmer / Analyst - Senior	7	54	\$6,267	\$7,511	\$8,557	1.01	\$8,855	\$10,350	\$11,608
2018-MIL-OPES	03.04		Systems Analyst - Senior	14	135	\$5,964	\$8,459	\$8,135	1.20	\$8,490	\$11,490	\$11,101
2018-MIL-OPES	03.08b		Network Engineer	13	22	\$6,072	\$7,805	\$8,242	1.09	\$8,620	\$10,703	\$11,229
2018-MIL-OPES	03.09		Database Administrator	9	33	\$6,554	\$9,099	\$9,102	1.16	\$9,200	\$12,259	\$12,262
2018-MIL-PACS	03.01b		Software Engineer II*	7	48	\$5,993	\$8,132	\$9,408	1.06	\$7,917	\$10,370	\$11,835

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						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-MIL-PACS	03.04		Programmer / Analyst - Senior	19	76	\$6,181	\$8,189	\$9,255	1.06	\$8,132	\$10,436	\$11,659
2018-MIL-PACS	03.07		Systems Analyst - Senior	28	239	\$6,062	\$8,303	\$9,294	1.08	\$7,995	\$10,566	\$11,704
2018-MIL-PACS	03.17b		Network Administrator - Senior	14	39	\$5,820	\$8,303	\$8,796	1.14	\$7,719	\$10,566	\$11,133
2018-MIL-PACS	03.18		Network Systems Engineer	21	38	\$6,236	\$8,192	\$9,297	1.05	\$8,196	\$10,440	\$11,707
2018-MIL-PACS	03.22b		Database Administrator	13	13	\$5,840	\$7,702	\$8,701	1.06	\$7,742	\$9,878	\$11,024
2018-TwrsWtsn	AID020-P3		Business Systems Analysis	15	126		\$7,350		0.95		\$9,474	
2018-TwrsWtsn	AID060-P3		Database Design and Analysis	5	5		\$8,261		0.96		\$10,518	
2018-TwrsWtsn	AIT010-P3		Computer Systems Administration	14	30		\$7,682		0.98		\$9,854	
2018-TwrsWtsn	AIT030-P3		Database Administration	5	9		\$9,669				\$12,133	
<b>Purchased Market Average</b>				1,137	6,951	\$5,889	\$7,816	\$9,033	1.04	\$7,820	\$10,034	\$11,431
2018-ST-CA	1312	A	STAFF INFORMATION SYSTEMS AN.		1	\$5,105	\$6,203	\$6,713	1.05	\$7,293	\$8,609	\$9,220
2018-ST-CA	1373	A	SYSTEMS SOFTWARE SPECIALIST I		1	\$5,605	\$6,516	\$7,367	1.00	\$7,892	\$8,983	\$10,004
2018-ST-CA	1402	B	INFORMATION TECHNOLOGY SPEC		768	\$5,017	\$6,088	\$6,723	1.04	\$7,187	\$8,471	\$9,232
2018-ST-ID	01613	L	Enterprise Architect-in-Training			\$3,872		\$6,915		\$5,772		\$9,413
2018-ST-ID	01618	L	IT Programmer Analyst, Senior		25	\$3,872	\$5,765	\$6,915	1.04	\$5,772	\$8,037	\$9,413
2018-ST-ID	01624	L	IT Database Analyst		6	\$3,872	\$5,253	\$6,915	0.95	\$5,772	\$7,424	\$9,413
2018-ST-ID	01632	L	IT Systems Programmer		8	\$3,872	\$5,051	\$6,915	0.91	\$5,772	\$7,183	\$9,413
2018-ST-ID	01636	L	IT Network Analyst		14	\$3,872	\$5,418	\$6,915	0.98	\$5,772	\$7,622	\$9,413
2018-ST-ID	01638	L	IT Systems Security Analyst		9	\$3,872	\$5,187	\$6,915	0.94	\$5,772	\$7,345	\$9,413
2018-ST-ID	01641	L	IT Systems Integration Analyst		49	\$3,872	\$4,845	\$6,915	0.88	\$5,772	\$6,937	\$9,413
2018-ST-ID	01660	L	IT Systems Coordinator		10	\$3,872	\$5,199	\$6,915	0.94	\$5,772	\$7,360	\$9,413
2018-ST-ID	03290	M	Geographic Information System Analys		13	\$4,377	\$5,630	\$7,820	0.90	\$6,377	\$7,876	\$10,496
2018-ST-ID	03318	M	Remote Sensing Analyst, Technical		2	\$4,377	\$5,882	\$7,820	0.94	\$6,377	\$8,178	\$10,496
2018-ST-NV	07.925	40	IT PROFESSIONAL 3		193	\$5,041		\$7,567		\$6,800		\$9,747
2018-ST-WA	479M	66	IT SPECIALIST 5		1,110	\$5,170	\$6,689	\$6,957	1.10	\$7,349	\$9,179	\$9,501
<b>State Market Average</b>					2,209	\$5,029	\$6,362	\$6,932	0.98	\$7,151	\$8,790	\$9,431

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1487	<b>OVERALL WEIGHTED MARKET AVERAGE</b>	1,137	9,471	\$5,705	<b>\$7,506</b>	<b>\$8,509</b>		\$7,710	<b>\$9,799</b>	<b>\$10,956</b>	
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**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	Salary			Salary and Benefits		
													SR Min 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	A	31	23	\$5,300	<b>\$7,346</b>	<b>\$7,691</b>	1.13	\$7,767	<b>\$10,268</b>	<b>\$10,690</b>	92.9%	<b>97.9%</b>	<b>90.4%</b>	100.7%	<b>104.8%</b>	<b>97.6%</b>
	<b>Corrections Weighted Average</b>				23	\$5,300	<b>\$7,346</b>	<b>\$7,691</b>	1.13	\$7,767	<b>\$10,268</b>	<b>\$10,690</b>	92.9%	<b>97.9%</b>	<b>90.4%</b>	100.7%	<b>104.8%</b>	<b>97.6%</b>
MMN	MGT SVC NONSUPERVISORY	I	A	31	1	\$5,645	<b>\$7,788</b>	<b>\$7,788</b>	1.16	\$8,189	<b>\$10,809</b>	<b>\$10,809</b>	99.0%	<b>103.8%</b>	<b>91.5%</b>	106.2%	<b>110.3%</b>	<b>98.7%</b>
MMS	MGT SVC SUPERVISORY	I	A	31	1	\$5,645	<b>\$7,788</b>	<b>\$7,788</b>	1.16	\$8,189	<b>\$10,809</b>	<b>\$10,809</b>	99.0%	<b>103.8%</b>	<b>91.5%</b>	106.2%	<b>110.3%</b>	<b>98.7%</b>
	<b>Management Weighted Average</b>				2	\$5,645	<b>\$7,788</b>	<b>\$7,788</b>	1.16	\$8,189	<b>\$10,809</b>	<b>\$10,809</b>	99.0%	<b>103.8%</b>	<b>91.5%</b>	106.2%	<b>110.3%</b>	<b>98.7%</b>
AD	AFSCME AT ENVIRONMENTAL QUAL	I	A	31	4	\$5,287	<b>\$7,464</b>	<b>\$7,634</b>	1.16	\$7,751	<b>\$10,413</b>	<b>\$10,621</b>	92.7%	<b>99.4%</b>	<b>89.7%</b>	100.5%	<b>106.3%</b>	<b>96.9%</b>
AG	AFSCME AT LAND CONSERV DVLPMT	I	A	31	1	\$5,287	<b>\$7,634</b>	<b>\$7,634</b>	1.18	\$7,751	<b>\$10,621</b>	<b>\$10,621</b>	92.7%	<b>101.7%</b>	<b>89.7%</b>	100.5%	<b>108.4%</b>	<b>96.9%</b>
AL	AFSCME AT LIQUOR CONTROL COMM	I	A	31	2	\$5,287	<b>\$7,634</b>	<b>\$7,634</b>	1.18	\$7,751	<b>\$10,621</b>	<b>\$10,621</b>	92.7%	<b>101.7%</b>	<b>89.7%</b>	100.5%	<b>108.4%</b>	<b>96.9%</b>
AO	AFSCME OR ST POLICE-SUPP UNIT	I	A	31	5	\$5,287	<b>\$7,013</b>	<b>\$7,634</b>	1.09	\$7,751	<b>\$9,862</b>	<b>\$10,621</b>	92.7%	<b>93.4%</b>	<b>89.7%</b>	100.5%	<b>100.6%</b>	<b>96.9%</b>
AS	OR PUB SAFETY ASSOC AT DPSST	I	A	31	1	\$5,287	<b>\$7,634</b>	<b>\$7,634</b>	1.18	\$7,751	<b>\$10,621</b>	<b>\$10,621</b>	92.7%	<b>101.7%</b>	<b>89.7%</b>	100.5%	<b>108.4%</b>	<b>96.9%</b>
AT	AFSCME AT DCBS BUILDING CODES	I	A	31	2	\$5,287	<b>\$7,634</b>	<b>\$7,634</b>	1.18	\$7,751	<b>\$10,621</b>	<b>\$10,621</b>	92.7%	<b>101.7%</b>	<b>89.7%</b>	100.5%	<b>108.4%</b>	<b>96.9%</b>
AU	AFSCME AT MILITARY	I	A	31	1	\$5,287	<b>\$7,634</b>	<b>\$7,634</b>	1.18	\$7,751	<b>\$10,621</b>	<b>\$10,621</b>	92.7%	<b>101.7%</b>	<b>89.7%</b>	100.5%	<b>108.4%</b>	<b>96.9%</b>
AV	AFSCME MILITRY OREG EMERG MGMT	I	A	31	3	\$5,287	<b>\$7,308</b>	<b>\$7,634</b>	1.13	\$7,751	<b>\$10,222</b>	<b>\$10,621</b>	92.7%	<b>97.4%</b>	<b>89.7%</b>	100.5%	<b>104.3%</b>	<b>96.9%</b>
OAH	SEIU STRIKEABLE HUMAN SVC COAL	I	P	31	87	\$5,662	<b>\$7,881</b>	<b>\$8,176</b>	1.14	\$7,870	<b>\$10,450</b>	<b>\$10,793</b>	99.3%	<b>105.0%</b>	<b>96.1%</b>	102.1%	<b>106.6%</b>	<b>98.5%</b>
OAI	SEIU STRIKEABLE INST COALITION	I	P	31	3	\$5,662	<b>\$7,280</b>	<b>\$8,176</b>	1.05	\$7,870	<b>\$9,751</b>	<b>\$10,793</b>	99.3%	<b>97.0%</b>	<b>96.1%</b>	102.1%	<b>99.5%</b>	<b>98.5%</b>
OAO	SEIU STRIKEABLE ODOT COALITION	I	P	31	78	\$5,662	<b>\$7,901</b>	<b>\$8,176</b>	1.14	\$7,870	<b>\$10,473</b>	<b>\$10,793</b>	99.3%	<b>105.3%</b>	<b>96.1%</b>	102.1%	<b>106.9%</b>	<b>98.5%</b>
OAS	SEIU STRIKEABLE SPEC COALITION	I	P	31	120	\$5,662	<b>\$7,756</b>	<b>\$8,176</b>	1.12	\$7,870	<b>\$10,305</b>	<b>\$10,793</b>	99.3%	<b>103.3%</b>	<b>96.1%</b>	102.1%	<b>105.2%</b>	<b>98.5%</b>
UA	UNREPRESENTED	I	A	31	12	\$5,287	<b>\$7,392</b>	<b>\$7,635</b>	1.14	\$7,751	<b>\$10,325</b>	<b>\$10,622</b>	92.7%	<b>98.5%</b>	<b>89.7%</b>	100.5%	<b>105.4%</b>	<b>97.0%</b>
	<b>Non-Corrections/Non-Management Weighted Average</b>				319	\$5,626	<b>\$7,785</b>	<b>\$8,123</b>	1.13	\$7,859	<b>\$10,382</b>	<b>\$10,776</b>	98.6%	<b>103.7%</b>	<b>95.5%</b>	101.9%	<b>105.9%</b>	<b>98.4%</b>
1487	<b>STATEWIDE Weighted Average</b>				344	\$5,604	<b>\$7,756</b>	<b>\$8,093</b>	1.13	\$7,854	<b>\$10,377</b>	<b>\$10,771</b>	98.2%	<b>103.3%</b>	<b>95.1%</b>	101.9%	<b>105.9%</b>	<b>98.3%</b>

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Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-ClackCo	663		IT Administrator, Senior		11	\$6,794	\$8,795	\$8,642	1.14	\$9,685	\$12,142	\$11,954
2018-OR-ClackCo	664		Systems Architect		3	\$7,127	\$9,673	\$9,068	1.19	\$10,094	\$13,220	\$12,477
2018-OR-ClackCo	696		Information Services Project Coordinat		3	\$6,479	\$8,422	\$8,235	1.14	\$9,299	\$11,684	\$11,455
2018-OR-JackCo	01215		Programmer Analyst VI			\$5,730		\$7,315		\$8,770		\$10,703
2018-OR-JackCo	01224		System Administrator V		2	\$5,859	\$7,478	\$7,478	1.12	\$8,926	\$10,902	\$10,902
2018-OR-LaneCo	H027		Information Services Project Manager,		2	\$5,853	\$7,823	\$8,110	1.12	\$8,474	\$10,881	\$11,232
2018-OR-LaneCo	H031		System/Network Architect		1	\$5,853	\$8,109	\$8,110	1.16	\$8,474	\$11,231	\$11,232
2018-OR-LaneCo	H032		Application System Architect			\$5,853		\$8,110		\$8,474		\$11,232
2018-OR-MarionCo	093		Project Manager Senior			\$6,420		\$8,599		\$9,276		\$11,933
2018-OR-MarionCo	669		Database Administrator Senior		1	\$6,049	\$8,103	\$8,103	1.15	\$8,824	\$11,329	\$11,329
2018-OR-MarionCo	674		Information Technology Project Manag		1	\$6,124	\$8,206	\$8,206	1.15	\$8,915	\$11,454	\$11,454
2018-OR-MultCo	6406		Development Analyst Senior		29	\$7,851	\$9,258	\$9,650	1.06	\$11,034	\$12,751	\$13,230
2018-OR-MultCo	6408		Database Administrator Senior		6	\$7,851	\$9,613	\$9,650	1.10	\$11,034	\$13,186	\$13,230
2018-OR-MultCo	6412		Systems Administrator Senior		18	\$7,851	\$9,522	\$9,650	1.09	\$11,034	\$13,074	\$13,230
2018-OR-MultCo	6413		IT Architect			\$8,324		\$10,245		\$11,612		\$13,957
2018-OR-MultCo	9459		IT Project Manager 2		12	\$7,179	\$10,612	\$10,769	1.18	\$10,214	\$14,405	\$14,596
2018-OR-WashCo	045		Database Administrator, Senior		2	\$9,901	\$11,703	\$12,031	1.07	\$13,043	\$15,181	\$15,569
2018-OR-WashCo	083		Information Technology Project Manag		4	\$8,329	\$9,273	\$10,121	1.01	\$11,178	\$12,298	\$13,304
2018-WA-ClarkCo	T5		IT Professional V			\$7,057		\$9,259		\$9,874		\$12,526
2018-WA-KingCo	7312300		Network Engineer - Senior		13	\$7,197	\$9,077	\$9,123	1.11	\$10,136	\$12,401	\$12,456
2018-WA-KingCo	7312400		Network Architect		3	\$8,103	\$10,614	\$10,271	1.16	\$11,228	\$14,252	\$13,840
2018-WA-KingCo	7313300		Systems Engineer - Senior		36	\$7,197	\$9,048	\$9,123	1.11	\$10,136	\$12,366	\$12,456
2018-WA-KingCo	7313400		Systems Architect		7	\$8,103	\$9,932	\$10,271	1.08	\$11,228	\$13,431	\$13,840
2018-WA-KingCo	7319300		Database Specialist - Senior		3	\$6,096	\$7,514	\$7,727	1.09	\$8,810	\$10,518	\$10,775
2018-WA-KingCo	7320300		Applications Developer - Senior		56	\$6,864	\$8,631	\$8,700	1.11	\$9,734	\$11,863	\$11,947
2018-WA-KingCo	7321300		Database Administrator - Senior		16	\$7,197	\$9,495	\$9,123	1.16	\$10,136	\$12,905	\$12,456

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						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-WA-ThrstnCo	0512		IT CONSULTANT III		4	\$5,882	\$7,842	\$7,842	1.14	\$8,394	\$10,756	\$10,756
2018-WA-ThrstnCo	0514		IT SECURITY CONSULTANT		1	\$5,882	\$7,842	\$7,842	1.14	\$8,394	\$10,756	\$10,756
2018-WA-ThrstnCo	0522		GIS ANALYST III		2	\$5,882	\$7,318	\$7,842	1.07	\$8,394	\$10,124	\$10,756
<b>County Market Average</b>					236	\$7,213	\$9,102	\$9,180	1.13	\$10,180	\$12,466	\$12,561
2018-CompAnalyst	IT10000003		Software Engineer III	30	1,100	\$6,827	\$8,962	\$10,697	1.02	\$8,873	\$11,322	\$13,313
2018-CompAnalyst	IT10000044		Data Architect III	5	30	\$7,076	\$9,568	\$10,904	1.00	\$9,159	\$12,017	\$13,551
2018-CompAnalyst	IT10000046		Business Systems Analyst IV	5	80	\$6,910	\$8,945	\$10,481	1.03	\$8,968	\$11,303	\$13,065
2018-CompAnalyst	IT10000134		Network Administrator IV	70	475	\$7,632	\$9,045	\$11,212	1.03	\$9,797	\$11,418	\$13,903
2018-CompAnalyst	IT10000182		Applications Systems Programmer IV	10	20	\$7,051	\$9,493	\$11,320	1.03	\$9,130	\$11,932	\$14,027
2018-CompAnalyst	IT10000193		Mainframe Programmer IV			\$6,220	\$8,066	\$9,792	1.01	\$8,178	\$10,294	\$12,274
2018-CompAnalyst	IT10000195		Midrange Programmer IV			\$6,503	\$8,298	\$10,091	1.00	\$8,502	\$10,561	\$12,617
2018-CompAnalyst	IT10000264		IT Project Engineer IV	5	40	\$6,860	\$9,825	\$9,841	1.18	\$8,911	\$12,312	\$12,331
2018-CompAnalyst	IT10000325		Applications Systems Analyst IV	5	60	\$7,109	\$9,485	\$11,087	1.04	\$9,197	\$11,922	\$13,760
2018-CompAnalyst	IT10000327		Network Engineer IV	5	10	\$7,641	\$9,999	\$12,017	1.02	\$9,807	\$12,512	\$14,827
2018-CompAnalyst	IT10000359		IT Project Manager II	10	60	\$6,353	\$8,588	\$9,725	1.07	\$8,330	\$10,894	\$12,198
2018-CompAnalyst	IT10000426		Systems Engineer IV	20	60	\$7,699	\$10,314	\$11,826	1.07	\$9,874	\$12,874	\$14,608
2018-CompAnalyst	IT10000443		Database Administrator III	10	50	\$6,885	\$9,012	\$10,655	1.03	\$8,940	\$11,379	\$13,265
2018-CompAnalyst	IT10000457		Information Security Analyst III	5	10	\$6,320	\$7,933	\$10,041	0.98	\$8,292	\$10,142	\$12,560
2018-CompAnalyst	IT10000473		Applications Programmer IV	5	40	\$6,877	\$9,161	\$11,220	1.01	\$8,930	\$11,551	\$13,913
2018-CompAnalyst	IT10000503		Software Systems Engineer III	5	10	\$6,602	\$9,119	\$10,788	1.05	\$8,616	\$11,503	\$13,417
2018-MIL-ENG	'2-363		Software Engineer - Senior	35	192	\$6,979	\$9,616	\$11,267	1.05	\$9,048	\$12,073	\$13,966
2018-MIL-ENG	'2-373		Systems Engineer - Senior	11	72	\$7,165	\$9,661	\$11,029	1.06	\$9,261	\$12,125	\$13,693
2018-MIL-ENG	'2-703		GIS Technician / Analyst - Senior	10	25	\$6,170	\$7,841	\$9,252	1.02	\$8,119	\$10,036	\$11,655
2018-MIL-NWIT	'12-304		Applications Engineer, Principal	21	70	\$7,646	\$10,385	\$11,632	1.08	\$9,812	\$12,955	\$14,385
2018-MIL-NWIT	'12-353		Network Engineer, Senior	42	193	\$6,831	\$9,268	\$10,363	1.08	\$8,878	\$11,674	\$12,930
2018-MIL-NWIT	'12-453		Systems Engineer, Senior	35	151	\$6,927	\$9,517	\$10,824	1.07	\$8,989	\$11,959	\$13,458

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						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-MIL-NWIT	'12-553		Architectural / Capacity, Senior	8	13	\$8,184	\$10,980	\$12,492	1.06	\$10,431	\$13,637	\$15,371
2018-MIL-NWIT	'12-603		Information Security, Senior	33	73	\$6,898	\$9,233	\$10,578	1.06	\$8,955	\$11,633	\$13,177
2018-MIL-NWIT	'12-754		Quality Assurance, Principal	7	19		\$8,614			\$10,923		
2018-MIL-NWIT	'16-203		Database Developer, Senior	25	64	\$7,186	\$9,860	\$11,318	1.07	\$9,285	\$12,353	\$14,025
2018-MIL-NWIT	'16-253		Database Administrator, Senior	39	89	\$7,327	\$9,932	\$11,274	1.07	\$9,447	\$12,436	\$13,974
2018-MIL-NWIT	'20-203		Project Manager, Senior	56	304	\$7,288	\$9,858	\$11,115	1.07	\$9,402	\$12,351	\$13,793
2018-MIL-NWIT	'24-203		Professional Services Consultant, Seni	8	25	\$6,596	\$8,834	\$9,778	1.08	\$8,608	\$11,176	\$12,259
2018-MIL-NWIT	'24-253		Implementation Engineer, Senior	6	5		\$9,044			\$11,416		
2018-MIL-NWIT	'26-403		Account Manager, Senior	18	93	\$6,022	\$7,204	\$8,830	0.97	\$7,950	\$9,306	\$11,172
2018-MIL-NWIT	'28-354		Business Systems Analysis, Principal	17	35	\$7,300	\$9,462	\$11,077	1.03	\$9,416	\$11,897	\$13,749
2018-MIL-NWMGT	'3.03		Systems Project Manager	40	122	\$7,005	\$8,940	\$10,714	1.01	\$9,078	\$11,298	\$13,332
2018-MIL-NWMGT	'3.11		Network Engineer	49	179	\$6,184	\$7,912	\$9,398	1.02	\$8,135	\$10,118	\$11,823
2018-MIL-NWMGT	'3.17		Database Administrator - Senior	56	124	\$7,423	\$10,107	\$11,385	1.07	\$9,557	\$12,636	\$14,102
2018-MIL-OPES	03.05		Systems Analyst - Lead	3	26	\$6,556	\$8,418	\$9,141	1.07	\$9,202	\$11,441	\$12,309
2018-MIL-PACS	03.01c		Software Engineer, Senior*	9	49	\$6,774	\$9,305	\$10,848	1.06	\$8,812	\$11,716	\$13,485
2018-MIL-PACS	03.05		Programmer / Analyst (Lead)	5	9	\$7,442	\$9,391	\$10,725	1.03	\$9,579	\$11,815	\$13,345
2018-MIL-PACS	03.08		Systems Analyst (Lead)	11	69	\$6,762	\$8,994	\$10,463	1.04	\$8,799	\$11,359	\$13,044
2018-MIL-PACS	03.10		Systems Programmer - Operating Sys	7	31	\$6,518	\$8,772	\$9,736	1.08	\$8,519	\$11,105	\$12,210
2018-MIL-PACS	03.22a		Data Warehouse Architect	7	8	\$7,664	\$10,891	\$12,017	1.11	\$9,834	\$13,536	\$14,827
2018-MIL-PACS	03.22c		Database Administrator - Senior	13	25	\$7,064	\$9,893	\$11,177	1.08	\$9,146	\$12,391	\$13,863
2018-TwrsWtsn	AID000-P4		IT Development Generalist/Multidiscipli	7	9		\$10,492		1.02	\$13,078		
2018-TwrsWtsn	AID010-P4		Application Development	10	64		\$9,635		0.99	\$12,094		
2018-TwrsWtsn	AID020-P4		Business Systems Analysis	16	85		\$9,152		1.04	\$11,540		
2018-TwrsWtsn	AID050-P4		Software Quality Assurance and Testin	7	53		\$9,189			\$11,583		
2018-TwrsWtsn	AIT010-P4		Computer Systems Administration	6	9		\$9,166		1.04	\$11,557		
2018-TwrsWtsn	AIT030-P4		Database Administration	6	9		\$9,568		1.03	\$12,017		

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						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-TwrsWtsn	AIT070-P4		IS and Cyber Security	5	12		\$10,279		1.07		\$12,833	
<b>Purchased Market Average</b>				818	4,351	\$6,998	\$9,192	\$10,754	1.05	\$9,074	\$11,590	\$13,384
2018-ST-CA	1337	A	SENIOR INFORMATION SYSTEMS AI		1	\$5,615	\$6,554	\$7,379	1.01	\$7,904	\$9,029	\$10,018
2018-ST-CA	1367	A	SYSTEMS SOFTWARE SPECIALIST I		1	\$6,159	\$7,183	\$8,094	1.01	\$8,555	\$9,783	\$10,875
2018-ST-CA	1402	C	INFORMATION TECHNOLOGY SPEC		2,768	\$5,507	\$6,925	\$7,380	1.07	\$7,775	\$9,474	\$10,019
2018-ST-CA	1414	A	INFORMATION TECHNOLOGY SPEC		758	\$6,040	\$7,888	\$8,094	1.12	\$8,413	\$10,627	\$10,875
2018-ST-ID	01614	M	Enterprise Architect		1	\$4,377	\$7,125	\$7,820	1.14	\$6,377	\$9,664	\$10,496
2018-ST-ID	01623	M	IT Database Analyst, Senior		18	\$4,377	\$6,630	\$7,820	1.06	\$6,377	\$9,072	\$10,496
2018-ST-ID	01631	M	IT Systems Programmer, Senior		13	\$4,377	\$6,476	\$7,820	1.04	\$6,377	\$8,888	\$10,496
2018-ST-ID	01635	M	IT Network Analyst, Senior		27	\$4,377	\$6,241	\$7,820	1.00	\$6,377	\$8,606	\$10,496
2018-ST-ID	01637	M	IT Systems Security Analyst, Senior		19	\$4,377	\$6,210	\$7,820	0.99	\$6,377	\$8,570	\$10,496
2018-ST-ID	01640	M	IT Systems Integration Analyst, Senior		97	\$4,377	\$6,209	\$7,820	0.99	\$6,377	\$8,569	\$10,496
2018-ST-ID	01705	M	Web Master		4	\$4,377	\$5,836	\$7,820	0.93	\$6,377	\$8,123	\$10,496
2018-ST-NV	07.910	42	MASTER IT PROFESSIONAL 1		1	\$5,516		\$8,297		\$7,354		\$10,599
2018-ST-NV	07.921	42	IT PROFESSIONAL 4		116	\$5,516		\$8,297		\$7,354		\$10,599
2018-ST-WA	479N	70	IT SYSTEMS/APP SPEC 6		680	\$5,713	\$7,496	\$7,679	1.12	\$8,002	\$10,151	\$10,371
<b>State Market Average</b>					4,504	\$5,583	\$7,153	\$7,587	1.04	\$7,850	\$9,744	\$10,250
1488	<b>OVERALL WEIGHTED MARKET AVERAGE</b>			818	9,091	\$6,283	\$8,193	\$9,096		\$8,480	\$10,711	\$11,764

### OREGON COMPARISON TO MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	MARKET COMPARISONS												
						SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS								
						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	A	33	4	\$5,783	\$8,289	\$8,384	1.17	\$8,358	\$11,422	\$11,538	92.0%	101.2%	92.2%	98.6%	106.6%	98.1%	
<b>Corrections Weighted Average</b>					4	\$5,783	\$8,289	\$8,384	1.17	\$8,358	\$11,422	\$11,538	92.0%	101.2%	92.2%	98.6%	106.6%	98.1%
MMC MGT SVC NSUPV CONFIDENTIAL	I	A	32	1	\$6,155	\$8,492	\$8,492	1.16	\$8,813	\$11,670	\$11,670	98.0%	103.6%	93.4%	103.9%	108.9%	99.2%	
MMN MGT SVC NONSUPERVISORY	I	A	32	11	\$6,155	\$8,472	\$8,492	1.16	\$8,813	\$11,645	\$11,670	98.0%	103.4%	93.4%	103.9%	108.7%	99.2%	



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1488 INFO SYSTEMS SPECIALIST 8 (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 Weighted Average</b>					12	\$6,155	\$8,474	\$8,492	1.16	\$8,813	\$11,647	\$11,670	98.0%	103.4%	93.4%	103.9%	108.7%	99.2%
AD	AFSCME AT ENVIRONMENTAL QUAL	I	A	33	1	\$5,761	\$7,959	\$8,336	1.13	\$8,331	\$11,018	\$11,479	91.7%	97.1%	91.6%	98.2%	102.9%	97.6%
AL	AFSCME AT LIQUOR CONTROL COMM	I	A	33	1	\$5,761	\$8,336	\$8,336	1.18	\$8,331	\$11,479	\$11,479	91.7%	101.7%	91.6%	98.2%	107.2%	97.6%
AO	AFSCME OR ST POLICE-SUPP UNIT	I	A	33	6	\$5,761	\$8,336	\$8,336	1.18	\$8,331	\$11,479	\$11,479	91.7%	101.7%	91.6%	98.2%	107.2%	97.6%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	I	P	33	77	\$6,167	\$8,686	\$8,916	1.15	\$8,457	\$11,385	\$11,653	98.2%	106.0%	98.0%	99.7%	106.3%	99.1%
OAI	SEIU STRIKEABLE INST COALITION	I	P	33	7	\$6,167	\$8,350	\$8,916	1.11	\$8,457	\$10,995	\$11,653	98.2%	101.9%	98.0%	99.7%	102.7%	99.1%
OAO	SEIU STRIKEABLE ODOT COALITION	I	P	33	22	\$6,167	\$8,744	\$8,916	1.16	\$8,457	\$11,453	\$11,653	98.2%	106.7%	98.0%	99.7%	106.9%	99.1%
OAS	SEIU STRIKEABLE SPEC COALITION	I	P	33	134	\$6,167	\$8,682	\$8,916	1.15	\$8,457	\$11,381	\$11,653	98.2%	106.0%	98.0%	99.7%	106.3%	99.1%
UA	UNREPRESENTED	I	A	33	13	\$5,761	\$8,199	\$8,336	1.16	\$8,331	\$11,311	\$11,479	91.7%	100.1%	91.6%	98.2%	105.6%	97.6%
<b>Non-Corrections/Non-Management Weighted Average</b>					261	\$6,134	\$8,643	\$8,869	1.15	\$8,447	\$11,376	\$11,639	97.6%	105.5%	97.5%	99.6%	106.2%	98.9%
1488	<b>STATEWIDE Weighted Average</b>				277	\$6,130	\$8,631	\$8,846	1.15	\$8,462	\$11,388	\$11,639	97.6%	105.3%	97.2%	99.8%	106.3%	98.9%

1499 STRATEGIC TECHNOLOGY ADVISOR

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-WA-KingCo	1241100		Strategic Information Resources Mana		5	\$9,566	\$11,530	\$12,126	1.06	\$12,991	\$15,357	\$16,075
<b>County Market Average</b>					5	\$9,566	\$11,530	\$12,126	1.06	\$12,991	\$15,357	\$16,075
2018-CompAnalyst	IT10000352		Enterprise Infrastructure Architect IV	5	20	\$7,981	\$10,522	\$12,615	1.02	\$10,197	\$13,112	\$15,513
<b>Purchased Market Average</b>					5	\$7,981	\$10,522	\$12,615	1.02	\$10,197	\$13,112	\$15,513
2018-ST-CA	1406		INFORMATION TECHNOLOGY MANA		40	\$7,976	\$9,564	\$9,695	1.08	\$10,734	\$12,636	\$12,793
<b>State Market Average</b>					40	\$7,976	\$9,564	\$9,695	1.08	\$10,734	\$12,636	\$12,793
1499	<b>OVERALL WEIGHTED MARKET AVERAGE</b>			5	65	\$8,100	\$10,008	\$10,776		\$10,742	\$12,990	\$13,878

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	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	A	35X	6	\$7,426	\$10,599	\$10,936	1.15	\$10,366	\$14,245	\$14,657	91.7%	105.9%	101.5%	96.5%	109.7%	105.6%
<b>Management Weighted Average</b>					6	\$7,426	\$10,599	\$10,936	1.15	\$10,366	\$14,245	\$14,657	91.7%	105.9%	101.5%	96.5%	109.7%	105.6%
1499	<b>STATEWIDE Weighted Average</b>			6	6	\$7,426	\$10,599	\$10,936	1.15	\$10,366	\$14,245	\$14,657	91.7%	105.9%	101.5%	96.5%	109.7%	105.6%

1510 ADMINISTRATIVE LAW JUDGE 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-ST-CA	6091		ADMINISTRATIVE LAW JUDGE I, UNI		9	\$8,007	\$10,071	\$10,071	1.11	\$10,770	\$13,244	\$13,244
2018-ST-ID	06006	L	Hearing Officer		9	\$3,872	\$5,446	\$6,915	0.98	\$5,772	\$7,656	\$9,413
2018-ST-WA	422J	62	HEARINGS EXAMINER 2		9	\$4,687	\$6,116	\$6,301	1.11	\$6,767	\$8,489	\$8,711
<b>State Market Average</b>					27	\$5,522	\$7,211	\$7,762	1.08	\$7,769	\$9,796	\$10,456
<b>1510 OVERALL WEIGHTED MARKET AVERAGE</b>					27	\$5,522	\$7,211	\$7,762		\$7,769	\$9,796	\$10,456

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	Salary			Salary and Benefits		
													SR Min 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	30	28	\$5,189	\$7,094	\$7,600	1.11	\$7,320	\$9,535	\$10,123	94.0%	98.4%	97.9%	94.2%	97.3%	96.8%
<b>Non-Corrections/Non-Management Weighted Average</b>					28	\$5,189	\$7,094	\$7,600	1.11	\$7,320	\$9,535	\$10,123	94.0%	98.4%	97.9%	94.2%	97.3%	96.8%
<b>1510 STATEWIDE Weighted Average</b>					28	\$5,189	\$7,094	\$7,600	1.11	\$7,320	\$9,535	\$10,123	94.0%	98.4%	97.9%	94.2%	97.3%	96.8%

1511 ADMINISTRATIVE LAW JUDGE 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-ST-CA	6067	A	ADMINISTRATIVE LAW JUDGE II, UN		31	\$8,395	\$10,566	\$10,566	1.11	\$11,236	\$13,837	\$13,837
2018-ST-NV	U9207	55	ADMIN LAW JUDGE (LIC ATTY) EA		2			\$9,518				\$12,023
2018-ST-WA	422K	66	HEARINGS EXAMINER 3		26	\$5,170	\$6,682	\$6,957	1.10	\$7,349	\$9,171	\$9,501
<b>State Market Average</b>					59	\$6,931	\$8,802	\$8,947	1.11	\$9,470	\$11,718	\$11,873
1511	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				59	\$6,931	\$8,802	\$8,947		\$9,470	\$11,718	\$11,873

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	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
AW	AFSCME AT EMPLOYMENT/HEARINGS	A	A	33	1	\$5,599	\$7,808	\$8,193	1.13	\$8,133	\$10,833	\$11,304	80.8%	88.7%	91.6%	85.9%	92.5%	95.2%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	33	15	\$5,993	\$8,040	\$8,769	1.09	\$8,255	\$10,635	\$11,482	86.5%	91.3%	98.0%	87.2%	90.8%	96.7%
<b>Non-Corrections/Non-Management Weighted Average</b>					16	\$5,968	\$8,026	\$8,733	1.09	\$8,247	\$10,647	\$11,471	86.1%	91.2%	97.6%	87.1%	90.9%	96.6%
1511	<b>STATEWIDE Weighted Average</b>				16	\$5,968	\$8,026	\$8,733	1.09	\$8,247	\$10,647	\$11,471	86.1%	91.2%	97.6%	87.1%	90.9%	96.6%

1519 CORRECTIONAL HEARINGS OFFICER

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-MultCo	6264		Corrections Hearings Officer		2	\$5,192	\$6,351	\$6,375	1.10	\$7,789	\$9,204	\$9,233
<b>County Market Average</b>					2	\$5,192	\$6,351	\$6,375	1.10	\$7,789	\$9,204	\$9,233
2018-ST-ID	06006	L	Hearing Officer		9	\$3,872	\$5,446	\$6,915	0.98	\$5,772	\$7,656	\$9,413
2018-ST-WA	421C	60	CORRECTIONAL HEARINGS OFFICE		11	\$4,520	\$5,927	\$6,077	1.12	\$6,565	\$8,260	\$8,441
<b>State Market Average</b>					20	\$4,228	\$5,710	\$6,454	1.05	\$6,208	\$7,988	\$8,878
<b>1519 OVERALL WEIGHTED MARKET AVERAGE</b>					22	\$4,316	\$5,769	\$6,447		\$6,352	\$8,099	\$8,911

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	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	A	28	11	\$5,332	\$7,044	\$7,411	1.11	\$7,806	\$9,900	\$10,348	123.6%	122.1%	115.0%	122.9%	122.2%	116.1%
AP	AFSCME DOC BD PAROL PST PRISON	A	A	28	2	\$5,332	\$6,433	\$7,410	1.01	\$7,806	\$9,152	\$10,347	123.6%	111.5%	114.9%	122.9%	113.0%	116.1%
<b>Corrections Weighted Average</b>					13	\$5,332	\$6,950	\$7,411	1.09	\$7,806	\$9,785	\$10,348	123.6%	120.5%	115.0%	122.9%	120.8%	116.1%
<b>1519 STATEWIDE Weighted Average</b>					13	\$5,332	\$6,950	\$7,411	1.09	\$7,806	\$9,785	\$10,348	123.6%	120.5%	115.0%	122.9%	120.8%	116.1%

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## 1524 PARALEGAL

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-ClackCo	011		Paralegal		1	\$3,858	\$4,408	\$4,880	1.01	\$6,080	\$6,756	\$7,335
2018-OR-DescCo	1771		Paralegal		2	\$4,852	\$5,222	\$6,502	0.92	\$7,555	\$8,008	\$9,575
2018-OR-LaneCo	A028		Paralegal		2	\$3,484	\$4,134	\$4,827	0.99	\$5,579	\$6,374	\$7,220
2018-OR-MarionCo	015		Paralegal		1	\$3,555	\$5,385	\$4,765	1.29	\$5,782	\$8,014	\$7,257
2018-OR-MultCo	9054		Paralegal		2	\$4,429	\$6,211	\$6,644	1.12	\$6,858	\$9,032	\$9,561
2018-OR-WashCo	606		Paralegal		2	\$5,085	\$5,732	\$6,180	1.02	\$7,330	\$8,098	\$8,630
2018-WA-ClarkCo	355		Legal Assistant			\$3,557		\$4,541		\$5,657		\$6,843
2018-WA-KingCo	6214100		Paralegal		83	\$4,696	\$4,703	\$5,953	0.88	\$7,123	\$7,131	\$8,637
2018-WA-ThrstnCo	0317		PARALEGAL I		12	\$3,812	\$4,943	\$5,070	1.11	\$5,900	\$7,263	\$7,416
<b>County Market Average</b>					105	\$4,549	\$4,781	\$5,825	1.04	\$6,926	\$7,208	\$8,465
2018-CompAnalyst	LE11000004		Paralegal II	5	10	\$4,194	\$5,186	\$6,445	0.98	\$5,853	\$6,991	\$8,435
2018-MIL-OPES	08.03		Paralegal	7	16	\$4,535	\$5,423	\$6,047	1.02	\$6,772	\$7,840	\$8,590
2018-MIL-PACS	04.22c		Paralegal	11	36	\$4,392	\$5,648	\$6,423	1.04	\$6,080	\$7,521	\$8,410
<b>Purchased Market Average</b>					23	\$4,397	\$5,516	\$6,330	1.02	\$6,222	\$7,518	\$8,461
2018-ST-CA	5333	A	SENIOR LEGAL ANALYST		102	\$4,655	\$5,566	\$5,831	1.06	\$6,754	\$7,845	\$8,162
2018-ST-ID	05910	J	Legal Assistant		18	\$3,064	\$3,973	\$5,470	0.91	\$4,805	\$5,893	\$7,684
2018-ST-NV	07.752	35	LEGAL RESEARCH ASSISTANT 2			\$4,055		\$6,024		\$5,649		\$7,947
2018-ST-WA	426F	54	PARALEGAL 2			\$3,846		\$5,170		\$5,753		\$7,349
<b>State Market Average</b>					120	\$4,409	\$5,328	\$5,774	0.99	\$6,450	\$7,553	\$8,083
<b>1524</b>	<b>OVERALL WEIGHTED MARKET AVERAGE</b>			23	287	\$4,458	\$5,168	\$5,911		\$6,575	\$7,419	\$8,303

OREGON COMPARISON TO MARKET							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
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	23	20	\$3,737	\$5,060	\$5,442	1.10	\$5,632	\$7,170	\$7,614	83.8%	97.9%	92.1%	85.7%	96.6%	91.7%
OAI	SEIU STRIKEABLE INST COALITION	A	P	23	1	\$3,737	\$4,096	\$5,442	0.89	\$5,632	\$6,050	\$7,614	83.8%	79.3%	92.1%	85.7%	81.5%	91.7%

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1524 PARALEGAL (Continued)

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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		
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	23	70	\$3,737	\$4,880	\$5,442	1.06	\$5,632	\$6,961	\$7,614	83.8%	94.4%	92.1%	85.7%	93.8%	91.7%		
UA	UNREPRESENTED	A	A	23	4	\$3,493	\$4,855	\$5,084	1.13	\$5,558	\$7,223	\$7,503	78.4%	93.9%	86.0%	84.5%	97.4%	90.4%		
<b>Non-Corrections/Non-Management Weighted Average</b>					95	\$3,727	\$4,908	\$5,427	1.07	\$5,629	\$7,006	\$7,610	83.6%	95.0%	91.8%	85.6%	94.4%	91.6%		
1524	<b>STATEWIDE Weighted Average</b>				95	\$3,727	\$4,908	\$5,427	1.07	\$5,629	\$7,006	\$7,610	83.6%	95.0%	91.8%	85.6%	94.4%	91.6%		

2167 COMMUNICATIONS SYS ANALYST 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-ClackCo	349		Electronics Technician 1		1	\$4,238	\$5,728	\$5,370	1.19	\$6,547	\$8,377	\$7,937
2018-OR-MarionCo	451		Electronics Technician 1 Communicatic		2	\$3,636	\$4,653	\$4,869	1.09	\$5,880	\$7,121	\$7,384
2018-OR-MultCo	6142		Electronic Technician Assistant			\$4,429		\$6,644		\$6,858		\$9,561
<b>County Market Average</b>					3	\$3,985	\$5,012	\$5,438	1.15	\$6,291	\$7,540	\$8,067
2018-CompAnalyst	IT1000077		Telecommunications Analyst I			\$3,812	\$4,987	\$6,063	1.01	\$5,415	\$6,763	\$7,997
2018-CompAnalyst	SC16000316		Field Service Rep. I - Telecommunicati			\$3,297	\$4,332	\$5,058	1.04	\$4,824	\$6,011	\$6,844
2018-MIL-OPES	03.10		Telecommunications Specialist	4	6	\$4,830	\$6,222	\$6,483	1.10	\$7,127	\$8,800	\$9,114
2018-MIL-PACS	03.23		Telecommunications Technician	6	6	\$4,532	\$6,250	\$6,545	1.13	\$6,240	\$8,211	\$8,550
<b>Purchased Market Average</b>					10	\$4,514	\$6,002	\$6,373	1.07	\$6,452	\$8,192	\$8,623
2018-ST-NV	06.973	33	COMMUNICATIONS SYSTEM SPEC			\$3,732		\$5,516		\$5,272		\$7,354
<b>State Market Average</b>						\$3,732		\$5,516		\$5,272		\$7,354
2167	<b>OVERALL WEIGHTED MARKET AVERAGE</b>			10	15	\$4,357	\$5,822	\$6,124		\$6,353	\$8,073	\$8,434

OREGON  
COMPARISON  
TO  
MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	A	25	1	\$3,873	\$4,485	\$5,722	0.93	\$6,023	\$6,771	\$8,283	88.9%	77.0%	93.4%	94.8%	83.9%	98.2%
<b>Non-Corrections/Non-Management Weighted Average</b>					1	\$3,873	\$4,485	\$5,722	0.93	\$6,023	\$6,771	\$8,283	88.9%	77.0%	93.4%	94.8%	83.9%	98.2%
2167	<b>STATEWIDE Weighted Average</b>				1	\$3,873	\$4,485	\$5,722	0.93	\$6,023	\$6,771	\$8,283	88.9%	77.0%	93.4%	94.8%	83.9%	98.2%



2168 COMMUNICATIONS SYS ANALYST 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-ClackCo	350		Electronics Technician 2			\$4,534		\$5,765		\$6,911		\$8,422
2018-OR-LaneCo	H021		Sheriff's Office Communications Netwo		1	\$4,238	\$5,154	\$5,678	1.04	\$6,500	\$7,619	\$8,260
2018-OR-MarionCo	453		Electronics Technician 2			\$4,078		\$5,469		\$6,420		\$8,115
2018-OR-MultCo	6143		Electronic Technician		5	\$6,577	\$6,752	\$6,777	1.01	\$9,480	\$9,692	\$9,724
2018-WA-KingCo	8303100		Electronic Communication Technician I		4	\$3,768	\$4,560	\$4,776	1.07	\$6,004	\$6,958	\$7,219
2018-WA-ThrstnCo	1117		RADIO TECHNICIAN		1	\$4,413	\$5,869	\$5,869	1.14	\$6,624	\$8,378	\$8,378
<b>County Market Average</b>					11	\$5,017	\$5,729	\$5,828	1.06	\$7,528	\$8,390	\$8,513
2018-CompAnalyst	IT10000078		Telecommunications Analyst II	125	375	\$4,983	\$6,389	\$7,616	1.02	\$6,758	\$8,372	\$9,778
2018-CompAnalyst	SC16000317		Field Service Rep. II - Telecommunicat	30	458	\$3,961	\$5,170	\$6,162	1.02	\$5,586	\$6,972	\$8,111
2018-MIL-NWMGT	'3.20		Telecommunications Analyst	24	51	\$5,330	\$6,859	\$8,002	1.03	\$7,156	\$8,910	\$10,221
2018-MIL-OPES	03.11		Telecommunications Analyst	4	16	\$5,925	\$6,946	\$8,847	0.94	\$8,443	\$9,671	\$11,956
2018-MIL-PACS	03.24		Telecommunications Analyst	7	18	\$5,505	\$7,120	\$8,204	1.04	\$7,357	\$9,210	\$10,453
<b>Purchased Market Average</b>					190	\$4,519	\$5,831	\$6,945	1.01	\$6,237	\$7,742	\$9,022
2018-ST-CA	6911		TELECOMMUNICATIONS TECHNICIA		61	\$5,057	\$5,858	\$6,124	1.05	\$7,236	\$8,195	\$8,514
2018-ST-WA	594E	53E	ELECTRONICS COMMUNICATIONS :			\$4,142		\$5,046		\$6,110		\$7,200
<b>State Market Average</b>					61	\$5,042	\$5,858	\$6,107	1.05	\$7,217	\$8,195	\$8,493
2168	<b>OVERALL WEIGHTED MARKET AVERAGE</b>			190	990	\$4,558	\$5,831	\$6,878		\$6,315	\$7,778	\$8,983

OREGON  
COMPARISON  
TO  
MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	A	28	6	\$4,485	\$5,950	\$6,623	1.07	\$6,771	\$8,562	\$9,385	98.4%	102.0%	96.3%	107.2%	110.1%	104.5%
<b>Non-Corrections/Non-Management Weighted Average</b>					6	\$4,485	\$5,950	\$6,623	1.07	\$6,771	\$8,562	\$9,385	98.4%	102.0%	96.3%	107.2%	110.1%	104.5%
2168	<b>STATEWIDE Weighted Average</b>				6	\$4,485	\$5,950	\$6,623	1.07	\$6,771	\$8,562	\$9,385	98.4%	102.0%	96.3%	107.2%	110.1%	104.5%

2169 COMMUNICATIONS SYS ANALYST 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2018-OR-MultCo	6144		Electronic Technician Chief		1	\$7,158	\$7,338	\$7,365	1.01	\$10,189	\$10,408	\$10,442	
2018-WA-KingCo	8303200		Electronic Communication Technician I		3	\$5,251	\$6,418	\$6,656	1.08	\$7,792	\$9,197	\$9,485	
<b>County Market Average</b>					4	\$5,728	\$6,648	\$6,834	1.04	\$8,391	\$9,500	\$9,724	
2018-CompAnalyst	IT10000319		Telecommunications Analyst III	125	550	\$5,697	\$7,535	\$8,895	1.04	\$7,578	\$9,685	\$11,245	
2018-CompAnalyst	SC16000318		Field Service Rep. III - Telecommunica	30	600	\$4,568	\$5,875	\$7,333	0.99	\$6,282	\$7,781	\$9,454	
<b>Purchased Market Average</b>					155	1,150	\$5,108	\$6,669	\$8,080	1.01	\$6,902	\$8,692	\$10,311
2018-ST-CA	5171		TELECOMMUNICATIONS SYSTEMS		34	\$4,435	\$5,437	\$5,831	1.06	\$6,490	\$7,690	\$8,162	
2018-ST-NV	06.977	35	COMMUNICATIONS SYSTEM SPEC		12	\$4,055		\$6,024		\$5,649		\$7,947	
<b>State Market Average</b>					46	\$4,335	\$5,437	\$5,881	1.06	\$6,270	\$7,690	\$8,106	
2169	<b>OVERALL WEIGHTED MARKET AVERAGE</b>			155	1,200	\$5,080	\$6,633	\$7,992		\$6,882	\$8,666	\$10,224	

OREGON  
COMPARISON  
TO  
MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
AAON AFSCME AT DOC SECURITY PLUS		A	A	27	3	\$5,096	\$6,747	\$7,072	1.11	\$7,518	\$9,536	\$9,934	100.3%	101.7%	88.5%	109.2%	110.0%	97.2%
<b>Corrections Weighted Average</b>					3	\$5,096	\$6,747	\$7,072	1.11	\$7,518	\$9,536	\$9,934	100.3%	101.7%	88.5%	109.2%	110.0%	97.2%
E AEE-ENGINEERS-ODOT/PARKS/FORES		A	A	30	3	\$4,945	\$6,972	\$7,303	1.14	\$7,333	\$9,811	\$10,216	97.3%	105.1%	91.4%	106.6%	113.2%	99.9%
<b>Non-Corrections/Non-Management Weighted Average</b>					3	\$4,945	\$6,972	\$7,303	1.14	\$7,333	\$9,811	\$10,216	97.3%	105.1%	91.4%	106.6%	113.2%	99.9%
2169	<b>STATEWIDE Weighted Average</b>			6	\$5,021	\$6,859	\$7,188	1.12	\$7,426	\$9,674	\$10,075	98.8%	103.4%	89.9%	107.9%	111.6%	98.5%	

# 2018 Oregon Salary and Benefit Report

Data Effective Date: 7/1/2018

## 2176 VIDEO PRODUCER

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2018-OR-MultCo	6201		Multimedia/Video Production Specialist		1	\$5,192	\$6,351	\$6,375	1.10	\$7,789	\$9,204	\$9,233	
<b>County Market Average</b>					1	\$5,192	\$6,351	\$6,375	1.10	\$7,789	\$9,204	\$9,233	
2018-CompAnalyst	CM02000045		Producer	20	80	\$3,422	\$4,506	\$5,282	1.04	\$4,967	\$6,211	\$7,101	
2018-MIL-PACS	11.04		Video Specialist / Producer	14	27	\$4,208	\$5,330	\$6,105	1.03	\$5,870	\$7,157	\$8,045	
<b>Purchased Market Average</b>					34	107	\$3,621	\$4,714	\$5,490	1.03	\$5,195	\$6,450	\$7,340
2018-ST-CA	2838		AUDIO-VISUAL SPECIALIST (TECHN		9	\$4,435	\$5,254	\$5,551	1.05	\$6,490	\$7,471	\$7,827	
2018-ST-ID	05344	J	PTV Director/Videographer		5	\$3,064	\$4,011	\$5,470	0.92	\$4,805	\$5,939	\$7,684	
2018-ST-WA	200F	47	ELECTRONIC MEDIA PRODUCER SF		2	\$3,236	\$3,571	\$4,348	0.94	\$5,018	\$5,421	\$6,358	
<b>State Market Average</b>					16	\$3,856	\$4,655	\$5,375	0.98	\$5,779	\$6,736	\$7,599	
2176	<b>OVERALL WEIGHTED MARKET AVERAGE</b>			34	124	\$3,664	\$4,720	\$5,482		\$5,292	\$6,509	\$7,389	

### OREGON COMPARISON TO MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	28	1	\$4,727	\$6,280	\$6,905	1.08	\$6,783	\$8,589	\$9,315	129.0%	133.1%	125.9%	128.2%	131.9%	126.1%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	28	2	\$4,727	\$6,905	\$6,905	1.19	\$6,783	\$9,315	\$9,315	129.0%	146.3%	125.9%	128.2%	143.1%	126.1%
<b>Non-Corrections/Non-Management Weighted Average</b>					3	\$4,727	\$6,697	\$6,905	1.15	\$6,783	\$9,073	\$9,315	129.0%	141.9%	125.9%	128.2%	139.4%	126.1%
2176	<b>STATEWIDE Weighted Average</b>				3	\$4,727	\$6,697	\$6,905	1.15	\$6,783	\$9,073	\$9,315	129.0%	141.9%	125.9%	128.2%	139.4%	126.1%

# 2018 Oregon Salary and Benefit Report

Data Effective Date: 7/1/2018

## 2220 LIBRARIAN

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-ClackCo	257		Librarian		4	\$4,434	\$5,511	\$5,630	1.10	\$6,787	\$8,110	\$8,255
2018-OR-MarionCo	098		Law Librarian		1	\$4,637	\$5,637	\$6,209	1.04	\$7,101	\$8,321	\$9,018
2018-OR-MultCo	7222		Librarian		66	\$4,895	\$5,747	\$6,006	1.05	\$7,426	\$8,466	\$8,783
2018-OR-WashCo	254		Librarian II		11	\$5,208	\$5,882	\$6,329	1.02	\$7,477	\$8,277	\$8,807
2018-WA-KingCo	2241200		Librarian - Assistant		1	\$4,924	\$6,398	\$6,242	1.15	\$7,398	\$9,173	\$8,985
<b>County Market Average</b>					83	\$4,911	\$5,760	\$6,036	1.07	\$7,398	\$8,430	\$8,766
2018-CompAnalyst	ED03000019		Librarian	125	249	\$4,036	\$5,394	\$6,337	1.04	\$5,672	\$7,229	\$8,311
2018-MIL-OPES	09.04		Librarian	12	62	\$4,539	\$6,222	\$6,130	1.17	\$6,777	\$8,800	\$8,689
<b>Purchased Market Average</b>					137	\$4,136	\$5,559	\$6,295	1.10	\$5,892	\$7,542	\$8,386
2018-ST-CA	2951	A	LIBRARIAN		23	\$4,228	\$4,976	\$5,292	1.05	\$6,242	\$7,138	\$7,517
2018-ST-ID	02918	K	Librarian		4	\$3,431	\$4,191	\$6,124	0.86	\$5,245	\$6,155	\$8,467
2018-ST-NV	04.112	33	LIBRARIAN 2		1	\$3,732		\$5,516		\$5,272		\$7,354
2018-ST-WA	261B	48	LIBRARY & ARCHIVAL PROFESSION		24	\$3,357	\$4,191	\$4,516	1.06	\$5,165	\$6,169	\$6,561
<b>State Market Average</b>					52	\$3,755	\$4,545	\$5,002	0.98	\$5,649	\$6,605	\$7,146
2220	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				137	\$4,236	\$5,480	\$6,097		\$6,144	\$7,600	\$8,312

### OREGON COMPARISON TO MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	26	1	\$4,295	\$6,280	\$6,280	1.19	\$6,281	\$8,589	\$8,589	101.4%	114.6%	103.0%	102.2%	113.0%	103.3%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	26	11	\$4,295	\$5,697	\$6,280	1.08	\$6,281	\$7,910	\$8,589	101.4%	104.0%	103.0%	102.2%	104.1%	103.3%
<b>Non-Corrections/Non-Management Weighted Average</b>					12	\$4,295	\$5,745	\$6,280	1.09	\$6,281	\$7,967	\$8,589	101.4%	104.8%	103.0%	102.2%	104.8%	103.3%
2220	<b>STATEWIDE Weighted Average</b>				12	\$4,295	\$5,745	\$6,280	1.09	\$6,281	\$7,967	\$8,589	101.4%	104.8%	103.0%	102.2%	104.8%	103.3%

**2300 EDUCATION PROGRAM SPECIALIST 1**

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-ST-CA	2655	B	EDUCATION PROGRAMS ASSISTAN		3	\$5,249	\$5,706	\$6,570	0.97	\$7,466	\$8,013	\$9,049
2018-ST-ID	02362	K	Education Specialist		2	\$3,431	\$4,391	\$6,124	0.90	\$5,245	\$6,393	\$8,467
2018-ST-WA	253U	60	ADMINISTRATIVE PROGRAM SPECI			\$4,461		\$5,999		\$6,494		\$8,348
<b>State Market Average</b>					5	\$4,480	\$5,152	\$6,316	0.93	\$6,524	\$7,331	\$8,724
<b>2300 OVERALL WEIGHTED MARKET AVERAGE</b>					5	\$4,480	\$5,152	\$6,316		\$6,524	\$7,331	\$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			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	30	4	\$5,189	\$7,348	\$7,600	1.15	\$7,320	\$9,830	\$10,123	115.8%	142.6%	120.3%	112.2%	134.1%	116.0%
<b>Non-Corrections/Non-Management Weighted Average</b>					4	\$5,189	\$7,348	\$7,600	1.15	\$7,320	\$9,830	\$10,123	115.8%	142.6%	120.3%	112.2%	134.1%	116.0%
<b>2300 STATEWIDE Weighted Average</b>					4	\$5,189	\$7,348	\$7,600	1.15	\$7,320	\$9,830	\$10,123	115.8%	142.6%	120.3%	112.2%	134.1%	116.0%

# 2018 Oregon Salary and Benefit Report

Data Effective Date: 7/1/2018

## 2301 EDUCATION PROGRAM SPECIALIST 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-ST-CA	2656	A	EDUCATION PROGRAMS CONSULT/		70	\$5,768	\$6,990	\$7,220	1.08	\$8,088	\$9,552	\$9,827
2018-ST-NV	05.232	39	EDUCATION PROGRAMS PROFESSI		59	\$4,825		\$7,225		\$6,548		\$9,348
<b>State Market Average</b>					129	\$5,335	\$6,990	\$7,222	1.08	\$7,381	\$9,552	\$9,607
2301	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				129	\$5,335	\$6,990	\$7,222		\$7,381	\$9,552	\$9,607

### OREGON COMPARISON TO MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
MMN	MGT SVC NONSUPERVISORY	A	A	33	2	\$6,117	\$8,004	\$8,581	1.09	\$8,766	\$11,072	\$11,778	114.6%	114.5%	118.8%	118.8%	115.9%	122.6%
<b>Management Weighted Average</b>					2	\$6,117	\$8,004	\$8,581	1.09	\$8,766	\$11,072	\$11,778	114.6%	114.5%	118.8%	118.8%	115.9%	122.6%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	33	81	\$5,993	\$8,253	\$8,769	1.12	\$8,255	\$10,883	\$11,482	112.3%	118.1%	121.4%	111.8%	113.9%	119.5%
UA	UNREPRESENTED	A	A	33	3	\$5,599	\$7,043	\$8,200	1.02	\$8,133	\$9,898	\$11,313	104.9%	100.8%	113.5%	110.2%	103.6%	117.8%
<b>Non-Corrections/Non-Management Weighted Average</b>					84	\$5,979	\$8,210	\$8,749	1.11	\$8,251	\$10,847	\$11,476	112.1%	117.5%	121.1%	111.8%	113.6%	119.5%
2301	<b>STATEWIDE Weighted Average</b>				86	\$5,982	\$8,205	\$8,745	1.11	\$8,263	\$10,853	\$11,483	112.1%	117.4%	121.1%	111.9%	113.6%	119.5%

# 2018 Oregon Salary and Benefit Report

Data Effective Date: 7/1/2018

## 2302 TEACHING ASSISTANT

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-ST-ID	07822	G	Instruction Assistant		9	\$2,018	\$2,336	\$3,605	0.81	\$3,554	\$3,935	\$5,453
2018-ST-NV	05.166	23	TEACHER ASSISTANT 1			\$2,483		\$3,570		\$3,815		\$5,083
2018-ST-WA	255M	39	INSTRUCTION & CLASSROOM SUPP		9	\$2,681	\$3,384	\$3,571	1.08	\$4,350	\$5,197	\$5,421
<b>State Market Average</b>					18	\$2,357	\$2,860	\$3,587	0.95	\$3,945	\$4,566	\$5,418
<b>2302 OVERALL WEIGHTED MARKET AVERAGE</b>					18	\$2,357	\$2,860	\$3,587		\$3,945	\$4,566	\$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			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	13	4	\$2,680	\$3,157	\$3,409	1.04	\$4,404	\$4,958	\$5,251	113.7%	110.4%	95.0%	111.6%	108.6%	96.9%
<b>Non-Corrections/Non-Management Weighted Average</b>					4	\$2,680	\$3,157	\$3,409	1.04	\$4,404	\$4,958	\$5,251	113.7%	110.4%	95.0%	111.6%	108.6%	96.9%
2302	<b>STATEWIDE Weighted Average</b>				4	\$2,680	\$3,157	\$3,409	1.04	\$4,404	\$4,958	\$5,251	113.7%	110.4%	95.0%	111.6%	108.6%	96.9%

2018 Oregon Salary and Benefit Report

Data Effective Date: 7/1/2018

2328 PUBLIC HEALTH EDUCATOR 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-DescCo	91158		Community Health Specialist II		4	\$5,094	\$5,222	\$6,827	0.88	\$7,852	\$8,008	\$9,973
2018-WA-ClarkCo	36		Health Educator II			\$4,252		\$5,180		\$6,495		\$7,613
2018-WA-ThrstnCo	4421		ENVIRONMENTAL HEALTH SPEC II		11	\$4,633	\$5,735	\$6,162	1.06	\$6,890	\$8,217	\$8,732
<b>County Market Average</b>					15	\$4,725	\$5,598	\$6,267	0.96	\$7,105	\$8,161	\$8,972
2018-CompAnalyst	HC07000162		Health Educator	5	21	\$4,136	\$5,228	\$6,287	1.00	\$5,787	\$7,039	\$8,254
<b>Purchased Market Average</b>					5	\$4,136	\$5,228	\$6,287	1.00	\$5,787	\$7,039	\$8,254
2018-ST-CA	8331		HEALTH EDUCATION CONSULTANT		5	\$4,774	\$5,718	\$6,268	1.04	\$6,897	\$8,028	\$8,687
2018-ST-ID	02356	L	Health Education Specialist, Senior		21	\$3,872	\$4,640	\$6,915	0.84	\$5,772	\$6,692	\$9,413
2018-ST-NV	10.238	37	HEALTH PROGRAM SPECIALIST 2		12	\$4,426		\$6,596		\$6,081		\$8,614
2018-ST-WA	283J	56	HEALTH SERVICES CONSULTANT 3			\$4,045		\$5,435		\$5,993		\$7,668
<b>State Market Average</b>					38	\$4,164	\$4,850	\$6,694	0.94	\$6,018	\$6,951	\$9,027
2328	<b>OVERALL WEIGHTED MARKET AVERAGE</b>			5	74	\$4,275	\$5,160	\$6,492		\$6,185	\$7,276	\$8,803

OREGON  
COMPARISON  
TO  
MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	MARKET COMPARISONS												
						SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS								
						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	10	\$4,295	\$5,567	\$6,280	1.05	\$6,281	\$7,759	\$8,589	100.5%	107.9%	96.7%	101.6%	106.6%	97.6%
<b>Non-Corrections/Non-Management Weighted Average</b>					10	\$4,295	\$5,567	\$6,280	1.05	\$6,281	\$7,759	\$8,589	100.5%	107.9%	96.7%	101.6%	106.6%	97.6%
2328	<b>STATEWIDE Weighted Average</b>				10	\$4,295	\$5,567	\$6,280	1.05	\$6,281	\$7,759	\$8,589	100.5%	107.9%	96.7%	101.6%	106.6%	97.6%



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2333 REHAB INST FOR THE BLIND

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-ST-ID	09470	K	Instructor for the Blind, Senior		5	\$3,431	\$4,102	\$6,124	0.84	\$5,245	\$6,048	\$8,467
2018-ST-NV	12.450	34	ORIENTATION/MOBILITY INSTR 2		3	\$3,886		\$5,762		\$5,452		\$7,641
<b>State Market Average</b>					8	\$3,613	\$4,102	\$5,979	0.84	\$5,328	\$6,048	\$8,137
2333	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				8	\$3,613	\$4,102	\$5,979		\$5,328	\$6,048	\$8,137

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	Salary			Salary and Benefits		
													SR Min 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	17	\$3,737	\$5,095	\$5,442	1.11	\$5,632	\$7,211	\$7,614	103.4%	124.2%	91.0%	105.7%	119.2%	93.6%
<b>Non-Corrections/Non-Management Weighted Average</b>					17	\$3,737	\$5,095	\$5,442	1.11	\$5,632	\$7,211	\$7,614	103.4%	124.2%	91.0%	105.7%	119.2%	93.6%
2333	<b>STATEWIDE Weighted Average</b>				17	\$3,737	\$5,095	\$5,442	1.11	\$5,632	\$7,211	\$7,614	103.4%	124.2%	91.0%	105.7%	119.2%	93.6%

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## 2446 PRINT SERVICES TECHNICIAN

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-WashCo	246		Digital Print Services Operator		7	\$4,605	\$4,781	\$5,597	0.94	\$6,762	\$6,970	\$7,938
2018-WA-ClarkCo	503		Digital Press Operator			\$2,771		\$3,536		\$4,711		\$5,631
<b>County Market Average</b>					7	\$4,376	\$4,781	\$5,340	0.94	\$6,505	\$6,970	\$7,650
2018-CompAnalyst	OF13000030		Printer	100	327	\$2,541	\$3,228	\$3,804	1.01	\$3,957	\$4,745	\$5,405
<b>Purchased Market Average</b>					100	\$2,541	\$3,228	\$3,804	1.01	\$3,957	\$4,745	\$5,405
2018-ST-ID	01404	I	Printing Technician			\$2,715		\$4,850		\$4,388		\$6,942
2018-ST-NV	09.713	26	OFFSET MACHINE OPERATOR 1			\$2,794		\$4,055		\$4,178		\$5,649
2018-ST-WA	205F	29G	PRINTING & DUPLICATION SPECIAL			\$2,454		\$2,820		\$4,076		\$4,517
<b>State Market Average</b>						\$2,654		\$3,908		\$4,214		\$5,703
2446	<b>OVERALL WEIGHTED MARKET AVERAGE</b>			100	334	\$2,586	\$3,260	\$3,841		\$4,020	\$4,792	\$5,461

### OREGON COMPARISON TO MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	16	1	\$2,766	\$3,918	\$3,918	1.17	\$4,504	\$5,843	\$5,843	107.0%	120.2%	102.0%	112.0%	121.9%	107.0%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	16	13	\$2,766	\$3,645	\$3,918	1.09	\$4,504	\$5,525	\$5,843	107.0%	111.8%	102.0%	112.0%	115.3%	107.0%
<b>Non-Corrections/Non-Management Weighted Average</b>					14	\$2,766	\$3,664	\$3,918	1.10	\$4,504	\$5,548	\$5,843	107.0%	112.4%	102.0%	112.0%	115.8%	107.0%
2446	<b>STATEWIDE Weighted Average</b>				14	\$2,766	\$3,664	\$3,918	1.10	\$4,504	\$5,548	\$5,843	107.0%	112.4%	102.0%	112.0%	115.8%	107.0%

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## 2475 PRINTING PRODUCTION COORD

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-CompAnalyst	CM02000064		Print Production Coordinator	90	95	\$3,704	\$4,863	\$5,664	1.04	\$5,291	\$6,620	\$7,539
<b>Purchased Market Average</b>				90	95	\$3,704	\$4,863	\$5,664	1.04	\$5,291	\$6,620	\$7,539
2018-ST-CA	1473		PRINTING TRADES PRODUCTION CO		1	\$3,010	\$3,712	\$3,712	1.10	\$4,783	\$5,624	\$5,624
2018-ST-ID	01403	K	Printing Services Coordinator		1	\$3,431	\$5,138	\$6,124	1.05	\$5,245	\$7,287	\$8,467
2018-ST-WA	205G	35G	PRINTING & DUPLICATION SPECIAL		1	\$2,812	\$3,236	\$3,236	1.07	\$4,507	\$5,018	\$5,018
<b>State Market Average</b>					3	\$3,084	\$4,029	\$4,357	1.07	\$4,845	\$5,977	\$6,370
<b>2475</b>	<b>OVERALL WEIGHTED MARKET AVERAGE</b>			90	98	\$3,685	\$4,837	\$5,624		\$5,277	\$6,600	\$7,503

OREGON  
COMPARISON  
TO  
MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	23	2	\$3,737	\$4,323	\$5,442	0.94	\$5,632	\$6,313	\$7,614	101.4%	89.4%	96.8%	106.7%	95.6%	101.5%
<b>Non-Corrections/Non-Management Weighted Average</b>					2	\$3,737	\$4,323	\$5,442	0.94	\$5,632	\$6,313	\$7,614	101.4%	89.4%	96.8%	106.7%	95.6%	101.5%
<b>2475</b>	<b>STATEWIDE Weighted Average</b>				2	\$3,737	\$4,323	\$5,442	0.94	\$5,632	\$6,313	\$7,614	101.4%	89.4%	96.8%	106.7%	95.6%	101.5%

# 2018 Oregon Salary and Benefit Report

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## 2510 ELECTRONIC PUB DESIGN SPEC 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-CompAnalyst	DD19000020		Desktop Publishing Operator I			\$3,314	\$3,942	\$4,966	0.95	\$4,843	\$5,564	\$6,739
<b>Purchased Market Average</b>						\$3,314	\$3,942	\$4,966	0.95	\$4,843	\$5,564	\$6,739
2018-ST-CA	2884	A	GRAPHIC DESIGNER I		1	\$3,253	\$3,829	\$4,072	1.05	\$5,074	\$5,764	\$6,055
2018-ST-WA	198E	32	GRAPHICS ASSISTANT			\$2,284		\$3,013		\$3,871		\$4,750
<b>State Market Average</b>						\$2,607	\$3,829	\$3,366	1.05	\$4,272	\$5,764	\$5,185
2510	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				1	\$2,890	\$3,904	\$4,006		\$4,501	\$5,631	\$5,807

### 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	Salary			Salary and Benefits		
													SR Min 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	3	\$2,883	\$3,541	\$4,096	1.01	\$4,640	\$5,405	\$6,050	99.8%	90.7%	102.2%	103.1%	96.0%	104.2%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	17	6	\$2,883	\$4,096	\$4,096	1.17	\$4,640	\$6,050	\$6,050	99.8%	104.9%	102.2%	103.1%	107.4%	104.2%
<b>Non-Corrections/Non-Management Weighted Average</b>						\$2,883	\$3,911	\$4,096	1.12	\$4,640	\$5,835	\$6,050	99.8%	100.2%	102.2%	103.1%	103.6%	104.2%
2510	<b>STATEWIDE Weighted Average</b>				9	\$2,883	\$3,911	\$4,096	1.12	\$4,640	\$5,835	\$6,050	99.8%	100.2%	102.2%	103.1%	103.6%	104.2%

2511 ELECTRONIC PUB DESIGN SPEC 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-WashCo	374		Graphic Designer		3	\$4,719	\$4,998	\$5,737	0.96	\$6,897	\$7,228	\$8,105
<b>County Market Average</b>					3	\$4,719	\$4,998	\$5,737	0.96	\$6,897	\$7,228	\$8,105
2018-CompAnalyst	CM02000018		Graphic Design Specialist II	10	31	\$3,829	\$4,904	\$5,897	1.01	\$5,434	\$6,668	\$7,806
2018-CompAnalyst	DD19000071		Desktop Publishing Operator II			\$3,613	\$4,348	\$5,564	0.95	\$5,186	\$6,030	\$7,425
2018-MIL-PACS	11.02a		Graphic Designer - Intermediate	20	27	\$4,109	\$5,030	\$6,113	0.98	\$5,756	\$6,812	\$8,055
<b>Purchased Market Average</b>					30	\$3,954	\$4,952	\$5,990	0.98	\$5,578	\$6,723	\$7,914
2018-ST-CA	2885	A	GRAPHIC DESIGNER II		18	\$3,734	\$4,416	\$4,675	1.05	\$5,650	\$6,468	\$6,777
2018-ST-ID	02762	I	Graphic Design Specialist		9	\$2,715	\$3,420	\$4,850	0.88	\$4,388	\$5,231	\$6,942
2018-ST-NV	07.864	29	GRAPHIC DESIGNER 1			\$3,158		\$4,618		\$4,603		\$6,306
2018-ST-WA	198G	48	GRAPHIC DESIGNER SENIOR		16	\$3,316	\$4,455	\$4,461	1.15	\$5,115	\$6,487	\$6,494
<b>State Market Average</b>					43	\$3,360	\$4,222	\$4,631	1.03	\$5,174	\$6,216	\$6,697
2511	<b>OVERALL WEIGHTED MARKET AVERAGE</b>			30	104	\$3,729	\$4,654	\$5,418		\$5,447	\$6,530	\$7,413

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	Salary			Salary and Benefits		
													SR Min 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	A	21	1	\$3,182	\$4,216	\$4,626	1.08	\$5,178	\$6,442	\$6,943	85.3%	90.6%	85.4%	95.1%	98.7%	93.7%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	21	3	\$3,409	\$4,471	\$4,950	1.07	\$5,251	\$6,486	\$7,042	91.4%	96.1%	91.4%	96.4%	99.3%	95.0%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	21	1	\$3,409	\$4,727	\$4,950	1.13	\$5,251	\$6,783	\$7,042	91.4%	101.6%	91.4%	96.4%	103.9%	95.0%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	21	7	\$3,409	\$4,740	\$4,950	1.13	\$5,251	\$6,799	\$7,042	91.4%	101.9%	91.4%	96.4%	104.1%	95.0%
<b>Non-Corrections/Non-Management Weighted Average</b>					12	\$3,390	\$4,628	\$4,923	1.11	\$5,245	\$6,690	\$7,034	90.9%	99.4%	90.9%	96.3%	102.5%	94.9%
2511	<b>STATEWIDE Weighted Average</b>			12		\$3,390	\$4,628	\$4,923	1.11	\$5,245	\$6,690	\$7,034	90.9%	99.4%	90.9%	96.3%	102.5%	94.9%

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## 2512 ELECTRONIC PUB DESIGN SPEC 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-CompAnalyst	DD19000021		Desktop Publishing Operator III			\$3,970	\$5,103	\$6,204	1.02	\$5,596	\$6,896	\$8,159
2018-MIL-PACS	11.02b		Graphic Designer - Senior	19	25	\$4,777	\$6,462	\$7,338	1.07	\$6,522	\$8,455	\$9,460
<b>Purchased Market Average</b>				19	25	\$4,745	\$6,409	\$7,294	1.04	\$6,486	\$8,394	\$9,409
2018-ST-CA	2886	A	GRAPHIC DESIGNER III		25	\$4,401	\$5,277	\$5,511	1.06	\$6,450	\$7,499	\$7,779
2018-ST-NV	07.862	31	GRAPHIC DESIGNER 2			\$3,429		\$5,041		\$4,918		\$6,800
<b>State Market Average</b>					25	\$4,363	\$5,277	\$5,492	1.06	\$6,390	\$7,499	\$7,741
2512	<b>OVERALL WEIGHTED MARKET AVERAGE</b>			19	49	\$4,554	\$5,854	\$6,393		\$6,438	\$7,956	\$8,575

### OREGON COMPARISON TO MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
AD	AFSCME AT ENVIRONMENTAL QUAL	A	A	23	1	\$3,494	\$4,216	\$5,084	0.98	\$5,560	\$6,442	\$7,503	76.7%	72.0%	79.5%	86.4%	81.0%	87.5%
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	A	23	1	\$3,514	\$4,485	\$5,190	1.03	\$5,584	\$6,771	\$7,633	77.2%	76.6%	81.2%	86.7%	85.1%	89.0%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	23	5	\$3,737	\$5,213	\$5,442	1.14	\$5,632	\$7,348	\$7,614	82.1%	89.0%	85.1%	87.5%	92.4%	88.8%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	23	6	\$3,737	\$5,169	\$5,442	1.13	\$5,632	\$7,297	\$7,614	82.1%	88.3%	85.1%	87.5%	91.7%	88.8%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	23	7	\$3,737	\$4,985	\$5,442	1.09	\$5,632	\$7,083	\$7,614	82.1%	85.1%	85.1%	87.5%	89.0%	88.8%
<b>Non-Corrections/Non-Management Weighted Average</b>					20	\$3,714	\$5,033	\$5,412	1.10	\$5,626	\$7,166	\$7,610	81.5%	86.0%	84.6%	87.4%	90.1%	88.7%
2512	<b>STATEWIDE Weighted Average</b>				20	\$3,714	\$5,033	\$5,412	1.10	\$5,626	\$7,166	\$7,610	81.5%	86.0%	84.6%	87.4%	90.1%	88.7%

# 2018 Oregon Salary and Benefit Report

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## 2540 AERIAL PHOTOGRAPHER

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-ST-CA	2843		SENIOR PHOTOGRAPHER		3	\$3,522	\$4,309	\$4,410	1.09	\$5,397	\$6,339	\$6,461
2018-ST-NV	07.815	31	PHOTOGRAPHER 2			\$3,429		\$5,041		\$4,918		\$6,800
<b>State Market Average</b>					3	\$3,496	\$4,309	\$4,591	1.09	\$5,260	\$6,339	\$6,558
2540	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				3	\$3,496	\$4,309	\$4,591		\$5,260	\$6,339	\$6,558

### OREGON COMPARISON TO MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	24	2	\$3,918	\$5,113	\$5,711	1.06	\$5,843	\$7,231	\$7,927	112.1%	118.7%	124.4%	111.1%	114.1%	120.9%
<b>Non-Corrections/Non-Management Weighted Average</b>					2	\$3,918	\$5,113	\$5,711	1.06	\$5,843	\$7,231	\$7,927	112.1%	118.7%	124.4%	111.1%	114.1%	120.9%
2540	<b>STATEWIDE Weighted Average</b>				2	\$3,918	\$5,113	\$5,711	1.06	\$5,843	\$7,231	\$7,927	112.1%	118.7%	124.4%	111.1%	114.1%	120.9%

3105 ENGINEERING SPECIALIST 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2018-OR-ClackCo	302		Engineering Technician 1			\$3,489		\$4,393		\$5,627		\$6,737	
2018-OR-JackCo	303		Engineering Technician II			\$3,442		\$4,526		\$5,978		\$7,300	
2018-OR-MarionCo	302		Engineering Technician 1		2	\$3,123	\$4,672	\$4,184	1.28	\$5,255	\$7,144	\$6,549	
2018-OR-MultCo	6231		Engineering Technician 1		1	\$4,005	\$4,876	\$4,895	1.10	\$6,341	\$7,403	\$7,426	
<b>County Market Average</b>					3	\$3,437	\$4,740	\$4,436	1.18	\$5,691	\$7,231	\$6,912	
2018-CompAnalyst	SC16000053		Engineering Aide I	5	20	\$3,422	\$4,157	\$5,091	0.98	\$4,967	\$5,811	\$6,882	
2018-MIL-ENG	'2-451		Engineering Technician I	7	26	\$3,544	\$4,358	\$5,234	0.99	\$5,107	\$6,041	\$7,047	
2018-MIL-PACS	09.07		Engineering Technician - Entry	9	24	\$3,289	\$3,674	\$4,670	0.92	\$4,815	\$5,257	\$6,399	
2018-TwrsWtsn	AZT000-T2		Technical Specialty/Skilled Trade Gene	7	17		\$4,231		0.97		\$5,895		
<b>Purchased Market Average</b>					28	87	\$3,422	\$4,098	\$5,000	0.97	\$4,967	\$5,743	\$6,778
2018-ST-CA	3008	B	JUNIOR ENGINEERING TECHNICIAN		8	\$2,768	\$3,096	\$3,467	0.99	\$4,493	\$4,886	\$5,330	
2018-ST-ID	03638	H	Transportation Technician		66	\$2,326	\$3,447	\$4,154	1.04	\$3,922	\$5,264	\$6,110	
2018-ST-NV	06.328	27	ENGINEERING TECHNICIAN 2		12	\$2,910		\$4,239		\$4,313		\$5,863	
<b>State Market Average</b>					86	\$2,448	\$3,409	\$4,102	1.02	\$4,030	\$5,223	\$6,003	
3105	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				28	176	\$2,902	\$3,799	\$4,503		\$4,489	\$5,536	\$6,368

OREGON  
COMPARISON  
TO  
MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	A	17	6	\$2,623	\$3,402	\$3,873	1.05	\$4,495	\$5,446	\$6,023	90.4%	89.5%	86.0%	100.1%	98.4%	94.6%
<b>Non-Corrections/Non-Management Weighted Average</b>					6	\$2,623	\$3,402	\$3,873	1.05	\$4,495	\$5,446	\$6,023	90.4%	89.5%	86.0%	100.1%	98.4%	94.6%
3105	<b>STATEWIDE Weighted Average</b>				6	\$2,623	\$3,402	\$3,873	1.05	\$4,495	\$5,446	\$6,023	90.4%	89.5%	86.0%	100.1%	98.4%	94.6%



**3106 ENGINEERING SPECIALIST 2**

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2018-OR-ClackCo	303		Engineering Technician 2		5	\$4,087	\$5,135	\$5,157	1.11	\$6,362	\$7,648	\$7,676	
2018-OR-DescCo	1406		Engineering Assistant III - v2 - Surveyir		2	\$4,113	\$5,251	\$5,251	1.12	\$6,651	\$8,044	\$8,044	
2018-OR-JackCo	304		Engineering Technician III			\$3,765		\$4,957		\$6,372		\$7,827	
2018-OR-MarionCo	303		Engineering Technician 2		9	\$3,643	\$4,822	\$4,879	1.13	\$5,889	\$7,327	\$7,397	
<b>County Market Average</b>					16	\$3,836	\$4,973	\$5,009	1.12	\$6,146	\$7,517	\$7,580	
2018-CompAnalyst	SC16000054		Engineering Aide II	5	50	\$3,638	\$4,597	\$5,373	1.02	\$5,215	\$6,316	\$7,206	
2018-MIL-ENG	'2-452		Engineering Technician II	11	66	\$4,108	\$5,522	\$6,144	1.08	\$5,754	\$7,377	\$8,091	
2018-MIL-PACS	09.08		Engineering Technician - Intermediate	11	78	\$4,104	\$5,005	\$5,903	1.00	\$5,750	\$6,784	\$7,814	
2018-TwrsWtsn	AZT000-T3		Technical Specialty/Skilled Trade Gene	10	24		\$5,528		1.07		\$7,384		
<b>Purchased Market Average</b>					37	\$3,985	\$5,126	\$5,849	1.04	\$5,614	\$6,922	\$7,751	
2018-ST-CA	3175	C	TRANSPORTATION ENGINEERING T		226	\$3,953	\$4,885	\$4,947	1.10	\$5,912	\$7,029	\$7,104	
2018-ST-ID	03641	J	Transportation Technician Senior		85	\$3,064	\$4,135	\$5,470	0.94	\$4,805	\$6,087	\$7,684	
2018-ST-NV	06.313	30	ENGINEERING TECHNICIAN 3		76	\$3,288		\$4,825		\$4,754		\$6,548	
2018-ST-WA	538H	49	ENGINEERING TECHNICIAN 2			\$3,398		\$4,572		\$5,214		\$6,627	
<b>State Market Average</b>					387	\$3,626	\$4,680	\$5,037	1.02	\$5,441	\$6,771	\$7,121	
3106	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				37	621	\$3,748	\$4,867	\$5,299		\$5,517	\$6,854	\$7,338

**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			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
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	A	22	66	\$3,346	\$4,364	\$4,945	1.05	\$5,379	\$6,624	\$7,333	89.3%	89.7%	93.3%	97.5%	96.6%	99.9%
<b>Non-Corrections/Non-Management Weighted Average</b>					66	\$3,346	\$4,364	\$4,945	1.05	\$5,379	\$6,624	\$7,333	89.3%	89.7%	93.3%	97.5%	96.6%	99.9%
3106	<b>STATEWIDE Weighted Average</b>				66	\$3,346	\$4,364	\$4,945	1.05	\$5,379	\$6,624	\$7,333	89.3%	89.7%	93.3%	97.5%	96.6%	99.9%

**3107 ENGINEERING SPECIALIST 3**

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-ClackCo	304		Engineering Technician 3		11	\$4,396	\$5,528	\$5,556	1.11	\$6,740	\$8,131	\$8,165
2018-OR-JackCo	309		Surveying Associate			\$4,311		\$5,685		\$7,038		\$8,715
2018-OR-MarionCo	304		Engineering Technician Senior		1	\$3,931	\$5,810	\$5,268	1.26	\$6,240	\$8,532	\$7,870
2018-OR-MultCo	6232		Engineering Technician 2		7	\$4,493	\$5,126	\$5,502	1.03	\$6,935	\$7,708	\$8,167
<b>County Market Average</b>					19	\$4,402	\$5,395	\$5,529	1.13	\$6,798	\$7,996	\$8,178
2018-CompAnalyst	SC16000055		Engineering Aide III	5	97	\$4,643	\$5,825	\$7,200	0.99	\$6,368	\$7,724	\$9,302
2018-MIL-ENG	'2-453		Engineering Technician - Senior	11	87	\$4,866	\$6,926	\$7,159	1.15	\$6,624	\$8,987	\$9,254
2018-MIL-PACS	09.09		Engineering Technician - Senior	8	57	\$4,859	\$5,989	\$6,988	1.01	\$6,616	\$7,913	\$9,058
2018-TwrsWtsn	AZT000-T4		Technical Specialty/Skilled Trade Gene	5	8		\$6,621		1.06		\$8,637	
<b>Purchased Market Average</b>					29	\$4,774	\$6,272	\$7,135	1.05	\$6,519	\$8,237	\$9,227
2018-ST-CA	3129		CIVIL ENGINEERING TECHNICIAN II		1	\$3,767	\$4,717	\$4,717	1.11	\$5,690	\$6,828	\$6,828
2018-ST-ID	03643	K	Transportation Technician Principal, Er		56	\$3,431	\$4,652	\$6,124	0.95	\$5,245	\$6,705	\$8,467
2018-ST-NV	06.308	33	ENGINEERING TECHNICIAN 4		61	\$3,732		\$5,516		\$5,272		\$7,354
2018-ST-WA	5381	53	ENGINEERING TECHNICIAN 3			\$3,748		\$5,046		\$5,635		\$7,200
<b>State Market Average</b>					118	\$3,591	\$4,653	\$5,791	1.02	\$5,266	\$6,708	\$7,872
3107	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				29	\$4,384	\$5,937	\$6,630		\$6,141	\$7,955	\$8,748

**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	Salary			Salary and Benefits		
													SR Min 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	A	24	66	\$3,691	\$5,223	\$5,451	1.14	\$5,800	\$7,674	\$7,952	84.2%	88.0%	82.2%	94.4%	96.5%	90.9%
<b>Non-Corrections/Non-Management Weighted Average</b>					66	\$3,691	\$5,223	\$5,451	1.14	\$5,800	\$7,674	\$7,952	84.2%	88.0%	82.2%	94.4%	96.5%	90.9%
3107	<b>STATEWIDE Weighted Average</b>				66	\$3,691	\$5,223	\$5,451	1.14	\$5,800	\$7,674	\$7,952	84.2%	88.0%	82.2%	94.4%	96.5%	90.9%

**3136 CIVIL ENGINEERING SPECIALIST 1**

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-JackCo	301		Engineering Associate			\$4,311		\$5,685		\$7,038		\$8,715
2018-OR-WashCo	303		Engineering Technician II		4	\$4,878	\$5,235	\$5,907	0.97	\$7,085	\$7,509	\$8,306
2018-WA-ClarkCo	204		Engineering Technician Ass't			\$3,642		\$4,646		\$5,760		\$6,969
2018-WA-KingCo	7113100		Engineering Technician I		4	\$4,073	\$4,346	\$5,163	0.94	\$6,373	\$6,701	\$7,686
2018-WA-ThrstnCo	2144		ENGINEERING TECHNICIAN I		2	\$3,812	\$5,070	\$5,070	1.14	\$5,900	\$7,416	\$7,416
<b>County Market Average</b>					10	\$4,282	\$4,847	\$5,396	1.01	\$6,536	\$7,167	\$7,873
2018-CompAnalyst	SC16000045		Civil Engineering Technician II			\$3,588	\$4,705	\$5,789	1.03	\$5,158	\$6,439	\$7,682
<b>Purchased Market Average</b>						\$3,588	\$4,705	\$5,789	1.03	\$5,158	\$6,439	\$7,682
<b>3136</b>	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				10	\$4,228	\$4,834	\$5,426		\$6,430	\$7,101	\$7,859

**OREGON  
COMPARISON  
TO  
MARKET**

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	MARKET COMPARISONS												
						SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS								
						SR Min	Emp Avg	SR Max		SR Min to SR Min	Avg to Avg	SR Max to SR Max						
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	A	25	124	\$3,873	\$5,426	\$5,722	1.13	\$6,023	\$7,922	\$8,283	91.6%	112.3%	105.5%	93.7%	111.6%	105.4%
<b>Non-Corrections/Non-Management Weighted Average</b>					124	\$3,873	\$5,426	\$5,722	1.13	\$6,023	\$7,922	\$8,283	91.6%	112.3%	105.5%	93.7%	111.6%	105.4%
<b>3136</b>	<b>STATEWIDE Weighted Average</b>				124	\$3,873	\$5,426	\$5,722	1.13	\$6,023	\$7,922	\$8,283	91.6%	112.3%	105.5%	93.7%	111.6%	105.4%

# 2018 Oregon Salary and Benefit Report

Data Effective Date: 7/1/2018

## 3137 CIVIL ENGINEERING SPECIALIST 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-WA-ClarkCo	207		Engineering Technician			\$4,211		\$5,377		\$6,445		\$7,850
2018-WA-ThrstnCo	2145		ENGINEERING TECHNICIAN II		15	\$4,413	\$5,739	\$5,869	1.12	\$6,624	\$8,222	\$8,378
<b>County Market Average</b>					15	\$4,400	\$5,739	\$5,838	1.12	\$6,613	\$8,222	\$8,345
2018-CompAnalyst	SC16000046		Civil Engineering Technician III			\$4,427	\$5,369	\$6,470	1.03	\$6,120	\$7,201	\$8,464
2018-MIL-OPES	07.01		Engineering Tech - II	16	95	\$4,222	\$5,490	\$5,539	1.12	\$6,397	\$7,921	\$7,979
<b>Purchased Market Average</b>					16	\$4,225	\$5,489	\$5,548	1.08	\$6,394	\$7,913	\$7,984
2018-ST-CA	3124		CIVIL ENGINEERING ASSOCIATE		1	\$4,998	\$6,257	\$6,257	1.11	\$7,165	\$8,673	\$8,673
2018-ST-NV	06.229	35	STAFF 1, ASSOCIATE ENGINEER		71	\$4,055		\$6,024		\$5,649		\$7,947
2018-ST-WA	530L	60	TRANSPORTATION ENGINEER 2		169	\$4,461	\$5,820	\$5,999	1.11	\$6,494	\$8,131	\$8,348
<b>State Market Average</b>					241	\$4,343	\$5,822	\$6,008	1.11	\$6,247	\$8,134	\$8,231
<b>3137</b>	<b>OVERALL WEIGHTED MARKET AVERAGE</b>			16	351	\$4,313	\$5,704	\$5,875		\$6,304	\$8,063	\$8,169

**OREGON  
COMPARISON  
TO  
MARKET**

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	A	27	54	\$4,272	\$6,129	\$6,309	1.16	\$6,511	\$8,781	\$9,001	99.0%	107.5%	107.4%	103.3%	108.9%	110.2%
<b>Non-Corrections/Non-Management Weighted Average</b>					54	\$4,272	\$6,129	\$6,309	1.16	\$6,511	\$8,781	\$9,001	99.0%	107.5%	107.4%	103.3%	108.9%	110.2%
<b>3137</b>	<b>STATEWIDE Weighted Average</b>			54	\$4,272	\$6,129	\$6,309	1.16	\$6,511	\$8,781	\$9,001	99.0%	107.5%	107.4%	103.3%	108.9%	110.2%	

**3138 CIVIL ENGINEERING SPECIALIST 3**

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-WashCo	304		Engineering Technician III		13	\$5,286	\$5,963	\$6,496	1.01	\$7,569	\$8,373	\$9,004
2018-WA-ClarkCo	210		Engineering Technician Sr.			\$4,875		\$6,223		\$7,246		\$8,870
2018-WA-ThrstnCo	2154		ENGINEERING TECHNICIAN III		4	\$4,633	\$6,162	\$6,162	1.14	\$6,890	\$8,732	\$8,732
<b>County Market Average</b>					17	\$5,118	\$6,010	\$6,406	1.07	\$7,400	\$8,457	\$8,936
2018-MIL-OPES	07.02		Engineering Tech - III	14	57	\$4,990	\$6,595	\$6,568	1.14	\$7,319	\$9,248	\$9,216
<b>Purchased Market Average</b>					14	\$4,990	\$6,595	\$6,568	1.14	\$7,319	\$9,248	\$9,216
2018-ST-CA	3135	B	TRANSPORTATION ENGINEER (CIVI		82	\$5,203	\$5,355	\$6,509	0.91	\$7,410	\$7,593	\$8,975
2018-ST-ID	03012	L	Engineering Assistant, Transportation		47	\$3,872	\$5,381	\$6,915	0.97	\$5,772	\$7,577	\$9,413
2018-ST-WA	530M	64	TRANSPORTATION ENGINEER 3		141	\$4,923	\$6,507	\$6,622	1.13	\$7,050	\$8,959	\$9,098
<b>State Market Average</b>					270	\$4,825	\$5,960	\$6,639	1.00	\$6,937	\$8,303	\$9,115
<b>3138</b>	<b>OVERALL WEIGHTED MARKET AVERAGE</b>			14	344	\$4,867	\$6,068	\$6,615		\$7,024	\$8,467	\$9,123

**OREGON  
COMPARISON  
TO  
MARKET**

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	A	30	40	\$4,945	\$7,105	\$7,303	1.16	\$7,333	\$9,974	\$10,216	101.6%	117.1%	110.4%	104.4%	117.8%	112.0%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	30	1	\$5,189	\$6,905	\$7,600	1.08	\$7,320	\$9,315	\$10,123	106.6%	113.8%	114.9%	104.2%	110.0%	111.0%
<b>Non-Corrections/Non-Management Weighted Average</b>					41	\$4,951	\$7,100	\$7,310	1.16	\$7,333	\$9,958	\$10,214	101.7%	117.0%	110.5%	104.4%	117.6%	112.0%
<b>3138</b>	<b>STATEWIDE Weighted Average</b>				41	\$4,951	\$7,100	\$7,310	1.16	\$7,333	\$9,958	\$10,214	101.7%	117.0%	110.5%	104.4%	117.6%	112.0%

# 2018 Oregon Salary and Benefit Report

Data Effective Date: 7/1/2018

## 3144 PROFESSIONAL LAND SURVEYOR 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-ClackCo	310		Land Surveyor		6	\$5,183	\$6,493	\$6,557	1.11	\$7,707	\$9,315	\$9,394
2018-OR-MultCo	6091		Survey Specialist			\$6,006		\$7,395		\$8,783		\$10,478
<b>County Market Average</b>					6	\$5,297	\$6,493	\$6,672	1.11	\$7,856	\$9,315	\$9,543
2018-CompAnalyst	SC16000259		Land Surveyor III			\$4,277	\$5,195	\$6,345	0.98	\$5,949	\$7,001	\$8,321
<b>Purchased Market Average</b>						\$4,277	\$5,195	\$6,345	0.98	\$5,949	\$7,001	\$8,321
2018-ST-ID	03008	L	Land Surveyor, Transportation		5	\$3,872	\$5,336	\$6,915	0.96	\$5,772	\$7,524	\$9,413
2018-ST-NV	06.208	42	PROFESSIONAL LAND SURVEYOR 2		3	\$5,516		\$8,297		\$7,354		\$10,599
2018-ST-WA	527F	61	LAND SURVEYOR 3		6	\$4,572	\$6,034	\$6,149	1.13	\$6,627	\$8,390	\$8,528
<b>State Market Average</b>					14	\$4,525	\$5,724	\$6,870	1.04	\$6,480	\$8,005	\$9,274
3144	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				21	\$4,762	\$5,955	\$6,783		\$6,900	\$8,393	\$9,319

### OREGON COMPARISON TO MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	MARKET COMPARISONS												
						SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS								
						SR Min	Emp Avg	SR Max		SR Min to SR Min	Avg to Avg	SR Max to SR Max						
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	A	30	14	\$4,945	\$6,905	\$7,303	1.13	\$7,333	\$9,730	\$10,216	103.8%	116.0%	107.7%	106.3%	115.9%	109.6%
<b>Non-Corrections/Non-Management Weighted Average</b>					14	\$4,945	\$6,905	\$7,303	1.13	\$7,333	\$9,730	\$10,216	103.8%	116.0%	107.7%	106.3%	115.9%	109.6%
3144	<b>STATEWIDE Weighted Average</b>				14	\$4,945	\$6,905	\$7,303	1.13	\$7,333	\$9,730	\$10,216	103.8%	116.0%	107.7%	106.3%	115.9%	109.6%

3145 PROFESSIONAL LAND SURVEYOR 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-ClackCo	294		Land Surveyor, Senior			\$5,682		\$7,180		\$8,320		\$10,159
<b>County Market Average</b>						\$5,682		\$7,180		\$8,320		\$10,159
2018-MIL-OPES	07.06		Professional Land Surveyor	10	3	\$5,473	\$6,808	\$7,267	1.07	\$7,900	\$9,505	\$10,057
<b>Purchased Market Average</b>						\$5,473	\$6,808	\$7,267	1.07	\$7,900	\$9,505	\$10,057
3145	<b>OVERALL WEIGHTED MARKET AVERAGE</b>			10	3	\$5,526	\$6,808	\$7,245		\$8,005	\$9,505	\$10,082

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	Salary			Salary and Benefits		
													SR Min 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	A	32	12	\$5,451	\$7,756	\$8,052	1.15	\$7,952	\$10,769	\$11,132	98.7%	113.9%	111.1%	99.3%	113.3%	110.4%
<b>Non-Corrections/Non-Management Weighted Average</b>						\$5,451	\$7,756	\$8,052	1.15	\$7,952	\$10,769	\$11,132	98.7%	113.9%	111.1%	99.3%	113.3%	110.4%
3145	<b>STATEWIDE Weighted Average</b>				12	\$5,451	\$7,756	\$8,052	1.15	\$7,952	\$10,769	\$11,132	98.7%	113.9%	111.1%	99.3%	113.3%	110.4%

