



# 2024 State of Oregon Salary and Benefit Report

**Department of Administrative Services**  
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# EXECUTIVE SUMMARY

## Purpose of Report

The Department of Administrative Services (DAS), Chief Human Resources Office (CHRO) reports the State of Oregon’s market competitiveness to the Governor biennially. This report outlines the overall comparison between the State’s salary and major benefits to its defined labor market (refer to page 6).

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

The overall purpose of the report is to:

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

This report covers approximately 349 Executive Branch job classifications. It does not include classifications exclusive to strike-prohibited bargaining units or those in the Judicial Branch, Legislative Branch, Oregon Lottery, Oregon University System, or other public entities exempted by statute.

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

## 2024 Salary & Benefit Report

### Key Findings

While competitiveness varies by job, in aggregate, when comparing the State’s position to the overall labor market, the actual employee average compensation is 94.5% of the overall market, including major benefits. The benefits evaluated include employer cost for health care and retirement. Actual employee average compensation is 91.6% of the overall market when major benefits are excluded.

The average compensation rates broken down by minimum and maximum rates are as follows:

- The maximum rate of the compensation ranges, including benefits, is 94.5% of the overall market.
- The maximum rate of the compensation ranges, excluding benefits, is 91.6% of the overall market.
- The minimum rate of the compensation ranges, including benefits, is 93.6% of the overall market.
- The minimum rate of the compensation ranges, excluding benefits, is 89.3% of the overall market.

Of the 349 job classifications covered in this report, 39 of them are below 95% of market, 121 are between 95%-105% of market, and 189 are above 105%.

Component of Salary and Benefit	Number of Oregon Employees	Salary		Salary and Benefits	
		Oregon Employee Average	Market Employee Average	Oregon Employee Average	Market Employee Average
Employee Average *	27,312	\$6,885	\$7,518	\$9,828	\$10,401
Salary Range Maximum	28,895	\$7,525	\$8,217	\$10,584	\$11,201

\* The table above illustrates employee average monthly salary ranges and total compensation value (salary plus the cost of benefits). Employee average includes current, full-time State Executive Branch employees where sufficient market data was available as of June 1, 2024. This is not representative of all State of Oregon Employees but reflects the average salary of incumbents within the 349 classifications included in the report.

## 2024 Salary & Benefit Report

### Market Employer

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

The State measures this market competitiveness in two areas. First is the overall State average, which is reflected in the chart above. In that chart, all state salary range maximums (the highest step in a salary range) are averaged and compared to the average of the salary range maximums of the job classifications in the labor market. In summary, this is a comparison of the average salary range maximum of all state job classifications to the average salary range maximums of all market comparator job classifications. This data point does not represent a specific classification. Instead, it represents the State as a whole, compared to the labor market as a whole.

The second measurement of the State’s 95% to 105% market employer is on a classification-to-classification basis. For each classification included in the salary and benefit report, a unique market position is created based on the salary of the State’s classification and the salaries of the market employers’ classification.

While the overall market position is for analyzing the potential need for Cost-of-Living Adjustments, the individual classification market positions are used to evaluate each unique classification’s position to market and determine if salary adjustments are needed to bring classifications into alignment with Executive Order 17-08.

### Additional Market Analysis

Regardless of the exact market position, the State of Oregon, overall, is lagging the market when looking at the average market comparison point.

The overall State’s market percentage indicates 94.5% at the maximum rate for salary and benefits. This market percentage is based on state salary data as of June 1, 2024. Effective January 1, 2025, the State of Oregon will apply a 6.55% Cost-of-Living-Adjustment (COLA) increase to the entire salary structure that will bring the maximum rate within 95% of market.

### Classification Market Comparison

While the State’s overall market position at the point of publishing is 94.5%, it is important to evaluate the report on a classification-by-classification basis as well, to determine which classifications are below, at, and above 95% to 105% of market.

## 2024 Salary & Benefit Report

Category	# of Classifications
Classifications Below 95%	39
Classifications Between 95% - 105%	121
Classifications Above 105%	189

The State of Oregon has 39 classifications that are below 95% of market.

The second most populous category is within the State's target market position of 95% to 105% with 121 classifications.

The most populous category is above the State's target market position of 95% to 105% with 189 classifications.

NOTE: As part of the post evaluation process, the DAS Classification and Compensation team evaluates under-market classifications and works with the DAS Labor Relations and DAS CHRO to make recommendations for salary adjustments to bring classifications into alignment with market.

### Other Notable Facts

- On average, base pay accounts for 72% of the State's total compensation package, while major benefits account for 28%.
- The State offers generous medical plans with higher employer contributions and lower employee medical premiums when compared to the labor market.
- The Oregon Public Service Retirement Plan (OPSRP) is offered to new hires (after 6 months of employment) and covers most of the State's current employees.
- An Individual Account Program (IAP) is an "account-based benefit," meaning member (employee) contributions are regularly paid into an account and the account can grow over time based on investment returns.

## REPORT METHODOLOGY

The CHRO uses the best available data to compare the State’s compensation costs to other employers in the defined labor market. This report compares compensation of State of Oregon workers with that of other workers by measuring the employer’s cost for providing salaries and common employee benefits. Adding the value of employee benefits to wages has a significant impact on the monthly total compensation costs the State pays for employees. Sections of this report include information that demonstrates the relative health of the Executive Branch pay structures as compared to external market rates, as well as the competitiveness of actual salaries.

### Labor Market

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

#### State Market

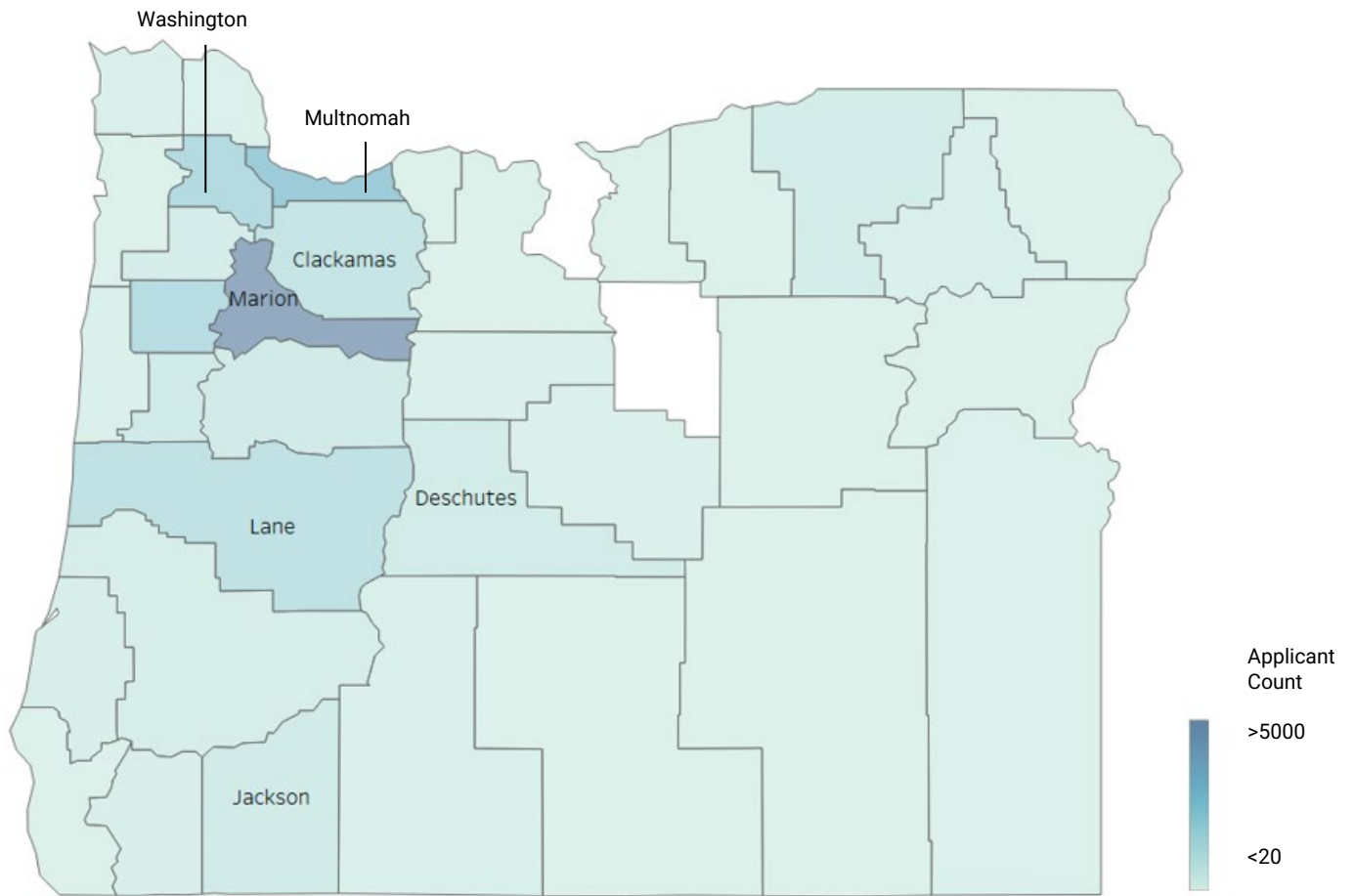
The CHRO utilizes the markets of the four contiguous states: Washington, California, Nevada, and Idaho. It is important to compare to neighboring states as they are of comparable size, scope, and mission. These states have been selected due to their regional proximity and have been a cornerstone of the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

#### County Market

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

The CHRO utilizes data from seven Oregon counties: Washington, Clackamas, Multnomah, Marion, Lane, Deschutes, and Jackson. These counties are selected for two main reasons. First, these are the seven largest counties in Oregon. Second, based on an analysis of recruitment data, they are also the counties from which the State receives the highest number of applicant responses. The map below illustrates the range of applicants from Oregon counties from highest to lowest.

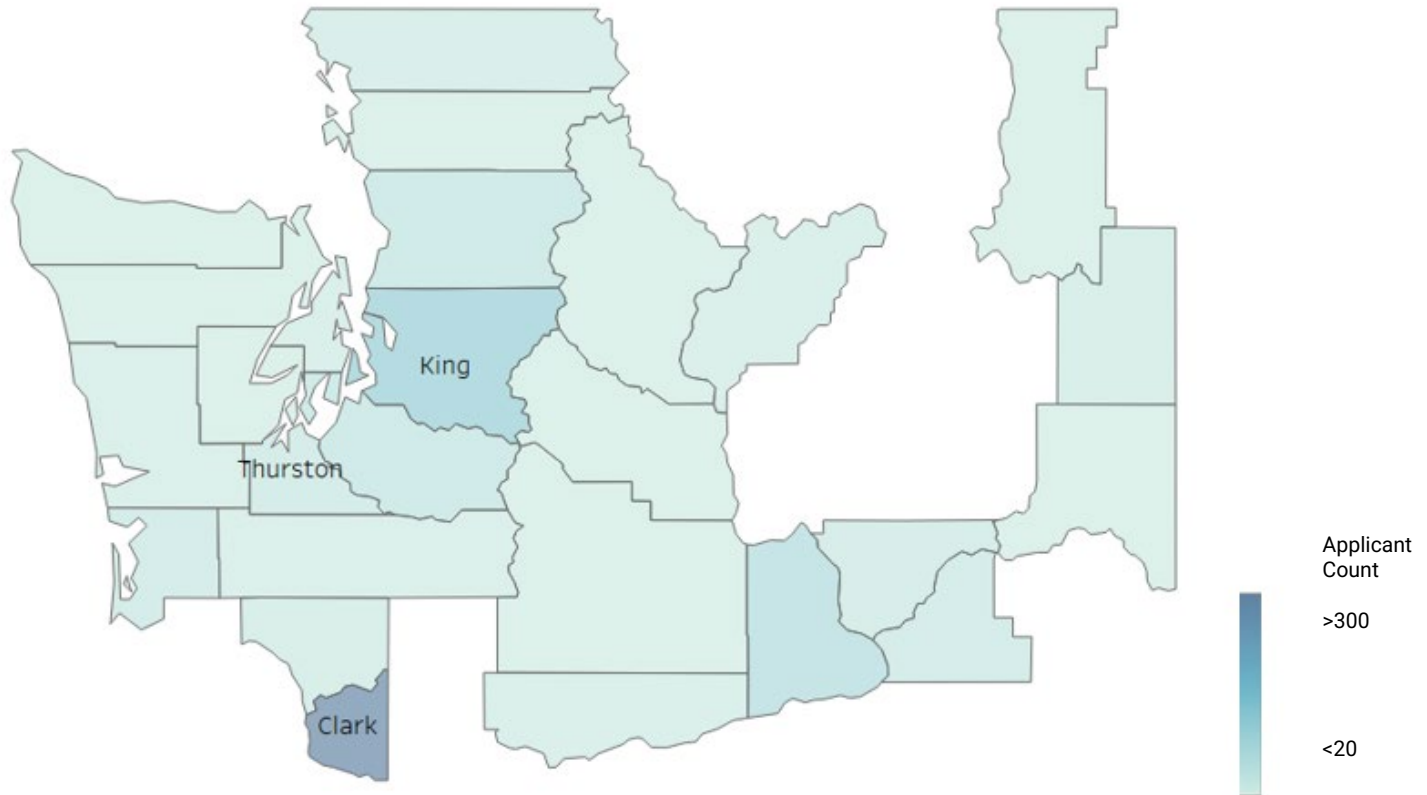
## 2024 Salary & Benefit Report



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



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### **Other Public and Private Sector Employers (Purchased Market)**

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

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

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### Comparison by Market Segment

The following table provides a breakdown of matches to each market segment. As detailed previously, the State’s labor market is a combination of data from state, counties, and purchased survey 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	257	7,032	24,036
Purchased Market	245	46,593	21,215
State Market	319	57,080	27,585
<b>OVERALL</b>	349	168,978	28,895

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

Market by Segment			
SALARY AND BENEFITS			
Market	Minimum	Employee Average	Maximum
Overall	93.6%	94.5%	94.5%
County Market	84.3%	93.5%	93.0%
Purchased Market	90.6%	90.9%	86.7%
State Market	99.8%	102.9%	105.5%

### Matching Criteria

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

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

In accordance with standard compensation best practices, only jobs that match approximately 80% of the duties, responsibilities, and functions, of a job classification match are utilized.

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### Market Calculations

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

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

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

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

### Geographical Adjustments

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

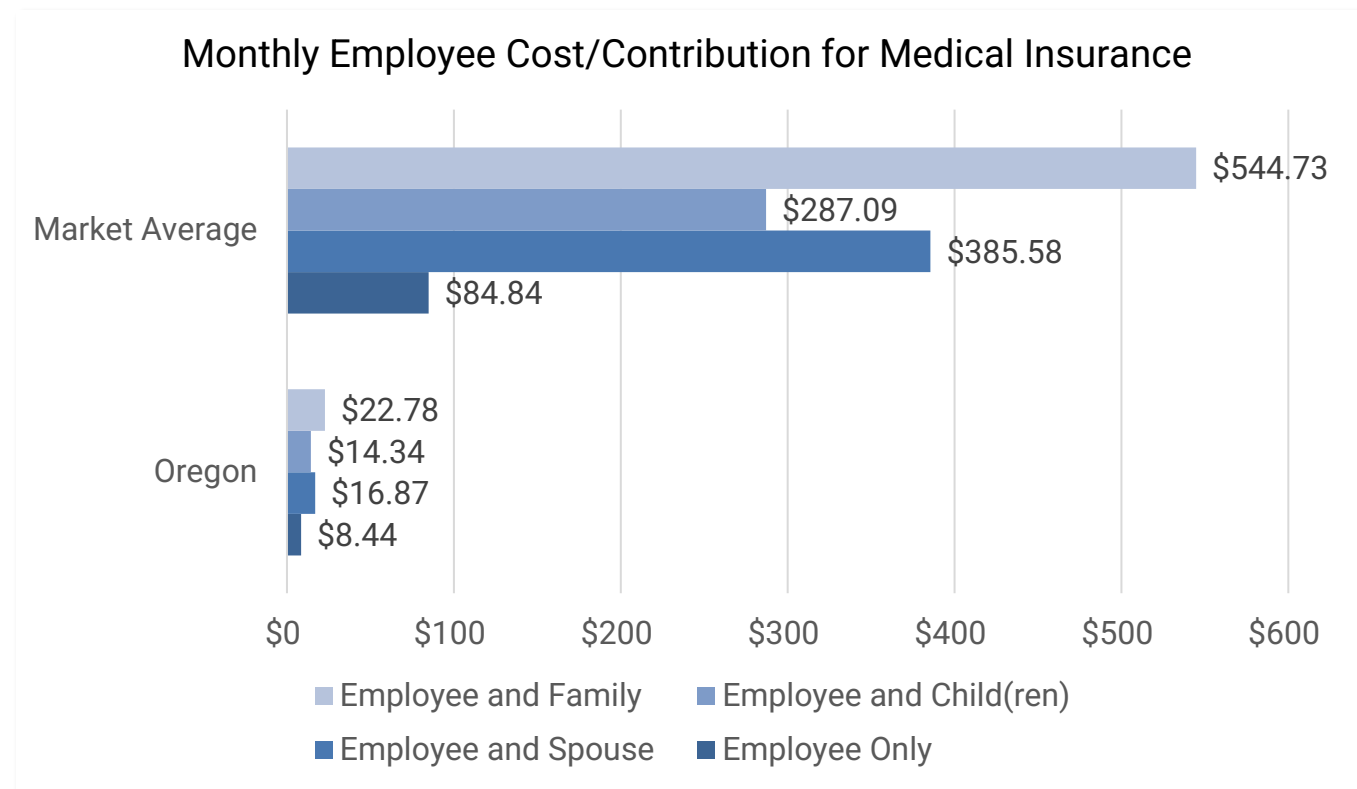
# BENEFITS

## Health Benefits

Health insurance comparison rates are calculated using the employer’s contribution rate for medical, dental, and vision benefits across four tiers: employee only, employee and spouse/partner, employee and children, and employee and family. The table below illustrates the State’s cost of benefits broken out by employer and employee.

In Nevada, Social Security and Medicare cost earnings are not covered under Social Security. Rather, the employer pays half of the Medicare tax (1.45% employer/1.45% employee).

Premium Tiers	Employer Cost		Employee Cost	
	Oregon	Market Average	Oregon	Market Average
Employee Only	\$843.67	\$810.68	\$8.44	\$84.84
Employee and Spouse	\$1,687.34	\$1,411.73	\$16.87	\$385.58
Employee and Child(ren)	\$1,434.24	\$1,302.35	\$14.34	\$287.09
Employee and Family	\$2,277.90	\$1,807.85	\$22.78	\$544.73



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State employees have a lower monthly premium for their medical insurance when compared to the market average. A state employee at the Employee and Family rate will pay **\$521.95** less for monthly medical benefits. Over the course of a year, this is an average savings of **\$6,263** compared to what an employee would pay for their medical benefits in the labor market as illustrated by the graph above.

The State provides a very comprehensive benefits plan compared to what is found in the marketplace. The table below shows the difference in co-pay and out-of-pocket expenses between State benefits compared to market benefits.

CATEGORY OF BENEFIT	OREGON BENEFIT Full Time – In Network	AVERAGE MARKET PRACTICE
<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>\$1,358/ Individual</li> <li>\$2,881/ Family</li> </ul>
<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>\$3,593/ Individual</li> <li>\$7,559/ Family</li> </ul>
<b>Primary Care Visits/ Specialist Visits</b>	<ul style="list-style-type: none"> <li>\$10, first 4 visits deductible waived</li> <li>\$10, with referral</li> </ul>	<ul style="list-style-type: none"> <li>\$22</li> <li>\$31</li> </ul>
<b>Inpatient Hospital Per Admission</b>	<ul style="list-style-type: none"> <li>\$50/day up to \$250 max</li> </ul>	<ul style="list-style-type: none"> <li>\$201 per day</li> </ul>
<b>Emergency Department</b>	<ul style="list-style-type: none"> <li>\$150</li> </ul>	<ul style="list-style-type: none"> <li>\$150</li> </ul>

## Dental

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

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

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

CATEGORY OF BENEFIT	SUMMARY OF BENEFIT Full Time – In Network	AVERAGE MARKET PRACTICE
<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>\$47/ Individual</li> <li>\$140/ Family</li> </ul>
<b>Out of Pocket Maximum</b>	<ul style="list-style-type: none"> <li>\$1,750</li> </ul>	<ul style="list-style-type: none"> <li>\$1,936</li> </ul>

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### Vision

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

- VSP Basic
- VSP Plus
- Kaiser

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

<b>CATEGORY OF BENEFIT</b>	<b>SUMMARY OF BENEFIT Full Time – In Network</b>	<b>AVERAGE MARKET PRACTICE</b>
<b>Well Vision Exam</b>	<ul style="list-style-type: none"><li>• \$10 (annual)</li></ul>	<ul style="list-style-type: none"><li>• \$110 – 99% of cost covered (annual)</li></ul>
<b>Vision Plan Includes hardware</b>	<ul style="list-style-type: none"><li>• \$150 allowance for frames</li><li>• \$170 allowance for featured brands</li><li>• 20% savings over allowance</li></ul>	<ul style="list-style-type: none"><li>• \$181 limit</li></ul>
<b>Hardware frequency</b>	<ul style="list-style-type: none"><li>• Annual</li></ul>	<ul style="list-style-type: none"><li>• 48% Annual</li><li>• 47% Biannual</li></ul>

### Paid Time-Off

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

The following are paid legal holidays:

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

## 2024 Salary & Benefit Report

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

Holiday	Yes %
New Year's Day	99%
Martin Luther King Jr. Day	47%
Presidents' Day	58%
Memorial Day	98%
Juneteenth	29%
Independence Day	98%
Labor Day	98%
Columbus Day/Indigenous Peoples Day	16%
Veterans Day	53%
Thanksgiving Day	98%
Day After Thanksgiving	56%
Christmas Day	98%
Floating Holiday	34%
Other	42%

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. The table below 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

## 2024 Salary & Benefit Report

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

### Retirement Benefits

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

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



## 2024 Salary & Benefit Report

### Optional Benefits

In addition to standard medical benefits, retirement 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
<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>• \$43,548 Amount of basic life insurance coverage as a flat dollar</li> <li>• Optional Life Maximum \$481,471</li> </ul>
<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>• 54% of employers offer short-term disability insurance</li> <li>• 88% of employers pay portion/all of premium</li> <li>• 13 day waiting period</li> <li>• 66% benefit of regular salary</li> </ul>
<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>• 91% of employers offer long-term disability insurance</li> <li>• 96% of employers pay portion/all of premium</li> </ul>

### **Oregon Employees and Compensation Structures**

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

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

An overall total for each 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.

### **Looking Ahead**

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

## 2024 Salary & Benefit Report

# APPENDIX CHARTS

## Benefit Factors by Data Source

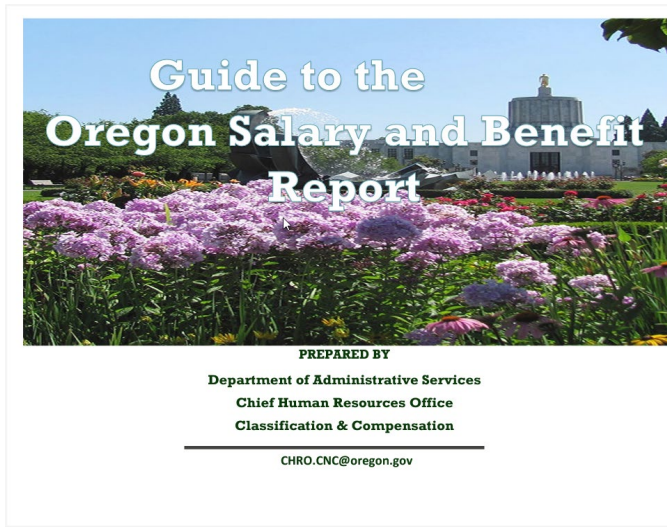
Survey Name	Type	Insurance	Retirement	Social Security
2024-OR-ClackCo	County	\$ 1,600.78	16.89	7.65
2024-OR-DescCo	County	\$ 1,985.00	16.98	7.65
2024-OR-JackCo	County	\$ 1,849.88	17.04	7.65
2024-OR-LaneCo	County	\$ 1,971.00	16.68	7.65
2024-OR-MarionCo	County	\$ 1,646.00	16.92	7.65
2024-OR-MultCo	County	\$ 1,931.07	16.63	7.65
2024-OR-WashCo	County	\$ 1,645.15	12.58	7.65
2024-WA-ClarkCo	County	\$ 1,740.83	6.57	7.65
2024-WA-KingCo	County	\$ 1,695.71	6.57	7.65
2024-WA-ThrstnCo	County	\$ 1,631.10	6.57	7.65
2024-CompAnalyst	Purchased	\$ 1,449.64	8.94	7.65
2024-MIL-ENG	Purchased	\$ 1,449.64	8.94	7.65
2024-MIL-NWHCS	Purchased	\$ 1,449.64	8.94	7.65
2024-MIL-NWIT	Purchased	\$ 1,449.64	8.94	7.65
2024-MIL-NWMGT	Purchased	\$ 1,449.64	8.94	7.65
2024-MIL-OPES	Purchased	\$ 1,596.53	14.75	7.65
2024-MIL-PACS	Purchased	\$ 1,449.64	8.94	7.65
2024-ST-CA	State	\$ 1,680.71	12.39	7.65
2024-ST-ID	State	\$ 1,083.32	11.99	7.65
2024-ST-NV	State	\$ 975.96	19.34	1.45
2024-ST-WA	State	\$ 1,413.59	6.57	7.65
Oregon		\$ 1,692.65	10.50	7.65

## Geographic Leveling Factors



### Cost of Labor - Geographic Assessor®

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



An in-depth guide on the detail information included in the Salary and Benefit Report is available at the following link:

<https://www.oregon.gov/das/Docs/Salary-benefit-report-guide.pdf>



# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 0015 HEALTH INFORMATION SPECIALIST

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-ClackCo	538		Health Records Specialist 2		1	\$4,779	\$6,022	\$6,022	1.12	\$7,553	\$9,101	\$9,101	
2024-OR-DescCo	1040		MEDICAL RECORDS TECHNICIAN		0	\$3,823		\$5,123		\$6,750		\$8,370	
2024-OR-MultCo	6321		Health Information Technician		6	\$4,505	\$5,167	\$5,512	1.03	\$7,530	\$8,353	\$8,781	
<b>County Market Average</b>					7	\$4,384	\$5,289	\$5,482		\$7,359	\$8,460	\$8,726	
2024-CompAnalyst	HC07000172		Medical Records Coding Technician III		1	\$4,250	\$5,317	\$6,433	1.01	\$6,405	\$7,648	\$8,950	
2024-MIL-NWHCS	11.03		Registered Health Information Tech / Coder (RHIT)	59	160	\$4,324	\$5,887	\$6,577	1.08	\$6,491	\$8,313	\$9,118	
<b>Purchased Market Average</b>					59	161	\$4,323	\$5,883	\$6,577		\$6,490	\$8,309	\$9,117
2024-ST-CA	1872	T	HEALTH RECORD TECHNICIAN II (SPECIALIST)		14	\$4,196	\$4,598	\$4,723	1.03	\$6,718	\$7,200	\$7,350	
2024-ST-ID	02342		Health Information Specialist		18	\$2,869	\$3,838	\$5,737	0.89	\$4,515	\$5,675	\$7,948	
2024-ST-NV	10.234		HEALTH INFO COORDINATOR 1		0	\$3,744		\$5,473		\$5,499		\$7,587	
<b>State Market Average</b>					32	\$3,573	\$4,170	\$5,369		\$5,487	\$6,342	\$7,645	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					59	200	\$4,147	\$5,588	\$6,246		\$6,285	\$8,000	\$8,751

### OREGON COMPARISON TO MARKET

#### 0015-Health Information Specialist

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			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	
AAON	AFSCME AT DOC SECURITY PLUS	A	P	18T	9	\$4,886	\$5,881	\$6,139	1.07	\$7,465	\$8,641	\$8,946	117.8%	105.2%	98.3%	118.8%	108.0%	102.2%
CP	AOCE AT DOC NONSECURITY	A	P	18T	1	\$4,887	\$6,135	\$6,135	1.11	\$7,467	\$8,941	\$8,941	117.8%	109.8%	98.2%	118.8%	111.8%	102.2%
<b>Corrections Wtd Average</b>					10	\$4,886	\$5,907	\$6,139		\$7,466	\$8,671	\$8,945	117.8%	105.7%	98.3%	118.8%	108.4%	102.2%
OAI	SEIU STRIKEABLE INST COALITION	A	P	18T	9	\$4,036	\$5,026	\$5,345	1.07	\$6,461	\$7,631	\$8,008	97.3%	89.9%	85.6%	102.8%	95.4%	91.5%
<b>Non-Corrections/Non-Management Wtd Average</b>					9	\$4,036	\$5,026	\$5,345		\$6,461	\$7,631	\$8,008	97.3%	89.9%	85.6%	102.8%	95.4%	91.5%
<b>STATEWIDE Weighted Average</b>					19	\$4,483	\$5,489	\$5,763		\$6,990	\$8,178	\$8,501	108.1%	98.2%	92.3%	111.2%	102.2%	97.1%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 0101 OFFICE ASSISTANT 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-MultCo	6000		Office Assistant 1		1	\$3,467	\$3,484	\$3,898	0.95	\$6,239	\$6,261	\$6,776	
<b>County Market Average</b>					1	\$3,467	\$3,484	\$3,898		\$6,239	\$6,261	\$6,776	
2024-CompAnalyst	OF13000010		General Clerk I		1	\$2,642	\$3,167	\$3,833	0.99	\$4,530	\$5,142	\$5,919	
2024-MIL-PACS	01.01		Office Assistant - Entry	10	45	\$3,274	\$3,732	\$4,404	0.97	\$5,267	\$5,800	\$6,584	
<b>Purchased Market Average</b>					10	46	\$3,260	\$3,719	\$4,392		\$5,251	\$5,786	\$6,570
2024-ST-CA	1441	B	OFFICE ASSISTANT (GENERAL)		105	\$2,880	\$3,356	\$3,606	1.03	\$5,138	\$5,710	\$6,009	
2024-ST-ID	01116		Office Clerk		1	\$1,719	\$3,148	\$3,437	1.22	\$3,139	\$4,849	\$5,196	
2024-ST-WA	100H		OFFICE ASSISTANT 1		56	\$2,589	\$3,294	\$3,398	1.10	\$4,371	\$5,176	\$5,295	
<b>State Market Average</b>					162	\$2,773	\$3,334	\$3,533		\$4,861	\$5,520	\$5,757	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					10	209	\$2,883	\$3,419	\$3,724		\$4,953	\$5,582	\$5,941

### OREGON COMPARISON TO MARKET

#### 0101-Office Assistant 1

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			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	
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	08	1	\$3,427	\$3,427	\$3,427	1.00	\$5,742	\$5,742	\$5,742	118.9%	100.2%	92.0%	115.9%	102.9%	96.6%
<b>Non-Corrections/Non-Management Wtd Average</b>					1	\$3,427	\$3,427	\$3,427		\$5,742	\$5,742	\$5,742	118.9%	100.2%	92.0%	115.9%	102.9%	96.6%
<b>STATEWIDE Weighted Average</b>					1	\$3,427	\$3,427	\$3,427		\$5,742	\$5,742	\$5,742	118.9%	100.2%	92.0%	115.9%	102.9%	96.6%



# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 0102 OFFICE ASSISTANT 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2024-OR-ClackCo	630		Office Assistant		6	\$3,017	\$3,412	\$3,778	1.00	\$5,358	\$5,851	\$6,306
2024-OR-MarionCo	010		Office Specialist 1		2	\$2,791	\$3,971	\$3,741	1.22	\$5,122	\$6,593	\$6,306
2024-WA-KingCo	4200100		Administrative Office Assistant		0	\$3,621		\$4,593		\$5,855		\$6,971
<b>County Market Average</b>					8	\$3,034	\$3,552	\$3,861		\$5,361	\$6,036	\$6,380
2024-MIL-OPES	04.01		Office Support Specialist - Entry		18	\$3,513	\$3,930	\$4,569	0.97	\$5,897	\$6,407	\$7,189
<b>Purchased Market Average</b>					18	\$3,513	\$3,930	\$4,569		\$5,897	\$6,407	\$7,189
2024-ST-ID	01114		Office Specialist 1		3	\$2,016	\$3,438	\$4,032	1.14	\$3,495	\$5,197	\$5,907
2024-ST-NV	02.221		ADMIN AID		0	\$2,732		\$3,897		\$4,276		\$5,683
2024-ST-WA	1001		OFFICE ASSISTANT 2		23	\$2,695	\$3,401	\$3,555	1.09	\$4,492	\$5,298	\$5,474
<b>State Market Average</b>					26	\$2,685	\$3,405	\$3,768		\$4,326	\$5,287	\$5,611
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					18	\$2,987	\$3,638	\$4,040		\$4,928	\$5,844	\$6,194

### OREGON COMPARISON TO MARKET

#### 0102-Office Assistant 2

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	10	4	\$3,427	\$3,709	\$3,709	1.04	\$5,742	\$6,075	\$6,075	114.7%	102.0%	91.8%	116.5%	104.0%	98.1%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	10	8	\$3,427	\$3,509	\$3,709	0.98	\$5,742	\$5,839	\$6,075	114.7%	96.5%	91.8%	116.5%	99.9%	98.1%
<b>Non-Corrections/Non-Management Wtd Average</b>					12	\$3,427	\$3,576	\$3,709		\$5,742	\$5,917	\$6,075	114.7%	98.3%	91.8%	116.5%	101.3%	98.1%
<b>STATEWIDE Weighted Average</b>					12	\$3,427	\$3,576	\$3,709		\$5,742	\$5,917	\$6,075	114.7%	98.3%	91.8%	116.5%	101.3%	98.1%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 0103 OFFICE SPECIALIST 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-ClackCo	631		Office Specialist 1		9	\$3,814	\$4,268	\$4,779	0.99	\$6,351	\$6,916	\$7,553	
2024-OR-LaneCo	A005		Office Assistant 2		84	\$3,243	\$3,700	\$4,335	0.98	\$6,003	\$6,571	\$7,361	
2024-OR-MarionCo	011		Office Specialist 2		47	\$3,189	\$3,869	\$4,267	1.04	\$5,619	\$6,466	\$6,962	
2024-OR-MultCo	6001		Office Assistant 2		246	\$3,685	\$4,072	\$4,505	0.99	\$6,511	\$6,992	\$7,530	
2024-WA-ClarkCo	242		Office Assistant I		0	\$3,332		\$4,332		\$5,568		\$6,716	
2024-WA-ThrstnCo	0110		Office Assistant I		0	\$3,095		\$4,116		\$5,185		\$6,358	
<b>County Market Average</b>					386	\$3,530	\$3,971	\$4,444		\$6,283	\$6,834	\$7,420	
2024-CompAnalyst	OF13000011		General Clerk II		1	\$2,992	\$3,525	\$4,275	0.98	\$4,938	\$5,559	\$6,434	
2024-MIL-OPES	04.02		Office Support Specialist - Intermediate	30	293	\$4,009	\$4,702	\$5,342	1.01	\$6,503	\$7,351	\$8,135	
2024-MIL-PACS	01.02		Office Assistant - Intermediate	18	249	\$3,445	\$4,271	\$4,788	1.04	\$5,466	\$6,429	\$7,032	
<b>Purchased Market Average</b>					48	543	\$3,796	\$4,502	\$5,133		\$6,112	\$6,925	\$7,719
2024-ST-NV	02.213		ADMIN ASSISTANT 1		0	\$2,943		\$4,232		\$4,531		\$6,088	
<b>State Market Average</b>						\$2,943		\$4,232		\$4,531		\$6,088	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					48	929	\$3,485	\$4,281	\$4,696		\$5,711	\$6,887	\$7,179

### OREGON COMPARISON TO MARKET

#### 0103-Office Specialist 1

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
AAON	AFSCME AT DOC SECURITY PLUS	A	P	11	4	\$3,484	\$4,041	\$4,466	1.02	\$5,809	\$6,467	\$6,969	100.0%	94.4%	95.1%	101.7%	93.9%	97.1%
<b>Corrections Wtd Average</b>					4	\$3,484	\$4,041	\$4,466		\$5,809	\$6,467	\$6,969	100.0%	94.4%	95.1%	101.7%	93.9%	97.1%
MMC	MGT SVC NSUPV CONFIDENTIAL	A	P	13	1	\$3,347	\$4,331	\$4,331	1.13	\$5,647	\$6,810	\$6,810	96.1%	101.2%	92.2%	98.9%	98.9%	94.9%
<b>Management Wtd Average</b>					1	\$3,347	\$4,331	\$4,331		\$5,647	\$6,810	\$6,810	96.1%	101.2%	92.2%	98.9%	98.9%	94.9%
AD	AFSCME AT ENVIRONMENTAL QUAL	A	P	13C	2	\$3,425	\$4,425	\$4,425	1.13	\$5,739	\$6,921	\$6,921	98.3%	103.4%	94.2%	100.5%	100.5%	96.4%
AL	AFSCME AT LIQUOR CONTROL COMM	A	P	13C	1	\$3,425	\$4,220	\$4,425	1.08	\$5,739	\$6,679	\$6,921	98.3%	98.6%	94.2%	100.5%	97.0%	96.4%
AO	AFSCME OR ST POLICE-SUPP UNIT	A	P	13C	3	\$3,425	\$4,092	\$4,425	1.04	\$5,739	\$6,527	\$6,921	98.3%	95.6%	94.2%	100.5%	94.8%	96.4%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 0103-Office Specialist 1 (Continued)

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	Salary		Salary and Benefits			
												SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	
AU	AFSCME AT MILITARY	A	P	13C	1	\$3,425	\$4,425	\$4,425	1.13	\$5,739	\$6,921	\$6,921	98.3%	103.4%	94.2%	100.5%	100.5%	96.4%
AX	AFSCME AT STATE LANDS	A	P	13C	2	\$3,425	\$3,925	\$4,425	1.00	\$5,739	\$6,330	\$6,921	98.3%	91.7%	94.2%	100.5%	91.9%	96.4%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	13	88	\$3,427	\$3,993	\$4,222	1.04	\$5,742	\$6,410	\$6,681	98.3%	93.3%	89.9%	100.5%	93.1%	93.1%
OAI	SEIU STRIKEABLE INST COALITION	A	P	13	1	\$3,427	\$4,222	\$4,222	1.10	\$5,742	\$6,681	\$6,681	98.3%	98.6%	89.9%	100.5%	97.0%	93.1%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	13	68	\$3,427	\$4,074	\$4,222	1.07	\$5,742	\$6,506	\$6,681	98.3%	95.2%	89.9%	100.5%	94.5%	93.1%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	13	67	\$3,427	\$3,885	\$4,222	1.02	\$5,742	\$6,283	\$6,681	98.3%	90.8%	89.9%	100.5%	91.2%	93.1%
UA	UNREPRESENTED	A	P	13	10	\$3,425	\$3,967	\$4,220	1.04	\$5,739	\$6,380	\$6,679	98.3%	92.7%	89.9%	100.5%	92.6%	93.0%
<b>Non-Corrections/Non-Management Wtd Average</b>					243	\$3,427	\$3,993	\$4,229		\$5,741	\$6,410	\$6,690	98.3%	93.3%	90.1%	100.5%	93.1%	93.2%
<b>STATEWIDE Weighted Average</b>					248	\$3,427	\$3,995	\$4,234		\$5,742	\$6,413	\$6,695	98.4%	93.3%	90.1%	100.6%	93.1%	93.3%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 0104 OFFICE SPECIALIST 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-ClackCo	632		Office Specialist 2		69	\$4,257	\$5,041	\$5,394	1.04	\$6,903	\$7,878	\$8,319	
2024-OR-JackCo	047		Office Specialist		51	\$3,247	\$3,746	\$4,340	0.99	\$5,898	\$6,521	\$7,262	
2024-OR-LaneCo	A006		Office Assistant, Sr		34	\$3,578	\$4,334	\$4,781	1.04	\$6,419	\$7,359	\$7,915	
2024-OR-MarionCo	012		Office Specialist 3		52	\$3,475	\$4,187	\$4,651	1.03	\$5,975	\$6,862	\$7,439	
2024-OR-MultCo	6002		Office Assistant Senior		138	\$4,252	\$4,795	\$5,207	1.01	\$7,215	\$7,890	\$8,402	
2024-OR-WashCo	002		Administrative Specialist II		0	\$4,337		\$5,273		\$6,859		\$7,985	
2024-WA-ClarkCo	243		Office Assistant II		0	\$3,624		\$4,710		\$5,903		\$7,150	
2024-WA-KingCo	4201100		Administrative Specialist I		0	\$3,925		\$4,983		\$6,204		\$7,419	
2024-WA-ThrstnCo	0111		Office Assistant II		0	\$3,411		\$4,539		\$5,549		\$6,844	
<b>County Market Average</b>					344	\$4,028	\$4,551	\$5,063		\$6,730	\$7,477	\$8,007	
2024-CompAnalyst	OF13000012		General Clerk III		1	\$3,242	\$3,917	\$4,717	1.00	\$5,229	\$6,016	\$6,949	
2024-MIL-OPES	04.03		Office Support Specialist - Senior	27	395	\$4,463	\$5,410	\$5,911	1.04	\$7,059	\$8,218	\$8,832	
2024-MIL-PACS	01.03		Office Assistant - Senior	15	295	\$3,979	\$5,025	\$5,670	1.04	\$6,089	\$7,309	\$8,061	
<b>Purchased Market Average</b>					42	691	\$4,254	\$5,243	\$5,807		\$6,642	\$7,827	\$8,500
2024-ST-CA	1138	A	OFFICE TECHNICIAN (GENERAL)		401	\$3,110	\$3,608	\$3,898	1.03	\$5,414	\$6,011	\$6,360	
2024-ST-ID	01239		Office Specialist 2		35	\$2,525	\$3,286	\$5,050	0.87	\$4,104	\$5,015	\$7,125	
2024-ST-NV	02.212		ADMIN ASSISTANT 2		0	\$3,184		\$4,608		\$4,822		\$6,542	
<b>State Market Average</b>					436	\$3,132	\$3,582	\$4,308		\$5,062	\$5,931	\$6,478	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					42	1,471	\$3,637	\$4,589	\$4,894		\$5,853	\$7,183	\$7,370

### OREGON COMPARISON TO MARKET

#### 0104-Office Specialist 2

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	Salary		Salary and Benefits			
												SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	
AAON	AFSCME AT DOC SECURITY PLUS	A	P	15	128	\$4,082	\$4,897	\$5,369	1.04	\$6,516	\$7,479	\$8,036	112.2%	106.7%	109.7%	111.3%	104.1%	109.0%
CP	AOCE AT DOC NONSECURITY	A	P	15	13	\$4,096	\$4,807	\$5,361	1.02	\$6,532	\$7,372	\$8,027	112.6%	104.7%	109.5%	111.6%	102.6%	108.9%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 0104-Office Specialist 2 (Continued)

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	Salary			Salary and Benefits		
													SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
<b>Corrections Wtd Average</b>					141	\$4,083	\$4,889	\$5,368		\$6,517	\$7,469	\$8,035	112.3%	106.5%	109.7%	111.3%	104.0%	109.0%
MMC	MGT SVC NSUPV CONFIDENTIAL	A	P	15	1	\$3,609	\$3,935	\$4,768	0.94	\$5,957	\$6,342	\$7,326	99.2%	85.7%	97.4%	101.8%	88.3%	99.4%
MMN	MGT SVC NONSUPERVISORY	A	P	15	1	\$3,609	\$4,768	\$4,768	1.14	\$5,957	\$7,326	\$7,326	99.2%	103.9%	97.4%	101.8%	102.0%	99.4%
<b>Management Wtd Average</b>					2	\$3,609	\$4,352	\$4,768		\$5,957	\$6,834	\$7,326	99.2%	94.8%	97.4%	101.8%	95.1%	99.4%
AB	AFSCME AT CONST CONTRACTORS BD	A	P	15C	2	\$3,491	\$4,269	\$4,752	1.04	\$5,817	\$6,736	\$7,307	96.0%	93.0%	97.1%	99.4%	93.8%	99.1%
AD	AFSCME AT ENVIRONMENTAL QUAL	A	P	15C	28	\$3,491	\$4,111	\$4,752	1.00	\$5,817	\$6,550	\$7,307	96.0%	89.6%	97.1%	99.4%	91.2%	99.1%
AF	AFSCME AT OSP FIRE MARSHAL	A	P	15C	4	\$3,491	\$3,916	\$4,752	0.95	\$5,817	\$6,319	\$7,307	96.0%	85.3%	97.1%	99.4%	88.0%	99.1%
AG	AFSCME AT LAND CONSERV DVLPMNT	A	P	15C	1	\$3,491	\$4,322	\$4,752	1.05	\$5,817	\$6,799	\$7,307	96.0%	94.2%	97.1%	99.4%	94.7%	99.1%
AI	AFSCME AT LONGTERM CARE OMBUDS	A	P	15C	1	\$3,491	\$4,752	\$4,752	1.15	\$5,817	\$7,307	\$7,307	96.0%	103.6%	97.1%	99.4%	101.7%	99.1%
AL	AFSCME AT LIQUOR CONTROL COMM	A	P	15C	6	\$3,491	\$4,108	\$4,752	1.00	\$5,817	\$6,546	\$7,307	96.0%	89.5%	97.1%	99.4%	91.1%	99.1%
AMG	AFSCME AT DHS STAB&CRISIS UNIT	A	P	15C	9	\$3,491	\$4,433	\$4,752	1.08	\$5,817	\$6,930	\$7,307	96.0%	96.6%	97.1%	99.4%	96.5%	99.1%
AO	AFSCME OR ST POLICE-SUPP UNIT	A	P	15C	25	\$3,491	\$4,172	\$4,752	1.01	\$5,817	\$6,622	\$7,307	96.0%	90.9%	97.1%	99.4%	92.2%	99.1%
AS	OR PUB SAFETY ASSOC AT DPSST	A	P	15C	10	\$3,491	\$4,104	\$4,752	1.00	\$5,817	\$6,542	\$7,307	96.0%	89.4%	97.1%	99.4%	91.1%	99.1%
AT	AFSCME AT DCBS BUILDING CODES	A	P	15C	2	\$3,491	\$4,193	\$4,752	1.02	\$5,817	\$6,647	\$7,307	96.0%	91.4%	97.1%	99.4%	92.5%	99.1%
AU	AFSCME AT MILITARY	A	P	15C	12	\$3,491	\$3,899	\$4,752	0.95	\$5,817	\$6,300	\$7,307	96.0%	85.0%	97.1%	99.4%	87.7%	99.1%
AV	AFSCME MILITRY OREG EMERG MGMT	A	P	15C	1	\$3,491	\$3,491	\$4,752	0.85	\$5,817	\$5,817	\$7,307	96.0%	76.1%	97.1%	99.4%	81.0%	99.1%
AX	AFSCME AT STATE LANDS	A	P	15C	6	\$3,491	\$4,350	\$4,752	1.06	\$5,817	\$6,832	\$7,307	96.0%	94.8%	97.1%	99.4%	95.1%	99.1%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	15	627	\$3,427	\$4,084	\$4,639	1.01	\$5,742	\$6,518	\$7,174	94.2%	89.0%	94.8%	98.1%	90.7%	97.3%
OAI	SEIU STRIKEABLE INST COALITION	A	P	15	65	\$3,427	\$4,158	\$4,639	1.03	\$5,742	\$6,606	\$7,174	94.2%	90.6%	94.8%	98.1%	92.0%	97.3%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	15	261	\$3,427	\$4,341	\$4,639	1.08	\$5,742	\$6,822	\$7,174	94.2%	94.6%	94.8%	98.1%	95.0%	97.3%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	15	253	\$3,427	\$4,181	\$4,639	1.04	\$5,742	\$6,633	\$7,174	94.2%	91.1%	94.8%	98.1%	92.3%	97.3%
UA	UNREPRESENTED	A	P	15	11	\$3,425	\$4,077	\$4,636	1.01	\$5,739	\$6,509	\$7,170	94.2%	88.8%	94.7%	98.1%	90.6%	97.3%
<b>Non-Corrections/Non-Management Wtd Average</b>					1,324	\$3,432	\$4,161	\$4,648		\$5,748	\$6,609	\$7,184	94.4%	90.7%	95.0%	98.2%	92.0%	97.5%
<b>STATEWIDE Weighted Average</b>					1,467	\$3,495	\$4,232	\$4,717		\$5,822	\$6,692	\$7,266	96.1%	92.2%	96.4%	99.5%	93.2%	98.6%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 0107 ADMINISTRATIVE SPECIALIST 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-ClackCo	621		Administrative Specialist 1		22	\$4,574	\$5,489	\$5,777	1.06	\$7,297	\$8,437	\$8,795	
2024-OR-JackCo	1010		Administrative Assistant I		1	\$4,084	\$4,722	\$5,210	1.02	\$6,942	\$7,737	\$8,347	
2024-OR-JackCo	045		Administrative Specialist I		22	\$3,658	\$4,118	\$4,891	0.96	\$6,411	\$6,985	\$7,949	
2024-WA-KingCo	4201200		Administrative Specialist II		0	\$4,335		\$5,498		\$6,675		\$8,011	
<b>County Market Average</b>					45	\$4,120	\$4,802	\$5,335		\$6,852	\$7,711	\$8,364	
2024-CompAnalyst	OF13000002		Administrative Assistant II		1	\$3,717	\$4,567	\$5,433	1.01	\$5,783	\$6,774	\$7,784	
2024-MIL-PACS	01.09		Administrative Assistant - Entry	10	17	\$3,701	\$4,180	\$5,295	0.93	\$5,765	\$6,323	\$7,623	
<b>Purchased Market Average</b>					10	18	\$3,702	\$4,202	\$5,303		\$5,766	\$6,348	\$7,632
2024-ST-CA	5361	A	ADMINISTRATIVE ASSISTANT I		35	\$4,149	\$4,807	\$5,194	1.03	\$6,661	\$7,452	\$7,915	
2024-ST-NV	02.211		ADMIN ASSISTANT 3		0	\$3,450		\$5,025		\$5,143		\$7,045	
<b>State Market Average</b>					35	\$3,654	\$4,807	\$5,074		\$5,586	\$7,452	\$7,299	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					10	98	\$3,724	\$4,693	\$5,124		\$5,778	\$7,368	\$7,470

### OREGON COMPARISON TO MARKET

#### 0107-Administrative Specialist 1

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
AAON	AFSCME AT DOC SECURITY PLUS	A	P	17	65	\$4,463	\$5,525	\$5,871	1.07	\$6,966	\$8,220	\$8,629	119.9%	117.7%	114.6%	120.6%	111.6%	115.5%
AP	AFSCME DOC BD PAROL PST PRISON	A	P	17	6	\$4,463	\$5,269	\$5,871	1.02	\$6,966	\$7,918	\$8,629	119.9%	112.3%	114.6%	120.6%	107.5%	115.5%
CP	AOCE AT DOC NONSECURITY	A	P	17	6	\$4,471	\$5,572	\$5,850	1.08	\$6,975	\$8,276	\$8,604	120.1%	118.7%	114.2%	120.7%	112.3%	115.2%
<b>Corrections Wtd Average</b>					77	\$4,464	\$5,509	\$5,869		\$6,966	\$8,201	\$8,627	119.9%	117.4%	114.5%	120.6%	111.3%	115.5%
MMC	MGT SVC NSUPV CONFIDENTIAL	A	P	17	3	\$3,935	\$5,097	\$5,262	1.11	\$6,342	\$7,715	\$7,910	105.7%	108.6%	102.7%	109.8%	104.7%	105.9%
MMN	MGT SVC NONSUPERVISORY	A	P	17	8	\$3,935	\$4,622	\$5,262	1.01	\$6,342	\$7,153	\$7,910	105.7%	98.5%	102.7%	109.8%	97.1%	105.9%
<b>Management Wtd Average</b>					11	\$3,935	\$4,751	\$5,262		\$6,342	\$7,306	\$7,910	105.7%	101.2%	102.7%	109.8%	99.2%	105.9%
AD	AFSCME AT ENVIRONMENTAL QUAL	A	P	17	19	\$3,708	\$4,723	\$5,082	1.07	\$6,074	\$7,273	\$7,697	99.6%	100.6%	99.2%	105.1%	98.7%	103.0%
AF	AFSCME AT OSP FIRE MARSHAL	A	P	17	7	\$3,708	\$4,627	\$5,082	1.05	\$6,074	\$7,160	\$7,697	99.6%	98.6%	99.2%	105.1%	97.2%	103.0%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 0107-Administrative Specialist 1 (Continued)

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	Salary			Salary and Benefits		
													SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
AL	AFSCME AT LIQUOR CONTROL COMM	A	P	17	18	\$3,708	\$4,667	\$5,082	1.06	\$6,074	\$7,207	\$7,697	99.6%	99.4%	99.2%	105.1%	97.8%	103.0%
AO	AFSCME OR ST POLICE-SUPP UNIT	A	P	17	36	\$3,708	\$4,485	\$5,082	1.02	\$6,074	\$6,992	\$7,697	99.6%	95.6%	99.2%	105.1%	94.9%	103.0%
AR	AFSCME AT REAL ESTATE AGENCY	A	P	17	1	\$3,708	\$3,863	\$5,082	0.88	\$6,074	\$6,257	\$7,697	99.6%	82.3%	99.2%	105.1%	84.9%	103.0%
AS	OR PUB SAFETY ASSOC AT DPSST	A	P	17	6	\$3,708	\$4,864	\$5,082	1.11	\$6,074	\$7,440	\$7,697	99.6%	103.6%	99.2%	105.1%	101.0%	103.0%
AT	AFSCME AT DCBS BUILDING CODES	A	P	17	9	\$3,708	\$4,486	\$5,082	1.02	\$6,074	\$6,993	\$7,697	99.6%	95.6%	99.2%	105.1%	94.9%	103.0%
AU	AFSCME AT MILITARY	A	P	17	7	\$3,708	\$4,124	\$5,082	0.94	\$6,074	\$6,565	\$7,697	99.6%	87.9%	99.2%	105.1%	89.1%	103.0%
AV	AFSCME MILITRY OREG EMERG MGMT	A	P	17Q	2	\$3,708	\$4,395	\$5,082	1.00	\$6,074	\$6,885	\$7,697	99.6%	93.6%	99.2%	105.1%	93.4%	103.0%
AX	AFSCME AT STATE LANDS	A	P	17	2	\$3,708	\$4,651	\$5,082	1.06	\$6,074	\$7,188	\$7,697	99.6%	99.1%	99.2%	105.1%	97.6%	103.0%
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	17	2	\$3,636	\$4,337	\$5,110	0.99	\$5,989	\$6,817	\$7,730	97.6%	92.4%	99.7%	103.6%	92.5%	103.5%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	17	254	\$3,709	\$4,656	\$5,086	1.06	\$6,075	\$7,193	\$7,702	99.6%	99.2%	99.3%	105.1%	97.6%	103.1%
OAI	SEIU STRIKEABLE INST COALITION	A	P	17	66	\$3,709	\$4,783	\$5,086	1.09	\$6,075	\$7,343	\$7,702	99.6%	101.9%	99.3%	105.1%	99.7%	103.1%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	17	136	\$3,709	\$4,733	\$5,086	1.08	\$6,075	\$7,285	\$7,702	99.6%	100.8%	99.3%	105.1%	98.9%	103.1%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	17	168	\$3,709	\$4,558	\$5,086	1.04	\$6,075	\$7,078	\$7,702	99.6%	97.1%	99.3%	105.1%	96.1%	103.1%
UA	UNREPRESENTED	A	P	17	19	\$3,707	\$4,712	\$5,080	1.07	\$6,072	\$7,260	\$7,695	99.6%	100.4%	99.1%	105.1%	98.5%	103.0%
<b>Non-Corrections/Non-Management Wtd Average</b>					752	\$3,709	\$4,646	\$5,085		\$6,074	\$7,182	\$7,701	99.6%	99.0%	99.2%	105.1%	97.5%	103.1%
<b>STATEWIDE Weighted Average</b>					840	\$3,781	\$4,726	\$5,160		\$6,160	\$7,277	\$7,789	101.5%	100.7%	100.7%	106.6%	98.8%	104.3%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 0108 ADMINISTRATIVE SPECIALIST 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-ClackCo	622		Administrative Specialist 2		22	\$4,994	\$6,078	\$6,493	1.06	\$7,820	\$9,170	\$9,687	
2024-OR-JackCo	1011		Administrative Assistant II		8	\$4,358	\$4,966	\$5,564	1.00	\$7,283	\$8,042	\$8,788	
2024-OR-LaneCo	C004		Administrative Assistant		20	\$4,047	\$4,913	\$5,411	1.04	\$7,003	\$8,080	\$8,699	
2024-OR-MarionCo	025		Administrative Assistant		10	\$4,150	\$5,232	\$5,561	1.08	\$6,815	\$8,164	\$8,573	
2024-WA-ClarkCo	8		Administrative Assistant		0	\$4,285		\$5,786		\$6,662		\$8,386	
2024-WA-KingCo	4201300		Administrative Specialist III		0	\$4,835		\$6,132		\$7,249		\$8,738	
2024-WA-ThrstnCo	0330		Administrative Assistant I		0	\$4,148		\$5,517		\$6,395		\$7,967	
<b>County Market Average</b>					60	\$4,451	\$5,401	\$5,851		\$7,283	\$8,489	\$9,019	
2024-CompAnalyst	OF13000003		Administrative Assistant III		1	\$4,408	\$5,492	\$6,508	1.02	\$6,589	\$7,852	\$9,038	
2024-MIL-PACS	01.10		Administrative Assistant - Intermediate		25	\$3,940	\$5,027	\$5,683	1.04	\$6,043	\$7,311	\$8,076	
<b>Purchased Market Average</b>					25	\$3,943	\$5,032	\$5,688		\$6,046	\$7,317	\$8,081	
2024-ST-CA	5358	A	ADMINISTRATIVE ASSISTANT II		67	\$4,990	\$5,857	\$6,245	1.04	\$7,671	\$8,712	\$9,178	
2024-ST-NV	02.210		ADMIN ASSISTANT 4		0	\$3,744		\$5,473		\$5,499		\$7,587	
<b>State Market Average</b>					67	\$4,084	\$5,857	\$5,683		\$6,090	\$8,712	\$8,020	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					25	223	\$4,079	\$5,379	\$5,707		\$6,228	\$8,051	\$8,171

### OREGON COMPARISON TO MARKET

#### 0108-Administrative Specialist 2

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			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	
AAON	AFSCME AT DOC SECURITY PLUS	A	P	19	51	\$4,886	\$6,113	\$6,441	1.08	\$7,465	\$8,915	\$9,303	119.8%	113.6%	112.9%	119.9%	110.7%	113.8%
AP	AFSCME DOC BD PAROL PST PRISON	A	P	19	7	\$4,886	\$6,399	\$6,441	1.13	\$7,465	\$9,253	\$9,303	119.8%	119.0%	112.9%	119.9%	114.9%	113.8%
CP	AOCE AT DOC NONSECURITY	A	P	19	1	\$4,887	\$6,436	\$6,436	1.14	\$7,467	\$9,297	\$9,297	119.8%	119.6%	112.8%	119.9%	115.5%	113.8%
<b>Corrections Wtd Average</b>					59	\$4,886	\$6,152	\$6,441		\$7,465	\$8,961	\$9,303	119.8%	114.4%	112.9%	119.9%	111.3%	113.8%
MENN	EXEC SVC NONSUPERVISORY	A	P	20	2	\$4,555	\$6,071	\$6,071	1.14	\$7,074	\$8,866	\$8,866	111.7%	112.9%	106.4%	113.6%	110.1%	108.5%
MMC	MGT SVC NSUPV CONFIDENTIAL	A	P	20	1	\$4,555	\$6,071	\$6,071	1.14	\$7,074	\$8,866	\$8,866	111.7%	112.9%	106.4%	113.6%	110.1%	108.5%



# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 0108-Administrative Specialist 2 (Continued)

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	Salary			Salary and Benefits		
													SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
MMN	MGT SVC NONSUPERVISORY	A	P	20	1	\$4,555	\$5,525	\$6,071	1.04	\$7,074	\$8,220	\$8,866	111.7%	102.7%	106.4%	113.6%	102.1%	108.5%
<b>Management Wtd Average</b>					4	\$4,555	\$5,935	\$6,071		\$7,074	\$8,704	\$8,866	111.7%	110.3%	106.4%	113.6%	108.1%	108.5%
AB	AFSCME AT CONST CONTRACTORS BD	A	P	20	4	\$4,220	\$5,293	\$5,859	1.05	\$6,679	\$7,947	\$8,615	103.5%	98.4%	102.7%	107.2%	98.7%	105.4%
AD	AFSCME AT ENVIRONMENTAL QUAL	A	P	20	7	\$4,220	\$5,148	\$5,859	1.02	\$6,679	\$7,776	\$8,615	103.5%	95.7%	102.7%	107.2%	96.6%	105.4%
AF	AFSCME AT OSP FIRE MARSHAL	A	P	20	7	\$4,220	\$5,465	\$5,859	1.08	\$6,679	\$8,150	\$8,615	103.5%	101.6%	102.7%	107.2%	101.2%	105.4%
AG	AFSCME AT LAND CONSERV DVLPMNT	A	P	20	2	\$4,220	\$5,340	\$5,859	1.06	\$6,679	\$8,002	\$8,615	103.5%	99.3%	102.7%	107.2%	99.4%	105.4%
AI	AFSCME AT LONGTERM CARE OMBUDS	A	P	20	3	\$4,220	\$5,600	\$5,859	1.11	\$6,679	\$8,309	\$8,615	103.5%	104.1%	102.7%	107.2%	103.2%	105.4%
AL	AFSCME AT LIQUOR CONTROL COMM	A	P	20	15	\$4,220	\$5,395	\$5,859	1.07	\$6,679	\$8,066	\$8,615	103.5%	100.3%	102.7%	107.2%	100.2%	105.4%
AMG	AFSCME AT DHS STAB&CRISIS UNIT	A	P	20	1	\$4,220	\$4,852	\$5,859	0.96	\$6,679	\$7,425	\$8,615	103.5%	90.2%	102.7%	107.2%	92.2%	105.4%
AO	AFSCME OR ST POLICE-SUPP UNIT	A	P	20	35	\$4,220	\$5,213	\$5,859	1.03	\$6,679	\$7,851	\$8,615	103.5%	96.9%	102.7%	107.2%	97.5%	105.4%
AR	AFSCME AT REAL ESTATE AGENCY	A	P	20	3	\$4,220	\$5,224	\$5,859	1.04	\$6,679	\$7,865	\$8,615	103.5%	97.1%	102.7%	107.2%	97.7%	105.4%
AS	OR PUB SAFETY ASSOC AT DPSST	A	P	20	2	\$4,220	\$5,356	\$5,859	1.06	\$6,679	\$8,020	\$8,615	103.5%	99.6%	102.7%	107.2%	99.6%	105.4%
AT	AFSCME AT DCBS BUILDING CODES	A	P	20	9	\$4,220	\$5,361	\$5,859	1.06	\$6,679	\$8,027	\$8,615	103.5%	99.7%	102.7%	107.2%	99.7%	105.4%
AU	AFSCME AT MILITARY	A	P	20	2	\$4,220	\$4,967	\$5,859	0.99	\$6,679	\$7,561	\$8,615	103.5%	92.3%	102.7%	107.2%	93.9%	105.4%
AV	AFSCME MILITRY OREG EMERG MGMT	A	P	20	3	\$4,220	\$4,730	\$5,859	0.94	\$6,679	\$7,281	\$8,615	103.5%	87.9%	102.7%	107.2%	90.4%	105.4%
AX	AFSCME AT STATE LANDS	A	P	20	1	\$4,220	\$5,859	\$5,859	1.16	\$6,679	\$8,615	\$8,615	103.5%	108.9%	102.7%	107.2%	107.0%	105.4%
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	20	3	\$4,200	\$5,457	\$5,912	1.08	\$6,655	\$8,140	\$8,678	103.0%	101.4%	103.6%	106.9%	101.1%	106.2%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	20	304	\$4,222	\$5,238	\$5,861	1.04	\$6,681	\$7,881	\$8,617	103.5%	97.4%	102.7%	107.3%	97.9%	105.5%
OAI	SEIU STRIKEABLE INST COALITION	A	P	20	14	\$4,222	\$5,547	\$5,861	1.10	\$6,681	\$8,246	\$8,617	103.5%	103.1%	102.7%	107.3%	102.4%	105.5%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	20	76	\$4,222	\$5,366	\$5,861	1.06	\$6,681	\$8,033	\$8,617	103.5%	99.8%	102.7%	107.3%	99.8%	105.5%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	20	206	\$4,222	\$5,260	\$5,861	1.04	\$6,681	\$7,907	\$8,617	103.5%	97.8%	102.7%	107.3%	98.2%	105.5%
UA	UNREPRESENTED	A	P	20	32	\$4,220	\$5,357	\$5,859	1.06	\$6,679	\$8,022	\$8,615	103.5%	99.6%	102.7%	107.2%	99.6%	105.4%
<b>Non-Corrections/Non-Management Wtd Average</b>					729	\$4,222	\$5,274	\$5,861		\$6,680	\$7,924	\$8,617	103.5%	98.0%	102.7%	107.3%	98.4%	105.5%
<b>STATEWIDE Weighted Average</b>					792	\$4,273	\$5,343	\$5,905		\$6,741	\$8,005	\$8,670	104.7%	99.3%	103.5%	108.2%	99.4%	106.1%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 0110 LEGAL SECRETARY

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2024-OR-ClackCo	016		Legal Secretary		2	\$3,968	\$4,776	\$4,994	1.07	\$6,543	\$7,549	\$7,820
2024-OR-JackCo	195		Legal Assistant II		10	\$3,926	\$4,145	\$5,247	0.90	\$6,745	\$7,018	\$8,392
2024-OR-LaneCo	A014		Legal Secretary 1		2	\$3,494	\$4,341	\$4,666	1.06	\$6,316	\$7,368	\$7,772
2024-OR-MarionCo	017		Legal Secretary 2		10	\$4,150	\$4,629	\$5,561	0.95	\$6,815	\$7,412	\$8,573
2024-OR-MultCo	6243		Legal Assistant 1		13	\$4,252	\$4,687	\$5,207	0.99	\$7,215	\$7,756	\$8,402
2024-WA-ClarkCo	219		Legal Secretary II		0	\$3,940		\$5,123		\$6,266		\$7,624
2024-WA-KingCo	4204100		Legal Secretary		0	\$5,131		\$6,504		\$7,589		\$9,166
2024-WA-ThrstnCo	0315		Legal Assistant I		0	\$3,762		\$5,004		\$5,951		\$7,378
<b>County Market Average</b>					37	\$4,095	\$4,511	\$5,293		\$6,873	\$7,432	\$8,356
2024-CompAnalyst	LE11000043		Legal Secretary I		1	\$3,842	\$4,708	\$5,917	0.97	\$5,929	\$6,939	\$8,348
2024-MIL-OPES	08.01		Legal Secretary	9	67	\$4,882	\$5,531	\$6,355	0.98	\$7,573	\$8,367	\$9,376
2024-MIL-PACS	04.21		Legal Secretary	11	51	\$5,054	\$5,783	\$6,851	0.97	\$7,342	\$8,192	\$9,437
<b>Purchased Market Average</b>					20	\$4,947	\$5,632	\$6,564		\$7,460	\$8,280	\$9,393
2024-ST-CA	1282	B	LEGAL SECRETARY		158	\$3,799	\$4,640	\$4,756	1.08	\$6,241	\$7,250	\$7,390
2024-ST-NV	02.153		LEGAL SECRETARY 2		0	\$3,744		\$5,473		\$5,499		\$7,587
2024-ST-WA	425F		LEGAL ASSISTANT 2		61	\$3,319	\$4,358	\$4,422	1.13	\$5,204	\$6,391	\$6,464
<b>State Market Average</b>					219	\$3,686	\$4,561	\$4,818		\$5,882	\$7,011	\$7,229
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					20	\$4,060	\$4,896	\$5,327		\$6,393	\$7,455	\$7,909

### OREGON COMPARISON TO MARKET 0110-Legal Secretary

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	Salary		Salary and Benefits			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
MMC	MGT SVC NSUPV CONFIDENTIAL	A	P	18	2	\$4,129	\$4,827	\$5,525	1.00	\$6,571	\$7,396	\$8,220	101.7%	98.6%	103.7%	102.8%	99.2%	103.9%
MMN	MGT SVC NONSUPERVISORY	A	P	18	1	\$4,129	\$5,525	\$5,525	1.14	\$6,571	\$8,220	\$8,220	101.7%	112.8%	103.7%	102.8%	110.3%	103.9%
<b>Management Wtd Average</b>					3	\$4,129	\$5,060	\$5,525		\$6,571	\$7,671	\$8,220	101.7%	103.3%	103.7%	102.8%	102.9%	103.9%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 0110-Legal Secretary (Continued)

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	18	22	\$3,865	\$4,840	\$5,345	1.05	\$6,259	\$7,411	\$8,008	95.2%	98.8%	100.3%	97.9%	99.4%	101.2%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	18	93	\$3,865	\$4,872	\$5,345	1.06	\$6,259	\$7,449	\$8,008	95.2%	99.5%	100.3%	97.9%	99.9%	101.2%
UA	UNREPRESENTED	A	P	18	1	\$3,863	\$5,340	\$5,340	1.16	\$6,257	\$8,002	\$8,002	95.1%	109.1%	100.2%	97.9%	107.3%	101.2%
<b>Non-Corrections/Non-Management Wtd Average</b>					116	\$3,865	\$4,870	\$5,345		\$6,259	\$7,447	\$8,008	95.2%	99.5%	100.3%	97.9%	99.9%	101.2%
<b>STATEWIDE Weighted Average</b>					119	\$3,872	\$4,875	\$5,349		\$6,267	\$7,452	\$8,013	95.4%	99.6%	100.4%	98.0%	100.0%	101.3%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 0113 SUPPORT SERVICES SUPERVISOR 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-JackCo	1350		Supervisor I		3	\$4,820	\$5,418	\$6,146	0.99	\$7,860	\$8,606	\$9,514	
2024-OR-MultCo	6003		Clerical Unit Coordinator		2	\$4,777	\$5,308	\$5,840	1.00	\$7,868	\$8,528	\$9,189	
2024-WA-ClarkCo	247		Office Supervisor		0	\$4,606		\$6,108		\$7,031		\$8,755	
<b>County Market Average</b>					5	\$4,770	\$5,374	\$6,038		\$7,725	\$8,575	\$9,279	
2024-ST-CA	1150		OFFICE SERVICES SUPERVISOR II (GENERAL)		44	\$3,620	\$4,289	\$4,536	1.05	\$6,027	\$6,830	\$7,126	
2024-ST-WA	100R		OFFICE SUPPORT SUPERVISOR 3		1	\$3,477	\$4,652	\$4,652	1.14	\$5,385	\$6,727	\$6,727	
<b>State Market Average</b>					45	\$3,617	\$4,298	\$4,539		\$6,013	\$6,828	\$7,117	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	50	\$3,750	\$4,405	\$4,712		\$6,210	\$7,002	\$7,367

### OREGON COMPARISON TO MARKET

#### 0113-Support Services Supervisor 2

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
MMS	MGT SVC SUPERVISORY	A	P	20	6	\$4,555	\$5,367	\$6,071	1.01	\$7,074	\$8,033	\$8,866	121.5%	121.8%	128.9%	113.9%	114.7%	120.3%
<b>Management Wtd Average</b>					6	\$4,555	\$5,367	\$6,071		\$7,074	\$8,033	\$8,866	121.5%	121.8%	128.9%	113.9%	114.7%	120.3%
<b>STATEWIDE Weighted Average</b>					6	\$4,555	\$5,367	\$6,071		\$7,074	\$8,033	\$8,866	121.5%	121.8%	128.9%	113.9%	114.7%	120.3%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 0114 SUPPORT SERVICES SUPERVISOR 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-CompAnalyst	OF13000045		Clerical Supervisor		1	\$4,783	\$5,900	\$7,108	1.01	\$7,027	\$8,328	\$9,737	
<b>Purchased Market Average</b>					1	\$4,783	\$5,900	\$7,108		\$7,027	\$8,328	\$9,737	
2024-ST-CA	1151		OFFICE SERVICES SUPERVISOR III (GENERAL)		2	\$4,118	\$4,925	\$5,161	1.06	\$6,624	\$7,592	\$7,876	
<b>State Market Average</b>					2	\$4,118	\$4,925	\$5,161		\$6,624	\$7,592	\$7,876	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	3	\$4,340	\$5,250	\$5,810		\$6,758	\$7,838	\$8,497

### OREGON COMPARISON TO MARKET

#### 0114-Support Services Supervisor 3

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
MMS	MGT SVC SUPERVISORY	A	P	22	1	\$4,555	\$6,690	\$6,690	1.19	\$7,074	\$9,597	\$9,597	105.0%	127.4%	115.1%	104.7%	122.4%	113.0%
<b>Management Wtd Average</b>					1	\$4,555	\$6,690	\$6,690		\$7,074	\$9,597	\$9,597	105.0%	127.4%	115.1%	104.7%	122.4%	113.0%
<b>STATEWIDE Weighted Average</b>					1	\$4,555	\$6,690	\$6,690		\$7,074	\$9,597	\$9,597	105.0%	127.4%	115.1%	104.7%	122.4%	113.0%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 0118 EXECUTIVE SUPPORT SPECIALIST 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-WA-ClarkCo	137		Executive Assistant		0	\$3,516		\$4,490		\$5,779		\$6,898	
<b>County Market Average</b>						\$3,516		\$4,490		\$5,779		\$6,898	
2024-MIL-NWHCS	13.13a		Administrative Secretary	72	350	\$3,785	\$4,842	\$5,595	1.03	\$5,862	\$7,095	\$7,973	
<b>Purchased Market Average</b>						\$3,785	\$4,842	\$5,595		\$5,862	\$7,095	\$7,973	
2024-ST-CA	1247	A	EXECUTIVE SECRETARY I		76	\$3,595	\$4,222	\$4,503	1.04	\$5,996	\$6,749	\$7,086	
2024-ST-ID	01235		Administrative Assistant 1		177	\$2,869	\$3,694	\$5,737	0.86	\$4,515	\$5,503	\$7,948	
2024-ST-NV	02.211		ADMIN ASSISTANT 3		0	\$3,450		\$5,025		\$5,143		\$7,045	
2024-ST-WA	105G		ADMINISTRATIVE ASSISTANT 3		350	\$3,244	\$4,165	\$4,321	1.10	\$5,118	\$6,171	\$6,349	
<b>State Market Average</b>						\$3,294	\$4,034	\$4,813		\$5,096	\$6,048	\$6,898	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>						72	953	\$3,434	\$4,331	\$5,036	\$5,315	\$6,432	\$7,204

### OREGON COMPARISON TO MARKET

#### 0118-Executive Support Specialist 1

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
AAON	AFSCME AT DOC SECURITY PLUS	A	P	17	27	\$4,463	\$5,601	\$5,871	1.08	\$6,966	\$8,310	\$8,629	130.0%	129.3%	116.6%	131.1%	129.2%	119.8%
CP	AOCE AT DOC NONSECURITY	A	P	17	3	\$4,471	\$5,681	\$5,850	1.10	\$6,975	\$8,405	\$8,604	130.2%	131.2%	116.2%	131.2%	130.7%	119.4%
<b>Corrections Wtd Average</b>					30	\$4,464	\$5,609	\$5,869		\$6,967	\$8,320	\$8,627	130.0%	129.5%	116.5%	131.1%	129.3%	119.7%
MENN	EXEC SVC NONSUPERVISORY	A	P	17	9	\$3,935	\$4,840	\$5,262	1.05	\$6,342	\$7,411	\$7,910	114.6%	111.8%	104.5%	119.3%	115.2%	109.8%
MMC	MGT SVC NSUPV CONFIDENTIAL	A	P	17	1	\$3,935	\$4,996	\$5,262	1.09	\$6,342	\$7,595	\$7,910	114.6%	115.4%	104.5%	119.3%	118.1%	109.8%
MMN	MGT SVC NONSUPERVISORY	A	P	17	9	\$3,935	\$4,538	\$5,262	0.99	\$6,342	\$7,055	\$7,910	114.6%	104.8%	104.5%	119.3%	109.7%	109.8%
<b>Management Wtd Average</b>					19	\$3,935	\$4,705	\$5,262		\$6,342	\$7,252	\$7,910	114.6%	108.6%	104.5%	119.3%	112.7%	109.8%
AT	AFSCME AT DCBS BUILDING CODES	A	P	17	4	\$3,708	\$4,647	\$5,082	1.06	\$6,074	\$7,182	\$7,697	108.0%	107.3%	100.9%	114.3%	111.7%	106.8%
AX	AFSCME AT STATE LANDS	A	P	17	1	\$3,708	\$4,425	\$5,082	1.01	\$6,074	\$6,921	\$7,697	108.0%	102.2%	100.9%	114.3%	107.6%	106.8%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	17	4	\$3,709	\$4,460	\$5,086	1.01	\$6,075	\$6,962	\$7,702	108.0%	103.0%	101.0%	114.3%	108.2%	106.9%
OAI	SEIU STRIKEABLE INST COALITION	A	P	17	12	\$3,709	\$4,842	\$5,086	1.10	\$6,075	\$7,414	\$7,702	108.0%	111.8%	101.0%	114.3%	115.3%	106.9%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 0118-Executive Support Specialist 1 (Continued)

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			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	17	21	\$3,709	\$4,808	\$5,086	1.09	\$6,075	\$7,374	\$7,702	108.0%	111.0%	101.0%	114.3%	114.6%	106.9%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	17	16	\$3,709	\$4,649	\$5,086	1.06	\$6,075	\$7,185	\$7,702	108.0%	107.3%	101.0%	114.3%	111.7%	106.9%
UA	UNREPRESENTED	A	P	17	2	\$3,707	\$4,394	\$5,080	1.00	\$6,072	\$6,884	\$7,695	108.0%	101.4%	100.9%	114.3%	107.0%	106.8%
<b>Non-Corrections/Non-Management Wtd Average</b>					60	\$3,709	\$4,718	\$5,085		\$6,075	\$7,267	\$7,701	108.0%	108.9%	101.0%	114.3%	113.0%	106.9%
<b>STATEWIDE Weighted Average</b>					109	\$3,956	\$4,961	\$5,332		\$6,367	\$7,554	\$7,992	115.2%	114.6%	105.9%	119.8%	117.4%	110.9%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 0119 EXECUTIVE SUPPORT SPECIALIST 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-MultCo	6005		Executive Specialist		16	\$4,912	\$5,650	\$6,020	1.03	\$8,036	\$8,953	\$9,413	
2024-OR-WashCo	024		Administrative Assistant		0	\$4,954		\$6,027		\$7,601		\$8,891	
<b>County Market Average</b>					16	\$4,928	\$5,650	\$6,023		\$7,869	\$8,953	\$9,212	
2024-ST-CA	1245	A	EXECUTIVE SECRETARY II		18	\$3,916	\$4,663	\$4,901	1.06	\$6,382	\$7,278	\$7,564	
2024-ST-ID	01231		Administrative Assistant 2		41	\$3,272	\$4,280	\$6,544	0.87	\$4,998	\$6,204	\$8,912	
2024-ST-NV	02.210		ADMIN ASSISTANT 4		0	\$3,744		\$5,473		\$5,499		\$7,587	
<b>State Market Average</b>					59	\$3,535	\$4,397	\$5,935		\$5,323	\$6,532	\$8,204	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	75	\$3,657	\$4,664	\$5,943		\$5,545	\$7,048	\$8,292

### OREGON COMPARISON TO MARKET

#### 0119-Executive Support Specialist 2

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
AAON	AFSCME AT DOC SECURITY PLUS	A	P	19	4	\$4,886	\$5,758	\$6,441	1.02	\$7,465	\$8,496	\$9,303	133.6%	123.5%	108.4%	134.6%	120.5%	112.2%
<b>Corrections Wtd Average</b>					4	\$4,886	\$5,758	\$6,441		\$7,465	\$8,496	\$9,303	133.6%	123.5%	108.4%	134.6%	120.5%	112.2%
MENN	EXEC SVC NONSUPERVISORY	A	P	20	55	\$4,555	\$5,588	\$6,071	1.05	\$7,074	\$8,295	\$8,866	124.6%	119.8%	102.2%	127.6%	117.7%	106.9%
MESN	EXEC SVC SUPERVISORY	A	P	20	2	\$4,555	\$6,071	\$6,071	1.14	\$7,074	\$8,866	\$8,866	124.6%	130.2%	102.2%	127.6%	125.8%	106.9%
MMC	MGT SVC NSUPV CONFIDENTIAL	A	P	20	13	\$4,555	\$5,525	\$6,071	1.04	\$7,074	\$8,220	\$8,866	124.6%	118.4%	102.2%	127.6%	116.6%	106.9%
MMN	MGT SVC NONSUPERVISORY	A	P	20	49	\$4,555	\$5,543	\$6,071	1.04	\$7,074	\$8,241	\$8,866	124.6%	118.8%	102.2%	127.6%	116.9%	106.9%
MMS	MGT SVC SUPERVISORY	A	P	20	10	\$4,555	\$5,713	\$6,071	1.08	\$7,074	\$8,443	\$8,866	124.6%	122.5%	102.2%	127.6%	119.8%	106.9%
<b>Management Wtd Average</b>					129	\$4,555	\$5,582	\$6,071		\$7,074	\$8,287	\$8,866	124.6%	119.7%	102.2%	127.6%	117.6%	106.9%
AD	AFSCME AT ENVIRONMENTAL QUAL	A	P	20	6	\$4,220	\$5,358	\$5,859	1.06	\$6,679	\$8,023	\$8,615	115.4%	114.9%	98.6%	120.4%	113.8%	103.9%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	20	43	\$4,222	\$5,216	\$5,861	1.03	\$6,681	\$7,855	\$8,617	115.5%	111.8%	98.6%	120.5%	111.4%	103.9%
OAI	SEIU STRIKEABLE INST COALITION	A	P	20	9	\$4,222	\$5,036	\$5,861	1.00	\$6,681	\$7,643	\$8,617	115.5%	108.0%	98.6%	120.5%	108.4%	103.9%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	20	12	\$4,222	\$5,378	\$5,861	1.07	\$6,681	\$8,046	\$8,617	115.5%	115.3%	98.6%	120.5%	114.2%	103.9%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	20	8	\$4,222	\$5,421	\$5,861	1.08	\$6,681	\$8,097	\$8,617	115.5%	116.2%	98.6%	120.5%	114.9%	103.9%



# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 0119-Executive Support Specialist 2 (Continued)

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	Salary		Salary and Benefits			
												SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	
UA	UNREPRESENTED	A	P	20	6	\$4,220	\$5,144	\$5,859	1.02	\$6,679	\$7,771	\$8,615	115.4%	110.3%	98.6%	120.4%	110.2%	103.9%
<b>Non-Corrections/Non-Management Wtd Average</b>					84	\$4,222	\$5,244	\$5,861		\$6,681	\$7,889	\$8,617	115.5%	112.4%	98.6%	120.5%	111.9%	103.9%
<b>STATEWIDE Weighted Average</b>					217	\$4,432	\$5,454	\$5,996		\$6,929	\$8,137	\$8,777	121.2%	116.9%	100.9%	125.0%	115.4%	105.9%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 0212 ACCOUNTING TECHNICIAN

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-ClackCo	478		Accounting Specialist 2		13	\$4,185	\$4,953	\$5,288	1.05	\$6,813	\$7,769	\$8,186	
2024-OR-DescCo	1145		ACCOUNTING TECHNICIAN		0	\$4,215		\$5,649		\$7,238		\$9,025	
2024-OR-LaneCo	A022		Accounting Clerk, Sr		16	\$4,047	\$4,918	\$5,411	1.04	\$7,003	\$8,086	\$8,699	
2024-OR-MarionCo	032		Accounting Specialist		11	\$3,720	\$4,697	\$4,978	1.08	\$6,280	\$7,497	\$7,847	
2024-OR-MultCo	6027		Finance Technician		5	\$4,252	\$5,207	\$5,207	1.10	\$7,215	\$8,402	\$8,402	
2024-OR-WashCo	005		Accounting Assistant II		0	\$4,666		\$5,670		\$7,255		\$8,462	
2024-WA-ClarkCo	5		Accounting Assistant III		0	\$3,940		\$5,123		\$6,266		\$7,624	
2024-WA-ThrstnCo	0721		Accounting Assistant II		0	\$3,950		\$5,254		\$6,168		\$7,665	
<b>County Market Average</b>					45	\$4,135	\$4,906	\$5,335		\$6,874	\$7,885	\$8,358	
2024-CompAnalyst	OF13000009		Accounting Clerk III		1	\$3,983	\$4,900	\$5,908	1.01	\$6,094	\$7,163	\$8,338	
2024-MIL-OPES	02.02		Accounting Clerk - Senior	20	83	\$4,666	\$5,626	\$6,248	1.03	\$7,308	\$8,483	\$9,245	
2024-MIL-PACS	02.03		Accounting Clerk - Senior	29	75	\$4,539	\$5,673	\$6,296	1.05	\$6,742	\$8,064	\$8,790	
<b>Purchased Market Average</b>					49	159	\$4,602	\$5,644	\$6,269		\$7,033	\$8,277	\$9,024
2024-ST-CA	4177	A	ACCOUNTANT I (SPECIALIST)		121	\$3,255	\$3,777	\$4,074	1.03	\$5,588	\$6,214	\$6,572	
2024-ST-ID	04248		Financial Technician		74	\$2,869	\$3,789	\$5,737	0.88	\$4,515	\$5,617	\$7,948	
2024-ST-NV	02.303		ACCOUNTING ASSISTANT 2		0	\$3,184		\$4,608		\$4,822		\$6,542	
2024-ST-WA	148N		FISCAL TECHNICIAN 3		18	\$2,954	\$3,642	\$3,912	1.06	\$4,788	\$5,573	\$5,882	
<b>State Market Average</b>					213	\$3,145	\$3,770	\$4,569		\$5,071	\$5,953	\$6,779	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					49	417	\$3,609	\$4,607	\$5,073		\$5,741	\$7,047	\$7,500

### OREGON COMPARISON TO MARKET

#### 0212-Accounting Technician

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
AAON	AFSCME AT DOC SECURITY PLUS	A	P	19	24	\$4,886	\$6,161	\$6,441	1.09	\$7,465	\$8,971	\$9,303
<b>Corrections Wtd Average</b>					24	\$4,886	\$6,161	\$6,441		\$7,465	\$8,971	\$9,303
AD	AFSCME AT ENVIRONMENTAL QUAL	A	P	19	9	\$4,030	\$5,072	\$5,594	1.05	\$6,454	\$7,685	\$8,302

MARKET COMPARISONS					
Salary			Salary and Benefits		
SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
135.4%	133.7%	127.0%	130.0%	127.3%	124.0%
111.7%	110.1%	110.3%	112.4%	109.0%	110.7%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 0212-Accounting Technician (Continued)

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			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	P	19	2	\$4,030	\$4,323	\$5,594	0.90	\$6,454	\$6,800	\$8,302	111.7%	93.8%	110.3%	112.4%	96.5%	110.7%
AL	AFSCME AT LIQUOR CONTROL COMM	A	P	19	6	\$4,030	\$5,177	\$5,594	1.08	\$6,454	\$7,809	\$8,302	111.7%	112.4%	110.3%	112.4%	110.8%	110.7%
AO	AFSCME OR ST POLICE-SUPP UNIT	A	P	19	6	\$4,030	\$4,802	\$5,594	1.00	\$6,454	\$7,366	\$8,302	111.7%	104.2%	110.3%	112.4%	104.5%	110.7%
AS	OR PUB SAFETY ASSOC AT DPSST	A	P	19	2	\$4,030	\$5,594	\$5,594	1.16	\$6,454	\$8,302	\$8,302	111.7%	121.4%	110.3%	112.4%	117.8%	110.7%
AU	AFSCME AT MILITARY	A	P	19	6	\$4,030	\$4,669	\$5,594	0.97	\$6,454	\$7,209	\$8,302	111.7%	101.3%	110.3%	112.4%	102.3%	110.7%
AX	AFSCME AT STATE LANDS	A	P	19	2	\$4,030	\$5,467	\$5,594	1.14	\$6,454	\$8,152	\$8,302	111.7%	118.7%	110.3%	112.4%	115.7%	110.7%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	19	50	\$4,036	\$5,008	\$5,598	1.04	\$6,461	\$7,609	\$8,307	111.8%	108.7%	110.3%	112.5%	108.0%	110.8%
OAI	SEIU STRIKEABLE INST COALITION	A	P	19	11	\$4,036	\$5,221	\$5,598	1.08	\$6,461	\$7,861	\$8,307	111.8%	113.3%	110.3%	112.5%	111.5%	110.8%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	19	32	\$4,036	\$5,199	\$5,598	1.08	\$6,461	\$7,836	\$8,307	111.8%	112.9%	110.3%	112.5%	111.2%	110.8%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	19	72	\$4,036	\$5,135	\$5,598	1.07	\$6,461	\$7,760	\$8,307	111.8%	111.5%	110.3%	112.5%	110.1%	110.8%
UA	UNREPRESENTED	A	P	19	11	\$4,030	\$4,937	\$5,594	1.03	\$6,454	\$7,526	\$8,302	111.7%	107.2%	110.3%	112.4%	106.8%	110.7%
<b>Non-Corrections/Non-Management Wtd Average</b>					209	\$4,035	\$5,084	\$5,597		\$6,460	\$7,699	\$8,306	111.8%	110.4%	110.3%	112.5%	109.2%	110.7%
<b>STATEWIDE Weighted Average</b>					233	\$4,122	\$5,195	\$5,684		\$6,563	\$7,830	\$8,408	114.2%	112.8%	112.0%	114.3%	111.1%	112.1%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 0214 PAYROLL ANALYST

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-ClackCo	064		Payroll Specialist		4	\$4,994	\$5,734	\$6,317	1.01	\$7,820	\$8,742	\$9,467	
2024-OR-LaneCo	A034		Payroll Specialist		3	\$4,585	\$5,399	\$6,120	1.01	\$7,671	\$8,684	\$9,580	
2024-OR-MarionCo	030		Payroll Specialist		2	\$4,777	\$5,401	\$6,403	0.97	\$7,597	\$8,374	\$9,622	
2024-WA-ClarkCo	252		Payroll Analyst		0	\$4,285		\$5,786		\$6,662		\$8,386	
2024-WA-KingCo	2151100		Payroll Specialist		0	\$5,181		\$6,504		\$7,646		\$9,166	
2024-WA-ThrstnCo	0726		Payroll Specialist		0	\$4,354		\$5,793		\$6,632		\$8,284	
<b>County Market Average</b>					9	\$4,759	\$5,549	\$6,210		\$7,536	\$8,641	\$9,308	
2024-CompAnalyst	OF13000028		Payroll Clerk III		1	\$4,350	\$5,475	\$6,650	1.00	\$6,521	\$7,833	\$9,203	
2024-MIL-NWHCS	13.22		Payroll Specialist	75	48	\$4,481	\$5,657	\$6,602	1.02	\$6,674	\$8,045	\$9,147	
2024-MIL-OPES	02.05		Payroll Specialist - Intermediate	18	19	\$4,834	\$5,751	\$6,375	1.03	\$7,513	\$8,636	\$9,400	
2024-MIL-PACS	02.16b		Payroll Specialist - Intermediate**	29	38	\$4,807	\$5,759	\$6,620	1.01	\$7,054	\$8,164	\$9,168	
<b>Purchased Market Average</b>					122	106	\$4,660	\$5,709	\$6,568		\$6,959	\$8,191	\$9,200
2024-ST-CA	1311	B	PAYROLL SPECIALIST		2	\$3,833	\$3,956	\$4,806	0.92	\$6,282	\$6,429	\$7,449	
<b>State Market Average</b>					2	\$3,833	\$3,956	\$4,806		\$6,282	\$6,429	\$7,449	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					122	117	\$4,656	\$5,666	\$6,503		\$7,006	\$8,196	\$9,182

### OREGON COMPARISON TO MARKET

#### 0214-Payroll Analyst

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	Salary		Salary and Benefits			
												SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	
AAON	AFSCME AT DOC SECURITY PLUS	A	P	21	12	\$5,369	\$6,893	\$7,075	1.11	\$8,036	\$9,836	\$10,052	115.3%	121.6%	108.8%	114.7%	120.0%	109.5%
<b>Corrections Wtd Average</b>					12	\$5,369	\$6,893	\$7,075		\$8,036	\$9,836	\$10,052	115.3%	121.6%	108.8%	114.7%	120.0%	109.5%
MMN	MGT SVC NONSUPERVISORY	A	P	21	2	\$4,768	\$5,525	\$6,374	0.99	\$7,326	\$8,220	\$9,224	102.4%	97.5%	98.0%	104.6%	100.3%	100.5%
<b>Management Wtd Average</b>					2	\$4,768	\$5,525	\$6,374		\$7,326	\$8,220	\$9,224	102.4%	97.5%	98.0%	104.6%	100.3%	100.5%
AD	AFSCME AT ENVIRONMENTAL QUAL	A	P	21	1	\$4,425	\$6,143	\$6,143	1.16	\$6,921	\$8,951	\$8,951	95.0%	108.4%	94.5%	98.8%	109.2%	97.5%
AO	AFSCME OR ST POLICE-SUPP UNIT	A	P	21	5	\$4,425	\$4,809	\$6,143	0.91	\$6,921	\$7,374	\$8,951	95.0%	84.9%	94.5%	98.8%	90.0%	97.5%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 0214-Payroll Analyst (Continued)

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	Salary			Salary and Benefits		
													SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
AS	OR PUB SAFETY ASSOC AT DPSST	A	P	21	1	\$4,425	\$5,594	\$6,143	1.06	\$6,921	\$8,302	\$8,951	95.0%	98.7%	94.5%	98.8%	101.3%	97.5%
AU	AFSCME AT MILITARY	A	P	21	3	\$4,425	\$5,279	\$6,143	1.00	\$6,921	\$7,930	\$8,951	95.0%	93.2%	94.5%	98.8%	96.8%	97.5%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	21	13	\$4,425	\$5,477	\$6,146	1.04	\$6,921	\$8,164	\$8,954	95.0%	96.7%	94.5%	98.8%	99.6%	97.5%
OAI	SEIU STRIKEABLE INST COALITION	A	P	21	4	\$4,425	\$5,202	\$6,146	0.98	\$6,921	\$7,839	\$8,954	95.0%	91.8%	94.5%	98.8%	95.6%	97.5%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	21	15	\$4,425	\$5,505	\$6,146	1.04	\$6,921	\$8,196	\$8,954	95.0%	97.1%	94.5%	98.8%	100.0%	97.5%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	21	17	\$4,425	\$5,059	\$6,146	0.96	\$6,921	\$7,670	\$8,954	95.0%	89.3%	94.5%	98.8%	93.6%	97.5%
UA	UNREPRESENTED	A	P	21	2	\$4,423	\$5,470	\$6,143	1.04	\$6,918	\$8,155	\$8,951	95.0%	96.5%	94.5%	98.8%	99.5%	97.5%
<b>Non-Corrections/Non-Management Wtd Average</b>					61	\$4,425	\$5,297	\$6,145		\$6,921	\$7,952	\$8,953	95.0%	93.5%	94.5%	98.8%	97.0%	97.5%
<b>STATEWIDE Weighted Average</b>					75	\$4,585	\$5,559	\$6,300		\$7,110	\$8,260	\$9,136	98.5%	98.1%	96.9%	101.5%	100.8%	99.5%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 0251 STATE LIBRARY SPECIALIST 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-ClackCo	253		Library Assistant		15	\$3,624	\$4,239	\$4,559	1.04	\$6,115	\$6,880	\$7,279	
2024-OR-MultCo	7202		Library Clerk		0	\$3,685		\$4,505		\$6,511		\$7,530	
2024-OR-WashCo	251		Library Assistant		0	\$4,337		\$5,273		\$6,859		\$7,985	
<b>County Market Average</b>					15	\$3,670	\$4,239	\$4,598		\$6,182	\$6,880	\$7,335	
2024-CompAnalyst	ED03000020		Library Assistant III		1	\$3,883	\$4,892	\$6,575	0.95	\$5,977	\$7,153	\$9,115	
2024-MIL-OPES	09.02		Library Technician - Intermediate	13	28	\$3,908	\$4,357	\$5,083	0.97	\$6,380	\$6,929	\$7,818	
<b>Purchased Market Average</b>					13	29	\$3,907	\$4,375	\$5,131		\$6,367	\$6,937	\$7,859
2024-ST-CA	1307	A	LIBRARY TECHNICAL ASSISTANT I		27	\$3,301	\$3,945	\$4,131	1.06	\$5,643	\$6,416	\$6,640	
2024-ST-ID	02931		Library Assistant 1		0	\$2,525		\$5,050		\$4,104		\$7,125	
2024-ST-NV	04.119		LIBRARY ASSISTANT 2		0	\$2,943		\$4,232		\$4,531		\$6,088	
2024-ST-WA	2621		LIBRARY & ARCHIVES PARAPROFESSIONAL 1		3	\$2,633	\$3,022	\$3,477	0.99	\$4,421	\$4,865	\$5,385	
<b>State Market Average</b>					30	\$3,188	\$3,853	\$4,110		\$5,392	\$6,261	\$6,495	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					13	74	\$3,560	\$4,136	\$4,597		\$5,924	\$6,651	\$7,185

### OREGON COMPARISON TO MARKET

#### 0251-State Library Specialist 1

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			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	12	1	\$3,427	\$3,427	\$4,036	0.92	\$5,742	\$5,742	\$6,461	96.3%	82.9%	87.8%	96.9%	86.3%	89.9%
<b>Non-Corrections/Non-Management Wtd Average</b>					1	\$3,427	\$3,427	\$4,036		\$5,742	\$5,742	\$6,461	96.3%	82.9%	87.8%	96.9%	86.3%	89.9%
<b>STATEWIDE Weighted Average</b>					1	\$3,427	\$3,427	\$4,036		\$5,742	\$5,742	\$6,461	96.3%	82.9%	87.8%	96.9%	86.3%	89.9%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 0252 STATE LIBRARY SPECIALIST 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-MarionCo	099		Library Assistant		0	\$3,643		\$4,881		\$6,185		\$7,726	
2024-OR-MultCo	7211		Library Assistant		72	\$4,377	\$4,930	\$5,359	1.01	\$7,370	\$8,059	\$8,592	
2024-OR-WashCo	252		Library Assistant, Senior		0	\$4,789		\$5,822		\$7,403		\$8,645	
<b>County Market Average</b>					72	\$4,388	\$4,930	\$5,377		\$7,357	\$8,059	\$8,584	
2024-MIL-OPES	09.03		Library Technician - Senior	9	72	\$4,348	\$4,997	\$5,688	1.00	\$6,919	\$7,713	\$8,558	
<b>Purchased Market Average</b>					9	72	\$4,348	\$4,997	\$5,688		\$6,919	\$7,713	\$8,558
2024-ST-CA	1308		LIBRARY TECHNICAL ASSISTANT II		3	\$3,572	\$4,471	\$4,471	1.11	\$5,969	\$7,048	\$7,048	
2024-ST-ID	02929		Library Assistant 2		1	\$2,869	\$3,124	\$5,737	0.73	\$4,515	\$4,821	\$7,948	
2024-ST-NV	04.122		LIBRARY TECHNICIAN 1		0	\$3,450		\$5,025		\$5,143		\$7,045	
2024-ST-WA	262L		LIBRARY AND ARCHIVES PARAPROFESSIONAL 3		9	\$3,165	\$4,210	\$4,213	1.14	\$5,029	\$6,222	\$6,226	
2024-ST-WA	262J		LIBRARY & ARCHIVES PARAPROFESSIONAL 2		9	\$3,022	\$3,994	\$4,010	1.14	\$4,865	\$5,976	\$5,994	
<b>State Market Average</b>					22	\$3,174	\$4,108	\$4,300		\$5,073	\$6,170	\$6,382	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					9	166	\$4,207	\$4,851	\$5,361		\$6,864	\$7,659	\$8,274

### OREGON COMPARISON TO MARKET

#### 0252-State Library Specialist 2

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			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	18	8	\$3,865	\$5,077	\$5,345	1.10	\$6,259	\$7,691	\$8,008	91.9%	104.7%	99.7%	91.2%	100.4%	96.8%
<b>Non-Corrections/Non-Management Wtd Average</b>					8	\$3,865	\$5,077	\$5,345		\$6,259	\$7,691	\$8,008	91.9%	104.7%	99.7%	91.2%	100.4%	96.8%
<b>STATEWIDE Weighted Average</b>					8	\$3,865	\$5,077	\$5,345		\$6,259	\$7,691	\$8,008	91.9%	104.7%	99.7%	91.2%	100.4%	96.8%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 0322 PUBLIC SERVICE REPRESENTATIVE 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2024-OR-ClackCo	232		Information & Referral Spec 1		0	\$3,624		\$4,559		\$6,115		\$7,279
2024-WA-KingCo	4300100		Customer Service Specialist I		0	\$3,819		\$4,852		\$6,082		\$7,268
<b>County Market Average</b>						\$3,722		\$4,705		\$6,098		\$7,273
2024-MIL-NWHCS	13.08		Telephone Operator	33	262	\$3,150	\$4,038	\$4,585	1.04	\$5,122	\$6,157	\$6,795
2024-MIL-PACS	10.01		Customer Service Representative - Entry	12	268	\$3,181	\$3,464	\$4,613	0.89	\$5,159	\$5,488	\$6,828
<b>Purchased Market Average</b>						\$3,166	\$3,748	\$4,599		\$5,141	\$5,819	\$6,812
2024-ST-ID	01121		Customer Service Representative 1		23	\$2,525	\$3,348	\$5,050	0.88	\$4,104	\$5,088	\$7,125
2024-ST-WA	102B		CUSTOMER SERVICE SPECIALIST 2		268	\$3,022	\$3,844	\$4,010	1.09	\$4,865	\$5,804	\$5,994
<b>State Market Average</b>						\$2,982	\$3,805	\$4,093		\$4,805	\$5,748	\$6,084
<b>OVERALL WEIGHTED MARKET AVERAGE</b>						\$3,102	\$3,768	\$4,420		\$5,024	\$5,794	\$6,556

### OREGON COMPARISON TO MARKET

#### 0322-Public Service Representative 2

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	13	2	\$3,427	\$3,427	\$4,222	0.90	\$5,742	\$5,742	\$6,681
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	13	1	\$3,427	\$3,427	\$4,222	0.90	\$5,742	\$5,742	\$6,681
UA	UNREPRESENTED	A	P	13	2	\$3,425	\$3,884	\$4,220	1.02	\$5,739	\$6,282	\$6,679
<b>Non-Corrections/Non-Management Wtd Average</b>						\$3,426	\$3,610	\$4,221		\$5,741	\$5,958	\$6,680
<b>STATEWIDE Weighted Average</b>						\$3,426	\$3,610	\$4,221		\$5,741	\$5,958	\$6,680

MARKET COMPARISONS					
Salary			Salary and Benefits		
SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
110.5%	91.0%	95.5%	114.3%	99.1%	101.9%
110.5%	91.0%	95.5%	114.3%	99.1%	101.9%
110.4%	103.1%	95.5%	114.2%	108.4%	101.9%
110.4%	95.8%	95.5%	114.3%	102.8%	101.9%
110.4%	95.8%	95.5%	114.3%	102.8%	101.9%



# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 0323 PUBLIC SERVICE REPRESENTATIVE 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-ClackCo	041		Customer Information Spec		4	\$4,185	\$5,222	\$5,288	1.10	\$6,813	\$8,104	\$8,186	
2024-WA-KingCo	4300200		Customer Service Specialist II		0	\$4,217		\$5,353		\$6,539		\$7,843	
<b>County Market Average</b>					4	\$4,192	\$5,222	\$5,301		\$6,758	\$8,104	\$8,118	
2024-MIL-OPES	04.12b		Customer Service Representative	13	120	\$3,787	\$4,433	\$5,041	1.00	\$6,232	\$7,023	\$7,766	
2024-MIL-PACS	10.02		Customer Service Representative - Intermediate	28	172	\$3,750	\$4,052	\$5,204	0.91	\$5,822	\$6,174	\$7,517	
<b>Purchased Market Average</b>					41	292	\$3,765	\$4,209	\$5,137		\$5,990	\$6,523	\$7,620
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					41	296	\$3,772	\$4,222	\$5,140		\$6,003	\$6,544	\$7,628

### OREGON COMPARISON TO MARKET

#### 0323-Public Service Representative 3

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	15	51	\$3,427	\$3,927	\$4,639	0.97	\$5,742	\$6,332	\$7,174	90.8%	93.0%	90.3%	95.6%	96.8%	94.0%
OAI	SEIU STRIKEABLE INST COALITION	A	P	15	8	\$3,427	\$4,312	\$4,639	1.07	\$5,742	\$6,787	\$7,174	90.8%	102.1%	90.3%	95.6%	103.7%	94.0%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	15	21	\$3,427	\$4,205	\$4,639	1.04	\$5,742	\$6,661	\$7,174	90.8%	99.6%	90.3%	95.6%	101.8%	94.0%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	15	45	\$3,427	\$3,871	\$4,639	0.96	\$5,742	\$6,266	\$7,174	90.8%	91.7%	90.3%	95.6%	95.8%	94.0%
UA	UNREPRESENTED	A	P	15	3	\$3,425	\$3,975	\$4,636	0.99	\$5,739	\$6,389	\$7,170	90.8%	94.1%	90.2%	95.6%	97.6%	94.0%
<b>Non-Corrections/Non-Management Wtd Average</b>					128	\$3,427	\$3,978	\$4,639		\$5,742	\$6,393	\$7,174	90.8%	94.2%	90.3%	95.6%	97.7%	94.0%
<b>STATEWIDE Weighted Average</b>					128	\$3,427	\$3,978	\$4,639		\$5,742	\$6,393	\$7,174	90.8%	94.2%	90.3%	95.6%	97.7%	94.0%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 0324 PUBLIC SERVICE REPRESENTATIVE 4

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2024-OR-DescCo	1012		ADMIN SUPPORT TECHNICIAN		0	\$3,823		\$5,123		\$6,750		\$8,370
2024-WA-KingCo	4300300		Customer Service Specialist III		0	\$4,646		\$5,895		\$7,032		\$8,466
<b>County Market Average</b>						\$3,869		\$5,166		\$6,765		\$8,376
2024-MIL-PACS	10.03		Customer Service Representative - Senior	20	32	\$4,308	\$4,707	\$6,002	0.91	\$6,473	\$6,938	\$8,447
<b>Purchased Market Average</b>						\$4,308	\$4,707	\$6,002		\$6,473	\$6,938	\$8,447
<b>OVERALL WEIGHTED MARKET AVERAGE</b>						\$4,165	\$4,707	\$5,728		\$6,569	\$6,938	\$8,424

### OREGON COMPARISON TO MARKET

#### 0324-Public Service Representative 4

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
MENN	EXEC SVC NONSUPERVISORY	A	P	20	2	\$4,555	\$5,798	\$6,071	1.09	\$7,074	\$8,543	\$8,866	109.4%	123.2%	106.0%	107.7%	123.1%	105.2%
<b>Management Wtd Average</b>					2	\$4,555	\$5,798	\$6,071		\$7,074	\$8,543	\$8,866	109.4%	123.2%	106.0%	107.7%	123.1%	105.2%
AB	AFSCME AT CONST CONTRACTORS BD	A	P	20	13	\$4,220	\$5,839	\$5,859	1.16	\$6,679	\$8,591	\$8,615	101.3%	124.0%	102.3%	101.7%	123.8%	102.3%
AD	AFSCME AT ENVIRONMENTAL QUAL	A	P	20	2	\$4,220	\$5,338	\$5,859	1.06	\$6,679	\$7,999	\$8,615	101.3%	113.4%	102.3%	101.7%	115.3%	102.3%
AO	AFSCME OR ST POLICE-SUPP UNIT	A	P	20	22	\$4,220	\$5,180	\$5,859	1.03	\$6,679	\$7,812	\$8,615	101.3%	110.0%	102.3%	101.7%	112.6%	102.3%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	20	60	\$4,222	\$5,268	\$5,861	1.05	\$6,681	\$7,917	\$8,617	101.4%	111.9%	102.3%	101.7%	114.1%	102.3%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	20	10	\$4,222	\$5,363	\$5,861	1.06	\$6,681	\$8,029	\$8,617	101.4%	113.9%	102.3%	101.7%	115.7%	102.3%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	20	103	\$4,222	\$5,282	\$5,861	1.05	\$6,681	\$7,934	\$8,617	101.4%	112.2%	102.3%	101.7%	114.4%	102.3%
UA	UNREPRESENTED	A	P	20	7	\$4,220	\$5,099	\$5,859	1.01	\$6,679	\$7,717	\$8,615	101.3%	108.3%	102.3%	101.7%	111.2%	102.3%
<b>Non-Corrections/Non-Management Wtd Average</b>					217	\$4,222	\$5,300	\$5,861		\$6,680	\$7,954	\$8,617	101.4%	112.6%	102.3%	101.7%	114.7%	102.3%
<b>STATEWIDE Weighted Average</b>					219	\$4,225	\$5,304	\$5,863		\$6,684	\$7,960	\$8,619	101.4%	112.7%	102.3%	101.8%	114.7%	102.3%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 0331 TRANSPORTATION SERVICES REPRESENTATIVE 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-WA-ClarkCo	221		License Specialist I		0	\$3,624		\$4,710		\$5,903		\$7,150	
<b>County Market Average</b>						\$3,624		\$4,710		\$5,903		\$7,150	
2024-ST-CA	1897	C	MOTOR VEHICLE REPRESENTATIVE		758	\$3,584	\$4,344	\$4,492	1.08	\$5,982	\$6,895	\$7,073	
2024-ST-ID	01104		Technical Records Specialist 1		306	\$2,869	\$3,547	\$5,737	0.82	\$4,515	\$5,327	\$7,948	
2024-ST-NV	11.424		DMV SERVICES TECHNICIAN 3		0	\$3,450		\$5,025		\$5,143		\$7,045	
2024-ST-WA	458F		LICENSING SERVICES REPRESENTATIVE 2		10	\$3,731	\$4,540	\$5,010	1.04	\$5,675	\$6,599	\$7,136	
<b>State Market Average</b>						1,074	\$3,420	\$4,119	\$4,878		\$5,461	\$6,446	\$7,214
<b>OVERALL WEIGHTED MARKET AVERAGE</b>						0	1,074	\$3,420	\$4,119	\$4,878	\$5,461	\$6,446	\$7,214

### OREGON COMPARISON TO MARKET

#### 0331-Transportation Services Representative 1

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	18	245	\$3,865	\$4,669	\$5,345	1.01	\$6,259	\$7,209	\$8,008
UA	UNREPRESENTED	A	P	18	8	\$3,863	\$4,338	\$5,340	0.94	\$6,257	\$6,818	\$8,002
<b>Non-Corrections/Non-Management Wtd Average</b>					253	\$3,865	\$4,658	\$5,345		\$6,259	\$7,197	\$8,008
<b>STATEWIDE Weighted Average</b>					253	\$3,865	\$4,658	\$5,345		\$6,259	\$7,197	\$8,008

MARKET COMPARISONS					
Salary			Salary and Benefits		
SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
113.0%	113.4%	109.6%	114.6%	111.8%	111.0%
113.0%	105.3%	109.5%	114.6%	105.8%	110.9%
113.0%	113.1%	109.6%	114.6%	111.6%	111.0%
113.0%	113.1%	109.6%	114.6%	111.6%	111.0%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 0332 TRANSPORTATION SERVICES REPRESENTATIVE 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			Insufficient Market Emp Avg X
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-WA-ClarkCo	222		License Specialist II		0	\$3,940		\$5,123		\$6,266		\$7,624	
2024-WA-ThrstnCo	0150		Licensing Specialist		0	\$3,762		\$5,004		\$5,951		\$7,378	
<b>County Market Average</b>						\$3,851		\$5,063		\$6,109		\$7,501	
2024-ST-CA	8758		LICENSING-REGISTRATION EXAMINER, DEPARTI		131	\$4,059	\$4,797	\$4,978	1.06	\$6,554	\$7,440	\$7,656	
2024-ST-NV	11.423		DMV SERVICES TECHNICIAN 4		0	\$3,744		\$5,473		\$5,499		\$7,587	
<b>State Market Average</b>						\$3,931	\$4,797	\$5,179		\$6,125	\$7,440	\$7,628	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	\$3,931	\$4,797	\$5,178		\$6,125	\$7,440	\$7,627	

### OREGON COMPARISON TO MARKET

#### 0332-Transportation Services Representative 2

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	20	27	\$4,222	\$5,309	\$5,861	1.05	\$6,681	\$7,966	\$8,617	107.4%	113.2%	109.1%	113.0%
UA	UNREPRESENTED	A	P	20	32	\$4,220	\$5,511	\$5,859	1.09	\$6,679	\$8,204	\$8,615	107.4%	113.2%	109.0%	113.0%
<b>Non-Corrections/Non-Management Wtd Average</b>					59	\$4,221	\$5,419	\$5,860		\$6,680	\$8,095	\$8,616	107.4%	113.2%	109.1%	113.0%
<b>STATEWIDE Weighted Average</b>					59	\$4,221	\$5,419	\$5,860		\$6,680	\$8,095	\$8,616	107.4%	113.2%	109.1%	113.0%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 0405 MAIL SERVICES ASSISTANT

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-LaneCo	A002		Mail Clerk		1	\$3,011	\$4,020	\$4,020	1.14	\$5,714	\$6,969	\$6,969	
2024-WA-ThrstnCo	1417		Mail Services Technician		0	\$3,411		\$4,539		\$5,548		\$6,844	
<b>County Market Average</b>					1	\$3,211	\$4,020	\$4,279		\$5,631	\$6,969	\$6,906	
2024-CompAnalyst	OF13000015		Mail Clerk		1	\$2,625	\$3,225	\$3,767	1.02	\$4,510	\$5,210	\$5,841	
2024-MIL-PACS	01.16		Mail Clerk	12	7	\$3,336	\$3,993	\$4,808	0.98	\$5,339	\$6,105	\$7,055	
<b>Purchased Market Average</b>					12	8	\$3,277	\$3,897	\$4,721		\$5,270	\$5,993	\$6,954
2024-ST-NV	02.129		MAIL SERVICE CLERK 2		0	\$3,028		\$4,355		\$4,633		\$6,236	
<b>State Market Average</b>							\$3,028	\$4,355		\$4,633		\$6,236	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					12	9	\$3,162	\$3,911	\$4,525		\$5,019	\$6,102	\$6,634

### OREGON COMPARISON TO MARKET

#### 0405-Mail Services Assistant

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			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	13	4	\$3,427	\$3,825	\$4,222	1.00	\$5,742	\$6,211	\$6,681	108.4%	97.8%	93.3%	114.4%	101.8%	100.7%
<b>Non-Corrections/Non-Management Wtd Average</b>					4	\$3,427	\$3,825	\$4,222		\$5,742	\$6,211	\$6,681	108.4%	97.8%	93.3%	114.4%	101.8%	100.7%
<b>STATEWIDE Weighted Average</b>					4	\$3,427	\$3,825	\$4,222		\$5,742	\$6,211	\$6,681	108.4%	97.8%	93.3%	114.4%	101.8%	100.7%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 0435 PROCUREMENT AND CONTRACT ASSISTANT

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-ClackCo	194		Procurement & Contract Assist		2	\$4,994	\$6,316	\$6,317	1.12	\$7,820	\$9,467	\$9,467	
2024-OR-MultCo	6011		Contract Technician		2	\$5,058	\$5,850	\$6,193	1.04	\$8,217	\$9,201	\$9,628	
2024-WA-ClarkCo	30		Buyer Assistant		0	\$3,940		\$5,123		\$6,266		\$7,624	
<b>County Market Average</b>					4	\$4,809	\$6,083	\$6,028		\$7,668	\$9,334	\$9,163	
2024-MIL-PACS	08.01a		Buyer - Entry	12	27	\$4,246	\$5,345	\$6,001	1.04	\$6,400	\$7,681	\$8,446	
<b>Purchased Market Average</b>					12	\$4,246	\$5,345	\$6,001		\$6,400	\$7,681	\$8,446	
2024-ST-CA	4707	C	BUSINESS SERVICE ASSISTANT (SPECIALIST)		31	\$3,599	\$4,415	\$4,504	1.09	\$6,000	\$6,981	\$7,087	
2024-ST-NV	07.319		PURCHASING TECHNICIAN 2		0	\$3,450		\$5,025		\$5,143		\$7,045	
<b>State Market Average</b>					31	\$3,579	\$4,415	\$4,572		\$5,888	\$6,981	\$7,081	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					12	62	\$3,924	\$4,928	\$5,227		\$6,213	\$7,438	\$7,756

### OREGON COMPARISON TO MARKET

#### 0435-Procurement And Contract Assistant

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
AAON	AFSCME AT DOC SECURITY PLUS	A	P	19	1	\$4,886	\$6,441	\$6,441	1.14	\$7,465	\$9,303	\$9,303	124.5%	130.7%	123.2%	120.2%	125.1%	119.9%
<b>Corrections Wtd Average</b>					1	\$4,886	\$6,441	\$6,441		\$7,465	\$9,303	\$9,303	124.5%	130.7%	123.2%	120.2%	125.1%	119.9%
AD	AFSCME AT ENVIRONMENTAL QUAL	A	P	19	1	\$4,030	\$4,425	\$5,594	0.92	\$6,454	\$6,921	\$8,302	102.7%	89.8%	107.0%	103.9%	93.0%	107.0%
AO	AFSCME OR ST POLICE-SUPP UNIT	A	P	19	1	\$4,030	\$5,340	\$5,594	1.11	\$6,454	\$8,002	\$8,302	102.7%	108.4%	107.0%	103.9%	107.6%	107.0%
AU	AFSCME AT MILITARY	A	P	19	1	\$4,030	\$4,638	\$5,594	0.96	\$6,454	\$7,172	\$8,302	102.7%	94.1%	107.0%	103.9%	96.4%	107.0%
AX	AFSCME AT STATE LANDS	A	P	19	1	\$4,030	\$5,594	\$5,594	1.16	\$6,454	\$8,302	\$8,302	102.7%	113.5%	107.0%	103.9%	111.6%	107.0%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	19	5	\$4,036	\$4,991	\$5,598	1.04	\$6,461	\$7,590	\$8,307	102.8%	101.3%	107.1%	104.0%	102.0%	107.1%
OAI	SEIU STRIKEABLE INST COALITION	A	P	19	2	\$4,036	\$5,493	\$5,598	1.14	\$6,461	\$8,182	\$8,307	102.8%	111.5%	107.1%	104.0%	110.0%	107.1%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	19	3	\$4,036	\$5,077	\$5,598	1.05	\$6,461	\$7,692	\$8,307	102.8%	103.0%	107.1%	104.0%	103.4%	107.1%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	19	14	\$4,036	\$5,115	\$5,598	1.06	\$6,461	\$7,736	\$8,307	102.8%	103.8%	107.1%	104.0%	104.0%	107.1%
<b>Non-Corrections/Non-Management Wtd Average</b>					28	\$4,035	\$5,099	\$5,597		\$6,460	\$7,718	\$8,306	102.8%	103.5%	107.1%	104.0%	103.8%	107.1%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

STATEWIDE Weighted Average

29

\$4,064

\$5,146

\$5,627

\$6,495

\$7,772

\$8,340

103.6%

104.4%

107.6%

104.5%

104.5%

107.5%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 0436 PROCUREMENT & CONTRACT SPECIALIST 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-MarionCo	307		Contracts Specialist		7	\$4,777	\$5,890	\$6,403	1.05	\$7,597	\$8,984	\$9,622	
<b>County Market Average</b>					7	\$4,777	\$5,890	\$6,403		\$7,597	\$8,984	\$9,622	
2024-CompAnalyst	MM18000004		Purchasing Clerk IV		1	\$4,692	\$5,925	\$7,433	1.00	\$6,920	\$8,358	\$10,116	
2024-CompAnalyst	MM18000001		Buyer I		1	\$4,550	\$5,442	\$6,708	0.98	\$6,754	\$7,794	\$9,271	
2024-MIL-NWHCS	13.19		Buyer / Purchasing Agent	66	109	\$4,323	\$5,556	\$6,428	1.03	\$6,489	\$7,928	\$8,944	
2024-MIL-OPES	04.14		Buyer / Purchasing Agent	15	35	\$5,604	\$7,089	\$7,442	1.09	\$8,455	\$10,273	\$10,706	
2024-MIL-PACS	08.01b		Buyer - Intermediate	19	61	\$5,115	\$6,244	\$7,224	1.01	\$7,413	\$8,729	\$9,872	
<b>Purchased Market Average</b>					100	207	\$4,776	\$6,019	\$6,840		\$7,097	\$8,562	\$9,523
2024-ST-CA	4720	A	BUSINESS SERVICE OFFICER I (SPECIALIST)		51	\$4,149	\$4,889	\$5,194	1.05	\$6,661	\$7,549	\$7,915	
2024-ST-WA	144F		CONTRACTS SPECIALIST 1		20	\$3,818	\$4,761	\$5,132	1.06	\$5,775	\$6,852	\$7,275	
<b>State Market Average</b>					71	\$4,056	\$4,853	\$5,176		\$6,411	\$7,353	\$7,735	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					100	285	\$4,596	\$5,726	\$6,415		\$6,939	\$8,271	\$9,080

### OREGON COMPARISON TO MARKET

#### 0436-Procurement & Contract Specialist 1

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
AAON	AFSCME AT DOC SECURITY PLUS	A	P	23	2	\$5,369	\$7,766	\$7,766	1.18	\$8,036	\$10,868	\$10,868	116.8%	135.6%	121.1%	115.8%	131.4%	119.7%
<b>Corrections Wtd Average</b>					2	\$5,369	\$7,766	\$7,766		\$8,036	\$10,868	\$10,868	116.8%	135.6%	121.1%	115.8%	131.4%	119.7%
AL	AFSCME AT LIQUOR CONTROL COMM	A	P	23	1	\$4,425	\$5,594	\$6,757	1.00	\$6,921	\$8,302	\$9,676	96.3%	97.7%	105.3%	99.7%	100.4%	106.6%
AS	OR PUB SAFETY ASSOC AT DPSST	A	P	23	1	\$4,425	\$6,757	\$6,757	1.21	\$6,921	\$9,676	\$9,676	96.3%	118.0%	105.3%	99.7%	117.0%	106.6%
AU	AFSCME AT MILITARY	A	P	23	2	\$4,425	\$6,308	\$6,757	1.13	\$6,921	\$9,146	\$9,676	96.3%	110.2%	105.3%	99.7%	110.6%	106.6%
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	23	4	\$4,411	\$6,040	\$6,842	1.07	\$6,904	\$8,828	\$9,776	96.0%	105.5%	106.7%	99.5%	106.7%	107.7%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	23	7	\$4,425	\$5,978	\$6,763	1.07	\$6,921	\$8,756	\$9,683	96.3%	104.4%	105.4%	99.7%	105.9%	106.6%
OAI	SEIU STRIKEABLE INST COALITION	A	P	23	4	\$4,425	\$5,910	\$6,763	1.06	\$6,921	\$8,675	\$9,683	96.3%	103.2%	105.4%	99.7%	104.9%	106.6%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	23	7	\$4,425	\$6,321	\$6,763	1.13	\$6,921	\$9,161	\$9,683	96.3%	110.4%	105.4%	99.7%	110.8%	106.6%



# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 0436-Procurement & Contract Specialist 1 (Continued)

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	23	11	\$4,425	\$5,701	\$6,763	1.02	\$6,921	\$8,428	\$9,683	96.3%	99.6%	105.4%	99.7%	101.9%	106.6%
UA	UNREPRESENTED	A	P	23	3	\$4,423	\$5,251	\$6,757	0.94	\$6,918	\$7,897	\$9,676	96.2%	91.7%	105.3%	99.7%	95.5%	106.6%
<b>Non-Corrections/Non-Management Wtd Average</b>					40	\$4,423	\$5,933	\$6,770		\$6,919	\$8,702	\$9,691	96.2%	103.6%	105.5%	99.7%	105.2%	106.7%
<b>STATEWIDE Weighted Average</b>					42	\$4,468	\$6,020	\$6,817		\$6,972	\$8,806	\$9,747	97.2%	105.1%	106.3%	100.5%	106.5%	107.4%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 0437 PROCUREMENT & CONTRACT SPECIALIST 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2024-OR-ClackCo	195		Procurement & Contract Analyst		3	\$5,739	\$6,964	\$7,287	1.07	\$8,748	\$10,274	\$10,676
2024-OR-DescCo	1211		CONTRACT SPECIALIST		0	\$4,879		\$6,539		\$8,066		\$10,134
2024-OR-MultCo	6015		Contract Specialist		3	\$6,020	\$6,650	\$7,381	0.99	\$9,413	\$10,196	\$11,104
2024-OR-MultCo	6112		Procurement Analyst		7	\$6,020	\$6,693	\$7,381	1.00	\$9,413	\$10,250	\$11,104
2024-OR-WashCo	021		Procurement Analyst II		0	\$7,171		\$8,719		\$10,267		\$12,128
2024-WA-ThrstnCo	0537		Procurement & Contract Specialist I		0	\$5,041		\$6,705		\$7,421		\$9,332
<b>County Market Average</b>					13	\$5,907	\$6,746	\$7,352		\$9,133	\$10,243	\$10,916
2024-CompAnalyst	MM18000002		Buyer II		1	\$5,242	\$6,267	\$7,708	0.97	\$7,561	\$8,756	\$10,437
2024-MIL-OPES	04.16		Contract Administrator		6	\$5,989	\$7,343	\$8,293	1.03	\$8,928	\$10,584	\$11,747
2024-MIL-PACS	08.01c		Buyer - Senior		16	\$6,064	\$7,886	\$8,487	1.08	\$8,519	\$10,644	\$11,345
<b>Purchased Market Average</b>					22	\$6,031	\$7,708	\$8,422		\$8,621	\$10,600	\$11,445
2024-ST-CA	4970		BUSINESS SERVICE OFFICER II (SPECIALIST)		5	\$4,547	\$5,497	\$5,693	1.07	\$7,139	\$8,279	\$8,515
2024-ST-ID	01536		Buyer		25	\$3,682	\$4,663	\$7,364	0.84	\$5,488	\$6,662	\$9,893
2024-ST-WA	144G		CONTRACTS SPECIALIST 2		49	\$4,422	\$5,511	\$5,955	1.06	\$6,464	\$7,708	\$8,215
<b>State Market Average</b>					79	\$4,198	\$5,242	\$6,379		\$6,201	\$7,413	\$8,758
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					22	\$5,141	\$6,428	\$7,341		\$7,511	\$9,017	\$10,108

### OREGON COMPARISON TO MARKET

#### 0437-Procurement & Contract Specialist 2

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	Salary		Salary and Benefits			
													SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
AAON	AFSCME AT DOC SECURITY PLUS	A	P	27	2	\$6,453	\$9,383	\$9,383	1.19	\$9,317	\$12,779	\$12,779	125.5%	146.0%	127.8%	124.0%	141.7%	126.4%
<b>Corrections Wtd Average</b>					2	\$6,453	\$9,383	\$9,383		\$9,317	\$12,779	\$12,779	125.5%	146.0%	127.8%	124.0%	141.7%	126.4%
AD	AFSCME AT ENVIRONMENTAL QUAL	A	P	27	4	\$5,340	\$7,539	\$8,172	1.12	\$8,002	\$10,599	\$11,348	103.9%	117.3%	111.3%	106.5%	117.5%	112.3%
AG	AFSCME AT LAND CONSERV DVLPMT	A	P	27	1	\$5,340	\$6,143	\$8,172	0.91	\$8,002	\$8,951	\$11,348	103.9%	95.6%	111.3%	106.5%	99.3%	112.3%
AL	AFSCME AT LIQUOR CONTROL COMM	A	P	27	1	\$5,340	\$8,172	\$8,172	1.21	\$8,002	\$11,348	\$11,348	103.9%	127.1%	111.3%	106.5%	125.8%	112.3%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 0437-Procurement & Contract Specialist 2 (Continued)

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			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	P	27	1	\$5,340	\$7,097	\$8,172	1.05	\$8,002	\$10,078	\$11,348	103.9%	110.4%	111.3%	106.5%	111.8%	112.3%
AS	OR PUB SAFETY ASSOC AT DPSST	A	P	27	1	\$5,340	\$8,172	\$8,172	1.21	\$8,002	\$11,348	\$11,348	103.9%	127.1%	111.3%	106.5%	125.8%	112.3%
AU	AFSCME AT MILITARY	A	P	27	4	\$5,340	\$7,284	\$8,172	1.08	\$8,002	\$10,298	\$11,348	103.9%	113.3%	111.3%	106.5%	114.2%	112.3%
AV	AFSCME MILITRY OREG EMERG MGMT	A	P	27	1	\$5,340	\$7,431	\$8,172	1.10	\$8,002	\$10,472	\$11,348	103.9%	115.6%	111.3%	106.5%	116.1%	112.3%
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	27	7	\$5,364	\$7,180	\$8,317	1.05	\$8,030	\$10,176	\$11,519	104.3%	111.7%	113.3%	106.9%	112.8%	114.0%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	27	15	\$5,345	\$6,909	\$8,177	1.02	\$8,008	\$9,855	\$11,354	104.0%	107.5%	111.4%	106.6%	109.3%	112.3%
OAI	SEIU STRIKEABLE INST COALITION	A	P	27	1	\$5,345	\$8,177	\$8,177	1.21	\$8,008	\$11,354	\$11,354	104.0%	127.2%	111.4%	106.6%	125.9%	112.3%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	27	16	\$5,345	\$7,007	\$8,177	1.04	\$8,008	\$9,972	\$11,354	104.0%	109.0%	111.4%	106.6%	110.6%	112.3%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	27	27	\$5,345	\$7,024	\$8,177	1.04	\$8,008	\$9,992	\$11,354	104.0%	109.3%	111.4%	106.6%	110.8%	112.3%
UA	UNREPRESENTED	A	P	27	5	\$5,340	\$7,609	\$8,172	1.13	\$8,002	\$10,683	\$11,348	103.9%	118.4%	111.3%	106.5%	118.5%	112.3%
<b>Non-Corrections/Non-Management Wtd Average</b>					84	\$5,346	\$7,121	\$8,188		\$8,008	\$10,106	\$11,366	104.0%	110.8%	111.5%	106.6%	112.1%	112.5%
<b>STATEWIDE Weighted Average</b>					86	\$5,371	\$7,174	\$8,215		\$8,039	\$10,168	\$11,399	104.5%	111.6%	111.9%	107.0%	112.8%	112.8%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 0438 PROCUREMENT & CONTRACT SPECIALIST 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-ClackCo	196		Procurement & Contract An, Sr		1	\$6,624	\$7,429	\$8,387	0.99	\$9,851	\$10,853	\$12,046	
2024-OR-MultCo	6031		Contract Specialist Senior		26	\$6,965	\$7,958	\$8,563	1.03	\$10,587	\$11,821	\$12,573	
2024-OR-MultCo	6111		Procurement Analyst Senior		16	\$6,965	\$7,792	\$8,563	1.00	\$10,587	\$11,615	\$12,573	
<b>County Market Average</b>					43	\$6,957	\$7,884	\$8,559		\$10,569	\$11,722	\$12,561	
2024-CompAnalyst	MM18000003		Buyer III		1	\$6,425	\$7,742	\$9,400	0.99	\$8,941	\$10,476	\$12,409	
2024-MIL-PACS	04.34		Contract Administrator		16	26	\$5,992	\$7,666	\$9,067	1.02	\$8,435	\$10,387	\$12,021
<b>Purchased Market Average</b>					16	27	\$6,008	\$7,669	\$9,080		\$8,454	\$10,390	\$12,035
2024-ST-ID	01538		Buyer Senior		13	\$4,171	\$5,352	\$8,342	0.86	\$6,073	\$7,486	\$11,063	
2024-ST-NV	07.308		BUYER 3		0	\$4,608		\$6,831		\$6,542		\$9,227	
<b>State Market Average</b>					13	\$4,202	\$5,352	\$8,234		\$6,107	\$7,486	\$10,932	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					16	83	\$6,193	\$7,417	\$8,672		\$9,146	\$10,625	\$12,120

### OREGON COMPARISON TO MARKET

### 0438-Procurement & Contract Specialist 3

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
AAON	AFSCME AT DOC SECURITY PLUS	A	P	29	5	\$7,078	\$9,691	\$10,307	1.11	\$10,055	\$13,142	\$13,870	114.3%	130.7%	118.9%	109.9%	123.7%	114.4%
<b>Corrections Wtd Average</b>					5	\$7,078	\$9,691	\$10,307		\$10,055	\$13,142	\$13,870	114.3%	130.7%	118.9%	109.9%	123.7%	114.4%
MMN	MGT SVC NONSUPERVISORY	A	P	29	2	\$6,374	\$9,405	\$9,405	1.19	\$9,224	\$12,805	\$12,805	102.9%	126.8%	108.5%	100.9%	120.5%	105.6%
<b>Management Wtd Average</b>					2	\$6,374	\$9,405	\$9,405		\$9,224	\$12,805	\$12,805	102.9%	126.8%	108.5%	100.9%	120.5%	105.6%
AF	AFSCME AT OSP FIRE MARSHAL	A	P	29	2	\$5,859	\$7,834	\$8,998	1.05	\$8,615	\$10,949	\$12,324	94.6%	105.6%	103.8%	94.2%	103.0%	101.7%
AG	AFSCME AT LAND CONSERV DVLPMT	A	P	29	1	\$5,859	\$8,172	\$8,998	1.10	\$8,615	\$11,348	\$12,324	94.6%	110.2%	103.8%	94.2%	106.8%	101.7%
AO	AFSCME OR ST POLICE-SUPP UNIT	A	P	29	1	\$5,859	\$8,998	\$8,998	1.21	\$8,615	\$12,324	\$12,324	94.6%	121.3%	103.8%	94.2%	116.0%	101.7%
AU	AFSCME AT MILITARY	A	P	29	2	\$5,859	\$8,398	\$8,998	1.13	\$8,615	\$11,615	\$12,324	94.6%	113.2%	103.8%	94.2%	109.3%	101.7%
AX	AFSCME AT STATE LANDS	A	P	29	1	\$5,859	\$8,576	\$8,998	1.15	\$8,615	\$11,825	\$12,324	94.6%	115.6%	103.8%	94.2%	111.3%	101.7%
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	29	9	\$5,912	\$8,897	\$9,166	1.18	\$8,678	\$12,205	\$12,522	95.5%	120.0%	105.7%	94.9%	114.9%	103.3%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 0438-Procurement & Contract Specialist 3 (Continued)

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			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	26	\$5,861	\$8,305	\$8,999	1.12	\$8,617	\$11,505	\$12,325	94.6%	112.0%	103.8%	94.2%	108.3%	101.7%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	29	41	\$5,861	\$8,578	\$8,999	1.15	\$8,617	\$11,828	\$12,325	94.6%	115.7%	103.8%	94.2%	111.3%	101.7%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	29	33	\$5,861	\$7,961	\$8,999	1.07	\$8,617	\$11,099	\$12,325	94.6%	107.3%	103.8%	94.2%	104.5%	101.7%
UA	UNREPRESENTED	A	P	29	3	\$5,859	\$7,948	\$8,992	1.07	\$8,615	\$11,083	\$12,317	94.6%	107.2%	103.7%	94.2%	104.3%	101.6%
<b>Non-Corrections/Non-Management Wtd Average</b>					119	\$5,865	\$8,340	\$9,011		\$8,622	\$11,547	\$12,340	94.7%	112.4%	103.9%	94.3%	108.7%	101.8%
<b>STATEWIDE Weighted Average</b>					126	\$5,921	\$8,411	\$9,069		\$8,688	\$11,630	\$12,408	95.6%	113.4%	104.6%	95.0%	109.5%	102.4%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 0501 DATA ENTRY OPERATOR

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-ClackCo	693		Data Control Analyst 1		2	\$3,767	\$4,710	\$4,731	1.11	\$6,293	\$7,467	\$7,493	
<b>County Market Average</b>					2	\$3,767	\$4,710	\$4,731		\$6,293	\$7,467	\$7,493	
2024-CompAnalyst	OF13000023		Data Entry Clerk II		1	\$3,067	\$3,875	\$4,625	1.02	\$5,025	\$5,968	\$6,842	
2024-MIL-PACS	01.14		Data Entry Operator	8	15	\$3,310	\$3,693	\$4,683	0.92	\$5,308	\$5,755	\$6,909	
<b>Purchased Market Average</b>					8	16	\$3,294	\$3,704	\$4,679		\$5,291	\$5,769	\$6,905
2024-ST-CA	1419	B	KEY DATA OPERATOR		50	\$2,981	\$3,680	\$3,728	1.10	\$5,260	\$6,099	\$6,155	
<b>State Market Average</b>					50	\$2,981	\$3,680	\$3,728		\$5,260	\$6,099	\$6,155	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					8	68	\$3,078	\$3,716	\$3,981		\$5,297	\$6,061	\$6,371

### OREGON COMPARISON TO MARKET

#### 0501-Data Entry Operator

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	12	5	\$3,427	\$3,758	\$4,036	1.01	\$5,742	\$6,133	\$6,461	111.3%	101.1%	101.4%	108.4%	101.2%	101.4%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	12	22	\$3,427	\$3,855	\$4,036	1.03	\$5,742	\$6,248	\$6,461	111.3%	103.7%	101.4%	108.4%	103.1%	101.4%
<b>Non-Corrections/Non-Management Wtd Average</b>					27	\$3,427	\$3,837	\$4,036		\$5,742	\$6,226	\$6,461	111.3%	103.3%	101.4%	108.4%	102.7%	101.4%
<b>STATEWIDE Weighted Average</b>					27	\$3,427	\$3,837	\$4,036		\$5,742	\$6,226	\$6,461	111.3%	103.3%	101.4%	108.4%	102.7%	101.4%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 0531 WORD PROCESSING TECHNICIAN 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-CompAnalyst	OF13000005		Wordprocessing Operator		1	\$2,992	\$3,650	\$4,558	1.00	\$4,938	\$5,705	\$6,764	
<b>Purchased Market Average</b>					1	\$2,992	\$3,650	\$4,558		\$4,938	\$5,705	\$6,764	
2024-ST-CA	1181	B	WORD PROCESSING TECHNICIAN		4	\$3,097	\$3,782	\$3,873	1.09	\$5,399	\$6,221	\$6,330	
<b>State Market Average</b>					4	\$3,097	\$3,782	\$3,873		\$5,399	\$6,221	\$6,330	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	5	\$3,076	\$3,756	\$4,010		\$5,306	\$6,117	\$6,417

### OREGON COMPARISON TO MARKET

#### 0531-Word Processing Technician 2

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	14	1	\$3,427	\$4,425	\$4,425	1.13	\$5,742	\$6,921	\$6,921	111.4%	117.8%	110.3%	108.2%	113.1%	107.9%
<b>Non-Corrections/Non-Management Wtd Average</b>					1	\$3,427	\$4,425	\$4,425		\$5,742	\$6,921	\$6,921	111.4%	117.8%	110.3%	108.2%	113.1%	107.9%
<b>STATEWIDE Weighted Average</b>					1	\$3,427	\$4,425	\$4,425		\$5,742	\$6,921	\$6,921	111.4%	117.8%	110.3%	108.2%	113.1%	107.9%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 0532 WORD PROCESSING TECHNICIAN 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-CompAnalyst	OF13000078		Wordprocessing Operator, Sr.		1	\$3,675	\$4,542	\$5,400	1.01	\$5,734	\$6,745	\$7,746	
<b>Purchased Market Average</b>					1	\$3,675	\$4,542	\$5,400		\$5,734	\$6,745	\$7,746	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	1	\$3,675	\$4,542	\$5,400		\$5,734	\$6,745	\$7,746

### OREGON COMPARISON TO MARKET

#### 0532-Word Processing Technician 3

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	16	1	\$3,552	\$4,851	\$4,851	1.15	\$5,889	\$7,424	\$7,424	96.7%	106.8%	89.8%	102.7%	110.1%	95.9%
<b>Non-Corrections/Non-Management Wtd Average</b>					1	\$3,552	\$4,851	\$4,851		\$5,889	\$7,424	\$7,424	96.7%	106.8%	89.8%	102.7%	110.1%	95.9%
<b>STATEWIDE Weighted Average</b>					1	\$3,552	\$4,851	\$4,851		\$5,889	\$7,424	\$7,424	96.7%	106.8%	89.8%	102.7%	110.1%	95.9%



# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 0726 APPRAISER ANALYST 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2024-OR-ClackCo	332		Property Appraiser		12	\$5,508	\$6,917	\$7,287	1.08	\$8,460	\$10,216	\$10,676
2024-OR-DescCo	1131		PROPERTY APPRAISER II		0	\$5,380		\$7,209		\$8,690		\$10,970
2024-OR-JackCo	332		Property Appraiser II		3	\$4,671	\$4,868	\$6,051	0.91	\$7,675	\$7,920	\$9,395
2024-OR-JackCo	335		Commercial Appraiser		2	\$4,744	\$6,344	\$6,344	1.14	\$7,765	\$9,760	\$9,760
2024-OR-LaneCo	L012		Property Appraiser 2		9	\$4,697	\$5,543	\$6,271	1.01	\$7,811	\$8,863	\$9,768
2024-OR-MultCo	6051		Property Appraiser 1		6	\$5,207	\$5,600	\$6,377	0.97	\$8,402	\$8,891	\$9,856
2024-OR-WashCo	351		Appraiser II, Property		0	\$6,037		\$7,339		\$8,904		\$10,469
2024-WA-ClarkCo	295		Real Property Appraiser II		0	\$5,069		\$5,777		\$7,563		\$8,376
2024-WA-KingCo	2612100		Residential Appraiser I		0	\$5,916		\$7,499		\$8,490		\$10,308
2024-WA-KingCo	2611100		Commercial Appraiser I		0	\$6,203		\$7,863		\$8,820		\$10,727
<b>County Market Average</b>					32	\$5,516	\$6,056	\$6,988		\$8,497	\$9,343	\$10,303
2024-CompAnalyst	FA06000589		Appraiser (Residential Real Estate)		1	\$4,533	\$5,500	\$7,108	0.97	\$6,735	\$7,862	\$9,737
2024-MIL-OPES	01.02		Appraiser - Commercial	6	20	\$6,040	\$7,422	\$7,814	1.07	\$8,989	\$10,681	\$11,161
<b>Purchased Market Average</b>					6	\$5,988	\$7,331	\$7,790		\$8,912	\$10,547	\$11,112
2024-ST-CA	5444		ASSOCIATE PROPERTY APPRAISER (BOARD OF		13	\$5,499	\$6,440	\$6,889	1.04	\$8,282	\$9,411	\$9,950
2024-ST-ID	04358		Tax Appraiser		2	\$4,759	\$5,668	\$9,518	0.79	\$6,777	\$7,865	\$12,471
<b>State Market Average</b>					15	\$5,401	\$6,337	\$7,239		\$8,081	\$9,205	\$10,286
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					6	\$5,623	\$6,512	\$7,232		\$8,549	\$9,684	\$10,512

### OREGON COMPARISON TO MARKET

#### 0726-Appraiser Analyst 2

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	25	1	\$4,851	\$5,598	\$7,436	0.91	\$7,424	\$8,307	\$10,478	86.3%	86.0%	102.8%	86.8%	85.8%	99.7%
<b>Non-Corrections/Non-Management Wtd Average</b>					1	\$4,851	\$5,598	\$7,436		\$7,424	\$8,307	\$10,478	86.3%	86.0%	102.8%	86.8%	85.8%	99.7%
<b>STATEWIDE Weighted Average</b>					1	\$4,851	\$5,598	\$7,436		\$7,424	\$8,307	\$10,478	86.3%	86.0%	102.8%	86.8%	85.8%	99.7%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 0727 APPRAISER ANALYST 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-DescCo	1132		PROPERTY APPRAISER III		0	\$5,931		\$7,948		\$9,377		\$11,891	
2024-OR-LaneCo	L013		Property Appraiser 3		7	\$5,314	\$6,440	\$7,096	1.04	\$8,578	\$9,978	\$10,794	
2024-OR-MultCo	6042		Residential Property Appraiser 2		11	\$6,377	\$7,434	\$7,836	1.05	\$9,856	\$11,169	\$11,670	
2024-OR-WashCo	352		Appraiser Senior, Property		0	\$6,997		\$8,509		\$10,058		\$11,875	
2024-WA-ClarkCo	52		Commercial Appraiser Specialist		0	\$5,995		\$8,092		\$8,627		\$11,035	
2024-WA-ClarkCo	296		Real Property Appraiser III		0	\$5,512		\$7,441		\$8,072		\$10,287	
2024-WA-KingCo	2612200		Residential Appraiser II		0	\$6,821		\$8,646		\$9,529		\$11,625	
2024-WA-KingCo	2611200		Commercial Appraiser II		0	\$7,152		\$9,066		\$9,910		\$12,108	
<b>County Market Average</b>					18	\$6,262	\$7,047	\$7,884		\$9,520	\$10,706	\$11,502	
2024-ST-CA	5449		SENIOR SPECIALIST PROPERTY APPRAISER (BC		11	\$6,323	\$7,359	\$7,913	1.03	\$9,270	\$10,515	\$11,179	
2024-ST-ID	04366		Tax Appraiser Senior		3	\$5,453	\$6,982	\$10,907	0.85	\$7,608	\$9,437	\$14,132	
2024-ST-NV	07.422		REVIEW APPRAISER		0	\$5,246		\$7,817		\$7,313		\$10,418	
<b>State Market Average</b>					14	\$6,045	\$7,278	\$8,327		\$8,753	\$10,284	\$11,492	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	32	\$6,181	\$7,148	\$8,050		\$9,232	\$10,521	\$11,498

### OREGON COMPARISON TO MARKET

#### 0727-Appraiser Analyst 3

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	28	34	\$5,598	\$7,653	\$8,581	1.08	\$8,307	\$10,734	\$11,831	90.6%	107.1%	106.6%	90.0%	102.0%	102.9%
<b>Non-Corrections/Non-Management Wtd Average</b>					34	\$5,598	\$7,653	\$8,581		\$8,307	\$10,734	\$11,831	90.6%	107.1%	106.6%	90.0%	102.0%	102.9%
<b>STATEWIDE Weighted Average</b>					34	\$5,598	\$7,653	\$8,581		\$8,307	\$10,734	\$11,831	90.6%	107.1%	106.6%	90.0%	102.0%	102.9%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 0728 APPRAISER ANALYST 4

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-ClackCo	334		Property Appraiser, Senior		5	\$6,317	\$7,870	\$8,010	1.10	\$9,467	\$11,403	\$11,577	
2024-OR-DescCo	9140		PROPERTY APPRAISER SR		0	\$6,539		\$8,763		\$10,134		\$12,906	
2024-OR-JackCo	336		Lead Appraiser/Appraiser Spec		4	\$4,976	\$6,099	\$6,654	1.05	\$8,055	\$9,454	\$10,147	
2024-OR-MultCo	6044		Residential Property Appraiser Senior		3	\$6,965	\$8,086	\$8,563	1.04	\$10,587	\$11,980	\$12,573	
2024-WA-ClarkCo	297		Real Property Appraiser IV		0	\$5,995		\$8,092		\$8,627		\$11,035	
2024-WA-KingCo	2613100		Appraiser - Senior		0	\$8,053		\$10,207		\$10,944		\$13,419	
<b>County Market Average</b>					12	\$6,225	\$7,334	\$8,011		\$9,448	\$10,898	\$11,649	
2024-CompAnalyst	FA06000590		Appraiser Sr. (Residential Real Estate)		1	\$6,758	\$8,017	\$10,042	0.95	\$9,329	\$10,796	\$13,157	
<b>Purchased Market Average</b>					1	\$6,758	\$8,017	\$10,042		\$9,329	\$10,796	\$13,157	
2024-ST-ID	04357		Tax Appraiser Consulting		5	\$5,453	\$6,249	\$10,907	0.76	\$7,608	\$8,559	\$14,132	
<b>State Market Average</b>					5	\$5,453	\$6,249	\$10,907		\$7,608	\$8,559	\$14,132	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	18	\$6,080	\$7,070	\$8,729		\$9,043	\$10,242	\$12,254

### OREGON COMPARISON TO MARKET

#### 0728-Appraiser Analyst 4

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			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	
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	31	13	\$6,444	\$9,519	\$9,897	1.17	\$9,306	\$12,940	\$13,386	106.0%	134.6%	113.4%	102.9%	126.3%	109.2%
<b>Non-Corrections/Non-Management Wtd Average</b>					13	\$6,444	\$9,519	\$9,897		\$9,306	\$12,940	\$13,386	106.0%	134.6%	113.4%	102.9%	126.3%	109.2%
<b>STATEWIDE Weighted Average</b>					13	\$6,444	\$9,519	\$9,897		\$9,306	\$12,940	\$13,386	106.0%	134.6%	113.4%	102.9%	126.3%	109.2%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 0758 SUPPLY SPECIALIST 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-LaneCo	C030		Stores Clerk		3	\$3,952	\$5,223	\$5,278	1.13	\$6,885	\$8,465	\$8,533	
2024-OR-MultCo	6109		Inventory/Stores Specialist 1		4	\$4,011	\$4,576	\$4,912	1.03	\$6,916	\$7,618	\$8,036	
2024-WA-ClarkCo	38		Central Stores Assistant		0	\$3,357		\$4,278		\$5,597		\$6,655	
<b>County Market Average</b>					7	\$3,907	\$4,853	\$4,970		\$6,739	\$7,981	\$8,050	
2024-CompAnalyst	MM18000030		Stock Clerk I		1	\$2,708	\$3,267	\$3,858	1.01	\$4,607	\$5,258	\$5,948	
2024-MIL-NWHCS	09.11		Storekeeper	44	106	\$3,231	\$4,193	\$4,753	1.05	\$5,217	\$6,339	\$6,991	
2024-MIL-PACS	08.05		Shipping & Receiving Clerk - Intermediate	8	16	\$3,432	\$4,239	\$4,908	1.02	\$5,451	\$6,392	\$7,172	
2024-MIL-PACS	01.17		Supply Clerk	5	7	\$3,666	\$4,874	\$5,095	1.11	\$5,723	\$7,132	\$7,389	
<b>Purchased Market Average</b>					57	130	\$3,274	\$4,229	\$4,783		\$5,267	\$6,380	\$7,026
2024-ST-NV	02.827		SUPPLY ASSISTANT		0	\$2,943		\$4,232		\$4,531		\$6,088	
<b>State Market Average</b>							\$2,943			\$4,531		\$6,088	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					57	137	\$3,286	\$4,260	\$4,756		\$5,296	\$6,462	\$7,018

### OREGON COMPARISON TO MARKET

### 0758-Supply Specialist 1

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			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	
OAI	SEIU STRIKEABLE INST COALITION	A	P	15	4	\$3,427	\$4,089	\$4,639	1.01	\$5,742	\$6,524	\$7,174	104.3%	96.0%	97.5%	108.4%	101.0%	102.2%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	15	5	\$3,427	\$4,391	\$4,639	1.09	\$5,742	\$6,880	\$7,174	104.3%	103.1%	97.5%	108.4%	106.5%	102.2%
OXSO	SEIU SEAS NON-STRIKE ODOT COAL	A	P	15	1	\$3,703	\$4,216	\$5,076	0.96	\$6,068	\$6,674	\$7,690	112.7%	99.0%	106.7%	114.6%	103.3%	109.6%
<b>Non-Corrections/Non-Management Wtd Average</b>					10	\$3,455	\$4,253	\$4,683		\$5,774	\$6,717	\$7,225	105.1%	99.8%	98.5%	109.0%	104.0%	103.0%
<b>STATEWIDE Weighted Average</b>					10	\$3,455	\$4,253	\$4,683		\$5,774	\$6,717	\$7,225	105.1%	99.8%	98.5%	109.0%	104.0%	103.0%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 0759 SUPPLY SPECIALIST 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-LaneCo	C031		Stores Clerk, Sr		5	\$4,255	\$5,112	\$5,689	1.03	\$7,262	\$8,327	\$9,044	
2024-OR-MultCo	6104		Inventory/Stores Specialist 3		1	\$4,912	\$5,680	\$6,020	1.04	\$8,036	\$8,990	\$9,413	
2024-WA-ThrstnCo	0613		Central Stores Specialist		0	\$4,675		\$5,553		\$7,001		\$8,009	
<b>County Market Average</b>					6	\$4,409	\$5,207	\$5,717		\$7,335	\$8,437	\$8,949	
2024-CompAnalyst	MM18000032		Stock Clerk II		1	\$3,058	\$3,733	\$4,475	1.00	\$5,015	\$5,802	\$6,667	
<b>Purchased Market Average</b>					1	\$3,058	\$3,733	\$4,475		\$5,015	\$5,802	\$6,667	
2024-ST-ID	01546		Storekeeper		7	\$2,869	\$3,807	\$5,737	0.88	\$4,515	\$5,638	\$7,948	
2024-ST-NV	02.824		SUPPLY TECHNICIAN 2		0	\$3,450		\$5,025		\$5,143		\$7,045	
<b>State Market Average</b>					7	\$3,159	\$3,807	\$5,381		\$4,829	\$5,638	\$7,496	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	14	\$3,400	\$4,402	\$5,421		\$5,322	\$6,850	\$7,756

### OREGON COMPARISON TO MARKET

#### 0759-Supply Specialist 2

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	Salary		Salary and Benefits			
						SR Min	Avg to	SR Max			SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max		
AAON	AFSCME AT DOC SECURITY PLUS	A	P	20	53	\$5,126	\$6,437	\$6,760	1.08	\$7,749	\$9,297	\$9,680	150.8%	146.2%	124.7%	145.6%	135.7%	124.8%
CP	AOCE AT DOC NONSECURITY	A	P	20	4	\$5,125	\$6,735	\$6,735	1.14	\$7,748	\$9,650	\$9,650	150.8%	153.0%	124.2%	145.6%	140.9%	124.4%
<b>Corrections Wtd Average</b>					57	\$5,126	\$6,458	\$6,758		\$7,749	\$9,322	\$9,678	150.8%	146.7%	124.7%	145.6%	136.1%	124.8%
AL	AFSCME AT LIQUOR CONTROL COMM	A	P	20	1	\$4,220	\$5,340	\$5,859	1.06	\$6,679	\$8,002	\$8,615	124.1%	121.3%	108.1%	125.5%	116.8%	111.1%
AO	AFSCME OR ST POLICE-SUPP UNIT	A	P	20	1	\$4,220	\$5,859	\$5,859	1.16	\$6,679	\$8,615	\$8,615	124.1%	133.1%	108.1%	125.5%	125.8%	111.1%
AS	OR PUB SAFETY ASSOC AT DPSST	A	P	20	1	\$4,220	\$4,638	\$5,859	0.92	\$6,679	\$7,172	\$8,615	124.1%	105.4%	108.1%	125.5%	104.7%	111.1%
AU	AFSCME AT MILITARY	A	P	20	1	\$4,220	\$4,425	\$5,859	0.88	\$6,679	\$6,921	\$8,615	124.1%	100.5%	108.1%	125.5%	101.0%	111.1%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	20	11	\$4,222	\$5,660	\$5,861	1.12	\$6,681	\$8,380	\$8,617	124.2%	128.6%	108.1%	125.5%	122.3%	111.1%
OAI	SEIU STRIKEABLE INST COALITION	A	P	20	12	\$4,222	\$5,614	\$5,861	1.11	\$6,681	\$8,326	\$8,617	124.2%	127.5%	108.1%	125.5%	121.6%	111.1%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	20	7	\$4,222	\$5,717	\$5,861	1.13	\$6,681	\$8,447	\$8,617	124.2%	129.9%	108.1%	125.5%	123.3%	111.1%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	20	13	\$4,222	\$5,395	\$5,861	1.07	\$6,681	\$8,067	\$8,617	124.2%	122.6%	108.1%	125.5%	117.8%	111.1%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 0759-Supply Specialist 2 (Continued)

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			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	
OXNO	SEIU NONSTRIKE ODOT COALITION	A	P	20	2	\$4,619	\$5,207	\$6,423	0.94	\$7,150	\$7,845	\$9,281	135.9%	118.3%	118.5%	134.4%	114.5%	119.7%
<b>Non-Corrections/Non-Management Wtd Average</b>					49	\$4,238	\$5,520	\$5,884		\$6,700	\$8,214	\$8,644	124.7%	125.4%	108.5%	125.9%	119.9%	111.5%
<b>STATEWIDE Weighted Average</b>					106	\$4,715	\$6,024	\$6,354		\$7,264	\$8,810	\$9,200	138.7%	136.9%	117.2%	136.5%	128.6%	118.6%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 0761 RIGHT OF WAY AGENT 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-ClackCo	156		Right-of-Way Agent 2		2	\$6,233	\$7,405	\$7,862	1.05	\$9,363	\$10,823	\$11,392	
2024-OR-MultCo	6210		Right Of Way Agent		0	\$6,377		\$7,836		\$9,856		\$11,670	
2024-OR-WashCo	327		Right-of-Way Agent II		0	\$6,831		\$8,301		\$9,858		\$11,625	
2024-WA-ClarkCo	292		Real Property Agent II		0	\$5,512		\$7,441		\$8,072		\$10,287	
2024-WA-KingCo	2634200		Real Property Agent II		0	\$7,143		\$9,054		\$9,899		\$12,094	
2024-WA-ThrstnCo	1533		Right of Way Agent II		0	\$5,293		\$7,041		\$7,710		\$9,717	
<b>County Market Average</b>					2	\$6,307	\$7,405	\$7,962		\$9,247	\$10,823	\$11,225	
2024-MIL-ENG	2-502		Right of Way Agent II	5	15	\$5,888	\$7,631	\$9,144	1.02	\$8,315	\$10,347	\$12,110	
<b>Purchased Market Average</b>					5	\$5,888	\$7,631	\$9,144		\$8,315	\$10,347	\$12,110	
2024-ST-CA	4965		ASSOCIATE RIGHT OF WAY AGENT		75	\$6,065	\$7,216	\$7,595	1.06	\$8,961	\$10,343	\$10,797	
2024-ST-ID	04678		Right-of-Way Agent		4	\$4,759	\$5,972	\$9,518	0.84	\$6,777	\$8,228	\$12,471	
2024-ST-NV	07.437		RIGHT-OF-WAY AGENT 2		0	\$4,608		\$6,831		\$6,542		\$9,227	
2024-ST-WA	179K		PROPERTY & ACQUISITION SPECIALIST 3		25	\$4,538	\$6,179	\$6,100	1.16	\$6,597	\$8,471	\$8,381	
<b>State Market Average</b>					104	\$5,603	\$6,919	\$7,292		\$8,232	\$9,812	\$10,239	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					5	121	\$5,676	\$7,016	\$7,535		\$8,301	\$9,895	\$10,503

### OREGON COMPARISON TO MARKET

#### 0761-Right of Way Agent 1

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	Salary		Salary and Benefits			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	27	16	\$5,364	\$7,685	\$8,317	1.12	\$8,030	\$10,773	\$11,519	94.5%	109.5%	110.4%	96.7%	108.9%	109.7%
<b>Non-Corrections/Non-Management Wtd Average</b>					16	\$5,364	\$7,685	\$8,317		\$8,030	\$10,773	\$11,519	94.5%	109.5%	110.4%	96.7%	108.9%	109.7%
<b>STATEWIDE Weighted Average</b>					16	\$5,364	\$7,685	\$8,317		\$8,030	\$10,773	\$11,519	94.5%	109.5%	110.4%	96.7%	108.9%	109.7%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 0762 RIGHT OF WAY AGENT 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-ClackCo	155		Right-of-Way Agent, Senior		1	\$7,511	\$8,759	\$9,479	1.03	\$10,955	\$12,509	\$13,405	
2024-OR-MultCo	6211		Right Of Way Agent Senior		2	\$7,381	\$8,580	\$9,086	1.04	\$11,104	\$12,594	\$13,223	
2024-WA-ClarkCo	293		Real Property Agent III		0	\$6,520		\$8,802		\$9,229		\$11,849	
2024-WA-KingCo	2634300		Real Property Agent III		0	\$7,657		\$9,706		\$10,490		\$12,843	
2024-WA-ThrstnCo	1530		Right of Way Agent III		0	\$5,836		\$7,762		\$8,334		\$10,546	
<b>County Market Average</b>					3	\$7,048	\$8,640	\$8,987		\$10,202	\$12,566	\$12,515	
2024-CompAnalyst	LE11000047		Right of Way Agent		1	\$6,242	\$7,758	\$8,942	1.03	\$8,727	\$10,495	\$11,875	
2024-MIL-ENG	2-503		Right of Way Agent - Senior	8	21	\$7,073	\$9,352	\$10,911	1.04	\$9,696	\$12,354	\$14,171	
2024-MIL-NWMGT	06.27		Right-of-Way Agent	11	49	\$6,610	\$9,519	\$9,342	1.19	\$9,156	\$12,548	\$12,342	
<b>Purchased Market Average</b>					19	71	\$6,742	\$9,445	\$9,801		\$9,310	\$12,462	\$12,876
2024-ST-CA	4962		SENIOR RIGHT OF WAY AGENT		71	\$7,181	\$8,542	\$8,923	1.06	\$10,301	\$11,935	\$12,392	
2024-ST-ID	04675		Right-of-Way Agent Senior		10	\$5,453	\$7,012	\$10,907	0.86	\$7,608	\$9,473	\$14,132	
2024-ST-NV	07.436		RIGHT-OF-WAY AGENT 3		0	\$5,025		\$7,473		\$7,045		\$10,003	
2024-ST-WA	179M		PROPERTY & ACQUISITION SPECIALIST 5		42	\$5,264	\$7,212	\$7,079	1.17	\$7,426	\$9,651	\$9,499	
<b>State Market Average</b>					123	\$6,294	\$7,963	\$8,386		\$8,962	\$10,955	\$11,440	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					19	197	\$6,464	\$8,508	\$8,872		\$9,112	\$11,522	\$11,947

### OREGON COMPARISON TO MARKET

#### 0762-Right of Way Agent 2

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	30	30	\$6,208	\$9,387	\$9,624	1.19	\$9,027	\$12,783	\$13,063	96.0%	110.3%	108.5%	99.1%	110.9%	109.3%
<b>Non-Corrections/Non-Management Wtd Average</b>					30	\$6,208	\$9,387	\$9,624		\$9,027	\$12,783	\$13,063	96.0%	110.3%	108.5%	99.1%	110.9%	109.3%
<b>STATEWIDE Weighted Average</b>					30	\$6,208	\$9,387	\$9,624		\$9,027	\$12,783	\$13,063	96.0%	110.3%	108.5%	99.1%	110.9%	109.3%



# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 0770 STATE PROCUREMENT ANALYST

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			Insufficient Market	
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max		
2024-ST-ID	04859		Purchasing Officer 1		3	\$4,171	\$4,838	\$8,342	0.77	\$6,073	\$6,871	\$11,063	Emp Avg X	
2024-ST-NV	07.302		PURCHASING OFFICER 1		0	\$4,808		\$7,139		\$6,784		\$9,599		
2024-ST-WA	114H		PROCUREMENT & SUPPLY SPECIALIST 4		10	\$4,652	\$6,172	\$6,255	1.13	\$6,727	\$8,463	\$8,558		
<b>State Market Average</b>					13	\$4,577	\$5,864	\$6,790		\$6,604	\$8,096	\$9,198		
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	13	\$4,577	\$5,864	\$6,790		\$6,604	\$8,096	\$9,198	

### OREGON COMPARISON TO MARKET

#### 0770-State Procurement Analyst

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	30	18	\$6,146	\$8,893	\$9,447	1.14	\$8,954	\$12,200	\$12,854	134.3%	139.1%	135.6%	139.8%		
<b>Non-Corrections/Non-Management Wtd Average</b>					18	\$6,146	\$8,893	\$9,447		\$8,954	\$12,200	\$12,854	134.3%	139.1%	135.6%	139.8%		
<b>STATEWIDE Weighted Average</b>					18	\$6,146	\$8,893	\$9,447		\$8,954	\$12,200	\$12,854	134.3%	139.1%	135.6%	139.8%		

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 0799 VETERANS SERVICE OFFICER

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-ClackCo	230		Veterans Services Officer		3	\$4,994	\$5,899	\$6,317	1.04	\$7,820	\$8,947	\$9,467	
2024-OR-DescCo	9070		VETERANS' SERVICES OFFICER		0	\$5,123		\$6,866		\$8,370		\$10,542	
2024-OR-LaneCo	B055		Assist Veterans Services Coord		4	\$4,150	\$4,630	\$5,547	0.95	\$7,130	\$7,727	\$8,867	
2024-OR-MultCo	6290		Veterans Services Officer		5	\$5,680	\$5,983	\$6,965	0.95	\$8,990	\$9,367	\$10,587	
2024-OR-WashCo	051		Veterans Services Coordinator		0	\$5,602		\$6,814		\$8,381		\$9,837	
<b>County Market Average</b>					12	\$5,170	\$5,511	\$6,514		\$8,188	\$8,715	\$9,846	
2024-ST-ID	09434		Veterans Service Officer		12	\$3,682	\$4,781	\$7,364	0.87	\$5,488	\$6,803	\$9,893	
2024-ST-NV	12.437		VETERANS SERVICE OFFICER 1		0	\$4,232		\$6,246		\$6,088		\$8,521	
2024-ST-WA	163U		VETERANS BENEFIT SPECIALIST 2		12	\$3,647	\$4,791	\$4,889	1.12	\$5,579	\$6,886	\$6,997	
<b>State Market Average</b>					24	\$3,842	\$4,786	\$6,139		\$5,709	\$6,845	\$8,441	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	36	\$4,203	\$5,028	\$6,241		\$6,382	\$7,468	\$8,822

### OREGON COMPARISON TO MARKET

#### 0799-Veterans Service Officer

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	23	3	\$4,425	\$6,657	\$6,763	1.19	\$6,921	\$9,558	\$9,683	105.3%	132.4%	108.4%	108.4%	128.0%	109.8%
<b>Non-Corrections/Non-Management Wtd Average</b>					3	\$4,425	\$6,657	\$6,763		\$6,921	\$9,558	\$9,683	105.3%	132.4%	108.4%	108.4%	128.0%	109.8%
<b>STATEWIDE Weighted Average</b>					3	\$4,425	\$6,657	\$6,763		\$6,921	\$9,558	\$9,683	105.3%	132.4%	108.4%	108.4%	128.0%	109.8%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 0806 OFFICE MANAGER 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-ClackCo	633		Office Supervisor		9	\$7,553	\$7,553	\$7,825	0.98	\$11,008	\$11,008	\$11,346	
2024-OR-LaneCo	P205		Operational Support Supervisor		4	\$5,001	\$6,985	\$7,355	1.13	\$8,188	\$10,655	\$11,115	
<b>County Market Average</b>					13	\$6,768	\$7,378	\$7,680		\$10,140	\$10,899	\$11,275	
2024-CompAnalyst	OF13000019		Office Manager		1	\$6,142	\$7,458	\$9,050	1.00	\$8,610	\$10,145	\$12,001	
2024-MIL-OPES	04.05		Administrative Supervisor	19	42	\$6,126	\$7,155	\$8,121	1.00	\$9,095	\$10,354	\$11,536	
2024-MIL-PACS	01.18b		Office Manager	17	42	\$6,172	\$7,312	\$9,360	0.94	\$8,645	\$9,974	\$12,363	
<b>Purchased Market Average</b>					36	85	\$6,149	\$7,236	\$8,744		\$8,867	\$10,164	\$11,950
2024-ST-CA	4973		BUSINESS SERVICE OFFICER II (SUPERVISOR)		12	\$4,925	\$5,837	\$6,110	1.06	\$7,593	\$8,687	\$9,015	
2024-ST-ID	01101		Office Services Supervisor 2		10	\$4,171	\$5,491	\$8,342	0.88	\$6,073	\$7,653	\$11,063	
2024-ST-WA	106L		OFFICE SERVICES MANAGER 2		2	\$4,010	\$5,330	\$5,395	1.13	\$5,994	\$7,501	\$7,576	
<b>State Market Average</b>					24	\$4,535	\$5,651	\$6,980		\$6,826	\$8,158	\$9,749	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					36	122	\$5,897	\$6,939	\$8,284		\$8,601	\$9,848	\$11,445

### OREGON COMPARISON TO MARKET

#### 0806-Office Manager 2

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			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	
MMN	MGT SVC NONSUPERVISORY	A	P	22	1	\$4,555	\$5,525	\$6,690	0.98	\$7,074	\$8,220	\$9,597	77.2%	79.6%	80.8%	82.2%	83.5%	83.9%
MMS	MGT SVC SUPERVISORY	A	P	22	35	\$4,555	\$6,077	\$6,690	1.08	\$7,074	\$8,873	\$9,597	77.2%	87.6%	80.8%	82.2%	90.1%	83.9%
<b>Management Wtd Average</b>					36	\$4,555	\$6,062	\$6,690		\$7,074	\$8,855	\$9,597	77.2%	87.4%	80.8%	82.2%	89.9%	83.9%
<b>STATEWIDE Weighted Average</b>					36	\$4,555	\$6,062	\$6,690		\$7,074	\$8,855	\$9,597	77.2%	87.4%	80.8%	82.2%	89.9%	83.9%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 0830 EXECUTIVE ASSISTANT

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-JackCo	1015		Executive Assistant		2	\$5,047	\$5,175	\$6,441	0.90	\$8,144	\$8,302	\$9,881	
2024-OR-WashCo	044		Executive Assistant		0	\$6,339		\$7,704		\$9,267		\$10,907	
2024-WA-ThrstnCo	0335		Commissioner's Executive Aide		0	\$5,402		\$7,203		\$7,835		\$9,904	
<b>County Market Average</b>					2	\$5,836	\$5,175	\$7,272		\$8,741	\$8,302	\$10,471	
2024-CompAnalyst	OF13000004		Executive Assistant III		1	\$6,083	\$7,550	\$9,075	1.01	\$8,542	\$10,252	\$12,030	
2024-MIL-NWHCS	13.13c		Executive Assistant to CEO	72	101	\$5,477	\$7,350	\$8,150	1.08	\$7,835	\$10,019	\$10,952	
2024-MIL-NWHCS	13.13b		Executive Assistant	72	179	\$4,879	\$6,546	\$7,278	1.08	\$7,138	\$9,081	\$9,935	
2024-MIL-PACS	01.13		Executive Assistant to CEO	30	37	\$5,964	\$7,855	\$8,820	1.06	\$8,403	\$10,608	\$11,733	
<b>Purchased Market Average</b>					174	318	\$5,198	\$6,957	\$7,739		\$7,510	\$9,561	\$10,472
2024-ST-WA	105H		ADMINISTRATIVE ASSISTANT 4		179	\$3,731	\$4,811	\$5,010	1.10	\$5,675	\$6,909	\$7,136	
<b>State Market Average</b>					179	\$3,731	\$4,811	\$5,010		\$5,675	\$6,909	\$7,136	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					174	499	\$4,685	\$6,180	\$6,761		\$6,874	\$8,604	\$9,285

### OREGON COMPARISON TO MARKET

#### 0830-Executive Assistant

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
MENC	EXEC SVC NSUPV CONFIDENTIAL	A	P	25	2	\$5,262	\$6,860	\$7,747	1.05	\$7,910	\$9,798	\$10,846	112.3%	111.0%	114.6%	115.1%	113.9%	116.8%
MENN	EXEC SVC NONSUPERVISORY	A	P	25	26	\$5,262	\$7,120	\$7,747	1.09	\$7,910	\$10,105	\$10,846	112.3%	115.2%	114.6%	115.1%	117.4%	116.8%
MMN	MGT SVC NONSUPERVISORY	A	P	25	4	\$5,262	\$6,817	\$7,747	1.05	\$7,910	\$9,747	\$10,846	112.3%	110.3%	114.6%	115.1%	113.3%	116.8%
<b>Management Wtd Average</b>					32	\$5,262	\$7,066	\$7,747		\$7,910	\$10,041	\$10,846	112.3%	114.3%	114.6%	115.1%	116.7%	116.8%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	25	1	\$4,851	\$7,097	\$7,436	1.16	\$7,424	\$10,078	\$10,478	103.5%	114.8%	110.0%	108.0%	117.1%	112.8%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	20	1	\$4,851	\$4,618	\$7,436	0.75	\$7,424	\$7,149	\$10,478	103.5%	74.7%	110.0%	108.0%	83.1%	112.8%
<b>Non-Corrections/Non-Management Wtd Average</b>					2	\$4,851	\$5,858	\$7,436		\$7,424	\$8,613	\$10,478	103.5%	94.8%	110.0%	108.0%	100.1%	112.8%
<b>STATEWIDE Weighted Average</b>					34	\$5,238	\$6,995	\$7,729		\$7,881	\$9,957	\$10,824	111.8%	113.2%	114.3%	114.6%	115.7%	116.6%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 0842 RETIREMENT COUNSELOR 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-ST-CA	5188		RETIREMENT PROGRAM SPECIALIST II (TECHNIC		10	\$4,990	\$6,245	\$6,245	1.11	\$7,671	\$9,178	\$9,178	
2024-ST-ID	08908		Retirement Specialist		8	\$4,171	\$4,516	\$8,342	0.72	\$6,073	\$6,487	\$11,063	
2024-ST-WA	163N		RETIREMENT SPECIALIST 3		10	\$4,422	\$5,618	\$5,955	1.08	\$6,464	\$7,830	\$8,215	
<b>State Market Average</b>					28	\$4,553	\$5,527	\$6,741		\$6,783	\$7,927	\$9,373	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	28	\$4,553	\$5,527	\$6,741		\$6,783	\$7,927	\$9,373

### OREGON COMPARISON TO MARKET

#### 0842-Retirement Counselor 2

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	22	51	\$4,222	\$6,005	\$6,444	1.13	\$6,681	\$8,788	\$9,306	92.7%	108.7%	95.6%	98.5%	110.9%	99.3%
<b>Non-Corrections/Non-Management Wtd Average</b>					51	\$4,222	\$6,005	\$6,444		\$6,681	\$8,788	\$9,306	92.7%	108.7%	95.6%	98.5%	110.9%	99.3%
<b>STATEWIDE Weighted Average</b>					51	\$4,222	\$6,005	\$6,444		\$6,681	\$8,788	\$9,306	92.7%	108.7%	95.6%	98.5%	110.9%	99.3%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 0854 PROJECT MANAGER 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-JackCo	1341		Project/Program Coordinator II		9	\$5,633	\$6,360	\$7,183	0.99	\$8,874	\$9,780	\$10,806	
2024-WA-KingCo	2441100		Project/Program Manager I		0	\$6,380		\$8,044		\$9,024		\$10,934	
<b>County Market Average</b>					9	\$5,708	\$6,360	\$7,269		\$8,889	\$9,780	\$10,819	
2024-CompAnalyst	SC16000563		Project Planner I		1	\$4,650	\$5,917	\$7,750	0.98	\$6,871	\$8,348	\$10,485	
2024-MIL-ENG	4-901		Project Manager - General / Other I	5	21	\$6,027	\$8,215	\$9,118	1.08	\$8,476	\$11,027	\$12,080	
<b>Purchased Market Average</b>					5	22	\$5,964	\$8,110	\$9,055		\$8,403	\$10,905	\$12,007
2024-ST-ID	02913		Project Coordinator		21	\$4,759	\$5,668	\$9,518	0.79	\$6,777	\$7,865	\$12,471	
<b>State Market Average</b>					21	\$4,759	\$5,668	\$9,518		\$6,777	\$7,865	\$12,471	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					5	52	\$5,438	\$6,821	\$8,902		\$7,851	\$9,482	\$11,967

### OREGON COMPARISON TO MARKET

#### 0854-Project Manager 1

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	Salary		Salary and Benefits			
												SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	
MENN	EXEC SVC NONSUPERVISORY	A	P	25	1	\$5,785	\$4,693	\$8,536	0.66	\$8,528	\$7,237	\$11,778	106.4%	68.8%	95.9%	108.6%	76.3%	98.4%
MMN	MGT SVC NONSUPERVISORY	A	P	27	1	\$5,785	\$8,536	\$8,536	1.19	\$8,528	\$11,778	\$11,778	106.4%	125.1%	95.9%	108.6%	124.2%	98.4%
<b>Management Wtd Average</b>					2	\$5,785	\$6,615	\$8,536		\$8,528	\$9,508	\$11,778	106.4%	97.0%	95.9%	108.6%	100.3%	98.4%
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	27	5	\$5,364	\$7,867	\$8,317	1.15	\$8,030	\$10,987	\$11,519	98.6%	115.3%	93.4%	102.3%	115.9%	96.3%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	27	17	\$5,345	\$6,967	\$8,177	1.03	\$8,008	\$9,924	\$11,354	98.3%	102.1%	91.9%	102.0%	104.7%	94.9%
OAI	SEIU STRIKEABLE INST COALITION	A	P	27	1	\$5,345	\$6,444	\$8,177	0.95	\$8,008	\$9,306	\$11,354	98.3%	94.5%	91.9%	102.0%	98.1%	94.9%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	27	1	\$5,345	\$7,436	\$8,177	1.10	\$8,008	\$10,478	\$11,354	98.3%	109.0%	91.9%	102.0%	110.5%	94.9%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	27	5	\$5,345	\$7,678	\$8,177	1.14	\$8,008	\$10,764	\$11,354	98.3%	112.6%	91.9%	102.0%	113.5%	94.9%
UA	UNREPRESENTED	A	P	27	1	\$5,340	\$8,172	\$8,172	1.21	\$8,002	\$11,348	\$11,348	98.2%	119.8%	91.8%	101.9%	119.7%	94.8%
<b>Non-Corrections/Non-Management Wtd Average</b>					30	\$5,348	\$7,274	\$8,200		\$8,011	\$10,286	\$11,381	98.3%	106.6%	92.1%	102.0%	108.5%	95.1%
<b>STATEWIDE Weighted Average</b>					32	\$5,375	\$7,232	\$8,221		\$8,044	\$10,238	\$11,406	98.8%	106.0%	92.4%	102.5%	108.0%	95.3%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 0855 PROJECT MANAGER 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-MultCo	6063		Project Manager Represented		69	\$7,381	\$8,455	\$9,086	1.03	\$11,104	\$12,439	\$13,223	
2024-OR-WashCo	319A		Project Manager		0	\$8,528		\$10,369		\$11,898		\$14,112	
2024-WA-KingCo	2441200		Project/Program Manager II		0	\$7,307		\$9,166		\$10,088		\$12,223	
<b>County Market Average</b>					69	\$7,484	\$8,455	\$9,204		\$11,163	\$12,439	\$13,291	
2024-CompAnalyst	SC16000564		Project Planner II		1	\$5,683	\$7,158	\$8,883	1.01	\$8,076	\$9,796	\$11,807	
2024-MIL-ENG	4-902		Project Manager - General / Other II	44	155	\$6,732	\$8,391	\$10,250	0.99	\$9,299	\$11,233	\$13,400	
2024-MIL-NVMGT	05.24b		Project Manager I	45	155	\$6,729	\$8,614	\$10,220	1.02	\$9,295	\$11,493	\$13,366	
<b>Purchased Market Average</b>					89	311	\$6,728	\$8,498	\$10,231		\$9,293	\$11,358	\$13,378
2024-ST-ID	05567		Project Manager 1		64	\$6,280	\$7,070	\$12,559	0.75	\$8,596	\$9,542	\$16,109	
<b>State Market Average</b>					64	\$6,280	\$7,070	\$12,559		\$8,596	\$9,542	\$16,109	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					89	444	\$6,792	\$8,286	\$10,384		\$9,511	\$11,264	\$13,746

### OREGON COMPARISON TO MARKET

#### 0855-Project Manager 2

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
MMN	MGT SVC NONSUPERVISORY	A	P	30	7	\$6,690	\$8,569	\$9,866	1.04	\$9,597	\$11,817	\$13,349	98.5%	103.4%	95.0%	100.9%	104.9%	97.1%
MMS	MGT SVC SUPERVISORY	A	P	30	1	\$6,690	\$8,955	\$9,866	1.08	\$9,597	\$12,273	\$13,349	98.5%	108.1%	95.0%	100.9%	109.0%	97.1%
<b>Management Wtd Average</b>					8	\$6,690	\$8,617	\$9,866		\$9,597	\$11,874	\$13,349	98.5%	104.0%	95.0%	100.9%	105.4%	97.1%
AD	AFSCME AT ENVIRONMENTAL QUAL	A	P	30	2	\$6,143	\$9,444	\$9,444	1.21	\$8,951	\$12,851	\$12,851	90.4%	114.0%	90.9%	94.1%	114.1%	93.5%
AO	AFSCME OR ST POLICE-SUPP UNIT	A	P	30	2	\$6,143	\$9,444	\$9,444	1.21	\$8,951	\$12,851	\$12,851	90.4%	114.0%	90.9%	94.1%	114.1%	93.5%
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	30	3	\$6,208	\$9,624	\$9,624	1.22	\$9,027	\$13,063	\$13,063	91.4%	116.2%	92.7%	94.9%	116.0%	95.0%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	30	20	\$6,146	\$7,884	\$9,447	1.01	\$8,954	\$11,007	\$12,854	90.5%	95.1%	91.0%	94.1%	97.7%	93.5%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	30	5	\$6,146	\$8,246	\$9,447	1.06	\$8,954	\$11,435	\$12,854	90.5%	99.5%	91.0%	94.1%	101.5%	93.5%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	30	18	\$6,146	\$8,493	\$9,447	1.09	\$8,954	\$11,727	\$12,854	90.5%	102.5%	91.0%	94.1%	104.1%	93.5%
UA	UNREPRESENTED	A	P	30	1	\$6,143	\$8,992	\$9,441	1.15	\$8,951	\$12,317	\$12,847	90.4%	108.5%	90.9%	94.1%	109.3%	93.5%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 0855-Project Manager 2 (Continued)

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			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>Non-Corrections/Non-Management Wtd Average</b>				51	\$6,149	\$8,381	\$9,457		\$8,958	\$11,595	\$12,866	90.5%	101.1%	91.1%	94.2%	102.9%	93.6%
	<b>STATEWIDE Weighted Average</b>				59	\$6,223	\$8,413	\$9,513		\$9,045	\$11,632	\$12,932	91.6%	101.5%	91.6%	95.1%	103.3%	94.1%



# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 0856 PROJECT MANAGER 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-MultCo	9063		Project Manager (NR)		11	\$6,315	\$9,023	\$9,473	1.14	\$9,780	\$13,145	\$13,704	
2024-OR-WashCo	319B		Project Manager, Senior		0	\$9,415		\$11,440		\$12,965		\$15,399	
2024-WA-KingCo	2441300		Project/Program Manager III		0	\$8,180		\$10,302		\$11,090		\$13,528	
<b>County Market Average</b>					11	\$7,452	\$9,023	\$10,175		\$10,914	\$13,145	\$14,259	
2024-CompAnalyst	SC16000565		Project Planner III		1	\$7,367	\$9,525	\$11,525	1.01	\$10,038	\$12,555	\$14,887	
2024-MIL-ENG	4-903		Project Manager - General / Other - Senior	47	157	\$8,116	\$10,647	\$12,280	1.04	\$10,912	\$13,863	\$15,766	
2024-MIL-NVMGT	05.24a		Project Manager II	50	157	\$8,012	\$10,488	\$12,079	1.04	\$10,791	\$13,678	\$15,532	
2024-MIL-PACS	04.46		Project Manager	17	118	\$7,047	\$8,682	\$10,537	0.99	\$9,666	\$11,572	\$13,735	
<b>Purchased Market Average</b>					114	433	\$7,787	\$10,051	\$11,732		\$10,528	\$13,168	\$15,128
2024-ST-ID	05568		Project Manager 2		31	\$7,059	\$8,089	\$14,119	0.76	\$9,529	\$10,761	\$17,975	
<b>State Market Average</b>					31	\$7,059	\$8,089	\$14,119		\$9,529	\$10,761	\$17,975	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					114	475	\$7,728	\$9,899	\$11,827		\$10,478	\$13,011	\$15,278

### OREGON COMPARISON TO MARKET

#### 0856-Project Manager 3

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
MMN	MGT SVC NONSUPERVISORY	A	P	32	54	\$7,380	\$10,149	\$10,866	1.11	\$10,412	\$13,683	\$14,531	95.5%	102.5%	91.9%	99.4%	105.2%	95.1%
<b>Management Wtd Average</b>					54	\$7,380	\$10,149	\$10,866		\$10,412	\$13,683	\$14,531	95.5%	102.5%	91.9%	99.4%	105.2%	95.1%
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	32	2	\$6,842	\$10,614	\$10,614	1.22	\$9,776	\$14,233	\$14,233	88.5%	107.2%	89.7%	93.3%	109.4%	93.2%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	32	5	\$6,763	\$9,837	\$10,385	1.15	\$9,683	\$13,315	\$13,963	87.5%	99.4%	87.8%	92.4%	102.3%	91.4%
OAI	SEIU STRIKEABLE INST COALITION	A	P	32	1	\$6,763	\$10,385	\$10,385	1.21	\$9,683	\$13,963	\$13,963	87.5%	104.9%	87.8%	92.4%	107.3%	91.4%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	32	3	\$6,763	\$10,222	\$10,385	1.19	\$9,683	\$13,770	\$13,963	87.5%	103.3%	87.8%	92.4%	105.8%	91.4%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	32	8	\$6,763	\$9,200	\$10,385	1.07	\$9,683	\$12,562	\$13,963	87.5%	92.9%	87.8%	92.4%	96.6%	91.4%
<b>Non-Corrections/Non-Management Wtd Average</b>					19	\$6,771	\$9,740	\$10,409		\$9,693	\$13,201	\$13,991	87.6%	98.4%	88.0%	92.5%	101.5%	91.6%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

STATEWIDE Weighted Average

73

\$7,222

\$10,042

\$10,747

\$10,225

\$13,558

\$14,390

93.5%

101.4%

90.9%

97.6%

104.2%

94.2%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 0860 PROGRAM ANALYST 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-LaneCo	B006		Program Services Coord 1		3	\$4,255	\$4,984	\$5,689	1.00	\$7,262	\$8,168	\$9,044	
2024-OR-MultCo	6020		Program Technician		39	\$4,638	\$5,172	\$5,680	1.00	\$7,696	\$8,359	\$8,990	
2024-OR-WashCo	282		Program Specialist		0	\$5,080		\$6,174		\$7,753		\$9,068	
<b>County Market Average</b>					42	\$4,843	\$5,159	\$5,924		\$7,708	\$8,346	\$9,031	
2024-MIL-OPES	04.06		Program Technician / Specialist	20	170	\$4,960	\$5,631	\$6,634	0.97	\$7,668	\$8,489	\$9,716	
<b>Purchased Market Average</b>					20	170	\$4,960	\$5,631	\$6,634		\$7,668	\$8,489	\$9,716
2024-ST-ID	05273		Program Specialist Technician		28	\$3,682	\$4,453	\$7,364	0.81	\$5,488	\$6,411	\$9,893	
2024-ST-NV	07.649		PROGRAM OFFICER 1		0	\$4,064		\$5,976		\$5,885		\$8,195	
2024-ST-WA	1071		PROGRAM SPECIALIST 2		170	\$3,398	\$4,201	\$4,538	1.06	\$5,295	\$6,212	\$6,597	
<b>State Market Average</b>					198	\$3,699	\$4,237	\$5,351		\$5,557	\$6,240	\$7,511	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					20	410	\$4,245	\$4,909	\$5,835		\$6,501	\$7,388	\$8,408

### OREGON COMPARISON TO MARKET

#### 0860-Program Analyst 1

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
AAON	AFSCME AT DOC SECURITY PLUS	A	P	23	7	\$5,369	\$7,153	\$7,766	1.09	\$8,036	\$10,144	\$10,868	126.5%	145.7%	133.1%	123.6%	137.3%	129.3%
<b>Corrections Wtd Average</b>					7	\$5,369	\$7,153	\$7,766		\$8,036	\$10,144	\$10,868	126.5%	145.7%	133.1%	123.6%	137.3%	129.3%
MENN	EXEC SVC NONSUPERVISORY	A	P	23	1	\$4,768	\$7,030	\$7,030	1.19	\$7,326	\$9,999	\$9,999	112.3%	143.2%	120.5%	112.7%	135.3%	118.9%
<b>Management Wtd Average</b>					1	\$4,768	\$7,030	\$7,030		\$7,326	\$9,999	\$9,999	112.3%	143.2%	120.5%	112.7%	135.3%	118.9%
AB	AFSCME AT CONST CONTRACTORS BD	A	P	23	1	\$4,425	\$6,757	\$6,757	1.21	\$6,921	\$9,676	\$9,676	104.2%	137.6%	115.8%	106.5%	131.0%	115.1%
AD	AFSCME AT ENVIRONMENTAL QUAL	A	P	23	2	\$4,425	\$5,920	\$6,757	1.06	\$6,921	\$8,687	\$9,676	104.2%	120.6%	115.8%	106.5%	117.6%	115.1%
AF	AFSCME AT OSP FIRE MARSHAL	A	P	23	1	\$4,425	\$6,439	\$6,757	1.15	\$6,921	\$9,300	\$9,676	104.2%	131.2%	115.8%	106.5%	125.9%	115.1%
AI	AFSCME AT LONGTERM CARE OMBUDS	A	P	23	2	\$4,425	\$6,001	\$6,757	1.07	\$6,921	\$8,783	\$9,676	104.2%	122.2%	115.8%	106.5%	118.9%	115.1%
AL	AFSCME AT LIQUOR CONTROL COMM	A	P	23	6	\$4,425	\$6,425	\$6,757	1.15	\$6,921	\$9,284	\$9,676	104.2%	130.9%	115.8%	106.5%	125.7%	115.1%
AO	AFSCME OR ST POLICE-SUPP UNIT	A	P	23	3	\$4,425	\$5,650	\$6,757	1.01	\$6,921	\$8,368	\$9,676	104.2%	115.1%	115.8%	106.5%	113.3%	115.1%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 0860-Program Analyst 1 (Continued)

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			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	P	23	1	\$4,425	\$6,757	\$6,757	1.21	\$6,921	\$9,676	\$9,676	104.2%	137.6%	115.8%	106.5%	131.0%	115.1%
AU	AFSCME AT MILITARY	A	P	23	2	\$4,425	\$5,890	\$6,757	1.05	\$6,921	\$8,651	\$9,676	104.2%	120.0%	115.8%	106.5%	117.1%	115.1%
AX	AFSCME AT STATE LANDS	A	P	23	1	\$4,425	\$6,757	\$6,757	1.21	\$6,921	\$9,676	\$9,676	104.2%	137.6%	115.8%	106.5%	131.0%	115.1%
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	23	2	\$4,411	\$5,919	\$6,842	1.05	\$6,904	\$8,686	\$9,776	103.9%	120.6%	117.3%	106.2%	117.6%	116.3%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	23	114	\$4,425	\$6,071	\$6,763	1.09	\$6,921	\$8,865	\$9,683	104.2%	123.7%	115.9%	106.5%	120.0%	115.2%
OAI	SEIU STRIKEABLE INST COALITION	A	P	23	46	\$4,425	\$6,246	\$6,763	1.12	\$6,921	\$9,072	\$9,683	104.2%	127.2%	115.9%	106.5%	122.8%	115.2%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	23	16	\$4,425	\$6,251	\$6,763	1.12	\$6,921	\$9,078	\$9,683	104.2%	127.3%	115.9%	106.5%	122.9%	115.2%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	23	53	\$4,425	\$6,029	\$6,763	1.08	\$6,921	\$8,816	\$9,683	104.2%	122.8%	115.9%	106.5%	119.3%	115.2%
UA	UNREPRESENTED	A	P	23	8	\$4,423	\$6,503	\$6,757	1.16	\$6,918	\$9,376	\$9,676	104.2%	132.5%	115.8%	106.4%	126.9%	115.1%
<b>Non-Corrections/Non-Management Wtd Average</b>					258	\$4,425	\$6,127	\$6,763		\$6,921	\$8,931	\$9,683	104.2%	124.8%	115.9%	106.5%	120.9%	115.2%
<b>STATEWIDE Weighted Average</b>					266	\$4,451	\$6,157	\$6,790		\$6,951	\$8,967	\$9,715	104.8%	125.4%	116.4%	106.9%	121.4%	115.5%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 0861 PROGRAM ANALYST 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-ClackCo	703		Program Planner		21	\$6,022	\$6,857	\$7,628	1.00	\$9,101	\$10,141	\$11,101	
2024-OR-LaneCo	B064		Program Services Coord 2		13	\$4,935	\$5,611	\$6,581	0.97	\$8,106	\$8,947	\$10,154	
2024-OR-MultCo	6021		Program Specialist		187	\$6,377	\$6,892	\$7,836	0.97	\$9,856	\$10,497	\$11,670	
2024-OR-WashCo	248		Program Coordinator		0	\$7,000		\$8,505		\$10,062		\$11,871	
2024-WA-ClarkCo	276		Program Coordinator I		0	\$5,476		\$7,664		\$8,030		\$10,543	
2024-WA-ThrstnCo	0733		Grant Manager		0	\$6,559		\$8,744		\$9,165		\$11,674	
<b>County Market Average</b>					221	\$6,388	\$6,813	\$7,881		\$9,741	\$10,372	\$11,585	
2024-MIL-OPES	04.07a		Program Coordinator	17	305	\$5,805	\$6,823	\$7,854	1.00	\$8,701	\$9,947	\$11,210	
2024-MIL-PACS	04.42		Program Coordinator	17	153	\$5,081	\$6,556	\$7,493	1.04	\$7,374	\$9,093	\$10,185	
<b>Purchased Market Average</b>					34	458	\$5,576	\$6,734	\$7,740		\$8,283	\$9,662	\$10,887
2024-ST-ID	05274		Program Specialist		114	\$4,171	\$5,055	\$8,342	0.81	\$6,073	\$7,131	\$11,063	
2024-ST-NV	07.647		PROGRAM OFFICER 2		0	\$4,424		\$6,537		\$6,320		\$8,872	
2024-ST-WA	107J		PROGRAM SPECIALIST 3		305	\$4,422	\$5,647	\$5,955	1.09	\$6,464	\$7,864	\$8,215	
<b>State Market Average</b>					419	\$4,365	\$5,486	\$6,562		\$6,359	\$7,664	\$8,935	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					34	1,098	\$5,267	\$6,274	\$7,300		\$7,828	\$9,043	\$10,257