# 2018 Oregon Salary and Benefit Report

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## 3146 ASSOCIATE IN ENGINEERING 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-DescCo	1405		Engineering Associate		1	\$4,814	\$6,145	\$6,145	1.12	\$7,509	\$9,137	\$9,137
2018-OR-WashCo	316		Engineering Associate I		3	\$5,339	\$6,211	\$6,488	1.05	\$7,632	\$8,667	\$8,995
<b>County Market Average</b>					4	\$5,208	\$6,195	\$6,402	1.08	\$7,601	\$8,785	\$9,031
2018-CompAnalyst	EN04100187		Transportation Engineer I	100	100	\$4,036	\$4,680	\$5,930	0.93	\$5,672	\$6,411	\$7,844
2018-MIL-ENG	'2-071		Civil Engineer I	11	79	\$5,170	\$6,583	\$7,093	1.07	\$6,973	\$8,594	\$9,178
2018-MIL-NWMGT	'6.12b		Civil Engineer - Entry	13	94	\$5,246	\$7,160	\$7,213	1.15	\$7,060	\$9,255	\$9,316
2018-MIL-OPES	07.03		Civil Engineering Associate	12	45	\$5,259	\$6,251	\$6,967	1.02	\$7,643	\$8,836	\$9,696
<b>Purchased Market Average</b>					136	\$4,849	\$6,108	\$6,745	1.05	\$6,685	\$8,137	\$8,873
2018-ST-CA	3135	A	TRANSPORTATION ENGINEER (CIVI		129	\$4,544	\$4,587	\$5,417	0.92	\$6,621	\$6,672	\$7,667
2018-ST-ID	03700	J	Engineer-In-Training		27	\$3,064	\$4,658	\$5,470	1.06	\$4,805	\$6,713	\$7,684
2018-ST-WA	530E	51	CIVIL ENGINEER 1			\$3,571		\$4,803		\$5,421		\$6,907
<b>State Market Average</b>					156	\$4,282	\$4,599	\$5,422	0.99	\$6,300	\$6,679	\$7,665
3146	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				136	\$4,666	\$5,618	\$6,309		\$6,566	\$7,668	\$8,479

**OREGON  
COMPARISON  
TO  
MARKET**

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	A	25	54	\$3,873	\$4,912	\$5,722	1.02	\$6,023	\$7,293	\$8,283	83.0%	87.4%	90.7%	91.7%	95.1%	97.7%
<b>Non-Corrections/Non-Management Weighted Average</b>					54	\$3,873	\$4,912	\$5,722	1.02	\$6,023	\$7,293	\$8,283	83.0%	87.4%	90.7%	91.7%	95.1%	97.7%
3146	<b>STATEWIDE Weighted Average</b>				54	\$3,873	\$4,912	\$5,722	1.02	\$6,023	\$7,293	\$8,283	83.0%	87.4%	90.7%	91.7%	95.1%	97.7%



**3147 ASSOCIATE IN ENGINEERING 2**

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-ClackCo	299		Civil Engineer, Associate		3	\$5,637	\$6,598	\$7,113	1.04	\$8,264	\$9,445	\$10,077
2018-OR-MultCo	6235		Engineer 1		6	\$5,839	\$6,331	\$7,178	0.97	\$8,579	\$9,179	\$10,212
2018-OR-WashCo	317		Engineering Associate II		8	\$6,193	\$7,153	\$7,526	1.04	\$8,645	\$9,784	\$10,227
2018-WA-ClarkCo	207		Engineer I			\$4,211		\$5,377		\$6,445		\$7,850
2018-WA-KingCo	7112100		Engineer I		27	\$5,281	\$6,006	\$6,696	1.00	\$7,828	\$8,701	\$9,533
<b>County Market Average</b>					44	\$5,518	\$6,299	\$6,906	1.01	\$8,072	\$9,014	\$9,745
2018-CompAnalyst	EN04100188		Transportation Engineer II	150	150	\$5,058	\$5,975	\$7,391	0.96	\$6,844	\$7,896	\$9,521
2018-MIL-ENG	'2-072		Civil Engineer II	18	183	\$6,093	\$7,934	\$8,701	1.07	\$8,032	\$10,143	\$11,023
<b>Purchased Market Average</b>					168	\$5,627	\$7,051	\$8,111	1.02	\$7,497	\$9,131	\$10,347
2018-ST-CA	3124		CIVIL ENGINEERING ASSOCIATE		1	\$4,998	\$6,257	\$6,257	1.11	\$7,165	\$8,673	\$8,673
2018-ST-ID	03702	L	Engineer, Associate		15	\$3,872	\$5,211	\$6,915	0.94	\$5,772	\$7,375	\$9,413
2018-ST-NV	06.228	37	STAFF 2, ASSOCIATE ENGINEER		112	\$4,426		\$6,596		\$6,081		\$8,614
2018-ST-WA	530L	60	TRANSPORTATION ENGINEER 2		249	\$4,461	\$5,820	\$5,999	1.11	\$6,494	\$8,131	\$8,348
<b>State Market Average</b>					377	\$4,428	\$5,787	\$6,213	1.05	\$6,345	\$8,090	\$8,470
<b>3147</b>	<b>OVERALL WEIGHTED MARKET AVERAGE</b>			168	754	\$5,022	\$6,478	\$7,091		\$6,956	\$8,693	\$9,373

OREGON  
COMPARISON  
TO  
MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	A	27	75	\$4,272	\$5,764	\$6,309	1.09	\$6,511	\$8,334	\$9,001	85.1%	89.0%	89.0%	93.6%	95.9%	96.0%
<b>Non-Corrections/Non-Management Weighted Average</b>					75	\$4,272	\$5,764	\$6,309	1.09	\$6,511	\$8,334	\$9,001	85.1%	89.0%	89.0%	93.6%	95.9%	96.0%
<b>3147</b>	<b>STATEWIDE Weighted Average</b>				75	\$4,272	\$5,764	\$6,309	1.09	\$6,511	\$8,334	\$9,001	85.1%	89.0%	89.0%	93.6%	95.9%	96.0%

# 2018 Oregon Salary and Benefit Report

Data Effective Date: 7/1/2018

## 3148 PROFESSIONAL ENGINEER 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-ClackCo	300		Civil Engineer		1	\$6,479	\$7,378	\$8,184	1.01	\$9,298	\$10,402	\$11,392
2018-OR-DescCo	1403		Design/Traffic Engineer - Traffic			\$6,167		\$7,871		\$9,166		\$11,252
2018-OR-JackCo	01071		Construction Engineer		1	\$6,100	\$7,062	\$7,784	1.02	\$9,220	\$10,394	\$11,276
2018-OR-MarionCo	306		Civil Engineer		2	\$6,124	\$8,206	\$8,206	1.15	\$8,915	\$11,454	\$11,454
2018-OR-MultCo	6236		Engineer 2		3	\$6,569	\$7,298	\$8,079	1.00	\$9,469	\$10,360	\$11,312
2018-WA-ClarkCo	214		Traffic Engineer			\$5,927		\$7,563		\$8,512		\$10,484
2018-WA-KingCo	7112200		Engineer II		96	\$5,948	\$7,116	\$7,541	1.06	\$8,631	\$10,038	\$10,550
2018-WA-ThrstnCo	2148		CIVIL ENGINEER		4	\$5,339	\$7,048	\$7,118	1.13	\$7,740	\$9,799	\$9,884
<b>County Market Average</b>					107	\$5,954	\$7,141	\$7,564	1.06	\$8,642	\$10,071	\$10,584
2018-CompAnalyst	EN04100001		Civil Engineer II	70	1,285	\$5,697	\$7,095	\$8,521	1.00	\$7,578	\$9,181	\$10,817
2018-CompAnalyst	EN04100062		Engineer II	10	200	\$5,066	\$6,315	\$7,666	0.96	\$6,854	\$8,286	\$9,835
2018-CompAnalyst	EN04100189		Transportation Engineer III	150	150	\$6,137	\$7,800	\$9,052	0.99	\$8,082	\$9,990	\$11,426
2018-MIL-NWMGT	'6.12a		Civil Engineer	18	197	\$6,181	\$8,057	\$8,847	1.07	\$8,132	\$10,284	\$11,191
2018-MIL-OPES	07.04		Engineer, Civil (Professional)	14	84	\$6,126	\$8,294	\$8,128	1.16	\$8,684	\$11,291	\$11,092
<b>Purchased Market Average</b>					262	\$5,734	\$7,220	\$8,490	1.04	\$7,647	\$9,357	\$10,813
2018-ST-CA	3135	D	TRANSPORTATION ENGINEER (CIVI		1,285	\$6,802	\$8,430	\$8,510	1.10	\$9,326	\$11,277	\$11,373
2018-ST-ID	03704	M	Engineer, Staff		58	\$4,377	\$6,249	\$7,820	1.00	\$6,377	\$8,617	\$10,496
2018-ST-NV	06.226	40	PROFESSIONAL ENGINEER		77	\$5,041		\$7,567		\$6,800		\$9,747
2018-ST-WA	530N	68	TRANSPORTATION ENGINEER 4		119	\$5,435	\$7,142	\$7,309	1.12	\$7,668	\$9,725	\$9,925
<b>State Market Average</b>					1,539	\$6,516	\$8,239	\$8,344	1.08	\$8,960	\$11,045	\$11,147
<b>3148</b>	<b>OVERALL WEIGHTED MARKET AVERAGE</b>			262	3,563	\$6,079	\$7,645	\$8,398		\$8,244	\$10,087	\$10,950

**OREGON  
COMPARISON  
TO  
MARKET**

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
MMN	MGT SVC NONSUPERVISORY	A	A	32	2	\$5,828	\$7,083	\$8,172	1.01	\$8,413	\$9,947	\$11,278	95.9%	92.6%	97.3%	102.0%	98.6%	103.0%

2018 Oregon Salary and Benefit Report

Data Effective Date: 7/1/2018

3148 PROFESSIONAL ENGINEER 1 (Continued)

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
<b>Management Weighted Average</b>					2	\$5,828	\$7,083	\$8,172	1.01	\$8,413	\$9,947	\$11,278	95.9%	92.6%	97.3%	102.0%	98.6%	103.0%
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	A	32	125	\$5,451	\$7,518	\$8,052	1.11	\$7,952	\$10,478	\$11,132	89.7%	98.3%	95.9%	96.5%	103.9%	101.7%
UA	UNREPRESENTED	A	A	32	1	\$5,335	\$7,455	\$7,813	1.13	\$7,810	\$10,402	\$10,840	87.8%	97.5%	93.0%	94.7%	103.1%	99.0%
<b>Non-Corrections/Non-Management Weighted Average</b>					126	\$5,450	\$7,517	\$8,050	1.11	\$7,951	\$10,478	\$11,129	89.7%	98.3%	95.9%	96.4%	103.9%	101.6%
3148	<b>STATEWIDE Weighted Average</b>				128	\$5,456	\$7,510	\$8,052	1.11	\$7,958	\$10,469	\$11,132	89.8%	98.2%	95.9%	96.5%	103.8%	101.7%

# 2018 Oregon Salary and Benefit Report

Data Effective Date: 7/1/2018

## 3149 PROFESSIONAL ENGINEER 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-ClackCo	298		Civil Engineer, Senior		4	\$7,095	\$8,776	\$8,997	1.09	\$10,055	\$12,119	\$12,389
2018-OR-MultCo	6311		Engineer 3		3	\$7,395	\$8,806	\$9,097	1.07	\$10,478	\$12,200	\$12,555
2018-OR-WashCo	318		Engineer, Senior		4	\$7,546	\$8,723	\$9,170	1.04	\$10,250	\$11,646	\$12,176
2018-WA-ClarkCo	213		Engineer III			\$5,638		\$7,209		\$8,164		\$10,057
2018-WA-KingCo	7112300		Engineer III		71	\$6,691	\$8,216	\$8,485	1.08	\$9,527	\$11,364	\$11,687
<b>County Market Average</b>					82	\$6,765	\$8,290	\$8,549	1.07	\$9,605	\$11,445	\$11,756
2018-CompAnalyst	EN04100002		Civil Engineer III	60	727	\$6,636	\$8,605	\$10,132	1.03	\$8,654	\$10,913	\$12,665
2018-CompAnalyst	EN04100064		Engineer IV	10	150	\$7,034	\$9,061	\$10,863	0.99	\$9,111	\$11,437	\$13,503
2018-CompAnalyst	EN04100190		Transportation Engineer IV			\$6,968	\$8,555	\$9,684	1.03	\$9,035	\$10,856	\$12,150
2018-MIL-ENG	'2-083		Civil Engineer - PE - Senior	6	42	\$7,111	\$9,193	\$10,228	1.06	\$9,199	\$11,588	\$12,775
2018-MIL-NWMGT	'6.11		Civil Engineer - Senior	18	214	\$7,325	\$9,602	\$10,282	1.09	\$9,445	\$12,057	\$12,837
2018-MIL-OPES	07.05		Engineer, Civil - Senior	14	80	\$6,833	\$9,307	\$9,181	1.16	\$9,535	\$12,509	\$12,357
<b>Purchased Market Average</b>					108	\$6,836	\$8,904	\$10,189	1.06	\$8,927	\$11,308	\$12,782
2018-ST-CA	3161	A	SENIOR TRANSPORTATION ENGINE		491	\$8,020	\$9,790	\$10,038	1.08	\$10,785	\$12,907	\$13,203
2018-ST-ID	03708	O	Engineer, Technical 2		17	\$5,241	\$7,713	\$9,362	1.03	\$7,411	\$10,369	\$12,341
2018-ST-NV	06.231	42	PROF ENGINEERING SPEC, P.E.		8	\$5,516		\$8,297		\$7,354		\$10,599
2018-ST-WA	5300	72	TRANSPORTATION ENGINEER 5		22	\$5,999	\$7,884	\$8,069	1.12	\$8,348	\$10,618	\$10,842
<b>State Market Average</b>					538	\$7,812	\$9,644	\$9,910	1.08	\$10,528	\$12,730	\$13,041
3149	<b>OVERALL WEIGHTED MARKET AVERAGE</b>			108	1,833	\$7,119	\$9,091	\$10,033		\$9,427	\$11,727	\$12,811

### OREGON COMPARISON TO MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
MMN	MGT SVC NONSUPERVISORY	A	A	35	15	\$6,740	\$8,972	\$9,463	1.11	\$9,528	\$12,257	\$12,857	94.7%	98.7%	94.3%	101.1%	104.5%	100.4%
MMS	MGT SVC SUPERVISORY	A	A	35	16	\$6,740	\$8,870	\$9,463	1.09	\$9,528	\$12,131	\$12,857	94.7%	97.6%	94.3%	101.1%	103.4%	100.4%
<b>Management Weighted Average</b>					31	\$6,740	\$8,919	\$9,463	1.10	\$9,528	\$12,192	\$12,857	94.7%	98.1%	94.3%	101.1%	104.0%	100.4%

# 2018 Oregon Salary and Benefit Report

Data Effective Date: 7/1/2018

## 3149 PROFESSIONAL ENGINEER 2 (Continued)

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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		
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	A	35	70	\$6,309	\$8,984	\$9,322	1.15	\$9,001	\$12,271	\$12,684	88.6%	98.8%	92.9%	95.5%	104.6%	99.0%		
<b>Non-Corrections/Non-Management Weighted Average</b>					70	\$6,309	\$8,984	\$9,322	1.15	\$9,001	\$12,271	\$12,684	88.6%	98.8%	92.9%	95.5%	104.6%	99.0%		
3149	<b>STATEWIDE Weighted Average</b>				101	\$6,441	\$8,964	\$9,365	1.13	\$9,163	\$12,247	\$12,737	90.5%	98.6%	93.3%	97.2%	104.4%	99.4%		

# 2018 Oregon Salary and Benefit Report

Data Effective Date: 7/1/2018

## 3251 FACILITIES ENGINEER 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-CompAnalyst	EN04100009		Industrial Engineer I			\$4,692	\$5,618	\$7,026	0.96	\$6,425	\$7,486	\$9,102
2018-MIL-NWMGT	'6.22b		Mechanical Engineer - Entry	7	6	\$5,146	\$5,819	\$7,533	0.92	\$6,945	\$7,717	\$9,683
2018-TwrsWtsn	AZE170-P1		Structural/Facilities Engineering	5	6		\$5,431		0.96		\$7,272	
<b>Purchased Market Average</b>				12	11	\$5,076	\$5,624	\$7,455	0.95	\$6,865	\$7,494	\$9,594
2018-ST-WA	528B	56	FACILITIES ENGINEER 2			\$4,045		\$5,435		\$5,993		\$7,668
<b>State Market Average</b>						\$4,045		\$5,435		\$5,993		\$7,668
3251	<b>OVERALL WEIGHTED MARKET AVERAGE</b>			12	11	\$4,939	\$5,624	\$7,186		\$6,749	\$7,494	\$9,337

OREGON  
COMPARISON  
TO  
MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
AU	AFSCME AT MILITARY	A	A	26Q	1	\$4,013	\$5,867	\$5,867	1.19	\$6,194	\$8,461	\$8,461	81.3%	104.3%	81.6%	91.8%	112.9%	90.6%
UA	UNREPRESENTED	A	A	27	1	\$4,216	\$4,417	\$6,157	0.85	\$6,442	\$6,688	\$8,815	85.4%	78.5%	85.7%	95.5%	89.2%	94.4%
<b>Non-Corrections/Non-Management Weighted Average</b>					2	\$4,115	\$5,142	\$6,012	1.02	\$6,321	\$7,574	\$8,638	83.3%	91.4%	83.7%	93.7%	101.1%	92.5%
3251	<b>STATEWIDE Weighted Average</b>				2	\$4,115	\$5,142	\$6,012	1.02	\$6,318	\$7,574	\$8,638	83.3%	91.4%	83.7%	93.6%	101.1%	92.5%

# 2018 Oregon Salary and Benefit Report

Data Effective Date: 7/1/2018

## 3252 FACILITIES ENGINEER 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-CompAnalyst	EN04100010		Industrial Engineer II	5	10	\$5,473	\$6,680	\$8,388	0.97	\$7,320	\$8,705	\$10,664
2018-MIL-NWMGT	'6.22a		Mechanical Engineer	16	21	\$6,033	\$7,245	\$8,537	0.99	\$7,963	\$9,353	\$10,836
2018-TwrsWtsn	AZE170-P2		Structural/Facilities Engineering	6	13		\$6,478		0.99		\$8,473	
<b>Purchased Market Average</b>				27	44	\$5,851	\$6,888	\$8,489	0.99	\$7,754	\$8,943	\$10,780
2018-ST-WA	528C	62	FACILITIES ENGINEER 3			\$4,687		\$6,301		\$6,767		\$8,711
<b>State Market Average</b>						\$4,687		\$6,301		\$6,767		\$8,711
<b>3252</b>	<b>OVERALL WEIGHTED MARKET AVERAGE</b>			27	44	\$5,814	\$6,888	\$8,420		\$7,723	\$8,943	\$10,715

OREGON  
COMPARISON  
TO  
MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	MARKET COMPARISONS												
						SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS								
						SR Min	Emp Avg	SR Max		SR Min to SR Min	Avg to Avg	SR Max to SR Max						
AU	AFSCME AT MILITARY	A	A	29	1	\$4,626	\$6,453	\$6,771	1.13	\$6,943	\$9,177	\$9,566	79.6%	93.7%	80.4%	89.9%	102.6%	89.3%
<b>Non-Corrections/Non-Management Weighted Average</b>					1	\$4,626	\$6,453	\$6,771	1.13	\$6,943	\$9,177	\$9,566	79.6%	93.7%	80.4%	89.9%	102.6%	89.3%
<b>3252</b>	<b>STATEWIDE Weighted Average</b>				1	\$4,626	\$6,453	\$6,771	1.13	\$6,943	\$9,177	\$9,566	79.6%	93.7%	80.4%	89.9%	102.6%	89.3%

# 2018 Oregon Salary and Benefit Report

Data Effective Date: 7/1/2018

## 3253 FACILITIES ENGINEER 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-CompAnalyst	EN04100011		Industrial Engineer III	90	320	\$6,461	\$8,157	\$9,999	0.99	\$8,454	\$10,399	\$12,512
2018-MIL-NWMGT	'6.21		Mechanical Engineer - Senior	18	64	\$6,808	\$8,255	\$9,835	0.99	\$8,851	\$10,512	\$12,324
2018-TwrsWtsn	AZE170-P3		Structural/Facilities Engineering	5	16		\$8,128		1.05		\$10,365	
<b>Purchased Market Average</b>				113	400	\$6,519	\$8,171	\$9,972	1.01	\$8,520	\$10,416	\$12,481
2018-ST-CA	3345		STRUCTURAL ENGINEERING ASSO		1	\$6,802	\$8,267	\$8,510	1.08	\$9,326	\$11,081	\$11,373
2018-ST-WA	528D	66	FACILITIES ENGINEER 4			\$5,170		\$6,957		\$7,349		\$9,501
<b>State Market Average</b>					1	\$5,986	\$8,267	\$7,733	1.08	\$8,337	\$11,081	\$10,437
<b>3253</b>	<b>OVERALL WEIGHTED MARKET AVERAGE</b>			113	401	\$6,516	\$8,172	\$9,960		\$8,519	\$10,417	\$12,470

### 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	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	33	5	\$5,993	\$8,059	\$8,769	1.09	\$8,255	\$10,657	\$11,482	92.0%	98.6%	88.0%	96.9%	102.3%	92.1%
UA	UNREPRESENTED	A	A	33	3	\$5,599	\$7,813	\$8,200	1.13	\$8,133	\$10,840	\$11,313	85.9%	95.6%	82.3%	95.5%	104.1%	90.7%
<b>Non-Corrections/Non-Management Weighted Average</b>					8	\$5,845	\$7,967	\$8,556	1.11	\$8,210	\$10,726	\$11,419	89.7%	97.5%	85.9%	96.4%	103.0%	91.6%
<b>3253</b>	<b>STATEWIDE Weighted Average</b>				8	\$5,845	\$7,967	\$8,556	1.11	\$8,209	\$10,726	\$11,419	89.7%	97.5%	85.9%	96.4%	103.0%	91.6%



# 2018 Oregon Salary and Benefit Report

Data Effective Date: 7/1/2018

## 3265 CONSTRUCTION INSPECTOR

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-JackCo	152		Construction Inspector			\$4,118		\$5,425		\$6,803		\$8,398
<b>County Market Average</b>						\$4,118		\$5,425		\$6,803		\$8,398
2018-CompAnalyst	SC16000369		Building Inspector, Sr.			\$4,244	\$5,651	\$6,686	1.03	\$5,910	\$7,524	\$8,711
2018-MIL-OPES	10.20		Public Works Inspector	8	17	\$4,805	\$5,847	\$5,964	1.09	\$7,097	\$8,349	\$8,490
<b>Purchased Market Average</b>						\$4,774	\$5,836	\$6,003	1.06	\$7,032	\$8,304	\$8,502
2018-ST-CA	4032		CONSTRUCTION INSPECTOR II		5	\$4,964	\$5,963	\$6,213	1.07	\$7,124	\$8,321	\$8,621
2018-ST-ID	06502	J	DPW Construction Representative		8	\$3,064	\$4,445	\$5,470	1.02	\$4,805	\$6,458	\$7,684
2018-ST-NV	06.754	37	BLDG CONSTRUCTION INSP 3		6	\$4,426		\$6,596		\$6,081		\$8,614
2018-ST-WA	391S	57E	CONSTRUCTION COMPLIANCE INSF			\$4,572		\$5,568		\$6,627		\$7,828
<b>State Market Average</b>						\$4,023	\$5,029	\$5,998	1.04	\$5,859	\$7,175	\$8,204
<b>3265</b>	<b>OVERALL WEIGHTED MARKET AVERAGE</b>			<b>8</b>	<b>36</b>	<b>\$4,375</b>	<b>\$5,500</b>	<b>\$5,986</b>		<b>\$6,428</b>	<b>\$7,834</b>	<b>\$8,348</b>

**OREGON  
COMPARISON  
TO  
MARKET**

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
AU	AFSCME AT MILITARY	A	A	27	2	\$4,216	\$5,257	\$6,157	1.01	\$6,442	\$7,714	\$8,815	96.4%	95.6%	102.9%	100.2%	98.5%	105.6%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	27	1	\$4,514	\$5,442	\$6,590	0.98	\$6,536	\$7,614	\$8,949	103.2%	98.9%	110.1%	101.7%	97.2%	107.2%
<b>Non-Corrections/Non-Management Weighted Average</b>						\$4,315	\$5,318	\$6,301	1.00	\$6,474	\$7,681	\$8,860	98.6%	96.7%	105.3%	100.7%	98.0%	106.1%
<b>3265</b>	<b>STATEWIDE Weighted Average</b>				<b>3</b>	\$4,315	\$5,318	\$6,301	1.00	\$6,473	\$7,681	\$8,860	98.6%	96.7%	105.3%	100.7%	98.0%	106.1%

**3267 CONSTRUCTION PROJECT MANAGER 1**

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-MarionCo	493		Construction Project Coordinator		1	\$4,278	\$4,722	\$5,737	0.94	\$6,663	\$7,204	\$8,443
2018-WA-ClarkCo	208		Capital Project Manager I			\$4,426		\$5,638		\$6,704		\$8,164
2018-WA-KingCo	7114300		Capital Project Manager I		3	\$5,288	\$6,076	\$6,702	1.01	\$7,835	\$8,785	\$9,540
2018-WA-ThrstnCo	1435		CAPITAL PROJECT MANAGER I		1	\$4,807	\$6,409	\$6,409	1.14	\$7,099	\$9,029	\$9,029
<b>County Market Average</b>					5	\$4,896	\$5,872	\$6,315	1.04	\$7,329	\$8,518	\$9,043
2018-MIL-ENG	'4-651		Project Manager - Construction I	5	12		\$6,052				\$7,985	
<b>Purchased Market Average</b>					5		\$6,052				\$7,985	
2018-ST-WA	537J	59	CONSTRUCTION PROJECT COORDI		12	\$4,382	\$5,513	\$5,895	1.07	\$6,399	\$7,762	\$8,222
<b>State Market Average</b>					12	\$4,382	\$5,513	\$5,895	1.07	\$6,399	\$7,762	\$8,222
<b>3267</b>	<b>OVERALL WEIGHTED MARKET AVERAGE</b>			5	30	\$4,551	\$5,798	\$6,033		\$6,704	\$7,983	\$8,491

**OREGON  
COMPARISON  
TO  
MARKET**

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	A	27	1	\$4,272	\$6,309	\$6,309	1.19	\$6,511	\$9,001	\$9,001	93.9%	108.8%	104.6%	97.1%	112.8%	106.0%
OAI	SEIU STRIKEABLE INST COALITION	A	P	27	3	\$4,514	\$5,422	\$6,590	0.98	\$6,536	\$7,592	\$8,949	99.2%	93.5%	109.2%	97.5%	95.1%	105.4%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	27	1	\$4,514	\$5,442	\$6,590	0.98	\$6,536	\$7,614	\$8,949	99.2%	93.9%	109.2%	97.5%	95.4%	105.4%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	27	2	\$4,514	\$6,590	\$6,590	1.19	\$6,536	\$8,949	\$8,949	99.2%	113.7%	109.2%	97.5%	112.1%	105.4%
<b>Non-Corrections/Non-Management Weighted Average</b>					7	\$4,479	\$5,885	\$6,550	1.07	\$6,532	\$8,184	\$8,956	98.4%	101.5%	108.6%	97.4%	102.5%	105.5%
<b>3267</b>	<b>STATEWIDE Weighted Average</b>				7	\$4,479	\$5,885	\$6,550	1.07	\$6,532	\$8,184	\$8,956	98.4%	101.5%	108.6%	97.4%	102.5%	105.5%

3268 CONSTRUCTION PROJECT MANAGER 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-ClackCo	479		Building Construction Projects Coordin		3	\$4,880	\$5,947	\$6,188	1.07	\$7,335	\$8,645	\$8,941
2018-OR-WashCo	452		Capital Improvement Project Manager		4	\$6,670	\$6,995	\$8,104	0.95	\$9,211	\$9,596	\$10,912
2018-WA-ClarkCo	211		Capital Project Manager II			\$5,116		\$6,533		\$7,536		\$9,243
2018-WA-ClarkCo	820		Project Coordinator			\$5,056		\$7,143		\$7,463		\$9,978
2018-WA-KingCo	7114400		Capital Project Manager II		9	\$5,953	\$6,624	\$7,546	0.98	\$8,637	\$9,446	\$10,556
2018-WA-ThrstnCo	1434		CAPITAL PROJECT MANAGER II		2	\$5,339	\$6,655	\$7,118	1.07	\$7,740	\$9,325	\$9,884
<b>County Market Average</b>					18	\$5,787	\$6,597	\$7,340	1.01	\$8,353	\$9,332	\$10,223
2018-CompAnalyst	SC16000335		Construction Coordinator IV			\$6,702	\$8,248	\$8,795	1.02	\$8,730	\$10,504	\$11,131
2018-MIL-ENG	'4-652		Project Manager - Construction II	12	60	\$6,083	\$7,886	\$8,998	1.05	\$8,020	\$10,088	\$11,364
2018-MIL-OPES	10.19		Public Works Operations Supervisor	9	9	\$5,841	\$7,367	\$7,757	1.08	\$8,342	\$10,177	\$10,646
2018-TwrsWtsn	APM020-P3		Facilities Construction Project Manager	6	26		\$8,759				\$11,089	
<b>Purchased Market Average</b>					27	\$6,061	\$8,078	\$8,835	1.05	\$8,072	\$10,373	\$11,268
2018-ST-ID	03016	L	Construction Manager 1		1	\$3,872	\$5,957	\$6,915	1.08	\$5,772	\$8,267	\$9,413
2018-ST-WA	537K	67	CONSTRUCTION PROJECT COORDI		33	\$5,301	\$6,949	\$7,130	1.12	\$7,506	\$9,492	\$9,710
<b>State Market Average</b>					34	\$5,259	\$6,920	\$7,123	1.10	\$7,455	\$9,456	\$9,701
3268	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				27	\$5,796	\$7,631	\$8,123		\$7,948	\$10,035	\$10,669

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	Salary			Salary and Benefits		
													SR Min 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	A	30	4	\$5,853	\$8,142	\$8,142	1.16	\$8,443	\$11,242	\$11,242	101.0%	106.7%	100.2%	106.2%	112.0%	105.4%
<b>Corrections Weighted Average</b>					4	\$5,853	\$8,142	\$8,142	1.16	\$8,443	\$11,242	\$11,242	101.0%	106.7%	100.2%	106.2%	112.0%	105.4%
AU	AFSCME AT MILITARY	A	A	30	5	\$4,851	\$6,841	\$7,100	1.14	\$7,218	\$9,651	\$9,968	83.7%	89.6%	87.4%	90.8%	96.2%	93.4%
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	A	30	32	\$4,945	\$6,752	\$7,303	1.10	\$7,333	\$9,542	\$10,216	85.3%	88.5%	89.9%	92.3%	95.1%	95.8%
OAI	SEIU STRIKEABLE INST COALITION	A	P	30	1	\$5,189	\$7,600	\$7,600	1.19	\$7,320	\$10,123	\$10,123	89.5%	99.6%	93.6%	92.1%	100.9%	94.9%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	30	8	\$5,189	\$7,096	\$7,600	1.11	\$7,320	\$9,538	\$10,123	89.5%	93.0%	93.6%	92.1%	95.0%	94.9%

# 2018 Oregon Salary and Benefit Report

Data Effective Date: 7/1/2018

## 3268 CONSTRUCTION PROJECT MANAGER 2 (Continued)

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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		
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	30	7	\$5,189	\$7,131	\$7,600	1.12	\$7,320	\$9,578	\$10,123	89.5%	93.5%	93.6%	92.1%	95.4%	94.9%		
<b>Non-Corrections/Non-Management Weighted Average</b>					53	\$5,010	\$6,878	\$7,374	1.11	\$7,319	\$9,567	\$10,165	86.4%	90.1%	90.8%	92.1%	95.3%	95.3%		
3268	<b>STATEWIDE Weighted Average</b>				57	\$5,069	\$6,967	\$7,427	1.12	\$7,398	\$9,685	\$10,240	87.5%	91.3%	91.4%	93.1%	96.5%	96.0%		

# 2018 Oregon Salary and Benefit Report

Data Effective Date: 7/1/2018

## 3269 CONSTRUCTION PROJECT MANAGER 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-WashCo	305		Capital Improvement Project Manager,		2	\$7,736	\$6,907	\$9,399	0.81	\$10,475	\$9,491	\$12,447
2018-WA-ClarkCo	214		Capital Project Manager III			\$5,927		\$7,563		\$8,512		\$10,484
2018-WA-KingCo	7114500		Capital Project Manager III		8	\$6,703	\$7,886	\$8,496	1.04	\$9,540	\$10,966	\$11,701
2018-WA-ThrstnCo	1432		CAPITAL PROJECT MANAGER III		1	\$5,861	\$7,730	\$7,815	1.13	\$8,369	\$10,620	\$10,723
<b>County Market Average</b>					11	\$6,740	\$7,693	\$8,512	0.98	\$9,513	\$10,666	\$11,643
2018-CompAnalyst	SC16000336		Construction Coordinator V			\$5,573	\$9,178	\$10,547	1.03	\$7,435	\$11,570	\$13,141
2018-CompAnalyst	SC16000337		Construction Manager I			\$7,001	\$9,153	\$10,738	1.03	\$9,073	\$11,541	\$13,360
2018-CompAnalyst	SC16000339		Project Manager - Construction			\$7,109	\$8,970	\$11,021	0.99	\$9,197	\$11,332	\$13,684
2018-MIL-ENG	'4-653		Project Manager - Construction - Senio	11	34	\$6,914	\$9,115	\$10,171	1.07	\$8,973	\$11,498	\$12,709
<b>Purchased Market Average</b>					11	\$6,885	\$9,114	\$10,220	1.03	\$8,940	\$11,497	\$12,765
2018-ST-WA	537L	69	CONSTRUCTION PROJECT COORDI			\$5,568		\$7,491		\$7,828		\$10,145
<b>State Market Average</b>						\$5,568		\$7,491		\$7,828		\$10,145
3269	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				11	\$6,824	\$8,787	\$9,753		\$9,056	\$11,305	\$12,442

**OREGON  
COMPARISON  
TO  
MARKET**

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
MMN	MGT SVC NONSUPERVISORY	A	A	32	14	\$5,828	\$7,851	\$8,172	1.12	\$8,413	\$10,886	\$11,278	85.4%	89.4%	83.8%	92.9%	96.3%	90.6%
MMS	MGT SVC SUPERVISORY	A	A	32	3	\$5,828	\$7,923	\$8,172	1.13	\$8,413	\$10,974	\$11,278	85.4%	90.2%	83.8%	92.9%	97.1%	90.6%
<b>Management Weighted Average</b>					17	\$5,828	\$7,864	\$8,172	1.12	\$8,413	\$10,902	\$11,278	85.4%	89.5%	83.8%	92.9%	96.4%	90.6%
AU	AFSCME AT MILITARY	A	A	32	3	\$5,335	\$7,462	\$7,807	1.14	\$7,810	\$10,410	\$10,832	78.2%	84.9%	80.0%	86.2%	92.1%	87.1%
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	A	32	3	\$5,451	\$8,052	\$8,052	1.19	\$7,952	\$11,132	\$11,132	79.9%	91.6%	82.6%	87.8%	98.5%	89.5%
<b>Non-Corrections/Non-Management Weighted Average</b>					6	\$5,393	\$7,757	\$7,930	1.16	\$7,882	\$10,771	\$10,982	79.0%	88.3%	81.3%	87.0%	95.3%	88.3%
3269	<b>STATEWIDE Weighted Average</b>				23	\$5,715	\$7,836	\$8,109	1.13	\$8,274	\$10,868	\$11,201	83.7%	89.2%	83.1%	91.4%	96.1%	90.0%

**3411 ENVIRONMENTAL ENGINEER 2**

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-LaneCo	N4304		Engineering Analyst		4	\$4,741	\$7,034	\$7,107	1.19	\$7,114	\$9,917	\$10,006
<b>County Market Average</b>					4	\$4,741	\$7,034	\$7,107	1.19	\$7,114	\$9,917	\$10,006
2018-CompAnalyst	EN04100110		Env., Health, and Safety Engineer II			\$4,643	\$5,850	\$7,757	0.94	\$6,368	\$7,753	\$9,940
2018-MIL-ENG	'2-152		Environmental Engineer II	11	16	\$5,725	\$6,961	\$8,369	0.99	\$7,609	\$9,027	\$10,642
2018-MIL-NWMGT	'6.24		Environmental Engineer	13	22	\$5,906	\$7,180	\$8,495	1.00	\$7,817	\$9,278	\$10,787
2018-MIL-PACS	04.36		Environmental Engineer	6	6	\$5,694	\$6,667	\$8,309	0.95	\$7,574	\$8,690	\$10,573
<b>Purchased Market Average</b>					30	\$5,785	\$7,004	\$8,409	0.97	\$7,678	\$9,077	\$10,688
2018-ST-CA	3735	B	AIR RESOURCES ENGINEER		22	\$5,203	\$5,580	\$6,509	0.95	\$7,410	\$7,862	\$8,975
2018-ST-WA	536F	61	ENVIRONMENTAL ENGINEER 2		26	\$4,572	\$5,737	\$6,149	1.07	\$6,627	\$8,032	\$8,528
<b>State Market Average</b>					48	\$4,862	\$5,665	\$6,315	1.01	\$6,988	\$7,954	\$8,734
<b>3411</b>	<b>OVERALL WEIGHTED MARKET AVERAGE</b>			30	96	\$5,286	\$6,344	\$7,322		\$7,314	\$8,557	\$9,696

OREGON  
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Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
AD	AFSCME AT ENVIRONMENTAL QUAL	A	A	30	11	\$4,851	\$6,710	\$7,091	1.12	\$7,218	\$9,491	\$9,957	91.8%	105.8%	96.9%	98.7%	110.9%	102.7%
<b>Non-Corrections/Non-Management Weighted Average</b>					11	\$4,851	\$6,710	\$7,091	1.12	\$7,218	\$9,491	\$9,957	91.8%	105.8%	96.9%	98.7%	110.9%	102.7%
<b>3411</b>	<b>STATEWIDE Weighted Average</b>				11	\$4,851	\$6,710	\$7,091	1.12	\$7,218	\$9,491	\$9,957	91.8%	105.8%	96.9%	98.7%	110.9%	102.7%

**3412 ENVIRONMENTAL ENGINEER 3**

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-LaneCo	N4302		Engineering Analyst		3	\$5,325	\$6,991	\$7,991	1.05	\$7,828	\$9,865	\$11,086
<b>County Market Average</b>					3	\$5,325	\$6,991	\$7,991	1.05	\$7,828	\$9,865	\$11,086
2018-CompAnalyst	EN04100111		Env., Health, and Safety Engineer III	175	374	\$5,755	\$7,211	\$9,011	0.98	\$7,644	\$9,314	\$11,379
2018-MIL-ENG	'2-153		Environmental Engineer - Senior	9	24	\$6,908	\$8,037	\$9,883	0.96	\$8,966	\$10,262	\$12,379
2018-MIL-NWMGT	'6.23		Environmental Engineer - Senior	10	112	\$6,952	\$8,572	\$9,869	1.02	\$9,017	\$10,875	\$12,363
<b>Purchased Market Average</b>					194	\$6,073	\$7,549	\$9,241	0.98	\$8,008	\$9,701	\$11,642
2018-ST-CA	3735	D	AIR RESOURCES ENGINEER		85	\$6,802	\$8,255	\$8,510	1.08	\$9,326	\$11,068	\$11,373
2018-ST-WA	536G	67	ENVIRONMENTAL ENGINEER 3		71	\$5,301	\$6,927	\$7,130	1.11	\$7,506	\$9,465	\$9,710
<b>State Market Average</b>					156	\$6,119	\$7,651	\$7,882	1.09	\$8,498	\$10,338	\$10,616
<b>3412</b>	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				194	\$6,080	\$7,570	\$8,918		\$8,122	\$9,851	\$11,400

OREGON  
COMPARISON  
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Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
AD	AFSCME AT ENVIRONMENTAL QUAL	A	A	33	19	\$5,599	\$7,687	\$8,147	1.12	\$8,133	\$10,685	\$11,248	92.1%	101.5%	91.4%	100.1%	108.5%	98.7%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	33	9	\$5,993	\$8,336	\$8,769	1.13	\$8,255	\$10,979	\$11,482	98.6%	110.1%	98.3%	101.6%	111.5%	100.7%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	33	1	\$5,993	\$8,769	\$8,769	1.19	\$8,255	\$11,482	\$11,482	98.6%	115.8%	98.3%	101.6%	116.6%	100.7%
<b>Non-Corrections/Non-Management Weighted Average</b>					29	\$5,735	\$7,926	\$8,361	1.12	\$8,175	\$10,804	\$11,329	94.3%	104.7%	93.8%	100.7%	109.7%	99.4%
<b>3412</b>	<b>STATEWIDE Weighted Average</b>				29	\$5,735	\$7,926	\$8,361	1.12	\$8,175	\$10,804	\$11,329	94.3%	104.7%	93.8%	100.7%	109.7%	99.4%

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3432 PUBLIC HEALTH TOXICOLOGIST 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-ST-CA	7941	B	ASSOCIATE TOXICOLOGIST		2	\$5,641	\$6,424	\$7,011	1.02	\$7,936	\$8,873	\$9,576
2018-ST-WA	303E	59	TOXICOLOGIST 1			\$4,348		\$5,850		\$6,358		\$8,167
<b>State Market Average</b>					2	\$5,244	\$6,424	\$6,653	1.02	\$7,450	\$8,873	\$9,143
3432	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				2	\$5,244	\$6,424	\$6,653		\$7,450	\$8,873	\$9,143

OREGON  
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Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	29	2	\$4,950	\$6,435	\$7,246	1.06	\$7,042	\$8,769	\$9,712	94.4%	100.2%	108.9%	94.5%	98.8%	106.2%
<b>Non-Corrections/Non-Management Weighted Average</b>					2	\$4,950	\$6,435	\$7,246	1.06	\$7,042	\$8,769	\$9,712	94.4%	100.2%	108.9%	94.5%	98.8%	106.2%
3432	<b>STATEWIDE Weighted Average</b>				2	\$4,950	\$6,435	\$7,246	1.06	\$7,042	\$8,769	\$9,712	94.4%	100.2%	108.9%	94.5%	98.8%	106.2%



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3521 GEOLOGIST 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-CompAnalyst	RD14000016		Geologist II			\$4,020	\$4,962	\$6,495	0.94	\$5,653	\$6,734	\$8,492
<b>Purchased Market Average</b>						\$4,020	\$4,962	\$6,495	0.94	\$5,653	\$6,734	\$8,492
2018-ST-CA	3756	B	ENGINEERING GEOLOGIST		20	\$5,203	\$5,369	\$6,509	0.92	\$7,410	\$7,609	\$8,975
2018-ST-ID	03304	M	Geologist, Engineering		3	\$4,377	\$6,263	\$7,820	1.00	\$6,377	\$8,633	\$10,496
2018-ST-WA	514F	58	HYDROGEOLOGIST 2		20	\$4,245	\$5,396	\$5,713	1.08	\$6,234	\$7,621	\$8,002
<b>State Market Average</b>						\$4,700	\$5,444	\$6,230	1.00	\$6,791	\$7,686	\$8,629
3521	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				43	\$4,684	\$5,433	\$6,236		\$6,765	\$7,665	\$8,626

OREGON  
COMPARISON  
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Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	MARKET COMPARISONS												
						SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS								
						SR Min	Emp Avg	SR Max		SR Min to SR Min	Avg to Avg	SR Max to SR Max						
UA	UNREPRESENTED	A	A	26	1	\$4,012	\$5,867	\$5,867	1.19	\$6,193	\$8,461	\$8,461	85.6%	108.0%	94.1%	91.5%	110.4%	98.1%
<b>Non-Corrections/Non-Management Weighted Average</b>						\$4,012	\$5,867	\$5,867	1.19	\$6,193	\$8,461	\$8,461	85.6%	108.0%	94.1%	91.5%	110.4%	98.1%
3521	<b>STATEWIDE Weighted Average</b>				1	\$4,012	\$5,867	\$5,867	1.19	\$6,193	\$8,461	\$8,461	85.6%	108.0%	94.1%	91.5%	110.4%	98.1%

**3618 HEALTH FACILITIES CONSULTANT**

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-ST-CA	4313		FIRE AND LIFE SAFETY OFFICER I (I		1	\$6,414	\$7,164	\$8,022	0.99	\$8,861	\$9,760	\$10,788
2018-ST-NV	11.508	36	PLANS EXAMINER 2 - FIRE/LIFE SAF			\$4,238		\$6,305		\$5,863		\$8,275
2018-ST-WA	396G	63	FIRE PROTECTION ENGINEER			\$4,803		\$6,458		\$6,907		\$8,900
<b>State Market Average</b>					1	\$5,037	\$7,164	\$6,829	0.99	\$7,060	\$9,760	\$9,188
<b>3618 OVERALL WEIGHTED MARKET AVERAGE</b>					1	\$5,037	\$7,164	\$6,829		\$7,060	\$9,760	\$9,188

**OREGON  
COMPARISON  
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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	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	A	29	4	\$5,032	\$6,449	\$7,070	1.07	\$7,440	\$9,172	\$9,931	99.9%	90.0%	103.5%	105.4%	94.0%	108.1%
<b>Management Weighted Average</b>					4	\$5,032	\$6,449	\$7,070	1.07	\$7,440	\$9,172	\$9,931	99.9%	90.0%	103.5%	105.4%	94.0%	108.1%
3618	<b>STATEWIDE Weighted Average</b>				4	\$5,032	\$6,449	\$7,070	1.07	\$7,440	\$9,172	\$9,931	99.9%	90.0%	103.5%	105.4%	94.0%	108.1%

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## 3715 CHEMIST 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-ST-CA	8060	B	CHEMIST		1	\$4,237	\$4,448	\$5,352	0.93	\$6,253	\$6,506	\$7,589
2018-ST-ID	07406	J	Chemist		3	\$3,064	\$3,738	\$5,470	0.85	\$4,805	\$5,612	\$7,684
2018-ST-NV	10.713	32	CHEMIST 2			\$3,570		\$5,269		\$5,083		\$7,066
2018-ST-WA	515P	48	CHEMIST 1		3	\$3,316	\$3,502	\$4,461	0.90	\$5,115	\$5,339	\$6,494
<b>State Market Average</b>					6	\$3,394	\$3,758	\$5,064	0.90	\$5,162	\$5,647	\$7,157
<b>3715</b>	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				6	\$3,394	\$3,758	\$5,064		\$5,162	\$5,647	\$7,157

### OREGON COMPARISON TO MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
AD	AFSCME AT ENVIRONMENTAL QUAL	A	A	24	5	\$3,662	\$4,252	\$5,335	0.95	\$5,765	\$6,486	\$7,810	107.9%	113.1%	105.4%	111.7%	114.9%	109.1%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	24	4	\$3,918	\$4,461	\$5,711	0.93	\$5,843	\$6,474	\$7,927	115.4%	118.7%	112.8%	113.2%	114.6%	110.8%
<b>Non-Corrections/Non-Management Weighted Average</b>					9	\$3,776	\$4,345	\$5,502	0.94	\$5,800	\$6,481	\$7,862	111.3%	115.6%	108.7%	112.3%	114.8%	109.8%
<b>3715</b>	<b>STATEWIDE Weighted Average</b>				9	\$3,776	\$4,345	\$5,502	0.94	\$5,800	\$6,481	\$7,862	111.3%	115.6%	108.7%	112.3%	114.8%	109.8%

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## 3716 CHEMIST 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-CompAnalyst	RD14000008		Chemist I			\$4,028	\$4,887	\$6,287	0.95	\$5,663	\$6,649	\$8,254
<b>Purchased Market Average</b>						\$4,028	\$4,887	\$6,287	0.95	\$5,663	\$6,649	\$8,254
2018-ST-CA	8060	C	CHEMIST		12	\$4,847	\$6,118	\$6,135	1.11	\$6,984	\$8,507	\$8,527
2018-ST-ID	07405	K	Chemist, Senior		5	\$3,431	\$4,605	\$6,124	0.94	\$5,245	\$6,649	\$8,467
2018-ST-NV	10.712	34	CHEMIST 3		4	\$3,886		\$5,762		\$5,452		\$7,641
2018-ST-WA	515Q	54	CHEMIST 2		12	\$3,846	\$4,665	\$5,170	1.03	\$5,753	\$6,740	\$7,349
<b>State Market Average</b>					32	\$4,146	\$5,251	\$5,740	1.03	\$6,078	\$7,449	\$7,983
<b>3716 OVERALL WEIGHTED MARKET AVERAGE</b>					32	\$4,142	\$5,238	\$5,756		\$6,066	\$7,422	\$7,992

### OREGON COMPARISON TO MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
AD	AFSCME AT ENVIRONMENTAL QUAL	A	A	26	6	\$4,013	\$4,797	\$5,867	0.97	\$6,194	\$7,152	\$8,461	96.9%	91.6%	101.9%	102.1%	96.4%	105.9%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	26	3	\$4,295	\$5,368	\$6,280	1.02	\$6,281	\$7,528	\$8,589	103.7%	102.5%	109.1%	103.5%	101.4%	107.5%
<b>Non-Corrections/Non-Management Weighted Average</b>					9	\$4,107	\$4,987	\$6,005	0.99	\$6,223	\$7,277	\$8,503	99.1%	95.2%	104.3%	102.6%	98.1%	106.4%
<b>3716 STATEWIDE Weighted Average</b>					9	\$4,107	\$4,987	\$6,005	0.99	\$6,223	\$7,277	\$8,503	99.1%	95.2%	104.3%	102.6%	98.1%	106.4%

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## 3717 CHEMIST 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-CompAnalyst	RD14000009		Chemist II	100	278	\$4,759	\$5,999	\$7,666	0.97	\$6,501	\$7,924	\$9,835
<b>Purchased Market Average</b>				100	278	\$4,759	\$5,999	\$7,666	0.97	\$6,501	\$7,924	\$9,835
2018-ST-CA	8068		STAFF CHEMIST		8	\$5,306	\$6,014	\$6,722	1.00	\$7,534	\$8,383	\$9,231
2018-ST-ID	07404	L	Chemist, Principal		3	\$3,872	\$5,120	\$6,915	0.93	\$5,772	\$7,265	\$9,413
2018-ST-NV	10.708	36	CHEMIST 4		2	\$4,238		\$6,305		\$5,863		\$8,275
2018-ST-WA	515R	60	CHEMIST 3			\$4,461		\$5,999		\$6,494		\$8,348
<b>State Market Average</b>					13	\$4,786	\$5,770	\$6,652	0.96	\$6,844	\$8,078	\$9,070
<b>3717</b>	<b>OVERALL WEIGHTED MARKET AVERAGE</b>			100	291	\$4,760	\$5,991	\$7,617		\$6,517	\$7,930	\$9,799

OREGON  
COMPARISON  
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Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
AD	AFSCME AT ENVIRONMENTAL QUAL	A	A	29	12	\$4,626	\$6,120	\$6,771	1.07	\$6,943	\$8,770	\$9,566	97.2%	102.2%	88.9%	106.5%	110.6%	97.6%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	29	8	\$4,950	\$6,248	\$7,246	1.02	\$7,042	\$8,551	\$9,712	104.0%	104.3%	95.1%	108.1%	107.8%	99.1%
<b>Non-Corrections/Non-Management Weighted Average</b>					20	\$4,756	\$6,171	\$6,961	1.05	\$6,983	\$8,682	\$9,624	99.9%	103.0%	91.4%	107.1%	109.5%	98.2%
<b>3717</b>	<b>STATEWIDE Weighted Average</b>				20	\$4,756	\$6,171	\$6,961	1.05	\$6,983	\$8,682	\$9,624	99.9%	103.0%	91.4%	107.1%	109.5%	98.2%

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3769 EXPERIMENTAL BIOLOGY AIDE

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-WA-KingCo	7522100		Environmental Aide		5	\$3,064	\$3,110	\$3,884	0.90	\$5,157	\$5,211	\$6,145
<b>County Market Average</b>					5	\$3,064	\$3,110	\$3,884	0.90	\$5,157	\$5,211	\$6,145
2018-ST-CA	0825		SENIOR LIVESTOCK INSPECTOR (SI		7	\$3,723	\$4,303	\$4,625	1.03	\$5,637	\$6,333	\$6,718
2018-ST-NV	01.791	21	CONSERVATION AID 2		7	\$2,305		\$3,288		\$3,606		\$4,754
2018-ST-WA	522E	30	SCIENTIFIC TECHNICIAN 1		7	\$2,183	\$2,304	\$2,880	0.91	\$3,749	\$3,896	\$4,589
<b>State Market Average</b>					21	\$2,737	\$3,304	\$3,597	0.99	\$4,331	\$5,114	\$5,354
3769	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				26	\$2,800	\$3,253	\$3,653		\$4,490	\$5,140	\$5,506

OREGON  
COMPARISON  
TO  
MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	12	40	\$2,680	\$2,955	\$3,264	0.99	\$4,404	\$4,723	\$5,083	95.7%	90.8%	89.4%	98.1%	91.9%	92.3%
OBO	SEIU SEAS-STRKE ODOT COALITION	A	P	12	50	\$2,680	\$2,861	\$3,264	0.96	\$4,404	\$4,614	\$5,083	95.7%	88.0%	89.4%	98.1%	89.8%	92.3%
<b>Non-Corrections/Non-Management Weighted Average</b>					90	\$2,680	\$2,903	\$3,264	0.98	\$4,404	\$4,663	\$5,083	95.7%	89.2%	89.4%	98.1%	90.7%	92.3%
3769	<b>STATEWIDE Weighted Average</b>				90	\$2,680	\$2,903	\$3,264	0.98	\$4,404	\$4,663	\$5,083	95.7%	89.2%	89.4%	98.1%	90.7%	92.3%

2018 Oregon Salary and Benefit Report

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3775 SUPV FISH/WILDLIFE BIOLOGIST

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-ST-CA	1928		SENIOR FISH AND WILDLIFE HABIT/		5	\$4,924	\$6,049	\$6,161	1.09	\$7,076	\$8,425	\$8,559
2018-ST-ID	00945	M	Biologist, Wildlife Research Principal		1	\$4,377	\$6,066	\$7,820	0.97	\$6,377	\$8,397	\$10,496
2018-ST-NV	01.724	37	BIOLOGIST 4		12	\$4,426		\$6,596		\$6,081		\$8,614
2018-ST-WA	5230	59	FISH & WILDLIFE BIOLOGIST 4		31	\$4,348	\$5,690	\$5,850	1.12	\$6,358	\$7,975	\$8,167
<b>State Market Average</b>					49	\$4,427	\$5,749	\$6,107	1.05	\$6,364	\$8,048	\$8,366
<b>3775 OVERALL WEIGHTED MARKET AVERAGE</b>					49	\$4,427	\$5,749	\$6,107		\$6,364	\$8,048	\$8,366

OREGON  
COMPARISON  
TO  
MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
MMS	MGT SVC SUPERVISORY	A	A	27	46	\$4,568	\$6,136	\$6,416	1.12	\$6,872	\$8,789	\$9,132	103.2%	106.7%	105.1%	108.0%	109.2%	109.1%
<b>Management Weighted Average</b>					46	\$4,568	\$6,136	\$6,416	1.12	\$6,872	\$8,789	\$9,132	103.2%	106.7%	105.1%	108.0%	109.2%	109.1%
<b>3775 STATEWIDE Weighted Average</b>					46	\$4,568	\$6,136	\$6,416	1.12	\$6,872	\$8,789	\$9,132	103.2%	106.7%	105.1%	108.0%	109.2%	109.1%

# 2018 Oregon Salary and Benefit Report

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## 3779 MICROBIOLOGIST 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-CompAnalyst	RD14000095		Microbiologist I			\$3,355	\$3,900	\$5,058	0.93	\$4,891	\$5,516	\$6,844
<b>Purchased Market Average</b>						\$3,355	\$3,900	\$5,058	0.93	\$4,891	\$5,516	\$6,844
2018-ST-CA	7954	B	PUBLIC HEALTH MICROBIOLOGIST I		2	\$4,385	\$4,972	\$5,880	0.97	\$6,431	\$7,133	\$8,222
2018-ST-ID	07411	J	Microbiologist		3	\$3,064	\$3,716	\$5,470	0.85	\$4,805	\$5,586	\$7,684
2018-ST-NV	10.717	32	MICROBIOLOGIST 2		1	\$3,570		\$5,269		\$5,083		\$7,066
2018-ST-WA	515J	48	MICROBIOLOGIST 1		6	\$3,316	\$3,732	\$4,461	0.96	\$5,115	\$5,616	\$6,494
<b>State Market Average</b>					12	\$3,458	\$3,964	\$5,041	0.93	\$5,260	\$5,897	\$7,155
<b>3779</b>	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				12	\$3,450	\$3,958	\$5,043		\$5,231	\$5,863	\$7,130

### OREGON COMPARISON TO MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
OA0	SEIU STRIKEABLE ODOT COALITION	A	P	23	5	\$3,737	\$4,747	\$5,442	1.03	\$5,632	\$6,806	\$7,614	108.3%	119.9%	107.9%	107.7%	116.1%	106.8%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	23	3	\$3,737	\$4,461	\$5,442	0.97	\$5,632	\$6,474	\$7,614	108.3%	112.7%	107.9%	107.7%	110.4%	106.8%
<b>Non-Corrections/Non-Management Weighted Average</b>					8	\$3,737	\$4,640	\$5,442	1.01	\$5,632	\$6,682	\$7,614	108.3%	117.2%	107.9%	107.7%	114.0%	106.8%
<b>3779</b>	<b>STATEWIDE Weighted Average</b>				8	\$3,737	\$4,640	\$5,442	1.01	\$5,632	\$6,682	\$7,614	108.3%	117.2%	107.9%	107.7%	114.0%	106.8%



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## 3780 MICROBIOLOGIST 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-WA-KingCo	7533200		Microbiologist - Public Health - Senior		6	\$4,809	\$5,891	\$6,096	1.08	\$7,259	\$8,563	\$8,809
<b>County Market Average</b>					6	\$4,809	\$5,891	\$6,096	1.08	\$7,259	\$8,563	\$8,809
2018-CompAnalyst	RD14000096		Microbiologist II			\$4,368	\$5,112	\$6,835	0.91	\$6,053	\$6,906	\$8,883
<b>Purchased Market Average</b>						\$4,368	\$5,112	\$6,835	0.91	\$6,053	\$6,906	\$8,883
2018-ST-CA	7948	A	PUBLIC HEALTH MICROBIOLOGIST I		6	\$4,995	\$6,353	\$6,720	1.08	\$7,161	\$8,788	\$9,229
2018-ST-ID	07410	K	Microbiologist, Senior		5	\$3,431	\$4,463	\$6,124	0.91	\$5,245	\$6,479	\$8,467
2018-ST-NV	10.715	34	MICROBIOLOGIST 3			\$3,886		\$5,762		\$5,452		\$7,641
2018-ST-WA	515K	54	MICROBIOLOGIST 2		10	\$3,846	\$4,724	\$5,170	1.05	\$5,753	\$6,811	\$7,349
<b>State Market Average</b>					21	\$4,069	\$5,132	\$5,844	1.02	\$6,011	\$7,303	\$8,138
<b>3780</b>	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				27	\$4,234	\$5,295	\$5,931		\$6,273	\$7,561	\$8,304

### OREGON COMPARISON TO MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	MARKET COMPARISONS												
						SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS								
						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	20	\$4,096	\$5,460	\$5,993	1.08	\$6,050	\$7,635	\$8,255	96.7%	103.1%	101.0%	96.4%	101.0%	99.4%
<b>Non-Corrections/Non-Management Weighted Average</b>					20	\$4,096	\$5,460	\$5,993	1.08	\$6,050	\$7,635	\$8,255	96.7%	103.1%	101.0%	96.4%	101.0%	99.4%
<b>3780</b>	<b>STATEWIDE Weighted Average</b>				20	\$4,096	\$5,460	\$5,993	1.08	\$6,050	\$7,635	\$8,255	96.7%	103.1%	101.0%	96.4%	101.0%	99.4%

**3781 MICROBIOLOGIST 3**

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-CompAnalyst	RD14000097		Microbiologist III			\$4,676	\$5,767	\$7,317	0.96	\$6,406	\$7,658	\$9,435
<b>Purchased Market Average</b>						\$4,676	\$5,767	\$7,317	0.96	\$6,406	\$7,658	\$9,435
2018-ST-CA	7940		PUBLIC HEALTH MICROBIOLOGIST :		3	\$5,455	\$7,348	\$7,348	1.15	\$7,713	\$9,981	\$9,981
2018-ST-ID	07409	L	Microbiologist, Principal		7	\$3,872	\$4,892	\$6,915	0.88	\$5,772	\$6,993	\$9,413
2018-ST-NV	10.710	38	MICROBIOLOGIST V			\$4,618		\$6,905		\$6,306		\$8,975
2018-ST-WA	515L	60	MICROBIOLOGIST 3		7	\$4,461	\$5,560	\$5,999	1.06	\$6,494	\$7,818	\$8,348
<b>State Market Average</b>						\$4,400	\$5,590	\$6,626	1.04	\$6,398	\$7,847	\$9,064
<b>3781</b>	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				18	\$4,414	\$5,599	\$6,661		\$6,399	\$7,837	\$9,083

**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	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	9	\$4,727	\$6,490	\$6,905	1.12	\$6,783	\$8,833	\$9,315	107.1%	115.9%	103.7%	106.0%	112.7%	102.6%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	28	2	\$4,727	\$6,435	\$6,905	1.11	\$6,783	\$8,769	\$9,315	107.1%	114.9%	103.7%	106.0%	111.9%	102.6%
<b>Non-Corrections/Non-Management Weighted Average</b>						\$4,727	\$6,480	\$6,905	1.11	\$6,783	\$8,821	\$9,315	107.1%	115.7%	103.7%	106.0%	112.6%	102.6%
<b>3781</b>	<b>STATEWIDE Weighted Average</b>				11	\$4,727	\$6,480	\$6,905	1.11	\$6,783	\$8,821	\$9,315	107.1%	115.7%	103.7%	106.0%	112.6%	102.6%

**3786 FINGERPRINT TECHNICIAN**

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-ST-ID	08024	I	Fingerprint Technician, Senior		1	\$2,715	\$3,139	\$4,850	0.81	\$4,388	\$4,895	\$6,942
2018-ST-NV	11.134	31	FINGERPRINT/RECORD EX 2		4	\$3,429		\$5,041		\$4,918		\$6,800
2018-ST-WA	5071	45	FINGERPRINT TECHNICIAN 2		4	\$3,091	\$3,612	\$4,142	1.00	\$4,844	\$5,472	\$6,110
<b>State Market Average</b>					9	\$3,199	\$3,517	\$4,620	0.90	\$4,826	\$5,356	\$6,509
<b>3786 OVERALL WEIGHTED MARKET AVERAGE</b>					9	\$3,199	\$3,517	\$4,620		\$4,826	\$5,356	\$6,509

**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	Salary			Salary and Benefits		
													SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
AO	AFSCME OR ST POLICE-SUPP UNIT	A	A	17	19	\$2,694	\$3,076	\$3,831	0.94	\$4,582	\$5,048	\$5,972	84.2%	87.4%	82.9%	94.9%	94.3%	91.7%
<b>Non-Corrections/Non-Management Weighted Average</b>					19	\$2,694	\$3,076	\$3,831	0.94	\$4,582	\$5,048	\$5,972	84.2%	87.4%	82.9%	94.9%	94.3%	91.7%
<b>3786 STATEWIDE Weighted Average</b>					19	\$2,694	\$3,076	\$3,831	0.94	\$4,582	\$5,048	\$5,972	84.2%	87.4%	82.9%	94.9%	94.3%	91.7%

# 2018 Oregon Salary and Benefit Report

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## 3819 ENVIRONMENTAL HLTH SPECIALST 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2018-OR-ClackCo	738		Environmental Health Specialist, Senio		2	\$4,880	\$6,024	\$6,188	1.09	\$7,335	\$8,739	\$8,941	
2018-OR-JackCo	563		Environmental Health Specialist III			\$4,510		\$5,951		\$7,281		\$9,038	
2018-OR-MarionCo	539		Environmental Health Specialist 3		2	\$4,325	\$6,398	\$5,803	1.26	\$6,720	\$9,249	\$8,524	
2018-OR-MultCo	6358		Environmental Health Specialist Senior			\$5,662		\$6,969		\$8,362		\$9,957	
2018-OR-WashCo	520		Environmental Health Specialist, Senio		1	\$5,752	\$6,801	\$6,991	1.07	\$8,122	\$9,366	\$9,592	
<b>County Market Average</b>					5	\$4,905	\$6,329	\$6,270	1.13	\$7,411	\$9,069	\$9,074	
2018-CompAnalyst	EN04100198		Environmental Services Coordinator	10	50	\$6,005	\$7,875	\$8,629	1.08	\$7,930	\$10,075	\$10,940	
<b>Purchased Market Average</b>					10	\$6,005	\$7,875	\$8,629	1.08	\$7,930	\$10,075	\$10,940	
2018-ST-CA	0765		SENIOR ENVIRONMENTAL SCIENTIK		169	\$5,786	\$6,868	\$7,197	1.06	\$8,108	\$9,406	\$9,799	
2018-ST-ID	07548	L	Environmental Health Specialist, Senio		21	\$3,872	\$5,150	\$6,915	0.93	\$5,772	\$7,301	\$9,413	
2018-ST-WA	283P	56	PUBLIC HEALTH ADVISOR 3		59	\$4,045	\$5,272	\$5,435	1.11	\$5,993	\$7,472	\$7,668	
<b>State Market Average</b>					249	\$5,211	\$6,345	\$6,755	1.03	\$7,409	\$8,769	\$9,261	
<b>3819</b>	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				10	304	\$5,334	\$6,596	\$7,051		\$7,494	\$8,989	\$9,532

**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	Salary			Salary and Benefits		
													SR Min 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	13	\$4,727	\$6,418	\$6,905	1.10	\$6,783	\$8,749	\$9,315	88.6%	97.3%	97.9%	90.5%	97.3%	97.7%
<b>Non-Corrections/Non-Management Weighted Average</b>					13	\$4,727	\$6,418	\$6,905	1.10	\$6,783	\$8,749	\$9,315	88.6%	97.3%	97.9%	90.5%	97.3%	97.7%
<b>3819</b>	<b>STATEWIDE Weighted Average</b>				13	\$4,727	\$6,418	\$6,905	1.10	\$6,783	\$8,749	\$9,315	88.6%	97.3%	97.9%	90.5%	97.3%	97.7%

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3846 ENVIRONMENTAL PROGRAM COORD 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-MarionCo	409		Environmental Specialist		2	\$4,491	\$5,113	\$6,025	0.97	\$6,923	\$7,682	\$8,794
2018-OR-WashCo	390		Environmental Resource Specialist			\$4,838		\$5,879		\$7,038		\$8,273
2018-WA-ThrstnCo	2142		ENVIRONMENTAL COORDINATOR		1	\$4,413	\$5,869	\$5,869	1.14	\$6,624	\$8,378	\$8,378
<b>County Market Average</b>					3	\$4,558	\$5,365	\$5,950	1.06	\$6,877	\$7,914	\$8,560
2018-CompAnalyst	EN04100246		Environmental Planner II			\$4,609	\$6,049	\$7,076	1.06	\$6,330	\$7,981	\$9,159
<b>Purchased Market Average</b>						\$4,609	\$6,049	\$7,076	1.06	\$6,330	\$7,981	\$9,159
2018-ST-CA	4711		ASSOCIATE ENVIRONMENTAL PLAN		38	\$4,888	\$5,859	\$6,123	1.06	\$7,033	\$8,197	\$8,512
2018-ST-ID	03677	L	Planner, Environmental		4	\$3,872	\$5,426	\$6,915	0.98	\$5,772	\$7,632	\$9,413
2018-ST-WA	543F	57	TRANSPORTATION PLANNING SPEC			\$4,142		\$5,568		\$6,110		\$7,828
<b>State Market Average</b>					42	\$4,775	\$5,818	\$6,184	1.02	\$6,892	\$8,142	\$8,581
3846	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				45	\$4,753	\$5,793	\$6,183		\$6,879	\$8,124	\$8,591

OREGON  
COMPARISON  
TO  
MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	A	28	21	\$4,485	\$6,105	\$6,623	1.10	\$6,771	\$8,751	\$9,385	94.4%	105.4%	107.1%	98.4%	107.7%	109.2%
<b>Non-Corrections/Non-Management Weighted Average</b>					21	\$4,485	\$6,105	\$6,623	1.10	\$6,771	\$8,751	\$9,385	94.4%	105.4%	107.1%	98.4%	107.7%	109.2%
3846	<b>STATEWIDE Weighted Average</b>				21	\$4,485	\$6,105	\$6,623	1.10	\$6,771	\$8,751	\$9,385	94.4%	105.4%	107.1%	98.4%	107.7%	109.2%

**3847 ENVIRONMENTAL PROGRAM COORD 3**

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-WashCo	391		Environmental Resource Specialist, Se		1	\$5,339	\$5,193	\$6,488	0.88	\$7,632	\$7,459	\$8,995
<b>County Market Average</b>					1	\$5,339	\$5,193	\$6,488	0.88	\$7,632	\$7,459	\$8,995
2018-CompAnalyst	EN04100247		Environmental Planner III			\$5,814	\$7,559	\$8,064	1.09	\$7,711	\$9,714	\$10,293
<b>Purchased Market Average</b>						\$5,814	\$7,559	\$8,064	1.09	\$7,711	\$9,714	\$10,293
2018-ST-CA	4713		SENIOR ENVIRONMENTAL PLANNER		39	\$5,789	\$6,864	\$7,193	1.06	\$8,112	\$9,401	\$9,795
2018-ST-ID	03675	M	Planner, Environmental Senior		13	\$4,377	\$6,238	\$7,820	1.00	\$6,377	\$8,603	\$10,496
2018-ST-WA	543H	65	TRANSPORTATION PLANNING SPEC			\$5,046		\$6,786		\$7,200		\$9,296
<b>State Market Average</b>					52	\$5,430	\$6,708	\$7,338	1.03	\$7,672	\$9,202	\$9,957
<b>3847</b>	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				53	\$5,436	\$6,696	\$7,336		\$7,672	\$9,179	\$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			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	A	31	36	\$5,190	\$7,393	\$7,669	1.15	\$7,633	\$10,327	\$10,663	95.5%	110.4%	104.5%	99.5%	112.5%	107.2%
<b>Non-Corrections/Non-Management Weighted Average</b>					36	\$5,190	\$7,393	\$7,669	1.15	\$7,633	\$10,327	\$10,663	95.5%	110.4%	104.5%	99.5%	112.5%	107.2%
<b>3847</b>	<b>STATEWIDE Weighted Average</b>				36	\$5,190	\$7,393	\$7,669	1.15	\$7,633	\$10,327	\$10,663	95.5%	110.4%	104.5%	99.5%	112.5%	107.2%

# 2018 Oregon Salary and Benefit Report

Data Effective Date: 7/1/2018

## 4001 PAINTER

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-WA-KingCo	8101100		Painter I		9	\$4,479	\$5,677	\$5,677	1.12	\$6,861	\$8,305	\$8,305
<b>County Market Average</b>					9	\$4,479	\$5,677	\$5,677	1.12	\$6,861	\$8,305	\$8,305
2018-CompAnalyst	SC16000014		Painter II	225	363	\$3,106	\$4,190	\$4,701	1.08	\$4,605	\$5,849	\$6,434
2018-MIL-OPES	10.03d		Painter	3	16	\$4,600	\$5,112	\$5,260	1.04	\$6,850	\$7,466	\$7,644
<b>Purchased Market Average</b>					228	\$3,169	\$4,229	\$4,724	1.06	\$4,700	\$5,917	\$6,485
2018-ST-CA	6525	A	PAINTER II		3	\$3,897	\$4,229	\$4,490	1.01	\$5,845	\$6,243	\$6,556
2018-ST-ID	06556	G	Painter		8	\$2,018	\$2,683	\$3,605	0.93	\$3,554	\$4,350	\$5,453
2018-ST-NV	09.429	30	PAINTER 1			\$3,288		\$4,825		\$4,754		\$6,548
2018-ST-WA	619F	42G	PAINTER		17	\$3,316	\$3,733	\$3,846	1.04	\$5,115	\$5,617	\$5,753
<b>State Market Average</b>					28	\$3,017	\$3,486	\$3,880	1.00	\$4,747	\$5,322	\$5,781
<b>4001</b>	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				228	\$3,187	\$4,211	\$4,686		\$4,750	\$5,929	\$6,476

### OREGON COMPARISON TO MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
AAON	AFSCME AT DOC SECURITY PLUS	A	A	22	6	\$4,047	\$5,204	\$5,589	1.08	\$6,236	\$7,650	\$8,121	127.0%	123.6%	119.3%	131.3%	129.0%	125.4%
CP	AOCE AT DOC NONSECURITY	A	A	22	1	\$4,046	\$4,234	\$5,571	0.88	\$6,234	\$6,464	\$8,099	127.0%	100.6%	118.9%	131.3%	109.0%	125.1%
<b>Corrections Weighted Average</b>					7	\$4,047	\$5,065	\$5,586	1.05	\$6,235	\$7,480	\$8,118	127.0%	120.3%	119.2%	131.3%	126.2%	125.4%
AU	AFSCME AT MILITARY	A	A	22	1	\$3,331	\$4,851	\$4,851	1.19	\$5,360	\$7,218	\$7,218	104.5%	115.2%	103.5%	112.9%	121.7%	111.5%
OAI	SEIU STRIKEABLE INST COALITION	A	P	22	6	\$3,565	\$5,040	\$5,189	1.15	\$5,432	\$7,147	\$7,320	111.9%	119.7%	110.7%	114.4%	120.5%	113.0%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	22	1	\$3,565	\$5,189	\$5,189	1.19	\$5,432	\$7,320	\$7,320	111.9%	123.2%	110.7%	114.4%	123.5%	113.0%
<b>Non-Corrections/Non-Management Weighted Average</b>					8	\$3,536	\$5,035	\$5,147	1.16	\$5,424	\$7,178	\$7,308	111.0%	119.6%	109.8%	114.2%	121.1%	112.8%
<b>4001</b>	<b>STATEWIDE Weighted Average</b>				15	\$3,774	\$5,049	\$5,352	1.11	\$5,802	\$7,319	\$7,686	118.4%	119.9%	114.2%	122.2%	123.4%	118.7%

# 2018 Oregon Salary and Benefit Report

Data Effective Date: 7/1/2018

## 4003 CARPENTER

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-MultCo	6147		Carpenter		10	\$4,761	\$5,638	\$5,839	1.06	\$7,262	\$8,334	\$8,579
2018-WA-KingCo	8100100		Carpenter I		23	\$4,586	\$5,724	\$5,813	1.10	\$6,990	\$8,361	\$8,469
<b>County Market Average</b>					33	\$4,639	\$5,698	\$5,821	1.08	\$7,073	\$8,353	\$8,502
2018-CompAnalyst	SC16000011		Carpenter	175	272	\$3,330	\$4,423	\$5,041	1.06	\$4,862	\$6,116	\$6,825
2018-MIL-OPES	10.03a		Carpenter	4	26	\$4,470	\$5,372	\$5,238	1.11	\$6,695	\$7,779	\$7,618
<b>Purchased Market Average</b>					179	\$3,430	\$4,506	\$5,058	1.08	\$5,023	\$6,261	\$6,894
2018-ST-CA	6476	B	CARPENTER I		2	\$4,084	\$4,705	\$4,705	1.07	\$6,069	\$6,813	\$6,813
2018-ST-ID	06534	H	Carpenter		7	\$2,326	\$3,072	\$4,154	0.92	\$3,922	\$4,815	\$6,110
2018-ST-NV	09.423	30	CARPENTER 1		2	\$3,288		\$4,825		\$4,754		\$6,548
2018-ST-WA	605E	42G	CARPENTER		16	\$3,316	\$3,759	\$3,846	1.05	\$5,115	\$5,649	\$5,753
<b>State Market Average</b>					27	\$3,114	\$3,642	\$4,062	1.02	\$4,850	\$5,509	\$5,983
4003	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				179	\$3,518	\$4,556	\$5,054		\$5,199	\$6,402	\$6,974

### OREGON COMPARISON TO MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
AAON	AFSCME AT DOC SECURITY PLUS	A	A	22	5	\$4,047	\$5,589	\$5,589	1.16	\$6,236	\$8,121	\$8,121	115.0%	122.7%	110.6%	119.9%	126.8%	116.4%
CP	AOCE AT DOC NONSECURITY	A	A	22	1	\$4,046	\$5,571	\$5,571	1.16	\$6,234	\$8,099	\$8,099	115.0%	122.3%	110.2%	119.9%	126.5%	116.1%
<b>Corrections Weighted Average</b>					6	\$4,047	\$5,586	\$5,586	1.16	\$6,235	\$8,117	\$8,117	115.0%	122.6%	110.5%	119.9%	126.8%	116.4%
AS	OR PUB SAFETY ASSOC AT DPSST	A	A	22	1	\$3,331	\$4,851	\$4,851	1.19	\$5,360	\$7,218	\$7,218	94.7%	106.5%	96.0%	103.1%	112.7%	103.5%
AU	AFSCME AT MILITARY	A	A	22	4	\$3,331	\$4,424	\$4,851	1.08	\$5,360	\$6,697	\$7,218	94.7%	97.1%	96.0%	103.1%	104.6%	103.5%
OAI	SEIU STRIKEABLE INST COALITION	A	P	22	5	\$3,565	\$4,744	\$5,189	1.08	\$5,432	\$6,803	\$7,320	101.3%	104.1%	102.7%	104.5%	106.3%	105.0%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	22	3	\$3,565	\$4,891	\$5,189	1.12	\$5,432	\$6,974	\$7,320	101.3%	107.4%	102.7%	104.5%	108.9%	105.0%
<b>Non-Corrections/Non-Management Weighted Average</b>					13	\$3,475	\$4,688	\$5,059	1.10	\$5,405	\$6,842	\$7,281	98.8%	102.9%	100.1%	104.0%	106.9%	104.4%
4003	<b>STATEWIDE Weighted Average</b>				19	\$3,656	\$4,971	\$5,225	1.12	\$5,667	\$7,244	\$7,545	103.9%	109.1%	103.4%	109.0%	113.2%	108.2%



# 2018 Oregon Salary and Benefit Report

Data Effective Date: 7/1/2018

## 4005 PLUMBER

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2018-WA-KingCo	8500100		Plumbing and Mechanical I		10	\$5,043	\$6,392	\$6,392	1.12	\$7,540	\$9,166	\$9,166	
<b>County Market Average</b>					10	\$5,043	\$6,392	\$6,392	1.12	\$7,540	\$9,166	\$9,166	
2018-CompAnalyst	SC16000005		Plumber	150	198	\$3,604	\$4,937	\$5,481	1.09	\$5,177	\$6,706	\$7,330	
2018-MIL-OPES	10.03b		Plumber	5	9	\$4,936	\$6,056	\$6,256	1.08	\$7,255	\$8,601	\$8,842	
<b>Purchased Market Average</b>					155	\$3,662	\$4,986	\$5,515	1.08	\$5,267	\$6,788	\$7,396	
2018-ST-CA	6549	A	PLUMBER I		46	\$4,054	\$4,515	\$4,671	1.03	\$6,033	\$6,586	\$6,773	
2018-ST-ID	06550	I	Plumber		3	\$2,715	\$3,988	\$4,850	1.03	\$4,388	\$5,911	\$6,942	
2018-ST-NV	09.462	32	PLUMBER 2		10	\$3,570		\$5,269		\$5,083		\$7,066	
2018-ST-WA	621F	46G	PLUMBER/PIPEFITTER/STEAMFITTE		13	\$3,662	\$4,296	\$4,245	1.09	\$5,532	\$6,296	\$6,234	
<b>State Market Average</b>					72	\$3,860	\$4,444	\$4,685	1.05	\$5,742	\$6,493	\$6,723	
<b>4005</b>	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				155	289	\$3,759	\$4,916	\$5,338		\$5,464	\$6,808	\$7,289

### OREGON COMPARISON TO MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
AAON	AFSCME AT DOC SECURITY PLUS	A	A	24	9	\$4,425	\$5,751	\$6,177	1.08	\$6,698	\$8,319	\$8,839	117.7%	117.0%	115.7%	122.6%	122.2%	121.3%
CP	AOCE AT DOC NONSECURITY	A	A	24	2	\$4,419	\$5,991	\$6,149	1.13	\$6,690	\$8,611	\$8,805	117.5%	121.9%	115.2%	122.4%	126.5%	120.8%
<b>Corrections Weighted Average</b>					11	\$4,424	\$5,795	\$6,172	1.09	\$6,696	\$8,372	\$8,833	117.7%	117.9%	115.6%	122.5%	123.0%	121.2%
AU	AFSCME AT MILITARY	A	A	24	4	\$3,661	\$5,335	\$5,335	1.19	\$5,764	\$7,810	\$7,810	97.4%	108.5%	99.9%	105.5%	114.7%	107.1%
OAI	SEIU STRIKEABLE INST COALITION	A	P	24	5	\$3,918	\$5,607	\$5,711	1.16	\$5,843	\$7,806	\$7,927	104.2%	114.1%	107.0%	106.9%	114.7%	108.7%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	24	1	\$3,918	\$5,711	\$5,711	1.19	\$5,843	\$7,927	\$7,927	104.2%	116.2%	107.0%	106.9%	116.4%	108.7%
<b>Non-Corrections/Non-Management Weighted Average</b>					10	\$3,815	\$5,508	\$5,561	1.18	\$5,811	\$7,820	\$7,880	101.5%	112.1%	104.2%	106.3%	114.9%	108.1%
<b>4005</b>	<b>STATEWIDE Weighted Average</b>				21	\$4,134	\$5,658	\$5,881	1.13	\$6,275	\$8,109	\$8,379	110.0%	115.1%	110.2%	114.8%	119.1%	115.0%

# 2018 Oregon Salary and Benefit Report

Data Effective Date: 7/1/2018

## 4007 ELECTRICIAN 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-MarionCo	496		Electrician 1		2	\$4,005	\$5,247	\$5,368	1.12	\$6,330	\$7,845	\$7,993
2018-WA-KingCo	8200100		Electrician Helper		1	\$3,533	\$4,478	\$4,478	1.12	\$5,722	\$6,861	\$6,861
<b>County Market Average</b>					3	\$3,848	\$4,991	\$5,072	1.12	\$6,127	\$7,517	\$7,615
2018-CompAnalyst	SC16000007		Electrician I	70	176	\$3,256	\$4,000	\$4,667	1.04	\$4,777	\$5,630	\$6,396
<b>Purchased Market Average</b>					70	\$3,256	\$4,000	\$4,667	1.04	\$4,777	\$5,630	\$6,396
<b>4007 OVERALL WEIGHTED MARKET AVERAGE</b>					70	\$3,266	\$4,016	\$4,674		\$4,799	\$5,662	\$6,417

### 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	Salary			Salary and Benefits		
													SR Min 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	A	22	1	\$3,331	\$4,851	\$4,851	1.19	\$5,360	\$7,218	\$7,218	102.0%	120.8%	103.8%	111.7%	127.5%	112.5%
<b>Non-Corrections/Non-Management Weighted Average</b>					1	\$3,331	\$4,851	\$4,851	1.19	\$5,360	\$7,218	\$7,218	102.0%	120.8%	103.8%	111.7%	127.5%	112.5%
4007	<b>STATEWIDE Weighted Average</b>				1	\$3,331	\$4,851	\$4,851	1.19	\$5,360	\$7,218	\$7,218	102.0%	120.8%	103.8%	111.7%	127.5%	112.5%

# 2018 Oregon Salary and Benefit Report

Data Effective Date: 7/1/2018

## 4008 ELECTRICIAN 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-ClackCo	905		Electrician		2	\$5,370	\$6,854	\$6,794	1.13	\$7,937	\$9,759	\$9,685
2018-OR-DescCo	1523		Electrician		1	\$5,094	\$5,617	\$6,827	0.94	\$7,852	\$8,491	\$9,973
2018-OR-JackCo	568		Electrician			\$3,765		\$4,526		\$6,372		\$7,300
2018-OR-LaneCo	1008		Electrician - Public Works			\$3,576		\$4,961		\$5,691		\$7,383
2018-OR-MarionCo	497		Electrician 2		1	\$4,767	\$6,081	\$6,387	1.09	\$7,259	\$8,862	\$9,236
2018-OR-MultCo	3061		Electrician		12	\$6,577	\$6,752	\$6,777	1.01	\$9,480	\$9,692	\$9,724
2018-OR-WashCo	456		General Journey Electrician		2	\$5,752	\$6,801	\$6,991	1.07	\$8,122	\$9,366	\$9,592
2018-WA-KingCo	8201100		Electrician I		14	\$5,164	\$6,461	\$6,545	1.10	\$7,686	\$9,249	\$9,351
<b>County Market Average</b>					32	\$5,608	\$6,577	\$6,566	1.06	\$8,254	\$9,419	\$9,413
2018-CompAnalyst	SC16000008		Electrician II	275	788	\$3,903	\$4,879	\$5,681	1.03	\$5,520	\$6,639	\$7,559
2018-MIL-OPES	10.04		Electrician	14	86	\$5,216	\$6,579	\$6,708	1.10	\$7,591	\$9,229	\$9,385
2018-MIL-PACS	04.14		Electrician	26	128	\$4,927	\$6,390	\$6,687	1.10	\$6,694	\$8,373	\$8,713
<b>Purchased Market Average</b>					315	\$4,147	\$5,218	\$5,897	1.08	\$5,848	\$7,083	\$7,863
2018-ST-CA	6533	A	ELECTRICIAN I		64	\$4,091	\$4,572	\$4,714	1.04	\$6,078	\$6,654	\$6,824
2018-ST-ID	06538	I	Electrician		11	\$2,715	\$4,283	\$4,850	1.10	\$4,388	\$6,264	\$6,942
2018-ST-NV	09.426	31	ELECTRICIAN 1		6	\$3,429		\$5,041		\$4,918		\$6,800
2018-ST-WA	608F	46G	ELECTRICIAN		23	\$3,662	\$4,224	\$4,245	1.07	\$5,532	\$6,208	\$6,234
<b>State Market Average</b>					104	\$3,813	\$4,458	\$4,644	1.07	\$5,712	\$6,506	\$6,705
<b>4008</b>	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				315	\$4,160	\$5,191	\$5,803		\$5,907	\$7,099	\$7,803

### OREGON COMPARISON TO MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	MARKET COMPARISONS												
						SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS								
						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		A	A	26	11	\$4,855	\$6,567	\$6,747	1.13	\$7,223	\$9,316	\$9,536	116.7%	126.5%	116.3%	122.3%	131.2%	122.2%
CP AOCE AT DOC NONSECURITY		A	A	26	2	\$4,845	\$6,429	\$6,709	1.11	\$7,211	\$9,148	\$9,490	116.5%	123.9%	115.6%	122.1%	128.9%	121.6%
<b>Corrections Weighted Average</b>					13	\$4,853	\$6,545	\$6,741	1.13	\$7,221	\$9,290	\$9,529	116.7%	126.1%	116.2%	122.2%	130.9%	122.1%

4008 ELECTRICIAN 2 (Continued)

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
AU	AFSCME AT MILITARY	A	A	26	6	\$4,012	\$5,734	\$5,867	1.16	\$6,193	\$8,298	\$8,461	96.4%	110.5%	101.1%	104.8%	116.9%	108.4%
OAI	SEIU STRIKEABLE INST COALITION	A	P	26	6	\$4,295	\$5,355	\$6,280	1.01	\$6,281	\$7,513	\$8,589	103.2%	103.2%	108.2%	106.3%	105.8%	110.1%
OA0	SEIU STRIKEABLE ODOT COALITION	A	P	26	26	\$4,295	\$6,204	\$6,280	1.17	\$6,281	\$8,500	\$8,589	103.2%	119.5%	108.2%	106.3%	119.7%	110.1%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	26	6	\$4,295	\$6,280	\$6,280	1.19	\$6,281	\$8,589	\$8,589	103.2%	121.0%	108.2%	106.3%	121.0%	110.1%
<b>Non-Corrections/Non-Management Weighted Average</b>					44	\$4,256	\$6,034	\$6,224	1.15	\$6,269	\$8,350	\$8,571	102.3%	116.3%	107.3%	106.1%	117.6%	109.8%
4008	<b>STATEWIDE Weighted Average</b>				57	\$4,393	\$6,151	\$6,342	1.15	\$6,486	\$8,564	\$8,790	105.6%	118.5%	109.3%	109.8%	120.6%	112.6%

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## 4009 ELECTRICIAN 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-ClackCo	468		Supervising Electrician		1	\$5,310	\$6,734	\$6,807	1.11	\$7,862	\$9,612	\$9,701
2018-OR-WashCo	453		General Supervising Electrician		1	\$6,508	\$7,694	\$7,910	1.07	\$9,019	\$10,426	\$10,682
2018-WA-KingCo	8201200		Electrician II		2	\$5,677	\$7,196	\$7,196	1.12	\$8,305	\$10,135	\$10,135
<b>County Market Average</b>					4	\$5,793	\$7,205	\$7,277	1.10	\$8,373	\$10,077	\$10,163
2018-CompAnalyst	SC16000009		Electrician III	175	662	\$4,194	\$5,120	\$5,905	1.03	\$5,853	\$6,915	\$7,816
<b>Purchased Market Average</b>					175	\$4,194	\$5,120	\$5,905	1.03	\$5,853	\$6,915	\$7,816
2018-ST-CA	6534		ELECTRICIAN III (CORRECTIONAL F.		27	\$4,930	\$5,639	\$5,686	1.06	\$7,083	\$7,933	\$7,989
2018-ST-ID	06280	K	Electrical Foreman		3	\$3,431	\$4,305	\$6,124	0.88	\$5,245	\$6,290	\$8,467
2018-ST-NV	09.447	32	ELECTRICIAN 2		13	\$3,570		\$5,269		\$5,083		\$7,066
2018-ST-WA	608H	49G	ELECTRICIAN LEAD			\$3,942		\$4,572		\$5,869		\$6,627
<b>State Market Average</b>					43	\$4,403	\$5,506	\$5,568	0.97	\$6,339	\$7,769	\$7,718
4009	<b>OVERALL WEIGHTED MARKET AVERAGE</b>			175	709	\$4,216	\$5,148	\$5,892		\$5,898	\$6,970	\$7,823

### OREGON COMPARISON TO MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
AAON	AFSCME AT DOC SECURITY PLUS	A	A	28	4	\$5,332	\$7,326	\$7,411	1.15	\$7,806	\$10,244	\$10,348	126.5%	142.3%	125.8%	132.4%	147.0%	132.3%
CP	AOCE AT DOC NONSECURITY	A	A	28	1	\$5,318	\$7,368	\$7,368	1.16	\$7,789	\$10,295	\$10,295	126.1%	143.1%	125.1%	132.1%	147.7%	131.6%
<b>Corrections Weighted Average</b>					5	\$5,329	\$7,335	\$7,402	1.15	\$7,803	\$10,255	\$10,338	126.4%	142.5%	125.6%	132.3%	147.1%	132.1%
MMS	MGT SVC SUPERVISORY	A	A	28	1	\$4,794	\$6,740	\$6,740	1.17	\$7,149	\$9,528	\$9,528	113.7%	130.9%	114.4%	121.2%	136.7%	121.8%
<b>Management Weighted Average</b>					1	\$4,794	\$6,740	\$6,740	1.17	\$7,149	\$9,528	\$9,528	113.7%	130.9%	114.4%	121.2%	136.7%	121.8%
AS	OR PUB SAFETY ASSOC AT DPSST	A	A	28	1	\$4,417	\$6,453	\$6,453	1.19	\$6,688	\$9,177	\$9,177	104.8%	125.3%	109.5%	113.4%	131.7%	117.3%
OAI	SEIU STRIKEABLE INST COALITION	A	P	28	2	\$4,727	\$6,905	\$6,905	1.19	\$6,783	\$9,315	\$9,315	112.1%	134.1%	117.2%	115.0%	133.6%	119.1%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	28	6	\$4,727	\$6,905	\$6,905	1.19	\$6,783	\$9,315	\$9,315	112.1%	134.1%	117.2%	115.0%	133.6%	119.1%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	28	1	\$4,727	\$6,905	\$6,905	1.19	\$6,783	\$9,315	\$9,315	112.1%	134.1%	117.2%	115.0%	133.6%	119.1%
<b>Non-Corrections/Non-Management Weighted Average</b>					10	\$4,696	\$6,860	\$6,860	1.19	\$6,774	\$9,301	\$9,301	111.4%	133.2%	116.4%	114.9%	133.4%	118.9%

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4009	STATEWIDE Weighted Average	16	\$4,900	\$7,001	\$7,022	1.17	\$7,119	\$9,613	\$9,639	116.2%	136.0%	119.2%	120.7%	137.9%	123.2%
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4012 FACILITY MAINTENANCE SPEC

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-ClackCo	471		Building Maintenance Specialist		12	\$3,596	\$4,235	\$4,533	1.04	\$5,759	\$6,543	\$6,909
2018-OR-JackCo	566		Maintenance Worker			\$2,765		\$3,616		\$5,151		\$6,190
2018-OR-LaneCo	D004		Maintenance Specialist 2		3	\$3,156	\$3,939	\$4,373	1.05	\$5,178	\$6,135	\$6,665
2018-OR-MarionCo	483		Building Maintenance Specialist		9	\$3,084	\$3,840	\$4,131	1.06	\$5,207	\$6,129	\$6,484
2018-OR-MarionCo	HA 14012		Housing Authority Maintenance Techni			\$3,066		\$4,110		\$5,186		\$6,458
2018-OR-WashCo	444		Facilities Maintenance Technician II		10	\$4,382	\$4,918	\$5,326	1.01	\$6,497	\$7,133	\$7,617
2018-WA-ClarkCo	100		Facilities Maint. Specialist			\$5,764		\$5,764		\$8,316		\$8,316
2018-WA-KingCo	9440200		Utility Worker II		98	\$3,718	\$4,209	\$4,552	1.02	\$5,945	\$6,536	\$6,949
2018-WA-ThrstnCo	1610		BLDG&GROUNDS MAINTENANCE SF		4	\$3,457	\$4,366	\$4,598	1.08	\$5,473	\$6,567	\$6,847
<b>County Market Average</b>					136	\$3,698	\$4,238	\$4,575	1.04	\$5,897	\$6,546	\$6,955
2018-CompAnalyst	SC16000024		General Maintenance Worker II	5	175	\$2,982	\$3,892	\$4,385	1.07	\$4,462	\$5,506	\$6,072
2018-MIL-OPES	10.05		Facilities Maintenance Technician	23	72	\$3,667	\$4,943	\$4,724	1.18	\$5,728	\$7,262	\$7,000
2018-TwrsWtsn	AZT140-T2		Skilled Trade Generalist/Multidiscipline	6	56		\$4,744				\$6,485	
<b>Purchased Market Average</b>					34	\$3,181	\$4,299	\$4,484	1.13	\$4,831	\$6,105	\$6,343
2018-ST-CA	6215	A	BUILDING MAINTENANCE WORKER		65	\$3,243	\$3,613	\$3,737	1.04	\$5,063	\$5,506	\$5,654
2018-ST-CA	6940	A	MAINTENANCE MECHANIC		191	\$3,903	\$4,361	\$4,496	1.04	\$5,853	\$6,402	\$6,564
2018-ST-ID	06632	H	Maintenance Craftsman, Senior		54	\$2,326	\$2,952	\$4,154	0.89	\$3,922	\$4,672	\$6,110
2018-ST-NV	09.487	25	MAINTENANCE REPAIR WORKER 2		11	\$2,687		\$3,886		\$4,053		\$5,452
2018-ST-WA	626K	46G	MAINTENANCE MECHANIC 2			\$3,844		\$4,457		\$5,751		\$6,490
<b>State Market Average</b>					321	\$3,464	\$3,959	\$4,265	0.99	\$5,308	\$5,913	\$6,266
4012	<b>OVERALL WEIGHTED MARKET AVERAGE</b>			34	760	\$3,411	\$4,147	\$4,402		\$5,257	\$6,105	\$6,428

OREGON  
COMPARISON  
TO  
MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
AAON AFSCME AT DOC SECURITY PLUS		A	A	18	47	\$3,366	\$4,325	\$4,628	1.08	\$5,403	\$6,576	\$6,946	98.7%	104.3%	105.1%	102.8%	107.7%	108.1%

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4012 FACILITY MAINTENANCE SPEC (Continued)

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
CP	AOCE AT DOC NONSECURITY	A	A	18	7	\$3,375	\$4,409	\$4,620	1.10	\$5,414	\$6,678	\$6,936	98.9%	106.3%	104.9%	103.0%	109.4%	107.9%
<b>Corrections Weighted Average</b>					54	\$3,367	\$4,336	\$4,627	1.08	\$5,404	\$6,589	\$6,945	98.7%	104.6%	105.1%	102.8%	107.9%	108.0%
AMG	AFSCME AT DHS STAB&CRISIS UNIT	A	A	18	1	\$2,805	\$4,013	\$4,013	1.18	\$4,717	\$6,194	\$6,194	82.2%	96.8%	91.2%	89.7%	101.5%	96.4%
AS	OR PUB SAFETY ASSOC AT DPSST	A	A	18	2	\$2,796	\$4,012	\$4,012	1.18	\$4,706	\$6,193	\$6,193	82.0%	96.7%	91.1%	89.5%	101.4%	96.3%
AU	AFSCME AT MILITARY	A	A	18	42	\$2,805	\$3,617	\$4,013	1.06	\$4,717	\$5,710	\$6,194	82.2%	87.2%	91.2%	89.7%	93.5%	96.4%
AX	AFSCME AT STATE LANDS	A	A	18	1	\$2,805	\$4,013	\$4,013	1.18	\$4,717	\$6,194	\$6,194	82.2%	96.8%	91.2%	89.7%	101.5%	96.4%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	18	2	\$2,994	\$4,016	\$4,295	1.10	\$4,769	\$5,957	\$6,281	87.8%	96.8%	97.6%	90.7%	97.6%	97.7%
OAI	SEIU STRIKEABLE INST COALITION	A	P	18	21	\$2,994	\$3,698	\$4,295	1.01	\$4,769	\$5,587	\$6,281	87.8%	89.2%	97.6%	90.7%	91.5%	97.7%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	18	11	\$2,994	\$4,112	\$4,295	1.13	\$4,769	\$6,068	\$6,281	87.8%	99.1%	97.6%	90.7%	99.4%	97.7%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	18	4	\$2,994	\$3,655	\$4,295	1.00	\$4,769	\$5,537	\$6,281	87.8%	88.1%	97.6%	90.7%	90.7%	97.7%
<b>Non-Corrections/Non-Management Weighted Average</b>					84	\$2,890	\$3,732	\$4,141	1.06	\$4,740	\$5,747	\$6,233	84.7%	90.0%	94.1%	90.2%	94.1%	97.0%
4012	<b>STATEWIDE Weighted Average</b>				138	\$3,077	\$3,969	\$4,331	1.07	\$5,000	\$6,077	\$6,512	90.2%	95.7%	98.4%	95.1%	99.5%	101.3%



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## 4014 FACILITY OPERATIONS SPEC 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-ClackCo	473		Building Maintenance Coordinator		3	\$4,612	\$5,803	\$5,871	1.11	\$7,006	\$8,468	\$8,552
<b>County Market Average</b>					3	\$4,612	\$5,803	\$5,871	1.11	\$7,006	\$8,468	\$8,552
2018-MIL-PACS	04.24		Facilities Coordinator	16	15	\$4,183	\$5,057	\$5,931	1.00	\$5,841	\$6,843	\$7,846
<b>Purchased Market Average</b>					16	\$4,183	\$5,057	\$5,931	1.00	\$5,841	\$6,843	\$7,846
2018-ST-ID	06608	K	Building Services Facility Coordinator			\$3,431		\$6,124		\$5,245		\$8,467
2018-ST-WA	598N	50	FACILITY SERVICES COORDINATOF		15	\$3,485	\$4,416	\$4,687	1.08	\$5,319	\$6,440	\$6,767
<b>State Market Average</b>					15	\$3,482	\$4,416	\$4,778	1.08	\$5,314	\$6,440	\$6,874
4014	<b>OVERALL WEIGHTED MARKET AVERAGE</b>			16	33	\$3,892	\$4,835	\$5,384		\$5,698	\$6,810	\$7,452

### 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	Salary			Salary and Benefits		
													SR Min 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	A	24	1	\$4,425	\$5,096	\$6,177	0.96	\$6,698	\$7,518	\$8,839	113.7%	105.4%	114.7%	117.6%	110.4%	118.6%
<b>Corrections Weighted Average</b>					1	\$4,425	\$5,096	\$6,177	0.96	\$6,698	\$7,518	\$8,839	113.7%	105.4%	114.7%	117.6%	110.4%	118.6%
AU	AFSCME AT MILITARY	A	A	24Q	4	\$3,662	\$4,347	\$5,335	0.97	\$5,765	\$6,602	\$7,810	94.1%	89.9%	99.1%	101.2%	96.9%	104.8%
AX	AFSCME AT STATE LANDS	A	A	24	1	\$3,662	\$5,335	\$5,335	1.19	\$5,765	\$7,810	\$7,810	94.1%	110.3%	99.1%	101.2%	114.7%	104.8%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	24	2	\$3,918	\$5,450	\$5,711	1.13	\$5,843	\$7,624	\$7,927	100.7%	112.7%	106.1%	102.5%	111.9%	106.4%
OAI	SEIU STRIKEABLE INST COALITION	A	P	24	6	\$3,918	\$5,497	\$5,711	1.14	\$5,843	\$7,679	\$7,927	100.7%	113.7%	106.1%	102.5%	112.8%	106.4%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	24	4	\$3,918	\$5,177	\$5,711	1.08	\$5,843	\$7,306	\$7,927	100.7%	107.1%	106.1%	102.5%	107.3%	106.4%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	24	5	\$3,918	\$5,313	\$5,711	1.10	\$5,843	\$7,465	\$7,927	100.7%	109.9%	106.1%	102.5%	109.6%	106.4%
<b>Non-Corrections/Non-Management Weighted Average</b>					22	\$3,860	\$5,176	\$5,626	1.09	\$5,825	\$7,368	\$7,901	99.2%	107.1%	104.5%	102.2%	108.2%	106.0%
4014	<b>STATEWIDE Weighted Average</b>			23		\$3,884	\$5,173	\$5,650	1.09	\$5,863	\$7,374	\$7,941	99.8%	107.0%	104.9%	102.9%	108.3%	106.6%