### OREGON COMPARISON TO MARKET

#### 0861-Program Analyst 2

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			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	
AAON	AFSCME AT DOC SECURITY PLUS	A	P	27	24	\$6,453	\$9,088	\$9,383	1.15	\$9,317	\$12,430	\$12,779	122.5%	144.9%	128.5%	119.0%	137.5%	124.6%
CP	AOCE AT DOC NONSECURITY	A	P	27	2	\$6,436	\$7,616	\$9,329	0.97	\$9,297	\$10,691	\$12,715	122.2%	121.4%	127.8%	118.8%	118.2%	124.0%
<b>Corrections Wtd Average</b>					26	\$6,452	\$8,975	\$9,379		\$9,315	\$12,296	\$12,774	122.5%	143.1%	128.5%	119.0%	136.0%	124.5%
MMN	MGT SVC NONSUPERVISORY	A	P	27	19	\$5,785	\$7,508	\$8,536	1.05	\$8,528	\$10,563	\$11,778	109.8%	119.7%	116.9%	108.9%	116.8%	114.8%
MMS	MGT SVC SUPERVISORY	A	P	27	2	\$5,785	\$7,783	\$8,536	1.09	\$8,528	\$10,888	\$11,778	109.8%	124.1%	116.9%	108.9%	120.4%	114.8%
<b>Management Wtd Average</b>					21	\$5,785	\$7,534	\$8,536		\$8,528	\$10,594	\$11,778	109.8%	120.1%	116.9%	108.9%	117.2%	114.8%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 0861-Program Analyst 2 (Continued)

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	Salary			Salary and Benefits		
													SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
AB	AFSCME AT CONST CONTRACTORS BD	A	P	27	1	\$5,340	\$8,172	\$8,172	1.21	\$8,002	\$11,348	\$11,348	101.4%	130.3%	111.9%	102.2%	125.5%	110.6%
AD	AFSCME AT ENVIRONMENTAL QUAL	A	P	27	13	\$5,340	\$6,924	\$8,172	1.02	\$8,002	\$9,873	\$11,348	101.4%	110.4%	111.9%	102.2%	109.2%	110.6%
AF	AFSCME AT OSP FIRE MARSHAL	A	P	27	4	\$5,340	\$6,930	\$8,172	1.03	\$8,002	\$9,880	\$11,348	101.4%	110.5%	111.9%	102.2%	109.3%	110.6%
AG	AFSCME AT LAND CONSERV DVLPMT	A	P	27	2	\$5,340	\$7,985	\$8,172	1.18	\$8,002	\$11,127	\$11,348	101.4%	127.3%	111.9%	102.2%	123.1%	110.6%
AL	AFSCME AT LIQUOR CONTROL COMM	A	P	27	7	\$5,340	\$7,816	\$8,172	1.16	\$8,002	\$10,927	\$11,348	101.4%	124.6%	111.9%	102.2%	120.8%	110.6%
AMG	AFSCME AT DHS STAB&CRISIS UNIT	A	P	27	2	\$5,340	\$7,465	\$8,172	1.10	\$8,002	\$10,513	\$11,348	101.4%	119.0%	111.9%	102.2%	116.3%	110.6%
AO	AFSCME OR ST POLICE-SUPP UNIT	A	P	27	6	\$5,340	\$7,232	\$8,172	1.07	\$8,002	\$10,238	\$11,348	101.4%	115.3%	111.9%	102.2%	113.2%	110.6%
AU	AFSCME AT MILITARY	A	P	27	2	\$5,340	\$7,802	\$8,172	1.15	\$8,002	\$10,910	\$11,348	101.4%	124.4%	111.9%	102.2%	120.7%	110.6%
AV	AFSCME MILITRY OREG EMERG MGMT	A	P	27	26	\$5,340	\$6,687	\$8,172	0.99	\$8,002	\$9,593	\$11,348	101.4%	106.6%	111.9%	102.2%	106.1%	110.6%
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	27	5	\$5,364	\$8,007	\$8,317	1.17	\$8,030	\$11,152	\$11,519	101.8%	127.6%	113.9%	102.6%	123.3%	112.3%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	27	226	\$5,345	\$7,348	\$8,177	1.09	\$8,008	\$10,374	\$11,354	101.5%	117.1%	112.0%	102.3%	114.7%	110.7%
OAI	SEIU STRIKEABLE INST COALITION	A	P	27	43	\$5,345	\$7,488	\$8,177	1.11	\$8,008	\$10,540	\$11,354	101.5%	119.4%	112.0%	102.3%	116.6%	110.7%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	27	38	\$5,345	\$7,636	\$8,177	1.13	\$8,008	\$10,715	\$11,354	101.5%	121.7%	112.0%	102.3%	118.5%	110.7%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	27	130	\$5,345	\$7,159	\$8,177	1.06	\$8,008	\$10,151	\$11,354	101.5%	114.1%	112.0%	102.3%	112.3%	110.7%
UA	UNREPRESENTED	A	P	27	11	\$5,340	\$6,916	\$8,172	1.02	\$8,002	\$9,864	\$11,348	101.4%	110.2%	111.9%	102.2%	109.1%	110.6%
<b>Non-Corrections/Non-Management Wtd Average</b>					516	\$5,344	\$7,294	\$8,178		\$8,007	\$10,311	\$11,355	101.5%	116.3%	112.0%	102.3%	114.0%	110.7%
<b>STATEWIDE Weighted Average</b>					563	\$5,412	\$7,381	\$8,246		\$8,087	\$10,413	\$11,436	102.8%	117.7%	113.0%	103.3%	115.2%	111.5%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 0862 PROGRAM ANALYST 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-ClackCo	240		Program Planner, Senior		12	\$6,624	\$8,104	\$8,387	1.08	\$9,851	\$11,694	\$12,046	
2024-OR-LaneCo	B007		Program Services Coord, Sr		10	\$5,441	\$6,359	\$7,271	1.00	\$8,736	\$9,877	\$11,011	
2024-OR-MultCo	6088		Program Specialist Senior		95	\$7,167	\$7,786	\$8,823	0.97	\$10,839	\$11,607	\$12,896	
2024-OR-WashCo	240		Program Coordinator, Senior		0	\$7,727		\$9,387		\$10,935		\$12,931	
2024-WA-ClarkCo	277		Program Coordinator II		0	\$5,940		\$8,317		\$8,563		\$11,293	
<b>County Market Average</b>					117	\$7,180	\$7,697	\$8,856		\$10,682	\$11,468	\$12,747	
2024-ST-ID	09501		Program Planning & Dev Specialist		1	\$4,759	\$5,507	\$9,518	0.77	\$6,777	\$7,672	\$12,471	
2024-ST-NV	07.643		PROGRAM OFFICER 3		0	\$4,808		\$7,139		\$6,784		\$9,599	
2024-ST-WA	107K		PROGRAM SPECIALIST 4		95	\$4,773	\$6,159	\$6,414	1.10	\$6,866	\$8,448	\$8,740	
<b>State Market Average</b>					96	\$4,784	\$6,152	\$6,661		\$6,839	\$8,440	\$9,033	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	213	\$6,027	\$7,000	\$7,799		\$8,832	\$10,103	\$10,959

### OREGON COMPARISON TO MARKET

#### 0862-Program Analyst 3

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
MMN	MGT SVC NONSUPERVISORY	A	P	29	20	\$6,374	\$8,743	\$9,405	1.11	\$9,224	\$12,023	\$12,805	105.8%	124.9%	120.6%	104.4%	119.0%	116.8%
<b>Management Wtd Average</b>					20	\$6,374	\$8,743	\$9,405		\$9,224	\$12,023	\$12,805	105.8%	124.9%	120.6%	104.4%	119.0%	116.8%
AD	AFSCME AT ENVIRONMENTAL QUAL	A	P	29	9	\$5,859	\$8,254	\$8,998	1.11	\$8,615	\$11,444	\$12,324	97.2%	117.9%	115.4%	97.5%	113.3%	112.5%
AF	AFSCME AT OSP FIRE MARSHAL	A	P	29	9	\$5,859	\$8,381	\$8,998	1.13	\$8,615	\$11,595	\$12,324	97.2%	119.7%	115.4%	97.5%	114.8%	112.5%
AI	AFSCME AT LONGTERM CARE OMBUDS	A	P	29	10	\$5,859	\$7,833	\$8,998	1.05	\$8,615	\$10,947	\$12,324	97.2%	111.9%	115.4%	97.5%	108.4%	112.5%
AMG	AFSCME AT DHS STAB&CRISIS UNIT	A	P	29	1	\$5,859	\$5,859	\$8,998	0.79	\$8,615	\$8,615	\$12,324	97.2%	83.7%	115.4%	97.5%	85.3%	112.5%
AO	AFSCME OR ST POLICE-SUPP UNIT	A	P	29	1	\$5,859	\$8,998	\$8,998	1.21	\$8,615	\$12,324	\$12,324	97.2%	128.5%	115.4%	97.5%	122.0%	112.5%
AV	AFSCME MILITRY OREG EMERG MGMT	A	P	29	18	\$5,859	\$7,837	\$8,998	1.06	\$8,615	\$10,953	\$12,324	97.2%	112.0%	115.4%	97.5%	108.4%	112.5%
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	29	1	\$5,912	\$8,729	\$9,166	1.16	\$8,678	\$12,006	\$12,522	98.1%	124.7%	117.5%	98.2%	118.8%	114.3%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	29	112	\$5,861	\$8,277	\$8,999	1.11	\$8,617	\$11,472	\$12,325	97.2%	118.2%	115.4%	97.6%	113.5%	112.5%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 0862-Program Analyst 3 (Continued)

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			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	13	\$5,861	\$8,624	\$8,999	1.16	\$8,617	\$11,882	\$12,325	97.2%	123.2%	115.4%	97.6%	117.6%	112.5%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	29	19	\$5,861	\$8,433	\$8,999	1.14	\$8,617	\$11,656	\$12,325	97.2%	120.5%	115.4%	97.6%	115.4%	112.5%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	29	83	\$5,861	\$8,061	\$8,999	1.08	\$8,617	\$11,216	\$12,325	97.2%	115.1%	115.4%	97.6%	111.0%	112.5%
UA	UNREPRESENTED	A	P	29	38	\$5,859	\$7,905	\$8,992	1.06	\$8,615	\$11,032	\$12,317	97.2%	112.9%	115.3%	97.5%	109.2%	112.4%
<b>Non-Corrections/Non-Management Wtd Average</b>					314	\$5,861	\$8,158	\$8,999		\$8,617	\$11,331	\$12,324	97.2%	116.5%	115.4%	97.6%	112.1%	112.5%
<b>STATEWIDE Weighted Average</b>					334	\$5,891	\$8,193	\$9,023		\$8,653	\$11,372	\$12,353	97.8%	117.0%	115.7%	98.0%	112.6%	112.7%



# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 0864 PUBLIC AFFAIRS SPECIALIST 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-ClackCo	045		Community Relations Spec 1		4	\$5,486	\$6,865	\$6,952	1.10	\$8,433	\$10,150	\$10,258	
2024-OR-WashCo	262		Program Communication and Education Specialist		0	\$5,888		\$7,157		\$8,724		\$10,250	
2024-WA-KingCo	2501100		Communications Specialist I		0	\$6,058		\$7,679		\$8,653		\$10,515	
<b>County Market Average</b>					4	\$5,812	\$6,865	\$7,141		\$8,659	\$10,150	\$10,266	
2024-CompAnalyst	CM02000049		Communications Representative I		1	\$4,750	\$5,525	\$6,700	0.98	\$6,988	\$7,891	\$9,261	
2024-CompAnalyst	CM02000006		Public Relations Specialist I		1	\$4,367	\$5,175	\$6,575	0.99	\$6,541	\$7,483	\$9,115	
<b>Purchased Market Average</b>					2	\$4,558	\$5,350	\$6,638		\$6,764	\$7,687	\$9,188	
2024-ST-CA	5601	L	INFORMATION OFFICER I (SPECIALIST)		3	\$5,140	\$5,927	\$6,434	1.02	\$7,851	\$8,795	\$9,404	
2024-ST-NV	07.806		PUBLIC INFORMATION OFFICER 1		0	\$4,808		\$7,139		\$6,784		\$9,599	
2024-ST-WA	197J		COMMUNICATIONS CONSULTANT 2		6	\$3,818	\$4,955	\$5,132	1.11	\$5,775	\$7,073	\$7,275	
<b>State Market Average</b>					9	\$4,393	\$5,279	\$6,164		\$6,431	\$7,647	\$8,531	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	15	\$4,918	\$5,711	\$6,539		\$7,258	\$8,320	\$9,190

### OREGON COMPARISON TO MARKET

### 0864-Public Affairs Specialist 1

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			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	
MENN	EXEC SVC NONSUPERVISORY	A	P	25	1	\$5,262	\$7,380	\$7,747	1.13	\$7,910	\$10,412	\$10,846	107.0%	129.2%	118.5%	109.0%	125.1%	118.0%
<b>Management Wtd Average</b>					1	\$5,262	\$7,380	\$7,747		\$7,910	\$10,412	\$10,846	107.0%	129.2%	118.5%	109.0%	125.1%	118.0%
AL	AFSCME AT LIQUOR CONTROL COMM	A	P	25	1	\$4,852	\$7,431	\$7,431	1.21	\$7,425	\$10,472	\$10,472	98.7%	130.1%	113.6%	102.3%	125.9%	114.0%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	25	4	\$4,851	\$6,039	\$7,436	0.98	\$7,424	\$8,827	\$10,478	98.6%	105.7%	113.7%	102.3%	106.1%	114.0%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	25	5	\$4,851	\$6,608	\$7,436	1.08	\$7,424	\$9,500	\$10,478	98.6%	115.7%	113.7%	102.3%	114.2%	114.0%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	25	12	\$4,851	\$6,667	\$7,436	1.09	\$7,424	\$9,570	\$10,478	98.6%	116.7%	113.7%	102.3%	115.0%	114.0%
UA	UNREPRESENTED	A	P	25	5	\$4,849	\$5,918	\$7,431	0.96	\$7,422	\$8,684	\$10,472	98.6%	103.6%	113.6%	102.3%	104.4%	114.0%
<b>Non-Corrections/Non-Management Wtd Average</b>					27	\$4,851	\$6,453	\$7,435		\$7,424	\$9,316	\$10,477	98.6%	113.0%	113.7%	102.3%	112.0%	114.0%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

STATEWIDE Weighted Average

28

\$4,865

\$6,486

\$7,446

\$7,441

\$9,356

\$10,490

98.9%

113.6%

113.9%

102.5%

112.4%

114.1%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 0865 PUBLIC AFFAIRS SPECIALIST 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-ClackCo	044		Community Relations Spec 2		4	\$6,624	\$8,386	\$8,387	1.12	\$9,851	\$12,045	\$12,046	
2024-OR-WashCo	263		Program Communication and Education Specialist, S		0	\$6,500		\$7,897		\$9,460		\$11,140	
2024-WA-ClarkCo	53		Communication Specialist		0	\$5,476		\$7,664		\$8,030		\$10,543	
2024-WA-KingCo	2501200		Communications Specialist II		0	\$6,631		\$8,245		\$9,311		\$11,165	
2024-WA-ThrstnCo	1330		Public Information Specialist		0	\$5,590		\$7,404		\$8,052		\$10,135	
<b>County Market Average</b>					4	\$6,431	\$8,386	\$7,980		\$9,385	\$12,045	\$11,248	
2024-CompAnalyst	CM02000050		Communications Representative II		1	\$5,542	\$6,617	\$8,233	0.97	\$7,911	\$9,164	\$11,049	
2024-CompAnalyst	CM02000007		Public Relations Specialist II		1	\$5,150	\$6,258	\$7,592	0.99	\$7,454	\$8,746	\$10,301	
2024-MIL-NWMGT	05.07b		Public Relations Specialist	17	95	\$5,902	\$8,285	\$8,857	1.12	\$8,331	\$11,109	\$11,776	
2024-MIL-PACS	11.01		Public Relations Specialist	10	19	\$6,115	\$8,027	\$8,423	1.10	\$8,579	\$10,808	\$11,270	
<b>Purchased Market Average</b>					27	116	\$5,928	\$8,211	\$8,769		\$8,361	\$11,022	\$11,674
2024-ST-CA	5595		INFORMATION OFFICER II		108	\$6,205	\$7,019	\$7,711	1.01	\$9,129	\$10,107	\$10,937	
2024-ST-WA	197L		COMMUNICATIONS CONSULTANT 4		108	\$4,773	\$6,184	\$6,414	1.11	\$6,866	\$8,477	\$8,740	
<b>State Market Average</b>					216	\$5,489	\$6,602	\$7,062		\$7,997	\$9,292	\$9,838	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					27	336	\$5,681	\$7,178	\$7,663		\$8,188	\$9,922	\$10,506

### OREGON COMPARISON TO MARKET

#### 0865-Public Affairs Specialist 2

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
MMN	MGT SVC NONSUPERVISORY	A	P	29	29	\$6,374	\$8,795	\$9,405	1.11	\$9,224	\$12,084	\$12,805	112.2%	122.5%	122.7%	112.6%	121.8%	121.9%
<b>Management Wtd Average</b>					29	\$6,374	\$8,795	\$9,405		\$9,224	\$12,084	\$12,805	112.2%	122.5%	122.7%	112.6%	121.8%	121.9%
AD	AFSCME AT ENVIRONMENTAL QUAL	A	P	29	3	\$5,859	\$8,222	\$8,998	1.11	\$8,615	\$11,407	\$12,324	103.1%	114.5%	117.4%	105.2%	115.0%	117.3%
AF	AFSCME AT OSP FIRE MARSHAL	A	P	29	2	\$5,859	\$8,576	\$8,998	1.15	\$8,615	\$11,825	\$12,324	103.1%	119.5%	117.4%	105.2%	119.2%	117.3%
AU	AFSCME AT MILITARY	A	P	29	1	\$5,859	\$8,998	\$8,998	1.21	\$8,615	\$12,324	\$12,324	103.1%	125.3%	117.4%	105.2%	124.2%	117.3%
AX	AFSCME AT STATE LANDS	A	P	29	2	\$5,859	\$8,187	\$8,998	1.10	\$8,615	\$11,366	\$12,324	103.1%	114.1%	117.4%	105.2%	114.5%	117.3%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 0865-Public Affairs Specialist 2 (Continued)

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			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	P	29	10	\$5,912	\$8,535	\$9,166	1.13	\$8,678	\$11,777	\$12,522	104.1%	118.9%	119.6%	106.0%	118.7%	119.2%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	29	20	\$5,861	\$7,811	\$8,999	1.05	\$8,617	\$10,921	\$12,325	103.2%	108.8%	117.4%	105.2%	110.1%	117.3%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	29	24	\$5,861	\$8,391	\$8,999	1.13	\$8,617	\$11,606	\$12,325	103.2%	116.9%	117.4%	105.2%	117.0%	117.3%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	29	14	\$5,861	\$7,713	\$8,999	1.04	\$8,617	\$10,806	\$12,325	103.2%	107.4%	117.4%	105.2%	108.9%	117.3%
UA	UNREPRESENTED	A	P	29	7	\$5,859	\$8,316	\$8,992	1.12	\$8,615	\$11,518	\$12,317	103.1%	115.8%	117.3%	105.2%	116.1%	117.2%
<b>Non-Corrections/Non-Management Wtd Average</b>					83	\$5,867	\$8,149	\$9,018		\$8,624	\$11,320	\$12,348	103.3%	113.5%	117.7%	105.3%	114.1%	117.5%
<b>STATEWIDE Weighted Average</b>					112	\$5,998	\$8,316	\$9,119		\$8,779	\$11,518	\$12,466	105.6%	115.8%	119.0%	107.2%	116.1%	118.7%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 0866 PUBLIC AFFAIRS SPECIALIST 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-ClackCo	144		Community Relations Spec, Sr		7	\$7,287	\$8,635	\$9,226	1.05	\$10,676	\$12,355	\$13,091	
2024-OR-MultCo	9790		Public Relations Coordinator		2	\$6,757	\$8,447	\$10,356	0.99	\$10,329	\$12,429	\$14,802	
2024-OR-MultCo	6089		Public Affairs Coordinator		11	\$7,381	\$8,537	\$9,086	1.04	\$11,104	\$12,541	\$13,223	
2024-OR-WashCo	056		Department Communications Coordinator II		0	\$7,920		\$9,623		\$11,168		\$13,215	
2024-WA-ClarkCo	54		Communications Specialist Senior		0	\$5,470		\$7,539		\$8,023		\$10,400	
2024-WA-KingCo	2501300		Communications Specialist III		0	\$7,221		\$9,066		\$9,990		\$12,108	
<b>County Market Average</b>					20	\$7,311	\$8,562	\$9,244		\$10,778	\$12,465	\$13,156	
2024-CompAnalyst	CM02000051		Communications Representative III		1	\$6,850	\$8,192	\$9,992	0.98	\$9,436	\$11,000	\$13,099	
2024-CompAnalyst	CM02000008		Public Relations Specialist III		1	\$6,483	\$7,717	\$9,242	1.00	\$9,009	\$10,447	\$12,224	
2024-MIL-NWMGT	05.07a		Public Relations Specialist - Senior	17	76	\$7,079	\$9,217	\$10,316	1.06	\$9,703	\$12,196	\$13,477	
2024-MIL-OPES	04.13		Public Information Officer	15	45	\$6,952	\$8,629	\$9,484	1.05	\$10,106	\$12,158	\$13,205	
<b>Purchased Market Average</b>					32	123	\$7,026	\$8,981	\$10,003		\$9,841	\$12,158	\$13,365
2024-ST-CA	5597		INFORMATION OFFICER III C.E.A.		2	\$8,305	\$9,430	\$9,430	1.06	\$11,650	\$13,001	\$13,001	
2024-ST-WA	197M		COMMUNICATIONS CONSULTANT 5		76	\$5,530	\$7,267	\$7,436	1.12	\$7,730	\$9,714	\$9,907	
<b>State Market Average</b>					78	\$5,601	\$7,323	\$7,486		\$7,830	\$9,798	\$9,985	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					32	221	\$6,567	\$8,358	\$9,048		\$9,254	\$11,353	\$12,175

### OREGON COMPARISON TO MARKET

#### 0866-Public Affairs Specialist 3

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	Salary		Salary and Benefits			
													SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
MENN	EXEC SVC NONSUPERVISORY	A	P	31X	1	\$7,030	\$10,350	\$10,350	1.19	\$9,999	\$13,921	\$13,921	107.1%	123.8%	114.4%	108.1%	122.6%	114.3%
MMN	MGT SVC NONSUPERVISORY	A	P	31	34	\$7,030	\$9,908	\$10,350	1.14	\$9,999	\$13,399	\$13,921	107.1%	118.6%	114.4%	108.1%	118.0%	114.3%
MMS	MGT SVC SUPERVISORY	A	P	31	1	\$7,030	\$8,126	\$10,350	0.94	\$9,999	\$11,294	\$13,921	107.1%	97.2%	114.4%	108.1%	99.5%	114.3%
<b>Management Wtd Average</b>					36	\$7,030	\$9,871	\$10,350		\$9,999	\$13,355	\$13,921	107.1%	118.1%	114.4%	108.1%	117.6%	114.3%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	31	1	\$6,444	\$9,897	\$9,897	1.21	\$9,306	\$13,386	\$13,386	98.1%	118.4%	109.4%	100.6%	117.9%	109.9%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 0866-Public Affairs Specialist 3 (Continued)

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			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	31	5	\$6,444	\$9,627	\$9,897	1.18	\$9,306	\$13,067	\$13,386	98.1%	115.2%	109.4%	100.6%	115.1%	109.9%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	31	5	\$6,444	\$9,717	\$9,897	1.19	\$9,306	\$13,174	\$13,386	98.1%	116.3%	109.4%	100.6%	116.0%	109.9%
<b>Non-Corrections/Non-Management Wtd Average</b>					11	\$6,444	\$9,693	\$9,897		\$9,306	\$13,145	\$13,386	98.1%	116.0%	109.4%	100.6%	115.8%	109.9%
<b>STATEWIDE Weighted Average</b>					47	\$6,893	\$9,829	\$10,244		\$9,837	\$13,306	\$13,796	105.0%	117.6%	113.2%	106.3%	117.2%	113.3%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 0870 OPERATIONS & POLICY ANALYST 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-ClackCo	623		Management Analyst 1		26	\$5,532	\$6,649	\$7,020	1.06	\$8,491	\$9,882	\$10,343	
2024-OR-MarionCo	655		Management Analyst 1		18	\$4,777	\$6,032	\$6,403	1.08	\$7,597	\$9,160	\$9,622	
2024-OR-WashCo	026		Management Analyst I		0	\$6,341		\$7,705		\$9,268		\$10,908	
<b>County Market Average</b>					44	\$5,584	\$6,397	\$7,070		\$8,494	\$9,586	\$10,326	
2024-ST-CA	5157	C	STAFF SERVICES ANALYST		1,264	\$4,149	\$4,563	\$5,194	0.98	\$6,661	\$7,159	\$7,915	
2024-ST-NV	07.637		MANAGEMENT ANALYST 1		0	\$4,424		\$6,537		\$6,320		\$8,872	
<b>State Market Average</b>					1,264	\$4,171	\$4,563	\$5,300		\$6,634	\$7,159	\$7,991	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	1,308	\$4,233	\$4,625	\$5,378		\$6,716	\$7,240	\$8,094

### OREGON COMPARISON TO MARKET

#### 0870-Operations & Policy Analyst 1

Worker Data as of: 6/1/2024

MARKET COMPARISONS					
Salary			Salary and Benefits		
SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
126.8%	163.2%	144.4%	119.7%	146.6%	134.3%
112.6%	132.9%	130.7%	109.1%	123.7%	123.5%
112.6%	128.6%	130.7%	109.1%	120.5%	123.5%
112.6%	134.1%	130.7%	109.1%	124.6%	123.5%
112.6%	133.0%	130.7%	109.1%	123.8%	123.5%
104.5%	136.0%	125.6%	103.0%	126.0%	119.6%
104.5%	132.4%	125.6%	103.0%	123.3%	119.6%
104.5%	139.2%	125.6%	103.0%	128.5%	119.6%
104.5%	125.9%	125.6%	103.0%	118.4%	119.6%
104.5%	136.4%	125.6%	103.0%	126.3%	119.6%
104.5%	134.3%	125.6%	103.0%	124.7%	119.6%
104.2%	132.6%	127.2%	102.8%	123.4%	120.8%

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
AAON	AFSCME AT DOC SECURITY PLUS	A	P	23	8	\$5,369	\$7,550	\$7,766	1.15	\$8,036	\$10,613	\$10,868
<b>Corrections Wtd Average</b>					8	\$5,369	\$7,550	\$7,766		\$8,036	\$10,613	\$10,868
MENN	EXEC SVC NONSUPERVISORY	A	P	23	2	\$4,768	\$6,146	\$7,030	1.04	\$7,326	\$8,954	\$9,999
MMC	MGT SVC NSUPV CONFIDENTIAL	A	P	23	2	\$4,768	\$5,950	\$7,030	1.01	\$7,326	\$8,722	\$9,999
MMN	MGT SVC NONSUPERVISORY	A	P	23	8	\$4,768	\$6,203	\$7,030	1.05	\$7,326	\$9,021	\$9,999
<b>Management Wtd Average</b>					12	\$4,768	\$6,151	\$7,030		\$7,326	\$8,960	\$9,999
AB	AFSCME AT CONST CONTRACTORS BD	A	P	23	2	\$4,425	\$6,291	\$6,757	1.13	\$6,921	\$9,125	\$9,676
AD	AFSCME AT ENVIRONMENTAL QUAL	A	P	23	3	\$4,425	\$6,122	\$6,757	1.09	\$6,921	\$8,926	\$9,676
AF	AFSCME AT OSP FIRE MARSHAL	A	P	23	1	\$4,425	\$6,439	\$6,757	1.15	\$6,921	\$9,300	\$9,676
AL	AFSCME AT LIQUOR CONTROL COMM	A	P	23	4	\$4,425	\$5,823	\$6,757	1.04	\$6,921	\$8,573	\$9,676
AO	AFSCME OR ST POLICE-SUPP UNIT	A	P	23	2	\$4,425	\$6,308	\$6,757	1.13	\$6,921	\$9,146	\$9,676
AT	AFSCME AT DCBS BUILDING CODES	A	P	23	7	\$4,425	\$6,210	\$6,757	1.11	\$6,921	\$9,030	\$9,676
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	23	4	\$4,411	\$6,131	\$6,842	1.09	\$6,904	\$8,937	\$9,776

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 0870-Operations & Policy Analyst 1 (Continued)

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			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	23	95	\$4,425	\$5,958	\$6,763	1.06	\$6,921	\$8,731	\$9,683	104.5%	128.8%	125.8%	103.0%	120.6%	119.6%
OAI	SEIU STRIKEABLE INST COALITION	A	P	23	8	\$4,425	\$5,863	\$6,763	1.05	\$6,921	\$8,619	\$9,683	104.5%	126.8%	125.8%	103.0%	119.0%	119.6%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	23	24	\$4,425	\$6,144	\$6,763	1.10	\$6,921	\$8,951	\$9,683	104.5%	132.8%	125.8%	103.0%	123.6%	119.6%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	23	54	\$4,425	\$6,169	\$6,763	1.10	\$6,921	\$8,982	\$9,683	104.5%	133.4%	125.8%	103.0%	124.1%	119.6%
UA	UNREPRESENTED	A	P	23	9	\$4,423	\$6,191	\$6,757	1.11	\$6,918	\$9,007	\$9,676	104.5%	133.9%	125.6%	103.0%	124.4%	119.6%
<b>Non-Corrections/Non-Management Wtd Average</b>					213	\$4,425	\$6,059	\$6,764		\$6,920	\$8,851	\$9,684	104.5%	131.0%	125.8%	103.0%	122.2%	119.6%
<b>STATEWIDE Weighted Average</b>					233	\$4,475	\$6,114	\$6,812		\$6,980	\$8,917	\$9,741	105.7%	132.2%	126.7%	103.9%	123.2%	120.4%



# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 0871 OPERATIONS & POLICY ANALYST 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-ClackCo	624		Management Analyst 2		27	\$6,317	\$7,568	\$8,010	1.06	\$9,467	\$11,026	\$11,577	
2024-OR-DescCo	9125		ADMINISTRATIVE ANALYST		0	\$5,649		\$7,570		\$9,025		\$11,419	
2024-OR-MarionCo	656		Management Analyst 2		6	\$5,522	\$6,566	\$7,394	1.02	\$8,525	\$9,826	\$10,857	
2024-OR-MarionCo	114		Policy Analyst		1	\$6,183	\$6,505	\$8,284	0.90	\$9,348	\$9,750	\$11,965	
2024-OR-WashCo	027		Management Analyst II		0	\$7,353		\$8,935		\$10,485		\$12,388	
2024-WA-ClarkCo	225		Management Analyst		0	\$5,940		\$8,317		\$8,563		\$11,293	
2024-WA-ThrstnCo	0742		Management Analyst		0	\$5,552		\$7,404		\$8,008		\$10,135	
<b>County Market Average</b>					34	\$6,443	\$7,360	\$8,166		\$9,572	\$10,777	\$11,692	
2024-MIL-PACS	04.28a		Business Data Analyst I		13	\$5,422	\$6,443	\$7,753	0.98	\$7,771	\$8,962	\$10,489	
<b>Purchased Market Average</b>					13	\$5,422	\$6,443	\$7,753		\$7,771	\$8,962	\$10,489	
2024-ST-CA	5246	A	ASSOCIATE MANAGEMENT ANALYST		5	\$4,990	\$5,845	\$6,245	1.04	\$7,671	\$8,698	\$9,178	
2024-ST-ID	05206		Management Analyst		3	\$4,171	\$4,981	\$8,342	0.80	\$6,073	\$7,043	\$11,063	
2024-ST-NV	07.625		MANAGEMENT ANALYST 2		0	\$4,808		\$7,139		\$6,784		\$9,599	
2024-ST-WA	109K		MANAGEMENT ANALYST 3		110	\$4,538	\$5,662	\$6,100	1.06	\$6,597	\$7,881	\$8,381	
<b>State Market Average</b>					118	\$4,673	\$5,652	\$6,629		\$6,699	\$7,894	\$9,011	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					13	204	\$4,978	\$6,139	\$6,947		\$7,177	\$8,647	\$9,511

### OREGON COMPARISON TO MARKET

#### 0871-Operations & Policy Analyst 2

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
AAON	AFSCME AT DOC SECURITY PLUS	A	P	27	18	\$6,453	\$8,996	\$9,383	1.14	\$9,317	\$12,321	\$12,779	129.6%	146.5%	135.1%	129.8%	142.5%	134.4%
CP	AOCE AT DOC NONSECURITY	A	P	27	1	\$6,436	\$8,106	\$9,329	1.03	\$9,297	\$11,270	\$12,715	129.3%	132.0%	134.3%	129.5%	130.3%	133.7%
<b>Corrections Wtd Average</b>					19	\$6,452	\$8,949	\$9,380		\$9,316	\$12,266	\$12,775	129.6%	145.8%	135.0%	129.8%	141.9%	134.3%
MENN	EXEC SVC NONSUPERVISORY	A	P	27	7	\$5,785	\$7,843	\$8,536	1.10	\$8,528	\$10,960	\$11,778	116.2%	127.8%	122.9%	118.8%	126.8%	123.8%
MMN	MGT SVC NONSUPERVISORY	A	P	27	29	\$5,785	\$7,878	\$8,536	1.10	\$8,528	\$11,001	\$11,778	116.2%	128.3%	122.9%	118.8%	127.2%	123.8%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 0871-Operations & Policy Analyst 2 (Continued)

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	Salary			Salary and Benefits		
													SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
MMS	MGT SVC SUPERVISORY	A	P	27	1	\$5,785	\$8,536	\$8,536	1.19	\$8,528	\$11,778	\$11,778	116.2%	139.1%	122.9%	118.8%	136.2%	123.8%
<b>Management Wtd Average</b>					37	\$5,785	\$7,889	\$8,536		\$8,528	\$11,014	\$11,778	116.2%	128.5%	122.9%	118.8%	127.4%	123.8%
AD	AFSCME AT ENVIRONMENTAL QUAL	A	P	27	15	\$5,340	\$7,261	\$8,172	1.07	\$8,002	\$10,272	\$11,348	107.3%	118.3%	117.6%	111.5%	118.8%	119.3%
AF	AFSCME AT OSP FIRE MARSHAL	A	P	27	3	\$5,340	\$7,347	\$8,172	1.09	\$8,002	\$10,374	\$11,348	107.3%	119.7%	117.6%	111.5%	120.0%	119.3%
AG	AFSCME AT LAND CONSERV DVLPMNT	A	P	27	1	\$5,340	\$7,092	\$8,172	1.05	\$8,002	\$10,072	\$11,348	107.3%	115.5%	117.6%	111.5%	116.5%	119.3%
AL	AFSCME AT LIQUOR CONTROL COMM	A	P	27	3	\$5,340	\$7,470	\$8,172	1.11	\$8,002	\$10,518	\$11,348	107.3%	121.7%	117.6%	111.5%	121.6%	119.3%
AO	AFSCME OR ST POLICE-SUPP UNIT	A	P	27	2	\$5,340	\$8,172	\$8,172	1.21	\$8,002	\$11,348	\$11,348	107.3%	133.1%	117.6%	111.5%	131.2%	119.3%
AT	AFSCME AT DCBS BUILDING CODES	A	P	27	3	\$5,340	\$8,047	\$8,172	1.19	\$8,002	\$11,201	\$11,348	107.3%	131.1%	117.6%	111.5%	129.5%	119.3%
AU	AFSCME AT MILITARY	A	P	27	4	\$5,340	\$7,036	\$8,172	1.04	\$8,002	\$10,005	\$11,348	107.3%	114.6%	117.6%	111.5%	115.7%	119.3%
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	27	34	\$5,364	\$7,628	\$8,317	1.12	\$8,030	\$10,706	\$11,519	107.8%	124.3%	119.7%	111.9%	123.8%	121.1%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	27	319	\$5,345	\$7,153	\$8,177	1.06	\$8,008	\$10,144	\$11,354	107.4%	116.5%	117.7%	111.6%	117.3%	119.4%
OAI	SEIU STRIKEABLE INST COALITION	A	P	27	20	\$5,345	\$7,170	\$8,177	1.06	\$8,008	\$10,163	\$11,354	107.4%	116.8%	117.7%	111.6%	117.5%	119.4%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	27	76	\$5,345	\$7,435	\$8,177	1.10	\$8,008	\$10,477	\$11,354	107.4%	121.1%	117.7%	111.6%	121.2%	119.4%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	27	145	\$5,345	\$7,329	\$8,177	1.08	\$8,008	\$10,352	\$11,354	107.4%	119.4%	117.7%	111.6%	119.7%	119.4%
UA	UNREPRESENTED	A	P	27	14	\$5,340	\$7,165	\$8,172	1.06	\$8,002	\$10,158	\$11,348	107.3%	116.7%	117.6%	111.5%	117.5%	119.3%
<b>Non-Corrections/Non-Management Wtd Average</b>					639	\$5,346	\$7,264	\$8,184		\$8,009	\$10,275	\$11,362	107.4%	118.3%	117.8%	111.6%	118.8%	119.5%
<b>STATEWIDE Weighted Average</b>					695	\$5,399	\$7,344	\$8,236		\$8,072	\$10,369	\$11,423	108.5%	119.6%	118.5%	112.5%	119.9%	120.1%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 0872 OPERATIONS & POLICY ANALYST 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-ClackCo	626		Pol, Perf & Research Analyst		25	\$5,411	\$8,084	\$8,387	1.17	\$8,340	\$11,668	\$12,046	
2024-OR-MarionCo	614		Policy Analyst Sr		3	\$7,169	\$8,600	\$9,604	1.03	\$10,577	\$12,359	\$13,610	
2024-OR-WashCo	181		Policy Analyst		0	\$9,415		\$11,440		\$12,965		\$15,399	
2024-WA-ClarkCo	226		Management Analyst Senior		0	\$6,446		\$9,023		\$9,144		\$12,104	
<b>County Market Average</b>					28	\$5,984	\$8,139	\$8,807		\$9,008	\$11,742	\$12,509	
2024-MIL-OPES	04.09		Management Analyst		13	58	\$6,381	\$7,413	\$8,432	1.00	\$9,407	\$10,670	\$11,918
2024-MIL-PACS	04.28b		Business Data Analyst II		12	67	\$6,118	\$7,367	\$9,152	0.96	\$8,582	\$10,038	\$12,120
<b>Purchased Market Average</b>					25	125	\$6,240	\$7,388	\$8,818		\$8,965	\$10,332	\$12,026
2024-ST-ID	05207		Management Analyst Senior		5		\$5,453	\$6,841	\$10,907	0.84	\$7,608	\$9,268	\$14,132
2024-ST-NV	07.624		MANAGEMENT ANALYST 3		0		\$5,246		\$7,817		\$7,313		\$10,418
2024-ST-WA	109L		MANAGEMENT ANALYST 4		152		\$5,264	\$6,702	\$7,079	1.09	\$7,426	\$9,069	\$9,499
<b>State Market Average</b>					157		\$5,258	\$6,707	\$7,490		\$7,372	\$9,075	\$10,009
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					25	310	\$5,513	\$7,111	\$7,854		\$7,812	\$9,823	\$10,590

### OREGON COMPARISON TO MARKET

#### 0872-Operations & Policy Analyst 3

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
AAON	AFSCME AT DOC SECURITY PLUS	A	P	30	10	\$7,413	\$10,099	\$10,802	1.11	\$10,451	\$13,625	\$14,455	134.5%	142.0%	137.5%	133.8%	138.7%	136.5%
<b>Corrections Wtd Average</b>					10	\$7,413	\$10,099	\$10,802		\$10,451	\$13,625	\$14,455	134.5%	142.0%	137.5%	133.8%	138.7%	136.5%
MENN	EXEC SVC NONSUPERVISORY	A	P	30	1	\$6,690	\$9,866	\$9,866	1.19	\$9,597	\$13,349	\$13,349	121.4%	138.7%	125.6%	122.8%	135.9%	126.1%
MESN	EXEC SVC SUPERVISORY	A	P	30	2	\$6,690	\$8,971	\$9,866	1.08	\$9,597	\$12,291	\$13,349	121.4%	126.2%	125.6%	122.8%	125.1%	126.1%
MMC	MGT SVC NSUPV CONFIDENTIAL	A	P	30	4	\$6,690	\$8,889	\$9,866	1.07	\$9,597	\$12,194	\$13,349	121.4%	125.0%	125.6%	122.8%	124.1%	126.1%
MMN	MGT SVC NONSUPERVISORY	A	P	30	355	\$6,690	\$9,184	\$9,866	1.11	\$9,597	\$12,544	\$13,349	121.4%	129.2%	125.6%	122.8%	127.7%	126.1%
MMS	MGT SVC SUPERVISORY	A	P	30	5	\$6,690	\$9,416	\$9,866	1.14	\$9,597	\$12,817	\$13,349	121.4%	132.4%	125.6%	122.8%	130.5%	126.1%
<b>Management Wtd Average</b>					367	\$6,690	\$9,185	\$9,866		\$9,597	\$12,545	\$13,349	121.4%	129.2%	125.6%	122.8%	127.7%	126.1%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 0872-Operations & Policy Analyst 3 (Continued)

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	Salary			Salary and Benefits		
													SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
AB	AFSCME AT CONST CONTRACTORS BD	A	P	30	1	\$6,143	\$9,444	\$9,444	1.21	\$8,951	\$12,851	\$12,851	111.4%	132.8%	120.2%	114.6%	130.8%	121.4%
AD	AFSCME AT ENVIRONMENTAL QUAL	A	P	30	12	\$6,143	\$8,782	\$9,444	1.13	\$8,951	\$12,069	\$12,851	111.4%	123.5%	120.2%	114.6%	122.9%	121.4%
AF	AFSCME AT OSP FIRE MARSHAL	A	P	30	13	\$6,143	\$9,121	\$9,444	1.17	\$8,951	\$12,470	\$12,851	111.4%	128.3%	120.2%	114.6%	126.9%	121.4%
AG	AFSCME AT LAND CONSERV DVLPMT	A	P	30T	1	\$6,143	\$7,431	\$9,444	0.95	\$8,951	\$10,472	\$12,851	111.4%	104.5%	120.2%	114.6%	106.6%	121.4%
AO	AFSCME OR ST POLICE-SUPP UNIT	A	P	30	2	\$6,143	\$9,010	\$9,444	1.16	\$8,951	\$12,338	\$12,851	111.4%	126.7%	120.2%	114.6%	125.6%	121.4%
AS	OR PUB SAFETY ASSOC AT DPSST	A	P	30	2	\$6,143	\$9,444	\$9,444	1.21	\$8,951	\$12,851	\$12,851	111.4%	132.8%	120.2%	114.6%	130.8%	121.4%
AT	AFSCME AT DCBS BUILDING CODES	A	P	30	15	\$6,143	\$8,712	\$9,444	1.12	\$8,951	\$11,986	\$12,851	111.4%	122.5%	120.2%	114.6%	122.0%	121.4%
AX	AFSCME AT STATE LANDS	A	P	30	1	\$6,143	\$8,172	\$9,444	1.05	\$8,951	\$11,348	\$12,851	111.4%	114.9%	120.2%	114.6%	115.5%	121.4%
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	30	27	\$6,208	\$9,317	\$9,624	1.18	\$9,027	\$12,700	\$13,063	112.6%	131.0%	122.5%	115.6%	129.3%	123.4%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	30	469	\$6,146	\$8,714	\$9,447	1.12	\$8,954	\$11,988	\$12,854	111.5%	122.5%	120.3%	114.6%	122.0%	121.4%
OAI	SEIU STRIKEABLE INST COALITION	A	P	30	14	\$6,146	\$8,556	\$9,447	1.10	\$8,954	\$11,801	\$12,854	111.5%	120.3%	120.3%	114.6%	120.1%	121.4%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	30	59	\$6,146	\$8,811	\$9,447	1.13	\$8,954	\$12,103	\$12,854	111.5%	123.9%	120.3%	114.6%	123.2%	121.4%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	30	155	\$6,146	\$8,771	\$9,447	1.13	\$8,954	\$12,056	\$12,854	111.5%	123.4%	120.3%	114.6%	122.7%	121.4%
UA	UNREPRESENTED	A	P	30	24	\$6,143	\$8,819	\$9,441	1.13	\$8,951	\$12,113	\$12,847	111.4%	124.0%	120.2%	114.6%	123.3%	121.3%
<b>Non-Corrections/Non-Management Wtd Average</b>					795	\$6,148	\$8,762	\$9,453		\$8,956	\$12,045	\$12,861	111.5%	123.2%	120.4%	114.6%	122.6%	121.4%
<b>STATEWIDE Weighted Average</b>					1,172	\$6,328	\$8,906	\$9,594		\$9,170	\$12,215	\$13,027	114.8%	125.2%	122.2%	117.4%	124.4%	123.0%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 0873 OPERATIONS & POLICY ANALYST 4

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-ClackCo	627		Policy, Perf & Research An, Sr		17	\$7,287	\$9,225	\$9,593	1.09	\$10,676	\$13,089	\$13,548	
2024-OR-DescCo	9127		MANAGEMENT ANALYST SR		0	\$6,866		\$9,201		\$10,542		\$13,452	
2024-OR-MultCo	9710		Management Analyst		15	\$6,315	\$9,224	\$9,473	1.17	\$9,780	\$13,394	\$13,704	
2024-OR-WashCo	028A		Research And Evaluation Analyst		0	\$8,958		\$10,885		\$12,415		\$14,732	
2024-OR-WashCo	186		Policy Analyst, Senior		0	\$10,137		\$12,319		\$13,833		\$16,456	
2024-WA-ClarkCo	269		Policy Analyst Senior		0	\$6,446		\$9,023		\$9,144		\$12,104	
<b>County Market Average</b>					32	\$7,226	\$9,224	\$9,788		\$10,668	\$13,232	\$13,835	
2024-CompAnalyst	HR09200426		Workforce Analyst II		1	\$6,592	\$8,192	\$10,600	0.97	\$9,135	\$11,000	\$13,808	
2024-MIL-OPES	04.10		Management Analyst - Senior	13	71	\$7,255	\$9,135	\$9,688	1.08	\$10,477	\$12,778	\$13,454	
2024-MIL-OPES	04.19		Policy Advisor	7	32	\$8,753	\$10,816	\$12,176	1.03	\$12,310	\$14,835	\$16,500	
2024-MIL-PACS	04.29b		Business Intelligence Analyst - Intermediate	15	34	\$6,726	\$8,989	\$10,048	1.07	\$9,291	\$11,930	\$13,164	
2024-MIL-PACS	04.28c		Business Data Analyst III	7	20	\$7,566	\$9,435	\$11,433	0.99	\$10,271	\$12,450	\$14,779	
<b>Purchased Market Average</b>					42	158	\$7,480	\$9,476	\$10,496		\$10,558	\$12,959	\$14,179
2024-ST-WA	109M		MANAGEMENT ANALYST 5		220	\$5,809	\$7,491	\$7,814	1.10	\$8,049	\$9,970	\$10,339	
<b>State Market Average</b>					220	\$5,809	\$7,491	\$7,814		\$8,049	\$9,970	\$10,339	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					42	410	\$6,577	\$8,391	\$9,016		\$9,252	\$11,376	\$12,129

### OREGON COMPARISON TO MARKET

#### 0873-Operations & Policy Analyst 4

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
MENN	EXEC SVC NONSUPERVISORY	A	P	32	4	\$7,380	\$10,616	\$10,866	1.16	\$10,412	\$14,235	\$14,531	112.2%	126.5%	120.5%	112.5%	125.1%	119.8%
MMC	MGT SVC NSUPV CONFIDENTIAL	A	P	32	1	\$7,380	\$10,866	\$10,866	1.19	\$10,412	\$14,531	\$14,531	112.2%	129.5%	120.5%	112.5%	127.7%	119.8%
MMN	MGT SVC NONSUPERVISORY	A	P	32	517	\$7,380	\$10,405	\$10,866	1.14	\$10,412	\$13,986	\$14,531	112.2%	124.0%	120.5%	112.5%	122.9%	119.8%
MMS	MGT SVC SUPERVISORY	A	P	32	11	\$7,380	\$10,480	\$10,866	1.15	\$10,412	\$14,075	\$14,531	112.2%	124.9%	120.5%	112.5%	123.7%	119.8%
<b>Management Wtd Average</b>					533	\$7,380	\$10,409	\$10,866		\$10,412	\$13,990	\$14,531	112.2%	124.0%	120.5%	112.5%	123.0%	119.8%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 0873-Operations & Policy Analyst 4 (Continued)

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			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	12	\$6,763	\$10,073	\$10,385	1.17	\$9,683	\$13,593	\$13,963	102.8%	120.0%	115.2%	104.7%	119.5%	115.1%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	32	2	\$6,763	\$10,385	\$10,385	1.21	\$9,683	\$13,963	\$13,963	102.8%	123.8%	115.2%	104.7%	122.7%	115.1%
UA	UNREPRESENTED	A	P	32	5	\$6,757	\$9,556	\$10,386	1.11	\$9,676	\$12,983	\$13,964	102.7%	113.9%	115.2%	104.6%	114.1%	115.1%
<b>Non-Corrections/Non-Management Wtd Average</b>					19	\$6,761	\$9,970	\$10,385		\$9,681	\$13,472	\$13,963	102.8%	118.8%	115.2%	104.6%	118.4%	115.1%
<b>STATEWIDE Weighted Average</b>					552	\$7,359	\$10,394	\$10,849		\$10,387	\$13,973	\$14,511	111.9%	123.9%	120.3%	112.3%	122.8%	119.6%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 1001 LOAN SPECIALIST 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-CompAnalyst	FA06000936		Mortgage Loan Officer I		1	\$3,492	\$4,325	\$5,550	0.98	\$5,521	\$6,492	\$7,920	
<b>Purchased Market Average</b>					1	\$3,492	\$4,325	\$5,550		\$5,521	\$6,492	\$7,920	
2024-ST-NV	07.175		LOAN OFFICER		0	\$4,608		\$6,831		\$6,542		\$9,227	
<b>State Market Average</b>						\$4,608		\$6,831		\$6,542		\$9,227	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	1	\$4,050	\$4,325	\$6,191		\$6,031	\$6,492	\$8,574

### OREGON COMPARISON TO MARKET

#### 1001-Loan Specialist 1

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	23	2	\$4,425	\$6,021	\$6,763	1.08	\$6,921	\$8,806	\$9,683	109.3%	139.2%	109.2%	114.8%	135.6%	112.9%
UA	UNREPRESENTED	A	P	23	1	\$4,423	\$6,439	\$6,757	1.15	\$6,918	\$9,300	\$9,676	109.2%	148.9%	109.2%	114.7%	143.3%	112.9%
<b>Non-Corrections/Non-Management Wtd Average</b>					3	\$4,424	\$6,160	\$6,761		\$6,920	\$8,971	\$9,681	109.3%	142.4%	109.2%	114.7%	138.2%	112.9%
<b>STATEWIDE Weighted Average</b>					3	\$4,424	\$6,160	\$6,761		\$6,920	\$8,971	\$9,681	109.3%	142.4%	109.2%	114.7%	138.2%	112.9%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 1002 LOAN SPECIALIST 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-CompAnalyst	FA06000937		Mortgage Loan Officer II		1	\$4,708	\$5,900	\$7,383	1.00	\$6,939	\$8,328	\$10,058	
<b>Purchased Market Average</b>					1	\$4,708	\$5,900	\$7,383		\$6,939	\$8,328	\$10,058	
2024-ST-CA	7480		LOAN OFFICER		2	\$4,990	\$6,007	\$6,245	1.07	\$7,671	\$8,891	\$9,178	
2024-ST-NV	07.174		LOAN ADMINISTRATION OFFICER		0	\$5,246		\$7,817		\$7,313		\$10,418	
<b>State Market Average</b>					2	\$5,092	\$6,007	\$6,874		\$7,528	\$8,891	\$9,674	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	3	\$5,028	\$5,971	\$6,959		\$7,429	\$8,704	\$9,738

### OREGON COMPARISON TO MARKET

#### 1002-Loan Specialist 2

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			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	
AD	AFSCME AT ENVIRONMENTAL QUAL	A	P	27	1	\$5,340	\$5,340	\$8,172	0.79	\$8,002	\$8,002	\$11,348	106.2%	89.4%	117.4%	107.7%	91.9%	116.5%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	27	1	\$5,345	\$6,146	\$8,177	0.91	\$8,008	\$8,954	\$11,354	106.3%	102.9%	117.5%	107.8%	102.9%	116.6%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	27	10	\$5,345	\$7,395	\$8,177	1.09	\$8,008	\$10,430	\$11,354	106.3%	123.8%	117.5%	107.8%	119.8%	116.6%
UA	UNREPRESENTED	A	P	27	2	\$5,340	\$6,925	\$8,172	1.02	\$8,002	\$9,874	\$11,348	106.2%	116.0%	117.4%	107.7%	113.4%	116.5%
<b>Non-Corrections/Non-Management Wtd Average</b>					14	\$5,344	\$7,092	\$8,176		\$8,007	\$10,072	\$11,353	106.3%	118.8%	117.5%	107.8%	115.7%	116.6%
<b>STATEWIDE Weighted Average</b>					14	\$5,344	\$7,092	\$8,176		\$8,007	\$10,072	\$11,353	106.3%	118.8%	117.5%	107.8%	115.7%	116.6%



# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 1003 LOAN SPECIALIST 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-CompAnalyst	FA06000938		Mortgage Loan Officer III		1	\$6,317	\$8,400	\$10,250	1.02	\$8,814	\$11,243	\$13,400	
<b>Purchased Market Average</b>					1	\$6,317	\$8,400	\$10,250		\$8,814	\$11,243	\$13,400	
2024-ST-CA	7481		STAFF LOAN OFFICER (SPECIALIST)		1	\$5,756	\$7,204	\$7,204	1.11	\$8,591	\$10,328	\$10,328	
<b>State Market Average</b>					1	\$5,756	\$7,204	\$7,204		\$8,591	\$10,328	\$10,328	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	2	\$6,037	\$7,802	\$8,727		\$8,702	\$10,786	\$11,864

### OREGON COMPARISON TO MARKET

### 1003-Loan Specialist 3

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	30	24	\$6,146	\$8,471	\$9,447	1.09	\$8,954	\$11,701	\$12,854	101.8%	108.6%	108.2%	102.9%	108.5%	108.3%
UA	UNREPRESENTED	A	P	30	11	\$6,143	\$8,941	\$9,441	1.15	\$8,951	\$12,256	\$12,847	101.8%	114.6%	108.2%	102.9%	113.6%	108.3%
<b>Non-Corrections/Non-Management Wtd Average</b>					35	\$6,145	\$8,619	\$9,445		\$8,953	\$11,875	\$12,852	101.8%	110.5%	108.2%	102.9%	110.1%	108.3%
<b>STATEWIDE Weighted Average</b>					35	\$6,145	\$8,619	\$9,445		\$8,953	\$11,875	\$12,852	101.8%	110.5%	108.2%	102.9%	110.1%	108.3%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 1096 PLANNER 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-ClackCo	311		Planner 1		6	\$5,690	\$6,173	\$7,168	0.96	\$8,687	\$9,289	\$10,528	
2024-OR-DescCo	1230		ASSISTANT PLANNER		0	\$5,380		\$7,209		\$8,690		\$10,970	
2024-OR-JackCo	363		Planner I		2	\$4,316	\$4,316	\$5,772	0.86	\$7,232	\$7,232	\$9,047	
2024-OR-LaneCo	J025		Planner		2	\$4,697	\$5,138	\$6,271	0.94	\$7,811	\$8,360	\$9,768	
2024-OR-MarionCo	371		Assistant Planner		1	\$5,011	\$5,011	\$6,717	0.85	\$7,888	\$7,888	\$10,013	
2024-OR-MultCo	6068		Planner 1		1	\$5,680	\$6,377	\$6,965	1.01	\$8,990	\$9,856	\$10,587	
2024-OR-WashCo	334		Planner, Assistant		0	\$6,190		\$7,521		\$9,087		\$10,688	
2024-WA-ClarkCo	260		Planner I		0	\$5,512		\$7,441		\$8,072		\$10,287	
2024-WA-ThrstnCo	7002		Planning Technician		0	\$4,354		\$5,793		\$6,632		\$8,284	
<b>County Market Average</b>					12	\$5,323	\$5,611	\$6,839		\$8,274	\$8,722	\$10,136	
2024-ST-CA	4768	C	TRANSPORTATION PLANNER		24	\$5,044	\$5,313	\$6,316	0.94	\$7,736	\$8,058	\$9,263	
2024-ST-WA	542S		ENVIRONMENTAL PLANNER 2		10	\$4,321	\$5,347	\$5,809	1.06	\$6,349	\$7,521	\$8,049	
<b>State Market Average</b>					34	\$4,838	\$5,323	\$6,171		\$7,340	\$7,900	\$8,916	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	46	\$4,996	\$5,398	\$6,390		\$7,645	\$8,114	\$9,315

### OREGON COMPARISON TO MARKET

#### 1096-Planner 1

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
AG	AFSCME AT LAND CONSERV DVLPMT	A	P	23	1	\$4,425	\$4,638	\$6,757	0.83	\$6,921	\$7,172	\$9,676	88.6%	85.9%	105.7%	90.5%	88.4%	103.9%
<b>Non-Corrections/Non-Management Wtd Average</b>					1	\$4,425	\$4,638	\$6,757		\$6,921	\$7,172	\$9,676	88.6%	85.9%	105.7%	90.5%	88.4%	103.9%
<b>STATEWIDE Weighted Average</b>					1	\$4,425	\$4,638	\$6,757		\$6,921	\$7,172	\$9,676	88.6%	85.9%	105.7%	90.5%	88.4%	103.9%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 1097 PLANNER 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-ClackCo	312		Planner 2		3	\$6,233	\$7,119	\$7,862	1.01	\$9,363	\$10,467	\$11,392	
2024-OR-DescCo	1231		ASSOCIATE PLANNER		0	\$5,931		\$7,948		\$9,377		\$11,891	
2024-OR-JackCo	364		Planner II		4	\$4,976	\$5,815	\$6,654	1.00	\$8,055	\$9,101	\$10,147	
2024-OR-LaneCo	J026		Planner, Associate		1	\$5,051	\$6,280	\$6,753	1.06	\$8,251	\$9,779	\$10,367	
2024-OR-MarionCo	372		Associate Planner		2	\$5,522	\$5,804	\$7,394	0.90	\$8,525	\$8,876	\$10,857	
2024-OR-MultCo	6075		Planner 2		3	\$6,377	\$7,253	\$7,836	1.02	\$9,856	\$10,946	\$11,670	
2024-OR-WashCo	335		Planner, Associate		0	\$6,831		\$8,301		\$9,858		\$11,625	
2024-WA-ClarkCo	261		Planner II		0	\$5,995		\$8,092		\$8,627		\$11,035	
2024-WA-ThrstnCo	7003		Planner, Assistant		0	\$5,041		\$6,705		\$7,421		\$9,332	
<b>County Market Average</b>					13	\$6,046	\$6,482	\$7,713		\$9,170	\$9,859	\$11,214	
2024-MIL-OPES	06.13		Planner (Journey)	24	40	\$6,082	\$7,269	\$7,932	1.04	\$9,040	\$10,494	\$11,306	
<b>Purchased Market Average</b>					24	40	\$6,082	\$7,269	\$7,932		\$9,040	\$10,494	\$11,306
2024-ST-CA	4721		ASSOCIATE TRANSPORTATION PLANNER		89	\$6,065	\$7,004	\$7,595	1.03	\$8,961	\$10,088	\$10,797	
2024-ST-ID	03666		Planner		4	\$4,759	\$5,737	\$9,518	0.80	\$6,777	\$7,948	\$12,471	
2024-ST-NV	06.711		LAND USE PLANNER 2		0	\$5,025		\$7,473		\$7,045		\$10,003	
2024-ST-WA	542T		ENVIRONMENTAL PLANNER 3		89	\$5,132	\$6,569	\$6,902	1.09	\$7,275	\$8,917	\$9,297	
<b>State Market Average</b>					182	\$5,582	\$6,764	\$7,301		\$8,093	\$9,469	\$10,106	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					24	235	\$5,709	\$6,834	\$7,443		\$8,354	\$9,665	\$10,411

### OREGON COMPARISON TO MARKET

#### 1097-Planner 2

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			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
AG	AFSCME AT LAND CONSERV DVLPMPT	A	P	27	6	\$5,340	\$6,875	\$8,172	1.02	\$8,002	\$9,815	\$11,348	93.5%	100.6%	109.8%	95.8%	101.6%	109.0%
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	27	3	\$5,364	\$6,415	\$8,317	0.94	\$8,030	\$9,272	\$11,519	94.0%	93.9%	111.7%	96.1%	95.9%	110.6%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	27	1	\$5,345	\$7,097	\$8,177	1.05	\$8,008	\$10,078	\$11,354	93.6%	103.8%	109.9%	95.9%	104.3%	109.1%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 1097-Planner 2 (Continued)

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			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>Non-Corrections/Non-Management Wtd Average</b>				10	\$5,348	\$6,759	\$8,216		\$8,011	\$9,678	\$11,400	93.7%	98.9%	110.4%	95.9%	100.1%	109.5%
	<b>STATEWIDE Weighted Average</b>				10	\$5,348	\$6,759	\$8,216		\$8,011	\$9,678	\$11,400	93.7%	98.9%	110.4%	95.9%	100.1%	109.5%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 1098 PLANNER 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-ClackCo	313		Planner, Senior		6	\$7,168	\$8,340	\$9,046	1.03	\$10,528	\$11,988	\$12,867	
2024-OR-DescCo	1232		PLANNER, SR		0	\$6,539		\$8,763		\$10,134		\$12,906	
2024-OR-JackCo	373		Planner III		4	\$5,470	\$7,221	\$7,316	1.13	\$8,671	\$10,854	\$10,973	
2024-OR-LaneCo	J027		Planner, Sr		6	\$5,717	\$6,795	\$7,635	1.02	\$9,078	\$10,419	\$11,464	
2024-OR-MarionCo	373		Senior Planner		0	\$5,902		\$7,895		\$8,998		\$11,481	
2024-OR-MultCo	6078		Planner Senior		3	\$7,167	\$8,088	\$8,823	1.01	\$10,839	\$11,983	\$12,896	
2024-OR-WashCo	336		Planner, Senior		0	\$8,119		\$9,864		\$11,406		\$13,505	
2024-WA-ClarkCo	262		Planner III		0	\$6,520		\$8,802		\$9,229		\$11,849	
2024-WA-ClarkCo	304		SCADA System Specialist		0	\$6,445		\$7,841		\$9,143		\$10,746	
2024-WA-ThrstnCo	7004		Planner, Associate		0	\$5,628		\$7,404		\$8,095		\$10,135	
<b>County Market Average</b>					19	\$6,951	\$7,577	\$8,803		\$10,257	\$11,253	\$12,524	
2024-MIL-OPES	06.14		Planner - Senior		28	\$6,928	\$8,830	\$9,086	1.10	\$10,077	\$12,405	\$12,718	
<b>Purchased Market Average</b>					28	\$6,928	\$8,830	\$9,086		\$10,077	\$12,405	\$12,718	
2024-ST-ID	03669		Planner Senior		4	\$5,453	\$6,784	\$10,907	0.83	\$7,608	\$9,200	\$14,132	
2024-ST-WA	542U		ENVIRONMENTAL PLANNER 4		60	\$5,669	\$7,300	\$7,621	1.10	\$7,888	\$9,752	\$10,118	
<b>State Market Average</b>					64	\$5,656	\$7,268	\$7,809		\$7,872	\$9,717	\$10,348	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					28	143	\$6,431	\$7,965	\$8,515		\$9,247	\$11,049	\$11,736

### OREGON COMPARISON TO MARKET

#### 1098-Planner 3

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
AG	AFSCME AT LAND CONSERV DVLPMT	A	P	30	24	\$6,143	\$8,789	\$9,444	1.13	\$8,951	\$12,077	\$12,851
AV	AFSCME MILITRY OREG EMERG MGMT	A	P	30	2	\$6,143	\$9,010	\$9,444	1.16	\$8,951	\$12,338	\$12,851
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	30	29	\$6,208	\$9,295	\$9,624	1.17	\$9,027	\$12,675	\$13,063
<b>Non-Corrections/Non-Management Wtd Average</b>					55	\$6,177	\$9,064	\$9,539		\$8,991	\$12,402	\$12,963

MARKET COMPARISONS					
Salary			Salary and Benefits		
SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
95.5%	110.4%	110.9%	96.8%	109.3%	109.5%
95.5%	113.1%	110.9%	96.8%	111.7%	109.5%
96.5%	116.7%	113.0%	97.6%	114.7%	111.3%
96.1%	113.8%	112.0%	97.2%	112.2%	110.5%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

STATEWIDE Weighted Average

55

\$6,177

\$9,064

\$9,539

\$8,991

\$12,402

\$12,963

96.1%

113.8%

112.0%

97.2%

112.2%

110.5%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 1099 PLANNER 4

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-ClackCo	314		Planner, Principal		5	\$7,862	\$9,524	\$9,932	1.07	\$11,392	\$13,462	\$13,970	
2024-OR-DescCo	9284		PRINCIPAL PLANNER		0	\$7,209		\$9,661		\$10,970		\$14,025	
2024-OR-MarionCo	374		Principal Planner		1	\$6,510	\$6,829	\$8,713	0.90	\$9,756	\$10,153	\$12,500	
2024-OR-MultCo	9146		Planner Principal		3	\$7,230	\$9,749	\$10,845	1.08	\$10,917	\$14,047	\$15,410	
2024-OR-WashCo	338		Planner, Principal		0	\$9,415		\$11,440		\$12,965		\$15,399	
2024-WA-ThrstnCo	7005		Planner, Senior		0	\$6,410		\$8,548		\$8,994		\$11,449	
<b>County Market Average</b>					9	\$7,520	\$9,300	\$10,017		\$11,028	\$13,290	\$14,114	
2024-MIL-OPES	06.15		Planner (Principal)	11	35	\$8,002	\$10,133	\$10,744	1.08	\$11,391	\$14,000	\$14,747	
<b>Purchased Market Average</b>					11	35	\$8,002	\$10,133	\$10,744		\$11,391	\$14,000	\$14,747
2024-ST-WA	542V		ENVIRONMENTAL PLANNER 5		39	\$6,255	\$8,174	\$8,415	1.11	\$8,558	\$10,750	\$11,025	
<b>State Market Average</b>					39	\$6,255	\$8,174	\$8,415		\$8,558	\$10,750	\$11,025	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					11	83	\$7,137	\$9,122	\$9,578		\$10,050	\$12,396	\$12,961

### OREGON COMPARISON TO MARKET

#### 1099-Planner 4

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
MMN	MGT SVC NONSUPERVISORY	A	P	32	4	\$7,380	\$10,866	\$10,866	1.19	\$10,412	\$14,531	\$14,531	103.4%	119.1%	113.5%	103.6%	117.2%	112.1%
<b>Management Wtd Average</b>					4	\$7,380	\$10,866	\$10,866		\$10,412	\$14,531	\$14,531	103.4%	119.1%	113.5%	103.6%	117.2%	112.1%
AG	AFSCME AT LAND CONSERV DVLPMT	A	P	32	12	\$6,757	\$9,548	\$10,375	1.11	\$9,676	\$12,974	\$13,951	94.7%	104.7%	108.3%	96.3%	104.7%	107.6%
AU	AFSCME AT MILITARY	A	P	32	1	\$6,757	\$9,912	\$10,375	1.16	\$9,676	\$13,404	\$13,951	94.7%	108.7%	108.3%	96.3%	108.1%	107.6%
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	32	10	\$6,842	\$10,563	\$10,614	1.21	\$9,776	\$14,173	\$14,233	95.9%	115.8%	110.8%	97.3%	114.3%	109.8%
<b>Non-Corrections/Non-Management Wtd Average</b>					23	\$6,794	\$10,005	\$10,479		\$9,720	\$13,514	\$14,073	95.2%	109.7%	109.4%	96.7%	109.0%	108.6%
<b>STATEWIDE Weighted Average</b>					27	\$6,881	\$10,133	\$10,536		\$9,822	\$13,665	\$14,141	96.4%	111.1%	110.0%	97.7%	110.2%	109.1%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 1116 RESEARCH ANALYST 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-MultCo	6086		Research Evaluation Analyst 2		4	\$5,840	\$6,638	\$7,167	1.02	\$9,189	\$10,181	\$10,839	
<b>County Market Average</b>					4	\$5,840	\$6,638	\$7,167		\$9,189	\$10,181	\$10,839	
2024-CompAnalyst	RD14000035		Operations Research Analyst I		1	\$4,775	\$5,992	\$7,292	1.01	\$7,017	\$8,435	\$9,951	
<b>Purchased Market Average</b>					1	\$4,775	\$5,992	\$7,292		\$7,017	\$8,435	\$9,951	
2024-ST-CA	5731	A	RESEARCH DATA ANALYST II		120	\$5,500	\$6,297	\$6,890	1.02	\$8,283	\$9,240	\$9,951	
2024-ST-ID	05451		Research Analyst		18	\$3,682	\$4,578	\$7,364	0.83	\$5,488	\$6,561	\$9,893	
2024-ST-NV	07.745		STATISTICIAN 2		0	\$4,064		\$5,976		\$5,885		\$8,195	
<b>State Market Average</b>					138	\$5,194	\$6,073	\$6,892		\$7,801	\$8,890	\$9,838	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	143	\$5,208	\$6,088	\$6,902		\$7,831	\$8,923	\$9,865

### OREGON COMPARISON TO MARKET

#### 1116-Research Analyst 2

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
AF	AFSCME AT OSP FIRE MARSHAL	A	P	23	1	\$4,425	\$6,757	\$6,757	1.21	\$6,921	\$9,676	\$9,676	85.0%	111.0%	97.9%	88.4%	108.4%	98.1%
AI	AFSCME AT LONGTERM CARE OMBUDS	A	P	23	1	\$4,425	\$6,757	\$6,757	1.21	\$6,921	\$9,676	\$9,676	85.0%	111.0%	97.9%	88.4%	108.4%	98.1%
AO	AFSCME OR ST POLICE-SUPP UNIT	A	P	23	3	\$4,425	\$5,445	\$6,757	0.97	\$6,921	\$8,126	\$9,676	85.0%	89.4%	97.9%	88.4%	91.1%	98.1%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	23	22	\$4,425	\$5,782	\$6,763	1.03	\$6,921	\$8,524	\$9,683	85.0%	95.0%	98.0%	88.4%	95.5%	98.2%
OAI	SEIU STRIKEABLE INST COALITION	A	P	23	1	\$4,425	\$6,146	\$6,763	1.10	\$6,921	\$8,954	\$9,683	85.0%	101.0%	98.0%	88.4%	100.3%	98.2%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	23	2	\$4,425	\$5,807	\$6,763	1.04	\$6,921	\$8,554	\$9,683	85.0%	95.4%	98.0%	88.4%	95.9%	98.2%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	23	10	\$4,425	\$5,575	\$6,763	1.00	\$6,921	\$8,280	\$9,683	85.0%	91.6%	98.0%	88.4%	92.8%	98.2%
UA	UNREPRESENTED	A	P	23	3	\$4,423	\$5,414	\$6,757	0.97	\$6,918	\$8,089	\$9,676	84.9%	88.9%	97.9%	88.3%	90.7%	98.1%
<b>Non-Corrections/Non-Management Wtd Average</b>					43	\$4,425	\$5,740	\$6,762		\$6,921	\$8,474	\$9,682	85.0%	94.3%	98.0%	88.4%	95.0%	98.1%
<b>STATEWIDE Weighted Average</b>					43	\$4,425	\$5,740	\$6,762		\$6,921	\$8,474	\$9,682	85.0%	94.3%	98.0%	88.4%	95.0%	98.1%



# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 1117 RESEARCH ANALYST 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2024-CompAnalyst	RD14000126		Operations Research Analyst II		1	\$5,342	\$6,508	\$8,350	0.97	\$7,677	\$9,038	\$11,185
2024-MIL-OPES	04.11		Research Analyst	8	20	\$6,771	\$8,091	\$9,172	1.02	\$9,884	\$11,500	\$12,823
<b>Purchased Market Average</b>				8	21	\$6,703	\$8,016	\$9,133		\$9,779	\$11,383	\$12,745
2024-ST-ID	05449		Research Analyst Senior		20	\$4,759	\$5,608	\$9,518	0.79	\$6,777	\$7,793	\$12,471
<b>State Market Average</b>					20	\$4,759	\$5,608	\$9,518		\$6,777	\$7,793	\$12,471
<b>OVERALL WEIGHTED MARKET AVERAGE</b>				8	41	\$5,755	\$6,841	\$9,321		\$8,315	\$9,632	\$12,611

### OREGON COMPARISON TO MARKET

#### 1117-Research Analyst 3

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
AAON	AFSCME AT DOC SECURITY PLUS	A	P	26	3	\$6,149	\$8,683	\$8,951	1.15	\$8,958	\$11,952	\$12,268	106.9%	126.9%	96.0%	107.7%	124.1%	97.3%
<b>Corrections Wtd Average</b>					3	\$6,149	\$8,683	\$8,951		\$8,958	\$11,952	\$12,268	106.9%	126.9%	96.0%	107.7%	124.1%	97.3%
MMN	MGT SVC NONSUPERVISORY	A	P	26	1	\$5,525	\$7,030	\$8,126	1.03	\$8,220	\$9,999	\$11,294	96.0%	102.8%	87.2%	98.9%	103.8%	89.6%
<b>Management Wtd Average</b>					1	\$5,525	\$7,030	\$8,126		\$8,220	\$9,999	\$11,294	96.0%	102.8%	87.2%	98.9%	103.8%	89.6%
AF	AFSCME AT OSP FIRE MARSHAL	A	P	26	1	\$5,082	\$7,798	\$7,798	1.21	\$7,697	\$10,906	\$10,906	88.3%	114.0%	83.7%	92.6%	113.2%	86.5%
AS	OR PUB SAFETY ASSOC AT DPSST	A	P	26	3	\$5,082	\$7,676	\$7,798	1.19	\$7,697	\$10,761	\$10,906	88.3%	112.2%	83.7%	92.6%	111.7%	86.5%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	26	56	\$5,086	\$7,214	\$7,803	1.12	\$7,702	\$10,216	\$10,912	88.4%	105.4%	83.7%	92.6%	106.1%	86.5%
OAI	SEIU STRIKEABLE INST COALITION	A	P	26	7	\$5,086	\$7,271	\$7,803	1.13	\$7,702	\$10,284	\$10,912	88.4%	106.3%	83.7%	92.6%	106.8%	86.5%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	26	4	\$5,086	\$7,318	\$7,803	1.14	\$7,702	\$10,338	\$10,912	88.4%	107.0%	83.7%	92.6%	107.3%	86.5%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	26	26	\$5,086	\$6,995	\$7,803	1.09	\$7,702	\$9,957	\$10,912	88.4%	102.2%	83.7%	92.6%	103.4%	86.5%
UA	UNREPRESENTED	A	P	26	3	\$5,080	\$6,847	\$7,798	1.06	\$7,695	\$9,782	\$10,906	88.3%	100.1%	83.7%	92.5%	101.6%	86.5%
<b>Non-Corrections/Non-Management Wtd Average</b>					100	\$5,086	\$7,174	\$7,803		\$7,701	\$10,169	\$10,911	88.4%	104.9%	83.7%	92.6%	105.6%	86.5%
<b>STATEWIDE Weighted Average</b>					104	\$5,121	\$7,216	\$7,839		\$7,743	\$10,218	\$10,954	89.0%	105.5%	84.1%	93.1%	106.1%	86.9%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 1118 RESEARCH ANALYST 4

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-MultCo	6087		Research Evaluation Analyst Senior		16	\$7,381	\$8,503	\$9,086	1.03	\$11,104	\$12,498	\$13,223	
2024-WA-ClarkCo	302		Research Analyst / Policy Assistant		0	\$5,470		\$7,539		\$8,023		\$10,400	
<b>County Market Average</b>					16	\$7,268	\$8,503	\$8,995		\$10,922	\$12,498	\$13,057	
2024-CompAnalyst	RD14000127		Operations Research Analyst III		1	\$6,558	\$8,158	\$10,225	0.98	\$9,096	\$10,961	\$13,371	
<b>Purchased Market Average</b>					1	\$6,558	\$8,158	\$10,225		\$9,096	\$10,961	\$13,371	
2024-ST-ID	05447		Research Analyst Principal		16	\$5,453	\$6,365	\$10,907	0.78	\$7,608	\$8,698	\$14,132	
<b>State Market Average</b>					16	\$5,453	\$6,365	\$10,907		\$7,608	\$8,698	\$14,132	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	33	\$6,393	\$7,456	\$9,931		\$9,309	\$10,609	\$13,572

### OREGON COMPARISON TO MARKET

#### 1118-Research Analyst 4

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
MMN	MGT SVC NONSUPERVISORY	A	P	30	11	\$6,690	\$8,850	\$9,866	1.07	\$9,597	\$12,149	\$13,349	104.6%	118.7%	99.3%	103.1%	114.5%	98.4%
MMS	MGT SVC SUPERVISORY	A	P	30	1	\$6,690	\$7,747	\$9,866	0.94	\$9,597	\$10,846	\$13,349	104.6%	103.9%	99.3%	103.1%	102.2%	98.4%
<b>Management Wtd Average</b>					12	\$6,690	\$8,758	\$9,866		\$9,597	\$12,040	\$13,349	104.6%	117.5%	99.3%	103.1%	113.5%	98.4%
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	30	5	\$6,208	\$9,271	\$9,624	1.17	\$9,027	\$12,646	\$13,063	97.1%	124.3%	96.9%	97.0%	119.2%	96.3%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	30	65	\$6,146	\$8,788	\$9,447	1.13	\$8,954	\$12,075	\$12,854	96.1%	117.9%	95.1%	96.2%	113.8%	94.7%
OAI	SEIU STRIKEABLE INST COALITION	A	P	30	5	\$6,146	\$9,118	\$9,447	1.17	\$8,954	\$12,466	\$12,854	96.1%	122.3%	95.1%	96.2%	117.5%	94.7%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	30	32	\$6,146	\$8,335	\$9,447	1.07	\$8,954	\$11,540	\$12,854	96.1%	111.8%	95.1%	96.2%	108.8%	94.7%
UA	UNREPRESENTED	A	P	30	4	\$6,143	\$8,854	\$9,441	1.14	\$8,951	\$12,153	\$12,847	96.1%	118.8%	95.1%	96.2%	114.6%	94.7%
<b>Non-Corrections/Non-Management Wtd Average</b>					111	\$6,149	\$8,696	\$9,455		\$8,957	\$11,967	\$12,863	96.2%	116.6%	95.2%	96.2%	112.8%	94.8%
<b>STATEWIDE Weighted Average</b>					123	\$6,201	\$8,702	\$9,495		\$9,020	\$11,974	\$12,911	97.0%	116.7%	95.6%	96.9%	112.9%	95.1%

1143 POLICY AND BUDGET ANALYST

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-MultCo	9734		Budget Analyst Principal		1	\$7,736	\$11,605	\$11,605	1.20	\$11,546	\$16,353	\$16,353	
2024-WA-ThrstnCo	0740		Senior Management Analyst		0	\$7,376		\$9,834		\$10,103		\$12,925	
<b>County Market Average</b>					1	\$7,556	\$11,605	\$10,719		\$10,824	\$16,353	\$14,639	
2024-ST-CA	5271		PRINCIPAL PROGRAM BUDGET ANALYST II		7	\$8,315	\$8,433	\$9,443	0.95	\$11,662	\$11,804	\$13,016	
2024-ST-ID	05209		Financial Management Analyst Senior		4	\$6,280	\$6,891	\$12,559	0.73	\$8,596	\$9,328	\$16,109	
2024-ST-NV	07.634		EXECUTIVE BRANCH BUDGET OFF 2		0	\$6,831		\$10,298		\$9,227		\$13,415	
<b>State Market Average</b>					11	\$7,388	\$7,872	\$10,365		\$10,196	\$10,904	\$13,774	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	12	\$7,404	\$8,183	\$10,398		\$10,253	\$11,358	\$13,853

OREGON COMPARISON TO MARKET

1143-Policy And Budget Analyst

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
MMN	MGT SVC NONSUPERVISORY	A	P	35	12	\$8,536	\$12,008	\$12,569	1.14	\$11,778	\$15,880	\$16,543	115.3%	146.7%	120.9%	114.9%	139.8%	119.4%
<b>Management Wtd Average</b>					12	\$8,536	\$12,008	\$12,569		\$11,778	\$15,880	\$16,543	115.3%	146.7%	120.9%	114.9%	139.8%	119.4%
<b>STATEWIDE Weighted Average</b>					12	\$8,536	\$12,008	\$12,569		\$11,778	\$15,880	\$16,543	115.3%	146.7%	120.9%	114.9%	139.8%	119.4%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 1157 UTILITY AND ENERGY ANALYST 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-ST-CA	4499		PUBLIC UTILITY FINANCIAL EXAMINER IV		5	\$6,622	\$8,556	\$8,704	1.12	\$9,630	\$11,951	\$12,129	
2024-ST-ID	04552		Utilities Analyst 2		6	\$5,453	\$6,244	\$10,907	0.76	\$7,608	\$8,554	\$14,132	
2024-ST-WA	456C		REGULATORY ANALYST 3		14	\$5,955	\$7,627	\$8,007	1.09	\$8,215	\$10,126	\$10,560	
<b>State Market Average</b>					25	\$5,968	\$7,481	\$8,843		\$8,352	\$10,114	\$11,731	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	25	\$5,968	\$7,481	\$8,843		\$8,352	\$10,114	\$11,731

### OREGON COMPARISON TO MARKET

#### 1157-Utility And Energy Analyst 3

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
UA	UNREPRESENTED	A	P	31	38	\$6,757	\$9,399	\$10,416	1.09	\$9,676	\$12,797	\$13,999	113.2%	125.6%	117.8%	115.8%	126.5%	119.3%
<b>Non-Corrections/Non-Management Wtd Average</b>					38	\$6,757	\$9,399	\$10,416		\$9,676	\$12,797	\$13,999	113.2%	125.6%	117.8%	115.8%	126.5%	119.3%
<b>STATEWIDE Weighted Average</b>					38	\$6,757	\$9,399	\$10,416		\$9,676	\$12,797	\$13,999	113.2%	125.6%	117.8%	115.8%	126.5%	119.3%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 1162 ECONOMIST 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-CompAnalyst	FA06000947		Economics Analyst I		1	\$6,583	\$8,250	\$10,633	0.97	\$9,125	\$11,068	\$13,847	
<b>Purchased Market Average</b>					1	\$6,583	\$8,250	\$10,633		\$9,125	\$11,068	\$13,847	
2024-ST-ID	08832		Economist Labor		3	\$4,759	\$6,003	\$9,518	0.84	\$6,777	\$8,265	\$12,471	
2024-ST-NV	07.723		ECONOMIST 2		0	\$5,025		\$7,473		\$7,045		\$10,003	
2024-ST-WA	502K		ECONOMIC ANALYST 2		3	\$4,889	\$6,290	\$6,570	1.10	\$6,997	\$8,598	\$8,918	
<b>State Market Average</b>					6	\$4,899	\$6,146	\$7,830		\$6,947	\$8,432	\$10,435	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	7	\$4,998	\$6,447	\$7,995		\$7,075	\$8,808	\$10,636

### OREGON COMPARISON TO MARKET

#### 1162-Economist 2

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	27	11	\$5,345	\$7,168	\$8,177	1.06	\$8,008	\$10,161	\$11,354	106.9%	111.2%	102.3%	113.2%	115.4%	106.8%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	27	1	\$5,345	\$6,146	\$8,177	0.91	\$8,008	\$8,954	\$11,354	106.9%	95.3%	102.3%	113.2%	101.7%	106.8%
<b>Non-Corrections/Non-Management Wtd Average</b>					12	\$5,345	\$7,083	\$8,177		\$8,008	\$10,061	\$11,354	106.9%	109.9%	102.3%	113.2%	114.2%	106.8%
<b>STATEWIDE Weighted Average</b>					12	\$5,345	\$7,083	\$8,177		\$8,008	\$10,061	\$11,354	106.9%	109.9%	102.3%	113.2%	114.2%	106.8%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 1163 ECONOMIST 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2024-OR-MultCo	6052		Economic Development Analyst		0	\$7,381		\$9,086		\$11,104		\$13,223
<b>County Market Average</b>						\$7,381		\$9,086		\$11,104		\$13,223
2024-CompAnalyst	FA06000948		Economics Analyst II		1	\$8,525	\$10,833	\$13,800	0.98	\$11,389	\$14,080	\$17,539
<b>Purchased Market Average</b>						\$8,525	\$10,833	\$13,800		\$11,389	\$14,080	\$17,539
2024-ST-ID	05230		Economist Staff		1	\$5,453	\$7,171	\$10,907	0.88	\$7,608	\$9,663	\$14,132
2024-ST-NV	07.719		ECONOMIST 3		0	\$5,473		\$8,186		\$7,587		\$10,864
2024-ST-WA	502L		ECONOMIC ANALYST 3		6	\$5,669	\$7,284	\$7,621	1.10	\$7,888	\$9,734	\$10,118
<b>State Market Average</b>						\$5,565	\$7,268	\$8,062		\$7,731	\$9,724	\$10,683
<b>OVERALL WEIGHTED MARKET AVERAGE</b>						\$5,792	\$7,714	\$8,384		\$8,065	\$10,268	\$11,130

### OREGON COMPARISON TO MARKET

#### 1163-Economist 3

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
MMN	MGT SVC NONSUPERVISORY	A	P	30	1	\$6,690	\$9,866	\$9,866	1.19	\$9,597	\$13,349	\$13,349	115.5%	127.9%	117.7%	119.0%	130.0%	119.9%
<b>Management Wtd Average</b>						\$6,690	\$9,866	\$9,866		\$9,597	\$13,349	\$13,349	115.5%	127.9%	117.7%	119.0%	130.0%	119.9%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	30	5	\$6,146	\$8,910	\$9,447	1.14	\$8,954	\$12,220	\$12,854	106.1%	115.5%	112.7%	111.0%	119.0%	115.5%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	30	1	\$6,146	\$8,581	\$9,447	1.10	\$8,954	\$11,831	\$12,854	106.1%	111.2%	112.7%	111.0%	115.2%	115.5%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	30	2	\$6,146	\$6,930	\$9,447	0.89	\$8,954	\$9,880	\$12,854	106.1%	89.8%	112.7%	111.0%	96.2%	115.5%
UA	UNREPRESENTED	A	P	30	1	\$6,143	\$9,441	\$9,441	1.21	\$8,951	\$12,847	\$12,847	106.1%	122.4%	112.6%	111.0%	125.1%	115.4%
<b>Non-Corrections/Non-Management Wtd Average</b>						\$6,146	\$8,493	\$9,446		\$8,954	\$11,727	\$12,853	106.1%	110.1%	112.7%	111.0%	114.2%	115.5%
<b>STATEWIDE Weighted Average</b>						\$6,200	\$8,630	\$9,488		\$9,018	\$11,889	\$12,903	107.0%	111.9%	113.2%	111.8%	115.8%	115.9%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 1164 ECONOMIST 4

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-CompAnalyst	FA06000077		Economics Analyst III		1	\$9,675	\$12,392	\$15,033	1.01	\$12,730	\$15,897	\$18,977	
<b>Purchased Market Average</b>					1	\$9,675	\$12,392	\$15,033		\$12,730	\$15,897	\$18,977	
2024-ST-ID	05228		Economist		1	\$6,280	\$7,443	\$12,559	0.79	\$8,596	\$9,988	\$16,109	
2024-ST-NV	07.718		EXECUTIVE BRANCH ECONOMIST		0	\$6,246		\$9,388		\$8,521		\$12,316	
<b>State Market Average</b>					1	\$6,263	\$7,443	\$10,974		\$8,558	\$9,988	\$14,213	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	2	\$7,400	\$9,917	\$12,327		\$9,949	\$12,942	\$15,801

### OREGON COMPARISON TO MARKET

#### 1164-Economist 4

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
MMN	MGT SVC NONSUPERVISORY	A	P	33	19	\$7,747	\$10,361	\$11,417	1.08	\$10,846	\$13,934	\$15,182	104.7%	104.5%	92.6%	109.0%	107.7%	96.1%
<b>Management Wtd Average</b>					19	\$7,747	\$10,361	\$11,417		\$10,846	\$13,934	\$15,182	104.7%	104.5%	92.6%	109.0%	107.7%	96.1%
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	33	1	\$7,184	\$11,144	\$11,144	1.22	\$10,181	\$14,859	\$14,859	97.1%	112.4%	90.4%	102.3%	114.8%	94.0%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	33	1	\$7,097	\$10,908	\$10,908	1.21	\$10,078	\$14,580	\$14,580	95.9%	110.0%	88.5%	101.3%	112.7%	92.3%
<b>Non-Corrections/Non-Management Wtd Average</b>					2	\$7,141	\$11,026	\$11,026		\$10,129	\$14,720	\$14,720	96.5%	111.2%	89.4%	101.8%	113.7%	93.2%
<b>STATEWIDE Weighted Average</b>					21	\$7,689	\$10,424	\$11,380		\$10,777	\$14,009	\$15,138	103.9%	105.1%	92.3%	108.3%	108.2%	95.8%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 1190 ACTUARY

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2024-CompAnalyst	FA06000063		Actuary II		1	\$6,350	\$7,817	\$9,592	0.99	\$8,853	\$10,563	\$12,633
2024-MIL-NWMGT	02.11		Actuarial Analyst	6	5	\$7,207	\$9,662	\$10,720	1.08	\$9,852	\$12,714	\$13,948
<b>Purchased Market Average</b>				6	6	\$7,085	\$9,354	\$10,559		\$9,710	\$12,356	\$13,760
2024-ST-NV	07.710		INSURANCE ACTUARIAL ANALYST 2		0	\$5,718		\$8,563		\$7,883		\$11,319
2024-ST-WA	503C		ACTUARIAL ANALYST 3		3	\$6,100	\$7,544	\$8,210	1.05	\$8,381	\$10,030	\$10,791
<b>State Market Average</b>					3	\$5,846	\$7,544	\$8,445		\$8,049	\$10,030	\$11,143
<b>OVERALL WEIGHTED MARKET AVERAGE</b>				6	9	\$6,388	\$8,751	\$9,370		\$8,776	\$11,580	\$12,288

### OREGON COMPARISON TO MARKET

#### 1190-Actuary

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
MENN	EXEC SVC NONSUPERVISORY	A	P	32	1	\$7,380	\$10,866	\$10,866	1.19	\$10,412	\$14,531	\$14,531	115.5%	124.2%	116.0%	118.6%	125.5%	118.3%
MMN	MGT SVC NONSUPERVISORY	A	P	32	10	\$7,380	\$10,714	\$10,866	1.17	\$10,412	\$14,352	\$14,531	115.5%	122.4%	116.0%	118.6%	123.9%	118.3%
<b>Management Wtd Average</b>					11	\$7,380	\$10,728	\$10,866		\$10,412	\$14,368	\$14,531	115.5%	122.6%	116.0%	118.6%	124.1%	118.3%
<b>STATEWIDE Weighted Average</b>					11	\$7,380	\$10,728	\$10,866		\$10,412	\$14,368	\$14,531	115.5%	122.6%	116.0%	118.6%	124.1%	118.3%



# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 1216 ACCOUNTANT 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-ClackCo	476		Accountant 1		10	\$4,994	\$5,780	\$6,364	1.02	\$7,820	\$8,799	\$9,527	
2024-OR-DescCo	9060		ACCOUNTING TECHNICIAN SR		0	\$4,879		\$6,539		\$8,066		\$10,134	
2024-OR-MarionCo	186		Accountant 1		1	\$4,548	\$5,808	\$6,100	1.09	\$7,312	\$8,882	\$9,244	
2024-OR-MultCo	6029		Finance Specialist 1		26	\$5,058	\$5,601	\$6,193	1.00	\$8,217	\$8,893	\$9,628	
2024-OR-WashCo	015		Accountant I		0	\$5,602		\$6,814		\$8,381		\$9,837	
2024-WA-ThrstnCo	0723		Accounting Analyst		0	\$5,293		\$7,041		\$7,710		\$9,717	
<b>County Market Average</b>					37	\$5,036	\$5,655	\$6,291		\$8,082	\$8,867	\$9,638	
2024-CompAnalyst	FA06000001		Accountant I		1	\$4,508	\$5,408	\$6,600	0.98	\$6,706	\$7,755	\$9,145	
2024-MIL-PACS	02.04		Accountant - Entry	19	57	\$4,644	\$5,776	\$6,567	1.03	\$6,864	\$8,184	\$9,106	
<b>Purchased Market Average</b>					19	58	\$4,642	\$5,770	\$6,568		\$6,861	\$8,176	\$9,107
2024-ST-CA	4546	A	ACCOUNTING OFFICER (SPECIALIST)		244	\$4,358	\$4,885	\$5,454	1.00	\$6,912	\$7,545	\$8,228	
2024-ST-NV	07.137		ACCOUNTANT 1		0	\$4,608		\$6,831		\$6,542		\$9,227	
2024-ST-WA	1431		FISCAL ANALYST 1		59	\$3,244	\$4,017	\$4,321	1.06	\$5,118	\$6,002	\$6,349	
<b>State Market Average</b>					303	\$4,144	\$4,716	\$5,240		\$6,565	\$7,244	\$7,869	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					19	398	\$4,307	\$4,957	\$5,539		\$6,764	\$7,531	\$8,229

### OREGON COMPARISON TO MARKET

#### 1216-Accountant 1

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
AAON	AFSCME AT DOC SECURITY PLUS	A	P	23	7	\$5,369	\$7,066	\$7,766	1.08	\$8,036	\$10,041	\$10,868	124.6%	142.6%	140.2%	118.8%	133.3%	132.1%
<b>Corrections Wtd Average</b>					7	\$5,369	\$7,066	\$7,766		\$8,036	\$10,041	\$10,868	124.6%	142.6%	140.2%	118.8%	133.3%	132.1%
AD	AFSCME AT ENVIRONMENTAL QUAL	A	P	23	3	\$4,425	\$5,512	\$6,757	0.99	\$6,921	\$8,205	\$9,676	102.7%	111.2%	122.0%	102.3%	108.9%	117.6%
AG	AFSCME AT LAND CONSERV DVLPMT	A	P	23	1	\$4,425	\$6,757	\$6,757	1.21	\$6,921	\$9,676	\$9,676	102.7%	136.3%	122.0%	102.3%	128.5%	117.6%
AL	AFSCME AT LIQUOR CONTROL COMM	A	P	23	2	\$4,425	\$6,176	\$6,757	1.10	\$6,921	\$8,989	\$9,676	102.7%	124.6%	122.0%	102.3%	119.4%	117.6%
AO	AFSCME OR ST POLICE-SUPP UNIT	A	P	23	1	\$4,425	\$6,757	\$6,757	1.21	\$6,921	\$9,676	\$9,676	102.7%	136.3%	122.0%	102.3%	128.5%	117.6%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 1216-Accountant 1 (Continued)

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			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	P	23	1	\$4,425	\$6,757	\$6,757	1.21	\$6,921	\$9,676	\$9,676	102.7%	136.3%	122.0%	102.3%	128.5%	117.6%
AS	OR PUB SAFETY ASSOC AT DPSST	A	P	23	1	\$4,425	\$6,757	\$6,757	1.21	\$6,921	\$9,676	\$9,676	102.7%	136.3%	122.0%	102.3%	128.5%	117.6%
AU	AFSCME AT MILITARY	A	P	23	3	\$4,425	\$5,339	\$6,757	0.95	\$6,921	\$8,000	\$9,676	102.7%	107.7%	122.0%	102.3%	106.2%	117.6%
AV	AFSCME MILITRY OREG EMERG MGMT	A	P	23	4	\$4,425	\$5,154	\$6,757	0.92	\$6,921	\$7,782	\$9,676	102.7%	104.0%	122.0%	102.3%	103.3%	117.6%
AX	AFSCME AT STATE LANDS	A	P	23	1	\$4,425	\$6,757	\$6,757	1.21	\$6,921	\$9,676	\$9,676	102.7%	136.3%	122.0%	102.3%	128.5%	117.6%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	23	30	\$4,425	\$5,907	\$6,763	1.06	\$6,921	\$8,672	\$9,683	102.7%	119.2%	122.1%	102.3%	115.2%	117.7%
OAI	SEIU STRIKEABLE INST COALITION	A	P	23	5	\$4,425	\$6,103	\$6,763	1.09	\$6,921	\$8,903	\$9,683	102.7%	123.1%	122.1%	102.3%	118.2%	117.7%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	23	18	\$4,425	\$5,659	\$6,763	1.01	\$6,921	\$8,379	\$9,683	102.7%	114.2%	122.1%	102.3%	111.3%	117.7%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	23	32	\$4,425	\$5,788	\$6,763	1.03	\$6,921	\$8,531	\$9,683	102.7%	116.8%	122.1%	102.3%	113.3%	117.7%
UA	UNREPRESENTED	A	P	23	2	\$4,423	\$6,149	\$6,757	1.10	\$6,918	\$8,958	\$9,676	102.7%	124.0%	122.0%	102.3%	118.9%	117.6%
<b>Non-Corrections/Non-Management Wtd Average</b>					104	\$4,425	\$5,831	\$6,762		\$6,921	\$8,582	\$9,682	102.7%	117.6%	122.1%	102.3%	114.0%	117.7%
<b>STATEWIDE Weighted Average</b>					111	\$4,484	\$5,909	\$6,825		\$6,991	\$8,674	\$9,757	104.1%	119.2%	123.2%	103.4%	115.2%	118.6%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 1217 ACCOUNTANT 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-ClackCo	475		Accountant 2		8	\$6,317	\$7,348	\$8,010	1.03	\$9,467	\$10,752	\$11,577	
2024-OR-DescCo	9206		ACCOUNTANT		0	\$6,539		\$8,763		\$10,134		\$12,906	
2024-OR-JackCo	1002		Accountant II		1	\$4,820	\$5,307	\$6,146	0.97	\$7,860	\$8,468	\$9,514	
2024-OR-LaneCo	A032		Accountant		1	\$5,583	\$6,689	\$7,455	1.03	\$8,912	\$10,287	\$11,240	
2024-OR-MarionCo	035		Accountant 2		3	\$5,011	\$6,631	\$6,717	1.13	\$7,888	\$9,906	\$10,013	
2024-OR-MultCo	6030		Finance Specialist 2		36	\$5,840	\$6,472	\$7,167	1.00	\$9,189	\$9,974	\$10,839	
2024-OR-WashCo	016		Accountant II		0	\$6,500		\$7,897		\$9,460		\$11,140	
2024-WA-ClarkCo	1		Accountant		0	\$4,285		\$5,786		\$6,662		\$8,386	
2024-WA-KingCo	2110200		Accountant		0	\$6,203		\$7,863		\$8,820		\$10,727	
<b>County Market Average</b>					49	\$5,880	\$6,605	\$7,350		\$9,139	\$10,073	\$10,959	
2024-CompAnalyst	FA06000002		Accountant II		1	\$5,242	\$6,275	\$7,683	0.98	\$7,561	\$8,766	\$10,408	
2024-MIL-NWHCS	13.29		Accountant	68	138	\$4,857	\$6,258	\$7,074	1.05	\$7,112	\$8,746	\$9,697	
2024-MIL-NWMGT	01.06		Accountant	91	281	\$5,337	\$6,893	\$7,800	1.05	\$7,671	\$9,486	\$10,544	
2024-MIL-OPES	02.03		Accountant - Intermediate	24	70	\$5,582	\$6,715	\$7,639	1.02	\$8,428	\$9,815	\$10,947	
2024-MIL-PACS	02.05		Accountant - Intermediate	42	146	\$5,361	\$6,785	\$7,636	1.04	\$7,700	\$9,360	\$10,353	
<b>Purchased Market Average</b>					225	636	\$5,265	\$6,710	\$7,589		\$7,640	\$9,332	\$10,362
2024-ST-CA	4567	L	SENIOR ACCOUNTING OFFICER (SPECIALIST)		4	\$5,140	\$5,830	\$6,434	1.01	\$7,851	\$8,679	\$9,404	
2024-ST-ID	04246		Financial Specialist		98	\$4,171	\$5,079	\$8,342	0.81	\$6,073	\$7,160	\$11,063	
2024-ST-NV	07.136		ACCOUNTANT 2		0	\$5,025		\$7,473		\$7,045		\$10,003	
2024-ST-WA	143J		FISCAL ANALYST 2		263	\$3,555	\$4,458	\$4,773	1.07	\$5,474	\$6,505	\$6,866	
<b>State Market Average</b>					365	\$3,792	\$4,640	\$5,822		\$5,719	\$6,705	\$8,104	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					225	1,050	\$4,776	\$5,985	\$6,952		\$7,039	\$8,453	\$9,595

**OREGON  
COMPARISON  
TO  
MARKET**

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 1217-Accountant 2

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	Salary			Salary and Benefits		
													SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
AAON	AFSCME AT DOC SECURITY PLUS	A	P	27	5	\$6,453	\$9,130	\$9,383	1.15	\$9,317	\$12,480	\$12,779	135.1%	152.5%	135.0%	132.4%	147.6%	133.2%
<b>Corrections Wtd Average</b>					5	\$6,453	\$9,130	\$9,383		\$9,317	\$12,480	\$12,779	135.1%	152.5%	135.0%	132.4%	147.6%	133.2%
AD	AFSCME AT ENVIRONMENTAL QUAL	A	P	27	3	\$5,340	\$7,249	\$8,172	1.07	\$8,002	\$10,257	\$11,348	111.8%	121.1%	117.6%	113.7%	121.3%	118.3%
AF	AFSCME AT OSP FIRE MARSHAL	A	P	27	2	\$5,340	\$6,439	\$8,172	0.95	\$8,002	\$9,300	\$11,348	111.8%	107.6%	117.6%	113.7%	110.0%	118.3%
AL	AFSCME AT LIQUOR CONTROL COMM	A	P	27	4	\$5,340	\$7,301	\$8,172	1.08	\$8,002	\$10,319	\$11,348	111.8%	122.0%	117.6%	113.7%	122.1%	118.3%
AO	AFSCME OR ST POLICE-SUPP UNIT	A	P	27	2	\$5,340	\$8,172	\$8,172	1.21	\$8,002	\$11,348	\$11,348	111.8%	136.5%	117.6%	113.7%	134.2%	118.3%
AS	OR PUB SAFETY ASSOC AT DPSST	A	P	27	1	\$5,340	\$8,172	\$8,172	1.21	\$8,002	\$11,348	\$11,348	111.8%	136.5%	117.6%	113.7%	134.2%	118.3%
AT	AFSCME AT DCBS BUILDING CODES	A	P	27	2	\$5,340	\$7,632	\$8,172	1.13	\$8,002	\$10,710	\$11,348	111.8%	127.5%	117.6%	113.7%	126.7%	118.3%
AU	AFSCME AT MILITARY	A	P	27	5	\$5,340	\$6,841	\$8,172	1.01	\$8,002	\$9,775	\$11,348	111.8%	114.3%	117.6%	113.7%	115.6%	118.3%
AV	AFSCME MILITRY OREG EMERG MGMT	A	P	27	3	\$5,340	\$6,793	\$8,172	1.01	\$8,002	\$9,719	\$11,348	111.8%	113.5%	117.6%	113.7%	115.0%	118.3%
AX	AFSCME AT STATE LANDS	A	P	27	1	\$5,340	\$7,798	\$8,172	1.15	\$8,002	\$10,906	\$11,348	111.8%	130.3%	117.6%	113.7%	129.0%	118.3%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	27	24	\$5,345	\$7,726	\$8,177	1.14	\$8,008	\$10,821	\$11,354	111.9%	129.1%	117.6%	113.8%	128.0%	118.3%
OAI	SEIU STRIKEABLE INST COALITION	A	P	27	1	\$5,345	\$8,177	\$8,177	1.21	\$8,008	\$11,354	\$11,354	111.9%	136.6%	117.6%	113.8%	134.3%	118.3%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	27	13	\$5,345	\$7,425	\$8,177	1.10	\$8,008	\$10,465	\$11,354	111.9%	124.1%	117.6%	113.8%	123.8%	118.3%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	27	46	\$5,345	\$7,011	\$8,177	1.04	\$8,008	\$9,976	\$11,354	111.9%	117.1%	117.6%	113.8%	118.0%	118.3%
UA	UNREPRESENTED	A	P	27	4	\$5,340	\$7,375	\$8,172	1.09	\$8,002	\$10,407	\$11,348	111.8%	123.2%	117.6%	113.7%	123.1%	118.3%
<b>Non-Corrections/Non-Management Wtd Average</b>					111	\$5,344	\$7,280	\$8,176		\$8,006	\$10,294	\$11,352	111.9%	121.6%	117.6%	113.7%	121.8%	118.3%
<b>STATEWIDE Weighted Average</b>					116	\$5,392	\$7,360	\$8,228		\$8,063	\$10,388	\$11,414	112.9%	123.0%	118.4%	114.5%	122.9%	119.0%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 1218 ACCOUNTANT 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-ClackCo	474		Accountant, Senior		6	\$6,624	\$8,071	\$8,387	1.08	\$9,851	\$11,652	\$12,046	
2024-OR-MultCo	6032		Finance Specialist Senior		55	\$6,965	\$7,922	\$8,563	1.02	\$10,587	\$11,776	\$12,573	
2024-WA-ClarkCo	2		Accountant Senior		0	\$4,865		\$6,567		\$7,329		\$9,284	
2024-WA-KingCo	2110300		Accountant - Senior		0	\$6,821		\$8,646		\$9,529		\$11,625	
2024-WA-ThrstnCo	0736		Accountant		0	\$5,836		\$7,762		\$8,334		\$10,546	
<b>County Market Average</b>					61	\$6,880	\$7,936	\$8,504		\$10,415	\$11,764	\$12,426	
2024-CompAnalyst	FA06000003		Accountant III		1	\$6,300	\$7,650	\$9,342	0.99	\$8,795	\$10,369	\$12,341	
2024-MIL-NWHCS	13.30		Accountant - Senior	53	121	\$5,952	\$7,911	\$8,938	1.06	\$8,389	\$10,673	\$11,871	
2024-MIL-NWMGT	01.05		Accountant - Senior	85	262	\$6,286	\$8,275	\$9,206	1.07	\$8,778	\$11,097	\$12,183	
2024-MIL-OPES	02.04		Accountant - Senior	21	80	\$6,445	\$7,890	\$8,772	1.04	\$9,485	\$11,254	\$12,333	
2024-MIL-PACS	02.06		Accountant - Senior	38	132	\$6,248	\$7,790	\$9,022	1.02	\$8,734	\$10,532	\$11,969	
<b>Purchased Market Average</b>					197	596	\$6,231	\$8,041	\$9,054		\$8,784	\$10,906	\$12,093
2024-ST-ID	04245		Financial Specialist Senior		99	\$4,759	\$5,984	\$9,518	0.84	\$6,777	\$8,243	\$12,471	
2024-ST-NV	07.135		ACCOUNTANT 3		0	\$5,473		\$8,186		\$7,587		\$10,864	
2024-ST-WA	143K		FISCAL ANALYST 3		262	\$4,114	\$5,146	\$5,530	1.07	\$6,113	\$7,291	\$7,730	
<b>State Market Average</b>					361	\$4,321	\$5,376	\$6,654		\$6,327	\$7,552	\$9,065	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					197	1,018	\$5,582	\$7,089	\$8,154		\$7,998	\$9,768	\$11,021

### OREGON COMPARISON TO MARKET

#### 1218-Accountant 3

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
AAON	AFSCME AT DOC SECURITY PLUS	A	P	30	1	\$7,413	\$10,802	\$10,802	1.19	\$10,451	\$14,455	\$14,455	132.8%	152.4%	132.5%	130.7%	148.0%	131.2%
<b>Corrections Wtd Average</b>						\$7,413	\$10,802	\$10,802		\$10,451	\$14,455	\$14,455	132.8%	152.4%	132.5%	130.7%	148.0%	131.2%
MMN	MGT SVC NONSUPERVISORY	A	P	30	29	\$6,690	\$9,295	\$9,866	1.12	\$9,597	\$12,675	\$13,349	119.9%	131.1%	121.0%	120.0%	129.8%	121.1%
MMS	MGT SVC SUPERVISORY	A	P	30	1	\$6,690	\$7,747	\$9,866	0.94	\$9,597	\$10,846	\$13,349	119.9%	109.3%	121.0%	120.0%	111.0%	121.1%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 1218-Accountant 3 (Continued)

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	Salary		Salary and Benefits			
												SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	
<b>Management Wtd Average</b>					30	\$6,690	\$9,244	\$9,866		\$9,597	\$12,614	\$13,349	119.9%	130.4%	121.0%	120.0%	129.1%	121.1%
AG	AFSCME AT LAND CONSERV DVLPMT	A	P	30	1	\$6,143	\$7,798	\$9,444	1.00	\$8,951	\$10,906	\$12,851	110.1%	110.0%	115.8%	111.9%	111.7%	116.6%
AL	AFSCME AT LIQUOR CONTROL COMM	A	P	30	2	\$6,143	\$8,808	\$9,444	1.13	\$8,951	\$12,099	\$12,851	110.1%	124.2%	115.8%	111.9%	123.9%	116.6%
AV	AFSCME MILITRY OREG EMERG MGMT	A	P	30	1	\$6,143	\$8,576	\$9,444	1.10	\$8,951	\$11,825	\$12,851	110.1%	121.0%	115.8%	111.9%	121.1%	116.6%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	30	5	\$6,146	\$9,447	\$9,447	1.21	\$8,954	\$12,854	\$12,854	110.1%	133.3%	115.9%	112.0%	131.6%	116.6%
OAI	SEIU STRIKEABLE INST COALITION	A	P	30	1	\$6,146	\$9,447	\$9,447	1.21	\$8,954	\$12,854	\$12,854	110.1%	133.3%	115.9%	112.0%	131.6%	116.6%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	30	5	\$6,146	\$8,737	\$9,447	1.12	\$8,954	\$12,015	\$12,854	110.1%	123.2%	115.9%	112.0%	123.0%	116.6%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	30	12	\$6,146	\$8,791	\$9,447	1.13	\$8,954	\$12,079	\$12,854	110.1%	124.0%	115.9%	112.0%	123.7%	116.6%
UA	UNREPRESENTED	A	P	30	3	\$6,143	\$8,508	\$9,441	1.09	\$8,951	\$11,745	\$12,847	110.1%	120.0%	115.8%	111.9%	120.2%	116.6%
<b>Non-Corrections/Non-Management Wtd Average</b>					30	\$6,145	\$8,846	\$9,446		\$8,953	\$12,144	\$12,853	110.1%	124.8%	115.8%	111.9%	124.3%	116.6%
<b>STATEWIDE Weighted Average</b>					61	\$6,434	\$9,073	\$9,675		\$9,294	\$12,413	\$13,123	115.3%	128.0%	118.7%	116.2%	127.1%	119.1%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 1223 INVESTMENT ANALYST 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2024-MIL-PACS	02.25		Treasury Analyst	5	1	\$6,026	\$7,375	\$8,921	0.99	\$8,476	\$10,048	\$11,850
<b>Purchased Market Average</b>				5	1	\$6,026	\$7,375	\$8,921		\$8,476	\$10,048	\$11,850
<b>OVERALL WEIGHTED MARKET AVERAGE</b>				5	1	\$6,026	\$7,375	\$8,921		\$8,476	\$10,048	\$11,850

### OREGON COMPARISON TO MARKET

#### 1223-Investment Analyst 2

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	30	8	\$6,146	\$8,840	\$9,447	1.13	\$8,954	\$12,137	\$12,854	102.0%	119.9%	105.9%	105.6%	120.8%	108.5%
UA	UNREPRESENTED	A	P	30	1	\$6,146	\$9,447	\$9,447	1.21	\$8,954	\$12,854	\$12,854	102.0%	128.1%	105.9%	105.6%	127.9%	108.5%
<b>Non-Corrections/Non-Management Wtd Average</b>					9	\$6,146	\$8,907	\$9,447		\$8,954	\$12,216	\$12,854	102.0%	120.8%	105.9%	105.6%	121.6%	108.5%
<b>STATEWIDE Weighted Average</b>					9	\$6,146	\$8,907	\$9,447		\$8,954	\$12,216	\$12,854	102.0%	120.8%	105.9%	105.6%	121.6%	108.5%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 1224 INVESTMENT ANALYST 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-CompAnalyst	FA06000484		Investment Analyst III		1	\$7,317	\$9,508	\$11,850	1.00	\$9,980	\$12,535	\$15,266	
<b>Purchased Market Average</b>					1	\$7,317	\$9,508	\$11,850		\$9,980	\$12,535	\$15,266	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	1	\$7,317	\$9,508	\$11,850		\$9,980	\$12,535	\$15,266

### OREGON COMPARISON TO MARKET

#### 1224-Investment Analyst 3

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	33	8	\$7,097	\$10,599	\$10,908	1.18	\$10,078	\$14,215	\$14,580	97.0%	111.5%	92.1%	101.0%	113.4%	95.5%
<b>Non-Corrections/Non-Management Wtd Average</b>					8	\$7,097	\$10,599	\$10,908		\$10,078	\$14,215	\$14,580	97.0%	111.5%	92.1%	101.0%	113.4%	95.5%
<b>STATEWIDE Weighted Average</b>					8	\$7,097	\$10,599	\$10,908		\$10,078	\$14,215	\$14,580	97.0%	111.5%	92.1%	101.0%	113.4%	95.5%



# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 1243 FISCAL ANALYST 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-ClackCo	075		Budget Coordinator		1	\$5,241	\$6,014	\$6,624	1.01	\$8,128	\$9,091	\$9,851	
<b>County Market Average</b>					1	\$5,241	\$6,014	\$6,624		\$8,128	\$9,091	\$9,851	
2024-CompAnalyst	FA06000013		Budget Analyst I		1	\$4,608	\$5,717	\$7,050	0.99	\$6,822	\$8,115	\$9,669	
2024-MIL-PACS	02.12		Financial Analyst - Entry	8	4	\$5,675	\$6,865	\$8,315	0.98	\$8,066	\$9,454	\$11,144	
<b>Purchased Market Average</b>					8	5	\$5,462	\$6,636	\$8,062		\$7,818	\$9,186	\$10,849
2024-ST-NV	07.627		BUDGET ANALYST 1		0	\$4,608		\$6,831		\$6,542		\$9,227	
<b>State Market Average</b>							\$4,608	\$6,831		\$6,542		\$9,227	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					8	6	\$5,221	\$6,532	\$7,574		\$7,537	\$9,170	\$10,319

### OREGON COMPARISON TO MARKET

#### 1243-Fiscal Analyst 1

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
AB	AFSCME AT CONST CONTRACTORS BD	A	P	23	1	\$4,425	\$5,340	\$6,757	0.96	\$6,921	\$8,002	\$9,676	84.8%	81.8%	89.2%	91.8%	87.3%	93.8%
AU	AFSCME AT MILITARY	A	P	23	1	\$4,425	\$6,757	\$6,757	1.21	\$6,921	\$9,676	\$9,676	84.8%	103.4%	89.2%	91.8%	105.5%	93.8%
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	23	2	\$4,411	\$6,681	\$6,842	1.19	\$6,904	\$9,586	\$9,776	84.5%	102.3%	90.3%	91.6%	104.5%	94.7%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	23	8	\$4,425	\$5,716	\$6,763	1.02	\$6,921	\$8,446	\$9,683	84.8%	87.5%	89.3%	91.8%	92.1%	93.8%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	23	9	\$4,425	\$6,272	\$6,763	1.12	\$6,921	\$9,103	\$9,683	84.8%	96.0%	89.3%	91.8%	99.3%	93.8%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	23	9	\$4,425	\$5,618	\$6,763	1.00	\$6,921	\$8,330	\$9,683	84.8%	86.0%	89.3%	91.8%	90.8%	93.8%
UA	UNREPRESENTED	A	P	23	4	\$4,423	\$6,598	\$6,757	1.18	\$6,918	\$9,488	\$9,676	84.7%	101.0%	89.2%	91.8%	103.5%	93.8%
<b>Non-Corrections/Non-Management Wtd Average</b>					34	\$4,424	\$6,017	\$6,767		\$6,920	\$8,802	\$9,687	84.7%	92.1%	89.3%	91.8%	96.0%	93.9%
<b>STATEWIDE Weighted Average</b>					34	\$4,424	\$6,017	\$6,767		\$6,920	\$8,802	\$9,687	84.7%	92.1%	89.3%	91.8%	96.0%	93.9%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 1244 FISCAL ANALYST 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-ClackCo	477		Financial Analyst		5	\$6,855	\$8,503	\$8,711	1.09	\$10,137	\$12,190	\$12,450	
2024-OR-MultCo	6026		Budget Analyst		13	\$6,757	\$7,836	\$8,315	1.04	\$10,328	\$11,669	\$12,265	
2024-WA-ThrstnCo	0729		Financial Analyst		0	\$5,836		\$7,762		\$8,334		\$10,546	
<b>County Market Average</b>					18	\$6,734	\$8,021	\$8,390		\$10,173	\$11,814	\$12,223	
2024-CompAnalyst	FA06000014		Budget Analyst II		1	\$5,608	\$6,950	\$8,550	0.99	\$7,988	\$9,553	\$11,418	
2024-MIL-NWMGT	02.10		Financial Analyst	49	101	\$6,170	\$7,643	\$9,150	1.00	\$8,644	\$10,360	\$12,117	
2024-MIL-OPES	02.12a		Financial Analyst - Intermediate	12	34	\$6,225	\$7,448	\$8,581	1.01	\$9,216	\$10,713	\$12,100	
2024-MIL-OPES	02.09		Budget Analyst - Intermediate	9	39	\$6,443	\$7,786	\$8,622	1.03	\$9,482	\$11,126	\$12,149	
2024-MIL-PACS	02.13		Financial Analyst - Intermediate	25	90	\$6,142	\$8,292	\$8,927	1.10	\$8,611	\$11,118	\$11,857	
<b>Purchased Market Average</b>					95	265	\$6,205	\$7,857	\$8,925		\$8,824	\$10,772	\$12,031
2024-ST-CA	5267	B	FINANCE BUDGET ANALYST		25	\$5,397	\$6,311	\$6,760	1.04	\$8,160	\$9,256	\$9,795	
2024-ST-NV	07.621		BUDGET ANALYST 2		0	\$5,025		\$7,473		\$7,045		\$10,003	
2024-ST-WA	147B		BUDGET ANALYST 2		5	\$4,114	\$5,245	\$5,530	1.09	\$6,113	\$7,405	\$7,730	
<b>State Market Average</b>					30	\$5,122	\$6,133	\$6,911		\$7,519	\$8,948	\$9,665	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					95	313	\$6,078	\$7,701	\$8,603		\$8,710	\$10,657	\$11,698

### OREGON COMPARISON TO MARKET

#### 1244-Fiscal Analyst 2

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	Salary		Salary and Benefits			
												SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	
AAON	AFSCME AT DOC SECURITY PLUS	A	P	27	4	\$6,453	\$9,277	\$9,383	1.17	\$9,317	\$12,653	\$12,779	106.2%	120.5%	109.1%	107.0%	118.7%	109.2%
<b>Corrections Wtd Average</b>					4	\$6,453	\$9,277	\$9,383		\$9,317	\$12,653	\$12,779	106.2%	120.5%	109.1%	107.0%	118.7%	109.2%
MMN	MGT SVC NONSUPERVISORY	A	P	27	3	\$5,785	\$8,151	\$8,536	1.14	\$8,528	\$11,323	\$11,778	95.2%	105.8%	99.2%	97.9%	106.2%	100.7%
<b>Management Wtd Average</b>					3	\$5,785	\$8,151	\$8,536		\$8,528	\$11,323	\$11,778	95.2%	105.8%	99.2%	97.9%	106.2%	100.7%
AD	AFSCME AT ENVIRONMENTAL QUAL	A	P	27	3	\$5,340	\$7,041	\$8,172	1.04	\$8,002	\$10,012	\$11,348	87.9%	91.4%	95.0%	91.9%	93.9%	97.0%
AMG	AFSCME AT DHS STAB&CRISIS UNIT	A	P	27	1	\$5,340	\$6,758	\$8,172	1.00	\$8,002	\$9,677	\$11,348	87.9%	87.8%	95.0%	91.9%	90.8%	97.0%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 1244-Fiscal Analyst 2 (Continued)

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			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	P	27	2	\$5,340	\$7,988	\$8,172	1.18	\$8,002	\$11,130	\$11,348	87.9%	103.7%	95.0%	91.9%	104.4%	97.0%
AU	AFSCME AT MILITARY	A	P	27	4	\$5,340	\$7,717	\$8,172	1.14	\$8,002	\$10,810	\$11,348	87.9%	100.2%	95.0%	91.9%	101.4%	97.0%
AX	AFSCME AT STATE LANDS	A	P	27	1	\$5,340	\$8,172	\$8,172	1.21	\$8,002	\$11,348	\$11,348	87.9%	106.1%	95.0%	91.9%	106.5%	97.0%
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	27	9	\$5,364	\$7,953	\$8,317	1.16	\$8,030	\$11,090	\$11,519	88.3%	103.3%	96.7%	92.2%	104.1%	98.5%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	27	46	\$5,345	\$7,122	\$8,177	1.05	\$8,008	\$10,107	\$11,354	87.9%	92.5%	95.0%	91.9%	94.8%	97.1%
OAI	SEIU STRIKEABLE INST COALITION	A	P	27	2	\$5,345	\$6,054	\$8,177	0.90	\$8,008	\$8,845	\$11,354	87.9%	78.6%	95.0%	91.9%	83.0%	97.1%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	27	23	\$5,345	\$7,483	\$8,177	1.11	\$8,008	\$10,534	\$11,354	87.9%	97.2%	95.0%	91.9%	98.8%	97.1%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	27	30	\$5,345	\$6,886	\$8,177	1.02	\$8,008	\$9,829	\$11,354	87.9%	89.4%	95.0%	91.9%	92.2%	97.1%
UA	UNREPRESENTED	A	P	27	6	\$5,340	\$6,402	\$8,172	0.95	\$8,002	\$9,257	\$11,348	87.9%	83.1%	95.0%	91.9%	86.9%	97.0%
<b>Non-Corrections/Non-Management Wtd Average</b>					127	\$5,346	\$7,176	\$8,186		\$8,009	\$10,171	\$11,365	88.0%	93.2%	95.2%	91.9%	95.4%	97.1%
<b>STATEWIDE Weighted Average</b>					134	\$5,389	\$7,260	\$8,230		\$8,059	\$10,270	\$11,416	88.7%	94.3%	95.7%	92.5%	96.4%	97.6%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 1245 FISCAL ANALYST 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-ClackCo	198		Budget Analyst, Senior		1	\$7,287	\$9,226	\$9,226	1.12	\$10,676	\$13,091	\$13,091	
2024-OR-DescCo	9269		BUDGET & FINCL PLNG ANLYST, SR		0	\$7,209		\$9,661		\$10,970		\$14,025	
2024-OR-JackCo	1030		Budget Analyst		1	\$6,552	\$7,585	\$8,367	1.02	\$10,020	\$11,308	\$12,282	
2024-OR-MarionCo	085		Budget Analyst Sr		1	\$5,902	\$7,895	\$7,895	1.14	\$8,998	\$11,481	\$11,481	
2024-OR-MultCo	9730		Budget Analyst Senior		8	\$6,757	\$9,967	\$10,356	1.16	\$10,329	\$14,318	\$14,802	
2024-OR-WashCo	697		Budget Analyst		0	\$8,119		\$9,864		\$11,406		\$13,505	
2024-WA-ThrstnCo	0728		Financial Analyst, Senior		0	\$6,769		\$9,025		\$9,405		\$11,996	
<b>County Market Average</b>					11	\$6,850	\$9,495	\$9,778		\$10,293	\$13,675	\$13,914	
2024-CompAnalyst	FA06000015		Budget Analyst III		1	\$7,008	\$8,733	\$10,692	1.01	\$9,621	\$11,632	\$13,915	
2024-MIL-NWMGT	02.09		Financial Analyst - Senior	63	146	\$7,423	\$9,473	\$10,947	1.03	\$10,104	\$12,494	\$14,213	
2024-MIL-OPES	02.10		Budget Analyst - Senior	7	19	\$7,255	\$9,807	\$10,308	1.12	\$10,476	\$13,600	\$14,213	
2024-MIL-OPES	02.12b		Financial Analyst - Senior	10	21	\$7,558	\$9,745	\$10,424	1.08	\$10,848	\$13,524	\$14,355	
2024-MIL-PACS	02.14		Financial Analyst - Senior	29	103	\$7,123	\$9,374	\$10,839	1.04	\$9,754	\$12,379	\$14,087	
<b>Purchased Market Average</b>					109	290	\$7,315	\$9,477	\$10,830		\$10,057	\$12,597	\$14,178
2024-ST-CA	5266		STAFF FINANCE BUDGET ANALYST		34	\$6,229	\$7,134	\$7,740	1.02	\$9,158	\$10,245	\$10,972	
2024-ST-NV	07.620		BUDGET ANALYST 3		0	\$5,473		\$8,186		\$7,587		\$10,864	
2024-ST-WA	147C		BUDGET ANALYST 3		35	\$4,538	\$5,488	\$6,100	1.03	\$6,597	\$7,682	\$8,381	
<b>State Market Average</b>					69	\$5,389	\$6,299	\$7,137		\$7,810	\$8,945	\$9,873	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					109	370	\$6,886	\$8,885	\$10,001		\$9,584	\$11,948	\$13,246

### OREGON COMPARISON TO MARKET

### 1245-Fiscal Analyst 3

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
AAON	AFSCME AT DOC SECURITY PLUS	A	P	30	5	\$7,413	\$10,802	\$10,802	1.19	\$10,451	\$14,455	\$14,455
<b>Corrections Wtd Average</b>					5	\$7,413	\$10,802	\$10,802		\$10,451	\$14,455	\$14,455
MMN	MGT SVC NONSUPERVISORY	A	P	30	41	\$6,690	\$9,425	\$9,866	1.14	\$9,597	\$12,828	\$13,349

MARKET COMPARISONS					
Salary			Salary and Benefits		
SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
107.7%	121.6%	108.0%	109.0%	121.0%	109.1%
107.7%	121.6%	108.0%	109.0%	121.0%	109.1%
97.2%	106.1%	98.7%	100.1%	107.4%	100.8%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 1245-Fiscal Analyst 3 (Continued)

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	Salary			Salary and Benefits		
												SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	
<b>Management Wtd Average</b>					41	\$6,690	\$9,425	\$9,866		\$9,597	\$12,828	\$13,349	97.2%	106.1%	98.7%	100.1%	107.4%	100.8%
AL	AFSCME AT LIQUOR CONTROL COMM	A	P	30	1	\$6,143	\$8,576	\$9,444	1.10	\$8,951	\$11,825	\$12,851	89.2%	96.5%	94.4%	93.4%	99.0%	97.0%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	30	53	\$6,146	\$8,928	\$9,447	1.15	\$8,954	\$12,241	\$12,854	89.3%	100.5%	94.5%	93.4%	102.5%	97.0%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	30	6	\$6,146	\$9,091	\$9,447	1.17	\$8,954	\$12,434	\$12,854	89.3%	102.3%	94.5%	93.4%	104.1%	97.0%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	30	12	\$6,146	\$8,748	\$9,447	1.12	\$8,954	\$12,029	\$12,854	89.3%	98.5%	94.5%	93.4%	100.7%	97.0%
UA	UNREPRESENTED	A	P	30	1	\$6,143	\$9,441	\$9,441	1.21	\$8,951	\$12,847	\$12,847	89.2%	106.3%	94.4%	93.4%	107.5%	97.0%
<b>Non-Corrections/Non-Management Wtd Average</b>					73	\$6,146	\$8,914	\$9,447		\$8,954	\$12,225	\$12,854	89.3%	100.3%	94.5%	93.4%	102.3%	97.0%
<b>STATEWIDE Weighted Average</b>					119	\$6,387	\$9,170	\$9,648		\$9,238	\$12,526	\$13,092	92.8%	103.2%	96.5%	96.4%	104.8%	98.8%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 1319 HUMAN RESOURCE ASSISTANT

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-ClackCo	086		Human Resources Assistant		7	\$5,199	\$6,233	\$6,759	1.04	\$8,075	\$9,364	\$10,019	
2024-OR-LaneCo	P240		Human Resources Assistant		1	\$3,370	\$3,772	\$4,957	0.91	\$6,160	\$6,660	\$8,134	
2024-OR-LaneCo	P241		Human Resources Specialist		4	\$4,508	\$5,348	\$6,625	0.96	\$7,576	\$8,620	\$10,208	
2024-OR-MarionCo	057		Human Resources Specialist		6	\$4,777	\$6,124	\$6,403	1.10	\$7,597	\$9,275	\$9,622	
2024-OR-MultCo	6101		Human Resources Technician		1	\$4,912	\$5,512	\$6,020	1.01	\$8,036	\$8,781	\$9,413	
2024-OR-WashCo	061		Human Resources Specialist		0	\$5,744		\$7,334		\$8,551		\$10,462	
2024-WA-ClarkCo	186		Human Resources Specialist		0	\$4,298		\$5,491		\$6,677		\$8,047	
2024-WA-ThrstnCo	0801		Human Resources Assistant		0	\$4,148		\$5,517		\$6,395		\$7,967	
<b>County Market Average</b>					19	\$4,798	\$5,845	\$6,434		\$7,647	\$9,006	\$9,669	
2024-CompAnalyst	OF13000006		Human Resources Assistant II		1	\$3,900	\$4,592	\$5,475	0.99	\$5,997	\$6,803	\$7,833	
2024-MIL-NWHCS	13.24		Human Resources Assistant	57	126	\$3,803	\$4,743	\$5,565	1.01	\$5,883	\$6,979	\$7,938	
2024-MIL-OPES	05.01		Human Resources Assistant	17	22	\$4,970	\$5,778	\$6,801	0.98	\$7,680	\$8,669	\$9,921	
2024-MIL-PACS	05.02		Human Resources Assistant II	24	54	\$4,636	\$6,092	\$6,548	1.09	\$6,855	\$8,553	\$9,084	
<b>Purchased Market Average</b>					98	203	\$4,151	\$5,213	\$5,960		\$6,337	\$7,580	\$8,457
2024-ST-CA	1303	D	PERSONNEL SPECIALIST		154	\$4,289	\$5,130	\$5,369	1.06	\$6,830	\$7,839	\$8,126	
2024-ST-ID	05159		Personnel Technician		1	\$3,272	\$3,727	\$6,544	0.76	\$4,998	\$5,542	\$8,912	
2024-ST-NV	07.536		PERSONNEL TECHNICIAN 1		0	\$3,184		\$4,608		\$4,822		\$6,542	
2024-ST-WA	123F		HUMAN RESOURCE CONSULTANT ASSISTANT 2		13	\$3,398	\$4,185	\$4,538	1.05	\$5,295	\$6,194	\$6,597	
<b>State Market Average</b>					168	\$4,192	\$5,049	\$5,296		\$6,658	\$7,698	\$7,980	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					98	390	\$4,205	\$5,173	\$5,697		\$6,549	\$7,700	\$8,316

### OREGON COMPARISON TO MARKET

### 1319-Human Resource Assistant

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
MMC	MGT SVC NSUPV CONFIDENTIAL	A	P	18	7	\$4,129	\$4,912	\$5,525	1.02	\$6,571	\$7,497	\$8,220
MMN	MGT SVC NONSUPERVISORY	A	P	18	19	\$4,129	\$4,879	\$5,525	1.01	\$6,571	\$7,457	\$8,220

MARKET COMPARISONS					
Salary			Salary and Benefits		
SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
98.2%	95.0%	97.0%	100.3%	97.4%	98.9%
98.2%	94.3%	97.0%	100.3%	96.8%	98.9%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 1319-Human Resource Assistant (Continued)

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	Salary		Salary and Benefits			
												SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	
	<b>Management Wtd Average</b>				26	\$4,129	\$4,888	\$5,525		\$6,571	\$7,467	\$8,220	98.2%	94.5%	97.0%	100.3%	97.0%	98.9%
	<b>STATEWIDE Weighted Average</b>				26	\$4,129	\$4,888	\$5,525		\$6,571	\$7,467	\$8,220	98.2%	94.5%	97.0%	100.3%	97.0%	98.9%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 1320 HUMAN RESOURCE ANALYST 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-ClackCo	087		Human Resources Specialist		8	\$5,520	\$7,115	\$7,452	1.10	\$8,476	\$10,462	\$10,882	
2024-OR-DescCo	9046		HUMAN RESOURCES SPECIALIST		0	\$5,123		\$6,866		\$8,370		\$10,542	
2024-OR-MarionCo	078		Human Resources Specialist Sr		1	\$5,257	\$7,053	\$7,053	1.15	\$8,195	\$10,432	\$10,432	
2024-OR-MultCo	9080		Human Resources Analyst 1		25	\$5,155	\$6,472	\$7,732	1.00	\$8,338	\$9,975	\$11,541	
2024-OR-WashCo	060		Human Resources Analyst I		0	\$6,341		\$8,091		\$9,268		\$11,373	
2024-WA-ClarkCo	184		Human Resources Representative Associate		0	\$5,476		\$7,664		\$8,030		\$10,543	
2024-WA-KingCo	2311100		Human Resource Associate		0	\$6,058		\$7,679		\$8,653		\$10,515	
2024-WA-ThrstnCo	0802		Human Resources Specialist		0	\$4,572		\$6,082		\$6,883		\$8,616	
<b>County Market Average</b>					34	\$5,267	\$6,640	\$7,547		\$8,351	\$10,103	\$11,172	
2024-CompAnalyst	HR09200011		Human Resources Generalist II		1	\$5,342	\$6,467	\$7,950	0.99	\$7,677	\$8,989	\$10,719	
2024-MIL-NWHCS	13.26a		Recruiter	51	153	\$5,240	\$7,034	\$7,724	1.09	\$7,559	\$9,651	\$10,455	
2024-MIL-OPES	05.07a		Employment Recruiter	11	41	\$5,947	\$7,241	\$8,270	1.02	\$8,875	\$10,459	\$11,719	
2024-MIL-PACS	05.09b		Employment Recruiter	19	70	\$5,553	\$7,135	\$8,143	1.04	\$7,924	\$9,768	\$10,943	
<b>Purchased Market Average</b>					81	265	\$5,432	\$7,091	\$7,920		\$7,859	\$9,804	\$10,780
2024-ST-CA	5142	A	ASSOCIATE PERSONNEL ANALYST		271	\$4,990	\$5,752	\$6,245	1.02	\$7,671	\$8,586	\$9,178	
2024-ST-NV	07.527		PERSONNEL ANALYST 1		0	\$4,232		\$6,246		\$6,088		\$8,521	
2024-ST-WA	119E		HUMAN RESOURCE CONSULTANT 1		137	\$3,818	\$4,842	\$5,132	1.08	\$5,775	\$6,944	\$7,275	
<b>State Market Average</b>					408	\$4,585	\$5,447	\$5,895		\$6,999	\$8,035	\$8,548	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					81	707	\$4,926	\$6,120	\$6,711		\$7,382	\$8,797	\$9,493

### OREGON COMPARISON TO MARKET

#### 1320-Human Resource Analyst 1

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
MMC	MGT SVC NSUPV CONFIDENTIAL	A	P	23	6	\$4,768	\$5,860	\$7,030	0.99	\$7,326	\$8,616	\$9,999	96.8%	95.7%	104.8%	99.2%	97.9%	105.3%
MMN	MGT SVC NONSUPERVISORY	A	P	23	85	\$4,768	\$6,070	\$7,030	1.03	\$7,326	\$8,865	\$9,999	96.8%	99.2%	104.8%	99.2%	100.8%	105.3%



# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 1320-Human Resource Analyst 1 (Continued)

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	Salary		Salary and Benefits			
												SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	
	<b>Management Wtd Average</b>				91	\$4,768	\$6,056	\$7,030		\$7,326	\$8,848	\$9,999	96.8%	99.0%	104.8%	99.2%	100.6%	105.3%
	<b>STATEWIDE Weighted Average</b>				91	\$4,768	\$6,056	\$7,030		\$7,326	\$8,848	\$9,999	96.8%	99.0%	104.8%	99.2%	100.6%	105.3%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 1321 HUMAN RESOURCE ANALYST 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-ClackCo	730		Human Resources Analyst		13	\$6,710	\$8,714	\$9,058	1.11	\$9,957	\$12,453	\$12,882	
2024-OR-JackCo	1080		Human Resources Consultant		0	\$6,552		\$8,367		\$10,020		\$12,282	
2024-OR-LaneCo	P243		Human Resources Analyst		7	\$5,829	\$7,685	\$8,570	1.07	\$9,218	\$11,525	\$12,626	
2024-OR-MarionCo	058		Human Resources Analyst		1	\$6,183	\$6,821	\$8,284	0.94	\$9,348	\$10,143	\$11,965	
2024-OR-MultCo	6103		Human Resources Analyst 2		1	\$6,562	\$8,074	\$8,074	1.10	\$10,087	\$11,965	\$11,965	
2024-OR-WashCo	035		Human Resources Analyst II		0	\$7,353		\$9,382		\$10,485		\$12,925	
2024-WA-ClarkCo	182		Human Resources Representative		0	\$5,940		\$8,317		\$8,563		\$11,293	
2024-WA-KingCo	2311200		Human Resource Analyst		0	\$6,984		\$8,853		\$9,717		\$11,864	
2024-WA-ThrstnCo	0813		Human Resources Analyst		0	\$6,097		\$8,129		\$8,634		\$10,968	
<b>County Market Average</b>					22	\$6,577	\$8,271	\$8,877		\$9,789	\$12,031	\$12,617	
2024-CompAnalyst	HR09200012		Human Resources Generalist III		1	\$6,567	\$7,967	\$9,825	0.98	\$9,106	\$10,738	\$12,905	
2024-MIL-NWHCS	13.25a		Human Resources Generalist	71	153	\$5,067	\$6,228	\$7,498	0.99	\$7,357	\$8,710	\$10,191	
2024-MIL-NWMGT	04.03b		Human Resources Generalist	51	129	\$5,595	\$7,307	\$8,288	1.05	\$7,973	\$9,969	\$11,112	
2024-MIL-OPES	05.02		Human Resources Generalist	17	39	\$6,187	\$7,253	\$8,537	0.99	\$9,170	\$10,474	\$12,045	
2024-MIL-OPES	05.06a		Classification / Compensation Analyst	7	10	\$6,133	\$7,271	\$8,720	0.98	\$9,104	\$10,496	\$12,270	
2024-MIL-PACS	05.03a		Human Resources Generalist	27	58	\$5,639	\$7,051	\$8,056	1.03	\$8,024	\$9,671	\$10,842	
<b>Purchased Market Average</b>					173	390	\$5,459	\$6,841	\$7,970		\$7,876	\$9,497	\$10,821
2024-ST-CA	5312		PERSONNEL PROGRAM ANALYST		7	\$5,142	\$6,250	\$6,434	1.08	\$7,853	\$9,183	\$9,404	
2024-ST-ID	05141		Human Resource Business Partner I		36	\$4,171	\$4,897	\$8,342	0.78	\$6,073	\$6,943	\$11,063	
2024-ST-NV	07.521		PERSONNEL ANALYST 2		0	\$4,608		\$6,831		\$6,542		\$9,227	
2024-ST-WA	119F		HUMAN RESOURCE CONSULTANT 2		123	\$4,422	\$5,649	\$5,955	1.09	\$6,464	\$7,866	\$8,215	
<b>State Market Average</b>					166	\$4,434	\$5,512	\$6,552		\$6,456	\$7,721	\$8,943	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					173	578	\$5,191	\$6,514	\$7,566		\$7,522	\$9,083	\$10,316

**OREGON  
COMPARISON  
TO  
MARKET**

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 1321-Human Resource Analyst 2

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	Salary		Salary and Benefits			
												SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	
MMC	MGT SVC NSUPV CONFIDENTIAL	A	P	26	8	\$5,525	\$6,905	\$8,126	1.01	\$8,220	\$9,851	\$11,294	106.4%	106.0%	107.4%	109.3%	108.5%	109.5%
MMN	MGT SVC NONSUPERVISORY	A	P	26	125	\$5,525	\$7,409	\$8,126	1.09	\$8,220	\$10,447	\$11,294	106.4%	113.7%	107.4%	109.3%	115.0%	109.5%
<b>Management Wtd Average</b>					133	\$5,525	\$7,379	\$8,126		\$8,220	\$10,411	\$11,294	106.4%	113.3%	107.4%	109.3%	114.6%	109.5%
<b>STATEWIDE Weighted Average</b>					133	\$5,525	\$7,379	\$8,126		\$8,220	\$10,411	\$11,294	106.4%	113.3%	107.4%	109.3%	114.6%	109.5%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 1322 HUMAN RESOURCE ANALYST 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-ClackCo	671		Human Resources Analyst, Sr		3	\$7,398	\$9,908	\$9,987	1.14	\$10,814	\$13,941	\$14,038	
2024-OR-DescCo	9047		HUMAN RESOURCES ANALYST		0	\$6,539		\$8,763		\$10,134		\$12,906	
2024-OR-JackCo	1082		Sr Human Resources Consultant		2	\$6,945	\$8,866	\$8,866	1.12	\$10,510	\$12,905	\$12,905	
2024-OR-LaneCo	P244		Human Resources Analyst, Sr		3	\$6,237	\$7,823	\$9,169	1.02	\$9,725	\$11,697	\$13,371	
2024-OR-MarionCo	059		Human Resources Analyst Sr		3	\$6,821	\$8,439	\$9,143	1.06	\$10,143	\$12,158	\$13,036	
2024-OR-MultCo	9748		Human Resources Analyst Senior		74	\$6,757	\$9,187	\$10,356	1.07	\$10,329	\$13,349	\$14,802	
2024-OR-WashCo	036		Human Resources Analyst, Senior		0	\$8,119		\$10,357		\$11,406		\$14,098	
2024-WA-ClarkCo	185		Human Resources Representative Senior		0	\$6,446		\$9,023		\$9,144		\$12,104	
2024-WA-KingCo	2311300		Human Resource Analyst - Senior		0	\$7,864		\$9,968		\$10,727		\$13,144	
2024-WA-ThrstnCo	0818		Human Resources Analyst, Senior		0	\$6,559		\$8,744		\$9,165		\$11,674	
<b>County Market Average</b>					85	\$6,857	\$9,130	\$10,130		\$10,370	\$13,259	\$14,426	
2024-CompAnalyst	HR09200322		Human Resources Generalist IV		1	\$8,167	\$9,825	\$11,733	1.00	\$10,971	\$12,905	\$15,130	
2024-MIL-NWHCS	13.25b		Human Resources Generalist - Senior	41	138	\$6,343	\$8,134	\$9,441	1.03	\$8,846	\$10,933	\$12,457	
2024-MIL-NWMGT	04.03a		Human Resources Generalist - Senior	34	142	\$6,730	\$9,015	\$10,054	1.07	\$9,297	\$11,961	\$13,171	
2024-MIL-OPES	05.03		Human Resources Generalist - Senior	16	63	\$7,189	\$9,088	\$10,100	1.05	\$10,396	\$12,721	\$13,958	
2024-MIL-PACS	05.03b		Human Resources Generalist - Senior	17	51	\$6,551	\$8,898	\$9,367	1.12	\$9,087	\$11,824	\$12,371	
<b>Purchased Market Average</b>					108	395	\$6,649	\$8,706	\$9,763		\$9,292	\$11,707	\$12,949
2024-ST-CA	5313		STAFF PERSONNEL PROGRAM ANALYST		11	\$5,935	\$7,373	\$7,373	1.11	\$8,805	\$10,531	\$10,531	
2024-ST-ID	05134		Human Resource Business Partner III		50	\$5,453	\$6,359	\$10,907	0.78	\$7,608	\$8,691	\$14,132	
2024-ST-NV	07.520		PERSONNEL ANALYST 3		0	\$5,025		\$7,473		\$7,045		\$10,003	
2024-ST-WA	119H		HUMAN RESOURCE CONSULTANT 4		214	\$5,669	\$7,431	\$7,621	1.12	\$7,888	\$9,902	\$10,118	
<b>State Market Average</b>					275	\$5,599	\$7,234	\$8,141		\$7,817	\$9,707	\$10,783	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					108	755	\$6,274	\$8,217	\$9,190		\$8,864	\$11,153	\$12,308

**OREGON  
COMPARISON  
TO  
MARKET**

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 1322-Human Resource Analyst 3

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	Salary		Salary and Benefits			
												SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	
MMC	MGT SVC NSUPV CONFIDENTIAL	A	P	29	18	\$6,374	\$8,626	\$9,405	1.09	\$9,224	\$11,884	\$12,805	101.6%	105.0%	102.3%	104.1%	106.6%	104.0%
MMN	MGT SVC NONSUPERVISORY	A	P	29	111	\$6,374	\$8,898	\$9,405	1.13	\$9,224	\$12,206	\$12,805	101.6%	108.3%	102.3%	104.1%	109.4%	104.0%
MMS	MGT SVC SUPERVISORY	A	P	29	1	\$6,374	\$9,405	\$9,405	1.19	\$9,224	\$12,805	\$12,805	101.6%	114.5%	102.3%	104.1%	114.8%	104.0%
<b>Management Wtd Average</b>					130	\$6,374	\$8,865	\$9,405		\$9,224	\$12,166	\$12,805	101.6%	107.9%	102.3%	104.1%	109.1%	104.0%
<b>STATEWIDE Weighted Average</b>					130	\$6,374	\$8,865	\$9,405		\$9,224	\$12,166	\$12,805	101.6%	107.9%	102.3%	104.1%	109.1%	104.0%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 1324 STATE LABOR RELATIONS MANAGER

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						Emp Avg	SR Min	SR Max		SR Min	Emp Avg	SR Max	
2024-WA-KingCo	2322100		Labor Relations Negotiator		0	\$9,969		\$12,636		\$13,145	\$16,208		
2024-WA-ThrstnCo	0816		Labor Relations Negotiator		0	\$7,534		\$10,046		\$10,283	\$13,169		
<b>County Market Average</b>						\$8,751		\$11,341		\$11,714	\$14,688		
2024-CompAnalyst	HR09200326		Labor Relations Specialist IV		1	\$8,700	\$11,508	\$14,125	1.02	\$11,593	\$14,867	\$17,918	
2024-MIL-NWMGT	04.04b		Labor Negotiator	6	13	\$8,778	\$12,011	\$13,276	1.09	\$11,684	\$15,453	\$16,928	
2024-MIL-OPES	05.10		Labor Relations Negotiator	3	5	\$8,376	\$10,820	\$11,592	1.08	\$11,849	\$14,841	\$15,785	
2024-MIL-OPES	05.11		Labor Relations Manager	8	11	\$10,054	\$13,592	\$14,401	1.11	\$13,902	\$18,233	\$19,224	
2024-MIL-PACS	05.12		Labor Relations Manager	8	10	\$10,206	\$13,476	\$14,736	1.08	\$13,349	\$17,162	\$18,631	
<b>Purchased Market Average</b>					25	40	\$9,434	\$12,651	\$13,761		\$12,729	\$16,554	\$17,867
2024-ST-CA	9539		LABOR RELATIONS MANAGER II		8	\$7,920	\$8,960	\$8,992	1.06	\$11,188	\$12,436	\$12,475	
<b>State Market Average</b>					8	\$7,920	\$8,960	\$8,992		\$11,188	\$12,436	\$12,475	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					25	48	\$9,164	\$12,036	\$12,901		\$12,442	\$15,867	\$16,877

### OREGON COMPARISON TO MARKET

#### 1324-State Labor Relations Manager

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	Salary		Salary and Benefits			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
MMC	MGT SVC NSUPV CONFIDENTIAL	A	P	35	7	\$8,536	\$12,326	\$12,569	1.17	\$11,778	\$16,255	\$16,543	93.1%	102.4%	97.4%	94.7%	102.4%	98.0%
<b>Management Wtd Average</b>					7	\$8,536	\$12,326	\$12,569		\$11,778	\$16,255	\$16,543	93.1%	102.4%	97.4%	94.7%	102.4%	98.0%
<b>STATEWIDE Weighted Average</b>					7	\$8,536	\$12,326	\$12,569		\$11,778	\$16,255	\$16,543	93.1%	102.4%	97.4%	94.7%	102.4%	98.0%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 1326 HR CONSULTANT 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-ClackCo	082		Human Resources Program Cord		2	\$7,767	\$10,486	\$10,486	1.15	\$11,274	\$14,660	\$14,660	
2024-WA-KingCo	2302000		Human Resource Policy Advisor I		0	\$10,704		\$13,568		\$13,989		\$17,278	
<b>County Market Average</b>					2	\$8,746	\$10,486	\$11,513		\$12,179	\$14,660	\$15,533	
2024-CompAnalyst	HR09200437		HR Business Partner IV		1	\$8,792	\$11,100	\$13,592	1.00	\$11,700	\$14,391	\$17,296	
2024-MIL-NWMGT	04.02b		Human Resources Strategic Business Partner	38	86	\$7,287	\$9,515	\$10,712	1.06	\$9,946	\$12,543	\$13,939	
2024-MIL-PACS	05.04a		Employee Relations Specialist	6	9	\$6,079	\$7,237	\$8,772	0.97	\$8,537	\$9,888	\$11,677	
2024-MIL-PACS	05.07		Compensation Analyst	11	16	\$6,105	\$7,228	\$8,870	0.97	\$8,568	\$9,877	\$11,791	
2024-MIL-PACS	05.03c		HR Strategic Business Partner	12	46	\$6,836	\$9,481	\$10,007	1.13	\$9,419	\$12,504	\$13,117	
2024-MIL-PACS	05.09c		Employment Recruiter - Senior	22	69	\$6,817	\$8,810	\$10,132	1.04	\$9,398	\$11,721	\$13,263	
<b>Purchased Market Average</b>					89	227	\$6,930	\$9,049	\$10,201		\$9,529	\$12,000	\$13,343
2024-ST-CA	5318		PERSONNEL PROGRAM ADVISOR		16	\$7,212	\$8,054	\$8,192	1.05	\$10,338	\$11,349	\$11,514	
2024-ST-ID	05137		HR Policy and Program Officer		0	\$7,059		\$14,119		\$9,529		\$17,975	
<b>State Market Average</b>					16	\$7,203	\$8,054	\$8,540		\$10,290	\$11,349	\$11,894	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					89	245	\$6,971	\$8,996	\$10,103		\$9,614	\$11,979	\$13,270

### OREGON COMPARISON TO MARKET

#### 1326-HR Consultant 1

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
MMC	MGT SVC NSUPV CONFIDENTIAL	A	P	30	3	\$6,690	\$9,866	\$9,866	1.19	\$9,597	\$13,349	\$13,349
MMN	MGT SVC NONSUPERVISORY	A	P	30	11	\$6,690	\$9,425	\$9,866	1.14	\$9,597	\$12,828	\$13,349
<b>Management Wtd Average</b>					14	\$6,690	\$9,519	\$9,866		\$9,597	\$12,940	\$13,349
<b>STATEWIDE Weighted Average</b>					14	\$6,690	\$9,519	\$9,866		\$9,597	\$12,940	\$13,349

MARKET COMPARISONS					
Salary			Salary and Benefits		
SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
96.0%	109.7%	97.7%	99.8%	111.4%	100.6%
96.0%	104.8%	97.7%	99.8%	107.1%	100.6%
96.0%	105.8%	97.7%	99.8%	108.0%	100.6%
96.0%	105.8%	97.7%	99.8%	108.0%	100.6%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 1327 HR CONSULTANT 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2024-WA-KingCo	2302200		Human Resource Policy Advisor II		0	\$11,493		\$14,568		\$14,895		\$18,427
<b>County Market Average</b>						\$11,493		\$14,568		\$14,895		\$18,427
2024-CompAnalyst	HR09200438		HR Business Partner V		1	\$11,292	\$13,792	\$17,175	0.99	\$14,615	\$17,529	\$21,474
2024-MIL-NWMGT	04.02a		Human Resources Strategic Business Partner - Sr	27	35	\$8,389	\$11,683	\$13,000	1.09	\$11,231	\$15,070	\$16,606
2024-MIL-OPES	05.06b		Classification / Compensation Analyst - Senior	7	8	\$7,432	\$9,396	\$10,593	1.04	\$10,693	\$13,097	\$14,562
2024-MIL-PACS	05.08		Compensation Analyst - Senior	13	23	\$7,878	\$10,018	\$12,265	0.99	\$10,635	\$13,130	\$15,749
2024-MIL-PACS	05.04b		Employee Relations Specialist - Senior	7	10	\$6,831	\$8,957	\$9,645	1.09	\$9,414	\$11,893	\$12,695
2024-MIL-PACS	05.03d		Human Resources Strategic Business Partner - Senic	8	19	\$8,316	\$10,763	\$12,304	1.04	\$11,145	\$13,998	\$15,794
<b>Purchased Market Average</b>				62	96	\$8,040	\$10,649	\$12,179		\$10,872	\$13,923	\$15,713
<b>OVERALL WEIGHTED MARKET AVERAGE</b>				62	96	\$8,076	\$10,649	\$12,204		\$10,914	\$13,923	\$15,741

### OREGON COMPARISON TO MARKET

#### 1327-HR Consultant 2

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	Salary		Salary and Benefits			
						SR Min	Avg to SR Min	SR Max to SR Min			SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max		
MMC	MGT SVC NSUPV CONFIDENTIAL	A	P	32	2	\$7,380	\$10,866	\$10,866	1.19	\$10,412	\$14,531	\$14,531	91.4%	102.0%	89.0%	95.4%	104.4%	92.3%
MMN	MGT SVC NONSUPERVISORY	A	P	32	4	\$7,380	\$9,441	\$10,866	1.03	\$10,412	\$12,847	\$14,531	91.4%	88.6%	89.0%	95.4%	92.3%	92.3%
<b>Management Wtd Average</b>					6	\$7,380	\$9,916	\$10,866		\$10,412	\$13,408	\$14,531	91.4%	93.1%	89.0%	95.4%	96.3%	92.3%
<b>STATEWIDE Weighted Average</b>					6	\$7,380	\$9,916	\$10,866		\$10,412	\$13,408	\$14,531	91.4%	93.1%	89.0%	95.4%	96.3%	92.3%



# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 1338 LEARNING & DEVELOPMENT SPECIALIST 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2024-WA-KingCo	2252100		Occupational Education and Training Instructor		0	\$5,090		\$6,463		\$7,541		\$9,118
<b>County Market Average</b>						\$5,090		\$6,463		\$7,541		\$9,118
2024-CompAnalyst	HR09200013		Training Specialist I		1	\$4,325	\$5,083	\$6,250	0.98	\$6,492	\$7,376	\$8,737
2024-MIL-PACS	05.10		Training Specialist	18	14	\$5,616	\$6,998	\$8,205	1.01	\$7,998	\$9,609	\$11,016
<b>Purchased Market Average</b>						\$5,552	\$6,871	\$8,107		\$7,922	\$9,460	\$10,902
2024-ST-ID	05126		Trainer Associate		5	\$3,682	\$4,581	\$7,364	0.83	\$5,488	\$6,564	\$9,893
2024-ST-NV	07.519		TRAINING OFFICER 1		0	\$4,608		\$6,831		\$6,542		\$9,227
<b>State Market Average</b>						\$4,415	\$4,581	\$6,942		\$6,322	\$6,564	\$9,366
<b>OVERALL WEIGHTED MARKET AVERAGE</b>						\$4,935	\$6,298	\$7,449		\$7,060	\$8,736	\$10,043

### OREGON COMPARISON TO MARKET

#### 1338-Learning & Development Specialist 1

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
AAON	AFSCME AT DOC SECURITY PLUS	A	P	24	2	\$5,605	\$8,194	\$8,194	1.19	\$8,315	\$11,374	\$11,374	113.6%	130.1%	110.0%	117.8%	130.2%	113.3%
<b>Corrections Wtd Average</b>						\$5,605	\$8,194	\$8,194		\$8,315	\$11,374	\$11,374	113.6%	130.1%	110.0%	117.8%	130.2%	113.3%
MMN	MGT SVC NONSUPERVISORY	A	P	24	3	\$4,996	\$5,718	\$7,380	0.92	\$7,595	\$8,449	\$10,412	101.2%	90.8%	99.1%	107.6%	96.7%	103.7%
<b>Management Wtd Average</b>						\$4,996	\$5,718	\$7,380		\$7,595	\$8,449	\$10,412	101.2%	90.8%	99.1%	107.6%	96.7%	103.7%
AMG	AFSCME AT DHS STAB&CRISIS UNIT	A	P	24	1	\$4,638	\$7,092	\$7,092	1.21	\$7,172	\$10,072	\$10,072	94.0%	112.6%	95.2%	101.6%	115.3%	100.3%
AO	AFSCME OR ST POLICE-SUPP UNIT	A	P	24	1	\$4,638	\$5,082	\$7,092	0.87	\$7,172	\$7,697	\$10,072	94.0%	80.7%	95.2%	101.6%	88.1%	100.3%
AU	AFSCME AT MILITARY	A	P	24	9	\$4,638	\$6,164	\$7,092	1.05	\$7,172	\$8,976	\$10,072	94.0%	97.9%	95.2%	101.6%	102.7%	100.3%
AX	AFSCME AT STATE LANDS	A	P	24	2	\$4,638	\$6,476	\$7,092	1.10	\$7,172	\$9,343	\$10,072	94.0%	102.8%	95.2%	101.6%	107.0%	100.3%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	24	64	\$4,639	\$5,961	\$7,097	1.02	\$7,174	\$8,735	\$10,078	94.0%	94.6%	95.3%	101.6%	100.0%	100.3%
OAI	SEIU STRIKEABLE INST COALITION	A	P	24	4	\$4,639	\$6,138	\$7,097	1.05	\$7,174	\$8,944	\$10,078	94.0%	97.4%	95.3%	101.6%	102.4%	100.3%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	24	10	\$4,639	\$6,475	\$7,097	1.10	\$7,174	\$9,343	\$10,078	94.0%	102.8%	95.3%	101.6%	107.0%	100.3%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	24	12	\$4,639	\$6,626	\$7,097	1.13	\$7,174	\$9,521	\$10,078	94.0%	105.2%	95.3%	101.6%	109.0%	100.3%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 1338-Learning & Development Specialist 1 (Continued)

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			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>Non-Corrections/Non-Management Wtd Average</b>				103	\$4,639	\$6,125	\$7,096		\$7,173	\$8,930	\$10,077	94.0%	97.3%	95.3%	101.6%	102.2%	100.3%
	<b>STATEWIDE Weighted Average</b>				108	\$4,667	\$6,152	\$7,125		\$7,206	\$8,962	\$10,110	94.6%	97.7%	95.6%	102.1%	102.6%	100.7%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 1339 LEARNING & DEVELOPMENT SPECIALIST 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-WashCo	172		Training Coordinator		0	\$6,498		\$8,291		\$9,457		\$11,614	
<b>County Market Average</b>						\$6,498		\$8,291		\$9,457		\$11,614	
2024-CompAnalyst	HR09200015		Training Specialist III		1	\$6,442	\$7,758	\$9,325	1.00	\$8,960	\$10,495	\$12,322	
2024-MIL-NWMGT	04.15		Training & Development Specialist - Senior	34	50	\$6,618	\$8,343	\$9,856	1.01	\$9,166	\$11,177	\$12,941	
2024-MIL-PACS	05.11		Training Specialist - Senior	16	31	\$6,502	\$8,426	\$9,677	1.04	\$9,031	\$11,274	\$12,733	
<b>Purchased Market Average</b>						50	82	\$6,575	\$8,367	\$9,786	\$9,115	\$11,205	\$12,860
2024-ST-CA	5197	A	TRAINING OFFICER I		49	\$4,990	\$5,823	\$6,245	1.04	\$7,671	\$8,671	\$9,178	
2024-ST-ID	05122		Training Specialist		33	\$4,759	\$5,742	\$9,518	0.80	\$6,777	\$7,953	\$12,471	
2024-ST-NV	07.524		TRAINING OFFICER 2		0	\$5,025		\$7,473		\$7,045		\$10,003	
<b>State Market Average</b>						82	\$4,921	\$5,791	\$7,546		\$7,261	\$8,382	\$10,409
<b>OVERALL WEIGHTED MARKET AVERAGE</b>						50	164	\$5,691	\$7,079	\$8,581	\$8,126	\$9,794	\$11,543

### OREGON COMPARISON TO MARKET

### 1339-Learning & Development Specialist 2

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
AAON	AFSCME AT DOC SECURITY PLUS	A	P	28	11	\$6,754	\$9,407	\$9,831	1.13	\$9,673	\$12,807	\$13,308	118.7%	132.9%	114.6%	119.0%	130.8%	115.3%
<b>Corrections Wtd Average</b>						\$6,754	\$9,407	\$9,831		\$9,673	\$12,807	\$13,308	118.7%	132.9%	114.6%	119.0%	130.8%	115.3%
MMN	MGT SVC NONSUPERVISORY	A	P	28	28	\$6,071	\$8,366	\$8,955	1.11	\$8,866	\$11,577	\$12,273	106.7%	118.2%	104.4%	109.1%	118.2%	106.3%
<b>Management Wtd Average</b>						\$6,071	\$8,366	\$8,955		\$8,866	\$11,577	\$12,273	106.7%	118.2%	104.4%	109.1%	118.2%	106.3%
AD	AFSCME AT ENVIRONMENTAL QUAL	A	P	28	1	\$5,594	\$6,143	\$8,576	0.87	\$8,302	\$8,951	\$11,825	98.3%	86.8%	99.9%	102.2%	91.4%	102.4%
AF	AFSCME AT OSP FIRE MARSHAL	A	P	28	1	\$5,594	\$8,576	\$8,576	1.21	\$8,302	\$11,825	\$11,825	98.3%	121.1%	99.9%	102.2%	120.7%	102.4%
AO	AFSCME OR ST POLICE-SUPP UNIT	A	P	28	1	\$5,594	\$7,431	\$8,576	1.05	\$8,302	\$10,472	\$11,825	98.3%	105.0%	99.9%	102.2%	106.9%	102.4%
AS	OR PUB SAFETY ASSOC AT DPSST	A	P	28	3	\$5,594	\$7,588	\$8,576	1.07	\$8,302	\$10,658	\$11,825	98.3%	107.2%	99.9%	102.2%	108.8%	102.4%
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	28	1	\$5,630	\$8,729	\$8,729	1.22	\$8,344	\$12,006	\$12,006	98.9%	123.3%	101.7%	102.7%	122.6%	104.0%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	28	81	\$5,598	\$7,323	\$8,581	1.03	\$8,307	\$10,345	\$11,831	98.4%	103.5%	100.0%	102.2%	105.6%	102.5%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 1339-Learning & Development Specialist 2 (Continued)

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			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	28	39	\$5,598	\$7,563	\$8,581	1.07	\$8,307	\$10,628	\$11,831	98.4%	106.8%	100.0%	102.2%	108.5%	102.5%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	28	6	\$5,598	\$7,183	\$8,581	1.01	\$8,307	\$10,180	\$11,831	98.4%	101.5%	100.0%	102.2%	103.9%	102.5%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	28	19	\$5,598	\$8,053	\$8,581	1.14	\$8,307	\$11,208	\$11,831	98.4%	113.8%	100.0%	102.2%	114.4%	102.5%
UA	UNREPRESENTED	A	P	28	2	\$5,594	\$7,508	\$8,576	1.06	\$8,302	\$10,563	\$11,825	98.3%	106.1%	99.9%	102.2%	107.9%	102.4%
<b>Non-Corrections/Non-Management Wtd Average</b>					154	\$5,598	\$7,486	\$8,582		\$8,307	\$10,538	\$11,832	98.4%	105.8%	100.0%	102.2%	107.6%	102.5%
<b>STATEWIDE Weighted Average</b>					193	\$5,733	\$7,724	\$8,707		\$8,466	\$10,818	\$11,980	100.7%	109.1%	101.5%	104.2%	110.5%	103.8%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 1345 SAFETY SPECIALIST 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			Insufficient Market Emp Avg X	
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max		
2024-OR-JackCo	415		Safety Technician		1	\$4,671	\$4,819	\$6,051	0.90	\$7,675	\$7,858	\$9,395		
2024-WA-KingCo	2334200		Safety and Health Administrator II		0	\$5,642		\$7,152		\$8,176		\$9,909		
<b>County Market Average</b>					1	\$5,157	\$4,819	\$6,601		\$7,925	\$7,858	\$9,652		
2024-ST-NV	11.544		SAFETY REP, LOSS CONTROL		0	\$4,232		\$6,246		\$6,088		\$8,521		
2024-ST-WA	399G		SAFETY OFFICER 2		3	\$4,422	\$5,714	\$5,955	1.10	\$6,464	\$7,940	\$8,215		
<b>State Market Average</b>					3	\$4,374	\$5,714	\$6,028		\$6,370	\$7,940	\$8,292		
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	4	\$4,635	\$5,490	\$6,219		\$6,888	\$7,920	\$8,745	

### OREGON COMPARISON TO MARKET

#### 1345-Safety Specialist 1

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min
MMC	MGT SVC NSUPV CONFIDENTIAL	A	P	23	1	\$4,768	\$6,374	\$7,030	1.08	\$7,326	\$9,224	\$9,999	102.9%	113.0%	106.4%	114.3%
MMN	MGT SVC NONSUPERVISORY	A	P	23	1	\$4,768	\$5,785	\$7,030	0.98	\$7,326	\$8,528	\$9,999	102.9%	113.0%	106.4%	114.3%
<b>Management Wtd Average</b>					2	\$4,768	\$6,080	\$7,030		\$7,326	\$8,876	\$9,999	102.9%	113.0%	106.4%	114.3%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	23	1	\$4,425	\$6,444	\$6,763	1.15	\$6,921	\$9,306	\$9,683	95.5%	108.7%	100.5%	110.7%
OAI	SEIU STRIKEABLE INST COALITION	A	P	23	2	\$4,425	\$6,295	\$6,763	1.13	\$6,921	\$9,130	\$9,683	95.5%	108.7%	100.5%	110.7%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	23	5	\$4,425	\$6,211	\$6,763	1.11	\$6,921	\$9,030	\$9,683	95.5%	108.7%	100.5%	110.7%
<b>Non-Corrections/Non-Management Wtd Average</b>					8	\$4,425	\$6,261	\$6,763		\$6,921	\$9,090	\$9,683	95.5%	108.7%	100.5%	110.7%
<b>STATEWIDE Weighted Average</b>					10	\$4,494	\$6,225	\$6,816		\$7,002	\$9,047	\$9,746	96.9%	109.6%	101.6%	111.4%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 1346 SAFETY SPECIALIST 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-ClackCo	423		Safety & Loss Control Coord		1	\$5,420	\$6,716	\$6,840	1.10	\$8,351	\$9,964	\$10,120	
2024-OR-MarionCo	358		Safety Specialist		2	\$4,548	\$5,849	\$6,100	1.10	\$7,312	\$8,932	\$9,244	
2024-OR-WashCo	063		Safety Specialist		0	\$6,341		\$8,091		\$9,268		\$11,373	
<b>County Market Average</b>					3	\$5,440	\$6,138	\$7,044		\$8,302	\$9,276	\$10,271	
2024-CompAnalyst	LE11000018		Safety Specialist		1	\$5,908	\$7,733	\$9,408	1.01	\$8,338	\$10,466	\$12,419	
2024-MIL-NWHCS	13.40		Safety Coordinator*	17	28	\$5,162	\$6,218	\$7,407	0.99	\$7,468	\$8,700	\$10,086	
2024-MIL-OPES	05.14		Safety Officer	13	43	\$6,946	\$9,155	\$10,185	1.07	\$10,098	\$12,802	\$14,063	
2024-MIL-PACS	04.32		Safety Coordinator	15	39	\$6,397	\$8,228	\$9,106	1.06	\$8,908	\$11,043	\$12,066	
<b>Purchased Market Average</b>					45	111	\$6,294	\$8,076	\$9,098		\$9,001	\$11,128	\$12,343
2024-ST-ID	03386		Health & Safety Specialist		4	\$4,759	\$5,618	\$9,518	0.79	\$6,777	\$7,804	\$12,471	
2024-ST-NV	11.565		AGENCY LOSS CONTROL COORD		0	\$4,808		\$7,139		\$6,784		\$9,599	
2024-ST-WA	399H		SAFETY OFFICER 3		32	\$4,652	\$6,419	\$6,255	1.18	\$6,727	\$8,745	\$8,558	
<b>State Market Average</b>					36	\$4,668	\$6,330	\$6,632		\$6,734	\$8,641	\$9,009	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					45	150	\$5,873	\$7,618	\$8,435		\$8,430	\$10,494	\$11,469

### OREGON COMPARISON TO MARKET

#### 1346-Safety Specialist 2

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
MMN	MGT SVC NONSUPERVISORY	A	P	27	24	\$5,785	\$7,926	\$8,536	1.11	\$8,528	\$11,057	\$11,778	98.5%	104.0%	101.2%	101.2%	105.4%	102.7%
<b>Management Wtd Average</b>					24	\$5,785	\$7,926	\$8,536		\$8,528	\$11,057	\$11,778	98.5%	104.0%	101.2%	101.2%	105.4%	102.7%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	27	4	\$5,345	\$6,184	\$8,177	0.91	\$8,008	\$8,998	\$11,354	91.0%	81.2%	96.9%	95.0%	85.7%	99.0%
<b>Non-Corrections/Non-Management Wtd Average</b>					4	\$5,345	\$6,184	\$8,177		\$8,008	\$8,998	\$11,354	91.0%	81.2%	96.9%	95.0%	85.7%	99.0%
<b>STATEWIDE Weighted Average</b>					28	\$5,722	\$7,677	\$8,485		\$8,453	\$10,763	\$11,717	97.4%	100.8%	100.6%	100.3%	102.6%	102.2%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 1475-I DATA ENTRY CONTROL TECHNICIAN

### Information Systems Payline

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-CompAnalyst	IT10000017		Data Control Clerk II		1	\$3,700	\$4,617	\$5,775	0.99	\$5,763	\$6,832	\$8,183	
<b>Purchased Market Average</b>					1	\$3,700	\$4,617	\$5,775		\$5,763	\$6,832	\$8,183	
2024-ST-CA	1420		KEY DATA SUPERVISOR I		5	\$3,368	\$3,963	\$4,213	1.05	\$5,723	\$6,438	\$6,738	
<b>State Market Average</b>					5	\$3,368	\$3,963	\$4,213		\$5,723	\$6,438	\$6,738	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	6	\$3,423	\$4,072	\$4,473		\$5,730	\$6,504	\$6,979

### OREGON COMPARISON TO MARKET

#### 1475-I-Data Entry Control Technician

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
OAS	SEIU STRIKEABLE SPEC COALITION	I	P	12	1	\$3,427	\$4,052	\$4,052	1.08	\$5,742	\$6,480	\$6,480
<b>Non-Corrections/Non-Management Wtd Average</b>					1	\$3,427	\$4,052	\$4,052		\$5,742	\$6,480	\$6,480
<b>STATEWIDE Weighted Average</b>					1	\$3,427	\$4,052	\$4,052		\$5,742	\$6,480	\$6,480

MARKET COMPARISONS					
Salary			Salary and Benefits		
SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
100.1%	99.5%	90.6%	100.2%	99.6%	92.9%
100.1%	99.5%	90.6%	100.2%	99.6%	92.9%
100.1%	99.5%	90.6%	100.2%	99.6%	92.9%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 1481-I INFORMATION SYSTEMS SPECIALIST 1

### Information Systems Payline

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			Insufficient Market Emp Avg X	
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max		
2024-WA-ClarkCo	197		IT Professional Associate		0	\$3,214		\$4,104		\$5,432		\$6,454		
<b>County Market Average</b>						\$3,214		\$4,104		\$5,432		\$6,454		
2024-ST-CA	1353	C	COMPUTER OPERATOR		0	\$3,627		\$4,766		\$6,034		\$7,402		
2024-ST-CA	1400	A	INFORMATION TECHNOLOGY TECHNICIAN		3	\$3,420	\$3,750	\$4,583	0.94	\$5,786	\$6,182	\$7,182		
<b>State Market Average</b>						\$3,472	\$3,750	\$4,629		\$5,848	\$6,182	\$7,237		
<b>OVERALL WEIGHTED MARKET AVERAGE</b>						0	3	\$3,420	\$3,750	\$4,524	\$5,765	\$6,182	\$7,080	

### OREGON COMPARISON TO MARKET

#### 1481-I-Information Systems Specialist 1

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			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	
AO	AFSCME OR ST POLICE-SUPP UNIT	I	P	17	1	\$3,831	\$4,586	\$5,258	1.01	\$6,219	\$7,111	\$7,905	112.0%	116.2%	111.6%	107.9%	111.6%	111.6%
<b>Non-Corrections/Non-Management Wtd Average</b>						\$3,831	\$4,586	\$5,258		\$6,219	\$7,111	\$7,905	112.0%	116.2%	111.6%	107.9%	111.6%	111.6%
<b>STATEWIDE Weighted Average</b>						\$3,831	\$4,586	\$5,258		\$6,219	\$7,111	\$7,905	112.0%	116.2%	111.6%	107.9%	111.6%	111.6%



# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 1482-I INFORMATION SYSTEMS SPECIALIST 2

### Information Systems Payline

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-MarionCo	648		Support Technician		2	\$4,143	\$4,457	\$5,548	0.92	\$6,807	\$7,198	\$8,558	
2024-OR-MultCo	6415		Information Specialist 1		1	\$5,512	\$5,680	\$6,757	0.93	\$8,781	\$8,990	\$10,328	
2024-OR-MultCo	6074		Data Technician		8	\$4,638	\$5,050	\$5,680	0.98	\$7,696	\$8,208	\$8,990	
<b>County Market Average</b>					11	\$4,628	\$5,000	\$5,754		\$7,633	\$8,095	\$9,033	
2024-CompAnalyst	IT10000266		Help Desk Support Specialist I		1	\$3,492	\$4,125	\$5,017	0.98	\$5,521	\$6,259	\$7,299	
2024-MIL-NWIT	12-901		Help Desk Specialist I	35	53	\$4,318	\$5,026	\$6,333	0.94	\$6,484	\$7,309	\$8,833	
<b>Purchased Market Average</b>					35	54	\$4,303	\$5,009	\$6,309		\$6,466	\$7,290	\$8,805
2024-ST-CA	1360	C	INFORMATION SYSTEMS TECHNICIAN		0	\$3,627		\$4,766		\$6,034		\$7,402	
2024-ST-CA	1400	B	INFORMATION TECHNOLOGY TECHNICIAN		4	\$3,711	\$3,757	\$4,974	0.87	\$6,135	\$6,191	\$7,652	
2024-ST-NV	07.941		IT TECHNICIAN 2		0	\$3,590		\$5,246		\$5,313		\$7,313	
2024-ST-WA	481C		IT SUPPORT TECHNICIAN 1		22	\$3,398	\$4,451	\$4,538	1.12	\$5,295	\$6,498	\$6,597	
<b>State Market Average</b>					26	\$3,467	\$4,344	\$4,674		\$5,434	\$6,450	\$6,836	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					35	91	\$4,079	\$4,818	\$5,735		\$6,277	\$7,147	\$8,216

### OREGON COMPARISON TO MARKET

#### 1482-I-Information Systems Specialist 2

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
AAON	AFSCME AT DOC SECURITY PLUS	I	P	18	1	\$4,461	\$5,633	\$6,187	1.06	\$6,963	\$8,348	\$9,003	109.4%	116.9%	107.9%	110.9%	116.8%	109.6%
<b>Corrections Wtd Average</b>					1	\$4,461	\$5,633	\$6,187		\$6,963	\$8,348	\$9,003	109.4%	116.9%	107.9%	110.9%	116.8%	109.6%
AR	AFSCME AT REAL ESTATE AGENCY	I	P	21	1	\$4,470	\$6,153	\$6,153	1.16	\$6,974	\$8,962	\$8,962	109.6%	127.7%	107.3%	111.1%	125.4%	109.1%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	I	P	21	6	\$4,474	\$5,732	\$6,170	1.08	\$6,979	\$8,465	\$8,983	109.7%	119.0%	107.6%	111.2%	118.4%	109.3%
OAI	SEIU STRIKEABLE INST COALITION	I	P	21	1	\$4,474	\$5,892	\$6,170	1.11	\$6,979	\$8,654	\$8,983	109.7%	122.3%	107.6%	111.2%	121.1%	109.3%
OAO	SEIU STRIKEABLE ODOT COALITION	I	P	21	4	\$4,474	\$5,911	\$6,170	1.11	\$6,979	\$8,676	\$8,983	109.7%	122.7%	107.6%	111.2%	121.4%	109.3%
OAS	SEIU STRIKEABLE SPEC COALITION	I	P	21	8	\$4,474	\$5,670	\$6,170	1.07	\$6,979	\$8,391	\$8,983	109.7%	117.7%	107.6%	111.2%	117.4%	109.3%
<b>Non-Corrections/Non-Management Wtd Average</b>					20	\$4,474	\$5,772	\$6,169		\$6,978	\$8,512	\$8,982	109.7%	119.8%	107.6%	111.2%	119.1%	109.3%

# 2024 Oregon Salary and Benefit Report

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STATEWIDE Weighted Average

21

\$4,473

\$5,765

\$6,170

\$6,978

\$8,504

\$8,983

109.7%

119.7%

107.6%

111.2%

119.0%

109.3%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 1483-I INFORMATION SYSTEMS SPECIALIST 3

### Information Systems Payline

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-ClackCo	678		Microcomputer Specialist 1		3	\$5,486	\$6,761	\$6,952	1.09	\$8,433	\$10,021	\$10,258	
2024-OR-JackCo	1201		IT Support Specialist II		2	\$4,820	\$6,003	\$6,146	1.09	\$7,860	\$9,334	\$9,514	
2024-OR-WashCo	079		Help Desk Technician		0	\$5,332		\$6,486		\$8,055		\$9,443	
2024-OR-WashCo	078		Client Services Technician I		0	\$5,602		\$6,814		\$8,381		\$9,837	
2024-WA-ClarkCo	76		Department Information Systems Coordinator I		0	\$4,473		\$6,039		\$6,878		\$8,676	
<b>County Market Average</b>					5	\$5,217	\$6,458	\$6,546		\$8,045	\$9,747	\$9,665	
2024-CompAnalyst	IT10000370		System Documentation Specialist I		1	\$4,308	\$5,000	\$6,075	0.98	\$6,473	\$7,279	\$8,532	
2024-CompAnalyst	IT10000034		Help Desk Support Specialist II		1	\$4,150	\$4,950	\$6,092	0.98	\$6,288	\$7,221	\$8,552	
2024-MIL-NWIT	12-902		Help Desk Specialist II	47	221	\$5,010	\$6,639	\$7,452	1.07	\$7,291	\$9,190	\$10,138	
2024-MIL-NWIT	12-851		Network Operations Center I	7	14	\$5,689	\$6,376	\$8,638	0.89	\$8,082	\$8,883	\$11,521	
2024-MIL-OPES	03.14		Help Desk Specialist	22	59	\$5,220	\$6,202	\$7,109	1.01	\$7,986	\$9,187	\$10,298	
2024-MIL-OPES	03.15		Computer Operator	1	2	\$3,729	\$4,199	\$4,662	1.00	\$6,161	\$6,736	\$7,303	
2024-MIL-OPES	03.12		GIS Technician	18	18	\$5,118	\$6,075	\$6,705	1.03	\$7,860	\$9,032	\$9,803	
2024-MIL-PACS	03.25a		Help Desk Specialist	32	118	\$4,877	\$6,027	\$6,910	1.02	\$7,136	\$8,477	\$9,506	
<b>Purchased Market Average</b>					127	434	\$5,019	\$6,362	\$7,253		\$7,380	\$8,959	\$10,003
2024-ST-CA	1401	B	INFORMATION TECHNOLOGY ASSOCIATE		221	\$4,489	\$4,928	\$6,015	0.94	\$7,069	\$7,596	\$8,902	
2024-ST-ID	01707		IT Operations & Support Technician		12	\$3,655	\$3,932	\$7,311	0.72	\$5,457	\$5,787	\$9,830	
2024-ST-NV	07.935		IT TECHNICIAN 4		0	\$4,232		\$6,246		\$6,088		\$8,521	
2024-ST-WA	481D		IT SUPPORT TECHNICIAN 2		39	\$3,731	\$4,821	\$5,010	1.10	\$5,675	\$6,920	\$7,136	
2024-ST-WA	482CS		IT CUSTOMER SUPPORT - ENTRY		122	\$4,754	\$5,816	\$6,395	1.04	\$6,844	\$8,056	\$8,718	
<b>State Market Average</b>					394	\$4,442	\$5,162	\$6,093		\$6,730	\$7,617	\$8,680	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					127	833	\$4,734	\$5,795	\$6,668		\$7,064	\$8,329	\$9,341

**OREGON  
COMPARISON  
TO  
MARKET**

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 1483-I-Information Systems Specialist 3

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			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	P	21	3	\$5,124	\$5,941	\$7,080	0.97	\$7,747	\$8,712	\$10,058	108.2%	102.5%	106.2%	109.7%	104.6%	107.7%
<b>Corrections Wtd Average</b>					3	\$5,124	\$5,941	\$7,080		\$7,747	\$8,712	\$10,058	108.2%	102.5%	106.2%	109.7%	104.6%	107.7%
AD	AFSCME AT ENVIRONMENTAL QUAL	I	P	24	1	\$4,668	\$5,357	\$7,061	0.91	\$7,208	\$8,022	\$10,035	98.6%	92.4%	105.9%	102.0%	96.3%	107.4%
AF	AFSCME AT OSP FIRE MARSHAL	I	P	24	1	\$4,668	\$5,873	\$7,061	1.00	\$7,208	\$8,632	\$10,035	98.6%	101.3%	105.9%	102.0%	103.6%	107.4%
AO	AFSCME OR ST POLICE-SUPP UNIT	I	P	24	3	\$4,668	\$6,364	\$7,061	1.09	\$7,208	\$9,211	\$10,035	98.6%	109.8%	105.9%	102.0%	110.6%	107.4%
AS	OR PUB SAFETY ASSOC AT DPSST	I	P	24	2	\$4,668	\$4,779	\$7,061	0.81	\$7,208	\$7,338	\$10,035	98.6%	82.5%	105.9%	102.0%	88.1%	107.4%
AT	AFSCME AT DCBS BUILDING CODES	I	P	24	1	\$4,668	\$7,061	\$7,061	1.20	\$7,208	\$10,035	\$10,035	98.6%	121.8%	105.9%	102.0%	120.5%	107.4%
AV	AFSCME MILITRY OREG EMERG MGMT	I	P	24	1	\$4,668	\$4,889	\$7,061	0.83	\$7,208	\$7,469	\$10,035	98.6%	84.4%	105.9%	102.0%	89.7%	107.4%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	I	P	24	23	\$4,673	\$6,148	\$7,059	1.05	\$7,214	\$8,956	\$10,033	98.7%	106.1%	105.9%	102.1%	107.5%	107.4%
OAI	SEIU STRIKEABLE INST COALITION	I	P	24	1	\$4,673	\$7,059	\$7,059	1.20	\$7,214	\$10,033	\$10,033	98.7%	121.8%	105.9%	102.1%	120.5%	107.4%
OAO	SEIU STRIKEABLE ODOT COALITION	I	P	24	10	\$4,673	\$6,482	\$7,059	1.11	\$7,214	\$9,351	\$10,033	98.7%	111.9%	105.9%	102.1%	112.3%	107.4%
OAS	SEIU STRIKEABLE SPEC COALITION	I	P	24	34	\$4,673	\$6,085	\$7,059	1.04	\$7,214	\$8,883	\$10,033	98.7%	105.0%	105.9%	102.1%	106.6%	107.4%
<b>Non-Corrections/Non-Management Wtd Average</b>					77	\$4,672	\$6,130	\$7,059		\$7,213	\$8,935	\$10,033	98.7%	105.8%	105.9%	102.1%	107.3%	107.4%
<b>STATEWIDE Weighted Average</b>					80	\$4,689	\$6,123	\$7,060		\$7,233	\$8,927	\$10,034	99.1%	105.7%	105.9%	102.4%	107.2%	107.4%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 1484-I INFORMATION SYSTEMS SPECIALIST 4

### Information Systems Payline

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2024-OR-ClackCo	675		TS Software Specialist 1		1	\$5,739	\$7,114	\$7,287	1.09	\$8,748	\$10,461	\$10,676
2024-OR-ClackCo	673		Microcomputer Specialist 2		3	\$6,317	\$7,422	\$8,010	1.04	\$9,467	\$10,844	\$11,577
2024-OR-JackCo	1202		IT Support specialist III		3	\$5,047	\$6,441	\$6,441	1.12	\$8,144	\$9,881	\$9,881
2024-OR-JackCo	1211		Programmer Analyst II		2	\$5,047	\$5,567	\$6,441	0.97	\$8,144	\$8,792	\$9,881
2024-OR-LaneCo	H028		Info Technology Specialist 1		2	\$4,585	\$4,585	\$6,120	0.86	\$7,671	\$7,671	\$9,580
2024-OR-MultCo	6416		Information Specialist 2		33	\$6,377	\$7,291	\$7,836	1.03	\$9,856	\$10,992	\$11,670
2024-OR-MultCo	6073		Data Analyst		24	\$5,840	\$6,426	\$7,167	0.99	\$9,189	\$9,918	\$10,839
2024-OR-WashCo	097		Web Specialist		0	\$7,171		\$8,719		\$10,267		\$12,128
2024-OR-WashCo	050		Software Applications Specialist		0	\$5,467		\$6,647		\$8,218		\$9,637
2024-OR-WashCo	087		Information Systems Analyst I		0	\$7,355		\$8,935		\$10,487		\$12,388
2024-OR-WashCo	075		Client Services Technician II		0	\$6,500		\$7,897		\$9,460		\$11,140
2024-OR-WashCo	068		Telecommunications Technician		0	\$6,500		\$7,897		\$9,460		\$11,140
2024-WA-ClarkCo	198		IT Professional I		0	\$5,341		\$7,478		\$7,875		\$10,329
2024-WA-KingCo	7318100		IT Enterprise Service Center Specialist		0	\$6,821		\$8,646		\$9,529		\$11,625
2024-WA-KingCo	7322100		GIS Specialist - Entry		0	\$6,661		\$8,443		\$9,346		\$11,393
2024-WA-KingCo	7323100		IT Systems Specialist - Entry		0	\$6,058		\$7,679		\$8,653		\$10,515
2024-WA-KingCo	7310200		Desktop Support Specialist - Journey		0	\$6,058		\$7,679		\$8,653		\$10,515
2024-WA-ThrstnCo	0540		Business Applications Technician I		0	\$4,354		\$5,793		\$6,632		\$8,284
<b>County Market Average</b>					<b>68</b>	<b>\$6,082</b>	<b>\$6,821</b>	<b>\$7,517</b>		<b>\$9,324</b>	<b>\$10,387</b>	<b>\$11,087</b>
2024-CompAnalyst	IT10000031		LAN Support I		1	\$4,775	\$5,875	\$7,242	0.99	\$7,017	\$8,299	\$9,893
2024-CompAnalyst	IT10000035		Help Desk Support Specialist III		1	\$4,750	\$5,683	\$6,742	1.00	\$6,988	\$8,076	\$9,310
2024-CompAnalyst	IT10000455		Information Security Analyst I		1	\$5,417	\$6,308	\$7,625	0.98	\$7,765	\$8,805	\$10,340
2024-CompAnalyst	IT10000471		Applications Programmer I		1	\$5,283	\$6,517	\$8,233	0.97	\$7,609	\$9,047	\$11,049
2024-CompAnalyst	IT10000041		System Documentation Specialist II		1	\$5,067	\$6,025	\$7,250	1.00	\$7,357	\$8,474	\$9,902
2024-MIL-NWIT	12-401		Network Administrator I	7	11	\$5,730	\$6,699	\$8,141	0.97	\$8,130	\$9,260	\$10,941
2024-MIL-NWIT	12-751		Quality Assurance I	6	8	\$5,835	\$7,358	\$8,634	1.02	\$8,253	\$10,028	\$11,516
2024-MIL-NWIT	12-301		Applications Engineer I	22	74	\$5,894	\$6,941	\$8,764	0.95	\$8,321	\$9,542	\$11,668
2024-MIL-NWIT	12-501		Systems Administrator I	21	36	\$5,566	\$6,526	\$8,279	0.94	\$7,939	\$9,058	\$11,102

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 1484-I INFORMATION SYSTEMS SPECIALIST 4 (Continued)

### Information Systems Payline

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2024-MIL-NWIT	12-903		Help Desk Specialist, Senior	38	161	\$5,566	\$6,734	\$8,334	0.97	\$7,939	\$9,301	\$11,166
2024-MIL-NWIT	18-302		Web Designer II	8	11	\$6,218	\$7,778	\$9,117	1.01	\$8,699	\$10,518	\$12,079
2024-MIL-NWIT	28-351		Business Systems Analysis I	18	53	\$5,615	\$6,946	\$8,283	1.00	\$7,996	\$9,548	\$11,107
2024-MIL-NWMGT	03.08		IT Support Analyst	33	145	\$5,323	\$6,358	\$8,154	0.94	\$7,656	\$8,863	\$10,957
2024-MIL-OPES	03.13a		GIS Specialist	15	38	\$5,762	\$7,039	\$7,465	1.06	\$8,649	\$10,212	\$10,734
2024-MIL-OPES	03.16b		Web Designer	7	7	\$6,246	\$7,243	\$8,553	0.98	\$9,242	\$10,462	\$12,066
2024-MIL-OPES	03.07		Microcomputer Specialist	10	30	\$5,695	\$7,090	\$7,646	1.06	\$8,567	\$10,274	\$10,955
2024-MIL-PACS	03.25b		Help Desk Specialist - Senior	26	100	\$5,537	\$7,649	\$8,029	1.13	\$7,905	\$10,368	\$10,810
2024-MIL-PACS	03.30		Web Developer - Intermediate	5	0							
2024-MIL-PACS	03.14		Network Operations Technician I	5	8	\$5,581	\$7,344	\$8,449	1.05	\$7,956	\$10,012	\$11,300
2024-MIL-PACS	03.11		Desktop Hardware Technician	9	37	\$5,453	\$6,902	\$7,958	1.03	\$7,807	\$9,497	\$10,727
2024-MIL-PACS	03.13		Desktop Support Analyst	11	44	\$5,498	\$6,387	\$8,267	0.93	\$7,860	\$8,897	\$11,088
<b>Purchased Market Average</b>				241	768	\$5,574	\$6,852	\$8,213		\$7,996	\$9,493	\$11,082
2024-ST-CA	1401	C	INFORMATION TECHNOLOGY ASSOCIATE		432	\$4,907	\$5,589	\$6,576	0.97	\$7,571	\$8,389	\$9,575
2024-ST-ID	01708		IT Operations & Support Sr Tech		5	\$4,092	\$5,269	\$8,183	0.86	\$5,978	\$7,387	\$10,874
2024-ST-NV	07.931		IT TECHNICIAN 5		0	\$4,608		\$6,831		\$6,542		\$9,227
2024-ST-NV	06.964		TELECOMMUNICATIONS COORD 1		0	\$4,808		\$7,139		\$6,784		\$9,599
2024-ST-NV	07.929		IT PROFESSIONAL 1		0	\$4,808		\$7,139		\$6,784		\$9,599
2024-ST-WA	482SA		IT SYSTEM ADMINISTRATION - ENTRY		73	\$5,495	\$6,998	\$7,393	1.09	\$7,690	\$9,407	\$9,858
2024-ST-WA	482NT		IT NETWORK & TELECOMMUNICATIONS - ENTRY		12	\$5,495	\$7,144	\$7,393	1.11	\$7,690	\$9,573	\$9,858
2024-ST-WA	482QA		IT QUALITY ASSURANCE - ENTRY		21	\$5,495	\$6,959	\$7,393	1.08	\$7,690	\$9,362	\$9,858
2024-ST-WA	482AD		IT APPLICATION DEVELOPMENT - ENTRY		79	\$5,906	\$6,988	\$7,942	1.01	\$8,159	\$9,395	\$10,485
2024-ST-WA	482DM		IT DATA MANAGEMENT - ENTRY		14	\$5,110	\$6,176	\$6,874	1.03	\$7,251	\$8,468	\$9,265
<b>State Market Average</b>					636	\$5,092	\$6,009	\$6,892		\$7,579	\$8,680	\$9,707
<b>OVERALL WEIGHTED MARKET AVERAGE</b>				241	1,472	\$5,389	\$6,486	\$7,583		\$7,887	\$9,183	\$10,469