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## 4018 MACHINIST

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-CompAnalyst	SC16000022		Machinist III	70	503	\$4,045	\$5,178	\$5,905	1.05	\$5,682	\$6,982	\$7,816
<b>Purchased Market Average</b>				70	503	\$4,045	\$5,178	\$5,905	1.05	\$5,682	\$6,982	\$7,816
2018-ST-CA	6802		MACHINIST AND EQUIPMENT FABRI		2	\$4,084	\$4,705	\$4,705	1.07	\$6,069	\$6,813	\$6,813
2018-ST-ID	06352	I	Welder/Machinist		8	\$2,715	\$3,909	\$4,850	1.01	\$4,388	\$5,817	\$6,942
2018-ST-NV	09.407	33	PRECISION MACHINIST		1	\$3,732		\$5,516		\$5,272		\$7,354
<b>State Market Average</b>					11	\$3,057	\$4,068	\$4,884	1.04	\$4,774	\$6,016	\$6,956
4018	<b>OVERALL WEIGHTED MARKET AVERAGE</b>			70	514	\$4,023	\$5,156	\$5,883		\$5,662	\$6,963	\$7,797

### OREGON COMPARISON TO MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	26	3	\$4,295	\$5,821	\$6,280	1.10	\$6,281	\$8,055	\$8,589	106.8%	112.9%	106.7%	110.9%	115.7%	110.1%
<b>Non-Corrections/Non-Management Weighted Average</b>					3	\$4,295	\$5,821	\$6,280	1.10	\$6,281	\$8,055	\$8,589	106.8%	112.9%	106.7%	110.9%	115.7%	110.1%
4018	<b>STATEWIDE Weighted Average</b>				3	\$4,295	\$5,821	\$6,280	1.10	\$6,281	\$8,055	\$8,589	106.8%	112.9%	106.7%	110.9%	115.7%	110.1%

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## 4021 WELDER 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-ClackCo	434		Welder/Fabricator		1	\$4,467	\$5,136	\$5,136	1.07	\$6,827	\$7,649	\$7,649
2018-WA-KingCo	8426100		Metal Fabricator		9	\$4,696	\$5,953	\$5,953	1.12	\$7,123	\$8,637	\$8,637
<b>County Market Average</b>					10	\$4,673	\$5,871	\$5,871	1.10	\$7,093	\$8,538	\$8,538
2018-CompAnalyst	SC16000076		Welder III	60	505	\$3,596	\$4,697	\$5,182	1.07	\$5,167	\$6,430	\$6,987
<b>Purchased Market Average</b>					60	\$3,596	\$4,697	\$5,182	1.07	\$5,167	\$6,430	\$6,987
2018-ST-NV	09.430	31	WELDER 2		10	\$3,429		\$5,041		\$4,918		\$6,800
<b>State Market Average</b>					10	\$3,429		\$5,041		\$4,918		\$6,800
4021	<b>OVERALL WEIGHTED MARKET AVERAGE</b>			60	525	\$3,613	\$4,719	\$5,193		\$5,199	\$6,471	\$7,013

**OREGON  
COMPARISON  
TO  
MARKET**

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
AAON	AFSCME AT DOC SECURITY PLUS	A	A	24	8	\$4,425	\$5,698	\$6,177	1.07	\$6,698	\$8,253	\$8,839	122.5%	120.7%	119.0%	128.8%	127.5%	126.0%
CP	AOCE AT DOC NONSECURITY	A	A	24	1	\$4,419	\$4,620	\$6,149	0.87	\$6,690	\$6,936	\$8,805	122.3%	97.9%	118.4%	128.7%	107.2%	125.6%
<b>Corrections Weighted Average</b>					9	\$4,424	\$5,578	\$6,174	1.05	\$6,697	\$8,107	\$8,836	122.4%	118.2%	118.9%	128.8%	125.3%	126.0%
4021	<b>STATEWIDE Weighted Average</b>				9	\$4,424	\$5,578	\$6,174	1.05	\$6,697	\$8,107	\$8,836	122.4%	118.2%	118.9%	128.8%	125.3%	126.0%

4033 FACILITY ENERGY TECHNICIAN 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2018-OR-JackCo	567		Senior Maintenance Worker			\$3,153		\$4,131		\$5,625		\$6,818	
2018-OR-MultCo	6126		HVAC Engineer		1	\$5,608	\$5,587	\$5,608	1.00	\$8,297	\$8,271	\$8,297	
2018-WA-KingCo	8502200		Operating Engineer II		19	\$4,809	\$5,897	\$6,096	1.08	\$7,259	\$8,570	\$8,809	
2018-WA-ThrstnCo	1421		FACILITIES TECHNICIAN I		5	\$3,457	\$4,411	\$4,598	1.10	\$5,473	\$6,622	\$6,847	
<b>County Market Average</b>					25	\$4,516	\$5,587	\$5,713	1.05	\$6,892	\$8,168	\$8,336	
2018-MIL-PACS	04.09a		HVAC Technician	5	13		\$5,580				\$7,443		
<b>Purchased Market Average</b>					5		\$5,580				\$7,443		
2018-ST-ID	06616	I	HVAC Specialist		20	\$2,715	\$3,505	\$4,850	0.90	\$4,388	\$5,334	\$6,942	
2018-ST-NV	09.421	32	HVACR SPECIALIST 1		8	\$3,570		\$5,269		\$5,083		\$7,066	
2018-ST-WA	621J	48E	HEATING, VENTILATION, & AIR CON		19	\$3,662	\$4,391	\$4,461	1.08	\$5,532	\$6,410	\$6,494	
<b>State Market Average</b>					47	\$3,244	\$3,937	\$4,764	0.99	\$4,969	\$5,858	\$6,782	
4033	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				5	85	\$3,697	\$4,750	\$5,102		\$5,654	\$6,876	\$7,335

OREGON  
COMPARISON  
TO  
MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
AAON	AFSCME AT DOC SECURITY PLUS	A	A	20	18	\$3,688	\$4,834	\$5,096	1.10	\$5,797	\$7,198	\$7,518	99.8%	101.8%	99.9%	102.5%	104.7%	102.5%
CP	AOCE AT DOC NONSECURITY	A	A	20	5	\$3,690	\$4,782	\$5,081	1.09	\$5,799	\$7,134	\$7,500	99.8%	100.7%	99.6%	102.6%	103.8%	102.2%
<b>Corrections Weighted Average</b>					23	\$3,688	\$4,823	\$5,093	1.10	\$5,797	\$7,184	\$7,514	99.8%	101.5%	99.8%	102.5%	104.5%	102.4%
AL	AFSCME AT LIQUOR CONTROL COMM	A	A	20	2	\$3,050	\$3,956	\$4,417	1.06	\$5,017	\$6,124	\$6,688	82.5%	83.3%	86.6%	88.7%	89.1%	91.2%
AU	AFSCME AT MILITARY	A	A	20	2	\$3,050	\$4,215	\$4,417	1.13	\$5,017	\$6,440	\$6,688	82.5%	88.7%	86.6%	88.7%	93.7%	91.2%
OAI	SEIU STRIKEABLE INST COALITION	A	P	20	9	\$3,264	\$4,533	\$4,727	1.13	\$5,083	\$6,557	\$6,783	88.3%	95.4%	92.6%	89.9%	95.4%	92.5%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	20	9	\$3,264	\$4,508	\$4,727	1.13	\$5,083	\$6,529	\$6,783	88.3%	94.9%	92.6%	89.9%	95.0%	92.5%
<b>Non-Corrections/Non-Management Weighted Average</b>					22	\$3,225	\$4,441	\$4,671	1.12	\$5,071	\$6,495	\$6,766	87.2%	93.5%	91.5%	89.7%	94.5%	92.2%
4033	<b>STATEWIDE Weighted Average</b>				45	\$3,462	\$4,636	\$4,886	1.11	\$5,442	\$6,847	\$7,148	93.6%	97.6%	95.8%	96.2%	99.6%	97.4%

**4034 FACILITY ENERGY TECHNICIAN 3**

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-MultCo	6121		HVAC Engineer Senior		11	\$5,968	\$5,916	\$5,968	0.99	\$8,736	\$8,672	\$8,736
2018-WA-KingCo	8502300		Operating Engineer III		3	\$5,166	\$6,601	\$6,549	1.13	\$7,690	\$9,418	\$9,355
2018-WA-ThrstnCo	1424		FACILITIES TECHNICIAN II		7	\$3,812	\$4,981	\$5,070	1.12	\$5,900	\$7,309	\$7,416
<b>County Market Average</b>					21	\$5,135	\$5,702	\$5,752	1.08	\$7,641	\$8,324	\$8,385
2018-MIL-OPES	10.03c		HVAC Engineer	4	11	\$4,830	\$6,504	\$5,956	1.21	\$7,127	\$9,139	\$8,480
<b>Purchased Market Average</b>					4	\$4,830	\$6,504	\$5,956	1.21	\$7,127	\$9,139	\$8,480
2018-ST-ID	06612	K	HVAC Systems Foreman		6	\$3,431	\$4,348	\$6,124	0.89	\$5,245	\$6,342	\$8,467
2018-ST-NV	09.413	34	HVACR SPECIALIST 3		3	\$3,886		\$5,762		\$5,452		\$7,641
<b>State Market Average</b>					9	\$3,583	\$4,348	\$6,003	0.89	\$5,314	\$6,342	\$8,192
4034	<b>OVERALL WEIGHTED MARKET AVERAGE</b>			4	41	\$4,712	\$5,720	\$5,862		\$6,992	\$8,247	\$8,368

**OREGON  
COMPARISON  
TO  
MARKET**

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
AAON	AFSCME AT DOC SECURITY PLUS	A	A	24	13	\$4,425	\$5,981	\$6,177	1.13	\$6,698	\$8,600	\$8,839	93.9%	104.6%	105.4%	95.8%	104.3%	105.6%
CP	AOCE AT DOC NONSECURITY	A	A	24	2	\$4,419	\$6,141	\$6,149	1.16	\$6,690	\$8,795	\$8,805	93.8%	107.4%	104.9%	95.7%	106.7%	105.2%
<b>Corrections Weighted Average</b>					15	\$4,424	\$6,002	\$6,173	1.13	\$6,697	\$8,626	\$8,835	93.9%	104.9%	105.3%	95.8%	104.6%	105.6%
AS	OR PUB SAFETY ASSOC AT DPSST	A	A	24	1	\$3,661	\$5,335	\$5,335	1.19	\$5,764	\$7,810	\$7,810	77.7%	93.3%	91.0%	82.4%	94.7%	93.3%
OAI	SEIU STRIKEABLE INST COALITION	A	P	24	1	\$3,918	\$5,711	\$5,711	1.19	\$5,843	\$7,927	\$7,927	83.1%	99.8%	97.4%	83.6%	96.1%	94.7%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	24	1	\$3,918	\$5,711	\$5,711	1.19	\$5,843	\$7,927	\$7,927	83.1%	99.8%	97.4%	83.6%	96.1%	94.7%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	24	4	\$3,918	\$5,644	\$5,711	1.17	\$5,843	\$7,849	\$7,927	83.1%	98.7%	97.4%	83.6%	95.2%	94.7%
<b>Non-Corrections/Non-Management Weighted Average</b>					7	\$3,881	\$5,619	\$5,657	1.18	\$5,832	\$7,866	\$7,910	82.4%	98.2%	96.5%	83.4%	95.4%	94.5%
4034	<b>STATEWIDE Weighted Average</b>				22	\$4,251	\$5,880	\$6,009	1.15	\$6,421	\$8,384	\$8,541	90.2%	102.8%	102.5%	91.8%	101.7%	102.1%

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4037 PHYSCL/ELECTRNC SECRTY TECH

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2018-OR-MultCo	6149		Locksmith		2	\$4,240	\$4,698	\$5,192	1.00	\$6,627	\$7,186	\$7,789	
<b>County Market Average</b>					2	\$4,240	\$4,698	\$5,192	1.00	\$6,627	\$7,186	\$7,789	
2018-CompAnalyst	SC16000268		Field Service Rep. I - Electronic Equiprn	10	61	\$2,807	\$3,601	\$4,327	1.01	\$4,262	\$5,173	\$6,006	
2018-CompAnalyst	SC16000549		Locksmith			\$3,089	\$4,273	\$4,667	1.10	\$4,586	\$5,944	\$6,396	
<b>Purchased Market Average</b>					10	\$2,812	\$3,612	\$4,332	1.06	\$4,268	\$5,186	\$6,012	
2018-ST-CA	6643		LOCKSMITH I (CORRECTIONAL FAC		61	\$4,249	\$4,799	\$4,895	1.05	\$6,268	\$6,927	\$7,041	
2018-ST-CA	6913	A	ELECTRONICS TECHNICIAN		24	\$3,489	\$4,479	\$4,624	1.10	\$5,357	\$6,543	\$6,717	
2018-ST-NV	09.431	31	LOCKSMITH 2		2	\$3,429		\$5,041		\$4,918		\$6,800	
2018-ST-WA	615G	49G	LOCKSMITH SUPERVISOR			\$3,942		\$4,572		\$5,869		\$6,627	
<b>State Market Average</b>					87	\$4,018	\$4,708	\$4,820	1.08	\$5,982	\$6,818	\$6,942	
4037	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				10	149	\$3,530	\$4,253	\$4,626		\$5,292	\$6,145	\$6,574

OREGON  
COMPARISON  
TO  
MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
OAI	SEIU STRIKEABLE INST COALITION	A	P	20	4	\$3,264	\$4,232	\$4,727	1.06	\$5,083	\$6,208	\$6,783	92.5%	99.5%	102.2%	96.0%	101.0%	103.2%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	20	1	\$3,264	\$4,514	\$4,727	1.13	\$5,083	\$6,536	\$6,783	92.5%	106.1%	102.2%	96.0%	106.4%	103.2%
<b>Non-Corrections/Non-Management Weighted Average</b>					5	\$3,264	\$4,288	\$4,727	1.07	\$5,083	\$6,273	\$6,783	92.5%	100.8%	102.2%	96.0%	102.1%	103.2%
4037	<b>STATEWIDE Weighted Average</b>				5	\$3,264	\$4,288	\$4,727	1.07	\$5,083	\$6,273	\$6,783	92.5%	100.8%	102.2%	96.0%	102.1%	103.2%

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4046 MAINTENANCE & OPERATIONS SUPV

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-ClackCo	497		Building Maintenance Supervisor		3	\$5,460	\$6,657	\$7,371	1.04	\$8,047	\$9,517	\$10,394
2018-OR-DescCo	1525		Supervisor, Maintenance		2	\$5,627	\$6,586	\$7,541	1.00	\$8,504	\$9,678	\$10,847
2018-OR-JackCo	01091		Senior Maintenance Manager		2	\$5,037	\$6,431	\$6,431	1.12	\$7,924	\$9,624	\$9,624
2018-OR-LaneCo	N6001		Maintenance/Trades Supervisor		1	\$4,163	\$6,245	\$6,245	1.20	\$6,409	\$8,953	\$8,953
2018-OR-MarionCo	460		Maintenance Supervisor		1	\$4,995	\$6,074	\$6,694	1.04	\$7,538	\$8,853	\$9,610
2018-OR-WashCo	460		Facilities Operations Supervisor		4	\$5,612	\$6,186	\$6,820	1.00	\$7,956	\$8,637	\$9,389
2018-WA-ClarkCo	820		Facilities Mgmt Crew Supv			\$5,056		\$7,143		\$7,463		\$9,978
2018-WA-ThrstnCo	1425		FACILITIES SERVICES SUPERVISOF		1	\$4,633	\$6,162	\$6,162	1.14	\$6,890	\$8,732	\$8,732
<b>County Market Average</b>					14	\$5,267	\$6,374	\$6,905	1.07	\$7,808	\$9,160	\$9,797
2018-CompAnalyst	MM18000056		Facilities Maintenance Supervisor	10	20	\$5,049	\$6,613	\$7,840	1.03	\$6,834	\$8,629	\$10,035
<b>Purchased Market Average</b>					10	\$5,049	\$6,613	\$7,840	1.03	\$6,834	\$8,629	\$10,035
2018-ST-CA	6753	A	SUPERVISOR OF BUILDING TRADES		19	\$4,542	\$5,179	\$5,387	1.04	\$6,618	\$7,382	\$7,631
2018-ST-ID	06609	L	Maintenance and Operations Supervisc		10	\$3,872	\$4,929	\$6,915	0.89	\$5,772	\$7,038	\$9,413
2018-ST-NV	09.606	35	FACILITY SUPERVISOR 3		24	\$4,055		\$6,024		\$5,649		\$7,947
2018-ST-WA	627G	56G	CONSTRUCTION & MAINTENANCE F		35	\$4,912	\$5,577	\$5,435	1.08	\$7,038	\$7,839	\$7,668
<b>State Market Average</b>					88	\$4,482	\$5,359	\$5,753	1.00	\$6,426	\$7,579	\$7,934
4046	<b>OVERALL WEIGHTED MARKET AVERAGE</b>			10	122	\$4,669	\$5,759	\$6,232		\$6,661	\$8,018	\$8,501

OREGON  
COMPARISON  
TO  
MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
MMS	MGT SVC SUPERVISORY	A	A	27	18	\$4,568	\$5,925	\$6,416	1.08	\$6,872	\$8,531	\$9,132	97.8%	102.9%	103.0%	103.2%	106.4%	107.4%
<b>Management Weighted Average</b>					18	\$4,568	\$5,925	\$6,416	1.08	\$6,872	\$8,531	\$9,132	97.8%	102.9%	103.0%	103.2%	106.4%	107.4%
4046	<b>STATEWIDE Weighted Average</b>			18		\$4,568	\$5,925	\$6,416	1.08	\$6,872	\$8,531	\$9,132	97.8%	102.9%	103.0%	103.2%	106.4%	107.4%

# 2018 Oregon Salary and Benefit Report

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## 4050 ELECTRONIC SECURITY TECH 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-ClackCo	349		Electronics Technician 1		1	\$4,238	\$5,728	\$5,370	1.19	\$6,547	\$8,377	\$7,937
2018-OR-MultCo	6143		Electronic Technician		5	\$6,577	\$6,752	\$6,777	1.01	\$9,480	\$9,692	\$9,724
2018-OR-MultCo	6155		Alarm Technician		6	\$5,970	\$6,099	\$6,153	1.01	\$8,738	\$8,896	\$8,961
<b>County Market Average</b>					12	\$6,079	\$6,340	\$6,348	1.06	\$8,865	\$9,184	\$9,194
2018-CompAnalyst	SC16000269		Field Service Rep. II - Electronic Equipm	20	130	\$3,305	\$4,307	\$5,074	1.03	\$4,834	\$5,982	\$6,863
<b>Purchased Market Average</b>					20	\$3,305	\$4,307	\$5,074	1.03	\$4,834	\$5,982	\$6,863
2018-ST-ID	06544	K	Electronics Foreman, Correction		3	\$3,431	\$4,320	\$6,124	0.88	\$5,245	\$6,308	\$8,467
2018-ST-NV	06.981	31	ELECTRONICS TECHNICIAN 2		5	\$3,429		\$5,041		\$4,918		\$6,800
<b>State Market Average</b>					8	\$3,430	\$4,320	\$5,447	0.88	\$5,041	\$6,308	\$7,425
<b>4050</b>	<b>OVERALL WEIGHTED MARKET AVERAGE</b>			20	150	\$3,534	\$4,475	\$5,196		\$5,167	\$6,254	\$7,079

### OREGON COMPARISON TO MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
AS	OR PUB SAFETY ASSOC AT DPSST	A	A	24	1	\$3,661	\$4,626	\$5,335	1.03	\$5,764	\$6,943	\$7,810	103.6%	103.4%	102.7%	111.5%	111.0%	110.3%
<b>Non-Corrections/Non-Management Weighted Average</b>					1	\$3,661	\$4,626	\$5,335	1.03	\$5,764	\$6,943	\$7,810	103.6%	103.4%	102.7%	111.5%	111.0%	110.3%
<b>4050</b>	<b>STATEWIDE Weighted Average</b>			1		\$3,661	\$4,626	\$5,335	1.03	\$5,764	\$6,943	\$7,810	103.6%	103.4%	102.7%	111.5%	111.0%	110.3%



4051 ELECTRONIC SECURITY TECH 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-ClackCo	350		Electronics Technician 2			\$4,534		\$5,765		\$6,911		\$8,422
2018-OR-WashCo	454		Facilities Electronics Technician		2	\$5,085	\$6,012	\$6,180	1.07	\$7,330	\$8,430	\$8,630
<b>County Market Average</b>					2	\$4,901	\$6,012	\$6,042	1.07	\$7,190	\$8,430	\$8,560
2018-CompAnalyst	SC16000270		Field Service Rep. III - Electronic Equip	10	146	\$3,820	\$5,427	\$6,029	1.10	\$5,425	\$7,267	\$7,959
<b>Purchased Market Average</b>					10	\$3,820	\$5,427	\$6,029	1.10	\$5,425	\$7,267	\$7,959
2018-ST-ID	09252	K	Security and Safety Systems Foreman,		2	\$3,431	\$4,180	\$6,124	0.85	\$5,245	\$6,141	\$8,467
2018-ST-NV	06.987	33	ELECTRONICS TECHNICIAN 3		6	\$3,732		\$5,516		\$5,272		\$7,354
2018-ST-WA	592M	50G	ELECTRONICS TECHNICIAN 4		23	\$4,376	\$4,954	\$4,687	1.09	\$6,392	\$7,089	\$6,767
<b>State Market Average</b>					31	\$4,190	\$4,892	\$4,940	0.97	\$6,101	\$7,013	\$6,990
4051	<b>OVERALL WEIGHTED MARKET AVERAGE</b>			10	179	\$3,902	\$5,356	\$5,842		\$5,571	\$7,244	\$7,802

OREGON  
COMPARISON  
TO  
MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	MARKET COMPARISONS												
						SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS								
						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	A	A	26	12	\$4,855	\$6,061	\$6,747	1.04	\$7,223	\$8,697	\$9,536	124.4%	113.1%	115.5%	129.7%	120.1%	122.2%
<b>Corrections Weighted Average</b>					12	\$4,855	\$6,061	\$6,747	1.04	\$7,223	\$8,697	\$9,536	124.4%	113.1%	115.5%	129.7%	120.1%	122.2%
AU	AFSCME AT MILITARY	A	A	26	1	\$4,012	\$5,335	\$5,867	1.08	\$6,193	\$7,810	\$8,461	102.8%	99.6%	100.4%	111.2%	107.8%	108.4%
OAI	SEIU STRIKEABLE INST COALITION	A	P	26	3	\$4,295	\$5,899	\$6,280	1.12	\$6,281	\$8,146	\$8,589	110.1%	110.1%	107.5%	112.8%	112.4%	110.1%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	26	2	\$4,295	\$5,993	\$6,280	1.13	\$6,281	\$8,255	\$8,589	110.1%	111.9%	107.5%	112.8%	114.0%	110.1%
<b>Non-Corrections/Non-Management Weighted Average</b>					6	\$4,248	\$5,836	\$6,211	1.12	\$6,267	\$8,126	\$8,567	108.9%	109.0%	106.3%	112.5%	112.2%	109.8%
4051	<b>STATEWIDE Weighted Average</b>				18	\$4,653	\$5,986	\$6,568	1.07	\$6,904	\$8,507	\$9,213	119.2%	111.8%	112.4%	123.9%	117.4%	118.1%

# 2018 Oregon Salary and Benefit Report

Data Effective Date: 7/1/2018

## 4101 CUSTODIAN

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-ClackCo	842		Service Maintenance Worker		1	\$2,094	\$2,606	\$2,606	1.11	\$3,914	\$4,543	\$4,543
2018-OR-DescCo	91019		Custodian		8	\$2,702	\$3,498	\$3,620	1.11	\$4,923	\$5,898	\$6,048
2018-OR-JackCo	465		Custodian - Airport			\$2,236		\$2,902		\$4,506		\$5,318
2018-OR-LaneCo	D001		Custodian		13	\$2,179	\$2,755	\$3,023	1.06	\$3,984	\$4,687	\$5,015
2018-OR-MarionCo	485		Custodial Worker 1		13	\$2,228	\$2,755	\$2,987	1.06	\$4,163	\$4,806	\$5,089
2018-WA-ClarkCo	101		Custodian			\$2,739		\$3,424		\$4,671		\$5,497
2018-WA-KingCo	9101100		Custodian		81	\$3,019	\$3,510	\$3,827	1.03	\$5,103	\$5,693	\$6,076
<b>County Market Average</b>					116	\$2,801	\$3,332	\$3,610	1.07	\$4,845	\$5,485	\$5,824
2018-CompAnalyst	SC16000018		Janitor	5	275	\$1,927	\$2,523	\$2,865	1.06	\$3,252	\$3,936	\$4,329
2018-MIL-NWHCS	09.08		Housekeeper	85	1,983	\$2,251	\$2,792	\$3,287	1.01	\$3,625	\$4,245	\$4,813
2018-MIL-OPES	10.02		Custodial Worker	8	157	\$2,633	\$2,972	\$3,444	0.98	\$4,486	\$4,894	\$5,460
2018-MIL-PACS	04.08		Custodian	19	639	\$2,312	\$2,855	\$3,172	1.04	\$3,694	\$4,317	\$4,681
2018-TwrsWtsn	AZU000-W2		Manual/Unskilled Labor Generalist/Mul	9	25		\$2,711		0.92		\$4,152	
<b>Purchased Market Average</b>					126	\$2,254	\$2,790	\$3,233	1.00	\$3,650	\$4,265	\$4,775
2018-ST-CA	2011	A	CUSTODIAN		1,732	\$2,178	\$2,638	\$2,726	1.08	\$3,786	\$4,336	\$4,443
2018-ST-ID	02010	E	Custodian		184	\$1,582	\$2,073	\$2,822	0.92	\$3,032	\$3,620	\$4,516
2018-ST-NV	09.631	23	CUSTODIAL WORKER 2		65	\$2,483		\$3,570		\$3,815		\$5,083
2018-ST-WA	678J	29	CUSTODIAN 2			\$2,139		\$2,816		\$3,697		\$4,512
<b>State Market Average</b>					1,981	\$2,133	\$2,583	\$2,763	1.00	\$3,717	\$4,268	\$4,471
<b>4101</b>	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				126	\$2,220	\$2,725	\$3,061		\$3,703	\$4,294	\$4,682

OREGON COMPARISON TO MARKET										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	A	10	5	\$2,166	\$2,416	\$2,796	0.97	\$3,936	\$4,242	\$4,706	97.6%	88.7%	91.3%	106.3%	98.8%	100.5%
AU	AFSCME AT MILITARY	A	A	10	15	\$2,166	\$2,712	\$2,805	1.09	\$3,936	\$4,604	\$4,717	97.6%	99.6%	91.6%	106.3%	107.2%	100.8%

2018 Oregon Salary and Benefit Report

Data Effective Date: 7/1/2018

4101 CUSTODIAN (Continued)

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
OAI	SEIU STRIKEABLE INST COALITION	A	P	10	70	\$2,680	\$2,813	\$2,994	0.99	\$4,404	\$4,558	\$4,769	120.7%	103.2%	97.8%	118.9%	106.2%	101.8%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	10	51	\$2,680	\$2,878	\$2,994	1.01	\$4,404	\$4,634	\$4,769	120.7%	105.6%	97.8%	118.9%	107.9%	101.8%
<b>Non-Corrections/Non-Management Weighted Average</b>					141	\$2,607	\$2,812	\$2,967	1.01	\$4,343	\$4,579	\$4,761	117.4%	103.2%	96.9%	117.3%	106.6%	101.7%
4101	<b>STATEWIDE Weighted Average</b>				141	\$2,607	\$2,812	\$2,967	1.01	\$4,337	\$4,579	\$4,761	117.4%	103.2%	96.9%	117.1%	106.6%	101.7%

**4103 CUSTODIAL SERVICES COORDINATOR**

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-MarionCo	486		Custodial Worker 2		3	\$2,580	\$3,212	\$3,448	1.07	\$4,592	\$5,363	\$5,651
2018-WA-KingCo	9101300		Custodian - Lead		11	\$3,290	\$3,933	\$4,171	1.05	\$5,429	\$6,204	\$6,490
<b>County Market Average</b>					14	\$3,138	\$3,779	\$4,016	1.06	\$5,250	\$6,024	\$6,310
2018-CompAnalyst	SC16000570		Janitorial Supervisor			\$3,164	\$4,157	\$4,908	1.03	\$4,672	\$5,811	\$6,673
<b>Purchased Market Average</b>						\$3,164	\$4,157	\$4,908	1.03	\$4,672	\$5,811	\$6,673
2018-ST-CA	2003		LEAD CUSTODIAN		9	\$2,337	\$2,860	\$2,926	1.09	\$3,976	\$4,603	\$4,683
2018-ST-ID	02008	F	Custodian Leadworker		21	\$1,780	\$2,365	\$3,176	0.93	\$3,270	\$3,969	\$4,940
2018-ST-NV	09.625	26	CUSTODIAL SUPERVISOR 1		9	\$2,794		\$4,055		\$4,178		\$5,649
2018-ST-WA	678K	32	CUSTODIAN 3		21	\$2,284	\$2,984	\$3,013	1.13	\$3,871	\$4,715	\$4,750
<b>State Market Average</b>					59	\$2,195	\$2,708	\$3,216	1.05	\$3,725	\$4,389	\$4,943
<b>4103</b>	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				73	\$2,386	\$2,961	\$3,390		\$4,026	\$4,763	\$5,225

**OREGON  
COMPARISON  
TO  
MARKET**

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
AU	AFSCME AT MILITARY	A	A	13	4	\$2,320	\$2,903	\$3,182	1.06	\$4,124	\$4,837	\$5,178	97.2%	98.0%	93.9%	102.4%	101.6%	99.1%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	13	3	\$2,680	\$3,268	\$3,409	1.07	\$4,404	\$5,087	\$5,251	112.3%	110.4%	100.6%	109.4%	106.8%	100.5%
<b>Non-Corrections/Non-Management Weighted Average</b>					7	\$2,474	\$3,059	\$3,279	1.06	\$4,249	\$4,944	\$5,209	103.7%	103.3%	96.7%	105.5%	103.8%	99.7%
<b>4103</b>	<b>STATEWIDE Weighted Average</b>				7	\$2,474	\$3,059	\$3,279	1.06	\$4,244	\$4,944	\$5,209	103.7%	103.3%	96.7%	105.4%	103.8%	99.7%

4109 GROUNDS MAINTENANCE WORKER 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2018-OR-JackCo	474		Landscape Technician			\$2,650		\$3,460		\$5,012		\$5,999	
2018-OR-LaneCo	1006		Park Maintenance 1			\$2,468		\$3,427		\$4,337		\$5,509	
2018-OR-MarionCo	466		Groundskeeper		1	\$2,841	\$3,803	\$3,803	1.14	\$4,911	\$6,084	\$6,084	
2018-OR-WashCo	439		Groundskeeper		4	\$3,688	\$4,020	\$4,483	0.98	\$5,674	\$6,068	\$6,617	
2018-WA-ClarkCo	104		Grounds Maintenance Worker			\$3,131		\$3,813		\$5,143		\$5,965	
<b>County Market Average</b>					5	\$3,230	\$3,977	\$4,054	1.06	\$5,263	\$6,071	\$6,253	
2018-CompAnalyst	SC16000016		Groundskeeper			\$2,325	\$3,153	\$3,480	1.08	\$3,710	\$4,659	\$5,034	
2018-MIL-PACS	04.15		Gardener / Groundskeeper	11	25	\$3,041	\$3,956	\$4,173	1.10	\$4,530	\$5,581	\$5,829	
<b>Purchased Market Average</b>					11	\$3,013	\$3,925	\$4,146	1.09	\$4,499	\$5,545	\$5,798	
2018-ST-CA	0731	B	GROUNDSKEEPER		8	\$2,982	\$3,535	\$3,567	1.08	\$4,749	\$5,412	\$5,450	
2018-ST-ID	06684	E	Landscape Technician		7	\$1,582	\$2,161	\$2,822	0.96	\$3,032	\$3,725	\$4,516	
2018-ST-NV	09.635	23	GROUNDS MAINTENANCE WORKER		6	\$2,483		\$3,570		\$3,815		\$5,083	
2018-ST-WA	591J	30	GROUNDS & NURSERY SERVICES		13	\$2,183	\$2,701	\$2,880	1.07	\$3,749	\$4,374	\$4,589	
<b>State Market Average</b>					34	\$2,300	\$2,804	\$3,152	1.04	\$3,848	\$4,508	\$4,864	
4109	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				11	64	\$2,681	\$3,395	\$3,636		\$4,262	\$5,096	\$5,383

OREGON  
COMPARISON  
TO  
MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
AU	AFSCME AT MILITARY	A	A	14	2	\$2,406	\$3,064	\$3,331	1.07	\$4,229	\$5,033	\$5,360	89.7%	90.2%	91.6%	99.2%	98.8%	99.6%
OAI	SEIU STRIKEABLE INST COALITION	A	P	14	3	\$2,680	\$3,032	\$3,565	0.97	\$4,404	\$4,813	\$5,432	100.0%	89.3%	98.0%	103.3%	94.5%	100.9%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	14	1	\$2,680	\$3,409	\$3,565	1.09	\$4,404	\$5,251	\$5,432	100.0%	100.4%	98.0%	103.3%	103.1%	100.9%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	14	3	\$2,680	\$3,080	\$3,565	0.99	\$4,404	\$4,868	\$5,432	100.0%	90.7%	98.0%	103.3%	95.5%	100.9%
<b>Non-Corrections/Non-Management Weighted Average</b>					9	\$2,619	\$3,097	\$3,513	1.01	\$4,366	\$4,929	\$5,416	97.7%	91.2%	96.6%	102.4%	96.7%	100.6%
4109	<b>STATEWIDE Weighted Average</b>				9	\$2,619	\$3,097	\$3,513	1.01	\$4,365	\$4,929	\$5,416	97.7%	91.2%	96.6%	102.4%	96.7%	100.6%

# 2018 Oregon Salary and Benefit Report

Data Effective Date: 7/1/2018

## 4110 GROUNDS MAINTENANCE WORKER 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-LaneCo	I028		Park Maintenance 2			\$3,007		\$4,165		\$4,996		\$6,411
2018-OR-WashCo	443		Groundskeeper, Senior		2	\$4,070	\$4,815	\$4,950	1.07	\$6,127	\$7,011	\$7,171
2018-WA-ClarkCo	120		Grounds Maintenance Specialist			\$3,491		\$4,254		\$5,578		\$6,497
<b>County Market Average</b>					2	\$3,660	\$4,815	\$4,580	1.07	\$5,707	\$7,011	\$6,812
2018-CompAnalyst	SC16000017		Groundskeeper, Sr.	125	533	\$2,599	\$3,394	\$3,862	1.05	\$4,024	\$4,935	\$5,472
2018-MIL-OPES	10.09		Grounds Maintenance Worker (Journe)	13	57	\$3,767	\$4,707	\$4,868	1.09	\$5,849	\$6,980	\$7,172
<b>Purchased Market Average</b>					138	\$2,712	\$3,521	\$3,959	1.07	\$4,200	\$5,133	\$5,636
2018-ST-ID	06685	G	Landscape Technician, Senior		16	\$2,018	\$2,534	\$3,605	0.88	\$3,554	\$4,172	\$5,453
2018-ST-WA	591K	33	GROUND & NURSERY SERVICES		56	\$2,341	\$2,964	\$3,091	1.09	\$3,940	\$4,691	\$4,844
<b>State Market Average</b>					72	\$2,269	\$2,869	\$3,205	0.98	\$3,854	\$4,575	\$4,979
4110	<b>OVERALL WEIGHTED MARKET AVERAGE</b>			138	664	\$2,670	\$3,454	\$3,881		\$4,172	\$5,078	\$5,572

OREGON  
COMPARISON  
TO  
MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
AAON	AFSCME AT DOC SECURITY PLUS	A	A	17	6	\$3,223	\$3,967	\$4,425	1.04	\$5,228	\$6,138	\$6,698	120.7%	114.9%	114.0%	125.3%	120.9%	120.2%
<b>Corrections Weighted Average</b>					6	\$3,223	\$3,967	\$4,425	1.04	\$5,228	\$6,138	\$6,698	120.7%	114.9%	114.0%	125.3%	120.9%	120.2%
AL	AFSCME AT LIQUOR CONTROL COMM	A	A	17	1	\$2,694	\$3,182	\$3,831	0.98	\$4,582	\$5,178	\$5,972	100.9%	92.1%	98.7%	109.8%	102.0%	107.2%
AS	OR PUB SAFETY ASSOC AT DPSST	A	A	17	2	\$2,694	\$2,988	\$3,829	0.92	\$4,582	\$4,940	\$5,969	100.9%	86.5%	98.7%	109.8%	97.3%	107.1%
AU	AFSCME AT MILITARY	A	A	17T	4	\$2,694	\$3,663	\$3,831	1.12	\$4,582	\$5,766	\$5,972	100.9%	106.0%	98.7%	109.8%	113.5%	107.2%
OAI	SEIU STRIKEABLE INST COALITION	A	P	17	1	\$2,883	\$3,130	\$4,096	0.90	\$4,640	\$4,927	\$6,050	108.0%	90.6%	105.5%	111.2%	97.0%	108.6%
OA0	SEIU STRIKEABLE ODOT COALITION	A	P	17	2	\$2,883	\$4,096	\$4,096	1.17	\$4,640	\$6,050	\$6,050	108.0%	118.6%	105.5%	111.2%	119.1%	108.6%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	17	5	\$2,883	\$3,633	\$4,096	1.04	\$4,640	\$5,511	\$6,050	108.0%	105.2%	105.5%	111.2%	108.5%	108.6%
<b>Non-Corrections/Non-Management Weighted Average</b>					15	\$2,795	\$3,553	\$3,972	1.05	\$4,613	\$5,514	\$6,013	104.7%	102.9%	102.3%	110.6%	108.6%	107.9%
4110	<b>STATEWIDE Weighted Average</b>				21	\$2,917	\$3,671	\$4,101	1.05	\$4,788	\$5,692	\$6,209	109.3%	106.3%	105.7%	114.8%	112.1%	111.4%

**4116 LABORER/STUDENT WORKER**

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-LaneCo	I001		General Laborer			\$1,974		\$2,737		\$3,734		\$4,666
2018-OR-MarionCo	408		Public Works Aide		1	\$2,116	\$3,120	\$2,831	1.26	\$4,027	\$5,251	\$4,898
2018-OR-MultCo	6095		Laborer			\$2,610		\$3,090		\$4,637		\$5,223
2018-OR-WashCo	625		General Services Aide		7	\$2,364	\$2,300	\$2,877	0.88	\$4,104	\$4,028	\$4,712
<b>County Market Average</b>					8	\$2,325	\$2,403	\$2,880	1.06	\$4,113	\$4,181	\$4,777
2018-CompAnalyst	SC16000077		General Laborer	5	100	\$2,176	\$2,713	\$3,222	1.00	\$3,538	\$4,155	\$4,739
2018-MIL-OPES	10.07		Laborer	10	118	\$3,079	\$3,592	\$4,207	0.99	\$5,023	\$5,639	\$6,378
2018-TwrsWtsn	AZU000-W1		Manual/Unskilled Labor Generalist/Mul	14	118		\$2,660		0.97		\$4,094	
<b>Purchased Market Average</b>					29	\$2,665	\$3,003	\$3,755	0.99	\$4,341	\$4,654	\$5,625
2018-ST-CA	6223		LABORER		8	\$2,735	\$2,917	\$3,130	0.99	\$4,453	\$4,672	\$4,927
2018-ST-NV	09.484	20	MAINTENANCE REPAIR AID 1			\$2,216		\$3,158		\$3,503		\$4,603
2018-ST-WA	521J	27	FOREST NURSERY LABORER			\$2,056		\$2,681		\$3,597		\$4,350
<b>State Market Average</b>					8	\$2,615	\$2,917	\$3,088	0.99	\$4,273	\$4,672	\$4,837
4116	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				29	\$2,648	\$2,988	\$3,690		\$4,329	\$4,644	\$5,556

**OREGON  
COMPARISON  
TO  
MARKET**

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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		
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	12	1	\$2,680	\$3,130	\$3,264	1.05	\$4,404	\$4,927	\$5,083	101.2%	104.8%	88.5%	101.7%	106.1%	91.5%		
OAI	SEIU STRIKEABLE INST COALITION	A	P	12	9	\$2,680	\$2,831	\$3,264	0.95	\$4,404	\$4,579	\$5,083	101.2%	94.8%	88.5%	101.7%	98.6%	91.5%		
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	12	1	\$2,680	\$2,766	\$3,264	0.93	\$4,404	\$4,504	\$5,083	101.2%	92.6%	88.5%	101.7%	97.0%	91.5%		
OBO	SEIU SEAS-STRKE ODOT COALITION	A	P	12	1	\$2,680	\$3,264	\$3,264	1.10	\$4,404	\$5,083	\$5,083	101.2%	109.3%	88.5%	101.7%	109.4%	91.5%		
OBS	SEIU SEAS-STRKE SPEC COALITION	A	P	12	4	\$2,680	\$3,118	\$3,264	1.05	\$4,404	\$4,913	\$5,083	101.2%	104.4%	88.5%	101.7%	105.8%	91.5%		
<b>Non-Corrections/Non-Management Weighted Average</b>					16	\$2,680	\$2,944	\$3,264	0.99	\$4,404	\$4,711	\$5,083	101.2%	98.6%	88.5%	101.7%	101.4%	91.5%		
4116	<b>STATEWIDE Weighted Average</b>				16	\$2,680	\$2,944	\$3,264	0.99	\$4,404	\$4,711	\$5,083	101.2%	98.6%	88.5%	101.7%	101.4%	91.5%		

# 2018 Oregon Salary and Benefit Report

Data Effective Date: 7/1/2018

## 4131 SIGN TECHNICIAN 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-ClackCo	441		Traffic Operations Specialist		1	\$3,899	\$4,911	\$4,911	1.11	\$6,130	\$7,374	\$7,374
2018-OR-MultCo	3105		Sign Fabricator		1	\$5,530	\$5,509	\$5,530	1.00	\$8,201	\$8,175	\$8,201
<b>County Market Average</b>					2	\$4,714	\$5,210	\$5,221	1.05	\$7,166	\$7,774	\$7,787
2018-ST-ID	06254	H	Sign Fabricator		5	\$2,326	\$3,241	\$4,154	0.98	\$3,922	\$5,017	\$6,110
2018-ST-NV	09.741	31	SIGN WRITER		1	\$3,429		\$5,041		\$4,918		\$6,800
2018-ST-WA	596I	45G	MAINTENANCE SPECIALIST 2		8	\$3,571	\$4,060	\$4,142	1.05	\$5,421	\$6,011	\$6,110
2018-ST-WA	619G	42G	SIGN PAINTER			\$3,316		\$3,846		\$5,115		\$5,753
<b>State Market Average</b>					14	\$3,114	\$3,732	\$4,188	1.02	\$4,849	\$5,614	\$6,133
4131	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				16	\$3,308	\$3,936	\$4,313		\$5,129	\$5,912	\$6,334

### OREGON COMPARISON TO MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	19	4	\$3,130	\$4,256	\$4,514	1.11	\$4,927	\$6,235	\$6,536	94.6%	108.1%	104.7%	96.0%	105.5%	103.2%
<b>Non-Corrections/Non-Management Weighted Average</b>					4	\$3,130	\$4,256	\$4,514	1.11	\$4,927	\$6,235	\$6,536	94.6%	108.1%	104.7%	96.0%	105.5%	103.2%
4131	<b>STATEWIDE Weighted Average</b>				4	\$3,130	\$4,256	\$4,514	1.11	\$4,927	\$6,235	\$6,536	94.6%	108.1%	104.7%	96.0%	105.5%	103.2%



**4137 LIQUOR DISTRIBUTION WORKER 1**

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-MIL-PACS	08.08		Material Handler - Entry	14	30	\$2,465	\$2,959	\$3,376	1.01	\$3,870	\$4,437	\$4,915
<b>Purchased Market Average</b>				14	30	\$2,465	\$2,959	\$3,376	1.01	\$3,870	\$4,437	\$4,915
2018-ST-WA	1171	29G	WAREHOUSE OPERATOR 1		9	\$2,454	\$2,681	\$2,820	1.02	\$4,076	\$4,350	\$4,517
<b>State Market Average</b>					9	\$2,454	\$2,681	\$2,820	1.02	\$4,076	\$4,350	\$4,517
4137	<b>OVERALL WEIGHTED MARKET AVERAGE</b>			14	39	\$2,463	\$2,895	\$3,247		\$3,918	\$4,417	\$4,823

**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	Salary			Salary and Benefits		
													SR Min 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	A	15	17	\$2,506	\$2,821	\$3,494	0.94	\$4,352	\$4,737	\$5,560	101.8%	97.5%	107.6%	111.1%	107.3%	115.3%
<b>Non-Corrections/Non-Management Weighted Average</b>					17	\$2,506	\$2,821	\$3,494	0.94	\$4,352	\$4,737	\$5,560	101.8%	97.5%	107.6%	111.1%	107.3%	115.3%
4137	<b>STATEWIDE Weighted Average</b>				17	\$2,506	\$2,821	\$3,494	0.94	\$4,352	\$4,737	\$5,560	101.8%	97.5%	107.6%	111.1%	107.3%	115.3%

2018 Oregon Salary and Benefit Report

Data Effective Date: 7/1/2018

4138 LIQUOR DISTRIBUTION WORKER 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-MIL-PACS	08.09		Material Handler - Intermediate	13	115	\$2,560	\$3,216	\$3,812	1.01	\$3,979	\$4,732	\$5,416
<b>Purchased Market Average</b>				13	115	\$2,560	\$3,216	\$3,812	1.01	\$3,979	\$4,732	\$5,416
2018-ST-CA	6220	A	WAREHOUSE WORKER		115	\$2,928	\$3,276	\$3,343	1.04	\$4,684	\$5,102	\$5,182
2018-ST-ID	01550	G	Shipping and Receiving Materials Hanc		15	\$2,018	\$2,430	\$3,605	0.84	\$3,554	\$4,047	\$5,453
2018-ST-WA	117J	32G	WAREHOUSE OPERATOR 2		97	\$2,812	\$3,132	\$3,230	1.04	\$4,507	\$4,893	\$5,011
<b>State Market Average</b>					227	\$2,818	\$3,159	\$3,312	0.98	\$4,534	\$4,943	\$5,127
4138	<b>OVERALL WEIGHTED MARKET AVERAGE</b>			13	342	\$2,731	\$3,178	\$3,480		\$4,347	\$4,872	\$5,224

OREGON  
COMPARISON  
TO  
MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
AL	AFSCME AT LIQUOR CONTROL COMM	A	A	17	15	\$2,694	\$3,554	\$3,831	1.09	\$4,582	\$5,632	\$5,972	98.6%	111.8%	110.1%	105.4%	115.6%	114.3%
<b>Non-Corrections/Non-Management Weighted Average</b>					15	\$2,694	\$3,554	\$3,831	1.09	\$4,582	\$5,632	\$5,972	98.6%	111.8%	110.1%	105.4%	115.6%	114.3%
4138	<b>STATEWIDE Weighted Average</b>				15	\$2,694	\$3,554	\$3,831	1.09	\$4,582	\$5,632	\$5,972	98.6%	111.8%	110.1%	105.4%	115.6%	114.3%

4139 LIQUOR DISTRIBUTION EQUIP OPER

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-CompAnalyst	MM18000020		Materials Handler I	10	43	\$2,085	\$2,572	\$3,189	0.98	\$3,433	\$3,993	\$4,701
<b>Purchased Market Average</b>				10	43	\$2,085	\$2,572	\$3,189	0.98	\$3,433	\$3,993	\$4,701
2018-ST-CA	6393	A	AUTOMOTIVE EQUIPMENT OPERAT		43	\$3,106	\$3,518	\$3,567	1.05	\$4,898	\$5,392	\$5,450
2018-ST-WA	618S	45G	EQUIPMENT OPERATOR 2		28	\$3,583	\$4,093	\$4,142	1.06	\$5,437	\$6,051	\$6,110
<b>State Market Average</b>					71	\$3,295	\$3,746	\$3,795	1.06	\$5,111	\$5,653	\$5,711
4139	<b>OVERALL WEIGHTED MARKET AVERAGE</b>			10	114	\$2,839	\$3,304	\$3,567		\$4,479	\$5,028	\$5,331

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	Salary			Salary and Benefits		
													SR Min 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	A	16	13	\$2,605	\$3,192	\$3,662	1.02	\$4,473	\$5,191	\$5,765	91.8%	96.6%	102.7%	99.9%	103.2%	108.1%
<b>Non-Corrections/Non-Management Weighted Average</b>					13	\$2,605	\$3,192	\$3,662	1.02	\$4,473	\$5,191	\$5,765	91.8%	96.6%	102.7%	99.9%	103.2%	108.1%
4139	<b>STATEWIDE Weighted Average</b>				13	\$2,605	\$3,192	\$3,662	1.02	\$4,473	\$5,191	\$5,765	91.8%	96.6%	102.7%	99.9%	103.2%	108.1%

**4151 TRANSP MAINTENANCE SPECIALST 1**

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-JackCo	400		Road Maintenance Worker			\$2,650		\$3,460		\$5,012	\$5,999	
2018-OR-LaneCo	I002		Road Maintenance 1		17	\$2,468	\$2,598	\$3,427	0.88	\$4,337	\$4,495	\$5,509
2018-OR-MultCo	6176		Maintenance Specialist 1		18	\$3,891	\$4,436	\$4,761	1.03	\$6,200	\$6,865	\$7,262
2018-OR-WashCo	401		Utility Worker		31	\$3,635	\$3,891	\$4,391	0.97	\$5,611	\$5,915	\$6,508
2018-OR-WashCo	402		Light Equipment Operator		7	\$3,810	\$3,994	\$4,602	0.95	\$5,818	\$6,037	\$6,758
2018-WA-ClarkCo	104		Highway Maintenance Worker			\$3,131		\$3,813		\$5,143	\$5,965	
<b>County Market Average</b>					73	\$3,428	\$3,734	\$4,261	0.96	\$5,469	\$5,831	\$6,472
2018-ST-CA	6890		CALTRANS EQUIPMENT OPERATOF		106	\$3,257	\$3,644	\$3,913	1.02	\$5,079	\$5,542	\$5,865
2018-ST-ID	03636	G	Transportation Technician Apprentice		77	\$2,018	\$2,783	\$3,605	0.96	\$3,554	\$4,470	\$5,453
2018-ST-NV	09.127	26	HWY MAINTENANCE WORKER 2		59	\$2,794		\$4,055		\$4,178	\$5,649	
2018-ST-WA	596P	38E	MAINTENANCE TECHNICIAN 1		55	\$2,880	\$3,124	\$3,485	0.98	\$4,589	\$4,883	\$5,319
<b>State Market Average</b>					297	\$2,773	\$3,244	\$3,782	0.99	\$4,413	\$5,042	\$5,614
<b>4151</b>	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				370	\$2,906	\$3,359	\$3,879		\$4,626	\$5,227	\$5,787

**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	Salary			Salary and Benefits		
													SR Min 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	A	17	1	\$2,694	\$2,796	\$3,829	0.86	\$4,582	\$4,706	\$5,969	92.7%	83.2%	98.7%	99.0%	90.0%	103.1%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	17	24	\$2,883	\$3,690	\$4,096	1.06	\$4,640	\$5,578	\$6,050	99.2%	109.8%	105.6%	100.3%	106.7%	104.5%
<b>Non-Corrections/Non-Management Weighted Average</b>					25	\$2,875	\$3,654	\$4,085	1.05	\$4,637	\$5,543	\$6,046	99.0%	108.8%	105.3%	100.2%	106.0%	104.5%
<b>4151</b>	<b>STATEWIDE Weighted Average</b>				25	\$2,875	\$3,654	\$4,085	1.05	\$4,637	\$5,543	\$6,046	99.0%	108.8%	105.3%	100.2%	106.0%	104.5%

**4152 TRANSP MAINTENANCE SPECIALST 2**

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-LaneCo	I003		Road Maintenance 2		46	\$2,933	\$3,605	\$4,068	1.03	\$4,905	\$5,726	\$6,293
2018-OR-MarionCo	402		Medium Equipment Operator		35	\$3,063	\$4,054	\$4,103	1.13	\$5,182	\$6,391	\$6,451
2018-OR-MultCo	6177		Maintenance Specialist 2		1	\$4,364	\$5,323	\$5,344	1.10	\$6,778	\$7,949	\$7,974
2018-OR-WashCo	403		Medium Equipment Operator		7	\$4,188	\$4,706	\$5,068	1.02	\$6,267	\$6,881	\$7,311
2018-WA-ClarkCo	120		Highway Maintenance Specialist			\$3,491		\$4,254		\$5,578		\$6,497
<b>County Market Average</b>					89	\$3,103	\$3,888	\$4,176	1.07	\$5,147	\$6,104	\$6,454
2018-MIL-OPES	10.08		Maintenance Worker (Journey)	20	301	\$3,627	\$4,675	\$4,779	1.11	\$5,681	\$6,941	\$7,065
<b>Purchased Market Average</b>					20	\$3,627	\$4,675	\$4,779	1.11	\$5,681	\$6,941	\$7,065
2018-ST-NV	09.120	29	HWY MAINTENANCE WORKER 3		194	\$3,158		\$4,618		\$4,603		\$6,306
2018-ST-WA	596Q	42E	MAINTENANCE TECHNICIAN 2		301	\$3,162	\$3,805	\$3,840	1.09	\$4,929	\$5,703	\$5,746
<b>State Market Average</b>					495	\$3,161	\$3,805	\$4,145	1.09	\$4,801	\$5,703	\$5,965
4152	<b>OVERALL WEIGHTED MARKET AVERAGE</b>			20	885	\$3,313	\$4,194	\$4,363		\$5,135	\$6,294	\$6,389

**OREGON  
COMPARISON  
TO  
MARKET**

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
AU	AFSCME AT MILITARY	A	A	19	7	\$2,925	\$4,108	\$4,216	1.15	\$4,864	\$6,310	\$6,442	88.3%	97.9%	96.6%	94.7%	100.3%	100.8%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	19	686	\$3,130	\$4,251	\$4,514	1.11	\$4,927	\$6,230	\$6,536	94.5%	101.4%	103.5%	95.9%	99.0%	102.3%
<b>Non-Corrections/Non-Management Weighted Average</b>					693	\$3,128	\$4,250	\$4,511	1.11	\$4,926	\$6,231	\$6,535	94.4%	101.3%	103.4%	95.9%	99.0%	102.3%
4152	<b>STATEWIDE Weighted Average</b>				693	\$3,128	\$4,250	\$4,511	1.11	\$4,926	\$6,231	\$6,535	94.4%	101.3%	103.4%	95.9%	99.0%	102.3%

# 2018 Oregon Salary and Benefit Report

Data Effective Date: 7/1/2018

## 4160 TRANSPORTATION MAINTENANCE SUPERVISOR

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-MultCo	6096		Maintenance Specialist Senior		3	\$4,621	\$5,436	\$5,662	1.06	\$7,092	\$8,087	\$8,362
2018-WA-ThrstnCo	1513		ROAD OPERATIONS CREW CHIEF		5	\$4,738	\$5,589	\$5,627	1.08	\$7,016	\$8,042	\$8,088
<b>County Market Average</b>					8	\$4,694	\$5,532	\$5,640	1.07	\$7,045	\$8,059	\$8,191
2018-ST-CA	6301		CALTRANS MAINTENANCE SUPERV		166	\$3,700	\$4,768	\$4,816	1.12	\$5,609	\$6,889	\$6,946
2018-ST-NV	09.115	33	HWY MAINTENANCE SPVR 1		75	\$3,732		\$5,516		\$5,272		\$7,354
2018-ST-WA	596T	55	MAINTENANCE SUPERVISOR		79	\$3,942	\$5,339	\$5,301	1.16	\$5,869	\$7,552	\$7,506
<b>State Market Average</b>					320	\$3,767	\$4,952	\$5,100	1.14	\$5,594	\$7,103	\$7,180
4160	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				328	\$3,790	\$4,971	\$5,113		\$5,630	\$7,133	\$7,205

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	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	A	22	6	\$3,596	\$4,921	\$5,032	1.14	\$5,684	\$7,303	\$7,440	94.9%	99.0%	98.4%	101.0%	102.4%	103.3%
<b>Management Weighted Average</b>					6	\$3,596	\$4,921	\$5,032	1.14	\$5,684	\$7,303	\$7,440	94.9%	99.0%	98.4%	101.0%	102.4%	103.3%
4160	<b>STATEWIDE Weighted Average</b>				6	\$3,596	\$4,921	\$5,032	1.14	\$5,684	\$7,303	\$7,440	94.9%	99.0%	98.4%	101.0%	102.4%	103.3%

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4161 TRANSP MAINTENANCE COORD 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-ST-CA	6285		CALTRANS HIGHWAY MAINTENANC		178	\$3,649	\$4,503	\$4,589	1.09	\$5,549	\$6,571	\$6,675
2018-ST-ID	03640	I	Transportation Technician Senior, Mair			\$2,715		\$4,850		\$4,388		\$6,942
2018-ST-NV	09.117	31	HWY MAINTENANCE WORKER 4		77	\$3,429		\$5,041		\$4,918		\$6,800
2018-ST-WA	596S	51E	MAINTENANCE LEAD TECHNICIAN		178	\$3,942	\$4,779	\$4,805	1.09	\$5,869	\$6,877	\$6,908
<b>State Market Average</b>					432	\$3,728	\$4,641	\$4,759	1.09	\$5,565	\$6,724	\$6,793
4161	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				432	\$3,728	\$4,641	\$4,759		\$5,565	\$6,724	\$6,793

OREGON  
COMPARISON  
TO  
MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	21	75	\$3,409	\$4,792	\$4,950	1.15	\$5,251	\$6,859	\$7,042	91.4%	103.3%	104.0%	94.4%	102.0%	103.7%
<b>Non-Corrections/Non-Management Weighted Average</b>					75	\$3,409	\$4,792	\$4,950	1.15	\$5,251	\$6,859	\$7,042	91.4%	103.3%	104.0%	94.4%	102.0%	103.7%
4161	<b>STATEWIDE Weighted Average</b>				75	\$3,409	\$4,792	\$4,950	1.15	\$5,251	\$6,859	\$7,042	91.4%	103.3%	104.0%	94.4%	102.0%	103.7%

4162 TRANSP MAINTENANCE COORD 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-MIL-OPES	10.17		Public Works Crew Leader	15	19	\$4,274	\$5,484	\$5,340	1.14	\$6,459	\$7,914	\$7,741
<b>Purchased Market Average</b>				15	19	\$4,274	\$5,484	\$5,340	1.14	\$6,459	\$7,914	\$7,741
2018-ST-ID	03642	K	Transportation Technician Principal, M:		19	\$3,431	\$4,915	\$6,124	1.00	\$5,245	\$7,020	\$8,467
<b>State Market Average</b>					19	\$3,431	\$4,915	\$6,124	1.00	\$5,245	\$7,020	\$8,467
4162	<b>OVERALL WEIGHTED MARKET AVERAGE</b>			15	38	\$3,853	\$5,200	\$5,732		\$5,852	\$7,467	\$8,104

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	Salary			Salary and Benefits		
													SR Min 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	22	33	\$3,565	\$5,064	\$5,189	1.16	\$5,432	\$7,175	\$7,320	92.5%	97.4%	90.5%	92.8%	96.1%	90.3%
<b>Non-Corrections/Non-Management Weighted Average</b>					33	\$3,565	\$5,064	\$5,189	1.16	\$5,432	\$7,175	\$7,320	92.5%	97.4%	90.5%	92.8%	96.1%	90.3%
4162	<b>STATEWIDE Weighted Average</b>				33	\$3,565	\$5,064	\$5,189	1.16	\$5,432	\$7,175	\$7,320	92.5%	97.4%	90.5%	92.8%	96.1%	90.3%



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4166 TRANSPORTATION TELECOMMUNICATIONS SPEC 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-ST-CA	3710		DISPATCHER-CLERK, CALTRANS		20	\$2,876	\$3,444	\$3,600	1.06	\$4,623	\$5,303	\$5,490
2018-ST-ID	08020	I	ISP Regional Communications Officer		13	\$2,715	\$3,519	\$4,850	0.91	\$4,388	\$5,350	\$6,942
2018-ST-WA	401A	39	TRAFFIC SAFETY SYSTEMS OPERA			\$2,681		\$3,571		\$4,350		\$5,421
<b>State Market Average</b>					33	\$2,808	\$3,474	\$4,084	0.98	\$4,524	\$5,322	\$6,051
4166	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				33	\$2,808	\$3,474	\$4,084		\$4,524	\$5,322	\$6,051

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	Salary			Salary and Benefits		
													SR Min 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	20	32	\$3,264	\$4,330	\$4,727	1.08	\$5,083	\$6,322	\$6,783	116.2%	124.6%	115.7%	112.4%	118.8%	112.1%
<b>Non-Corrections/Non-Management Weighted Average</b>					32	\$3,264	\$4,330	\$4,727	1.08	\$5,083	\$6,322	\$6,783	116.2%	124.6%	115.7%	112.4%	118.8%	112.1%
4166	<b>STATEWIDE Weighted Average</b>				32	\$3,264	\$4,330	\$4,727	1.08	\$5,083	\$6,322	\$6,783	116.2%	124.6%	115.7%	112.4%	118.8%	112.1%

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4167 TRANSPORTATION TELECOMMUNICATIONS SPEC 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-ST-ID	08029	J	ISP Regional Communications Officer,		4	\$3,064	\$4,746	\$5,470	1.08	\$4,805	\$6,818	\$7,684
2018-ST-WA	401C	43	TRAFFIC SAFETY SYSTEMS OPERA			\$2,947		\$3,942		\$4,670		\$5,869
<b>State Market Average</b>					4	\$3,040	\$4,746	\$5,164	1.08	\$4,778	\$6,818	\$7,321
4167	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				4	\$3,040	\$4,746	\$5,164		\$4,778	\$6,818	\$7,321

OREGON  
COMPARISON  
TO  
MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	22	4	\$3,565	\$5,129	\$5,189	1.17	\$5,432	\$7,251	\$7,320	117.3%	108.1%	100.5%	113.7%	106.3%	100.0%
<b>Non-Corrections/Non-Management Weighted Average</b>					4	\$3,565	\$5,129	\$5,189	1.17	\$5,432	\$7,251	\$7,320	117.3%	108.1%	100.5%	113.7%	106.3%	100.0%
4167	<b>STATEWIDE Weighted Average</b>				4	\$3,565	\$5,129	\$5,189	1.17	\$5,432	\$7,251	\$7,320	117.3%	108.1%	100.5%	113.7%	106.3%	100.0%

**4280 APPRENTICESHIP REPRESENTATIVE**

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-ST-CA	9485		APPRENTICESHIP CONSULTANT		5	\$4,655	\$5,610	\$5,831	1.07	\$6,754	\$7,898	\$8,162
2018-ST-WA	120B	49	APPRENTICESHIP CONSULTANT 2			\$3,398		\$4,572		\$5,214		\$6,627
<b>State Market Average</b>					5	\$4,427	\$5,610	\$5,602	1.07	\$6,474	\$7,898	\$7,883
4280	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				5	\$4,427	\$5,610	\$5,602		\$6,474	\$7,898	\$7,883

**OREGON  
COMPARISON  
TO  
MARKET**

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	23	5	\$3,737	\$5,391	\$5,442	1.17	\$5,632	\$7,556	\$7,614	84.4%	96.1%	97.2%	87.0%	95.7%	96.6%
<b>Non-Corrections/Non-Management Weighted Average</b>					5	\$3,737	\$5,391	\$5,442	1.17	\$5,632	\$7,556	\$7,614	84.4%	96.1%	97.2%	87.0%	95.7%	96.6%
4280	<b>STATEWIDE Weighted Average</b>				5	\$3,737	\$5,391	\$5,442	1.17	\$5,632	\$7,556	\$7,614	84.4%	96.1%	97.2%	87.0%	95.7%	96.6%

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## 4310 TRAFFIC SYSTEMS TECH 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-ClackCo	444		Traffic Signal Electrician		2	\$5,386	\$6,479	\$6,796	1.06	\$7,957	\$9,298	\$9,687
2018-WA-ClarkCo	207		Traffic Signal Technician			\$4,211		\$5,377		\$6,445		\$7,850
<b>County Market Average</b>					2	\$4,995	\$6,479	\$6,323	1.06	\$7,453	\$9,298	\$9,075
2018-MIL-OPES	10.16		Traffic Signal Maintenance Technician	6	4	\$4,474	\$5,618	\$5,679	1.11	\$6,700	\$8,074	\$8,147
<b>Purchased Market Average</b>					6	\$4,474	\$5,618	\$5,679	1.11	\$6,700	\$8,074	\$8,147
2018-ST-CA	6938		CALTRANS ELECTRICIAN I		25	\$4,091	\$4,287	\$4,714	0.97	\$6,078	\$6,313	\$6,824
2018-ST-ID	06276	I	Electrician, Traffic Signal		6	\$2,715	\$4,502	\$4,850	1.16	\$4,388	\$6,527	\$6,942
2018-ST-WA	594N	57E	TRANSPORTATION SYSTEMS TECH		24	\$4,572	\$5,345	\$5,568	1.05	\$6,627	\$7,559	\$7,828
<b>State Market Average</b>					55	\$4,151	\$4,772	\$5,101	1.06	\$6,134	\$6,880	\$7,275
4310	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				6	\$4,212	\$4,884	\$5,198		\$6,234	\$7,038	\$7,418

OREGON  
COMPARISON  
TO  
MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	MARKET COMPARISONS												
						SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS								
						SR Min	Emp Avg	SR Max		SR Min to SR Min	Avg to Avg	SR Max to SR Max						
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	A	25	8	\$3,873	\$5,688	\$5,722	1.19	\$6,023	\$8,242	\$8,283	91.9%	116.5%	110.1%	96.6%	117.1%	111.7%
<b>Non-Corrections/Non-Management Weighted Average</b>					8	\$3,873	\$5,688	\$5,722	1.19	\$6,023	\$8,242	\$8,283	91.9%	116.5%	110.1%	96.6%	117.1%	111.7%
4310	<b>STATEWIDE Weighted Average</b>				8	\$3,873	\$5,688	\$5,722	1.19	\$6,023	\$8,242	\$8,283	91.9%	116.5%	110.1%	96.6%	117.1%	111.7%

**4311 TRAFFIC SYSTEMS TECH 3**

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-WashCo	442		Traffic and Signal Lighting Technician		5	\$4,964	\$5,951	\$6,028	1.08	\$7,187	\$8,358	\$8,449
2018-WA-ClarkCo	210		Traffic Signal Technician Sr			\$4,875		\$6,223		\$7,246		\$8,870
2018-WA-KingCo	8307100		Traffic Signal Technician		12	\$5,251	\$6,657	\$6,656	1.12	\$7,792	\$9,486	\$9,485
<b>County Market Average</b>					17	\$5,151	\$6,450	\$6,458	1.10	\$7,593	\$9,154	\$9,163
2018-ST-CA	6924		CALTRANS ELECTRICIAN II		77	\$4,288	\$5,006	\$5,177	1.06	\$6,314	\$7,174	\$7,379
2018-ST-ID	06278	K	Electrician Foreman, Traffic Signal		1	\$3,431	\$5,541	\$6,124	1.13	\$5,245	\$7,769	\$8,467
2018-ST-WA	594O	59E	TRANSPORTATION SYSTEMS TECH		70	\$4,803	\$5,709	\$5,854	1.07	\$6,907	\$7,998	\$8,173
<b>State Market Average</b>					148	\$4,526	\$5,342	\$5,504	1.09	\$6,587	\$7,568	\$7,762
<b>4311</b>	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				165	\$4,594	\$5,456	\$5,607		\$6,696	\$7,731	\$7,914

**OREGON  
COMPARISON  
TO  
MARKET**

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	MARKET COMPARISONS												
						SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS								
						SR Min	Emp Avg	SR Max		SR Min to SR Min	Avg to Avg	SR Max to SR Max						
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	A	27	7	\$4,272	\$6,266	\$6,309	1.18	\$6,511	\$8,948	\$9,001	93.0%	114.8%	112.5%	97.2%	115.7%	113.7%
<b>Non-Corrections/Non-Management Weighted Average</b>					7	\$4,272	\$6,266	\$6,309	1.18	\$6,511	\$8,948	\$9,001	93.0%	114.8%	112.5%	97.2%	115.7%	113.7%
<b>4311</b>	<b>STATEWIDE Weighted Average</b>				7	\$4,272	\$6,266	\$6,309	1.18	\$6,511	\$8,948	\$9,001	93.0%	114.8%	112.5%	97.2%	115.7%	113.7%

**4339 SCIENTIFIC INSTRUMENT TECH**

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-ST-ID	06724	I	Electronics Specialist			\$2,715		\$4,850		\$4,388		\$6,942
2018-ST-NV	06.979	33	DEVELOPMENT TECHNICIAN 2		1	\$3,732		\$5,516		\$5,272		\$7,354
2018-ST-WA	604F	50G	INSTRUMENT MAKER 2			\$4,376		\$4,687		\$6,392		\$6,767
<b>State Market Average</b>					1	\$3,608		\$5,017		\$5,351		\$7,021
<b>4339 OVERALL WEIGHTED MARKET AVERAGE</b>					1	\$3,608		\$5,017		\$5,351		\$7,021

**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	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	A	21	5	\$3,182	\$4,425	\$4,626	1.13	\$5,178	\$6,698	\$6,943	88.2%	- %	92.2%	96.8%	- %	98.9%
AO	AFSCME OR ST POLICE-SUPP UNIT	A	A	21	1	\$3,182	\$4,626	\$4,626	1.18	\$5,178	\$6,943	\$6,943	88.2%	- %	92.2%	96.8%	- %	98.9%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	21	1	\$3,409	\$3,737	\$4,950	0.89	\$5,251	\$5,632	\$7,042	94.5%	- %	98.7%	98.1%	- %	100.3%
<b>Non-Corrections/Non-Management Weighted Average</b>					7	\$3,214	\$4,356	\$4,672	1.10	\$5,189	\$6,581	\$6,958	89.1%	- %	93.1%	97.0%	- %	99.1%
<b>4339 STATEWIDE Weighted Average</b>					7	\$3,214	\$4,356	\$4,672	1.10	\$5,189	\$6,581	\$6,958	89.1%	- %	93.1%	97.0%	- %	99.1%

# 2018 Oregon Salary and Benefit Report

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## 4401 TRUCK DRIVER 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-CompAnalyst	TR20000005		Truck Driver - Heavy	10	131	\$3,314	\$3,717	\$4,443	0.96	\$4,843	\$5,307	\$6,139
2018-MIL-PACS	08.07		Driver	8	18	\$2,882	\$3,949	\$4,155	1.12	\$4,349	\$5,573	\$5,808
<b>Purchased Market Average</b>				18	149	\$3,262	\$3,745	\$4,408	1.04	\$4,784	\$5,339	\$6,099
2018-ST-CA	6381	A	TRUCK DRIVER		11	\$3,106	\$3,539	\$3,567	1.06	\$4,898	\$5,416	\$5,450
2018-ST-ID	06334	F	Motor Vehicle Operator 2		5	\$1,780	\$2,329	\$3,176	0.92	\$3,270	\$3,926	\$4,940
2018-ST-WA	632I	34G	TRUCK DRIVER 1		65	\$2,769	\$3,061	\$3,162	1.03	\$4,456	\$4,808	\$4,929
<b>State Market Average</b>					81	\$2,754	\$3,081	\$3,218	1.01	\$4,443	\$4,836	\$5,001
4401	<b>OVERALL WEIGHTED MARKET AVERAGE</b>			18	230	\$3,083	\$3,511	\$3,989		\$4,664	\$5,162	\$5,712

### OREGON COMPARISON TO MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
OAI	SEIU STRIKEABLE INST COALITION	A	P	17	2	\$2,883	\$4,096	\$4,096	1.17	\$4,640	\$6,050	\$6,050	93.5%	116.6%	102.7%	99.5%	117.2%	105.9%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	17	1	\$2,883	\$4,096	\$4,096	1.17	\$4,640	\$6,050	\$6,050	93.5%	116.6%	102.7%	99.5%	117.2%	105.9%
<b>Non-Corrections/Non-Management Weighted Average</b>					3	\$2,883	\$4,096	\$4,096	1.17	\$4,640	\$6,050	\$6,050	93.5%	116.6%	102.7%	99.5%	117.2%	105.9%
4401	<b>STATEWIDE Weighted Average</b>				3	\$2,883	\$4,096	\$4,096	1.17	\$4,640	\$6,050	\$6,050	93.5%	116.6%	102.7%	99.5%	117.2%	105.9%

# 2018 Oregon Salary and Benefit Report

Data Effective Date: 7/1/2018

## 4402 TRUCK DRIVER 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-WA-KingCo	9321300		Truck Driver III		96	\$4,598	\$5,156	\$5,603	1.01	\$7,005	\$7,677	\$8,215
<b>County Market Average</b>					96	\$4,598	\$5,156	\$5,603	1.01	\$7,005	\$7,677	\$8,215
2018-CompAnalyst	TR20000006		Truck Driver - Tractor Trailer	10	96	\$3,638	\$4,224	\$5,008	0.99	\$5,215	\$5,887	\$6,787
<b>Purchased Market Average</b>					10	\$3,638	\$4,224	\$5,008	0.99	\$5,215	\$5,887	\$6,787
2018-ST-CA	6378	A	HEAVY TRUCK DRIVER		15	\$3,243	\$3,671	\$3,737	1.05	\$5,063	\$5,575	\$5,654
2018-ST-WA	632J	38G	TRUCK DRIVER 2		60	\$3,013	\$3,350	\$3,485	1.03	\$4,750	\$5,155	\$5,319
<b>State Market Average</b>					75	\$3,059	\$3,414	\$3,536	1.04	\$4,813	\$5,239	\$5,386
4402	<b>OVERALL WEIGHTED MARKET AVERAGE</b>			10	266	\$3,819	\$4,330	\$4,806		\$5,744	\$6,347	\$6,905

### OREGON COMPARISON TO MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
AAON AFSCME AT DOC SECURITY PLUS		A	A	20	7	\$3,688	\$4,904	\$5,096	1.12	\$5,797	\$7,284	\$7,518	96.6%	113.3%	106.0%	100.9%	114.8%	108.9%
<b>Corrections Weighted Average</b>					7	\$3,688	\$4,904	\$5,096	1.12	\$5,797	\$7,284	\$7,518	96.6%	113.3%	106.0%	100.9%	114.8%	108.9%
OAS SEIU STRIKEABLE SPEC COALITION		A	P	20	1	\$3,264	\$4,727	\$4,727	1.18	\$5,083	\$6,783	\$6,783	85.5%	109.2%	98.3%	88.5%	106.9%	98.2%
<b>Non-Corrections/Non-Management Weighted Average</b>					1	\$3,264	\$4,727	\$4,727	1.18	\$5,083	\$6,783	\$6,783	85.5%	109.2%	98.3%	88.5%	106.9%	98.2%
4402	<b>STATEWIDE Weighted Average</b>				8	\$3,635	\$4,882	\$5,050	1.12	\$5,707	\$7,221	\$7,426	95.2%	112.7%	105.1%	99.4%	113.8%	107.6%



# 2018 Oregon Salary and Benefit Report

Data Effective Date: 7/1/2018

## 4404 MAIL DELIVERY DRIVER

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2018-OR-ClackCo	293		Courier		4	\$2,551	\$3,123	\$3,206	1.09	\$4,476	\$5,178	\$5,279	
2018-OR-JackCo	254		Mail Courier			\$2,434		\$3,169		\$4,747		\$5,644	
2018-OR-MarionCo	063		Mail Courier		1	\$2,480	\$2,737	\$3,325	0.94	\$4,471	\$4,784	\$5,501	
2018-OR-MultCo	6124		Driver		11	\$3,090	\$3,687	\$3,776	1.07	\$5,223	\$5,952	\$6,060	
2018-OR-WashCo	163		Delivery Clerk II		2	\$3,563	\$4,015	\$4,332	1.02	\$5,526	\$6,062	\$6,438	
<b>County Market Average</b>					18	\$2,960	\$3,545	\$3,659	1.03	\$5,033	\$5,727	\$5,884	
2018-MIL-PACS	01.15		Courier	16	67	\$2,469	\$3,250	\$3,517	1.09	\$3,875	\$4,770	\$5,076	
<b>Purchased Market Average</b>					16	\$2,469	\$3,250	\$3,517	1.09	\$3,875	\$4,770	\$5,076	
2018-ST-CA	1697		INTERAGENCY MESSENGER		7	\$2,298	\$2,875	\$2,875	1.11	\$3,930	\$4,621	\$4,621	
2018-ST-WA	113J	34	MAIL PROCESSING-DRIVER		65	\$2,528	\$3,183	\$3,341	1.08	\$4,165	\$4,955	\$5,145	
<b>State Market Average</b>					72	\$2,505	\$3,153	\$3,296	1.10	\$4,142	\$4,922	\$5,094	
4404	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				16	157	\$2,545	\$3,239	\$3,433		\$4,137	\$4,950	\$5,182

**OREGON  
COMPARISON  
TO  
MARKET**

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	15	17	\$2,680	\$3,293	\$3,737	1.03	\$4,404	\$5,116	\$5,632	105.3%	101.7%	108.9%	106.5%	103.4%	108.7%
<b>Non-Corrections/Non-Management Weighted Average</b>					17	\$2,680	\$3,293	\$3,737	1.03	\$4,404	\$5,116	\$5,632	105.3%	101.7%	108.9%	106.5%	103.4%	108.7%
4404	<b>STATEWIDE Weighted Average</b>				17	\$2,680	\$3,293	\$3,737	1.03	\$4,404	\$5,116	\$5,632	105.3%	101.7%	108.9%	106.5%	103.4%	108.7%

# 2018 Oregon Salary and Benefit Report

Data Effective Date: 7/1/2018

## 4409 GENERAL MAINTENANCE MECHANIC

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-CompAnalyst	SC16000051		Mechanic Technician II	10	70	\$3,206	\$4,132	\$4,825	1.03	\$4,720	\$5,783	\$6,577
2018-MIL-PACS	04.11		General Maintenance Mechanic - Senic	17	70	\$4,234	\$5,550	\$5,950	1.09	\$5,899	\$7,409	\$7,868
<b>Purchased Market Average</b>				27	141	\$3,720	\$4,841	\$5,388	1.06	\$5,309	\$6,596	\$7,223
2018-ST-ID	06347	I	Mechanic		44	\$2,715	\$3,859	\$4,850	0.99	\$4,388	\$5,757	\$6,942
2018-ST-NV	09.485	28	MAINTENANCE REPAIR WORKER 4		3	\$3,031		\$4,426		\$4,454		\$6,081
2018-ST-WA	596M	48G	FACILITIES OPERATIONS MAINT SP			\$3,846		\$4,461		\$5,753		\$6,494
<b>State Market Average</b>					47	\$2,759	\$3,859	\$4,815	0.99	\$4,421	\$5,757	\$6,879
4409	<b>OVERALL WEIGHTED MARKET AVERAGE</b>			27	188	\$3,475	\$4,607	\$5,242		\$5,083	\$6,396	\$7,135

OREGON  
COMPARISON  
TO  
MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
AL	AFSCME AT LIQUOR CONTROL COMM	A	A	17T	2	\$3,255	\$3,835	\$3,924	1.07	\$5,267	\$5,976	\$6,085	93.7%	83.2%	74.9%	103.6%	93.4%	85.3%
<b>Non-Corrections/Non-Management Weighted Average</b>					2	\$3,255	\$3,835	\$3,924	1.07	\$5,267	\$5,976	\$6,085	93.7%	83.2%	74.9%	103.6%	93.4%	85.3%
4409	<b>STATEWIDE Weighted Average</b>				2	\$3,255	\$3,835	\$3,924	1.07	\$5,267	\$5,976	\$6,085	93.7%	83.2%	74.9%	103.6%	93.4%	85.3%

# 2018 Oregon Salary and Benefit Report

Data Effective Date: 7/1/2018

## 4415 EMERGENCY VEHICLE TECHNICIAN

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-ST-CA	6832		AUTOMOTIVE TECHNICIAN I		3	\$2,993	\$3,477	\$3,745	1.03	\$4,763	\$5,343	\$5,664
2018-ST-WA	592R	44E	LAW ENFORCEMENT EQUIPMENT T		3	\$3,316	\$3,906	\$4,045	1.06	\$5,115	\$5,826	\$5,993
<b>State Market Average</b>					6	\$3,155	\$3,692	\$3,895	1.05	\$4,939	\$5,584	\$5,828
4415	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				6	\$3,155	\$3,692	\$3,895		\$4,939	\$5,584	\$5,828

### OREGON COMPARISON TO MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
SC	OSPOA CLASSIFIED	A	A	17	3	\$2,668	\$3,359	\$3,794	1.04	\$4,550	\$5,394	\$5,926	84.6%	91.0%	97.4%	92.1%	96.6%	101.7%
<b>Non-Corrections/Non-Management Weighted Average</b>					3	\$2,668	\$3,359	\$3,794	1.04	\$4,550	\$5,394	\$5,926	84.6%	91.0%	97.4%	92.1%	96.6%	101.7%
4415	<b>STATEWIDE Weighted Average</b>				3	\$2,668	\$3,359	\$3,794	1.04	\$4,550	\$5,394	\$5,926	84.6%	91.0%	97.4%	92.1%	96.6%	101.7%

**4417 AUTOMOTIVE SERVICE TECHNICIAN**

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-ClackCo	430		Automotive Service Technician		2	\$3,728	\$4,275	\$4,275	1.07	\$5,921	\$6,592	\$6,592
2018-OR-LaneCo	I010		Mechanic 1			\$2,933		\$4,068		\$4,905		\$6,293
2018-OR-MultCo	6125		Motor Pool Attendant		1	\$3,005	\$3,165	\$3,668	0.95	\$5,119	\$5,315	\$5,928
2018-WA-ClarkCo	174		Equipment Assistant			\$3,339		\$3,872		\$5,394		\$6,036
<b>County Market Average</b>					3	\$3,347	\$3,905	\$4,031	1.01	\$5,452	\$6,166	\$6,288
2018-CompAnalyst	SC16000032		Automotive Mechanic I	40	354	\$2,683	\$3,294	\$3,837	1.01	\$4,119	\$4,821	\$5,444
<b>Purchased Market Average</b>					40	\$2,683	\$3,294	\$3,837	1.01	\$4,119	\$4,821	\$5,444
2018-ST-CA	6898		AUTOMOTIVE POOL ATTENDANT I		8	\$2,579	\$2,818	\$2,936	1.02	\$4,267	\$4,552	\$4,694
2018-ST-NV	09.337	23	FLEET SERVICE WORKER 1		3	\$2,483		\$3,570		\$3,815		\$5,083
<b>State Market Average</b>					11	\$2,553	\$2,818	\$3,109	1.02	\$4,143	\$4,552	\$4,800
<b>4417</b>	<b>OVERALL WEIGHTED MARKET AVERAGE</b>			40	368	\$2,688	\$3,289	\$3,818		\$4,138	\$4,826	\$5,436

**OREGON  
COMPARISON  
TO  
MARKET**

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	12	5	\$2,680	\$3,004	\$3,264	1.01	\$4,404	\$4,780	\$5,083	99.7%	91.3%	85.5%	106.4%	99.0%	93.5%
<b>Non-Corrections/Non-Management Weighted Average</b>					5	\$2,680	\$3,004	\$3,264	1.01	\$4,404	\$4,780	\$5,083	99.7%	91.3%	85.5%	106.4%	99.0%	93.5%
<b>4417</b>	<b>STATEWIDE Weighted Average</b>				5	\$2,680	\$3,004	\$3,264	1.01	\$4,404	\$4,780	\$5,083	99.7%	91.3%	85.5%	106.4%	99.0%	93.5%

4418 AUTOMOTIVE TECHNICIAN 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2018-OR-ClackCo	432		Mechanic		4	\$4,467	\$5,048	\$5,136	1.05	\$6,827	\$7,541	\$7,649	
2018-OR-DescCo	1510		Equipment Servicer			\$3,637		\$4,643		\$6,068		\$7,299	
2018-OR-JackCo	424		Equipment Services Worker II			\$3,016		\$3,954		\$5,458		\$6,602	
2018-OR-LaneCo	I011		Mechanic 2		6	\$3,404	\$4,194	\$4,718	1.03	\$5,481	\$6,446	\$7,087	
2018-OR-MultCo	6180		Fleet Maintenance Technician 2		4	\$3,668	\$4,097	\$4,493	1.00	\$5,928	\$6,452	\$6,935	
2018-OR-WashCo	420		Equipment Service Worker		2	\$3,957	\$4,481	\$4,785	1.03	\$5,993	\$6,615	\$6,975	
2018-WA-KingCo	8410200		Mechanic/Automotive Machinist I		13	\$4,271	\$5,414	\$5,414	1.12	\$6,611	\$7,988	\$7,988	
<b>County Market Average</b>					29	\$3,970	\$4,865	\$5,012	1.05	\$6,238	\$7,301	\$7,502	
2018-CompAnalyst	SC16000033		Automotive Mechanic II	80	984	\$3,422	\$4,083	\$4,759	1.01	\$4,967	\$5,725	\$6,501	
2018-MIL-OPES	10.11		Automotive Mechanic	10	13	\$3,958	\$4,391	\$5,034	0.98	\$6,079	\$6,599	\$7,372	
<b>Purchased Market Average</b>					90	\$3,429	\$4,087	\$4,762	0.99	\$4,982	\$5,737	\$6,512	
2018-ST-CA	6830		AUTOMOTIVE TECHNICIAN II		174	\$3,253	\$3,961	\$4,116	1.08	\$5,074	\$5,922	\$6,108	
2018-ST-ID	06349	G	Mechanic, General Repair			\$2,018		\$3,605		\$3,554		\$5,453	
2018-ST-NV	09.335	27	FLEET SERVICE WORKER 3		16	\$2,910		\$4,239		\$4,313		\$5,863	
2018-ST-WA	618M	42G	AUTOMOTIVE MECHANIC		4	\$3,316	\$3,705	\$3,846	1.03	\$5,115	\$5,583	\$5,753	
<b>State Market Average</b>					194	\$3,220	\$3,955	\$4,118	1.06	\$5,004	\$5,915	\$6,077	
4418	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				90	1,220	\$3,409	\$4,086	\$4,666		\$5,017	\$5,801	\$6,468

OREGON  
COMPARISON  
TO  
MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	17	2	\$2,883	\$3,434	\$4,096	0.98	\$4,640	\$5,280	\$6,050	84.6%	84.0%	87.8%	92.5%	91.0%	93.5%
<b>Non-Corrections/Non-Management Weighted Average</b>					2	\$2,883	\$3,434	\$4,096	0.98	\$4,640	\$5,280	\$6,050	84.6%	84.0%	87.8%	92.5%	91.0%	93.5%
4418	<b>STATEWIDE Weighted Average</b>				2	\$2,883	\$3,434	\$4,096	0.98	\$4,640	\$5,280	\$6,050	84.6%	84.0%	87.8%	92.5%	91.0%	93.5%

4419 AUTOMOTIVE TECHNICIAN 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-DescCo	1507		Equipment Mechanic		7	\$3,787	\$4,891	\$4,891	1.13	\$6,252	\$7,603	\$7,603
2018-OR-LaneCo	I012		Mechanic, Senior		2	\$3,576	\$4,960	\$4,961	1.16	\$5,691	\$7,382	\$7,383
2018-OR-MarionCo	433		Mechanic		7	\$3,526	\$4,257	\$4,725	1.03	\$5,746	\$6,638	\$7,208
2018-OR-MultCo	6182		Fleet Maintenance Technician 3		1	\$4,364	\$5,323	\$5,344	1.10	\$6,778	\$7,949	\$7,974
2018-OR-WashCo	422		Automotive Mechanic		5	\$4,563	\$5,196	\$5,519	1.03	\$6,712	\$7,462	\$7,846
<b>County Market Average</b>					22	\$3,887	\$4,784	\$5,008	1.09	\$6,168	\$7,260	\$7,529
2018-CompAnalyst	SC16000034		Automotive Mechanic III	60	1,256	\$4,045	\$4,788	\$5,631	1.02	\$5,682	\$6,534	\$7,501
2018-MIL-PACS	04.12		Fleet Mechanic	7	34		\$5,561			\$7,421		
<b>Purchased Market Average</b>					67	\$4,045	\$4,808	\$5,631	1.02	\$5,682	\$6,558	\$7,501
2018-ST-CA	6851	A	AUTOMOBILE MECHANIC		9	\$3,398	\$3,797	\$3,911	1.04	\$5,247	\$5,726	\$5,863
2018-ST-ID	06347	I	Mechanic		44	\$2,715	\$3,859	\$4,850	0.99	\$4,388	\$5,757	\$6,942
2018-ST-NV	09.331	31	EQUIPMENT MECHANIC 2		13	\$3,429		\$5,041		\$4,918		\$6,800
<b>State Market Average</b>					66	\$2,949	\$3,849	\$4,759	1.02	\$4,610	\$5,752	\$6,767
4419	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				67	\$3,988	\$4,771	\$5,578		\$5,637	\$6,538	\$7,466

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	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	A	21	4	\$3,858	\$5,213	\$5,332	1.13	\$6,005	\$7,661	\$7,806	96.7%	109.3%	95.6%	106.5%	117.2%	104.6%
<b>Corrections Weighted Average</b>					4	\$3,858	\$5,213	\$5,332	1.13	\$6,005	\$7,661	\$7,806	96.7%	109.3%	95.6%	106.5%	117.2%	104.6%
AO	AFSCME OR ST POLICE-SUPP UNIT	A	A	21	6	\$3,182	\$4,070	\$4,626	1.04	\$5,178	\$6,264	\$6,943	79.8%	85.3%	82.9%	91.9%	95.8%	93.0%
OAI	SEIU STRIKEABLE INST COALITION	A	P	21	1	\$3,409	\$4,950	\$4,950	1.18	\$5,251	\$7,042	\$7,042	85.5%	103.8%	88.7%	93.2%	107.7%	94.3%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	21	8	\$3,409	\$4,821	\$4,950	1.15	\$5,251	\$6,893	\$7,042	85.5%	101.1%	88.7%	93.2%	105.4%	94.3%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	21	2	\$3,409	\$4,434	\$4,950	1.06	\$5,251	\$6,443	\$7,042	85.5%	92.9%	88.7%	93.2%	98.5%	94.3%
<b>Non-Corrections/Non-Management Weighted Average</b>					17	\$3,329	\$4,518	\$4,836	1.11	\$5,226	\$6,626	\$7,008	83.5%	94.7%	86.7%	92.7%	101.4%	93.9%
4419	<b>STATEWIDE Weighted Average</b>				21	\$3,430	\$4,650	\$4,930	1.11	\$5,374	\$6,823	\$7,160	86.0%	97.5%	88.4%	95.3%	104.4%	95.9%

4422 EQUIPMENT OPERATOR

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2018-OR-DescCo	1506		Public Works Equipment Operator		32	\$3,522	\$4,401	\$4,495	1.10	\$5,927	\$7,003	\$7,119	
2018-OR-JackCo	402		Equipment Operator II			\$2,886		\$3,779		\$5,299		\$6,389	
2018-OR-MarionCo	404		Heavy Equipment Operator		4	\$3,290	\$4,503	\$4,404	1.17	\$5,458	\$6,938	\$6,818	
2018-OR-WashCo	404		Heavy Equipment Operator		9	\$4,602	\$5,342	\$5,571	1.05	\$6,758	\$7,635	\$7,908	
2018-WA-KingCo	9324100		Equipment Operator		58	\$4,854	\$5,521	\$5,902	1.03	\$7,313	\$8,117	\$8,576	
<b>County Market Average</b>					103	\$4,343	\$5,118	\$5,363	1.08	\$6,748	\$7,683	\$7,981	
2018-CompAnalyst	SC16000088		Machine Operator III	5	150	\$3,081	\$3,900	\$4,535	1.03	\$4,577	\$5,516	\$6,244	
2018-CompAnalyst	TR20000058		Heavy Equipment Operator	5	10	\$4,559	\$5,585	\$5,730	1.09	\$6,272	\$7,448	\$7,616	
2018-MIL-OPES	10.10		Heavy / Construction Equipment Opera	4	49	\$3,823	\$5,284	\$4,893	1.21	\$5,916	\$7,673	\$7,203	
<b>Purchased Market Average</b>					14	\$3,326	\$4,305	\$4,676	1.11	\$4,972	\$6,114	\$6,534	
2018-ST-CA	6286		CALTRANS EQUIPMENT OPERATOR		525	\$3,481	\$4,008	\$4,199	1.04	\$5,347	\$5,978	\$6,208	
2018-ST-NV	09.203	28	SPECIAL EQUIPMENT OPERATOR 2		2	\$3,031		\$4,426		\$4,454		\$6,081	
2018-ST-WA	618R	38E	EQUIPMENT OPERATOR 1		8	\$2,880	\$3,293	\$3,485	1.03	\$4,589	\$5,086	\$5,319	
<b>State Market Average</b>					535	\$3,470	\$3,997	\$4,189	1.04	\$5,332	\$5,965	\$6,194	
4422	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				14	847	\$3,541	\$4,210	\$4,453		\$5,417	\$6,211	\$6,497

OREGON  
COMPARISON  
TO  
MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
OAI	SEIU STRIKEABLE INST COALITION	A	P	21	1	\$3,409	\$4,727	\$4,950	1.13	\$5,251	\$6,783	\$7,042	96.3%	112.3%	111.2%	96.9%	109.2%	108.4%
OA0	SEIU STRIKEABLE ODOT COALITION	A	P	21	12	\$3,409	\$4,804	\$4,950	1.15	\$5,251	\$6,873	\$7,042	96.3%	114.1%	111.2%	96.9%	110.7%	108.4%
OXNO	SEIU NONSTRIKE ODOT COALITION	A	P	21	5	\$3,731	\$5,327	\$5,424	1.16	\$5,625	\$7,481	\$7,594	105.4%	126.5%	121.8%	103.9%	120.4%	116.9%
OXSO	SEIU SEAS NON-STRIKE ODOT COAL	A	P	21	1	\$3,731	\$3,731	\$5,424	0.82	\$5,625	\$5,625	\$7,594	105.4%	88.6%	121.8%	103.9%	90.6%	116.9%
<b>Non-Corrections/Non-Management Weighted Average</b>					19	\$3,511	\$4,881	\$5,100	1.13	\$5,375	\$6,963	\$7,216	99.1%	116.0%	114.5%	99.2%	112.1%	111.1%
4422	<b>STATEWIDE Weighted Average</b>				19	\$3,511	\$4,881	\$5,100	1.13	\$5,369	\$6,963	\$7,216	99.1%	116.0%	114.5%	99.1%	112.1%	111.1%

# 2018 Oregon Salary and Benefit Report

Data Effective Date: 7/1/2018

## 4437 HEAVY EQUIPMENT TECHNICIAN 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-JackCo	429		Equipment Mechanic			\$3,295		\$4,325		\$5,799		\$7,055
2018-WA-KingCo	9410100		Equipment Services and Maintenance :		1	\$3,705	\$4,696	\$4,696	1.12	\$5,928	\$7,123	\$7,123
2018-WA-ThrstnCo	1711		EQUIPMENT MECHANIC		7	\$4,298	\$4,917	\$5,104	1.05	\$6,486	\$7,232	\$7,457
<b>County Market Average</b>					8	\$4,121	\$4,889	\$4,972	1.08	\$6,348	\$7,218	\$7,375
2018-CompAnalyst	SC16000537		Shop Service Technician			\$3,305	\$4,025	\$5,049	1.03	\$4,834	\$5,659	\$6,834
<b>Purchased Market Average</b>						\$3,305	\$4,025	\$5,049	1.03	\$4,834	\$5,659	\$6,834
2018-ST-CA	6834	A	HEAVY EQUIPMENT MECHANIC		69	\$4,197	\$4,713	\$4,838	1.04	\$6,205	\$6,823	\$6,973
2018-ST-ID	06349	G	Mechanic, General Repair			\$2,018		\$3,605		\$3,554		\$5,453
2018-ST-NV	09.321	33	HWY EQUIPMENT MECHANIC 1		47	\$3,732		\$5,516		\$5,272		\$7,354
2018-ST-WA	600K	48G	EQUIPMENT TECHNICIAN 3		69	\$3,846	\$4,515	\$4,461	1.09	\$5,753	\$6,559	\$6,494
<b>State Market Average</b>					186	\$3,938	\$4,614	\$4,862	1.06	\$5,788	\$6,691	\$6,883
4437	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				194	\$3,943	\$4,625	\$4,868		\$5,809	\$6,713	\$6,905

**OREGON  
COMPARISON  
TO  
MARKET**

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	23T	33	\$4,671	\$5,505	\$5,631	1.07	\$6,718	\$7,688	\$7,834	118.5%	119.0%	115.7%	115.7%	114.5%	113.5%
<b>Non-Corrections/Non-Management Weighted Average</b>					33	\$4,671	\$5,505	\$5,631	1.07	\$6,718	\$7,688	\$7,834	118.5%	119.0%	115.7%	115.7%	114.5%	113.5%
4437	<b>STATEWIDE Weighted Average</b>				33	\$4,671	\$5,505	\$5,631	1.07	\$6,718	\$7,688	\$7,834	118.5%	119.0%	115.7%	115.7%	114.5%	113.5%



# 2018 Oregon Salary and Benefit Report

Data Effective Date: 7/1/2018

## 4438 HEAVY EQUIPMENT TECHNICIAN 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-JackCo	425		Senior Equipment Mechanic			\$3,442		\$4,526		\$5,978	\$7,300	
2018-OR-WashCo	423		Equipment Mechanic		2	\$4,563	\$5,292	\$5,519	1.05	\$6,712	\$7,576	\$7,846
<b>County Market Average</b>					2	\$4,189	\$5,292	\$5,188	1.05	\$6,467	\$7,576	\$7,664
2018-CompAnalyst	SC16000536		Shop Service Technician, Sr.			\$4,476	\$5,120	\$6,162	1.00	\$6,177	\$6,915	\$8,111
2018-MIL-OPES	10.12		Heavy Equipment Mechanic	14	114	\$4,344	\$5,426	\$5,475	1.11	\$6,543	\$7,843	\$7,902
2018-MIL-PACS	04.13		Heavy Equipment Mechanic	11	114	\$4,461	\$5,453	\$5,771	1.07	\$6,159	\$7,297	\$7,662
<b>Purchased Market Average</b>					25	\$4,403	\$5,438	\$5,625	1.06	\$6,350	\$7,567	\$7,783
2018-ST-CA	6834	B	HEAVY EQUIPMENT MECHANIC		1	\$4,608	\$5,310	\$5,310	1.07	\$6,697	\$7,538	\$7,538
2018-ST-ID	06347	I	Mechanic		44	\$2,715	\$3,859	\$4,850	0.99	\$4,388	\$5,757	\$6,942
2018-ST-NV	09.318	34	HWY EQUIPMENT MECHANIC 2		18	\$3,886		\$5,762		\$5,452		\$7,641
2018-ST-WA	600L	51G	EQUIPMENT TECHNICIAN LEAD			\$4,142		\$4,803		\$6,110		\$6,907
<b>State Market Average</b>					63	\$3,097	\$3,892	\$5,113	1.04	\$4,751	\$5,797	\$7,148
<b>4438</b>	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				25	\$4,118	\$5,185	\$5,510		\$6,005	\$7,279	\$7,645