### OREGON COMPARISON

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

TO  
MARKET

## 1484-I-Information Systems Specialist 4

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
AAON	AFSCME AT DOC SECURITY PLUS	I	P	23	1	\$5,066	\$7,680	\$7,680	1.21	\$7,678	\$10,767	\$10,767	94.0%	118.4%	101.3%	97.4%	117.2%	102.8%
<b>Corrections Wtd Average</b>					1	\$5,066	\$7,680	\$7,680		\$7,678	\$10,767	\$10,767	94.0%	118.4%	101.3%	97.4%	117.2%	102.8%
AD	AFSCME AT ENVIRONMENTAL QUAL	I	P	25	7	\$5,066	\$6,531	\$7,656	1.03	\$7,678	\$9,409	\$10,738	94.0%	100.7%	101.0%	97.4%	102.5%	102.6%
AF	AFSCME AT OSP FIRE MARSHAL	I	P	25	1	\$5,066	\$7,656	\$7,656	1.20	\$7,678	\$10,738	\$10,738	94.0%	118.0%	101.0%	97.4%	116.9%	102.6%
AG	AFSCME AT LAND CONSERV DVLPMT	I	P	25	1	\$5,066	\$5,812	\$7,656	0.91	\$7,678	\$8,560	\$10,738	94.0%	89.6%	101.0%	97.4%	93.2%	102.6%
AL	AFSCME AT LIQUOR CONTROL COMM	I	P	25	3	\$5,066	\$7,541	\$7,656	1.19	\$7,678	\$10,602	\$10,738	94.0%	116.3%	101.0%	97.4%	115.5%	102.6%
AO	AFSCME OR ST POLICE-SUPP UNIT	I	P	25	7	\$5,066	\$7,365	\$7,656	1.16	\$7,678	\$10,395	\$10,738	94.0%	113.5%	101.0%	97.4%	113.2%	102.6%
AS	OR PUB SAFETY ASSOC AT DPSST	I	P	25	1	\$5,066	\$5,303	\$7,656	0.83	\$7,678	\$7,958	\$10,738	94.0%	81.8%	101.0%	97.4%	86.7%	102.6%
AX	AFSCME AT STATE LANDS	I	P	25	6	\$5,066	\$7,015	\$7,656	1.10	\$7,678	\$9,981	\$10,738	94.0%	108.2%	101.0%	97.4%	108.7%	102.6%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	I	P	25	94	\$5,072	\$6,976	\$7,665	1.10	\$7,685	\$9,935	\$10,749	94.1%	107.5%	101.1%	97.4%	108.2%	102.7%
OAI	SEIU STRIKEABLE INST COALITION	I	P	25	3	\$5,072	\$7,049	\$7,665	1.11	\$7,685	\$10,021	\$10,749	94.1%	108.7%	101.1%	97.4%	109.1%	102.7%
OAO	SEIU STRIKEABLE ODOT COALITION	I	P	25	38	\$5,072	\$7,027	\$7,665	1.10	\$7,685	\$9,995	\$10,749	94.1%	108.3%	101.1%	97.4%	108.8%	102.7%
OAS	SEIU STRIKEABLE SPEC COALITION	I	P	25	62	\$5,072	\$6,806	\$7,665	1.07	\$7,685	\$9,734	\$10,749	94.1%	104.9%	101.1%	97.4%	106.0%	102.7%
UA	UNREPRESENTED	I	P	25	4	\$5,066	\$6,834	\$7,656	1.07	\$7,678	\$9,766	\$10,738	94.0%	105.3%	101.0%	97.4%	106.4%	102.6%
<b>Non-Corrections/Non-Management Wtd Average</b>					227	\$5,071	\$6,934	\$7,664		\$7,684	\$9,885	\$10,747	94.1%	106.9%	101.1%	97.4%	107.6%	102.7%
<b>STATEWIDE Weighted Average</b>					228	\$5,071	\$6,937	\$7,664		\$7,684	\$9,889	\$10,748	94.1%	106.9%	101.1%	97.4%	107.7%	102.7%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 1485-I INFORMATION SYSTEMS SPECIALIST 5

### Information Systems Payline

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2024-OR-JackCo	1212		Programmer Analyst III		4	\$5,633	\$6,311	\$7,183	0.98	\$8,874	\$9,719	\$10,806
2024-OR-LaneCo	H029		Info Technology Specialist 2		17	\$5,583	\$6,441	\$7,455	0.99	\$8,912	\$9,979	\$11,240
2024-OR-LaneCo	H030		Database Administrator		1	\$6,315	\$7,568	\$8,434	1.03	\$9,822	\$11,380	\$12,457
2024-OR-LaneCo	H021		SO Communication Network Coord		2	\$5,058	\$5,860	\$6,524	1.01	\$8,259	\$9,257	\$10,083
2024-OR-MultCo	6417		Information Specialist 3		2	\$7,167	\$8,448	\$8,823	1.06	\$10,839	\$12,431	\$12,896
2024-OR-MultCo	6456		Data Analyst Senior		32	\$6,965	\$7,879	\$8,563	1.01	\$10,587	\$11,724	\$12,573
2024-OR-WashCo	084		Network Analyst I		0	\$7,355		\$8,935		\$10,487		\$12,388
2024-WA-ClarkCo	199		IT Professional II		0	\$5,822		\$8,150		\$8,428		\$11,102
2024-WA-ClarkCo	77		Department Information Systems Coordinator II		0	\$6,013		\$8,115		\$8,646		\$11,061
2024-WA-KingCo	7303100		Data Administrator		0	\$6,012		\$7,499		\$8,600		\$10,308
2024-WA-KingCo	7304100		Functional Analyst I		0	\$6,505		\$8,245		\$9,166		\$11,165
2024-WA-KingCo	7325100		IT Technical Writer		0	\$6,429		\$8,052		\$9,080		\$10,943
2024-WA-KingCo	7311200		LAN Administrator - Journey		0	\$6,821		\$8,646		\$9,529		\$11,625
2024-WA-KingCo	7310300		Desktop Support Specialist - Senior		0	\$6,821		\$8,646		\$9,529		\$11,625
2024-WA-ThrstnCo	0541		Business Applications Technician II		0	\$5,041		\$6,705		\$7,421		\$9,332
2024-WA-ThrstnCo	0510		IT Consultant I		0	\$5,558		\$7,392		\$8,015		\$10,121
<b>County Market Average</b>					<b>58</b>	<b>\$6,374</b>	<b>\$7,294</b>	<b>\$8,073</b>		<b>\$9,746</b>	<b>\$11,007</b>	<b>\$11,834</b>
2024-CompAnalyst	IT10000275		Network Administrator I		1	\$5,208	\$6,175	\$7,550	0.98	\$7,522	\$8,649	\$10,252
2024-CompAnalyst	IT1000032		LAN Support II		1	\$5,917	\$7,392	\$8,983	1.00	\$8,348	\$10,068	\$11,923
2024-CompAnalyst	IT10000337		Voice Communications Analyst I		1	\$4,833	\$6,208	\$7,150	1.05	\$7,085	\$8,688	\$9,786
2024-MIL-ENG	2-371		Systems Engineer I	3	0	\$5,805		\$9,363		\$8,218		\$12,367
2024-MIL-ENG	2-361		Software Engineer I	5	19	\$7,334	\$9,866	\$10,768	1.09	\$10,001	\$12,953	\$14,004
2024-MIL-NWIT	12-522		Distributed Systems II	8	39	\$6,283	\$7,851	\$9,726	0.98	\$8,775	\$10,603	\$12,789
2024-MIL-NWIT	12-752		Quality Assurance II	11	30	\$6,855	\$8,517	\$10,357	0.99	\$9,442	\$11,380	\$13,525
2024-MIL-NWIT	12-852		Network Operations Center II	6	39	\$6,390	\$8,148	\$9,749	1.01	\$8,900	\$10,949	\$12,816
2024-MIL-NWIT	16-251		Database Administrator I	6	7	\$6,381	\$8,018	\$9,841	0.99	\$8,889	\$10,798	\$12,923
2024-MIL-NWIT	18-352		Web Producer / Content Manager II	6	7	\$6,078	\$7,646	\$8,970	1.02	\$8,536	\$10,364	\$11,908
2024-MIL-NWIT	12-351		Network Engineer I	7	11	\$6,533	\$8,595	\$10,546	1.01	\$9,066	\$11,471	\$13,745



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## 1485-I INFORMATION SYSTEMS SPECIALIST 5 (Continued)

Information Systems Payline

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2024-MIL-NWIT	12-652		Hardware Management & Support II	8	26	\$5,260	\$6,697	\$7,977	1.01	\$7,582	\$9,258	\$10,750
2024-MIL-NWIT	12-402		Network Administrator II	15	48	\$6,925	\$8,317	\$10,121	0.98	\$9,523	\$11,146	\$13,250
2024-MIL-NWIT	12-601		Information Security / Cybersecurity I	16	30	\$5,797	\$7,228	\$8,851	0.99	\$8,208	\$9,877	\$11,769
2024-MIL-NWIT	12-702		Data / Voice Communications II	14	27	\$6,279	\$7,854	\$9,240	1.01	\$8,770	\$10,607	\$12,223
2024-MIL-NWMGT	03.20		Telecommunications Analyst	18	35	\$6,638	\$8,711	\$10,120	1.04	\$9,189	\$11,606	\$13,249
2024-MIL-NWMGT	03.13		Network Administrator	31	62	\$6,611	\$8,404	\$9,756	1.03	\$9,157	\$11,248	\$12,824
2024-MIL-OPES	03.08a		LAN Administrator	18	19	\$6,547	\$8,885	\$8,794	1.16	\$9,611	\$12,471	\$12,361
2024-MIL-PACS	03.15		Network Operations Technician II	5	8	\$6,347	\$8,652	\$9,712	1.08	\$8,849	\$11,537	\$12,773
2024-MIL-PACS	03.17a		Network Administrator	19	20	\$6,363	\$8,057	\$8,981	1.05	\$8,868	\$10,844	\$11,920
2024-MIL-PACS	03.19		Database Analyst	5	5	\$6,214	\$8,153	\$9,043	1.07	\$8,695	\$10,955	\$11,993
<b>Purchased Market Average</b>				201	435	\$6,436	\$8,182	\$9,613		\$8,976	\$11,018	\$12,686
2024-ST-CA	1402	B	INFORMATION TECHNOLOGY SPECIALIST I		602	\$5,927	\$7,314	\$7,943	1.05	\$8,795	\$10,461	\$11,216
2024-ST-NV	06.965		DIGITAL TELECOM SPECIALIST 2		0	\$4,808		\$7,139		\$6,784		\$9,599
2024-ST-NV	07.928		IT TECHNICIAN 6		0	\$5,025		\$7,473		\$7,045		\$10,003
2024-ST-WA	484CS		IT CUSTOMER SUPPORT - SENIOR/SPECIALIST		28	\$6,349	\$8,345	\$8,539	1.12	\$8,665	\$10,946	\$11,166
2024-ST-WA	483BA		IT BUSINESS ANALYST - JOURNEY		251	\$6,349	\$8,209	\$8,539	1.10	\$8,665	\$10,789	\$11,166
2024-ST-WA	483DM		IT DATA MANAGEMENT - JOURNEY		178	\$6,667	\$8,607	\$8,966	1.10	\$9,029	\$11,244	\$11,655
2024-ST-WA	483CS		IT CUSTOMER SUPPORT - JOURNEY		245	\$5,495	\$6,971	\$7,393	1.08	\$7,690	\$9,376	\$9,858
2024-ST-WA	483NT		IT NETWORK & TELECOMS - JOURNEY		96	\$6,349	\$8,197	\$8,539	1.10	\$8,665	\$10,776	\$11,166
2024-ST-WA	483QA		IT QUALITY ASSURANCE - JOURNEY		114	\$6,349	\$8,198	\$8,539	1.10	\$8,665	\$10,778	\$11,166
2024-ST-WA	483S		IT SECURITY - JOURNEY		47	\$6,349	\$8,032	\$8,539	1.08	\$8,665	\$10,588	\$11,166
<b>State Market Average</b>					1,561	\$6,046	\$7,711	\$8,148		\$8,547	\$10,488	\$10,999
<b>OVERALL WEIGHTED MARKET AVERAGE</b>				201	2,054	\$6,136	\$7,799	\$8,446		\$8,673	\$10,615	\$11,370

**OREGON  
COMPARISON  
TO  
MARKET**

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 1485-I-Information Systems Specialist 5

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			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	P	26	35	\$5,663	\$8,268	\$8,601	1.16	\$8,383	\$11,462	\$11,855	92.3%	106.0%	101.8%	96.7%	108.0%	104.3%
CP	AOCE AT DOC NONSECURITY	I	P	26	1	\$5,653	\$7,451	\$8,553	1.05	\$8,372	\$10,496	\$11,798	92.1%	95.5%	101.3%	96.5%	98.9%	103.8%
<b>Corrections Wtd Average</b>					36	\$5,663	\$8,246	\$8,600		\$8,383	\$11,435	\$11,853	92.3%	105.7%	101.8%	96.7%	107.7%	104.2%
AB	AFSCME AT CONST CONTRACTORS BD	I	P	28	1	\$5,653	\$8,169	\$8,553	1.15	\$8,372	\$11,344	\$11,798	92.1%	104.7%	101.3%	96.5%	106.9%	103.8%
AD	AFSCME AT ENVIRONMENTAL QUAL	I	P	28	15	\$5,653	\$8,152	\$8,553	1.15	\$8,372	\$11,325	\$11,798	92.1%	104.5%	101.3%	96.5%	106.7%	103.8%
AF	AFSCME AT OSP FIRE MARSHAL	I	P	28	3	\$5,653	\$7,336	\$8,553	1.03	\$8,372	\$10,360	\$11,798	92.1%	94.1%	101.3%	96.5%	97.6%	103.8%
AG	AFSCME AT LAND CONSERV DVLPMNT	I	P	28	1	\$5,653	\$8,553	\$8,553	1.20	\$8,372	\$11,798	\$11,798	92.1%	109.7%	101.3%	96.5%	111.1%	103.8%
AL	AFSCME AT LIQUOR CONTROL COMM	I	P	28	1	\$5,653	\$8,553	\$8,553	1.20	\$8,372	\$11,798	\$11,798	92.1%	109.7%	101.3%	96.5%	111.1%	103.8%
AO	AFSCME OR ST POLICE-SUPP UNIT	I	P	28	5	\$5,653	\$8,476	\$8,553	1.19	\$8,372	\$11,707	\$11,798	92.1%	108.7%	101.3%	96.5%	110.3%	103.8%
AS	OR PUB SAFETY ASSOC AT DPSST	I	P	28	1	\$5,653	\$8,553	\$8,553	1.20	\$8,372	\$11,798	\$11,798	92.1%	109.7%	101.3%	96.5%	111.1%	103.8%
AU	AFSCME AT MILITARY	I	P	28	6	\$5,653	\$7,655	\$8,553	1.08	\$8,372	\$10,737	\$11,798	92.1%	98.2%	101.3%	96.5%	101.2%	103.8%
AV	AFSCME MILITRY OREG EMERG MGMT	I	P	28	2	\$5,653	\$6,060	\$8,553	0.85	\$8,372	\$8,852	\$11,798	92.1%	77.7%	101.3%	96.5%	83.4%	103.8%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	I	P	28	55	\$5,660	\$8,071	\$8,555	1.14	\$8,380	\$11,229	\$11,800	92.2%	103.5%	101.3%	96.6%	105.8%	103.8%
OAI	SEIU STRIKEABLE INST COALITION	I	P	28	6	\$5,660	\$8,080	\$8,555	1.14	\$8,380	\$11,239	\$11,800	92.2%	103.6%	101.3%	96.6%	105.9%	103.8%
OAO	SEIU STRIKEABLE ODOT COALITION	I	P	28	68	\$5,660	\$8,104	\$8,555	1.14	\$8,380	\$11,268	\$11,800	92.2%	103.9%	101.3%	96.6%	106.2%	103.8%
OAS	SEIU STRIKEABLE SPEC COALITION	I	P	28	66	\$5,660	\$7,900	\$8,555	1.11	\$8,380	\$11,027	\$11,800	92.2%	101.3%	101.3%	96.6%	103.9%	103.8%
UA	UNREPRESENTED	I	P	28	5	\$5,653	\$7,562	\$8,553	1.06	\$8,372	\$10,628	\$11,798	92.1%	97.0%	101.3%	96.5%	100.1%	103.8%
<b>Non-Corrections/Non-Management Wtd Average</b>					235	\$5,659	\$8,005	\$8,555		\$8,379	\$11,151	\$11,800	92.2%	102.7%	101.3%	96.6%	105.1%	103.8%
<b>STATEWIDE Weighted Average</b>					271	\$5,659	\$8,037	\$8,561		\$8,379	\$11,189	\$11,807	92.2%	103.1%	101.4%	96.6%	105.4%	103.8%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 1486-I INFORMATION SYSTEMS SPECIALIST 6

### Information Systems Payline

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2024-OR-ClackCo	676		TS Software Specialist 2		1	\$6,317	\$7,502	\$8,010	1.05	\$9,467	\$10,944	\$11,577
2024-OR-ClackCo	131		Digital Forensics Analyst		1	\$6,883	\$8,814	\$8,814	1.12	\$10,172	\$12,578	\$12,578
2024-OR-ClackCo	661		IT Administrator 1		1	\$7,287	\$8,210	\$9,226	0.99	\$10,676	\$11,825	\$13,091
2024-OR-ClackCo	494		Financial Business Sys Analyst		2	\$7,287	\$9,593	\$9,593	1.14	\$10,676	\$13,548	\$13,548
2024-OR-ClackCo	687		Systems Project Analyst		7	\$7,287	\$9,322	\$9,226	1.13	\$10,676	\$13,210	\$13,091
2024-OR-ClackCo	692		Microcomp Programmer/Analyst		3	\$6,443	\$8,261	\$8,261	1.12	\$9,625	\$11,889	\$11,889
2024-OR-DescCo	1246		APPLICATIONS SYS ANALYST I		0	\$5,649		\$7,570		\$9,025		\$11,419
2024-OR-DescCo	1257		IT ANALYST I		0	\$5,649		\$7,570		\$9,025		\$11,419
2024-OR-JackCo	1213		Programmer Analyst IV		1	\$6,263	\$6,909	\$7,992	0.97	\$9,659	\$10,465	\$11,816
2024-OR-JackCo	1222		System Administrator III		1	\$5,633	\$7,183	\$7,183	1.12	\$8,874	\$10,806	\$10,806
2024-OR-LaneCo	H007		Programmer Analyst 2		3	\$6,009	\$6,239	\$8,029	0.89	\$9,443	\$9,728	\$11,953
2024-OR-MarionCo	641		GIS Analyst 3		1	\$6,420	\$9,488	\$8,606	1.26	\$9,644	\$13,466	\$12,366
2024-OR-MarionCo	664		Computer Forensics Specialist		1	\$6,120	\$8,916	\$8,197	1.25	\$9,270	\$12,753	\$11,857
2024-OR-MarionCo	662		IT Administrator		7	\$6,420	\$6,606	\$8,606	0.88	\$9,644	\$9,876	\$12,366
2024-OR-MultCo	6405		Development Analyst		16	\$7,836	\$8,860	\$9,637	1.01	\$11,670	\$12,942	\$13,908
2024-OR-MultCo	6407		Database Administrator		0	\$8,563		\$10,539		\$12,573		\$15,029
2024-OR-MultCo	6414		Systems Administrator		10	\$8,074	\$8,946	\$9,932	0.99	\$11,965	\$13,049	\$14,275
2024-OR-WashCo	088		Information Systems Analyst II		0	\$8,529		\$10,364		\$11,900		\$14,106
2024-OR-WashCo	086		Network Analyst II		0	\$8,529		\$10,364		\$11,900		\$14,106
2024-OR-WashCo	093		Web System Administrator		0	\$8,743		\$10,623		\$12,157		\$14,417
2024-OR-WashCo	010		Data Systems Specialist		0	\$6,341		\$8,091		\$9,268		\$11,373
2024-OR-WashCo	053		Geographic Information Systems (GIS) Analyst		0	\$8,122		\$9,870		\$11,411		\$13,511
2024-WA-ClarkCo	200		IT Professional III		0	\$6,346		\$8,884		\$9,029		\$11,944
2024-WA-KingCo	7304200		Functional Analyst II		0	\$7,069		\$8,853		\$9,815		\$11,864
2024-WA-KingCo	7323200		IT Systems Specialist - Journey		0	\$6,821		\$8,646		\$9,529		\$11,625
2024-WA-KingCo	7322200		GIS Specialist - Journey		0	\$7,500		\$9,506		\$10,309		\$12,613
2024-WA-KingCo	7316200		Website Developer - Journey		0	\$7,152		\$9,066		\$9,910		\$12,108
2024-WA-KingCo	7320200		Applications Developer - Journey		0	\$7,500		\$9,506		\$10,309		\$12,613

1486-I INFORMATION SYSTEMS SPECIALIST 6 (Continued)

Information Systems Payline

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2024-WA-KingCo	2460100		IT Business Analyst - Journey		0	\$7,864		\$9,968		\$10,727		\$13,144
2024-WA-ThrstnCo	0521		GIS Analyst II		0	\$6,011		\$7,995		\$8,534		\$10,813
2024-WA-ThrstnCo	0542		Business Applications Analyst		0	\$6,128		\$8,150		\$8,669		\$10,992
<b>County Market Average</b>					55	\$7,444		\$8,408		\$10,862	\$12,254	\$13,192
2024-CompAnalyst	IT10000423		Systems Engineer I		1	\$5,625	\$6,708	\$8,167	0.98	\$8,008	\$9,271	\$10,971
2024-CompAnalyst	IT10000446		Database Administrator I		1	\$5,425	\$6,517	\$7,833	0.99	\$7,775	\$9,047	\$10,583
2024-CompAnalyst	IT10000501		Software Systems Engineer I		1	\$5,533	\$6,808	\$8,392	0.99	\$7,901	\$9,387	\$11,233
2024-CompAnalyst	IT10000007		Business Systems Analyst I		1	\$4,983	\$5,908	\$7,067	0.99	\$7,260	\$8,338	\$9,689
2024-CompAnalyst	IT10000040		Data Architect I		1	\$6,325	\$7,967	\$9,217	1.03	\$8,824	\$10,738	\$12,195
2024-CompAnalyst	IT10000060		Midrange Programmer II		1	\$6,083	\$7,567	\$9,800	0.96	\$8,542	\$10,272	\$12,875
2024-CompAnalyst	IT10000371		System Documentation Specialist III		1	\$6,317	\$7,425	\$8,833	0.99	\$8,814	\$10,106	\$11,748
2024-CompAnalyst	IT10000472		Applications Programmer II		1	\$6,508	\$8,275	\$10,192	1.00	\$9,038	\$11,097	\$13,332
2024-CompAnalyst	IT10000338		Voice Communications Analyst II		1	\$5,742	\$7,200	\$8,350	1.02	\$8,144	\$9,844	\$11,185
2024-CompAnalyst	IT10000033		LAN Support III		1	\$7,317	\$9,417	\$11,108	1.03	\$9,980	\$12,429	\$14,401
2024-CompAnalyst	IT10000001		Software Engineer I		1	\$6,117	\$6,925	\$7,975	0.99	\$8,581	\$9,523	\$10,748
2024-CompAnalyst	IT10000456		Information Security Analyst II		1	\$6,633	\$7,917	\$9,550	1.00	\$9,183	\$10,680	\$12,584
2024-CompAnalyst	IT10000358		IT Project Manager I		1	\$5,825	\$7,067	\$8,808	0.98	\$8,241	\$9,689	\$11,719
2024-CompAnalyst	IT10000065		IT Systems Analyst I		1	\$5,275	\$6,267	\$7,683	0.98	\$7,600	\$8,756	\$10,408
2024-CompAnalyst	IT10000057		Mainframe Programmer		1	\$5,733	\$6,900	\$9,083	0.96	\$8,134	\$9,494	\$12,040
2024-CompAnalyst	IT10000252		Network Engineer I		1	\$5,700	\$6,642	\$7,817	1.01	\$8,095	\$9,193	\$10,563
2024-MIL-NWIT	28-352		Business Systems Analysis II	37	226	\$6,530	\$8,283	\$9,720	1.02	\$9,063	\$11,107	\$12,782
2024-MIL-NWIT	12-302		Applications Engineer II	31	377	\$6,931	\$8,776	\$10,427	1.01	\$9,530	\$11,682	\$13,606
2024-MIL-NWIT	18-252		Web Developer II	8	15	\$7,989	\$10,051	\$12,049	1.00	\$10,764	\$13,168	\$15,498
2024-MIL-NWIT	12-502		Systems Administrator II	27	97	\$6,823	\$8,931	\$10,579	1.03	\$9,405	\$11,862	\$13,784
2024-MIL-NWIT	20-201		Project Manager I	19	68	\$6,379	\$8,429	\$9,704	1.05	\$8,887	\$11,277	\$12,764
2024-MIL-NWIT	26-402		Account Manager II	6	38	\$6,607	\$8,313	\$10,111	0.99	\$9,153	\$11,142	\$13,238
2024-MIL-NWIT	12-653		Hardware Management & Support, Senior	8	17	\$6,959	\$9,780	\$10,308	1.13	\$9,563	\$12,852	\$13,468

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 1486-I INFORMATION SYSTEMS SPECIALIST 6 (Continued)

Information Systems Payline

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2024-MIL-NWIT	12-451		Systems Engineer I	16	38	\$6,510	\$7,939	\$9,727	0.98	\$9,040	\$10,706	\$12,790
2024-MIL-NWIT	30-302		Reporting Analyst II	9	22	\$6,671	\$8,750	\$9,998	1.05	\$9,227	\$11,651	\$13,106
2024-MIL-NWIT	30-251		Business Intelligence I	11	16	\$6,239	\$7,422	\$9,010	0.97	\$8,724	\$10,103	\$11,954
2024-MIL-NWIT	16-202		Database Developer II	15	41	\$7,732	\$9,904	\$11,587	1.03	\$10,464	\$12,997	\$14,959
2024-MIL-NWMGT	03.27		Web Developer	19	33	\$6,820	\$9,029	\$10,196	1.06	\$9,401	\$11,977	\$13,338
2024-MIL-NWMGT	03.07b		Programmer Analyst	21	93	\$6,644	\$8,889	\$9,943	1.07	\$9,196	\$11,813	\$13,042
2024-MIL-NWMGT	03.14		Systems Administrator	57	122	\$6,466	\$8,123	\$9,716	1.00	\$8,989	\$10,920	\$12,777
2024-MIL-NWMGT	03.05		Applications Systems Analyst	46	400	\$6,520	\$8,318	\$10,004	1.01	\$9,051	\$11,147	\$13,113
2024-MIL-OPES	03.06		Business Systems Analyst	11	36	\$7,312	\$10,195	\$10,111	1.17	\$10,546	\$14,075	\$13,973
2024-MIL-OPES	03.16a		Web Administrator	7	14	\$7,376	\$9,826	\$10,055	1.13	\$10,625	\$13,624	\$13,903
2024-MIL-OPES	03.03		Systems Analyst	12	18	\$6,932	\$8,292	\$9,059	1.04	\$10,081	\$11,746	\$12,685
2024-MIL-OPES	03.13b		GIS Analyst	18	29	\$6,719	\$8,330	\$8,880	1.07	\$9,821	\$11,792	\$12,465
2024-MIL-OPES	03.01		Programmer / Analyst	10	47	\$7,013	\$9,042	\$9,704	1.08	\$10,181	\$12,664	\$13,475
2024-MIL-PACS	03.32		Business Analyst / IT Liaison	8	12	\$6,500	\$8,512	\$9,344	1.07	\$9,028	\$11,374	\$12,344
2024-MIL-PACS	03.03		Programmer / Analyst - Intermediate	12	17	\$6,581	\$8,342	\$9,097	1.06	\$9,123	\$11,176	\$12,055
2024-MIL-PACS	03.09		Systems Programmer - Operating Sys - Intermediate	3	0							
2024-MIL-PACS	03.01a		Software Engineer I	7	16	\$6,252	\$7,684	\$9,982	0.95	\$8,739	\$10,408	\$13,087
2024-MIL-PACS	03.31		Web Developer - Senior	10	16	\$7,795	\$9,840	\$11,707	1.01	\$10,538	\$12,922	\$15,098
<b>Purchased Market Average</b>				428	1,824	\$6,716	\$8,594	\$10,058		\$9,324	\$11,523	\$13,232
2024-ST-CA	1402	C	INFORMATION TECHNOLOGY SPECIALIST I		1,833	\$6,508	\$8,292	\$8,719	1.09	\$9,493	\$11,635	\$12,147
2024-ST-ID	03320		Remote Sensing Analyst Staff		1	\$5,235	\$5,624	\$10,470	0.72	\$7,347	\$7,812	\$13,610
2024-ST-ID	01715		IT Software Engineer II		24	\$5,235	\$6,223	\$10,470	0.79	\$7,347	\$8,529	\$13,610
2024-ST-ID	01726		IT Database Admin Analyst II		4	\$5,235	\$5,725	\$10,470	0.73	\$7,347	\$7,933	\$13,610
2024-ST-ID	03219		Transportation Management Systems Coord		3	\$4,171	\$5,527	\$8,342	0.88	\$6,073	\$7,696	\$11,063
2024-ST-NV	06.969		TELECOMMUNICATIONS COORD 2		0	\$5,473		\$8,186		\$7,587		\$10,864
2024-ST-NV	07.926		IT PROFESSIONAL 2		0	\$5,473		\$8,186		\$7,587		\$10,864

1486-I INFORMATION SYSTEMS SPECIALIST 6 (Continued)

Information Systems Payline

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-ST-WA	484QA		IT QUALITY ASSURANCE - SENIOR/SPECIALIST	33	\$7,000	\$9,247	\$9,415	1.13	\$9,409	\$11,976	\$12,167		
2024-ST-WA	483SA		IT SYSTEM ADMINISTRATION - JOURNEY	455	\$6,667	\$8,497	\$8,966	1.09	\$9,029	\$11,119	\$11,655		
2024-ST-WA	483VM		IT VENDOR MANAGEMENT - JOURNEY	5	\$5,906	\$7,604	\$7,942	1.10	\$8,159	\$10,099	\$10,485		
2024-ST-WA	483AD		IT APP DEVELOPMENT - JOURNEY	421	\$6,349	\$8,174	\$8,539	1.10	\$8,665	\$10,749	\$11,166		
2024-ST-WA	484DM		IT DATA MANAGEMENT - SENIOR/SPECIALIST	106	\$7,000	\$9,320	\$9,415	1.14	\$9,409	\$12,059	\$12,167		
2024-ST-WA	484NT		IT NETWORK AND TELECOMMUNICATIONS - SEN	120	\$7,000	\$9,251	\$9,415	1.13	\$9,409	\$11,980	\$12,167		
2024-ST-WA	484BA		IT BUSINESS ANALYST - SENIOR/SPECIALIST	118	\$7,000	\$9,238	\$9,415	1.13	\$9,409	\$11,965	\$12,167		
<b>State Market Average</b>					3,123	\$6,501	\$8,400	\$8,796		\$9,199	\$11,448	\$11,905	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					428	5,002	\$6,592	\$8,471	\$9,244		\$9,271	\$11,484	\$12,388

OREGON COMPARISON TO MARKET

1486-I-Information Systems Specialist 6

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			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	
AAON	AFSCME AT DOC SECURITY PLUS	I	P	28	10	\$6,059	\$8,479	\$9,195	1.11	\$8,851	\$11,710	\$12,557	91.9%	100.1%	99.5%	95.5%	102.0%	101.4%
<b>Corrections Wtd Average</b>					10	\$6,059	\$8,479	\$9,195		\$8,851	\$11,710	\$12,557	91.9%	100.1%	99.5%	95.5%	102.0%	101.4%
AB	AFSCME AT CONST CONTRACTORS BD	I	P	29	2	\$6,048	\$8,376	\$9,143	1.10	\$8,838	\$11,589	\$12,495	91.8%	98.9%	98.9%	95.3%	100.9%	100.9%
AD	AFSCME AT ENVIRONMENTAL QUAL	I	P	29	16	\$6,048	\$8,969	\$9,143	1.18	\$8,838	\$12,289	\$12,495	91.8%	105.9%	98.9%	95.3%	107.0%	100.9%
AF	AFSCME AT OSP FIRE MARSHAL	I	P	29	2	\$6,048	\$8,156	\$9,143	1.07	\$8,838	\$11,329	\$12,495	91.8%	96.3%	98.9%	95.3%	98.6%	100.9%
AG	AFSCME AT LAND CONSERV DVLPMT	I	P	29	1	\$6,048	\$9,143	\$9,143	1.20	\$8,838	\$12,495	\$12,495	91.8%	107.9%	98.9%	95.3%	108.8%	100.9%
AL	AFSCME AT LIQUOR CONTROL COMM	I	P	29	4	\$6,048	\$8,453	\$9,143	1.11	\$8,838	\$11,680	\$12,495	91.8%	99.8%	98.9%	95.3%	101.7%	100.9%
AO	AFSCME OR ST POLICE-SUPP UNIT	I	P	29	5	\$6,048	\$8,583	\$9,143	1.13	\$8,838	\$11,833	\$12,495	91.8%	101.3%	98.9%	95.3%	103.0%	100.9%
AR	AFSCME AT REAL ESTATE AGENCY	I	P	29	1	\$6,048	\$9,143	\$9,143	1.20	\$8,838	\$12,495	\$12,495	91.8%	107.9%	98.9%	95.3%	108.8%	100.9%
AS	OR PUB SAFETY ASSOC AT DPSST	I	P	29	1	\$6,048	\$9,143	\$9,143	1.20	\$8,838	\$12,495	\$12,495	91.8%	107.9%	98.9%	95.3%	108.8%	100.9%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 1486-I-Information Systems Specialist 6 (Continued)

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
AV	AFSCME MILITRY OREG EMERG MGMT	I	P	29	1	\$6,048	\$6,629	\$9,143	0.87	\$8,838	\$9,525	\$12,495	91.8%	78.3%	98.9%	95.3%	82.9%	100.9%
AX	AFSCME AT STATE LANDS	I	P	29	2	\$6,048	\$8,555	\$9,143	1.13	\$8,838	\$11,800	\$12,495	91.8%	101.0%	98.9%	95.3%	102.8%	100.9%
E	AEE-ENGINEERS-ODOT/PARKS/FORES	I	P	29	3	\$6,044	\$9,176	\$9,176	1.21	\$8,834	\$12,534	\$12,534	91.7%	108.3%	99.3%	95.3%	109.1%	101.2%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	I	P	29	84	\$6,052	\$8,454	\$9,165	1.11	\$8,843	\$11,680	\$12,521	91.8%	99.8%	99.1%	95.4%	101.7%	101.1%
OAI	SEIU STRIKEABLE INST COALITION	I	P	29	2	\$6,052	\$9,165	\$9,165	1.20	\$8,843	\$12,521	\$12,521	91.8%	108.2%	99.1%	95.4%	109.0%	101.1%
OAO	SEIU STRIKEABLE ODOT COALITION	I	P	29	74	\$6,052	\$8,791	\$9,165	1.16	\$8,843	\$12,080	\$12,521	91.8%	103.8%	99.1%	95.4%	105.2%	101.1%
OAS	SEIU STRIKEABLE SPEC COALITION	I	P	29	108	\$6,052	\$8,302	\$9,165	1.09	\$8,843	\$11,502	\$12,521	91.8%	98.0%	99.1%	95.4%	100.2%	101.1%
UA	UNREPRESENTED	I	P	29	9	\$6,048	\$8,925	\$9,145	1.17	\$8,838	\$12,238	\$12,497	91.8%	105.4%	98.9%	95.3%	106.6%	100.9%
<b>Non-Corrections/Non-Management Wtd Average</b>					315	\$6,051	\$8,533	\$9,162		\$8,842	\$11,775	\$12,518	91.8%	100.7%	99.1%	95.4%	102.5%	101.0%
<b>STATEWIDE Weighted Average</b>					325	\$6,052	\$8,532	\$9,163		\$8,843	\$11,773	\$12,519	91.8%	100.7%	99.1%	95.4%	102.5%	101.1%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 1487-I INFORMATION SYSTEMS SPECIALIST 7

### Information Systems Payline

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2024-OR-ClackCo	665		Systems Project Analyst,Senior		7	\$8,010	\$9,565	\$10,159	1.05	\$11,577	\$13,513	\$14,253
2024-OR-ClackCo	677		TS Software Specialist, Sr		5	\$7,287	\$9,226	\$9,226	1.12	\$10,676	\$13,091	\$13,091
2024-OR-ClackCo	674		Microcomputer Specialist, Sr		6	\$7,287	\$9,759	\$9,226	1.18	\$10,676	\$13,755	\$13,091
2024-OR-DescCo	1258		IT ANALYST II		0	\$6,228		\$8,345		\$9,746		\$12,386
2024-OR-DescCo	1247		APPLICATIONS SYS ANALYST II		0	\$6,228		\$8,345		\$9,746		\$12,386
2024-OR-JackCo	1214		Programmer Analyst V		1	\$6,552	\$8,367	\$8,367	1.12	\$10,020	\$12,282	\$12,282
2024-OR-LaneCo	H008		Programmer and Syst Analyst,Sr		8	\$7,143	\$8,735	\$9,545	1.05	\$10,852	\$12,831	\$13,839
2024-OR-LaneCo	H025		Network Administrator, Sr		5	\$7,143	\$8,827	\$9,545	1.06	\$10,852	\$12,946	\$13,839
2024-OR-LaneCo	H024		Database Administrator, Sr		1	\$7,143	\$9,206	\$9,545	1.10	\$10,852	\$13,416	\$13,839
2024-OR-LaneCo	H026		Info Services Project Manager		3	\$7,322	\$8,891	\$9,776	1.04	\$11,074	\$13,026	\$14,126
2024-OR-LaneCo	H023		System Administrator, Sr		11	\$7,143	\$8,890	\$9,545	1.07	\$10,852	\$13,024	\$13,839
2024-OR-MarionCo	090		Business Systems Analyst		0	\$6,183		\$8,284		\$9,348		\$11,965
2024-OR-MarionCo	668		Database Administrator		1	\$6,746	\$9,833	\$9,036	1.25	\$10,050	\$13,895	\$12,902
2024-OR-MarionCo	663		IT Administrator Sr		3	\$7,436	\$8,073	\$9,958	0.93	\$10,909	\$11,702	\$14,051
2024-OR-MultCo	9458		IT Project Manager 1		5	\$7,736	\$11,233	\$11,605	1.16	\$11,546	\$15,892	\$16,353
2024-OR-WashCo	091		Database Administrator		0	\$9,185		\$11,161		\$12,688		\$15,064
2024-OR-WashCo	161		Information Technology Business Analyst		0	\$9,185		\$11,161		\$12,688		\$15,064
2024-WA-ClarkCo	201		IT Professional IV		0	\$7,609		\$10,651		\$10,479		\$13,974
2024-WA-KingCo	7313200		Systems Engineer - Journey		0	\$7,864		\$9,968		\$10,727		\$13,144
2024-WA-KingCo	7316300		Website Developer - Senior		0	\$8,183		\$10,207		\$11,094		\$13,419
2024-WA-KingCo	2460200		IT Business Analyst - Senior		0	\$9,284		\$11,768		\$12,358		\$15,211
2024-WA-KingCo	7311300		LAN Administrator - Senior		0	\$7,679		\$9,734		\$10,516		\$12,875
2024-WA-KingCo	7323300		IT Systems Specialist - Senior		0	\$7,679		\$9,734		\$10,516		\$12,875
2024-WA-KingCo	7312200		Network Engineer - Journey		0	\$7,864		\$9,968		\$10,727		\$13,144
2024-WA-KingCo	7321200		Database Administrator - Journey		0	\$7,964		\$9,934		\$10,843		\$13,105
2024-WA-KingCo	7304300		Functional Analyst III		0	\$8,055		\$9,968		\$10,946		\$13,144
2024-WA-ThrstnCo	0543		Business Applications Administrator		0	\$6,371		\$8,437		\$8,948		\$11,321
2024-WA-ThrstnCo	0511		IT Consultant II		0	\$6,668		\$8,891		\$9,289		\$11,843



# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 1487-I INFORMATION SYSTEMS SPECIALIST 7 (Continued)

Information Systems Payline

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
<b>County Market Average</b>					56	\$7,400	\$9,248	\$9,706		\$10,889	\$13,329	\$13,724
2024-CompAnalyst	IT10000002		Software Engineer II		1	\$7,458	\$8,642	\$10,125	1.00	\$10,145	\$11,525	\$13,254
2024-CompAnalyst	IT10000253		Network Engineer II		1	\$6,817	\$7,883	\$9,267	1.00	\$9,397	\$10,641	\$12,254
2024-CompAnalyst	IT10000022		Database Administrator II		1	\$7,033	\$8,708	\$10,442	1.00	\$9,650	\$11,603	\$13,624
2024-CompAnalyst	IT10000424		Systems Engineer II		1	\$6,608	\$8,125	\$9,792	0.99	\$9,154	\$10,923	\$12,866
2024-CompAnalyst	IT10000339		Voice Communications Analyst III		1	\$7,258	\$9,217	\$10,817	1.03	\$9,912	\$12,195	\$14,061
2024-CompAnalyst	IT10000133		Network Administrator II		1	\$6,392	\$7,592	\$9,117	0.99	\$8,902	\$10,301	\$12,079
2024-CompAnalyst	IT10000359		IT Project Manager II		1	\$7,200	\$8,933	\$10,842	1.00	\$9,844	\$11,865	\$14,090
2024-CompAnalyst	IT10000066		IT Systems Analyst II		1	\$6,442	\$7,850	\$9,600	0.99	\$8,960	\$10,602	\$12,642
2024-CompAnalyst	IT10000008		Business Systems Analyst II		1	\$6,025	\$7,333	\$8,725	1.01	\$8,474	\$10,000	\$11,622
2024-CompAnalyst	IT10000043		Data Architect II		1	\$7,892	\$10,050	\$12,158	1.01	\$10,651	\$13,167	\$15,625
2024-CompAnalyst	IT10000502		Software Systems Engineer II		1	\$6,833	\$8,575	\$10,575	0.99	\$9,417	\$11,447	\$13,779
2024-MIL-ENG	2-362		Software Engineer II	35	221	\$7,403	\$9,516	\$10,786	1.05	\$10,080	\$12,544	\$14,026
2024-MIL-ENG	2-372		Systems Engineer II	6	45	\$7,358	\$9,757	\$11,318	1.04	\$10,028	\$12,825	\$14,646
2024-MIL-NWIT	12-523		Distributed Systems, Senior	8	31	\$7,698	\$10,810	\$11,993	1.10	\$10,425	\$14,053	\$15,432
2024-MIL-NWIT	12-753		Quality Assurance, Senior	9	34	\$7,586	\$10,124	\$12,017	1.03	\$10,294	\$13,253	\$15,460
2024-MIL-NWIT	28-353		Business Systems Analysis, Senior	28	200	\$7,854	\$10,464	\$11,799	1.06	\$10,607	\$13,650	\$15,206
2024-MIL-NWIT	16-203		Database Developer, Senior	13	30	\$8,885	\$11,489	\$13,359	1.03	\$11,809	\$14,845	\$17,025
2024-MIL-NWIT	18-253		Web Developer, Senior	7	14	\$7,981	\$11,404	\$11,893	1.15	\$10,755	\$14,746	\$15,316
2024-MIL-NWIT	12-503		Systems Administrator, Senior	21	62	\$7,932	\$10,797	\$11,949	1.09	\$10,698	\$14,038	\$15,381
2024-MIL-NWIT	30-252		Business Intelligence II	18	52	\$6,856	\$8,237	\$10,359	0.96	\$9,443	\$11,053	\$13,527
2024-MIL-NWIT	12-352		Network Engineer II	23	48	\$7,666	\$10,528	\$11,406	1.10	\$10,387	\$13,724	\$14,748
2024-MIL-NWIT	12-452		Systems Engineer II	28	129	\$7,407	\$9,694	\$11,210	1.04	\$10,085	\$12,752	\$14,519
2024-MIL-NWIT	16-252		Database Administrator II	17	35	\$7,991	\$10,578	\$11,638	1.08	\$10,766	\$13,783	\$15,018
2024-MIL-NWIT	12-703		Data / Voice Communications, Senior	15	22	\$8,077	\$10,739	\$11,918	1.07	\$10,867	\$13,970	\$15,345
2024-MIL-NWIT	12-853		Network Operations Center, Senior	6	14	\$7,162	\$8,392	\$11,017	0.92	\$9,800	\$11,234	\$14,294
2024-MIL-NWIT	12-303		Applications Engineer, Senior	34	405	\$8,190	\$10,841	\$12,630	1.04	\$10,998	\$14,089	\$16,175

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 1487-I INFORMATION SYSTEMS SPECIALIST 7 (Continued)

Information Systems Payline

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2024-MIL-NWIT	18-353		Web Producer / Content Manager, Senior	8	12	\$7,430	\$9,626	\$10,947	1.05	\$10,112	\$12,673	\$14,213
2024-MIL-NWIT	20-202		Project Manager II	29	132	\$7,567	\$9,438	\$11,663	0.98	\$10,272	\$12,453	\$15,048
2024-MIL-NWIT	12-403		Network Administrator, Senior	11	34	\$7,977	\$10,594	\$11,678	1.08	\$10,750	\$13,801	\$15,065
2024-MIL-NWIT	12-602		Information Security / Cybersecurity II	35	71	\$7,258	\$9,377	\$10,994	1.03	\$9,912	\$12,382	\$14,268
2024-MIL-NWMGT	03.16b		Information Security Analyst - Senior	23	31	\$8,274	\$10,885	\$12,412	1.05	\$11,096	\$14,140	\$15,921
2024-MIL-NWMGT	03.07a		Programmer Analyst - Senior	26	161	\$7,833	\$11,345	\$11,653	1.16	\$10,582	\$14,677	\$15,036
2024-MIL-NWMGT	03.12		Network Administrator - Senior	35	66	\$7,872	\$10,479	\$11,543	1.08	\$10,628	\$13,668	\$14,908
2024-MIL-NWMGT	03.18		Database Administrator	26	46	\$7,228	\$9,844	\$11,064	1.08	\$9,877	\$12,927	\$14,350
2024-MIL-NWMGT	03.04		Software Systems Analyst	23	126	\$7,472	\$11,466	\$11,446	1.21	\$10,161	\$14,818	\$14,794
2024-MIL-OPES	03.09		Database Administrator	11	12	\$8,163	\$10,912	\$11,138	1.13	\$11,589	\$14,953	\$15,229
2024-MIL-OPES	03.08b		Network Engineer	14	21	\$7,519	\$9,969	\$10,202	1.13	\$10,800	\$13,799	\$14,084
2024-MIL-OPES	03.02		Programmer / Analyst - Senior	10	87	\$8,143	\$10,710	\$11,198	1.11	\$11,563	\$14,705	\$15,303
2024-MIL-OPES	03.04		Systems Analyst - Senior	14	89	\$7,711	\$9,597	\$10,539	1.05	\$11,035	\$13,343	\$14,497
2024-MIL-PACS	03.01b		Software Engineer II	11	42	\$7,217	\$9,601	\$11,347	1.03	\$9,864	\$12,644	\$14,680
2024-MIL-PACS	03.16		Network Operations Technician III	7	20	\$7,278	\$10,322	\$11,376	1.11	\$9,935	\$13,484	\$14,713
2024-MIL-PACS	03.17b		Network Administrator - Senior	10	18	\$7,925	\$10,121	\$11,593	1.04	\$10,689	\$13,250	\$14,965
2024-MIL-PACS	03.04		Programmer / Analyst - Senior	10	68	\$7,502	\$9,793	\$10,411	1.09	\$10,196	\$12,868	\$13,588
2024-MIL-PACS	03.22b		Database Administrator	17	43	\$8,130	\$10,705	\$11,814	1.07	\$10,929	\$13,930	\$15,224
2024-MIL-PACS	03.18		Network Systems Engineer	17	46	\$7,705	\$10,734	\$11,719	1.11	\$10,433	\$13,965	\$15,113
<b>Purchased Market Average</b>				605	2,478	\$7,739	\$10,314	\$11,572		\$10,523	\$13,537	\$15,006
2024-ST-CA	1414	A	INFORMATION TECHNOLOGY SPECIALIST II		1,334	\$7,137	\$9,043	\$9,563	1.08	\$10,248	\$12,536	\$13,160
2024-ST-ID	01727		IT Database Admin Analyst III		14	\$6,002	\$7,462	\$12,004	0.83	\$8,264	\$10,011	\$15,445
2024-ST-ID	01738		IT Architect II		3	\$6,907	\$8,762	\$13,815	0.85	\$9,347	\$11,566	\$17,611
2024-ST-ID	03318		Remote Sensing Analyst Technical		2	\$6,002	\$6,210	\$12,004	0.69	\$8,264	\$8,513	\$15,445
2024-ST-ID	01711		IT Operations & Support Analyst III		11	\$6,002	\$6,923	\$12,004	0.77	\$8,264	\$9,366	\$15,445
2024-ST-ID	01716		IT Software Engineer III		76	\$6,002	\$7,445	\$12,004	0.83	\$8,264	\$9,990	\$15,445

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 1487-I INFORMATION SYSTEMS SPECIALIST 7 (Continued)

Information Systems Payline

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-ST-ID	01735		IT Infor Security Engineer III		14	\$6,907	\$7,449	\$13,815	0.72	\$9,347	\$9,995	\$17,611	
2024-ST-NV	07.925		IT PROFESSIONAL 3		0	\$5,976		\$8,968		\$8,195		\$11,808	
2024-ST-WA	484AD		IT APP DEVELOPMENT - SENIOR/SPECIALIST		277	\$7,348	\$9,775	\$9,886	1.13	\$9,807	\$12,578	\$12,705	
2024-ST-WA	485AD		IT APP DEVELOPMENT - EXPERT		9	\$8,102	\$10,508	\$10,896	1.11	\$10,668	\$13,416	\$13,859	
2024-ST-WA	484S		IT SECURITY - SENIOR/SPECIALIST		88	\$7,348	\$9,610	\$9,886	1.12	\$9,807	\$12,390	\$12,705	
2024-ST-WA	484SA		IT SYSTEM ADMINISTRATION - SENIOR/SPECIAL		216	\$7,000	\$9,326	\$9,415	1.14	\$9,409	\$12,065	\$12,167	
2024-ST-WA	484VM		IT VENDOR MANAGEMENT - SENIOR/SPECIALIST		12	\$7,000	\$9,125	\$9,415	1.11	\$9,409	\$11,836	\$12,167	
2024-ST-WA	484PM		IT PROJECT MANAGEMENT - SENIOR/SPECIALIS		120	\$7,348	\$9,664	\$9,886	1.12	\$9,807	\$12,452	\$12,705	
2024-ST-WA	485DM		IT DATA MANAGEMENT - EXPERT		1	\$7,718	\$10,127	\$10,379	1.12	\$10,229	\$12,980	\$13,268	
<b>State Market Average</b>					2,177	\$7,002	\$9,139	\$9,685		\$9,790	\$12,342	\$12,970	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					605	4,711	\$7,369	\$9,758	\$10,608		\$10,167	\$12,982	\$13,978

### OREGON COMPARISON TO MARKET

#### 1487-I-Information Systems Specialist 7

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			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	P	31	22	\$6,713	\$9,838	\$10,204	1.16	\$9,624	\$13,317	\$13,749	91.1%	100.8%	96.2%	94.7%	102.6%	98.4%
<b>Corrections Wtd Average</b>					22	\$6,713	\$9,838	\$10,204		\$9,624	\$13,317	\$13,749	91.1%	100.8%	96.2%	94.7%	102.6%	98.4%
MMN	MGT SVC NONSUPERVISORY	I	P	31	2	\$7,149	\$9,873	\$10,321	1.13	\$10,139	\$13,357	\$13,887	97.0%	101.2%	97.3%	99.7%	102.9%	99.3%
<b>Management Wtd Average</b>					2	\$7,149	\$9,873	\$10,321		\$10,139	\$13,357	\$13,887	97.0%	101.2%	97.3%	99.7%	102.9%	99.3%
AD	AFSCME AT ENVIRONMENTAL QUAL	I	P	31	4	\$6,696	\$10,121	\$10,121	1.20	\$9,604	\$13,651	\$13,651	90.9%	103.7%	95.4%	94.5%	105.1%	97.7%
AF	AFSCME AT OSP FIRE MARSHAL	I	P	31	3	\$6,696	\$10,121	\$10,121	1.20	\$9,604	\$13,651	\$13,651	90.9%	103.7%	95.4%	94.5%	105.1%	97.7%
AG	AFSCME AT LAND CONSERV DVLPMT	I	P	31	1	\$6,696	\$10,121	\$10,121	1.20	\$9,604	\$13,651	\$13,651	90.9%	103.7%	95.4%	94.5%	105.1%	97.7%
AL	AFSCME AT LIQUOR CONTROL COMM	I	P	31	4	\$6,696	\$9,797	\$10,121	1.17	\$9,604	\$13,268	\$13,651	90.9%	100.4%	95.4%	94.5%	102.2%	97.7%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 1487-I-Information Systems Specialist 7 (Continued)

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			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	I	P	31	3	\$6,696	\$9,406	\$10,121	1.12	\$9,604	\$12,806	\$13,651	90.9%	96.4%	95.4%	94.5%	98.6%	97.7%
AS	OR PUB SAFETY ASSOC AT DPSST	I	P	31	1	\$6,696	\$10,121	\$10,121	1.20	\$9,604	\$13,651	\$13,651	90.9%	103.7%	95.4%	94.5%	105.1%	97.7%
AT	AFSCME AT DCBS BUILDING CODES	I	P	31	2	\$6,696	\$10,121	\$10,121	1.20	\$9,604	\$13,651	\$13,651	90.9%	103.7%	95.4%	94.5%	105.1%	97.7%
AU	AFSCME AT MILITARY	I	P	31	4	\$6,696	\$9,067	\$10,121	1.08	\$9,604	\$12,405	\$13,651	90.9%	92.9%	95.4%	94.5%	95.6%	97.7%
AV	AFSCME MILITRY OREG EMERG MGMT	I	P	31	5	\$6,696	\$9,854	\$10,121	1.17	\$9,604	\$13,335	\$13,651	90.9%	101.0%	95.4%	94.5%	102.7%	97.7%
E	AEE-ENGINEERS-ODOT/PARKS/FORES	I	P	31	1	\$6,695	\$10,151	\$10,151	1.21	\$9,603	\$13,686	\$13,686	90.9%	104.0%	95.7%	94.5%	105.4%	97.9%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	I	P	31	129	\$6,705	\$9,556	\$10,136	1.13	\$9,615	\$12,983	\$13,668	91.0%	97.9%	95.6%	94.6%	100.0%	97.8%
OAI	SEIU STRIKEABLE INST COALITION	I	P	31	6	\$6,705	\$9,767	\$10,136	1.16	\$9,615	\$13,233	\$13,668	91.0%	100.1%	95.6%	94.6%	101.9%	97.8%
OAO	SEIU STRIKEABLE ODOT COALITION	I	P	31	73	\$6,705	\$9,946	\$10,136	1.18	\$9,615	\$13,444	\$13,668	91.0%	101.9%	95.6%	94.6%	103.6%	97.8%
OAS	SEIU STRIKEABLE SPEC COALITION	I	P	31	150	\$6,705	\$9,796	\$10,136	1.16	\$9,615	\$13,267	\$13,668	91.0%	100.4%	95.6%	94.6%	102.2%	97.8%
UA	UNREPRESENTED	I	P	31	14	\$6,696	\$9,879	\$10,123	1.17	\$9,604	\$13,365	\$13,653	90.9%	101.2%	95.4%	94.5%	102.9%	97.7%
<b>Non-Corrections/Non-Management Wtd Average</b>					400	\$6,704	\$9,749	\$10,135		\$9,613	\$13,211	\$13,667	91.0%	99.9%	95.5%	94.6%	101.8%	97.8%
<b>STATEWIDE Weighted Average</b>					424	\$6,707	\$9,754	\$10,139		\$9,617	\$13,217	\$13,672	91.0%	100.0%	95.6%	94.6%	101.8%	97.8%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 1488-I INFORMATION SYSTEMS SPECIALIST 8

### Information Systems Payline

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2024-OR-ClackCo	696		TS Project Coordinator		4	\$8,387	\$10,893	\$10,660	1.14	\$12,046	\$15,167	\$14,877
2024-OR-ClackCo	662		IT Administrator 2		5	\$8,010	\$10,040	\$10,159	1.11	\$11,577	\$14,105	\$14,253
2024-OR-ClackCo	663		IT Administrator, Senior		12	\$8,794	\$11,007	\$11,186	1.10	\$12,553	\$15,309	\$15,532
2024-OR-ClackCo	664		Systems Architect		3	\$9,226	\$11,375	\$11,738	1.09	\$13,091	\$15,767	\$16,220
2024-OR-DescCo	1259		IT ANALYST III		0	\$6,866		\$9,201		\$10,542		\$13,452
2024-OR-DescCo	1248		APPLICATIONS SYS ANALYST III		0	\$6,866		\$9,201		\$10,542		\$13,452
2024-OR-LaneCo	H031		System/Network Architect		1	\$7,507	\$10,031	\$10,031	1.14	\$11,305	\$14,442	\$14,442
2024-OR-LaneCo	H027		Info Services Project Mgr, Sr		0	\$7,507		\$10,031		\$11,305		\$14,442
2024-OR-MarionCo	565		IT Systems Architect		1	\$8,310	\$11,128	\$11,128	1.14	\$11,997	\$15,508	\$15,508
2024-OR-MultCo	6406		Development Analyst Senior		40	\$9,365	\$11,399	\$11,511	1.09	\$13,570	\$16,097	\$16,237
2024-OR-MultCo	6408		Database Administrator Senior		9	\$9,932	\$11,799	\$12,223	1.07	\$14,275	\$16,594	\$17,122
2024-OR-MultCo	6413		IT Architect		0	\$9,932		\$12,223		\$14,275		\$17,122
2024-OR-MultCo	9459		IT Project Manager 2		11	\$8,355	\$12,292	\$12,533	1.18	\$12,315	\$17,207	\$17,507
2024-OR-MultCo	6412		Systems Administrator Senior		17	\$9,365	\$11,418	\$11,511	1.09	\$13,570	\$16,122	\$16,237
2024-OR-MultCo	6410		Network Administrator Senior		12	\$9,365	\$11,511	\$11,511	1.10	\$13,570	\$16,237	\$16,237
2024-OR-WashCo	083		Information Technology Project Manager		0	\$10,137		\$12,319		\$13,833		\$16,456
2024-OR-WashCo	077		Information Technology (IT) Enterprise Architect		0	\$10,137		\$12,319		\$13,833		\$16,456
2024-WA-ClarkCo	202		IT Professional V		0	\$8,370		\$11,717		\$11,353		\$15,198
2024-WA-KingCo	7313400		Systems Architect		0	\$9,969		\$12,636		\$13,145		\$16,208
2024-WA-KingCo	7320300		Applications Developer - Senior		0	\$8,444		\$10,703		\$11,393		\$13,988
2024-WA-KingCo	7321300		Database Administrator - Senior		0	\$8,854		\$11,223		\$11,864		\$14,585
2024-WA-KingCo	7319300		Database Specialist - Senior		0	\$7,863		\$9,506		\$10,727		\$12,613
2024-WA-KingCo	7323400		IT Systems Specialist - Master		0	\$8,646		\$10,960		\$11,626		\$14,283
2024-WA-KingCo	7312300		Network Engineer - Senior		0	\$8,854		\$11,223		\$11,864		\$14,585
2024-WA-KingCo	7312400		Network Architect		0	\$9,969		\$12,636		\$13,145		\$16,208
2024-WA-KingCo	7313300		Systems Engineer - Senior		0	\$8,854		\$11,223		\$11,864		\$14,585
2024-WA-KingCo	7331200		IT Project Manager II		0	\$10,210		\$12,636		\$13,422		\$16,208
2024-WA-ThrstnCo	0522		GIS Analyst III		0	\$7,104		\$9,407		\$9,790		\$12,435

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 1488-I INFORMATION SYSTEMS SPECIALIST 8 (Continued)

Information Systems Payline

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2024-WA-ThrstnCo	0514		IT Security Consultant		0	\$7,055		\$9,406		\$9,734	\$12,434	
2024-WA-ThrstnCo	0512		IT Consultant III		0	\$7,055		\$9,406		\$9,734	\$12,434	
<b>County Market Average</b>					115	\$8,967	\$11,398	\$11,358		\$12,909	\$16,031	\$15,858
2024-CompAnalyst	IT10000254		Network Engineer III		1	\$8,225	\$9,617	\$11,067	1.01	\$11,039	\$12,662	\$14,352
2024-CompAnalyst	IT1000044		Data Architect III		1	\$9,092	\$11,325	\$13,558	1.01	\$12,050	\$14,653	\$17,257
2024-CompAnalyst	IT10000443		Database Administrator III		1	\$8,625	\$10,650	\$12,600	1.01	\$11,506	\$13,866	\$16,140
2024-CompAnalyst	IT10000425		Systems Engineer III		1	\$7,842	\$9,950	\$11,608	1.02	\$10,592	\$13,050	\$14,984
2024-CompAnalyst	IT10000457		Information Security Analyst III		1	\$8,242	\$10,250	\$12,208	1.02	\$11,059	\$13,400	\$15,683
2024-CompAnalyst	IT10000067		IT Systems Analyst III		1	\$7,800	\$9,567	\$11,450	1.00	\$10,544	\$12,603	\$14,799
2024-CompAnalyst	IT10000058		Senior Mainframe Programmer		1	\$7,125	\$8,725	\$10,917	1.00	\$9,757	\$11,622	\$14,177
2024-CompAnalyst	IT10000276		Network Administrator III		1	\$7,900	\$9,425	\$11,242	0.99	\$10,660	\$12,438	\$14,556
2024-CompAnalyst	IT10000388		Applications Programmer III		1	\$7,683	\$9,942	\$12,108	1.01	\$10,408	\$13,041	\$15,567
2024-CompAnalyst	IT10000009		Business Systems Analyst III		1	\$7,433	\$9,050	\$10,717	1.01	\$10,116	\$12,001	\$13,944
2024-CompAnalyst	IT10000263		IT Project Engineer III		1	\$8,767	\$10,683	\$13,200	0.98	\$11,671	\$13,905	\$16,840
2024-CompAnalyst	IT10000003		Software Engineer III		1	\$9,108	\$10,692	\$12,508	0.99	\$12,069	\$13,915	\$16,033
2024-CompAnalyst	IT10000503		Software Systems Engineer III		1	\$8,175	\$10,417	\$12,900	1.00	\$10,981	\$13,594	\$16,490
2024-CompAnalyst	IT10000360		IT Project Manager III		1	\$8,542	\$10,667	\$12,783	1.00	\$11,408	\$13,886	\$16,354
2024-CompAnalyst	IT10000061		Midrange Programmer III		1	\$7,183	\$8,733	\$10,975	1.00	\$9,825	\$11,632	\$14,245
2024-MIL-ENG	2-373		Systems Engineer - Senior	9	52	\$8,553	\$12,160	\$13,301	1.11	\$11,421	\$15,627	\$16,957
2024-MIL-ENG	2-363		Software Engineer - Senior	35	217	\$8,672	\$11,636	\$13,126	1.07	\$11,560	\$15,016	\$16,753
2024-MIL-NWIT	20-203		Project Manager, Senior	38	188	\$8,660	\$11,878	\$13,132	1.09	\$11,546	\$15,298	\$16,760
2024-MIL-NWIT	12-453		Systems Engineer, Senior	38	165	\$8,398	\$11,313	\$12,845	1.07	\$11,241	\$14,639	\$16,426
2024-MIL-NWIT	16-253		Database Administrator, Senior	27	67	\$8,823	\$12,202	\$13,510	1.09	\$11,736	\$15,676	\$17,201
2024-MIL-NWIT	30-303		Reporting Analyst, Senior	10	26	\$8,169	\$10,391	\$12,430	1.01	\$10,974	\$13,565	\$15,942
2024-MIL-NWIT	12-304		Applications Engineer, Principal	17	70	\$9,359	\$12,690	\$14,467	1.07	\$12,361	\$16,245	\$18,317
2024-MIL-NWIT	28-354		Business Systems Analysis, Principal	8	39	\$8,793	\$12,015	\$13,834	1.06	\$11,701	\$15,458	\$17,579
2024-MIL-NWIT	30-253		Business Intelligence, Senior	25	71	\$8,215	\$10,210	\$12,443	0.99	\$11,028	\$13,353	\$15,957

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 1488-I INFORMATION SYSTEMS SPECIALIST 8 (Continued)

Information Systems Payline

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2024-MIL-NWIT	12-353		Network Engineer, Senior	37	95	\$8,597	\$11,722	\$13,016	1.08	\$11,473	\$15,116	\$16,625
2024-MIL-NWIT	12-603		Information Security / Cybersecurity, Senior	34	89	\$8,432	\$11,001	\$12,925	1.03	\$11,281	\$14,276	\$16,519
2024-MIL-NWIT	16-204		Database Developer, Principal	7	9	\$9,734	\$13,050	\$14,939	1.06	\$12,799	\$16,665	\$18,867
2024-MIL-NWMGT	03.11		Network Engineer	39	105	\$7,769	\$10,660	\$11,717	1.09	\$10,507	\$13,878	\$15,110
2024-MIL-NWMGT	03.17		Database Administrator - Senior	37	91	\$8,893	\$12,149	\$13,429	1.09	\$11,818	\$15,614	\$17,106
2024-MIL-NWMGT	03.03		Systems Project Manager	29	96	\$8,208	\$11,058	\$12,914	1.05	\$11,020	\$14,343	\$16,506
2024-MIL-NWMGT	03.16a		Information Security Manager	20	21	\$10,168	\$13,532	\$16,154	1.03	\$13,305	\$17,227	\$20,284
2024-MIL-OPES	03.05		Systems Analyst - Lead	5	12	\$8,440	\$10,792	\$11,532	1.08	\$11,927	\$14,806	\$15,711
2024-MIL-PACS	03.01c		Software Engineer, Senior	10	45	\$8,982	\$11,667	\$13,855	1.02	\$11,921	\$15,052	\$17,603
2024-MIL-PACS	03.08		Systems Analyst (Lead)	13	48	\$8,821	\$11,496	\$12,926	1.06	\$11,734	\$14,853	\$16,520
2024-MIL-PACS	04.29c		Business Intelligence Analyst - Senior	8	12	\$8,508	\$10,565	\$12,717	1.00	\$11,369	\$13,768	\$16,277
2024-MIL-PACS	03.22a		Data Warehouse Architect	3	0							
2024-MIL-PACS	03.22c		Database Administrator - Senior	14	21	\$8,679	\$11,609	\$13,248	1.06	\$11,568	\$14,984	\$16,896
2024-MIL-PACS	03.10		Systems Programmer - Operating Sys - Senior	3	0							
<b>Purchased Market Average</b>				466	1,554	\$8,585	\$11,541	\$13,087		\$11,464	\$14,911	\$16,714
2024-ST-CA	1415		INFORMATION TECHNOLOGY SPECIALIST III		310	\$7,867	\$10,147	\$10,543	1.10	\$11,124	\$13,861	\$14,336
2024-ST-ID	01717		IT Software Engineer IV		8	\$6,907	\$9,186	\$13,815	0.89	\$9,347	\$12,074	\$17,611
2024-ST-ID	01736		IT Information Security Engineer IV		6	\$7,522	\$9,200	\$15,044	0.82	\$10,083	\$12,091	\$19,082
2024-ST-ID	01739		IT Architect III		3	\$7,522	\$8,994	\$15,044	0.80	\$10,083	\$11,843	\$19,082
2024-ST-ID	01732		IT Sys & Infrastructure Engineer IV		14	\$6,907	\$8,021	\$13,815	0.77	\$9,347	\$10,680	\$17,611
2024-ST-ID	01728		IT Database Administration Analyst IV		4	\$6,907	\$8,751	\$13,815	0.84	\$9,347	\$11,553	\$17,611
2024-ST-NV	07.921		IT PROFESSIONAL 4		0	\$6,537		\$9,833		\$8,872		\$12,853
2024-ST-NV	07.909		MASTER IT PROFESSIONAL 2		0	\$7,139		\$10,788		\$9,599		\$14,007
2024-ST-WA	485A		IT ARCHITECTURE - EXPERT		9	\$8,509	\$11,195	\$11,443	1.12	\$11,132	\$14,201	\$14,484
2024-ST-WA	485SA		IT SYSTEM ADMINISTRATION - EXPERT		2	\$7,718	\$10,253	\$10,379	1.13	\$10,229	\$13,124	\$13,268
2024-ST-WA	485S		IT SECURITY - EXPERT		2	\$8,509	\$11,304	\$11,443	1.13	\$11,132	\$14,325	\$14,484

1488-I INFORMATION SYSTEMS SPECIALIST 8 (Continued)

Information Systems Payline

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
<b>State Market Average</b>					358	\$7,443	\$10,034	\$10,624		\$10,355	\$13,631	\$14,174	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					466	2,027	\$8,345	\$11,266	\$12,402		\$11,300	\$14,748	\$16,068

OREGON COMPARISON TO MARKET

1488-I-Information Systems Specialist 8

Worker Data as of: 6/1/2024

MARKET COMPARISONS					
Salary			Salary and Benefits		
SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
92.0%	101.9%	93.9%	95.2%	103.5%	96.2%

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS								
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max						
AAON	AFSCME AT DOC SECURITY PLUS	I	P	34	10	\$7,673	\$11,485	\$11,651	1.19	\$10,758	\$15,263	\$15,458	92.0%	101.9%	93.9%	95.2%	103.5%	96.2%
<b>Corrections Wtd Average</b>					10	\$7,673	\$11,485	\$11,651		\$10,758	\$15,263	\$15,458	92.0%	101.9%	93.9%	95.2%	103.5%	96.2%
MMC	MGT SVC NSUPV CONFIDENTIAL	I	P	33	1	\$8,158	\$11,260	\$11,790	1.13	\$11,331	\$14,996	\$15,623	97.8%	99.9%	95.1%	100.3%	101.7%	97.2%
MMN	MGT SVC NONSUPERVISORY	I	P	33	28	\$8,158	\$11,227	\$11,790	1.13	\$11,331	\$14,957	\$15,623	97.8%	99.6%	95.1%	100.3%	101.4%	97.2%
<b>Management Wtd Average</b>					29	\$8,158	\$11,228	\$11,790		\$11,331	\$14,958	\$15,623	97.8%	99.7%	95.1%	100.3%	101.4%	97.2%
AD	AFSCME AT ENVIRONMENTAL QUAL	I	P	34	1	\$7,638	\$11,581	\$11,581	1.21	\$10,717	\$15,376	\$15,376	91.5%	102.8%	93.4%	94.8%	104.3%	95.7%
AL	AFSCME AT LIQUOR CONTROL COMM	I	P	34	2	\$7,638	\$11,581	\$11,581	1.21	\$10,717	\$15,376	\$15,376	91.5%	102.8%	93.4%	94.8%	104.3%	95.7%
AX	AFSCME AT STATE LANDS	I	P	34	2	\$7,638	\$11,581	\$11,581	1.21	\$10,717	\$15,376	\$15,376	91.5%	102.8%	93.4%	94.8%	104.3%	95.7%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	I	P	34	123	\$7,646	\$11,190	\$11,578	1.16	\$10,726	\$14,914	\$15,372	91.6%	99.3%	93.4%	94.9%	101.1%	95.7%
OAI	SEIU STRIKEABLE INST COALITION	I	P	34	6	\$7,646	\$11,329	\$11,578	1.18	\$10,726	\$15,078	\$15,372	91.6%	100.6%	93.4%	94.9%	102.2%	95.7%
OAO	SEIU STRIKEABLE ODOT COALITION	I	P	34	28	\$7,646	\$11,281	\$11,578	1.17	\$10,726	\$15,021	\$15,372	91.6%	100.1%	93.4%	94.9%	101.8%	95.7%
OAS	SEIU STRIKEABLE SPEC COALITION	I	P	34	152	\$7,646	\$11,130	\$11,578	1.16	\$10,726	\$14,843	\$15,372	91.6%	98.8%	93.4%	94.9%	100.6%	95.7%
UA	UNREPRESENTED	I	P	34	10	\$7,638	\$11,178	\$11,581	1.16	\$10,717	\$14,899	\$15,376	91.5%	99.2%	93.4%	94.8%	101.0%	95.7%
<b>Non-Corrections/Non-Management Wtd Average</b>					324	\$7,646	\$11,178	\$11,578		\$10,726	\$14,900	\$15,372	91.6%	99.2%	93.4%	94.9%	101.0%	95.7%
<b>STATEWIDE Weighted Average</b>					363	\$7,687	\$11,191	\$11,597		\$10,775	\$14,914	\$15,395	92.1%	99.3%	93.5%	95.4%	101.1%	95.8%



# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 1499-I SENIOR INFORMATION TECHNOLOGY PORTFOLIO MANAGER Information Systems Payline

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-CompAnalyst	IT10000352		Enterprise Infrastructure Architect IV		1	\$10,483	\$13,392	\$16,000	1.02	\$13,672	\$17,063	\$20,104	
<b>Purchased Market Average</b>					1	\$10,483	\$13,392	\$16,000		\$13,672	\$17,063	\$20,104	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	1	\$10,483	\$13,392	\$16,000		\$13,672	\$17,063	\$20,104

### OREGON COMPARISON TO MARKET

#### 1499-I-Senior Information Technology Portfolio Manager

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
MMN	MGT SVC NONSUPERVISORY	I	P	35X	6	\$9,405	\$13,663	\$14,549	1.14	\$12,805	\$17,836	\$18,882
<b>Management Wtd Average</b>					6	\$9,405	\$13,663	\$14,549		\$12,805	\$17,836	\$18,882
<b>STATEWIDE Weighted Average</b>					6	\$9,405	\$13,663	\$14,549		\$12,805	\$17,836	\$18,882

MARKET COMPARISONS					
Salary			Salary and Benefits		
SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
89.7%	102.0%	90.9%	93.7%	104.5%	93.9%
89.7%	102.0%	90.9%	93.7%	104.5%	93.9%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 1510 ADMINISTRATIVE LAW JUDGE 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			Insufficient Market Emp Avg X	
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max		
2024-ST-CA	6016	A	ADMINISTRATIVE LAW JUDGE		5	\$9,025	\$10,740	\$11,865	1.03	\$12,514	\$14,573	\$15,923		
2024-ST-ID	06006		Hearing Officer		5	\$4,759	\$6,140	\$9,518	0.86	\$6,777	\$8,429	\$12,471		
2024-ST-WA	422J		HEARINGS EXAMINER 2		0	\$5,839		\$7,850		\$8,083		\$10,380		
<b>State Market Average</b>					10	\$6,796	\$8,440	\$10,433		\$9,504	\$11,501	\$13,850		
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	10	\$6,796	\$8,440	\$10,433		\$9,504	\$11,501	\$13,850	

### OREGON COMPARISON TO MARKET

#### 1510-Administrative Law Judge 1

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			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	31	\$6,146	\$8,894	\$9,447	1.14	\$8,954	\$12,200	\$12,854	90.4%		90.5%	94.2%		92.8%
<b>Non-Corrections/Non-Management Wtd Average</b>					31	\$6,146	\$8,894	\$9,447		\$8,954	\$12,200	\$12,854	90.4%		90.5%	94.2%		92.8%
<b>STATEWIDE Weighted Average</b>					31	\$6,146	\$8,894	\$9,447		\$8,954	\$12,200	\$12,854	90.4%		90.5%	94.2%		92.8%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 1511 ADMINISTRATIVE LAW JUDGE 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			Insufficient Market Emp Avg X	
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max		
2024-ST-CA	6016	B	ADMINISTRATIVE LAW JUDGE		146	\$9,466	\$11,538	\$12,449	1.05	\$13,043	\$15,531	\$16,624		
2024-ST-NV	U9207		ADMIN LAW JUDGE (LIC ATTY) EA		0	\$12,522		\$12,522		\$16,101		\$16,101		
2024-ST-WA	422K		HEARINGS EXAMINER 3		53	\$6,414	\$8,398	\$8,624	1.12	\$8,740	\$11,006	\$11,264		
<b>State Market Average</b>					199	\$8,672	\$10,702	\$11,436		\$11,918	\$14,326	\$15,201		
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	199	\$8,672	\$10,702	\$11,436		\$11,918	\$14,326	\$15,201	

### OREGON COMPARISON TO MARKET

#### 1511-Administrative Law Judge 2

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	33	18	\$7,097	\$10,575	\$10,908	1.17	\$10,078	\$14,187	\$14,580	81.8%		95.4%	84.6%		95.9%
<b>Non-Corrections/Non-Management Wtd Average</b>					18	\$7,097	\$10,575	\$10,908		\$10,078	\$14,187	\$14,580	81.8%		95.4%	84.6%		95.9%
<b>STATEWIDE Weighted Average</b>					18	\$7,097	\$10,575	\$10,908		\$10,078	\$14,187	\$14,580	81.8%		95.4%	84.6%		95.9%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 1524 PARALEGAL

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-ClackCo	013		Civil Paralegal		1	\$5,520	\$6,447	\$7,452	0.99	\$8,476	\$9,629	\$10,882	
2024-OR-ClackCo	646		Paralegal Specialist		0	\$5,739		\$7,287		\$8,748		\$10,676	
2024-OR-DescCo	9031		PARALEGAL		0	\$5,649		\$7,570		\$9,025		\$11,419	
2024-OR-LaneCo	A028		Paralegal		5	\$4,585	\$5,198	\$6,120	0.97	\$7,671	\$8,433	\$9,580	
2024-OR-MarionCo	015		Paralegal		5	\$4,404	\$5,375	\$5,902	1.04	\$7,133	\$8,341	\$8,998	
2024-OR-MultCo	9054		Paralegal		3	\$5,155	\$7,610	\$7,732	1.18	\$8,338	\$11,389	\$11,541	
2024-OR-WashCo	606		Paralegal		0	\$6,190		\$7,521		\$9,087		\$10,688	
2024-WA-ClarkCo	217		Legal Assistant		0	\$4,313		\$5,824		\$6,695		\$8,430	
2024-WA-KingCo	6214100		Paralegal		0	\$5,777		\$7,323		\$8,331		\$10,106	
2024-WA-ThrstnCo	0317		Paralegal I		0	\$4,572		\$6,082		\$6,883		\$8,616	
<b>County Market Average</b>					14	\$5,201	\$5,867	\$6,856		\$8,139	\$9,119	\$10,171	
2024-CompAnalyst	LE11000004		Paralegal II		1	\$5,383	\$6,450	\$7,808	0.99	\$7,726	\$8,970	\$10,553	
2024-MIL-OPES	08.03		Paralegal	11	29	\$5,738	\$7,225	\$7,773	1.07	\$8,620	\$10,440	\$11,110	
2024-MIL-PACS	04.22c		Paralegal	10	28	\$5,573	\$7,249	\$8,178	1.05	\$7,947	\$9,901	\$10,985	
<b>Purchased Market Average</b>					21	58	\$5,652	\$7,223	\$7,969		\$8,280	\$10,154	\$11,040
2024-ST-CA	5237	A	LEGAL ANALYST		101	\$4,576	\$5,280	\$5,727	1.02	\$7,173	\$8,018	\$8,556	
2024-ST-ID	05910		Legal Assistant		12	\$3,682	\$5,069	\$7,364	0.92	\$5,488	\$7,148	\$9,893	
2024-ST-NV	07.750		LEGAL RESEARCH ASSISTANT 1		0	\$4,424		\$6,537		\$6,320		\$8,872	
2024-ST-WA	426F		PARALEGAL 2		111	\$4,652	\$6,127	\$6,255	1.12	\$6,727	\$8,412	\$8,558	
<b>State Market Average</b>					224	\$4,563	\$5,688	\$6,096		\$6,841	\$8,167	\$8,635	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					21	296	\$4,812	\$5,997	\$6,497		\$7,209	\$8,601	\$9,197

### OREGON COMPARISON TO MARKET

1524-Paralegal

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	26	31	\$5,086	\$7,123	\$7,803	1.11	\$7,702	\$10,109	\$10,912

MARKET COMPARISONS					
Salary			Salary and Benefits		
SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
105.7%	118.8%	120.1%	106.8%	117.5%	118.6%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 1524-Paralegal (Continued)

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			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	26	2	\$5,086	\$7,620	\$7,803	1.18	\$7,702	\$10,695	\$10,912	105.7%	127.0%	120.1%	106.8%	124.3%	118.6%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	26	92	\$5,086	\$6,915	\$7,803	1.07	\$7,702	\$9,862	\$10,912	105.7%	115.3%	120.1%	106.8%	114.7%	118.6%
UA	UNREPRESENTED	A	P	26	3	\$5,080	\$7,216	\$7,798	1.12	\$7,695	\$10,218	\$10,906	105.6%	120.3%	120.0%	106.7%	118.8%	118.6%
<b>Non-Corrections/Non-Management Wtd Average</b>					128	\$5,086	\$6,983	\$7,803		\$7,702	\$9,943	\$10,912	105.7%	116.4%	120.1%	106.8%	115.6%	118.6%
<b>STATEWIDE Weighted Average</b>					128	\$5,086	\$6,983	\$7,803		\$7,702	\$9,943	\$10,912	105.7%	116.4%	120.1%	106.8%	115.6%	118.6%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 2167 COMMUNICATIONS SYSTEM ANALYST 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-MultCo	6142		Electronic Technician Assistant		0	\$5,774		\$6,899		\$9,107		\$10,505	
2024-WA-KingCo	8303100		Electronic Communication Technician I		0	\$5,792		\$6,677		\$8,347		\$9,365	
<b>County Market Average</b>						\$5,783		\$6,788		\$8,727		\$9,935	
2024-CompAnalyst	IT10000077		Telecommunications Analyst I		1	\$5,025	\$6,075	\$7,383	1.00	\$7,308	\$8,532	\$10,058	
2024-MIL-OPES	03.10		Telecommunications Specialist	3	1	\$6,154	\$7,811	\$7,859	1.11	\$9,129	\$11,157	\$11,216	
2024-MIL-PACS	03.23		Telecommunications Technician	2	0								
<b>Purchased Market Average</b>					5	2	\$5,589	\$6,943	\$7,621		\$8,219	\$9,845	\$10,637
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					5	2	\$5,686	\$6,943	\$7,205		\$8,473	\$9,845	\$10,286

### OREGON COMPARISON TO MARKET

#### 2167-Communications System Analyst 1

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
AAON	AFSCME AT DOC SECURITY PLUS	A	P	22	1	\$5,126	\$5,369	\$7,415	0.86	\$7,749	\$8,036	\$10,453	90.2%	77.3%	102.9%	91.5%	81.6%	101.6%
<b>Corrections Wtd Average</b>					1	\$5,126	\$5,369	\$7,415		\$7,749	\$8,036	\$10,453	90.2%	77.3%	102.9%	91.5%	81.6%	101.6%
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	25	2	\$4,861	\$6,274	\$7,541	1.01	\$7,436	\$9,105	\$10,602	85.5%	90.4%	104.7%	87.8%	92.5%	103.1%
<b>Non-Corrections/Non-Management Wtd Average</b>					2	\$4,861	\$6,274	\$7,541		\$7,436	\$9,105	\$10,602	85.5%	90.4%	104.7%	87.8%	92.5%	103.1%
<b>STATEWIDE Weighted Average</b>					3	\$4,949	\$5,972	\$7,499		\$7,540	\$8,749	\$10,553	87.0%	86.0%	104.1%	89.0%	88.9%	102.6%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 2168 COMMUNICATIONS SYSTEM ANALYST 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-ClackCo	350		Electronics Technician 2		0	\$6,624		\$8,387		\$9,851		\$12,046	
2024-OR-DescCo	1265		PUBLIC SAFETY SYSTM SPECIALIST		0	\$6,539		\$8,763		\$10,134		\$12,906	
2024-OR-MultCo	6143		Electronic Technician		6	\$8,349	\$8,560	\$8,603	1.01	\$12,308	\$12,570	\$12,622	
2024-WA-ThrstnCo	1117		Radio Technician		0	\$5,293		\$7,041		\$7,710		\$9,717	
<b>County Market Average</b>					6	\$7,186	\$8,560	\$8,559		\$10,823	\$12,570	\$12,523	
2024-CompAnalyst	IT10000078		Telecommunications Analyst II		1	\$6,217	\$7,417	\$9,025	0.99	\$8,698	\$10,097	\$11,972	
2024-MIL-OPES	03.11		Telecommunications Analyst	6	16	\$6,300	\$8,597	\$8,810	1.14	\$9,308	\$12,120	\$12,380	
2024-MIL-PACS	03.24		Telecommunications Analyst	9	12	\$6,356	\$8,734	\$9,009	1.14	\$8,860	\$11,632	\$11,954	
<b>Purchased Market Average</b>					15	29	\$6,320	\$8,613	\$8,900		\$9,102	\$11,848	\$12,189
2024-ST-CA	6911		TELECOMMUNICATIONS SYSTEMS TECHNICIAN		25	\$6,290	\$7,191	\$7,617	1.03	\$9,231	\$10,313	\$10,824	
<b>State Market Average</b>					25	\$6,290	\$7,191	\$7,617		\$9,231	\$10,313	\$10,824	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					15	60	\$6,492	\$8,015	\$8,340		\$9,515	\$11,281	\$11,740

### OREGON COMPARISON TO MARKET

### 2168-Communications System Analyst 2

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			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	
AAON	AFSCME AT DOC SECURITY PLUS	A	P	25	1	\$5,861	\$6,149	\$8,535	0.85	\$8,617	\$8,958	\$11,777	90.3%	76.7%	102.3%	90.6%	79.4%	100.3%
<b>Corrections Wtd Average</b>					1	\$5,861	\$6,149	\$8,535		\$8,617	\$8,958	\$11,777	90.3%	76.7%	102.3%	90.6%	79.4%	100.3%
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	28	6	\$5,630	\$8,346	\$8,729	1.16	\$8,344	\$11,553	\$12,006	86.7%	104.1%	104.7%	87.7%	102.4%	102.3%
<b>Non-Corrections/Non-Management Wtd Average</b>					6	\$5,630	\$8,346	\$8,729		\$8,344	\$11,553	\$12,006	86.7%	104.1%	104.7%	87.7%	102.4%	102.3%
<b>STATEWIDE Weighted Average</b>					7	\$5,663	\$8,032	\$8,701		\$8,383	\$11,182	\$11,973	87.2%	100.2%	104.3%	88.1%	99.1%	102.0%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 2169 COMMUNICATIONS SYSTEM ANALYST 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			Insufficient Market Emp Avg X	
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max		
2024-OR-MultCo	6144		Electronic Technician Chief		1	\$9,084	\$9,377	\$9,377	1.02	\$13,221	\$13,585	\$13,585		
2024-WA-KingCo	8303200		Electronic Communication Technician II		0	\$7,048		\$8,647		\$9,790		\$11,627		
<b>County Market Average</b>					1	\$8,066	\$9,377	\$9,012		\$11,506	\$13,585	\$12,606		
2024-ST-CA	5171		TELECOMMUNICATIONS SYSTEMS ANALYST II		7	\$4,990	\$6,227	\$6,561	1.08	\$7,671	\$9,156	\$9,557		
2024-ST-NV	06.977		COMMUNICATIONS SYSTEMS SPEC 2		0	\$4,808		\$7,139		\$6,784		\$9,599		
<b>State Market Average</b>					7	\$4,899	\$6,227	\$6,850		\$7,227	\$9,156	\$9,578		
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	8	\$5,187	\$6,621	\$7,047		\$7,616	\$9,710	\$9,853	

### OREGON COMPARISON TO MARKET

#### 2169-Communications System Analyst 3

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	Salary		Salary and Benefits			
						SR Min	Avg to Avg	SR Max to SR Max				SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	
AAON	AFSCME AT DOC SECURITY PLUS	A	P	27	2	\$6,453	\$9,383	\$9,383	1.19	\$9,317	\$12,779	\$12,779	124.4%	133.2%		122.3%	129.7%	
<b>Corrections Wtd Average</b>					2	\$6,453	\$9,383	\$9,383		\$9,317	\$12,779	\$12,779	124.4%	133.2%		122.3%	129.7%	
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	30	5	\$6,208	\$8,767	\$9,624	1.11	\$9,027	\$12,051	\$13,063	119.7%	136.6%		118.5%	132.6%	
<b>Non-Corrections/Non-Management Wtd Average</b>					5	\$6,208	\$8,767	\$9,624		\$9,027	\$12,051	\$13,063	119.7%	136.6%		118.5%	132.6%	
<b>STATEWIDE Weighted Average</b>					7	\$6,278	\$8,943	\$9,555		\$9,110	\$12,259	\$12,982	121.0%	135.6%		119.6%	131.8%	



# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 2176 VIDEO PRODUCER

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-MultCo	6201		Multimedia/Video Production Specialist		1	\$6,193	\$7,606	\$7,606	1.10	\$9,628	\$11,384	\$11,384	
<b>County Market Average</b>					1	\$6,193	\$7,606	\$7,606		\$9,628	\$11,384	\$11,384	
2024-CompAnalyst	CM02000045		Producer		1	\$4,500	\$5,683	\$7,067	0.99	\$6,696	\$8,076	\$9,689	
2024-MIL-PACS	11.04		Video Specialist / Producer	8	10	\$5,350	\$6,456	\$7,665	0.99	\$7,687	\$8,977	\$10,386	
<b>Purchased Market Average</b>					8	11	\$5,273	\$6,386	\$7,610		\$7,597	\$8,895	\$10,322
2024-ST-CA	2838		AUDIO-VISUAL SPECIALIST (TECHNICAL)		11	\$4,990	\$5,577	\$6,245	0.99	\$7,671	\$8,375	\$9,178	
2024-ST-ID	05344		PTV Director/Videographer		7	\$3,682	\$5,180	\$7,364	0.94	\$5,488	\$7,280	\$9,893	
2024-ST-NV	07.816		DIGITAL MEDIA SPECIALIST		0	\$4,424		\$6,537		\$6,320		\$8,872	
2024-ST-WA	200F		ELECTRONIC MEDIA PRODUCER SPECIALIST		1	\$3,818	\$5,010	\$5,132	1.12	\$5,775	\$7,136	\$7,275	
<b>State Market Average</b>					19	\$4,445	\$5,400	\$6,596		\$6,744	\$7,906	\$9,318	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					8	31	\$4,784	\$5,821	\$6,976		\$7,128	\$8,369	\$9,728

### OREGON COMPARISON TO MARKET

#### 2176-Video Producer

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	28	2	\$5,598	\$7,513	\$8,581	1.06	\$8,307	\$10,569	\$11,831
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	28	2	\$5,598	\$8,581	\$8,581	1.21	\$8,307	\$11,831	\$11,831
<b>Non-Corrections/Non-Management Wtd Average</b>					4	\$5,598	\$8,047	\$8,581		\$8,307	\$11,200	\$11,831
<b>STATEWIDE Weighted Average</b>					4	\$5,598	\$8,047	\$8,581		\$8,307	\$11,200	\$11,831

MARKET COMPARISONS					
Salary			Salary and Benefits		
SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
117.0%	129.1%	123.0%	116.5%	126.3%	121.6%
117.0%	147.4%	123.0%	116.5%	141.4%	121.6%
117.0%	138.2%	123.0%	116.5%	133.8%	121.6%
117.0%	138.2%	123.0%	116.5%	133.8%	121.6%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 2220 LIBRARIAN

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-ClackCo	250		Librarian 2		4	\$5,739	\$6,833	\$7,287	1.05	\$8,748	\$10,111	\$10,676	
2024-OR-MultCo	7222		Librarian		57	\$5,840	\$6,932	\$7,167	1.07	\$9,189	\$10,546	\$10,839	
2024-OR-WashCo	254		Librarian II		0	\$6,339		\$7,704		\$9,267		\$10,907	
2024-WA-KingCo	2241200		Librarian - Assistant		0	\$6,058		\$7,679		\$8,653		\$10,515	
<b>County Market Average</b>					61	\$5,888	\$6,926	\$7,236		\$9,163	\$10,518	\$10,832	
2024-CompAnalyst	ED03000019		Librarian		1	\$4,908	\$6,200	\$7,775	0.99	\$7,172	\$8,678	\$10,515	
2024-MIL-OPES	09.04		Librarian	20	58	\$5,431	\$7,450	\$7,231	1.18	\$8,244	\$10,715	\$10,448	
<b>Purchased Market Average</b>					20	59	\$5,422	\$7,428	\$7,240		\$8,226	\$10,680	\$10,449
2024-ST-CA	2951	A	LIBRARIAN		32	\$4,756	\$5,500	\$5,956	1.03	\$7,390	\$8,283	\$8,830	
2024-ST-ID	02918		Librarian		1	\$4,171	\$6,359	\$8,342	1.02	\$6,073	\$8,692	\$11,063	
2024-ST-NV	04.112		LIBRARIAN 2		0	\$4,424		\$6,537		\$6,320		\$8,872	
2024-ST-WA	261C		LIBRARY & ARCHIVAL PROFESSIONAL 3		21	\$4,422	\$5,929	\$5,955	1.14	\$6,464	\$8,186	\$8,215	
<b>State Market Average</b>					54	\$4,609	\$5,683	\$6,019		\$6,981	\$8,253	\$8,641	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					20	174	\$5,350	\$6,710	\$6,871		\$8,199	\$9,870	\$10,046

### OREGON COMPARISON TO MARKET

#### 2220-Librarian

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	26	10	\$5,086	\$7,417	\$7,803	1.15	\$7,702	\$10,456	\$10,912	95.1%	110.5%	113.6%	93.9%	105.9%	108.6%
<b>Non-Corrections/Non-Management Wtd Average</b>					10	\$5,086	\$7,417	\$7,803		\$7,702	\$10,456	\$10,912	95.1%	110.5%	113.6%	93.9%	105.9%	108.6%
<b>STATEWIDE Weighted Average</b>					10	\$5,086	\$7,417	\$7,803		\$7,702	\$10,456	\$10,912	95.1%	110.5%	113.6%	93.9%	105.9%	108.6%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 2300 EDUCATION PROGRAM SPECIALIST 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-ST-CA	2655	B	EDUCATION PROGRAMS ASSISTANT		17	\$5,907	\$6,066	\$7,393	0.91	\$8,771	\$8,962	\$10,555	
2024-ST-ID	02362		Education Specialist		4	\$4,171	\$4,949	\$8,342	0.79	\$6,073	\$7,004	\$11,063	
2024-ST-WA	253U		ADMINISTRATIVE PROGRAM SPECIALIST 2		17	\$5,264	\$6,493	\$7,079	1.05	\$7,426	\$8,830	\$9,499	
<b>State Market Average</b>					38	\$5,436	\$6,140	\$7,352		\$7,885	\$8,697	\$10,136	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	38	\$5,436	\$6,140	\$7,352		\$7,885	\$8,697	\$10,136

### OREGON COMPARISON TO MARKET

#### 2300-Education Program Specialist 1

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	30	3	\$6,146	\$9,447	\$9,447	1.21	\$8,954	\$12,854	\$12,854
<b>Non-Corrections/Non-Management Wtd Average</b>					3	\$6,146	\$9,447	\$9,447		\$8,954	\$12,854	\$12,854
<b>STATEWIDE Weighted Average</b>					3	\$6,146	\$9,447	\$9,447		\$8,954	\$12,854	\$12,854

MARKET COMPARISONS					
Salary			Salary and Benefits		
SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
113.1%	153.9%	128.5%	113.6%	147.8%	126.8%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 2302 TEACHING ASSISTANT

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2024-ST-CA	8246	A	TEACHING ASSISTANT, SCHOOL FOR THE DEAF	17		\$2,863	\$3,389	\$3,584	1.05	\$5,117	\$5,749	\$5,984
2024-ST-ID	07822		Instruction Assistant	2		\$2,525	\$3,090	\$5,050	0.82	\$4,104	\$4,780	\$7,125
2024-ST-WA	255M		INSTRUCTION & CLASSROOM SUPPORT TECHNI	17		\$3,165	\$4,104	\$4,213	1.11	\$5,029	\$6,102	\$6,226
<b>State Market Average</b>				36		\$2,987	\$3,710	\$3,963		\$5,019	\$5,862	\$6,161
<b>OVERALL WEIGHTED MARKET AVERAGE</b>				0	36	\$2,987	\$3,710	\$3,963		\$5,019	\$5,862	\$6,161

### OREGON COMPARISON TO MARKET

#### 2302-Teaching Assistant

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	15	4	\$3,427	\$4,284	\$4,639	1.06	\$5,742	\$6,754	\$7,174	114.7%	115.5%	117.1%	114.4%	115.2%	116.4%
<b>Non-Corrections/Non-Management Wtd Average</b>					4	\$3,427	\$4,284	\$4,639		\$5,742	\$6,754	\$7,174	114.7%	115.5%	117.1%	114.4%	115.2%	116.4%
<b>STATEWIDE Weighted Average</b>					4	\$3,427	\$4,284	\$4,639		\$5,742	\$6,754	\$7,174	114.7%	115.5%	117.1%	114.4%	115.2%	116.4%



# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 2328 PUBLIC HEALTH EDUCATOR 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-DescCo	1158		COMM HEALTH SPECIALIST II		0	\$5,931		\$7,948		\$9,377		\$11,891	
2024-OR-DescCo	1156		PUBLIC HLTH EDUCATOR II		0	\$5,649		\$7,570		\$9,025		\$11,419	
2024-WA-ClarkCo	177		Health Educator II		0	\$4,661		\$6,292		\$7,094		\$8,967	
<b>County Market Average</b>							\$5,730		\$7,682		\$9,090		\$11,513
2024-CompAnalyst	HC07000162		Senior Health Educator		1	\$5,375	\$6,767	\$8,392	0.99	\$7,716	\$9,339	\$11,233	
<b>Purchased Market Average</b>							\$5,375	\$6,767	\$8,392		\$7,716	\$9,339	\$11,233
2024-ST-ID	02356		Health Education Specialist Senior		3	\$4,759	\$5,680	\$9,518	0.80	\$6,777	\$7,879	\$12,471	
2024-ST-NV	10.238		HEALTH PROGRAM SPECIALIST 2		0	\$5,246		\$7,817		\$7,313		\$10,418	
2024-ST-WA	283J		HEALTH SERVICES CONSULTANT 3		86	\$4,773	\$6,162	\$6,414	1.10	\$6,866	\$8,451	\$8,740	
<b>State Market Average</b>							\$4,864	\$6,145	\$6,761		\$6,950	\$8,432	\$9,155
<b>OVERALL WEIGHTED MARKET AVERAGE</b>						0	\$4,982	\$6,152	\$6,894		\$7,238	\$8,442	\$9,481

### OREGON COMPARISON TO MARKET

#### 2328-Public Health Educator 2

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	26	10	\$5,086	\$7,129	\$7,803	1.11	\$7,702	\$10,116	\$10,912	102.1%	115.9%	113.2%	106.4%	119.8%	115.1%
<b>Non-Corrections/Non-Management Wtd Average</b>					10	\$5,086	\$7,129	\$7,803		\$7,702	\$10,116	\$10,912	102.1%	115.9%	113.2%	106.4%	119.8%	115.1%
<b>STATEWIDE Weighted Average</b>					10	\$5,086	\$7,129	\$7,803		\$7,702	\$10,116	\$10,912	102.1%	115.9%	113.2%	106.4%	119.8%	115.1%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 2333 REHAB INST FOR THE BLIND

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			Insufficient Market
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-ST-ID	09470		Instructor for the Blind Senior		4	\$4,171	\$5,078	\$8,342	0.81	\$6,073	\$7,159	\$11,063	Emp Avg X
2024-ST-NV	12.449		REHABILITATION INSTRUCTOR 2		0	\$4,424		\$6,537		\$6,320		\$8,872	
2024-ST-NV	12.450		ORIENTATION/MOBILITY INSTR 2		0	\$4,608		\$6,831		\$6,542		\$9,227	
<b>State Market Average</b>					4	\$4,353	\$5,078	\$7,528		\$6,263	\$7,159	\$10,074	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	4	\$4,353	\$5,078	\$7,528		\$6,263	\$7,159	\$10,074

### OREGON COMPARISON TO MARKET

#### 2333-Rehabilitation Instructor For The Blind

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	23	6	\$4,425	\$5,854	\$6,763	1.05	\$6,921	\$8,609	\$9,683	101.7%		89.8%	110.5%		96.1%
<b>Non-Corrections/Non-Management Wtd Average</b>					6	\$4,425	\$5,854	\$6,763		\$6,921	\$8,609	\$9,683	101.7%		89.8%	110.5%		96.1%
<b>STATEWIDE Weighted Average</b>					6	\$4,425	\$5,854	\$6,763		\$6,921	\$8,609	\$9,683	101.7%		89.8%	110.5%		96.1%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 2446 PRINT SERVICES TECHNICIAN

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			Insufficient Market Emp Avg X	
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max		
2024-OR-WashCo	012		Digital Print Services Operator		0	\$4,600		\$5,592		\$7,176		\$8,368		
2024-WA-ClarkCo	94		Digital Press Operator		0	\$3,196		\$4,075		\$5,411		\$6,421		
2024-WA-KingCo	7210100		Print Shop Specialist I		0	\$4,346		\$5,509		\$6,688		\$8,023		
<b>County Market Average</b>						\$4,048		\$5,059		\$6,425		\$7,604		
2024-MIL-PACS	04.01		Copy Center Operator	3	0									
<b>Purchased Market Average</b>					3									
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					3	0	\$4,048		\$5,059		\$6,425		\$7,604	

### OREGON COMPARISON TO MARKET

#### 2446-Print Services Technician

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	16	9	\$3,552	\$4,271	\$4,851	1.02	\$5,889	\$6,739	\$7,424	87.8%		95.9%	91.7%		97.6%
<b>Non-Corrections/Non-Management Wtd Average</b>					9	\$3,552	\$4,271	\$4,851		\$5,889	\$6,739	\$7,424	87.8%		95.9%	91.7%		97.6%
<b>STATEWIDE Weighted Average</b>					9	\$3,552	\$4,271	\$4,851		\$5,889	\$6,739	\$7,424	87.8%		95.9%	91.7%		97.6%



# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 2475 PRINTING PRODUCTION COORDINATOR

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2024-CompAnalyst	CM02000064		Print Production Coordinator I		1	\$4,758	\$6,150	\$7,550	1.01	\$6,997	\$8,620	\$10,252
<b>Purchased Market Average</b>					1	\$4,758	\$6,150	\$7,550		\$6,997	\$8,620	\$10,252
2024-ST-CA	1473		PRINTING TRADES PRODUCTION COORDINATOR		0	\$3,555		\$4,387		\$5,949		\$6,947
<b>State Market Average</b>						\$3,555		\$4,387		\$5,949		\$6,947
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	\$4,157	\$6,150	\$5,968		\$6,473	\$8,620	\$8,599

### OREGON COMPARISON TO MARKET

#### 2475-Printing Production Coordinator

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	23	4	\$4,425	\$6,117	\$6,763	1.09	\$6,921	\$8,920	\$9,683	106.4%	99.5%	113.3%	106.9%	103.5%	112.6%
<b>Non-Corrections/Non-Management Wtd Average</b>					4	\$4,425	\$6,117	\$6,763		\$6,921	\$8,920	\$9,683	106.4%	99.5%	113.3%	106.9%	103.5%	112.6%
<b>STATEWIDE Weighted Average</b>					4	\$4,425	\$6,117	\$6,763		\$6,921	\$8,920	\$9,683	106.4%	99.5%	113.3%	106.9%	103.5%	112.6%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 2510 ELECTRONIC PUBLISHING DESIGN SPECIALIST 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-CompAnalyst	DD19000020		Desktop Publishing Operator I		1	\$3,583	\$4,383	\$5,458	0.98	\$5,627	\$6,560	\$7,814	
<b>Purchased Market Average</b>					1	\$3,583	\$4,383	\$5,458		\$5,627	\$6,560	\$7,814	
2024-ST-CA	2884	A	GRAPHIC DESIGNER I		2	\$3,843	\$3,882	\$4,812	0.90	\$6,294	\$6,341	\$7,457	
2024-ST-WA	198F		GRAPHIC DESIGNER		1	\$3,398	\$4,422	\$4,538	1.11	\$5,295	\$6,464	\$6,597	
<b>State Market Average</b>					3	\$3,695	\$4,062	\$4,720		\$5,961	\$6,382	\$7,170	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	4	\$3,667	\$4,142	\$4,905		\$5,878	\$6,426	\$7,331

### OREGON COMPARISON TO MARKET

#### 2510-Electronic Publishing Design Specialist 1

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	17	2	\$3,709	\$4,969	\$5,086	1.13	\$6,075	\$7,563	\$7,702	101.1%	119.9%	103.7%	103.4%	117.7%	105.1%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	17	1	\$3,709	\$5,086	\$5,086	1.16	\$6,075	\$7,702	\$7,702	101.1%	122.8%	103.7%	103.4%	119.8%	105.1%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	17	5	\$3,709	\$4,811	\$5,086	1.09	\$6,075	\$7,376	\$7,702	101.1%	116.1%	103.7%	103.4%	114.8%	105.1%
<b>Non-Corrections/Non-Management Wtd Average</b>					8	\$3,709	\$4,885	\$5,086		\$6,075	\$7,464	\$7,702	101.1%	117.9%	103.7%	103.4%	116.1%	105.1%
<b>STATEWIDE Weighted Average</b>					8	\$3,709	\$4,885	\$5,086		\$6,075	\$7,464	\$7,702	101.1%	117.9%	103.7%	103.4%	116.1%	105.1%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 2511 ELECTRONIC PUBLISHING DESIGN SPECIALIST 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-WashCo	374		Graphic Designer		0	\$5,744		\$6,985		\$8,551		\$10,044	
2024-WA-KingCo	7221100		Graphic Designer		0	\$5,642		\$7,152		\$8,176		\$9,909	
<b>County Market Average</b>						\$5,727		\$7,013		\$8,489		\$10,021	
2024-CompAnalyst	DD19000071		Desktop Publishing Operator II		1	\$3,908	\$4,875	\$6,075	0.99	\$6,006	\$7,133	\$8,532	
2024-MIL-PACS	011.02a		Graphic Designer - Intermediate**	13	15	\$4,903	\$6,090	\$7,302	1.00	\$7,166	\$8,550	\$9,963	
<b>Purchased Market Average</b>					13	16	\$4,845	\$6,014	\$7,229		\$7,098	\$8,462	\$9,878
2024-ST-CA	2885	A	GRAPHIC DESIGNER II		15	\$4,411	\$5,081	\$5,523	1.02	\$6,976	\$7,780	\$8,310	
2024-ST-ID	02762		Graphic Design Specialist		6	\$3,272	\$4,690	\$6,544	0.96	\$4,998	\$6,695	\$8,912	
2024-ST-WA	198G		GRAPHIC DESIGNER SENIOR		10	\$3,912	\$5,230	\$5,264	1.14	\$5,882	\$7,387	\$7,426	
<b>State Market Average</b>					31	\$4,042	\$5,053	\$5,633		\$6,263	\$7,443	\$8,147	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					13	47	\$4,474	\$5,381	\$6,277		\$6,764	\$7,790	\$8,887

### OREGON COMPARISON TO MARKET

### 2511-Electronic Publishing Design Specialist 2

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
AD	AFSCME AT ENVIRONMENTAL QUAL	A	P	22	1	\$4,220	\$6,439	\$6,439	1.21	\$6,679	\$9,300	\$9,300
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	22	4	\$4,222	\$5,743	\$6,444	1.08	\$6,681	\$8,478	\$9,306
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	22	1	\$4,222	\$5,086	\$6,444	0.95	\$6,681	\$7,702	\$9,306
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	22	6	\$4,222	\$6,303	\$6,444	1.18	\$6,681	\$9,140	\$9,306
<b>Non-Corrections/Non-Management Wtd Average</b>					12	\$4,222	\$6,026	\$6,444		\$6,681	\$8,813	\$9,306
<b>STATEWIDE Weighted Average</b>					12	\$4,222	\$6,026	\$6,444		\$6,681	\$8,813	\$9,306

MARKET COMPARISONS					
Salary			Salary and Benefits		
SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
94.3%	119.7%	102.6%	98.7%	119.4%	104.7%
94.4%	106.7%	102.7%	98.8%	108.8%	104.7%
94.4%	94.5%	102.7%	98.8%	98.9%	104.7%
94.4%	117.1%	102.7%	98.8%	117.3%	104.7%
94.4%	112.0%	102.6%	98.8%	113.1%	104.7%
94.4%	112.0%	102.6%	98.8%	113.1%	104.7%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 2512 ELECTRONIC PUBLISHING DESIGN SPECIALIST 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-WA-KingCo	7221200		Graphic Designer - Senior		0	\$6,203		\$7,863		\$8,820		\$10,727	
<b>County Market Average</b>						\$6,203		\$7,863		\$8,820		\$10,727	
2024-CompAnalyst	DD19000021		Desktop Publishing Operator III		1	\$4,400	\$5,692	\$6,883	1.02	\$6,580	\$8,086	\$9,475	
2024-MIL-PACS	011.02b		Graphic Designer - Senior**	18	28	\$6,001	\$7,702	\$8,931	1.03	\$8,446	\$10,430	\$11,862	
<b>Purchased Market Average</b>						18	29	\$5,946	\$7,633	\$8,860	\$8,382	\$10,349	\$11,780
2024-ST-CA	2886	A	GRAPHIC DESIGNER III		29	\$5,201	\$6,221	\$6,511	1.06	\$7,924	\$9,148	\$9,497	
<b>State Market Average</b>						29	\$5,201	\$6,221	\$6,511		\$7,924	\$9,148	\$9,497
<b>OVERALL WEIGHTED MARKET AVERAGE</b>						18	58	\$5,584	\$6,927	\$7,689	\$8,164	\$9,749	\$10,640

### OREGON COMPARISON TO MARKET

#### 2512-Electronic Publishing Design Specialist 3

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
AD	AFSCME AT ENVIRONMENTAL QUAL	A	P	25	1	\$4,852	\$7,431	\$7,431	1.21	\$7,425	\$10,472	\$10,472	86.9%	107.3%	96.6%	91.0%	107.4%	98.4%
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	25	1	\$4,861	\$7,541	\$7,541	1.22	\$7,436	\$10,602	\$10,602	87.1%	108.9%	98.1%	91.1%	108.8%	99.6%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	24	6	\$4,639	\$6,555	\$7,097	1.12	\$7,174	\$9,438	\$10,078	83.1%	94.6%	92.3%	87.9%	96.8%	94.7%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	24	8	\$4,639	\$6,696	\$7,097	1.14	\$7,174	\$9,604	\$10,078	83.1%	96.7%	92.3%	87.9%	98.5%	94.7%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	24	8	\$4,639	\$6,568	\$7,097	1.12	\$7,174	\$9,452	\$10,078	83.1%	94.8%	92.3%	87.9%	97.0%	94.7%
<b>Non-Corrections/Non-Management Wtd Average</b>					24	\$4,657	\$6,684	\$7,129		\$7,195	\$9,590	\$10,116	83.4%	96.5%	92.7%	88.1%	98.4%	95.1%
<b>STATEWIDE Weighted Average</b>					24	\$4,657	\$6,684	\$7,129		\$7,195	\$9,590	\$10,116	83.4%	96.5%	92.7%	88.1%	98.4%	95.1%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 3105 ENGINEERING SPECIALIST 1 CLASS STUDY PENDING

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-ClackCo	302		Engineering Technician 1		0	\$4,350		\$5,486		\$7,019		\$8,433	
2024-OR-JackCo	303		Engineering Technician II		1	\$4,117	\$5,503	\$5,503	1.14	\$6,983	\$8,712	\$8,712	
2024-OR-MultCo	6231		Engineering Technician 1		1	\$4,912	\$6,020	\$6,020	1.10	\$8,036	\$9,413	\$9,413	
2024-OR-WashCo	302		Engineering Technician I		0	\$5,453		\$6,601		\$8,201		\$9,581	
<b>County Market Average</b>					2	\$5,081	\$5,762	\$6,251		\$7,881	\$9,062	\$9,308	
2024-CompAnalyst	SC16000053		Engineering Aide I		1	\$3,750	\$4,542	\$5,750	0.99	\$5,822	\$6,745	\$8,154	
2024-MIL-ENG	2-451		Engineering Technician I	6	13	\$4,779	\$6,142	\$6,826	1.06	\$7,021	\$8,611	\$9,408	
2024-MIL-PACS	09.07		Engineering Technician - Entry	6	0	\$5,011		\$6,605		\$7,292		\$9,150	
<b>Purchased Market Average</b>					12	14	\$4,877	\$6,028	\$6,668		\$7,136	\$8,478	\$9,224
2024-ST-CA	3008	B	JUNIOR ENGINEERING TECHNICIAN		45	\$3,239	\$3,455	\$4,057	0.95	\$5,568	\$5,828	\$6,550	
2024-ST-ID	03638		Transportation Technician		45	\$2,869	\$3,945	\$5,737	0.92	\$4,515	\$5,803	\$7,948	
<b>State Market Average</b>					90	\$3,054	\$3,700	\$4,897		\$5,042	\$5,816	\$7,249	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					12	106	\$3,579	\$4,047	\$5,372		\$5,674	\$6,229	\$7,810

### OREGON COMPARISON TO MARKET

#### 3105-Engineering Specialist 1

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	Salary		Salary and Benefits			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	17	7	\$3,636	\$4,529	\$5,110	1.04	\$5,989	\$7,043	\$7,730	101.6%	111.9%	95.1%	105.5%	113.1%	99.0%
<b>Non-Corrections/Non-Management Wtd Average</b>					7	\$3,636	\$4,529	\$5,110		\$5,989	\$7,043	\$7,730	101.6%	111.9%	95.1%	105.5%	113.1%	99.0%
<b>STATEWIDE Weighted Average</b>					7	\$3,636	\$4,529	\$5,110		\$5,989	\$7,043	\$7,730	101.6%	111.9%	95.1%	105.5%	113.1%	99.0%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 3106 ENGINEERING SPECIALIST 2 CLASS STUDY PENDING

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-ClackCo	303		Engineering Technician 2		6	\$5,187	\$6,188	\$6,529	1.06	\$8,061	\$9,307	\$9,732	
2024-OR-DescCo	5070		ENGINEERING ASSISTANT III		0	\$5,315		\$6,785		\$8,609		\$10,441	
2024-OR-JackCo	304		Engineering Technician III		1	\$4,671	\$5,578	\$6,051	1.04	\$7,675	\$8,805	\$9,395	
2024-OR-MarionCo	313		Survey Technician 2		2	\$4,548	\$5,145	\$6,100	0.97	\$7,312	\$8,056	\$9,244	
<b>County Market Average</b>					9	\$5,070	\$5,888	\$6,481		\$8,041	\$8,973	\$9,800	
2024-CompAnalyst	SC16000054		Engineering Aide II		1	\$4,242	\$5,183	\$6,258	0.99	\$6,395	\$7,493	\$8,746	
2024-MIL-ENG	2-452		Engineering Technician II	5	40	\$5,262	\$7,281	\$7,661	1.13	\$7,585	\$9,939	\$10,381	
2024-MIL-PACS	09.08		Engineering Technician - Intermediate	9	55	\$5,739	\$6,888	\$7,162	1.07	\$8,141	\$9,480	\$9,800	
<b>Purchased Market Average</b>					14	96	\$5,525	\$7,034	\$7,360		\$7,891	\$9,650	\$10,031
2024-ST-CA	3175	C	TRANSPORTATION ENGINEERING TECHNICIAN		157	\$4,670	\$5,619	\$5,844	1.07	\$7,287	\$8,426	\$8,696	
2024-ST-ID	03641		Transportation Technician Senior		58	\$4,092	\$4,689	\$8,183	0.76	\$5,978	\$6,693	\$10,874	
2024-ST-NV	06.313		ENGINEERING TECHNICIAN 3		0	\$3,897		\$5,718		\$5,683		\$7,883	
2024-ST-WA	538H		ENGINEERING TECHNICIAN 2		2	\$4,010	\$4,777	\$5,395	1.02	\$5,994	\$6,869	\$7,576	
<b>State Market Average</b>					217	\$4,298	\$5,363	\$6,129		\$6,499	\$7,948	\$8,699	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					14	322	\$4,544	\$5,876	\$6,367		\$6,794	\$8,485	\$8,973

### OREGON COMPARISON TO MARKET

#### 3106-Engineering Specialist 2

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			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	
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	22	41	\$4,200	\$5,996	\$6,519	1.12	\$6,655	\$8,777	\$9,395	92.4%	102.1%	102.4%	97.9%	103.5%	104.7%
<b>Non-Corrections/Non-Management Wtd Average</b>					41	\$4,200	\$5,996	\$6,519		\$6,655	\$8,777	\$9,395	92.4%	102.1%	102.4%	97.9%	103.5%	104.7%
<b>STATEWIDE Weighted Average</b>					41	\$4,200	\$5,996	\$6,519		\$6,655	\$8,777	\$9,395	92.4%	102.1%	102.4%	97.9%	103.5%	104.7%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 3107 ENGINEERING SPECIALIST 3 CLASS STUDY PENDING

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-ClackCo	304		Engineering Technician 3		11	\$5,739	\$7,159	\$7,287	1.10	\$8,748	\$10,516	\$10,676	
2024-OR-MarionCo	304		Engineering Tech Sr		2	\$4,777	\$6,802	\$6,403	1.22	\$7,597	\$10,119	\$9,622	
2024-OR-MultCo	6232		Engineering Technician 2		4	\$5,512	\$6,708	\$6,757	1.09	\$8,781	\$10,268	\$10,328	
<b>County Market Average</b>					17	\$5,572	\$7,011	\$7,058		\$8,621	\$10,411	\$10,470	
2024-CompAnalyst	SC16000055		Engineering Aide III		1	\$5,150	\$6,367	\$7,667	1.01	\$7,454	\$8,873	\$10,388	
2024-MIL-ENG	2-453		Engineering Technician - Senior	6	41	\$6,645	\$8,987	\$9,390	1.12	\$9,197	\$11,928	\$12,397	
2024-MIL-PACS	09.09		Engineering Technician - Senior	8	41	\$6,794	\$8,151	\$8,483	1.07	\$9,371	\$10,953	\$11,340	
<b>Purchased Market Average</b>					14	83	\$6,703	\$8,542	\$8,945		\$9,264	\$11,409	\$11,879
2024-ST-CA	3129		CIVIL ENGINEERING TECHNICIAN II		0	\$4,451		\$5,573		\$7,024		\$8,370	
2024-ST-ID	03643		Transp Tech Principal Engineering		23	\$4,614	\$5,367	\$9,228	0.78	\$6,603	\$7,504	\$12,123	
2024-ST-NV	06.308		ENGINEERING TECHNICIAN 4		0	\$4,424		\$6,537		\$6,320		\$8,872	
<b>State Market Average</b>					23	\$4,476	\$5,367	\$7,262		\$6,406	\$7,504	\$9,756	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					14	123	\$5,752	\$7,737	\$8,146		\$8,107	\$10,541	\$10,947

### OREGON COMPARISON TO MARKET

#### 3107-Engineering Specialist 3

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	24	54	\$4,633	\$6,890	\$7,184	1.17	\$7,167	\$9,833	\$10,181	80.5%	89.0%	88.2%	88.4%	93.3%	93.0%
<b>Non-Corrections/Non-Management Wtd Average</b>					54	\$4,633	\$6,890	\$7,184		\$7,167	\$9,833	\$10,181	80.5%	89.0%	88.2%	88.4%	93.3%	93.0%
<b>STATEWIDE Weighted Average</b>					54	\$4,633	\$6,890	\$7,184		\$7,167	\$9,833	\$10,181	80.5%	89.0%	88.2%	88.4%	93.3%	93.0%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 3136 CIVIL ENGINEERING SPECIALIST 1 CLASS STUDY PENDING

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2024-OR-JackCo	301		Engineering Associate I		0	\$5,456		\$7,299		\$8,653		\$10,951
2024-OR-WashCo	303		Engineering Technician II		0	\$6,299		\$7,623		\$9,218		\$10,811
2024-WA-ClarkCo	121		Engineering Technician Assistant		0	\$3,940		\$5,123		\$6,266		\$7,624
2024-WA-KingCo	7113100		Engineering Technician I		0	\$5,011		\$6,352		\$7,451		\$8,991
2024-WA-ThrstnCo	2144		Engineering Technician I		0	\$4,572		\$6,082		\$6,883		\$8,616
<b>County Market Average</b>						\$5,608		\$6,997		\$8,372		\$10,026
2024-CompAnalyst	SC16000045		Civil Engineering Technician II		1	\$4,417	\$5,558	\$6,908	1.01	\$6,599	\$7,930	\$9,504
<b>Purchased Market Average</b>						\$4,417	\$5,558	\$6,908		\$6,599	\$7,930	\$9,504
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	\$5,489	\$5,558	\$6,988		\$8,194	\$7,930	\$9,974

### OREGON COMPARISON TO MARKET

#### 3136-Civil Engineering Specialist 1

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	25	117	\$4,861	\$7,315	\$7,541	1.18	\$7,436	\$10,335	\$10,602	88.6%	131.6%	107.9%	90.7%	130.3%	106.3%
<b>Non-Corrections/Non-Management Wtd Average</b>					117	\$4,861	\$7,315	\$7,541		\$7,436	\$10,335	\$10,602	88.6%	131.6%	107.9%	90.7%	130.3%	106.3%
<b>STATEWIDE Weighted Average</b>					117	\$4,861	\$7,315	\$7,541		\$7,436	\$10,335	\$10,602	88.6%	131.6%	107.9%	90.7%	130.3%	106.3%



# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 3137 CIVIL ENGINEERING SPECIALIST 2 CLASS STUDY PENDING

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-WA-ClarkCo	120		Engineering Technician		0	\$5,069		\$6,843		\$7,563		\$9,600	
2024-WA-ThrstnCo	2145		Engineering Technician II		0	\$5,293		\$7,041		\$7,710		\$9,717	
<b>County Market Average</b>						\$5,181		\$6,942		\$7,637		\$9,659	
2024-CompAnalyst	SC16000046		Civil Engineering Technician III		1	\$5,125	\$6,350	\$7,533	1.01	\$7,425	\$8,853	\$10,233	
2024-MIL-OPES	07.01		Engineering Tech - II	23	34	\$5,514	\$7,113	\$7,309	1.11	\$8,345	\$10,302	\$10,542	
<b>Purchased Market Average</b>					23	35	\$5,505	\$7,091	\$7,313		\$8,326	\$10,261	\$10,536
2024-ST-CA	3124		CIVIL ENGINEERING ASSOCIATE		1	\$6,200	\$7,762	\$7,762	1.11	\$9,123	\$10,998	\$10,998	
2024-ST-NV	06.229		STAFF 1, ASSOCIATE ENGINEER		0	\$4,808		\$7,139		\$6,784		\$9,599	
<b>State Market Average</b>					1	\$4,837	\$7,762	\$7,152		\$6,833	\$10,998	\$9,628	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					23	36	\$5,172	\$7,109	\$7,227		\$7,581	\$10,281	\$10,073

### OREGON COMPARISON TO MARKET

#### 3137-Civil Engineering Specialist 2

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	27	61	\$5,364	\$8,176	\$8,317	1.20	\$8,030	\$11,353	\$11,519	103.7%	115.0%	115.1%	105.9%	110.4%	114.4%
<b>Non-Corrections/Non-Management Wtd Average</b>					61	\$5,364	\$8,176	\$8,317		\$8,030	\$11,353	\$11,519	103.7%	115.0%	115.1%	105.9%	110.4%	114.4%
<b>STATEWIDE Weighted Average</b>					61	\$5,364	\$8,176	\$8,317		\$8,030	\$11,353	\$11,519	103.7%	115.0%	115.1%	105.9%	110.4%	114.4%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 3138 CIVIL ENGINEERING SPECIALIST 3

CLASS STUDY PENDING

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-WashCo	304		Engineering Technician III		0	\$6,824		\$8,382		\$9,850		\$11,723	
2024-WA-ClarkCo	122		Engineering Technician Senior		0	\$5,512		\$7,441		\$8,072		\$10,287	
2024-WA-ThrstnCo	2154		Engineering Technician III		0	\$5,558		\$7,392		\$8,015		\$10,121	
<b>County Market Average</b>						\$6,681		\$8,275		\$9,649		\$11,554	
2024-MIL-OPES	07.02		Engineering Tech - III	21	74	\$6,393	\$8,173	\$8,368	1.11	\$9,422	\$11,601	\$11,839	
<b>Purchased Market Average</b>					21	74	\$6,393	\$8,173	\$8,368	\$9,422	\$11,601	\$11,839	
2024-ST-CA	3135	B	TRANSPORTATION ENGINEER (CIVIL)		153	\$6,208	\$6,416	\$7,768	0.92	\$9,132	\$9,382	\$11,005	
2024-ST-ID	03012		Engineering Asst Transp Staff		54	\$5,235	\$5,996	\$10,470	0.76	\$7,347	\$8,257	\$13,610	
2024-ST-WA	530M		TRANSPORTATION ENGINEER 3		7	\$5,809	\$7,569	\$7,814	1.11	\$8,049	\$10,059	\$10,339	
<b>State Market Average</b>					214	\$5,954	\$6,347	\$8,439		\$8,655	\$9,120	\$11,629	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					21	288	\$6,101	\$6,817	\$8,412		\$8,896	\$9,758	\$11,675

### OREGON COMPARISON TO MARKET

#### 3138-Civil Engineering Specialist 3

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	30	58	\$6,208	\$9,477	\$9,624	1.20	\$9,027	\$12,890	\$13,063
<b>Non-Corrections/Non-Management Wtd Average</b>					58	\$6,208	\$9,477	\$9,624		\$9,027	\$12,890	\$13,063
<b>STATEWIDE Weighted Average</b>					58	\$6,208	\$9,477	\$9,624		\$9,027	\$12,890	\$13,063

MARKET COMPARISONS					
Salary			Salary and Benefits		
SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
101.8%	139.0%	114.4%	101.5%	132.1%	111.9%
101.8%	139.0%	114.4%	101.5%	132.1%	111.9%
101.8%	139.0%	114.4%	101.5%	132.1%	111.9%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 3144 PROFESSIONAL LAND SURVEYOR 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-ClackCo	310		Land Surveyor		4	\$7,287	\$9,226	\$9,226	1.12	\$10,676	\$13,091	\$13,091	
2024-OR-JackCo	317		Land Surveyor		3	\$6,015	\$6,425	\$8,046	0.91	\$9,350	\$9,862	\$11,883	
2024-OR-MultCo	6091		Survey Specialist		1	\$7,167	\$8,823	\$8,823	1.10	\$10,839	\$12,896	\$12,896	
<b>County Market Average</b>					8	\$6,795	\$8,125	\$8,733		\$10,199	\$11,855	\$12,613	
2024-CompAnalyst	SC16000259		Land Surveyor III		1	\$5,267	\$6,592	\$7,942	0.98	\$7,590	\$9,135	\$10,709	
<b>Purchased Market Average</b>					1	\$5,267	\$6,592	\$7,942		\$7,590	\$9,135	\$10,709	
2024-ST-CA	3029	D	TRANSPORTATION SURVEYOR (CALTRANS)		39	\$8,115	\$9,974	\$10,155	1.09	\$11,422	\$13,653	\$13,870	
2024-ST-NV	06.210		PROFESSIONAL LAND SURVEYOR I		0	\$6,246		\$9,388		\$8,521		\$12,316	
2024-ST-WA	527F		LAND SURVEYOR 3		8	\$5,395	\$7,190	\$7,256	1.14	\$7,576	\$9,626	\$9,701	
<b>State Market Average</b>					47	\$7,595	\$9,500	\$9,650		\$10,676	\$12,968	\$13,126	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	56	\$7,444	\$9,251	\$9,494		\$10,557	\$12,740	\$13,014

### OREGON COMPARISON TO MARKET

### 3144-Professional Land Surveyor 1

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	31	20	\$6,519	\$9,852	\$10,108	1.19	\$9,395	\$13,332	\$13,635
<b>Non-Corrections/Non-Management Wtd Average</b>					20	\$6,519	\$9,852	\$10,108		\$9,395	\$13,332	\$13,635
<b>STATEWIDE Weighted Average</b>					20	\$6,519	\$9,852	\$10,108		\$9,395	\$13,332	\$13,635

MARKET COMPARISONS					
Salary			Salary and Benefits		
SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
87.6%	106.5%	106.5%	89.0%	104.6%	104.8%
87.6%	106.5%	106.5%	89.0%	104.6%	104.8%
87.6%	106.5%	106.5%	89.0%	104.6%	104.8%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 3145 PROFESSIONAL LAND SURVEYOR 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-ClackCo	294		Land Surveyor, Senior		1	\$7,628	\$9,681	\$9,681	1.12	\$11,101	\$13,658	\$13,658	
<b>County Market Average</b>					1	\$7,628	\$9,681	\$9,681		\$11,101	\$13,658	\$13,658	
2024-MIL-OPES	07.06		Professional Land Surveyor	15	16	\$7,127	\$9,515	\$9,531	1.14	\$10,320	\$13,243	\$13,262	
<b>Purchased Market Average</b>					15	16	\$7,127	\$9,515	\$9,531		\$10,320	\$13,243	\$13,262
2024-ST-CA	3031		SENIOR TRANSPORTATION SURVEYOR (CALTRA	22		\$9,557	\$11,714	\$11,961	1.09	\$13,153	\$15,742	\$16,039	
2024-ST-NV	06.208		PROFESSIONAL LAND SURVEYOR II		0	\$6,537		\$9,833		\$8,872		\$12,853	
<b>State Market Average</b>					22	\$9,208	\$11,714	\$11,716		\$12,659	\$15,742	\$15,672	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					15	39	\$8,397	\$10,760	\$10,855		\$11,752	\$14,664	\$14,728

### OREGON COMPARISON TO MARKET

#### 3145-Professional Land Surveyor 2

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	34	9	\$7,541	\$11,347	\$11,701	1.18	\$10,602	\$15,099	\$15,517	89.8%	105.5%	107.8%	90.2%	103.0%	105.4%
<b>Non-Corrections/Non-Management Wtd Average</b>					9	\$7,541	\$11,347	\$11,701		\$10,602	\$15,099	\$15,517	89.8%	105.5%	107.8%	90.2%	103.0%	105.4%
<b>STATEWIDE Weighted Average</b>					9	\$7,541	\$11,347	\$11,701		\$10,602	\$15,099	\$15,517	89.8%	105.5%	107.8%	90.2%	103.0%	105.4%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 3146 ASSOCIATE IN ENGINEERING 1

CLASS STUDY PENDING

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-DescCo	5075		ENGINEERING ASSOCIATE		0	\$6,221		\$7,940		\$9,738		\$11,880	
2024-OR-WashCo	316		Engineering Assistant		0	\$6,831		\$8,301		\$9,858		\$11,625	
<b>County Market Average</b>						\$6,628		\$8,181		\$9,818		\$11,710	
2024-CompAnalyst	EN04100187		Transportation Engineer I		1	\$4,800	\$5,525	\$7,050	0.92	\$7,046	\$7,891	\$9,669	
2024-MIL-ENG	2-071		Civil Engineer I	11	56	\$6,189	\$7,369	\$8,865	0.98	\$8,666	\$10,041	\$11,785	
2024-MIL-NWMGT	06.12b		Civil Engineer - Entry	10	84	\$6,180	\$7,828	\$9,081	1.03	\$8,655	\$10,576	\$12,037	
2024-MIL-OPES	07.03		Civil Engineering Associate	16	41	\$6,622	\$7,955	\$8,499	1.05	\$9,702	\$11,333	\$12,000	
<b>Purchased Market Average</b>					37	182	\$6,275	\$7,703	\$8,872		\$8,885	\$10,567	\$11,938
2024-ST-CA	3135	A	TRANSPORTATION ENGINEER (CIVIL)		119	\$5,421	\$5,485	\$6,464	0.92	\$8,188	\$8,265	\$9,440	
2024-ST-ID	03702		Engineer Associate		21	\$5,235	\$5,976	\$10,470	0.76	\$7,347	\$8,233	\$13,610	
<b>State Market Average</b>					140	\$5,394	\$5,559	\$7,056		\$8,064	\$8,260	\$10,057	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					37	322	\$5,909	\$6,770	\$8,079		\$8,560	\$9,564	\$11,130

### OREGON COMPARISON TO MARKET

#### 3146-Associate In Engineering 1

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	Salary		Salary and Benefits			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	25	39	\$4,861	\$6,557	\$7,541	1.06	\$7,436	\$9,440	\$10,602	82.3%	96.9%	93.3%	86.9%	98.7%	95.3%
<b>Non-Corrections/Non-Management Wtd Average</b>					39	\$4,861	\$6,557	\$7,541		\$7,436	\$9,440	\$10,602	82.3%	96.9%	93.3%	86.9%	98.7%	95.3%
<b>STATEWIDE Weighted Average</b>					39	\$4,861	\$6,557	\$7,541		\$7,436	\$9,440	\$10,602	82.3%	96.9%	93.3%	86.9%	98.7%	95.3%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 3147 ASSOCIATE IN ENGINEERING 2 CLASS STUDY PENDING

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2024-OR-ClackCo	299		Civil Engineer, Associate		1	\$7,374	\$9,244	\$9,416	1.10	\$10,785	\$13,113	\$13,328
2024-OR-MultCo	6235		Engineer 1		3	\$7,167	\$8,244	\$8,823	1.03	\$10,839	\$12,177	\$12,896
2024-OR-WashCo	317		Engineering Associate		0	\$7,533		\$9,161		\$10,702		\$12,659
2024-WA-ClarkCo	113		Engineer I		0	\$5,995		\$8,092		\$8,627		\$11,035
2024-WA-KingCo	7112100		Engineer I		0	\$6,505		\$8,245		\$9,166		\$11,165
<b>County Market Average</b>					4	\$7,151	\$8,494	\$8,886		\$10,390	\$12,411	\$12,485
2024-CompAnalyst	EN04100188		Transportation Engineer II		1	\$6,100	\$7,067	\$8,550	0.96	\$8,562	\$9,689	\$11,418
2024-MIL-ENG	2-072		Civil Engineer II	15	30	\$7,262	\$9,772	\$10,105	1.13	\$9,917	\$12,843	\$13,231
<b>Purchased Market Average</b>					15	\$7,244	\$9,685	\$10,081		\$9,895	\$12,741	\$13,203
2024-ST-CA	3124		CIVIL ENGINEERING ASSOCIATE		1	\$6,200	\$7,762	\$7,762	1.11	\$9,123	\$10,998	\$10,998
2024-ST-NV	06.228		STAFF 2, ASSOCIATE ENGINEER		0	\$5,246		\$7,817		\$7,313		\$10,418
<b>State Market Average</b>					1	\$5,261	\$7,762	\$7,816		\$7,341	\$10,998	\$10,428
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					15	\$6,318	\$9,499	\$8,944		\$8,747	\$12,656	\$11,864

### OREGON COMPARISON TO MARKET

#### 3147-Associate In Engineering 2

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	27	65	\$5,364	\$7,797	\$8,317	1.14	\$8,030	\$10,905	\$11,519	84.9%	82.1%	93.0%	91.8%	86.2%	97.1%
<b>Non-Corrections/Non-Management Wtd Average</b>					65	\$5,364	\$7,797	\$8,317		\$8,030	\$10,905	\$11,519	84.9%	82.1%	93.0%	91.8%	86.2%	97.1%
<b>STATEWIDE Weighted Average</b>					65	\$5,364	\$7,797	\$8,317		\$8,030	\$10,905	\$11,519	84.9%	82.1%	93.0%	91.8%	86.2%	97.1%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 3148 PROFESSIONAL ENGINEER 1

CLASS STUDY PENDING

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-ClackCo	300		Civil Engineer		5	\$8,632	\$10,572	\$10,919	1.08	\$12,352	\$14,767	\$15,200	
2024-OR-JackCo	1071		Construction Engineer		0	\$7,564		\$9,656		\$11,281		\$13,890	
2024-OR-MultCo	6236		Engineer 2		6	\$8,074	\$9,606	\$9,932	1.07	\$11,965	\$13,870	\$14,275	
2024-OR-WashCo	705		Engineer		0	\$8,528		\$10,369		\$11,898		\$14,112	
2024-WA-KingCo	7112200		Engineer II		0	\$7,324		\$9,283		\$10,107		\$12,358	
2024-WA-ThrstnCo	2148		Civil Engineer		0	\$6,491		\$8,539		\$9,086		\$11,438	
<b>County Market Average</b>					11	\$8,172	\$10,045	\$10,175		\$11,757	\$14,278	\$14,210	
2024-CompAnalyst	EN04100189		Transportation Engineer III		1	\$7,433	\$9,192	\$11,250	0.98	\$10,116	\$12,166	\$14,566	
2024-CompAnalyst	EN04100001		Civil Engineer II		1	\$6,642	\$8,400	\$10,117	1.01	\$9,193	\$11,243	\$13,245	
2024-CompAnalyst	EN04100062		Engineer II		1	\$6,408	\$7,308	\$8,583	0.99	\$8,921	\$9,970	\$11,457	
2024-MIL-NWMGT	06.12a		Civil Engineer	13	145	\$7,355	\$9,878	\$10,362	1.12	\$10,024	\$12,967	\$13,531	
2024-MIL-OPES	07.04		Engineer, Civil (Professional)	18	85	\$7,867	\$9,538	\$10,141	1.06	\$11,226	\$13,271	\$14,009	
<b>Purchased Market Average</b>					31	233	\$7,535	\$9,734	\$10,276		\$10,455	\$13,054	\$13,700
2024-ST-CA	3135	D	TRANSPORTATION ENGINEER (CIVIL)		542	\$8,115	\$9,807	\$10,155	1.07	\$11,422	\$13,454	\$13,870	
2024-ST-ID	03704		Engineer Staff		28	\$6,002	\$6,984	\$12,004	0.78	\$8,264	\$9,439	\$15,445	
2024-ST-NV	06.226		PROFESSIONAL ENGINEER		0	\$5,976		\$8,968		\$8,195		\$11,808	
2024-ST-WA	530N		TRANSPORTATION ENGINEER 4		173	\$6,414	\$8,637	\$8,624	1.15	\$8,740	\$11,278	\$11,264	
<b>State Market Average</b>					743	\$7,430	\$9,428	\$9,756		\$10,367	\$12,796	\$13,136	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					31	987	\$7,463	\$9,507	\$9,868		\$10,407	\$12,873	\$13,268

### OREGON COMPARISON TO MARKET

### 3148-Professional Engineer 1

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
MMN	MGT SVC NONSUPERVISORY	A	P	32	3	\$7,380	\$8,942	\$10,866	0.98	\$10,412	\$12,257	\$14,531
<b>Management Wtd Average</b>					3	\$7,380	\$8,942	\$10,866		\$10,412	\$12,257	\$14,531

MARKET COMPARISONS					
Salary			Salary and Benefits		
SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
98.9%	94.1%	110.1%	100.0%	95.2%	109.5%
98.9%	94.1%	110.1%	100.0%	95.2%	109.5%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 3148-Professional Engineer 1 (Continued)

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			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	P	32	137	\$6,842	\$10,177	\$10,614	1.17	\$9,776	\$13,717	\$14,233	91.7%	107.0%	107.6%	93.9%	106.6%	107.3%
<b>Non-Corrections/Non-Management Wtd Average</b>					137	\$6,842	\$10,177	\$10,614		\$9,776	\$13,717	\$14,233	91.7%	107.0%	107.6%	93.9%	106.6%	107.3%
<b>STATEWIDE Weighted Average</b>					140	\$6,854	\$10,151	\$10,619		\$9,790	\$13,686	\$14,239	91.8%	106.8%	107.6%	94.1%	106.3%	107.3%



# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 3149 PROFESSIONAL ENGINEER 2 CLASS STUDY PENDING

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2024-OR-ClackCo	298		Civil Engineer, Senior		8	\$9,479	\$11,389	\$12,040	1.06	\$13,405	\$15,785	\$16,596
2024-OR-MultCo	6311		Engineer 3		1	\$9,086	\$11,182	\$11,182	1.10	\$13,223	\$15,828	\$15,828
2024-OR-WashCo	318		Engineer, Senior		0	\$9,415		\$11,440		\$12,965		\$15,399
2024-WA-ClarkCo	115		Engineer III		0	\$7,709		\$10,409		\$10,595		\$13,695
2024-WA-KingCo	7112300		Engineer III		0	\$8,246		\$10,452		\$11,166		\$13,700
<b>County Market Average</b>					9	\$9,223	\$11,366	\$11,620		\$12,937	\$15,790	\$15,870
2024-CompAnalyst	EN04100190		Transportation Engineer IV		1	\$8,225	\$10,042	\$11,433	1.02	\$11,039	\$13,157	\$14,780
2024-CompAnalyst	EN04100002		Civil Engineer III		1	\$7,900	\$9,858	\$11,933	1.00	\$10,660	\$12,943	\$15,363
2024-CompAnalyst	EN04100064		Engineer IV		1	\$9,342	\$10,775	\$12,525	0.99	\$12,341	\$14,012	\$16,053
2024-MIL-ENG	2-083		Civil Engineer - PE - Senior	7	41	\$9,417	\$12,547	\$13,521	1.09	\$12,429	\$16,078	\$17,214
2024-MIL-NWMGT	06.11		Civil Engineer - Senior	14	222	\$8,774	\$12,293	\$12,416	1.16	\$11,680	\$15,782	\$15,926
2024-MIL-OPES	07.05		Engineer, Civil - Senior	19	76	\$8,471	\$11,030	\$11,241	1.12	\$11,966	\$15,097	\$15,356
<b>Purchased Market Average</b>					40	\$8,782	\$12,024	\$12,283		\$11,830	\$15,644	\$15,949
2024-ST-CA	3161	A	SENIOR TRANSPORTATION ENGINEER, CALTRAI		253	\$9,557	\$11,482	\$11,961	1.07	\$13,153	\$15,463	\$16,039
2024-ST-ID	03708		Engineer Technical 2		19	\$7,522	\$9,107	\$15,044	0.81	\$10,083	\$11,979	\$19,082
2024-ST-NV	06.231		PROF ENGINEERING SPEC, P.E.		0	\$6,537		\$9,833		\$8,872		\$12,853
2024-ST-WA	5300		TRANSPORTATION ENGINEER 5		24	\$7,079	\$9,584	\$9,522	1.15	\$9,499	\$12,361	\$12,290
<b>State Market Average</b>					296	\$9,135	\$11,176	\$11,886		\$12,532	\$14,988	\$15,823
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					40	\$8,955	\$11,627	\$12,084		\$12,181	\$15,346	\$15,888

### OREGON COMPARISON TO MARKET

### 3149-Professional Engineer 2

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
MMN	MGT SVC NONSUPERVISORY	A	P	35	25	\$8,536	\$12,213	\$12,569	1.16	\$11,778	\$16,122	\$16,543
MMS	MGT SVC SUPERVISORY	A	P	35	16	\$8,536	\$12,424	\$12,569	1.18	\$11,778	\$16,371	\$16,543

MARKET COMPARISONS					
Salary			Salary and Benefits		
SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
95.3%	105.0%	104.0%	96.7%	105.1%	104.1%
95.3%	106.9%	104.0%	96.7%	106.7%	104.1%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 3149-Professional Engineer 2 (Continued)

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	Salary		Salary and Benefits			
												SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	
<b>Management Wtd Average</b>					41	\$8,536	\$12,295	\$12,569		\$11,778	\$16,220	\$16,543	95.3%	105.7%	104.0%	96.7%	105.7%	104.1%
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	35	97	\$7,920	\$12,117	\$12,286	1.20	\$11,050	\$16,009	\$16,209	88.4%	104.2%	101.7%	90.7%	104.3%	102.0%
UA	UNREPRESENTED	A	P	35	1	\$7,798	\$11,429	\$11,992	1.16	\$10,906	\$15,196	\$15,861	87.1%	98.3%	99.2%	89.5%	99.0%	99.8%
<b>Non-Corrections/Non-Management Wtd Average</b>					98	\$7,919	\$12,110	\$12,283		\$11,049	\$16,000	\$16,205	88.4%	104.2%	101.6%	90.7%	104.3%	102.0%
<b>STATEWIDE Weighted Average</b>					139	\$8,101	\$12,165	\$12,367		\$11,264	\$16,065	\$16,305	90.5%	104.6%	102.3%	92.5%	104.7%	102.6%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 3251 FACILITIES ENGINEER 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-CompAnalyst	EN04100258		Facilities Engineer I		1	\$4,692	\$6,142	\$7,408	1.03	\$6,920	\$8,610	\$10,087	
<b>Purchased Market Average</b>					1	\$4,692	\$6,142	\$7,408		\$6,920	\$8,610	\$10,087	
2024-ST-WA	528A		FACILITIES ENGINEER 1		1	\$4,114	\$5,330	\$5,530	1.11	\$6,113	\$7,501	\$7,730	
<b>State Market Average</b>					1	\$4,114	\$5,330	\$5,530		\$6,113	\$7,501	\$7,730	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	2	\$4,403	\$5,736	\$6,469		\$6,516	\$8,056	\$8,909

### OREGON COMPARISON TO MARKET

#### 3251-Facilities Engineer 1

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	27	1	\$5,345	\$7,097	\$8,177	1.05	\$8,008	\$10,078	\$11,354	121.4%	123.7%	126.4%	122.9%	125.1%	127.4%
UA	UNREPRESENTED	A	P	27	1	\$5,340	\$5,859	\$8,172	0.87	\$8,002	\$8,615	\$11,348	121.3%	102.2%	126.3%	122.8%	106.9%	127.4%
<b>Non-Corrections/Non-Management Wtd Average</b>					2	\$5,343	\$6,478	\$8,175		\$8,005	\$9,346	\$11,351	121.3%	112.9%	126.4%	122.8%	116.0%	127.4%
<b>STATEWIDE Weighted Average</b>					2	\$5,343	\$6,478	\$8,175		\$8,005	\$9,346	\$11,351	121.3%	112.9%	126.4%	122.8%	116.0%	127.4%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 3252 FACILITIES ENGINEER 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2024-CompAnalyst	EN04100259		Facilities Engineer II		1	\$6,308	\$7,808	\$9,367	1.00	\$8,805	\$10,553	\$12,370
2024-MIL-NWMGT	06.22a		Mechanical Engineer	10	5	\$7,536	\$9,671	\$10,571	1.07	\$10,236	\$12,725	\$13,774
<b>Purchased Market Average</b>				10	6	\$7,332	\$9,360	\$10,370		\$9,997	\$12,363	\$13,540
<b>OVERALL WEIGHTED MARKET AVERAGE</b>				10	6	\$7,332	\$9,360	\$10,370		\$9,997	\$12,363	\$13,540

### OREGON COMPARISON TO MARKET

### 3252-Facilities Engineer 2

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
AU	AFSCME AT MILITARY	A	P	29	2	\$5,859	\$8,998	\$8,998	1.21	\$8,615	\$12,324	\$12,324	79.9%	96.1%	86.8%	86.2%	99.7%	91.0%
UA	UNREPRESENTED	A	P	29	1	\$5,859	\$6,757	\$8,992	0.91	\$8,615	\$9,676	\$12,317	79.9%	72.2%	86.7%	86.2%	78.3%	91.0%
<b>Non-Corrections/Non-Management Wtd Average</b>					3	\$5,859	\$8,251	\$8,996		\$8,615	\$11,441	\$12,321	79.9%	88.1%	86.8%	86.2%	92.5%	91.0%
<b>STATEWIDE Weighted Average</b>					3	\$5,859	\$8,251	\$8,996		\$8,615	\$11,441	\$12,321	79.9%	88.1%	86.8%	86.2%	92.5%	91.0%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 3253 FACILITIES ENGINEER 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-ClackCo	916		Structural Engineer		1	\$9,046	\$11,451	\$11,451	1.12	\$12,867	\$15,862	\$15,862	
<b>County Market Average</b>					1	\$9,046	\$11,451	\$11,451		\$12,867	\$15,862	\$15,862	
2024-CompAnalyst	EN04100260		Facilities Engineer III		1	\$7,775	\$9,808	\$11,733	1.01	\$10,515	\$12,885	\$15,130	
2024-MIL-ENG	2-173		Facilities Engineer - Senior	3	0	\$8,148		\$11,901		\$10,950		\$15,325	
2024-MIL-NWMGT	06.21		Mechanical Engineer - Senior	10	10	\$8,616	\$11,046	\$12,710	1.04	\$11,495	\$14,329	\$16,268	
<b>Purchased Market Average</b>					13	11	\$8,377	\$10,934	\$12,315		\$11,216	\$14,197	\$15,808
2024-ST-CA	3345		STRUCTURAL ENGINEERING ASSOCIATE		0	\$8,115		\$10,155		\$11,422		\$13,870	
<b>State Market Average</b>							\$8,115	\$10,155		\$11,422		\$13,870	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					13	12	\$8,392	\$10,977	\$12,203		\$11,285	\$14,336	\$15,738

### OREGON COMPARISON TO MARKET

#### 3253-Facilities Engineer 3

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			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		
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	33	1	\$7,184	\$9,624	\$11,144	1.05	\$10,181	\$13,063	\$14,859	85.6%	87.7%	91.3%	90.2%	91.1%	94.4%	
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	33	5	\$7,097	\$10,908	\$10,908	1.21	\$10,078	\$14,580	\$14,580	84.6%	99.4%	89.4%	89.3%	101.7%	92.6%	
UA	UNREPRESENTED	A	P	33	3	\$7,092	\$9,695	\$10,902	1.08	\$10,072	\$13,148	\$14,573	84.5%	88.3%	89.3%	89.3%	91.7%	92.6%	
<b>Non-Corrections/Non-Management Wtd Average</b>						9	\$7,105	\$10,361	\$10,932		\$10,087	\$13,934	\$14,609	84.7%	94.4%	89.6%	89.4%	97.2%	92.8%
<b>STATEWIDE Weighted Average</b>						9	\$7,105	\$10,361	\$10,932		\$10,087	\$13,934	\$14,609	84.7%	94.4%	89.6%	89.4%	97.2%	92.8%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 3265 CONSTRUCTION INSPECTOR

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-JackCo	152		Construction Inspector		8	\$5,324	\$6,388	\$7,120	1.03	\$8,488	\$9,815	\$10,727	
<b>County Market Average</b>					8	\$5,324	\$6,388	\$7,120		\$8,488	\$9,815	\$10,727	
2024-CompAnalyst	SC16000369		Building Inspector, Sr.		1	\$5,325	\$6,667	\$8,425	0.98	\$7,658	\$9,222	\$11,272	
2024-MIL-OPES	10.20		Public Works Inspector	8	17	\$6,465	\$7,507	\$7,972	1.04	\$9,510	\$10,785	\$11,354	
<b>Purchased Market Average</b>					8	18	\$6,413	\$7,460	\$7,993		\$9,426	\$10,698	\$11,351
2024-ST-CA	4032		CONSTRUCTION INSPECTOR II		2	\$5,924	\$7,250	\$7,414	1.09	\$8,792	\$10,384	\$10,580	
2024-ST-ID	06502		DPW Construction Representative		5	\$3,682	\$4,611	\$7,364	0.83	\$5,488	\$6,600	\$9,893	
2024-ST-NV	06.754		BLDG CONSTRUCTION INSP 3		0	\$5,246		\$7,817		\$7,313		\$10,418	
<b>State Market Average</b>					7	\$4,965	\$5,365	\$7,684		\$7,045	\$7,681	\$10,318	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					8	33	\$5,620	\$6,756	\$7,727		\$8,251	\$9,844	\$10,809

### OREGON COMPARISON TO MARKET

#### 3265-Construction Inspector

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			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	
AU	AFSCME AT MILITARY	A	P	27	3	\$5,340	\$7,345	\$8,172	1.09	\$8,002	\$10,371	\$11,348	95.0%	108.7%	105.8%	97.0%	105.4%	105.0%
<b>Non-Corrections/Non-Management Wtd Average</b>					3	\$5,340	\$7,345	\$8,172		\$8,002	\$10,371	\$11,348	95.0%	108.7%	105.8%	97.0%	105.4%	105.0%
<b>STATEWIDE Weighted Average</b>					3	\$5,340	\$7,345	\$8,172		\$8,002	\$10,371	\$11,348	95.0%	108.7%	105.8%	97.0%	105.4%	105.0%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 3267 CONSTRUCTION PROJECT MANAGER 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-MarionCo	493		Construction Project Coordinator		1	\$5,796	\$7,048	\$7,765	1.04	\$8,866	\$10,425	\$11,319	
2024-WA-ClarkCo	34		Capital Project Manager I		0	\$5,995		\$8,092		\$8,627		\$11,035	
2024-WA-KingCo	7114300		Capital Project Manager I		0	\$6,505		\$8,245		\$9,166		\$11,165	
2024-WA-ThrstnCo	1435		Capital Project Manager I		0	\$5,765		\$7,686		\$8,252		\$10,459	
<b>County Market Average</b>					1	\$6,015	\$7,048	\$7,947		\$8,728	\$10,425	\$10,995	
2024-MIL-ENG	4-651		Project Manager - Construction I	5	12	\$6,962	\$8,107	\$9,338	0.99	\$9,567	\$10,902	\$12,337	
<b>Purchased Market Average</b>					5	12	\$6,962	\$8,107	\$9,338		\$9,567	\$10,902	\$12,337
2024-ST-NV	06.758		CONSTRUCTION PROJECT COORD 2		0	\$4,808		\$7,139		\$6,784		\$9,599	
2024-ST-WA	537J		CONSTRUCTION PROJECT COORDINATOR 2		11	\$5,132	\$6,260	\$6,902	1.04	\$7,275	\$8,564	\$9,297	
<b>State Market Average</b>					11	\$5,045	\$6,260	\$6,965		\$7,144	\$8,564	\$9,378	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					5	24	\$5,976	\$7,216	\$8,091		\$8,364	\$9,810	\$10,829

### OREGON COMPARISON TO MARKET

#### 3267-Construction Project Manager 1

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
AL	AFSCME AT LIQUOR CONTROL COMM	A	P	27	1	\$5,340	\$7,092	\$8,172	1.05	\$8,002	\$10,072	\$11,348	89.4%	98.3%	101.0%	95.7%	102.7%	104.8%
AU	AFSCME AT MILITARY	A	P	27	1	\$5,340	\$6,143	\$8,172	0.91	\$8,002	\$8,951	\$11,348	89.4%	85.1%	101.0%	95.7%	91.2%	104.8%
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	27	1	\$5,364	\$8,317	\$8,317	1.22	\$8,030	\$11,519	\$11,519	89.8%	115.3%	102.8%	96.0%	117.4%	106.4%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	27	1	\$5,345	\$5,861	\$8,177	0.87	\$8,008	\$8,617	\$11,354	89.4%	81.2%	101.1%	95.7%	87.8%	104.8%
OAI	SEIU STRIKEABLE INST COALITION	A	P	27	3	\$5,345	\$7,706	\$8,177	1.14	\$8,008	\$10,797	\$11,354	89.4%	106.8%	101.1%	95.7%	110.1%	104.8%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	27	2	\$5,345	\$7,807	\$8,177	1.15	\$8,008	\$10,916	\$11,354	89.4%	108.2%	101.1%	95.7%	111.3%	104.8%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	27	2	\$5,345	\$7,990	\$8,177	1.18	\$8,008	\$11,133	\$11,354	89.4%	110.7%	101.1%	95.7%	113.5%	104.8%
<b>Non-Corrections/Non-Management Wtd Average</b>					11	\$5,346	\$7,466	\$8,189		\$8,009	\$10,513	\$11,368	89.5%	103.5%	101.2%	95.8%	107.2%	105.0%
<b>STATEWIDE Weighted Average</b>					11	\$5,346	\$7,466	\$8,189		\$8,009	\$10,513	\$11,368	89.5%	103.5%	101.2%	95.8%	107.2%	105.0%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 3268 CONSTRUCTION PROJECT MANAGER 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-ClackCo	479		Build Construct Proj Coord		2	\$6,317	\$8,010	\$8,010	1.12	\$9,467	\$11,577	\$11,577	
2024-OR-WashCo	452		Capital Improvement Project Manager		0	\$8,119		\$9,864		\$11,406		\$13,505	
2024-WA-ClarkCo	35		Capital Project Manager II		0	\$6,520		\$8,802		\$9,229		\$11,849	
2024-WA-KingCo	7114400		Capital Project Manager II		0	\$7,324		\$9,283		\$10,107		\$12,358	
2024-WA-ThrstnCo	1434		Capital Project Manager II		0	\$6,447		\$8,539		\$9,036		\$11,438	
<b>County Market Average</b>					2	\$7,267	\$8,010	\$9,122		\$10,326	\$11,577	\$12,535	
2024-CompAnalyst	SC16000335		Construction Coordinator IV		1	\$8,058	\$9,842	\$10,567	1.02	\$10,845	\$12,924	\$13,769	
2024-MIL-ENG	4-652		Project Manager - Construction II	9	49	\$7,963	\$10,005	\$11,329	1.04	\$10,733	\$13,114	\$14,658	
2024-MIL-OPES	010.21c		Capital Projects Manager I	10	17	\$6,981	\$8,568	\$9,067	1.07	\$10,141	\$12,083	\$12,695	
<b>Purchased Market Average</b>					19	67	\$7,725	\$9,638	\$10,769		\$10,591	\$12,850	\$14,169
2024-ST-ID	03016		Construction Manager 1		5	\$4,759	\$5,959	\$9,518	0.83	\$6,777	\$8,212	\$12,471	
2024-ST-NV	06.750		CONSTRUCTION PROJECT COORD 3		0	\$5,246		\$7,817		\$7,313		\$10,418	
2024-ST-WA	537K		CONSTRUCTION PROJECT COORDINATOR 3		49	\$6,255	\$8,062	\$8,415	1.10	\$8,558	\$10,622	\$11,025	
<b>State Market Average</b>					54	\$6,094	\$7,868	\$8,488		\$8,365	\$10,399	\$11,127	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					19	123	\$6,998	\$8,834	\$9,686		\$9,622	\$11,753	\$12,762

### OREGON COMPARISON TO MARKET

### 3268-Construction Project Manager 2

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS						
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	
AAON	AFSCME AT DOC SECURITY PLUS	A	P	30	7	\$7,413	\$10,401	\$10,802	1.14	\$10,451	\$13,982	\$14,455	105.9%	117.7%	111.5%	108.6%	119.0%	113.3%	
<b>Corrections Wtd Average</b>						7	\$7,413	\$10,401	\$10,802		\$10,451	\$13,982	\$14,455	105.9%	117.7%	111.5%	108.6%	119.0%	113.3%
AU	AFSCME AT MILITARY	A	P	30	5	\$6,143	\$8,456	\$9,444	1.09	\$8,951	\$11,684	\$12,851	87.8%	95.7%	97.5%	93.0%	99.4%	100.7%	
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	30	36	\$6,208	\$8,978	\$9,624	1.13	\$9,027	\$12,300	\$13,063	88.7%	101.6%	99.4%	93.8%	104.6%	102.4%	
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	30	2	\$6,146	\$9,447	\$9,447	1.21	\$8,954	\$12,854	\$12,854	87.8%	106.9%	97.5%	93.1%	109.4%	100.7%	
OAI	SEIU STRIKEABLE INST COALITION	A	P	30	1	\$6,146	\$8,999	\$9,447	1.15	\$8,954	\$12,325	\$12,854	87.8%	101.9%	97.5%	93.1%	104.9%	100.7%	



# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 3268-Construction Project Manager 2 (Continued)

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	30	7	\$6,146	\$8,854	\$9,447	1.14	\$8,954	\$12,153	\$12,854	87.8%	100.2%	97.5%	93.1%	103.4%	100.7%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	30	5	\$6,146	\$9,118	\$9,447	1.17	\$8,954	\$12,466	\$12,854	87.8%	103.2%	97.5%	93.1%	106.1%	100.7%
<b>Non-Corrections/Non-Management Wtd Average</b>					56	\$6,186	\$8,945	\$9,561		\$9,001	\$12,261	\$12,988	88.4%	101.3%	98.7%	93.5%	104.3%	101.8%
<b>STATEWIDE Weighted Average</b>					63	\$6,322	\$9,107	\$9,698		\$9,162	\$12,453	\$13,151	90.3%	103.1%	100.1%	95.2%	106.0%	103.1%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 3269 CONSTRUCTION PROJECT MANAGER 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-WashCo	305		Capital Improvement Project Manager, Senior		0	\$9,415		\$11,440		\$12,965		\$15,399	
2024-WA-ClarkCo	36		Capital Project Manager III		0	\$7,088		\$9,571		\$9,881		\$12,733	
2024-WA-KingCo	7114500		Capital Project Manager III		0	\$8,246		\$10,452		\$11,166		\$13,700	
2024-WA-ThrstnCo	1432		Capital Project Manager III		0	\$7,030		\$9,375		\$9,705		\$12,398	
<b>County Market Average</b>						\$7,945		\$10,209		\$10,929		\$13,557	
2024-CompAnalyst	SC16000336		Construction Coordinator V		1	\$6,675	\$10,925	\$12,650	1.02	\$9,232	\$14,187	\$16,198	
2024-MIL-ENG	4-653		Project Manager - Construction - Senior	10	54	\$9,044	\$11,619	\$13,223	1.04	\$11,994	\$14,997	\$16,866	
2024-MIL-OPES	010.21d		Capital Projects Manager II	9	30	\$8,262	\$10,858	\$11,095	1.12	\$11,709	\$14,887	\$15,177	
<b>Purchased Market Average</b>					19	85	\$8,744	\$11,342	\$12,474		\$11,863	\$14,948	\$16,269
2024-ST-WA	537L		CONSTRUCTION PROJECT COORDINATOR 4		30	\$6,570	\$8,568	\$8,839	1.11	\$8,918	\$11,200	\$11,510	
<b>State Market Average</b>					30	\$6,570	\$8,568	\$8,839		\$8,918	\$11,200	\$11,510	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					19	115	\$8,174	\$10,619	\$11,490		\$11,095	\$13,971	\$14,989

### OREGON COMPARISON TO MARKET

#### 3269-Construction Project Manager 3

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			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	
MMN	MGT SVC NONSUPERVISORY	A	P	33	17	\$7,747	\$11,080	\$11,417	1.16	\$10,846	\$14,783	\$15,182	94.8%	104.3%	99.4%	97.7%	105.8%	101.3%
MMS	MGT SVC SUPERVISORY	A	P	33	2	\$7,747	\$11,417	\$11,417	1.19	\$10,846	\$15,182	\$15,182	94.8%	107.5%	99.4%	97.7%	108.7%	101.3%
<b>Management Wtd Average</b>					19	\$7,747	\$11,115	\$11,417		\$10,846	\$14,825	\$15,182	94.8%	104.7%	99.4%	97.7%	106.1%	101.3%
AU	AFSCME AT MILITARY	A	P	33	3	\$7,092	\$10,900	\$10,900	1.21	\$10,072	\$14,571	\$14,571	86.8%	102.6%	94.9%	90.8%	104.3%	97.2%
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	33	6	\$7,184	\$10,673	\$11,144	1.16	\$10,181	\$14,303	\$14,859	87.9%	100.5%	97.0%	91.8%	102.4%	99.1%
OAI	SEIU STRIKEABLE INST COALITION	A	P	33	1	\$7,097	\$8,999	\$10,908	1.00	\$10,078	\$12,325	\$14,580	86.8%	84.7%	94.9%	90.8%	88.2%	97.3%
<b>Non-Corrections/Non-Management Wtd Average</b>					10	\$7,148	\$10,574	\$11,047		\$10,138	\$14,185	\$14,745	87.4%	99.6%	96.1%	91.4%	101.5%	98.4%
<b>STATEWIDE Weighted Average</b>					29	\$7,540	\$10,929	\$11,289		\$10,602	\$14,605	\$15,031	92.3%	102.9%	98.3%	95.5%	104.5%	100.3%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 3410 ENVIRONMENTAL ENGINEER 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-LaneCo	N4305		Engineering Analyst		9	\$5,432	\$6,629	\$7,081	1.06	\$8,725	\$10,213	\$10,774	
<b>County Market Average</b>					9	\$5,432	\$6,629	\$7,081		\$8,725	\$10,213	\$10,774	
2024-CompAnalyst	EN04100109		Env., Health, and Safety Engineer I		1	\$4,633	\$5,625	\$7,008	0.97	\$6,852	\$8,008	\$9,621	
<b>Purchased Market Average</b>					1	\$4,633	\$5,625	\$7,008		\$6,852	\$8,008	\$9,621	
2024-ST-CA	3735	A	AIR RESOURCES ENGINEER		9	\$5,421	\$5,460	\$6,464	0.92	\$8,188	\$8,235	\$9,440	
<b>State Market Average</b>					9	\$5,421	\$5,460	\$6,464		\$8,188	\$8,235	\$9,440	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	19	\$5,385	\$6,022	\$6,785		\$8,372	\$9,160	\$10,082

### OREGON COMPARISON TO MARKET

Worker Data as of:

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

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

Currently no Oregon employees

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 3411 ENVIRONMENTAL ENGINEER 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-LaneCo	N4304		Engineering Analyst		12	\$6,360	\$7,581	\$8,284	1.04	\$9,878	\$11,397	\$12,270	
<b>County Market Average</b>					12	\$6,360	\$7,581	\$8,284		\$9,878	\$11,397	\$12,270	
2024-CompAnalyst	EN04100110		Env., Health, and Safety Engineer II		1	\$5,475	\$6,850	\$8,308	0.99	\$7,833	\$9,436	\$11,136	
2024-MIL-ENG	2-152		Environmental Engineer II	8	28	\$6,639	\$8,899	\$9,623	1.09	\$9,190	\$11,825	\$12,670	
2024-MIL-NWMGT	06.24		Environmental Engineer	6	18	\$6,509	\$8,863	\$9,663	1.10	\$9,038	\$11,783	\$12,715	
2024-MIL-PACS	04.36		Environmental Engineer	1	0								
<b>Purchased Market Average</b>					15	47	\$6,564	\$8,841	\$9,610		\$9,103	\$11,758	\$12,654
2024-ST-CA	3735	B	AIR RESOURCES ENGINEER		36	\$6,208	\$6,512	\$7,768	0.93	\$9,132	\$9,497	\$11,005	
2024-ST-WA	536F		ENVIRONMENTAL ENGINEER 2		36	\$5,395	\$6,825	\$7,256	1.08	\$7,576	\$9,209	\$9,701	
<b>State Market Average</b>					72	\$5,801	\$6,668	\$7,512		\$8,354	\$9,353	\$10,353	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					15	131	\$6,126	\$7,531	\$8,335		\$8,762	\$10,403	\$11,354

### OREGON COMPARISON TO MARKET

### 3411-Environmental Engineer 2

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
AD	AFSCME AT ENVIRONMENTAL QUAL	A	P	30	12	\$6,143	\$8,425	\$9,444	1.08	\$8,951	\$11,646	\$12,851	100.3%	111.9%	113.3%	102.1%	112.0%	113.2%
<b>Non-Corrections/Non-Management Wtd Average</b>					12	\$6,143	\$8,425	\$9,444		\$8,951	\$11,646	\$12,851	100.3%	111.9%	113.3%	102.1%	112.0%	113.2%
<b>STATEWIDE Weighted Average</b>					12	\$6,143	\$8,425	\$9,444		\$8,951	\$11,646	\$12,851	100.3%	111.9%	113.3%	102.1%	112.0%	113.2%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 3412 ENVIRONMENTAL ENGINEER 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-LaneCo	N4302		Engineering Analyst		8	\$7,114	\$8,874	\$9,268	1.08	\$10,815	\$13,004	\$13,494	
<b>County Market Average</b>					8	\$7,114	\$8,874	\$9,268		\$10,815	\$13,004	\$13,494	
2024-CompAnalyst	EN04100111		Env., Health, and Safety Engineer III		1	\$6,992	\$8,458	\$9,867	1.00	\$9,601	\$11,311	\$12,953	
2024-MIL-ENG	2-153		Environmental Engineer - Senior	10	89	\$8,246	\$10,919	\$12,678	1.04	\$11,063	\$14,180	\$16,231	
2024-MIL-NWMGT	06.23		Environmental Engineer - Senior	7	89	\$8,290	\$10,997	\$13,227	1.02	\$11,115	\$14,271	\$16,871	
<b>Purchased Market Average</b>					17	179	\$8,261	\$10,944	\$12,935		\$11,081	\$14,209	\$16,531
2024-ST-CA	3735	D	AIR RESOURCES ENGINEER		84	\$8,115	\$9,900	\$10,155	1.08	\$11,422	\$13,565	\$13,870	
2024-ST-WA	536G		ENVIRONMENTAL ENGINEER 3		47	\$6,255	\$8,261	\$8,415	1.13	\$8,558	\$10,849	\$11,025	
<b>State Market Average</b>					131	\$7,448	\$9,312	\$9,530		\$10,395	\$12,590	\$12,849	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					17	318	\$7,897	\$10,220	\$11,440		\$10,791	\$13,512	\$14,938

### OREGON COMPARISON TO MARKET

#### 3412-Environmental Engineer 3

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
AD	AFSCME AT ENVIRONMENTAL QUAL	A	P	33	22	\$7,092	\$10,419	\$10,900	1.16	\$10,072	\$14,003	\$14,571	89.8%	102.0%	95.3%	93.3%	103.6%	97.5%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	33	8	\$7,097	\$10,474	\$10,908	1.16	\$10,078	\$14,068	\$14,580	89.9%	102.5%	95.3%	93.4%	104.1%	97.6%
<b>Non-Corrections/Non-Management Wtd Average</b>					30	\$7,093	\$10,434	\$10,902		\$10,073	\$14,020	\$14,574	89.8%	102.1%	95.3%	93.3%	103.8%	97.6%
<b>STATEWIDE Weighted Average</b>					30	\$7,093	\$10,434	\$10,902		\$10,073	\$14,020	\$14,574	89.8%	102.1%	95.3%	93.3%	103.8%	97.6%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 3521 GEOLOGIST 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-CompAnalyst	RD14000016		Geologist II		1	\$4,875	\$5,808	\$9,050	0.92	\$7,133	\$8,222	\$12,001	
<b>Purchased Market Average</b>					1	\$4,875	\$5,808	\$9,050		\$7,133	\$8,222	\$12,001	
2024-ST-CA	3756	B	ENGINEERING GEOLOGIST		18	\$6,208	\$6,480	\$7,768	0.93	\$9,132	\$9,460	\$11,005	
2024-ST-ID	03304		Geologist Engineering		3	\$6,002	\$7,877	\$12,004	0.87	\$8,264	\$10,507	\$15,445	
<b>State Market Average</b>					21	\$6,178	\$6,680	\$8,373		\$9,008	\$9,609	\$11,639	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	22	\$6,119	\$6,640	\$8,404		\$8,923	\$9,546	\$11,656

### OREGON COMPARISON TO MARKET

#### 3521-Geologist 2

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	26	1	\$5,086	\$7,803	\$7,803	1.21	\$7,702	\$10,912	\$10,912	83.1%	117.5%	92.9%	86.3%	114.3%	93.6%
<b>Non-Corrections/Non-Management Wtd Average</b>					1	\$5,086	\$7,803	\$7,803		\$7,702	\$10,912	\$10,912	83.1%	117.5%	92.9%	86.3%	114.3%	93.6%
<b>STATEWIDE Weighted Average</b>					1	\$5,086	\$7,803	\$7,803		\$7,702	\$10,912	\$10,912	83.1%	117.5%	92.9%	86.3%	114.3%	93.6%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 3715 CHEMIST 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			Insufficient Market Emp Avg X	
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max		
2024-ST-CA	8060	B	CHEMIST		0	\$4,716		\$5,957		\$7,342		\$8,832		
2024-ST-ID	07406		Chemist 1		3	\$3,682	\$4,230	\$7,364	0.77	\$5,488	\$6,144	\$9,893		
2024-ST-WA	515P		CHEMIST 1		3	\$4,114	\$5,045	\$5,530	1.05	\$6,113	\$7,176	\$7,730		
<b>State Market Average</b>					6	\$4,015	\$4,637	\$6,377		\$6,021	\$6,660	\$8,815		
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	6	\$4,015	\$4,637	\$6,377		\$6,021	\$6,660	\$8,815	

### OREGON COMPARISON TO MARKET

#### 3715-Chemist 1

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS						
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	
AD	AFSCME AT ENVIRONMENTAL QUAL	A	P	24	3	\$4,638	\$5,682	\$7,092	0.97	\$7,172	\$8,406	\$10,072	115.5%	111.2%	119.1%	114.3%			
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	24	2	\$4,639	\$6,479	\$7,097	1.10	\$7,174	\$9,348	\$10,078	115.5%	111.3%	119.1%	114.3%			
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	24	1	\$4,639	\$5,861	\$7,097	1.00	\$7,174	\$8,617	\$10,078	115.5%	111.3%	119.1%	114.3%			
<b>Non-Corrections/Non-Management Wtd Average</b>					6	\$4,639	\$5,978	\$7,095		\$7,173	\$8,755	\$10,075	115.5%	111.3%	119.1%	114.3%			
<b>STATEWIDE Weighted Average</b>					6	\$4,639	\$5,978	\$7,095		\$7,173	\$8,755	\$10,075	115.5%	111.3%	119.1%	114.3%			

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 3716 CHEMIST 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-CompAnalyst	RD14000008		Chemist I		1	\$4,875	\$5,833	\$7,358	0.98	\$7,133	\$8,251	\$10,029	
<b>Purchased Market Average</b>					1	\$4,875	\$5,833	\$7,358		\$7,133	\$8,251	\$10,029	
2024-ST-CA	8060	C	CHEMIST		6	\$5,396	\$6,634	\$6,828	1.09	\$8,158	\$9,645	\$9,877	
2024-ST-ID	07405		Chemist Senior		2	\$4,171	\$5,343	\$8,342	0.85	\$6,073	\$7,475	\$11,063	
2024-ST-NV	10.712		CHEMIST 3		0	\$4,608		\$6,831		\$6,542		\$9,227	
2024-ST-WA	515Q		CHEMIST 2		6	\$4,773	\$6,021	\$6,414	1.08	\$6,866	\$8,291	\$8,740	
<b>State Market Average</b>					14	\$4,858	\$6,187	\$6,835		\$7,093	\$8,754	\$9,435	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	15	\$4,859	\$6,163	\$6,860		\$7,095	\$8,721	\$9,464

### OREGON COMPARISON TO MARKET

#### 3716-Chemist 2

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
AD	AFSCME AT ENVIRONMENTAL QUAL	A	P	26	9	\$5,082	\$7,376	\$7,798	1.15	\$7,697	\$10,407	\$10,906	104.6%	119.7%	113.7%	108.5%	119.3%	115.2%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	26	3	\$5,086	\$6,698	\$7,803	1.04	\$7,702	\$9,607	\$10,912	104.7%	108.7%	113.7%	108.6%	110.2%	115.3%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	26	1	\$5,086	\$7,436	\$7,803	1.15	\$7,702	\$10,478	\$10,912	104.7%	120.6%	113.7%	108.6%	120.2%	115.3%
<b>Non-Corrections/Non-Management Wtd Average</b>					13	\$5,083	\$7,224	\$7,800		\$7,698	\$10,228	\$10,908	104.6%	117.2%	113.7%	108.5%	117.3%	115.3%
<b>STATEWIDE Weighted Average</b>					13	\$5,083	\$7,224	\$7,800		\$7,698	\$10,228	\$10,908	104.6%	117.2%	113.7%	108.5%	117.3%	115.3%



# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 3717 CHEMIST 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-CompAnalyst	RD14000009		Chemist II		1	\$6,067	\$7,292	\$9,317	0.97	\$8,523	\$9,951	\$12,312	
<b>Purchased Market Average</b>					1	\$6,067	\$7,292	\$9,317		\$8,523	\$9,951	\$12,312	
2024-ST-CA	8068		STAFF CHEMIST		4	\$5,907	\$7,482	\$7,482	1.12	\$8,772	\$10,663	\$10,663	
2024-ST-NV	10.708		CHEMIST 4		0	\$5,025		\$7,473		\$7,045		\$10,003	
2024-ST-WA	515R		CHEMIST 3		8	\$5,530	\$7,078	\$7,436	1.09	\$7,730	\$9,498	\$9,907	
<b>State Market Average</b>					12	\$5,607	\$7,213	\$7,453		\$7,998	\$9,886	\$10,147	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	13	\$5,640	\$7,219	\$7,586		\$8,036	\$9,891	\$10,301

### OREGON COMPARISON TO MARKET

#### 3717-Chemist 3

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
AD	AFSCME AT ENVIRONMENTAL QUAL	A	P	29	12	\$5,859	\$8,585	\$8,998	1.16	\$8,615	\$11,836	\$12,324	103.9%	118.9%	118.6%	107.2%	119.7%	119.6%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	29	4	\$5,861	\$8,999	\$8,999	1.21	\$8,617	\$12,325	\$12,325	103.9%	124.7%	118.6%	107.2%	124.6%	119.6%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	29	3	\$5,861	\$8,999	\$8,999	1.21	\$8,617	\$12,325	\$12,325	103.9%	124.7%	118.6%	107.2%	124.6%	119.6%
<b>Non-Corrections/Non-Management Wtd Average</b>					19	\$5,860	\$8,738	\$8,998		\$8,616	\$12,016	\$12,324	103.9%	121.0%	118.6%	107.2%	121.5%	119.6%
<b>STATEWIDE Weighted Average</b>					19	\$5,860	\$8,738	\$8,998		\$8,616	\$12,016	\$12,324	103.9%	121.0%	118.6%	107.2%	121.5%	119.6%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 3775 SUPV FISH/WILDLIFE BIOLOGIST

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-ST-CA	1928		SENIOR FISH AND WILDLIFE HABITAT SUPERVIS		3	\$5,817	\$6,843	\$7,280	1.04	\$8,663	\$9,895	\$10,420	
2024-ST-ID	00945		Biologist Wildlife Research Principal		2	\$5,453	\$7,885	\$10,907	0.96	\$7,608	\$10,517	\$14,132	
2024-ST-NV	01.724		BIOLOGIST 4		0	\$5,246		\$7,817		\$7,313		\$10,418	
2024-ST-WA	5230		FISH & WILDLIFE BIOLOGIST 4		3	\$5,132	\$6,686	\$6,902	1.11	\$7,275	\$9,050	\$9,297	
<b>State Market Average</b>					8	\$5,452	\$7,045	\$7,830		\$7,817	\$9,734	\$10,658	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	8	\$5,452	\$7,045	\$7,830		\$7,817	\$9,734	\$10,658

### OREGON COMPARISON TO MARKET

### 3775-Supervising Fish and Wildlife Biologist

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
MMS	MGT SVC SUPERVISORY	A	P	27	50	\$5,785	\$8,188	\$8,536	1.14	\$8,528	\$11,367	\$11,778	106.1%	116.2%	109.0%	109.1%	116.8%	110.5%
<b>Management Wtd Average</b>					50	\$5,785	\$8,188	\$8,536		\$8,528	\$11,367	\$11,778	106.1%	116.2%	109.0%	109.1%	116.8%	110.5%
<b>STATEWIDE Weighted Average</b>					50	\$5,785	\$8,188	\$8,536		\$8,528	\$11,367	\$11,778	106.1%	116.2%	109.0%	109.1%	116.8%	110.5%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 3779 MICROBIOLOGIST 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-CompAnalyst	RD14000095		Microbiologist I		1	\$3,908	\$4,583	\$5,725	0.97	\$6,006	\$6,793	\$8,124	
<b>Purchased Market Average</b>					1	\$3,908	\$4,583	\$5,725		\$6,006	\$6,793	\$8,124	
2024-ST-CA	7954	B	PUBLIC HEALTH MICROBIOLOGIST I		1	\$4,881	\$5,125	\$6,546	0.90	\$7,540	\$7,833	\$9,538	
2024-ST-ID	07411		Microbiologist		2	\$3,682	\$4,111	\$7,364	0.74	\$5,488	\$6,002	\$9,893	
2024-ST-WA	515J		MICROBIOLOGIST 1		5	\$4,114	\$5,048	\$5,530	1.05	\$6,113	\$7,180	\$7,730	
<b>State Market Average</b>					8	\$4,102	\$4,823	\$6,116		\$6,135	\$6,967	\$8,497	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	9	\$4,080	\$4,797	\$6,072		\$6,121	\$6,947	\$8,456

### OREGON COMPARISON TO MARKET

#### 3779-Microbiologist 1

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	23	4	\$4,425	\$6,053	\$6,763	1.08	\$6,921	\$8,844	\$9,683	108.4%	126.2%	111.4%	113.1%	127.3%	114.5%
<b>Non-Corrections/Non-Management Wtd Average</b>					4	\$4,425	\$6,053	\$6,763		\$6,921	\$8,844	\$9,683	108.4%	126.2%	111.4%	113.1%	127.3%	114.5%
<b>STATEWIDE Weighted Average</b>					4	\$4,425	\$6,053	\$6,763		\$6,921	\$8,844	\$9,683	108.4%	126.2%	111.4%	113.1%	127.3%	114.5%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 3780 MICROBIOLOGIST 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2024-WA-KingCo	7533200		Microbiologist - Public Health - Senior		0	\$5,916		\$7,499		\$8,490		\$10,308
<b>County Market Average</b>						\$5,916		\$7,499		\$8,490		\$10,308
2024-CompAnalyst	RD14000096		Microbiologist II		1	\$5,025	\$6,025	\$8,342	0.96	\$7,308	\$8,474	\$11,175
<b>Purchased Market Average</b>						\$5,025	\$6,025	\$8,342		\$7,308	\$8,474	\$11,175
2024-ST-CA	7948	A	PUBLIC HEALTH MICROBIOLOGIST II		9	\$5,560	\$6,871	\$7,481	1.05	\$8,355	\$9,928	\$10,660
2024-ST-ID	07410		Microbiologist Senior		3	\$4,171	\$4,706	\$8,342	0.75	\$6,073	\$6,714	\$11,063
2024-ST-NV	10.715		MICROBIOLOGIST 3		0	\$4,608		\$6,831		\$6,542		\$9,227
2024-ST-WA	515K		MICROBIOLOGIST 2		9	\$4,538	\$5,429	\$6,100	1.02	\$6,597	\$7,614	\$8,381
<b>State Market Average</b>						\$4,881	\$5,943	\$6,959		\$7,186	\$8,477	\$9,642
<b>OVERALL WEIGHTED MARKET AVERAGE</b>						\$4,926	\$5,947	\$7,033		\$7,241	\$8,477	\$9,726

### OREGON COMPARISON TO MARKET 3780-Microbiologist 2

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	25	19	\$4,851	\$6,620	\$7,436	1.08	\$7,424	\$9,515	\$10,478	98.5%	111.3%	105.7%	102.5%	112.2%	107.7%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	25	2	\$4,851	\$7,267	\$7,436	1.18	\$7,424	\$10,278	\$10,478	98.5%	122.2%	105.7%	102.5%	121.2%	107.7%
<b>Non-Corrections/Non-Management Wtd Average</b>					21	\$4,851	\$6,682	\$7,436		\$7,424	\$9,587	\$10,478	98.5%	112.4%	105.7%	102.5%	113.1%	107.7%
<b>STATEWIDE Weighted Average</b>					21	\$4,851	\$6,682	\$7,436		\$7,424	\$9,587	\$10,478	98.5%	112.4%	105.7%	102.5%	113.1%	107.7%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 3781 MICROBIOLOGIST 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-CompAnalyst	RD14000097		Microbiologist III		1	\$5,817	\$6,783	\$9,042	0.97	\$8,231	\$9,358	\$11,991	
<b>Purchased Market Average</b>					1	\$5,817	\$6,783	\$9,042		\$8,231	\$9,358	\$11,991	
2024-ST-CA	7940		PUBLIC HEALTH MICROBIOLOGIST SPECIALIST		3	\$6,072	\$8,072	\$8,180	1.13	\$8,969	\$11,370	\$11,500	
2024-ST-ID	07409		Microbiologist Principal		8	\$4,759	\$5,459	\$9,518	0.76	\$6,777	\$7,614	\$12,471	
2024-ST-WA	515L		MICROBIOLOGIST 3		8	\$5,264	\$6,844	\$7,079	1.11	\$7,426	\$9,230	\$9,499	
<b>State Market Average</b>					19	\$5,179	\$6,454	\$8,280		\$7,397	\$8,888	\$11,067	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	20	\$5,211	\$6,471	\$8,318		\$7,438	\$8,911	\$11,113

### OREGON COMPARISON TO MARKET

#### 3781-Microbiologist 3

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	28	9	\$5,598	\$8,379	\$8,581	1.18	\$8,307	\$11,592	\$11,831	107.4%	129.5%	103.2%	111.7%	130.1%	106.5%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	28	3	\$5,598	\$6,782	\$8,581	0.96	\$8,307	\$9,705	\$11,831	107.4%	104.8%	103.2%	111.7%	108.9%	106.5%
<b>Non-Corrections/Non-Management Wtd Average</b>					12	\$5,598	\$7,980	\$8,581		\$8,307	\$11,121	\$11,831	107.4%	123.3%	103.2%	111.7%	124.8%	106.5%
<b>STATEWIDE Weighted Average</b>					12	\$5,598	\$7,980	\$8,581		\$8,307	\$11,121	\$11,831	107.4%	123.3%	103.2%	111.7%	124.8%	106.5%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 3786 FINGERPRINT TECHNICIAN CLASS STUDY PENDING

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			Insufficient Market
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-WA-KingCo	5231300		Tenprint Examiner		0	\$5,777		\$7,323		\$8,331		\$10,106	Emp Avg X
<b>County Market Average</b>						\$5,777		\$7,323		\$8,331		\$10,106	
2024-ST-ID	08025		Fingerprint Technician		2	\$2,869	\$3,915	\$5,737	0.91	\$4,515	\$5,767	\$7,948	
2024-ST-NV	11.134		FINGERPRINT/RECORD EX 2		0	\$4,064		\$5,976		\$5,885		\$8,195	
2024-ST-WA	5071		FINGERPRINT TECHNICIAN 2		2	\$4,114	\$5,290	\$5,530	1.10	\$6,113	\$7,456	\$7,730	
<b>State Market Average</b>						\$3,886	\$4,602	\$5,751		\$5,752	\$6,611	\$7,960	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>						\$4,031	\$4,602	\$5,872		\$5,950	\$6,611	\$8,125	

### OREGON COMPARISON TO MARKET

#### 3786-Fingerprint Technician

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
AO	AFSCME OR ST POLICE-SUPP UNIT	A	P	17	13	\$3,708	\$4,506	\$5,082	1.03	\$6,074	\$7,016	\$7,697	92.0%	86.6%	102.1%	94.7%		
<b>Non-Corrections/Non-Management Wtd Average</b>					13	\$3,708	\$4,506	\$5,082		\$6,074	\$7,016	\$7,697	92.0%	86.6%	102.1%	94.7%		
<b>STATEWIDE Weighted Average</b>					13	\$3,708	\$4,506	\$5,082		\$6,074	\$7,016	\$7,697	92.0%	86.6%	102.1%	94.7%		

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 3795 EVIDENCE TECHNICIAN

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-ClackCo	118		Property & Evidence Specialist		3	\$5,131	\$5,953	\$5,953	1.07	\$7,991	\$9,015	\$9,015	
2024-OR-DescCo	2020		EVIDENCE TECHNICIAN		0	\$4,434		\$5,942		\$7,511		\$9,391	
2024-OR-JackCo	190		Property Evidence Clerk		3	\$4,397	\$5,358	\$5,613	1.07	\$7,333	\$8,530	\$8,848	
2024-OR-MarionCo	072		Evidence Technician		2	\$4,328	\$5,983	\$5,691	1.19	\$7,038	\$9,100	\$8,735	
2024-OR-MultCo	6108		Logistics Evidence Technician		5	\$4,912	\$5,665	\$6,020	1.04	\$8,036	\$8,971	\$9,413	
2024-OR-WashCo	103		Evidence Officer II		0	\$5,574		\$7,121		\$8,347		\$10,206	
2024-WA-KingCo	5230100		Evidence Specialist		0	\$5,381		\$6,820		\$7,875		\$9,529	
<b>County Market Average</b>					13	\$4,904	\$5,710	\$6,190		\$7,821	\$8,899	\$9,402	
2024-CompAnalyst	LG12000035		Property and Evidence Clerk		1	\$3,692	\$4,083	\$5,367	0.90	\$5,754	\$6,210	\$7,707	
2024-MIL-OPES	013.06c		Police Property / Evidence Technician	18	20	\$4,733	\$6,186	\$6,010	1.15	\$7,390	\$9,168	\$8,952	
<b>Purchased Market Average</b>					18	21	\$4,688	\$6,086	\$5,982		\$7,319	\$9,027	\$8,898
2024-ST-ID	07430		ISP Forensic Evidence Specialist		7	\$3,272	\$4,461	\$6,544	0.91	\$4,998	\$6,421	\$8,912	
2024-ST-WA	507E		PROPERTY & EVIDENCE CUSTODIAN		20	\$3,477	\$4,419	\$4,652	1.09	\$5,385	\$6,461	\$6,727	
<b>State Market Average</b>					27	\$3,428	\$4,430	\$5,109		\$5,292	\$6,450	\$7,255	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					18	61	\$4,267	\$5,273	\$5,708		\$6,689	\$7,859	\$8,417

### OREGON COMPARISON TO MARKET

#### 3795-Evidence Technician

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
SC	OSPOA CLASSIFIED	A	P	23P	14	\$5,082	\$6,183	\$6,747	1.05	\$7,697	\$8,998	\$9,664	119.1%	117.3%	118.2%	115.1%	114.5%	114.8%
<b>Non-Corrections/Non-Management Wtd Average</b>					14	\$5,082	\$6,183	\$6,747		\$7,697	\$8,998	\$9,664	119.1%	117.3%	118.2%	115.1%	114.5%	114.8%
<b>STATEWIDE Weighted Average</b>					14	\$5,082	\$6,183	\$6,747		\$7,697	\$8,998	\$9,664	119.1%	117.3%	118.2%	115.1%	114.5%	114.8%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 3819 ENVIRONMENTAL HEALTH SPECIALIST 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-ClackCo	738		Environmental Health Sp, Sr		2	\$6,624	\$8,388	\$8,387	1.12	\$9,851	\$12,047	\$12,046	
2024-OR-DescCo	1197		ENVIRONMENTAL HLTH SPEC III		0	\$6,228		\$8,345		\$9,746		\$12,386	
2024-OR-MultCo	6358		Environmental Health Specialist Senior		6	\$6,757	\$8,039	\$8,315	1.07	\$10,328	\$11,922	\$12,265	
2024-OR-WashCo	520		Environmental Health Specialist, Senior		0	\$6,997		\$8,509		\$10,058		\$11,875	
<b>County Market Average</b>					8	\$6,651	\$8,126	\$8,363		\$10,079	\$11,953	\$12,199	
2024-CompAnalyst	EN04100198		Environmental Services Coordinator		1	\$7,200	\$9,392	\$10,358	1.07	\$9,844	\$12,399	\$13,526	
<b>Purchased Market Average</b>					1	\$7,200	\$9,392	\$10,358		\$9,844	\$12,399	\$13,526	
2024-ST-CA	0765		SENIOR ENVIRONMENTAL SCIENTIST(SPECIALIS		239	\$6,440	\$7,517	\$8,012	1.04	\$9,412	\$10,704	\$11,298	
2024-ST-ID	07548		Environmental Health Specialist Sr		0	\$4,759		\$9,518		\$6,777		\$12,471	
2024-ST-WA	283P		PUBLIC HEALTH ADVISOR 3		46	\$4,773	\$6,261	\$6,414	1.12	\$6,866	\$8,565	\$8,740	
<b>State Market Average</b>					285	\$6,167	\$7,314	\$7,761		\$8,994	\$10,359	\$10,892	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	294	\$6,192	\$7,343	\$7,796		\$9,044	\$10,409	\$10,957

### OREGON COMPARISON TO MARKET

### 3819-Environmental Health Specialist 3

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			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	
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	28	15	\$5,598	\$8,081	\$8,581	1.14	\$8,307	\$11,241	\$11,831	90.4%	110.1%	110.1%	91.8%	108.0%	108.0%
<b>Non-Corrections/Non-Management Wtd Average</b>					15	\$5,598	\$8,081	\$8,581		\$8,307	\$11,241	\$11,831	90.4%	110.1%	110.1%	91.8%	108.0%	108.0%
<b>STATEWIDE Weighted Average</b>					15	\$5,598	\$8,081	\$8,581		\$8,307	\$11,241	\$11,831	90.4%	110.1%	110.1%	91.8%	108.0%	108.0%



# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 3846 ENVIRONMENTAL PROGRAM COORDINATOR 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-ClackCo	893		Environmental Compliance Spec		0	\$5,960		\$7,511		\$9,024		\$10,955	
2024-OR-WashCo	390		Environmental Resource Specialist		0	\$5,888		\$7,157		\$8,724		\$10,250	
2024-WA-ThrstnCo	2142		Environmental Coordinator		0	\$5,293		\$7,041		\$7,710		\$9,717	
<b>County Market Average</b>						\$5,714		\$7,236		\$8,486		\$10,308	
2024-CompAnalyst	EN04100246		Environmental Planner II		1	\$6,367	\$8,183	\$10,108	0.98	\$8,873	\$10,991	\$13,235	
<b>Purchased Market Average</b>					1	\$6,367	\$8,183	\$10,108		\$8,873	\$10,991	\$13,235	
2024-ST-CA	4711		ASSOCIATE ENVIRONMENTAL PLANNER		27	\$6,065	\$7,179	\$7,595	1.05	\$8,961	\$10,299	\$10,797	
2024-ST-ID	03677		Planner Environmental		5	\$4,759	\$6,618	\$9,518	0.93	\$6,777	\$9,001	\$12,471	
2024-ST-WA	543F		TRANSPORTATION PLANNING SPECIALIST 2		1	\$4,889	\$5,132	\$6,570	0.90	\$6,997	\$7,275	\$8,918	
<b>State Market Average</b>					33	\$5,838	\$7,032	\$7,847		\$8,582	\$10,011	\$10,988	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	34	\$5,842	\$7,066	\$7,859		\$8,582	\$10,039	\$10,994

### OREGON COMPARISON TO MARKET

#### 3846-Environmental Program Coordinator 2

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	28	24	\$5,630	\$8,366	\$8,729	1.17	\$8,344	\$11,577	\$12,006
<b>Non-Corrections/Non-Management Wtd Average</b>					24	\$5,630	\$8,366	\$8,729		\$8,344	\$11,577	\$12,006
<b>STATEWIDE Weighted Average</b>					24	\$5,630	\$8,366	\$8,729		\$8,344	\$11,577	\$12,006

MARKET COMPARISONS					
Salary			Salary and Benefits		
SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
96.4%	118.4%	111.1%	97.2%	115.3%	109.2%
96.4%	118.4%	111.1%	97.2%	115.3%	109.2%
96.4%	118.4%	111.1%	97.2%	115.3%	109.2%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 3847 ENVIRONMENTAL PROGRAM COORDINATOR 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-WashCo	391		Environmental Resource Specialist, Senior		0	\$6,500		\$7,897		\$9,460		\$11,140	
2024-WA-ThrstnCo	2143		Environmental Coordinator, Senior		0	\$5,836		\$7,762		\$8,334		\$10,546	
<b>County Market Average</b>						\$6,279		\$7,852		\$9,085		\$10,942	
2024-CompAnalyst	EN04100247		Environmental Planner III		1	\$7,875	\$9,608	\$11,633	1.01	\$10,631	\$12,652	\$15,013	
<b>Purchased Market Average</b>					1	\$7,875	\$9,608	\$11,633		\$10,631	\$12,652	\$15,013	
2024-ST-CA	4713		SENIOR ENVIRONMENTAL PLANNER		63	\$7,181	\$8,620	\$8,923	1.07	\$10,301	\$12,029	\$12,392	
2024-ST-ID	03675		Planner Environmental Senior		13	\$5,453	\$7,942	\$10,907	0.97	\$7,608	\$10,585	\$14,132	
2024-ST-WA	543H		TRANSPORTATION PLANNING SPECIALIST 4		63	\$5,955	\$7,950	\$8,007	1.14	\$8,215	\$10,494	\$10,560	
<b>State Market Average</b>					139	\$6,464	\$8,253	\$8,693		\$9,104	\$11,198	\$11,724	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	140	\$6,470	\$8,263	\$8,696		\$9,114	\$11,209	\$11,731