**OREGON  
COMPARISON  
TO  
MARKET**

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	26B	43	\$5,189	\$6,195	\$6,280	1.08	\$7,320	\$8,489	\$8,589	126.0%	119.5%	114.0%	121.9%	116.6%	112.3%
<b>Non-Corrections/Non-Management Weighted Average</b>					43	\$5,189	\$6,195	\$6,280	1.08	\$7,320	\$8,489	\$8,589	126.0%	119.5%	114.0%	121.9%	116.6%	112.3%
<b>4438</b>	<b>STATEWIDE Weighted Average</b>				43	\$5,189	\$6,195	\$6,280	1.08	\$7,320	\$8,489	\$8,589	126.0%	119.5%	114.0%	121.9%	116.6%	112.3%

**4439 AUTO/HEAVY EQUIP REPAIR SUPERVISOR**

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-MultCo	9689		Fleet Maintenance Supervisor		1	\$4,981	\$6,973	\$6,973	1.17	\$7,531	\$9,963	\$9,963
2018-OR-WashCo	432		Fleet Maintenance Supervisor		1	\$6,041	\$6,170	\$7,341	0.92	\$8,465	\$8,618	\$10,007
<b>County Market Average</b>					2	\$5,511	\$6,572	\$7,157	1.04	\$7,998	\$9,291	\$9,985
2018-ST-CA	6828		CALTRANS HIGHWAY MECHANIC SL		24	\$4,711	\$5,515	\$5,576	1.07	\$6,821	\$7,784	\$7,857
2018-ST-ID	06346	K	Shop Foreman		1	\$3,431	\$4,593	\$6,124	0.94	\$5,245	\$6,635	\$8,467
2018-ST-NV	09.315	37	HWY EQUIPMENT MECHANIC SPVR		11	\$4,426		\$6,596		\$6,081		\$8,614
2018-ST-WA	600M	55G	EQUIPMENT TECHNICIAN SUPERVISOR		24	\$4,625	\$5,317	\$5,363	1.06	\$6,692	\$7,526	\$7,581
<b>State Market Average</b>					60	\$4,603	\$5,399	\$5,687	1.03	\$6,607	\$7,634	\$7,896
4439	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				62	\$4,632	\$5,445	\$5,734		\$6,652	\$7,699	\$7,963

**OREGON  
COMPARISON  
TO  
MARKET**

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
MMS	MGT SVC SUPERVISORY	A	A	28	6	\$4,794	\$6,750	\$6,740	1.17	\$7,149	\$9,540	\$9,528	103.5%	124.0%	117.5%	107.5%	123.9%	119.6%
<b>Management Weighted Average</b>					6	\$4,794	\$6,750	\$6,740	1.17	\$7,149	\$9,540	\$9,528	103.5%	124.0%	117.5%	107.5%	123.9%	119.6%
4439	<b>STATEWIDE Weighted Average</b>				6	\$4,794	\$6,750	\$6,740	1.17	\$7,149	\$9,540	\$9,528	103.5%	124.0%	117.5%	107.5%	123.9%	119.6%

# 2018 Oregon Salary and Benefit Report

Data Effective Date: 7/1/2018

## 5110 REVENUE AGENT 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-CompAnalyst	FA06000811		Collections Representative II	5	20	\$2,525	\$3,128	\$3,829	0.99	\$3,938	\$4,631	\$5,434
2018-MIL-PACS	02.20		Collector	14	45	\$3,296	\$3,884	\$4,587	0.99	\$4,824	\$5,497	\$6,304
<b>Purchased Market Average</b>				19	65	\$3,058	\$3,650	\$4,353	0.99	\$4,550	\$5,229	\$6,035
2018-ST-ID	04326	I	Tax Compliance Technician		31	\$2,715	\$3,096	\$4,850	0.80	\$4,388	\$4,843	\$6,942
2018-ST-NV	07.239	30	REVENUE OFFICER 1		2	\$3,288		\$4,825		\$4,754		\$6,548
2018-ST-WA	174E	43	REVENUE AGENT 1		45	\$2,947	\$3,767	\$3,942	1.09	\$4,670	\$5,658	\$5,869
<b>State Market Average</b>					78	\$2,863	\$3,492	\$4,327	0.94	\$4,560	\$5,325	\$6,315
5110	<b>OVERALL WEIGHTED MARKET AVERAGE</b>			19	143	\$2,952	\$3,565	\$4,339		\$4,556	\$5,281	\$6,188

### 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	Salary			Salary and Benefits		
													SR Min 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	9	\$2,883	\$3,273	\$4,096	0.94	\$4,640	\$5,093	\$6,050	97.7%	91.8%	94.4%	101.8%	96.4%	97.8%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	17	1	\$2,883	\$3,565	\$4,096	1.02	\$4,640	\$5,432	\$6,050	97.7%	100.0%	94.4%	101.8%	102.9%	97.8%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	17	126	\$2,883	\$3,630	\$4,096	1.04	\$4,640	\$5,508	\$6,050	97.7%	101.8%	94.4%	101.8%	104.3%	97.8%
<b>Non-Corrections/Non-Management Weighted Average</b>					136	\$2,883	\$3,606	\$4,096	1.03	\$4,640	\$5,480	\$6,050	97.7%	101.1%	94.4%	101.8%	103.8%	97.8%
5110	<b>STATEWIDE Weighted Average</b>				136	\$2,883	\$3,606	\$4,096	1.03	\$4,640	\$5,480	\$6,050	97.7%	101.1%	94.4%	101.8%	103.8%	97.8%

# 2018 Oregon Salary and Benefit Report

Data Effective Date: 7/1/2018

## 5111 REVENUE AGENT 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-WA-ClarkCo	708		Delinquent Tax Collector			\$3,501		\$4,465		\$5,590		\$6,752
<b>County Market Average</b>						\$3,501		\$4,465		\$5,590		\$6,752
2018-CompAnalyst	FA06000812		Collections Representative III	5	20	\$2,749	\$3,444	\$4,186	0.99	\$4,196	\$4,992	\$5,844
<b>Purchased Market Average</b>						\$2,749	\$3,444	\$4,186	0.99	\$4,196	\$4,992	\$5,844
2018-ST-ID	04346	J	Tax Compliance Officer 1		7	\$3,064	\$3,201	\$5,470	0.73	\$4,805	\$4,970	\$7,684
2018-ST-NV	07.233	32	REVENUE OFFICER 2		48	\$3,570		\$5,269		\$5,083		\$7,066
2018-ST-WA	174F	50	REVENUE AGENT 2		48	\$3,485	\$4,472	\$4,687	1.09	\$5,319	\$6,508	\$6,767
<b>State Market Average</b>						\$3,496	\$4,310	\$5,012	0.91	\$5,174	\$6,312	\$6,968
5111	<b>OVERALL WEIGHTED MARKET AVERAGE</b>			5	123	\$3,376	\$4,079	\$4,874		\$5,020	\$5,960	\$6,785

### 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	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	19	11	\$3,130	\$4,048	\$4,514	1.06	\$4,927	\$5,993	\$6,536	92.7%	99.2%	92.6%	98.1%	100.6%	96.3%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	19	15	\$3,130	\$4,081	\$4,514	1.07	\$4,927	\$6,033	\$6,536	92.7%	100.1%	92.6%	98.1%	101.2%	96.3%
<b>Non-Corrections/Non-Management Weighted Average</b>					26	\$3,130	\$4,067	\$4,514	1.06	\$4,927	\$6,016	\$6,536	92.7%	99.7%	92.6%	98.1%	100.9%	96.3%
5111	<b>STATEWIDE Weighted Average</b>				26	\$3,130	\$4,067	\$4,514	1.06	\$4,927	\$6,016	\$6,536	92.7%	99.7%	92.6%	98.1%	100.9%	96.3%

# 2018 Oregon Salary and Benefit Report

Data Effective Date: 7/1/2018

## 5112 REVENUE AGENT 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-WashCo	348		Personal Property Tax Collector		1	\$3,875	\$3,770	\$4,708	0.88	\$5,895	\$5,771	\$6,884
2018-WA-ThrstnCo	0702		REVENUE OFFICER		1	\$3,812	\$5,070	\$5,070	1.14	\$5,900	\$7,416	\$7,416
<b>County Market Average</b>					2	\$3,843	\$4,420	\$4,889	1.01	\$5,898	\$6,594	\$7,150
2018-ST-ID	04344	K	Tax Compliance Officer 2		17	\$3,431	\$4,300	\$6,124	0.88	\$5,245	\$6,284	\$8,467
2018-ST-WA	174G	54	REVENUE AGENT 3		22	\$3,846	\$5,020	\$5,170	1.11	\$5,753	\$7,168	\$7,349
<b>State Market Average</b>					39	\$3,665	\$4,706	\$5,586	0.99	\$5,532	\$6,783	\$7,836
<b>5112</b>	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				41	\$3,674	\$4,692	\$5,552		\$5,549	\$6,774	\$7,803

OREGON  
COMPARISON  
TO  
MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	21	2	\$3,409	\$4,950	\$4,950	1.18	\$5,251	\$7,042	\$7,042	92.8%	105.5%	89.2%	94.6%	104.0%	90.3%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	21	3	\$3,409	\$4,732	\$4,950	1.13	\$5,251	\$6,789	\$7,042	92.8%	100.8%	89.2%	94.6%	100.2%	90.3%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	21	28	\$3,409	\$4,660	\$4,950	1.12	\$5,251	\$6,706	\$7,042	92.8%	99.3%	89.2%	94.6%	99.0%	90.3%
<b>Non-Corrections/Non-Management Weighted Average</b>					33	\$3,409	\$4,684	\$4,950	1.12	\$5,251	\$6,734	\$7,042	92.8%	99.8%	89.2%	94.6%	99.4%	90.3%
<b>5112</b>	<b>STATEWIDE Weighted Average</b>				33	\$3,409	\$4,684	\$4,950	1.12	\$5,251	\$6,734	\$7,042	92.8%	99.8%	89.2%	94.6%	99.4%	90.3%

**5129 CHILD SUPPORT CASE MANAGER**

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-ST-CA	8625		SENIOR CHILD SUPPORT ANALYST,		21	\$4,655	\$5,630	\$5,831	1.07	\$6,754	\$7,922	\$8,162
2018-ST-WA	178G	47	SUPPORT ENFORCEMENT OFFICER		99	\$3,236	\$4,000	\$4,348	1.05	\$5,018	\$5,939	\$6,358
<b>State Market Average</b>					120	\$3,484	\$4,286	\$4,608	1.07	\$5,322	\$6,286	\$6,674
5129	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				120	\$3,484	\$4,286	\$4,608		\$5,322	\$6,286	\$6,674

**OREGON  
COMPARISON  
TO  
MARKET**

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	21	247	\$3,409	\$4,414	\$4,950	1.06	\$5,251	\$6,419	\$7,042	97.8%	103.0%	107.4%	98.7%	102.1%	105.5%
<b>Non-Corrections/Non-Management Weighted Average</b>					247	\$3,409	\$4,414	\$4,950	1.06	\$5,251	\$6,419	\$7,042	97.8%	103.0%	107.4%	98.7%	102.1%	105.5%
5129	<b>STATEWIDE Weighted Average</b>				247	\$3,409	\$4,414	\$4,950	1.06	\$5,251	\$6,419	\$7,042	97.8%	103.0%	107.4%	98.7%	102.1%	105.5%

# 2018 Oregon Salary and Benefit Report

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## 5207 CLAIMS REPRESENTATIVE 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-MarionCo	022		Claims Adjuster		1	\$4,113	\$6,074	\$5,507	1.26	\$6,462	\$8,853	\$8,162
<b>County Market Average</b>					1	\$4,113	\$6,074	\$5,507	1.26	\$6,462	\$8,853	\$8,162
2018-CompAnalyst	FA06000851		Claims Adjuster I			\$3,206	\$3,792	\$4,825	0.95	\$4,720	\$5,392	\$6,577
<b>Purchased Market Average</b>						\$3,206	\$3,792	\$4,825	0.95	\$4,720	\$5,392	\$6,577
2018-ST-ID	08940	I	Risk Management Claims Technician		1	\$2,715	\$3,056	\$4,850	0.79	\$4,388	\$4,796	\$6,942
<b>State Market Average</b>					1	\$2,715	\$3,056	\$4,850	0.79	\$4,388	\$4,796	\$6,942
5207	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				1	\$3,310	\$4,179	\$5,002		\$5,072	\$6,109	\$7,065

### 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	Salary			Salary and Benefits		
													SR Min 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	2	\$3,565	\$5,189	\$5,189	1.19	\$5,432	\$7,320	\$7,320	107.7%	124.2%	103.7%	107.1%	119.8%	103.6%
<b>Non-Corrections/Non-Management Weighted Average</b>					2	\$3,565	\$5,189	\$5,189	1.19	\$5,432	\$7,320	\$7,320	107.7%	124.2%	103.7%	107.1%	119.8%	103.6%
5207	<b>STATEWIDE Weighted Average</b>				2	\$3,565	\$5,189	\$5,189	1.19	\$5,432	\$7,320	\$7,320	107.7%	124.2%	103.7%	107.1%	119.8%	103.6%

5208 CLAIMS REPRESENTATIVE 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-CompAnalyst	FA06000048		Claims Adjuster II	10	101	\$4,103	\$5,103	\$6,245	0.99	\$5,748	\$6,896	\$8,206
<b>Purchased Market Average</b>				10	101	\$4,103	\$5,103	\$6,245	0.99	\$5,748	\$6,896	\$8,206
2018-ST-ID	08953	K	Risk Management Claims Adjudicator		1	\$3,431	\$5,168	\$6,124	1.05	\$5,245	\$7,323	\$8,467
2018-ST-NV	11.412	36	TORT CLAIMS ANALYST		2	\$4,238		\$6,305		\$5,863		\$8,275
2018-ST-WA	430E	51	TORT CLAIMS INVESTIGATOR 1		2	\$3,571	\$4,745	\$4,803	1.13	\$5,421	\$6,837	\$6,907
<b>State Market Average</b>					5	\$3,810	\$4,886	\$5,668	1.09	\$5,563	\$6,999	\$7,766
5208	<b>OVERALL WEIGHTED MARKET AVERAGE</b>			10	106	\$4,089	\$5,097	\$6,218		\$5,740	\$6,899	\$8,186

OREGON  
COMPARISON  
TO  
MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	MARKET COMPARISONS												
						SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS								
						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	24	2	\$3,918	\$5,711	\$5,711	1.19	\$5,843	\$7,927	\$7,927	95.8%	112.0%	91.8%	101.8%	114.9%	96.8%
<b>Non-Corrections/Non-Management Weighted Average</b>					2	\$3,918	\$5,711	\$5,711	1.19	\$5,843	\$7,927	\$7,927	95.8%	112.0%	91.8%	101.8%	114.9%	96.8%
5208	<b>STATEWIDE Weighted Average</b>				2	\$3,918	\$5,711	\$5,711	1.19	\$5,843	\$7,927	\$7,927	95.8%	112.0%	91.8%	101.8%	114.9%	96.8%



**5225 CHIEF CRIMINAL INVESTIGATOR**

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-ST-CA	8547		SUPERVISING SPECIAL INVESTIGAT		2	\$6,169	\$7,545	\$8,036	1.06	\$8,568	\$10,216	\$10,805
2018-ST-NV	13.241	43	SUPVY CRIMINAL INVESTIGATOR 2			\$5,762		\$8,688		\$7,641		\$11,055
<b>State Market Average</b>					2	\$6,044	\$7,545	\$8,236	1.06	\$8,283	\$10,216	\$10,882
5225	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				2	\$6,044	\$7,545	\$8,236		\$8,283	\$10,216	\$10,882

**OREGON  
COMPARISON  
TO  
MARKET**

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
MMS	MGT SVC SUPERVISORY	A	A	33	2	\$6,117	\$8,581	\$8,581	1.17	\$8,766	\$11,778	\$11,778	101.2%	113.7%	104.2%	105.8%	115.3%	108.2%
<b>Management Weighted Average</b>					2	\$6,117	\$8,581	\$8,581	1.17	\$8,766	\$11,778	\$11,778	101.2%	113.7%	104.2%	105.8%	115.3%	108.2%
5225	<b>STATEWIDE Weighted Average</b>				2	\$6,117	\$8,581	\$8,581	1.17	\$8,766	\$11,778	\$11,778	101.2%	113.7%	104.2%	105.8%	115.3%	108.2%

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5232 INVESTIGATOR 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-ST-CA	8610	B	INVESTIGATOR		57	\$4,707	\$5,113	\$6,052	0.95	\$6,817	\$7,302	\$8,428
2018-ST-CA	8612	B	SPECIAL INVESTIGATOR		42	\$4,426	\$4,856	\$5,488	0.98	\$6,479	\$6,994	\$7,752
2018-ST-NV	U0900		INVESTIGATOR (EA)		12			\$5,872				\$7,769
2018-ST-WA	427Q	49	INVESTIGATOR 2		57	\$3,452	\$4,486	\$4,643	1.11	\$5,278	\$6,524	\$6,714
<b>State Market Average</b>					168	\$4,173	\$4,814	\$5,420	1.00	\$6,164	\$6,935	\$7,630
5232	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				168	\$4,173	\$4,814	\$5,420		\$6,164	\$6,935	\$7,630

OREGON  
COMPARISON  
TO  
MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
AAON	AFSCME AT DOC SECURITY PLUS	A	A	21	4	\$3,858	\$5,226	\$5,332	1.14	\$6,005	\$7,677	\$7,806	92.5%	108.6%	98.4%	97.4%	110.7%	102.3%
CP	AOCE AT DOC NONSECURITY	A	A	21	1	\$3,859	\$4,845	\$5,318	1.06	\$6,006	\$7,211	\$7,789	92.5%	100.6%	98.1%	97.4%	104.0%	102.1%
<b>Corrections Weighted Average</b>					5	\$3,858	\$5,150	\$5,329	1.12	\$6,005	\$7,584	\$7,803	92.5%	107.0%	98.3%	97.4%	109.4%	102.3%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	21	1	\$3,409	\$4,950	\$4,950	1.18	\$5,251	\$7,042	\$7,042	81.7%	102.8%	91.3%	85.2%	101.6%	92.3%
OAI	SEIU STRIKEABLE INST COALITION	A	P	21	2	\$3,409	\$4,621	\$4,950	1.11	\$5,251	\$6,659	\$7,042	81.7%	96.0%	91.3%	85.2%	96.0%	92.3%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	21	4	\$3,409	\$4,591	\$4,950	1.10	\$5,251	\$6,625	\$7,042	81.7%	95.4%	91.3%	85.2%	95.5%	92.3%
UA	UNREPRESENTED	A	A	21	7	\$3,182	\$4,162	\$4,626	1.07	\$5,178	\$6,376	\$6,943	76.3%	86.4%	85.3%	84.0%	91.9%	91.0%
<b>Non-Corrections/Non-Management Weighted Average</b>					14	\$3,296	\$4,406	\$4,788	1.09	\$5,215	\$6,535	\$6,993	79.0%	91.5%	88.3%	84.6%	94.2%	91.6%
5232	<b>STATEWIDE Weighted Average</b>				19	\$3,444	\$4,602	\$4,930	1.10	\$5,423	\$6,811	\$7,206	82.5%	95.6%	91.0%	88.0%	98.2%	94.4%

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5233 INVESTIGATOR 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-ST-CA	8610	C	INVESTIGATOR		178	\$5,159	\$6,477	\$6,651	1.10	\$7,358	\$8,937	\$9,146
2018-ST-ID	08933	L	Fraud Investigator		13	\$3,872	\$4,677	\$6,915	0.85	\$5,772	\$6,735	\$9,413
2018-ST-NV	U0903		CHIEF INVESTIGATOR		1			\$7,814				\$10,036
2018-ST-WA	427R	57	INVESTIGATOR 3		111	\$4,172	\$5,348	\$5,608	1.09	\$6,146	\$7,563	\$7,876
<b>State Market Average</b>					303	\$4,741	\$5,985	\$6,284	1.01	\$6,845	\$8,338	\$8,695
5233	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				303	\$4,741	\$5,985	\$6,284		\$6,845	\$8,338	\$8,695

OREGON  
COMPARISON  
TO  
MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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		
MMN	MGT SVC NONSUPERVISORY	A	A	25	18	\$4,154	\$5,568	\$5,828	1.12	\$6,366	\$8,095	\$8,413	87.6%	93.0%	92.7%	93.0%	97.1%	96.8%		
<b>Management Weighted Average</b>					18	\$4,154	\$5,568	\$5,828	1.12	\$6,366	\$8,095	\$8,413	87.6%	93.0%	92.7%	93.0%	97.1%	96.8%		
AB	AFSCME AT CONST CONTRACTORS BD	A	A	25	2	\$3,831	\$5,210	\$5,599	1.10	\$5,972	\$7,657	\$8,133	80.8%	87.0%	89.1%	87.2%	91.8%	93.5%		
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	25	33	\$4,096	\$5,790	\$5,993	1.15	\$6,050	\$8,018	\$8,255	86.4%	96.7%	95.4%	88.4%	96.2%	94.9%		
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	25	2	\$4,096	\$5,144	\$5,993	1.02	\$6,050	\$7,268	\$8,255	86.4%	85.9%	95.4%	88.4%	87.2%	94.9%		
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	25	32	\$4,096	\$5,603	\$5,993	1.11	\$6,050	\$7,801	\$8,255	86.4%	93.6%	95.4%	88.4%	93.6%	94.9%		
<b>Non-Corrections/Non-Management Weighted Average</b>					69	\$4,088	\$5,667	\$5,982	1.13	\$6,047	\$7,886	\$8,251	86.2%	94.7%	95.2%	88.4%	94.6%	94.9%		
5233	<b>STATEWIDE Weighted Average</b>				87	\$4,102	\$5,647	\$5,950	1.12	\$6,113	\$7,929	\$8,285	86.5%	94.4%	94.7%	89.3%	95.1%	95.3%		

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## 5235 FINANCIAL INVESTIGATOR 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-ST-ID	04439	M	Financial Examiner / Investigator 3		15	\$4,377	\$6,542	\$7,820	1.05	\$6,377	\$8,967	\$10,496
2018-ST-NV	11.365	33	COMPLIANCE/AUDIT INVEST 2		18	\$3,732		\$5,516		\$5,272		\$7,354
2018-ST-WA	159C	51	BUSINESS & PROFESSIONS AUDITC			\$3,571		\$4,803		\$5,421		\$6,907
<b>State Market Average</b>					33	\$4,010	\$6,542	\$6,504	1.05	\$5,760	\$8,967	\$8,717
<b>5235 OVERALL WEIGHTED MARKET AVERAGE</b>					33	\$4,010	\$6,542	\$6,504		\$5,760	\$8,967	\$8,717

### 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	Salary			Salary and Benefits		
													SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
AR	AFSCME AT REAL ESTATE AGENCY	A	A	26	7	\$4,013	\$5,567	\$5,867	1.13	\$6,194	\$8,093	\$8,461	100.1%	85.1%	90.2%	107.5%	90.3%	97.1%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	26	2	\$4,295	\$5,996	\$6,280	1.13	\$6,281	\$8,258	\$8,589	107.1%	91.6%	96.6%	109.0%	92.1%	98.5%
<b>Non-Corrections/Non-Management Weighted Average</b>					9	\$4,076	\$5,662	\$5,959	1.13	\$6,214	\$8,130	\$8,489	101.6%	86.5%	91.6%	107.9%	90.7%	97.4%
<b>5235 STATEWIDE Weighted Average</b>					9	\$4,076	\$5,662	\$5,959	1.13	\$6,213	\$8,130	\$8,489	101.6%	86.5%	91.6%	107.9%	90.7%	97.4%

**5240 CIVIL RIGHTS INVESTIGATOR 1**

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-ST-CA	9511		FAIR EMPLOYMENT AND HOUSING		4	\$4,435	\$5,498	\$5,551	1.10	\$6,490	\$7,764	\$7,827
2018-ST-ID	05927	K	Civil Rights Investigator		5	\$3,431	\$4,442	\$6,124	0.91	\$5,245	\$6,455	\$8,467
2018-ST-WA	427Q	49	INVESTIGATOR 2		31	\$3,452	\$4,486	\$4,643	1.11	\$5,278	\$6,524	\$6,714
<b>State Market Average</b>					40	\$3,548	\$4,582	\$4,921	1.03	\$5,396	\$6,640	\$7,046
<b>5240 OVERALL WEIGHTED MARKET AVERAGE</b>					40	\$3,548	\$4,582	\$4,921		\$5,396	\$6,640	\$7,046

**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	Salary			Salary and Benefits		
													SR Min 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	21	2	\$3,409	\$4,232	\$4,950	1.01	\$5,251	\$6,208	\$7,042	96.1%	92.4%	100.6%	97.3%	93.5%	99.9%
<b>Non-Corrections/Non-Management Weighted Average</b>					2	\$3,409	\$4,232	\$4,950	1.01	\$5,251	\$6,208	\$7,042	96.1%	92.4%	100.6%	97.3%	93.5%	99.9%
<b>5240</b>	<b>STATEWIDE Weighted Average</b>				2	\$3,409	\$4,232	\$4,950	1.01	\$5,251	\$6,208	\$7,042	96.1%	92.4%	100.6%	97.3%	93.5%	99.9%

**5241 CIVIL RIGHTS INVESTIGATOR 2**

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-ST-CA	9547		FAIR EMPLOYMENT AND HOUSING		12	\$4,871	\$5,998	\$6,097	1.09	\$7,013	\$8,363	\$8,482
2018-ST-ID	05928	L	Civil Rights Investigator, Senior		2	\$3,872	\$5,105	\$6,915	0.92	\$5,772	\$7,247	\$9,413
2018-ST-NV	11.358	32	COMPLIANCE INVESTIGATOR 2		46	\$3,570		\$5,269		\$5,083		\$7,066
2018-ST-WA	427R	57	INVESTIGATOR 3		46	\$4,172	\$5,348	\$5,608	1.09	\$6,146	\$7,563	\$7,876
<b>State Market Average</b>					105	\$3,985	\$5,471	\$5,542	1.03	\$5,777	\$7,714	\$7,623
<b>5241</b>	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				105	\$3,985	\$5,471	\$5,542		\$5,777	\$7,714	\$7,623

**OREGON  
COMPARISON  
TO  
MARKET**

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	26	14	\$4,295	\$4,821	\$6,280	0.91	\$6,281	\$6,893	\$8,589	107.8%	88.1%	113.3%	108.7%	89.4%	112.7%
<b>Non-Corrections/Non-Management Weighted Average</b>					14	\$4,295	\$4,821	\$6,280	0.91	\$6,281	\$6,893	\$8,589	107.8%	88.1%	113.3%	108.7%	89.4%	112.7%
<b>5241</b>	<b>STATEWIDE Weighted Average</b>				14	\$4,295	\$4,821	\$6,280	0.91	\$6,281	\$6,893	\$8,589	107.8%	88.1%	113.3%	108.7%	89.4%	112.7%

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## 5246 COMPLIANCE SPECIALIST 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-LaneCo	J054		Compliance Specialist			\$3,401		\$4,704		\$5,477		\$7,070
<b>County Market Average</b>						\$3,401		\$4,704		\$5,477		\$7,070
2018-CompAnalyst	FA06000912		Compliance Specialist I			\$4,003	\$4,854	\$6,196	0.95	\$5,634	\$6,611	\$8,149
<b>Purchased Market Average</b>						\$4,003	\$4,854	\$6,196	0.95	\$5,634	\$6,611	\$8,149
2018-ST-ID	07040	J	Analyst 1			\$3,064		\$5,470		\$4,805		\$7,684
2018-ST-WA	108E	48	ADMINISTRATIVE REGULATIONS AN		1	\$3,316	\$3,919	\$4,461	1.01	\$5,115	\$5,841	\$6,494
<b>State Market Average</b>						\$3,190	\$3,919	\$4,965	1.01	\$4,960	\$5,841	\$7,089
5246	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				1	\$3,446	\$4,387	\$5,208		\$5,258	\$6,226	\$7,349

### OREGON COMPARISON TO MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
AF	AFSCME AT OSP FIRE MARSHAL	A	A	21	1	\$3,182	\$4,417	\$4,626	1.13	\$5,178	\$6,688	\$6,943	92.3%	100.7%	88.8%	98.5%	107.4%	94.5%
AR	AFSCME AT REAL ESTATE AGENCY	A	A	21	3	\$3,182	\$4,489	\$4,626	1.15	\$5,178	\$6,776	\$6,943	92.3%	102.3%	88.8%	98.5%	108.8%	94.5%
AS	OR PUB SAFETY ASSOC AT DPSST	A	A	21	2	\$3,182	\$3,412	\$4,626	0.87	\$5,178	\$5,459	\$6,943	92.3%	77.8%	88.8%	98.5%	87.7%	94.5%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	21	18	\$3,409	\$4,322	\$4,950	1.03	\$5,251	\$6,313	\$7,042	98.9%	98.5%	95.1%	99.9%	101.4%	95.8%
OA0	SEIU STRIKEABLE ODOT COALITION	A	P	21	1	\$3,409	\$3,918	\$4,950	0.94	\$5,251	\$5,843	\$7,042	98.9%	89.3%	95.1%	99.9%	93.8%	95.8%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	21	27	\$3,409	\$4,551	\$4,950	1.09	\$5,251	\$6,579	\$7,042	98.9%	103.8%	95.1%	99.9%	105.7%	95.8%
UA	UNREPRESENTED	A	A	21	10	\$3,182	\$4,369	\$4,626	1.12	\$5,178	\$6,630	\$6,943	92.3%	99.6%	88.8%	98.5%	106.5%	94.5%
<b>Non-Corrections/Non-Management Weighted Average</b>					62	\$3,350	\$4,403	\$4,866	1.07	\$5,232	\$6,473	\$7,017	97.2%	100.4%	93.4%	99.5%	104.0%	95.5%
5246	<b>STATEWIDE Weighted Average</b>				62	\$3,350	\$4,403	\$4,866	1.07	\$5,232	\$6,473	\$7,017	97.2%	100.4%	93.4%	99.5%	104.0%	95.5%

# 2018 Oregon Salary and Benefit Report

Data Effective Date: 7/1/2018

## 5247 COMPLIANCE SPECIALIST 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-ClackCo	904		Code Compliance Specialist		2	\$4,911	\$5,861	\$6,189	1.06	\$7,374	\$8,539	\$8,943
2018-WA-ThrstnCo	2230		COMPLIANCE COORDINATOR		2	\$4,203	\$4,826	\$5,590	0.99	\$6,371	\$7,122	\$8,042
<b>County Market Average</b>					4	\$4,557	\$5,343	\$5,889	1.02	\$6,872	\$7,831	\$8,492
2018-CompAnalyst	FA06000661		Compliance Specialist II	5	10	\$4,867	\$5,975	\$7,624	0.96	\$6,625	\$7,896	\$9,788
2018-TwrsWtsn	ACA050-P3		Regulatory Affairs and Compliance	6	8		\$6,999		0.98		\$9,071	
<b>Purchased Market Average</b>					11	\$4,867	\$6,430	\$7,624	0.97	\$6,625	\$8,418	\$9,788
2018-ST-ID	07042	L	Analyst 2		6	\$3,872	\$4,275	\$6,915	0.77	\$5,772	\$6,255	\$9,413
2018-ST-WA	108F	55	ADMINISTRATIVE REGULATIONS AN		10	\$3,942	\$4,934	\$5,301	1.07	\$5,869	\$7,064	\$7,506
<b>State Market Average</b>					16	\$3,916	\$4,687	\$5,906	0.91	\$5,833	\$6,761	\$8,221
5247	<b>OVERALL WEIGHTED MARKET AVERAGE</b>			11	38	\$4,318	\$5,582	\$6,477		\$6,235	\$7,658	\$8,780

### OREGON COMPARISON TO MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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		
MMC	MGT SVC NSUPV CONFIDENTIAL	A	A	25	1	\$4,154	\$5,828	\$5,828	1.17	\$6,366	\$8,413	\$8,413	96.2%	104.4%	90.0%	102.1%	109.9%	95.8%		
<b>Management Weighted Average</b>					1	\$4,154	\$5,828	\$5,828	1.17	\$6,366	\$8,413	\$8,413	96.2%	104.4%	90.0%	102.1%	109.9%	95.8%		
AB	AFSCME AT CONST CONTRACTORS BD	A	A	25	20	\$3,831	\$5,011	\$5,599	1.06	\$5,972	\$7,414	\$8,133	88.7%	89.8%	86.5%	95.8%	96.8%	92.6%		
AF	AFSCME AT OSP FIRE MARSHAL	A	A	25	5	\$3,831	\$5,176	\$5,599	1.10	\$5,972	\$7,616	\$8,133	88.7%	92.7%	86.5%	95.8%	99.4%	92.6%		
AO	AFSCME OR ST POLICE-SUPP UNIT	A	A	25	2	\$3,831	\$4,216	\$5,599	0.89	\$5,972	\$6,442	\$8,133	88.7%	75.5%	86.5%	95.8%	84.1%	92.6%		
AR	AFSCME AT REAL ESTATE AGENCY	A	A	25	1	\$3,831	\$4,626	\$5,599	0.98	\$5,972	\$6,943	\$8,133	88.7%	82.9%	86.5%	95.8%	90.7%	92.6%		
AS	OR PUB SAFETY ASSOC AT DPSST	A	A	25	3	\$3,829	\$5,070	\$5,599	1.08	\$5,969	\$7,486	\$8,133	88.7%	90.8%	86.5%	95.7%	97.8%	92.6%		
AT	AFSCME AT DCBS BUILDING CODES	A	A	25	4	\$3,831	\$5,356	\$5,599	1.14	\$5,972	\$7,836	\$8,133	88.7%	96.0%	86.5%	95.8%	102.3%	92.6%		
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	25	203	\$4,096	\$5,445	\$5,993	1.08	\$6,050	\$7,618	\$8,255	94.9%	97.6%	92.5%	97.0%	99.5%	94.0%		
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	25	6	\$4,096	\$5,099	\$5,993	1.01	\$6,050	\$7,216	\$8,255	94.9%	91.4%	92.5%	97.0%	94.2%	94.0%		
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	25	141	\$4,096	\$5,476	\$5,993	1.09	\$6,050	\$7,654	\$8,255	94.9%	98.1%	92.5%	97.0%	99.9%	94.0%		
UA	UNREPRESENTED	A	A	25	61	\$3,829	\$5,058	\$5,599	1.07	\$5,969	\$7,471	\$8,133	88.7%	90.6%	86.5%	95.7%	97.6%	92.6%		



5247 COMPLIANCE SPECIALIST 2 (Continued)

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
	Non-Corrections/Non-Management Weighted Average				446	\$4,039	\$5,364	\$5,908	1.08	\$6,033	\$7,589	\$8,229	93.5%	96.1%	91.2%	96.7%	99.1%	93.7%
5247	STATEWIDE Weighted Average				447	\$4,039	\$5,365	\$5,908	1.08	\$6,033	\$7,591	\$8,229	93.5%	96.1%	91.2%	96.8%	99.1%	93.7%

5248 COMPLIANCE SPECIALIST 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-LaneCo	J036		Compliance Officer		2	\$3,942	\$4,819	\$5,460	1.03	\$6,138	\$7,210	\$7,994
<b>County Market Average</b>					2	\$3,942	\$4,819	\$5,460	1.03	\$6,138	\$7,210	\$7,994
2018-CompAnalyst	FA06000732		Compliance Specialist III			\$5,589	\$7,095	\$8,886	0.98	\$7,454	\$9,181	\$11,236
2018-MIL-PACS	04.17		Compliance Officer*	8	10	\$5,879	\$7,651	\$9,002	1.03	\$7,786	\$9,818	\$11,369
<b>Purchased Market Average</b>					8	\$5,852	\$7,600	\$8,992	1.00	\$7,756	\$9,760	\$11,357
2018-ST-ID	07044	M	Analyst 3		39	\$4,377	\$5,048	\$7,820	0.81	\$6,377	\$7,179	\$10,496
2018-ST-WA	108G	61	ADMINISTRATIVE REGULATIONS AN		32	\$4,572	\$5,856	\$6,149	1.09	\$6,627	\$8,175	\$8,528
<b>State Market Average</b>					71	\$4,466	\$5,415	\$7,061	0.94	\$6,491	\$7,631	\$9,602
5248	<b>OVERALL WEIGHTED MARKET AVERAGE</b>			8	83	\$4,636	\$5,688	\$7,277		\$6,649	\$7,902	\$9,795

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	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	A	29	16	\$5,032	\$6,481	\$7,070	1.07	\$7,440	\$9,212	\$9,931	108.5%	113.9%	97.2%	111.9%	116.6%	101.4%
<b>Management Weighted Average</b>					16	\$5,032	\$6,481	\$7,070	1.07	\$7,440	\$9,212	\$9,931	108.5%	113.9%	97.2%	111.9%	116.6%	101.4%
AF	AFSCME AT OSP FIRE MARSHAL	A	A	29	2	\$4,626	\$6,612	\$6,771	1.16	\$6,943	\$9,371	\$9,566	99.8%	116.2%	93.0%	104.4%	118.6%	97.7%
AL	AFSCME AT LIQUOR CONTROL COMM	A	A	29	13	\$4,626	\$5,670	\$6,771	0.99	\$6,943	\$8,220	\$9,566	99.8%	99.7%	93.0%	104.4%	104.0%	97.7%
AO	AFSCME OR ST POLICE-SUPP UNIT	A	A	29	1	\$4,626	\$6,771	\$6,771	1.19	\$6,943	\$9,566	\$9,566	99.8%	119.0%	93.0%	104.4%	121.1%	97.7%
AR	AFSCME AT REAL ESTATE AGENCY	A	A	29	2	\$4,626	\$6,612	\$6,771	1.16	\$6,943	\$9,371	\$9,566	99.8%	116.2%	93.0%	104.4%	118.6%	97.7%
AS	OR PUB SAFETY ASSOC AT DPSST	A	A	29	2	\$4,626	\$5,746	\$6,763	1.01	\$6,943	\$8,313	\$9,556	99.8%	101.0%	92.9%	104.4%	105.2%	97.6%
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	A	29	4	\$4,710	\$6,646	\$6,954	1.14	\$7,046	\$9,413	\$9,789	101.6%	116.8%	95.6%	106.0%	119.1%	99.9%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	29	68	\$4,950	\$6,530	\$7,246	1.07	\$7,042	\$8,879	\$9,712	106.8%	114.8%	99.6%	105.9%	112.4%	99.1%
OAI	SEIU STRIKEABLE INST COALITION	A	P	29	8	\$4,950	\$5,839	\$7,246	0.96	\$7,042	\$8,076	\$9,712	106.8%	102.7%	99.6%	105.9%	102.2%	99.1%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	29	3	\$4,950	\$6,610	\$7,246	1.08	\$7,042	\$8,972	\$9,712	106.8%	116.2%	99.6%	105.9%	113.5%	99.1%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	29	49	\$4,950	\$6,580	\$7,246	1.08	\$7,042	\$8,937	\$9,712	106.8%	115.7%	99.6%	105.9%	113.1%	99.1%
UA	UNREPRESENTED	A	A	29	19	\$4,626	\$6,300	\$6,771	1.11	\$6,943	\$8,990	\$9,566	99.8%	110.8%	93.0%	104.4%	113.8%	97.7%

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5248 COMPLIANCE SPECIALIST 3 (Continued)

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
	Non-Corrections/Non-Management Weighted Average				171	\$4,870	\$6,419	\$7,131	1.07	\$7,020	\$8,843	\$9,680	105.1%	112.8%	98.0%	105.6%	111.9%	98.8%
5248	STATEWIDE Weighted Average				187	\$4,884	\$6,425	\$7,126	1.07	\$7,056	\$8,875	\$9,701	105.4%	112.9%	97.9%	106.1%	112.3%	99.0%

**5342 ELEVATOR INSPECTOR**

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-ST-NV	11.538	37	SAFETY SPEC, ELEVATOR - DIR		8	\$4,426		\$6,596		\$6,081		\$8,614
2018-ST-WA	391N	59	ELEVATOR INSPECTOR 1		8	\$4,348	\$5,827	\$5,850	1.14	\$6,358	\$8,140	\$8,167
<b>State Market Average</b>					16	\$4,387	\$5,827	\$6,223	1.14	\$6,220	\$8,140	\$8,391
5342	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				16	\$4,387	\$5,827	\$6,223		\$6,220	\$8,140	\$8,391

**OREGON  
COMPARISON  
TO  
MARKET**

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
AT	AFSCME AT DCBS BUILDING CODES	A	A	25	7	\$3,831	\$5,599	\$5,599	1.19	\$5,972	\$8,133	\$8,133	87.3%	96.1%	90.0%	96.0%	99.9%	96.9%
<b>Non-Corrections/Non-Management Weighted Average</b>					7	\$3,831	\$5,599	\$5,599	1.19	\$5,972	\$8,133	\$8,133	87.3%	96.1%	90.0%	96.0%	99.9%	96.9%
5342	<b>STATEWIDE Weighted Average</b>				7	\$3,831	\$5,599	\$5,599	1.19	\$5,972	\$8,133	\$8,133	87.3%	96.1%	90.0%	96.0%	99.9%	96.9%

**5346 RECREATIONAL VEH/PARKS INSPECTOR**

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-ST-CA	8959		DISTRICT REPRESENTATIVE I, DIVI		30	\$4,526	\$5,282	\$5,616	1.04	\$6,599	\$7,505	\$7,905
2018-ST-ID	08521	K	Building Safety Inspector/Advisor		30	\$3,431	\$4,559	\$6,124	0.93	\$5,245	\$6,595	\$8,467
2018-ST-WA	391R	59E	FACTORY & MOBILE HOME PLAN E		7	\$4,803	\$5,582	\$5,850	1.05	\$6,907	\$7,844	\$8,167
<b>State Market Average</b>					67	\$4,065	\$4,990	\$5,868	1.01	\$6,025	\$7,134	\$8,184
<b>5346 OVERALL WEIGHTED MARKET AVERAGE</b>					67	\$4,065	\$4,990	\$5,868		\$6,025	\$7,134	\$8,184

**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	Salary			Salary and Benefits		
													SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
AT	AFSCME AT DCBS BUILDING CODES	A	A	24	2	\$3,662	\$5,335	\$5,335	1.19	\$5,765	\$7,810	\$7,810	90.1%	106.9%	90.9%	95.7%	109.5%	95.4%
<b>Non-Corrections/Non-Management Weighted Average</b>					2	\$3,662	\$5,335	\$5,335	1.19	\$5,765	\$7,810	\$7,810	90.1%	106.9%	90.9%	95.7%	109.5%	95.4%
5346	<b>STATEWIDE Weighted Average</b>				2	\$3,662	\$5,335	\$5,335	1.19	\$5,765	\$7,810	\$7,810	90.1%	106.9%	90.9%	95.7%	109.5%	95.4%

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5353 BOILER INSPECTOR

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-ST-ID	08521	K	Building Safety Inspector/Advisor		23	\$3,431	\$4,559	\$6,124	0.93	\$5,245	\$6,595	\$8,467
2018-ST-NV	11.537	37	SAFETY SPEC, BOILER - DIR		6	\$4,426		\$6,596		\$6,081		\$8,614
2018-ST-WA	391F	57	PRESSURE VESSEL INSPECTOR 1		8	\$4,142	\$5,452	\$5,568	1.12	\$6,110	\$7,688	\$7,828
<b>State Market Average</b>					37	\$3,750	\$4,793	\$6,080	1.03	\$5,572	\$6,881	\$8,351
<b>5353 OVERALL WEIGHTED MARKET AVERAGE</b>					37	\$3,750	\$4,793	\$6,080		\$5,572	\$6,881	\$8,351

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	Salary			Salary and Benefits		
													SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
AT	AFSCME AT DCBS BUILDING CODES	A	A	27	7	\$4,216	\$6,074	\$6,157	1.17	\$6,442	\$8,714	\$8,815	112.4%	126.7%	101.3%	115.6%	126.6%	105.6%
<b>Non-Corrections/Non-Management Weighted Average</b>					7	\$4,216	\$6,074	\$6,157	1.17	\$6,442	\$8,714	\$8,815	112.4%	126.7%	101.3%	115.6%	126.6%	105.6%
5353	<b>STATEWIDE Weighted Average</b>				7	\$4,216	\$6,074	\$6,157	1.17	\$6,442	\$8,714	\$8,815	112.4%	126.7%	101.3%	115.6%	126.6%	105.6%

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5420 LIVESTOCK BRAND INSPECTOR

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-ST-CA	0303		BRAND INSPECTOR		10	\$2,944	\$3,516	\$3,609	1.07	\$4,703	\$5,389	\$5,501
2018-ST-ID	00292	I	Brand Inspector		12	\$2,715	\$3,212	\$4,850	0.83	\$4,388	\$4,983	\$6,942
2018-ST-NV	01.514	20	DEPUTY BRAND INSPECTOR (NON-)			\$2,216		\$3,158		\$3,503		\$4,603
2018-ST-WA	566F	33	BRAND INSPECTOR 1		12	\$2,341	\$2,869	\$3,091	1.06	\$3,940	\$4,576	\$4,844
<b>State Market Average</b>					34	\$2,639	\$3,183	\$3,842	0.97	\$4,301	\$4,961	\$5,742
5420	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				34	\$2,639	\$3,183	\$3,842		\$4,301	\$4,961	\$5,742

OREGON  
COMPARISON  
TO  
MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	13	1	\$2,680	\$3,409	\$3,409	1.12	\$4,404	\$5,251	\$5,251	101.5%	107.1%	88.7%	102.4%	105.8%	91.5%
<b>Non-Corrections/Non-Management Weighted Average</b>					1	\$2,680	\$3,409	\$3,409	1.12	\$4,404	\$5,251	\$5,251	101.5%	107.1%	88.7%	102.4%	105.8%	91.5%
5420	<b>STATEWIDE Weighted Average</b>				1	\$2,680	\$3,409	\$3,409	1.12	\$4,404	\$5,251	\$5,251	101.5%	107.1%	88.7%	102.4%	105.8%	91.5%

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5450 SHIPPING POINT INSPECTOR 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-ST-CA	0684	A	FRUIT AND VEGETABLE QUALITY C		1	\$3,010	\$3,160	\$3,768	0.93	\$4,783	\$4,962	\$5,691
2018-ST-NV	01.139	23	AGRICULTURAL INSPECTOR 2		5	\$2,483		\$3,570		\$3,815		\$5,083
2018-ST-WA	568J	34	AGRICULTURAL INSPECTOR 2		5	\$2,394	\$2,600	\$3,162	0.94	\$4,003	\$4,252	\$4,929
<b>State Market Average</b>					10	\$2,496	\$2,702	\$3,406	0.93	\$3,997	\$4,381	\$5,075
<b>5450 OVERALL WEIGHTED MARKET AVERAGE</b>					10	\$2,496	\$2,702	\$3,406		\$3,997	\$4,381	\$5,075

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	Salary			Salary and Benefits		
													SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
OBS	SEIU SEAS-STRKE SPEC COALITION	A	P	15	4	\$2,680	\$3,619	\$3,737	1.13	\$4,404	\$5,495	\$5,632	107.4%	133.9%	109.7%	110.2%	125.4%	111.0%
<b>Non-Corrections/Non-Management Weighted Average</b>					4	\$2,680	\$3,619	\$3,737	1.13	\$4,404	\$5,495	\$5,632	107.4%	133.9%	109.7%	110.2%	125.4%	111.0%
5450	<b>STATEWIDE Weighted Average</b>				4	\$2,680	\$3,619	\$3,737	1.13	\$4,404	\$5,495	\$5,632	107.4%	133.9%	109.7%	110.2%	125.4%	111.0%



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5451 SHIPPING POINT INSPECTOR 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-ST-CA	0684	B	FRUIT AND VEGETABLE QUALITY C		3	\$3,287	\$3,744	\$4,118	1.01	\$5,115	\$5,662	\$6,111
2018-ST-NV	01.134	25	AGRICULTURAL INSPECTOR 3		1	\$2,687		\$3,886		\$4,053		\$5,452
2018-ST-WA	568K	38	AGRICULTURAL INSPECTOR 3		1	\$2,623	\$3,398	\$3,485	1.11	\$4,279	\$5,213	\$5,319
<b>State Market Average</b>					5	\$3,006	\$3,645	\$3,926	1.06	\$4,693	\$5,534	\$5,789
<b>5451 OVERALL WEIGHTED MARKET AVERAGE</b>					5	\$3,006	\$3,645	\$3,926		\$4,693	\$5,534	\$5,789

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	Salary			Salary and Benefits		
													SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
OBS	SEIU SEAS-STRKE SPEC COALITION	A	P	17	1	\$2,883	\$4,096	\$4,096	1.17	\$4,640	\$6,050	\$6,050	95.9%	112.4%	104.3%	98.9%	109.3%	104.5%
<b>Non-Corrections/Non-Management Weighted Average</b>					1	\$2,883	\$4,096	\$4,096	1.17	\$4,640	\$6,050	\$6,050	95.9%	112.4%	104.3%	98.9%	109.3%	104.5%
5451	<b>STATEWIDE Weighted Average</b>				1	\$2,883	\$4,096	\$4,096	1.17	\$4,640	\$6,050	\$6,050	95.9%	112.4%	104.3%	98.9%	109.3%	104.5%

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5453 SHIPPING POINT INSP ASST MGR

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-ST-CA	1165		AGRICULTURE PROGRAM SUPERVI		16	\$4,909	\$5,652	\$6,093	1.03	\$7,058	\$7,948	\$8,477
2018-ST-ID	00020	L	Fresh Fruit and Vegetable Inspection S			\$3,872		\$6,915				
2018-ST-NV	01.132	27	AGRICULTURAL INSPECTOR 4		1	\$2,910		\$4,239		\$4,313		\$5,863
2018-ST-WA	568L	46	AGRICULTURAL INSPECTOR 4		27	\$3,162	\$3,995	\$4,245	1.08	\$4,929	\$5,933	\$6,234
<b>State Market Average</b>					44	\$3,793	\$4,611	\$4,961	1.05	\$5,689	\$6,682	\$7,041
<b>5453 OVERALL WEIGHTED MARKET AVERAGE</b>					44	\$3,793	\$4,611	\$4,961		\$5,689	\$6,682	\$7,041

OREGON  
COMPARISON  
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Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
MMS	MGT SVC SUPERVISORY	A	A	19	3	\$3,108	\$3,540	\$4,363	0.95	\$5,088	\$5,615	\$6,622	81.9%	76.8%	87.9%	89.4%	84.0%	94.0%
<b>Management Weighted Average</b>					3	\$3,108	\$3,540	\$4,363	0.95	\$5,088	\$5,615	\$6,622	81.9%	76.8%	87.9%	89.4%	84.0%	94.0%
5453	<b>STATEWIDE Weighted Average</b>				3	\$3,108	\$3,540	\$4,363	0.95	\$5,088	\$5,615	\$6,622	81.9%	76.8%	87.9%	89.4%	84.0%	94.0%

5519 FORCE PROTECTION OFFICER

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-CompAnalyst	LG12000003		Police Patrol Officer			\$3,878	\$4,821	\$5,805	1.00	\$5,491	\$6,573	\$7,701
<b>Purchased Market Average</b>						\$3,878	\$4,821	\$5,805	1.00	\$5,491	\$6,573	\$7,701
2018-ST-CA	1960		SECURITY OFFICER I, DEPARTMEN		2	\$3,196	\$3,700	\$4,070	1.02	\$5,005	\$5,610	\$6,053
<b>State Market Average</b>						\$3,196	\$3,700	\$4,070	1.02	\$5,005	\$5,610	\$6,053
5519	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				2	\$3,406	\$4,045	\$4,604		\$5,155	\$5,906	\$6,560

OREGON  
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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	A	18Q	10	\$2,796	\$3,728	\$4,012	1.10	\$4,706	\$5,845	\$6,193	82.1%	92.2%	87.1%	91.3%	99.0%	94.4%
<b>Non-Corrections/Non-Management Weighted Average</b>						\$2,796	\$3,728	\$4,012	1.10	\$4,706	\$5,845	\$6,193	82.1%	92.2%	87.1%	91.3%	99.0%	94.4%
5519	<b>STATEWIDE Weighted Average</b>				10	\$2,796	\$3,728	\$4,012	1.10	\$4,706	\$5,845	\$6,193	82.1%	92.2%	87.1%	91.3%	99.0%	94.4%

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## 5550 PARKING SERVICES REPRESENTATIVE

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-MIL-NWHCS	09.13		Parking Attendant	7	13	\$2,497	\$2,920	\$3,339	1.00	\$3,906	\$4,392	\$4,872
<b>Purchased Market Average</b>				7	13	\$2,497	\$2,920	\$3,339	1.00	\$3,906	\$4,392	\$4,872
2018-ST-ID	01930	F	Parking Specialist		1	\$1,780	\$2,459	\$3,176	0.97	\$3,270	\$4,081	\$4,940
2018-ST-NV	11.271	25	UNIVERSITY PARKING ENFORCE OF			\$2,687		\$3,886		\$4,053		\$5,452
2018-ST-WA	386E	38	PARKING GUIDE			\$2,623		\$3,485		\$4,279		\$5,319
<b>State Market Average</b>					1	\$2,363	\$2,459	\$3,516	0.97	\$3,867	\$4,081	\$5,237
5550	<b>OVERALL WEIGHTED MARKET AVERAGE</b>			7	14	\$2,472	\$2,887	\$3,372		\$3,899	\$4,370	\$4,940

OREGON  
COMPARISON  
TO  
MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	MARKET COMPARISONS												
						SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS								
						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	13	1	\$2,680	\$2,883	\$3,409	0.95	\$4,404	\$4,640	\$5,251	108.4%	99.8%	101.1%	112.9%	106.2%	106.3%
<b>Non-Corrections/Non-Management Weighted Average</b>					1	\$2,680	\$2,883	\$3,409	0.95	\$4,404	\$4,640	\$5,251	108.4%	99.8%	101.1%	112.9%	106.2%	106.3%
5550	<b>STATEWIDE Weighted Average</b>				1	\$2,680	\$2,883	\$3,409	0.95	\$4,404	\$4,640	\$5,251	108.4%	99.8%	101.1%	112.9%	106.2%	106.3%

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## 5561 DEPUTY STATE FIRE MARSHAL

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-WA-ClarkCo	300		Deputy Fire Marshal			\$5,608		\$6,824		\$8,129		\$9,593
2018-WA-KingCo	5301200		Fire Marshal Deputy II		4	\$5,953	\$7,459	\$7,546	1.11	\$8,637	\$10,451	\$10,556
<b>County Market Average</b>					4	\$5,884	\$7,459	\$7,402	1.11	\$8,536	\$10,451	\$10,364
2018-ST-CA	9013	A	DEPUTY STATE FIRE MARSHAL III (S		13	\$6,064	\$7,275	\$7,822	1.05	\$8,442	\$9,893	\$10,549
2018-ST-ID	08963	L	Fire Marshal, Deputy		5	\$3,872	\$4,561	\$6,915	0.82	\$5,772	\$6,597	\$9,413
2018-ST-WA	396L	59	DEPUTY STATE FIRE MARSHAL		13	\$4,348	\$5,596	\$5,850	1.10	\$6,358	\$7,861	\$8,167
<b>State Market Average</b>					32	\$4,994	\$6,138	\$6,848	0.99	\$7,142	\$8,515	\$9,367
5561	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				36	\$5,116	\$6,287	\$6,924		\$7,333	\$8,733	\$9,503

OREGON  
COMPARISON  
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Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
AF	AFSCME AT OSP FIRE MARSHAL	A	A	31	13	\$5,084	\$7,181	\$7,426	1.15	\$7,503	\$10,067	\$10,366	99.4%	114.2%	107.2%	102.3%	115.3%	109.1%
<b>Non-Corrections/Non-Management Weighted Average</b>					13	\$5,084	\$7,181	\$7,426	1.15	\$7,503	\$10,067	\$10,366	99.4%	114.2%	107.2%	102.3%	115.3%	109.1%
5561	<b>STATEWIDE Weighted Average</b>				13	\$5,084	\$7,181	\$7,426	1.15	\$7,503	\$10,067	\$10,366	99.4%	114.2%	107.2%	102.3%	115.3%	109.1%

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5562 SUPV DEPUTY STATE FIRE MARSHAL

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-WA-KingCo	5317200		Assistant Fire Marshal		1	\$6,703	\$8,529	\$8,496	1.12	\$9,540	\$11,741	\$11,701
<b>County Market Average</b>					1	\$6,703	\$8,529	\$8,496	1.12	\$9,540	\$11,741	\$11,701
2018-ST-CA	8966		DIVISION CHIEF, CALIFORNIA STATI		2	\$7,454	\$8,521	\$8,877	1.04	\$10,107	\$11,386	\$11,812
2018-ST-ID	08962	M	Fire Marshal, Chief Deputy		1	\$4,377	\$5,571	\$7,820	0.89	\$6,377	\$7,805	\$10,496
<b>State Market Average</b>					3	\$6,223	\$7,341	\$8,454	0.98	\$8,615	\$9,954	\$11,286
5562	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				4	\$6,360	\$7,680	\$8,466		\$8,880	\$10,464	\$11,404

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	Salary			Salary and Benefits		
													SR Min 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	A	32	2	\$5,828	\$8,172	\$8,172	1.17	\$8,413	\$11,278	\$11,278	91.6%	106.4%	96.5%	94.7%	107.8%	98.9%
<b>Management Weighted Average</b>					2	\$5,828	\$8,172	\$8,172	1.17	\$8,413	\$11,278	\$11,278	91.6%	106.4%	96.5%	94.7%	107.8%	98.9%
5562	<b>STATEWIDE Weighted Average</b>				2	\$5,828	\$8,172	\$8,172	1.17	\$8,413	\$11,278	\$11,278	91.6%	106.4%	96.5%	94.7%	107.8%	98.9%

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## 5617 INTERNAL AUDITOR 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-MultCo	9280		Management Auditor Senior		6		\$7,566			\$10,686		
2018-OR-WashCo	156		Performance Auditor		1	\$5,611	\$6,318	\$6,818	1.02	\$7,954	\$8,794	\$9,386
2018-WA-KingCo	2120200		Internal Auditor		1	\$6,539	\$8,332	\$8,332	1.12	\$9,343	\$11,504	\$11,504
<b>County Market Average</b>					8	\$6,075	\$7,505	\$7,575	1.07	\$8,649	\$10,552	\$10,445
2018-MIL-PACS	02.09		Auditor - Intermediate	13	15	\$4,446	\$4,708	\$6,766	0.84	\$6,142	\$6,442	\$8,804
<b>Purchased Market Average</b>					13	\$4,446	\$4,708	\$6,766	0.84	\$6,142	\$6,442	\$8,804
2018-ST-CA	4089		AUDITOR EVALUATOR II		15	\$4,841	\$5,684	\$6,905	0.97	\$6,977	\$7,986	\$9,450
2018-ST-ID	05202	L	Quality Assurance Auditor			\$3,872		\$6,915		\$5,772		\$9,413
2018-ST-NV	07.213	41	EXECUTIVE BRANCH AUDITOR 2		3	\$5,269		\$7,921		\$7,066		\$10,160
<b>State Market Average</b>					18	\$4,858	\$5,684	\$7,068	0.97	\$6,927	\$7,986	\$9,561
<b>5617</b>	<b>OVERALL WEIGHTED MARKET AVERAGE</b>			13	41	\$4,755	\$5,688	\$6,971		\$6,698	\$7,926	\$9,296

**OREGON  
COMPARISON  
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Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
MMN	MGT SVC NONSUPERVISORY	A	A	28	9	\$4,794	\$6,364	\$6,740	1.10	\$7,149	\$9,068	\$9,528	100.8%	111.9%	96.7%	106.7%	114.4%	102.5%
<b>Management Weighted Average</b>					9	\$4,794	\$6,364	\$6,740	1.10	\$7,149	\$9,068	\$9,528	100.8%	111.9%	96.7%	106.7%	114.4%	102.5%
<b>5617</b>	<b>STATEWIDE Weighted Average</b>				9	\$4,794	\$6,364	\$6,740	1.10	\$7,149	\$9,068	\$9,528	100.8%	111.9%	96.7%	106.7%	114.4%	102.5%

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5618 INTERNAL AUDITOR 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-ClackCo	078		Internal Auditor		1	\$6,321	\$8,407	\$8,533	1.13	\$9,104	\$11,666	\$11,820
2018-OR-JackCo	01021		Senior Auditor		2	\$5,526	\$7,056	\$7,056	1.12	\$8,520	\$10,388	\$10,388
2018-OR-MultCo	9279		Management Auditor Principal		2		\$10,034			\$13,699		
2018-OR-WashCo	020		Performance Auditor, Senior		1	\$6,192	\$7,320	\$7,525	1.07	\$8,644	\$9,982	\$10,225
<b>County Market Average</b>					6	\$5,891	\$8,318	\$7,543	1.11	\$8,697	\$11,637	\$10,705
2018-MIL-PACS	02.10		Auditor - Senior	14	12	\$5,835	\$7,051	\$8,793	0.96	\$7,736	\$9,131	\$11,129
<b>Purchased Market Average</b>					14	\$5,835	\$7,051	\$8,793	0.96	\$7,736	\$9,131	\$11,129
2018-ST-CA	4093		SENIOR AUDITOR EVALUATOR I		11	\$5,801	\$6,455	\$8,623	0.90	\$8,127	\$8,911	\$11,509
2018-ST-NV	07.211	44	EXECUTIVE BRANCH AUDITOR 4		2	\$6,024		\$9,101		\$7,947		\$11,537
<b>State Market Average</b>					13	\$5,835	\$6,455	\$8,697	0.90	\$8,099	\$8,911	\$11,513
5618	<b>OVERALL WEIGHTED MARKET AVERAGE</b>			14	31	\$5,843	\$7,087	\$8,578		\$8,031	\$9,566	\$11,243

OREGON  
COMPARISON  
TO  
MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
MMN	MGT SVC NONSUPERVISORY	A	A	31	18	\$5,551	\$7,482	\$7,791	1.12	\$8,074	\$10,435	\$10,813	95.0%	105.6%	90.8%	100.5%	109.1%	96.2%
MMS	MGT SVC SUPERVISORY	A	A	31	1	\$5,551	\$7,791	\$7,791	1.17	\$8,074	\$10,813	\$10,813	95.0%	109.9%	90.8%	100.5%	113.0%	96.2%
<b>Management Weighted Average</b>					19	\$5,551	\$7,499	\$7,791	1.12	\$8,074	\$10,455	\$10,813	95.0%	105.8%	90.8%	100.5%	109.3%	96.2%
5618	<b>STATEWIDE Weighted Average</b>				19	\$5,551	\$7,499	\$7,791	1.12	\$8,074	\$10,455	\$10,813	95.0%	105.8%	90.8%	100.5%	109.3%	96.2%



# 2018 Oregon Salary and Benefit Report

Data Effective Date: 7/1/2018

## 5631 TAX AUDITOR 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-WashCo	392		Personal Property Tax Auditor		2	\$4,961	\$5,865	\$6,029	1.07	\$7,184	\$8,256	\$8,450
<b>County Market Average</b>					2	\$4,961	\$5,865	\$6,029	1.07	\$7,184	\$8,256	\$8,450
2018-ST-CA	4361		ASSOCIATE TAX AUDITOR, FRANCH		103	\$4,888	\$5,763	\$6,427	1.02	\$7,033	\$8,081	\$8,878
2018-ST-ID	04336	L	Tax Auditor 2		24	\$3,872	\$4,126	\$6,915	0.75	\$5,772	\$6,077	\$9,413
2018-ST-NV	07.154	34	AUDITOR 2		103	\$3,886		\$5,762		\$5,452		\$7,641
2018-ST-WA	155B	53	REVENUE AUDITOR 2		103	\$3,748	\$5,037	\$5,046	1.15	\$5,635	\$7,188	\$7,200
<b>State Market Average</b>					334	\$4,152	\$5,267	\$5,830	0.96	\$6,021	\$7,472	\$8,015
<b>5631</b>	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				336	\$4,157	\$5,272	\$5,831		\$6,027	\$7,479	\$8,017

### OREGON COMPARISON TO MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	25	58	\$4,096	\$4,998	\$5,993	0.99	\$6,050	\$7,098	\$8,255	98.5%	94.8%	102.8%	100.4%	94.9%	103.0%
<b>Non-Corrections/Non-Management Weighted Average</b>					58	\$4,096	\$4,998	\$5,993	0.99	\$6,050	\$7,098	\$8,255	98.5%	94.8%	102.8%	100.4%	94.9%	103.0%
<b>5631</b>	<b>STATEWIDE Weighted Average</b>				58	\$4,096	\$4,998	\$5,993	0.99	\$6,050	\$7,098	\$8,255	98.5%	94.8%	102.8%	100.4%	94.9%	103.0%

2018 Oregon Salary and Benefit Report

Data Effective Date: 7/1/2018

5632 TAX AUDITOR 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-ST-ID	04334	M	Tax Auditor 3		38	\$4,377	\$5,157	\$7,820	0.82	\$6,377	\$7,310	\$10,496
2018-ST-NV	07.148	36	AUDITOR 3		19	\$4,238		\$6,305		\$5,863		\$8,275
2018-ST-WA	155C	57	REVENUE AUDITOR 3		38	\$4,142	\$5,744	\$5,568	1.18	\$6,110	\$8,040	\$7,828
<b>State Market Average</b>					96	\$4,256	\$5,450	\$6,616	0.98	\$6,168	\$7,675	\$8,985
<b>5632 OVERALL WEIGHTED MARKET AVERAGE</b>					96	\$4,256	\$5,450	\$6,616		\$6,168	\$7,675	\$8,985

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	Salary			Salary and Benefits		
													SR Min 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	28	66	\$4,727	\$6,263	\$6,905	1.08	\$6,783	\$8,569	\$9,315	111.1%	114.9%	104.4%	110.0%	111.6%	103.7%
<b>Non-Corrections/Non-Management Weighted Average</b>					66	\$4,727	\$6,263	\$6,905	1.08	\$6,783	\$8,569	\$9,315	111.1%	114.9%	104.4%	110.0%	111.6%	103.7%
5632	<b>STATEWIDE Weighted Average</b>				66	\$4,727	\$6,263	\$6,905	1.08	\$6,783	\$8,569	\$9,315	111.1%	114.9%	104.4%	110.0%	111.6%	103.7%

5641 FISCAL AUDITOR 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-CompAnalyst	FA06000007		Internal Auditor I	225	478	\$3,945	\$4,672	\$6,054	0.94	\$5,567	\$6,401	\$7,987
<b>Purchased Market Average</b>				225	478	\$3,945	\$4,672	\$6,054	0.94	\$5,567	\$6,401	\$7,987
2018-ST-CA	4287		GENERAL AUDITOR II		16	\$3,872	\$4,001	\$5,090	0.89	\$5,815	\$5,970	\$7,275
2018-ST-ID	04246	K	Financial Specialist		81	\$3,431	\$4,204	\$6,124	0.86	\$5,245	\$6,170	\$8,467
2018-ST-NV	07.154	34	AUDITOR 2		106	\$3,886		\$5,762		\$5,452		\$7,641
2018-ST-WA	152I	42	AUDITOR 2		7	\$2,880	\$3,679	\$3,846	1.09	\$4,589	\$5,552	\$5,753
<b>State Market Average</b>					210	\$3,676	\$4,138	\$5,787	0.93	\$5,371	\$6,097	\$7,869
5641	<b>OVERALL WEIGHTED MARKET AVERAGE</b>			225	688	\$3,863	\$4,576	\$5,973		\$5,507	\$6,347	\$7,951

OREGON  
COMPARISON  
TO  
MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	23	1	\$3,737	\$5,442	\$5,442	1.19	\$5,632	\$7,614	\$7,614	96.7%	118.9%	91.1%	102.3%	120.0%	95.8%
<b>Non-Corrections/Non-Management Weighted Average</b>					1	\$3,737	\$5,442	\$5,442	1.19	\$5,632	\$7,614	\$7,614	96.7%	118.9%	91.1%	102.3%	120.0%	95.8%
5641	<b>STATEWIDE Weighted Average</b>				1	\$3,737	\$5,442	\$5,442	1.19	\$5,632	\$7,614	\$7,614	96.7%	118.9%	91.1%	102.3%	120.0%	95.8%

5642 FISCAL AUDITOR 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-WA-ThrstnCo	0725		INTERNAL AUDITOR		1	\$5,642	\$7,522	\$7,522	1.14	\$8,105	\$10,371	\$10,371
<b>County Market Average</b>					1	\$5,642	\$7,522	\$7,522	1.14	\$8,105	\$10,371	\$10,371
2018-CompAnalyst	FA06000008		Internal Auditor II	10	20	\$4,543	\$5,576	\$7,092	0.96	\$6,253	\$7,439	\$9,178
<b>Purchased Market Average</b>					10	\$4,543	\$5,576	\$7,092	0.96	\$6,253	\$7,439	\$9,178
2018-ST-CA	4285		GENERAL AUDITOR III		57	\$4,655	\$5,761	\$6,122	1.07	\$6,754	\$8,079	\$8,511
2018-ST-ID	04245	L	Financial Specialist, Senior		57	\$3,872	\$5,062	\$6,915	0.91	\$5,772	\$7,196	\$9,413
2018-ST-NV	07.148	36	AUDITOR 3		19	\$4,238		\$6,305		\$5,863		\$8,275
2018-ST-WA	152J	46	AUDITOR 3		7	\$3,162	\$4,057	\$4,245	1.10	\$4,929	\$6,008	\$6,234
<b>State Market Average</b>					140	\$4,205	\$5,333	\$6,375	1.02	\$6,141	\$7,543	\$8,731
5642	<b>OVERALL WEIGHTED MARKET AVERAGE</b>			10	161	\$4,256	\$5,383	\$6,472		\$6,168	\$7,548	\$8,797

OREGON  
COMPARISON  
TO  
MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	MARKET COMPARISONS												
						SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS								
						SR Min	Emp Avg	SR Max		SR Min to SR Min	Avg to Avg	SR Max to SR Max						
AX	AFSCME AT STATE LANDS	A	A	26	1	\$4,011	\$5,867	\$5,867	1.19	\$6,192	\$8,461	\$8,461	94.2%	109.0%	90.7%	100.4%	112.1%	96.2%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	26	2	\$4,295	\$6,280	\$6,280	1.19	\$6,281	\$8,589	\$8,589	100.9%	116.7%	97.0%	101.8%	113.8%	97.6%
<b>Non-Corrections/Non-Management Weighted Average</b>					3	\$4,200	\$6,142	\$6,142	1.19	\$6,252	\$8,546	\$8,546	98.7%	114.1%	94.9%	101.4%	113.2%	97.1%
5642	<b>STATEWIDE Weighted Average</b>				3	\$4,200	\$6,142	\$6,142	1.19	\$6,251	\$8,546	\$8,546	98.7%	114.1%	94.9%	101.4%	113.2%	97.1%

# 2018 Oregon Salary and Benefit Report

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## 5646 GOVERNMENTAL AUDITOR 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-ST-CA	4215		INVESTIGATIVE AUDITOR III, DEPAF		11	\$4,655	\$5,776	\$6,122	1.07	\$6,754	\$8,096	\$8,511
2018-ST-NV	07.214	39	EXECUTIVE BRANCH AUDITOR 1			\$4,825		\$7,225		\$6,548		\$9,348
2018-ST-WA	156B	50	ASSISTANT STATE AUDITOR 2		11	\$3,485	\$4,114	\$4,687	1.01	\$5,319	\$6,076	\$6,767
<b>State Market Average</b>					23	\$4,102	\$4,945	\$5,482	1.04	\$6,058	\$7,086	\$7,712
<b>5646 OVERALL WEIGHTED MARKET AVERAGE</b>					23	\$4,102	\$4,945	\$5,482		\$6,058	\$7,086	\$7,712

### 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	Salary			Salary and Benefits		
													SR Min 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	24	3	\$3,918	\$4,985	\$5,711	1.04	\$5,843	\$7,084	\$7,927	95.5%	100.8%	104.2%	96.4%	100.0%	102.8%
<b>Non-Corrections/Non-Management Weighted Average</b>					3	\$3,918	\$4,985	\$5,711	1.04	\$5,843	\$7,084	\$7,927	95.5%	100.8%	104.2%	96.4%	100.0%	102.8%
5646	<b>STATEWIDE Weighted Average</b>				3	\$3,918	\$4,985	\$5,711	1.04	\$5,843	\$7,084	\$7,927	95.5%	100.8%	104.2%	96.4%	100.0%	102.8%

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5647 GOVERNMENTAL AUDITOR 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-ST-CA	4224		INVESTIGATIVE AUDITOR IV (SPECI		23	\$4,871	\$6,399	\$6,403	1.14	\$7,013	\$8,844	\$8,849
2018-ST-ID	05202	L	Quality Assurance Auditor			\$3,872		\$6,915		\$5,772		\$9,413
2018-ST-NV	07.213	41	EXECUTIVE BRANCH AUDITOR 2		3	\$5,269		\$7,921		\$7,066		\$10,160
2018-ST-WA	156C	61	ASSISTANT STATE AUDITOR 3		31	\$4,572	\$5,231	\$6,149	0.98	\$6,627	\$7,422	\$8,528
<b>State Market Average</b>					57	\$4,714	\$5,728	\$6,355	1.06	\$6,788	\$8,027	\$8,755
5647	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				57	\$4,714	\$5,728	\$6,355		\$6,788	\$8,027	\$8,755

OREGON  
COMPARISON  
TO  
MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
AO	AFSCME OR ST POLICE-SUPP UNIT	A	A	26	4	\$4,013	\$5,417	\$5,867	1.10	\$6,194	\$7,911	\$8,461	85.1%	94.6%	92.3%	91.2%	98.5%	96.6%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	26	8	\$4,295	\$5,648	\$6,280	1.07	\$6,281	\$7,854	\$8,589	91.1%	98.6%	98.8%	92.5%	97.8%	98.1%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	26	5	\$4,295	\$6,223	\$6,280	1.18	\$6,281	\$8,522	\$8,589	91.1%	108.6%	98.8%	92.5%	106.2%	98.1%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	26	1	\$4,295	\$4,727	\$6,280	0.89	\$6,281	\$6,783	\$8,589	91.1%	82.5%	98.8%	92.5%	84.5%	98.1%
<b>Non-Corrections/Non-Management Weighted Average</b>					18	\$4,232	\$5,705	\$6,188	1.10	\$6,262	\$7,993	\$8,560	89.8%	99.6%	97.4%	92.2%	99.6%	97.8%
5647	<b>STATEWIDE Weighted Average</b>				18	\$4,232	\$5,705	\$6,188	1.10	\$6,262	\$7,993	\$8,560	89.8%	99.6%	97.4%	92.2%	99.6%	97.8%

5648 GOVERNMENTAL AUDITOR 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-ST-CA	4161		SENIOR MANAGEMENT AUDITOR		34	\$5,789	\$7,407	\$7,553	1.11	\$8,112	\$10,051	\$10,226
2018-ST-NV	07.212	42	EXECUTIVE BRANCH AUDITOR 3		3	\$5,516		\$8,297		\$7,354		\$10,599
2018-ST-WA	156D	64	ASSISTANT STATE AUDITOR 4		34	\$4,923	\$6,221	\$6,622	1.08	\$7,050	\$8,615	\$9,098
<b>State Market Average</b>					70	\$5,363	\$6,814	\$7,139	1.10	\$7,572	\$9,333	\$9,702
<b>5648 OVERALL WEIGHTED MARKET AVERAGE</b>					70	\$5,363	\$6,814	\$7,139		\$7,572	\$9,333	\$9,702

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	Salary			Salary and Benefits		
													SR Min 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	A	29	2	\$5,032	\$6,311	\$7,070	1.04	\$7,440	\$9,003	\$9,931	93.8%	92.6%	99.0%	98.3%	96.5%	102.4%
MMS	MGT SVC SUPERVISORY	A	A	29	1	\$5,032	\$7,070	\$7,070	1.17	\$7,440	\$9,931	\$9,931	93.8%	103.8%	99.0%	98.3%	106.4%	102.4%
<b>Management Weighted Average</b>					3	\$5,032	\$6,564	\$7,070	1.08	\$7,440	\$9,312	\$9,931	93.8%	96.3%	99.0%	98.3%	99.8%	102.4%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	29	4	\$4,950	\$6,691	\$7,246	1.10	\$7,042	\$9,067	\$9,712	92.3%	98.2%	101.5%	93.0%	97.1%	100.1%
<b>Non-Corrections/Non-Management Weighted Average</b>					4	\$4,950	\$6,691	\$7,246	1.10	\$7,042	\$9,067	\$9,712	92.3%	98.2%	101.5%	93.0%	97.1%	100.1%
5648	<b>STATEWIDE Weighted Average</b>				7	\$4,985	\$6,637	\$7,171	1.09	\$7,213	\$9,172	\$9,806	93.0%	97.4%	100.4%	95.3%	98.3%	101.1%

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## 5671 SECURITIES EXAMINER

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-ST-ID	04432	M	Securities Investigator			\$4,377		\$7,820		\$6,377		\$10,496
2018-ST-NV	07.186	39	SECURITIES REG & LICENS EXAMIN		0	\$4,825		\$7,225		\$6,548		\$9,348
<b>State Market Average</b>					0	\$4,467		\$7,701		\$6,411		\$10,266
5671	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				0	\$4,467		\$7,701		\$6,411		\$10,266

### OREGON COMPARISON TO MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	26	4	\$4,295	\$5,861	\$6,280	1.11	\$6,281	\$8,102	\$8,589	96.1%	- %	81.5%	98.0%	- %	83.7%
<b>Non-Corrections/Non-Management Weighted Average</b>					4	\$4,295	\$5,861	\$6,280	1.11	\$6,281	\$8,102	\$8,589	96.1%	- %	81.5%	98.0%	- %	83.7%
5671	<b>STATEWIDE Weighted Average</b>				4	\$4,295	\$5,861	\$6,280	1.11	\$6,281	\$8,102	\$8,589	96.1%	- %	81.5%	98.0%	- %	83.7%



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5675 FINANCIAL EXAMINER 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-ST-CA	4101	B	FINANCIAL INSTITUTIONS EXAMINE		6	\$4,243	\$4,751	\$5,313	0.99	\$6,260	\$6,869	\$7,543
2018-ST-ID	04423	K	Financial Institution Examiner 1		3	\$3,431	\$4,758	\$6,124	0.97	\$5,245	\$6,832	\$8,467
2018-ST-NV	07.181	35	FINANCIAL INSTITUTIONS EX 2		6	\$4,055		\$6,024		\$5,649		\$7,947
<b>State Market Average</b>					14	\$3,995	\$4,753	\$5,766	0.98	\$5,802	\$6,856	\$7,899
<b>5675 OVERALL WEIGHTED MARKET AVERAGE</b>					14	\$3,995	\$4,753	\$5,766		\$5,802	\$6,856	\$7,899

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	Salary			Salary and Benefits		
													SR Min 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	24	7	\$3,918	\$5,393	\$5,711	1.12	\$5,843	\$7,558	\$7,927	98.1%	113.5%	99.0%	100.7%	110.2%	100.4%
<b>Non-Corrections/Non-Management Weighted Average</b>					7	\$3,918	\$5,393	\$5,711	1.12	\$5,843	\$7,558	\$7,927	98.1%	113.5%	99.0%	100.7%	110.2%	100.4%
5675	<b>STATEWIDE Weighted Average</b>				7	\$3,918	\$5,393	\$5,711	1.12	\$5,843	\$7,558	\$7,927	98.1%	113.5%	99.0%	100.7%	110.2%	100.4%

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5676 FINANCIAL EXAMINER 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-ST-CA	4101	C	FINANCIAL INSTITUTIONS EXAMINE		26	\$5,115	\$5,652	\$6,404	0.98	\$7,305	\$7,949	\$8,850
2018-ST-ID	04421	L	Financial Institution Examiner 2			\$3,872		\$6,915		\$5,772		\$9,413
2018-ST-NV	07.183	37	FINANCIAL INSTITUTIONS EX 4		3	\$4,426		\$6,596		\$6,081		\$8,614
2018-ST-WA	161F	60	FINANCIAL EXAMINER 2		26	\$4,461	\$5,420	\$5,999	1.04	\$6,494	\$7,650	\$8,348
<b>State Market Average</b>					54	\$4,751	\$5,536	\$6,236	1.01	\$6,834	\$7,799	\$8,614
5676	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				54	\$4,751	\$5,536	\$6,236		\$6,834	\$7,799	\$8,614

OREGON  
COMPARISON  
TO  
MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	27	7	\$4,514	\$6,137	\$6,590	1.11	\$6,536	\$8,423	\$8,949	95.0%	110.9%	105.7%	95.6%	108.0%	103.9%
<b>Non-Corrections/Non-Management Weighted Average</b>					7	\$4,514	\$6,137	\$6,590	1.11	\$6,536	\$8,423	\$8,949	95.0%	110.9%	105.7%	95.6%	108.0%	103.9%
5676	<b>STATEWIDE Weighted Average</b>				7	\$4,514	\$6,137	\$6,590	1.11	\$6,536	\$8,423	\$8,949	95.0%	110.9%	105.7%	95.6%	108.0%	103.9%

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5677 FINANCIAL EXAMINER 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-ST-CA	4102		SENIOR FINANCIAL INSTITUTIONS E		29	\$5,885	\$7,249	\$7,735	1.06	\$8,228	\$9,862	\$10,445
2018-ST-ID	04419	M	Financial Institution Examiner 3		2	\$4,377	\$6,254	\$7,820	1.00	\$6,377	\$8,623	\$10,496
2018-ST-NV	07.184	38	FINANCIAL INSTITUTIONS EX 5		2	\$4,618		\$6,905		\$6,306		\$8,975
2018-ST-WA	161G	66	FINANCIAL EXAMINER 3		29	\$5,170	\$6,526	\$6,957	1.08	\$7,349	\$8,982	\$9,501
<b>State Market Average</b>					62	\$5,461	\$6,866	\$7,347	1.05	\$7,694	\$9,395	\$9,957
5677	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				62	\$5,461	\$6,866	\$7,347		\$7,694	\$9,395	\$9,957

OREGON  
COMPARISON  
TO  
MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	30	7	\$5,189	\$7,267	\$7,600	1.14	\$7,320	\$9,736	\$10,123	95.0%	105.8%	103.4%	95.1%	103.6%	101.7%
<b>Non-Corrections/Non-Management Weighted Average</b>					7	\$5,189	\$7,267	\$7,600	1.14	\$7,320	\$9,736	\$10,123	95.0%	105.8%	103.4%	95.1%	103.6%	101.7%
5677	<b>STATEWIDE Weighted Average</b>				7	\$5,189	\$7,267	\$7,600	1.14	\$7,320	\$9,736	\$10,123	95.0%	105.8%	103.4%	95.1%	103.6%	101.7%

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## 5706 INDUSTRIAL HYGIENIST 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-ST-NV	11.531	38	INDUSTRIAL HYGIENIST 3 - DIR		5	\$4,618		\$6,905		\$6,306		\$8,975
2018-ST-WA	394E	56	INDUSTRIAL HYGIENIST 2		4	\$4,045	\$5,083	\$5,435	1.07	\$5,993	\$7,244	\$7,668
<b>State Market Average</b>					9	\$4,356	\$5,083	\$6,233	1.07	\$6,163	\$7,244	\$8,378
5706	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				9	\$4,356	\$5,083	\$6,233		\$6,163	\$7,244	\$8,378

### OREGON COMPARISON TO MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	27	5	\$4,514	\$5,955	\$6,590	1.07	\$6,536	\$8,211	\$8,949	103.6%	117.2%	105.7%	106.1%	113.4%	106.8%
<b>Non-Corrections/Non-Management Weighted Average</b>					5	\$4,514	\$5,955	\$6,590	1.07	\$6,536	\$8,211	\$8,949	103.6%	117.2%	105.7%	106.1%	113.4%	106.8%
5706	<b>STATEWIDE Weighted Average</b>				5	\$4,514	\$5,955	\$6,590	1.07	\$6,536	\$8,211	\$8,949	103.6%	117.2%	105.7%	106.1%	113.4%	106.8%

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## 5707 INDUSTRIAL HYGIENIST 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-ST-CA	3856	A	ASSOCIATE INDUSTRIAL HYGIENIST		16	\$5,271	\$6,932	\$7,199	1.11	\$7,492	\$9,482	\$9,802
2018-ST-WA	394F	61	INDUSTRIAL HYGIENIST 3		16	\$4,572	\$6,046	\$6,149	1.13	\$6,627	\$8,404	\$8,528
<b>State Market Average</b>					32	\$4,921	\$6,489	\$6,674	1.12	\$7,060	\$8,943	\$9,165
5707	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				32	\$4,921	\$6,489	\$6,674		\$7,060	\$8,943	\$9,165

### OREGON COMPARISON TO MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	29	19	\$4,950	\$6,786	\$7,246	1.11	\$7,042	\$9,177	\$9,712	100.6%	104.6%	108.6%	99.8%	102.6%	106.0%
<b>Non-Corrections/Non-Management Weighted Average</b>					19	\$4,950	\$6,786	\$7,246	1.11	\$7,042	\$9,177	\$9,712	100.6%	104.6%	108.6%	99.8%	102.6%	106.0%
5707	<b>STATEWIDE Weighted Average</b>				19	\$4,950	\$6,786	\$7,246	1.11	\$7,042	\$9,177	\$9,712	100.6%	104.6%	108.6%	99.8%	102.6%	106.0%

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## 5708 INDUSTRIAL HYGIENIST 4

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-ST-CA	3852		SENIOR INDUSTRIAL HYGIENIST		11	\$7,579	\$9,963	\$10,128	1.13	\$10,258	\$13,114	\$13,311
2018-ST-WA	394G	65	INDUSTRIAL HYGIENIST 4		11	\$5,046	\$6,668	\$6,786	1.13	\$7,200	\$9,153	\$9,296
<b>State Market Average</b>					21	\$6,313	\$8,316	\$8,457	1.13	\$8,729	\$11,134	\$11,304
5708	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				21	\$6,313	\$8,316	\$8,457		\$8,729	\$11,134	\$11,304

**OREGON  
COMPARISON  
TO  
MARKET**

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	31	16	\$5,442	\$7,795	\$7,977	1.16	\$7,614	\$10,350	\$10,561	86.2%	93.7%	94.3%	87.2%	93.0%	93.4%
<b>Non-Corrections/Non-Management Weighted Average</b>					16	\$5,442	\$7,795	\$7,977	1.16	\$7,614	\$10,350	\$10,561	86.2%	93.7%	94.3%	87.2%	93.0%	93.4%
5708	<b>STATEWIDE Weighted Average</b>				16	\$5,442	\$7,795	\$7,977	1.16	\$7,614	\$10,350	\$10,561	86.2%	93.7%	94.3%	87.2%	93.0%	93.4%

5710 OCCUPATIONAL SFTY SPECIALIST 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-TwrsWtsn	AHS030-P2		Health and Safety	7	9		\$6,082		0.96		\$8,019	
<b>Purchased Market Average</b>				7	9		\$6,082		0.96		\$8,019	
2018-ST-CA	3917		HEALTH AND SAFETY OFFICER		15	\$4,798	\$5,808	\$5,961	1.08	\$6,925	\$8,136	\$8,319
2018-ST-ID	02015	J	Safety and Loss Control Specialist		1	\$3,064	\$3,986	\$5,470	0.91	\$4,805	\$5,909	\$7,684
2018-ST-NV	11.521	35	SAFETY SPEC, CONSULTATION		2	\$4,055		\$6,024		\$5,649		\$7,947
2018-ST-WA	392F	55	SAFETY & HEALTH SPECIALIST 2		15	\$3,942	\$4,990	\$5,301	1.08	\$5,869	\$7,132	\$7,506
<b>State Market Average</b>					34	\$4,312	\$5,354	\$5,650	1.03	\$6,305	\$7,579	\$7,908
5710	<b>OVERALL WEIGHTED MARKET AVERAGE</b>			7	43	\$4,312	\$5,516	\$5,650		\$6,305	\$7,677	\$7,908

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	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	27	15	\$4,514	\$5,134	\$6,590	0.92	\$6,536	\$7,256	\$8,949	104.7%	93.1%	116.6%	103.7%	94.5%	113.2%
<b>Non-Corrections/Non-Management Weighted Average</b>					15	\$4,514	\$5,134	\$6,590	0.92	\$6,536	\$7,256	\$8,949	104.7%	93.1%	116.6%	103.7%	94.5%	113.2%
5710	<b>STATEWIDE Weighted Average</b>				15	\$4,514	\$5,134	\$6,590	0.92	\$6,536	\$7,256	\$8,949	104.7%	93.1%	116.6%	103.7%	94.5%	113.2%

5711 OCCUPATIONAL SFTY SPECIALIST 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-ST-WA	392G	58	SAFETY & HEALTH SPECIALIST 3		23	\$4,245	\$5,501	\$5,713	1.10	\$6,234	\$7,747	\$8,002
<b>State Market Average</b>					23	\$4,245	\$5,501	\$5,713	1.10	\$6,234	\$7,747	\$8,002
<b>5711 OVERALL WEIGHTED MARKET AVERAGE</b>					23	\$4,245	\$5,501	\$5,713		\$6,234	\$7,747	\$8,002

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	Salary			Salary and Benefits		
													SR Min 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	50	\$4,950	\$6,642	\$7,246	1.09	\$7,042	\$9,009	\$9,712	116.6%	120.7%	126.8%	113.0%	116.3%	121.4%
<b>Non-Corrections/Non-Management Weighted Average</b>					50	\$4,950	\$6,642	\$7,246	1.09	\$7,042	\$9,009	\$9,712	116.6%	120.7%	126.8%	113.0%	116.3%	121.4%
<b>5711 STATEWIDE Weighted Average</b>					50	\$4,950	\$6,642	\$7,246	1.09	\$7,042	\$9,009	\$9,712	116.6%	120.7%	126.8%	113.0%	116.3%	121.4%



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5732 LICENSING SPECIALIST

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-ST-CA	3065	B	LICENSING REPRESENTATIVE II, AL		31	\$4,215	\$5,172	\$5,227	1.10	\$6,226	\$7,373	\$7,439
2018-ST-ID	08510	J	Occupational Licenses Investigator/Insj		12	\$3,064	\$3,814	\$5,470	0.87	\$4,805	\$5,704	\$7,684
2018-ST-NV	11.358	32	COMPLIANCE INVESTIGATOR 2		31	\$3,570		\$5,269		\$5,083		\$7,066
2018-ST-WA	458M	42	LICENSING SPECIALIST			\$2,880		\$3,846		\$4,589		\$5,753
<b>State Market Average</b>					75	\$3,747	\$4,795	\$5,265	0.99	\$5,506	\$6,910	\$7,301
5732	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				75	\$3,747	\$4,795	\$5,265		\$5,506	\$6,910	\$7,301

OREGON  
COMPARISON  
TO  
MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	MARKET COMPARISONS												
						SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS								
						SR Min	Emp Avg	SR Max		SR Min to SR Min	Avg to Avg	SR Max to SR Max						
AL	AFSCME AT LIQUOR CONTROL COMM	A	A	25	31	\$3,831	\$5,068	\$5,599	1.07	\$5,972	\$7,484	\$8,133	102.2%	105.7%	106.4%	108.5%	108.3%	111.4%
<b>Non-Corrections/Non-Management Weighted Average</b>					31	\$3,831	\$5,068	\$5,599	1.07	\$5,972	\$7,484	\$8,133	102.2%	105.7%	106.4%	108.5%	108.3%	111.4%
5732	<b>STATEWIDE Weighted Average</b>				31	\$3,831	\$5,068	\$5,599	1.07	\$5,972	\$7,484	\$8,133	102.2%	105.7%	106.4%	108.5%	108.3%	111.4%

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5733 REGULATORY SPECIALIST

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-ST-CA	1013	C	AGENT, ALCOHOLIC BEVERAGE CO		51	\$5,167	\$6,764	\$7,146	1.10	\$7,368	\$9,281	\$9,738
2018-ST-NV	13.257	39	COMPLIANCE/ENFORCMNT INVEST		33	\$4,825		\$7,225		\$6,548		\$9,348
2018-ST-WA	390G	56	LCB ENFORCEMENT OFFICER 2		51	\$4,045	\$5,202	\$5,435	1.10	\$5,993	\$7,387	\$7,668
<b>State Market Average</b>					136	\$4,659	\$5,983	\$6,518	1.10	\$6,648	\$8,334	\$8,860
<b>5733 OVERALL WEIGHTED MARKET AVERAGE</b>					136	\$4,659	\$5,983	\$6,518		\$6,648	\$8,334	\$8,860

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	Salary			Salary and Benefits		
													SR Min 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	A	27	51	\$4,216	\$5,212	\$6,157	1.00	\$6,442	\$7,659	\$8,815	90.5%	87.1%	94.5%	96.9%	91.9%	99.5%
<b>Non-Corrections/Non-Management Weighted Average</b>					51	\$4,216	\$5,212	\$6,157	1.00	\$6,442	\$7,659	\$8,815	90.5%	87.1%	94.5%	96.9%	91.9%	99.5%
5733	<b>STATEWIDE Weighted Average</b>				51	\$4,216	\$5,212	\$6,157	1.00	\$6,442	\$7,659	\$8,815	90.5%	87.1%	94.5%	96.9%	91.9%	99.5%

**5748 INSURANCE EXAMINER**

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-ST-CA	4412	A	ASSOCIATE INSURANCE EXAMINER		18	\$4,888	\$6,176	\$6,427	1.09	\$7,033	\$8,577	\$8,878
2018-ST-ID	08932	M	Insurance Analyst, Senior		2	\$4,377	\$5,935	\$7,820	0.95	\$6,377	\$8,240	\$10,496
2018-ST-NV	11.409	37	INSURANCE EXAMINER 1		2	\$4,426		\$6,596		\$6,081		\$8,614
2018-ST-WA	1621	55	FUNCTIONAL PROGRAM ANALYST :		18	\$3,942	\$5,010	\$5,301	1.08	\$5,869	\$7,155	\$7,506
<b>State Market Average</b>					40	\$4,414	\$5,611	\$6,000	1.04	\$6,429	\$7,886	\$8,330
<b>5748</b>	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				40	\$4,414	\$5,611	\$6,000		\$6,429	\$7,886	\$8,330

**OREGON  
COMPARISON  
TO  
MARKET**

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	MARKET COMPARISONS												
						SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS								
						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	30	11	\$5,189	\$7,067	\$7,600	1.11	\$7,320	\$9,504	\$10,123	117.6%	125.9%	126.7%	113.9%	120.5%	121.5%
<b>Non-Corrections/Non-Management Weighted Average</b>					11	\$5,189	\$7,067	\$7,600	1.11	\$7,320	\$9,504	\$10,123	117.6%	125.9%	126.7%	113.9%	120.5%	121.5%
<b>5748</b>	<b>STATEWIDE Weighted Average</b>				11	\$5,189	\$7,067	\$7,600	1.11	\$7,320	\$9,504	\$10,123	117.6%	125.9%	126.7%	113.9%	120.5%	121.5%

**5833 RAILROAD COMPLIANCE SPECIALIST**

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-ST-ID	04520	L	Safety Inspector Regulated Utilities		2	\$3,872	\$4,814	\$6,915	0.87	\$5,772	\$6,900	\$9,413
2018-ST-WA	4541	54	RAIL CARRIER COMPLIANCE SPECI.		1	\$3,846	\$4,348	\$5,170	0.96	\$5,753	\$6,358	\$7,349
<b>State Market Average</b>					3	\$3,861	\$4,628	\$6,217	0.91	\$5,764	\$6,683	\$8,587
5833	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				3	\$3,861	\$4,628	\$6,217		\$5,764	\$6,683	\$8,587

**OREGON  
COMPARISON  
TO  
MARKET**

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	A	29	7	\$4,710	\$6,467	\$6,954	1.11	\$7,046	\$9,194	\$9,789	122.0%	139.7%	111.9%	122.2%	137.6%	114.0%
<b>Non-Corrections/Non-Management Weighted Average</b>					7	\$4,710	\$6,467	\$6,954	1.11	\$7,046	\$9,194	\$9,789	122.0%	139.7%	111.9%	122.2%	137.6%	114.0%
5833	<b>STATEWIDE Weighted Average</b>				7	\$4,710	\$6,467	\$6,954	1.11	\$7,046	\$9,194	\$9,789	122.0%	139.7%	111.9%	122.2%	137.6%	114.0%

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## 5857 MOTOR CARRIER ENFORCMNT OFFICER 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-WA-KingCo	4102200		Scale Operator		32	\$3,629	\$3,722	\$4,422	0.92	\$5,838	\$5,950	\$6,792
<b>County Market Average</b>					32	\$3,629	\$3,722	\$4,422	0.92	\$5,838	\$5,950	\$6,792
2018-ST-CA	3930		MOTOR CARRIER SPECIALIST I, CAI		83	\$3,925	\$4,734	\$4,872	1.08	\$5,879	\$6,848	\$7,014
2018-ST-ID	08552	I	Port-Of-Entry Inspector		52	\$2,715	\$3,645	\$4,850	0.94	\$4,388	\$5,501	\$6,942
2018-ST-NV	11.553	33	COMMERCL VEHICLE SAFETY INSP		11	\$3,732		\$5,516		\$5,272		\$7,354
2018-ST-WA	457E	40SP	COMMERCIAL VEHICLE OFFICER 1			\$3,149		\$4,194		\$4,913		\$6,173
<b>State Market Average</b>					146	\$3,478	\$4,315	\$4,908	1.01	\$5,300	\$6,330	\$7,008
<b>5857</b>	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				178	\$3,505	\$4,202	\$4,821		\$5,396	\$6,257	\$6,970

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	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	54	\$3,130	\$4,049	\$4,514	1.06	\$4,927	\$5,995	\$6,536	89.3%	96.4%	93.6%	91.3%	95.8%	93.8%
<b>Non-Corrections/Non-Management Weighted Average</b>					54	\$3,130	\$4,049	\$4,514	1.06	\$4,927	\$5,995	\$6,536	89.3%	96.4%	93.6%	91.3%	95.8%	93.8%
<b>5857</b>	<b>STATEWIDE Weighted Average</b>				54	\$3,130	\$4,049	\$4,514	1.06	\$4,927	\$5,995	\$6,536	89.3%	96.4%	93.6%	91.3%	95.8%	93.8%

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5858 MOTOR CARRIER ENFORCMNT OFFICER 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-ST-CA	3928		MOTOR CARRIER SPECIALIST II, CA		9	\$4,664	\$5,700	\$5,792	1.09	\$6,764	\$8,006	\$8,116
2018-ST-ID	08551	J	Port-Of-Entry Inspector, Senior		6	\$3,064	\$4,198	\$5,470	0.96	\$4,805	\$6,163	\$7,684
2018-ST-NV	11.551	35	COMMERCL VEHICLE SAFETY INSP		1	\$4,055		\$6,024		\$5,649		\$7,947
<b>State Market Average</b>					16	\$4,016	\$5,089	\$5,684	1.03	\$5,947	\$7,256	\$7,941
<b>5858 OVERALL WEIGHTED MARKET AVERAGE</b>					16	\$4,016	\$5,089	\$5,684		\$5,947	\$7,256	\$7,941

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	Salary			Salary and Benefits		
													SR Min 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	13	\$3,409	\$4,583	\$4,950	1.10	\$5,251	\$6,616	\$7,042	84.9%	90.1%	87.1%	88.3%	91.2%	88.7%
<b>Non-Corrections/Non-Management Weighted Average</b>					13	\$3,409	\$4,583	\$4,950	1.10	\$5,251	\$6,616	\$7,042	84.9%	90.1%	87.1%	88.3%	91.2%	88.7%
5858	<b>STATEWIDE Weighted Average</b>				13	\$3,409	\$4,583	\$4,950	1.10	\$5,251	\$6,616	\$7,042	84.9%	90.1%	87.1%	88.3%	91.2%	88.7%

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5911-E HEALTH CARE INVESTIGTR/ADVISOR

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-ST-CA	8876		INSPECTOR BOARD OF PHARMACY		9	\$6,289	\$8,251	\$8,251	1.13	\$8,712	\$11,063	\$11,063
2018-ST-ID	08479	L	Pharmacy/Drug Compliance Officer, Se			\$3,872		\$6,915		\$5,772		\$9,413
2018-ST-WA	295J	75G	PHARMACIST - INVESTIGATOR			\$7,491		\$8,688		\$10,145		\$11,587
<b>State Market Average</b>					9	\$6,176	\$8,251	\$8,168	1.13	\$8,572	\$11,063	\$10,958
<b>5911-E OVERALL WEIGHTED MARKET AVERAGE</b>					9	\$6,176	\$8,251	\$8,168		\$8,572	\$11,063	\$10,958

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	Salary			Salary and Benefits		
													SR Min 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	E	P	26	6	\$7,977	\$10,584	\$11,710	1.08	\$10,561	\$13,592	\$14,901	129.2%	128.3%	143.4%	123.2%	122.9%	136.0%
<b>Non-Corrections/Non-Management Weighted Average</b>					6	\$7,977	\$10,584	\$11,710	1.08	\$10,561	\$13,592	\$14,901	129.2%	128.3%	143.4%	123.2%	122.9%	136.0%
5911	<b>STATEWIDE Weighted Average</b>				6	\$7,977	\$10,584	\$11,710	1.08	\$10,561	\$13,592	\$14,901	129.2%	128.3%	143.4%	123.2%	122.9%	136.0%

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5923 DOJ CLAIMS EXAMINER

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-ST-ID	08966	I	Crime Victims Claims Examiner		1	\$2,715	\$3,283	\$4,850	0.85	\$4,388	\$5,068	\$6,942
2018-ST-NV	12.368	32	CRIME VICTIM COMPENSATION SPE		1	\$3,570		\$5,269		\$5,083		\$7,066
<b>State Market Average</b>					2	\$3,143	\$3,283	\$5,059	0.85	\$4,736	\$5,068	\$7,004
5923	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				2	\$3,143	\$3,283	\$5,059		\$4,736	\$5,068	\$7,004

OREGON  
COMPARISON  
TO  
MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	22	6	\$3,565	\$4,438	\$5,189	1.01	\$5,432	\$6,447	\$7,320	113.4%	135.2%	102.6%	114.7%	127.2%	104.5%
<b>Non-Corrections/Non-Management Weighted Average</b>					6	\$3,565	\$4,438	\$5,189	1.01	\$5,432	\$6,447	\$7,320	113.4%	135.2%	102.6%	114.7%	127.2%	104.5%
5923	<b>STATEWIDE Weighted Average</b>				6	\$3,565	\$4,438	\$5,189	1.01	\$5,432	\$6,447	\$7,320	113.4%	135.2%	102.6%	114.7%	127.2%	104.5%



5926 DISABILITY ANALYST 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-LaneCo	B015		Developmental Disabilities Specialist		16	\$3,572	\$4,085	\$4,950	0.96	\$5,687	\$6,314	\$7,371
<b>County Market Average</b>					16	\$3,572	\$4,085	\$4,950	0.96	\$5,687	\$6,314	\$7,371
2018-ST-CA	8392		DISABILITY EVALUATION ANALYST I		1	\$4,041	\$5,059	\$5,059	1.11	\$6,018	\$7,238	\$7,238
2018-ST-ID	09450	K	Disability Claims Adjudicator		13	\$3,431	\$4,563	\$6,124	0.93	\$5,245	\$6,599	\$8,467
2018-ST-NV	12.425	30	DISABILITY ADJUDICATOR 1		12	\$3,288		\$4,825		\$4,754		\$6,548
2018-ST-WA	168I	46	DDS ADJUDICATOR 1			\$3,162		\$4,245		\$4,929		\$6,234
<b>State Market Average</b>					26	\$3,380	\$4,599	\$5,438	1.02	\$5,043	\$6,645	\$7,486
5926	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				42	\$3,452	\$4,323	\$5,255		\$5,285	\$6,467	\$7,443

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	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	23	12	\$3,737	\$4,446	\$5,442	0.97	\$5,632	\$6,456	\$7,614	108.2%	102.8%	103.6%	106.6%	99.8%	102.3%
OAI	SEIU STRIKEABLE INST COALITION	A	P	23	2	\$3,737	\$4,869	\$5,442	1.06	\$5,632	\$6,948	\$7,614	108.2%	112.6%	103.6%	106.6%	107.4%	102.3%
<b>Non-Corrections/Non-Management Weighted Average</b>					14	\$3,737	\$4,506	\$5,442	0.98	\$5,632	\$6,526	\$7,614	108.2%	104.2%	103.6%	106.6%	100.9%	102.3%
5926	<b>STATEWIDE Weighted Average</b>				14	\$3,737	\$4,506	\$5,442	0.98	\$5,632	\$6,526	\$7,614	108.2%	104.2%	103.6%	106.6%	100.9%	102.3%

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## 5927 DISABILITY ANALYST 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-ST-CA	5367		DISABILITY EVALUATION ANALYST		145	\$4,435	\$5,374	\$5,551	1.08	\$6,490	\$7,615	\$7,827
2018-ST-ID	09452	L	Disability Claims Adjudicator, Senior		11	\$3,872	\$5,316	\$6,915	0.96	\$5,772	\$7,500	\$9,413
2018-ST-NV	12.456	33	DISABILITY ADJUDICATOR 3		17	\$3,732		\$5,516		\$5,272		\$7,354
2018-ST-WA	168J	52	DDS ADJUDICATOR 2		2	\$3,662	\$4,803	\$4,923	1.12	\$5,532	\$6,907	\$7,050
<b>State Market Average</b>					175	\$4,322	\$5,363	\$5,626	1.05	\$6,315	\$7,598	\$7,872
<b>5927</b>	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				175	\$4,322	\$5,363	\$5,626		\$6,315	\$7,598	\$7,872

### OREGON COMPARISON TO MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	MARKET COMPARISONS												
						SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS								
						SR Min	Emp Avg	SR Max		SR Min to SR Min	Avg to Avg	SR Max to SR Max						
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	25	96	\$4,096	\$5,503	\$5,993	1.09	\$6,050	\$7,686	\$8,255	94.8%	102.6%	106.5%	95.8%	101.2%	104.9%
<b>Non-Corrections/Non-Management Weighted Average</b>					96	\$4,096	\$5,503	\$5,993	1.09	\$6,050	\$7,686	\$8,255	94.8%	102.6%	106.5%	95.8%	101.2%	104.9%
<b>5927</b>	<b>STATEWIDE Weighted Average</b>				96	\$4,096	\$5,503	\$5,993	1.09	\$6,050	\$7,686	\$8,255	94.8%	102.6%	106.5%	95.8%	101.2%	104.9%

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## 5937 MEDICAL RECORDS CONSULTANT

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-ST-CA	1863	A	MEDICAL RECORD CONSULTANT		2	\$4,605	\$5,767	\$5,767	1.11	\$6,694	\$8,087	\$8,087
2018-ST-WA	112K	47	FORMS & RECORDS ANALYST 3		44	\$3,243	\$3,955	\$4,358	1.04	\$5,026	\$5,885	\$6,370
<b>State Market Average</b>					46	\$3,303	\$4,035	\$4,420	1.08	\$5,100	\$5,982	\$6,445
5937	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				46	\$3,303	\$4,035	\$4,420		\$5,100	\$5,982	\$6,445

### OREGON COMPARISON TO MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	21	2	\$3,409	\$4,344	\$4,950	1.04	\$5,251	\$6,337	\$7,042	103.2%	107.7%	112.0%	103.0%	105.9%	109.3%
<b>Non-Corrections/Non-Management Weighted Average</b>					2	\$3,409	\$4,344	\$4,950	1.04	\$5,251	\$6,337	\$7,042	103.2%	107.7%	112.0%	103.0%	105.9%	109.3%
5937	<b>STATEWIDE Weighted Average</b>				2	\$3,409	\$4,344	\$4,950	1.04	\$5,251	\$6,337	\$7,042	103.2%	107.7%	112.0%	103.0%	105.9%	109.3%

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## 5955 NUTRITION CONSULTANT

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-ClackCo	546		Nutritionist, Senior		1	\$4,652	\$5,285	\$5,893	1.00	\$7,055	\$7,833	\$8,579
<b>County Market Average</b>					1	\$4,652	\$5,285	\$5,893	1.00	\$7,055	\$7,833	\$8,579
2018-ST-CA	2162		PUBLIC HEALTH NUTRITION CONSL		1	\$4,706	\$4,706	\$6,179	0.86	\$6,815	\$6,815	\$8,580
2018-ST-ID	02136	M	Nutrition Specialist, WIC		1	\$4,377	\$5,041	\$7,820	0.81	\$6,377	\$7,171	\$10,496
<b>State Market Average</b>					2	\$4,542	\$4,873	\$7,000	0.83	\$6,596	\$6,993	\$9,538
5955	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				3	\$4,579	\$5,011	\$6,631		\$6,749	\$7,273	\$9,218

### 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	Salary			Salary and Benefits		
													SR Min 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	29	8	\$4,950	\$7,246	\$7,246	1.19	\$7,042	\$9,712	\$9,712	108.1%	144.6%	109.3%	104.3%	133.5%	105.4%
<b>Non-Corrections/Non-Management Weighted Average</b>					8	\$4,950	\$7,246	\$7,246	1.19	\$7,042	\$9,712	\$9,712	108.1%	144.6%	109.3%	104.3%	133.5%	105.4%
5955	<b>STATEWIDE Weighted Average</b>				8	\$4,950	\$7,246	\$7,246	1.19	\$7,042	\$9,712	\$9,712	108.1%	144.6%	109.3%	104.3%	133.5%	105.4%

6135 LICENSED PRACTICAL NURSE

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-JackCo	500		Licensed Practical Mental Health Nurse			\$3,598		\$4,737		\$6,169		\$7,558
2018-OR-LaneCo	B021		Licensed Practical Nurse		27	\$3,803	\$4,671	\$5,271	1.03	\$5,968	\$7,029	\$7,763
2018-OR-MarionCo	501		Licensed Practical Nurse (LPN)		1	\$2,967	\$3,607	\$3,973	1.04	\$5,065	\$5,845	\$6,291
2018-OR-MultCo	6303		Licensed Community Practical Nurse		29	\$3,894	\$4,718	\$5,076	1.05	\$6,205	\$7,210	\$7,647
2018-WA-KingCo	3311110		Licensed Practical Nurse - Jail		10	\$4,152	\$4,649	\$5,310	0.98	\$6,468	\$7,066	\$7,863
<b>County Market Average</b>					67	\$3,878	\$4,672	\$5,166	1.02	\$6,132	\$7,095	\$7,703
2018-CompAnalyst	HC07000004		Licensed Practical Nurse	5	150	\$3,065	\$4,041	\$4,526	1.07	\$4,558	\$5,678	\$6,234
2018-MIL-NWHCS	02.06b		LPN - Clinic	67	470	\$3,432	\$4,423	\$5,152	1.03	\$4,979	\$6,116	\$6,952
<b>Purchased Market Average</b>					72	\$3,343	\$4,331	\$5,000	1.05	\$4,877	\$6,010	\$6,778
2018-ST-CA	8257	G	LICENSED VOCATIONAL NURSE, CA		149	\$5,357	\$5,492	\$5,516	1.01	\$7,595	\$7,757	\$7,786
2018-ST-ID	07676	I	Nurse, Licensed Practical		91	\$2,715	\$3,801	\$4,850	0.98	\$4,388	\$5,688	\$6,942
2018-ST-NV	10.360	31	LICENSED PRACTICAL NURSE 2		64	\$3,429		\$5,041		\$4,918		\$6,800
2018-ST-WA	286B	49	LICENSED PRACTICAL NURSE 2		304	\$3,428	\$4,600	\$4,611	1.14	\$5,249	\$6,662	\$6,675
<b>State Market Average</b>					608	\$3,794	\$4,711	\$4,914	1.04	\$5,660	\$6,799	\$7,000
6135	<b>OVERALL WEIGHTED MARKET AVERAGE</b>			72	1,295	\$3,583	\$4,517	\$4,968		\$5,310	\$6,418	\$6,931

OREGON  
COMPARISON  
TO  
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Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
OAI	SEIU STRIKEABLE INST COALITION	A	P	22S	116	\$3,715	\$4,443	\$5,404	0.97	\$5,607	\$6,453	\$7,570	103.7%	98.4%	108.8%	105.6%	100.6%	109.2%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	22S	2	\$3,715	\$4,941	\$5,404	1.08	\$5,607	\$7,032	\$7,570	103.7%	109.4%	108.8%	105.6%	109.6%	109.2%
<b>Non-Corrections/Non-Management Weighted Average</b>					118	\$3,715	\$4,452	\$5,404	0.98	\$5,607	\$6,463	\$7,570	103.7%	98.5%	108.8%	105.6%	100.7%	109.2%
6135	<b>STATEWIDE Weighted Average</b>				118	\$3,715	\$4,452	\$5,404	0.98	\$5,607	\$6,463	\$7,570	103.7%	98.5%	108.8%	105.6%	100.7%	109.2%

# 2018 Oregon Salary and Benefit Report

Data Effective Date: 7/1/2018

## 6208 MENTAL HEALTH REGISTERED NURSE

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-JackCo	535		Mental Health Nurse			\$5,415		\$7,179		\$8,385	\$10,538	
2018-OR-LaneCo	B025		Mental Health Nurse			\$5,242		\$7,268		\$7,727	\$10,203	
2018-OR-WashCo	510		Mental Health Nurse			\$5,626		\$6,840		\$7,973	\$9,412	
2018-WA-KingCo	3312100		Registered Nurse		15	\$5,043	\$5,012	\$7,061	0.83	\$7,540	\$7,503 \$9,973	
<b>County Market Average</b>					15	\$5,107	\$5,012	\$7,067	0.83	\$7,622	\$7,503 \$9,986	
2018-CompAnalyst	HC07000001		Staff Nurse - RN II	10	1,771	\$4,800	\$6,116	\$7,284	1.01	\$6,549	\$8,057 \$9,397	
<b>Purchased Market Average</b>					10	\$4,800	\$6,116	\$7,284	1.01	\$6,549	\$8,057 \$9,397	
2018-ST-CA	8094	T	REGISTERED NURSE (SAFETY)		1,305	\$6,993	\$8,103	\$8,336	1.06	\$9,555	\$10,885 \$11,164	
2018-ST-ID	07606	L	Nurse, Registered		69	\$3,872	\$5,075	\$6,915	0.92	\$5,772	\$7,212 \$9,413	
2018-ST-NV	10.307	39	PSYCHIATRIC NURSE 2		195	\$4,825		\$7,225		\$6,548	\$9,348	
2018-ST-WA	285E	58N	REGISTERED NURSE 1			\$4,358		\$7,142		\$6,370	\$9,724	
<b>State Market Average</b>					1,569	\$6,585	\$7,951	\$8,135	1.00	\$9,013	\$10,700 \$10,861	
<b>6208</b>	<b>OVERALL WEIGHTED MARKET AVERAGE</b>			10	3,355	\$5,636	\$6,908	\$7,680		\$7,706	\$9,204 \$10,085	

**OREGON  
COMPARISON  
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MARKET**

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
AMH	AFSCME AT OHA/OSH REG NURSE	A	A	30	247	\$5,949	\$7,059	\$8,232	1.00	\$8,561	\$9,918	\$11,352	105.6%	102.2%	107.2%	111.1%	107.8%	112.6%
NMG	ONA AT DHS GROUP HOMES	A	A	30	17	\$6,232	\$7,112	\$8,232	0.98	\$8,907	\$9,982	\$11,352	110.6%	102.9%	107.2%	115.6%	108.5%	112.6%
NMP	ONA AT DHS PENDLETON COTTAGE	A	A	30	5	\$6,232	\$7,247	\$8,232	1.00	\$8,907	\$10,147	\$11,352	110.6%	104.9%	107.2%	115.6%	110.2%	112.6%
<b>Non-Corrections/Non-Management Weighted Average</b>					269	\$5,972	\$7,066	\$8,232	0.99	\$8,590	\$9,926	\$11,352	106.0%	102.3%	107.2%	111.5%	107.8%	112.6%
<b>6208</b>	<b>STATEWIDE Weighted Average</b>				269	\$5,972	\$7,066	\$8,232	0.99	\$8,589	\$9,926	\$11,352	106.0%	102.3%	107.2%	111.5%	107.8%	112.6%

2018 Oregon Salary and Benefit Report

Data Effective Date: 7/1/2018

6209 MENTAL HEALTH SUPERVISING RN

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-ST-CA	8096	T	SUPERVISING REGISTERED NURSE		89	\$7,386	\$9,080	\$9,250	1.09	\$10,026	\$12,056	\$12,260
2018-ST-ID	07572	N	Nurse, Registered Manager		36	\$4,837	\$6,375	\$8,637	0.92	\$6,926	\$8,768	\$11,473
2018-ST-NV	10.305	41	PSYCHIATRIC NURSE 3		38	\$5,269		\$7,921		\$7,066		\$10,160
2018-ST-WA	285G	68N	REGISTERED NURSE 3		113	\$5,606	\$8,532	\$9,188	1.15	\$7,873	\$11,399	\$12,189
<b>State Market Average</b>					276	\$6,033	\$8,411	\$8,962	1.06	\$8,332	\$11,247	\$11,839
6209	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				276	\$6,033	\$8,411	\$8,962		\$8,332	\$11,247	\$11,839

OREGON  
COMPARISON  
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Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	MARKET COMPARISONS												
						SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS								
						SR Min	Emp Avg	SR Max		SR Min to SR Min	Avg to Avg	SR Max to SR Max						
MMS	MGT SVC SUPERVISORY	A	A	32	16	\$5,828	\$7,707	\$8,172	1.10	\$8,413	\$10,710	\$11,278	96.6%	91.6%	91.2%	101.0%	95.2%	95.3%
<b>Management Weighted Average</b>					16	\$5,828	\$7,707	\$8,172	1.10	\$8,413	\$10,710	\$11,278	96.6%	91.6%	91.2%	101.0%	95.2%	95.3%
6209	<b>STATEWIDE Weighted Average</b>				16	\$5,828	\$7,707	\$8,172	1.10	\$8,413	\$10,710	\$11,278	96.6%	91.6%	91.2%	101.0%	95.2%	95.3%

6214 INSTITUTION REGISTERED NURSE

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-ClackCo	717		Community Health Nurse		7	\$5,118	\$6,162	\$6,479	1.06	\$7,627	\$8,910	\$9,299
2018-OR-DescCo	1609		Nurse/Corrections		5	\$5,553	\$6,487	\$6,741	1.06	\$8,414	\$9,557	\$9,867
2018-OR-LaneCo	B024		Corrections Health Nurse			\$5,507		\$7,639		\$8,051		\$10,656
2018-OR-MarionCo	195		Corrections Nurse		7	\$4,857	\$6,478	\$6,505	1.14	\$7,369	\$9,347	\$9,379
2018-OR-MultCo	6315		Community Health Nurse		122	\$5,839	\$6,828	\$7,560	1.02	\$8,579	\$9,786	\$10,680
2018-WA-KingCo	3312110		Registered Nurse - Jail		94	\$5,799	\$5,931	\$8,119	0.85	\$8,451	\$8,611	\$11,247
<b>County Market Average</b>					235	\$5,765	\$6,432	\$7,703	1.02	\$8,458	\$9,272	\$10,809
2018-MIL-NWHCS	02.07b		RN - Clinic	75	1,588	\$5,120	\$7,114	\$7,996	1.08	\$6,916	\$9,203	\$10,214
<b>Purchased Market Average</b>					75	\$5,120	\$7,114	\$7,996	1.08	\$6,916	\$9,203	\$10,214
2018-ST-CA	9275	J	REGISTERED NURSE, CORRECTION		1,588	\$7,343	\$8,372	\$8,752	1.04	\$9,975	\$11,208	\$11,663
2018-ST-ID	07606	L	Nurse, Registered		69	\$3,872	\$5,075	\$6,915	0.92	\$5,772	\$7,212	\$9,413
2018-ST-NV	10.318	39	CORRECTIONAL NURSE 2		79	\$4,825		\$7,225		\$6,548		\$9,348
2018-ST-WA	285F	64N	REGISTERED NURSE 2		853	\$5,108	\$7,504	\$8,372	1.11	\$7,274	\$10,160	\$11,206
<b>State Market Average</b>					2,589	\$6,437	\$7,986	\$8,531	1.03	\$8,868	\$10,742	\$11,382
6214	<b>OVERALL WEIGHTED MARKET AVERAGE</b>			75	4,412	\$5,928	\$7,582	\$8,294		\$8,144	\$10,098	\$10,931

OREGON  
COMPARISON  
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MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
AAON	AFSCME AT DOC SECURITY PLUS	A	A	28N	142	\$5,183	\$6,885	\$7,504	1.09	\$7,624	\$9,706	\$10,462	87.4%	90.8%	90.5%	93.6%	96.1%	95.7%
CP	AOCE AT DOC NONSECURITY	A	A	28N	29	\$5,183	\$6,929	\$7,504	1.09	\$7,624	\$9,759	\$10,462	87.4%	91.4%	90.5%	93.6%	96.6%	95.7%
<b>Corrections Weighted Average</b>					171	\$5,183	\$6,893	\$7,504	1.09	\$7,624	\$9,715	\$10,462	87.4%	90.9%	90.5%	93.6%	96.2%	95.7%
OAI	SEIU STRIKEABLE INST COALITION	A	P	31N	12	\$5,549	\$7,771	\$8,033	1.14	\$7,739	\$10,322	\$10,626	93.6%	102.5%	96.9%	95.0%	102.2%	97.2%
<b>Non-Corrections/Non-Management Weighted Average</b>					12	\$5,549	\$7,771	\$8,033	1.14	\$7,739	\$10,322	\$10,626	93.6%	102.5%	96.9%	95.0%	102.2%	97.2%
6214	<b>STATEWIDE Weighted Average</b>			183		\$5,207	\$6,951	\$7,539	1.09	\$7,632	\$9,755	\$10,473	87.8%	91.7%	90.9%	93.7%	96.6%	95.8%



**6216 EPIDEMIOLOGIST 1**

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-ClackCo	509		Epidemiologist		1	\$4,652	\$5,136	\$5,893	0.97	\$7,055	\$7,650	\$8,579
2018-OR-DescCo	1668		Epidemiologist		1	\$6,192	\$6,502	\$8,298	0.90	\$9,196	\$9,575	\$11,774
2018-OR-JackCo	525		Epidemiologist			\$4,510		\$5,951		\$7,281		\$9,038
2018-OR-LaneCo	B075		Community Health Analyst 1		2	\$3,942	\$4,159	\$5,460	0.88	\$6,138	\$6,404	\$7,994
2018-OR-MarionCo	507		Epidemiologist		3	\$4,504	\$4,891	\$6,034	0.93	\$6,939	\$7,412	\$8,805
2018-OR-MultCo	6360		Epidemiologist		3	\$5,344	\$5,641	\$6,569	0.95	\$7,974	\$8,336	\$9,469
2018-OR-WashCo	542		Epidemiologist		3	\$5,751	\$5,946	\$6,988	0.93	\$8,121	\$8,352	\$9,588
2018-WA-KingCo	7513100		Epidemiologist I		9	\$5,814	\$6,187	\$7,369	0.94	\$8,469	\$8,919	\$10,343
<b>County Market Average</b>					22	\$5,320	\$5,685	\$6,789	0.93	\$7,875	\$8,300	\$9,654
2018-ST-CA	5582		RESEARCH SCIENTIST II (EPIDEMIC		29	\$5,641	\$6,535	\$7,011	1.03	\$7,936	\$9,007	\$9,576
2018-ST-ID	07232	L	Epidemiologist, Staff		12	\$3,872	\$5,276	\$6,915	0.95	\$5,772	\$7,452	\$9,413
2018-ST-WA	303K	67	EPIDEMIOLOGIST 2 (NON-MEDICAL)		29	\$5,301	\$6,621	\$7,130	1.07	\$7,506	\$9,097	\$9,710
<b>State Market Average</b>					69	\$5,193	\$6,352	\$7,043	1.02	\$7,382	\$8,774	\$9,603
6216	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				91	\$5,225	\$6,191	\$6,980		\$7,505	\$8,659	\$9,616

**OREGON  
COMPARISON  
TO  
MARKET**

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	27	5	\$4,514	\$5,574	\$6,590	1.00	\$6,536	\$7,767	\$8,949	86.4%	90.0%	94.4%	87.1%	89.7%	93.1%
<b>Non-Corrections/Non-Management Weighted Average</b>					5	\$4,514	\$5,574	\$6,590	1.00	\$6,536	\$7,767	\$8,949	86.4%	90.0%	94.4%	87.1%	89.7%	93.1%
6216	<b>STATEWIDE Weighted Average</b>				5	\$4,514	\$5,574	\$6,590	1.00	\$6,536	\$7,767	\$8,949	86.4%	90.0%	94.4%	87.1%	89.7%	93.1%

2018 Oregon Salary and Benefit Report

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6217 EPIDEMIOLOGIST 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-LaneCo	B076		Community Health Analyst 2		4	\$4,460	\$5,366	\$6,179	1.01	\$6,771	\$7,879	\$8,873
2018-OR-MultCo	6361		Epidemiologist Senior		1	\$6,186	\$6,942	\$7,614	1.01	\$9,002	\$9,925	\$10,745
2018-WA-ClarkCo	40		Epidemiologist			\$4,846		\$5,905		\$7,210		\$8,486
2018-WA-KingCo	7513200		Epidemiologist II		16	\$6,392	\$7,438	\$8,103	1.03	\$9,166	\$10,426	\$11,227
2018-WA-ThrstnCo	4426		EPIDEMIOLOGIST		1	\$4,865	\$6,470	\$6,470	1.14	\$7,169	\$9,103	\$9,103
<b>County Market Average</b>					22	\$5,914	\$6,995	\$7,580	1.04	\$8,571	\$9,880	\$10,585
2018-CompAnalyst	HC07000577		Epidemiologist			\$5,863	\$7,999	\$9,310	1.05	\$7,768	\$10,218	\$11,722
2018-MIL-NWHCS	14.06		Epidemiologist - Infection Control Nurs	47	58	\$6,303	\$8,503	\$9,553	1.07	\$8,272	\$10,796	\$12,000
<b>Purchased Market Average</b>					47	\$6,295	\$8,495	\$9,549	1.06	\$8,264	\$10,786	\$11,996
2018-ST-CA	5594		RESEARCH SCIENTIST III (EPIDEMIC		58	\$6,160	\$7,365	\$7,711	1.06	\$8,557	\$10,000	\$10,415
2018-ST-ID	07212	O	Epidemiologist, State		2	\$5,241	\$7,090	\$9,362	0.95	\$7,411	\$9,623	\$12,341
2018-ST-NV	10.228	35	DISEASE CONTROL SPECIALIST 3		1	\$4,055		\$6,024		\$5,649		\$7,947
2018-ST-WA	303L	71	EPIDEMIOLOGIST 3 (NON-MEDICAL)		46	\$5,850	\$7,419	\$7,872	1.08	\$8,167	\$10,057	\$10,603
<b>State Market Average</b>					107	\$5,990	\$7,383	\$7,795	1.03	\$8,341	\$10,018	\$10,509
6217	<b>OVERALL WEIGHTED MARKET AVERAGE</b>			47	187	\$6,076	\$7,688	\$8,316		\$8,345	\$10,244	\$10,982

OREGON  
COMPARISON  
TO  
MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	30	16	\$5,189	\$6,918	\$7,600	1.08	\$7,320	\$9,330	\$10,123	85.4%	90.0%	91.4%	87.7%	91.1%	92.2%
<b>Non-Corrections/Non-Management Weighted Average</b>					16	\$5,189	\$6,918	\$7,600	1.08	\$7,320	\$9,330	\$10,123	85.4%	90.0%	91.4%	87.7%	91.1%	92.2%
6217	<b>STATEWIDE Weighted Average</b>				16	\$5,189	\$6,918	\$7,600	1.08	\$7,320	\$9,330	\$10,123	85.4%	90.0%	91.4%	87.7%	91.1%	92.2%

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6218 EPIDEMIOLOGIST 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-WA-KingCo	7513300		Epidemiologist III		1	\$7,913	\$9,450	\$10,030	1.05	\$10,999	\$12,850	\$13,550
<b>County Market Average</b>					1	\$7,913	\$9,450	\$10,030	1.05	\$10,999	\$12,850	\$13,550
2018-ST-CA	8403		COMMUNICABLE DISEASE SPECIAL		1	\$4,871	\$6,097	\$6,097	1.11	\$7,013	\$8,482	\$8,482
2018-ST-WA	303M	76	SENIOR EPIDEMIOLOGIST (NON-ME			\$6,622		\$8,905		\$9,098		\$11,848
<b>State Market Average</b>					1	\$5,746	\$6,097	\$7,501	1.11	\$8,055	\$8,482	\$10,165
6218	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				2	\$6,469	\$7,774	\$8,344		\$9,036	\$10,666	\$11,293

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	Salary			Salary and Benefits		
													SR Min 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	32	2	\$5,711	\$7,600	\$8,358	1.08	\$7,927	\$10,123	\$11,004	88.3%	97.8%	100.2%	87.7%	94.9%	97.4%
<b>Non-Corrections/Non-Management Weighted Average</b>					2	\$5,711	\$7,600	\$8,358	1.08	\$7,927	\$10,123	\$11,004	88.3%	97.8%	100.2%	87.7%	94.9%	97.4%
6218	<b>STATEWIDE Weighted Average</b>				2	\$5,711	\$7,600	\$8,358	1.08	\$7,927	\$10,123	\$11,004	88.3%	97.8%	100.2%	87.7%	94.9%	97.4%

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6229 PUBLIC HEALTH NURSE 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-DescCo	1607		Public Health Nurse III		1	\$5,617	\$7,527	\$7,527	1.15	\$8,491	\$10,830	\$10,830
2018-OR-JackCo	503		Community Health Nurse III			\$5,415		\$7,179		\$8,385		\$10,538
2018-OR-LaneCo	B022		Community Health Nurse 2		22	\$5,507	\$6,460	\$7,639	0.98	\$8,051	\$9,216	\$10,656
2018-OR-MarionCo	512		Public Health Nurse 3		3	\$5,469	\$6,871	\$6,982	1.10	\$8,116	\$9,826	\$9,961
2018-OR-WashCo	507		Community Health Nurse II		17	\$5,627	\$6,460	\$6,840	1.04	\$7,973	\$8,962	\$9,413
2018-WA-ClarkCo	391		Public Health Nurse II			\$4,652		\$5,666		\$6,977		\$8,198
2018-WA-KingCo	3312200		Public Health Nurse		40	\$5,512	\$6,586	\$7,530	1.01	\$8,106	\$9,400	\$10,538
<b>County Market Average</b>					83	\$5,522	\$6,549	\$7,375	1.06	\$8,060	\$9,294	\$10,300
2018-ST-CA	8195	P	NURSE CONSULTANT II		1	\$8,831	\$9,737	\$11,059	0.98	\$11,758	\$12,843	\$14,428
2018-ST-WA	285T	70N	NURSING CONSULTANT, PUBLIC HE		10	\$5,864	\$9,191	\$9,610	1.19	\$8,185	\$12,193	\$12,697
<b>State Market Average</b>					11	\$6,134	\$9,240	\$9,741	1.07	\$8,509	\$12,252	\$12,855
6229	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				94	\$5,592	\$6,863	\$7,646		\$8,111	\$9,640	\$10,592

OREGON  
COMPARISON  
TO  
MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	31	12	\$5,442	\$7,664	\$7,977	1.14	\$7,614	\$10,198	\$10,561	97.3%	111.7%	104.3%	93.9%	105.8%	99.7%
<b>Non-Corrections/Non-Management Weighted Average</b>					12	\$5,442	\$7,664	\$7,977	1.14	\$7,614	\$10,198	\$10,561	97.3%	111.7%	104.3%	93.9%	105.8%	99.7%
6229	<b>STATEWIDE Weighted Average</b>				12	\$5,442	\$7,664	\$7,977	1.14	\$7,614	\$10,198	\$10,561	97.3%	111.7%	104.3%	93.9%	105.8%	99.7%

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## 6240 SUPERVISING RN

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-MultCo	9517		Nursing Supervisor		11	\$5,806	\$8,093	\$8,709	1.12	\$8,538	\$11,330	\$12,082
<b>County Market Average</b>					11	\$5,806	\$8,093	\$8,709	1.12	\$8,538	\$11,330	\$12,082
2018-MIL-NWHCS	15.47		Nursing Shift Supervisor	41	301	\$6,368	\$8,664	\$9,985	1.06	\$8,346	\$10,981	\$12,496
<b>Purchased Market Average</b>					41	\$6,368	\$8,664	\$9,985	1.06	\$8,346	\$10,981	\$12,496
2018-ST-CA	8161	T	SUPERVISING REGISTERED NURSE		54	\$7,386	\$8,787	\$9,250	1.06	\$10,026	\$11,704	\$12,260
2018-ST-ID	07574	M	Nurse, Registered Senior		79	\$4,377	\$5,669	\$7,820	0.91	\$6,377	\$7,923	\$10,496
2018-ST-NV	10.352	41	REGISTERED NURSE 5		6	\$5,269		\$7,921		\$7,066		\$10,160
2018-ST-WA	285G	68N	REGISTERED NURSE 3		290	\$5,606	\$8,532	\$9,188	1.15	\$7,873	\$11,399	\$12,189
<b>State Market Average</b>					429	\$5,599	\$8,030	\$8,926	1.05	\$7,857	\$10,789	\$11,858
6240	<b>OVERALL WEIGHTED MARKET AVERAGE</b>			41	741	\$5,914	\$8,290	\$9,352		\$8,066	\$10,875	\$12,120

### OREGON COMPARISON TO MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
MMS	MGT SVC SUPERVISORY	A	A	32	3	\$5,828	\$8,045	\$8,172	1.15	\$8,413	\$11,123	\$11,278	98.5%	97.0%	87.4%	104.3%	102.3%	93.1%
<b>Management Weighted Average</b>					3	\$5,828	\$8,045	\$8,172	1.15	\$8,413	\$11,123	\$11,278	98.5%	97.0%	87.4%	104.3%	102.3%	93.1%
6240	<b>STATEWIDE Weighted Average</b>				3	\$5,828	\$8,045	\$8,172	1.15	\$8,413	\$11,123	\$11,278	98.5%	97.0%	87.4%	104.3%	102.3%	93.1%

# 2018 Oregon Salary and Benefit Report

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## 6241 NURSE MANAGER

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-CompAnalyst	HC07000028		Head Nurse	10	64	\$6,910	\$8,887	\$10,439	1.03	\$8,968	\$11,237	\$13,017
<b>Purchased Market Average</b>				10	64	\$6,910	\$8,887	\$10,439	1.03	\$8,968	\$11,237	\$13,017
2018-ST-CA	8129	T	SUPERVISING NURSE II		10	\$7,756	\$9,136	\$9,713	1.05	\$10,469	\$12,123	\$12,814
2018-ST-NV	10.300	45	DIRECTOR, NURSING SERVICES 2		5	\$6,305		\$9,537		\$8,275		\$12,045
2018-ST-WA	285H	72N	REGISTERED NURSE 4		42	\$6,158	\$9,749	\$10,096	1.20	\$8,539	\$12,865	\$13,283
<b>State Market Average</b>					57	\$6,451	\$9,631	\$9,980	1.12	\$8,854	\$12,722	\$13,092
6241	<b>OVERALL WEIGHTED MARKET AVERAGE</b>			10	121	\$6,694	\$9,220	\$10,223		\$8,915	\$11,901	\$13,053

OREGON  
COMPARISON  
TO  
MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	MARKET COMPARISONS												
						SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS								
						SR Min	Emp Avg	SR Max		SR Min to SR Min	Avg to Avg	SR Max to SR Max						
MMS	MGT SVC SUPERVISORY	A	A	36	78	\$7,070	\$9,181	\$9,925	1.08	\$9,931	\$12,512	\$13,421	105.6%	99.6%	97.1%	111.4%	105.1%	102.8%
<b>Management Weighted Average</b>					78	\$7,070	\$9,181	\$9,925	1.08	\$9,931	\$12,512	\$13,421	105.6%	99.6%	97.1%	111.4%	105.1%	102.8%
6241	<b>STATEWIDE Weighted Average</b>				78	\$7,070	\$9,181	\$9,925	1.08	\$9,931	\$12,512	\$13,421	105.6%	99.6%	97.1%	111.4%	105.1%	102.8%

# 2018 Oregon Salary and Benefit Report

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## 6255 NURSE PRACTITIONER

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-ClackCo	516		Nurse Practitioner		2	\$7,479	\$9,590	\$9,516	1.13	\$10,526	\$13,118	\$13,027
2018-OR-DescCo	1616		Nurse Practitioner			\$6,853		\$9,184		\$10,005		\$12,858
2018-OR-JackCo	504		Nurse Practitioner			\$7,150		\$9,395		\$10,502		\$13,241
2018-OR-LaneCo	B023		Nurse Practitioner		5	\$7,405	\$10,124	\$10,265	1.15	\$10,370	\$13,693	\$13,865
2018-OR-MarionCo	509		Nurse Practitioner			\$6,224		\$7,940		\$9,037		\$11,130
2018-OR-MultCo	6314		Nurse Practitioner		41	\$8,173	\$9,948	\$10,454	1.07	\$11,427	\$13,594	\$14,211
2018-OR-WashCo	509		Nurse Practitioner		1	\$7,626	\$10,192	\$9,267	1.21	\$10,345	\$13,388	\$12,292
2018-WA-ClarkCo	40		Nurse Practitioner			\$4,846		\$5,905		\$7,210		\$8,486
2018-WA-KingCo	3313100		Advanced Registered Nurse Practitioner		20	\$6,814	\$6,559	\$9,590	0.80	\$9,674	\$9,368	\$13,019
<b>County Market Average</b>					69	\$7,617	\$8,972	\$10,034	1.07	\$10,712	\$12,359	\$13,650
2018-CompAnalyst	HC07000008		Nurse Practitioner	10	400	\$6,810	\$8,862	\$10,190	1.04	\$8,854	\$11,208	\$12,732
2018-MIL-NWHCS	02.10a		Nurse Practitioner - Primary Care	65	445	\$7,392	\$10,235	\$11,349	1.09	\$9,521	\$12,783	\$14,061
2018-MIL-OPES	12.06		Nurse Practitioner	2	11	\$7,797	\$10,825	\$11,964	1.10	\$10,694	\$14,334	\$15,703
<b>Purchased Market Average</b>					77	\$7,125	\$9,601	\$10,816	1.08	\$9,225	\$12,067	\$13,461
2018-ST-CA	8212	T	NURSE PRACTITIONER		7	\$8,700	\$9,476	\$9,835	1.02	\$11,601	\$12,530	\$12,960
2018-ST-CA	9278	J	NURSE PRACTITIONER, CORRECTI		42	\$9,135	\$9,952	\$10,326	1.02	\$12,122	\$13,100	\$13,549
2018-ST-ID	07584	O	Nurse, Advanced Practice		3	\$5,241	\$7,628	\$9,362	1.02	\$7,411	\$10,266	\$12,341
2018-ST-NV	10.229	43	MID-LEVEL MEDICAL PRACTITIONER		8	\$5,762		\$8,688		\$7,641		\$11,055
2018-ST-WA	291E	70N	PHYSICIAN ASST/ADV REG NURSE I		2	\$5,864	\$9,973	\$9,610	1.29	\$8,185	\$13,135	\$12,697
2018-ST-WA	291F	73N	PHYS AST CERT/ADV RN PRACT LD			\$6,712		\$10,997		\$9,206		\$14,369
<b>State Market Average</b>					62	\$8,331	\$9,762	\$10,006	1.08	\$11,099	\$12,870	\$13,095
6255	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				77	\$7,238	\$9,566	\$10,707		\$9,453	\$12,132	\$13,452

OREGON  
COMPARISON  
TO  
MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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

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6255 NURSE PRACTITIONER (Continued)

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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		
AAON	AFSCME AT DOC SECURITY PLUS	A	A	33	5	\$6,747	\$9,371	\$9,371	1.16	\$9,536	\$12,744	\$12,744	93.2%	98.0%	87.5%	100.9%	105.0%	94.7%		
CP	AOCE AT DOC NONSECURITY	A	A	33	1	\$6,709	\$9,316	\$9,316	1.16	\$9,490	\$12,677	\$12,677	92.7%	97.4%	87.0%	100.4%	104.5%	94.2%		
<b>Corrections Weighted Average</b>					6	\$6,741	\$9,362	\$9,362	1.16	\$9,529	\$12,733	\$12,733	93.1%	97.9%	87.4%	100.8%	105.0%	94.7%		
AMH	AFSCME AT OHA/OSH REG NURSE	A	A	32	1	\$6,838	\$9,029	\$9,029	1.14	\$9,648	\$12,326	\$12,326	94.5%	94.4%	84.3%	102.1%	101.6%	91.6%		
<b>Non-Corrections/Non-Management Weighted Average</b>					1	\$6,838	\$9,029	\$9,029	1.14	\$9,648	\$12,326	\$12,326	94.5%	94.4%	84.3%	102.1%	101.6%	91.6%		
6255	<b>STATEWIDE Weighted Average</b>				7	\$6,755	\$9,314	\$9,314	1.16	\$9,546	\$12,675	\$12,675	93.3%	97.4%	87.0%	101.0%	104.5%	94.2%		



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6256 PSYCHIATRIC NURSE PRACTITIONER

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2018-OR-DescCo	1606		Nurse Practitioner, Psychiatric		3	\$7,527	\$9,490	\$10,087	1.08	\$10,830	\$13,233	\$13,963	
<b>County Market Average</b>					3	\$7,527	\$9,490	\$10,087	1.08	\$10,830	\$13,233	\$13,963	
2018-CompAnalyst	HC07000181		Nurse Practitioner - Specialty Care	10	54	\$7,076	\$9,144	\$10,738	1.03	\$9,159	\$11,532	\$13,360	
2018-MIL-NWHCS	05.10		Psychiatric ARNP	16	54	\$8,492	\$11,317	\$12,977	1.05	\$10,784	\$14,024	\$15,929	
<b>Purchased Market Average</b>					26	107	\$7,784	\$10,230	\$11,858	1.04	\$9,971	\$12,778	\$14,644
6256	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				26	110	\$7,777	\$10,210	\$11,810		\$9,995	\$12,790	\$14,626

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	Salary			Salary and Benefits		
													SR Min 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	A	34	8	\$7,072	\$9,189	\$9,820	1.09	\$9,934	\$12,522	\$13,293	90.9%	90.0%	83.2%	99.4%	97.9%	90.9%
<b>Corrections Weighted Average</b>					8	\$7,072	\$9,189	\$9,820	1.09	\$9,934	\$12,522	\$13,293	90.9%	90.0%	83.2%	99.4%	97.9%	90.9%
6256	<b>STATEWIDE Weighted Average</b>				8	\$7,072	\$9,189	\$9,820	1.09	\$9,934	\$12,522	\$13,293	90.9%	90.0%	83.2%	99.4%	97.9%	90.9%

**6264 PHARMACY MANAGER 1**

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-CompAnalyst	HC07000269		Pharmacist Manager	10	129	\$9,210	\$12,123	\$14,085	1.04	\$11,607	\$14,949	\$17,200
2018-MIL-NWHCS	07.06		Pharmacy Clinical Coordinator	28	105	\$9,086	\$12,644	\$13,828	1.10	\$11,465	\$15,546	\$16,904
2018-MIL-NWHCS	15.50		Pharmacy Manager	59	129	\$9,836	\$12,732	\$14,942	1.03	\$12,325	\$15,647	\$18,182
<b>Purchased Market Average</b>				97	363	\$9,396	\$12,490	\$14,315	1.06	\$11,821	\$15,370	\$17,463
2018-ST-CA	7981	P	PHARMACIST II		32	\$10,405	\$11,135	\$11,254	1.03	\$13,643	\$14,518	\$14,660
2018-ST-ID	07474	R	Pharmacy Services Supervisor		2	\$7,001	\$10,770	\$12,501	1.08	\$9,516	\$14,026	\$16,097
2018-ST-WA	295N	79G	PHARMACIST SUPERVISOR		4	\$8,269	\$9,415	\$9,588	1.05	\$11,082	\$12,462	\$12,671
<b>State Market Average</b>					38	\$10,001	\$10,935	\$11,144	1.05	\$13,156	\$14,276	\$14,526
6264	<b>OVERALL WEIGHTED MARKET AVERAGE</b>			97	401	\$9,454	\$12,343	\$14,014		\$11,948	\$15,266	\$17,184

**OREGON  
COMPARISON  
TO  
MARKET**

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	MARKET COMPARISONS												
						SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS								
						SR Min	Emp Avg	SR Max		SR Min to SR Min	Avg to Avg	SR Max to SR Max						
MMS	MGT SVC SUPERVISORY	A	A	41	3	\$9,015	\$12,454	\$12,653	1.15	\$12,309	\$16,514	\$16,756	95.4%	100.9%	90.3%	103.0%	108.2%	97.5%
<b>Management Weighted Average</b>					3	\$9,015	\$12,454	\$12,653	1.15	\$12,309	\$16,514	\$16,756	95.4%	100.9%	90.3%	103.0%	108.2%	97.5%
6264	<b>STATEWIDE Weighted Average</b>				3	\$9,015	\$12,454	\$12,653	1.15	\$12,309	\$16,514	\$16,756	95.4%	100.9%	90.3%	103.0%	108.2%	97.5%

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6265 PHARMACY MANAGER 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-MIL-NWHCS	15.49		Pharmacy Director	55	19	\$10,901	\$14,493	\$16,980	1.04	\$13,547	\$17,668	\$20,520
<b>Purchased Market Average</b>				55	19	\$10,901	\$14,493	\$16,980	1.04	\$13,547	\$17,668	\$20,520
2018-ST-CA	7996	P	PHARMACY SERVICES MANAGER		10	\$10,926	\$11,781	\$11,815	1.04	\$14,267	\$15,292	\$15,333
<b>State Market Average</b>					10	\$10,926	\$11,781	\$11,815	1.04	\$14,267	\$15,292	\$15,333
6265	<b>OVERALL WEIGHTED MARKET AVERAGE</b>			55	29	\$10,909	\$13,566	\$15,214		\$13,793	\$16,856	\$18,747

OREGON  
COMPARISON  
TO  
MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
MMS	MGT SVC SUPERVISORY	A	A	43	1	\$9,925	\$13,951	\$13,951	1.17	\$13,421	\$18,343	\$18,343	91.0%	102.8%	91.7%	97.3%	108.8%	97.8%
<b>Management Weighted Average</b>					1	\$9,925	\$13,951	\$13,951	1.17	\$13,421	\$18,343	\$18,343	91.0%	102.8%	91.7%	97.3%	108.8%	97.8%
6265	<b>STATEWIDE Weighted Average</b>				1	\$9,925	\$13,951	\$13,951	1.17	\$13,421	\$18,343	\$18,343	91.0%	102.8%	91.7%	97.3%	108.8%	97.8%

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## 6269 CHIEF CLINICAL DIETITIAN

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-MIL-NWHCS	10.08		Chief Clinical Dietitian	26	12	\$5,787	\$7,497	\$8,845	1.02	\$7,680	\$9,642	\$11,188
<b>Purchased Market Average</b>				26	12	\$5,787	\$7,497	\$8,845	1.02	\$7,680	\$9,642	\$11,188
2018-ST-CA	2146		DIRECTOR OF DIETETICS		12	\$5,494	\$6,859	\$6,882	1.11	\$7,759	\$9,394	\$9,422
2018-ST-ID	02148	N	Dietary Services Manager		4	\$4,837	\$5,760	\$8,637	0.83	\$6,926	\$8,032	\$11,473
<b>State Market Average</b>					16	\$5,330	\$6,584	\$7,321	0.96	\$7,551	\$9,054	\$9,935
6269	<b>OVERALL WEIGHTED MARKET AVERAGE</b>			26	28	\$5,526	\$6,975	\$7,974		\$7,607	\$9,306	\$10,472

### 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	Salary			Salary and Benefits		
													SR Min 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	A	29	1	\$5,032	\$5,551	\$7,070	0.92	\$7,440	\$8,074	\$9,931	91.1%	79.6%	88.7%	97.8%	86.8%	94.8%
<b>Management Weighted Average</b>					1	\$5,032	\$5,551	\$7,070	0.92	\$7,440	\$8,074	\$9,931	91.1%	79.6%	88.7%	97.8%	86.8%	94.8%
6269	<b>STATEWIDE Weighted Average</b>				1	\$5,032	\$5,551	\$7,070	0.92	\$7,440	\$8,074	\$9,931	91.1%	79.6%	88.7%	97.8%	86.8%	94.8%

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## 6271 DIETITIAN 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-WashCo	540		Public Health Nutritionist, Senior			\$5,339		\$6,488		\$7,632		\$8,995
2018-WA-KingCo	3425200		Nutritionist II		5	\$5,288	\$6,298	\$6,702	1.05	\$7,835	\$9,053	\$9,540
<b>County Market Average</b>					5	\$5,297	\$6,298	\$6,663	1.05	\$7,798	\$9,053	\$9,441
2018-CompAnalyst	HC07000531		Dietitian, Sr.			\$4,393	\$5,726	\$6,602	1.04	\$6,082	\$7,610	\$8,616
<b>Purchased Market Average</b>						\$4,393	\$5,726	\$6,602	1.04	\$6,082	\$7,610	\$8,616
2018-ST-ID	02150	K	Dietitian, Clinical		1	\$3,431	\$4,745	\$6,124	0.97	\$5,245	\$6,817	\$8,467
2018-ST-NV	10.222	35	REGISTERED DIETITIAN 3		5	\$4,055		\$6,024		\$5,649		\$7,947
<b>State Market Average</b>					6	\$3,941	\$4,745	\$6,042	0.97	\$5,575	\$6,817	\$8,042
6271	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				10	\$4,600	\$5,971	\$6,374		\$6,636	\$8,487	\$8,731

### 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	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	A	26	1	\$4,855	\$6,177	\$6,747	1.06	\$7,223	\$8,839	\$9,536	105.5%	103.5%	105.9%	108.8%	104.2%	109.2%
<b>Corrections Weighted Average</b>					1	\$4,855	\$6,177	\$6,747	1.06	\$7,223	\$8,839	\$9,536	105.5%	103.5%	105.9%	108.8%	104.2%	109.2%
OAI SEIU STRIKEABLE INST COALITION		A	P	26	2	\$4,295	\$5,711	\$6,280	1.08	\$6,281	\$7,927	\$8,589	93.4%	95.6%	98.5%	94.6%	93.4%	98.4%
<b>Non-Corrections/Non-Management Weighted Average</b>					2	\$4,295	\$5,711	\$6,280	1.08	\$6,281	\$7,927	\$8,589	93.4%	95.6%	98.5%	94.6%	93.4%	98.4%
6271	<b>STATEWIDE Weighted Average</b>				3	\$4,482	\$5,866	\$6,436	1.07	\$6,595	\$8,231	\$8,905	97.4%	98.2%	101.0%	99.4%	97.0%	102.0%

6294 CLINICAL PSYCHOLOGIST 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-ClackCo	571		Psychologist 2			\$5,459		\$6,911		\$8,046		\$9,829
2018-OR-DescCo	1656		Psychologist			\$5,920		\$7,933		\$8,862		\$11,327
2018-OR-MultCo	6318		Clinical Psychologist		5	\$6,375	\$7,558	\$7,851	1.06	\$9,233	\$10,677	\$11,034
2018-WA-ClarkCo	823		Clinical Psychologist			\$5,445		\$7,690		\$7,932		\$10,637
<b>County Market Average</b>					5	\$6,088	\$7,558	\$7,724	1.06	\$8,876	\$10,677	\$10,870
2018-CompAnalyst	HC07000044		Psychologist - M.A.	70	271	\$5,531	\$7,402	\$8,546	1.05	\$7,387	\$9,533	\$10,845
2018-MIL-NWHCS	05.07		Psychologist	26	122	\$6,893	\$8,922	\$10,400	1.03	\$8,949	\$11,277	\$12,972
<b>Purchased Market Average</b>					96	\$5,954	\$7,874	\$9,121	1.04	\$7,872	\$10,074	\$11,506
2018-ST-CA	9878	V	PSYCHOLOGIST (HEALTH FACILITY.		18	\$8,066	\$9,003	\$9,003	1.05	\$10,841	\$11,964	\$11,964
2018-ST-ID	09406	O	Psychologist		2	\$5,241	\$7,935	\$9,362	1.06	\$7,411	\$10,634	\$12,341
2018-ST-NV	10.170	44	LICENSED PSYCHOLOGIST 1		37	\$6,024		\$9,101		\$7,947		\$11,537
2018-ST-WA	362C	63	PSYCHOLOGIST 3			\$4,803		\$6,458		\$6,907		\$8,900
<b>State Market Average</b>					57	\$6,610	\$8,897	\$9,034	1.06	\$8,809	\$11,831	\$11,652
6294	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				96	\$6,039	\$7,919	\$9,086		\$8,008	\$10,166	\$11,513

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	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	5	\$5,711	\$6,165	\$8,358	0.88	\$7,927	\$8,455	\$11,004	94.6%	77.9%	92.0%	99.0%	83.2%	95.6%
<b>Non-Corrections/Non-Management Weighted Average</b>					5	\$5,711	\$6,165	\$8,358	0.88	\$7,927	\$8,455	\$11,004	94.6%	77.9%	92.0%	99.0%	83.2%	95.6%
6294	<b>STATEWIDE Weighted Average</b>				5	\$5,711	\$6,165	\$8,358	0.88	\$7,927	\$8,455	\$11,004	94.6%	77.9%	92.0%	99.0%	83.2%	95.6%

6295 CLINICAL PSYCHOLOGIST 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-WA-KingCo	3211100		Clinical Psychologist		1	\$7,728	\$4,898	\$9,795	0.56	\$10,775	\$7,366	\$13,266
<b>County Market Average</b>					1	\$7,728	\$4,898	\$9,795	0.56	\$10,775	\$7,366	\$13,266
2018-ST-CA	9839	U	SENIOR PSYCHOLOGIST (HEALTH F		11	\$8,081	\$9,219	\$9,455	1.05	\$10,858	\$12,222	\$12,505
2018-ST-NV	10.168	45	LICENSED PSYCHOLOGIST 2		5	\$6,305		\$9,537		\$8,275		\$12,045
2018-ST-WA	362D	73	PSYCHOLOGIST 4			\$6,149		\$8,269		\$8,528		\$11,082
<b>State Market Average</b>					16	\$7,445	\$9,219	\$9,409	1.05	\$9,961	\$12,222	\$12,286
6295	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				17	\$7,460	\$8,858	\$9,430		\$10,007	\$11,817	\$12,340

OREGON  
COMPARISON  
TO  
MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	MARKET COMPARISONS												
						SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS								
						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	34	45	\$6,280	\$8,444	\$9,212	1.09	\$8,589	\$11,104	\$11,997	84.2%	95.3%	97.7%	85.8%	94.0%	97.2%
<b>Non-Corrections/Non-Management Weighted Average</b>					45	\$6,280	\$8,444	\$9,212	1.09	\$8,589	\$11,104	\$11,997	84.2%	95.3%	97.7%	85.8%	94.0%	97.2%
6295	<b>STATEWIDE Weighted Average</b>				45	\$6,280	\$8,444	\$9,212	1.09	\$8,589	\$11,104	\$11,997	84.2%	95.3%	97.7%	85.8%	94.0%	97.2%

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6296 BEHAVIOR/VOCATIONAL SPEC 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-ST-CA	9150		VOCATIONAL RESOURCE SPECIALI		3	\$3,686	\$4,616	\$4,616	1.11	\$5,593	\$6,707	\$6,707
2018-ST-ID	01108	I	Vocational Rehabilitation Assistant		11	\$2,715	\$3,109	\$4,850	0.80	\$4,388	\$4,860	\$6,942
<b>State Market Average</b>					14	\$2,920	\$3,426	\$4,800	0.96	\$4,642	\$5,249	\$6,893
6296	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				14	\$2,920	\$3,426	\$4,800		\$4,642	\$5,249	\$6,893

OREGON  
COMPARISON  
TO  
MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
AMG	AFSCME AT DHS STAB&CRISIS UNIT	A	A	20	20	\$3,050	\$4,127	\$4,417	1.11	\$5,017	\$6,334	\$6,688	104.5%	120.5%	92.0%	108.1%	120.7%	97.0%
<b>Non-Corrections/Non-Management Weighted Average</b>					20	\$3,050	\$4,127	\$4,417	1.11	\$5,017	\$6,334	\$6,688	104.5%	120.5%	92.0%	108.1%	120.7%	97.0%
6296	<b>STATEWIDE Weighted Average</b>				20	\$3,050	\$4,127	\$4,417	1.11	\$5,017	\$6,334	\$6,688	104.5%	120.5%	92.0%	108.1%	120.7%	97.0%



**6348 RADIOLOGIC TECHNOLOGIST**

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-CompAnalyst	HC07000097		Radiologic Technologist	10	500	\$3,663	\$4,647	\$5,340	1.03	\$5,244	\$6,373	\$7,168
2018-MIL-NWHCS	01.03		Radiology Technologist (Registered)	101	699	\$4,324	\$5,570	\$6,492	1.03	\$6,003	\$7,432	\$8,489
<b>Purchased Market Average</b>				111	1,199	\$4,048	\$5,185	\$6,011	1.03	\$5,686	\$6,990	\$7,938
2018-ST-CA	7989	T	RADIOLOGIC TECHNOLOGIST		2	\$4,568	\$5,321	\$5,321	1.08	\$6,650	\$7,551	\$7,551
2018-ST-CA	9315	P	RADIOLOGIC TECHNOLOGIST, COR		35	\$4,795	\$5,515	\$5,585	1.06	\$6,922	\$7,784	\$7,868
2018-ST-ID	07482	I	Radiologic Technologist			\$2,715		\$4,850		\$4,388		\$6,942
2018-ST-NV	10.740	29	RADIOLOGICAL TECHNOLOGIST		2	\$3,158		\$4,618		\$4,603		\$6,306
2018-ST-WA	300F	46	IMAGING TECHNOLOGIST 1		5	\$3,477	\$4,419	\$4,669	1.08	\$5,309	\$6,444	\$6,745
<b>State Market Average</b>					44	\$4,520	\$5,375	\$5,412	1.07	\$6,571	\$7,613	\$7,639
6348	<b>OVERALL WEIGHTED MARKET AVERAGE</b>			111	1,243	\$4,065	\$5,191	\$5,990		\$5,718	\$7,011	\$7,927

**OREGON  
COMPARISON  
TO  
MARKET**

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
AAON	AFSCME AT DOC SECURITY PLUS	A	A	19	3	\$3,524	\$4,574	\$4,855	1.09	\$5,596	\$6,880	\$7,223	86.7%	88.1%	81.1%	97.9%	98.1%	91.1%
<b>Corrections Weighted Average</b>					3	\$3,524	\$4,574	\$4,855	1.09	\$5,596	\$6,880	\$7,223	86.7%	88.1%	81.1%	97.9%	98.1%	91.1%
OAI	SEIU STRIKEABLE INST COALITION	A	P	21	1	\$3,409	\$4,096	\$4,950	0.98	\$5,251	\$6,050	\$7,042	83.9%	78.9%	82.6%	91.8%	86.3%	88.8%
<b>Non-Corrections/Non-Management Weighted Average</b>					1	\$3,409	\$4,096	\$4,950	0.98	\$5,251	\$6,050	\$7,042	83.9%	78.9%	82.6%	91.8%	86.3%	88.8%
6348	<b>STATEWIDE Weighted Average</b>				4	\$3,495	\$4,455	\$4,879	1.06	\$5,510	\$6,672	\$7,178	86.0%	85.8%	81.5%	96.4%	95.2%	90.6%

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## 6391 DENTAL ASSISTANT 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-CompAnalyst	HC07000284		Dental Assistant	5	289	\$2,433	\$3,095	\$3,555	1.04	\$3,834	\$4,593	\$5,120
2018-MIL-NWHCS	01.34a		Dental Assistant	20	289	\$2,753	\$3,363	\$3,892	1.01	\$4,200	\$4,900	\$5,507
<b>Purchased Market Average</b>				25	579	\$2,593	\$3,229	\$3,723	1.02	\$4,017	\$4,746	\$5,313
2018-ST-CA	9296	U	DENTAL ASSISTANT, CORRECTION,		224	\$4,212	\$4,761	\$5,273	1.00	\$6,223	\$6,881	\$7,494
2018-ST-ID	07338	G	Dental Assistant 1			\$2,018		\$3,605		\$3,554		\$5,453
<b>State Market Average</b>					224	\$4,202	\$4,761	\$5,265	1.00	\$6,211	\$6,881	\$7,485
6391	<b>OVERALL WEIGHTED MARKET AVERAGE</b>			25	803	\$3,044	\$3,657	\$4,155		\$4,631	\$5,342	\$5,921

### OREGON COMPARISON TO MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
AAON AFSCME AT DOC SECURITY PLUS	A	A	15	6	\$2,956	\$3,934	\$4,047	1.12	\$4,902	\$6,097	\$6,236	97.1%	107.6%	97.4%	105.8%	114.1%	105.3%	
CP AOCE AT DOC NONSECURITY	A	A	15	4	\$2,956	\$4,046	\$4,046	1.16	\$4,902	\$6,234	\$6,234	97.1%	110.6%	97.4%	105.8%	116.7%	105.3%	
<b>Corrections Weighted Average</b>					10	\$2,956	\$3,979	\$4,047	1.14	\$4,902	\$6,152	\$6,235	97.1%	108.8%	97.4%	105.8%	115.2%	105.3%
6391	<b>STATEWIDE Weighted Average</b>				10	\$2,956	\$3,979	\$4,047	1.14	\$4,902	\$6,152	\$6,235	97.1%	108.8%	97.4%	105.8%	115.2%	105.3%

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## 6394 DENTAL ASSISTANT 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-ClackCo	558		Dental Assistant, EFDA		11	\$2,919	\$3,626	\$3,692	1.10	\$4,927	\$5,795	\$5,877
2018-OR-LaneCo	B066		Dental Assistant			\$3,125		\$4,330		\$5,140		\$6,612
2018-OR-MultCo	6346		Dental Assistant (EFDA)		54	\$3,459	\$3,923	\$4,240	1.02	\$5,674	\$6,240	\$6,627
2018-WA-KingCo	3331100		Dental Assistant		29	\$3,533	\$3,960	\$4,478	0.99	\$5,722	\$6,236	\$6,861
<b>County Market Average</b>					94	\$3,416	\$3,900	\$4,250	1.03	\$5,596	\$6,187	\$6,611
2018-MIL-NWHCS	01.34b		Expanded Functions Dental Auxiliary	7	69	\$3,437	\$4,043	\$4,765	0.99	\$4,985	\$5,679	\$6,508
<b>Purchased Market Average</b>					7	\$3,437	\$4,043	\$4,765	0.99	\$4,985	\$5,679	\$6,508
2018-ST-CA	7911	Y	DENTAL ASSISTANT		1	\$3,828	\$5,032	\$5,032	1.14	\$5,763	\$7,206	\$7,206
2018-ST-ID	07340	H	Dental Assistant 2			\$2,326		\$4,154		\$3,922		\$6,110
2018-ST-NV	10.263	25	DENTAL ASSISTANT 2		9	\$2,687		\$3,886		\$4,053		\$5,452
2018-ST-WA	294F	47	DENTAL ASSISTANT		36	\$3,460	\$4,469	\$4,650	1.10	\$5,289	\$6,504	\$6,722
<b>State Market Average</b>					46	\$3,296	\$4,484	\$4,501	1.12	\$5,033	\$6,523	\$6,476
<b>6394</b>	<b>OVERALL WEIGHTED MARKET AVERAGE</b>			<b>7</b>	<b>209</b>	<b>\$3,396</b>	<b>\$4,057</b>	<b>\$4,474</b>		<b>\$5,271</b>	<b>\$6,075</b>	<b>\$6,547</b>

**OREGON  
COMPARISON  
TO  
MARKET**

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
AAON AFSCME AT DOC SECURITY PLUS		A	A	16	20	\$3,085	\$4,004	\$4,239	1.09	\$5,060	\$6,183	\$6,470	90.8%	98.7%	94.8%	96.0%	101.8%	98.8%
<b>Corrections Weighted Average</b>					20	\$3,085	\$4,004	\$4,239	1.09	\$5,060	\$6,183	\$6,470	90.8%	98.7%	94.8%	96.0%	101.8%	98.8%
OAI SEIU STRIKEABLE INST COALITION		A	P	16	3	\$2,766	\$3,858	\$3,918	1.15	\$4,504	\$5,773	\$5,843	81.5%	95.1%	87.6%	85.4%	95.0%	89.2%
<b>Non-Corrections/Non-Management Weighted Average</b>					3	\$2,766	\$3,858	\$3,918	1.15	\$4,504	\$5,773	\$5,843	81.5%	95.1%	87.6%	85.4%	95.0%	89.2%
<b>6394</b>	<b>STATEWIDE Weighted Average</b>				<b>23</b>	<b>\$3,043</b>	<b>\$3,985</b>	<b>\$4,197</b>	<b>1.10</b>	<b>\$4,987</b>	<b>\$6,129</b>	<b>\$6,388</b>	<b>89.6%</b>	<b>98.2%</b>	<b>93.8%</b>	<b>94.6%</b>	<b>100.9%</b>	<b>97.6%</b>

# 2018 Oregon Salary and Benefit Report

Data Effective Date: 7/1/2018

## 6396 DENTAL HYGIENIST

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-ClackCo	557		Dental Hygienist		3	\$5,370	\$6,777	\$6,794	1.11	\$7,937	\$9,665	\$9,685
2018-OR-LaneCo	B061		Expanded Practice Dental Hygienist		1	\$5,645	\$7,831	\$7,824	1.16	\$8,220	\$10,891	\$10,883
2018-OR-MultCo	6348		Dental Hygienist		18	\$5,662	\$6,608	\$6,969	1.05	\$8,362	\$9,517	\$9,957
2018-WA-KingCo	3332100		Dental Hygienist		2	\$6,392	\$4,134	\$8,103	0.57	\$9,166	\$6,446	\$11,227
<b>County Market Average</b>					24	\$5,686	\$6,474	\$7,077	0.96	\$8,370	\$9,337	\$10,068
2018-CompAnalyst	HC07000037		Dental Hygienist	5	87	\$4,834	\$6,282	\$6,910	1.07	\$6,587	\$8,248	\$8,968
2018-MIL-NWHCS	01.35		Dental Hygienist	19	87	\$5,927	\$6,949	\$8,445	0.97	\$7,841	\$9,014	\$10,729
<b>Purchased Market Average</b>					24	\$5,380	\$6,615	\$7,677	1.01	\$7,214	\$8,631	\$9,849
2018-ST-CA	9298	Q	DENTAL HYGIENIST, CORRECTIONA		52	\$5,666	\$7,009	\$7,095	1.10	\$7,965	\$9,574	\$9,677
2018-ST-ID	07309	K	Dental Hygienist		2	\$3,431	\$4,536	\$6,124	0.93	\$5,245	\$6,567	\$8,467
2018-ST-WA	292E	52	DENTAL HYGIENIST 1			\$3,662		\$4,923		\$5,532		\$7,050
<b>State Market Average</b>					54	\$5,548	\$6,917	\$7,020	1.02	\$7,821	\$9,463	\$9,585
6396	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				24	\$5,446	\$6,666	\$7,478		\$7,455	\$8,876	\$9,812

OREGON  
COMPARISON  
TO  
MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
OAI	SEIU STRIKEABLE INST COALITION	A	P	29	1	\$4,950	\$6,905	\$7,246	1.13	\$7,042	\$9,315	\$9,712	90.9%	103.6%	96.9%	94.5%	105.0%	99.0%
<b>Non-Corrections/Non-Management Weighted Average</b>					1	\$4,950	\$6,905	\$7,246	1.13	\$7,042	\$9,315	\$9,712	90.9%	103.6%	96.9%	94.5%	105.0%	99.0%
6396	<b>STATEWIDE Weighted Average</b>				1	\$4,950	\$6,905	\$7,246	1.13	\$7,042	\$9,315	\$9,712	90.9%	103.6%	96.9%	94.5%	105.0%	99.0%

2018 Oregon Salary and Benefit Report

Data Effective Date: 7/1/2018

6440 DISTRICT VETERINARIAN

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-ST-CA	0177	D	VETERINARIAN (GENERAL)		4	\$6,662	\$7,550	\$8,292	1.01	\$9,159	\$10,222	\$11,111
2018-ST-ID	00260	N	Veterinarian, Medical Officer		2	\$4,837	\$6,990	\$8,637	1.01	\$6,926	\$9,503	\$11,473
2018-ST-WA	524D	56	VETERINARY SPECIALIST 4			\$4,045		\$5,435		\$5,993		\$7,668
<b>State Market Average</b>					6	\$5,698	\$7,346	\$7,958	1.01	\$7,985	\$9,961	\$10,693
6440	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				6	\$5,698	\$7,346	\$7,958		\$7,985	\$9,961	\$10,693

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	Salary			Salary and Benefits		
													SR Min 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	1	\$4,950	\$6,590	\$7,246	1.08	\$7,042	\$8,949	\$9,712	86.9%	89.7%	91.0%	88.2%	89.8%	90.8%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	29	2	\$4,950	\$6,590	\$7,246	1.08	\$7,042	\$8,949	\$9,712	86.9%	89.7%	91.0%	88.2%	89.8%	90.8%
<b>Non-Corrections/Non-Management Weighted Average</b>					3	\$4,950	\$6,590	\$7,246	1.08	\$7,042	\$8,949	\$9,712	86.9%	89.7%	91.0%	88.2%	89.8%	90.8%
6440	<b>STATEWIDE Weighted Average</b>				3	\$4,950	\$6,590	\$7,246	1.08	\$7,042	\$8,949	\$9,712	86.9%	89.7%	91.0%	88.2%	89.8%	90.8%

# 2018 Oregon Salary and Benefit Report

Data Effective Date: 7/1/2018

## 6441 STATE VETERINARIAN

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-ST-ID	00264	P	Veterinarian Medical Officer, Bureau Cl		1	\$5,730	\$8,969	\$10,235	1.10	\$7,996	\$11,870	\$13,386
2018-ST-NV	U4719		STATE VETERINARIAN		1			\$9,765				\$12,312
<b>State Market Average</b>					1	\$5,730	\$8,969	\$10,000	1.10	\$7,996	\$11,870	\$12,849
6441	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				1	\$5,730	\$8,969	\$10,000		\$7,996	\$11,870	\$12,849

### OREGON COMPARISON TO MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
MMN	MGT SVC NONSUPERVISORY	A	A	34	1	\$6,416	\$7,791	\$9,015	1.01	\$9,132	\$10,813	\$12,309	112.0%	86.9%	90.1%	114.2%	91.1%	95.8%
MMS	MGT SVC SUPERVISORY	A	A	34	1	\$6,416	\$8,172	\$9,015	1.06	\$9,132	\$11,278	\$12,309	112.0%	91.1%	90.1%	114.2%	95.0%	95.8%
<b>Management Weighted Average</b>					2	\$6,416	\$7,982	\$9,015	1.03	\$9,132	\$11,045	\$12,309	112.0%	89.0%	90.1%	114.2%	93.1%	95.8%
6441	<b>STATEWIDE Weighted Average</b>				2	\$6,416	\$7,982	\$9,015	1.03	\$9,132	\$11,045	\$12,309	112.0%	89.0%	90.1%	114.2%	93.1%	95.8%

6502 PHYSICAL THERAPY ASST

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-CompAnalyst	HC07000089		Licensed Physical Therapist Assistant	10	125	\$3,538	\$4,464	\$5,240	1.02	\$5,101	\$6,163	\$7,054
2018-MIL-NWHCS	01.22		Physical Therapy Assistant	75	137	\$3,935	\$5,196	\$5,776	1.07	\$5,556	\$7,002	\$7,668
<b>Purchased Market Average</b>				85	262	\$3,745	\$4,846	\$5,520	1.05	\$5,338	\$6,601	\$7,374
2018-ST-CA	8272		PHYSICAL THERAPY ASSISTANT		3	\$2,562	\$3,128	\$3,209	1.08	\$4,246	\$4,924	\$5,021
2018-ST-ID	07614	G	Physical/Occupational Therapy Aide		9	\$2,018	\$3,039	\$3,605	1.05	\$3,554	\$4,775	\$5,453
2018-ST-WA	310E	46	PHYSICAL THERAPY ASSISTANT 1		1	\$3,162	\$3,846	\$4,245	1.04	\$4,929	\$5,753	\$6,234
<b>State Market Average</b>					13	\$2,232	\$3,121	\$3,563	1.06	\$3,820	\$4,885	\$5,414
6502	<b>OVERALL WEIGHTED MARKET AVERAGE</b>			85	275	\$3,673	\$4,764	\$5,427		\$5,266	\$6,520	\$7,281

OREGON  
COMPARISON  
TO  
MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
OAI	SEIU STRIKEABLE INST COALITION	A	P	18	1	\$2,994	\$4,295	\$4,295	1.18	\$4,769	\$6,281	\$6,281	81.5%	90.1%	79.1%	90.6%	96.3%	86.3%
<b>Non-Corrections/Non-Management Weighted Average</b>					1	\$2,994	\$4,295	\$4,295	1.18	\$4,769	\$6,281	\$6,281	81.5%	90.1%	79.1%	90.6%	96.3%	86.3%
6502	<b>STATEWIDE Weighted Average</b>				1	\$2,994	\$4,295	\$4,295	1.18	\$4,769	\$6,281	\$6,281	81.5%	90.1%	79.1%	90.6%	96.3%	86.3%

6503 PHYSICAL THERAPIST

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-CompAnalyst	HC07000015		Physical Therapist	10	600	\$5,548	\$7,111	\$8,172	1.04	\$7,406	\$9,200	\$10,417
2018-MIL-NWHCS	01.23		Physical Therapist	82	638	\$5,991	\$7,908	\$8,933	1.06	\$7,914	\$10,113	\$11,289
<b>Purchased Market Average</b>				92	1,238	\$5,776	\$7,522	\$8,564	1.05	\$7,668	\$9,671	\$10,866
2018-ST-CA	8315		PHYSICAL THERAPIST I, DEPARTME		3	\$4,260	\$5,853	\$5,853	1.16	\$6,281	\$8,190	\$8,190
2018-ST-ID	07727	M	Therapist		4	\$4,377	\$6,672	\$7,820	1.07	\$6,377	\$9,122	\$10,496
2018-ST-WA	306U	56	PHYSICAL THERAPIST 2			\$4,045		\$5,435		\$5,993		\$7,668
<b>State Market Average</b>					7	\$4,292	\$6,321	\$6,784	1.11	\$6,293	\$8,722	\$9,278
6503	<b>OVERALL WEIGHTED MARKET AVERAGE</b>			92	1,245	\$5,767	\$7,515	\$8,553		\$7,659	\$9,665	\$10,856

OREGON  
COMPARISON  
TO  
MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
OAI	SEIU STRIKEABLE INST COALITION	A	P	29	1	\$4,950	\$7,246	\$7,246	1.19	\$7,042	\$9,712	\$9,712	85.8%	96.4%	84.7%	91.9%	100.5%	89.5%
<b>Non-Corrections/Non-Management Weighted Average</b>					1	\$4,950	\$7,246	\$7,246	1.19	\$7,042	\$9,712	\$9,712	85.8%	96.4%	84.7%	91.9%	100.5%	89.5%
6503	<b>STATEWIDE Weighted Average</b>				1	\$4,950	\$7,246	\$7,246	1.19	\$7,042	\$9,712	\$9,712	85.8%	96.4%	84.7%	91.9%	100.5%	89.5%



6506 CERT OCCUPATION THERAPIST ASST

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-CompAnalyst	HC07000088		Certified Occupational Therapist Assist	10	30	\$3,687	\$4,763	\$5,365	1.05	\$5,272	\$6,506	\$7,197
2018-MIL-NWHCS	01.20		Occupational Therapy Assistant (Certifi	34	32	\$3,963	\$4,903	\$5,737	1.01	\$5,588	\$6,667	\$7,624
<b>Purchased Market Average</b>				44	62	\$3,830	\$4,836	\$5,558	1.03	\$5,436	\$6,589	\$7,418
2018-ST-ID	07763	I	Therapy Technician		1	\$2,715	\$3,656	\$4,850	0.94	\$4,388	\$5,514	\$6,942
2018-ST-NV	10.673	27	ACTIVITIES THERAPY TECH 2		9	\$2,910		\$4,239		\$4,313		\$5,863
2018-ST-WA	310H	39	OCCUPATIONAL THERAPY ASSISTA		2	\$2,681	\$3,288	\$3,571	1.05	\$4,350	\$5,081	\$5,421
<b>State Market Average</b>					12	\$2,856	\$3,411	\$4,178	0.99	\$4,325	\$5,225	\$5,879
6506	<b>OVERALL WEIGHTED MARKET AVERAGE</b>			44	74	\$3,673	\$4,770	\$5,335		\$5,256	\$6,526	\$7,169

OREGON  
COMPARISON  
TO  
MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
OAI	SEIU STRIKEABLE INST COALITION	A	P	18	2	\$2,994	\$4,295	\$4,295	1.18	\$4,769	\$6,281	\$6,281	81.5%	90.0%	80.5%	90.7%	96.2%	87.6%
<b>Non-Corrections/Non-Management Weighted Average</b>					2	\$2,994	\$4,295	\$4,295	1.18	\$4,769	\$6,281	\$6,281	81.5%	90.0%	80.5%	90.7%	96.2%	87.6%
6506	<b>STATEWIDE Weighted Average</b>				2	\$2,994	\$4,295	\$4,295	1.18	\$4,769	\$6,281	\$6,281	81.5%	90.0%	80.5%	90.7%	96.2%	87.6%

6508 OCCUPATIONAL THERAPIST

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-DescCo	91163		Occupational Therapist			\$5,114		\$6,853		\$7,876		\$10,005
2018-OR-MarionCo	559		Occupational Therapy Specialist		1	\$4,079	\$5,469	\$5,469	1.15	\$6,420	\$8,116	\$8,116
<b>County Market Average</b>					1	\$4,596	\$5,469	\$6,161	1.15	\$7,148	\$8,116	\$9,060
2018-CompAnalyst	HC07000013		Occupational Therapist	10	275	\$5,656	\$7,236	\$8,363	1.03	\$7,530	\$9,342	\$10,636
2018-MIL-NWHCS	01.21		Occupational Therapist (Registered)	72	296	\$5,905	\$7,829	\$8,832	1.06	\$7,816	\$10,023	\$11,173
<b>Purchased Market Average</b>					82	\$5,785	\$7,543	\$8,606	1.05	\$7,678	\$9,695	\$10,914
2018-ST-CA	8204	U	OCCUPATIONAL THERAPIST, DEPAI		4	\$5,998	\$7,062	\$7,062	1.08	\$8,363	\$9,638	\$9,638
2018-ST-ID	07727	M	Therapist		4	\$4,377	\$6,672	\$7,820	1.07	\$6,377	\$9,122	\$10,496
2018-ST-WA	3060	52	OCCUPATIONAL THERAPIST 2		1	\$3,662	\$4,923	\$4,923	1.15	\$5,532	\$7,050	\$7,050
<b>State Market Average</b>					9	\$5,018	\$6,651	\$7,161	1.09	\$7,166	\$9,121	\$9,732
6508	<b>OVERALL WEIGHTED MARKET AVERAGE</b>			82	581	\$5,769	\$7,526	\$8,575		\$7,668	\$9,684	\$10,890

OREGON  
COMPARISON  
TO  
MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
OAI	SEIU STRIKEABLE INST COALITION	A	P	29	17	\$4,950	\$6,604	\$7,246	1.08	\$7,042	\$8,965	\$9,712	85.8%	87.8%	84.5%	91.8%	92.6%	89.2%
<b>Non-Corrections/Non-Management Weighted Average</b>					17	\$4,950	\$6,604	\$7,246	1.08	\$7,042	\$8,965	\$9,712	85.8%	87.8%	84.5%	91.8%	92.6%	89.2%
6508	<b>STATEWIDE Weighted Average</b>				17	\$4,950	\$6,604	\$7,246	1.08	\$7,042	\$8,965	\$9,712	85.8%	87.8%	84.5%	91.8%	92.6%	89.2%

6519 CORRECTIONS RECREATION SPEC 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-ST-CA	9286	P	RECREATION THERAPIST, CORREC		63	\$5,725	\$6,428	\$6,739	1.03	\$8,036	\$8,878	\$9,251
2018-ST-ID	09240	J	Recreation Coordinator, Correction		2	\$3,064	\$4,051	\$5,470	0.93	\$4,805	\$5,987	\$7,684
2018-ST-NV	10.617	34	ATHLETIC & RECREATION SPEC 2			\$3,886		\$5,762		\$5,452		\$7,641
<b>State Market Average</b>					65	\$5,617	\$6,355	\$6,686	0.99	\$7,900	\$8,789	\$9,180
<b>6519 OVERALL WEIGHTED MARKET AVERAGE</b>					65	\$5,617	\$6,355	\$6,686		\$7,900	\$8,789	\$9,180

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	Salary			Salary and Benefits		
													SR Min 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	A	19	16	\$3,524	\$4,422	\$4,855	1.06	\$5,596	\$6,694	\$7,223	62.7%	69.6%	72.6%	70.8%	76.2%	78.7%
CP AOCE AT DOC NONSECURITY		A	A	19	6	\$3,531	\$4,500	\$4,845	1.07	\$5,605	\$6,789	\$7,211	62.9%	70.8%	72.5%	70.9%	77.2%	78.6%
<b>Corrections Weighted Average</b>					22	\$3,526	\$4,443	\$4,852	1.06	\$5,599	\$6,720	\$7,220	62.8%	69.9%	72.6%	70.9%	76.5%	78.7%
<b>6519 STATEWIDE Weighted Average</b>					22	\$3,526	\$4,443	\$4,852	1.06	\$5,599	\$6,720	\$7,220	62.8%	69.9%	72.6%	70.9%	76.5%	78.7%

6520 ACTIVITIES COORDINATOR

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-CompAnalyst	ED03000037		Recreation Coordinator (Intramurals)	275	278	\$3,289	\$3,991	\$4,933	0.98	\$4,815	\$5,621	\$6,701
2018-CompAnalyst	HC07000080		Recreational Therapist	150	278	\$3,538	\$4,539	\$5,257	1.03	\$5,101	\$6,249	\$7,073
2018-MIL-OPES	11.05		Recreation Specialist	10	32	\$4,176	\$5,219	\$5,371	1.09	\$6,341	\$7,595	\$7,777
<b>Purchased Market Average</b>				435	587	\$3,455	\$4,317	\$5,110	1.04	\$5,033	\$6,025	\$6,935
2018-ST-NV	10.621	32	THERAPEUTIC RECREATION SPEC		9	\$3,570		\$5,269		\$5,083		\$7,066
2018-ST-WA	701F	42	RECREATION & ATHLETICS SPECIA		19	\$2,880	\$3,383	\$3,846	1.01	\$4,589	\$5,196	\$5,753
<b>State Market Average</b>					28	\$3,102	\$3,383	\$4,303	1.01	\$4,748	\$5,196	\$6,175
6520	<b>OVERALL WEIGHTED MARKET AVERAGE</b>			435	615	\$3,439	\$4,288	\$5,073		\$5,020	\$5,999	\$6,901

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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	19	29	\$3,130	\$3,809	\$4,514	1.00	\$4,927	\$5,716	\$6,536	91.0%	88.8%	89.0%	98.1%	95.3%	94.7%
<b>Non-Corrections/Non-Management Weighted Average</b>					29	\$3,130	\$3,809	\$4,514	1.00	\$4,927	\$5,716	\$6,536	91.0%	88.8%	89.0%	98.1%	95.3%	94.7%
6520	<b>STATEWIDE Weighted Average</b>				29	\$3,130	\$3,809	\$4,514	1.00	\$4,927	\$5,716	\$6,536	91.0%	88.8%	89.0%	98.1%	95.3%	94.7%

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## 6531 BEHAVIORAL HEALTH SPECIALIST 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-DescCo	1670		Behavioral Health Specialist I		16	\$4,191	\$4,535	\$5,617	0.92	\$6,746	\$7,167	\$8,491
2018-OR-JackCo	522		Qualified Mental Health Professional I			\$4,118		\$5,425		\$6,803		\$8,398
<b>County Market Average</b>					16	\$4,187	\$4,535	\$5,605	0.92	\$6,749	\$7,167	\$8,486
2018-CompAnalyst	HC07000121		Chemical Dependency Counselor	70	186	\$3,579	\$4,456	\$5,415	0.99	\$5,148	\$6,154	\$7,254
<b>Purchased Market Average</b>					70	\$3,579	\$4,456	\$5,415	0.99	\$5,148	\$6,154	\$7,254
2018-ST-ID	09284	K	Drug and Alcohol Rehabilitation Specia		18	\$3,431	\$4,023	\$6,124	0.82	\$5,245	\$5,953	\$8,467
2018-ST-NV	12.469	33	SUBSTANCE ABUSE COUNSELOR 2		9	\$3,732		\$5,516		\$5,272		\$7,354
2018-ST-WA	359E	52	ALCOHOLISM THERAPIST 1			\$3,662		\$4,923		\$5,532		\$7,050
<b>State Market Average</b>					27	\$3,536	\$4,023	\$5,886	0.82	\$5,264	\$5,953	\$8,058
6531	<b>OVERALL WEIGHTED MARKET AVERAGE</b>			70	229	\$3,619	\$4,426	\$5,486		\$5,280	\$6,211	\$7,442

### OREGON COMPARISON TO MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	MARKET COMPARISONS												
						SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS								
						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		A	A	23	2	\$4,239	\$5,853	\$5,853	1.16	\$6,470	\$8,443	\$8,443	117.1%	132.2%	106.7%	122.5%	135.9%	113.5%
<b>Corrections Weighted Average</b>					2	\$4,239	\$5,853	\$5,853	1.16	\$6,470	\$8,443	\$8,443	117.1%	132.2%	106.7%	122.5%	135.9%	113.5%
OAI SEIU STRIKEABLE INST COALITION		A	P	24	16	\$3,918	\$4,787	\$5,711	0.99	\$5,843	\$6,853	\$7,927	108.3%	108.1%	104.1%	110.7%	110.3%	106.5%
<b>Non-Corrections/Non-Management Weighted Average</b>					16	\$3,918	\$4,787	\$5,711	0.99	\$5,843	\$6,853	\$7,927	108.3%	108.1%	104.1%	110.7%	110.3%	106.5%
6531	<b>STATEWIDE Weighted Average</b>				18	\$3,954	\$4,905	\$5,727	1.01	\$5,913	\$7,030	\$7,985	109.2%	110.8%	104.4%	112.0%	113.2%	107.3%

6534 BEHAVIORAL HEALTH SPECIALIST 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-ClackCo	591		Mental Health Specialist 1		10	\$4,434	\$5,529	\$5,630	1.10	\$6,787	\$8,131	\$8,255
2018-OR-DescCo	91162		Behavioral Health Specialist II, LIC		43	\$5,095	\$5,751	\$6,828	0.96	\$7,852	\$8,656	\$9,974
2018-OR-JackCo	523		Qualified Mental Health Professional II			\$4,510		\$5,951		\$7,281		\$9,038
2018-OR-LaneCo	B012		Mental Health Specialist 2		19	\$4,143	\$5,042	\$5,736	1.02	\$6,384	\$7,482	\$8,330
2018-OR-MarionCo	554		Mental Health Specialist 2		61	\$3,971	\$4,770	\$5,323	1.03	\$6,289	\$7,263	\$7,938
2018-OR-MultCo	6365		Mental Health Consultant		92	\$5,192	\$5,902	\$6,375	1.02	\$7,789	\$8,656	\$9,233
2018-OR-WashCo	233		Mental Health Specialist II		9	\$5,611	\$6,357	\$6,818	1.02	\$7,954	\$8,840	\$9,386
<b>County Market Average</b>					234	\$4,752	\$5,510	\$6,116	1.02	\$7,258	\$8,181	\$8,922
2018-ST-NV	10.139	37	MENTAL HEALTH COUNSELOR 2		91	\$4,426		\$6,596		\$6,081		\$8,614
2018-ST-WA	352E	56	MENTAL HEALTH PRACTITIONER			\$4,045		\$5,435		\$5,993		\$7,668
<b>State Market Average</b>					91	\$4,421		\$6,583		\$6,080		\$8,604
6534	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				325	\$4,659	\$5,510	\$6,248		\$6,926	\$8,181	\$8,832

OREGON  
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Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
OAI	SEIU STRIKEABLE INST COALITION	A	P	27	16	\$4,514	\$4,977	\$6,590	0.90	\$6,536	\$7,074	\$8,949	96.9%	90.3%	105.5%	94.4%	86.5%	101.3%
<b>Non-Corrections/Non-Management Weighted Average</b>					16	\$4,514	\$4,977	\$6,590	0.90	\$6,536	\$7,074	\$8,949	96.9%	90.3%	105.5%	94.4%	86.5%	101.3%
6534	<b>STATEWIDE Weighted Average</b>				16	\$4,514	\$4,977	\$6,590	0.90	\$6,536	\$7,074	\$8,949	96.9%	90.3%	105.5%	94.4%	86.5%	101.3%

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6535 BEHAVIORAL HEALTH SPECIALIST 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-ClackCo	592		Mental Health Specialist 2		10	\$5,370	\$6,164	\$6,794	1.01	\$7,937	\$8,912	\$9,685
2018-OR-LaneCo	B013		Mental Health Specialist, Senior		3	\$4,576	\$5,898	\$6,334	1.08	\$6,913	\$8,529	\$9,061
<b>County Market Average</b>					13	\$5,180	\$6,100	\$6,683	1.05	\$7,691	\$8,820	\$9,535
2018-ST-WA	352G	57	MENTAL HEALTH PRACTITIONER LE			\$4,142		\$5,568		\$6,110		\$7,828
<b>State Market Average</b>						\$4,142		\$5,568		\$6,110		\$7,828
6535	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				13	\$5,103	\$6,100	\$6,601		\$7,574	\$8,820	\$9,409

OREGON  
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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	4	\$4,950	\$6,164	\$7,246	1.01	\$7,042	\$8,453	\$9,712	97.0%	101.0%	109.8%	93.0%	95.8%	103.2%
<b>Non-Corrections/Non-Management Weighted Average</b>					4	\$4,950	\$6,164	\$7,246	1.01	\$7,042	\$8,453	\$9,712	97.0%	101.0%	109.8%	93.0%	95.8%	103.2%
6535	<b>STATEWIDE Weighted Average</b>				4	\$4,950	\$6,164	\$7,246	1.01	\$7,042	\$8,453	\$9,712	97.0%	101.0%	109.8%	93.0%	95.8%	103.2%

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## 6550 RESPIRATORY CARE PRACTITIONER

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-CompAnalyst	HC07000120		Certified Respiratory Therapist	5	50	\$4,061	\$5,186	\$5,838	1.05	\$5,701	\$6,991	\$7,740
2018-MIL-NWHCS	01.17		Respiratory Care Practitioner (Register	65	502	\$4,586	\$5,958	\$6,950	1.03	\$6,303	\$7,877	\$9,015
<b>Purchased Market Average</b>				70	552	\$4,538	\$5,888	\$6,850	1.04	\$6,248	\$7,796	\$8,899
2018-ST-CA	8300	B	RESPIRATORY CARE PRACTITIONE		10	\$3,210	\$4,214	\$4,420	1.10	\$5,022	\$6,225	\$6,472
2018-ST-ID	07725	I	Respiratory Therapist			\$2,715		\$4,850		\$4,388		\$6,942
<b>State Market Average</b>					10	\$3,165	\$4,214	\$4,459	1.10	\$4,965	\$6,225	\$6,515
6550	<b>OVERALL WEIGHTED MARKET AVERAGE</b>			70	562	\$4,512	\$5,858	\$6,803		\$6,223	\$7,768	\$8,853

### OREGON COMPARISON TO MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
AMG	AFSCME AT DHS STAB&CRISIS UNIT	A	A	22	1	\$3,331	\$3,331	\$4,851	0.81	\$5,360	\$5,360	\$7,218	73.8%	56.9%	71.3%	86.1%	69.0%	81.5%
<b>Non-Corrections/Non-Management Weighted Average</b>					1	\$3,331	\$3,331	\$4,851	0.81	\$5,360	\$5,360	\$7,218	73.8%	56.9%	71.3%	86.1%	69.0%	81.5%
6550	<b>STATEWIDE Weighted Average</b>				1	\$3,331	\$3,331	\$4,851	0.81	\$5,360	\$5,360	\$7,218	73.8%	56.9%	71.3%	86.1%	69.0%	81.5%



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6611 SOCIAL SERVICES SPECIALIST/ENTRY

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-LaneCo	B001		Community Service Worker 1			\$2,863		\$3,966		\$4,820		\$6,168
<b>County Market Average</b>						\$2,863		\$3,966		\$4,820		\$6,168
2018-ST-NV	12.377	32	SOCIAL WORKER 1		21	\$3,570		\$5,269		\$5,083		\$7,066
2018-ST-WA	3510	45	SOCIAL SERVICE SPECIALIST 1		21	\$3,091	\$3,309	\$4,142	0.92	\$4,844	\$5,106	\$6,110
<b>State Market Average</b>						\$3,330	\$3,309	\$4,706	0.92	\$4,963	\$5,106	\$6,588
6611	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				43	\$3,320	\$3,309	\$4,689		\$4,960	\$5,106	\$6,578

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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	20	1	\$3,264	\$3,264	\$4,727	0.82	\$5,083	\$5,083	\$6,783	98.3%	98.6%	100.8%	102.5%	99.5%	103.1%
<b>Non-Corrections/Non-Management Weighted Average</b>						\$3,264	\$3,264	\$4,727	0.82	\$5,083	\$5,083	\$6,783	98.3%	98.6%	100.8%	102.5%	99.5%	103.1%
6611	<b>STATEWIDE Weighted Average</b>				1	\$3,264	\$3,264	\$4,727	0.82	\$5,083	\$5,083	\$6,783	98.3%	98.6%	100.8%	102.5%	99.5%	103.1%

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## 6612 SOCIAL SERVICES SPECIALIST 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-CompAnalyst	HC07000039		Social Worker (BSW)	200	781	\$3,646	\$4,713	\$5,639	1.02	\$5,224	\$6,449	\$7,511
2018-MIL-NWHCS	05.01		Social Worker - Bachelor's	28	81	\$4,088	\$5,215	\$6,107	1.02	\$5,732	\$7,024	\$8,048
<b>Purchased Market Average</b>				228	862	\$3,687	\$4,760	\$5,683	1.02	\$5,272	\$6,503	\$7,561
2018-ST-ID	09425	K	Child Welfare Social Worker 1		22	\$3,431	\$3,715	\$6,124	0.76	\$5,245	\$5,584	\$8,467
2018-ST-NV	12.361	34	SOCIAL WORKER 2		120	\$3,886		\$5,762		\$5,452		\$7,641
2018-ST-WA	351P	53	SOCIAL SERVICE SPECIALIST 2		501	\$3,748	\$4,351	\$5,046	0.99	\$5,635	\$6,362	\$7,200
<b>State Market Average</b>					643	\$3,763	\$4,325	\$5,217	0.87	\$5,587	\$6,329	\$7,325
6612	<b>OVERALL WEIGHTED MARKET AVERAGE</b>			228	1,505	\$3,720	\$4,596	\$5,484		\$5,407	\$6,437	\$7,461

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Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
AAON AFSCME AT DOC SECURITY PLUS		A	A	24	1	\$4,425	\$5,589	\$6,177	1.05	\$6,698	\$8,121	\$8,839	119.0%	121.6%	112.6%	123.9%	126.1%	118.5%
<b>Corrections Weighted Average</b>					1	\$4,425	\$5,589	\$6,177	1.05	\$6,698	\$8,121	\$8,839	119.0%	121.6%	112.6%	123.9%	126.1%	118.5%
OAH SEIU STRIKEABLE HUMAN SVC COAL		A	P	24	1,160	\$3,918	\$4,859	\$5,711	1.01	\$5,843	\$6,937	\$7,927	105.3%	105.7%	104.1%	108.1%	107.8%	106.3%
OAI SEIU STRIKEABLE INST COALITION		A	P	24	6	\$3,918	\$4,761	\$5,711	0.99	\$5,843	\$6,823	\$7,927	105.3%	103.6%	104.1%	108.1%	106.0%	106.3%
<b>Non-Corrections/Non-Management Weighted Average</b>					1,166	\$3,918	\$4,858	\$5,711	1.01	\$5,843	\$6,936	\$7,927	105.3%	105.7%	104.1%	108.1%	107.7%	106.3%
6612	<b>STATEWIDE Weighted Average</b>				1,167	\$3,918	\$4,859	\$5,711	1.01	\$5,844	\$6,937	\$7,928	105.3%	105.7%	104.1%	108.1%	107.8%	106.3%

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6613 SOCIAL SERVICES SPECIALIST 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-WA-KingCo	3118100		Social Services Professional		20	\$5,043	\$5,355	\$6,392	0.94	\$7,540	\$7,916	\$9,166
<b>County Market Average</b>					20	\$5,043	\$5,355	\$6,392	0.94	\$7,540	\$7,916	\$9,166
2018-ST-ID	09426	L	Child Welfare Social Worker 2		157	\$3,872	\$4,484	\$6,915	0.81	\$5,772	\$6,505	\$9,413
2018-ST-NV	12.363	35	SOCIAL WORKER 3		37	\$4,055		\$6,024		\$5,649		\$7,947
2018-ST-WA	351Q	55	SOCIAL SERVICE SPECIALIST 3		597	\$3,942	\$4,908	\$5,301	1.06	\$5,869	\$7,032	\$7,506
<b>State Market Average</b>					791	\$3,934	\$4,820	\$5,655	0.93	\$5,840	\$6,923	\$7,905
6613	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				811	\$3,961	\$4,833	\$5,673		\$5,882	\$6,948	\$7,936

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Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	MARKET COMPARISONS												
						SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS								
						SR Min	Emp Avg	SR Max		SR Min to SR Min	Avg to Avg	SR Max to SR Max						
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	26	89	\$4,295	\$5,541	\$6,280	1.05	\$6,281	\$7,730	\$8,589	108.4%	114.6%	110.7%	106.8%	111.2%	108.2%
<b>Non-Corrections/Non-Management Weighted Average</b>					89	\$4,295	\$5,541	\$6,280	1.05	\$6,281	\$7,730	\$8,589	108.4%	114.6%	110.7%	106.8%	111.2%	108.2%
6613	<b>STATEWIDE Weighted Average</b>				89	\$4,295	\$5,541	\$6,280	1.05	\$6,281	\$7,730	\$8,589	108.4%	114.6%	110.7%	106.8%	111.2%	108.2%

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6614 COMMUNITY OUTREACH SPECIALIST

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-ST-CA	8329		ASSOCIATE MENTAL HEALTH SPEC		7	\$4,435	\$5,249	\$5,551	1.05	\$6,490	\$7,465	\$7,827
2018-ST-NV	10.129	38	CLINICAL PROGRAM PLANNER 1		7	\$4,618		\$6,905		\$6,306		\$8,975
<b>State Market Average</b>					14	\$4,526	\$5,249	\$6,228	1.05	\$6,398	\$7,465	\$8,401
6614	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				14	\$4,526	\$5,249	\$6,228		\$6,398	\$7,465	\$8,401

OREGON  
COMPARISON  
TO  
MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	26	1	\$4,295	\$5,993	\$6,280	1.13	\$6,281	\$8,255	\$8,589	94.9%	114.2%	100.8%	98.2%	110.6%	102.2%
<b>Non-Corrections/Non-Management Weighted Average</b>					1	\$4,295	\$5,993	\$6,280	1.13	\$6,281	\$8,255	\$8,589	94.9%	114.2%	100.8%	98.2%	110.6%	102.2%
6614	<b>STATEWIDE Weighted Average</b>				1	\$4,295	\$5,993	\$6,280	1.13	\$6,281	\$8,255	\$8,589	94.9%	114.2%	100.8%	98.2%	110.6%	102.2%

**6616 ADULT PROTECTIVE SERVICE SPEC**

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-ClackCo	243		Abuse Investigator		5	\$4,238	\$5,064	\$5,370	1.05	\$6,547	\$7,561	\$7,937
2018-OR-JackCo	547		HHS Investigator			\$3,765		\$4,957		\$6,372		\$7,827
2018-OR-LaneCo	B073		Developmental Disabilities Abuse Inve:		2	\$3,846	\$5,330	\$5,328	1.16	\$6,021	\$7,835	\$7,833
2018-OR-MarionCo	066		Adult Abuse Investigator		4	\$3,968	\$5,390	\$5,318	1.16	\$6,285	\$8,019	\$7,932
2018-OR-MultCo	6301		Human Services Investigator		35	\$4,761	\$5,401	\$5,839	1.02	\$7,262	\$8,043	\$8,579
<b>County Market Average</b>					46	\$4,578	\$5,360	\$5,705	1.10	\$7,031	\$7,980	\$8,408
2018-ST-NV	12.347	33	ELDER RIGHTS SPECIALIST 2		12	\$3,732		\$5,516		\$5,272		\$7,354
2018-ST-WA	351Q	55	SOCIAL SERVICE SPECIALIST 3		558	\$3,942	\$4,908	\$5,301	1.06	\$5,869	\$7,032	\$7,506
<b>State Market Average</b>					570	\$3,938	\$4,908	\$5,306	1.06	\$5,857	\$7,032	\$7,503
<b>6616</b>	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				616	\$3,987	\$4,942	\$5,336		\$5,946	\$7,105	\$7,572