### OREGON COMPARISON TO MARKET

### 3847-Environmental Program Coordinator 3

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			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	
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	31	34	\$6,519	\$9,833	\$10,108	1.18	\$9,395	\$13,311	\$13,635	100.8%	119.0%	116.2%	103.1%	118.8%	116.2%
<b>Non-Corrections/Non-Management Wtd Average</b>					34	\$6,519	\$9,833	\$10,108		\$9,395	\$13,311	\$13,635	100.8%	119.0%	116.2%	103.1%	118.8%	116.2%
<b>STATEWIDE Weighted Average</b>					34	\$6,519	\$9,833	\$10,108		\$9,395	\$13,311	\$13,635	100.8%	119.0%	116.2%	103.1%	118.8%	116.2%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 4001 PAINTER

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2024-WA-KingCo	8101100		Painter I		0	\$5,777		\$6,984		\$8,331		\$9,717
<b>County Market Average</b>						\$5,777		\$6,984		\$8,331		\$9,717
2024-CompAnalyst	SC16000014		Painter II		1	\$3,783	\$4,825	\$5,775	1.03	\$5,861	\$7,075	\$8,183
2024-MIL-OPES	010.03d		Painter	4	8	\$5,370	\$6,407	\$6,545	1.08	\$8,169	\$9,439	\$9,608
<b>Purchased Market Average</b>						\$5,211	\$6,232	\$6,468		\$7,938	\$9,176	\$9,465
2024-ST-CA	6525	A	PAINTER II		3	\$4,396	\$5,064	\$5,064	1.07	\$6,957	\$7,759	\$7,759
2024-ST-ID	06556		Painter		3	\$2,525	\$3,459	\$5,050	0.91	\$4,104	\$5,222	\$7,125
2024-ST-WA	619F		PAINTER		8	\$3,912	\$4,809	\$4,538	1.14	\$5,882	\$6,906	\$6,597
<b>State Market Average</b>						\$3,732	\$4,574	\$4,745		\$5,742	\$6,728	\$6,935
<b>OVERALL WEIGHTED MARKET AVERAGE</b>						\$4,379	\$5,223	\$5,494		\$6,686	\$7,686	\$8,015

### OREGON COMPARISON TO MARKET 4001-Painter

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			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	
AAON	AFSCME AT DOC SECURITY PLUS	A	P	22	6	\$5,126	\$7,100	\$7,415	1.13	\$7,749	\$10,081	\$10,453	117.1%	135.9%	135.0%	115.9%	131.2%	130.4%
CP	AOCE AT DOC NONSECURITY	A	P	22	1	\$5,125	\$7,386	\$7,386	1.18	\$7,748	\$10,419	\$10,419	117.0%	141.4%	134.4%	115.9%	135.6%	130.0%
<b>Corrections Wtd Average</b>						\$5,126	\$7,141	\$7,411		\$7,749	\$10,129	\$10,449	117.0%	136.7%	134.9%	115.9%	131.8%	130.4%
AU	AFSCME AT MILITARY	A	P	22	1	\$4,220	\$5,082	\$6,439	0.95	\$6,679	\$7,697	\$9,300	96.4%	97.3%	117.2%	99.9%	100.1%	116.0%
OAI	SEIU STRIKEABLE INST COALITION	A	P	22	5	\$4,222	\$6,268	\$6,444	1.18	\$6,681	\$9,098	\$9,306	96.4%	120.0%	117.3%	99.9%	118.4%	116.1%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	22	1	\$4,222	\$6,444	\$6,444	1.21	\$6,681	\$9,306	\$9,306	96.4%	123.4%	117.3%	99.9%	121.1%	116.1%
<b>Non-Corrections/Non-Management Wtd Average</b>						\$4,222	\$6,124	\$6,443		\$6,681	\$8,928	\$9,305	96.4%	117.3%	117.3%	99.9%	116.2%	116.1%
<b>STATEWIDE Weighted Average</b>						\$4,674	\$6,632	\$6,927		\$7,215	\$9,529	\$9,877	106.7%	127.0%	126.1%	107.9%	124.0%	123.2%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 4003 CARPENTER

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-ClackCo	470		Building Maint Spec, Sr		11	\$4,994	\$6,405	\$6,317	1.13	\$7,820	\$9,578	\$9,467	
2024-OR-MultCo	6147		Carpenter		12	\$6,757	\$6,965	\$6,965	1.02	\$10,328	\$10,587	\$10,587	
2024-WA-KingCo	8100100		Carpenter I		0	\$6,203		\$7,499		\$8,820		\$10,308	
<b>County Market Average</b>					23	\$5,926	\$6,697	\$6,690		\$9,116	\$10,104	\$10,062	
2024-CompAnalyst	SC16000011		Carpenter		1	\$4,017	\$5,250	\$6,183	1.04	\$6,133	\$7,571	\$8,659	
2024-MIL-OPES	010.03a		Carpenter	6	22	\$5,776	\$7,039	\$6,847	1.12	\$8,666	\$10,212	\$9,978	
<b>Purchased Market Average</b>					6	23	\$5,703	\$6,961	\$6,820		\$8,561	\$10,097	\$9,923
2024-ST-CA	6476	B	CARPENTER I		2	\$4,606	\$5,307	\$5,307	1.07	\$7,210	\$8,051	\$8,051	
2024-ST-ID	06534		Carpenter		2	\$2,869	\$4,900	\$5,737	1.14	\$4,515	\$6,946	\$7,948	
2024-ST-NV	09.423		CARPENTER 1		0	\$4,011		\$5,885		\$5,821		\$8,084	
2024-ST-WA	605E		CARPENTER		7	\$3,912	\$4,565	\$4,538	1.08	\$5,882	\$6,628	\$6,597	
<b>State Market Average</b>					11	\$3,874	\$4,761	\$5,048		\$5,867	\$6,944	\$7,257	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					6	57	\$5,401	\$6,430	\$6,391		\$8,205	\$9,492	\$9,409

### OREGON COMPARISON TO MARKET

#### 4003-Carpenter

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
AAON	AFSCME AT DOC SECURITY PLUS	A	P	22	5	\$5,126	\$7,162	\$7,415	1.14	\$7,749	\$10,154	\$10,453	94.9%	111.4%	116.0%	94.4%	107.0%	111.1%
CP	AOCE AT DOC NONSECURITY	A	P	22	1	\$5,125	\$7,386	\$7,386	1.18	\$7,748	\$10,419	\$10,419	94.9%	114.9%	115.6%	94.4%	109.8%	110.7%
<b>Corrections Wtd Average</b>					6	\$5,126	\$7,199	\$7,410		\$7,749	\$10,198	\$10,448	94.9%	112.0%	115.9%	94.4%	107.4%	111.0%
AS	OR PUB SAFETY ASSOC AT DPSST	A	P	22	1	\$4,220	\$6,439	\$6,439	1.21	\$6,679	\$9,300	\$9,300	78.1%	100.1%	100.8%	81.4%	98.0%	98.8%
AU	AFSCME AT MILITARY	A	P	22	5	\$4,220	\$5,830	\$6,439	1.09	\$6,679	\$8,580	\$9,300	78.1%	90.7%	100.8%	81.4%	90.4%	98.8%
OAI	SEIU STRIKEABLE INST COALITION	A	P	22	5	\$4,222	\$6,003	\$6,444	1.13	\$6,681	\$8,785	\$9,306	78.2%	93.4%	100.8%	81.4%	92.6%	98.9%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	22	4	\$4,222	\$6,221	\$6,444	1.17	\$6,681	\$9,042	\$9,306	78.2%	96.7%	100.8%	81.4%	95.3%	98.9%
<b>Non-Corrections/Non-Management Wtd Average</b>					15	\$4,221	\$6,032	\$6,442		\$6,680	\$8,820	\$9,304	78.2%	93.8%	100.8%	81.4%	92.9%	98.9%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

STATEWIDE Weighted Average

21

\$4,480

\$6,366

\$6,719

\$6,985

\$9,214

\$9,631

82.9%

99.0%

105.1%

85.1%

97.1%

102.4%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 4005 PLUMBER

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						Emp Avg	SR Min	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-ClackCo	922		Plumber		1	\$6,624	\$8,387	\$8,387	1.12	\$9,851	\$12,046	\$12,046	
2024-OR-WashCo	293		Journey Plumber		0	\$6,190		\$7,899		\$9,087		\$11,142	
2024-WA-KingCo	8500100		Plumbing and Mechanical I		0	\$7,499		\$8,245		\$10,308		\$11,165	
<b>County Market Average</b>					1	\$6,771	\$8,387	\$8,177		\$9,749	\$12,046	\$11,451	
2024-CompAnalyst	SC16000005		Plumber II		1	\$4,350	\$5,758	\$6,667	1.05	\$6,521	\$8,163	\$9,222	
2024-MIL-OPES	010.03b		Plumber	8	18	\$6,266	\$7,882	\$7,978	1.11	\$9,266	\$11,245	\$11,362	
<b>Purchased Market Average</b>					8	19	\$6,165	\$7,771	\$7,909		\$9,122	\$11,082	\$11,249
2024-ST-CA	6549	A	PLUMBER I		21	\$4,663	\$5,145	\$5,372	1.03	\$7,278	\$7,857	\$8,129	
2024-ST-ID	06550		Plumber		0	\$3,272		\$6,544		\$4,998		\$8,912	
2024-ST-NV	09.462		PLUMBER 2		0	\$4,355		\$6,426		\$6,236		\$8,738	
2024-ST-WA	621F		PLUMBER/PIPEFITTER/STEAMFITTER		9	\$4,773	\$5,820	\$5,530	1.13	\$6,866	\$8,062	\$7,730	
<b>State Market Average</b>					30	\$4,584	\$5,348	\$5,671		\$6,905	\$7,918	\$8,204	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					8	50	\$5,138	\$6,329	\$6,429		\$7,672	\$9,203	\$9,228

### OREGON COMPARISON TO MARKET 4005-Plumber

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
AAON	AFSCME AT DOC SECURITY PLUS	A	P	24	12	\$5,605	\$7,827	\$8,194	1.13	\$8,315	\$10,940	\$11,374	109.1%	123.7%	127.5%	108.4%	118.9%	123.3%
CP	AOCE AT DOC NONSECURITY	A	P	24	2	\$5,597	\$8,106	\$8,106	1.18	\$8,306	\$11,270	\$11,270	108.9%	128.1%	126.1%	108.3%	122.5%	122.1%
<b>Corrections Wtd Average</b>					14	\$5,604	\$7,867	\$8,181		\$8,314	\$10,987	\$11,359	109.1%	124.3%	127.3%	108.4%	119.4%	123.1%
AU	AFSCME AT MILITARY	A	P	24	2	\$4,638	\$7,092	\$7,092	1.21	\$7,172	\$10,072	\$10,072	90.3%	112.1%	110.3%	93.5%	109.4%	109.1%
OAI	SEIU STRIKEABLE INST COALITION	A	P	24	5	\$4,639	\$7,030	\$7,097	1.20	\$7,174	\$9,999	\$10,078	90.3%	111.1%	110.4%	93.5%	108.6%	109.2%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	24	1	\$4,639	\$6,146	\$7,097	1.05	\$7,174	\$8,954	\$10,078	90.3%	97.1%	110.4%	93.5%	97.3%	109.2%
<b>Non-Corrections/Non-Management Wtd Average</b>					8	\$4,639	\$6,935	\$7,096		\$7,173	\$9,887	\$10,076	90.3%	109.6%	110.4%	93.5%	107.4%	109.2%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

STATEWIDE Weighted Average

22

\$5,253

\$7,528

\$7,787

\$7,899

\$10,587

\$10,893

102.2%

118.9%

121.1%

103.0%

115.0%

118.0%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 4007 ELECTRICIAN 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-WA-KingCo	8200100		Electrician Helper		0	\$4,893		\$5,916		\$7,316		\$8,490	
<b>County Market Average</b>						\$4,893		\$5,916		\$7,316		\$8,490	
2024-CompAnalyst	SC16000007		Electrician I		1	\$3,925	\$4,950	\$5,992	1.02	\$6,026	\$7,221	\$8,435	
<b>Purchased Market Average</b>						\$3,925	\$4,950	\$5,992		\$6,026	\$7,221	\$8,435	
2024-ST-CA	6533	A	ELECTRICIAN I		15	\$4,846	\$5,400	\$5,583	1.04	\$7,498	\$8,162	\$8,383	
2024-ST-NV	09.426		ELECTRICIAN 1		0	\$4,180		\$6,149		\$6,025		\$8,404	
<b>State Market Average</b>						\$4,672	\$5,400	\$5,731		\$7,114	\$8,162	\$8,388	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>						0	16	\$4,651	\$5,372	\$5,749	\$7,078	\$8,104	\$8,394

### OREGON COMPARISON TO MARKET

#### 4007-Electrician 1

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
AAON	AFSCME AT DOC SECURITY PLUS	A	P	22T	1	\$5,861	\$7,078	\$7,415	1.07	\$8,617	\$10,055	\$10,453	126.0%	131.8%	129.0%	121.7%	124.1%	124.5%
<b>Corrections Wtd Average</b>						\$5,861	\$7,078	\$7,415		\$8,617	\$10,055	\$10,453	126.0%	131.8%	129.0%	121.7%	124.1%	124.5%
<b>STATEWIDE Weighted Average</b>						\$5,861	\$7,078	\$7,415		\$8,617	\$10,055	\$10,453	126.0%	131.8%	129.0%	121.7%	124.1%	124.5%



# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 4008 ELECTRICIAN 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-ClackCo	905		Electrician		2	\$6,952	\$8,794	\$8,794	1.12	\$10,258	\$12,553	\$12,553	
2024-OR-DescCo	1260		ELECTRICIAN		0	\$5,931		\$7,948		\$9,377		\$11,891	
2024-OR-LaneCo	D017		Facilities Electrician		1	\$5,583	\$7,455	\$7,455	1.14	\$8,912	\$11,240	\$11,240	
2024-OR-MarionCo	497		Electrician 2		1	\$6,086	\$8,244	\$8,150	1.16	\$9,227	\$11,915	\$11,799	
2024-OR-MultCo	3061		Electrician		14	\$8,349	\$8,603	\$8,603	1.01	\$12,308	\$12,622	\$12,622	
2024-OR-WashCo	456		General Journey Electrician		0	\$6,997		\$8,509		\$10,058		\$11,875	
2024-WA-KingCo	8201100		Electrician I		0	\$7,863		\$8,646		\$10,727		\$11,625	
<b>County Market Average</b>					18	\$7,739	\$8,540	\$8,511		\$11,418	\$12,498	\$12,369	
2024-CompAnalyst	SC16000009		Electrician III		1	\$5,242	\$6,533	\$7,783	1.02	\$7,561	\$9,067	\$10,524	
2024-MIL-NWHCS	09.19		Electrician	25	75	\$6,255	\$7,671	\$8,764	1.02	\$8,742	\$10,393	\$11,668	
2024-MIL-OPES	10.04		Electrician	14	78	\$6,799	\$8,654	\$8,768	1.11	\$9,919	\$12,190	\$12,328	
2024-MIL-PACS	04.14		Electrician	26	78	\$6,760	\$8,781	\$8,817	1.13	\$9,332	\$11,688	\$11,729	
<b>Purchased Market Average</b>					65	232	\$6,606	\$8,370	\$8,780		\$9,331	\$11,427	\$11,903
2024-ST-CA	6532	A	ELECTRICIAN II		26	\$5,080	\$5,623	\$5,849	1.03	\$7,778	\$8,430	\$8,702	
2024-ST-ID	06538		Electrician		5	\$3,272	\$5,245	\$6,544	1.07	\$4,998	\$7,359	\$8,912	
2024-ST-NV	09.447		ELECTRICIAN 2		0	\$4,355		\$6,426		\$6,236		\$8,738	
2024-ST-WA	608F		ELECTRICIAN		13	\$4,773	\$5,837	\$5,530	1.13	\$6,866	\$8,080	\$7,730	
<b>State Market Average</b>					44	\$4,686	\$5,643	\$5,969		\$6,975	\$8,205	\$8,507	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					65	294	\$6,338	\$7,972	\$8,252		\$9,050	\$11,010	\$11,321

### OREGON COMPARISON TO MARKET

#### 4008-Electrician 2

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
AAON	AFSCME AT DOC SECURITY PLUS	A	P	26T	10	\$7,078	\$8,697	\$8,951	1.09	\$10,055	\$11,969	\$12,268	111.7%	109.1%	108.5%	111.1%	108.7%	108.4%
CP	AOCE AT DOC NONSECURITY	A	P	26T	2	\$7,056	\$8,701	\$8,904	1.09	\$10,029	\$11,972	\$12,213	111.3%	109.1%	107.9%	110.8%	108.7%	107.9%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 4008-Electrician 2 (Continued)

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	Salary		Salary and Benefits			
												SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	
<b>Corrections Wtd Average</b>					12	\$7,074	\$8,698	\$8,943		\$10,051	\$11,969	\$12,259	111.6%	109.1%	108.4%	111.1%	108.7%	108.3%
AU	AFSCME AT MILITARY	A	P	26T	5	\$5,859	\$7,657	\$7,798	1.12	\$8,615	\$10,739	\$10,906	92.4%	96.0%	94.5%	95.2%	97.5%	96.3%
OAI	SEIU STRIKEABLE INST COALITION	A	P	26T	4	\$5,861	\$7,283	\$7,803	1.07	\$8,617	\$10,298	\$10,912	92.5%	91.4%	94.6%	95.2%	93.5%	96.4%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	26T	25	\$5,861	\$7,803	\$7,803	1.14	\$8,617	\$10,912	\$10,912	92.5%	97.9%	94.6%	95.2%	99.1%	96.4%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	26T	4	\$5,861	\$7,711	\$7,803	1.13	\$8,617	\$10,803	\$10,912	92.5%	96.7%	94.6%	95.2%	98.1%	96.4%
<b>Non-Corrections/Non-Management Wtd Average</b>					38	\$5,861	\$7,719	\$7,802		\$8,617	\$10,813	\$10,911	92.5%	96.8%	94.5%	95.2%	98.2%	96.4%
<b>STATEWIDE Weighted Average</b>					50	\$6,152	\$7,954	\$8,076		\$8,961	\$11,091	\$11,235	97.1%	99.8%	97.9%	99.0%	100.7%	99.2%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 4009 ELECTRICIAN 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-ClackCo	468		Supervising Electrician		1	\$7,745	\$9,892	\$9,892	1.12	\$11,246	\$13,921	\$13,921	
2024-OR-WashCo	453		Electrical Permitting Administrator		0	\$7,921		\$9,627		\$11,169		\$13,220	
2024-WA-KingCo	8201200		Electrician II		0	\$8,646		\$9,506		\$11,625		\$12,613	
<b>County Market Average</b>					1	\$8,104	\$9,892	\$9,675		\$11,347	\$13,921	\$13,251	
2024-CompAnalyst	SC16000659		Electrician IV		1	\$6,008	\$7,558	\$9,075	1.02	\$8,455	\$10,262	\$12,030	
<b>Purchased Market Average</b>					1	\$6,008	\$7,558	\$9,075		\$8,455	\$10,262	\$12,030	
2024-ST-ID	06280		Electrical Foreman		0	\$4,171		\$8,342		\$6,073		\$11,063	
2024-ST-NV	09.448		ELECTRICIAN 3		0	\$4,424		\$6,537		\$6,320		\$8,872	
<b>State Market Average</b>						\$4,340		\$7,139		\$6,238		\$9,602	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	2	\$6,191	\$8,725	\$8,502		\$8,744	\$12,091	\$11,513

### OREGON COMPARISON TO MARKET

#### 4009-Electrician 3

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	Salary		Salary and Benefits			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
AAON	AFSCME AT DOC SECURITY PLUS	A	P	28T	5	\$7,822	\$9,831	\$9,831	1.11	\$10,934	\$13,308	\$13,308	126.3%	112.7%	115.6%	125.0%	110.1%	115.6%
CP	AOCE AT DOC NONSECURITY	A	P	28T	1	\$7,787	\$9,779	\$9,779	1.11	\$10,893	\$13,247	\$13,247	125.8%	112.1%	115.0%	124.6%	109.6%	115.1%
<b>Corrections Wtd Average</b>					6	\$7,816	\$9,822	\$9,822		\$10,927	\$13,298	\$13,298	126.2%	112.6%	115.5%	125.0%	110.0%	115.5%
MMS	MGT SVC SUPERVISORY	A	P	28T	1	\$7,030	\$8,955	\$8,955	1.12	\$9,999	\$12,273	\$12,273	113.5%	102.6%	105.3%	114.3%	101.5%	106.6%
<b>Management Wtd Average</b>					1	\$7,030	\$8,955	\$8,955		\$9,999	\$12,273	\$12,273	113.5%	102.6%	105.3%	114.3%	101.5%	106.6%
AS	OR PUB SAFETY ASSOC AT DPSST	A	P	28T	1	\$6,439	\$8,576	\$8,576	1.14	\$9,300	\$11,825	\$11,825	104.0%	98.3%	100.9%	106.4%	97.8%	102.7%
AU	AFSCME AT MILITARY	A	P	28T	1	\$6,439	\$8,576	\$8,576	1.14	\$9,300	\$11,825	\$11,825	104.0%	98.3%	100.9%	106.4%	97.8%	102.7%
OAI	SEIU STRIKEABLE INST COALITION	A	P	28T	3	\$6,444	\$8,581	\$8,581	1.14	\$9,306	\$11,831	\$11,831	104.1%	98.3%	100.9%	106.4%	97.8%	102.8%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	28T	7	\$6,444	\$8,581	\$8,581	1.14	\$9,306	\$11,831	\$11,831	104.1%	98.3%	100.9%	106.4%	97.8%	102.8%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	28T	1	\$6,444	\$8,581	\$8,581	1.14	\$9,306	\$11,831	\$11,831	104.1%	98.3%	100.9%	106.4%	97.8%	102.8%
<b>Non-Corrections/Non-Management Wtd Average</b>					13	\$6,443	\$8,580	\$8,580		\$9,305	\$11,830	\$11,830	104.1%	98.3%	100.9%	106.4%	97.8%	102.8%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

STATEWIDE Weighted Average

20

\$6,884

\$8,972

\$8,972

\$9,827

\$12,293

\$12,293

111.2%

102.8%

105.5%

112.4%

101.7%

106.8%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 4012 FACILITY MAINTENANCE SPECIALIST

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-ClackCo	471		Building Maint Specialist		12	\$4,559	\$5,490	\$5,739	1.07	\$7,279	\$8,438	\$8,748	
2024-OR-DescCo	1280		MAINTENANCE SPECIALIST I		0	\$4,014		\$5,380		\$6,988		\$8,690	
2024-OR-JackCo	566		Maintenance Worker I		1	\$3,096	\$3,924	\$4,139	1.08	\$5,710	\$6,743	\$7,011	
2024-OR-LaneCo	D004		Maintenance Specialist 2		6	\$3,761	\$4,543	\$5,025	1.03	\$6,647	\$7,619	\$8,218	
2024-OR-WashCo	444		Facilities Maintenance Technician II		0	\$5,332		\$6,486		\$8,055		\$9,443	
2024-WA-KingCo	9440200		Utility Worker II		0	\$4,585		\$5,694		\$6,961		\$8,235	
2024-WA-ThrstnCo	1610		Building and Grounds Maintenance Specialist		0	\$4,148		\$5,517		\$6,395		\$7,967	
<b>County Market Average</b>					19	\$4,522	\$5,109	\$5,737		\$7,285	\$8,090	\$8,777	
2024-CompAnalyst	SC16000024		General Maintenance Worker II		1	\$4,175	\$5,375	\$6,433	1.02	\$6,317	\$7,716	\$8,950	
2024-MIL-OPES	10.05		Facilities Maintenance Technician	30	79	\$4,637	\$5,605	\$6,116	1.04	\$7,272	\$8,457	\$9,083	
2024-MIL-PACS	04.09b		Building Technician	17	59	\$4,339	\$5,046	\$5,957	0.98	\$6,508	\$7,332	\$8,395	
<b>Purchased Market Average</b>					47	139	\$4,507	\$5,366	\$6,051		\$6,941	\$7,974	\$8,790
2024-ST-CA	6215	A	BUILDING MAINTENANCE WORKER		79	\$3,658	\$3,955	\$4,217	1.00	\$6,072	\$6,428	\$6,742	
2024-ST-ID	06632		Maintenance Craftsman Senior		35	\$2,869	\$3,738	\$5,737	0.87	\$4,515	\$5,556	\$7,948	
2024-ST-NV	09.487		MAINTENANCE REPAIR WORKER 2		0	\$3,277		\$4,741		\$4,934		\$6,702	
2024-ST-WA	626K		MAINTENANCE MECHANIC 2		103	\$4,422	\$5,085	\$5,132	1.06	\$6,464	\$7,221	\$7,275	
<b>State Market Average</b>					217	\$3,862	\$4,456	\$4,893		\$5,935	\$6,664	\$7,152	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					47	375	\$4,132	\$4,827	\$5,347		\$6,384	\$7,222	\$7,833

### OREGON COMPARISON TO MARKET

#### 4012-Facility Maintenance Specialist

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
AAON	AFSCME AT DOC SECURITY PLUS	A	P	18	48	\$4,671	\$5,949	\$6,139	1.10	\$7,211	\$8,722	\$8,946
CP	AOCE AT DOC NONSECURITY	A	P	18	9	\$4,673	\$5,996	\$6,135	1.11	\$7,214	\$8,777	\$8,941
<b>Corrections Wtd Average</b>					57	\$4,671	\$5,957	\$6,138		\$7,212	\$8,730	\$8,945

MARKET COMPARISONS					
Salary			Salary and Benefits		
SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
113.0%	123.3%	114.8%	113.0%	120.8%	114.2%
113.1%	124.2%	114.7%	113.0%	121.5%	114.2%
113.0%	123.4%	114.8%	113.0%	120.9%	114.2%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 4012-Facility Maintenance Specialist (Continued)

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	Salary			Salary and Benefits		
													SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
AMG	AFSCME AT DHS STAB&CRISIS UNIT	A	P	18	3	\$3,863	\$4,967	\$5,340	1.08	\$6,257	\$7,561	\$8,002	93.5%	102.9%	99.9%	98.0%	104.7%	102.2%
AS	OR PUB SAFETY ASSOC AT DPSST	A	P	18	2	\$3,863	\$4,989	\$5,340	1.08	\$6,257	\$7,587	\$8,002	93.5%	103.4%	99.9%	98.0%	105.1%	102.2%
AU	AFSCME AT MILITARY	A	P	18	44	\$3,863	\$4,858	\$5,340	1.06	\$6,257	\$7,432	\$8,002	93.5%	100.7%	99.9%	98.0%	102.9%	102.2%
AX	AFSCME AT STATE LANDS	A	P	18	2	\$3,863	\$5,340	\$5,340	1.16	\$6,257	\$8,002	\$8,002	93.5%	110.6%	99.9%	98.0%	110.8%	102.2%
OAI	SEIU STRIKEABLE INST COALITION	A	P	18	18	\$3,865	\$5,001	\$5,345	1.09	\$6,259	\$7,601	\$8,008	93.5%	103.6%	100.0%	98.0%	105.2%	102.2%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	18	10	\$3,865	\$4,896	\$5,345	1.06	\$6,259	\$7,478	\$8,008	93.5%	101.4%	100.0%	98.0%	103.5%	102.2%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	18	5	\$3,865	\$4,285	\$5,345	0.93	\$6,259	\$6,756	\$8,008	93.5%	88.8%	100.0%	98.0%	93.5%	102.2%
<b>Non-Corrections/Non-Management Wtd Average</b>					84	\$3,864	\$4,878	\$5,342		\$6,258	\$7,456	\$8,004	93.5%	101.1%	99.9%	98.0%	103.2%	102.2%
<b>STATEWIDE Weighted Average</b>					141	\$4,190	\$5,314	\$5,664		\$6,643	\$7,971	\$8,385	101.4%	110.1%	105.9%	104.1%	110.4%	107.0%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 4014 FACILITY OPERATIONS SPECIALIST 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-ClackCo	473		Building Maint Coordinator		3	\$5,486	\$7,251	\$6,952	1.17	\$8,433	\$10,631	\$10,258	
<b>County Market Average</b>					3	\$5,486	\$7,251	\$6,952		\$8,433	\$10,631	\$10,258	
2024-MIL-PACS	04.24		Facilities Coordinator	22	19	\$4,845	\$6,726	\$7,185	1.12	\$7,099	\$9,291	\$9,826	
<b>Purchased Market Average</b>					22	19	\$4,845	\$6,726	\$7,185		\$7,099	\$9,291	\$9,826
2024-ST-WA	598N		FACILITY SERVICES COORDINATOR		19	\$4,114	\$5,321	\$5,530	1.10	\$6,113	\$7,492	\$7,730	
<b>State Market Average</b>					19	\$4,114	\$5,321	\$5,530		\$6,113	\$7,492	\$7,730	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					22	41	\$4,553	\$6,113	\$6,401		\$6,740	\$8,555	\$8,887

### OREGON COMPARISON TO MARKET

#### 4014-Facility Operations Specialist 1

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
AAON	AFSCME AT DOC SECURITY PLUS	A	P	24	1	\$5,605	\$8,194	\$8,194	1.19	\$8,315	\$11,374	\$11,374	123.1%	134.0%	128.0%	123.4%	132.9%	128.0%
<b>Corrections Wtd Average</b>					1	\$5,605	\$8,194	\$8,194		\$8,315	\$11,374	\$11,374	123.1%	134.0%	128.0%	123.4%	132.9%	128.0%
AD	AFSCME AT ENVIRONMENTAL QUAL	A	P	24	1	\$4,638	\$6,439	\$7,092	1.10	\$7,172	\$9,300	\$10,072	101.9%	105.3%	110.8%	106.4%	108.7%	113.3%
AU	AFSCME AT MILITARY	A	P	24	3	\$4,638	\$6,508	\$7,092	1.11	\$7,172	\$9,382	\$10,072	101.9%	106.5%	110.8%	106.4%	109.7%	113.3%
AX	AFSCME AT STATE LANDS	A	P	24	1	\$4,638	\$7,092	\$7,092	1.21	\$7,172	\$10,072	\$10,072	101.9%	116.0%	110.8%	106.4%	117.7%	113.3%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	24	2	\$4,639	\$6,930	\$7,097	1.18	\$7,174	\$9,880	\$10,078	101.9%	113.4%	110.9%	106.4%	115.5%	113.4%
OAI	SEIU STRIKEABLE INST COALITION	A	P	24	9	\$4,639	\$6,480	\$7,097	1.10	\$7,174	\$9,349	\$10,078	101.9%	106.0%	110.9%	106.4%	109.3%	113.4%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	24	6	\$4,639	\$6,883	\$7,097	1.17	\$7,174	\$9,825	\$10,078	101.9%	112.6%	110.9%	106.4%	114.8%	113.4%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	24	4	\$4,639	\$6,850	\$7,097	1.17	\$7,174	\$9,786	\$10,078	101.9%	112.1%	110.9%	106.4%	114.4%	113.4%
<b>Non-Corrections/Non-Management Wtd Average</b>					26	\$4,639	\$6,690	\$7,096		\$7,173	\$9,596	\$10,077	101.9%	109.4%	110.9%	106.4%	112.2%	113.4%
<b>STATEWIDE Weighted Average</b>					27	\$4,675	\$6,745	\$7,137		\$7,216	\$9,662	\$10,125	102.7%	110.3%	111.5%	107.1%	112.9%	113.9%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 4018 MACHINIST

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2024-WA-KingCo	8421100		Industrial Machinist		0	\$6,984		\$8,443		\$9,717		\$11,393
<b>County Market Average</b>						\$6,984		\$8,443		\$9,717		\$11,393
2024-CompAnalyst	SC16000022		Machinist III		1	\$4,600	\$5,717	\$6,825	1.01	\$6,813	\$8,115	\$9,407
2024-MIL-PACS	09.12		Machinist (Journey)	4	0							
<b>Purchased Market Average</b>						\$4,600	\$5,717	\$6,825		\$6,813	\$8,115	\$9,407
2024-ST-CA	6802		MACHINIST AND EQUIPMENT FABRICATOR		1	\$4,606	\$5,307	\$5,307	1.07	\$7,210	\$8,051	\$8,051
2024-ST-ID	06352		Welder/Machinist		2	\$3,272	\$5,250	\$6,544	1.07	\$4,998	\$7,364	\$8,912
2024-ST-NV	09.407		PRECISION MACHINIST		0	\$4,552		\$6,726		\$6,475		\$9,100
<b>State Market Average</b>						\$3,926	\$5,269	\$6,280		\$5,920	\$7,593	\$8,744
<b>OVERALL WEIGHTED MARKET AVERAGE</b>						\$4,548	\$5,381	\$6,731		\$6,702	\$7,724	\$9,296

### OREGON COMPARISON TO MARKET 4018-Machinist

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	26	3	\$5,086	\$7,803	\$7,803	1.21	\$7,702	\$10,912	\$10,912	111.8%	145.0%	115.9%	114.9%	141.3%	117.4%
<b>Non-Corrections/Non-Management Wtd Average</b>						\$5,086	\$7,803	\$7,803		\$7,702	\$10,912	\$10,912	111.8%	145.0%	115.9%	114.9%	141.3%	117.4%
<b>STATEWIDE Weighted Average</b>						\$5,086	\$7,803	\$7,803		\$7,702	\$10,912	\$10,912	111.8%	145.0%	115.9%	114.9%	141.3%	117.4%



# 2024 Oregon Salary and Benefit Report

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## 4021 WELDER 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-WA-KingCo	8426100		Metal Fabricator		0	\$6,058		\$7,323		\$8,653		\$10,106	
<b>County Market Average</b>						\$6,058		\$7,323		\$8,653		\$10,106	
2024-CompAnalyst	SC16000076		Welder III		1	\$4,725	\$5,783	\$7,133	1.00	\$6,959	\$8,192	\$9,766	
<b>Purchased Market Average</b>						\$4,725	\$5,783	\$7,133		\$6,959	\$8,192	\$9,766	
2024-ST-NV	09.430		WELDER 2		0	\$4,180		\$6,149		\$6,025		\$8,404	
<b>State Market Average</b>						\$4,180		\$6,149		\$6,025		\$8,404	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>						0	1	\$4,665	\$5,783	\$6,581	\$6,737	\$8,192	\$9,017

### OREGON COMPARISON TO MARKET

#### 4021-Welder 2

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS						
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	
AAON	AFSCME AT DOC SECURITY PLUS	A	P	24	6	\$5,605	\$8,194	\$8,194	1.19	\$8,315	\$11,374	\$11,374	120.2%	141.7%	124.5%	123.4%	138.8%	126.1%	
CP	AOCE AT DOC NONSECURITY	A	P	24	1	\$5,597	\$8,106	\$8,106	1.18	\$8,306	\$11,270	\$11,270	120.0%	140.2%	123.2%	123.3%	137.6%	125.0%	
<b>Corrections Wtd Average</b>						7	\$5,604	\$8,181	\$8,181		\$8,314	\$11,359	\$11,359	120.1%	141.5%	124.3%	123.4%	138.7%	126.0%
<b>STATEWIDE Weighted Average</b>						7	\$5,604	\$8,181	\$8,181		\$8,314	\$11,359	\$11,359	120.1%	141.5%	124.3%	123.4%	138.7%	126.0%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 4033 FACILITY ENERGY TECHNICIAN 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-MarionCo	483		Building Maintenance Specialist		7	\$4,150	\$4,637	\$5,561	0.96	\$6,815	\$7,422	\$8,573	
2024-OR-MultCo	6126		HVAC Engineer		2	\$6,691	\$6,691	\$6,691	1.00	\$10,246	\$10,246	\$10,246	
2024-WA-KingCo	8502100		Operating Engineer I		0	\$5,777		\$6,984		\$8,331		\$9,717	
2024-WA-ThrstnCo	1424		Facilities Technician II		0	\$4,572		\$6,082		\$6,883		\$8,616	
<b>County Market Average</b>					9	\$4,798	\$5,093	\$5,943		\$7,583	\$8,050	\$8,985	
2024-CompAnalyst	SC16000027		HVAC Mechanic II		1	\$4,317	\$5,433	\$6,517	1.01	\$6,482	\$7,784	\$9,047	
2024-MIL-NWHCS	09.21		HVAC Technician	20	25	\$5,727	\$7,027	\$7,564	1.06	\$8,127	\$9,642	\$10,268	
2024-MIL-OPES	010.03c		HVAC Engineer	5	8	\$5,815	\$7,150	\$7,248	1.09	\$8,714	\$10,349	\$10,469	
2024-MIL-PACS	04.09a		HVAC Technician	6	0	\$5,499		\$7,363		\$7,861		\$10,034	
<b>Purchased Market Average</b>					31	34	\$5,666	\$7,009	\$7,450		\$8,135	\$9,754	\$10,228
2024-ST-ID	06616		HVAC Specialist		7	\$3,272	\$5,095	\$6,544	1.04	\$4,998	\$7,179	\$8,912	
2024-ST-NV	09.421		HVACR SPECIALIST 1		0	\$4,355		\$6,426		\$6,236		\$8,738	
2024-ST-WA	607F		CONTROL TECHNICIAN		2	\$4,321	\$4,775	\$5,010	1.02	\$6,349	\$6,867	\$7,136	
<b>State Market Average</b>					9	\$3,905	\$5,024	\$6,308		\$5,740	\$7,110	\$8,621	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					31	52	\$5,153	\$6,334	\$6,983		\$7,527	\$9,001	\$9,696

### OREGON COMPARISON TO MARKET

#### 4033-Facility Energy Technician 2

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	Salary		Salary and Benefits			
												SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	
AAON	AFSCME AT DOC SECURITY PLUS	A	P	22	17	\$5,126	\$7,182	\$7,415	1.15	\$7,749	\$10,179	\$10,453	99.5%	113.4%	106.2%	102.9%	113.1%	107.8%
CP	AOCE AT DOC NONSECURITY	A	P	22	4	\$5,125	\$6,939	\$7,386	1.11	\$7,748	\$9,891	\$10,419	99.4%	109.5%	105.8%	102.9%	109.9%	107.5%
<b>Corrections Wtd Average</b>					21	\$5,126	\$7,136	\$7,409		\$7,749	\$10,124	\$10,447	99.5%	112.7%	106.1%	102.9%	112.5%	107.7%
AL	AFSCME AT LIQUOR CONTROL COMM	A	P	22	2	\$4,220	\$6,291	\$6,439	1.18	\$6,679	\$9,125	\$9,300	81.9%	99.3%	92.2%	88.7%	101.4%	95.9%
AU	AFSCME AT MILITARY	A	P	22	2	\$4,220	\$5,338	\$6,439	1.00	\$6,679	\$7,999	\$9,300	81.9%	84.3%	92.2%	88.7%	88.9%	95.9%
OAI	SEIU STRIKEABLE INST COALITION	A	P	22	11	\$4,222	\$6,023	\$6,444	1.13	\$6,681	\$8,809	\$9,306	81.9%	95.1%	92.3%	88.8%	97.9%	96.0%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 4033-Facility Energy Technician 2 (Continued)

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	22	5	\$4,222	\$5,769	\$6,444	1.08	\$6,681	\$8,508	\$9,306	81.9%	91.1%	92.3%	88.8%	94.5%	96.0%
<b>Non-Corrections/Non-Management Wtd Average</b>					20	\$4,222	\$5,918	\$6,443		\$6,680	\$8,684	\$9,305	81.9%	93.4%	92.3%	88.7%	96.5%	96.0%
<b>STATEWIDE Weighted Average</b>					41	\$4,685	\$6,542	\$6,938		\$7,228	\$9,422	\$9,890	90.9%	103.3%	99.4%	96.0%	104.7%	102.0%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 4034 FACILITY ENERGY TECHNICIAN 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-DescCo	1282		MAINTENANCE SPECIALIST III		0	\$5,931		\$7,948		\$9,377		\$11,891	
2024-OR-MultCo	6121		HVAC Engineer Senior		7	\$7,121	\$7,121	\$7,121	1.00	\$10,780	\$10,780	\$10,780	
2024-OR-WashCo	294		HVAC Technician		0	\$6,190		\$7,521		\$9,087		\$10,688	
2024-WA-KingCo	8502200		Operating Engineer II - JCC		0	\$6,504		\$7,863		\$9,166		\$10,727	
2024-WA-ThrstnCo	1426		Facilities Technician III		0	\$5,041		\$6,705		\$7,421		\$9,332	
<b>County Market Average</b>					7	\$6,632	\$7,121	\$7,320		\$9,972	\$10,780	\$10,800	
2024-CompAnalyst	SC16000028		HVAC Mechanic III		1	\$4,908	\$6,258	\$7,525	1.02	\$7,172	\$8,746	\$10,223	
<b>Purchased Market Average</b>					1	\$4,908	\$6,258	\$7,525		\$7,172	\$8,746	\$10,223	
2024-ST-CA	6712	B	STATIONARY ENGINEER		3	\$5,707	\$6,733	\$6,947	1.06	\$8,532	\$9,763	\$10,020	
2024-ST-ID	06612		HVAC Systems Foreman		3	\$4,171	\$6,056	\$8,342	0.97	\$6,073	\$8,329	\$11,063	
2024-ST-NV	09.413		HVACR SPECIALIST 3		0	\$4,608		\$6,831		\$6,542		\$9,227	
2024-ST-WA	621J		HEATING, VENTILATION, & AIR CONDITIONER TE		7	\$4,538	\$5,694	\$5,530	1.13	\$6,597	\$7,918	\$7,730	
<b>State Market Average</b>					13	\$4,676	\$6,018	\$6,403		\$6,811	\$8,438	\$8,854	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	21	\$5,608	\$6,397	\$6,867		\$8,318	\$9,234	\$9,812

### OREGON COMPARISON TO MARKET

#### 4034-Facility Energy Technician 3

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
AAON	AFSCME AT DOC SECURITY PLUS	A	P	26	11	\$6,149	\$8,774	\$8,951	1.16	\$8,958	\$12,060	\$12,268	109.6%	137.2%	130.4%	107.7%	130.6%	125.0%
CP	AOCE AT DOC NONSECURITY	A	P	26	1	\$6,135	\$8,904	\$8,904	1.18	\$8,941	\$12,213	\$12,213	109.4%	139.2%	129.7%	107.5%	132.3%	124.5%
<b>Corrections Wtd Average</b>					12	\$6,148	\$8,785	\$8,947		\$8,956	\$12,072	\$12,264	109.6%	137.3%	130.3%	107.7%	130.7%	125.0%
AS	OR PUB SAFETY ASSOC AT DPSST	A	P	26	1	\$5,082	\$7,798	\$7,798	1.21	\$7,697	\$10,906	\$10,906	90.6%	121.9%	113.6%	92.5%	118.1%	111.2%
AU	AFSCME AT MILITARY	A	P	26	1	\$5,082	\$7,798	\$7,798	1.21	\$7,697	\$10,906	\$10,906	90.6%	121.9%	113.6%	92.5%	118.1%	111.2%
OAI	SEIU STRIKEABLE INST COALITION	A	P	26	1	\$5,086	\$7,803	\$7,803	1.21	\$7,702	\$10,912	\$10,912	90.7%	122.0%	113.6%	92.6%	118.2%	111.2%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	26	1	\$5,086	\$7,803	\$7,803	1.21	\$7,702	\$10,912	\$10,912	90.7%	122.0%	113.6%	92.6%	118.2%	111.2%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 4034-Facility Energy Technician 3 (Continued)

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			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	26	3	\$5,086	\$7,115	\$7,803	1.10	\$7,702	\$10,099	\$10,912	90.7%	111.2%	113.6%	92.6%	109.4%	111.2%
<b>Non-Corrections/Non-Management Wtd Average</b>					7	\$5,085	\$7,507	\$7,802		\$7,700	\$10,562	\$10,910	90.7%	117.4%	113.6%	92.6%	114.4%	111.2%
<b>STATEWIDE Weighted Average</b>					19	\$5,756	\$8,314	\$8,525		\$8,494	\$11,516	\$11,765	102.6%	130.0%	124.1%	102.1%	124.7%	119.9%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 4035 FACILITY ENERGY TECHNICIAN 4

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			Insufficient Market
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-ClackCo	480		Building Systems Coordinator		1	\$6,022	\$7,628	\$7,628	1.12	\$9,101	\$11,101	\$11,101	Emp Avg X
2024-OR-MultCo	6122		Building Automation Systems Specialist		1	\$8,748	\$8,748	\$8,748	1.00	\$12,803	\$12,803	\$12,803	
2024-WA-KingCo	8502300		Operating Engineer III - JCC		0	\$6,787		\$8,323		\$9,491		\$11,255	
<b>County Market Average</b>					2	\$7,186	\$8,188	\$8,233		\$10,465	\$11,952	\$11,720	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	2	\$7,186	\$8,188	\$8,233		\$10,465	\$11,952	\$11,720

### OREGON COMPARISON TO MARKET

#### 4035-Facility Energy Technician 4

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	Salary		Salary and Benefits			
						SR Min	Avg to Avg	SR Max			SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max		
CP	AOCE AT DOC NONSECURITY	A	P	29	1	\$7,056	\$10,246	\$10,246	1.18	\$10,029	\$13,798	\$13,798	98.2%	124.4%	95.8%	117.7%		
<b>Corrections Wtd Average</b>					1	\$7,056	\$10,246	\$10,246		\$10,029	\$13,798	\$13,798	98.2%	124.4%	95.8%	117.7%		
AU	AFSCME AT MILITARY	A	P	29	2	\$5,859	\$8,998	\$8,998	1.21	\$8,615	\$12,324	\$12,324	81.5%	109.3%	82.3%	105.2%		
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	29	3	\$5,861	\$8,999	\$8,999	1.21	\$8,617	\$12,325	\$12,325	81.6%	109.3%	82.3%	105.2%		
<b>Non-Corrections/Non-Management Wtd Average</b>					5	\$5,860	\$8,999	\$8,999		\$8,616	\$12,324	\$12,324	81.6%	109.3%	82.3%	105.2%		
<b>STATEWIDE Weighted Average</b>					6	\$6,060	\$9,207	\$9,207		\$8,852	\$12,570	\$12,570	84.3%	111.8%	84.6%	107.3%		

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 4037 PHYSICAL/ELECTRONIC SECURITY TECHNICIAN

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-MultCo	6149		Locksmith		3	\$6,193	\$6,377	\$6,377	1.01	\$9,628	\$9,856	\$9,856	
2024-OR-WashCo	665		Facilities Locksmith Technician		0	\$6,190		\$7,521		\$9,087		\$10,688	
2024-WA-ThrstnCo	1427		Facilities Control Specialist		0	\$5,293		\$7,041		\$7,710		\$9,717	
<b>County Market Average</b>					3	\$6,012	\$6,377	\$6,738		\$9,136	\$9,856	\$9,995	
2024-CompAnalyst	SC16000268		Field Service Technician I		1	\$3,500	\$4,233	\$5,083	1.00	\$5,530	\$6,385	\$7,376	
2024-CompAnalyst	SC16000549		Locksmith		1	\$3,658	\$4,525	\$5,542	1.00	\$5,715	\$6,725	\$7,911	
<b>Purchased Market Average</b>					2	\$3,579	\$4,379	\$5,313		\$5,623	\$6,555	\$7,643	
2024-ST-CA	6643		LOCKSMITH I (CORRECTIONAL FACILITY)		22	\$5,083	\$5,771	\$5,855	1.06	\$7,782	\$8,609	\$8,709	
2024-ST-CA	6913	A	ELECTRONICS TECHNICIAN		22	\$4,256	\$5,158	\$5,642	1.04	\$6,790	\$7,872	\$8,454	
2024-ST-NV	09.431		LOCKSMITH 2		0	\$4,180		\$6,149		\$6,025		\$8,404	
<b>State Market Average</b>					44	\$4,649	\$5,465	\$5,765		\$7,234	\$8,240	\$8,574	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	49	\$4,734	\$5,476	\$5,837		\$7,348	\$8,270	\$8,669

### OREGON COMPARISON TO MARKET

#### 4037-Physical/Electronic Security Technician

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
OAI	SEIU STRIKEABLE INST COALITION	A	P	20	3	\$4,222	\$5,603	\$5,861	1.11	\$6,681	\$8,312	\$8,617	89.2%	102.3%	100.4%	90.9%	100.5%	99.4%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	20	1	\$4,222	\$5,861	\$5,861	1.16	\$6,681	\$8,617	\$8,617	89.2%	107.0%	100.4%	90.9%	104.2%	99.4%
<b>Non-Corrections/Non-Management Wtd Average</b>					4	\$4,222	\$5,667	\$5,861		\$6,681	\$8,389	\$8,617	89.2%	103.5%	100.4%	90.9%	101.4%	99.4%
<b>STATEWIDE Weighted Average</b>					4	\$4,222	\$5,667	\$5,861		\$6,681	\$8,389	\$8,617	89.2%	103.5%	100.4%	90.9%	101.4%	99.4%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 4046 MAINTENANCE & OPERATIONS SUPERVISOR

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-ClackCo	497		Building Maintenance Supv		3	\$6,710	\$8,572	\$9,058	1.09	\$9,957	\$12,276	\$12,882	
2024-OR-DescCo	9175		SUPERVISOR, MAINTENANCE		0	\$6,539		\$8,763		\$10,134		\$12,906	
2024-OR-MarionCo	460		Maintenance Supervisor		0	\$6,183		\$8,284		\$9,348		\$11,965	
2024-OR-WashCo	460		Facilities Operations Supervisor		0	\$6,831		\$8,717		\$9,858		\$12,125	
2024-WA-ClarkCo	145		Facilities Management Crew Supervisor		0	\$5,940		\$8,317		\$8,563		\$11,293	
2024-WA-ThrstnCo	1425		Facilities Services Supervisor		0	\$5,558		\$7,392		\$8,015		\$10,121	
<b>County Market Average</b>					3	\$6,542	\$8,572	\$8,626		\$9,602	\$12,276	\$12,130	
2024-CompAnalyst	MM18000056		Production Maintenance Supervisor		1	\$6,600	\$8,317	\$10,033	1.00	\$9,145	\$11,146	\$13,148	
<b>Purchased Market Average</b>					1	\$6,600	\$8,317	\$10,033		\$9,145	\$11,146	\$13,148	
2024-ST-CA	6753	A	SUPERVISOR OF BUILDING TRADES		20	\$5,777	\$6,478	\$6,853	1.03	\$8,615	\$9,457	\$9,907	
2024-ST-ID	06609		Maintenance & Operations Supervisor		9	\$4,759	\$6,110	\$9,518	0.86	\$6,777	\$8,393	\$12,471	
2024-ST-WA	627G		CONSTRUCTION & MAINTENANCE PROJECT SUF		20	\$5,530	\$6,292	\$6,414	1.05	\$7,730	\$8,600	\$8,740	
<b>State Market Average</b>					49	\$5,507	\$6,335	\$7,106		\$7,944	\$8,912	\$9,839	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	53	\$5,706	\$6,499	\$7,417		\$8,254	\$9,145	\$10,292

### OREGON COMPARISON TO MARKET

#### 4046-Maintenance & Operations Supervisor

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
MMS	MGT SVC SUPERVISORY	A	P	27	13	\$5,785	\$8,065	\$8,536	1.13	\$8,528	\$11,222	\$11,778	101.4%	124.1%	115.1%	103.3%	122.7%	114.4%
<b>Management Wtd Average</b>					13	\$5,785	\$8,065	\$8,536		\$8,528	\$11,222	\$11,778	101.4%	124.1%	115.1%	103.3%	122.7%	114.4%
<b>STATEWIDE Weighted Average</b>					13	\$5,785	\$8,065	\$8,536		\$8,528	\$11,222	\$11,778	101.4%	124.1%	115.1%	103.3%	122.7%	114.4%



# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 4050 ELECTRONIC SECURITY TECHNICIAN 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-ClackCo	349		Electronics Technician 1		2	\$6,022	\$7,628	\$7,628	1.12	\$9,101	\$11,101	\$11,101	
2024-OR-MultCo	6155		Alarm Technician		7	\$7,578	\$7,743	\$7,809	1.01	\$11,349	\$11,554	\$11,636	
<b>County Market Average</b>					9	\$7,232	\$7,717	\$7,769		\$10,850	\$11,453	\$11,517	
2024-CompAnalyst	SC16000269		Field Service Technician II		1	\$4,133	\$5,050	\$6,017	1.00	\$6,269	\$7,337	\$8,464	
<b>Purchased Market Average</b>					1	\$4,133	\$5,050	\$6,017		\$6,269	\$7,337	\$8,464	
2024-ST-CA	6916		ELECTRONICS TECHNICIAN -CORRECTIONAL FA		19	\$4,668	\$5,833	\$6,190	1.07	\$7,284	\$8,682	\$9,111	
2024-ST-NV	06.981		ELECTRONICS TECHNICIAN 2		0	\$4,064		\$5,976		\$5,885		\$8,195	
<b>State Market Average</b>					19	\$4,552	\$5,833	\$6,149		\$7,015	\$8,682	\$8,935	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	29	\$5,210	\$6,391	\$6,550		\$7,953	\$9,496	\$9,567

### OREGON COMPARISON TO MARKET

#### 4050-Electronic Security Technician 1

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	Salary		Salary and Benefits			
												SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	
AS	OR PUB SAFETY ASSOC AT DPSST	A	P	24	1	\$4,638	\$7,092	\$7,092	1.21	\$7,172	\$10,072	\$10,072	89.0%	111.0%	108.3%	90.2%	106.1%	105.3%
<b>Non-Corrections/Non-Management Wtd Average</b>					1	\$4,638	\$7,092	\$7,092		\$7,172	\$10,072	\$10,072	89.0%	111.0%	108.3%	90.2%	106.1%	105.3%
<b>STATEWIDE Weighted Average</b>					1	\$4,638	\$7,092	\$7,092		\$7,172	\$10,072	\$10,072	89.0%	111.0%	108.3%	90.2%	106.1%	105.3%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 4051 ELECTRONIC SECURITY TECHNICIAN 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-WashCo	454		Facilities Electronics Technician		0	\$6,190		\$7,521		\$9,087		\$10,688	
<b>County Market Average</b>						\$6,190		\$7,521		\$9,087		\$10,688	
2024-CompAnalyst	SC16000270		Field Service Technician III		1	\$4,892	\$6,133	\$7,142	1.03	\$7,153	\$8,600	\$9,776	
<b>Purchased Market Average</b>						\$4,892	\$6,133	\$7,142		\$7,153	\$8,600	\$9,776	
2024-ST-NV	06.987		ELECTRONICS TECHNICIAN 4		0	\$4,424		\$6,537		\$6,320		\$8,872	
2024-ST-WA	592M		ELECTRONICS TECHNICIAN 4		1	\$5,010	\$5,952	\$5,809	1.10	\$7,136	\$8,212	\$8,049	
<b>State Market Average</b>						\$4,658	\$5,952	\$6,246		\$6,646	\$8,212	\$8,543	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>						0	2	\$4,910	\$6,043	\$6,556	\$7,067	\$8,406	\$9,025

### OREGON COMPARISON TO MARKET

#### 4051-Electronic Security Technician 2

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
AAON	AFSCME AT DOC SECURITY PLUS	A	P	26	13	\$6,149	\$8,535	\$8,951	1.13	\$8,958	\$11,777	\$12,268	125.2%	141.3%	136.5%	126.7%	140.1%	135.9%
CP	AOCE AT DOC NONSECURITY	A	P	26	2	\$6,135	\$8,904	\$8,904	1.18	\$8,941	\$12,213	\$12,213	124.9%	147.4%	135.8%	126.5%	145.3%	135.3%
<b>Corrections Wtd Average</b>					15	\$6,147	\$8,585	\$8,945		\$8,955	\$11,835	\$12,261	125.2%	142.1%	136.4%	126.7%	140.8%	135.9%
AU	AFSCME AT MILITARY	A	P	26	2	\$5,082	\$7,798	\$7,798	1.21	\$7,697	\$10,906	\$10,906	103.5%	129.0%	118.9%	108.9%	129.7%	120.8%
OAI	SEIU STRIKEABLE INST COALITION	A	P	26	4	\$5,086	\$7,318	\$7,803	1.14	\$7,702	\$10,338	\$10,912	103.6%	121.1%	119.0%	109.0%	123.0%	120.9%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	26	3	\$5,086	\$7,568	\$7,803	1.17	\$7,702	\$10,634	\$10,912	103.6%	125.2%	119.0%	109.0%	126.5%	120.9%
<b>Non-Corrections/Non-Management Wtd Average</b>					9	\$5,085	\$7,508	\$7,802		\$7,701	\$10,563	\$10,911	103.6%	124.2%	119.0%	109.0%	125.7%	120.9%
<b>STATEWIDE Weighted Average</b>					24	\$5,749	\$8,181	\$8,516		\$8,485	\$11,358	\$11,755	117.1%	135.4%	129.9%	120.1%	135.1%	130.2%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 4101 CUSTODIAN

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-ClackCo	842		Service Maintenance Worker		10	\$2,774	\$3,125	\$3,456	1.00	\$5,056	\$5,492	\$5,904	
2024-OR-DescCo	1019		CUSTODIAN		0	\$3,468		\$4,647		\$6,307		\$7,777	
2024-OR-JackCo	465		Custodian-Airport		4	\$2,560	\$3,029	\$3,423	1.01	\$5,042	\$5,627	\$6,118	
2024-OR-LaneCo	D001		Custodian		16	\$2,867	\$3,349	\$3,832	1.00	\$5,535	\$6,135	\$6,736	
2024-OR-LaneCo	D006		Custodian-Detention		1	\$2,936	\$3,278	\$3,923	0.96	\$5,622	\$6,046	\$6,848	
2024-OR-MarionCo	485		Custodial Worker 1		13	\$2,905	\$3,482	\$3,893	1.02	\$5,265	\$5,983	\$6,496	
2024-WA-ClarkCo	67		Custodian		0	\$3,064		\$3,984		\$5,260		\$6,316	
2024-WA-KingCo	9101100		Custodian		0	\$4,557		\$5,509		\$6,930		\$8,023	
<b>County Market Average</b>					44	\$2,952	\$3,307	\$3,889		\$5,466	\$5,896	\$6,629	
2024-CompAnalyst	SC16000019		Janitor II		1	\$2,817	\$3,425	\$4,225	1.00	\$4,734	\$5,443	\$6,376	
2024-MIL-NWHCS	09.08		Housekeeper	93	1,792	\$3,145	\$3,879	\$4,594	1.00	\$5,116	\$5,972	\$6,806	
2024-MIL-OPES	10.02		Custodial Worker	10	73	\$3,284	\$3,851	\$4,394	1.00	\$5,617	\$6,310	\$6,975	
2024-MIL-PACS	04.08		Custodian	15	501	\$3,256	\$3,718	\$4,384	0.97	\$5,245	\$5,785	\$6,560	
<b>Purchased Market Average</b>					118	2,367	\$3,172	\$3,844	\$4,544		\$5,158	\$5,943	\$6,759
2024-ST-CA	2011	A	CUSTODIAN I		1,109	\$2,752	\$3,286	\$3,445	1.06	\$4,984	\$5,626	\$5,816	
2024-ST-ID	02010		Custodian		44	\$2,247	\$2,880	\$4,495	0.85	\$3,772	\$4,529	\$6,461	
2024-ST-NV	09.631		CUSTODIAL WORKER 2		0	\$3,028		\$4,355		\$4,633		\$6,236	
2024-ST-WA	678J		CUSTODIAN 2		48	\$2,825	\$3,831	\$3,731	1.17	\$4,640	\$5,789	\$5,675	
<b>State Market Average</b>					1,201	\$2,754	\$3,293	\$3,547		\$4,909	\$5,592	\$5,858	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					118	3,612	\$3,025	\$3,654	\$4,192		\$5,077	\$5,826	\$6,448

### OREGON COMPARISON TO MARKET

#### 4101-Custodian

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
AS	OR PUB SAFETY ASSOC AT DPSST	A	P	10	6	\$3,425	\$3,567	\$3,708	1.00	\$5,739	\$5,906	\$6,074
AU	AFSCME AT MILITARY	A	P	10	14	\$3,425	\$3,616	\$3,708	1.01	\$5,739	\$5,965	\$6,074

MARKET COMPARISONS					
Salary			Salary and Benefits		
SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
113.2%	97.6%	88.5%	113.0%	101.4%	94.2%
113.2%	98.9%	88.5%	113.0%	102.4%	94.2%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 4101-Custodian (Continued)

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			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	10	72	\$3,427	\$3,659	\$3,709	1.03	\$5,742	\$6,016	\$6,075	113.3%	100.1%	88.5%	113.1%	103.3%	94.2%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	10	47	\$3,427	\$3,630	\$3,709	1.02	\$5,742	\$5,981	\$6,075	113.3%	99.3%	88.5%	113.1%	102.7%	94.2%
<b>Non-Corrections/Non-Management Wtd Average</b>					139	\$3,427	\$3,641	\$3,709		\$5,741	\$5,994	\$6,075	113.3%	99.6%	88.5%	113.1%	102.9%	94.2%
<b>STATEWIDE Weighted Average</b>					139	\$3,427	\$3,641	\$3,709		\$5,741	\$5,994	\$6,075	113.3%	99.6%	88.5%	113.1%	102.9%	94.2%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 4103 CUSTODIAL SERVICES COORDINATOR

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-JackCo	466		Lead Custodian - Airport		1	\$2,815	\$3,567	\$3,765	1.08	\$5,360	\$6,298	\$6,544	
2024-WA-KingCo	9101300		Custodian - Lead		0	\$4,146		\$5,256		\$6,458		\$7,732	
<b>County Market Average</b>					1	\$3,481	\$3,567	\$4,510		\$5,909	\$6,298	\$7,138	
2024-CompAnalyst	SC16000570		Janitorial Supervisor		1	\$3,775	\$4,942	\$6,233	1.00	\$5,851	\$7,211	\$8,717	
<b>Purchased Market Average</b>					1	\$3,775	\$4,942	\$6,233		\$5,851	\$7,211	\$8,717	
2024-ST-CA	2003		CUSTODIAN II		2	\$2,889	\$3,617	\$3,617	1.11	\$5,149	\$6,022	\$6,022	
2024-ST-ID	02008		Custodian Leadworker		9	\$2,525	\$3,295	\$5,050	0.87	\$4,104	\$5,026	\$7,125	
2024-ST-NV	09.625		CUSTODIAL SUPERVISOR 1		0	\$3,312		\$4,808		\$4,976		\$6,784	
2024-ST-WA	678K		CUSTODIAN 3		10	\$3,022	\$4,251	\$4,010	1.21	\$4,865	\$6,269	\$5,994	
<b>State Market Average</b>					21	\$2,966	\$3,781	\$4,512		\$4,708	\$5,713	\$6,544	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	23	\$3,017	\$3,822	\$4,560		\$4,807	\$5,804	\$6,637

### OREGON COMPARISON TO MARKET

#### 4103-Custodial Services Coordinator

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
AU	AFSCME AT MILITARY	A	P	13	2	\$3,425	\$3,890	\$4,220	1.02	\$5,739	\$6,289	\$6,679
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	13	3	\$3,427	\$4,222	\$4,222	1.10	\$5,742	\$6,681	\$6,681
<b>Non-Corrections/Non-Management Wtd Average</b>					5	\$3,426	\$4,089	\$4,221		\$5,741	\$6,524	\$6,680
<b>STATEWIDE Weighted Average</b>					5	\$3,426	\$4,089	\$4,221		\$5,741	\$6,524	\$6,680

MARKET COMPARISONS					
Salary			Salary and Benefits		
SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
113.5%	101.8%	92.6%	119.4%	108.4%	100.6%
113.6%	110.5%	92.6%	119.4%	115.1%	100.7%
113.6%	107.0%	92.6%	119.4%	112.4%	100.6%
113.6%	107.0%	92.6%	119.4%	112.4%	100.6%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 4109 GROUNDS MAINTENANCE WORKER 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-ClackCo	19T		Groundskeeper		5	\$3,303	\$3,726	\$4,150	1.00	\$5,714	\$6,242	\$6,769	
2024-OR-JackCo	474		Landscape Technician		2	\$3,096	\$3,347	\$4,139	0.93	\$5,710	\$6,023	\$7,011	
2024-OR-WashCo	439		Groundskeeper		0	\$4,489		\$5,457		\$7,043		\$8,206	
2024-WA-ClarkCo	175		Grounds Maintenance Worker		0	\$3,332		\$4,332		\$5,568		\$6,716	
<b>County Market Average</b>					7	\$3,666	\$3,618	\$4,599		\$6,144	\$6,179	\$7,284	
2024-CompAnalyst	SC16000016		Groundskeeper		1	\$2,842	\$3,750	\$4,300	1.06	\$4,763	\$5,822	\$6,463	
2024-MIL-PACS	04.15		Gardener / Groundskeeper	9	17	\$4,079	\$4,694	\$5,396	0.99	\$6,206	\$6,922	\$7,740	
<b>Purchased Market Average</b>					9	18	\$4,021	\$4,641	\$5,343		\$6,137	\$6,861	\$7,680
2024-ST-CA	0731	B	GROUNDSKEEPER		4	\$3,396	\$4,063	\$4,063	1.09	\$5,757	\$6,558	\$6,558	
2024-ST-ID	06684		Landscape Technician		1	\$2,016	\$3,395	\$4,032	1.12	\$3,495	\$5,145	\$5,907	
2024-ST-NV	09.635		GROUNDS MAINTENANCE WORKER 3		0	\$3,028		\$4,355		\$4,633		\$6,236	
2024-ST-WA	591J		GROUNDS & NURSERY SERVICES SPECIALIST 2		9	\$2,825	\$3,752	\$3,731	1.14	\$4,640	\$5,699	\$5,675	
<b>State Market Average</b>					14	\$2,959	\$3,815	\$4,000		\$4,804	\$5,905	\$6,032	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					9	39	\$3,540	\$4,161	\$4,668		\$5,636	\$6,396	\$6,968

### OREGON COMPARISON TO MARKET

#### 4109-Grounds Maintenance Worker 1

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
AS	OR PUB SAFETY ASSOC AT DPSST	A	P	14	2	\$3,425	\$3,863	\$4,425	0.98	\$5,739	\$6,257	\$6,921	96.8%	92.8%	94.8%	101.8%	97.8%	99.3%
AU	AFSCME AT MILITARY	A	P	14	2	\$3,425	\$4,144	\$4,425	1.06	\$5,739	\$6,589	\$6,921	96.8%	99.6%	94.8%	101.8%	103.0%	99.3%
OAI	SEIU STRIKEABLE INST COALITION	A	P	14	2	\$3,427	\$4,425	\$4,425	1.13	\$5,742	\$6,921	\$6,921	96.8%	106.3%	94.8%	101.9%	108.2%	99.3%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	14	3	\$3,427	\$4,238	\$4,425	1.08	\$5,742	\$6,700	\$6,921	96.8%	101.9%	94.8%	101.9%	104.8%	99.3%
<b>Non-Corrections/Non-Management Wtd Average</b>					9	\$3,426	\$4,175	\$4,425		\$5,741	\$6,626	\$6,921	96.8%	100.3%	94.8%	101.9%	103.6%	99.3%
<b>STATEWIDE Weighted Average</b>					9	\$3,426	\$4,175	\$4,425		\$5,741	\$6,626	\$6,921	96.8%	100.3%	94.8%	101.9%	103.6%	99.3%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 4110 GROUNDS MAINTENANCE WORKER 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-LaneCo	D012		Landscape Technician		2	\$3,855	\$4,628	\$5,143	1.03	\$6,764	\$7,725	\$8,365	
2024-OR-WashCo	443		Groundskeeper, Senior		0	\$4,954		\$6,027		\$7,601		\$8,891	
2024-WA-ClarkCo	174		Grounds Maintenance Specialist		0	\$3,940		\$5,123		\$6,266		\$7,624	
<b>County Market Average</b>					2	\$4,312	\$4,628	\$5,492		\$6,999	\$7,725	\$8,427	
2024-CompAnalyst	SC16000017		Groundskeeper, Sr.		1	\$3,117	\$3,942	\$4,942	1.01	\$5,083	\$6,045	\$7,211	
2024-MIL-OPES	10.09		Grounds Maintenance Worker (Journey)	13	24	\$4,548	\$5,390	\$5,805	1.04	\$7,163	\$8,194	\$8,702	
<b>Purchased Market Average</b>					13	25	\$4,497	\$5,332	\$5,774		\$7,089	\$8,108	\$8,648
2024-ST-ID	06685		Landscape Technician Senior		7	\$2,525	\$3,491	\$5,050	0.92	\$4,104	\$5,260	\$7,125	
2024-ST-NV	09.639		GROUNDS MAINTENANCE WORKER 2		0	\$2,914		\$4,180		\$4,495		\$6,025	
2024-ST-WA	591K		GROUNDS & NURSERY SERVICES SPECIALIST 3		24	\$2,954	\$3,735	\$3,912	1.09	\$4,788	\$5,680	\$5,882	
<b>State Market Average</b>					31	\$2,871	\$3,680	\$4,158		\$4,620	\$5,585	\$6,127	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					13	58	\$3,603	\$4,425	\$4,879		\$5,745	\$6,746	\$7,268

### OREGON COMPARISON TO MARKET

#### 4110-Grounds Maintenance Worker 2

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
AAON	AFSCME AT DOC SECURITY PLUS	A	P	17	4	\$4,463	\$5,394	\$5,871	1.04	\$6,966	\$8,065	\$8,629	123.9%	121.9%	120.3%	121.2%	119.5%	118.7%
<b>Corrections Wtd Average</b>					4	\$4,463	\$5,394	\$5,871		\$6,966	\$8,065	\$8,629	123.9%	121.9%	120.3%	121.2%	119.5%	118.7%
AS	OR PUB SAFETY ASSOC AT DPSST	A	P	17	1	\$3,708	\$5,082	\$5,082	1.16	\$6,074	\$7,697	\$7,697	102.9%	114.9%	104.2%	105.7%	114.1%	105.9%
AU	AFSCME AT MILITARY	A	P	17	4	\$3,708	\$4,434	\$5,082	1.01	\$6,074	\$6,931	\$7,697	102.9%	100.2%	104.2%	105.7%	102.7%	105.9%
OAI	SEIU STRIKEABLE INST COALITION	A	P	17	3	\$3,709	\$4,601	\$5,086	1.05	\$6,075	\$7,128	\$7,702	102.9%	104.0%	104.2%	105.7%	105.7%	106.0%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	17	2	\$3,709	\$5,086	\$5,086	1.16	\$6,075	\$7,702	\$7,702	102.9%	114.9%	104.2%	105.7%	114.2%	106.0%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	17	4	\$3,709	\$4,750	\$5,086	1.08	\$6,075	\$7,305	\$7,702	102.9%	107.4%	104.2%	105.7%	108.3%	106.0%
<b>Non-Corrections/Non-Management Wtd Average</b>					14	\$3,709	\$4,699	\$5,085		\$6,074	\$7,245	\$7,700	102.9%	106.2%	104.2%	105.7%	107.4%	106.0%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

STATEWIDE Weighted Average

18

\$3,876

\$4,854

\$5,259

\$6,272

\$7,427

\$7,907

107.6%

109.7%

107.8%

109.2%

110.1%

108.8%



# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 4116 LABORER/STUDENT WORKER

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-MarionCo	408		Public Works Aide		1	\$2,867	\$4,072	\$3,832	1.22	\$5,217	\$6,718	\$6,420	
2024-OR-WashCo	625		General Services Aide		0	\$3,094		\$3,767		\$5,365		\$6,174	
<b>County Market Average</b>					1	\$3,062	\$4,072	\$3,776		\$5,344	\$6,718	\$6,209	
2024-CompAnalyst	SC16000077		General Laborer		1	\$2,617	\$3,300	\$4,042	1.02	\$4,500	\$5,297	\$6,162	
<b>Purchased Market Average</b>					1	\$2,617	\$3,300	\$4,042		\$4,500	\$5,297	\$6,162	
2024-ST-CA	6223		LABORER		2	\$3,085	\$3,298	\$3,531	1.00	\$5,384	\$5,640	\$5,919	
<b>State Market Average</b>					2	\$3,085	\$3,298	\$3,531		\$5,384	\$5,640	\$5,919	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	4	\$3,040	\$3,492	\$3,690		\$5,301	\$5,824	\$6,081

### OREGON COMPARISON TO MARKET

#### 4116-Laborer/Student Worker

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
AU	AFSCME AT MILITARY	A	P	12	1	\$3,425	\$3,425	\$4,030	0.92	\$5,739	\$5,739	\$6,454	112.7%	98.1%	109.2%	108.3%	98.6%	106.1%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	12	1	\$3,427	\$3,427	\$4,036	0.92	\$5,742	\$5,742	\$6,461	112.7%	98.1%	109.4%	108.3%	98.6%	106.2%
OAI	SEIU STRIKEABLE INST COALITION	A	P	12	11	\$3,427	\$3,693	\$4,036	0.99	\$5,742	\$6,056	\$6,461	112.7%	105.7%	109.4%	108.3%	104.0%	106.2%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	12	2	\$3,427	\$3,568	\$4,036	0.96	\$5,742	\$5,908	\$6,461	112.7%	102.2%	109.4%	108.3%	101.5%	106.2%
OBO	SEIU SEAS-STRKE ODOT COALITION	A	P	12	32	\$3,427	\$3,639	\$4,036	0.98	\$5,742	\$5,992	\$6,461	112.7%	104.2%	109.4%	108.3%	102.9%	106.2%
UA	UNREPRESENTED	A	P	12	1	\$3,425	\$3,548	\$4,030	0.95	\$5,739	\$5,885	\$6,454	112.7%	101.6%	109.2%	108.3%	101.0%	106.1%
<b>Non-Corrections/Non-Management Wtd Average</b>					48	\$3,427	\$3,638	\$4,036		\$5,742	\$5,990	\$6,461	112.7%	104.2%	109.4%	108.3%	102.9%	106.2%
<b>STATEWIDE Weighted Average</b>					48	\$3,427	\$3,638	\$4,036		\$5,742	\$5,990	\$6,461	112.7%	104.2%	109.4%	108.3%	102.9%	106.2%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 4131 SIGN TECHNICIAN 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			Insufficient Market
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-ClackCo	441		Traffic Operations Specialist		1	\$5,187	\$6,529	\$6,529	1.11	\$8,061	\$9,731	\$9,732	Emp Avg X
2024-OR-MultCo	3105		Sign Fabricator		0	\$6,535		\$6,535		\$10,052		\$10,052	
2024-WA-KingCo	8103100		Sign Painter I		0	\$5,777		\$6,984		\$8,331		\$9,717	
<b>County Market Average</b>					1	\$5,833	\$6,529	\$6,682		\$8,815	\$9,731	\$9,834	
2024-ST-ID	06254		Sign Fabricator		1	\$2,869	\$4,079	\$5,737	0.95	\$4,515	\$5,963	\$7,948	
2024-ST-NV	09.741		SIGN WRITER		0	\$4,180		\$6,149		\$6,025		\$8,404	
<b>State Market Average</b>					1	\$3,306	\$4,079	\$5,875		\$5,019	\$5,963	\$8,100	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	2	\$4,569	\$5,304	\$6,279		\$6,917	\$7,847	\$8,967

### OREGON COMPARISON TO MARKET

#### 4131-Sign Technician 1

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	19	4	\$4,036	\$5,598	\$5,598	1.16	\$6,461	\$8,307	\$8,307	88.3%		89.2%	93.4%		92.6%
<b>Non-Corrections/Non-Management Wtd Average</b>					4	\$4,036	\$5,598	\$5,598		\$6,461	\$8,307	\$8,307	88.3%		89.2%	93.4%		92.6%
<b>STATEWIDE Weighted Average</b>					4	\$4,036	\$5,598	\$5,598		\$6,461	\$8,307	\$8,307	88.3%		89.2%	93.4%		92.6%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 4137 LIQUOR DISTRIBUTION WORKER 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2024-CompAnalyst	MM18000173		Shipping and Receiving Clerk I		1	\$2,850	\$3,433	\$4,058	1.00	\$4,772	\$5,453	\$6,181
2024-CompAnalyst	SC16000035		Crater/Packer I		1	\$2,700	\$3,208	\$4,067	1.00	\$4,598	\$5,190	\$6,191
<b>Purchased Market Average</b>					2	\$2,775	\$3,321	\$4,063		\$4,685	\$5,321	\$6,186
2024-ST-WA	1171		WAREHOUSE OPERATOR 1		1	\$3,094	\$3,487	\$3,555	1.05	\$4,947	\$5,396	\$5,474
<b>State Market Average</b>					1	\$3,094	\$3,487	\$3,555		\$4,947	\$5,396	\$5,474
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	\$2,881	\$3,376	\$3,893		\$4,772	\$5,346	\$5,949

### OREGON COMPARISON TO MARKET

#### 4137-Liquor Distribution Worker 1

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
AL	AFSCME AT LIQUOR CONTROL COMM	A	P	16S	38	\$4,304	\$4,697	\$4,959	1.01	\$6,778	\$7,242	\$7,552	149.4%	139.1%	127.4%	142.0%	135.5%	126.9%
<b>Non-Corrections/Non-Management Wtd Average</b>					38	\$4,304	\$4,697	\$4,959		\$6,778	\$7,242	\$7,552	149.4%	139.1%	127.4%	142.0%	135.5%	126.9%
<b>STATEWIDE Weighted Average</b>					38	\$4,304	\$4,697	\$4,959		\$6,778	\$7,242	\$7,552	149.4%	139.1%	127.4%	142.0%	135.5%	126.9%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 4138 LIQUOR DISTRIBUTION WORKER 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-MultCo	6110		Inventory/Stores Specialist 2		4	\$4,638	\$5,446	\$5,680	1.06	\$7,696	\$8,700	\$8,990	
<b>County Market Average</b>					4	\$4,638	\$5,446	\$5,680		\$7,696	\$8,700	\$8,990	
2024-CompAnalyst	SC16000037		Crater/Packer III		1	\$3,592	\$4,308	\$5,442	1.01	\$5,637	\$6,473	\$7,794	
<b>Purchased Market Average</b>					1	\$3,592	\$4,308	\$5,442		\$5,637	\$6,473	\$7,794	
2024-ST-CA	6220	B	WAREHOUSE WORKER		0	\$3,591		\$4,123		\$5,992		\$6,631	
2024-ST-ID	01550		Ship/Rcvg MatrIs Handler Liquor Div		7	\$2,525	\$3,457	\$5,050	0.91	\$4,104	\$5,219	\$7,125	
2024-ST-WA	117K		WAREHOUSE OPERATOR 3		4	\$3,555	\$4,036	\$4,114	1.05	\$5,474	\$6,024	\$6,113	
<b>State Market Average</b>					11	\$2,957	\$3,668	\$4,661		\$4,718	\$5,512	\$6,746	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	16	\$3,390	\$4,152	\$4,947		\$5,473	\$6,369	\$7,336

### OREGON COMPARISON TO MARKET

#### 4138-Liquor Distribution Worker 2

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	Salary		Salary and Benefits			
													SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
AL	AFSCME AT LIQUOR CONTROL COMM	A	P	18T	14	\$4,638	\$5,217	\$5,340	1.05	\$7,172	\$7,857	\$8,002	136.8%	125.6%	108.0%	131.1%	123.4%	109.1%
<b>Non-Corrections/Non-Management Wtd Average</b>					14	\$4,638	\$5,217	\$5,340		\$7,172	\$7,857	\$8,002	136.8%	125.6%	108.0%	131.1%	123.4%	109.1%
<b>STATEWIDE Weighted Average</b>					14	\$4,638	\$5,217	\$5,340		\$7,172	\$7,857	\$8,002	136.8%	125.6%	108.0%	131.1%	123.4%	109.1%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 4151 TRANSPORTATION MAINTENANCE SPECIALIST 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-JackCo	400		Road Maintenance Worker		14	\$3,247	\$3,505	\$4,340	0.92	\$5,898	\$6,220	\$7,262	
2024-OR-LaneCo	I002F		Road Maintenance Trainee		7	\$3,302	\$3,336	\$4,255	0.88	\$6,076	\$6,119	\$7,262	
2024-OR-MultCo	6176		Maintenance Specialist 1		7	\$4,638	\$5,418	\$5,680	1.05	\$7,696	\$8,664	\$8,990	
2024-WA-KingCo	9440800		Roads Maintenance Worker I		0	\$4,612		\$5,610		\$6,993		\$8,139	
2024-WA-ThrstnCo	1510		Maintenance Technician		0	\$4,675		\$5,553		\$7,001		\$8,009	
<b>County Market Average</b>					28	\$3,677	\$3,941	\$4,716		\$6,432	\$6,806	\$7,719	
2024-ST-CA	6890		CALTRANS EQUIPMENT OPERATOR I		32	\$3,896	\$4,247	\$4,680	0.99	\$6,358	\$6,779	\$7,299	
<b>State Market Average</b>					32	\$3,896	\$4,247	\$4,680		\$6,358	\$6,779	\$7,299	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	60	\$3,792	\$4,104	\$4,697		\$6,393	\$6,791	\$7,499

### OREGON COMPARISON TO MARKET

#### 4151-Transportation Maintenance Specialist 1

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
AU	AFSCME AT MILITARY	A	P	18	1	\$3,863	\$5,082	\$5,340	1.10	\$6,257	\$7,697	\$8,002	101.9%	123.8%	113.7%	97.9%	113.3%	106.7%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	18	9	\$3,865	\$4,571	\$5,345	0.99	\$6,259	\$7,094	\$8,008	101.9%	111.4%	113.8%	97.9%	104.5%	106.8%
<b>Non-Corrections/Non-Management Wtd Average</b>					10	\$3,865	\$4,622	\$5,345		\$6,259	\$7,154	\$8,007	101.9%	112.6%	113.8%	97.9%	105.3%	106.8%
<b>STATEWIDE Weighted Average</b>					10	\$3,865	\$4,622	\$5,345		\$6,259	\$7,154	\$8,007	101.9%	112.6%	113.8%	97.9%	105.3%	106.8%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 4152 TRANSPORTATION MAINTENANCE SPECIALIST 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-ClackCo	603		Transportation Maint Spec 3		12	\$4,954	\$6,033	\$6,233	1.08	\$7,771	\$9,114	\$9,363	
2024-OR-LaneCo	1004		Road Maintenance Sr Operator		18	\$4,229	\$4,970	\$5,450	1.03	\$7,229	\$8,150	\$8,746	
2024-OR-MarionCo	402		Medium Equipment Operator		37	\$3,962	\$5,012	\$5,304	1.08	\$6,582	\$7,889	\$8,253	
2024-OR-MultCo	6177		Maintenance Specialist 2		1	\$5,207	\$6,377	\$6,377	1.10	\$8,402	\$9,856	\$9,856	
2024-WA-ClarkCo	180		Highway Maintenance Specialist		0	\$3,940		\$5,123		\$6,266		\$7,624	
<b>County Market Average</b>					68	\$4,222	\$5,201	\$5,516		\$6,979	\$8,203	\$8,589	
2024-MIL-OPES	10.08		Maintenance Worker (Journey)		21	100	\$4,616	\$5,655	\$5,884	1.08	\$7,247	\$8,519	\$8,798
<b>Purchased Market Average</b>					21	100	\$4,616	\$5,655	\$5,884		\$7,247	\$8,519	\$8,798
2024-ST-CA	6286		CALTRANS EQUIPMENT OPERATOR II		712	\$4,162	\$4,723	\$5,022	1.03	\$6,677	\$7,351	\$7,709	
2024-ST-ID	03646		Transportation Technician Operations		269	\$3,682	\$4,895	\$7,364	0.89	\$5,488	\$6,940	\$9,893	
2024-ST-WA	596R		HIGHWAY MAINTENANCE WORKER 2		712	\$4,114	\$5,029	\$5,010	1.10	\$6,113	\$7,158	\$7,136	
<b>State Market Average</b>					1,693	\$4,066	\$4,879	\$5,388		\$6,251	\$7,204	\$7,814	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					21	1,861	\$4,101	\$4,933	\$5,420		\$6,331	\$7,312	\$7,896

### OREGON COMPARISON TO MARKET

#### 4152-Transportation Maintenance Specialist 2

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
AU	AFSCME AT MILITARY	A	P	20	6	\$4,220	\$5,402	\$5,859	1.07	\$6,679	\$8,075	\$8,615	102.9%	109.5%	108.1%	105.5%	110.4%	109.1%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	20	639	\$4,222	\$5,511	\$5,861	1.09	\$6,681	\$8,204	\$8,617	102.9%	111.7%	108.1%	105.5%	112.2%	109.1%
OBO	SEIU SEAS-STRKE ODOT COALITION	A	P	20	28	\$4,222	\$5,066	\$5,861	1.00	\$6,681	\$7,678	\$8,617	102.9%	102.7%	108.1%	105.5%	105.0%	109.1%
<b>Non-Corrections/Non-Management Wtd Average</b>					673	\$4,222	\$5,492	\$5,861		\$6,681	\$8,181	\$8,617	102.9%	111.3%	108.1%	105.5%	111.9%	109.1%
<b>STATEWIDE Weighted Average</b>					673	\$4,222	\$5,492	\$5,861		\$6,681	\$8,181	\$8,617	102.9%	111.3%	108.1%	105.5%	111.9%	109.1%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 4162 TRANSPORTATION MAINTENANCE COORDINATOR

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-ClackCo	498		Transportation Maint Coord		2	\$5,420	\$6,840	\$6,840	1.12	\$8,351	\$10,120	\$10,120	
2024-OR-MultCo	6096		Maintenance Specialist Senior		4	\$5,512	\$6,019	\$6,757	0.98	\$8,781	\$9,411	\$10,328	
<b>County Market Average</b>					6	\$5,481	\$6,293	\$6,784		\$8,638	\$9,648	\$10,259	
2024-MIL-OPES	10.17		Public Works Crew Leader	18	18	\$5,140	\$6,388	\$6,548	1.09	\$7,888	\$9,415	\$9,612	
<b>Purchased Market Average</b>					18	\$5,140	\$6,388	\$6,548		\$7,888	\$9,415	\$9,612	
2024-ST-ID	03642		Transportation Tech Principal Maint		15	\$4,171	\$5,230	\$8,342	0.84	\$6,073	\$7,340	\$11,063	
2024-ST-WA	596X		HIGHWAY MAINTENANCE WORKER 4		7	\$4,889	\$6,316	\$5,955	1.16	\$6,997	\$8,627	\$8,215	
<b>State Market Average</b>					22	\$4,399	\$5,575	\$7,582		\$6,367	\$7,750	\$10,157	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					18	46	\$4,830	\$5,987	\$7,074		\$7,259	\$8,649	\$9,957

### OREGON COMPARISON TO MARKET

#### 4162-Transportation Maintenance Coordinator

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			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	102	\$4,222	\$6,364	\$6,444	1.19	\$6,681	\$9,212	\$9,306	87.4%	106.3%	91.1%	92.0%	106.5%	93.5%
<b>Non-Corrections/Non-Management Wtd Average</b>					102	\$4,222	\$6,364	\$6,444		\$6,681	\$9,212	\$9,306	87.4%	106.3%	91.1%	92.0%	106.5%	93.5%
<b>STATEWIDE Weighted Average</b>					102	\$4,222	\$6,364	\$6,444		\$6,681	\$9,212	\$9,306	87.4%	106.3%	91.1%	92.0%	106.5%	93.5%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 4310 TRAFFIC SYSTEMS TECHNICIAN 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-ClackCo	444		Traffic Signal Electrician		4	\$6,840	\$8,500	\$8,632	1.10	\$10,120	\$12,186	\$12,352	
2024-OR-DescCo	5045		TRAFFIC DEVICE SPECIALIST		0	\$4,923		\$6,286		\$8,120		\$9,820	
2024-WA-ClarkCo	323		Traffic Signal Technician		0	\$5,069		\$6,843		\$7,563		\$9,600	
2024-WA-KingCo	8307100		Traffic Signal Technician I		0	\$6,984		\$8,853		\$9,717		\$11,864	
<b>County Market Average</b>					4	\$6,334	\$8,500	\$8,073		\$9,411	\$12,186	\$11,527	
2024-MIL-OPES	10.16		Traffic Signal Maintenance Technician	9	8	\$6,236	\$8,684	\$7,985	1.22	\$9,229	\$12,226	\$11,371	
<b>Purchased Market Average</b>					9	\$6,236	\$8,684	\$7,985		\$9,229	\$12,226	\$11,371	
2024-ST-CA	6938		CALTRANS ELECTRICIAN I		22	\$4,846	\$5,214	\$5,583	1.00	\$7,498	\$7,939	\$8,383	
2024-ST-ID	06276		Electrician Traffic Signal		10	\$3,682	\$6,874	\$7,364	1.24	\$5,488	\$9,307	\$9,893	
2024-ST-WA	594N		ELECTRICAL AND ELECTRON SYS SPEC 1 -TRAN		2	\$5,395	\$6,183	\$6,570	1.03	\$7,576	\$8,476	\$8,918	
<b>State Market Average</b>					34	\$4,545	\$5,759	\$6,148		\$6,928	\$8,373	\$8,845	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					9	46	\$5,066	\$6,506	\$6,712		\$7,644	\$9,375	\$9,625

### OREGON COMPARISON TO MARKET

#### 4310-Traffic Systems Technician 2

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			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	
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	27	8	\$5,364	\$7,800	\$8,317	1.14	\$8,030	\$10,908	\$11,519	105.9%	119.9%	123.9%	105.1%	116.4%	119.7%
<b>Non-Corrections/Non-Management Wtd Average</b>					8	\$5,364	\$7,800	\$8,317		\$8,030	\$10,908	\$11,519	105.9%	119.9%	123.9%	105.1%	116.4%	119.7%
<b>STATEWIDE Weighted Average</b>					8	\$5,364	\$7,800	\$8,317		\$8,030	\$10,908	\$11,519	105.9%	119.9%	123.9%	105.1%	116.4%	119.7%



# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 4311 TRAFFIC SYSTEMS TECHNICIAN 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-ClackCo	446		Traffic Sig Electrician, Lead		1	\$7,168	\$8,895	\$9,046	1.10	\$10,528	\$12,678	\$12,867	
2024-OR-DescCo	5046		LEAD TRAFFIC DEVICE SPECIALIST		0	\$5,415		\$6,915		\$8,734		\$10,603	
2024-OR-WashCo	442		Traffic and Signal Lighting Technician		0	\$7,006		\$8,526		\$10,069		\$11,896	
2024-WA-ClarkCo	324		Traffic Signal Technician Senior		0	\$5,512		\$7,441		\$8,072		\$10,287	
2024-WA-KingCo	8307200		Traffic Signal Technician II		0	\$7,500		\$9,506		\$10,309		\$12,613	
<b>County Market Average</b>					1	\$6,702	\$8,895	\$8,377		\$9,740	\$12,678	\$11,744	
2024-ST-CA	6924		CALTRANS ELECTRICIAN II		58	\$5,080	\$5,916	\$6,130	1.06	\$7,778	\$8,782	\$9,040	
2024-ST-ID	06278		Electrician Foreman Traffic Signal		1	\$4,171	\$7,606	\$8,342	1.22	\$6,073	\$10,183	\$11,063	
2024-ST-WA	5940		ELECTRICAL AND ELECTRON SYS SPEC 2 - TRA		16	\$5,955	\$7,359	\$7,256	1.11	\$8,215	\$9,819	\$9,701	
<b>State Market Average</b>					75	\$5,250	\$6,246	\$6,393		\$7,847	\$9,022	\$9,203	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	76	\$5,386	\$6,281	\$6,580		\$8,025	\$9,070	\$9,443

### OREGON COMPARISON TO MARKET

#### 4311-Traffic Systems Technician 3

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	29	9	\$5,912	\$8,618	\$9,166	1.14	\$8,678	\$11,875	\$12,522	109.8%	137.2%	139.3%	108.1%	130.9%	132.6%
<b>Non-Corrections/Non-Management Wtd Average</b>					9	\$5,912	\$8,618	\$9,166		\$8,678	\$11,875	\$12,522	109.8%	137.2%	139.3%	108.1%	130.9%	132.6%
<b>STATEWIDE Weighted Average</b>					9	\$5,912	\$8,618	\$9,166		\$8,678	\$11,875	\$12,522	109.8%	137.2%	139.3%	108.1%	130.9%	132.6%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 4401 TRUCK DRIVER 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2024-CompAnalyst	TR20000005		Heavy Truck Driver II		1	\$3,808	\$4,767	\$5,925	1.00	\$5,890	\$7,007	\$8,358
2024-MIL-PACS	08.07		Driver	7	29	\$3,631	\$4,407	\$5,104	1.01	\$5,683	\$6,588	\$7,400
<b>Purchased Market Average</b>				7	30	\$3,637	\$4,419	\$5,131		\$5,690	\$6,602	\$7,432
2024-ST-CA	6381	A	TRUCK DRIVER		19	\$3,504	\$3,797	\$4,024	1.01	\$5,887	\$6,238	\$6,511
2024-ST-WA	6321		TRUCK DRIVER 1		29	\$3,244	\$3,742	\$3,731	1.07	\$5,118	\$5,688	\$5,675
<b>State Market Average</b>					48	\$3,347	\$3,764	\$3,847		\$5,423	\$5,906	\$6,006
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					7	\$3,458	\$4,016	\$4,341		\$5,525	\$6,173	\$6,554

### OREGON COMPARISON TO MARKET

#### 4401-Truck Driver 1

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			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	
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	17	1	\$3,709	\$5,086	\$5,086	1.16	\$6,075	\$7,702	\$7,702	107.3%	126.7%	117.2%	109.9%	124.8%	117.5%
OAI	SEIU STRIKEABLE INST COALITION	A	P	17	1	\$3,709	\$5,086	\$5,086	1.16	\$6,075	\$7,702	\$7,702	107.3%	126.7%	117.2%	109.9%	124.8%	117.5%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	17	1	\$3,709	\$5,086	\$5,086	1.16	\$6,075	\$7,702	\$7,702	107.3%	126.7%	117.2%	109.9%	124.8%	117.5%
<b>Non-Corrections/Non-Management Wtd Average</b>					3	\$3,709	\$5,086	\$5,086		\$6,075	\$7,702	\$7,702	107.3%	126.7%	117.2%	109.9%	124.8%	117.5%
<b>STATEWIDE Weighted Average</b>					3	\$3,709	\$5,086	\$5,086		\$6,075	\$7,702	\$7,702	107.3%	126.7%	117.2%	109.9%	124.8%	117.5%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 4402 TRUCK DRIVER 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2024-WA-KingCo	9321200		Truck Driver II		0	\$5,638		\$6,874		\$8,171		\$9,591
<b>County Market Average</b>						\$5,638		\$6,874		\$8,171		\$9,591
2024-CompAnalyst	TR20000006		Heavy Truck Driver IV		1	\$4,275	\$5,258	\$6,583	1.02	\$6,434	\$7,580	\$9,125
<b>Purchased Market Average</b>						\$4,275	\$5,258	\$6,583		\$6,434	\$7,580	\$9,125
2024-ST-CA	6378	A	HEAVY TRUCK DRIVER		6	\$3,879	\$4,318	\$4,470	1.03	\$6,337	\$6,864	\$7,047
<b>State Market Average</b>						\$3,879	\$4,318	\$4,470		\$6,337	\$6,864	\$7,047
<b>OVERALL WEIGHTED MARKET AVERAGE</b>						\$4,148	\$4,452	\$5,035		\$6,578	\$6,966	\$7,625

### OREGON COMPARISON TO MARKET

#### 4402-Truck Driver 2

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
AAON	AFSCME AT DOC SECURITY PLUS	A	P	20	6	\$5,126	\$6,528	\$6,760	1.10	\$7,749	\$9,406	\$9,680	123.6%	146.6%	134.3%	117.8%	135.0%	127.0%
<b>Corrections Wtd Average</b>						\$5,126	\$6,528	\$6,760		\$7,749	\$9,406	\$9,680	123.6%	146.6%	134.3%	117.8%	135.0%	127.0%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	20	1	\$4,222	\$5,861	\$5,861	1.16	\$6,681	\$8,617	\$8,617	101.8%	131.6%	116.4%	101.6%	123.7%	113.0%
<b>Non-Corrections/Non-Management Wtd Average</b>						\$4,222	\$5,861	\$5,861		\$6,681	\$8,617	\$8,617	101.8%	131.6%	116.4%	101.6%	123.7%	113.0%
<b>STATEWIDE Weighted Average</b>						\$4,997	\$6,433	\$6,632		\$7,596	\$9,293	\$9,528	120.5%	144.5%	131.7%	115.5%	133.4%	125.0%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 4403 TRANSPORTER