**OREGON  
COMPARISON  
TO  
MARKET**

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	25	82	\$4,096	\$5,054	\$5,993	1.00	\$6,050	\$7,164	\$8,255	102.7%	102.3%	112.3%	101.7%	100.8%	109.0%
<b>Non-Corrections/Non-Management Weighted Average</b>					82	\$4,096	\$5,054	\$5,993	1.00	\$6,050	\$7,164	\$8,255	102.7%	102.3%	112.3%	101.7%	100.8%	109.0%
<b>6616</b>	<b>STATEWIDE Weighted Average</b>				82	\$4,096	\$5,054	\$5,993	1.00	\$6,050	\$7,164	\$8,255	102.7%	102.3%	112.3%	101.7%	100.8%	109.0%

**6630 HUMAN SERVICES CASE MANAGER**

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-ClackCo	238		Case Manager		25	\$3,692	\$4,270	\$4,652	1.02	\$5,877	\$6,586	\$7,055
2018-OR-JackCo	546		Developmental Disabilities Case Mana			\$3,442		\$4,526		\$5,978		\$7,300
2018-OR-MarionCo	562		Developmental Disabilities Associate 2		25	\$3,692	\$4,358	\$4,947	1.01	\$5,949	\$6,761	\$7,479
2018-WA-ClarkCo	38		Social Worker/Case Mgr II			\$4,431		\$5,395		\$6,710		\$7,872
<b>County Market Average</b>					50	\$3,702	\$4,314	\$4,806	1.02	\$5,929	\$6,673	\$7,280
2018-ST-WA	3431	45	SOCIAL WORK ASSISTANT 2		1	\$3,091	\$3,748	\$4,142	1.04	\$4,844	\$5,635	\$6,110
<b>State Market Average</b>					1	\$3,091	\$3,748	\$4,142	1.04	\$4,844	\$5,635	\$6,110
<b>6630</b>	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				51	\$3,690	\$4,303	\$4,793		\$5,909	\$6,653	\$7,257

**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	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	21	692	\$3,409	\$4,284	\$4,950	1.02	\$5,251	\$6,268	\$7,042	92.4%	99.6%	103.3%	88.9%	94.2%	97.0%
<b>Non-Corrections/Non-Management Weighted Average</b>					692	\$3,409	\$4,284	\$4,950	1.02	\$5,251	\$6,268	\$7,042	92.4%	99.6%	103.3%	88.9%	94.2%	97.0%
<b>6630</b>	<b>STATEWIDE Weighted Average</b>				692	\$3,409	\$4,284	\$4,950	1.02	\$5,251	\$6,268	\$7,042	92.4%	99.6%	103.3%	88.9%	94.2%	97.0%

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6632 JV PROB/SOC SV OF/JV COR COUNSELOR

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-LaneCo	K002		Juvenile Counselor 2		5	\$4,040	\$5,334	\$5,597	1.11	\$6,259	\$7,840	\$8,161
<b>County Market Average</b>					5	\$4,040	\$5,334	\$5,597	1.11	\$6,259	\$7,840	\$8,161
2018-ST-CA	9581	K	YOUTH CORRECTIONAL COUNSELOR		77	\$5,751	\$6,881	\$7,236	1.06	\$8,067	\$9,422	\$9,847
2018-ST-NV	12.562	35	YOUTH TRAINING CENTER COUNSELOR			\$4,055		\$6,024		\$5,649		\$7,947
2018-ST-WA	355H	48	JUVENILE REHABILITATION RESIDENT		77	\$3,316	\$4,106	\$4,461	1.06	\$5,115	\$6,067	\$6,494
<b>State Market Average</b>					153	\$4,530	\$5,494	\$5,850	1.06	\$6,585	\$7,744	\$8,169
6632	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				158	\$4,515	\$5,489	\$5,842		\$6,574	\$7,747	\$8,169

OREGON  
COMPARISON  
TO  
MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	MARKET COMPARISONS												
						SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS								
						SR Min	Emp Avg	SR Max		SR Min to SR Min	Avg to Avg	SR Max to SR Max						
OAI	SEIU STRIKEABLE INST COALITION	A	P	24	11	\$3,918	\$5,573	\$5,711	1.16	\$5,843	\$7,766	\$7,927	86.8%	101.5%	97.8%	88.9%	100.2%	97.0%
<b>Non-Corrections/Non-Management Weighted Average</b>					11	\$3,918	\$5,573	\$5,711	1.16	\$5,843	\$7,766	\$7,927	86.8%	101.5%	97.8%	88.9%	100.2%	97.0%
6632	<b>STATEWIDE Weighted Average</b>				11	\$3,918	\$5,573	\$5,711	1.16	\$5,843	\$7,766	\$7,927	86.8%	101.5%	97.8%	88.9%	100.2%	97.0%

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## 6633 JUVENILE PAROLE/PROB ASSISTANT

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-MarionCo	200		Juvenile Probation Officer Trainee			\$3,886		\$5,209		\$6,185		\$7,798
2018-OR-MultCo	6285		Juvenile Counseling Assistant		1	\$4,364	\$4,876	\$5,344	1.00	\$6,778	\$7,403	\$7,974
2018-WA-ClarkCo	604		Juvenile Detention Officer			\$3,688		\$4,721		\$5,815		\$7,060
<b>County Market Average</b>					1	\$3,979	\$4,876	\$5,091	1.00	\$6,260	\$7,403	\$7,611
2018-ST-WA	355E	41	JUVENILE REHABILITATION COUNS		21	\$2,812	\$3,348	\$3,748	1.02	\$4,507	\$5,154	\$5,635
<b>State Market Average</b>					21	\$2,812	\$3,348	\$3,748	1.02	\$4,507	\$5,154	\$5,635
<b>6633</b>	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				22	\$2,958	\$3,418	\$3,915		\$4,726	\$5,256	\$5,882

### OREGON COMPARISON TO MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	MARKET COMPARISONS												
						SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS								
						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			
ACC	AFSCME AT OR YOUTH AUTHORITY	A	A	22	13	\$3,322	\$4,518	\$4,897	1.10	\$5,349	\$6,812	\$7,275	112.3%	132.2%	125.1%	113.2%	129.6%	123.7%
<b>Non-Corrections/Non-Management Weighted Average</b>					13	\$3,322	\$4,518	\$4,897	1.10	\$5,349	\$6,812	\$7,275	112.3%	132.2%	125.1%	113.2%	129.6%	123.7%
<b>6633</b>	<b>STATEWIDE Weighted Average</b>				13	\$3,322	\$4,518	\$4,897	1.10	\$5,349	\$6,812	\$7,275	112.3%	132.2%	125.1%	113.2%	129.6%	123.7%



**6634 JUVENILE PAROLE/PROB OFFICER**

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-JackCo	207		Juvenile Probation Officer			\$3,933		\$5,188		\$6,577	\$8,108	
2018-OR-MarionCo	201		Juvenile Probation Officer		22	\$3,912	\$5,373	\$5,243	1.17	\$6,217	\$7,998	\$7,840
2018-OR-MultCo	6272		Juvenile Counselor		29	\$5,046	\$5,880	\$6,186	1.05	\$7,611	\$8,628	\$9,002
2018-OR-WashCo	203		Juvenile Counselor II		29	\$5,085	\$5,744	\$6,180	1.02	\$7,330	\$8,113	\$8,630
2018-WA-ClarkCo	800		Juvenile Probation Counselor			\$4,515		\$5,761		\$6,811	\$8,312	
2018-WA-KingCo	5210200		Community Surveillance Officer		7	\$4,050	\$4,778	\$5,145	1.04	\$6,344	\$7,221	\$7,664
2018-WA-KingCo	6213100		Juvenile Probation Counselor		47	\$5,289	\$5,219	\$6,728	0.87	\$7,837	\$7,752	\$9,571
2018-WA-ThrstnCo	4210		JUVENILE PROBATION COUNSELOF		18	\$4,633	\$5,825	\$6,162	1.08	\$6,890	\$8,326	\$8,732
<b>County Market Average</b>					152	\$4,861	\$5,519	\$6,156	1.03	\$7,274	\$8,067	\$8,837
2018-ST-CA	9701	K	PAROLE AGENT I YOUTH AUTHORIT		25	\$6,638	\$7,867	\$7,968	1.08	\$9,130	\$10,603	\$10,724
2018-ST-NV	13.266	39	YOUTH PAROLE COUNSELOR 2		7	\$4,825		\$7,225		\$6,548	\$9,348	
2018-ST-WA	355G	48	JUVENILE REHABILITATION COMMML		20	\$3,316	\$4,240	\$4,461	1.09	\$5,115	\$6,228	\$6,494
<b>State Market Average</b>					52	\$5,117	\$6,255	\$6,519	1.08	\$7,238	\$8,658	\$8,912
<b>6634</b>	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				204	\$4,926	\$5,687	\$6,248		\$7,265	\$8,202	\$8,856

**OREGON  
COMPARISON  
TO  
MARKET**

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
ACC	AFSCME AT OR YOUTH AUTHORITY	A	A	28	74	\$4,400	\$6,237	\$6,614	1.13	\$6,667	\$8,912	\$9,374	89.3%	109.7%	105.9%	91.8%	108.7%	105.8%
<b>Non-Corrections/Non-Management Weighted Average</b>					74	\$4,400	\$6,237	\$6,614	1.13	\$6,667	\$8,912	\$9,374	89.3%	109.7%	105.9%	91.8%	108.7%	105.8%
<b>6634</b>	<b>STATEWIDE Weighted Average</b>				74	\$4,400	\$6,237	\$6,614	1.13	\$6,667	\$8,912	\$9,374	89.3%	109.7%	105.9%	91.8%	108.7%	105.8%

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## 6647 VOC REHABILITATION COUNSELOR

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-CompAnalyst	HC07000350		Vocational Rehabilitation Counselor			\$4,302	\$5,402	\$6,328	1.02	\$5,977	\$7,239	\$8,302
<b>Purchased Market Average</b>						\$4,302	\$5,402	\$6,328	1.02	\$5,977	\$7,239	\$8,302
2018-ST-NV	12.427	34	REHABILITATION COUNSELOR 2		8	\$3,886		\$5,762		\$5,452		\$7,641
2018-ST-WA	353L	51	VOCATIONAL REHAB COUNSELOR ;		8	\$3,593	\$4,345	\$4,833	1.03	\$5,448	\$6,355	\$6,943
<b>State Market Average</b>						\$3,740	\$4,345	\$5,298	1.03	\$5,450	\$6,355	\$7,292
6647	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				15	\$3,775	\$4,470	\$5,362		\$5,483	\$6,459	\$7,355

### 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	Salary			Salary and Benefits		
													SR Min 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	113	\$4,096	\$5,342	\$5,993	1.06	\$6,050	\$7,498	\$8,255	108.5%	119.5%	111.8%	110.3%	116.1%	112.2%
OAI	SEIU STRIKEABLE INST COALITION	A	P	25	5	\$4,096	\$5,457	\$5,993	1.08	\$6,050	\$7,632	\$8,255	108.5%	122.1%	111.8%	110.3%	118.2%	112.2%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	25	10	\$4,096	\$5,474	\$5,993	1.09	\$6,050	\$7,652	\$8,255	108.5%	122.5%	111.8%	110.3%	118.5%	112.2%
<b>Non-Corrections/Non-Management Weighted Average</b>					128	\$4,096	\$5,356	\$5,993	1.06	\$6,050	\$7,515	\$8,255	108.5%	119.8%	111.8%	110.3%	116.3%	112.2%
6647	<b>STATEWIDE Weighted Average</b>				128	\$4,096	\$5,356	\$5,993	1.06	\$6,050	\$7,515	\$8,255	108.5%	119.8%	111.8%	110.3%	116.3%	112.2%

6648 VOC REHABILITATION SPECIALIST

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-MIL-NWHCS	01.24		Vocational Rehabilitation Counselor	6	14	\$4,547	\$5,409	\$6,605	0.97	\$6,258	\$7,247	\$8,619
<b>Purchased Market Average</b>				6	14	\$4,547	\$5,409	\$6,605	0.97	\$6,258	\$7,247	\$8,619
2018-ST-CA	9818	C	SENIOR VOCATIONAL REHABILITAT		107	\$4,122	\$5,265	\$5,408	1.10	\$6,115	\$7,485	\$7,657
2018-ST-WA	353N	57	VOCATIONAL REHAB COUNSELOR			\$4,142		\$5,568		\$6,110		\$7,828
<b>State Market Average</b>					107	\$4,122	\$5,265	\$5,410	1.10	\$6,115	\$7,485	\$7,658
6648	<b>OVERALL WEIGHTED MARKET AVERAGE</b>			6	121	\$4,171	\$5,282	\$5,547		\$6,132	\$7,458	\$7,769

OREGON  
COMPARISON  
TO  
MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	26	7	\$4,295	\$6,280	\$6,280	1.19	\$6,281	\$8,589	\$8,589	103.0%	118.9%	113.2%	102.4%	115.2%	110.6%
<b>Non-Corrections/Non-Management Weighted Average</b>					7	\$4,295	\$6,280	\$6,280	1.19	\$6,281	\$8,589	\$8,589	103.0%	118.9%	113.2%	102.4%	115.2%	110.6%
6648	<b>STATEWIDE Weighted Average</b>				7	\$4,295	\$6,280	\$6,280	1.19	\$6,281	\$8,589	\$8,589	103.0%	118.9%	113.2%	102.4%	115.2%	110.6%

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## 6658 HUMAN SERVICES SPECIALIST 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-MultCo	6298		Case Manager 1		49	\$3,668	\$4,057	\$4,493	0.99	\$5,928	\$6,403	\$6,935
<b>County Market Average</b>					49	\$3,668	\$4,057	\$4,493	0.99	\$5,928	\$6,403	\$6,935
2018-ST-NV	12.379	28	FAMILY SERVICES SPECIALIST 1		49	\$3,031		\$4,426		\$4,454		\$6,081
2018-ST-WA	165H	43	FINANCIAL SERVICES SPECIALIST 2			\$2,947		\$3,942		\$4,670		\$5,869
<b>State Market Average</b>					49	\$3,029		\$4,416		\$4,458		\$6,077
6658	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				98	\$3,345	\$4,057	\$4,454		\$5,186	\$6,403	\$6,502

**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	Salary			Salary and Benefits		
										SR Min 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	192	\$2,883	\$3,346	\$4,096	0.96	\$4,640	\$5,177	\$6,050	86.2%	82.5%	92.0%	89.5%	80.9%	93.0%
OAI	SEIU STRIKEABLE INST COALITION	A	P	17	6	\$2,883	\$3,630	\$4,096	1.04	\$4,640	\$5,508	\$6,050	86.2%	89.5%	92.0%	89.5%	86.0%	93.0%
<b>Non-Corrections/Non-Management Weighted Average</b>					198	\$2,883	\$3,354	\$4,096	0.96	\$4,640	\$5,187	\$6,050	86.2%	82.7%	92.0%	89.5%	81.0%	93.0%
6658	<b>STATEWIDE Weighted Average</b>				198	\$2,883	\$3,354	\$4,096	0.96	\$4,640	\$5,187	\$6,050	86.2%	82.7%	92.0%	89.5%	81.0%	93.0%

6659 HUMAN SERVICES SPECIALIST 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-MultCo	6297		Case Manager 2		187	\$4,240	\$4,643	\$5,192	0.98	\$6,627	\$7,119	\$7,789
<b>County Market Average</b>					187	\$4,240	\$4,643	\$5,192	0.98	\$6,627	\$7,119	\$7,789
2018-ST-CA	4414		ASSOCIATE MEDI-CAL ELIGIBILITY /		10	\$4,435	\$5,427	\$5,551	1.09	\$6,490	\$7,679	\$7,827
2018-ST-ID	07000	J	Self-Reliance Specialist		348	\$3,064	\$3,598	\$5,470	0.82	\$4,805	\$5,445	\$7,684
2018-ST-NV	12.376	31	FAMILY SERVICES SPECIALIST 2		600	\$3,429		\$5,041		\$4,918		\$6,800
2018-ST-WA	1651	45	FINANCIAL SERVICES SPECIALIST 3		600	\$3,091	\$3,720	\$4,142	1.03	\$4,844	\$5,602	\$6,110
<b>State Market Average</b>					1,558	\$3,224	\$3,694	\$4,794	0.98	\$4,874	\$5,567	\$6,738
6659	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				1,745	\$3,333	\$3,849	\$4,837		\$5,062	\$5,820	\$6,851

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	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	19	809	\$3,130	\$3,917	\$4,514	1.02	\$4,927	\$5,842	\$6,536	93.9%	101.8%	93.3%	97.3%	100.4%	95.4%
<b>Non-Corrections/Non-Management Weighted Average</b>					809	\$3,130	\$3,917	\$4,514	1.02	\$4,927	\$5,842	\$6,536	93.9%	101.8%	93.3%	97.3%	100.4%	95.4%
6659	<b>STATEWIDE Weighted Average</b>				809	\$3,130	\$3,917	\$4,514	1.02	\$4,927	\$5,842	\$6,536	93.9%	101.8%	93.3%	97.3%	100.4%	95.4%

6660 HUMAN SERVICES SPECIALIST 4

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-ClackCo	239		Case Manager, Senior		5	\$4,049	\$5,015	\$5,118	1.09	\$6,315	\$7,501	\$7,627
2018-OR-MultCo	6296		Case Manager Senior		48	\$4,621	\$5,191	\$5,662	1.01	\$7,092	\$7,788	\$8,362
<b>County Market Average</b>					53	\$4,567	\$5,175	\$5,611	1.05	\$7,019	\$7,761	\$8,293
2018-ST-ID	07008	K	Self-Reliance Specialist, Principal		21	\$3,431	\$4,298	\$6,124	0.88	\$5,245	\$6,282	\$8,467
2018-ST-NV	12.374	32	FAMILY SERVICES SPECIALIST 3		94	\$3,570		\$5,269		\$5,083		\$7,066
2018-ST-WA	165J	47	FINANCIAL SERVICES SPECIALIST 4		159	\$3,236	\$4,180	\$4,348	1.10	\$5,018	\$6,156	\$6,358
<b>State Market Average</b>					274	\$3,365	\$4,194	\$4,800	0.98	\$5,058	\$6,171	\$6,763
6660	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				327	\$3,560	\$4,417	\$4,932		\$5,376	\$6,533	\$7,011

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	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	22	74	\$3,565	\$4,560	\$5,189	1.04	\$5,432	\$6,589	\$7,320	100.1%	103.2%	105.2%	101.1%	100.9%	104.4%
<b>Non-Corrections/Non-Management Weighted Average</b>					74	\$3,565	\$4,560	\$5,189	1.04	\$5,432	\$6,589	\$7,320	100.1%	103.2%	105.2%	101.1%	100.9%	104.4%
6660	<b>STATEWIDE Weighted Average</b>				74	\$3,565	\$4,560	\$5,189	1.04	\$5,432	\$6,589	\$7,320	100.1%	103.2%	105.2%	101.1%	100.9%	104.4%

# 2018 Oregon Salary and Benefit Report

Data Effective Date: 7/1/2018

## 6680 CHAPLAIN

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2018-OR-MultCo	9007		Chaplain		2	\$4,099	\$5,024	\$5,738	1.02	\$6,454	\$7,584	\$8,455	
2018-OR-WashCo	276		Chaplain		1	\$5,752	\$5,595	\$6,991	0.88	\$8,122	\$7,936	\$9,592	
<b>County Market Average</b>					3	\$4,650	\$5,215	\$6,156	0.94	\$7,010	\$7,701	\$8,834	
2018-CompAnalyst	HC07000404		Chaplain - Healthcare	5	98	\$3,770	\$4,871	\$5,672	1.03	\$5,367	\$6,630	\$7,549	
2018-MIL-NWHCS	05.04		Chaplain	39	98	\$4,304	\$5,510	\$6,654	1.01	\$5,980	\$7,363	\$8,675	
<b>Purchased Market Average</b>					44	196	\$4,037	\$5,191	\$6,163	1.02	\$5,674	\$6,996	\$8,112
2018-ST-CA	9916		CATHOLIC CHAPLAIN		41	\$4,287	\$5,140	\$5,627	1.04	\$6,312	\$7,335	\$7,918	
2018-ST-ID	09484	L	Religious Activities Coordinator		1	\$3,872	\$5,326	\$6,915	0.96	\$5,772	\$7,512	\$9,413	
2018-ST-NV	12.583	34	INSTITUTIONAL CHAPLAIN		7	\$3,886		\$5,762		\$5,452		\$7,641	
2018-ST-WA	3631	51	CHAPLAIN		23	\$3,802	\$4,921	\$5,114	1.10	\$5,700	\$7,048	\$7,281	
<b>State Market Average</b>					72	\$4,087	\$5,065	\$5,494	1.03	\$6,026	\$7,236	\$7,709	
6680	<b>OVERALL WEIGHTED MARKET AVERAGE</b>			44	271	\$4,057	\$5,160	\$5,985		\$5,782	\$7,064	\$8,013	

**OREGON  
COMPARISON  
TO  
MARKET**

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
AAON	AFSCME AT DOC SECURITY PLUS	A	A	23	18	\$4,239	\$5,701	\$5,853	1.13	\$6,470	\$8,257	\$8,443	104.5%	110.5%	97.8%	111.9%	116.9%	105.4%
CP	AOCE AT DOC NONSECURITY	A	A	23	3	\$4,234	\$5,416	\$5,832	1.08	\$6,464	\$7,909	\$8,418	104.4%	105.0%	97.4%	111.8%	112.0%	105.1%
<b>Corrections Weighted Average</b>					21	\$4,238	\$5,660	\$5,850	1.12	\$6,469	\$8,207	\$8,440	104.5%	109.7%	97.7%	111.9%	116.2%	105.3%
OAI	SEIU STRIKEABLE INST COALITION	A	P	24	4	\$3,918	\$5,208	\$5,711	1.08	\$5,843	\$7,342	\$7,927	96.6%	100.9%	95.4%	101.1%	103.9%	98.9%
<b>Non-Corrections/Non-Management Weighted Average</b>					4	\$3,918	\$5,208	\$5,711	1.08	\$5,843	\$7,342	\$7,927	96.6%	100.9%	95.4%	101.1%	103.9%	98.9%
6680	<b>STATEWIDE Weighted Average</b>				25	\$4,187	\$5,588	\$5,828	1.12	\$6,369	\$8,069	\$8,358	103.2%	108.3%	97.4%	110.2%	114.2%	104.3%

6684 PREADMISSIONS SCREENING SPEC

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-JackCo	548		Developmental Disability Specialist			\$3,765		\$4,957		\$6,372		\$7,827
<b>County Market Average</b>						\$3,765		\$4,957		\$6,372		\$7,827
2018-CompAnalyst	HC07000488		Intake Coordinator			\$3,463	\$4,215	\$5,307	0.96	\$5,015	\$5,878	\$7,130
<b>Purchased Market Average</b>						\$3,463	\$4,215	\$5,307	0.96	\$5,015	\$5,878	\$7,130
6684	<b>OVERALL WEIGHTED MARKET AVERAGE</b>					\$3,614	\$4,215	\$5,132		\$5,693	\$5,878	\$7,478

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	Salary			Salary and Benefits		
													SR Min 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	24	44	\$3,918	\$5,166	\$5,711	1.07	\$5,843	\$7,294	\$7,927	108.4%	122.6%	111.3%	102.6%	124.1%	106.0%
<b>Non-Corrections/Non-Management Weighted Average</b>					44	\$3,918	\$5,166	\$5,711	1.07	\$5,843	\$7,294	\$7,927	108.4%	122.6%	111.3%	102.6%	124.1%	106.0%
6684	<b>STATEWIDE Weighted Average</b>				44	\$3,918	\$5,166	\$5,711	1.07	\$5,843	\$7,294	\$7,927	108.4%	122.6%	111.3%	102.6%	124.1%	106.0%



**6685 CLIENT CARE SURVEYOR**

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-ST-CA	8011		HEALTH FACILITIES EVALUATOR NL		163	\$4,955	\$6,118	\$6,508	1.07	\$7,114	\$8,507	\$8,974
2018-ST-ID	07931	L	Health Facility Surveyor		31	\$3,872	\$5,882	\$6,915	1.06	\$5,772	\$8,177	\$9,413
2018-ST-NV	10.509	35	HEALTH FACILITIES INSP 2		24	\$4,055		\$6,024		\$5,649		\$7,947
2018-ST-WA	283E	53	LONG TERM CARE SURVEYOR		61	\$3,748	\$4,898	\$5,046	1.11	\$5,635	\$7,020	\$7,200
<b>State Market Average</b>					279	\$4,493	\$5,798	\$6,192	1.08	\$6,515	\$8,111	\$8,547
<b>6685</b>	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				279	\$4,493	\$5,798	\$6,192		\$6,515	\$8,111	\$8,547

**OREGON  
COMPARISON  
TO  
MARKET**

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	MARKET COMPARISONS												
						SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS								
						SR Min	Emp Avg	SR Max		SR Min to SR Min	Avg to Avg	SR Max to SR Max						
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	28	66	\$4,727	\$6,493	\$6,905	1.12	\$6,783	\$8,836	\$9,315	105.2%	112.0%	111.5%	104.1%	108.9%	109.0%
<b>Non-Corrections/Non-Management Weighted Average</b>					66	\$4,727	\$6,493	\$6,905	1.12	\$6,783	\$8,836	\$9,315	105.2%	112.0%	111.5%	104.1%	108.9%	109.0%
<b>6685</b>	<b>STATEWIDE Weighted Average</b>				66	\$4,727	\$6,493	\$6,905	1.12	\$6,783	\$8,836	\$9,315	105.2%	112.0%	111.5%	104.1%	108.9%	109.0%

6698 BUSINESS & EMPLOYMENT SPEC 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-LaneCo	M003		Employment Specialist 1			\$3,234		\$4,482		\$5,274	\$6,799	
<b>County Market Average</b>						\$3,234		\$4,482		\$5,274	\$6,799	
2018-ST-CA	9204	B	EMPLOYMENT DEVELOPMENT SPEI		18	\$4,041	\$4,842	\$5,059	1.06	\$6,018	\$6,978	\$7,238
2018-ST-ID	08856	I	Workforce Consultant		3	\$2,715	\$2,801	\$4,850	0.72	\$4,388	\$4,491	\$6,942
2018-ST-NV	12.159	26	WORKFORCE SERVICES REP 1		18	\$2,794		\$4,055		\$4,178		\$5,649
2018-ST-WA	358F	41	WORKSOURCE SPECIALIST 2		11	\$2,812	\$3,195	\$3,748	0.97	\$4,507	\$4,968	\$5,635
<b>State Market Average</b>						\$3,244	\$4,090	\$4,398	0.93	\$4,927	\$6,061	\$6,297
6698	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				51	\$3,244	\$4,090	\$4,400		\$4,934	\$6,061	\$6,307

OREGON  
COMPARISON  
TO  
MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	19	53	\$3,130	\$3,250	\$4,514	0.85	\$4,927	\$5,066	\$6,536	96.5%	79.4%	102.6%	99.9%	83.6%	103.6%
UA	UNREPRESENTED	A	A	19	1	\$2,925	\$3,182	\$4,216	0.89	\$4,864	\$5,178	\$6,442	90.2%	77.8%	95.8%	98.6%	85.4%	102.1%
<b>Non-Corrections/Non-Management Weighted Average</b>					54	\$3,126	\$3,248	\$4,508	0.85	\$4,926	\$5,068	\$6,534	96.4%	79.4%	102.5%	99.8%	83.6%	103.6%
6698	<b>STATEWIDE Weighted Average</b>				54	\$3,126	\$3,248	\$4,508	0.85	\$4,926	\$5,068	\$6,534	96.4%	79.4%	102.5%	99.8%	83.6%	103.6%

6699 BUSINESS & EMPLOYMENT SPEC 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-LaneCo	M004		Employment Specialist 2		11	\$3,572	\$4,726	\$4,950	1.11	\$5,687	\$7,097	\$7,371
<b>County Market Average</b>					11	\$3,572	\$4,726	\$4,950	1.11	\$5,687	\$7,097	\$7,371
2018-ST-CA	9216	A	EMPLOYMENT DEVELOPMENT SPEI		49	\$4,435	\$5,377	\$5,551	1.08	\$6,490	\$7,618	\$7,827
2018-ST-ID	08854	J	Workforce Consultant, Senior		110	\$3,064	\$3,655	\$5,470	0.84	\$4,805	\$5,513	\$7,684
2018-ST-NV	12.157	30	WORKFORCE SERVICES REP 3		53	\$3,288		\$4,825		\$4,754		\$6,548
2018-ST-WA	358G	44	WORKSOURCE SPECIALIST 3		110	\$3,013	\$3,802	\$4,045	1.08	\$4,750	\$5,700	\$5,993
<b>State Market Average</b>					322	\$3,292	\$4,029	\$4,889	1.00	\$5,035	\$5,974	\$6,941
6699	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				333	\$3,302	\$4,057	\$4,891		\$5,056	\$6,018	\$6,955

OREGON  
COMPARISON  
TO  
MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	21	338	\$3,409	\$4,448	\$4,950	1.06	\$5,251	\$6,459	\$7,042	103.3%	109.6%	101.2%	103.9%	107.3%	101.3%
<b>Non-Corrections/Non-Management Weighted Average</b>					338	\$3,409	\$4,448	\$4,950	1.06	\$5,251	\$6,459	\$7,042	103.3%	109.6%	101.2%	103.9%	107.3%	101.3%
6699	<b>STATEWIDE Weighted Average</b>				338	\$3,409	\$4,448	\$4,950	1.06	\$5,251	\$6,459	\$7,042	103.3%	109.6%	101.2%	103.9%	107.3%	101.3%

**6708 MENTAL HEALTH SECURITY TECH**

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-ST-CA	8253	R	PSYCHIATRIC TECHNICIAN (SAFETY)		176	\$5,118	\$5,499	\$5,505	1.04	\$7,309	\$7,765	\$7,772
2018-ST-WA	347J	42	PSYCHIATRIC SECURITY ATTENDANT		176	\$2,880	\$3,516	\$3,846	1.05	\$4,589	\$5,356	\$5,753
<b>State Market Average</b>					352	\$3,999	\$4,508	\$4,675	1.04	\$5,949	\$6,560	\$6,762
6708	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				352	\$3,999	\$4,508	\$4,675		\$5,949	\$6,560	\$6,762

**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	Salary			Salary and Benefits		
													SR Min 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	17	2	\$2,883	\$3,398	\$4,096	0.97	\$4,640	\$5,238	\$6,050	72.1%	75.4%	87.6%	78.0%	79.8%	89.5%
OXNI	SEIU NONSTRIKE INST COALITION	A	P	17	69	\$3,124	\$3,904	\$4,491	1.03	\$4,920	\$5,827	\$6,509	78.1%	86.6%	96.1%	82.7%	88.8%	96.3%
<b>Non-Corrections/Non-Management Weighted Average</b>					71	\$3,117	\$3,890	\$4,480	1.02	\$4,912	\$5,810	\$6,496	77.9%	86.3%	95.8%	82.6%	88.6%	96.1%
6708	<b>STATEWIDE Weighted Average</b>				71	\$3,117	\$3,890	\$4,480	1.02	\$4,912	\$5,810	\$6,496	77.9%	86.3%	95.8%	82.6%	88.6%	96.1%

**6711 MENTAL HEALTH THERAPIST 1**

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-JackCo	520		Qualified Mental Health Associate I			\$3,016		\$3,954		\$5,458		\$6,602
2018-OR-LaneCo	B011		Mental Health Associate		9	\$3,401	\$3,778	\$4,704	0.93	\$5,477	\$5,938	\$7,070
2018-OR-MarionCo	551		Mental Health Associate		33	\$3,371	\$3,986	\$4,512	1.01	\$5,557	\$6,307	\$6,949
<b>County Market Average</b>					42	\$3,369	\$3,941	\$4,539	0.97	\$5,538	\$6,228	\$6,966
2018-ST-CA	9890		INDIVIDUAL PROGRAM COORDINAT		22	\$3,127	\$4,087	\$4,105	1.13	\$4,923	\$6,073	\$6,094
2018-ST-ID	07798	H	Developmental Disabilities Technician,			\$2,326		\$4,154		\$3,922		\$6,110
2018-ST-NV	10.356	25	MENTAL HEALTH TECHNICIAN 2		28	\$2,687		\$3,886		\$4,053		\$5,452
2018-ST-WA	347M	41	MENTAL HEALTH TECHNICIAN 2		24	\$2,812	\$3,789	\$3,748	1.16	\$4,507	\$5,684	\$5,635
<b>State Market Average</b>					74	\$2,851	\$3,931	\$3,910	1.14	\$4,452	\$5,870	\$5,708
<b>6711</b>	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				116	\$3,040	\$3,936	\$4,139		\$4,848	\$6,041	\$6,166

**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	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
OXNI	SEIU NONSTRIKE INST COALITION	A	P	17	59	\$3,124	\$4,363	\$4,491	1.15	\$4,920	\$6,360	\$6,509	102.8%	110.8%	108.5%	101.5%	105.3%	105.6%
<b>Non-Corrections/Non-Management Weighted Average</b>					59	\$3,124	\$4,363	\$4,491	1.15	\$4,920	\$6,360	\$6,509	102.8%	110.8%	108.5%	101.5%	105.3%	105.6%
<b>6711</b>	<b>STATEWIDE Weighted Average</b>				59	\$3,124	\$4,363	\$4,491	1.15	\$4,920	\$6,360	\$6,509	102.8%	110.8%	108.5%	101.5%	105.3%	105.6%

**6712 MENTAL HEALTH THERAPIST 2**

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-JackCo	521		Qualified Mental Health Associate II			\$3,442		\$4,526		\$5,978		\$7,300
2018-OR-LaneCo	B068		Mental Health Specialist 1		18	\$3,754	\$4,104	\$5,203	0.92	\$5,909	\$6,336	\$7,680
2018-OR-MarionCo	552		Mental Health Specialist 1		3	\$3,501	\$4,209	\$4,692	1.03	\$5,716	\$6,579	\$7,169
2018-OR-WashCo	232		Mental Health Specialist I		1	\$4,837	\$5,447	\$5,878	1.02	\$7,037	\$7,760	\$8,272
<b>County Market Average</b>					22	\$3,755	\$4,179	\$5,137	0.99	\$5,936	\$6,434	\$7,623
2018-MIL-NWHCS	05.06		Mental Health Specialist	16	105	\$3,518	\$4,205	\$5,585	0.92	\$5,077	\$5,866	\$7,449
<b>Purchased Market Average</b>					16	\$3,518	\$4,205	\$5,585	0.92	\$5,077	\$5,866	\$7,449
2018-ST-ID	07776	J	Psychiatric Treatment Coordinator		13	\$3,064	\$3,597	\$5,470	0.82	\$4,805	\$5,443	\$7,684
2018-ST-NV	10.346	27	MENTAL HEALTH TECHNICIAN 3		98	\$2,910		\$4,239		\$4,313		\$5,863
2018-ST-WA	347N	44	MENTAL HEALTH TECHNICIAN 3		46	\$3,013	\$3,896	\$4,045	1.10	\$4,750	\$5,813	\$5,993
<b>State Market Average</b>					157	\$2,953	\$3,830	\$4,284	0.95	\$4,482	\$5,732	\$6,052
6712	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				16	\$3,225	\$4,083	\$4,831		\$4,818	\$5,891	\$6,692

**OREGON  
COMPARISON  
TO  
MARKET**

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
OXNI	SEIU NONSTRIKE INST COALITION	A	P	19	175	\$3,400	\$4,511	\$4,940	1.08	\$5,241	\$6,532	\$7,031	105.4%	110.5%	102.3%	108.8%	110.9%	105.1%
<b>Non-Corrections/Non-Management Weighted Average</b>					175	\$3,400	\$4,511	\$4,940	1.08	\$5,241	\$6,532	\$7,031	105.4%	110.5%	102.3%	108.8%	110.9%	105.1%
6712	<b>STATEWIDE Weighted Average</b>				175	\$3,400	\$4,511	\$4,940	1.08	\$5,241	\$6,532	\$7,031	105.4%	110.5%	102.3%	108.8%	110.9%	105.1%

6720 PSYCHIATRIC SOCIAL WORKER

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-CompAnalyst	HC07000289		Medical Social Worker (MSW)	10	235	\$4,061	\$5,228	\$6,046	1.04	\$5,701	\$7,039	\$7,978
2018-CompAnalyst	HC07000427		Licensed Clinical Social Worker			\$5,133	\$5,701	\$7,325	0.91	\$6,930	\$7,582	\$9,445
2018-MIL-NWHCS	05.05		Mental Health Practitioner	25	235	\$4,868	\$6,556	\$7,192	1.09	\$6,626	\$8,563	\$9,292
<b>Purchased Market Average</b>				35	471	\$4,466	\$5,892	\$6,620	1.01	\$6,165	\$7,801	\$8,636
2018-ST-CA	9872	V	CLINICAL SOCIAL WORKER (HEALTI		158	\$5,734	\$7,138	\$7,292	1.10	\$8,046	\$9,729	\$9,914
2018-ST-ID	06820	L	Clinician		225	\$3,872	\$4,921	\$6,915	0.89	\$5,772	\$7,027	\$9,413
2018-ST-NV	10.144	37	CLINICAL SOCIAL WORKER 2		42	\$4,426		\$6,596		\$6,081		\$8,614
2018-ST-WA	352J	64	PSYCHIATRIC SOCIAL WORKER 2		2	\$4,731	\$6,286	\$6,364	1.13	\$6,820	\$8,693	\$8,787
<b>State Market Average</b>					427	\$4,619	\$5,838	\$7,020	1.04	\$6,649	\$8,144	\$9,517
6720	<b>OVERALL WEIGHTED MARKET AVERAGE</b>			35	898	\$4,539	\$5,867	\$6,810		\$6,395	\$7,955	\$9,055

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	Salary			Salary and Benefits		
													SR Min 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	A	28	6	\$4,417	\$5,025	\$6,453	0.92	\$6,688	\$7,431	\$9,177	97.3%	85.6%	94.8%	104.6%	93.4%	101.3%
OAI	SEIU STRIKEABLE INST COALITION	A	P	28	60	\$4,727	\$6,256	\$6,905	1.08	\$6,783	\$8,560	\$9,315	104.1%	106.6%	101.4%	106.1%	107.6%	102.9%
<b>Non-Corrections/Non-Management Weighted Average</b>					66	\$4,699	\$6,144	\$6,864	1.06	\$6,775	\$8,457	\$9,303	103.5%	104.7%	100.8%	105.9%	106.3%	102.7%
6720	<b>STATEWIDE Weighted Average</b>				66	\$4,699	\$6,144	\$6,864	1.06	\$6,775	\$8,457	\$9,303	103.5%	104.7%	100.8%	105.9%	106.3%	102.7%

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## 6720-W PSYCHIATRIC SOCIAL WORKER

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-ST-CA	9872	V	CLINICAL SOCIAL WORKER (HEALTI		40	\$5,734	\$7,138	\$7,292	1.10	\$8,046	\$9,729	\$9,914
2018-ST-WA	352J	64	PSYCHIATRIC SOCIAL WORKER 2		2	\$4,731	\$6,286	\$6,364	1.13	\$6,820	\$8,693	\$8,787
<b>State Market Average</b>					42	\$5,686	\$7,097	\$7,248	1.11	\$7,988	\$9,679	\$9,860
<b>6720-W OVERALL WEIGHTED MARKET AVERAGE</b>					42	\$5,686	\$7,097	\$7,248		\$7,988	\$9,679	\$9,860

### OREGON COMPARISON TO MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
AAON	AFSCME AT DOC SECURITY PLUS	W	A	26	46	\$4,855	\$5,975	\$7,072	1.00	\$7,223	\$8,593	\$9,934	85.4%	84.2%	97.6%	90.4%	88.8%	100.7%
CP	AOCE AT DOC NONSECURITY	W	A	26	16	\$4,855	\$5,355	\$7,072	0.90	\$7,223	\$7,835	\$9,934	85.4%	75.5%	97.6%	90.4%	80.9%	100.7%
<b>Corrections Weighted Average</b>					62	\$4,855	\$5,815	\$7,072	0.98	\$7,223	\$8,397	\$9,934	85.4%	81.9%	97.6%	90.4%	86.8%	100.7%
6720	<b>STATEWIDE Weighted Average</b>				62	\$4,855	\$5,815	\$7,072	0.98	\$7,223	\$8,397	\$9,934	85.4%	81.9%	97.6%	90.4%	86.8%	100.7%



# 2018 Oregon Salary and Benefit Report

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## 6726 HABILITATIVE TRAINING TECH 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-CompAnalyst	HC07000642		Behavioral Home Care Aide			\$2,093	\$2,564	\$3,123	0.98	\$3,443	\$3,983	\$4,624
<b>Purchased Market Average</b>						\$2,093	\$2,564	\$3,123	0.98	\$3,443	\$3,983	\$4,624
2018-ST-NV	10.347	27	DEVELOPMENTAL SUPPORT TECH :		38	\$2,910		\$4,239		\$4,313		\$5,863
2018-ST-WA	345G	36	ATTENDANT COUNSELOR 2		156	\$2,504	\$3,146	\$3,316	1.08	\$4,137	\$4,910	\$5,115
<b>State Market Average</b>						\$2,584	\$3,146	\$3,497	1.08	\$4,171	\$4,910	\$5,262
<b>6726 OVERALL WEIGHTED MARKET AVERAGE</b>						\$2,581	\$3,143	\$3,495		\$4,168	\$4,904	\$5,259

**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	Salary			Salary and Benefits		
													SR Min 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	A	16	22	\$2,605	\$3,443	\$3,662	1.10	\$4,473	\$5,497	\$5,765	100.9%	109.6%	104.8%	107.3%	112.1%	109.6%
<b>Non-Corrections/Non-Management Weighted Average</b>						\$2,605	\$3,443	\$3,662	1.10	\$4,473	\$5,497	\$5,765	100.9%	109.6%	104.8%	107.3%	112.1%	109.6%
<b>6726 STATEWIDE Weighted Average</b>						\$2,605	\$3,443	\$3,662	1.10	\$4,473	\$5,497	\$5,765	100.9%	109.6%	104.8%	107.3%	112.1%	109.6%

# 2018 Oregon Salary and Benefit Report

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## 6750 GROUP LIFE COORDINATOR 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-JackCo	211		Juvenile Justice Specialist I			\$3,016		\$3,954		\$5,458		\$6,602
2018-OR-MarionCo	220		Group Worker 2		12	\$3,554	\$4,523	\$4,763	1.09	\$5,780	\$6,962	\$7,255
<b>County Market Average</b>					12	\$3,512	\$4,523	\$4,701	1.09	\$5,755	\$6,962	\$7,205
2018-ST-NV	12.541	29	GROUP SUPERVISOR 1		12	\$3,158		\$4,618		\$4,603		\$6,306
<b>State Market Average</b>					12	\$3,158		\$4,618		\$4,603		\$6,306
6750	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				24	\$3,342	\$4,523	\$4,661		\$5,202	\$6,962	\$6,773

**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	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	A	16	3	\$2,584	\$2,934	\$3,661	0.94	\$4,447	\$4,875	\$5,764	77.3%	64.9%	78.5%	85.5%	70.0%	85.1%
<b>Non-Corrections/Non-Management Weighted Average</b>					3	\$2,584	\$2,934	\$3,661	0.94	\$4,447	\$4,875	\$5,764	77.3%	64.9%	78.5%	85.5%	70.0%	85.1%
6750	<b>STATEWIDE Weighted Average</b>				3	\$2,584	\$2,934	\$3,661	0.94	\$4,447	\$4,875	\$5,764	77.3%	64.9%	78.5%	85.5%	70.0%	85.1%

**6751 GROUP LIFE COORDINATOR 2**

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-JackCo	212		Juvenile Justice Specialist II			\$3,295		\$4,325		\$5,799		\$7,055
2018-OR-LaneCo	K004		Juvenile Group Worker		21	\$3,663	\$4,463	\$5,072	1.02	\$5,797	\$6,775	\$7,519
2018-OR-MultCo	6284		Secure Treatment Services Specialist			\$3,891		\$4,761		\$6,200		\$7,262
<b>County Market Average</b>					21	\$3,657	\$4,463	\$5,026	1.02	\$5,814	\$6,775	\$7,488
2018-ST-NV	12.538	31	GROUP SUPERVISOR 2		21	\$3,429		\$5,041		\$4,918		\$6,800
<b>State Market Average</b>					21	\$3,429		\$5,041		\$4,918		\$6,800
<b>6751</b>	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				<b>43</b>	<b>\$3,548</b>	<b>\$4,463</b>	<b>\$5,033</b>		<b>\$5,386</b>	<b>\$6,775</b>	<b>\$7,159</b>

OREGON  
COMPARISON  
TO  
MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
AU	AFSCME AT MILITARY	A	A	20	16	\$3,050	\$3,469	\$4,417	0.93	\$5,017	\$5,529	\$6,688	86.0%	77.7%	87.8%	93.1%	81.6%	93.4%
OXNI	SEIU NONSTRIKE INST COALITION	A	P	19	390	\$3,400	\$4,362	\$4,940	1.05	\$5,241	\$6,359	\$7,031	95.8%	97.7%	98.1%	97.3%	93.9%	98.2%
<b>Non-Corrections/Non-Management Weighted Average</b>					406	\$3,386	\$4,327	\$4,919	1.04	\$5,232	\$6,326	\$7,017	95.4%	96.9%	97.7%	97.1%	93.4%	98.0%
<b>6751</b>	<b>STATEWIDE Weighted Average</b>				<b>406</b>	<b>\$3,386</b>	<b>\$4,327</b>	<b>\$4,919</b>	<b>1.04</b>	<b>\$5,232</b>	<b>\$6,326</b>	<b>\$7,017</b>	<b>95.4%</b>	<b>96.9%</b>	<b>97.7%</b>	<b>97.1%</b>	<b>93.4%</b>	<b>98.0%</b>

**6752 GROUP LIFE COORDINATOR 3**

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-LaneCo	K005		Juvenile Group Worker, Senior		2	\$4,042	\$5,602	\$5,600	1.16	\$6,261	\$8,167	\$8,165
<b>County Market Average</b>					2	\$4,042	\$5,602	\$5,600	1.16	\$6,261	\$8,167	\$8,165
2018-ST-ID	09444	N	Youth Programs Manager, DJC		1	\$4,837	\$7,275	\$8,637	1.05	\$6,926	\$9,843	\$11,473
2018-ST-NV	12.535	34	GROUP SUPERVISOR 4		4	\$3,886		\$5,762		\$5,452		\$7,641
2018-ST-WA	3551	50	JUVENILE REHABILITATION COORD			\$3,485		\$4,687		\$5,319		\$6,767
<b>State Market Average</b>					5	\$3,978	\$7,275	\$6,062	1.05	\$5,676	\$9,843	\$8,134
<b>6752</b>	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				7	\$3,994	\$6,159	\$5,947		\$5,822	\$8,726	\$8,142

OREGON  
COMPARISON  
TO  
MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	MARKET COMPARISONS												
						SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS								
						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	A	22	5	\$3,331	\$4,207	\$4,851	1.03	\$5,360	\$6,431	\$7,218	83.4%	68.3%	81.6%	92.1%	73.7%	88.7%
<b>Non-Corrections/Non-Management Weighted Average</b>					5	\$3,331	\$4,207	\$4,851	1.03	\$5,360	\$6,431	\$7,218	83.4%	68.3%	81.6%	92.1%	73.7%	88.7%
<b>6752</b>	<b>STATEWIDE Weighted Average</b>				5	\$3,331	\$4,207	\$4,851	1.03	\$5,360	\$6,431	\$7,218	83.4%	68.3%	81.6%	92.1%	73.7%	88.7%

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## 6754 GROUP LIFE SUPERVISOR

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-ST-NV	12.534	36	ASST HEAD GROUP SUPERVISOR		10	\$4,238		\$6,305		\$5,863		\$8,275
2018-ST-WA	355K	50	JUVENILE REHABILITATION SUPERV		10	\$3,485	\$4,476	\$4,687	1.10	\$5,319	\$6,512	\$6,767
<b>State Market Average</b>					20	\$3,862	\$4,476	\$5,496	1.10	\$5,591	\$6,512	\$7,521
6754	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				20	\$3,862	\$4,476	\$5,496		\$5,591	\$6,512	\$7,521

### OREGON COMPARISON TO MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
MMS	MGT SVC SUPERVISORY	A	A	24	5	\$3,945	\$5,013	\$5,551	1.06	\$6,111	\$7,417	\$8,074	102.2%	112.0%	101.0%	109.3%	113.9%	107.4%
<b>Management Weighted Average</b>					5	\$3,945	\$5,013	\$5,551	1.06	\$6,111	\$7,417	\$8,074	102.2%	112.0%	101.0%	109.3%	113.9%	107.4%
6754	<b>STATEWIDE Weighted Average</b>				5	\$3,945	\$5,013	\$5,551	1.06	\$6,111	\$7,417	\$8,074	102.2%	112.0%	101.0%	109.3%	113.9%	107.4%

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6767 DORMITORY COUNSELOR 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-ST-CA	9663	A	NIGHT ATTENDANT, SCHOOL FOR T		6	\$2,320	\$2,761	\$2,908	1.06	\$3,956	\$4,484	\$4,660
2018-ST-ID	07762	H	Cottage Supervisor, Assistant			\$2,326		\$4,154		\$3,922		\$6,110
<b>State Market Average</b>					6	\$2,321	\$2,761	\$3,093	1.06	\$3,951	\$4,484	\$4,875
6767	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				6	\$2,321	\$2,761	\$3,093		\$3,951	\$4,484	\$4,875

OREGON  
COMPARISON  
TO  
MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	16	2	\$2,766	\$3,918	\$3,918	1.17	\$4,504	\$5,843	\$5,843	119.2%	141.9%	126.7%	114.0%	130.3%	119.8%
<b>Non-Corrections/Non-Management Weighted Average</b>					2	\$2,766	\$3,918	\$3,918	1.17	\$4,504	\$5,843	\$5,843	119.2%	141.9%	126.7%	114.0%	130.3%	119.8%
6767	<b>STATEWIDE Weighted Average</b>				2	\$2,766	\$3,918	\$3,918	1.17	\$4,504	\$5,843	\$5,843	119.2%	141.9%	126.7%	114.0%	130.3%	119.8%

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6768 DORMITORY COUNSELOR 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-ST-CA	9713	C	COUNSELOR, SCHOOL FOR THE BL		8	\$3,161	\$3,956	\$3,956	1.11	\$4,964	\$5,917	\$5,917
2018-ST-ID	07761	J	Cottage Supervisor			\$3,064		\$5,470		\$4,805		\$7,684
2018-ST-WA	257J	37	RESIDENTIAL/STUDENT LIFE COUN		16	\$2,561	\$3,181	\$3,398	1.07	\$4,205	\$4,952	\$5,214
<b>State Market Average</b>					24	\$2,775	\$3,442	\$3,662	1.09	\$4,475	\$5,277	\$5,541
<b>6768 OVERALL WEIGHTED MARKET AVERAGE</b>					24	\$2,775	\$3,442	\$3,662		\$4,475	\$5,277	\$5,541

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	Salary			Salary and Benefits		
													SR Min 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	11	\$3,264	\$4,248	\$4,727	1.06	\$5,083	\$6,227	\$6,783	117.6%	123.4%	129.1%	113.6%	118.0%	122.4%
<b>Non-Corrections/Non-Management Weighted Average</b>					11	\$3,264	\$4,248	\$4,727	1.06	\$5,083	\$6,227	\$6,783	117.6%	123.4%	129.1%	113.6%	118.0%	122.4%
6768	<b>STATEWIDE Weighted Average</b>				11	\$3,264	\$4,248	\$4,727	1.06	\$5,083	\$6,227	\$6,783	117.6%	123.4%	129.1%	113.6%	118.0%	122.4%

6779 CORRECTIONAL LIEUTENANT

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-WashCo	122		Jail Sergeant		16	\$7,360	\$8,552	\$8,948	1.05	\$10,030	\$11,444	\$11,913
2018-WA-ClarkCo	310		Corrections Sergeant			\$5,600		\$6,489		\$8,119		\$9,190
2018-WA-ThrstnCo	5315		CORRECTIONS SERGEANT		13	\$5,709	\$6,513	\$6,609	1.06	\$8,186	\$9,154	\$9,270
<b>County Market Average</b>					29	\$6,586	\$7,638	\$7,852	1.05	\$9,167	\$10,417	\$10,677
2018-ST-CA	9656		CORRECTIONAL LIEUTENANT		284	\$6,598	\$8,195	\$8,303	1.10	\$9,082	\$10,995	\$11,125
2018-ST-ID	09201	M	Correctional Manager 1			\$4,377		\$7,820		\$6,377		\$10,496
2018-ST-NV	13.310	40	CORRECTIONAL LIEUTENANT		57	\$5,041		\$7,567		\$6,800		\$9,747
<b>State Market Average</b>					341	\$6,332	\$8,195	\$8,179	1.10	\$8,694	\$10,995	\$10,893
6779	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				370	\$6,353	\$8,143	\$8,153		\$8,732	\$10,942	\$10,876

OREGON  
COMPARISON  
TO  
MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
MMN	MGT SVC NONSUPERVISORY	A	A	28	4	\$4,794	\$6,659	\$6,740	1.15	\$7,149	\$9,429	\$9,528	75.5%	81.8%	82.7%	81.9%	86.2%	87.6%
MMS	MGT SVC SUPERVISORY	A	A	28	112	\$4,794	\$6,455	\$6,740	1.12	\$7,149	\$9,180	\$9,528	75.5%	79.3%	82.7%	81.9%	83.9%	87.6%
<b>Management Weighted Average</b>					116	\$4,794	\$6,462	\$6,740	1.12	\$7,149	\$9,188	\$9,528	75.5%	79.4%	82.7%	81.9%	84.0%	87.6%
6779	<b>STATEWIDE Weighted Average</b>				116	\$4,794	\$6,462	\$6,740	1.12	\$7,149	\$9,188	\$9,528	75.5%	79.4%	82.7%	81.9%	84.0%	87.6%



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## 6780 CORRECTIONAL CAPTAIN

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-WA-ThrstnCo	5320		CORRECTIONS LIEUTENANT		6	\$7,115	\$8,171	\$8,237	1.06	\$9,879	\$11,152	\$11,231
<b>County Market Average</b>					6	\$7,115	\$8,171	\$8,237	1.06	\$9,879	\$11,152	\$11,231
2018-ST-CA	9646		CAPTAIN (ADULT INSTITUTION)		68	\$8,472	\$9,493	\$9,694	1.05	\$11,327	\$12,550	\$12,792
2018-ST-ID	09202	N	Correctional Manager 2		8	\$4,837	\$5,963	\$8,637	0.86	\$6,926	\$8,275	\$11,473
2018-ST-NV	13.309	41	CORRECTIONAL CAPTAIN			\$5,269		\$7,921		\$7,066		\$10,160
<b>State Market Average</b>					76	\$8,050	\$9,119	\$9,561	0.97	\$10,811	\$12,097	\$12,620
<b>6780</b>	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				82	\$7,982	\$9,049	\$9,464		\$10,743	\$12,028	\$12,519

### OREGON COMPARISON TO MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
MMS	MGT SVC SUPERVISORY	A	A	32	47	\$5,828	\$7,742	\$8,172	1.11	\$8,413	\$10,753	\$11,278	73.0%	85.6%	86.3%	78.3%	89.4%	90.1%
<b>Management Weighted Average</b>					47	\$5,828	\$7,742	\$8,172	1.11	\$8,413	\$10,753	\$11,278	73.0%	85.6%	86.3%	78.3%	89.4%	90.1%
<b>6780</b>	<b>STATEWIDE Weighted Average</b>				47	\$5,828	\$7,742	\$8,172	1.11	\$8,413	\$10,753	\$11,278	73.0%	85.6%	86.3%	78.3%	89.4%	90.1%

6787 ADULT PAROLE/PROBATION OFFICER

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2018-OR-ClackCo	482		Probation and Parole Officer 2		30	\$5,200	\$6,285	\$6,594	1.07	\$7,728	\$9,060	\$9,440	
2018-OR-DescCo	1228		Parole & Probation Officer		23	\$4,405	\$5,329	\$6,030	1.02	\$7,008	\$8,138	\$8,997	
2018-OR-JackCo	201		Senior Deputy Parole and Probation Of			\$4,302		\$6,134		\$7,027		\$9,262	
2018-OR-LaneCo	F023		Parole/Probation Officer 2		28	\$4,403	\$5,517	\$5,782	1.08	\$6,701	\$8,063	\$8,388	
2018-OR-MarionCo	274		Deputy Sheriff Parole and Probation Ac		39	\$4,362	\$5,902	\$6,138	1.12	\$6,766	\$8,644	\$8,932	
2018-OR-MultCo	6276		Parole and Probation Officer		128	\$5,314	\$6,363	\$6,779	1.05	\$7,938	\$9,219	\$9,726	
2018-OR-WashCo	222		Probation and Parole Officer II		46	\$5,478	\$6,127	\$6,995	0.98	\$7,797	\$8,567	\$9,597	
<b>County Market Average</b>					294	\$5,041	\$6,096	\$6,554	1.05	\$7,547	\$8,830	\$9,386	
2018-CompAnalyst	LG12000028		Parole Officer	30	30	\$3,928	\$4,987	\$5,448	1.10	\$5,548	\$6,763	\$7,292	
2018-MIL-OPES	13.14		Probation and Parole Officer	1	2	\$4,264	\$4,841	\$5,667	0.97	\$6,447	\$7,140	\$8,133	
<b>Purchased Market Average</b>					31	\$3,949	\$4,978	\$5,462	1.04	\$5,605	\$6,786	\$7,344	
2018-ST-CA	9765	K	PAROLE AGENT I ADULT PAROLE		455	\$6,638	\$7,827	\$7,968	1.07	\$9,130	\$10,555	\$10,724	
2018-ST-ID	09356	K	Probation and Parole Officer, Senior		172	\$3,431	\$3,953	\$6,124	0.81	\$5,245	\$5,869	\$8,467	
2018-ST-NV	12.616	33	PAROLE/PROBATION SPECIALIST 3		89	\$3,732		\$5,516		\$5,272		\$7,354	
2018-ST-WA	383H	55	COMMUNITY CORRECTIONS OFFICI		239	\$3,993	\$5,250	\$5,369	1.12	\$5,931	\$7,444	\$7,588	
<b>State Market Average</b>					955	\$5,127	\$6,346	\$6,756	1.01	\$7,269	\$8,765	\$9,218	
6787	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				31	1,281	\$5,078	\$6,247	\$6,677		\$7,292	\$8,728	\$9,210

OREGON  
COMPARISON  
TO  
MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
AQ	AFSCME DOC PAROLE/PROBAT OFFCR	A	A	26	38	\$4,877	\$6,337	\$6,777	1.09	\$7,250	\$9,035	\$9,573	96.0%	101.4%	101.5%	99.4%	103.5%	103.9%
<b>Corrections Weighted Average</b>					38	\$4,877	\$6,337	\$6,777	1.09	\$7,250	\$9,035	\$9,573	96.0%	101.4%	101.5%	99.4%	103.5%	103.9%
6787	<b>STATEWIDE Weighted Average</b>				38	\$4,877	\$6,337	\$6,777	1.09	\$7,250	\$9,035	\$9,573	96.0%	101.4%	101.5%	99.4%	103.5%	103.9%

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## 6811 LABORATORY TECHNICIAN 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2018-WA-KingCo	7532200		Process Laboratory Specialist II		3	\$5,043	\$6,199	\$6,392	1.08	\$7,540	\$8,933	\$9,166	
<b>County Market Average</b>					3	\$5,043	\$6,199	\$6,392	1.08	\$7,540	\$8,933	\$9,166	
2018-CompAnalyst	RD14000048		Laboratory Assistant II	10	400	\$2,890	\$3,419	\$4,252	0.96	\$4,358	\$4,964	\$5,920	
2018-MIL-ENG	'3-692		Laboratory Technician II	5	17		\$4,861				\$6,619		
2018-MIL-NWHCS	06.02		Lab Assistant	57	419	\$2,733	\$3,403	\$4,038	1.01	\$4,177	\$4,945	\$5,674	
2018-TwrsWtsn	AZT090-T2		Production/Operations Laboratory Tect	5	5		\$3,740				\$5,333		
<b>Purchased Market Average</b>					77	841	\$2,810	\$3,442	\$4,142	0.98	\$4,265	\$4,990	\$5,794
2018-ST-CA	7878		SENIOR LABORATORY ASSISTANT		21	\$2,641	\$3,197	\$3,305	1.08	\$4,340	\$5,006	\$5,136	
2018-ST-ID	07426	H	Laboratory Technician		10	\$2,326	\$2,803	\$4,154	0.84	\$3,922	\$4,493	\$6,110	
2018-ST-NV	10.726	27	LABORATORY TECHNICIAN 2		1	\$2,910		\$4,239		\$4,313		\$5,863	
2018-ST-WA	510I	48	LABORATORY TECHNICIAN 3		15	\$3,316	\$4,304	\$4,461	1.11	\$5,115	\$6,305	\$6,494	
<b>State Market Average</b>					47	\$2,795	\$3,472	\$3,874	1.01	\$4,498	\$5,318	\$5,792	
6811	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				77	891	\$2,817	\$3,453	\$4,136		\$4,289	\$5,021	\$5,806

**OREGON  
COMPARISON  
TO  
MARKET**

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
AD	AFSCME AT ENVIRONMENTAL QUAL	A	A	18	1	\$2,805	\$3,331	\$4,013	0.98	\$4,717	\$5,360	\$6,194	99.6%	96.5%	97.0%	110.0%	106.8%	106.7%
AO	AFSCME OR ST POLICE-SUPP UNIT	A	A	18	7	\$2,805	\$3,368	\$4,013	0.99	\$4,717	\$5,405	\$6,194	99.6%	97.5%	97.0%	110.0%	107.7%	106.7%
OAI	SEIU STRIKEABLE INST COALITION	A	P	17	4	\$2,883	\$3,613	\$4,096	1.04	\$4,640	\$5,488	\$6,050	102.4%	104.6%	99.0%	108.2%	109.3%	104.2%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	17	4	\$2,883	\$3,300	\$4,096	0.95	\$4,640	\$5,125	\$6,050	102.4%	95.6%	99.0%	108.2%	102.1%	104.2%
<b>Non-Corrections/Non-Management Weighted Average</b>					16	\$2,844	\$3,410	\$4,055	0.99	\$4,679	\$5,353	\$6,122	101.0%	98.8%	98.0%	109.1%	106.6%	105.4%
6811	<b>STATEWIDE Weighted Average</b>				16	\$2,844	\$3,410	\$4,055	0.99	\$4,678	\$5,353	\$6,122	101.0%	98.8%	98.0%	109.1%	106.6%	105.4%

6820 MEDICAL LABORATORY TECH 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-CompAnalyst	HC07000033		Medical Laboratory Technician	10	57	\$3,256	\$4,157	\$4,858	1.03	\$4,777	\$5,811	\$6,615
<b>Purchased Market Average</b>				10	57	\$3,256	\$4,157	\$4,858	1.03	\$4,777	\$5,811	\$6,615
2018-ST-CA	9265	B	LABORATORY ASSISTANT, CORREC		57	\$2,447	\$2,893	\$3,060	1.05	\$4,108	\$4,642	\$4,842
2018-ST-NV	10.733	25	LABORATORY TECHNICIAN 1		6	\$2,687		\$3,886		\$4,053		\$5,452
2018-ST-WA	510G	42	LABORATORY TECHNICIAN 1		10	\$2,908	\$3,496	\$3,884	1.03	\$4,624	\$5,332	\$5,799
<b>State Market Average</b>					73	\$2,530	\$2,983	\$3,240	1.04	\$4,174	\$4,745	\$5,023
6820	<b>OVERALL WEIGHTED MARKET AVERAGE</b>			10	131	\$2,848	\$3,523	\$3,950		\$4,438	\$5,235	\$5,722

OREGON  
COMPARISON  
TO  
MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	18	5	\$2,994	\$4,049	\$4,295	1.11	\$4,769	\$5,995	\$6,281	105.1%	114.9%	108.7%	107.4%	114.5%	109.8%
<b>Non-Corrections/Non-Management Weighted Average</b>					5	\$2,994	\$4,049	\$4,295	1.11	\$4,769	\$5,995	\$6,281	105.1%	114.9%	108.7%	107.4%	114.5%	109.8%
6820	<b>STATEWIDE Weighted Average</b>				5	\$2,994	\$4,049	\$4,295	1.11	\$4,769	\$5,995	\$6,281	105.1%	114.9%	108.7%	107.4%	114.5%	109.8%

**6821 MEDICAL LABORATORY TECH 2**

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-ClackCo	789		Laboratory Technician			\$3,910		\$5,004		\$6,144	\$7,488	
2018-OR-DescCo	1613		Lab Technician			\$4,007		\$5,370		\$6,521	\$8,189	
2018-OR-LaneCo	B005		Medical Laboratory Technologist			\$3,484		\$4,827		\$5,579	\$7,220	
2018-OR-MultCo	6333		Medical Laboratory Technician		8	\$4,240	\$4,962	\$5,192	1.05	\$6,627	\$7,508	\$7,789
<b>County Market Average</b>					8	\$4,120	\$4,962	\$5,158	1.05	\$6,478	\$7,508	\$7,746
2018-MIL-NWHCS	06.06		Medical Lab Technician	82	148	\$3,838	\$4,805	\$5,724	1.00	\$5,444	\$6,554	\$7,609
<b>Purchased Market Average</b>					82	\$3,838	\$4,805	\$5,724	1.00	\$5,444	\$6,554	\$7,609
2018-ST-CA	7925	A	SENIOR CLINICAL LABORATORY TE		6	\$4,244	\$5,581	\$5,581	1.14	\$6,261	\$7,864	\$7,864
2018-ST-NV	10.726	27	LABORATORY TECHNICIAN 2		1	\$2,910		\$4,239		\$4,313	\$5,863	
2018-ST-WA	510H	45	LABORATORY TECHNICIAN 2			\$3,091		\$4,142		\$4,844	\$6,110	
<b>State Market Average</b>					7	\$3,933	\$5,581	\$5,233	1.14	\$5,840	\$7,864	\$7,394
6821	<b>OVERALL WEIGHTED MARKET AVERAGE</b>			82	163	\$3,861	\$4,841	\$5,664		\$5,531	\$6,649	\$7,607

**OREGON  
COMPARISON  
TO  
MARKET**

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	20	4	\$3,264	\$4,146	\$4,727	1.04	\$5,083	\$6,108	\$6,783	84.5%	85.6%	83.5%	91.9%	91.9%	89.2%
<b>Non-Corrections/Non-Management Weighted Average</b>					4	\$3,264	\$4,146	\$4,727	1.04	\$5,083	\$6,108	\$6,783	84.5%	85.6%	83.5%	91.9%	91.9%	89.2%
6821	<b>STATEWIDE Weighted Average</b>				4	\$3,264	\$4,146	\$4,727	1.04	\$5,083	\$6,108	\$6,783	84.5%	85.6%	83.5%	91.9%	91.9%	89.2%

# 2018 Oregon Salary and Benefit Report

Data Effective Date: 7/1/2018

## 6823 CLINICAL LAB SCIENTIST

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-CompAnalyst	HC07000174		Medical Technologist - Microbiology			\$4,310	\$5,360	\$6,063	1.04	\$5,987	\$7,191	\$7,997
<b>Purchased Market Average</b>						\$4,310	\$5,360	\$6,063	1.04	\$5,987	\$7,191	\$7,997
2018-ST-CA	7928	A	CLINICAL LABORATORY TECHNOLC		1	\$4,047	\$4,685	\$5,068	1.03	\$6,025	\$6,790	\$7,248
2018-ST-ID	07421	K	Medical Technologist			\$3,431		\$6,124		\$5,245		\$8,467
2018-ST-WA	508F	52	CLINICAL/MEDICAL TECHNOLOGIST		1	\$3,662	\$4,673	\$4,923	1.09	\$5,532	\$6,750	\$7,050
<b>State Market Average</b>						\$3,710	\$4,678	\$5,337	1.06	\$5,595	\$6,768	\$7,547
6823	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				2	\$3,851	\$4,888	\$5,508		\$5,688	\$6,898	\$7,653

OREGON  
COMPARISON  
TO  
MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	MARKET COMPARISONS												
						SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS								
						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	24	2	\$3,918	\$5,331	\$5,711	1.11	\$5,843	\$7,485	\$7,927	101.7%	109.0%	103.7%	102.7%	108.5%	103.6%
<b>Non-Corrections/Non-Management Weighted Average</b>						\$3,918	\$5,331	\$5,711	1.11	\$5,843	\$7,485	\$7,927	101.7%	109.0%	103.7%	102.7%	108.5%	103.6%
6823	<b>STATEWIDE Weighted Average</b>				2	\$3,918	\$5,331	\$5,711	1.11	\$5,843	\$7,485	\$7,927	101.7%	109.0%	103.7%	102.7%	108.5%	103.6%

# 2018 Oregon Salary and Benefit Report

Data Effective Date: 7/1/2018

## 7000 PRINCIPAL EXECUTIVE/MANAGER A

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-ClackCo	017		Legal Office Supervisor		2	\$4,717	\$5,054	\$6,367	0.91	\$7,134	\$7,549	\$9,161
2018-OR-ClackCo	633		Office Supervisor		8	\$4,717	\$5,726	\$6,367	1.03	\$7,134	\$8,374	\$9,161
2018-OR-DescCo	1502		Supervisor, Automotive		1	\$5,920	\$6,853	\$7,933	0.99	\$8,862	\$10,005	\$11,327
2018-OR-JackCo	01351		Supervisor II		5	\$4,255	\$4,769	\$5,432	0.98	\$6,970	\$7,597	\$8,406
2018-OR-LaneCo	N7001		Administrative Support Supervisor		4	\$3,571	\$4,408	\$5,358	0.99	\$5,685	\$6,708	\$7,869
2018-OR-MarionCo	019		Legal Assistant Supervisor		4	\$3,969	\$5,088	\$5,316	1.10	\$6,287	\$7,651	\$7,930
2018-OR-MarionCo	023		Office Manager		8	\$3,786	\$4,954	\$5,073	1.12	\$6,063	\$7,487	\$7,633
2018-OR-MarionCo	040		Managerial Accountant		1	\$5,039	\$5,829	\$6,748	0.99	\$7,591	\$8,555	\$9,676
2018-OR-MarionCo	044		Tax Office Supervisor/Tax Collector		1	\$4,995	\$7,029	\$6,694	1.20	\$7,538	\$10,018	\$9,610
2018-OR-MarionCo	334		Appraisal Section Supervisor		3	\$5,039	\$5,938	\$6,748	1.01	\$7,591	\$8,688	\$9,676
2018-OR-MarionCo	412		Road Operations Supervisor		5	\$4,533	\$5,972	\$6,072	1.13	\$6,974	\$8,730	\$8,851
2018-OR-MultCo	9025		Operations Supervisor		27	\$4,303	\$5,166	\$6,024	1.00	\$6,704	\$7,757	\$8,805
2018-OR-MultCo	9677		Production Supervisor		1	\$4,519	\$6,327	\$6,327	1.17	\$6,968	\$9,174	\$9,174
2018-OR-WashCo	008		Support Unit Supervisor		3	\$4,491	\$5,500	\$5,461	1.11	\$6,626	\$7,823	\$7,777
2018-OR-WashCo	271		Community Corrections Center Supervi		3	\$5,611	\$6,608	\$6,818	1.06	\$7,954	\$9,138	\$9,386
<b>County Market Average</b>					76	\$4,390	\$5,354	\$5,946	1.05	\$6,789	\$7,963	\$8,687
2018-CompAnalyst	FA06000208		Budgeting Supervisor I			\$4,742	\$6,107	\$7,499	1.00	\$6,482	\$8,048	\$9,645
2018-CompAnalyst	MM18000083		Shipping and Receiving Supervisor I			\$3,430	\$4,049	\$5,191	0.94	\$4,977	\$5,687	\$6,996
2018-MIL-NWMGT	'5.10		Groundskeeping Supervisor	21	34	\$4,790	\$6,538	\$6,752	1.13	\$6,537	\$8,542	\$8,788
<b>Purchased Market Average</b>					21	\$4,751	\$6,457	\$6,730	1.03	\$6,492	\$8,449	\$8,762
2018-ST-CA	0717	B	SUPERVISING GROUNDSKEEPER II		1	\$4,055	\$5,032	\$5,032	1.11	\$6,035	\$7,205	\$7,205
2018-ST-CA	4569		SENIOR ACCOUNTING OFFICER (SL		141	\$4,798	\$5,576	\$5,961	1.04	\$6,925	\$7,857	\$8,319
2018-ST-CA	6282		CALTRANS MAINTENANCE AREA SL		146	\$4,892	\$5,721	\$6,072	1.04	\$7,038	\$8,031	\$8,452
2018-ST-CA	9825		SUPERVISOR, VOCATIONAL SERVIC		2	\$3,918	\$4,904	\$4,904	1.11	\$5,871	\$7,052	\$7,052
2018-ST-NV	07.304	39	PURCHASING OFFICER 3		1	\$4,825		\$7,225		\$6,548		\$9,348
2018-ST-NV	09.106	35	HWY MAINTENANCE SPVR 2		16	\$4,055		\$6,024		\$5,649		\$7,947

# 2018 Oregon Salary and Benefit Report

Data Effective Date: 7/1/2018

## 7000 PRINCIPAL EXECUTIVE/MANAGER A

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2018-ST-WA	143H	54	GRANT & CONTRACT SUPERVISOR			\$3,846		\$5,170		\$5,753		\$7,349	
2018-ST-WA	143L	52	FISCAL ANALYST 4		109	\$3,709	\$4,779	\$4,986	1.10	\$5,588	\$6,877	\$7,126	
2018-ST-WA	353U	60	VOCATIONAL REHAB SUPERVISOR			\$4,461		\$5,999		\$6,494		\$8,348	
2018-ST-WA	598G	49	BUILDINGS & GROUNDS SUPERVISOR			\$3,398		\$4,572		\$5,214		\$6,627	
<b>State Market Average</b>					416	\$4,507	\$5,407	\$5,739	1.10	\$6,552	\$7,648	\$8,028	
<b>7000</b>	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				21	526	\$4,507	\$5,473	\$5,836		\$6,582	\$7,751	\$8,172

### OREGON COMPARISON TO MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
MESN	EXEC SVC SUPERVISORY	A	A	24X	1	\$3,764	\$3,764	\$5,551	0.81	\$5,890	\$5,890	\$8,074	83.5%	68.8%	95.1%	89.5%	76.0%	98.8%
MMN	MGT SVC NONSUPERVISORY	A	A	24X	3	\$3,764	\$5,462	\$5,551	1.17	\$5,890	\$7,965	\$8,074	83.5%	99.8%	95.1%	89.5%	102.8%	98.8%
MMS	MGT SVC SUPERVISORY	A	A	24X	96	\$3,764	\$4,833	\$5,551	1.04	\$5,890	\$7,196	\$8,074	83.5%	88.3%	95.1%	89.5%	92.8%	98.8%
<b>Management Weighted Average</b>					100	\$3,764	\$4,841	\$5,551	1.04	\$5,890	\$7,206	\$8,074	83.5%	88.5%	95.1%	89.5%	93.0%	98.8%
<b>7000</b>	<b>STATEWIDE Weighted Average</b>				100	\$3,764	\$4,841	\$5,551	1.04	\$5,890	\$7,206	\$8,074	83.5%	88.5%	95.1%	89.5%	93.0%	98.8%



# 2018 Oregon Salary and Benefit Report

Data Effective Date: 7/1/2018

## 7000-P PRINCIPAL EXECUTIVE/MANAGER A

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2018-WA-ClarkCo	813		Print Shop and Mailroom Supv			\$4,255		\$6,009		\$6,498		\$8,611	
<b>County Market Average</b>						\$4,255		\$6,009		\$6,498		\$8,611	
2018-ST-CA	1463		MAILING MACHINES SUPERVISOR II		2	\$3,233	\$3,865	\$4,051	1.06	\$5,050	\$5,807	\$6,030	
2018-ST-CA	2002		CUSTODIAN SUPERVISOR II		32	\$2,603	\$3,132	\$3,262	1.07	\$4,295	\$4,929	\$5,085	
2018-ST-ID	02006	H	Custodian Foreman		18	\$2,326	\$2,900	\$4,154	0.87	\$3,922	\$4,609	\$6,110	
2018-ST-NV	02.124	28	MAIL SERVICE SUPERVISOR		2	\$3,031		\$4,426		\$4,454		\$6,081	
2018-ST-NV	09.623	28	CUSTODIAL SUPERVISOR 2		1	\$3,031		\$4,426		\$4,454		\$6,081	
2018-ST-WA	113L	40	MAIL PROCESSING MANAGER		2	\$2,748	\$3,662	\$3,662	1.14	\$4,431	\$5,532	\$5,532	
2018-ST-WA	678M	40	CUSTODIAN 5		9	\$2,931	\$3,630	\$3,905	1.06	\$4,651	\$5,493	\$5,825	
<b>State Market Average</b>						\$2,615	\$3,177	\$3,680	1.04	\$4,276	\$4,965	\$5,551	
7000-P	<b>OVERALL WEIGHTED MARKET AVERAGE</b>					66	\$2,639	\$3,177	\$3,715		\$4,309	\$4,965	\$5,597

**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	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	
Currently no Oregon employees																			

# 2018 Oregon Salary and Benefit Report

Data Effective Date: 7/1/2018

## 7002 PRINCIPAL EXECUTIVE/MANAGER B

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-ClackCo	024		Payroll Supervisor			\$5,200		\$7,020		\$7,728		\$9,963
2018-OR-ClackCo	077		Assessment and Taxation Supervisor		2	\$5,733	\$5,563	\$7,740	0.83	\$8,382	\$8,173	\$10,846
2018-OR-ClackCo	255		Library Section Supervisor			\$5,200		\$7,020		\$7,728		\$9,963
2018-OR-ClackCo	333		Appraisal Supervisor		2	\$5,733	\$6,626	\$7,740	0.98	\$8,382	\$9,479	\$10,846
2018-OR-DescCo	1511		Supervisor, Road Maintenance		2	\$5,349	\$6,259	\$7,168	1.00	\$8,164	\$9,277	\$10,391
2018-OR-JackCo	01160		Parks Operations Supervisor		1	\$5,037	\$6,122	\$6,431	1.07	\$7,924	\$9,248	\$9,624
2018-OR-LaneCo	N3016		Program Supervisor		7	\$4,163	\$5,910	\$6,245	1.14	\$6,409	\$8,544	\$8,953
2018-OR-MarionCo	008		Contracts and Procurement Manager		1	\$5,281	\$7,077	\$7,077	1.15	\$7,887	\$10,077	\$10,077
2018-OR-MarionCo	018		Office Manager Senior		5	\$4,739	\$6,243	\$6,352	1.13	\$7,226	\$9,060	\$9,193
2018-OR-MarionCo	138		Chief Civil Supervisor		1	\$4,765	\$6,699	\$6,380	1.20	\$7,257	\$9,617	\$9,228
2018-OR-MarionCo	434		Fleet Shop Supervisor		1	\$4,533	\$6,377	\$6,072	1.20	\$6,974	\$9,223	\$8,851
2018-OR-MultCo	9020		Nutrition Services Program Supervisor		1	\$4,745	\$6,144	\$6,643	1.08	\$7,244	\$8,951	\$9,560
2018-OR-MultCo	9140		Road Operations Supervisor		4	\$4,745	\$5,713	\$6,643	1.00	\$7,244	\$8,424	\$9,560
2018-OR-MultCo	9689		Fleet Maintenance Supervisor		1	\$4,981	\$6,973	\$6,973	1.17	\$7,531	\$9,963	\$9,963
2018-OR-MultCo	9720		Operations Administrator		5	\$4,745	\$5,633	\$6,643	0.99	\$7,244	\$8,327	\$9,560
2018-OR-MultCo	9784		Library Supervisor		13	\$4,429	\$5,652	\$6,644	1.02	\$6,858	\$8,350	\$9,561
2018-OR-WashCo	212		Community Corrections Center Supervi		1	\$6,192	\$7,320	\$7,525	1.07	\$8,644	\$9,982	\$10,225
2018-OR-WashCo	214		Probation and Parole Services Supervi		8	\$6,837	\$8,082	\$8,308	1.07	\$9,408	\$10,885	\$11,154
2018-OR-WashCo	255		Library Program Supervisor		3	\$5,751	\$7,355	\$6,988	1.15	\$8,121	\$10,023	\$9,588
2018-OR-WashCo	354		Property Appraisal Supervisor		4	\$6,507	\$7,502	\$7,907	1.04	\$9,018	\$10,198	\$10,678
2018-OR-WashCo	415		Operations Supervisor		3	\$5,612	\$6,634	\$6,820	1.07	\$7,956	\$9,168	\$9,389
2018-OR-WashCo	432		Fleet Maintenance Supervisor		1	\$6,041	\$6,170	\$7,341	0.92	\$8,465	\$8,618	\$10,007
2018-OR-WashCo	622		Court Administrator		1	\$4,961	\$5,865	\$6,029	1.07	\$7,184	\$8,256	\$8,450
2018-WA-KingCo	2810100		Administrator I		47	\$4,768	\$5,619	\$6,015	1.04	\$7,210	\$8,235	\$8,712
<b>County Market Average</b>					114	\$5,023	\$6,083	\$6,583	1.06	\$7,485	\$8,766	\$9,374
2018-CompAnalyst	MM18000084		Shipping and Receiving Supervisor II	5	10	\$4,103	\$4,871	\$6,245	0.94	\$5,748	\$6,630	\$8,206

7002 PRINCIPAL EXECUTIVE/MANAGER B

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-TwrsWtsn	AAS000-M1		Administrative Services Generalist/Mull	8	14		\$4,866		0.90		\$6,624	
2018-TwrsWtsn	AFB000-M1		Accounting Generalist/Multidiscipline	5	5		\$6,937		0.99		\$9,000	
2018-TwrsWtsn	ASC000-M1		Supply Chain and Logistics Generalist/	7	32		\$5,505		0.82		\$7,357	
<b>Purchased Market Average</b>				25	61	\$4,103	\$5,372	\$6,245	0.91	\$5,748	\$7,204	\$8,206
2018-ST-CA	4542		ACCOUNTING ADMINISTRATOR II		144	\$5,789	\$7,082	\$7,193	1.09	\$8,112	\$9,662	\$9,795
2018-ST-CA	4800		STAFF SERVICES MANAGER I		963	\$5,273	\$6,147	\$6,552	1.04	\$7,495	\$8,541	\$9,026
2018-ST-ID	06609	L	Maintenance and Operations Supervisr		10	\$3,872	\$4,929	\$6,915	0.89	\$5,772	\$7,038	\$9,413
2018-ST-ID	06688	I	Landscape Superintendent		2	\$2,715	\$3,885	\$4,850	1.00	\$4,388	\$5,787	\$6,942
2018-ST-NV	09.610	32	GROUNDS SUPERVISOR 3			\$3,570		\$5,269		\$5,083		\$7,066
2018-ST-WA	143M	56	FISCAL ANALYST 5		165	\$4,045	\$5,263	\$5,435	1.11	\$5,993	\$7,461	\$7,668
2018-ST-WA	358J	52	WORKSOURCE SPECIALIST 6			\$3,662		\$4,923		\$5,532		\$7,050
2018-ST-WA	598Q	58	MAINTENANCE - OPERATIONS SUPI			\$4,245		\$5,713		\$6,234		\$8,002
<b>State Market Average</b>					1,284	\$5,155	\$6,125	\$6,478	1.03	\$7,349	\$8,512	\$8,934
7002	<b>OVERALL WEIGHTED MARKET AVERAGE</b>			25	1,459	\$5,137	\$6,090	\$6,485		\$7,348	\$8,477	\$8,965

OREGON  
COMPARISON  
TO  
MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
MESN	EXEC SVC SUPERVISORY	A	A	26X	1	\$4,154	\$6,117	\$6,117	1.19	\$6,366	\$8,766	\$8,766	80.9%	100.4%	94.3%	86.6%	103.4%	97.8%
MMN	MGT SVC NONSUPERVISORY	A	A	26X	2	\$4,154	\$4,957	\$6,117	0.97	\$6,366	\$7,348	\$8,766	80.9%	81.4%	94.3%	86.6%	86.7%	97.8%
MMS	MGT SVC SUPERVISORY	A	A	26X	339	\$4,154	\$5,449	\$6,117	1.06	\$6,366	\$7,949	\$8,766	80.9%	89.5%	94.3%	86.6%	93.8%	97.8%
<b>Management Weighted Average</b>					342	\$4,154	\$5,448	\$6,117	1.06	\$6,366	\$7,948	\$8,766	80.9%	89.5%	94.3%	86.6%	93.8%	97.8%
7002	<b>STATEWIDE Weighted Average</b>				342	\$4,154	\$5,448	\$6,117	1.06	\$6,366	\$7,948	\$8,766	80.9%	89.5%	94.3%	86.6%	93.8%	97.8%

**7002-P PRINCIPAL EXECUTIVE/MANAGER B**

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-ClackCo	221		Food Services Supervisor, Residential			\$3,696		\$4,989		\$5,881		\$7,469
2018-OR-DescCo	1527		Supervisor, Custodial		1	\$4,401	\$5,094	\$5,897	0.99	\$7,003	\$7,852	\$8,835
2018-OR-MarionCo	498		Custodial Supervisor		1	\$3,555	\$5,385	\$4,765	1.29	\$5,782	\$8,014	\$7,257
2018-WA-ClarkCo	817		Food Services Manager			\$4,695		\$6,631		\$7,028		\$9,361
<b>County Market Average</b>					2	\$4,086	\$5,240	\$5,571	1.13	\$6,423	\$7,933	\$8,231
2018-ST-CA	2001		CUSTODIAN SUPERVISOR III		4	\$2,817	\$3,381	\$3,528	1.07	\$4,551	\$5,228	\$5,403
2018-ST-ID	01151	J	Postal Services Manager		1	\$3,064	\$4,175	\$5,470	0.95	\$4,805	\$6,135	\$7,684
2018-ST-NV	09.616	32	CUSTODIAL SUPERVISOR 4			\$3,570		\$5,269		\$5,083		\$7,066
<b>State Market Average</b>					5	\$2,991	\$3,548	\$4,169	1.00	\$4,688	\$5,419	\$6,089
7002-P	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				7	\$3,440	\$4,050	\$4,744		\$5,400	\$6,164	\$6,968

**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	Salary			Salary and Benefits		
						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	
Currently no Oregon employees																		

7004 PRINCIPAL EXECUTIVE/MANAGER C

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-ClackCo	052		Records and Information Manager		1	\$6,020	\$6,674	\$8,127	0.94	\$8,734	\$9,538	\$11,321
2018-OR-ClackCo	092		Administrative Services Supervisor		6	\$6,053	\$7,550	\$8,172	1.06	\$8,775	\$10,614	\$11,376
2018-OR-ClackCo	281		Employment and Training Services Ma		1	\$5,460	\$6,640	\$7,371	1.03	\$8,047	\$9,496	\$10,394
2018-OR-ClackCo	459		Park Maintenance Supervisor			\$5,460		\$7,371		\$8,047		\$10,394
2018-OR-ClackCo	487		Community Corrections Supervisor		4	\$6,020	\$7,896	\$8,127	1.12	\$8,734	\$11,038	\$11,321
2018-OR-ClackCo	496		Facilities Construction Supervisor		1	\$6,020	\$8,127	\$8,127	1.15	\$8,734	\$11,321	\$11,321
2018-OR-ClackCo	532		Emergency Medical Services Supervisr			\$5,460		\$7,371		\$8,047		\$10,394
2018-OR-ClackCo	561		Human Services Supervisor		5	\$5,460	\$6,362	\$7,371	0.99	\$8,047	\$9,155	\$10,394
2018-OR-ClackCo	634		Office Manager		9	\$5,480	\$6,847	\$7,398	1.06	\$8,072	\$9,751	\$10,427
2018-OR-ClackCo	890		Laboratory Supervisor		1	\$6,321	\$8,181	\$8,533	1.10	\$9,104	\$11,388	\$11,820
2018-OR-DescCo	1229		Supervisor, Parole & Probation		3	\$6,192	\$7,436	\$8,298	1.03	\$9,196	\$10,718	\$11,774
2018-OR-DescCo	1272		Supervisor, Community Justice Officer		3	\$5,897	\$7,077	\$7,903	1.03	\$8,835	\$10,279	\$11,290
2018-OR-DescCo	1275		Manager, Juvenile Detention		1	\$6,192	\$8,298	\$8,298	1.15	\$9,196	\$11,774	\$11,774
2018-OR-DescCo	1815		Administrative Manager		3	\$5,624	\$6,900	\$7,536	1.05	\$8,500	\$10,062	\$10,841
2018-OR-JackCo	01090		Maintenance Manager		6	\$5,283	\$6,056	\$6,741	1.01	\$8,224	\$9,167	\$10,003
2018-OR-JackCo	01092		Senior Maintenance Manager		1	\$5,730	\$7,315	\$7,315	1.12	\$8,770	\$10,703	\$10,703
2018-OR-JackCo	01353		Supervisor IV		8	\$5,037	\$5,797	\$6,431	1.01	\$7,924	\$8,851	\$9,624
2018-OR-MarionCo	021		Administrative Services Manager		4	\$4,533	\$6,657	\$6,072	1.26	\$6,974	\$9,565	\$8,851
2018-OR-MarionCo	081		Program Supervisor		1	\$4,765	\$6,380	\$6,380	1.14	\$7,257	\$9,228	\$9,228
2018-OR-MarionCo	324		Cartographic/GIS Supervisor			\$4,791		\$6,422		\$7,289		\$9,278
2018-OR-MarionCo	620		Victim Assistance Manager		1	\$4,533	\$6,377	\$6,072	1.20	\$6,974	\$9,223	\$8,851
2018-OR-MultCo	9335		Finance Supervisor		16	\$5,426	\$7,144	\$8,139	1.05	\$8,075	\$10,171	\$11,386
2018-OR-MultCo	9361		Program Supervisor		101	\$4,981	\$6,804	\$7,687	1.07	\$7,531	\$9,756	\$10,834
2018-OR-MultCo	9620		Community Justice Program Manager		37	\$5,806	\$8,336	\$8,709	1.15	\$8,538	\$11,626	\$12,082
2018-OR-MultCo	9776		Library Administrator		20	\$5,426	\$6,992	\$8,139	1.03	\$8,075	\$9,986	\$11,386
2018-OR-WashCo	013		Data Control Supervisor		1	\$6,507	\$6,805	\$7,907	0.94	\$9,018	\$9,371	\$10,678

# 2018 Oregon Salary and Benefit Report

Data Effective Date: 7/1/2018

## 7004 PRINCIPAL EXECUTIVE/MANAGER C

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-WashCo	034		Building Permit Supervisor		1	\$6,041	\$7,141	\$7,341	1.07	\$8,465	\$9,770	\$10,007
2018-OR-WashCo	085		Purchasing Supervisor		1	\$7,183	\$8,089	\$8,728	1.02	\$9,820	\$10,894	\$11,652
2018-OR-WashCo	177		Archivist and Records Supervisor			\$5,751		\$6,988		\$8,121		\$9,588
2018-OR-WashCo	207		Juvenile Services Supervisor		1	\$6,507	\$7,691	\$7,907	1.07	\$9,018	\$10,422	\$10,678
2018-OR-WashCo	238		Mental Health Services Supervisor		10	\$7,183	\$8,132	\$8,728	1.02	\$9,820	\$10,946	\$11,652
2018-OR-WashCo	243		Community Library Supervisor		1	\$6,192	\$7,320	\$7,525	1.07	\$8,644	\$9,982	\$10,225
2018-OR-WashCo	284		Disability and Aging Services Supervisor		1	\$6,192	\$7,320	\$7,525	1.07	\$8,644	\$9,982	\$10,225
2018-OR-WashCo	355		Property Tax Supervisor		1	\$6,507	\$6,979	\$7,907	0.97	\$9,018	\$9,577	\$10,678
2018-OR-WashCo	448		Facilities Manager		5	\$6,665	\$5,293	\$8,101	0.72	\$9,205	\$7,578	\$10,908
2018-WA-KingCo	2810200		Administrator II		42	\$5,526	\$6,547	\$7,007	1.04	\$8,122	\$9,353	\$9,907
2018-WA-ThrstnCo	1276		BUILDING SERVICES SUPERVISOR		1	\$5,363	\$7,134	\$7,134	1.14	\$7,770	\$9,902	\$9,902
<b>County Market Average</b>					298	\$5,456	\$7,023	\$7,736	1.01	\$8,086	\$9,998	\$10,864
2018-CompAnalyst	ED03000302		Library Services Manager			\$5,099	\$6,945	\$7,898	1.07	\$6,892	\$9,009	\$10,102
2018-CompAnalyst	FA06000210		Budgeting Supervisor III			\$6,951	\$8,804	\$10,489	1.01	\$9,016	\$11,141	\$13,074
2018-CompAnalyst	MM18000085		Shipping and Receiving Supervisor III			\$4,775	\$5,975	\$7,508	0.97	\$6,520	\$7,896	\$9,654
2018-MIL-NWMGT	'5.01b		Administrative Services Manager	23	34	\$5,535	\$7,044	\$8,434	1.01	\$7,392	\$9,123	\$10,717
2018-MIL-NWMGT	'5.12		Facilities Maintenance Manager	63	80	\$6,388	\$8,525	\$9,694	1.06	\$8,370	\$10,822	\$12,163
2018-MIL-OPES	10.06		Facilities Maintenance Supervisor	14	21	\$5,302	\$6,832	\$7,162	1.10	\$7,694	\$9,534	\$9,930
<b>Purchased Market Average</b>					100	\$5,996	\$7,875	\$8,975	1.04	\$8,007	\$10,175	\$11,440
2018-ST-CA	4969		STAFF SERVICES MANAGER II (MAN		115	\$6,408	\$7,127	\$7,279	1.04	\$8,854	\$9,716	\$9,898
2018-ST-CA	6280		CALTRANS MAINTENANCE MANAGE		48	\$5,367	\$6,496	\$6,672	1.08	\$7,607	\$8,960	\$9,170
2018-ST-ID	08850	M	Manager 1, Labor		5	\$4,377	\$5,740	\$7,820	0.92	\$6,377	\$8,007	\$10,496
2018-ST-NV	07.103	41	CHIEF ACCOUNTANT		5	\$5,269		\$7,921		\$7,066		\$10,160
2018-ST-NV	07.217	39	ADMIN SERVICES OFFICER 2		39	\$4,825		\$7,225		\$6,548		\$9,348
<b>State Market Average</b>					212	\$5,806	\$6,905	\$7,160	1.01	\$8,047	\$9,449	\$9,652
7004	<b>OVERALL WEIGHTED MARKET AVERAGE</b>			100	645	\$5,684	\$7,185	\$7,811		\$8,057	\$9,886	\$10,592

# 2018 Oregon Salary and Benefit Report

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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	Salary			Salary and Benefits		
													SR Min 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	A	28X	3	\$4,568	\$6,254	\$6,740	1.11	\$6,872	\$8,934	\$9,528	80.4%	87.0%	86.3%	85.3%	90.4%	90.0%
MESN	EXEC SVC SUPERVISORY	A	A	28X	4	\$4,568	\$5,860	\$6,740	1.04	\$6,872	\$8,452	\$9,528	80.4%	81.6%	86.3%	85.3%	85.5%	90.0%
MMN	MGT SVC NONSUPERVISORY	A	A	28X	6	\$4,568	\$6,686	\$6,740	1.18	\$6,872	\$9,462	\$9,528	80.4%	93.1%	86.3%	85.3%	95.7%	90.0%
MMS	MGT SVC SUPERVISORY	A	A	28X	514	\$4,568	\$6,220	\$6,740	1.10	\$6,872	\$8,893	\$9,528	80.4%	86.6%	86.3%	85.3%	90.0%	90.0%
<b>Management Weighted Average</b>					527	\$4,568	\$6,223	\$6,740	1.10	\$6,872	\$8,896	\$9,528	80.4%	86.6%	86.3%	85.3%	90.0%	90.0%
7004	<b>STATEWIDE Weighted Average</b>				527	\$4,568	\$6,223	\$6,740	1.10	\$6,872	\$8,896	\$9,528	80.4%	86.6%	86.3%	85.3%	90.0%	90.0%

7004-G PRINCIPAL EXECUTIVE/MANAGER C

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-ST-NV	06.223	45	ADMINR 1, PROF. ENGINEER		6	\$6,305		\$9,537		\$8,275		\$12,045
<b>State Market Average</b>					6	\$6,305		\$9,537		\$8,275		\$12,045
<b>7004-G OVERALL WEIGHTED MARKET AVERAGE</b>					6	\$6,305		\$9,537		\$8,275		\$12,045

OREGON  
COMPARISON  
TO  
MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
Currently no Oregon employees																		



# 2018 Oregon Salary and Benefit Report

Data Effective Date: 7/1/2018

## 7004-I PRINCIPAL EXECUTIVE/MANAGER C

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-MarionCo	653		Information Technology Supervisor		1	\$5,826	\$6,120	\$7,810	0.90	\$8,551	\$8,910	\$10,972
2018-OR-MultCo	9451		IT Supervisor			\$6,647		\$9,971		\$9,565		\$13,622
<b>County Market Average</b>					1	\$6,237	\$6,120	\$8,891	0.90	\$9,058	\$8,910	\$12,297
2018-CompAnalyst	IT10000273		Information Technology Supervisor III	275	518	\$7,225	\$9,733	\$11,486	1.04	\$9,330	\$12,208	\$14,218
2018-CompAnalyst	IT10000288		Help Desk Supervisor III			\$6,395	\$7,908	\$9,426	1.02	\$8,378	\$10,113	\$11,855
2018-MIL-NWIT	'12-906		Help Desk, Manager	50	60	\$6,570	\$8,155	\$9,787	1.00	\$8,578	\$10,397	\$12,269
2018-MIL-NWMGT	'3.23		Help Desk Manager	46	66	\$6,465	\$8,305	\$9,757	1.02	\$8,458	\$10,568	\$12,234
2018-MIL-NWMGT	'3.25		Web Manager	18	22	\$6,440	\$8,444	\$9,672	1.05	\$8,430	\$10,729	\$12,137
<b>Purchased Market Average</b>					389	\$7,064	\$9,405	\$11,099	1.03	\$9,145	\$11,831	\$13,774
2018-ST-CA	1404		INFORMATION TECHNOLOGY SUPE		518	\$5,957	\$7,764	\$7,982	1.11	\$8,313	\$10,479	\$10,740
2018-ST-CA	9446		INFORMATION SYSTEMS SUPERVIS		2	\$5,565	\$7,261	\$7,261	1.13	\$7,845	\$9,876	\$9,876
2018-ST-ID	01608	N	IT Manager		21	\$4,837	\$7,150	\$8,637	1.03	\$6,926	\$9,694	\$11,473
2018-ST-ID	01610	N	IT Resource Manager		28	\$4,837	\$7,454	\$8,637	1.08	\$6,926	\$10,058	\$11,473
2018-ST-ID	03317	N	Geographic Information Systems Mana		4	\$4,837	\$6,465	\$8,637	0.94	\$6,926	\$8,874	\$11,473
2018-ST-NV	07.906	43	IT MANAGER 2		18	\$5,762		\$8,688		\$7,641		\$11,055
<b>State Market Average</b>					591	\$5,849	\$7,715	\$8,060	1.06	\$8,167	\$10,416	\$10,813
7004-I	<b>OVERALL WEIGHTED MARKET AVERAGE</b>			389	1,258	\$6,493	\$8,622	\$9,670		\$8,686	\$11,175	\$12,383

**OREGON  
COMPARISON  
TO  
MARKET**

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
MMS	MGT SVC SUPERVISORY	I	A	28X	3	\$5,283	\$7,233	\$7,791	1.11	\$7,747	\$10,130	\$10,813	81.4%	83.9%	80.6%	89.2%	90.7%	87.3%
<b>Management Weighted Average</b>					3	\$5,283	\$7,233	\$7,791	1.11	\$7,747	\$10,130	\$10,813	81.4%	83.9%	80.6%	89.2%	90.7%	87.3%
7004	<b>STATEWIDE Weighted Average</b>				3	\$5,283	\$7,233	\$7,791	1.11	\$7,747	\$10,130	\$10,813	81.4%	83.9%	80.6%	89.2%	90.7%	87.3%

**7004-P PRINCIPAL EXECUTIVE/MANAGER C**

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-WashCo	014		Central Services Supervisor		1	\$5,085	\$6,012	\$6,180	1.07	\$7,330	\$8,430	\$8,630
<b>County Market Average</b>					1	\$5,085	\$6,012	\$6,180	1.07	\$7,330	\$8,430	\$8,630
2018-ST-NV	03.108	34	FOOD SERVICE MANAGER 2		1	\$3,886		\$5,762		\$5,452		\$7,641
2018-ST-WA	677H	50	FOOD SERVICE MANAGER 4			\$3,485		\$4,687		\$5,319		\$6,767
<b>State Market Average</b>					1	\$3,657		\$5,148		\$5,376		\$7,141
7004-P	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				2	\$4,085	\$6,012	\$5,458		\$5,962	\$8,430	\$7,588

**OREGON  
COMPARISON  
TO  
MARKET**

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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	
Currently no Oregon employees																			

# 2018 Oregon Salary and Benefit Report

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## 7006 PRINCIPAL EXECUTIVE/MANAGER D

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-ClackCo	009		Commission Staff Manager		1	\$6,637	\$8,280	\$9,960	1.06	\$9,492	\$11,509	\$12,344
2018-OR-ClackCo	023		Payroll Manager		1	\$6,969	\$8,539	\$9,408	1.04	\$9,899	\$11,828	\$12,894
2018-OR-ClackCo	048		Public Affairs Manager		2	\$6,969	\$9,408	\$9,408	1.15	\$9,899	\$12,894	\$12,894
2018-OR-ClackCo	065		Assessment and Taxation Manager			\$6,860		\$9,261		\$9,766		\$12,714
2018-OR-ClackCo	096		Finance Manager		1	\$6,969	\$8,276	\$9,408	1.01	\$9,899	\$11,505	\$12,894
2018-OR-ClackCo	166		Sustainability Supervisor		1	\$6,637	\$8,960	\$8,960	1.15	\$9,492	\$12,344	\$12,344
2018-OR-ClackCo	207		Juvenile Department Supervisor		3	\$6,321	\$7,111	\$8,533	0.96	\$9,104	\$10,074	\$11,820
2018-OR-ClackCo	259		Library Manager		1	\$7,317	\$7,573	\$9,878	0.88	\$10,327	\$10,642	\$13,472
2018-OR-ClackCo	306		Land Surveyor Manager			\$6,637		\$8,960		\$9,492		\$12,344
2018-OR-ClackCo	335		Appraisal Manager		1	\$6,969	\$8,511	\$9,408	1.04	\$9,899	\$11,793	\$12,894
2018-OR-ClackCo	351		Communications Operations Superviso		4	\$6,637	\$8,606	\$8,960	1.10	\$9,492	\$11,910	\$12,344
2018-OR-ClackCo	412		Road Operations Supervisor		6	\$5,733	\$6,797	\$7,740	1.01	\$8,382	\$9,689	\$10,846
2018-OR-ClackCo	528		Public Health Program Manager		5	\$6,020	\$7,141	\$8,127	1.01	\$8,734	\$10,111	\$11,321
2018-OR-ClackCo	562		Human Services Manager		7	\$6,637	\$8,004	\$8,960	1.03	\$9,492	\$11,171	\$12,344
2018-OR-ClackCo	585		Behavioral Health Clinic Manager			\$6,969		\$9,408		\$9,899		\$12,894
2018-OR-ClackCo	593		Mental Health Program Supervisor		8	\$6,637	\$7,354	\$8,960	0.94	\$9,492	\$10,373	\$12,344
2018-OR-ClackCo	704		Administrative Services Manager		11	\$6,657	\$8,076	\$8,987	1.03	\$9,517	\$11,260	\$12,377
2018-OR-ClackCo	724		Human Resources Business Systems I		1	\$7,317	\$9,878	\$9,878	1.15	\$10,327	\$13,472	\$13,472
2018-OR-DescCo	1608		Manager, Public Health Program		3	\$7,168	\$8,450	\$9,606	1.01	\$10,391	\$11,960	\$13,375
2018-OR-DescCo	1608		Public Health Nurse Program Manager		3	\$7,168	\$8,450	\$9,606	1.01	\$10,391	\$11,960	\$13,375
2018-OR-DescCo	1650		Manager, Behavioral Health Program		6	\$7,168	\$8,404	\$9,606	1.00	\$10,391	\$11,904	\$13,375
2018-OR-DescCo	1814		Manager, Fleet & Equipment		1	\$6,502	\$8,298	\$8,713	1.09	\$9,575	\$11,774	\$12,282
2018-OR-MarionCo	020		Administrative Services Manager Senic		3	\$5,358	\$7,262	\$7,175	1.16	\$7,981	\$10,302	\$10,197
2018-OR-MarionCo	026		Finance Accounting Manager		1	\$5,561	\$7,445	\$7,445	1.14	\$8,228	\$10,526	\$10,526
2018-OR-MarionCo	064		Human Resources Manager			\$6,420		\$8,599		\$9,276		\$11,933
2018-OR-MarionCo	360		Benefits and Risk Manager		1	\$5,826	\$7,810	\$7,810	1.15	\$8,551	\$10,972	\$10,972

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Data Effective Date: 7/1/2018

## 7006 PRINCIPAL EXECUTIVE/MANAGER D

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-MarionCo	361		Loss Control Manager		1	\$5,039	\$5,557	\$6,746	0.94	\$7,591	\$8,223	\$9,674
2018-OR-MultCo	9152		Library Safety and Security Manager		1	\$5,806	\$7,885	\$8,709	1.09	\$8,538	\$11,076	\$12,082
2018-OR-MultCo	9336		Finance Manager		15	\$6,647	\$9,267	\$9,971	1.12	\$9,565	\$12,763	\$13,622
2018-OR-MultCo	9615		Manager 1		53	\$5,764	\$7,927	\$8,898	1.08	\$8,487	\$11,127	\$12,313
2018-OR-MultCo	9664		District Attorney Administrative Manage		2	\$7,179	\$10,433	\$10,769	1.16	\$10,214	\$14,186	\$14,596
2018-OR-MultCo	9715		Human Resources Manager 1		15	\$6,213	\$8,643	\$9,319	1.11	\$9,034	\$12,001	\$12,826
2018-OR-MultCo	9780		Library Manager		8	\$5,806	\$7,703	\$8,709	1.06	\$8,538	\$10,854	\$12,082
2018-OR-WashCo	076		Benefits Supervisor		1	\$7,546	\$7,792	\$9,170	0.93	\$10,250	\$10,541	\$12,176
2018-OR-WashCo	119		Forensic Unit Supervisor			\$7,930		\$9,635		\$10,705		\$12,728
2018-OR-WashCo	209		Juvenile Services Division Manager		5	\$7,360	\$8,362	\$8,943	1.03	\$10,029	\$11,217	\$11,907
2018-OR-WashCo	277		Children & Family Program Supervisor		1	\$7,183	\$8,138	\$8,728	1.02	\$9,820	\$10,951	\$11,652
2018-OR-WashCo	279		Behavioral Health Supervisor		1	\$8,122	\$9,606	\$9,874	1.07	\$10,933	\$12,693	\$13,012
2018-OR-WashCo	280		Disability, Aging & Veterans Services S		1	\$7,546	\$8,634	\$9,170	1.03	\$10,250	\$11,540	\$12,176
2018-OR-WashCo	357		Appraisal Division Manager		1	\$8,329	\$9,845	\$10,121	1.07	\$11,178	\$12,977	\$13,304
2018-WA-ClarkCo	821		Accounting Supervisor			\$5,183		\$7,320		\$7,616		\$10,191
2018-WA-ClarkCo	823		Program Manager I			\$5,445		\$7,690		\$7,932		\$10,637
2018-WA-ClarkCo	824		Fleet Supervisor			\$5,579		\$7,882		\$8,093		\$10,868
2018-WA-ClarkCo	827		Purchasing Manager			\$6,009		\$8,488		\$8,611		\$11,599
2018-WA-KingCo	2212100		Procurement Manager		1	\$8,701	\$10,518	\$11,029	1.07	\$11,948	\$14,137	\$14,752
2018-WA-KingCo	2810300		Administrator III		18	\$6,546	\$7,912	\$8,297	1.07	\$9,351	\$10,997	\$11,461
2018-WA-ThrstnCo	0727		FISCAL MANAGER		5	\$5,468	\$6,834	\$7,291	1.07	\$7,896	\$9,542	\$10,091
2018-WA-ThrstnCo	1318		PROGRAM MANAGER		2	\$5,237	\$6,982	\$6,982	1.14	\$7,617	\$9,720	\$9,720
2018-WA-ThrstnCo	1360		ADMIN SERVICES MANAGER		7	\$5,474	\$6,819	\$7,299	1.07	\$7,903	\$9,523	\$10,102
2018-WA-ThrstnCo	1433		FACILITIES SERVICES MANAGER		1	\$5,417	\$7,223	\$7,223	1.14	\$7,834	\$10,010	\$10,010
2018-WA-ThrstnCo	1515		FLEET SERVICES MANAGER		1	\$6,018	\$7,436	\$8,024	1.06	\$8,558	\$10,267	\$10,975
<b>County Market Average</b>					211	\$6,283	\$8,034	\$8,823	1.07	\$9,067	\$11,206	\$12,164

# 2018 Oregon Salary and Benefit Report

Data Effective Date: 7/1/2018

## 7006 PRINCIPAL EXECUTIVE/MANAGER D

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-CompAnalyst	FA06000593		Accounts Payable/Receivable Manager			\$5,988	\$6,871	\$9,426	0.90	\$7,911	\$8,924	\$11,855
2018-CompAnalyst	FA06000695		Appraisal Manager			\$5,598	\$8,539	\$9,459	1.13	\$7,463	\$10,837	\$11,893
2018-CompAnalyst	HR09200022		Training Manager	10	10	\$6,270	\$8,414	\$9,783	1.05	\$8,235	\$10,694	\$12,265
2018-MIL-NWMGT	'1.04b		Accounting Supervisor	58	138	\$5,324	\$6,635	\$7,979	1.00	\$7,149	\$8,653	\$10,194
2018-MIL-NWMGT	'1.13a		Payroll Manager	57	64	\$5,950	\$7,808	\$8,883	1.05	\$7,867	\$9,999	\$11,231
2018-MIL-NWMGT	'4.06a		Recruiting / Talent Acquisition Manager	44	46	\$7,103	\$9,313	\$11,087	1.02	\$9,190	\$11,725	\$13,760
2018-MIL-NWMGT	'4.14		Training & Development Manager	44	44	\$6,833	\$8,653	\$10,521	1.00	\$8,880	\$10,968	\$13,111
2018-MIL-NWMGT	'5.06c		Community Relations Manager	20	31	\$6,396	\$8,147	\$9,799	1.01	\$8,379	\$10,388	\$12,282
2018-MIL-NWMGT	'5.20		Safety Manager	40	44	\$6,849	\$8,827	\$10,112	1.04	\$8,899	\$11,167	\$12,641
2018-MIL-NWMGT	'8.01c		Purchasing Manager	56	82	\$6,771	\$8,920	\$10,214	1.05	\$8,809	\$11,275	\$12,759
2018-MIL-OPES	04.08		Program Manager	12	116	\$5,838	\$7,231	\$8,125	1.04	\$8,339	\$10,013	\$11,088
2018-MIL-OPES	04.15		Purchasing Manager	11	8	\$6,731	\$8,321	\$9,702	1.01	\$9,412	\$11,324	\$12,983
2018-MIL-PACS	04.33		Safety Manager	13	13	\$6,404	\$8,568	\$9,951	1.05	\$8,388	\$10,871	\$12,457
2018-MIL-PACS	04.44		Program Manager	13	83	\$6,027	\$7,762	\$9,264	1.02	\$7,956	\$9,946	\$11,669
2018-MIL-PACS	08.04		Purchasing Manager	27	27	\$6,355	\$7,910	\$9,566	0.99	\$8,333	\$10,116	\$12,015
2018-TwrsWtsn	AFT010-M2		Financial Analysis	9	9		\$9,296		0.97		\$11,706	
2018-TwrsWtsn	AHR000-M2		HR Generalist/Consultant Generalist/M	16	20		\$8,288		0.92		\$10,550	
2018-TwrsWtsn	AMK000-M2		Marketing Generalist/Multidiscipline	12	21		\$8,484		0.90		\$10,775	
2018-TwrsWtsn	AQY020-M2		Business Process Improvement	5	9		\$8,684		0.95		\$11,003	
2018-TwrsWtsn	ASC060-M2		Purchasing Generalist/Multidiscipline	9	12		\$8,970		0.98		\$11,332	
<b>Purchased Market Average</b>				456	777	\$6,155	\$7,939	\$9,212	1.00	\$8,209	\$10,257	\$11,737
2018-ST-CA	3451		CONSTRUCTION MANAGEMENT SU		1	\$6,831	\$8,553	\$8,553	1.11	\$9,361	\$11,424	\$11,424
2018-ST-CA	4802		STAFF SERVICES MANAGER III		397	\$7,038	\$7,797	\$7,991	1.04	\$9,610	\$10,519	\$10,751
2018-ST-CA	6239		CALTRANS MAINTENANCE MANAGE		33	\$5,911	\$7,157	\$7,350	1.08	\$8,259	\$9,752	\$9,982
2018-ST-ID	01530	N	Purchasing Manager, State		1	\$4,837	\$6,857	\$8,637	0.99	\$6,926	\$9,343	\$11,473
2018-ST-ID	05932	N	Human Resources Program Manager		4	\$4,837	\$6,677	\$8,637	0.97	\$6,926	\$9,129	\$11,473

7006 PRINCIPAL EXECUTIVE/MANAGER D

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-ST-ID	07600	O	Nursing Services Director		1	\$5,241	\$7,638	\$9,362	1.02	\$7,411	\$10,278	\$12,341
2018-ST-ID	08835	N	Administrative Support Manager		9	\$4,837	\$6,787	\$8,637	0.98	\$6,926	\$9,260	\$11,473
2018-ST-ID	08848	N	Manager 2, Labor		2	\$4,837	\$6,263	\$8,637	0.91	\$6,926	\$8,633	\$11,473
2018-ST-NV	07.216	41	ADMIN SERVICES OFFICER 3		39	\$5,269		\$7,921		\$7,066		\$10,160
2018-ST-NV	07.509	41	PERSONNEL OFFICER 3		9	\$5,269		\$7,921		\$7,066		\$10,160
2018-ST-NV	07.707	42	CHIEF ECONOMIST		1	\$5,516		\$8,297		\$7,354		\$10,599
2018-ST-NV	10.300	45	DIRECTOR, NURSING SERVICES 2		5	\$6,305		\$9,537		\$8,275		\$12,045
<b>State Market Average</b>					502	\$6,710	\$7,712	\$7,983	0.97	\$9,169	\$10,415	\$10,684
7006	<b>OVERALL WEIGHTED MARKET AVERAGE</b>			456	1,490	\$6,370	\$7,882	\$8,721		\$8,678	\$10,446	\$11,433

OREGON  
COMPARISON  
TO  
MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
MENN EXEC SVC NONSUPERVISORY	A	A	31X	2	\$5,283	\$7,791	\$7,791	1.19	\$7,747	\$10,813	\$10,813	82.9%	98.8%	89.3%	89.3%	103.5%	94.6%	
MESN EXEC SVC SUPERVISORY	A	A	31X	8	\$5,283	\$7,188	\$7,791	1.10	\$7,747	\$10,076	\$10,813	82.9%	91.2%	89.3%	89.3%	96.5%	94.6%	
MMC MGT SVC NSUPV CONFIDENTIAL	A	A	31X	1	\$5,283	\$7,070	\$7,791	1.08	\$7,747	\$9,931	\$10,813	82.9%	89.7%	89.3%	89.3%	95.1%	94.6%	
MMN MGT SVC NONSUPERVISORY	A	A	31X	11	\$5,283	\$7,273	\$7,791	1.11	\$7,747	\$10,180	\$10,813	82.9%	92.3%	89.3%	89.3%	97.5%	94.6%	
MMS MGT SVC SUPERVISORY	A	A	31X	396	\$5,283	\$7,360	\$7,791	1.13	\$7,747	\$10,286	\$10,813	82.9%	93.4%	89.3%	89.3%	98.5%	94.6%	
<b>Management Weighted Average</b>					418	\$5,283	\$7,356	\$7,791	1.13	\$7,747	\$10,281	\$10,813	82.9%	93.3%	89.3%	89.3%	98.4%	94.6%
7006	<b>STATEWIDE Weighted Average</b>			418	\$5,283	\$7,356	\$7,791	1.13	\$7,747	\$10,281	\$10,813	82.9%	93.3%	89.3%	89.3%	98.4%	94.6%	

**7006-G PRINCIPAL EXECUTIVE/MANAGER D**

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-ClackCo	320		Civil Engineering Supervisor		5	\$7,683	\$10,273	\$10,372	1.14	\$10,776	\$13,956	\$14,078
2018-OR-MarionCo	314		Engineering Division Manager		1	\$6,710	\$9,911	\$8,987	1.26	\$9,629	\$13,534	\$12,407
2018-OR-MultCo	9671		Engineering Services Manager 1		2	\$7,179	\$9,387	\$10,769	1.05	\$10,214	\$12,910	\$14,596
<b>County Market Average</b>					8	\$7,435	\$10,006	\$10,298	1.14	\$10,492	\$13,642	\$13,998
2018-ST-CA	3115		SUPERVISING ENGINEER -CIVIL SEI		1	\$8,797	\$11,013	\$11,013	1.11	\$11,717	\$14,372	\$14,372
2018-ST-CA	3161	A	SENIOR TRANSPORTATION ENGINE		130	\$8,020	\$9,790	\$10,038	1.08	\$10,785	\$12,907	\$13,203
2018-ST-ID	03714	Q	Engineer, Manager 3		6	\$6,309	\$10,379	\$11,268	1.15	\$8,689	\$13,558	\$14,621
2018-ST-NV	06.221	47	ADMINR 2, PROF. ENGINEER		13	\$6,905		\$10,474		\$8,975		\$13,139
<b>State Market Average</b>					150	\$7,860	\$9,825	\$10,131	1.12	\$10,550	\$12,946	\$13,262
<b>7006-G</b>	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				158	\$7,838	\$9,835	\$10,140		\$10,547	\$12,984	\$13,300

**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	Salary			Salary and Benefits		
						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
<b>Currently no Oregon employees</b>																		

# 2018 Oregon Salary and Benefit Report

Data Effective Date: 7/1/2018

## 7006-I PRINCIPAL EXECUTIVE/MANAGER D

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2018-OR-ClackCo	689		Information Services Manager		4	\$8,470	\$11,435	\$11,435	1.15	\$11,743	\$15,383	\$15,383	
2018-OR-MarionCo	654		Information Technology Manager		1	\$6,710	\$9,441	\$8,987	1.20	\$9,629	\$12,961	\$12,407	
2018-OR-MultCo	9452		IT Manager 1		4	\$7,179	\$10,720	\$10,769	1.19	\$10,214	\$14,536	\$14,596	
2018-OR-WashCo	054		Law Enforcement Technology Supervis		1	\$8,329	\$9,372	\$10,121	1.02	\$11,178	\$12,416	\$13,304	
2018-OR-WashCo	257		Library Automation Systems Superviso		1	\$7,930	\$9,372	\$9,635	1.07	\$10,705	\$12,416	\$12,728	
<b>County Market Average</b>					11	\$7,779	\$10,619	\$10,687	1.12	\$10,849	\$14,315	\$14,396	
2018-CompAnalyst	IT10000149		Software Engineering Manager	10	70	\$8,853	\$11,385	\$13,562	1.02	\$11,198	\$14,102	\$16,599	
2018-CompAnalyst	IT10000178		Data Security Manager	5	5	\$7,699	\$10,397	\$11,818	1.06	\$9,874	\$12,969	\$14,599	
2018-CompAnalyst	IT10000213		Web Security Manager	5	5	\$7,259	\$9,891	\$10,979	1.08	\$9,369	\$12,388	\$13,637	
2018-CompAnalyst	IT10000270		Software Support Manager	100	283	\$7,458	\$9,642	\$11,743	1.00	\$9,597	\$12,103	\$14,513	
2018-CompAnalyst	IT10000323		Network Operations Manager	5	20	\$7,126	\$9,194	\$11,029	1.01	\$9,216	\$11,589	\$13,694	
2018-MIL-NWMGT	'3.10		Network Manager	23	29	\$7,664	\$10,816	\$11,572	1.12	\$9,833	\$13,449	\$14,316	
2018-MIL-NWMGT	'3.19		Network Communications Manager	15	19	\$7,203	\$9,602	\$10,856	1.06	\$9,305	\$12,057	\$13,495	
2018-TwrsWtsn	AID040-M2		Systems Software Development	5	5		\$11,937				\$14,736		
2018-TwrsWtsn	AIT020-M2		IT Help Desk Support	5	8		\$9,527				\$11,970		
<b>Purchased Market Average</b>					173	444	\$7,672	\$10,007	\$11,947	1.05	\$9,843	\$12,521	\$14,746
2018-ST-CA	1405		INFORMATION TECHNOLOGY MANA		283	\$6,574	\$8,683	\$8,810	1.13	\$9,053	\$11,580	\$11,732	
2018-ST-ID	01607	O	IT Information Services Manager		8	\$5,241	\$7,992	\$9,362	1.07	\$7,411	\$10,702	\$12,341	
2018-ST-ID	01609	M	IT Systems Operations Manager		1	\$4,377	\$4,992	\$7,820	0.80	\$6,377	\$7,113	\$10,496	
2018-ST-NV	07.901	45	CHIEF IT MANAGER		11	\$6,305		\$9,537		\$8,275		\$12,045	
<b>State Market Average</b>					303	\$6,522	\$8,651	\$8,847	1.01	\$8,973	\$11,541	\$11,755	
7006-I	<b>OVERALL WEIGHTED MARKET AVERAGE</b>			173	759	\$7,206	\$9,486	\$10,667		\$9,504	\$12,164	\$13,525	

OREGON  
COMPARISON  
TO  
MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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



2018 Oregon Salary and Benefit Report

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7006 PRINCIPAL EXECUTIVE/MANAGER D (Continued)

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
MMN	MGT SVC NONSUPERVISORY	I	A	31X	1	\$6,117	\$9,015	\$9,015	1.19	\$8,766	\$12,309	\$12,309	84.9%	95.0%	84.5%	92.2%	101.2%	91.0%
MMS	MGT SVC SUPERVISORY	I	A	31X	32	\$6,117	\$8,639	\$9,015	1.14	\$8,766	\$11,849	\$12,309	84.9%	91.1%	84.5%	92.2%	97.4%	91.0%
<b>Management Weighted Average</b>					33	\$6,117	\$8,650	\$9,015	1.14	\$8,766	\$11,863	\$12,309	84.9%	91.2%	84.5%	92.2%	97.5%	91.0%
7006	<b>STATEWIDE Weighted Average</b>				33	\$6,117	\$8,650	\$9,015	1.14	\$8,766	\$11,863	\$12,309	84.9%	91.2%	84.5%	92.2%	97.5%	91.0%

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7006-M PRINCIPAL EXECUTIVE/MANAGER D

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2018-OR-MultCo	9501		Deputy Dental Director			\$9,392		\$15,027			\$12,915		\$19,793
2018-OR-MultCo	9551		Health Centers Division Ops Director		0	\$9,392	\$13,597	\$15,027	1.11		\$12,915	\$18,048	\$19,793
<b>County Market Average</b>					0	\$9,392	\$13,597	\$15,027	1.11		\$12,915	\$18,048	\$19,793
7006-M	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				0	\$9,392	\$13,597	\$15,027			\$12,915	\$18,048	\$19,793

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	Salary			Salary and Benefits		
						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	
Currently no Oregon employees																		

**7006-P PRINCIPAL EXECUTIVE/MANAGER D**

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-ST-CA	2153	P	FOOD ADMINISTRATOR I -CORRECT		10	\$5,037	\$6,043	\$6,306	1.07	\$7,211	\$8,417	\$8,731
2018-ST-CA	5476		CORRECTIONAL FOOD MANAGER II		10	\$5,532	\$6,451	\$6,925	1.04	\$7,805	\$8,905	\$9,474
2018-ST-ID	02142	L	Food Service Operations Manager		5	\$3,872	\$4,778	\$6,915	0.86	\$5,772	\$6,857	\$9,413
2018-ST-NV	03.107	36	FOOD SERVICE MANAGER 3		6	\$4,238		\$6,305		\$5,863		\$8,275
2018-ST-WA	6771	54	FOOD SERVICE MANAGER 5			\$3,846		\$5,170		\$5,753		\$7,349
<b>State Market Average</b>					32	\$4,830	\$5,959	\$6,560	0.99	\$6,883	\$8,308	\$8,944
<b>7006-P OVERALL WEIGHTED MARKET AVERAGE</b>					32	\$4,830	\$5,959	\$6,560		\$6,883	\$8,308	\$8,944

**OREGON  
COMPARISON  
TO  
MARKET**

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
<b>Currently no Oregon employees</b>																		

# 2018 Oregon Salary and Benefit Report

Data Effective Date: 7/1/2018

## 7008 PRINCIPAL EXECUTIVE/MANAGER E

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-ClackCo	076		Grants Manager		1	\$6,969	\$7,980	\$9,408	0.97	\$9,899	\$11,141	\$12,894
2018-OR-ClackCo	150		Deputy Building Codes Administrator			\$7,317		\$9,878		\$10,327		\$13,472
2018-OR-ClackCo	204		Assistant Juvenile Department Director		1	\$8,470	\$10,281	\$11,435	1.03	\$11,743	\$13,967	\$15,383
2018-OR-ClackCo	214		Health Centers Administration and Finz		1	\$7,317	\$9,124	\$9,878	1.06	\$10,327	\$12,546	\$13,472
2018-OR-ClackCo	244		Social Services Director		1	\$7,683	\$10,372	\$10,372	1.15	\$10,776	\$14,078	\$14,078
2018-OR-ClackCo	425		Fleet Manager			\$6,969		\$9,408		\$9,899		\$12,894
2018-OR-ClackCo	492		Children, Youth and Families Director		1	\$7,683	\$10,372	\$10,372	1.15	\$10,776	\$14,078	\$14,078
2018-OR-ClackCo	495		Facilities Manager		1	\$7,683	\$10,372	\$10,372	1.15	\$10,776	\$14,078	\$14,078
2018-OR-ClackCo	530		Clinic Operations Manager		1	\$7,317	\$8,465	\$9,878	0.98	\$10,327	\$11,737	\$13,472
2018-OR-ClackCo	533		Assistant Primary Care Manager		1	\$6,637	\$7,127	\$8,960	0.91	\$9,492	\$10,094	\$12,344
2018-OR-ClackCo	771		Community Corrections Manager		2	\$7,317	\$8,837	\$9,878	1.03	\$10,327	\$12,193	\$13,472
2018-OR-LaneCo	N2023		Manager, Senior		7	\$6,313	\$8,738	\$9,471	1.11	\$9,036	\$11,999	\$12,895
2018-OR-LaneCo	N3002		Program Manager		9	\$5,455	\$7,689	\$8,181	1.13	\$7,987	\$10,718	\$11,319
2018-OR-MarionCo	206		Juvenile Department Assistant Director			\$7,098		\$9,507		\$10,103		\$13,041
2018-OR-MarionCo	375		Building and Planning Division Manage		1	\$7,098	\$9,507	\$9,507	1.15	\$10,103	\$13,041	\$13,041
2018-OR-MarionCo	494		Facilities Program Manager		1	\$6,124	\$7,816	\$8,206	1.09	\$8,915	\$10,978	\$11,454
2018-OR-MarionCo	538		Departmental Division Director		4	\$7,135	\$8,913	\$9,563	1.07	\$10,148	\$12,316	\$13,109
2018-OR-MarionCo	665		Administration Division Manager		1	\$6,124	\$7,443	\$8,206	1.04	\$8,915	\$10,523	\$11,454
2018-OR-MultCo	9338		Finance Manager Senior		5	\$7,754	\$11,061	\$11,630	1.14	\$10,915	\$14,953	\$15,647
2018-OR-MultCo	9365		Manager Senior		26	\$6,647	\$9,508	\$9,971	1.14	\$9,565	\$13,057	\$13,622
2018-OR-MultCo	9601		Division Director 1		3	\$7,179	\$9,904	\$10,769	1.10	\$10,214	\$13,541	\$14,596
2018-OR-MultCo	9621		Human Resources Manager 2		17	\$7,179	\$10,585	\$10,769	1.18	\$10,214	\$14,372	\$14,596
2018-OR-MultCo	9700		Human Services Policy Manager		1	\$7,179	\$10,769	\$10,769	1.20	\$10,214	\$14,596	\$14,596
2018-OR-MultCo	9782		Library Manager Senior		6	\$7,179	\$10,205	\$10,769	1.14	\$10,214	\$13,907	\$14,596
2018-OR-WashCo	029		Administrative Manager		5	\$7,736	\$8,843	\$9,399	1.03	\$10,475	\$11,788	\$12,447
2018-OR-WashCo	030		Public Safety Business Services Mana		1	\$7,736	\$9,143	\$9,399	1.07	\$10,475	\$12,144	\$12,447

# 2018 Oregon Salary and Benefit Report

Data Effective Date: 7/1/2018

## 7008 PRINCIPAL EXECUTIVE/MANAGER E

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-WashCo	031		Risk Manager		1	\$8,329	\$9,845	\$10,121	1.07	\$11,178	\$12,977	\$13,304
2018-OR-WashCo	058		Deputy County Administrator			\$9,901		\$12,031		\$13,043		\$15,569
2018-OR-WashCo	213		Community Corrections Center Manag		1	\$8,329	\$9,845	\$10,121	1.07	\$11,178	\$12,977	\$13,304
2018-OR-WashCo	215		Probation and Parole Services Manage			\$8,329		\$10,121		\$11,178		\$13,304
2018-OR-WashCo	356		Tax Division Manager		1	\$8,329	\$9,845	\$10,121	1.07	\$11,178	\$12,977	\$13,304
2018-OR-WashCo	427		Operations and Maintenance Division M		1	\$9,423	\$10,584	\$11,450	1.01	\$12,476	\$13,853	\$14,881
2018-OR-WashCo	433		Fleet Manager		1	\$8,329	\$9,167	\$10,121	0.99	\$11,178	\$12,172	\$13,304
2018-OR-WashCo	532		Health & Human Services Division Mar		2	\$9,423	\$11,139	\$11,450	1.07	\$12,476	\$14,511	\$14,881
2018-WA-ClarkCo	824		Financial Program Manager I			\$5,579		\$7,882		\$8,093		\$10,868
2018-WA-ClarkCo	825		Administrative Services Mgr. I			\$5,719		\$8,080		\$8,262		\$11,106
2018-WA-ClarkCo	827		Program Manager II			\$6,009		\$8,488		\$8,611		\$11,599
2018-WA-ClarkCo	828		Accounting Manager			\$6,158		\$8,700		\$8,791		\$11,854
2018-WA-KingCo	2110400		Finance / Accounting Supervisor		9	\$7,547	\$9,149	\$9,566	1.07	\$10,557	\$12,488	\$12,990
2018-WA-KingCo	2810400		Administrator IV		7	\$7,370	\$8,961	\$9,342	1.07	\$10,344	\$12,261	\$12,720
2018-WA-KingCo	8750100		Manager - Fleet and Warehouse Operz		1	\$8,497	\$11,309	\$10,770	1.17	\$11,702	\$15,090	\$14,441
<b>County Market Average</b>					121	\$7,078	\$9,488	\$9,925	1.07	\$9,999	\$12,942	\$13,465
2018-CompAnalyst	ED03000273		Library Services Director	40	40	\$6,760	\$9,775	\$10,572	1.13	\$8,797	\$12,255	\$13,170
2018-CompAnalyst	LE11000048		Government Affairs Manager	100	215	\$7,940	\$10,696	\$12,582	1.04	\$10,150	\$13,312	\$15,475
2018-MIL-NWMGT	'1.04a		Accounting Manager	80	140	\$6,736	\$8,760	\$10,246	1.03	\$8,770	\$11,091	\$12,796
2018-MIL-NWMGT	'4.01b		Human Resources Manager	80	97	\$7,524	\$9,136	\$11,358	0.97	\$9,673	\$11,522	\$14,071
2018-MIL-NWMGT	'5.21b		Risk Management / Loss Control Mana	30	46	\$6,917	\$9,174	\$10,320	1.06	\$8,977	\$11,566	\$12,881
2018-MIL-OPES	02.08		Accounting Manager	17	17	\$7,056	\$8,758	\$9,764	1.04	\$9,802	\$11,849	\$13,059
2018-MIL-OPES	05.08		Human Resources Manager	15	29	\$6,656	\$8,115	\$9,331	1.02	\$9,322	\$11,076	\$12,538
2018-MIL-PACS	02.07b		Accounting Manager	43	66	\$7,036	\$8,771	\$10,520	1.00	\$9,113	\$11,104	\$13,110
2018-MIL-PACS	05.13		Human Resources Manager	30	35	\$6,958	\$9,386	\$10,602	1.07	\$9,024	\$11,809	\$13,204
<b>Purchased Market Average</b>					435	\$7,283	\$9,513	\$11,154	1.04	\$9,441	\$12,004	\$13,890

2018 Oregon Salary and Benefit Report

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7008 PRINCIPAL EXECUTIVE/MANAGER E

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2018-ST-ID	04240	P	Financial Executive Officer		8	\$5,730	\$9,916	\$10,235	1.21	\$7,996	\$13,004	\$13,386	
2018-ST-ID	05131	O	Human Resource Officer		13	\$5,241	\$7,229	\$9,362	0.97	\$7,411	\$9,789	\$12,341	
2018-ST-ID	08847	O	Manager 3, Labor		7	\$5,241	\$6,479	\$9,362	0.87	\$7,411	\$8,891	\$12,341	
2018-ST-NV	07.215	44	ADMIN SERVICES OFFICER 4		14	\$6,024		\$9,101		\$7,947		\$11,537	
<b>State Market Average</b>					42	\$5,595	\$7,809	\$9,441	1.02	\$7,701	\$10,483	\$12,272	
7008	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				435	848	\$7,169	\$9,452	\$10,883		\$9,440	\$12,089	\$13,746

OREGON  
COMPARISON  
TO  
MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
MENN EXEC SVC NONSUPERVISORY	A	A	33X	10	\$5,828	\$8,118	\$8,581	1.13	\$8,413	\$11,212	\$11,778	81.3%	85.9%	78.8%	89.1%	92.7%	85.7%	
MESN EXEC SVC SUPERVISORY	A	A	33X	40	\$5,828	\$8,302	\$8,581	1.15	\$8,413	\$11,438	\$11,778	81.3%	87.8%	78.8%	89.1%	94.6%	85.7%	
MMN MGT SVC NONSUPERVISORY	A	A	33X	18	\$5,828	\$8,298	\$8,581	1.15	\$8,413	\$11,433	\$11,778	81.3%	87.8%	78.8%	89.1%	94.6%	85.7%	
MMS MGT SVC SUPERVISORY	A	A	33X	349	\$5,828	\$8,164	\$8,581	1.13	\$8,413	\$11,269	\$11,778	81.3%	86.4%	78.8%	89.1%	93.2%	85.7%	
MNSP UNCLASS EXCLUDED SUPV AT OSP	A	A	33X	1	\$5,828	\$8,581	\$8,581	1.19	\$8,413	\$11,778	\$11,778	81.3%	90.8%	78.8%	89.1%	97.4%	85.7%	
<b>Management Weighted Average</b>					418	\$5,828	\$8,183	\$8,581	1.14	\$8,413	\$11,292	\$11,778	81.3%	86.6%	78.8%	89.1%	93.4%	85.7%
7008	<b>STATEWIDE Weighted Average</b>				418	\$5,828	\$8,183	\$8,581	1.14	\$8,413	\$11,292	\$11,778	81.3%	86.6%	78.8%	89.1%	93.4%	85.7%

# 2018 Oregon Salary and Benefit Report

Data Effective Date: 7/1/2018

## 7008-G PRINCIPAL EXECUTIVE/MANAGER E

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-MultCo	9672		Engineering Services Manager 2		0	\$8,052	\$12,883	\$12,883	1.23	\$11,279	\$17,176	\$17,176
2018-WA-ClarkCo	831		Engineering Svc Mgr III			\$6,631		\$9,367		\$9,361		\$12,657
<b>County Market Average</b>					0	\$6,915	\$12,883	\$10,070	1.23	\$9,745	\$17,176	\$13,561
<b>7008-G OVERALL WEIGHTED MARKET AVERAGE</b>					0	\$6,915	\$12,883	\$10,070		\$9,745	\$17,176	\$13,561

**OREGON  
COMPARISON  
TO  
MARKET**

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
Currently no Oregon employees																		

# 2018 Oregon Salary and Benefit Report

Data Effective Date: 7/1/2018

## 7008-I PRINCIPAL EXECUTIVE/MANAGER E

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-ClackCo	710		Information Services Assistant Director		1	\$9,339	\$12,607	\$12,607	1.15	\$12,809	\$16,822	\$16,822
2018-OR-DescCo	1805		Manager, IT Systems			\$7,555		\$10,125		\$10,865		\$14,010
2018-OR-DescCo	99297		Manager, IT Applications		1	\$7,527	\$9,149	\$10,087	1.04	\$10,830	\$12,815	\$13,963
2018-OR-DescCo	99298		Manager, IT Operations		1	\$7,527	\$9,606	\$10,087	1.09	\$10,830	\$13,375	\$13,963
2018-OR-MarionCo	599		Information Technology Deputy Directo		1	\$7,034	\$9,428	\$9,428	1.15	\$10,025	\$12,944	\$12,944
2018-OR-MarionCo	602		Information Technology Program Mana			\$7,098		\$9,507		\$10,103		\$13,041
2018-OR-MultCo	9453		IT Manager 2		9	\$8,052	\$12,489	\$12,883	1.19	\$11,279	\$16,696	\$17,176
2018-OR-MultCo	9456		IT Security Manager			\$8,052		\$12,883		\$11,279		\$17,176
2018-OR-WashCo	064		Application Development & Support Me		2	\$8,751	\$10,343	\$10,633	1.07	\$11,679	\$13,568	\$13,911
2018-OR-WashCo	066		Technical Services Manager		1	\$8,954	\$10,584	\$10,881	1.07	\$11,921	\$13,853	\$14,205
2018-OR-WashCo	094		Systems Administration Supervisor		2	\$8,329	\$8,740	\$10,121	0.95	\$11,178	\$11,666	\$13,304
2018-OR-WashCo	154		Chief Information Services Officer, Dep		1	\$9,423	\$11,139	\$11,450	1.07	\$12,476	\$14,511	\$14,881
2018-WA-ClarkCo	830		Information Technology Mgr I			\$6,469		\$9,138		\$9,166		\$12,382
2018-WA-KingCo	7305100		IT Services Manager I		1	\$8,701	\$11,029	\$11,029	1.12	\$11,948	\$14,753	\$14,752
2018-WA-KingCo	7331200		IT Project Manager II		32	\$8,103	\$9,683	\$10,271	1.05	\$11,228	\$13,132	\$13,840
2018-WA-KingCo	7370100		Solution Architect - Technology		5	\$9,566	\$11,210	\$12,126	1.03	\$12,991	\$14,971	\$16,075
2018-WA-KingCo	7370200		Solution Architect - Data		4	\$9,566	\$11,520	\$12,126	1.06	\$12,991	\$15,345	\$16,075
2018-WA-KingCo	7370300		Solution Architect - Application		2	\$9,566	\$11,161	\$12,126	1.03	\$12,991	\$14,912	\$16,075
2018-WA-KingCo	7371200		Enterprise Architect - Data		1	\$11,029	\$13,980	\$13,980	1.12	\$14,753	\$18,309	\$18,309
<b>County Market Average</b>					64	\$8,380	\$10,506	\$11,040	1.08	\$11,565	\$14,131	\$14,782
2018-CompAnalyst	IT10000234		Information Security Manager	350	686	\$7,450	\$9,982	\$12,017	1.02	\$9,588	\$12,493	\$14,827
2018-CompAnalyst	IT10000304		Disaster Recovery Manager			\$8,106	\$10,746	\$13,139	1.02	\$10,340	\$13,369	\$16,113
2018-CompAnalyst	IT10000342		Applications Development Manager	10	30	\$7,815	\$10,372	\$11,660	1.07	\$10,007	\$12,940	\$14,418
2018-CompAnalyst	IT10000343		Database Administration Manager	225	686	\$8,322	\$10,596	\$12,889	1.01	\$10,588	\$13,197	\$15,828
2018-MIL-NWIT	'12-306		Applications Engineer, Manager	37	112	\$7,732	\$10,833	\$12,032	1.10	\$9,911	\$13,469	\$14,844
2018-MIL-NWIT	'12-356		Network Engineering / Administration, I	22	25	\$7,987	\$10,989	\$12,356	1.08	\$10,204	\$13,647	\$15,216



7008-I PRINCIPAL EXECUTIVE/MANAGER E

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-MIL-NWIT	'12-606		Information Security, Manager	36	41	\$8,134	\$10,884	\$12,646	1.05	\$10,373	\$13,528	\$15,548
2018-MIL-NWIT	'16-206		Database Development, Manager	9	11	\$7,404	\$10,772	\$11,698	1.13	\$9,536	\$13,399	\$14,461
2018-MIL-NWIT	'20-206		Project Management, Manager	23	44	\$7,924	\$10,438	\$12,056	1.04	\$10,132	\$13,016	\$14,871
2018-MIL-NWMGT	'3.02		Applications Manager	66	198	\$8,015	\$10,899	\$12,327	1.07	\$10,236	\$13,545	\$15,183
2018-MIL-NWMGT	'3.09		IT Support Manager**	15	24	\$6,977	\$8,272	\$10,236	0.96	\$9,046	\$10,532	\$12,784
2018-MIL-NWMGT	'3.15		IT Operations Manager	26	28	\$7,378	\$10,073	\$11,348	1.08	\$9,505	\$12,597	\$14,059
2018-MIL-OPES	03.17		Applications Manager	8	22	\$7,224	\$10,755	\$10,201	1.23	\$10,004	\$14,250	\$13,583
<b>Purchased Market Average</b>				827	1,908	\$7,867	\$10,391	\$12,323	1.08	\$10,075	\$12,972	\$15,187
2018-ST-CA	1387		DATA PROCESSING MANAGER IV		1	\$8,124	\$9,250	\$9,688	1.04	\$10,910	\$12,260	\$12,784
2018-ST-CA	1406		INFORMATION TECHNOLOGY MANA		136	\$7,976	\$9,564	\$9,695	1.08	\$10,734	\$12,636	\$12,793
2018-ST-ID	01605	Q	IT Information Services Manager - ITD/		1	\$6,309	\$11,180	\$11,268	1.24	\$8,689	\$14,516	\$14,621
2018-ST-ID	01606	P	IT Information Services Manager, Senik		8	\$5,730	\$9,136	\$10,235	1.12	\$7,996	\$12,071	\$13,386
<b>State Market Average</b>					146	\$7,843	\$9,549	\$9,735	1.12	\$10,571	\$12,615	\$12,838
7008-I	<b>OVERALL WEIGHTED MARKET AVERAGE</b>			827	2,118	\$7,882	\$10,337	\$12,104		\$10,156	\$12,982	\$15,013

OREGON  
COMPARISON  
TO  
MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
MESN	EXEC SVC SUPERVISORY	I	A	33X	2	\$6,740	\$9,470	\$9,925	1.14	\$9,528	\$12,865	\$13,421	85.5%	91.6%	82.0%	93.8%	99.1%	89.4%
MMN	MGT SVC NONSUPERVISORY	I	A	33X	3	\$6,740	\$9,622	\$9,925	1.15	\$9,528	\$13,051	\$13,421	85.5%	93.1%	82.0%	93.8%	100.5%	89.4%
MMS	MGT SVC SUPERVISORY	I	A	33X	70	\$6,740	\$9,578	\$9,925	1.15	\$9,528	\$12,998	\$13,421	85.5%	92.7%	82.0%	93.8%	100.1%	89.4%
<b>Management Weighted Average</b>					75	\$6,740	\$9,577	\$9,925	1.15	\$9,528	\$12,996	\$13,421	85.5%	92.7%	82.0%	93.8%	100.1%	89.4%
7008	<b>STATEWIDE Weighted Average</b>				75	\$6,740	\$9,577	\$9,925	1.15	\$9,528	\$12,996	\$13,421	85.5%	92.7%	82.0%	93.8%	100.1%	89.4%

2018 Oregon Salary and Benefit Report

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7008-M PRINCIPAL EXECUTIVE/MANAGER E

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-ClackCo	580		Dental Director		1	\$11,920	\$12,772	\$16,089	0.91	\$15,978	\$17,025	\$21,097
2018-OR-ClackCo	581		Psychiatrist Supervisor			\$16,772		\$22,639		\$21,936		\$29,139
2018-OR-MultCo	9490		Site Medical Director		4	\$12,500	\$17,777	\$20,000	1.09	\$16,709	\$23,150	\$25,864
2018-OR-MultCo	9499		Dental Director		1	\$10,331	\$15,955	\$16,529	1.19	\$14,061	\$20,926	\$21,627
2018-OR-MultCo	9530		EMS Medical Director		1	\$12,500	\$17,550	\$20,000	1.08	\$16,709	\$22,873	\$25,864
2018-OR-MultCo	9541		Deputy Medical Director		2	\$12,500	\$17,989	\$20,000	1.11	\$16,709	\$23,409	\$25,864
<b>County Market Average</b>					9	\$12,660	\$16,997	\$19,501	1.08	\$16,904	\$22,196	\$25,261
7008-M	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				9	\$12,660	\$16,997	\$19,501		\$16,904	\$22,196	\$25,261

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	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
Currently no Oregon employees																		

# 2018 Oregon Salary and Benefit Report

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## 7010 PRINCIPAL EXECUTIVE/MANAGER F

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-ClackCo	080		Assistant Director, Human Resources		1	\$8,470	\$11,276	\$11,435	1.13	\$11,743	\$15,188	\$15,383
2018-OR-ClackCo	097		Assistant Director, Finance		1	\$9,339	\$10,960	\$12,607	1.00	\$12,809	\$14,800	\$16,822
2018-OR-ClackCo	206		Juvenile Department Director		1	\$9,339	\$12,436	\$12,607	1.13	\$12,809	\$16,613	\$16,822
2018-OR-ClackCo	212		Deputy Director, Health, Housing and H		1	\$9,339	\$12,144	\$12,607	1.11	\$12,809	\$16,254	\$16,822
2018-OR-ClackCo	273		Housing and Community Development		1	\$8,470	\$11,435	\$11,435	1.15	\$11,743	\$15,383	\$15,383
2018-OR-ClackCo	280		Community Solutions Director			\$7,683		\$10,372		\$10,776		\$14,078
2018-OR-ClackCo	309		Building Codes Administrator		1	\$8,470	\$11,435	\$11,435	1.15	\$11,743	\$15,383	\$15,383
2018-OR-ClackCo	357		Deputy Director, Transportation and De		2	\$9,339	\$11,308	\$12,607	1.03	\$12,809	\$15,227	\$16,822
2018-OR-ClackCo	358		Planning Director		1	\$8,470	\$11,435	\$11,435	1.15	\$11,743	\$15,383	\$15,383
2018-OR-ClackCo	420		Procurement Division Director		1	\$7,683	\$10,372	\$10,372	1.15	\$10,776	\$14,078	\$14,078
2018-OR-ClackCo	424		Transportation Operations Manager		1	\$8,470	\$10,301	\$11,435	1.03	\$11,743	\$13,991	\$15,383
2018-OR-ClackCo	461		North Clackamas Parks And Recreatio		1	\$8,894	\$12,007	\$12,007	1.15	\$12,263	\$16,085	\$16,085
2018-OR-ClackCo	529		Federally Qualified Health Center Direc		1	\$7,683	\$10,372	\$10,372	1.15	\$10,776	\$14,078	\$14,078
2018-OR-ClackCo	531		Public Health Services Director		1	\$8,470	\$10,715	\$11,435	1.08	\$11,743	\$14,499	\$15,383
2018-OR-ClackCo	596		Behavioral Health System Director		1	\$7,683	\$10,372	\$10,372	1.15	\$10,776	\$14,078	\$14,078
2018-OR-ClackCo	705		Administrative Services Manager, Seni		3	\$8,156	\$9,290	\$11,011	0.97	\$11,358	\$12,749	\$14,863
2018-OR-DescCo	1017		Director, Human Resources		1	\$9,149	\$9,149	\$12,260	0.85	\$12,815	\$12,815	\$16,624
2018-OR-DescCo	1018		Director, Finance/Treasurer		1	\$9,149	\$12,260	\$12,260	1.15	\$12,815	\$16,624	\$16,624
2018-OR-DescCo	1024		Deputy Director, Community Justice		2	\$8,713	\$10,135	\$11,676	0.99	\$12,282	\$14,022	\$15,910
2018-OR-DescCo	1050		Deputy Director, Health Services		3	\$8,713	\$10,767	\$11,676	1.06	\$12,282	\$14,797	\$15,910
2018-OR-JackCo	01104		Airport Director		1	\$9,242	\$10,698	\$11,797	1.02	\$13,055	\$14,831	\$16,172
2018-OR-JackCo	01106		Development Services Director		1	\$8,495	\$8,495	\$10,840	0.88	\$12,143	\$12,143	\$15,004
2018-OR-JackCo	01111		Senior Deputy County Administrator		1	\$10,166	\$12,976	\$12,976	1.12	\$14,182	\$17,610	\$17,610
2018-OR-MarionCo	207		Juvenile Department Director		1	\$7,906	\$10,596	\$10,596	1.15	\$11,088	\$14,369	\$14,369
2018-OR-MarionCo	363		Business Services Director		1	\$7,533	\$10,093	\$10,093	1.15	\$10,633	\$13,756	\$13,756
2018-OR-MarionCo	535		Health and Human Services Administr		1	\$8,096	\$9,838	\$10,849	1.04	\$11,320	\$13,445	\$14,677

# 2018 Oregon Salary and Benefit Report

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## 7010 PRINCIPAL EXECUTIVE/MANAGER F

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-MultCo	9519		Nursing Director			\$7,179		\$10,769		\$10,214	\$14,596	
2018-OR-MultCo	9602		Division Director 2		4	\$7,754	\$11,091	\$11,630	1.14	\$10,915	\$14,989	\$15,647
2018-OR-MultCo	9669		Human Resources Manager Senior		1	\$8,052	\$12,690	\$12,883	1.21	\$11,279	\$16,940	\$17,176
2018-OR-MultCo	9679		Facilities & Property Mgmt Division Dir		1	\$8,052	\$12,808	\$12,883	1.22	\$11,279	\$17,085	\$17,176
2018-OR-MultCo	9744		Mental Health Director		1	\$8,052	\$12,533	\$12,883	1.20	\$11,279	\$16,749	\$17,176
2018-OR-MultCo	9797		Principal Investigator Manager		2	\$7,754	\$11,226	\$11,630	1.16	\$10,915	\$15,154	\$15,647
2018-OR-WashCo	037		Human Resources Manager		1	\$10,145	\$11,996	\$12,332	1.07	\$13,333	\$15,528	\$15,927
2018-OR-WashCo	211		Administrative Manager, Senior		1	\$8,329	\$9,600	\$10,121	1.04	\$11,178	\$12,686	\$13,304
2018-OR-WashCo	230		Assistant Director of Community Correc		1	\$9,423	\$11,139	\$11,450	1.07	\$12,476	\$14,511	\$14,881
2018-OR-WashCo	386		Assistant Director of Housing Services			\$9,423		\$11,450		\$12,476		\$14,881
2018-WA-ClarkCo	827		Department Finance Manager			\$6,009		\$8,488		\$8,611		\$11,599
2018-WA-ClarkCo	827		Financial Program Manager II			\$6,009		\$8,488		\$8,611		\$11,599
2018-WA-ClarkCo	827		Administrative Services Mgr. II			\$6,009		\$8,488		\$8,611		\$11,599
2018-WA-ClarkCo	831		Program Manager III			\$6,631		\$9,367		\$9,361		\$12,657
2018-WA-KingCo	1077100		Finance and Administrative Services M		14	\$8,131	\$10,243	\$10,307	1.11	\$11,262	\$13,805	\$13,883
2018-WA-KingCo	1300100		Operations Manager		4	\$8,701	\$10,759	\$11,029	1.09	\$11,948	\$14,427	\$14,752
2018-WA-KingCo	2133100		Chief Financial Officer		7	\$8,701	\$11,066	\$11,029	1.12	\$11,948	\$14,797	\$14,752
2018-WA-ThrstnCo	0730		FINANCIAL SERVICES MANAGER		1	\$7,421	\$9,267	\$9,895	1.07	\$10,249	\$12,473	\$13,229
2018-WA-ThrstnCo	0811		RISK MANAGER		1	\$6,280	\$8,374	\$8,374	1.14	\$8,874	\$11,397	\$11,397
2018-WA-ThrstnCo	0819		HUMAN RESOURCES MANAGER		1	\$6,280	\$8,309	\$8,374	1.13	\$8,874	\$11,318	\$11,397
<b>County Market Average</b>					71	\$8,260	\$10,702	\$11,024	1.12	\$11,470	\$14,452	\$14,832
2018-CompAnalyst	FA06000083		Budget Manager	10	10	\$7,159	\$9,451	\$11,170	1.03	\$9,254	\$11,884	\$13,856
2018-CompAnalyst	OF13000083		Administrative Services Director	5	5	\$7,616	\$9,617	\$11,669	1.00	\$9,778	\$12,074	\$14,427
2018-MIL-NWMGT	'1.03		Assistant Controller	31	42	\$7,916	\$10,360	\$12,335	1.02	\$10,123	\$12,926	\$15,192
2018-MIL-NWMGT	'1.07b		Internal Audit Manager	17	19	\$7,821	\$10,707	\$12,754	1.04	\$10,014	\$13,324	\$15,673
2018-MIL-NWMGT	'1.14		Budget Manager	34	41	\$7,880	\$9,864	\$11,779	1.00	\$10,082	\$12,357	\$14,554

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## 7010 PRINCIPAL EXECUTIVE/MANAGER F

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-MIL-NWMGT	'4.05		EEO / Diversity Manager	10	11	\$7,206	\$8,909	\$10,590	1.00	\$9,308	\$11,262	\$13,190
2018-MIL-NWMGT	'4.08		Compensation Manager	15	15	\$7,714	\$10,673	\$12,558	1.05	\$9,891	\$13,286	\$15,447
2018-MIL-NWMGT	'5.06b		Public Relations Manager	31	69	\$6,822	\$7,877	\$10,237	0.92	\$8,867	\$10,078	\$12,785
2018-MIL-OPES	02.11		Budget Manager	9	9	\$7,696	\$9,518	\$10,824	1.03	\$10,573	\$12,762	\$14,332
2018-MIL-OPES	04.20		Government Relations Manager	7	8	\$8,476	\$11,000	\$12,364	1.06	\$11,510	\$14,544	\$16,184
2018-MIL-OPES	05.09		Human Resources Director	19	15	\$8,832	\$11,341	\$12,534	1.06	\$11,938	\$14,954	\$16,388
2018-TwrsWtsn	AHR000-M3		HR Generalist/Consultant Generalist/M	12	17		\$11,115		0.99		\$13,792	
2018-TwrsWtsn	AHR140-M3		Recruitment Generalist/Multidiscipline	5	5		\$11,829		0.95		\$14,611	
2018-TwrsWtsn	AQY020-M3		Business Process Improvement	5	5		\$10,343				\$12,907	
2018-TwrsWtsn	ASC060-M3		Purchasing Generalist/Multidiscipline	6	6		\$11,365				\$14,079	
<b>Purchased Market Average</b>				216	277	\$7,578	\$9,743	\$11,512	1.01	\$9,832	\$12,319	\$14,371
2018-ST-ID	05130	P	Human Resource Manager		2	\$5,730	\$9,654	\$10,235	1.18	\$7,996	\$12,690	\$13,386
2018-ST-ID	05226	P	Economist, Chief - DFM		1	\$5,730	\$9,806	\$10,235	1.20	\$7,996	\$12,873	\$13,386
<b>State Market Average</b>					3	\$5,730	\$9,705	\$10,235	1.19	\$7,996	\$12,751	\$13,386
7010	<b>OVERALL WEIGHTED MARKET AVERAGE</b>			216	351	\$7,725	\$9,937	\$11,383		\$10,209	\$12,754	\$14,473

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	Salary			Salary and Benefits		
													SR Min 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	A	35X	20	\$6,416	\$9,012	\$9,463	1.14	\$9,132	\$12,306	\$12,857	83.1%	90.7%	83.1%	89.5%	96.5%	88.8%
MESN EXEC SVC SUPERVISORY		A	A	35X	82	\$6,416	\$9,216	\$9,463	1.16	\$9,132	\$12,555	\$12,857	83.1%	92.7%	83.1%	89.5%	98.4%	88.8%
MMN MGT SVC NONSUPERVISORY		A	A	35X	5	\$6,416	\$9,107	\$9,463	1.15	\$9,132	\$12,422	\$12,857	83.1%	91.7%	83.1%	89.5%	97.4%	88.8%
MMS MGT SVC SUPERVISORY		A	A	35X	224	\$6,416	\$9,087	\$9,463	1.14	\$9,132	\$12,397	\$12,857	83.1%	91.4%	83.1%	89.5%	97.2%	88.8%
<b>Management Weighted Average</b>					331	\$6,416	\$9,115	\$9,463	1.15	\$9,132	\$12,431	\$12,857	83.1%	91.7%	83.1%	89.5%	97.5%	88.8%
7010	<b>STATEWIDE Weighted Average</b>				331	\$6,416	\$9,115	\$9,463	1.15	\$9,132	\$12,431	\$12,857	83.1%	91.7%	83.1%	89.5%	97.5%	88.8%

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## 7010-G PRINCIPAL EXECUTIVE/MANAGER F

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-WA-KingCo	1134100		Engineering Services Section Manager		1	\$9,123	\$12,143	\$11,564	1.17	\$12,457	\$16,094	\$15,398
2018-WA-KingCo	7112500		Managing Engineer		7	\$8,497	\$11,011	\$10,770	1.14	\$11,702	\$14,731	\$14,441
<b>County Market Average</b>					8	\$8,575	\$11,152	\$10,869	1.16	\$11,796	\$14,901	\$14,561
2018-MIL-OPES	07.08		Engineering Division Manager	15	7	\$7,933	\$10,757	\$10,574	1.16	\$10,857	\$14,252	\$14,032
<b>Purchased Market Average</b>					15	\$7,933	\$10,757	\$10,574	1.16	\$10,857	\$14,252	\$14,032
<b>7010-G OVERALL WEIGHTED MARKET AVERAGE</b>					15	\$8,275	\$10,968	\$10,732		\$11,358	\$14,598	\$14,314

**OREGON  
COMPARISON  
TO  
MARKET**

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
Currently no Oregon employees																		

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## 7010-I PRINCIPAL EXECUTIVE/MANAGER F

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-DescCo	1301		Director, Information Technology		1	\$9,149	\$12,260	\$12,260	1.15	\$12,815	\$16,624	\$16,624
2018-OR-JackCo	01107		Technology Director		1	\$9,242	\$11,797	\$11,797	1.12	\$13,055	\$16,172	\$16,172
2018-OR-MarionCo	600		Information Technology Director		1	\$8,304	\$10,091	\$11,125	1.04	\$11,574	\$13,754	\$15,013
2018-OR-MultCo	9454		IT Manager Senior		3	\$8,696	\$13,584	\$13,913	1.20	\$12,066	\$18,032	\$18,434
2018-OR-WashCo	065		Chief Information Services Officer		1	\$10,145	\$11,996	\$12,332	1.07	\$13,333	\$15,528	\$15,927
2018-WA-ClarkCo	833		Information Technology Mgr II			\$6,968		\$9,841		\$9,767		\$13,229
2018-WA-KingCo	1231200		IT Manager II		1	\$9,123	\$12,143	\$11,564	1.17	\$12,457	\$16,094	\$15,398
2018-WA-KingCo	1261200		IT Services Delivery Manager		5	\$9,566	\$11,216	\$12,126	1.03	\$12,991	\$14,978	\$16,075
2018-WA-ThrstnCo	0507		IT TECHNICAL MANAGER		1	\$6,704	\$8,939	\$8,939	1.14	\$9,385	\$12,077	\$12,077
<b>County Market Average</b>					14	\$8,904	\$11,718	\$12,015	1.12	\$12,236	\$15,660	\$16,008
2018-MIL-NWIT	'12-206		IT, Manager	62	81	\$7,872	\$10,680	\$12,288	1.06	\$10,072	\$13,293	\$15,138
2018-MIL-NWMGT	'3.01b		IT Manager	71	81	\$8,093	\$10,607	\$12,241	1.04	\$10,326	\$13,210	\$15,084
2018-MIL-OPES	03.18		Information Systems Manager	14	37	\$7,529	\$9,551	\$10,648	1.05	\$10,371	\$12,802	\$14,121
<b>Purchased Market Average</b>					147	\$7,898	\$10,440	\$11,963	1.05	\$10,231	\$13,168	\$14,926
2018-ST-CA	9014		CHIEF, INFORMATION SYSTEMS, ST		2	\$9,828	\$11,159	\$11,159	1.06	\$12,953	\$14,546	\$14,546
2018-ST-ID	01604	Q	IT Services Administrator, Deputy-DHV			\$6,309		\$11,268		\$8,689		\$14,621
<b>State Market Average</b>					2	\$8,655	\$11,159	\$11,195	1.06	\$11,531	\$14,546	\$14,571
7010-I	<b>OVERALL WEIGHTED MARKET AVERAGE</b>			147	215	\$7,978	\$10,530	\$11,956		\$10,388	\$13,343	\$14,996

OREGON  
COMPARISON  
TO  
MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
MESN	EXEC SVC SUPERVISORY	I	A	35X	7	\$7,426	\$10,645	\$10,936	1.16	\$10,366	\$14,301	\$14,657	93.1%	101.1%	91.5%	99.8%	107.2%	97.7%
MMN	MGT SVC NONSUPERVISORY	I	A	35X	2	\$7,426	\$10,936	\$10,936	1.19	\$10,366	\$14,657	\$14,657	93.1%	103.9%	91.5%	99.8%	109.8%	97.7%
MMS	MGT SVC SUPERVISORY	I	A	35X	26	\$7,426	\$10,675	\$10,936	1.16	\$10,366	\$14,338	\$14,657	93.1%	101.4%	91.5%	99.8%	107.5%	97.7%
<b>Management Weighted Average</b>					35	\$7,426	\$10,684	\$10,936	1.16	\$10,366	\$14,349	\$14,657	93.1%	101.5%	91.5%	99.8%	107.5%	97.7%

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7010	STATEWIDE Weighted Average	35	\$7,426	\$10,684	\$10,936	1.16	\$10,366	\$14,349	\$14,657	93.1%	101.5%	91.5%	99.8%	107.5%	97.7%
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7010-M PRINCIPAL EXECUTIVE/MANAGER F

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-ClackCo	521		Medical Director		1	\$15,974	\$20,019	\$21,561	1.07	\$20,956	\$25,922	\$27,816
2018-OR-DescCo	1603		Medical Director		1	\$15,648	\$20,969	\$20,969	1.15	\$20,771	\$27,286	\$27,286
2018-OR-JackCo	01321		Medical Director			\$15,042		\$19,195		\$20,131		\$25,198
2018-OR-MultCo	9520		Medical Director		1	\$13,750	\$19,305	\$22,000	1.08	\$18,235	\$25,016	\$28,305
<b>County Market Average</b>					2	\$15,099	\$20,098	\$20,798	1.10	\$20,031	\$26,075	\$27,001
<b>7010-M OVERALL WEIGHTED MARKET AVERAGE</b>					2	\$15,099	\$20,098	\$20,798		\$20,031	\$26,075	\$27,001

OREGON  
COMPARISON  
TO  
MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
Currently no Oregon employees																		

# 2018 Oregon Salary and Benefit Report

Data Effective Date: 7/1/2018

## 7012 PRINCIPAL EXECUTIVE/MANAGER G

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-ClackCo	021		Deputy County Administrator		1	\$10,810	\$14,019	\$14,594	1.10	\$14,616	\$18,556	\$19,262
2018-OR-ClackCo	029		Public and Government Affairs Director		1	\$10,296	\$13,899	\$13,899	1.15	\$13,984	\$18,409	\$18,409
2018-OR-ClackCo	085		Director, Department of Human Resou		1	\$10,296	\$12,616	\$13,899	1.04	\$13,984	\$16,833	\$18,409
2018-OR-ClackCo	099		Director, Department of Finance		1	\$11,351	\$15,104	\$15,324	1.13	\$15,280	\$19,888	\$20,158
2018-OR-ClackCo	211		Director, Department of Human Service		1	\$11,351	\$14,467	\$15,324	1.08	\$15,280	\$19,106	\$20,158
2018-OR-ClackCo	348		Communications Director			\$9,805		\$13,237		\$13,383		\$17,596
2018-OR-ClackCo	783		Director, Transportation and Developm		1	\$11,351	\$13,237	\$15,324	0.99	\$15,280	\$17,596	\$20,158
2018-OR-DescCo	1011		Director, Community Development		1	\$9,606	\$11,676	\$12,873	1.04	\$13,375	\$15,910	\$17,375
2018-OR-DescCo	1013		Director, Health Services		1	\$9,606	\$11,676	\$12,873	1.04	\$13,375	\$15,910	\$17,375
2018-OR-DescCo	1015		Director, Community Justice		1	\$9,606	\$12,260	\$12,873	1.09	\$13,375	\$16,624	\$17,375
2018-OR-DescCo	1016		Deputy County Administrator		1	\$10,087	\$12,873	\$13,517	1.09	\$13,963	\$17,375	\$18,163
2018-OR-JackCo	01102		Finance Director/Treasurer		1	\$9,242	\$11,797	\$11,797	1.12	\$13,055	\$16,172	\$16,172
2018-OR-JackCo	01103		Human Resources/Risk Director		1	\$8,495	\$8,495	\$10,840	0.88	\$12,143	\$12,143	\$15,004
2018-OR-JackCo	01109		Health and Human Services Director		1	\$10,200	\$13,019	\$13,019	1.12	\$14,223	\$17,663	\$17,663
2018-OR-MultCo	9610		Department Director 1		2	\$9,392	\$13,997	\$15,027	1.15	\$12,915	\$18,536	\$19,793
2018-OR-WashCo	216		Director of Community Corrections		1	\$10,403	\$12,295	\$12,639	1.07	\$13,638	\$15,883	\$16,291
2018-WA-ClarkCo	829		Administrative Services Mgr. III			\$6,310		\$8,917		\$8,975		\$12,115
2018-WA-ClarkCo	833		Chief Building Official			\$6,968		\$9,841		\$9,767		\$13,229
2018-WA-KingCo	1011100		Chief of Operations-DAJD		2	\$7,913	\$8,931	\$10,030	1.00	\$10,999	\$12,226	\$13,550
2018-WA-KingCo	1040100		Finance Manager		2	\$8,701	\$11,304	\$11,029	1.15	\$11,948	\$15,085	\$14,752
2018-WA-KingCo	2317100		Human Resource Senior Manager		1	\$9,342	\$11,842	\$11,842	1.12	\$12,721	\$15,733	\$15,732
2018-WA-ThrstnCo	1305		DIRECTOR OF CENTRAL SERVICES		1	\$8,733	\$9,535	\$11,645	0.94	\$11,830	\$12,795	\$15,337
2018-WA-ThrstnCo	1315		DIRECTOR OF HUMAN RESOURCES		1	\$8,733	\$10,414	\$11,645	1.02	\$11,830	\$13,854	\$15,337
<b>County Market Average</b>					23	\$9,408	\$12,073	\$12,619	1.07	\$12,915	\$16,180	\$16,827
2018-CompAnalyst	EX05000202		Risk Management Director	5	5	\$8,712	\$11,235	\$13,911	1.00	\$11,036	\$13,930	\$16,999
2018-MIL-NWMGT	'4.01a		Director of Human Resources	81	70	\$9,855	\$12,955	\$15,207	1.03	\$12,347	\$15,903	\$18,486

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7012 PRINCIPAL EXECUTIVE/MANAGER G

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-MIL-NWMGT	'5.06a		Communications Director	48	51	\$9,111	\$11,913	\$13,735	1.04	\$11,494	\$14,707	\$16,797
2018-MIL-NWMGT	'5.11		Facilities Director	51	55	\$8,475	\$10,803	\$12,830	1.01	\$10,764	\$13,434	\$15,759
2018-MIL-NWMGT	'5.21a		Director of Risk Management	25	26	\$9,105	\$12,005	\$14,173	1.03	\$11,487	\$14,813	\$17,300
2018-MIL-NWMGT	'8.01a		Director of Purchasing	29	31	\$9,012	\$11,670	\$13,957	1.02	\$11,380	\$14,428	\$17,053
<b>Purchased Market Average</b>				239	238	\$9,162	\$11,928	\$14,040	1.03	\$11,552	\$14,725	\$17,148
7012	<b>OVERALL WEIGHTED MARKET AVERAGE</b>			239	261	\$9,186	\$11,941	\$13,901		\$11,686	\$14,853	\$17,116

OREGON  
COMPARISON  
TO  
MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
MENC EXEC SVC NSUPV CONFIDENTIAL	A	A	38X	1	\$7,426	\$10,936	\$10,936	1.19	\$10,366	\$14,657	\$14,657	80.8%	91.6%	78.7%	88.7%	98.7%	85.6%	
MENN EXEC SVC NONSUPERVISORY	A	A	38X	8	\$7,426	\$10,886	\$10,936	1.19	\$10,366	\$14,597	\$14,657	80.8%	91.2%	78.7%	88.7%	98.3%	85.6%	
MESN EXEC SVC SUPERVISORY	A	A	38X	108	\$7,426	\$10,634	\$10,936	1.16	\$10,366	\$14,288	\$14,657	80.8%	89.1%	78.7%	88.7%	96.2%	85.6%	
MESP EXEC SVC SUPERVISORY AT OSP	A	A	38X	1	\$7,426	\$9,463	\$10,936	1.03	\$10,366	\$12,857	\$14,657	80.8%	79.2%	78.7%	88.7%	86.6%	85.6%	
MMN MGT SVC NONSUPERVISORY	A	A	38X	4	\$7,426	\$10,439	\$10,936	1.14	\$10,366	\$14,050	\$14,657	80.8%	87.4%	78.7%	88.7%	94.6%	85.6%	
MMS MGT SVC SUPERVISORY	A	A	38X	37	\$7,426	\$10,447	\$10,936	1.14	\$10,366	\$14,059	\$14,657	80.8%	87.5%	78.7%	88.7%	94.7%	85.6%	
<b>Management Weighted Average</b>					159	\$7,426	\$10,593	\$10,936	1.15	\$10,366	\$14,238	\$14,657	80.8%	88.7%	78.7%	88.7%	95.9%	85.6%
7012	<b>STATEWIDE Weighted Average</b>				159	\$7,426	\$10,593	\$10,936	1.15	\$10,366	\$14,238	\$14,657	80.8%	88.7%	78.7%	88.7%	95.9%	85.6%

7012-G PRINCIPAL EXECUTIVE/MANAGER G

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-CompAnalyst	EN04100029		Engineering Director	5	54	\$10,423	\$12,887	\$16,868	0.95	\$12,998	\$15,825	\$20,391
<b>Purchased Market Average</b>				5	54	\$10,423	\$12,887	\$16,868	0.95	\$12,998	\$15,825	\$20,391
2018-ST-CA	3152		PRINCIPAL TRANSPORTATION ENG		39	\$10,688	\$11,901	\$12,140	1.04	\$13,983	\$15,436	\$15,723
<b>State Market Average</b>					39	\$10,688	\$11,901	\$12,140	1.04	\$13,983	\$15,436	\$15,723
7012-G	<b>OVERALL WEIGHTED MARKET AVERAGE</b>			5	93	\$10,535	\$12,471	\$14,874		\$13,413	\$15,661	\$18,423

OREGON  
COMPARISON  
TO  
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Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
Currently no Oregon employees																		

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## 7012-I PRINCIPAL EXECUTIVE/MANAGER G

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2018-OR-ClackCo	699		Information Services Director		1	\$10,296	\$13,899	\$13,899	1.15	\$13,984	\$18,409	\$18,409	
2018-OR-MultCo	9461		Deputy Chief Information Officer		2	\$10,331	\$16,098	\$16,529	1.20	\$14,061	\$21,101	\$21,627	
2018-WA-ClarkCo	836		Information Technology Mgr III			\$7,504		\$10,601		\$10,412		\$14,144	
2018-WA-KingCo	1231300		IT Manager III		1	\$9,566	\$12,366	\$12,126	1.14	\$12,991	\$16,364	\$16,075	
<b>County Market Average</b>					4	\$9,605	\$14,615	\$13,937	1.16	\$13,102	\$19,244	\$18,376	
2018-CompAnalyst	EX05000217		Disaster Recovery Director			\$9,119	\$12,654	\$15,638	1.03	\$11,503	\$15,558	\$18,981	
2018-CompAnalyst	IT10000242		Network Operations Director			\$9,069	\$11,534	\$14,276	0.99	\$11,445	\$14,273	\$17,419	
2018-CompAnalyst	IT10000244		Software Engineering Director	10	30	\$10,797	\$15,393	\$19,683	1.00	\$13,427	\$18,699	\$23,621	
2018-CompAnalyst	IT10000401		Information Security Director			\$10,273	\$14,181	\$16,369	1.03	\$12,827	\$17,310	\$19,819	
2018-MIL-NWIT	'10-250		Multi-Function Head / Director	30	47	\$10,171	\$14,449	\$17,024	1.06	\$12,709	\$17,616	\$20,570	
2018-MIL-NWIT	'12-207		IT, Director	48	60	\$9,496	\$13,104	\$15,104	1.07	\$11,935	\$16,074	\$18,368	
2018-MIL-NWIT	'12-307		Applications Engineer, Director	19	21	\$9,905	\$13,331	\$15,391	1.05	\$12,405	\$16,335	\$18,698	
2018-MIL-NWIT	'12-357		Network Engineering / Administration, I	6	8		\$13,116				\$16,088		
2018-MIL-NWIT	'12-607		Information Security, Director	22	21	\$9,661	\$13,136	\$15,073	1.06	\$12,124	\$16,110	\$18,332	
2018-MIL-OPES	03.19		Information Systems Director	13	13	\$9,097	\$11,571	\$12,908	1.05	\$12,257	\$15,231	\$16,837	
<b>Purchased Market Average</b>					148	200	\$9,895	\$13,679	\$16,160	1.04	\$12,445	\$16,793	\$19,645
2018-ST-ID	01666	O	Chief Cybersecurity Officer		1	\$5,241	\$7,046	\$9,362	0.94	\$7,411	\$9,570	\$12,341	
<b>State Market Average</b>					1		\$5,241	\$7,046	\$9,362	0.94	\$7,411	\$9,570	\$12,341
7012-I	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				148	205	\$9,864	\$13,666	\$16,071		\$12,436	\$16,805	\$19,577

OREGON  
COMPARISON  
TO  
MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	MARKET COMPARISONS												
						SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS								
						SR Min	Emp Avg	SR Max		SR Min to SR Min	Avg to Avg	SR Max to SR Max						
MESN EXEC SVC SUPERVISORY		I	A	38X	3	\$9,015	\$12,333	\$13,289	1.11	\$12,309	\$16,366	\$17,534	91.4%	90.3%	82.7%	99.0%	97.4%	89.6%
MMS MGT SVC SUPERVISORY		I	A	38X	6	\$9,015	\$12,978	\$13,289	1.16	\$12,309	\$17,153	\$17,534	91.4%	95.0%	82.7%	99.0%	102.1%	89.6%
<b>Management Weighted Average</b>					9	\$9,015	\$12,763	\$13,289	1.14	\$12,309	\$16,891	\$17,534	91.4%	93.4%	82.7%	99.0%	100.5%	89.6%

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7012	STATEWIDE Weighted Average	9	\$9,015	\$12,763	\$13,289	1.14	\$12,309	\$16,891	\$17,534	91.4%	93.4%	82.7%	99.0%	100.5%	89.6%
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7012-M PRINCIPAL EXECUTIVE/MANAGER G

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-JackCo	01322		Psychiatric Medical Director		1	\$17,644	\$22,519	\$22,519	1.12	\$23,305	\$29,254	\$29,254
2018-OR-MultCo	9521		Health Department Director		1	\$12,500	\$14,583	\$20,000	0.90	\$16,709	\$19,252	\$25,864
2018-OR-MultCo	9699		Integrated Clinical Services Director		1	\$11,364	\$16,642	\$18,182	1.13	\$15,322	\$21,764	\$23,645
<b>County Market Average</b>					3	\$13,836	\$17,915	\$20,234	1.05	\$18,445	\$23,423	\$26,254
2018-ST-CA	8241		RECEIVER'S NURSE EXECUTIVE (S/		7	\$9,359	\$12,757	\$19,651	0.88	\$12,390	\$16,461	\$24,722
<b>State Market Average</b>					7	\$9,359	\$12,757	\$19,651	0.88	\$12,390	\$16,461	\$24,722
7012-M	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				10	\$10,736	\$14,344	\$19,831		\$14,253	\$18,604	\$25,194

OREGON  
COMPARISON  
TO  
MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
Currently no Oregon employees																		

7014 PRINCIPAL EXECUTIVE/MANAGER H

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-ClackCo	191		Assistant County Administrator		2	\$9,339	\$11,627	\$12,607	1.06	\$12,809	\$15,619	\$16,822
2018-OR-MultCo	9613		Department Director 2		2	\$10,331	\$15,376	\$16,529	1.14	\$14,061	\$20,220	\$21,627
2018-OR-MultCo	9668		Chief Human Resources Officer		1	\$10,331	\$16,731	\$16,529	1.25	\$14,061	\$21,873	\$21,627
2018-OR-MultCo	9812		Department Director Principal (COO)		1	\$11,364	\$15,569	\$18,182	1.05	\$15,322	\$20,455	\$23,645
2018-WA-ClarkCo	918		Deputy County Administrator			\$9,611		\$13,585		\$12,952		\$17,739
<b>County Market Average</b>					6	\$10,092	\$14,385	\$15,224	1.13	\$13,725	\$19,001	\$19,987
2018-CompAnalyst	EX05000174		Government Affairs Director	40	14	\$9,900	\$12,729	\$14,775	1.03	\$12,398	\$15,644	\$17,990
2018-CompAnalyst	EX05000329		Budget Director			\$9,526	\$14,148	\$14,833	1.16	\$11,969	\$17,271	\$18,057
2018-TwrsWtsn	AHR000-M4		HR Generalist/Consultant Generalist/M	5	9		\$13,410		1.04		\$16,424	
<b>Purchased Market Average</b>					45	\$9,874	\$13,047	\$14,779	1.08	\$12,369	\$16,008	\$17,995
7014	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				45	\$9,944	\$13,316	\$14,922		\$12,805	\$16,612	\$18,636

OREGON  
COMPARISON  
TO  
MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
MENN EXEC SVC NONSUPERVISORY	A	A	40X	4	\$8,172	\$11,777	\$12,057	1.16	\$11,278	\$15,685	\$16,028	82.2%	88.4%	80.8%	88.1%	94.4%	86.0%	
MESN EXEC SVC SUPERVISORY	A	A	40X	53	\$8,172	\$11,870	\$12,057	1.17	\$11,278	\$15,800	\$16,028	82.2%	89.1%	80.8%	88.1%	95.1%	86.0%	
MMN MGT SVC NONSUPERVISORY	A	A	40X	1	\$8,172	\$12,057	\$12,057	1.19	\$11,278	\$16,028	\$16,028	82.2%	90.5%	80.8%	88.1%	96.5%	86.0%	
MMS MGT SVC SUPERVISORY	A	A	40X	4	\$8,172	\$11,478	\$12,057	1.13	\$11,278	\$15,319	\$16,028	82.2%	86.2%	80.8%	88.1%	92.2%	86.0%	
MNNN UNCLASS EXCLUDED NONSUPVORY	A	A	40X	1	\$8,172	\$10,936	\$12,057	1.08	\$11,278	\$14,657	\$16,028	82.2%	82.1%	80.8%	88.1%	88.2%	86.0%	
MNSN UNCLASS EXCLUDED SUPERVISORY	A	A	40X	23	\$8,172	\$12,032	\$12,057	1.19	\$11,278	\$15,998	\$16,028	82.2%	90.4%	80.8%	88.1%	96.3%	86.0%	
<b>Management Weighted Average</b>					86	\$8,172	\$11,882	\$12,057	1.17	\$11,278	\$15,814	\$16,028	82.2%	89.2%	80.8%	88.1%	95.2%	86.0%
7014	<b>STATEWIDE Weighted Average</b>				86	\$8,172	\$11,882	\$12,057	1.17	\$11,278	\$15,814	\$16,028	82.2%	89.2%	80.8%	88.1%	95.2%	86.0%



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## 7014-I PRINCIPAL EXECUTIVE/MANAGER H

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-MultCo	9455		Chief Information Officer			\$10,331		\$16,529		\$14,061		\$21,627
<b>County Market Average</b>						\$10,331		\$16,529		\$14,061		\$21,627
2018-MIL-NWIT	'10-220		Chief Information Officer (CIO)	53	49	\$13,605	\$21,802	\$24,132	1.16	\$16,649	\$26,051	\$28,724
2018-MIL-NWIT	'10-240		Chief Technical Officer (CTO)	29	30	\$12,455	\$17,136	\$19,779	1.06	\$15,330	\$20,699	\$23,731
2018-MIL-NWMGT	'3.01a		Director of IT	77	49	\$10,346	\$14,027	\$16,227	1.06	\$12,911	\$17,133	\$19,656
<b>Purchased Market Average</b>						\$12,088	\$17,732	\$20,086	1.10	\$14,909	\$21,383	\$24,082
7014-I	<b>OVERALL WEIGHTED MARKET AVERAGE</b>			159	128	\$12,075	\$17,732	\$20,058		\$14,902	\$21,383	\$24,063

OREGON  
COMPARISON  
TO  
MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
MESN EXEC SVC SUPERVISORY		I	A	40X	6	\$10,936	\$15,025	\$16,144	1.11	\$14,657	\$19,656	\$21,024	90.6%	84.7%	80.5%	98.4%	91.9%	87.4%
<b>Management Weighted Average</b>						\$10,936	\$15,025	\$16,144	1.11	\$14,657	\$19,656	\$21,024	90.6%	84.7%	80.5%	98.4%	91.9%	87.4%
7014	<b>STATEWIDE Weighted Average</b>				6	\$10,936	\$15,025	\$16,144	1.11	\$14,657	\$19,656	\$21,024	90.6%	84.7%	80.5%	98.4%	91.9%	87.4%

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## 7016 PRINCIPAL EXECUTIVE/MANAGER I

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-ClackCo	001		County Administrator		1	\$13,799	\$17,730	\$18,625	1.09	\$18,285	\$23,112	\$24,211
2018-OR-MultCo	9810		Chief Financial Officer		1	\$10,331	\$14,887	\$16,529	1.11	\$14,061	\$19,623	\$21,627
<b>County Market Average</b>					1	\$12,065	\$16,309	\$17,577	1.10	\$16,173	\$21,368	\$22,919
7016	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				1	\$12,065	\$16,309	\$17,577		\$16,173	\$21,368	\$22,919

**OREGON  
COMPARISON  
TO  
MARKET**

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
MESN EXEC SVC SUPERVISORY		A	A	42X	14	\$9,015	\$13,482	\$13,289	1.21	\$12,309	\$17,770	\$17,534	74.7%	82.7%	75.6%	76.1%	83.2%	76.5%
<b>Management Weighted Average</b>					14	\$9,015	\$13,482	\$13,289	1.21	\$12,309	\$17,770	\$17,534	74.7%	82.7%	75.6%	76.1%	83.2%	76.5%
7016	<b>STATEWIDE Weighted Average</b>				14	\$9,015	\$13,482	\$13,289	1.21	\$12,309	\$17,770	\$17,534	74.7%	82.7%	75.6%	76.1%	83.2%	76.5%

# 2018 Oregon Salary and Benefit Report

Data Effective Date: 7/1/2018

## 7504 ASSISTANT ATTORNEY GENERAL

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2018-OR-MultCo	9190		Assistant County Attorney 2		3	\$6,647	\$9,556	\$9,971	1.15	\$9,565	\$13,116	\$13,622	
2018-WA-ClarkCo	799		Deputy Prosecuting Attorney I			\$4,779		\$6,684		\$7,129		\$9,425	
2018-WA-ThrstnCo	1050		DEFENSE ATTORNEY II		10	\$5,796	\$6,577	\$7,888	0.96	\$8,290	\$9,232	\$10,811	
<b>County Market Average</b>					13	\$5,906	\$7,265	\$8,248	1.06	\$8,481	\$10,128	\$11,314	
2018-MIL-NWMGT	'5.18a		Attorney - Senior	37	194	\$9,643	\$11,501	\$14,897	0.94	\$12,104	\$14,235	\$18,130	
2018-MIL-PACS	04.23		Attorney	21	144	\$8,461	\$12,320	\$12,937	1.15	\$10,748	\$15,174	\$15,882	
<b>Purchased Market Average</b>					58	\$9,140	\$11,850	\$14,062	1.04	\$11,526	\$14,635	\$17,173	
2018-ST-CA	5706	A	DEPUTY ATTORNEY GENERAL III		194	\$8,209	\$9,721	\$10,531	1.04	\$11,012	\$12,824	\$13,795	
2018-ST-ID	05912	N	Attorney 2		2	\$4,837	\$8,497	\$8,637	1.23	\$6,926	\$11,306	\$11,473	
2018-ST-NV	U0963		DEP ATTY GENERAL (EA)		63			\$8,516				\$10,854	
<b>State Market Average</b>					259	\$8,175	\$9,708	\$10,026	1.12	\$10,971	\$12,808	\$13,061	
7504	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				58	610	\$8,712	\$10,973	\$12,218		\$11,250	\$13,873	\$15,296

**OREGON  
COMPARISON  
TO  
MARKET**

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
MNJN	UNCL EXL NSUPV DOJ L&E ATTNYS	A	A	29	1	\$6,601	\$8,881	\$7,977	1.22	\$9,358	\$12,145	\$11,040	75.8%	80.9%	65.3%	83.2%	87.5%	72.2%
<b>Management Weighted Average</b>					1	\$6,601	\$8,881	\$7,977	1.22	\$9,358	\$12,145	\$11,040	75.8%	80.9%	65.3%	83.2%	87.5%	72.2%
AJ	AFSCME AT DOJ OAJA ATTORNEYS	A	A	29	65	\$7,008	\$8,184	\$8,881	1.03	\$9,855	\$11,293	\$12,145	80.4%	74.6%	72.7%	87.6%	81.4%	79.4%
<b>Non-Corrections/Non-Management Weighted Average</b>					65	\$7,008	\$8,184	\$8,881	1.03	\$9,855	\$11,293	\$12,145	80.4%	74.6%	72.7%	87.6%	81.4%	79.4%
7504	<b>STATEWIDE Weighted Average</b>				66	\$7,002	\$8,194	\$8,867	1.03	\$9,848	\$11,306	\$12,128	80.4%	74.7%	72.6%	87.5%	81.5%	79.3%

# 2018 Oregon Salary and Benefit Report

Data Effective Date: 7/1/2018

## 7505 SR ASSISTANT ATTORNEY GENERAL

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-MultCo	9440		Assistant County Attorney Senior		13	\$8,696	\$12,168	\$13,913	1.08	\$12,066	\$16,304	\$18,434
2018-WA-ClarkCo	836		Deputy Prosecuting Attorney II			\$7,504		\$10,601		\$10,412		\$14,144
2018-WA-ThrstnCo	1052		DEFENSE ATTORNEY III		6	\$8,226	\$9,346	\$10,256	1.01	\$11,219	\$12,568	\$13,664
<b>County Market Average</b>					19	\$8,495	\$11,277	\$12,650	1.05	\$11,729	\$15,124	\$16,789
2018-MIL-NWMGT	'5.17		Attorney - Senior (Specialized)	13	32	\$11,432	\$15,629	\$18,239	1.05	\$14,156	\$18,970	\$21,964
2018-MIL-OPES	08.06		Attorney - Senior	10	35	\$8,435	\$11,672	\$11,725	1.16	\$11,461	\$15,352	\$15,416
2018-TwrsWtsn	ALG000-P5		Legal Generalist/Multidiscipline	6	16		\$13,653		0.98		\$16,703	
<b>Purchased Market Average</b>					29	\$9,866	\$13,580	\$14,836	1.06	\$12,748	\$17,008	\$18,543
2018-ST-CA	5705	A	DEPUTY ATTORNEY GENERAL IV		90	\$9,067	\$11,509	\$11,643	1.11	\$12,041	\$14,966	\$15,126
2018-ST-NV	U0934		SR DEPUTY ATTY GENERAL (EA)		51			\$9,518				\$12,023
<b>State Market Average</b>					141	\$9,067	\$11,509	\$10,873	1.11	\$12,041	\$14,966	\$14,002
7505	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				29	\$9,306	\$12,382	\$12,195		\$12,274	\$15,866	\$15,583

OREGON  
COMPARISON  
TO  
MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	MARKET COMPARISONS												
						SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS								
						SR Min	Emp Avg	SR Max		SR Min to SR Min	Avg to Avg	SR Max to SR Max						
MNJN	UNCL EXL NSUPV DOJ L&E ATTNYS	A	A	36S	4	\$8,812	\$11,754	\$11,775	1.14	\$12,061	\$15,657	\$15,683	94.7%	94.9%	96.6%	98.3%	98.7%	100.6%
<b>Management Weighted Average</b>					4	\$8,812	\$11,754	\$11,775	1.14	\$12,061	\$15,657	\$15,683	94.7%	94.9%	96.6%	98.3%	98.7%	100.6%
AJ	AFSCME AT DOJ OAJA ATTORNEYS	A	A	36S	176	\$9,208	\$11,553	\$12,914	1.04	\$12,545	\$15,411	\$17,075	99.0%	93.3%	105.9%	102.2%	97.1%	109.6%
<b>Non-Corrections/Non-Management Weighted Average</b>					176	\$9,208	\$11,553	\$12,914	1.04	\$12,545	\$15,411	\$17,075	99.0%	93.3%	105.9%	102.2%	97.1%	109.6%
7505	<b>STATEWIDE Weighted Average</b>				180	\$9,199	\$11,557	\$12,889	1.05	\$12,534	\$15,417	\$17,045	98.9%	93.3%	105.7%	102.1%	97.2%	109.4%

# 2018 Oregon Salary and Benefit Report

Data Effective Date: 7/1/2018

## 7510 DENTIST

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-ClackCo	579		Dentist		4	\$10,478	\$12,038	\$13,332	1.01	\$14,208	\$16,123	\$17,712
2018-OR-MultCo	9390		Dentist		29	\$8,696	\$13,208	\$13,913	1.17	\$12,066	\$17,573	\$18,434
2018-WA-KingCo	3202100		Dentist		13	\$9,342	\$10,261	\$11,842	0.97	\$12,721	\$13,827	\$15,732
<b>County Market Average</b>					46	\$9,034	\$12,273	\$13,277	1.05	\$12,437	\$16,388	\$17,608
2018-CompAnalyst	HC07000220		Dentist	500	251	\$10,174	\$13,277	\$15,190	1.06	\$12,712	\$16,272	\$18,467
2018-MIL-NWHCS	02.30		Dentist	20	251	\$10,352	\$12,893	\$15,675	0.99	\$12,917	\$15,832	\$19,023
<b>Purchased Market Average</b>					520	\$10,263	\$13,085	\$15,432	1.02	\$12,815	\$16,052	\$18,745
2018-ST-CA	9268	T	DENTIST, CORRECTIONAL FACILITY		39	\$16,632	\$20,927	\$21,229	1.11	\$21,105	\$26,250	\$26,613
2018-ST-WA	288E	87	DENTIST		25	\$9,310	\$12,218	\$12,525	1.12	\$12,336	\$15,840	\$16,209
<b>State Market Average</b>					64	\$13,772	\$17,525	\$17,829	1.11	\$17,680	\$22,184	\$22,549
<b>7510</b>	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				520	\$10,537	\$13,488	\$15,521		\$13,295	\$16,718	\$19,057

OREGON  
COMPARISON  
TO  
MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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	A	A	47S	13	\$11,809	\$15,068	\$15,594	1.10	\$15,725	\$19,709	\$20,352	112.1%	111.7%	100.5%	118.3%	117.9%	106.8%
<b>Corrections Weighted Average</b>					13	\$11,809	\$15,068	\$15,594	1.10	\$15,725	\$19,709	\$20,352	112.1%	111.7%	100.5%	118.3%	117.9%	106.8%
UA	UNREPRESENTED	A	A	47	1	\$10,934	\$16,110	\$16,110	1.19	\$14,655	\$20,983	\$20,983	103.8%	119.4%	103.8%	110.2%	125.5%	110.1%
<b>Non-Corrections/Non-Management Weighted Average</b>					1	\$10,934	\$16,110	\$16,110	1.19	\$14,655	\$20,983	\$20,983	103.8%	119.4%	103.8%	110.2%	125.5%	110.1%
<b>7510</b>	<b>STATEWIDE Weighted Average</b>				14	\$11,747	\$15,143	\$15,631	1.11	\$15,648	\$19,800	\$20,397	111.5%	112.3%	100.7%	117.7%	118.4%	107.0%

**7514 CORRECTIONS PHYSICIAN SPECIALIST**

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-ST-CA	9263	R	PHYSICIAN AND SURGEON, CORRE		66	\$20,551	\$21,393	\$21,578	1.02	\$25,800	\$26,809	\$27,031
2018-ST-CA	9269	R	PHYSICIAN AND SURGEON, CORRE		6	\$20,551	\$21,064	\$21,578	1.00	\$25,800	\$26,416	\$27,031
2018-ST-ID	07207	V	Physician, Medical Clinic - Institution		1	\$11,519	\$20,218	\$20,568	1.23	\$14,922	\$25,330	\$25,749
2018-ST-WA	288H	95	PHYSICIAN 2		3	\$10,172	\$10,686	\$13,684	0.90	\$13,374	\$13,994	\$17,607
<b>State Market Average</b>					76	\$20,021	\$20,927	\$21,252	1.04	\$25,164	\$26,251	\$26,641
<b>7514</b>	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				76	\$20,021	\$20,927	\$21,252		\$25,164	\$26,251	\$26,641

**OREGON  
COMPARISON  
TO  
MARKET**

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
MNN UNCLASS EXCLUDED NONSUVSORY	A	A	50	11	\$13,951	\$19,595	\$19,613	1.17	\$18,343	\$25,243	\$25,265	69.7%	93.6%	92.3%	72.9%	96.2%	94.8%	
<b>Management Weighted Average</b>					11	\$13,951	\$19,595	\$19,613	1.17	\$18,343	\$25,243	\$25,265	69.7%	93.6%	92.3%	72.9%	96.2%	94.8%
<b>7514</b>	<b>STATEWIDE Weighted Average</b>				11	\$13,951	\$19,595	\$19,613	1.17	\$18,343	\$25,243	\$25,265	69.7%	93.6%	92.3%	72.9%	96.2%	94.8%

7517 PHYSICIAN SPECIALIST

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-LaneCo	N4502		Physician		6	\$10,400	\$15,080	\$15,600	1.16	\$14,031	\$19,750	\$20,386
2018-OR-MultCo	6317		Physician		18	\$14,522	\$16,405	\$18,396	1.00	\$19,177	\$21,475	\$23,906
<b>County Market Average</b>					24	\$13,492	\$16,073	\$17,697	1.07	\$17,891	\$21,044	\$23,026
2018-CompAnalyst	HC07000025		Physician - Generalist	125	103	\$14,085	\$16,936	\$18,935	1.03	\$17,200	\$20,470	\$22,763
<b>Purchased Market Average</b>					125	\$14,085	\$16,936	\$18,935	1.03	\$17,200	\$20,470	\$22,763
2018-ST-CA	7644	Y	PHYSICIAN AND SURGEON, DEPAR		10	\$17,288	\$18,154	\$18,154	1.02	\$21,891	\$22,929	\$22,929
2018-ST-ID	07207	V	Physician, Medical Clinic - Institution		1	\$11,519	\$20,218	\$20,568	1.23	\$14,922	\$25,330	\$25,749
<b>State Market Average</b>					11	\$16,763	\$18,342	\$18,374	1.12	\$21,257	\$23,147	\$23,185
7517	<b>OVERALL WEIGHTED MARKET AVERAGE</b>			125	138	\$14,196	\$16,898	\$18,674		\$17,645	\$20,784	\$22,843

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	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
AMP	AFSCME AT OHA PHYSICIANS	A	A	49	19	\$13,456	\$18,904	\$18,922	1.17	\$17,738	\$24,398	\$24,420	94.8%	111.9%	101.3%	100.5%	117.4%	106.9%
<b>Non-Corrections/Non-Management Weighted Average</b>					19	\$13,456	\$18,904	\$18,922	1.17	\$17,738	\$24,398	\$24,420	94.8%	111.9%	101.3%	100.5%	117.4%	106.9%
7517	<b>STATEWIDE Weighted Average</b>				19	\$13,456	\$18,904	\$18,922	1.17	\$17,738	\$24,398	\$24,420	94.8%	111.9%	101.3%	100.5%	117.4%	106.9%

# 2018 Oregon Salary and Benefit Report

Data Effective Date: 7/1/2018

## 7518 SUPERVISING PHYSICIAN

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-ST-CA	7561	Y	CHIEF PHYSICIAN AND SURGEON		9	\$18,506	\$19,062	\$19,062	1.01	\$23,350	\$24,016	\$24,016
2018-ST-ID	07208	V	Physician, Medical Director - Institution		2	\$11,519	\$22,487	\$20,568	1.37	\$14,922	\$28,045	\$25,749
2018-ST-NV	U4717		MEDICAL DIRECTOR			\$17,038		\$17,038		\$20,799		\$20,799
2018-ST-WA	288I	106	PHYSICIAN 3		16	\$13,349	\$17,696	\$17,956	1.13	\$17,202	\$22,440	\$22,753
<b>State Market Average</b>					27	\$14,993	\$18,499	\$18,461	1.16	\$19,127	\$23,372	\$23,298
<b>7518 OVERALL WEIGHTED MARKET AVERAGE</b>					27	\$14,993	\$18,499	\$18,461		\$19,127	\$23,372	\$23,298

### OREGON COMPARISON TO MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
MESN EXEC SVC SUPERVISORY	A	A	50	1	\$13,951	\$19,613	\$19,613	1.17	\$18,343	\$25,265	\$25,265	93.1%	106.0%	106.2%	95.9%	108.1%	108.4%	
MNNN UNCLASS EXCLUDED NONSUPVSORY	A	A	50	1	\$13,951	\$18,682	\$19,613	1.11	\$18,343	\$24,127	\$25,265	93.1%	101.0%	106.2%	95.9%	103.2%	108.4%	
MNSN UNCLASS EXCLUDED SUPERVISORY	A	A	50	5	\$13,951	\$19,613	\$19,613	1.17	\$18,343	\$25,265	\$25,265	93.1%	106.0%	106.2%	95.9%	108.1%	108.4%	
<b>Management Weighted Average</b>					7	\$13,951	\$19,480	\$19,613	1.16	\$18,343	\$25,102	\$25,265	93.1%	105.3%	106.2%	95.9%	107.4%	108.4%
<b>7518 STATEWIDE Weighted Average</b>					7	\$13,951	\$19,480	\$19,613	1.16	\$18,343	\$25,102	\$25,265	93.1%	105.3%	106.2%	95.9%	107.4%	108.4%



# 2018 Oregon Salary and Benefit Report

Data Effective Date: 7/1/2018

## 7519 CLINICAL DIRECTOR

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-JackCo	01322		Psychiatric Medical Director		1	\$17,644	\$22,519	\$22,519	1.12	\$23,305	\$29,254	\$29,254
2018-OR-MultCo	9699		Integrated Clinical Services Director		1	\$11,364	\$16,642	\$18,182	1.13	\$15,322	\$21,764	\$23,645
<b>County Market Average</b>					1	\$14,504	\$19,581	\$20,351	1.12	\$19,314	\$25,509	\$26,449
2018-ST-ID	07209	V	Physician, Clinical Director - Communit			\$11,519		\$20,568		\$14,922		\$25,749
<b>State Market Average</b>						\$11,519		\$20,568		\$14,922		\$25,749
7519	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				1	\$13,011	\$19,581	\$20,459		\$17,118	\$25,509	\$26,099

### 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	Salary			Salary and Benefits		
													SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
MNSN UNCLASS EXCLUDED SUPERVISORY		A	A	52	2	\$15,378	\$21,618	\$21,618	1.17	\$20,088	\$27,716	\$27,716	118.2%	110.4%	105.7%	117.4%	108.7%	106.2%
<b>Management Weighted Average</b>					2	\$15,378	\$21,618	\$21,618	1.17	\$20,088	\$27,716	\$27,716	118.2%	110.4%	105.7%	117.4%	108.7%	106.2%
7519	<b>STATEWIDE Weighted Average</b>				2	\$15,378	\$21,618	\$21,618	1.17	\$20,088	\$27,716	\$27,716	118.2%	110.4%	105.7%	117.4%	108.7%	106.2%

# 2018 Oregon Salary and Benefit Report

Data Effective Date: 7/1/2018

## 7522 WCB ADMIN LAW JUDGE

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-ST-CA	6116		WORKERS' COMPENSATION JUDGE		45	\$8,007	\$9,670	\$10,071	1.07	\$10,770	\$12,763	\$13,244
2018-ST-NV	U4140		ADMINISTRATIVE LAW JUDGE		1			\$9,518				\$12,023
2018-ST-WA	423D	73	INDUSTRIAL INSUR APPEALS JUDGE		28	\$6,149	\$8,141	\$8,269	1.13	\$8,528	\$10,927	\$11,082
<b>State Market Average</b>					74	\$7,292	\$9,082	\$9,380	1.10	\$9,907	\$12,057	\$12,406
<b>7522 OVERALL WEIGHTED MARKET AVERAGE</b>					74	\$7,292	\$9,082	\$9,380		\$9,907	\$12,057	\$12,406

### 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	Salary			Salary and Benefits		
													SR Min 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	A	37W	21	\$7,100	\$10,264	\$10,416	1.17	\$9,968	\$13,836	\$14,022	97.4%	113.0%	111.1%	100.6%	114.8%	113.0%
<b>Non-Corrections/Non-Management Weighted Average</b>					21	\$7,100	\$10,264	\$10,416	1.17	\$9,968	\$13,836	\$14,022	97.4%	113.0%	111.1%	100.6%	114.8%	113.0%
<b>7522 STATEWIDE Weighted Average</b>					21	\$7,100	\$10,264	\$10,416	1.17	\$9,968	\$13,836	\$14,022	97.4%	113.0%	111.1%	100.6%	114.8%	113.0%

# 2018 Oregon Salary and Benefit Report

Data Effective Date: 7/1/2018

## 7560 WCB PRESID ADMIN LAW JUDGE

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-ST-CA	6117		PRESIDING WORKERS' COMPENSA		9	\$8,404	\$10,576	\$10,576	1.11	\$11,246	\$13,848	\$13,848
2018-ST-WA	422M	69	REVIEW JUDGE		9	\$5,568	\$7,504	\$7,491	1.15	\$7,828	\$10,161	\$10,145
<b>State Market Average</b>					18	\$6,986	\$9,040	\$9,033	1.13	\$9,537	\$12,004	\$11,996
7560	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				18	\$6,986	\$9,040	\$9,033		\$9,537	\$12,004	\$11,996

### OREGON COMPARISON TO MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
MESN EXEC SVC SUPERVISORY	A	A	38	1	\$7,791	\$10,936	\$10,936	1.17	\$10,813	\$14,657	\$14,657	111.5%	121.0%	121.1%	113.4%	122.1%	122.2%	
<b>Management Weighted Average</b>					1	\$7,791	\$10,936	\$10,936	1.17	\$10,813	\$14,657	\$14,657	111.5%	121.0%	121.1%	113.4%	122.1%	122.2%
7560	<b>STATEWIDE Weighted Average</b>				1	\$7,791	\$10,936	\$10,936	1.17	\$10,813	\$14,657	\$14,657	111.5%	121.0%	121.1%	113.4%	122.1%	122.2%

7572 PUBLIC HEALTH PHYSICIAN 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-ClackCo	522		Public Health Physician			\$13,552		\$17,242		\$17,982	\$22,513	
2018-OR-MarionCo	524		Public Health Physician			\$10,995		\$14,733		\$14,855	\$19,415	
<b>County Market Average</b>						\$12,273		\$15,988		\$16,419	\$20,964	
2018-ST-CA	7674	C	PUBLIC HEALTH MEDICAL ADMINIS		6	\$12,720	\$14,606	\$14,841	1.06	\$16,417	\$18,677	\$18,959
2018-ST-ID	07205	V	Physician, Public Health			\$11,519		\$20,568		\$14,922	\$25,749	
2018-ST-NV	U9087	55	SR PHYSICIAN (RANGE C) (EA)		6			\$13,855			\$17,085	
2018-ST-WA	289D	88	PUBLIC HEALTH & EPIDEMIOLOGIS			\$8,905		\$11,976		\$11,848	\$15,548	
<b>State Market Average</b>						\$12,072	\$14,606	\$14,633	1.06	\$15,634	\$18,677	\$18,411
7572	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				12	\$12,114	\$14,606	\$14,808		\$15,795	\$18,677	\$18,740

OREGON  
COMPARISON  
TO  
MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	MARKET COMPARISONS												
						SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS								
						SR Min	Emp Avg	SR Max		SR Min to SR Min	Avg to Avg	SR Max to SR Max						
MNNN UNCLASS EXCLUDED NONSUPVSORY	A	A	40	4	\$8,581	\$11,409	\$12,057	1.11	\$11,778	\$15,235	\$16,028	70.8%	78.1%	81.4%	74.6%	81.6%	85.5%	
<b>Management Weighted Average</b>					4	\$8,581	\$11,409	\$12,057	1.11	\$11,778	\$15,235	\$16,028	70.8%	78.1%	81.4%	74.6%	81.6%	85.5%
7572	<b>STATEWIDE Weighted Average</b>				4	\$8,581	\$11,409	\$12,057	1.11	\$11,778	\$15,235	\$16,028	70.8%	78.1%	81.4%	74.6%	81.6%	85.5%

7573 OSP LIEUTENANT

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-JackCo	01042		Lieutenant		4	\$6,659	\$7,820	\$8,500	1.03	\$9,903	\$11,320	\$12,149
<b>County Market Average</b>					4	\$6,659	\$7,820	\$8,500	1.03	\$9,903	\$11,320	\$12,149
2018-MIL-OPES	13.22		Police Lieutenant	15	74	\$7,580	\$9,843	\$9,436	1.16	\$10,433	\$13,153	\$12,664
<b>Purchased Market Average</b>					15	\$7,580	\$9,843	\$9,436	1.16	\$10,433	\$13,153	\$12,664
2018-ST-CA	8398		LIEUTENANT, CALIFORNIA HIGHWA		90	\$10,611	\$12,121	\$12,530	1.05	\$13,890	\$15,700	\$16,189
2018-ST-ID	08013	N	ISP Lieutenant		15	\$4,837	\$8,221	\$8,637	1.19	\$6,926	\$10,976	\$11,473
2018-ST-NV	13.204	44	DPS LIEUTENANT		46	\$6,024		\$9,101		\$7,947		\$11,537
<b>State Market Average</b>					151	\$8,640	\$11,564	\$11,099	1.10	\$11,388	\$15,025	\$14,304
7573	<b>OVERALL WEIGHTED MARKET AVERAGE</b>			15	229	\$8,263	\$10,786	\$10,516		\$11,053	\$14,187	\$13,736

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	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
MNNP UNCLASS EXCLUDED NSUPV AT OSP	A	A	35X	6	\$8,581	\$9,388	\$9,463	1.04	\$11,778	\$12,765	\$12,857	103.8%	87.0%	90.0%	106.6%	90.0%	93.6%	
MNSP UNCLASS EXCLUDED SUPV AT OSP	A	A	35X	29	\$8,581	\$9,402	\$9,463	1.04	\$11,778	\$12,782	\$12,857	103.8%	87.2%	90.0%	106.6%	90.1%	93.6%	
<b>Management Weighted Average</b>					35	\$8,581	\$9,399	\$9,463	1.04	\$11,778	\$12,779	\$12,857	103.8%	87.1%	90.0%	106.6%	90.1%	93.6%
7573	<b>STATEWIDE Weighted Average</b>			35	\$8,581	\$9,399	\$9,463	1.04	\$11,778	\$12,779	\$12,857	103.8%	87.1%	90.0%	106.6%	90.1%	93.6%	

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## 7574 OSP CAPTAIN

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-JackCo	01040		Captain		1	\$7,426	\$8,594	\$9,478	1.02	\$10,838	\$12,264	\$13,342
<b>County Market Average</b>					1	\$7,426	\$8,594	\$9,478	1.02	\$10,838	\$12,264	\$13,342
2018-MIL-OPES	13.23		Police Captain	16	30	\$8,322	\$10,862	\$10,678	1.14	\$11,325	\$14,378	\$14,156
<b>Purchased Market Average</b>					16	\$8,322	\$10,862	\$10,678	1.14	\$11,325	\$14,378	\$14,156
2018-ST-CA	8388		CAPTAIN, CALIFORNIA HIGHWAY P/		37	\$12,150	\$13,788	\$14,079	1.05	\$15,735	\$17,697	\$18,046
2018-ST-ID	08011	O	ISP Captain		11	\$5,241	\$8,989	\$9,362	1.20	\$7,411	\$11,895	\$12,341
2018-ST-NV	13.203	46	DPS CAPTAIN		16	\$6,596		\$9,996		\$8,614		\$12,581
<b>State Market Average</b>					64	\$9,584	\$12,694	\$12,255	1.11	\$12,536	\$16,374	\$15,708
7574	<b>OVERALL WEIGHTED MARKET AVERAGE</b>			16	95	\$9,164	\$11,949	\$11,729		\$12,137	\$15,567	\$15,195

### 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	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
MESP EXEC SVC SUPERVISORY AT OSP		A	A	38X	9	\$9,925	\$10,765	\$10,936	1.03	\$13,421	\$14,448	\$14,657	108.3%	90.1%	93.2%	110.6%	92.8%	96.5%
<b>Management Weighted Average</b>					9	\$9,925	\$10,765	\$10,936	1.03	\$13,421	\$14,448	\$14,657	108.3%	90.1%	93.2%	110.6%	92.8%	96.5%
7574	<b>STATEWIDE Weighted Average</b>				9	\$9,925	\$10,765	\$10,936	1.03	\$13,421	\$14,448	\$14,657	108.3%	90.1%	93.2%	110.6%	92.8%	96.5%

# 2018 Oregon Salary and Benefit Report

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## 7575 OSP MAJOR

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-ST-ID	08010	P	ISP Major		2	\$5,730	\$10,235	\$10,235	1.25	\$7,996	\$13,386	\$13,386
2018-ST-NV	13.202	48	DPS MAJOR		2	\$7,225		\$10,976		\$9,348		\$13,725
<b>State Market Average</b>					4	\$6,478	\$10,235	\$10,605	1.25	\$8,672	\$13,386	\$13,555
7575	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				4	\$6,478	\$10,235	\$10,605		\$8,672	\$13,386	\$13,555

### OREGON COMPARISON TO MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
MESP EXEC SVC SUPERVISORY AT OSP	A	A	40X	4	\$11,488	\$12,057	\$12,057	1.02	\$15,332	\$16,028	\$16,028	177.3%	117.8%	113.7%	176.8%	119.7%	118.2%	
<b>Management Weighted Average</b>					4	\$11,488	\$12,057	\$12,057	1.02	\$15,332	\$16,028	\$16,028	177.3%	117.8%	113.7%	176.8%	119.7%	118.2%
7575	<b>STATEWIDE Weighted Average</b>				4	\$11,488	\$12,057	\$12,057	1.02	\$15,332	\$16,028	\$16,028	177.3%	117.8%	113.7%	176.8%	119.7%	118.2%

# 2018 Oregon Salary and Benefit Report

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## 7577 OSP SUPERINTENDENT

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-ST-CA	8382		CHIEF, CALIFORNIA HIGHWAY PATF		3	\$15,215	\$17,401	\$17,595	1.06	\$19,407	\$22,026	\$22,259
2018-ST-NV	U9010		CHIEF, NEVADA HIGHWAY PATROL		1			\$11,020				\$13,777
<b>State Market Average</b>					4	\$15,215	\$17,401	\$16,048	1.06	\$19,407	\$22,026	\$20,263
<b>7577 OVERALL WEIGHTED MARKET AVERAGE</b>					4	\$15,215	\$17,401	\$16,048		\$19,407	\$22,026	\$20,263

### OREGON COMPARISON TO MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
	MEAH AGENCY HEAD EXEC SVC SUPV	H	A	42X	1	\$14,163	\$14,163	\$14,163	1.00	\$18,602	\$18,602	\$18,602	93.1%	81.4%	88.3%	95.9%	84.5%	91.8%
<b>Management Weighted Average</b>					1	\$14,163	\$14,163	\$14,163	1.00	\$18,602	\$18,602	\$18,602	93.1%	81.4%	88.3%	95.9%	84.5%	91.8%
<b>7577 STATEWIDE Weighted Average</b>					1	\$14,163	\$14,163	\$14,163	1.00	\$18,602	\$18,602	\$18,602	93.1%	81.4%	88.3%	95.9%	84.5%	91.8%



# 2018 Oregon Salary and Benefit Report

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## 8211 FOREST MANAGEMENT TECHNICIAN

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-ST-NV	01.790	23	CONSERVATION AID 3		8	\$2,483		\$3,570		\$3,815		\$5,083
2018-ST-WA	519G	38	FOREST TECHNICIAN		8	\$2,623	\$3,314	\$3,485	1.09	\$4,279	\$5,112	\$5,319
<b>State Market Average</b>					16	\$2,553	\$3,314	\$3,528	1.09	\$4,047	\$5,112	\$5,201
8211	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				16	\$2,553	\$3,314	\$3,528		\$4,047	\$5,112	\$5,201

### OREGON COMPARISON TO MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	16	3	\$2,766	\$3,667	\$3,918	1.10	\$4,504	\$5,551	\$5,843	108.3%	110.7%	111.1%	111.3%	108.6%	112.3%
OBO	SEIU SEAS-STRKE ODOT COALITION	A	P	16	1	\$2,766	\$3,918	\$3,918	1.17	\$4,504	\$5,843	\$5,843	108.3%	118.2%	111.1%	111.3%	114.3%	112.3%
<b>Non-Corrections/Non-Management Weighted Average</b>					4	\$2,766	\$3,730	\$3,918	1.12	\$4,504	\$5,624	\$5,843	108.3%	112.5%	111.1%	111.3%	110.0%	112.3%
8211	<b>STATEWIDE Weighted Average</b>				4	\$2,766	\$3,730	\$3,918	1.12	\$4,504	\$5,624	\$5,843	108.3%	112.5%	111.1%	111.3%	110.0%	112.3%

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8218 FOREST INMATE CREW COORDINATOR

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-JackCo	222		Community Service Crew Coordinator			\$2,765		\$3,616		\$5,151		\$6,190
<b>County Market Average</b>						\$2,765		\$3,616		\$5,151		\$6,190
2018-ST-NV	01.817	33	CONSERVATION CREW SPVR 3		11	\$3,732		\$5,516		\$5,272		\$7,354
2018-ST-WA	521S	44	FOREST CREW SUPERVISOR, CORI		11	\$3,013	\$3,831	\$4,045	1.09	\$4,750	\$5,735	\$5,993
<b>State Market Average</b>						\$3,372	\$3,831	\$4,780	1.09	\$5,011	\$5,735	\$6,673
8218	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				22	\$3,346	\$3,831	\$4,730		\$5,017	\$5,735	\$6,652

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	Salary			Salary and Benefits		
													SR Min 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	13	\$3,130	\$4,244	\$4,514	1.11	\$4,927	\$6,221	\$6,536	93.5%	110.8%	95.4%	98.2%	108.5%	98.2%
<b>Non-Corrections/Non-Management Weighted Average</b>					13	\$3,130	\$4,244	\$4,514	1.11	\$4,927	\$6,221	\$6,536	93.5%	110.8%	95.4%	98.2%	108.5%	98.2%
8218	<b>STATEWIDE Weighted Average</b>				13	\$3,130	\$4,244	\$4,514	1.11	\$4,927	\$6,221	\$6,536	93.5%	110.8%	95.4%	98.2%	108.5%	98.2%

# 2018 Oregon Salary and Benefit Report

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## 8222 AIRCRAFT PILOT

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-ST-CA	1046		FORESTRY FIRE PILOT		8	\$5,133	\$6,390	\$6,599	1.09	\$7,326	\$8,832	\$9,083
2018-ST-ID	08592	N	Pilot 2			\$4,837		\$8,637		\$6,926		\$11,473
2018-ST-NV	09.355	37	PILOT 2		1	\$4,426		\$6,596		\$6,081		\$8,614
2018-ST-WA	654F	59	AIRCRAFT PILOT 2		8	\$4,348	\$5,680	\$5,850	1.11	\$6,358	\$7,963	\$8,167
<b>State Market Average</b>					18	\$4,729	\$6,035	\$6,375	1.10	\$6,806	\$8,398	\$8,778
<b>8222 OVERALL WEIGHTED MARKET AVERAGE</b>					18	\$4,729	\$6,035	\$6,375		\$6,806	\$8,398	\$8,778

### OREGON COMPARISON TO MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	27	1	\$4,514	\$6,590	\$6,590	1.19	\$6,536	\$8,949	\$8,949	95.5%	109.2%	103.4%	96.0%	106.6%	101.9%
<b>Non-Corrections/Non-Management Weighted Average</b>					1	\$4,514	\$6,590	\$6,590	1.19	\$6,536	\$8,949	\$8,949	95.5%	109.2%	103.4%	96.0%	106.6%	101.9%
8222	<b>STATEWIDE Weighted Average</b>				1	\$4,514	\$6,590	\$6,590	1.19	\$6,536	\$8,949	\$8,949	95.5%	109.2%	103.4%	96.0%	106.6%	101.9%

# 2018 Oregon Salary and Benefit Report

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## 8255 WILDLAND FIRE SUPPRESSION SPEC

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-ST-CA	1082		FIRE FIGHTER II		41	\$3,077	\$3,865	\$3,889	1.11	\$4,864	\$5,807	\$5,836
2018-ST-NV	01.819	31	FIREFIGHTER 2		2	\$3,429		\$5,041		\$4,918		\$6,800
<b>State Market Average</b>					43	\$3,094	\$3,865	\$3,943	1.11	\$4,866	\$5,807	\$5,881
8255	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				43	\$3,094	\$3,865	\$3,943		\$4,866	\$5,807	\$5,881

### OREGON COMPARISON TO MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
AU	AFSCME AT MILITARY	A	A	17	2	\$2,694	\$2,694	\$3,829	0.83	\$4,582	\$4,582	\$5,969	87.1%	69.7%	97.1%	94.2%	78.9%	101.5%
OXSO	SEIU SEAS NON-STRIKE ODOT COAL	A	P	17	38	\$3,124	\$3,487	\$4,491	0.92	\$4,920	\$5,341	\$6,509	101.0%	90.2%	113.9%	101.1%	92.0%	110.7%
<b>Non-Corrections/Non-Management Weighted Average</b>					40	\$3,103	\$3,447	\$4,458	0.91	\$4,904	\$5,303	\$6,482	100.3%	89.2%	113.1%	100.8%	91.3%	110.2%
8255	<b>STATEWIDE Weighted Average</b>				40	\$3,103	\$3,447	\$4,458	0.91	\$4,903	\$5,303	\$6,482	100.3%	89.2%	113.1%	100.8%	91.3%	110.2%

# 2018 Oregon Salary and Benefit Report

Data Effective Date: 7/1/2018

## 8257 FOREST OFFICER

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-ST-NV	01.850	33	FIRE CAPTAIN		4	\$3,732		\$5,516		\$5,272		\$7,354
2018-ST-WA	523U	53	NATURAL RESOURCE SPECIALIST		35	\$3,748	\$4,828	\$5,046	1.10	\$5,635	\$6,937	\$7,200
<b>State Market Average</b>					39	\$3,746	\$4,828	\$5,095	1.10	\$5,597	\$6,937	\$7,216
8257	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				39	\$3,746	\$4,828	\$5,095		\$5,597	\$6,937	\$7,216

### 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			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	A	23	3	\$3,493	\$4,027	\$5,084	0.94	\$5,558	\$6,211	\$7,503	93.2%	83.4%	99.8%	99.3%	89.5%	104.0%
OXNO	SEIU NONSTRIKE ODOT COALITION	A	P	23	22	\$4,089	\$5,496	\$5,958	1.09	\$6,042	\$7,677	\$8,214	109.2%	113.8%	116.9%	107.9%	110.7%	113.8%
OXSO	SEIU SEAS NON-STRIKE ODOT COAL	A	P	23	69	\$4,089	\$4,919	\$5,958	0.98	\$6,042	\$7,006	\$8,214	109.2%	101.9%	116.9%	107.9%	101.0%	113.8%
<b>Non-Corrections/Non-Management Weighted Average</b>					94	\$4,070	\$5,025	\$5,930	1.01	\$6,027	\$7,138	\$8,192	108.7%	104.1%	116.4%	107.7%	102.9%	113.5%
8257	<b>STATEWIDE Weighted Average</b>				94	\$4,070	\$5,025	\$5,930	1.01	\$6,026	\$7,138	\$8,192	108.7%	104.1%	116.4%	107.7%	102.9%	113.5%

**8258 WILDLAND FIRE SUPERVISOR**

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-ST-CA	9723		BATTALION CHIEF		87	\$4,497	\$5,574	\$5,687	1.09	\$6,565	\$7,855	\$7,991
2018-ST-ID	01038	M	Lands Resource Supervisor		27	\$4,377	\$5,513	\$7,820	0.88	\$6,377	\$7,736	\$10,496
2018-ST-NV	01.814	36	FIRE MANAGEMENT OFFICER 1		1	\$4,238		\$6,305		\$5,863		\$8,275
<b>State Market Average</b>					115	\$4,467	\$5,559	\$6,196	0.98	\$6,515	\$7,827	\$8,584
<b>8258 OVERALL WEIGHTED MARKET AVERAGE</b>					115	\$4,467	\$5,559	\$6,196		\$6,515	\$7,827	\$8,584

**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	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	A	25	35	\$4,154	\$5,487	\$5,828	1.10	\$6,366	\$7,996	\$8,413	93.0%	98.7%	94.1%	97.7%	102.2%	98.0%
<b>Management Weighted Average</b>					35	\$4,154	\$5,487	\$5,828	1.10	\$6,366	\$7,996	\$8,413	93.0%	98.7%	94.1%	97.7%	102.2%	98.0%
8258	<b>STATEWIDE Weighted Average</b>				35	\$4,154	\$5,487	\$5,828	1.10	\$6,366	\$7,996	\$8,413	93.0%	98.7%	94.1%	97.7%	102.2%	98.0%

# 2018 Oregon Salary and Benefit Report

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## 8259 FOREST MANAGER 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-ST-ID	01038	M	Lands Resource Supervisor		26	\$4,377	\$5,513	\$7,820	0.88	\$6,377	\$7,736	\$10,496
2018-ST-ID	01074	L	Lands Resource Specialist, Senior		26	\$3,872	\$4,691	\$6,915	0.85	\$5,772	\$6,752	\$9,413
<b>State Market Average</b>					52	\$4,124	\$5,102	\$7,367	0.87	\$6,074	\$7,244	\$9,954
8259	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				52	\$4,124	\$5,102	\$7,367		\$6,074	\$7,244	\$9,954

### OREGON COMPARISON TO MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
MMS	MGT SVC SUPERVISORY	A	A	27F	19	\$4,363	\$6,292	\$6,416	1.17	\$6,622	\$8,980	\$9,132	105.8%	123.3%	87.1%	109.0%	124.0%	91.7%
<b>Management Weighted Average</b>					19	\$4,363	\$6,292	\$6,416	1.17	\$6,622	\$8,980	\$9,132	105.8%	123.3%	87.1%	109.0%	124.0%	91.7%
8259	<b>STATEWIDE Weighted Average</b>				19	\$4,363	\$6,292	\$6,416	1.17	\$6,622	\$8,980	\$9,132	105.8%	123.3%	87.1%	109.0%	124.0%	91.7%

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8260 FOREST MANAGER 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-ST-CA	1042		FORESTER II (SUPERVISORY)		20	\$5,776	\$7,049	\$7,300	1.08	\$8,097	\$9,622	\$9,923
2018-ST-ID	01063	N	Lands Program Manager		20	\$4,837	\$5,922	\$8,637	0.86	\$6,926	\$8,226	\$11,473
2018-ST-NV	01.805	39	FORESTRY PROGRAM MANAGER		5	\$4,825		\$7,225		\$6,548		\$9,348
<b>State Market Average</b>					46	\$5,253	\$6,486	\$7,887	0.96	\$7,406	\$8,924	\$10,550
<b>8260 OVERALL WEIGHTED MARKET AVERAGE</b>					46	\$5,253	\$6,486	\$7,887		\$7,406	\$8,924	\$10,550

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	Salary			Salary and Benefits		
													SR Min 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	A	30F	29	\$5,032	\$6,706	\$7,426	1.08	\$7,440	\$9,487	\$10,366	95.8%	103.4%	94.2%	100.5%	106.3%	98.3%
<b>Management Weighted Average</b>					29	\$5,032	\$6,706	\$7,426	1.08	\$7,440	\$9,487	\$10,366	95.8%	103.4%	94.2%	100.5%	106.3%	98.3%
8260	<b>STATEWIDE Weighted Average</b>				29	\$5,032	\$6,706	\$7,426	1.08	\$7,440	\$9,487	\$10,366	95.8%	103.4%	94.2%	100.5%	106.3%	98.3%



# 2018 Oregon Salary and Benefit Report

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## 8262 AREA FOREST MANAGER

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-ST-CA	1031		FORESTRY AND FIRE PROTECTION		6	\$6,909	\$8,635	\$8,713	1.11	\$9,454	\$11,522	\$11,617
2018-ST-ID	01033	O	Lands Area Manager		6	\$5,241	\$6,778	\$9,362	0.91	\$7,411	\$9,249	\$12,341
<b>State Market Average</b>					12	\$6,075	\$7,706	\$9,038	1.01	\$8,432	\$10,386	\$11,979
8262	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				12	\$6,075	\$7,706	\$9,038		\$8,432	\$10,386	\$11,979

### OREGON COMPARISON TO MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
MMS	MGT SVC SUPERVISORY	A	A	35F	3	\$6,416	\$9,463	\$9,463	1.19	\$9,132	\$12,857	\$12,857	105.6%	122.8%	104.7%	108.3%	123.8%	107.3%
<b>Management Weighted Average</b>					3	\$6,416	\$9,463	\$9,463	1.19	\$9,132	\$12,857	\$12,857	105.6%	122.8%	104.7%	108.3%	123.8%	107.3%
8262	<b>STATEWIDE Weighted Average</b>				3	\$6,416	\$9,463	\$9,463	1.19	\$9,132	\$12,857	\$12,857	105.6%	122.8%	104.7%	108.3%	123.8%	107.3%

# 2018 Oregon Salary and Benefit Report

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## 8341 FISH & WILDLIFE TECHNICIAN

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-ST-CA	0780		FISH HABITAT ASSISTANT		16	\$3,161	\$3,859	\$3,953	1.08	\$4,964	\$5,800	\$5,912
2018-ST-ID	00798	H	Fishery Technician			\$2,326		\$4,154		\$3,922		\$6,110
2018-ST-NV	01.778	29	FISH HATCHERY TECHNICIAN 2		6	\$3,158		\$4,618		\$4,603		\$6,306
2018-ST-WA	520G	36	FISH HATCHERY SPECIALIST 2		29	\$2,504	\$3,121	\$3,316	1.07	\$4,137	\$4,879	\$5,115
<b>State Market Average</b>					51	\$2,777	\$3,382	\$3,676	1.08	\$4,439	\$5,205	\$5,515
8341	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				51	\$2,777	\$3,382	\$3,676		\$4,439	\$5,205	\$5,515

### OREGON COMPARISON TO MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	17	125	\$2,883	\$3,622	\$4,096	1.04	\$4,640	\$5,499	\$6,050	103.8%	107.1%	111.4%	104.5%	105.6%	109.7%
OBO	SEIU SEAS-STRKE ODOT COALITION	A	P	17	8	\$2,883	\$3,137	\$4,096	0.90	\$4,640	\$4,935	\$6,050	103.8%	92.8%	111.4%	104.5%	94.8%	109.7%
<b>Non-Corrections/Non-Management Weighted Average</b>					133	\$2,883	\$3,593	\$4,096	1.03	\$4,640	\$5,465	\$6,050	103.8%	106.2%	111.4%	104.5%	105.0%	109.7%
8341	<b>STATEWIDE Weighted Average</b>				133	\$2,883	\$3,593	\$4,096	1.03	\$4,640	\$5,465	\$6,050	103.8%	106.2%	111.4%	104.5%	105.0%	109.7%

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8342 FISH & W/L TECH SENIOR

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-ST-CA	0777		FISH HABITAT SPECIALIST		11	\$3,615	\$4,526	\$4,526	1.11	\$5,508	\$6,600	\$6,600
2018-ST-NV	01.785	31	WILDLIFE AREA TECHNICIAN 3		3	\$3,429		\$5,041		\$4,918		\$6,800
2018-ST-WA	520H	42	FISH HATCHERY SPECIALIST 3		20	\$2,880	\$3,786	\$3,846	1.13	\$4,589	\$5,681	\$5,753
<b>State Market Average</b>					34	\$3,170	\$4,053	\$4,176	1.12	\$4,920	\$6,012	\$6,125
<b>8342 OVERALL WEIGHTED MARKET AVERAGE</b>					34	\$3,170	\$4,053	\$4,176		\$4,920	\$6,012	\$6,125

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	Salary			Salary and Benefits		
													SR Min 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	60	\$3,130	\$4,228	\$4,514	1.11	\$4,927	\$6,203	\$6,536	98.7%	104.3%	108.1%	100.1%	103.2%	106.7%
<b>Non-Corrections/Non-Management Weighted Average</b>					60	\$3,130	\$4,228	\$4,514	1.11	\$4,927	\$6,203	\$6,536	98.7%	104.3%	108.1%	100.1%	103.2%	106.7%
8342	<b>STATEWIDE Weighted Average</b>				60	\$3,130	\$4,228	\$4,514	1.11	\$4,927	\$6,203	\$6,536	98.7%	104.3%	108.1%	100.1%	103.2%	106.7%

# 2018 Oregon Salary and Benefit Report

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## 8343 FISH & WILDLIFE SUPERVISOR

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-ST-CA	0776		FISH HABITAT SUPERVISOR		3	\$4,476	\$5,602	\$5,602	1.11	\$6,540	\$7,888	\$7,888
2018-ST-ID	00796	J	Fishery Technician, Senior		2	\$3,064	\$4,346	\$5,470	0.99	\$4,805	\$6,339	\$7,684
2018-ST-WA	520I	50	FISH HATCHERY SPECIALIST 4		9	\$3,485	\$4,554	\$4,687	1.11	\$5,319	\$6,606	\$6,767
<b>State Market Average</b>					14	\$3,635	\$4,745	\$4,989	1.07	\$5,504	\$6,838	\$7,131
<b>8343 OVERALL WEIGHTED MARKET AVERAGE</b>					14	\$3,635	\$4,745	\$4,989		\$5,504	\$6,838	\$7,131

### 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	Salary			Salary and Benefits		
													SR Min 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	A	21	12	\$3,420	\$4,455	\$4,794	1.08	\$5,469	\$6,735	\$7,149	94.1%	93.9%	96.1%	99.4%	98.5%	100.2%
<b>Management Weighted Average</b>					12	\$3,420	\$4,455	\$4,794	1.08	\$5,469	\$6,735	\$7,149	94.1%	93.9%	96.1%	99.4%	98.5%	100.2%
<b>8343 STATEWIDE Weighted Average</b>					12	\$3,420	\$4,455	\$4,794	1.08	\$5,469	\$6,735	\$7,149	94.1%	93.9%	96.1%	99.4%	98.5%	100.2%

**8344 FISH AND WILDLIFE MANAGER 1**

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-ST-CA	0782		FISH HATCHERY MANAGER I		4	\$3,728	\$4,427	\$4,665	1.05	\$5,643	\$6,480	\$6,766
2018-ST-ID	00784	K	Fish Hatchery Manager 1		1	\$3,431	\$4,775	\$6,124	0.97	\$5,245	\$6,852	\$8,467
2018-ST-NV	01.774	34	FISH HATCHERY SUPERVISOR 1		1	\$3,886		\$5,762		\$5,452		\$7,641
<b>State Market Average</b>					6	\$3,704	\$4,500	\$5,110	1.01	\$5,541	\$6,559	\$7,214
<b>8344 OVERALL WEIGHTED MARKET AVERAGE</b>					6	\$3,704	\$4,500	\$5,110		\$5,541	\$6,559	\$7,214

**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	Salary			Salary and Benefits		
													SR Min 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	A	24	30	\$3,945	\$5,280	\$5,551	1.11	\$6,111	\$7,743	\$8,074	106.5%	117.3%	108.6%	110.3%	118.1%	111.9%
<b>Management Weighted Average</b>					30	\$3,945	\$5,280	\$5,551	1.11	\$6,111	\$7,743	\$8,074	106.5%	117.3%	108.6%	110.3%	118.1%	111.9%
8344	<b>STATEWIDE Weighted Average</b>				30	\$3,945	\$5,280	\$5,551	1.11	\$6,111	\$7,743	\$8,074	106.5%	117.3%	108.6%	110.3%	118.1%	111.9%

# 2018 Oregon Salary and Benefit Report

Data Effective Date: 7/1/2018

## 8345 FISH AND WILDLIFE MANAGER 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-ST-CA	0781		FISH HATCHERY MANAGER II		9	\$4,476	\$5,398	\$5,602	1.07	\$6,540	\$7,644	\$7,888
2018-ST-ID	00783	L	Fish Hatchery Manager 2		9	\$3,872	\$5,287	\$6,915	0.96	\$5,772	\$7,466	\$9,413
2018-ST-NV	01.772	36	FISH HATCHERY SUPERVISOR 2		2	\$4,238		\$6,305		\$5,863		\$8,275
<b>State Market Average</b>					20	\$4,180	\$5,342	\$6,263	1.01	\$6,126	\$7,555	\$8,613
<b>8345 OVERALL WEIGHTED MARKET AVERAGE</b>					20	\$4,180	\$5,342	\$6,263		\$6,126	\$7,555	\$8,613

**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	Salary			Salary and Benefits		
													SR Min 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	A	28	15	\$4,794	\$6,253	\$6,740	1.08	\$7,149	\$8,932	\$9,528	114.7%	117.0%	107.6%	116.7%	118.2%	110.6%
<b>Management Weighted Average</b>					15	\$4,794	\$6,253	\$6,740	1.08	\$7,149	\$8,932	\$9,528	114.7%	117.0%	107.6%	116.7%	118.2%	110.6%
8345	<b>STATEWIDE Weighted Average</b>				15	\$4,794	\$6,253	\$6,740	1.08	\$7,149	\$8,932	\$9,528	114.7%	117.0%	107.6%	116.7%	118.2%	110.6%

# 2018 Oregon Salary and Benefit Report

Data Effective Date: 7/1/2018

## 8433 PARK RANGER ASSISTANT

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-ClackCo	453		Park Maintenance Assistant			\$2,982		\$3,743		\$5,004		\$5,939
<b>County Market Average</b>						\$2,982		\$3,743		\$5,004		\$5,939
2018-ST-CA	6766		PARK MAINTENANCE ASSISTANT		64	\$2,735	\$2,998	\$3,130	1.02	\$4,453	\$4,769	\$4,927
2018-ST-NV	01.955	21	PARK AID 2 (SEASONAL)		6	\$2,305		\$3,288		\$3,606		\$4,754
2018-ST-WA	678N	27	PARK AIDE		94	\$2,056	\$2,150	\$2,681	0.91	\$3,597	\$3,709	\$4,350
<b>State Market Average</b>						\$2,330	\$2,493	\$2,879	0.97	\$3,931	\$4,138	\$4,590
<b>8433</b>	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				164	\$2,334	\$2,493	\$2,884		\$3,938	\$4,138	\$4,598

OREGON  
COMPARISON  
TO  
MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
AX	AFSCME AT STATE LANDS	A	A	12	1	\$2,240	\$2,320	\$3,050	0.88	\$4,027	\$4,124	\$5,017	96.0%	93.0%	105.8%	102.3%	99.7%	109.1%
OBO	SEIU SEAS-STRKE ODOT COALITION	A	P	12	95	\$2,680	\$2,893	\$3,264	0.97	\$4,404	\$4,651	\$5,083	114.8%	116.0%	113.2%	111.8%	112.4%	110.5%
<b>Non-Corrections/Non-Management Weighted Average</b>					96	\$2,675	\$2,887	\$3,262	0.97	\$4,400	\$4,645	\$5,082	114.6%	115.8%	113.1%	111.7%	112.3%	110.5%
<b>8433</b>	<b>STATEWIDE Weighted Average</b>				96	\$2,675	\$2,887	\$3,262	0.97	\$4,400	\$4,645	\$5,082	114.6%	115.8%	113.1%	111.7%	112.3%	110.5%

# 2018 Oregon Salary and Benefit Report

Data Effective Date: 7/1/2018

## 8434 PARK RANGER 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-JackCo	475		Park Ranger			\$3,295		\$4,325		\$5,799		\$7,055
2018-WA-KingCo	9201100		Parks Specialist I		76	\$3,369	\$3,587	\$4,271	0.94	\$5,524	\$5,786	\$6,611
<b>County Market Average</b>					76	\$3,368	\$3,587	\$4,272	0.94	\$5,528	\$5,786	\$6,616
2018-ST-CA	6767		PARK MAINTENANCE WORKER I		76	\$2,982	\$3,564	\$3,737	1.06	\$4,749	\$5,446	\$5,654
2018-ST-NV	01.923	30	PARK RANGER I (NON-COMMISSION			\$3,288		\$4,825		\$4,754		\$6,548
2018-ST-WA	389A	44	PARK RANGER 1		39	\$3,013	\$3,295	\$4,045	0.93	\$4,750	\$5,090	\$5,993
<b>State Market Average</b>					115	\$2,995	\$3,472	\$3,850	1.00	\$4,749	\$5,325	\$5,776
8434	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				191	\$3,144	\$3,518	\$4,018		\$5,060	\$5,508	\$6,111

### OREGON COMPARISON TO MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	18P	72	\$3,130	\$3,745	\$4,295	1.01	\$4,927	\$5,642	\$6,281	99.6%	106.5%	106.9%	97.4%	102.4%	102.8%
OBO	SEIU SEAS-STRKE ODOT COALITION	A	P	18P	29	\$3,130	\$3,834	\$4,295	1.03	\$4,927	\$5,745	\$6,281	99.6%	109.0%	106.9%	97.4%	104.3%	102.8%
<b>Non-Corrections/Non-Management Weighted Average</b>					101	\$3,130	\$3,771	\$4,295	1.02	\$4,927	\$5,672	\$6,281	99.6%	107.2%	106.9%	97.4%	103.0%	102.8%
8434	<b>STATEWIDE Weighted Average</b>				101	\$3,130	\$3,771	\$4,295	1.02	\$4,927	\$5,672	\$6,281	99.6%	107.2%	106.9%	97.4%	103.0%	102.8%



# 2018 Oregon Salary and Benefit Report

Data Effective Date: 7/1/2018

## 8435 PARK RANGER 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-ClackCo	389		Park Ranger		2	\$3,728	\$4,689	\$4,689	1.11	\$5,921	\$7,100	\$7,100
2018-OR-WashCo	434		Park Ranger		2	\$4,070	\$4,162	\$4,950	0.92	\$6,127	\$6,236	\$7,171
2018-WA-KingCo	9201200		Parks Specialist II		63	\$4,073	\$4,958	\$5,163	1.07	\$6,373	\$7,438	\$7,686
<b>County Market Average</b>					67	\$4,063	\$4,926	\$5,143	1.04	\$6,352	\$7,392	\$7,653
2018-MIL-OPES	11.10		Park Ranger	4	28	\$3,864	\$4,401	\$4,964	1.00	\$5,966	\$6,612	\$7,288
<b>Purchased Market Average</b>					4	\$3,864	\$4,401	\$4,964	1.00	\$5,966	\$6,612	\$7,288
2018-ST-CA	6768		PARK MAINTENANCE WORKER II		28	\$3,243	\$3,809	\$4,091	1.04	\$5,063	\$5,740	\$6,078
2018-ST-ID	00984	J	P & R Ranger		41	\$3,064	\$3,515	\$5,470	0.80	\$4,805	\$5,346	\$7,684
2018-ST-NV	01.922	33	PARK RANGER 2 (NON-COMM)		2	\$3,732		\$5,516		\$5,272		\$7,354
2018-ST-WA	389B	49	PARK RANGER 2		63	\$3,398	\$4,016	\$4,572	1.01	\$5,214	\$5,958	\$6,627
<b>State Market Average</b>					134	\$3,268	\$3,816	\$4,761	0.94	\$5,058	\$5,721	\$6,847
8435	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				4	\$3,573	\$4,216	\$4,897		\$5,547	\$6,324	\$7,137

**OREGON  
COMPARISON  
TO  
MARKET**

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	20	54	\$3,264	\$4,378	\$4,727	1.10	\$5,083	\$6,378	\$6,783	91.3%	103.9%	96.5%	91.6%	100.9%	95.0%
<b>Non-Corrections/Non-Management Weighted Average</b>					54	\$3,264	\$4,378	\$4,727	1.10	\$5,083	\$6,378	\$6,783	91.3%	103.9%	96.5%	91.6%	100.9%	95.0%
8435	<b>STATEWIDE Weighted Average</b>				54	\$3,264	\$4,378	\$4,727	1.10	\$5,083	\$6,378	\$6,783	91.3%	103.9%	96.5%	91.6%	100.9%	95.0%

# 2018 Oregon Salary and Benefit Report

Data Effective Date: 7/1/2018

## 8436 PARK RANGER 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-ST-NV	01.921	34	PARK RANGER 3 (NON-COMMISSIOI			\$3,886		\$5,762		\$5,452		\$7,641
2018-ST-WA	389C	56	PARK RANGER 3		10	\$4,045	\$5,309	\$5,435	1.12	\$5,993	\$7,516	\$7,668
<b>State Market Average</b>					10	\$4,030	\$5,309	\$5,465	1.12	\$5,943	\$7,516	\$7,666
8436	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				10	\$4,030	\$5,309	\$5,465		\$5,943	\$7,516	\$7,666

**OREGON  
COMPARISON  
TO  
MARKET**

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	22	18	\$3,565	\$4,935	\$5,189	1.13	\$5,432	\$7,025	\$7,320	88.5%	92.9%	94.9%	91.4%	93.5%	95.5%
<b>Non-Corrections/Non-Management Weighted Average</b>					18	\$3,565	\$4,935	\$5,189	1.13	\$5,432	\$7,025	\$7,320	88.5%	92.9%	94.9%	91.4%	93.5%	95.5%
8436	<b>STATEWIDE Weighted Average</b>				18	\$3,565	\$4,935	\$5,189	1.13	\$5,432	\$7,025	\$7,320	88.5%	92.9%	94.9%	91.4%	93.5%	95.5%

2018 Oregon Salary and Benefit Report

Data Effective Date: 7/1/2018

8439 PARK REGION MANAGER

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-ST-ID	00970	O	P & R Regional Manager		1	\$5,241	\$6,665	\$9,362	0.89	\$7,411	\$9,114	\$12,341
2018-ST-NV	01.907	39	PARKS REGIONAL MANAGER (NON-			\$4,825		\$7,225		\$6,548		\$9,348
<b>State Market Average</b>					1	\$4,964	\$6,665	\$7,937	0.89	\$6,835	\$9,114	\$10,346
8439	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				1	\$4,964	\$6,665	\$7,937		\$6,835	\$9,114	\$10,346

OREGON  
COMPARISON  
TO  
MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
MMS	MGT SVC SUPERVISORY	A	A	33P	1	\$5,828	\$8,581	\$8,581	1.19	\$8,413	\$11,778	\$11,778	117.4%	128.8%	108.1%	123.1%	129.2%	113.8%
<b>Management Weighted Average</b>					1	\$5,828	\$8,581	\$8,581	1.19	\$8,413	\$11,778	\$11,778	117.4%	128.8%	108.1%	123.1%	129.2%	113.8%
8439	<b>STATEWIDE Weighted Average</b>				1	\$5,828	\$8,581	\$8,581	1.19	\$8,413	\$11,778	\$11,778	117.4%	128.8%	108.1%	123.1%	129.2%	113.8%

# 2018 Oregon Salary and Benefit Report

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## 8440 PARK RANGER SUPERVISOR

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-ST-CA	6229		PARK MAINTENANCE SUPERVISOR		15	\$3,698	\$4,409	\$4,584	1.06	\$5,607	\$6,458	\$6,669
2018-ST-ID	00982	K	P & R Manager, Assistant		12	\$3,431	\$4,054	\$6,124	0.83	\$5,245	\$5,991	\$8,467
<b>State Market Average</b>					27	\$3,580	\$4,251	\$5,268	0.94	\$5,446	\$6,250	\$7,468
8440	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				27	\$3,580	\$4,251	\$5,268		\$5,446	\$6,250	\$7,468

### OREGON COMPARISON TO MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
MMS	MGT SVC SUPERVISORY	A	A	24	12	\$3,945	\$4,700	\$5,551	0.99	\$6,111	\$7,034	\$8,074	110.2%	110.6%	105.4%	112.2%	112.5%	108.1%
<b>Management Weighted Average</b>					12	\$3,945	\$4,700	\$5,551	0.99	\$6,111	\$7,034	\$8,074	110.2%	110.6%	105.4%	112.2%	112.5%	108.1%
8440	<b>STATEWIDE Weighted Average</b>				12	\$3,945	\$4,700	\$5,551	0.99	\$6,111	\$7,034	\$8,074	110.2%	110.6%	105.4%	112.2%	112.5%	108.1%

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Data Effective Date: 7/1/2018

8441 PARK MANAGER 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-ST-CA	6535		PARK MAINTENANCE CHIEF II		5	\$4,655	\$5,601	\$5,791	1.07	\$6,754	\$7,887	\$8,114
2018-ST-ID	06526	K	Recreation Site Maintenance Foreman		5	\$3,431	\$4,282	\$6,124	0.87	\$5,245	\$6,262	\$8,467
2018-ST-NV	01.969	34	PARK SPVR 1 (NON-COMM)		3	\$3,886		\$5,762		\$5,452		\$7,641
<b>State Market Average</b>					13	\$4,005	\$4,941	\$5,910	0.98	\$5,868	\$7,075	\$8,135
8441	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				13	\$4,005	\$4,941	\$5,910		\$5,868	\$7,075	\$8,135

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	Salary			Salary and Benefits		
													SR Min 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	A	26P	10	\$4,154	\$5,469	\$6,117	1.06	\$6,366	\$7,973	\$8,766	103.7%	110.7%	103.5%	108.5%	112.7%	107.8%
<b>Management Weighted Average</b>					10	\$4,154	\$5,469	\$6,117	1.06	\$6,366	\$7,973	\$8,766	103.7%	110.7%	103.5%	108.5%	112.7%	107.8%
8441	<b>STATEWIDE Weighted Average</b>				10	\$4,154	\$5,469	\$6,117	1.06	\$6,366	\$7,973	\$8,766	103.7%	110.7%	103.5%	108.5%	112.7%	107.8%

# 2018 Oregon Salary and Benefit Report

Data Effective Date: 7/1/2018

## 8442 PARK MANAGER 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-ST-CA	0976		STATE PARK SUPERINTENDENT I		1	\$5,134	\$6,995	\$6,995	1.15	\$7,328	\$9,557	\$9,557
2018-ST-ID	00980	L	P & R Manager 2		8	\$3,872	\$4,630	\$6,915	0.84	\$5,772	\$6,680	\$9,413
2018-ST-NV	01.968	35	PARK SUPERVISOR 2 (NON-COMMI			\$4,055		\$6,024		\$5,649		\$7,947
2018-ST-WA	389C	56	PARK RANGER 3		12	\$4,045	\$5,309	\$5,435	1.12	\$5,993	\$7,516	\$7,668
<b>State Market Average</b>					21	\$4,032	\$5,133	\$6,064	1.04	\$5,958	\$7,298	\$8,393
8442	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				21	\$4,032	\$5,133	\$6,064		\$5,958	\$7,298	\$8,393

### OREGON COMPARISON TO MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
MMS	MGT SVC SUPERVISORY	A	A	28P	14	\$4,568	\$5,919	\$6,740	1.05	\$6,872	\$8,525	\$9,528	113.3%	115.3%	111.2%	115.4%	116.8%	113.5%
<b>Management Weighted Average</b>					14	\$4,568	\$5,919	\$6,740	1.05	\$6,872	\$8,525	\$9,528	113.3%	115.3%	111.2%	115.4%	116.8%	113.5%
8442	<b>STATEWIDE Weighted Average</b>				14	\$4,568	\$5,919	\$6,740	1.05	\$6,872	\$8,525	\$9,528	113.3%	115.3%	111.2%	115.4%	116.8%	113.5%

2018 Oregon Salary and Benefit Report

Data Effective Date: 7/1/2018

8443 PARK MANAGER 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-ST-CA	0978		STATE PARK SUPERINTENDENT II		11	\$5,632	\$7,605	\$7,675	1.14	\$7,924	\$10,288	\$10,372
2018-ST-ID	00978	M	P & R Manager 3		10	\$4,377	\$5,296	\$7,820	0.85	\$6,377	\$7,476	\$10,496
2018-ST-NV	01.967	36	PARK SUPERVISOR 3 (NON-COMMI			\$4,238		\$6,305		\$5,863		\$8,275
<b>State Market Average</b>					21	\$4,984	\$6,479	\$7,679	1.00	\$7,109	\$8,917	\$10,332
<b>8443 OVERALL WEIGHTED MARKET AVERAGE</b>					21	\$4,984	\$6,479	\$7,679		\$7,109	\$8,917	\$10,332

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	Salary			Salary and Benefits		
													SR Min 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	A	30P	7	\$5,032	\$6,563	\$7,426	1.05	\$7,440	\$9,311	\$10,366	101.0%	101.3%	96.7%	104.7%	104.4%	100.3%
<b>Management Weighted Average</b>					7	\$5,032	\$6,563	\$7,426	1.05	\$7,440	\$9,311	\$10,366	101.0%	101.3%	96.7%	104.7%	104.4%	100.3%
8443	<b>STATEWIDE Weighted Average</b>				7	\$5,032	\$6,563	\$7,426	1.05	\$7,440	\$9,311	\$10,366	101.0%	101.3%	96.7%	104.7%	104.4%	100.3%

# 2018 Oregon Salary and Benefit Report

Data Effective Date: 7/1/2018

## 8501 NATURAL RESOURCE SPECIALIST 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-WA-ClarkCo	111		Natural Resources Specialist I			\$4,313		\$5,257		\$6,568	\$7,706	
2018-WA-KingCo	7520100		Environmental Scientist I		5	\$5,288	\$5,773	\$6,702	0.96	\$7,835	\$8,420	\$9,540
<b>County Market Average</b>					5	\$5,125	\$5,773	\$6,461	0.96	\$7,624	\$8,420	\$9,234
2018-CompAnalyst	RD14000005		Biologist I			\$3,471	\$4,190	\$4,759	1.00	\$5,024	\$5,849	\$6,501
<b>Purchased Market Average</b>						\$3,471	\$4,190	\$4,759	1.00	\$5,024	\$5,849	\$6,501
2018-ST-CA	0762	A	ENVIRONMENTAL SCIENTIST		73	\$3,269	\$3,313	\$4,048	0.91	\$5,093	\$5,145	\$6,026
2018-ST-CA	4726	B	COASTAL PROGRAM ANALYST I		1	\$3,230	\$3,230	\$3,849	0.91	\$5,046	\$5,046	\$5,788
2018-ST-ID	00371	I	Agriculture Investigator			\$2,715		\$4,850		\$4,388		\$6,942
2018-ST-ID	00792	J	Wildlife Technician, Senior		17	\$3,064	\$3,366	\$5,470	0.77	\$4,805	\$5,167	\$7,684
2018-ST-ID	00794	H	Wildlife Technician			\$2,326		\$4,154		\$3,922		\$6,110
2018-ST-ID	03136	J	Water Resource Agent		8	\$3,064	\$3,650	\$5,470	0.83	\$4,805	\$5,507	\$7,684
2018-ST-ID	07030	J	Scientist 1			\$3,064		\$5,470		\$4,805		\$7,684
2018-ST-ID	07551	J	Environmental Sciences Specialist		3	\$3,064	\$3,987	\$5,470	0.91	\$4,805	\$5,910	\$7,684
2018-ST-NV	01.128	30	AGRICULTURIST 1		1	\$3,288		\$4,825		\$4,754		\$6,548
2018-ST-NV	01.734	33	BIOLOGIST 2		3	\$3,732		\$5,516		\$5,272		\$7,354
2018-ST-NV	01.737	30	BIOLOGIST 1		1	\$3,288		\$4,825		\$4,754		\$6,548
2018-ST-NV	01.813	33	FORESTER 2		4	\$3,732		\$5,516		\$5,272		\$7,354
2018-ST-NV	01.818	30	FORESTER I			\$3,288		\$4,825		\$4,754		\$6,548
2018-ST-NV	10.535	32	ENVIRONMENTAL HEALTH SPEC 1		3	\$3,570		\$5,269		\$5,083		\$7,066
2018-ST-NV	10.548	32	ENVIRONMENTAL SCIENTIST 1		1	\$3,570		\$5,269		\$5,083		\$7,066
2018-ST-WA	514E	52	HYDROGEOLOGIST 1		2	\$3,662	\$4,253	\$4,923	0.99	\$5,532	\$6,243	\$7,050
2018-ST-WA	516K	44	NATURAL RESOURCE SCIENTIST 1		9	\$3,013	\$3,833	\$4,045	1.09	\$4,750	\$5,738	\$5,993
2018-ST-WA	523E	38	ENVIRONMENTAL SPECIALIST 1		14	\$2,623	\$3,102	\$3,485	1.02	\$4,279	\$4,857	\$5,319
2018-ST-WA	523S	44	NATURAL RESOURCE SPECIALIST 1		73	\$3,013	\$3,768	\$4,045	1.07	\$4,750	\$5,659	\$5,993
2018-ST-WA	523Y	42	FISH & WILDLIFE BIOLOGIST 1		27	\$2,880	\$3,501	\$3,846	1.04	\$4,589	\$5,338	\$5,753
2018-ST-WA	570E	35	AGRICULTURAL RESEARCH TECHN			\$2,447		\$3,236		\$4,067		\$5,018



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## 8501 NATURAL RESOURCE SPECIALIST 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	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>					240	\$3,091	\$3,522	\$4,239		\$4,835	\$5,373	\$6,209
8501	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				245	\$3,141	\$3,573	\$4,294		\$4,902	\$5,440	\$6,282

OREGON  
COMPARISON  
TO  
MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
AD	AFSCME AT ENVIRONMENTAL QUAL	A	A	21	12	\$3,182	\$3,942	\$4,626	1.01	\$5,178	\$6,107	\$6,943	101.3%	110.3%	107.7%	105.6%	112.3%	110.5%
AU	AFSCME AT MILITARY	A	A	21Q	2	\$3,182	\$4,421	\$4,626	1.13	\$5,178	\$6,693	\$6,943	101.3%	123.7%	107.7%	105.6%	123.0%	110.5%
AX	AFSCME AT STATE LANDS	A	A	21	4	\$3,182	\$4,054	\$4,626	1.04	\$5,178	\$6,244	\$6,943	101.3%	113.5%	107.7%	105.6%	114.8%	110.5%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	21	90	\$3,409	\$4,313	\$4,950	1.03	\$5,251	\$6,302	\$7,042	108.5%	120.7%	115.3%	107.1%	115.8%	112.1%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	21	7	\$3,409	\$4,367	\$4,950	1.04	\$5,251	\$6,365	\$7,042	108.5%	122.2%	115.3%	107.1%	117.0%	112.1%
OBO	SEIU SEAS-STRKE ODOT COALITION	A	P	21	2	\$3,409	\$3,651	\$4,950	0.87	\$5,251	\$5,532	\$7,042	108.5%	102.2%	115.3%	107.1%	101.7%	112.1%
OBS	SEIU SEAS-STRKE SPEC COALITION	A	P	21	5	\$3,409	\$4,072	\$4,950	0.97	\$5,251	\$6,022	\$7,042	108.5%	114.0%	115.3%	107.1%	110.7%	112.1%
UA	UNREPRESENTED	A	A	21	1	\$3,182	\$3,829	\$4,626	0.98	\$5,178	\$5,969	\$6,943	101.3%	107.2%	107.7%	105.6%	109.7%	110.5%
<b>Non-Corrections/Non-Management Weighted Average</b>					123	\$3,374	\$4,249	\$4,900	1.03	\$5,240	\$6,265	\$7,027	107.4%	118.9%	114.1%	106.9%	115.2%	111.9%
8501	<b>STATEWIDE Weighted Average</b>				123	\$3,374	\$4,249	\$4,900	1.03	\$5,240	\$6,265	\$7,027	107.4%	118.9%	114.1%	106.9%	115.2%	111.9%

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## 8502 NATURAL RESOURCE SPECIALIST 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-WA-KingCo	7520200		Environmental Scientist II		19	\$5,953	\$6,864	\$7,546	1.02	\$8,637	\$9,735	\$10,556
<b>County Market Average</b>					19	\$5,953	\$6,864	\$7,546	1.02	\$8,637	\$9,735	\$10,556
2018-ST-CA	0751	A	ASSOCIATE AGRICULTURAL BIOLOGIST		1	\$4,925	\$6,113	\$6,113	1.11	\$7,077	\$8,501	\$8,501
2018-ST-CA	0762	B	ENVIRONMENTAL SCIENTIST		181	\$3,973	\$4,128	\$4,929	0.93	\$5,936	\$6,122	\$7,082
2018-ST-CA	3887	B	AIR POLLUTION SPECIALIST		67	\$4,964	\$5,251	\$6,213	0.94	\$7,124	\$7,468	\$8,621
2018-ST-CA	4726	C	COASTAL PROGRAM ANALYST I		2	\$3,872	\$3,872	\$4,848	0.89	\$5,815	\$5,815	\$6,985
2018-ST-ID	00803	L	Biologist, Fisheries		38	\$3,872	\$4,959	\$6,915	0.90	\$5,772	\$7,073	\$9,413
2018-ST-ID	00835	L	Biologist, Wildlife Regional		58	\$3,872	\$4,821	\$6,915	0.87	\$5,772	\$6,908	\$9,413
2018-ST-ID	00944	K	Biologist, Wildlife Research			\$3,431		\$6,124		\$5,245		\$8,467
2018-ST-ID	07032	L	Scientist 2		1	\$3,872	\$4,479	\$6,915	0.81	\$5,772	\$6,498	\$9,413
2018-ST-NV	01.123	33	AGRICULTURIST 2		8	\$3,732		\$5,516		\$5,272		\$7,354
2018-ST-NV	01.809	35	CONSERVATION STAFF SPEC 1		3	\$4,055		\$6,024		\$5,649		\$7,947
2018-ST-NV	10.536	35	ENVIRONMENTAL SCIENTIST 2		13	\$4,055		\$6,024		\$5,649		\$7,947
2018-ST-WA	514F	58	HYDROGEOLOGIST 2		20	\$4,245	\$5,396	\$5,713	1.08	\$6,234	\$7,621	\$8,002
2018-ST-WA	516L	52	NATURAL RESOURCE SCIENTIST 2		30	\$3,662	\$4,602	\$4,923	1.07	\$5,532	\$6,664	\$7,050
2018-ST-WA	523F	45	ENVIRONMENTAL SPECIALIST 2		39	\$3,091	\$3,767	\$4,142	1.04	\$4,844	\$5,658	\$6,110
2018-ST-WA	523T	49	NATURAL RESOURCE SPECIALIST 2		180	\$3,398	\$4,322	\$4,572	1.08	\$5,214	\$6,327	\$6,627
2018-ST-WA	523Z	50	FISH & WILDLIFE BIOLOGIST 2		102	\$3,485	\$4,358	\$4,687	1.07	\$5,319	\$6,371	\$6,767
2018-ST-WA	542S	50	ENVIRONMENTAL PLANNER 2		7	\$3,485	\$4,433	\$4,687	1.08	\$5,319	\$6,460	\$6,767
2018-ST-WA	569H	44	PEST BIOLOGIST 1		6	\$3,013	\$3,690	\$4,045	1.05	\$4,750	\$5,565	\$5,993
2018-ST-WA	570F	40	AGRICULTURAL RESEARCH TECHN		6	\$2,748	\$3,192	\$3,662	1.00	\$4,431	\$4,965	\$5,532
<b>State Market Average</b>					762	\$3,774	\$4,435	\$5,171	0.99	\$5,663	\$6,470	\$7,338
<b>8502</b>	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				781	\$3,827	\$4,496	\$5,228		\$5,735	\$6,552	\$7,416

OREGON  
COMPARISON  
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2018 Oregon Salary and Benefit Report

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8502 NATURAL RESOURCE SPECIALIST 2 (Continued)

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
AD	AFSCME AT ENVIRONMENTAL QUAL	A	A	24	19	\$3,662	\$4,647	\$5,335	1.03	\$5,765	\$6,969	\$7,810	95.7%	103.4%	102.0%	100.5%	106.4%	105.3%
AU	AFSCME AT MILITARY	A	A	24	2	\$3,662	\$4,776	\$5,335	1.06	\$5,765	\$7,126	\$7,810	95.7%	106.2%	102.0%	100.5%	108.8%	105.3%
AX	AFSCME AT STATE LANDS	A	A	24	1	\$3,662	\$4,626	\$5,335	1.03	\$5,765	\$6,943	\$7,810	95.7%	102.9%	102.0%	100.5%	106.0%	105.3%
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	A	24	7	\$3,691	\$4,659	\$5,451	1.02	\$5,800	\$6,983	\$7,952	96.4%	103.6%	104.3%	101.1%	106.6%	107.2%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	24	215	\$3,918	\$5,301	\$5,711	1.10	\$5,843	\$7,450	\$7,927	102.4%	117.9%	109.2%	101.9%	113.7%	106.9%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	24	49	\$3,918	\$4,994	\$5,711	1.04	\$5,843	\$7,093	\$7,927	102.4%	111.1%	109.2%	101.9%	108.3%	106.9%
OBO	SEIU SEAS-STRKE ODOT COALITION	A	P	24	1	\$3,918	\$5,711	\$5,711	1.19	\$5,843	\$7,927	\$7,927	102.4%	127.0%	109.2%	101.9%	121.0%	106.9%
UA	UNREPRESENTED	A	A	24	7	\$3,661	\$4,499	\$5,335	1.00	\$5,764	\$6,788	\$7,810	95.7%	100.1%	102.0%	100.5%	103.6%	105.3%
<b>Non-Corrections/Non-Management Weighted Average</b>					301	\$3,888	\$5,172	\$5,669	1.08	\$5,834	\$7,333	\$7,916	101.6%	115.0%	108.4%	101.7%	111.9%	106.7%
8502	<b>STATEWIDE Weighted Average</b>				301	\$3,888	\$5,172	\$5,669	1.08	\$5,834	\$7,333	\$7,916	101.6%	115.0%	108.4%	101.7%	111.9%	106.7%

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## 8503 NATURAL RESOURCE SPECIALIST 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-WA-ClarkCo	113		Natural Resources Specialist II			\$4,682		\$5,707		\$7,012		\$8,247
2018-WA-KingCo	7520300		Environmental Scientist III		35	\$6,703	\$7,726	\$8,496	1.02	\$9,540	\$10,773	\$11,701
<b>County Market Average</b>					35	\$6,647	\$7,726	\$8,419	1.02	\$9,470	\$10,773	\$11,605
2018-CompAnalyst	RD14000006		Biologist II			\$4,169	\$4,879	\$5,714	0.97	\$5,825	\$6,639	\$7,597
2018-MIL-OPES	14.01		Natural Resources Specialist	6	10	\$5,191	\$7,302	\$6,797	1.22	\$7,561	\$10,099	\$9,492
<b>Purchased Market Average</b>					6	\$5,098	\$7,082	\$6,699	1.10	\$7,403	\$9,784	\$9,320
2018-ST-CA	0762	C	ENVIRONMENTAL SCIENTIST		497	\$5,027	\$5,891	\$6,251	1.04	\$7,200	\$8,234	\$8,666
2018-ST-CA	1054		FORESTER I (NONSUPERVISORY)		55	\$4,885	\$5,917	\$6,178	1.07	\$7,029	\$8,266	\$8,578
2018-ST-CA	4735		COASTAL PROGRAM ANALYST II		43	\$4,655	\$5,383	\$5,831	1.03	\$6,754	\$7,626	\$8,162
2018-ST-ID	00943	L	Biologist, Wildlife Research Senior		5	\$3,872	\$5,397	\$6,915	0.98	\$5,772	\$7,597	\$9,413
2018-ST-ID	00946	L	Biologist, Fishery Research Senior			\$3,872		\$6,915		\$5,772		\$9,413
2018-ST-ID	01061	M	Lands Program Specialist		17	\$4,377	\$5,137	\$7,820	0.82	\$6,377	\$7,286	\$10,496
2018-ST-ID	07034	M	Scientist 3		17	\$4,377	\$5,045	\$7,820	0.81	\$6,377	\$7,175	\$10,496
2018-ST-ID	07537	L	DEQ-Environmental Compliance Analy			\$3,872		\$6,915		\$5,772		\$9,413
2018-ST-NV	01.113	36	PLANT PATHOLOGIST		1	\$4,238		\$6,305		\$5,863		\$8,275
2018-ST-NV	01.120	34	AGRICULTURIST 3		3	\$3,886		\$5,762		\$5,452		\$7,641
2018-ST-NV	01.729	35	BIOLOGIST 3		58	\$4,055		\$6,024		\$5,649		\$7,947
2018-ST-NV	01.810	36	CONSERVATION STAFF SPEC 2		12	\$4,238		\$6,305		\$5,863		\$8,275
2018-ST-NV	01.811	35	FORESTER 3		5	\$4,055		\$6,024		\$5,649		\$7,947
2018-ST-NV	10.525	36	ENVIRONMENTAL SCIENTIST 3		68	\$4,238		\$6,305		\$5,863		\$8,275
2018-ST-NV	10.529	36	ENVIRONMENTAL HEALTH SPEC 3		5	\$4,238		\$6,305		\$5,863		\$8,275
2018-ST-WA	516M	60	NATURAL RESOURCE SCIENTIST 3		82	\$4,461	\$5,724	\$5,999	1.09	\$6,494	\$8,016	\$8,348
2018-ST-WA	523G	49	ENVIRONMENTAL SPECIALIST 3		174	\$3,398	\$4,303	\$4,572	1.08	\$5,214	\$6,304	\$6,627
2018-ST-WA	523N	57	FISH & WILDLIFE BIOLOGIST 3		179	\$4,142	\$5,286	\$5,568	1.09	\$6,110	\$7,488	\$7,828
2018-ST-WA	523U	53	NATURAL RESOURCE SPECIALIST 3		134	\$3,748	\$4,828	\$5,046	1.10	\$5,635	\$6,937	\$7,200
2018-ST-WA	569I	51	PEST BIOLOGIST 2		7	\$3,571	\$4,565	\$4,803	1.09	\$5,421	\$6,619	\$6,907

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## 8503 NATURAL RESOURCE SPECIALIST 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-ST-WA	569M	49	AGRICULTURAL CHEMICAL SPECIALI			\$3,398		\$4,572		\$5,214		\$6,627
2018-ST-WA	570G	45	AGRICULTURAL RESEARCH TECHN			\$3,091		\$4,142		\$4,844		\$6,110
<b>State Market Average</b>					1,362	\$4,398	\$5,395	\$5,822		\$6,388	\$7,628	\$8,091
8503	<b>OVERALL WEIGHTED MARKET AVERAGE</b>			6	1,407	\$4,461	\$5,475	\$5,895		\$6,474	\$7,734	\$8,190

### OREGON COMPARISON TO MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
AD	AFSCME AT ENVIRONMENTAL QUAL	A	A	27	71	\$4,216	\$5,599	\$6,157	1.08	\$6,442	\$8,133	\$8,815	94.5%	102.3%	104.4%	99.5%	105.2%	107.6%
AX	AFSCME AT STATE LANDS	A	A	27	25	\$4,216	\$5,642	\$6,156	1.09	\$6,442	\$8,185	\$8,814	94.5%	103.0%	104.4%	99.5%	105.8%	107.6%
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	A	27	7	\$4,272	\$6,106	\$6,309	1.15	\$6,511	\$8,753	\$9,001	95.8%	111.5%	107.0%	100.6%	113.2%	109.9%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	27	114	\$4,514	\$6,231	\$6,590	1.12	\$6,536	\$8,531	\$8,949	101.2%	113.8%	111.8%	100.9%	110.3%	109.3%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	27	93	\$4,514	\$6,124	\$6,590	1.10	\$6,536	\$8,407	\$8,949	101.2%	111.9%	111.8%	100.9%	108.7%	109.3%
UA	UNREPRESENTED	A	A	27	3	\$4,216	\$5,874	\$6,157	1.13	\$6,442	\$8,469	\$8,815	94.5%	107.3%	104.4%	99.5%	109.5%	107.6%
<b>Non-Corrections/Non-Management Weighted Average</b>					313	\$4,414	\$6,002	\$6,447	1.11	\$6,506	\$8,381	\$8,908	99.0%	109.6%	109.4%	100.5%	108.4%	108.8%
8503	<b>STATEWIDE Weighted Average</b>				313	\$4,414	\$6,002	\$6,447	1.11	\$6,506	\$8,381	\$8,908	99.0%	109.6%	109.4%	100.5%	108.4%	108.8%

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8503-B NATURAL RESOURCE SPECIALIST 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-ST-ID	03312	L	Hydrogeologist, Staff		3	\$3,872	\$4,670	\$6,915	0.84	\$5,772	\$6,728	\$9,413
2018-ST-ID	03328	L	Hydrologist, Staff		1	\$3,872	\$4,645	\$6,915	0.84	\$5,772	\$6,698	\$9,413
2018-ST-WA	514G	62	HYDROGEOLOGIST 3		10	\$4,687	\$6,160	\$6,301	1.12	\$6,767	\$8,541	\$8,711
<b>State Market Average</b>					14	\$4,445	\$5,717	\$6,483	0.93	\$6,472	\$8,001	\$8,919
<b>8503-B OVERALL WEIGHTED MARKET AVERAGE</b>					14	\$4,445	\$5,717	\$6,483		\$6,472	\$8,001	\$8,919

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	Salary			Salary and Benefits		
													SR Min 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	B	A	28	1	\$4,417	\$6,453	\$6,453	1.19	\$6,688	\$9,177	\$9,177	99.4%	112.9%	99.5%	103.3%	114.7%	102.9%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	B	P	28	5	\$4,727	\$6,529	\$6,905	1.12	\$6,783	\$8,878	\$9,315	106.3%	114.2%	106.5%	104.8%	111.0%	104.4%
OAS	SEIU STRIKEABLE SPEC COALITION	B	P	28	2	\$4,727	\$5,070	\$6,905	0.87	\$6,783	\$7,181	\$9,315	106.3%	88.7%	106.5%	104.8%	89.8%	104.4%
<b>Non-Corrections/Non-Management Weighted Average</b>					8	\$4,688	\$6,155	\$6,849	1.07	\$6,771	\$8,491	\$9,298	105.5%	107.7%	105.6%	104.6%	106.1%	104.2%
8503	<b>STATEWIDE Weighted Average</b>				8	\$4,688	\$6,155	\$6,849	1.07	\$6,771	\$8,491	\$9,298	105.5%	107.7%	105.6%	104.6%	106.1%	104.2%

8503-D NATURAL RESOURCE SPECIALIST 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-MIL-OPES	12.01		Environmental Health Specialist	1	2	\$4,549	\$5,709	\$5,688	1.12	\$6,790	\$8,183	\$8,158
<b>Purchased Market Average</b>				1	2	\$4,549	\$5,709	\$5,688	1.12	\$6,790	\$8,183	\$8,158
2018-ST-ID	07547	K	Environmental Health Specialist 2		8	\$3,431	\$4,327	\$6,124	0.88	\$5,245	\$6,317	\$8,467
<b>State Market Average</b>					8	\$3,431	\$4,327	\$6,124	0.88	\$5,245	\$6,317	\$8,467
8503-D	<b>OVERALL WEIGHTED MARKET AVERAGE</b>			1	10	\$3,667	\$4,618	\$6,032		\$5,570	\$6,710	\$8,402

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	Salary			Salary and Benefits		
													SR Min 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	D	A	28	5	\$4,417	\$5,571	\$6,453	1.02	\$6,688	\$8,098	\$9,177	120.5%	120.6%	107.0%	120.1%	120.7%	109.2%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	D	P	28	1	\$4,727	\$6,905	\$6,905	1.19	\$6,783	\$9,315	\$9,315	128.9%	149.5%	114.5%	121.8%	138.8%	110.9%
OAS	SEIU STRIKEABLE SPEC COALITION	D	P	28	28	\$4,727	\$6,388	\$6,905	1.10	\$6,783	\$8,715	\$9,315	128.9%	138.3%	114.5%	121.8%	129.9%	110.9%
<b>Non-Corrections/Non-Management Weighted Average</b>					34	\$4,681	\$6,283	\$6,839	1.09	\$6,769	\$8,642	\$9,295	127.7%	136.1%	113.4%	121.5%	128.8%	110.6%
8503	<b>STATEWIDE Weighted Average</b>				34	\$4,681	\$6,283	\$6,839	1.09	\$6,769	\$8,642	\$9,295	127.7%	136.1%	113.4%	121.5%	128.8%	110.6%

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## 8504 NATURAL RESOURCE SPECIALIST 4

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-WA-ClarkCo	117		Natural Resources Specialist III			\$5,592		\$6,804		\$8,109		\$9,569
2018-WA-KingCo	7520400		Environmental Scientist IV		5	\$7,547	\$9,477	\$9,566	1.11	\$10,557	\$12,883	\$12,990
<b>County Market Average</b>					5	\$7,221	\$9,477	\$9,105	1.11	\$10,149	\$12,883	\$12,420
2018-CompAnalyst	RD14000007		Biologist III			\$5,240	\$6,240	\$7,591	0.99	\$7,054	\$8,200	\$9,750
<b>Purchased Market Average</b>						\$5,240	\$6,240	\$7,591	0.99	\$7,054	\$8,200	\$9,750
2018-ST-CA	0765		SENIOR ENVIRONMENTAL SCIENTIST		297	\$5,786	\$6,868	\$7,197	1.06	\$8,108	\$9,406	\$9,799
2018-ST-CA	1041		FORESTER III		11	\$6,065	\$7,442	\$7,669	1.08	\$8,443	\$10,093	\$10,366
2018-ST-CA	2795		SENIOR STATE ARCHEOLOGIST		7	\$5,609	\$6,750	\$6,972	1.07	\$7,896	\$9,264	\$9,530
2018-ST-CA	4762		COASTAL PROGRAM ANALYST III		22	\$5,273	\$6,383	\$6,552	1.08	\$7,495	\$8,825	\$9,026
2018-ST-CA	4763		COASTAL PROGRAM MANAGER		17	\$5,789	\$7,050	\$7,193	1.09	\$8,112	\$9,623	\$9,795
2018-ST-CA	7978		STAFF TOXICOLOGIST (SPECIALIST		83	\$6,806	\$8,106	\$8,479	1.06	\$9,331	\$10,888	\$11,336
2018-ST-ID	00836	M	Biologist, Staff		26	\$4,377	\$5,997	\$7,820	0.96	\$6,377	\$8,315	\$10,496
2018-ST-ID	00850	N	Natural Resource Program Coordinator		16	\$4,837	\$6,920	\$8,637	1.00	\$6,926	\$9,419	\$11,473
2018-ST-ID	00932	M	Wildlife Habitat Manager, Regional		5	\$4,377	\$6,414	\$7,820	1.03	\$6,377	\$8,813	\$10,496
2018-ST-ID	03310	M	Hydrogeologist, Technical		6	\$4,377	\$6,177	\$7,820	0.99	\$6,377	\$8,530	\$10,496
2018-ST-ID	07036	N	Scientist 4		23	\$4,837	\$6,047	\$8,637	0.88	\$6,926	\$8,375	\$11,473
2018-ST-NV	10.545	38	ENVIRONMENTAL SCIENTIST 4		27	\$4,618		\$6,905		\$6,306		\$8,975
2018-ST-WA	523H	55	ENVIRONMENTAL SPECIALIST 4		210	\$3,944	\$5,140	\$5,304	1.11	\$5,872	\$7,312	\$7,509
2018-ST-WA	523O	59	FISH & WILDLIFE BIOLOGIST 4		104	\$4,348	\$5,690	\$5,850	1.12	\$6,358	\$7,975	\$8,167
2018-ST-WA	523X	59	ENVIRONMENTAL SPECIALIST 5		81	\$4,348	\$5,690	\$5,850	1.12	\$6,358	\$7,974	\$8,167
2018-ST-WA	569J	55	PEST BIOLOGIST 3		4	\$3,942	\$5,203	\$5,301	1.13	\$5,869	\$7,388	\$7,506
<b>State Market Average</b>					939	\$5,034	\$6,282	\$6,678	1.05	\$7,181	\$8,691	\$9,151
8504	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				944	\$5,048	\$6,300	\$6,694		\$7,199	\$8,713	\$9,173

OREGON  
COMPARISON  
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8504 NATURAL RESOURCE SPECIALIST 4 (Continued)

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
MMN	MGT SVC NONSUPERVISORY	A	A	30	4	\$5,283	\$6,931	\$7,426	1.09	\$7,747	\$9,761	\$10,366	104.6%	110.0%	110.9%	107.6%	112.0%	113.0%
MMS	MGT SVC SUPERVISORY	A	A	30	7	\$5,283	\$7,086	\$7,426	1.12	\$7,747	\$9,951	\$10,366	104.6%	112.5%	110.9%	107.6%	114.2%	113.0%
<b>Management Weighted Average</b>					11	\$5,283	\$7,030	\$7,426	1.11	\$7,747	\$9,882	\$10,366	104.6%	111.6%	110.9%	107.6%	113.4%	113.0%
AD	AFSCME AT ENVIRONMENTAL QUAL	A	A	30	92	\$4,850	\$6,723	\$7,104	1.12	\$7,217	\$9,507	\$9,973	96.1%	106.7%	106.1%	100.2%	109.1%	108.7%
AG	AFSCME AT LAND CONSERV DVLPM	A	A	30Q	2	\$4,851	\$6,094	\$7,104	1.02	\$7,218	\$8,738	\$9,973	96.1%	96.7%	106.1%	100.3%	100.3%	108.7%
AU	AFSCME AT MILITARY	A	A	30Q	5	\$4,850	\$5,990	\$7,104	1.00	\$7,217	\$8,611	\$9,973	96.1%	95.1%	106.1%	100.2%	98.8%	108.7%
AX	AFSCME AT STATE LANDS	A	A	30	4	\$4,850	\$6,621	\$7,104	1.11	\$7,217	\$9,382	\$9,973	96.1%	105.1%	106.1%	100.2%	107.7%	108.7%
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	A	30	3	\$4,945	\$5,817	\$7,303	0.95	\$7,333	\$8,400	\$10,216	98.0%	92.3%	109.1%	101.9%	96.4%	111.4%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	30	39	\$5,189	\$7,091	\$7,600	1.11	\$7,320	\$9,531	\$10,123	102.8%	112.6%	113.5%	101.7%	109.4%	110.4%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	30	35	\$5,189	\$7,021	\$7,600	1.10	\$7,320	\$9,450	\$10,123	102.8%	111.5%	113.5%	101.7%	108.5%	110.4%
UA	UNREPRESENTED	A	A	30	10	\$4,851	\$6,980	\$7,100	1.17	\$7,218	\$9,821	\$9,968	96.1%	110.8%	106.1%	100.3%	112.7%	108.7%
<b>Non-Corrections/Non-Management Weighted Average</b>					190	\$4,984	\$6,825	\$7,300	1.11	\$7,260	\$9,466	\$10,035	98.7%	108.3%	109.1%	100.8%	108.6%	109.4%
8504	<b>STATEWIDE Weighted Average</b>				201	\$5,000	\$6,836	\$7,307	1.11	\$7,286	\$9,489	\$10,053	99.0%	108.5%	109.2%	101.2%	108.9%	109.6%

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## 8504-B NATURAL RESOURCE SPECIALIST 4

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-ST-ID	03332	M	Hydrologist, Technical		4	\$4,377	\$5,438	\$7,820	0.87	\$6,377	\$7,646	\$10,496
2018-ST-WA	514H	66	HYDROGEOLOGIST 4		13	\$5,170	\$6,825	\$6,957	1.13	\$7,349	\$9,342	\$9,501
<b>State Market Average</b>					17	\$4,987	\$6,503	\$7,157	1.00	\$7,124	\$8,949	\$9,732
<b>8504-B OVERALL WEIGHTED MARKET AVERAGE</b>					17	\$4,987	\$6,503	\$7,157		\$7,124	\$8,949	\$9,732

### OREGON COMPARISON TO MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
AD	AFSCME AT ENVIRONMENTAL QUAL	B	A	31	10	\$5,084	\$7,361	\$7,426	1.18	\$7,503	\$10,286	\$10,366	102.0%	113.2%	103.8%	105.3%	114.9%	106.5%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	B	P	31	3	\$5,442	\$7,726	\$7,977	1.15	\$7,614	\$10,269	\$10,561	109.1%	118.8%	111.5%	106.9%	114.8%	108.5%
OAS	SEIU STRIKEABLE SPEC COALITION	B	P	31	7	\$5,442	\$6,875	\$7,977	1.02	\$7,614	\$9,281	\$10,561	109.1%	105.7%	111.5%	106.9%	103.7%	108.5%
<b>Non-Corrections/Non-Management Weighted Average</b>					20	\$5,263	\$7,246	\$7,702	1.12	\$7,559	\$9,932	\$10,464	105.5%	111.4%	107.6%	106.1%	111.0%	107.5%
8504	<b>STATEWIDE Weighted Average</b>				20	\$5,263	\$7,246	\$7,702	1.12	\$7,559	\$9,932	\$10,464	105.5%	111.4%	107.6%	106.1%	111.0%	107.5%

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## 8504-C NATURAL RESOURCE SPECIALIST 4

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-ST-ID	07227	O	Toxicologist/Assessor, Public Health		1	\$5,241	\$6,137	\$9,362	0.82	\$7,411	\$8,482	\$12,341
2018-ST-WA	303G	69	TOXICOLOGIST 3		3	\$5,568	\$7,390	\$7,491	1.13	\$7,828	\$10,023	\$10,145
<b>State Market Average</b>					4	\$5,475	\$7,032	\$8,026	0.96	\$7,709	\$9,583	\$10,773
<b>8504-C OVERALL WEIGHTED MARKET AVERAGE</b>					4	\$5,475	\$7,032	\$8,026		\$7,709	\$9,583	\$10,773

### OREGON COMPARISON TO MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
AD	AFSCME AT ENVIRONMENTAL QUAL	C	A	32	2	\$5,335	\$7,777	\$7,777	1.19	\$7,810	\$10,795	\$10,795	97.5%	110.6%	96.9%	101.3%	112.7%	100.2%
<b>Non-Corrections/Non-Management Weighted Average</b>					2	\$5,335	\$7,777	\$7,777	1.19	\$7,810	\$10,795	\$10,795	97.5%	110.6%	96.9%	101.3%	112.7%	100.2%
8504	<b>STATEWIDE Weighted Average</b>				2	\$5,335	\$7,777	\$7,777	1.19	\$7,810	\$10,795	\$10,795	97.5%	110.6%	96.9%	101.3%	112.7%	100.2%

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## 8510 WATER RESOURCE DATA TECH 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-JackCo	311		Assistant Watermaster I			\$3,016		\$3,954		\$5,458		\$6,602
2018-OR-WashCo	536		Water Resources Aide			\$3,688		\$4,484		\$5,674		\$6,618
<b>County Market Average</b>						\$3,352		\$4,219		\$5,566		\$6,610
2018-ST-CA	3044		WATER RESOURCES TECHNICIAN I		2	\$3,287	\$3,601	\$4,115	0.97	\$5,115	\$5,491	\$6,106
<b>State Market Average</b>						\$3,287	\$3,601	\$4,115	0.97	\$5,115	\$5,491	\$6,106
8510	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				2	\$3,320	\$3,601	\$4,167		\$5,340	\$5,491	\$6,358

### 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	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	19	3	\$3,130	\$3,316	\$4,514	0.87	\$4,927	\$5,143	\$6,536	94.3%	92.1%	108.3%	92.3%	93.7%	102.8%
<b>Non-Corrections/Non-Management Weighted Average</b>						\$3,130	\$3,316	\$4,514	0.87	\$4,927	\$5,143	\$6,536	94.3%	92.1%	108.3%	92.3%	93.7%	102.8%
8510	<b>STATEWIDE Weighted Average</b>				3	\$3,130	\$3,316	\$4,514	0.87	\$4,927	\$5,143	\$6,536	94.3%	92.1%	108.3%	92.3%	93.7%	102.8%

9105 FOOD SERVICE MANAGER 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-CompAnalyst	HS08000284		Food Services Supervisor			\$3,197	\$4,232	\$5,016	1.03	\$4,710	\$5,897	\$6,796
<b>Purchased Market Average</b>						\$3,197	\$4,232	\$5,016	1.03	\$4,710	\$5,897	\$6,796
2018-ST-CA	2256		FOOD SERVICE SUPERVISOR II		9	\$3,179	\$3,792	\$3,979	1.06	\$4,985	\$5,719	\$5,944
2018-ST-ID	02140	I	Food Service Supervisor		6	\$2,715	\$3,435	\$4,850	0.89	\$4,388	\$5,250	\$6,942
2018-ST-NV	03.110	32	FOOD SERVICE MANAGER 1		3	\$3,570		\$5,269		\$5,083		\$7,066
2018-ST-WA	677E	41	FOOD SERVICE MANAGER 1		9	\$2,905	\$3,777	\$3,872	1.11	\$4,620	\$5,670	\$5,785
<b>State Market Average</b>					26	\$3,027	\$3,693	\$4,294	1.01	\$4,739	\$5,579	\$6,252
9105	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				26	\$3,034	\$3,716	\$4,321		\$4,738	\$5,592	\$6,272

OREGON  
COMPARISON  
TO  
MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
MMS	MGT SVC SUPERVISORY	A	A	20	7	\$3,259	\$4,311	\$4,568	1.10	\$5,272	\$6,558	\$6,872	107.4%	116.0%	105.7%	111.3%	117.3%	109.6%
<b>Management Weighted Average</b>					7	\$3,259	\$4,311	\$4,568	1.10	\$5,272	\$6,558	\$6,872	107.4%	116.0%	105.7%	111.3%	117.3%	109.6%
9105	<b>STATEWIDE Weighted Average</b>				7	\$3,259	\$4,311	\$4,568	1.10	\$5,272	\$6,558	\$6,872	107.4%	116.0%	105.7%	111.3%	117.3%	109.6%

**9107 FOOD SERVICE MANAGER 2**

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-ST-CA	2149	A	FOOD MANAGER		6	\$4,389	\$5,080	\$5,493	1.03	\$6,435	\$7,264	\$7,758
2018-ST-ID	02142	L	Food Service Operations Manager		5	\$3,872	\$4,778	\$6,915	0.86	\$5,772	\$6,857	\$9,413
2018-ST-NV	03.108	34	FOOD SERVICE MANAGER 2		2	\$3,886		\$5,762		\$5,452		\$7,641
2018-ST-WA	677F	44	FOOD SERVICE MANAGER 2		5	\$3,013	\$3,942	\$4,045	1.12	\$4,750	\$5,869	\$5,993
<b>State Market Average</b>					18	\$3,815	\$4,637	\$5,515	0.99	\$5,684	\$6,709	\$7,715
<b>9107</b>	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				18	\$3,815	\$4,637	\$5,515		\$5,684	\$6,709	\$7,715

**OREGON  
COMPARISON  
TO  
MARKET**

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
MMS	MGT SVC SUPERVISORY	A	A	24	2	\$3,945	\$5,551	\$5,551	1.17	\$6,111	\$8,074	\$8,074	103.4%	119.7%	100.6%	107.5%	120.3%	104.7%
<b>Management Weighted Average</b>					2	\$3,945	\$5,551	\$5,551	1.17	\$6,111	\$8,074	\$8,074	103.4%	119.7%	100.6%	107.5%	120.3%	104.7%
<b>9107</b>	<b>STATEWIDE Weighted Average</b>				2	\$3,945	\$5,551	\$5,551	1.17	\$6,111	\$8,074	\$8,074	103.4%	119.7%	100.6%	107.5%	120.3%	104.7%

# 2018 Oregon Salary and Benefit Report

Data Effective Date: 7/1/2018

## 9119 SUPERVISING COOK

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-ClackCo	220		Cook, Senior		1	\$3,206	\$4,319	\$4,049	1.19	\$5,279	\$6,646	\$6,315
2018-OR-LaneCo	F028		Cook - Corrections, Lead			\$3,654		\$4,895		\$5,786		\$7,303
<b>County Market Average</b>					1	\$3,430	\$4,319	\$4,472	1.19	\$5,533	\$6,646	\$6,809
2018-MIL-PACS	12.14		Food Service Supervisor	7	21	\$3,887	\$4,412	\$5,801	0.91	\$5,501	\$6,103	\$7,697
<b>Purchased Market Average</b>					7	\$3,887	\$4,412	\$5,801	0.91	\$5,501	\$6,103	\$7,697
2018-ST-CA	2180	A	SUPERVISING COOK II		15	\$3,720	\$4,322	\$4,585	1.04	\$5,633	\$6,354	\$6,670
2018-ST-NV	03.207	29	FOOD SERVICE COOK/SPVR 3		21	\$3,158		\$4,618		\$4,603		\$6,306
2018-ST-WA	674I	36	COOK 3		12	\$2,504	\$3,133	\$3,316	1.08	\$4,137	\$4,894	\$5,115
<b>State Market Average</b>					48	\$3,170	\$3,793	\$4,282	1.06	\$4,808	\$5,705	\$6,122
9119	<b>OVERALL WEIGHTED MARKET AVERAGE</b>			7	70	\$3,390	\$4,069	\$4,737		\$5,034	\$5,895	\$6,607

### OREGON COMPARISON TO MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	MARKET COMPARISONS												
						SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS								
						SR Min	Emp Avg	SR Max		SR Min to SR Min	Avg to Avg	SR Max to SR Max						
MMS	MGT SVC SUPERVISORY	A	A	18	8	\$2,975	\$3,903	\$4,154	1.09	\$4,925	\$6,059	\$6,366	87.8%	95.9%	87.7%	97.8%	102.8%	96.4%
<b>Management Weighted Average</b>					8	\$2,975	\$3,903	\$4,154	1.09	\$4,925	\$6,059	\$6,366	87.8%	95.9%	87.7%	97.8%	102.8%	96.4%
9119	<b>STATEWIDE Weighted Average</b>				8	\$2,975	\$3,903	\$4,154	1.09	\$4,925	\$6,059	\$6,366	87.8%	95.9%	87.7%	97.8%	102.8%	96.4%

# 2018 Oregon Salary and Benefit Report

Data Effective Date: 7/1/2018

## 9120 CORRECTIONS FOOD SERV COORD

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-ClackCo	123		Food Service Coordinator		1	\$4,868	\$5,360	\$6,220	0.97	\$7,320	\$7,925	\$8,980
2018-OR-LaneCo	F021		Cook - Corrections			\$2,789		\$3,735		\$4,729		\$5,886
2018-WA-ClarkCo	368		Food Services Coordinator			\$3,222		\$4,110		\$5,254		\$6,323
<b>County Market Average</b>					1	\$3,626	\$5,360	\$4,688	0.97	\$5,768	\$7,925	\$7,063
2018-TwrsWtsn	AZT090-T2		Production/Operations Laboratory Tect	5	5		\$3,740				\$5,333	
<b>Purchased Market Average</b>					5		\$3,740				\$5,333	
2018-ST-CA	2183	A	CORRECTIONAL SUPERVISING COC		248	\$3,211	\$3,743	\$3,951	1.05	\$5,024	\$5,660	\$5,910
2018-ST-ID	09258	J	Food Service Officer, Correction		45	\$3,064	\$3,765	\$5,470	0.86	\$4,805	\$5,644	\$7,684
2018-ST-NV	03.207	29	FOOD SERVICE COOK/SPVR 3		25	\$3,158		\$4,618		\$4,603		\$6,306
2018-ST-WA	674J	39	COOK, AC		69	\$2,948	\$3,623	\$3,925	1.05	\$4,671	\$5,485	\$5,849
<b>State Market Average</b>					387	\$3,144	\$3,722	\$4,166	0.98	\$4,908	\$5,625	\$6,131
9120	<b>OVERALL WEIGHTED MARKET AVERAGE</b>			5	393	\$3,147	\$3,727	\$4,170		\$4,915	\$5,627	\$6,138

**OREGON  
COMPARISON  
TO  
MARKET**

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
AAON	AFSCME AT DOC SECURITY PLUS	A	A	18	98	\$3,366	\$4,250	\$4,628	1.06	\$5,403	\$6,484	\$6,946	107.0%	114.0%	111.0%	109.9%	115.2%	113.2%
CP	AOCE AT DOC NONSECURITY	A	A	18	23	\$3,375	\$4,248	\$4,620	1.06	\$5,414	\$6,481	\$6,936	107.2%	114.0%	110.8%	110.2%	115.2%	113.0%
<b>Corrections Weighted Average</b>					121	\$3,368	\$4,250	\$4,626	1.06	\$5,405	\$6,483	\$6,944	107.0%	114.0%	110.9%	110.0%	115.2%	113.1%
9120	<b>STATEWIDE Weighted Average</b>				121	\$3,368	\$4,250	\$4,626	1.06	\$5,405	\$6,483	\$6,944	107.0%	114.0%	110.9%	110.0%	115.2%	113.1%



# 2018 Oregon Salary and Benefit Report

Data Effective Date: 7/1/2018

## 9201 SEAMSTER

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-OR-MultCo	6245		Sewing Specialist		1	\$3,005	\$3,654	\$3,668	1.10	\$5,119	\$5,912	\$5,928
<b>County Market Average</b>					1	\$3,005	\$3,654	\$3,668	1.10	\$5,119	\$5,912	\$5,928
2018-ST-CA	2076	A	SEAMER		4	\$2,579	\$3,227	\$3,227	1.11	\$4,266	\$5,042	\$5,042
2018-ST-WA	681G	39	SEWING & ALTERATIONS SPECIALIST		3	\$2,681	\$3,289	\$3,571	1.05	\$4,350	\$5,083	\$5,421
<b>State Market Average</b>					7	\$2,624	\$3,255	\$3,380	1.08	\$4,303	\$5,060	\$5,211
9201	<b>OVERALL WEIGHTED MARKET AVERAGE</b>				8	\$2,673	\$3,306	\$3,417		\$4,409	\$5,170	\$5,303

### OREGON COMPARISON TO MARKET

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	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
OAI	SEIU STRIKEABLE INST COALITION	A	P	15	3	\$2,680	\$3,680	\$3,737	1.15	\$4,404	\$5,566	\$5,632	100.2%	111.3%	109.4%	99.9%	107.7%	106.2%
<b>Non-Corrections/Non-Management Weighted Average</b>					3	\$2,680	\$3,680	\$3,737	1.15	\$4,404	\$5,566	\$5,632	100.2%	111.3%	109.4%	99.9%	107.7%	106.2%
9201	<b>STATEWIDE Weighted Average</b>				3	\$2,680	\$3,680	\$3,737	1.15	\$4,404	\$5,566	\$5,632	100.2%	111.3%	109.4%	99.9%	107.7%	106.2%

# 2018 Oregon Salary and Benefit Report

Data Effective Date: 7/1/2018

## 9300 HAIRDRESSER

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Sum Base / Sum SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2018-ST-CA	2086		BARBER -CORRECTIONAL FACILITY		1	\$2,490	\$2,865	\$3,116	1.02	\$4,159	\$4,609	\$4,910
2018-ST-ID	02068	G	Cosmetologist, H&W			\$2,018		\$3,605		\$3,554		\$5,453
2018-ST-WA	680B	34	PERSONAL SERVICES SPECIALIST ;		1	\$2,394	\$2,812	\$3,162	1.01	\$4,003	\$4,507	\$4,929
<b>State Market Average</b>					2	\$2,272	\$2,839	\$3,326	1.02	\$3,871	\$4,558	\$5,133
<b>9300 OVERALL WEIGHTED MARKET AVERAGE</b>					2	\$2,272	\$2,839	\$3,326		\$3,871	\$4,558	\$5,133

### 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	Salary			Salary and Benefits		
													SR Min 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	2	\$2,994	\$3,409	\$3,565	1.04	\$4,769	\$5,251	\$5,432	131.8%	120.1%	107.2%	123.2%	115.2%	105.8%
<b>Non-Corrections/Non-Management Weighted Average</b>					2	\$2,994	\$3,409	\$3,565	1.04	\$4,769	\$5,251	\$5,432	131.8%	120.1%	107.2%	123.2%	115.2%	105.8%
<b>9300 STATEWIDE Weighted Average</b>					2	\$2,994	\$3,409	\$3,565	1.04	\$4,769	\$5,251	\$5,432	131.8%	120.1%	107.2%	123.2%	115.2%	105.8%

# 2018 Oregon Salary and Benefit Report

Data Effective Date: 7/1/2018

County Weighted Market Average							MARKET						OREGON					
# of Classes	# of Matches	Market Compa-Ratio	# of Incs	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	Emps					
251	1,178	1.06	9,463	\$4,926	\$5,834	\$6,354	\$7,400	\$8,501	\$9,132	\$4,161	\$5,476	\$5,970	\$6,243	\$7,812	\$8,397	22,030		
				84.5%	93.9%	94.0%	84.4%	91.9%	92.0%									
Purchased Weighted Market Average							MARKET						OREGON					
# of Classes	# of Matches	Market Compa-Ratio	# of Incs	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	Emps					
245	783	1.03	83,149	\$4,913	\$6,318	\$7,395	\$6,711	\$8,325	\$9,563	\$4,294	\$5,665	\$6,163	\$6,410	\$8,047	\$8,639	19,392		
				87.4%	89.7%	83.3%	95.5%	96.7%	90.3%									
State Weighted Market Average							MARKET						OREGON					
# of Classes	# of Matches	Market Compa-Ratio	# of Incs	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	Emps					
399	1,271	1.02	70,245	\$4,338	\$5,427	\$5,829	\$6,317	\$7,667	\$8,098	\$4,120	\$5,398	\$5,916	\$6,183	\$7,703	\$8,315	26,011		
				95.0%	99.5%	101.5%	97.9%	100.5%	102.7%									
Overall Statewide Market Comparisons													Oregon Compa-Ratio Sum Base / Sum SR Mid 1.08					
# of Classes	413	Market Compa-Ratio	1.04	\$4,663	\$5,932	\$6,648	\$6,580	\$8,073	\$8,897	\$4,152	\$5,450	\$5,965	\$6,223	\$7,769	\$8,378	26,612		
STATEWIDE WEIGHTED MARKET COMPARISONS			162,857	89.0%	91.9%	89.7%	94.6%	96.2%	94.2%									

## APPENDIX: DATA SOURCES

Survey Name	Type	Insurance	Retirement	Social Security
2018-OR-ClackCo	County	1,343.37	15.13	7.65
2018-OR-DescCo	County	1,615.34	14.77	7.65
2018-OR-JackCo	County	1,778.21	14.36	7.65
2018-OR-LaneCo	County	1,320.88	14.56	7.65
2018-OR-MarionCo	County	1,446.00	14.31	7.65
2018-OR-MultCo	County	1,451.43	14.41	7.65
2018-OR-WashCo	County	1,299.60	10.96	7.65
2018-WA-ClarkCo	County	1,371.71	12.83	7.65
2018-WA-KingCo	County	1,465.00	12.83	7.65
2018-WA-ThrstnCo	County	1,307.65	12.83	7.65
2018-CompAnalyst	Purchased	1,042.26	7.06	7.65
2018-MIL-ENG	Purchased	1,042.26	7.06	7.65
2018-MIL-NWHCS	Purchased	1,042.26	7.06	7.65
2018-MIL-NWIT	Purchased	1,042.26	7.06	7.65
2018-MIL-NWMGT	Purchased	1,042.26	7.06	7.65
2018-MIL-OPES	Purchased	1,320.88	12.56	7.65
2018-MIL-PACS	Purchased	1,042.26	7.06	7.65
2018-TwrsWtsn	Purchased	1,042.26	7.06	7.65
2018-ST-CA	State	1,176.16	12.17	7.65
2018-ST-ID	State	1,139.50	12.00	7.65
2018-ST-NV	State	917.16	15.24	1.45
2018-ST-WA	State	1,119.64	12.83	7.65

Oregon Employees	Type	Insurance	Retirement *	Social Security
SEIU Bargaining Units	Oregon	1,288.11	8.60	7.65
Non-SEIU Bargaining Units	Oregon	1,288.11	14.60	7.65

\* Revised: Side account exclusion (lump-sum payment to prepay part or all of its pension unfunded actuarial liability (UAL)).



### Cost of Labor - Geographic Assessor®

State Capitol City	Adjustment Factor
Salem, Oregon	1.0000
Sacramento, California	0.8913
Boise, Idaho	1.0811
Carson City, Nevada	0.9775
Olympia, Washington	0.9461