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-CompAnalyst	TR20000002		Shuttle Driver II		1	\$2,775	\$3,442	\$4,150	1.01	\$4,685	\$5,462	\$6,288	
<b>Purchased Market Average</b>					1	\$2,775	\$3,442	\$4,150		\$4,685	\$5,462	\$6,288	
2024-ST-NV	03.506		DRIVER - VAN/AUTOMOBILE		0	\$2,914		\$4,180		\$4,495		\$6,025	
<b>State Market Average</b>						\$2,914		\$4,180		\$4,495		\$6,025	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	1	\$2,844	\$3,442	\$4,165		\$4,590	\$5,462	\$6,157

### OREGON COMPARISON TO MARKET

#### 4403-Transporter

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	11B	1	\$3,427	\$3,865	\$3,865	1.06	\$5,742	\$6,259	\$6,259	120.5%	112.3%	92.8%	125.1%	114.6%	101.7%
<b>Non-Corrections/Non-Management Wtd Average</b>					1	\$3,427	\$3,865	\$3,865		\$5,742	\$6,259	\$6,259	120.5%	112.3%	92.8%	125.1%	114.6%	101.7%
<b>STATEWIDE Weighted Average</b>					1	\$3,427	\$3,865	\$3,865		\$5,742	\$6,259	\$6,259	120.5%	112.3%	92.8%	125.1%	114.6%	101.7%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 4404 MAIL DELIVERY DRIVER

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-ClackCo	293		Courier		10	\$3,303	\$3,900	\$4,150	1.05	\$5,714	\$6,458	\$6,769	
2024-OR-JackCo	254		Mail Courier		0	\$2,685		\$3,591		\$5,198		\$6,328	
2024-OR-MarionCo	063		Mail Courier		1	\$3,063	\$4,340	\$4,089	1.21	\$5,461	\$7,053	\$6,740	
2024-OR-MultCo	6124		Driver		14	\$3,789	\$4,236	\$4,638	1.01	\$6,640	\$7,196	\$7,696	
2024-OR-WashCo	011		Delivery Clerk I		0	\$3,737		\$4,541		\$6,138		\$7,105	
<b>County Market Average</b>					25	\$3,559	\$4,106	\$4,409		\$6,177	\$6,895	\$7,230	
2024-MIL-PACS	01.15		Courier	10	27	\$3,275	\$3,907	\$4,522	1.00	\$5,268	\$6,004	\$6,722	
<b>Purchased Market Average</b>					10	27	\$3,275	\$3,907	\$4,522		\$5,268	\$6,004	\$6,722
2024-ST-CA	1697		INTERAGENCY MESSENGER		6	\$2,880	\$3,318	\$3,606	1.02	\$5,138	\$5,664	\$6,009	
2024-ST-WA	113J		MAIL PROCESSING - DRIVER		24	\$2,825	\$3,640	\$3,731	1.11	\$4,640	\$5,571	\$5,675	
<b>State Market Average</b>					30	\$2,836	\$3,576	\$3,706		\$4,740	\$5,590	\$5,742	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					10	82	\$3,222	\$3,846	\$4,205		\$5,398	\$6,124	\$6,561

### OREGON COMPARISON TO MARKET

#### 4404-Mail Delivery Driver

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	15	15	\$3,427	\$4,250	\$4,639	1.05	\$5,742	\$6,714	\$7,174	106.4%	110.5%	110.3%	106.4%	109.6%	109.3%
<b>Non-Corrections/Non-Management Wtd Average</b>					15	\$3,427	\$4,250	\$4,639		\$5,742	\$6,714	\$7,174	106.4%	110.5%	110.3%	106.4%	109.6%	109.3%
<b>STATEWIDE Weighted Average</b>					15	\$3,427	\$4,250	\$4,639		\$5,742	\$6,714	\$7,174	106.4%	110.5%	110.3%	106.4%	109.6%	109.3%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 4409 GENERAL MAINTENANCE MECHANIC

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-CompAnalyst	SC16000052		Facilities Mechanic Technician III		1	\$4,867	\$5,925	\$7,117	1.01	\$7,124	\$8,358	\$9,747	
<b>Purchased Market Average</b>					1	\$4,867	\$5,925	\$7,117		\$7,124	\$8,358	\$9,747	
2024-ST-ID	06632		Maintenance Craftsman Senior		9	\$2,869	\$3,738	\$5,737	0.87	\$4,515	\$5,556	\$7,948	
2024-ST-NV	09.441		MAINTENANCE REPAIR SPEC 1		0	\$4,011		\$5,885		\$5,821		\$8,084	
<b>State Market Average</b>					9	\$3,440	\$3,738	\$5,811		\$5,168	\$5,556	\$8,016	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	10	\$3,475	\$3,957	\$5,843		\$5,216	\$5,836	\$8,058

### OREGON COMPARISON TO MARKET

#### 4409-General Maintenance Mechanic

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	Salary		Salary and Benefits			
						SR Min	Avg	SR Max				SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	
AL	AFSCME AT LIQUOR CONTROL COMM	A	P	21	2	\$4,425	\$5,340	\$6,143	1.01	\$6,921	\$8,002	\$8,951	127.4%	135.0%	105.1%	132.7%	137.1%	111.1%
<b>Non-Corrections/Non-Management Wtd Average</b>					2	\$4,425	\$5,340	\$6,143		\$6,921	\$8,002	\$8,951	127.4%	135.0%	105.1%	132.7%	137.1%	111.1%
<b>STATEWIDE Weighted Average</b>					2	\$4,425	\$5,340	\$6,143		\$6,921	\$8,002	\$8,951	127.4%	135.0%	105.1%	132.7%	137.1%	111.1%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 4417 AUTOMOTIVE FLEET ATTENDANT

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			Insufficient Market Emp Avg X	
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max		
2024-OR-MultCo	6125		Motor Pool Attendant		1	\$3,586	\$4,377	\$4,377	1.10	\$6,388	\$7,370	\$7,370		
2024-OR-WashCo	291		Fleet Assistant		0	\$3,900		\$4,741		\$6,334		\$7,345		
<b>County Market Average</b>					1	\$3,743	\$4,377	\$4,559		\$6,361	\$7,370	\$7,358		
2024-ST-CA	6898		AUTOMOTIVE POOL ATTENDANT I		1	\$2,938	\$3,141	\$3,343	1.00	\$5,208	\$5,451	\$5,694		
2024-ST-NV	09.337		FLEET SERVICE WORKER 1		0	\$3,028		\$4,355		\$4,633		\$6,236		
<b>State Market Average</b>					1	\$2,983	\$3,141	\$3,849		\$4,921	\$5,451	\$5,965		
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	2	\$3,236	\$3,759	\$4,086		\$5,401	\$6,411	\$6,429	

### OREGON COMPARISON TO MARKET

#### 4417-Automotive Fleet Attendant

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS						
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	14	3	\$3,427	\$3,963	\$4,425	1.01	\$5,742	\$6,375	\$6,921	105.9%	108.3%	106.3%	107.6%			
<b>Non-Corrections/Non-Management Wtd Average</b>					3	\$3,427	\$3,963	\$4,425		\$5,742	\$6,375	\$6,921	105.9%	108.3%	106.3%	107.6%			
<b>STATEWIDE Weighted Average</b>					3	\$3,427	\$3,963	\$4,425		\$5,742	\$6,375	\$6,921	105.9%	108.3%	106.3%	107.6%			

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 4418 AUTOMOTIVE TECHNICIAN 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-ClackCo	430		Automotive Service Technician		2	\$4,525	\$4,856	\$5,187	1.00	\$7,236	\$7,648	\$8,061	
2024-OR-DescCo	5020		EQUIPMENT SERVICER		0	\$4,587		\$5,856		\$7,702		\$9,283	
2024-OR-JackCo	424		Equipment Services Worker II		3	\$3,742	\$4,625	\$5,006	1.06	\$6,516	\$7,617	\$8,092	
2024-OR-LaneCo	1010		Mechanic 1		1	\$4,020	\$4,165	\$5,183	0.91	\$6,969	\$7,150	\$8,415	
2024-OR-MultCo	6180		Fleet Maintenance Technician 2		0	\$5,207		\$6,377		\$8,402		\$9,856	
2024-OR-WashCo	420		Equipment Service Worker		0	\$5,106		\$6,178		\$7,785		\$9,072	
2024-WA-ClarkCo	132		Equipment Assistant		0	\$3,849		\$4,463		\$6,161		\$6,867	
2024-WA-KingCo	9410100		Equipment Services and Maintenance Specialist		0	\$4,779		\$5,777		\$7,184		\$8,331	
<b>County Market Average</b>					6	\$4,348	\$4,625	\$5,384		\$7,111	\$7,550	\$8,384	
2024-CompAnalyst	SC16000032		Automotive Mechanic II		1	\$3,867	\$4,967	\$6,175	0.99	\$5,958	\$7,240	\$8,649	
2024-MIL-OPES	10.11		Automotive Mechanic	18	8	\$5,143	\$6,629	\$6,627	1.13	\$7,891	\$9,711	\$9,708	
<b>Purchased Market Average</b>					18	9	\$5,063	\$6,445	\$6,599		\$7,770	\$9,436	\$9,642
2024-ST-ID	06349		Mechanic General Repair		1	\$2,525	\$3,443	\$5,050	0.91	\$4,104	\$5,202	\$7,125	
2024-ST-NV	09.335		FLEET SERVICE WORKER 3		0	\$3,549		\$5,170		\$5,263		\$7,221	
<b>State Market Average</b>					1	\$3,485	\$3,443	\$5,163		\$5,190	\$5,202	\$7,215	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					18	16	\$4,293	\$5,575	\$5,754		\$6,642	\$8,464	\$8,417

### OREGON COMPARISON TO MARKET

#### 4418-Automotive Technician 1

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	19	2	\$4,036	\$5,098	\$5,598	1.06	\$6,461	\$7,716	\$8,307
<b>Non-Corrections/Non-Management Wtd Average</b>					2	\$4,036	\$5,098	\$5,598		\$6,461	\$7,716	\$8,307
<b>STATEWIDE Weighted Average</b>					2	\$4,036	\$5,098	\$5,598		\$6,461	\$7,716	\$8,307

MARKET COMPARISONS					
Salary			Salary and Benefits		
SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
94.0%	91.4%	97.3%	97.3%	91.2%	98.7%
94.0%	91.4%	97.3%	97.3%	91.2%	98.7%
94.0%	91.4%	97.3%	97.3%	91.2%	98.7%



# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 4419 AUTOMOTIVE TECHNICIAN 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2024-OR-ClackCo	432		Mechanic		1	\$5,420	\$6,233	\$6,233	1.07	\$8,351	\$9,363	\$9,363
2024-OR-DescCo	5030		EQUIPMENT MECHANIC		0	\$4,795		\$6,192		\$7,961		\$9,702
2024-OR-JackCo	425		Equipment Mechanic II		6	\$4,671	\$5,096	\$6,051	0.95	\$7,675	\$8,204	\$9,395
2024-OR-LaneCo	1012		Mechanic, Sr		2	\$4,436	\$5,335	\$5,720	1.05	\$7,486	\$8,604	\$9,083
2024-OR-MarionCo	433		Mechanic		7	\$4,150	\$5,640	\$5,561	1.16	\$6,815	\$8,672	\$8,573
2024-OR-MultCo	6182		Fleet Maintenance Technician 3		6	\$5,680	\$6,305	\$6,965	1.00	\$8,990	\$9,767	\$10,587
2024-OR-WashCo	422		Light Duty Technician		0	\$6,087		\$7,363		\$8,964		\$10,498
2024-WA-ClarkCo	135		Equipment Technician I		0	\$4,661		\$6,292		\$7,094		\$8,967
<b>County Market Average</b>					22	\$4,980	\$5,672	\$6,322		\$7,962	\$8,868	\$9,620
2024-CompAnalyst	SC16000034		Automotive Mechanic IV		1	\$4,858	\$5,708	\$6,800	1.00	\$7,114	\$8,105	\$9,378
2024-MIL-PACS	04.12		Fleet Mechanic	6	0	\$5,161		\$6,409		\$7,466		\$8,921
<b>Purchased Market Average</b>					6	\$5,142	\$5,708	\$6,433		\$7,444	\$8,105	\$8,950
2024-ST-CA	6830		AUTOMOTIVE TECHNICIAN II		50	\$3,704	\$4,431	\$4,688	1.06	\$6,127	\$7,000	\$7,308
2024-ST-ID	06347		Mechanic		15	\$3,272	\$4,527	\$6,544	0.92	\$4,998	\$6,499	\$8,912
2024-ST-NV	09.331		EQUIPMENT MECHANIC 2		0	\$4,180		\$6,149		\$6,025		\$8,404
<b>State Market Average</b>					65	\$3,716	\$4,453	\$5,245		\$5,925	\$6,884	\$7,760
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					6	\$4,179	\$4,772	\$5,637		\$6,584	\$7,394	\$8,340

### OREGON COMPARISON TO MARKET

#### 4419-Automotive Technician 2

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
AAON	AFSCME AT DOC SECURITY PLUS	A	P	21	4	\$5,369	\$6,683	\$7,075	1.07	\$8,036	\$9,589	\$10,052	128.5%	140.0%	125.5%	122.1%	129.7%	120.5%
<b>Corrections Wtd Average</b>						\$5,369	\$6,683	\$7,075		\$8,036	\$9,589	\$10,052	128.5%	140.0%	125.5%	122.1%	129.7%	120.5%
AO	AFSCME OR ST POLICE-SUPP UNIT	A	P	23	6	\$4,425	\$6,757	\$6,757	1.21	\$6,921	\$9,676	\$9,676	105.9%	141.6%	119.9%	105.1%	130.9%	116.0%
OAI	SEIU STRIKEABLE INST COALITION	A	P	23	1	\$4,425	\$6,763	\$6,763	1.21	\$6,921	\$9,683	\$9,683	105.9%	141.7%	120.0%	105.1%	131.0%	116.1%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 4419-Automotive Technician 2 (Continued)

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			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	23	10	\$4,425	\$6,493	\$6,763	1.16	\$6,921	\$9,364	\$9,683	105.9%	136.0%	120.0%	105.1%	126.6%	116.1%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	23	3	\$4,425	\$5,816	\$6,763	1.04	\$6,921	\$8,564	\$9,683	105.9%	121.9%	120.0%	105.1%	115.8%	116.1%
<b>Non-Corrections/Non-Management Wtd Average</b>					20	\$4,425	\$6,484	\$6,761		\$6,921	\$9,353	\$9,681	105.9%	135.9%	120.0%	105.1%	126.5%	116.1%
<b>STATEWIDE Weighted Average</b>					24	\$4,582	\$6,517	\$6,814		\$7,107	\$9,393	\$9,743	109.6%	136.6%	120.9%	107.9%	127.0%	116.8%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 4422 EQUIPMENT OPERATOR

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-DescCo	5015		PW EQUIPMENT OPERATOR, LIGHT		0	\$4,096		\$5,228		\$7,090		\$8,501	
2024-OR-JackCo	402		Equipment Operator		19	\$3,742	\$4,245	\$5,006	0.97	\$6,516	\$7,144	\$8,092	
2024-WA-ClarkCo	178		Heavy Equipment Operator		0	\$4,285		\$5,786		\$6,662		\$8,386	
2024-WA-KingCo	9324100		Equipment Operator		0	\$6,036		\$7,332		\$8,629		\$10,117	
<b>County Market Average</b>					19	\$3,912	\$4,245	\$5,166		\$6,698	\$7,144	\$8,250	
2024-CompAnalyst	TR20000058		Heavy Equipment Operator IV		1	\$5,308	\$7,250	\$8,258	1.06	\$7,639	\$9,902	\$11,078	
2024-MIL-OPES	10.10		Heavy / Construction Equipment Operator	11	106	\$5,101	\$6,269	\$6,430	1.09	\$7,840	\$9,270	\$9,467	
<b>Purchased Market Average</b>					11	107	\$5,103	\$6,278	\$6,447		\$7,838	\$9,276	\$9,482
2024-ST-CA	6286		CALTRANS EQUIPMENT OPERATOR II		453	\$4,162	\$4,723	\$5,022	1.03	\$6,677	\$7,351	\$7,709	
2024-ST-NV	09.203		SPECIAL EQUIPMENT OPERATOR 2		0	\$3,696		\$5,397		\$5,440		\$7,495	
<b>State Market Average</b>					453	\$4,160	\$4,723	\$5,023		\$6,672	\$7,351	\$7,708	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					11	579	\$4,321	\$4,995	\$5,288		\$6,885	\$7,700	\$8,053

### OREGON COMPARISON TO MARKET

#### 4422-Equipment Operator

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			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	
OAI	SEIU STRIKEABLE INST COALITION	A	P	21	1	\$4,425	\$6,146	\$6,146	1.16	\$6,921	\$8,954	\$8,954	102.4%	123.0%	116.2%	100.5%	116.3%	111.2%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	21	11	\$4,425	\$6,070	\$6,146	1.15	\$6,921	\$8,865	\$8,954	102.4%	121.5%	116.2%	100.5%	115.1%	111.2%
OXNO	SEIU NONSTRIKE ODOT COALITION	A	P	21	8	\$4,843	\$6,258	\$6,729	1.08	\$7,415	\$9,086	\$9,643	112.1%	125.3%	127.3%	107.7%	118.0%	119.7%
<b>Non-Corrections/Non-Management Wtd Average</b>					20	\$4,592	\$6,149	\$6,379		\$7,118	\$8,958	\$9,230	106.3%	123.1%	120.6%	103.4%	116.3%	114.6%
<b>STATEWIDE Weighted Average</b>					20	\$4,592	\$6,149	\$6,379		\$7,118	\$8,958	\$9,230	106.3%	123.1%	120.6%	103.4%	116.3%	114.6%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 4437 HEAVY EQUIPMENT TECHNICIAN 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-ClackCo	609		Heavy Equipment Mechanic		6	\$5,420	\$6,821	\$6,840	1.11	\$8,351	\$10,096	\$10,120	
2024-WA-KingCo	8411200		Mechanic/Automotive Machinist I - HD		0	\$6,352		\$7,679		\$8,991		\$10,515	
2024-WA-ThrstnCo	1711		Equipment Mechanic		0	\$5,155		\$6,386		\$7,551		\$8,966	
<b>County Market Average</b>					6	\$5,504	\$6,821	\$6,888		\$8,331	\$10,096	\$10,025	
2024-CompAnalyst	SC16000537		Shop Service Technician I		1	\$4,092	\$5,017	\$6,425	1.01	\$6,220	\$7,299	\$8,941	
<b>Purchased Market Average</b>					1	\$4,092	\$5,017	\$6,425		\$6,220	\$7,299	\$8,941	
2024-ST-CA	6834	A	HEAVY EQUIPMENT MECHANIC		65	\$4,780	\$5,341	\$5,510	1.04	\$7,419	\$8,092	\$8,295	
2024-ST-NV	09.321		HWY EQUIPMENT MECHANIC 1		0	\$4,552		\$6,726		\$6,475		\$9,100	
2024-ST-WA	600K		EQUIPMENT TECHNICIAN 3		65	\$4,773	\$6,526	\$5,530	1.27	\$6,866	\$8,868	\$7,730	
<b>State Market Average</b>					130	\$4,720	\$5,934	\$5,823		\$6,975	\$8,480	\$8,286	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	137	\$4,746	\$5,966	\$5,864		\$7,020	\$8,542	\$8,352

### OREGON COMPARISON TO MARKET

#### 4437-Heavy Equipment Technician 1

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
OA0	SEIU STRIKEABLE ODOT COALITION	A	P	23T	33	\$5,531	\$6,843	\$6,984	1.09	\$8,228	\$9,778	\$9,944
<b>Non-Corrections/Non-Management Wtd Average</b>					33	\$5,531	\$6,843	\$6,984		\$8,228	\$9,778	\$9,944
<b>STATEWIDE Weighted Average</b>					33	\$5,531	\$6,843	\$6,984		\$8,228	\$9,778	\$9,944

MARKET COMPARISONS					
Salary			Salary and Benefits		
SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
116.5%	114.7%	119.1%	117.2%	114.5%	119.1%
116.5%	114.7%	119.1%	117.2%	114.5%	119.1%
116.5%	114.7%	119.1%	117.2%	114.5%	119.1%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 4438 HEAVY EQUIPMENT TECHNICIAN 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-WashCo	423		Heavy Duty Technician		0	\$6,087		\$7,363		\$8,964		\$10,498	
<b>County Market Average</b>						\$6,087		\$7,363		\$8,964		\$10,498	
2024-CompAnalyst	SC16000536		Shop Service Technician II		1	\$4,625	\$5,658	\$6,825	1.02	\$6,842	\$8,047	\$9,407	
2024-MIL-OPES	10.12		Heavy Equipment Mechanic	14	39	\$5,445	\$6,992	\$6,940	1.13	\$8,261	\$10,155	\$10,091	
2024-MIL-PACS	04.13		Heavy Equipment Mechanic	12	24	\$5,134	\$7,111	\$6,668	1.21	\$7,436	\$9,741	\$9,224	
<b>Purchased Market Average</b>						26	64	\$5,326	\$7,016	\$6,845	\$7,958	\$9,967	\$9,784
2024-ST-CA	6834	B	HEAVY EQUIPMENT MECHANIC		3	\$5,248	\$6,047	\$6,047	1.07	\$7,981	\$8,939	\$8,939	
2024-ST-NV	09.318		HWY EQUIPMENT MECHANIC 2		0	\$4,741		\$7,028		\$6,702		\$9,465	
2024-ST-WA	600L		EQUIPMENT TECHNICIAN LEAD		39	\$5,132	\$7,062	\$5,955	1.27	\$7,275	\$9,480	\$8,215	
<b>State Market Average</b>						42	\$5,018	\$6,989	\$6,286		\$7,131	\$9,441	\$8,627
<b>OVERALL WEIGHTED MARKET AVERAGE</b>						26	106	\$5,193	\$7,005	\$6,584	\$7,577	\$9,758	\$9,237

### OREGON COMPARISON TO MARKET

#### 4438-Heavy Equipment Technician 2

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
OA0	SEIU STRIKEABLE ODOT COALITION	A	P	26B	43	\$6,146	\$7,736	\$7,793	1.11	\$8,954	\$10,833	\$10,900
<b>Non-Corrections/Non-Management Wtd Average</b>					43	\$6,146	\$7,736	\$7,793		\$8,954	\$10,833	\$10,900
<b>STATEWIDE Weighted Average</b>					43	\$6,146	\$7,736	\$7,793		\$8,954	\$10,833	\$10,900

MARKET COMPARISONS					
Salary			Salary and Benefits		
SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
118.4%	110.4%	118.4%	118.2%	111.0%	118.0%
118.4%	110.4%	118.4%	118.2%	111.0%	118.0%
118.4%	110.4%	118.4%	118.2%	111.0%	118.0%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 4439 AUTO/HEAVY EQUIP REPAIR SUPERVISOR

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			Insufficient Market Emp Avg X	
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max		
2024-OR-MultCo	9689		Fleet Maintenance Supervisor		0	\$5,516		\$8,274		\$8,786		\$12,214		
<b>County Market Average</b>						\$5,516		\$8,274		\$8,786		\$12,214		
2024-ST-CA	6828		CALTRANS HIGHWAY MECHANIC SUPERVISOR	19	\$5,633	\$6,559	\$6,669	1.07	\$8,443	\$9,554	\$9,686			
2024-ST-WA	600M		EQUIPMENT TECHNICIAN SUPERVISOR	19	\$5,669	\$7,341	\$6,570	1.20	\$7,888	\$9,798	\$8,918			
<b>State Market Average</b>						38	\$5,651	\$6,950	\$6,619	\$8,166	\$9,676	\$9,302		
<b>OVERALL WEIGHTED MARKET AVERAGE</b>						0	38	\$5,648	\$6,950	\$6,662	\$8,182	\$9,676	\$9,376	

### OREGON COMPARISON TO MARKET

#### 4439-Auto/Heavy Equipment Repair Supervisor

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			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	
MMS	MGT SVC SUPERVISORY	A	P	28	4	\$6,071	\$8,746	\$8,955	1.16	\$8,866	\$12,025	\$12,273	107.5%	134.4%	130.9%	108.4%	130.9%	130.9%
<b>Management Wtd Average</b>						4	\$6,071	\$8,746	\$8,955		\$8,866	\$12,025	\$12,273	107.5%	134.4%	130.9%	108.4%	130.9%
<b>STATEWIDE Weighted Average</b>						4	\$6,071	\$8,746	\$8,955		\$8,866	\$12,025	\$12,273	107.5%	134.4%	130.9%	108.4%	130.9%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 5110 REVENUE AGENT 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2024-MIL-PACS	02.20		Collector	7	11	\$4,176	\$4,507	\$5,827	0.90	\$6,319	\$6,704	\$8,243
<b>Purchased Market Average</b>				7	11	\$4,176	\$4,507	\$5,827		\$6,319	\$6,704	\$8,243
2024-ST-ID	04326		Tax Compliance Technician		0	\$3,272		\$6,544		\$4,998		\$8,912
2024-ST-NV	07.239		REVENUE OFFICER 1		0	\$3,897		\$5,718		\$5,683		\$7,883
2024-ST-WA	174E		REVENUE AGENT 1		11	\$3,647	\$4,344	\$4,889	1.02	\$5,579	\$6,376	\$6,997
<b>State Market Average</b>					11	\$3,655	\$4,344	\$5,110		\$5,554	\$6,376	\$7,243
<b>OVERALL WEIGHTED MARKET AVERAGE</b>				7	22	\$3,887	\$4,425	\$5,428		\$5,894	\$6,540	\$7,688

### OREGON COMPARISON TO MARKET

#### 5110-Revenue Agent 1

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	17	16	\$3,709	\$4,156	\$5,086	0.95	\$6,075	\$6,603	\$7,702
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	17	1	\$3,709	\$4,851	\$5,086	1.10	\$6,075	\$7,424	\$7,702
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	17	132	\$3,709	\$4,651	\$5,086	1.06	\$6,075	\$7,188	\$7,702
<b>Non-Corrections/Non-Management Wtd Average</b>					149	\$3,709	\$4,599	\$5,086		\$6,075	\$7,126	\$7,702
<b>STATEWIDE Weighted Average</b>					149	\$3,709	\$4,599	\$5,086		\$6,075	\$7,126	\$7,702

MARKET COMPARISONS					
Salary			Salary and Benefits		
SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
95.4%	93.9%	93.7%	103.1%	101.0%	100.2%
95.4%	109.6%	93.7%	103.1%	113.5%	100.2%
95.4%	105.1%	93.7%	103.1%	109.9%	100.2%
95.4%	103.9%	93.7%	103.1%	109.0%	100.2%
95.4%	103.9%	93.7%	103.1%	109.0%	100.2%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 5111 REVENUE AGENT 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			Insufficient Market Emp Avg X		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max			
2024-WA-ClarkCo	74		Delinquent Tax Collector		0	\$4,661		\$6,292		\$7,094		\$8,967			
<b>County Market Average</b>						\$4,661		\$6,292		\$7,094		\$8,967			
2024-ST-ID	04346		Tax Compliance Officer 1		25	\$3,682	\$4,219	\$7,364	0.76	\$5,488	\$6,131	\$9,893			
2024-ST-NV	07.233		REVENUE OFFICER 2		0	\$4,232		\$6,246		\$6,088		\$8,521			
2024-ST-WA	174F		REVENUE AGENT 2		25	\$4,114	\$5,264	\$5,530	1.09	\$6,113	\$7,426	\$7,730			
<b>State Market Average</b>						50	\$4,009	\$4,741	\$6,380		\$5,896	\$6,778	\$8,715		
<b>OVERALL WEIGHTED MARKET AVERAGE</b>						0	50	\$4,015	\$4,741	\$6,379		\$5,906	\$6,778	\$8,717	

### OREGON COMPARISON TO MARKET

#### 5111-Revenue Agent 2

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	19	12	\$4,036	\$4,979	\$5,598	1.03	\$6,461	\$7,575	\$8,307	100.5%	87.8%	109.4%	95.3%		
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	19	1	\$4,036	\$4,425	\$5,598	0.92	\$6,461	\$6,921	\$8,307	100.5%	87.8%	109.4%	95.3%		
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	19	19	\$4,036	\$5,380	\$5,598	1.12	\$6,461	\$8,049	\$8,307	100.5%	87.8%	109.4%	95.3%		
<b>Non-Corrections/Non-Management Wtd Average</b>					32	\$4,036	\$5,199	\$5,598		\$6,461	\$7,836	\$8,307	100.5%	87.8%	109.4%	95.3%		
<b>STATEWIDE Weighted Average</b>					32	\$4,036	\$5,199	\$5,598		\$6,461	\$7,836	\$8,307	100.5%	87.8%	109.4%	95.3%		



# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 5112 REVENUE AGENT 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-MultCo	6025		Assessment & Taxation Collection Specialist		1	\$4,777	\$4,912	\$5,840	0.93	\$7,868	\$8,036	\$9,189	
2024-OR-WashCo	348		Personal Property Tax Collector		0	\$4,716		\$5,729		\$7,316		\$8,533	
2024-WA-ThrstnCo	0702		Revenue Officer		0	\$4,572		\$6,082		\$6,883		\$8,616	
<b>County Market Average</b>					1	\$4,689	\$4,912	\$5,883		\$7,355	\$8,036	\$8,779	
2024-ST-ID	04344		Tax Compliance Officer 2		13	\$4,171	\$4,697	\$8,342	0.75	\$6,073	\$6,703	\$11,063	
2024-ST-WA	174G		REVENUE AGENT 3		13	\$4,538	\$6,047	\$6,100	1.14	\$6,597	\$8,320	\$8,381	
<b>State Market Average</b>					26	\$4,354	\$5,372	\$7,221		\$6,335	\$7,512	\$9,722	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	27	\$4,389	\$5,355	\$7,083		\$6,441	\$7,531	\$9,625

### OREGON COMPARISON TO MARKET

#### 5112-Revenue Agent 3

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	21	2	\$4,425	\$6,146	\$6,146	1.16	\$6,921	\$8,954	\$8,954	100.8%	114.8%	86.8%	107.5%	118.9%	93.0%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	21	2	\$4,425	\$5,872	\$6,146	1.11	\$6,921	\$8,630	\$8,954	100.8%	109.7%	86.8%	107.5%	114.6%	93.0%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	21	16	\$4,425	\$5,821	\$6,146	1.10	\$6,921	\$8,571	\$8,954	100.8%	108.7%	86.8%	107.5%	113.8%	93.0%
<b>Non-Corrections/Non-Management Wtd Average</b>					20	\$4,425	\$5,859	\$6,146		\$6,921	\$8,615	\$8,954	100.8%	109.4%	86.8%	107.5%	114.4%	93.0%
<b>STATEWIDE Weighted Average</b>					20	\$4,425	\$5,859	\$6,146		\$6,921	\$8,615	\$8,954	100.8%	109.4%	86.8%	107.5%	114.4%	93.0%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 5129 CHILD SUPPORT CASE MANAGER

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-ClackCo	741		Child Support Enforc Agent 2		2	\$4,994	\$6,316	\$6,317	1.12	\$7,820	\$9,467	\$9,467	
<b>County Market Average</b>					2	\$4,994	\$6,316	\$6,317		\$7,820	\$9,467	\$9,467	
2024-ST-CA	8625		SENIOR CHILD SUPPORT ANALYST, DEPARTMEN		14	\$5,238	\$6,561	\$6,561	1.11	\$7,969	\$9,557	\$9,557	
2024-ST-WA	178G		SUPPORT ENFORCEMENT OFFICER 2		86	\$4,321	\$5,374	\$5,809	1.06	\$6,349	\$7,552	\$8,049	
<b>State Market Average</b>					100	\$4,449	\$5,541	\$5,914		\$6,576	\$7,833	\$8,260	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	102	\$4,460	\$5,556	\$5,922		\$6,600	\$7,865	\$8,283

### OREGON COMPARISON TO MARKET

#### 5129-Child Support Case Manager

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	21	226	\$4,425	\$5,564	\$6,146	1.05	\$6,921	\$8,267	\$8,954	99.2%	100.1%	103.8%	104.9%	105.1%	108.1%
<b>Non-Corrections/Non-Management Wtd Average</b>					226	\$4,425	\$5,564	\$6,146		\$6,921	\$8,267	\$8,954	99.2%	100.1%	103.8%	104.9%	105.1%	108.1%
<b>STATEWIDE Weighted Average</b>					226	\$4,425	\$5,564	\$6,146		\$6,921	\$8,267	\$8,954	99.2%	100.1%	103.8%	104.9%	105.1%	108.1%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 5207 CLAIMS REPRESENTATIVE 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-CompAnalyst	FA06000851		Claims Adjuster I		1	\$4,008	\$4,800	\$5,975	0.97	\$6,123	\$7,046	\$8,416	
<b>Purchased Market Average</b>					1	\$4,008	\$4,800	\$5,975		\$6,123	\$7,046	\$8,416	
2024-ST-ID	08940		Risk Management Claims Technician		1	\$3,272	\$4,319	\$6,544	0.88	\$4,998	\$6,251	\$8,912	
2024-ST-WA	430E		TORT CLAIMS INVESTIGATOR 1		1	\$4,213	\$5,132	\$5,669	1.04	\$6,226	\$7,275	\$7,888	
<b>State Market Average</b>					2	\$3,743	\$4,725	\$6,106		\$5,612	\$6,763	\$8,400	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	3	\$3,831	\$4,750	\$6,063		\$5,782	\$6,857	\$8,406

### OREGON COMPARISON TO MARKET

#### 5207-Claims Representative 1

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	22	2	\$4,222	\$5,730	\$6,444	1.07	\$6,681	\$8,462	\$9,306	110.2%	120.6%	106.3%	115.5%	123.4%	110.7%
<b>Non-Corrections/Non-Management Wtd Average</b>					2	\$4,222	\$5,730	\$6,444		\$6,681	\$8,462	\$9,306	110.2%	120.6%	106.3%	115.5%	123.4%	110.7%
<b>STATEWIDE Weighted Average</b>					2	\$4,222	\$5,730	\$6,444		\$6,681	\$8,462	\$9,306	110.2%	120.6%	106.3%	115.5%	123.4%	110.7%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 5208 CLAIMS REPRESENTATIVE 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-MarionCo	022		Claims Coordinator		1	\$5,344	\$5,900	\$7,167	0.94	\$8,303	\$8,996	\$10,574	
<b>County Market Average</b>					1	\$5,344	\$5,900	\$7,167		\$8,303	\$8,996	\$10,574	
2024-CompAnalyst	FA06000048		Claims Adjuster II		1	\$5,200	\$6,375	\$7,842	0.99	\$7,512	\$8,882	\$10,592	
<b>Purchased Market Average</b>					1	\$5,200	\$6,375	\$7,842		\$7,512	\$8,882	\$10,592	
2024-ST-ID	08953		Risk Management Claims Adjudicator		1	\$4,171	\$6,367	\$8,342	1.02	\$6,073	\$8,700	\$11,063	
2024-ST-NV	11.412		TORT CLAIMS ANALYST		0	\$5,025		\$7,473		\$7,045		\$10,003	
2024-ST-WA	430F		TORT CLAIMS INVESTIGATOR 2		2	\$4,652	\$6,152	\$6,255	1.13	\$6,727	\$8,440	\$8,558	
<b>State Market Average</b>					3	\$4,705	\$6,223	\$7,159		\$6,724	\$8,527	\$9,637	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	5	\$4,867	\$6,189	\$7,258		\$7,062	\$8,692	\$9,907

### OREGON COMPARISON TO MARKET

#### 5208-Claims Representative 2

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			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	
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	24	2	\$4,639	\$6,479	\$7,097	1.10	\$7,174	\$9,348	\$10,078	95.3%	104.7%	97.8%	101.6%	107.5%	101.7%
<b>Non-Corrections/Non-Management Wtd Average</b>					2	\$4,639	\$6,479	\$7,097		\$7,174	\$9,348	\$10,078	95.3%	104.7%	97.8%	101.6%	107.5%	101.7%
<b>STATEWIDE Weighted Average</b>					2	\$4,639	\$6,479	\$7,097		\$7,174	\$9,348	\$10,078	95.3%	104.7%	97.8%	101.6%	107.5%	101.7%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 5233 INVESTIGATOR 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-ST-CA	8612	C	SPECIAL INVESTIGATOR		148	\$5,842	\$7,189	\$7,625	1.07	\$8,694	\$10,310	\$10,834	
2024-ST-ID	08933		Fraud Investigator		7	\$4,759	\$5,901	\$9,518	0.83	\$6,777	\$8,144	\$12,471	
2024-ST-WA	427R		INVESTIGATOR 3		148	\$5,264	\$6,848	\$7,079	1.11	\$7,426	\$9,235	\$9,499	
<b>State Market Average</b>					303	\$5,535	\$6,992	\$7,402		\$8,031	\$9,735	\$10,220	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	303	\$5,535	\$6,992	\$7,402		\$8,031	\$9,735	\$10,220

### OREGON COMPARISON TO MARKET

#### 5233-Investigator 3

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
MMN	MGT SVC NONSUPERVISORY	A	P	26	46	\$5,525	\$7,528	\$8,126	1.10	\$8,220	\$10,587	\$11,294	99.8%	107.7%	109.8%	102.4%	108.8%	110.5%
<b>Management Wtd Average</b>					46	\$5,525	\$7,528	\$8,126		\$8,220	\$10,587	\$11,294	99.8%	107.7%	109.8%	102.4%	108.8%	110.5%
AB	AFSCME AT CONST CONTRACTORS BD	A	P	26	2	\$5,082	\$7,798	\$7,798	1.21	\$7,697	\$10,906	\$10,906	91.8%	111.5%	105.3%	95.8%	112.0%	106.7%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	26	48	\$5,086	\$7,177	\$7,803	1.11	\$7,702	\$10,172	\$10,912	91.9%	102.6%	105.4%	95.9%	104.5%	106.8%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	26	3	\$5,086	\$7,681	\$7,803	1.19	\$7,702	\$10,767	\$10,912	91.9%	109.8%	105.4%	95.9%	110.6%	106.8%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	26	39	\$5,086	\$7,434	\$7,803	1.15	\$7,702	\$10,476	\$10,912	91.9%	106.3%	105.4%	95.9%	107.6%	106.8%
UA	UNREPRESENTED	A	P	26	1	\$5,080	\$7,798	\$7,798	1.21	\$7,695	\$10,906	\$10,906	91.8%	111.5%	105.3%	95.8%	112.0%	106.7%
<b>Non-Corrections/Non-Management Wtd Average</b>					93	\$5,086	\$7,321	\$7,803		\$7,702	\$10,343	\$10,912	91.9%	104.7%	105.4%	95.9%	106.2%	106.8%
<b>STATEWIDE Weighted Average</b>					139	\$5,231	\$7,390	\$7,910		\$7,873	\$10,424	\$11,038	94.5%	105.7%	106.9%	98.0%	107.1%	108.0%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 5235 FINANCIAL INVESTIGATOR 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			Insufficient Market Emp Avg X
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-WA-ClarkCo	154		Financial Investigator		0	\$4,661		\$6,292		\$7,094		\$8,967	
<b>County Market Average</b>						\$4,661		\$6,292		\$7,094		\$8,967	
2024-ST-ID	04443		Financial Examiner / Investigator 1		0	\$4,171		\$8,342		\$6,073		\$11,063	
2024-ST-NV	11.365		COMPLIANCE/AUDIT INVEST 2		0	\$4,424		\$6,537		\$6,320		\$8,872	
2024-ST-WA	159C		BUSINESS & PROFESSIONS AUDITOR 3		5	\$4,213	\$5,457	\$5,669	1.10	\$6,226	\$7,646	\$7,888	
<b>State Market Average</b>						\$4,338	\$5,457	\$6,238		\$6,279	\$7,646	\$8,536	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>						\$4,344	\$5,457	\$6,239		\$6,294	\$7,646	\$8,544	

### OREGON COMPARISON TO MARKET

#### 5235-Financial Investigator 1

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min
AR	AFSCME AT REAL ESTATE AGENCY	A	P	26	5	\$5,082	\$7,054	\$7,798	1.10	\$7,697	\$10,027	\$10,906	117.0%	125.0%	122.3%	127.6%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	26	2	\$5,086	\$7,803	\$7,803	1.21	\$7,702	\$10,912	\$10,912	117.1%	125.1%	122.4%	127.7%
<b>Non-Corrections/Non-Management Wtd Average</b>						\$5,083	\$7,268	\$7,799		\$7,698	\$10,280	\$10,908	117.0%	125.0%	122.3%	127.7%
<b>STATEWIDE Weighted Average</b>						\$5,083	\$7,268	\$7,799		\$7,698	\$10,280	\$10,908	117.0%	125.0%	122.3%	127.7%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 5241 CIVIL RIGHTS INVESTIGATOR 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			Insufficient Market Emp Avg X	
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max		
2024-WA-KingCo	2321200		Civil Rights Specialist II		0	\$6,984		\$8,853		\$9,717		\$11,864		
<b>County Market Average</b>						\$6,984		\$8,853		\$9,717		\$11,864		
2024-ST-CA	9547		FAIR EMPLOYMENT AND HOUSING CONSULTANT		8	\$5,481	\$6,473	\$6,861	1.05	\$8,260	\$9,451	\$9,916		
2024-ST-ID	05928		Civil Rights Investigator Senior		2	\$4,759	\$6,466	\$9,518	0.91	\$6,777	\$8,819	\$12,471		
2024-ST-NV	11.358		COMPLIANCE INVESTIGATOR 2		0	\$4,232		\$6,246		\$6,088		\$8,521		
<b>State Market Average</b>						10	\$4,853	\$6,471	\$6,672		\$7,158	\$9,324	\$9,349	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>						0	10	\$4,894	\$6,471	\$6,715		\$7,208	\$9,324	\$9,398

### OREGON COMPARISON TO MARKET

#### 5241-Civil Rights Investigator 2

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	26	22	\$5,086	\$7,160	\$7,803	1.11	\$7,702	\$10,152	\$10,912	103.9%	116.2%		106.8%	116.1%	
<b>Non-Corrections/Non-Management Wtd Average</b>					22	\$5,086	\$7,160	\$7,803		\$7,702	\$10,152	\$10,912	103.9%	116.2%		106.8%	116.1%	
<b>STATEWIDE Weighted Average</b>					22	\$5,086	\$7,160	\$7,803		\$7,702	\$10,152	\$10,912	103.9%	116.2%		106.8%	116.1%	

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 5246 COMPLIANCE SPECIALIST 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-CompAnalyst	FA06000912		Compliance Specialist I		1	\$4,725	\$5,625	\$7,025	0.98	\$6,959	\$8,008	\$9,640	
<b>Purchased Market Average</b>					1	\$4,725	\$5,625	\$7,025		\$6,959	\$8,008	\$9,640	
2024-ST-ID	07040		Analyst 1		0	\$3,682		\$7,364		\$5,488		\$9,893	
2024-ST-WA	108E		ADMINISTRATIVE REGULATIONS ANALYST 2		1	\$3,912	\$5,132	\$5,264	1.12	\$5,882	\$7,275	\$7,426	
<b>State Market Average</b>					1	\$3,797	\$5,132	\$6,314		\$5,685	\$7,275	\$8,660	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	2	\$4,106	\$5,378	\$6,551		\$6,110	\$7,641	\$8,987

### OREGON COMPARISON TO MARKET

#### 5246-Compliance Specialist 1

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
AF	AFSCME AT OSP FIRE MARSHAL	A	P	21	1	\$4,425	\$6,143	\$6,143	1.16	\$6,921	\$8,951	\$8,951	107.8%	114.2%	93.8%	113.3%	117.1%	99.6%
AL	AFSCME AT LIQUOR CONTROL COMM	A	P	21	6	\$4,425	\$5,699	\$6,143	1.08	\$6,921	\$8,426	\$8,951	107.8%	106.0%	93.8%	113.3%	110.3%	99.6%
AR	AFSCME AT REAL ESTATE AGENCY	A	P	21	6	\$4,425	\$5,665	\$6,143	1.07	\$6,921	\$8,386	\$8,951	107.8%	105.3%	93.8%	113.3%	109.7%	99.6%
AS	OR PUB SAFETY ASSOC AT DPSST	A	P	21	2	\$4,425	\$5,391	\$6,143	1.02	\$6,921	\$8,062	\$8,951	107.8%	100.2%	93.8%	113.3%	105.5%	99.6%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	21	280	\$4,425	\$4,920	\$6,146	0.93	\$6,921	\$7,506	\$8,954	107.8%	91.5%	93.8%	113.3%	98.2%	99.6%
OAI	SEIU STRIKEABLE INST COALITION	A	P	21	4	\$4,425	\$6,135	\$6,146	1.16	\$6,921	\$8,941	\$8,954	107.8%	114.1%	93.8%	113.3%	117.0%	99.6%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	21	6	\$4,425	\$5,571	\$6,146	1.05	\$6,921	\$8,275	\$8,954	107.8%	103.6%	93.8%	113.3%	108.3%	99.6%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	21	41	\$4,425	\$5,528	\$6,146	1.05	\$6,921	\$8,224	\$8,954	107.8%	102.8%	93.8%	113.3%	107.6%	99.6%
UA	UNREPRESENTED	A	P	21	16	\$4,423	\$5,973	\$6,143	1.13	\$6,918	\$8,750	\$8,951	107.7%	111.1%	93.8%	113.2%	114.5%	99.6%
<b>Non-Corrections/Non-Management Wtd Average</b>					362	\$4,425	\$5,091	\$6,146		\$6,921	\$7,708	\$8,954	107.8%	94.7%	93.8%	113.3%	100.9%	99.6%
<b>STATEWIDE Weighted Average</b>					362	\$4,425	\$5,091	\$6,146		\$6,921	\$7,708	\$8,954	107.8%	94.7%	93.8%	113.3%	100.9%	99.6%



# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 5247 COMPLIANCE SPECIALIST 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-ClackCo	904		Code Enforcement Specialist		3	\$5,960	\$7,340	\$7,511	1.09	\$9,024	\$10,742	\$10,955	
2024-WA-ThrstnCo	2230		Compliance Coordinator		0	\$5,041		\$6,705		\$7,421		\$9,332	
<b>County Market Average</b>					3	\$5,730	\$7,340	\$7,310		\$8,623	\$10,742	\$10,549	
2024-CompAnalyst	FA06000661		Compliance Specialist II		1	\$5,717	\$6,825	\$8,408	0.97	\$8,115	\$9,407	\$11,253	
<b>Purchased Market Average</b>					1	\$5,717	\$6,825	\$8,408		\$8,115	\$9,407	\$11,253	
2024-ST-ID	07042		Analyst 2		2	\$4,759	\$5,242	\$9,518	0.73	\$6,777	\$7,355	\$12,471	
2024-ST-WA	108F		ADMINISTRATIVE REGULATIONS ANALYST 3		3	\$4,652	\$5,935	\$6,255	1.09	\$6,727	\$8,193	\$8,558	
<b>State Market Average</b>					5	\$4,695	\$5,658	\$7,560		\$6,747	\$7,858	\$10,123	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	9	\$5,211	\$6,348	\$7,545		\$7,634	\$8,991	\$10,407

### OREGON COMPARISON TO MARKET

#### 5247-Compliance Specialist 2

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
AB	AFSCME AT CONST CONTRACTORS BD	A	P	25	18	\$4,852	\$7,141	\$7,431	1.16	\$7,425	\$10,129	\$10,472	93.1%	112.5%	98.5%	97.3%	112.7%	100.6%
AF	AFSCME AT OSP FIRE MARSHAL	A	P	25	6	\$4,852	\$6,900	\$7,431	1.12	\$7,425	\$9,844	\$10,472	93.1%	108.7%	98.5%	97.3%	109.5%	100.6%
AMG	AFSCME AT DHS STAB&CRISIS UNIT	A	P	25	1	\$4,852	\$5,859	\$7,431	0.95	\$7,425	\$8,615	\$10,472	93.1%	92.3%	98.5%	97.3%	95.8%	100.6%
AO	AFSCME OR ST POLICE-SUPP UNIT	A	P	25	2	\$4,852	\$6,386	\$7,431	1.04	\$7,425	\$9,237	\$10,472	93.1%	100.6%	98.5%	97.3%	102.7%	100.6%
AR	AFSCME AT REAL ESTATE AGENCY	A	P	25	1	\$4,852	\$7,092	\$7,431	1.15	\$7,425	\$10,072	\$10,472	93.1%	111.7%	98.5%	97.3%	112.0%	100.6%
AS	OR PUB SAFETY ASSOC AT DPSST	A	P	25	4	\$4,852	\$6,009	\$7,431	0.98	\$7,425	\$8,792	\$10,472	93.1%	94.7%	98.5%	97.3%	97.8%	100.6%
AT	AFSCME AT DCBS BUILDING CODES	A	P	25	4	\$4,852	\$7,346	\$7,431	1.20	\$7,425	\$10,372	\$10,472	93.1%	115.7%	98.5%	97.3%	115.4%	100.6%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	25	262	\$4,851	\$6,837	\$7,436	1.11	\$7,424	\$9,771	\$10,478	93.1%	107.7%	98.6%	97.2%	108.7%	100.7%
OAI	SEIU STRIKEABLE INST COALITION	A	P	25	6	\$4,851	\$6,242	\$7,436	1.02	\$7,424	\$9,067	\$10,478	93.1%	98.3%	98.6%	97.2%	100.8%	100.7%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	25	34	\$4,851	\$6,889	\$7,436	1.12	\$7,424	\$9,833	\$10,478	93.1%	108.5%	98.6%	97.2%	109.4%	100.7%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	25	186	\$4,851	\$6,677	\$7,436	1.09	\$7,424	\$9,581	\$10,478	93.1%	105.2%	98.6%	97.2%	106.6%	100.7%
UA	UNREPRESENTED	A	P	25	55	\$4,849	\$6,977	\$7,431	1.14	\$7,422	\$9,936	\$10,472	93.0%	109.9%	98.5%	97.2%	110.5%	100.6%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 5247-Compliance Specialist 2 (Continued)

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			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>Non-Corrections/Non-Management Wtd Average</b>				579	\$4,851	\$6,801	\$7,435		\$7,424	\$9,728	\$10,477	93.1%	107.1%	98.5%	97.2%	108.2%	100.7%
	<b>STATEWIDE Weighted Average</b>				579	\$4,851	\$6,801	\$7,435		\$7,424	\$9,728	\$10,477	93.1%	107.1%	98.5%	97.2%	108.2%	100.7%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 5248 COMPLIANCE SPECIALIST 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-CompAnalyst	FA06000732		Compliance Specialist III		1	\$7,150	\$8,558	\$10,558	0.98	\$9,786	\$11,428	\$13,760	
2024-MIL-PACS	04.17		Compliance Officer	12	21	\$7,084	\$9,140	\$10,731	1.03	\$9,709	\$12,106	\$13,961	
<b>Purchased Market Average</b>				12	22	\$7,087	\$9,114	\$10,723		\$9,712	\$12,076	\$13,952	
2024-ST-ID	07044		Analyst 3		42	\$5,453	\$6,027	\$10,907	0.74	\$7,608	\$8,295	\$14,132	
2024-ST-WA	108G		ADMINISTRATIVE REGULATIONS ANALYST 4		30	\$5,395	\$7,087	\$7,256	1.12	\$7,576	\$9,508	\$9,701	
<b>State Market Average</b>					72	\$5,429	\$6,469	\$9,385		\$7,594	\$8,800	\$12,286	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					12	94	\$5,817	\$7,088	\$9,699		\$8,090	\$9,567	\$12,676

### OREGON COMPARISON TO MARKET

#### 5248-Compliance Specialist 3

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
MMN	MGT SVC NONSUPERVISORY	A	P	29	24	\$6,374	\$8,779	\$9,405	1.11	\$9,224	\$12,065	\$12,805	109.6%	123.9%	97.0%	114.0%	126.1%	101.0%
<b>Management Wtd Average</b>					24	\$6,374	\$8,779	\$9,405		\$9,224	\$12,065	\$12,805	109.6%	123.9%	97.0%	114.0%	126.1%	101.0%
AF	AFSCME AT OSP FIRE MARSHAL	A	P	29	1	\$5,859	\$8,998	\$8,998	1.21	\$8,615	\$12,324	\$12,324	100.7%	126.9%	92.8%	106.5%	128.8%	97.2%
AI	AFSCME AT LONGTERM CARE OMBUDS	A	P	29	12	\$5,859	\$8,344	\$8,998	1.12	\$8,615	\$11,551	\$12,324	100.7%	117.7%	92.8%	106.5%	120.7%	97.2%
AL	AFSCME AT LIQUOR CONTROL COMM	A	P	29	10	\$5,859	\$8,789	\$8,998	1.18	\$8,615	\$12,077	\$12,324	100.7%	124.0%	92.8%	106.5%	126.2%	97.2%
AO	AFSCME OR ST POLICE-SUPP UNIT	A	P	29	1	\$5,859	\$6,757	\$8,998	0.91	\$8,615	\$9,676	\$12,324	100.7%	95.3%	92.8%	106.5%	101.1%	97.2%
AR	AFSCME AT REAL ESTATE AGENCY	A	P	29	1	\$5,859	\$8,998	\$8,998	1.21	\$8,615	\$12,324	\$12,324	100.7%	126.9%	92.8%	106.5%	128.8%	97.2%
AS	OR PUB SAFETY ASSOC AT DPSST	A	P	29	4	\$5,859	\$8,792	\$8,998	1.18	\$8,615	\$12,080	\$12,324	100.7%	124.0%	92.8%	106.5%	126.3%	97.2%
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	29	5	\$5,912	\$8,917	\$9,166	1.18	\$8,678	\$12,228	\$12,522	101.6%	125.8%	94.5%	107.3%	127.8%	98.8%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	29	96	\$5,861	\$8,551	\$8,999	1.15	\$8,617	\$11,795	\$12,325	100.8%	120.6%	92.8%	106.5%	123.3%	97.2%
OAI	SEIU STRIKEABLE INST COALITION	A	P	29	9	\$5,861	\$7,972	\$8,999	1.07	\$8,617	\$11,111	\$12,325	100.8%	112.5%	92.8%	106.5%	116.1%	97.2%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	29	4	\$5,861	\$8,794	\$8,999	1.18	\$8,617	\$12,082	\$12,325	100.8%	124.1%	92.8%	106.5%	126.3%	97.2%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	29	72	\$5,861	\$8,468	\$8,999	1.14	\$8,617	\$11,697	\$12,325	100.8%	119.5%	92.8%	106.5%	122.3%	97.2%
UA	UNREPRESENTED	A	P	29	14	\$5,859	\$8,731	\$8,992	1.18	\$8,615	\$12,009	\$12,317	100.7%	123.2%	92.7%	106.5%	125.5%	97.2%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 5248-Compliance Specialist 3 (Continued)

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			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>Non-Corrections/Non-Management Wtd Average</b>					229	\$5,862	\$8,525	\$9,002		\$8,618	\$11,765	\$12,329	100.8%	120.3%	92.8%	106.5%	123.0%	97.3%
<b>STATEWIDE Weighted Average</b>					253	\$5,910	\$8,549	\$9,040		\$8,676	\$11,793	\$12,374	101.6%	120.6%	93.2%	107.2%	123.3%	97.6%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 5342 ELEVATOR INSPECTOR

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			Insufficient Market Emp Avg X	
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max		
2024-ST-ID	08521		Building Safety Inspector/Advisor		25	\$4,171	\$5,311	\$8,342	0.85	\$6,073	\$7,438	\$11,063		
2024-ST-NV	11.538		SAFETY SPEC, ELEVATOR - DIR		0	\$5,246		\$7,817		\$7,313		\$10,418		
2024-ST-WA	3910		ELEVATOR INSPECTOR 2		25	\$5,669	\$7,576	\$7,621	1.14	\$7,888	\$10,067	\$10,118		
<b>State Market Average</b>					50	\$4,981	\$6,444	\$7,951		\$7,043	\$8,752	\$10,558		
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	50	\$4,981	\$6,444	\$7,951		\$7,043	\$8,752	\$10,558	

### OREGON COMPARISON TO MARKET

#### 5342-Elevator Inspector

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
AT	AFSCME AT DCBS BUILDING CODES	A	P	27	11	\$5,340	\$7,912	\$8,172	1.17	\$8,002	\$11,041	\$11,348	107.2%	102.8%	113.6%	107.5%		
<b>Non-Corrections/Non-Management Wtd Average</b>					11	\$5,340	\$7,912	\$8,172		\$8,002	\$11,041	\$11,348	107.2%	102.8%	113.6%	107.5%		
<b>STATEWIDE Weighted Average</b>					11	\$5,340	\$7,912	\$8,172		\$8,002	\$11,041	\$11,348	107.2%	102.8%	113.6%	107.5%		

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 5361 PLUMBING INSPECTOR - COMMERCIAL AND RESIDENTIAL

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-ClackCo	909		Plumbing Inspector		3	\$6,529	\$8,239	\$8,239	1.12	\$9,732	\$11,862	\$11,862	
2024-OR-MarionCo	112		Plumbing Inspector		1	\$6,086	\$8,655	\$8,150	1.22	\$9,227	\$12,427	\$11,799	
<b>County Market Average</b>					4	\$6,418	\$8,343	\$8,217		\$9,605	\$12,003	\$11,846	
2024-MIL-OPES	06.08		Plumbing Inspector	8	3	\$6,772	\$8,413	\$8,513	1.10	\$9,885	\$11,894	\$12,017	
<b>Purchased Market Average</b>					8	\$6,772	\$8,413	\$8,513		\$9,885	\$11,894	\$12,017	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					8	7	\$6,570	\$8,373	\$8,344		\$9,725	\$11,957	\$11,919

### OREGON COMPARISON TO MARKET

#### 5361-Plumbing Inspector, Commercial & Residential

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
AT	AFSCME AT DCBS BUILDING CODES	A	P	28	1	\$5,594	\$8,576	\$8,576	1.21	\$8,302	\$11,825	\$11,825	85.1%	102.4%	102.8%	85.4%	98.9%	99.2%
<b>Non-Corrections/Non-Management Wtd Average</b>					1	\$5,594	\$8,576	\$8,576		\$8,302	\$11,825	\$11,825	85.1%	102.4%	102.8%	85.4%	98.9%	99.2%
<b>STATEWIDE Weighted Average</b>					1	\$5,594	\$8,576	\$8,576		\$8,302	\$11,825	\$11,825	85.1%	102.4%	102.8%	85.4%	98.9%	99.2%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 5371 ELECTRICAL INSPECTOR - COMMERICAL AND RESIDENTIAL

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-ClackCo	900		Electrical Inspector		6	\$6,529	\$7,866	\$8,239	1.07	\$9,732	\$11,398	\$11,862	
2024-OR-LaneCo	J055		Electrical Inspector		2	\$5,583	\$7,193	\$7,455	1.10	\$8,912	\$10,914	\$11,240	
2024-OR-MarionCo	109		Electrical Inspector		2	\$6,086	\$7,398	\$8,150	1.04	\$9,227	\$10,862	\$11,799	
<b>County Market Average</b>					10	\$6,276	\$7,638	\$8,081		\$9,491	\$11,194	\$11,737	
2024-MIL-OPES	06.07		Electrical Inspector	7	6	\$6,945	\$8,470	\$8,639	1.09	\$10,097	\$11,964	\$12,170	
<b>Purchased Market Average</b>					7	\$6,945	\$8,470	\$8,639		\$10,097	\$11,964	\$12,170	
2024-ST-CA	4034		ELECTRICAL INSPECTOR II		0	\$5,107		\$6,393		\$7,811		\$9,355	
<b>State Market Average</b>						\$5,107		\$6,393		\$7,811		\$9,355	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					7	16	\$6,461	\$7,950	\$8,197		\$9,626	\$11,483	\$11,771

### OREGON COMPARISON TO MARKET

#### 5371-Electrical Inspector, Commercial & Residential

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			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
AT	AFSCME AT DCBS BUILDING CODES	A	P	28	4	\$5,594	\$8,281	\$8,576	1.17	\$8,302	\$11,476	\$11,825	86.6%	104.2%	104.6%	86.2%	99.9%	100.5%	
<b>Non-Corrections/Non-Management Wtd Average</b>					4	\$5,594	\$8,281	\$8,576		\$8,302	\$11,476	\$11,825	86.6%	104.2%	104.6%	86.2%	99.9%	100.5%	
<b>STATEWIDE Weighted Average</b>					4	\$5,594	\$8,281	\$8,576		\$8,302	\$11,476	\$11,825	86.6%	104.2%	104.6%	86.2%	99.9%	100.5%	

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 5380 STRUCTURAL MECHANICAL INSPECTOR - RESIDENTIAL

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			Insufficient Market Emp Avg X
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-LaneCo	J056		Building Safety Specialist 1		0	\$5,186	\$5,775	\$6,923	0.95	\$8,419	\$9,152	\$10,578	
2024-WA-ClarkCo	300		Rehabilitation Specialist		0	\$4,661		\$6,292		\$7,094		\$8,967	
2024-WA-ClarkCo	25		Building Inspector I		0	\$4,661		\$6,292		\$7,094		\$8,967	
<b>County Market Average</b>						\$4,836		\$6,502		\$7,536		\$9,504	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>						0	0	\$4,836		\$7,536		\$9,504	

### OREGON COMPARISON TO MARKET

Worker Data as of:

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / 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	
													0.0%		0.0%	0.0%		0.0%	0.0%
<b>STATEWIDE Weighted Average</b>													0.0%		0.0%	0.0%		0.0%	0.0%

Currently no Oregon employees



5381 STRUCTURAL MECHANICAL INSPECTOR - COMMERCIAL AND RESIDI

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2024-OR-ClackCo	917		Structural/Mech Inspector		7	\$6,529	\$7,854	\$8,239	1.06	\$9,732	\$11,382	\$11,862
2024-OR-DescCo	1191		BUILDING SAFETY INSPECTOR II		0	\$5,649		\$7,570		\$9,025		\$11,419
2024-OR-LaneCo	J057		Building Safety Specialist 2		3	\$5,583	\$7,021	\$7,455	1.08	\$8,912	\$10,700	\$11,240
2024-WA-ClarkCo	26		Building Inspector II		0	\$5,069		\$6,843		\$7,563		\$9,600
<b>County Market Average</b>					10	\$6,097	\$7,604	\$7,871		\$9,287	\$11,177	\$11,481
2024-MIL-OPES	06.05		Building Inspector		18	\$6,351	\$7,926	\$8,087	1.10	\$9,370	\$11,297	\$11,495
<b>Purchased Market Average</b>					18	\$6,351	\$7,926	\$8,087		\$9,370	\$11,297	\$11,495
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					18	\$6,219	\$7,772	\$7,974		\$9,327	\$11,240	\$11,488

OREGON COMPARISON TO MARKET

5381-Structural/Mechanical Inspector, Commercial & Residential

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
AT	AFSCME AT DCBS BUILDING CODES	A	P	28	1	\$5,594	\$5,859	\$8,576	0.83	\$8,302	\$8,615	\$11,825
<b>Non-Corrections/Non-Management Wtd Average</b>					1	\$5,594	\$5,859	\$8,576		\$8,302	\$8,615	\$11,825
<b>STATEWIDE Weighted Average</b>					1	\$5,594	\$5,859	\$8,576		\$8,302	\$8,615	\$11,825

MARKET COMPARISONS					
Salary			Salary and Benefits		
SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
90.0%	75.4%	107.5%	89.0%	76.6%	102.9%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 5382 STRUCTURAL MECHANICAL INSPECTOR-MULTI-DISCIPLINE

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			Insufficient Market Emp Avg X	
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max		
2024-OR-LaneCo	J058		Building Safety Specialist, Sr		1	\$6,009	\$7,205	\$8,029	1.03	\$9,443	\$10,930	\$11,953		
2024-OR-WashCo	184		Combination Inspector II		0	\$8,528		\$10,369		\$11,898		\$14,112		
2024-OR-WashCo	125		Inspector II		0	\$8,122		\$9,870		\$11,411		\$13,511		
2024-WA-ClarkCo	27		Building Inspector III		0	\$5,995		\$8,092		\$8,627		\$11,035		
2024-WA-ThrstnCo	2250		Building Inspector II		0	\$5,293		\$7,041		\$7,710		\$9,717		
<b>County Market Average</b>					1	\$7,289	\$7,205	\$9,126		\$10,415	\$10,930	\$12,608		
2024-ST-ID	08521		Building Safety Inspector/Advisor		18	\$4,171	\$5,311	\$8,342	0.85	\$6,073	\$7,438	\$11,063		
<b>State Market Average</b>					18	\$4,171	\$5,311	\$8,342		\$6,073	\$7,438	\$11,063		
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	19	\$5,062	\$5,411	\$8,566		\$7,314	\$7,621	\$11,505	

### OREGON COMPARISON TO MARKET

#### 5382-Structural/Mechanical Inspector, Multi Discipline

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS						
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	
AT	AFSCME AT DCBS BUILDING CODES	A	P	29	3	\$5,859	\$8,998	\$8,998	1.21	\$8,615	\$12,324	\$12,324	115.7%	105.0%	117.8%	107.1%			
<b>Non-Corrections/Non-Management Wtd Average</b>					3	\$5,859	\$8,998	\$8,998		\$8,615	\$12,324	\$12,324	115.7%	105.0%	117.8%	107.1%			
<b>STATEWIDE Weighted Average</b>					3	\$5,859	\$8,998	\$8,998		\$8,615	\$12,324	\$12,324	115.7%	105.0%	117.8%	107.1%			

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 5390 PLANS EXAMINER - RESIDENTIAL

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			Insufficient Market Emp Avg X	
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max		
2024-OR-ClackCo	907		Plans Examiner - Residential		1	\$6,233	\$7,673	\$7,862	1.09	\$9,363	\$11,157	\$11,392		
2024-OR-LaneCo	J034		Plans Examiner 2		1	\$5,583	\$5,792	\$7,455	0.89	\$8,912	\$9,172	\$11,240		
2024-OR-WashCo	128		Plans Examiner I		0	\$6,997		\$8,509		\$10,058		\$11,875		
2024-WA-ClarkCo	266		Plans Examiner		0	\$5,069		\$6,843		\$7,563		\$9,600		
<b>County Market Average</b>					2	\$5,950	\$6,733	\$7,664		\$9,029	\$10,164	\$11,123		
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	2	\$5,950	\$6,733	\$7,664		\$9,029	\$10,164	\$11,123	

### OREGON COMPARISON TO MARKET

Worker Data as of:

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / 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	
													0.0%		0.0%	0.0%		0.0%	0.0%
													0.0%		0.0%	0.0%		0.0%	0.0%
	<b>STATEWIDE Weighted Average</b>												0.0%		0.0%	0.0%		0.0%	0.0%

Currently no Oregon employees

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 5391 PLANS EXAMINER - COMMERCIAL AND RESIDENTIAL

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			Insufficient Market Emp Avg X	
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max		
2024-OR-ClackCo	906		Plans Examiner - Commercial		1	\$6,840	\$8,632	\$8,632	1.12	\$10,120	\$12,351	\$12,352		
2024-OR-DescCo	1192		BUILDING SAFETY INSPECTOR III		0	\$6,228		\$8,345		\$9,746		\$12,386		
2024-OR-WashCo	129		Plans Examiner II		0	\$8,122		\$9,870		\$11,411		\$13,511		
2024-WA-ClarkCo	268		Plans Examiner Senior		0	\$5,512		\$7,441		\$8,072		\$10,287		
2024-WA-ThrstnCo	2211		Plans Examiner		0	\$5,558		\$7,392		\$8,015		\$10,121		
<b>County Market Average</b>					1	\$6,918	\$8,632	\$8,814		\$10,195	\$12,351	\$12,511		
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	1	\$6,918	\$8,632	\$8,814		\$10,195	\$12,351	\$12,511	

### OREGON COMPARISON TO MARKET

#### 5391-Plans Examiner, Commercial & Residential

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
AT	AFSCME AT DCBS BUILDING CODES	A	P	29	6	\$5,859	\$8,123	\$8,998	1.09	\$8,615	\$11,290	\$12,324	84.7%		102.1%	84.5%		98.5%
<b>Non-Corrections/Non-Management Wtd Average</b>					6	\$5,859	\$8,123	\$8,998		\$8,615	\$11,290	\$12,324	84.7%		102.1%	84.5%		98.5%
<b>STATEWIDE Weighted Average</b>					6	\$5,859	\$8,123	\$8,998		\$8,615	\$11,290	\$12,324	84.7%		102.1%	84.5%		98.5%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 5420 LIVESTOCK BRAND INSPECTOR

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-ST-CA	0303		BRAND INSPECTOR		8	\$3,575	\$4,062	\$4,381	1.02	\$5,972	\$6,557	\$6,939	
2024-ST-ID	00292		Brand Inspector		11	\$3,272	\$3,918	\$6,544	0.80	\$4,998	\$5,771	\$8,912	
2024-ST-NV	01.514		BRAND INSPECTOR I		0	\$2,943		\$4,232		\$4,531		\$6,088	
2024-ST-WA	566F		BRAND INSPECTOR 1		11	\$2,762	\$3,596	\$3,647	1.12	\$4,569	\$5,521	\$5,579	
<b>State Market Average</b>					30	\$3,107	\$3,838	\$4,969		\$4,880	\$5,889	\$7,106	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	30	\$3,107	\$3,838	\$4,969		\$4,880	\$5,889	\$7,106

### OREGON COMPARISON TO MARKET

#### 5420-Livestock Brand Inspector

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	15	1	\$3,427	\$4,222	\$4,639	1.05	\$5,742	\$6,681	\$7,174	110.3%	110.0%	93.4%	117.7%	113.5%	100.9%
UA	UNREPRESENTED	A	P	15	9	\$3,425	\$3,497	\$4,636	0.87	\$5,739	\$5,825	\$7,170	110.2%	91.1%	93.3%	117.6%	98.9%	100.9%
<b>Non-Corrections/Non-Management Wtd Average</b>					10	\$3,425	\$3,570	\$4,636		\$5,740	\$5,910	\$7,170	110.3%	93.0%	93.3%	117.6%	100.4%	100.9%
<b>STATEWIDE Weighted Average</b>					10	\$3,425	\$3,570	\$4,636		\$5,740	\$5,910	\$7,170	110.3%	93.0%	93.3%	117.6%	100.4%	100.9%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 5450 SHIPPING POINT INSPECTOR 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			Insufficient Market Emp Avg X	
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max		
2024-ST-CA	0684	A	FRUIT AND VEGETABLE QUALITY CONTROL INSF		0	\$3,386		\$4,240		\$5,745	\$6,771			
2024-ST-NV	01.139		AGRICULTURL INSPECTOR 2		0	\$2,943		\$4,232		\$4,531	\$6,088			
2024-ST-WA	568J		AGRICULTURAL COMMODITY INSPECTOR 3		3	\$3,398	\$3,971	\$4,538	1.00	\$5,295	\$5,950	\$6,597		
<b>State Market Average</b>					3	\$3,190	\$3,971	\$4,372		\$4,989	\$5,950	\$6,381		
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	3	\$3,190	\$3,971	\$4,372		\$4,989	\$5,950	\$6,381	

### OREGON COMPARISON TO MARKET

#### 5450-Shipping Point Inspector 1

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min
OBO	SEIU SEAS-STRKE ODOT COALITION	A	P	15	6	\$3,427	\$3,817	\$4,639	0.95	\$5,742	\$6,202	\$7,174	107.4%	106.1%	115.1%	112.4%
<b>Non-Corrections/Non-Management Wtd Average</b>					6	\$3,427	\$3,817	\$4,639		\$5,742	\$6,202	\$7,174	107.4%	106.1%	115.1%	112.4%
<b>STATEWIDE Weighted Average</b>					6	\$3,427	\$3,817	\$4,639		\$5,742	\$6,202	\$7,174	107.4%	106.1%	115.1%	112.4%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 5451 SHIPPING POINT INSPECTOR 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			Insufficient Market
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-ST-CA	0684	B	FRUIT AND VEGETABLE QUALITY CONTROL INSF	5		\$3,699	\$4,187	\$4,635	1.00	\$6,122	\$6,706	\$7,245	Emp Avg X
2024-ST-NV	01.134		AGRICULTURL INSPECTOR 3	0		\$3,184		\$4,608		\$4,822		\$6,542	
2024-ST-WA	568K		AGRICULTURAL COMMODITY INSPECTOR 4	20		\$3,731	\$4,882	\$5,010	1.12	\$5,675	\$6,989	\$7,136	
<b>State Market Average</b>					25	\$3,637	\$4,743	\$4,884		\$5,609	\$6,933	\$7,057	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>				0	25	\$3,637	\$4,743	\$4,884		\$5,609	\$6,933	\$7,057	

### OREGON COMPARISON TO MARKET

#### 5451-Shipping Point Inspector 2

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			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	
OBO	SEIU SEAS-STRKE ODOT COALITION	A	P	17	5	\$3,709	\$4,468	\$5,086	1.02	\$6,075	\$6,972	\$7,702	102.0%	104.1%	104.1%	108.3%	109.1%	109.1%
<b>Non-Corrections/Non-Management Wtd Average</b>						5	\$3,709	\$4,468	\$5,086		\$6,075	\$6,972	\$7,702	102.0%	104.1%	104.1%	108.3%	109.1%
<b>STATEWIDE Weighted Average</b>						5	\$3,709	\$4,468	\$5,086		\$6,075	\$6,972	\$7,702	102.0%	104.1%	104.1%	108.3%	109.1%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 5453 SHIPPING POINT INSP ASST MGR

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			Insufficient Market
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-ST-CA	1165		AGRICULTURE PROGRAM SUPERVISOR I		7	\$5,524	\$6,416	\$6,856	1.04	\$8,311	\$9,383	\$9,910	Emp Avg X
2024-ST-NV	01.132		AGRICULTURL INSPECTOR 4		0	\$3,450		\$5,025		\$5,143		\$7,045	
2024-ST-WA	568L		AGRICULTURAL COMMODITY INSPECTION SUPE		7	\$4,773	\$6,212	\$6,414	1.11	\$6,866	\$8,509	\$8,740	
<b>State Market Average</b>					14	\$4,744	\$6,314	\$6,252		\$7,006	\$8,946	\$8,782	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	14	\$4,744	\$6,314	\$6,252		\$7,006	\$8,946	\$8,782

### OREGON COMPARISON TO MARKET

#### 5453-Shipping Point Inspector Assistant Manager

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
MMS	MGT SVC SUPERVISORY	A	P	19	4	\$4,331	\$5,720	\$5,785	1.13	\$6,810	\$8,451	\$8,528	91.3%		92.5%	97.2%		97.1%
<b>Management Wtd Average</b>					4	\$4,331	\$5,720	\$5,785		\$6,810	\$8,451	\$8,528	91.3%		92.5%	97.2%		97.1%
<b>STATEWIDE Weighted Average</b>					4	\$4,331	\$5,720	\$5,785		\$6,810	\$8,451	\$8,528	91.3%		92.5%	97.2%		97.1%



# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 5519 FORCE PROTECTION OFFICER

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-CompAnalyst	LG12000003		Police Patrol Officer		1	\$4,767	\$5,883	\$7,142	0.99	\$7,007	\$8,309	\$9,776	
<b>Purchased Market Average</b>					1	\$4,767	\$5,883	\$7,142		\$7,007	\$8,309	\$9,776	
2024-ST-CA	1960		SECURITY OFFICER I, DEPARTMENT OF JUSTICE		3	\$3,812	\$4,748	\$4,856	1.10	\$6,256	\$7,380	\$7,509	
<b>State Market Average</b>					3	\$3,812	\$4,748	\$4,856		\$6,256	\$7,380	\$7,509	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	4	\$4,051	\$5,032	\$5,427		\$6,444	\$7,612	\$8,076

### OREGON COMPARISON TO MARKET

#### 5519-Force Protection Officer

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
AU	AFSCME AT MILITARY	A	P	18	3	\$3,863	\$4,848	\$5,340	1.05	\$6,257	\$7,420	\$8,002	95.4%	96.3%	98.4%	97.1%	97.5%	99.1%
<b>Non-Corrections/Non-Management Wtd Average</b>					3	\$3,863	\$4,848	\$5,340		\$6,257	\$7,420	\$8,002	95.4%	96.3%	98.4%	97.1%	97.5%	99.1%
<b>STATEWIDE Weighted Average</b>					3	\$3,863	\$4,848	\$5,340		\$6,257	\$7,420	\$8,002	95.4%	96.3%	98.4%	97.1%	97.5%	99.1%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 5561 DEPUTY STATE FIRE MARSHAL

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-WA-ClarkCo	87		Deputy Fire Marshal		0	\$6,520		\$8,802		\$9,229		\$11,849	
2024-WA-KingCo	5301200		Fire Marshal Deputy II		0	\$7,324		\$9,283		\$10,107		\$12,358	
<b>County Market Average</b>						\$6,922		\$9,042		\$9,668		\$12,103	
2024-ST-CA	9086	B	DEPUTY STATE FIRE MARSHAL		6	\$6,158	\$7,279	\$8,318	1.01	\$9,073	\$10,418	\$11,666	
2024-ST-ID	08963		Fire Marshal Deputy		5	\$5,103	\$5,827	\$10,206	0.76	\$7,188	\$8,054	\$13,294	
2024-ST-WA	396L		DEPUTY STATE FIRE MARSHAL		4	\$5,530	\$7,753	\$7,436	1.20	\$7,730	\$10,269	\$9,907	
<b>State Market Average</b>					15	\$5,639	\$6,921	\$8,712		\$8,087	\$9,590	\$11,739	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	15	\$5,790	\$6,921	\$8,751		\$8,273	\$9,590	\$11,782

### OREGON COMPARISON TO MARKET

#### 5561-Deputy State Fire Marshal

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
AF	AFSCME AT OSP FIRE MARSHAL	A	P	31T	23	\$8,172	\$10,120	\$10,339	1.09	\$11,348	\$13,649	\$13,908	141.1%	146.2%	118.1%	137.2%	142.3%	118.0%
<b>Non-Corrections/Non-Management Wtd Average</b>					23	\$8,172	\$10,120	\$10,339		\$11,348	\$13,649	\$13,908	141.1%	146.2%	118.1%	137.2%	142.3%	118.0%
<b>STATEWIDE Weighted Average</b>					23	\$8,172	\$10,120	\$10,339		\$11,348	\$13,649	\$13,908	141.1%	146.2%	118.1%	137.2%	142.3%	118.0%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 5562 SUPV DEPUTY STATE FIRE MARSHAL

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			Insufficient Market Emp Avg X
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-WA-KingCo	5317200		Assistant Fire Marshal		0	\$8,446		\$10,706		\$11,396		\$13,991	
<b>County Market Average</b>						\$8,446		\$10,706		\$11,396		\$13,991	
2024-ST-CA	8966		DIVISION CHIEF, CALIFORNIA STATE FIRE MARS	2	\$9,099	\$10,922	\$11,377	1.07	\$12,604	\$14,792	\$15,337		
2024-ST-ID	08962		Fire Marshal Chief Deputy	1	\$5,724	\$6,625	\$11,449	0.77	\$7,932	\$9,010	\$14,780		
<b>State Market Average</b>						\$7,974	\$9,490	\$11,401		\$11,046	\$12,864	\$15,152	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>						\$8,092	\$9,490	\$11,227		\$11,134	\$12,864	\$14,862	

### OREGON COMPARISON TO MARKET

#### 5562-Supervisor Deputy State Fire Marshal

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	Salary		Salary and Benefits			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
MMS	MGT SVC SUPERVISORY	A	P	32	3	\$7,750	\$11,409	\$11,409	1.19	\$10,849	\$15,172	\$15,172	95.8%	101.6%	102.1%	97.4%	102.1%	102.1%
<b>Management Wtd Average</b>						\$7,750	\$11,409	\$11,409		\$10,849	\$15,172	\$15,172	95.8%	101.6%	102.1%	97.4%	102.1%	102.1%
<b>STATEWIDE Weighted Average</b>						\$7,750	\$11,409	\$11,409		\$10,849	\$15,172	\$15,172	95.8%	101.6%	102.1%	97.4%	102.1%	102.1%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 5617 INTERNAL AUDITOR 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-WashCo	156		Management Auditor		0	\$7,353		\$9,382		\$10,485		\$12,925	
2024-WA-KingCo	2120200		Internal Auditor		0	\$8,163		\$10,369		\$11,070		\$13,604	
<b>County Market Average</b>						\$7,758		\$9,875		\$10,778		\$13,265	
2024-MIL-NWMGT	01.08b		Internal Auditor	14	20	\$5,732	\$7,090	\$8,667	0.98	\$8,132	\$9,715	\$11,555	
2024-MIL-PACS	02.09		Auditor - Intermediate	5	9	\$5,995	\$6,600	\$8,921	0.89	\$8,439	\$9,144	\$11,850	
<b>Purchased Market Average</b>					19	29	\$5,811	\$6,938	\$8,743		\$8,224	\$9,538	\$11,643
2024-ST-CA	4089		AUDITOR EVALUATOR II		20	\$5,448	\$6,480	\$7,770	0.98	\$8,221	\$9,459	\$11,008	
2024-ST-NV	07.213		EXECUTIVE BRANCH AUDITOR 2		0	\$6,246		\$9,388		\$8,521		\$12,316	
<b>State Market Average</b>					20	\$5,576	\$6,480	\$8,029		\$8,269	\$9,459	\$11,217	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					19	49	\$5,776	\$6,751	\$8,470		\$8,333	\$9,506	\$11,513

### OREGON COMPARISON TO MARKET

#### 5617-Internal Auditor 2

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
MMN	MGT SVC NONSUPERVISORY	A	P	28	12	\$6,071	\$8,064	\$8,955	1.07	\$8,866	\$11,220	\$12,273	105.1%	119.5%	105.7%	106.4%	118.0%	106.6%
<b>Management Wtd Average</b>					12	\$6,071	\$8,064	\$8,955		\$8,866	\$11,220	\$12,273	105.1%	119.5%	105.7%	106.4%	118.0%	106.6%
<b>STATEWIDE Weighted Average</b>					12	\$6,071	\$8,064	\$8,955		\$8,866	\$11,220	\$12,273	105.1%	119.5%	105.7%	106.4%	118.0%	106.6%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 5618 INTERNAL AUDITOR 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-ClackCo	145		Internal Auditor, Senior		1	\$7,398	\$8,245	\$9,987	0.95	\$10,814	\$11,869	\$14,038	
2024-OR-DescCo	9322		PERFORMANCE AUDITOR		0	\$6,866		\$9,201		\$10,542		\$13,452	
2024-OR-JackCo	1021		Sr Auditor		2	\$6,552	\$7,625	\$8,367	1.02	\$10,020	\$11,357	\$12,282	
2024-OR-WashCo	020		Management Auditor, Senior		0	\$8,119		\$10,357		\$11,406		\$14,098	
<b>County Market Average</b>					3	\$7,267	\$7,832	\$9,439		\$10,701	\$11,528	\$13,375	
2024-MIL-NWMGT	01.08a		Internal Auditor - Senior	25	25	\$7,341	\$10,005	\$11,271	1.08	\$10,009	\$13,114	\$14,591	
2024-MIL-PACS	02.10		Auditor - Senior	10	24	\$7,303	\$8,815	\$11,065	0.96	\$9,964	\$11,727	\$14,350	
<b>Purchased Market Average</b>					35	49	\$7,323	\$9,422	\$11,174		\$9,988	\$12,435	\$14,477
2024-ST-CA	4093		SENIOR AUDITOR EVALUATOR I		10	\$6,527	\$8,078	\$9,704	1.00	\$9,516	\$11,378	\$13,330	
2024-ST-NV	07.211		EXECUTIVE BRANCH AUDITOR 4		0	\$7,139		\$10,788		\$9,599		\$14,007	
<b>State Market Average</b>					10	\$6,668	\$8,078	\$9,954		\$9,535	\$11,378	\$13,486	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					35	62	\$7,197	\$9,128	\$10,799		\$9,965	\$12,220	\$14,199

### OREGON COMPARISON TO MARKET

#### 5618-Internal Auditor 3

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			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	
MENN	EXEC SVC NONSUPERVISORY	A	P	31	1	\$7,030	\$10,350	\$10,350	1.19	\$9,999	\$13,921	\$13,921	97.7%	113.4%	95.8%	100.3%	113.9%	98.0%
MMN	MGT SVC NONSUPERVISORY	A	P	31	26	\$7,030	\$10,115	\$10,350	1.16	\$9,999	\$13,644	\$13,921	97.7%	110.8%	95.8%	100.3%	111.7%	98.0%
<b>Management Wtd Average</b>					27	\$7,030	\$10,124	\$10,350		\$9,999	\$13,654	\$13,921	97.7%	110.9%	95.8%	100.3%	111.7%	98.0%
<b>STATEWIDE Weighted Average</b>					27	\$7,030	\$10,124	\$10,350		\$9,999	\$13,654	\$13,921	97.7%	110.9%	95.8%	100.3%	111.7%	98.0%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 5631 TAX AUDITOR 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			Insufficient Market Emp Avg X	
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max		
2024-OR-WashCo	392		Business Personal Property Tax Auditor		0	\$6,037		\$7,339		\$8,904		\$10,469		
<b>County Market Average</b>						\$6,037		\$7,339		\$8,904		\$10,469		
2024-ST-CA	4361		ASSOCIATE TAX AUDITOR, FRANCHISE TAX BOA	36	\$5,499	\$6,352	\$7,232	1.00	\$8,282	\$9,305	\$10,362			
2024-ST-ID	04336		Tax Auditor 2	28	\$4,759	\$5,268	\$9,518	0.74	\$6,777	\$7,386	\$12,471			
<b>State Market Average</b>						64	\$5,180	\$5,878	\$8,217	\$7,634	\$8,466	\$11,271		
<b>OVERALL WEIGHTED MARKET AVERAGE</b>						0	64	\$5,230	\$5,878	\$8,166	\$7,707	\$8,466	\$11,224	

### OREGON COMPARISON TO MARKET

#### 5631-Tax Auditor 1

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	25	68	\$4,851	\$6,145	\$7,436	1.00	\$7,424	\$8,953	\$10,478	92.8%	91.1%	96.3%	93.4%		
<b>Non-Corrections/Non-Management Wtd Average</b>					68	\$4,851	\$6,145	\$7,436		\$7,424	\$8,953	\$10,478	92.8%	91.1%	96.3%	93.4%		
<b>STATEWIDE Weighted Average</b>					68	\$4,851	\$6,145	\$7,436		\$7,424	\$8,953	\$10,478	92.8%	91.1%	96.3%	93.4%		

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 5641 FISCAL AUDITOR 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-CompAnalyst	FA06000007		Internal Auditor I		1	\$4,592	\$5,358	\$6,400	0.99	\$6,803	\$7,697	\$8,911	
<b>Purchased Market Average</b>					1	\$4,592	\$5,358	\$6,400		\$6,803	\$7,697	\$8,911	
2024-ST-CA	4287		GENERAL AUDITOR II		3	\$4,575	\$5,006	\$6,014	0.95	\$7,172	\$7,690	\$8,901	
2024-ST-WA	152J		AUDITOR 3		1	\$3,731	\$4,889	\$5,010	1.12	\$5,675	\$6,997	\$7,136	
<b>State Market Average</b>					4	\$4,364	\$4,977	\$5,763		\$6,798	\$7,517	\$8,459	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	5	\$4,409	\$5,053	\$5,891		\$6,799	\$7,553	\$8,550

### OREGON COMPARISON TO MARKET

#### 5641-Fiscal Auditor 1

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	Salary		Salary and Benefits			
						SR Min	Avg to Avg	SR Max to SR Max				SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	23	2	\$4,425	\$5,925	\$6,763	1.06	\$6,921	\$8,692	\$9,683	100.4%	117.2%	114.8%	101.8%	115.1%	113.3%
<b>Non-Corrections/Non-Management Wtd Average</b>					2	\$4,425	\$5,925	\$6,763		\$6,921	\$8,692	\$9,683	100.4%	117.2%	114.8%	101.8%	115.1%	113.3%
<b>STATEWIDE Weighted Average</b>					2	\$4,425	\$5,925	\$6,763		\$6,921	\$8,692	\$9,683	100.4%	117.2%	114.8%	101.8%	115.1%	113.3%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 5642 FISCAL AUDITOR 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-WA-ThrstnCo	0725		Internal Auditor		0	\$6,769		\$9,025		\$9,405		\$11,996	
<b>County Market Average</b>						\$6,769		\$9,025		\$9,405		\$11,996	
2024-CompAnalyst	FA06000008		Internal Auditor II		1	\$5,558	\$6,583	\$7,883	0.99	\$7,930	\$9,125	\$10,641	
<b>Purchased Market Average</b>						\$5,558	\$6,583	\$7,883		\$7,930	\$9,125	\$10,641	
2024-ST-CA	4285		GENERAL AUDITOR III		17	\$5,499	\$7,063	\$7,232	1.11	\$8,282	\$10,159	\$10,362	
2024-ST-WA	152K		AUDITOR 4		1	\$4,114	\$5,395	\$5,530	1.12	\$6,113	\$7,576	\$7,730	
<b>State Market Average</b>						\$5,422	\$6,970	\$7,138		\$8,161	\$10,016	\$10,216	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>						0	19	\$5,496	\$6,950	\$7,269	\$8,212	\$9,969	\$10,326

### OREGON COMPARISON TO MARKET

#### 5642-Fiscal Auditor 2

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
UA	UNREPRESENTED	A	P	26	1	\$5,080	\$6,143	\$7,798	0.95	\$7,695	\$8,951	\$10,906
<b>Non-Corrections/Non-Management Wtd Average</b>						\$5,080	\$6,143	\$7,798		\$7,695	\$8,951	\$10,906
<b>STATEWIDE Weighted Average</b>						\$5,080	\$6,143	\$7,798		\$7,695	\$8,951	\$10,906

MARKET COMPARISONS					
Salary			Salary and Benefits		
SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
92.4%	88.4%	107.3%	93.7%	89.8%	105.6%
92.4%	88.4%	107.3%	93.7%	89.8%	105.6%
92.4%	88.4%	107.3%	93.7%	89.8%	105.6%



# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 5648 GOVERNMENTAL AUDITOR 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-ST-CA	4159	A	ASSOCIATE MANAGEMENT AUDITOR		122	\$5,499	\$6,858	\$7,232	1.08	\$8,282	\$9,914	\$10,362	
2024-ST-CA	4161		SENIOR MANAGEMENT AUDITOR		115	\$6,839	\$8,656	\$8,925	1.10	\$9,890	\$12,072	\$12,394	
2024-ST-WA	156D		ASSISTANT STATE AUDITOR 4		53	\$6,100	\$7,940	\$8,210	1.11	\$8,381	\$10,482	\$10,791	
<b>State Market Average</b>					290	\$6,140	\$7,769	\$8,082		\$8,938	\$10,873	\$11,246	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	290	\$6,140	\$7,769	\$8,082		\$8,938	\$10,873	\$11,246

### OREGON COMPARISON TO MARKET

#### 5648-Governmental Auditor 3

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
MMN	MGT SVC NONSUPERVISORY	A	P	29	1	\$6,374	\$8,536	\$9,405	1.08	\$9,224	\$11,778	\$12,805	103.8%	109.9%	116.4%	103.2%	108.3%	113.9%
MMS	MGT SVC SUPERVISORY	A	P	29	2	\$6,374	\$9,180	\$9,405	1.16	\$9,224	\$12,539	\$12,805	103.8%	118.2%	116.4%	103.2%	115.3%	113.9%
<b>Management Wtd Average</b>					3	\$6,374	\$8,965	\$9,405		\$9,224	\$12,285	\$12,805	103.8%	115.4%	116.4%	103.2%	113.0%	113.9%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	29	1	\$5,861	\$8,581	\$8,999	1.15	\$8,617	\$11,831	\$12,325	95.5%	110.5%	111.3%	96.4%	108.8%	109.6%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	29	1	\$5,861	\$8,999	\$8,999	1.21	\$8,617	\$12,325	\$12,325	95.5%	115.8%	111.3%	96.4%	113.3%	109.6%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	29A	6	\$6,448	\$8,206	\$9,899	1.00	\$9,311	\$11,388	\$13,388	105.0%	105.6%	122.5%	104.2%	104.7%	119.0%
<b>Non-Corrections/Non-Management Wtd Average</b>					8	\$6,301	\$8,352	\$9,674		\$9,138	\$11,560	\$13,122	102.6%	107.5%	119.7%	102.2%	106.3%	116.7%
<b>STATEWIDE Weighted Average</b>					11	\$6,321	\$8,519	\$9,601		\$9,161	\$11,758	\$13,036	102.9%	109.7%	118.8%	102.5%	108.1%	115.9%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 5675 FINANCIAL EXAMINER 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			Insufficient Market
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-ST-CA	4101	B	FINANCIAL INSTITUTIONS EXAMINER		8	\$5,262	\$5,649	\$6,592	0.95	\$7,997	\$8,461	\$9,594	Emp Avg X
2024-ST-ID	04423		Financial Institution Examiner 1		5	\$4,171	\$5,648	\$8,342	0.90	\$6,073	\$7,840	\$11,063	
2024-ST-NV	07.181		FINANCIAL INSTITUTIONS EX 2		0	\$4,808		\$7,139		\$6,784		\$9,599	
<b>State Market Average</b>					13	\$4,886	\$5,648	\$7,120		\$7,164	\$8,222	\$9,849	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	13	\$4,886	\$5,648	\$7,120		\$7,164	\$8,222	\$9,849

### OREGON COMPARISON TO MARKET

#### 5675-Financial Examiner 1

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			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	11	\$4,639	\$6,134	\$7,097	1.05	\$7,174	\$8,940	\$10,078	94.9%		99.7%	100.1%		102.3%
<b>Non-Corrections/Non-Management Wtd Average</b>					11	\$4,639	\$6,134	\$7,097		\$7,174	\$8,940	\$10,078	94.9%		99.7%	100.1%		102.3%
<b>STATEWIDE Weighted Average</b>					11	\$4,639	\$6,134	\$7,097		\$7,174	\$8,940	\$10,078	94.9%		99.7%	100.1%		102.3%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 5676 FINANCIAL EXAMINER 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-ST-CA	4101	C	FINANCIAL INSTITUTIONS EXAMINER		52	\$6,346	\$7,415	\$7,944	1.04	\$9,299	\$10,581	\$11,217	
2024-ST-ID	04421		Financial Institution Examiner 2		1	\$4,759	\$7,492	\$9,518	1.05	\$6,777	\$10,047	\$12,471	
2024-ST-NV	07.183		FINANCIAL INSTITUTIONS EX 4		0	\$5,246		\$7,817		\$7,313		\$10,418	
2024-ST-WA	161F		FINANCIAL EXAMINER 2		45	\$5,264	\$6,394	\$7,079	1.04	\$7,426	\$8,717	\$9,499	
<b>State Market Average</b>					98	\$5,815	\$6,947	\$7,577		\$8,379	\$9,720	\$10,448	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	98	\$5,815	\$6,947	\$7,577		\$8,379	\$9,720	\$10,448

### OREGON COMPARISON TO MARKET

#### 5676-Financial Examiner 2

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	27	8	\$5,345	\$7,810	\$8,177	1.16	\$8,008	\$10,920	\$11,354	91.9%	112.4%	107.9%	95.6%	112.3%	108.7%
<b>Non-Corrections/Non-Management Wtd Average</b>					8	\$5,345	\$7,810	\$8,177		\$8,008	\$10,920	\$11,354	91.9%	112.4%	107.9%	95.6%	112.3%	108.7%
<b>STATEWIDE Weighted Average</b>					8	\$5,345	\$7,810	\$8,177		\$8,008	\$10,920	\$11,354	91.9%	112.4%	107.9%	95.6%	112.3%	108.7%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 5677 FINANCIAL EXAMINER 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-ST-CA	4102		SENIOR FINANCIAL INSTITUTIONS EXAMINER		44	\$7,302	\$9,122	\$9,597	1.08	\$10,446	\$12,630	\$13,201	
2024-ST-ID	04419		Financial Institution Examiner 3		1	\$5,453	\$7,514	\$10,907	0.92	\$7,608	\$10,073	\$14,132	
2024-ST-NV	07.184		FINANCIAL INSTITUTIONS EX 5		0	\$5,473		\$8,186		\$7,587		\$10,864	
2024-ST-WA	161G		FINANCIAL EXAMINER 3		34	\$6,100	\$7,764	\$8,210	1.09	\$8,381	\$10,281	\$10,791	
<b>State Market Average</b>					79	\$6,707	\$8,517	\$8,984		\$9,441	\$11,587	\$12,125	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	79	\$6,707	\$8,517	\$8,984		\$9,441	\$11,587	\$12,125

### OREGON COMPARISON TO MARKET

#### 5677-Financial Examiner 3

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	30	10	\$6,146	\$8,350	\$9,447	1.07	\$8,954	\$11,559	\$12,854
<b>Non-Corrections/Non-Management Wtd Average</b>					10	\$6,146	\$8,350	\$9,447		\$8,954	\$11,559	\$12,854
<b>STATEWIDE Weighted Average</b>					10	\$6,146	\$8,350	\$9,447		\$8,954	\$11,559	\$12,854

MARKET COMPARISONS					
Salary			Salary and Benefits		
SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
91.6%	98.0%	105.2%	94.8%	99.8%	106.0%
91.6%	98.0%	105.2%	94.8%	99.8%	106.0%
91.6%	98.0%	105.2%	94.8%	99.8%	106.0%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 5707 INDUSTRIAL HYGIENIST 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-CompAnalyst	OF13000061		Industrial Hygienist		1	\$6,750	\$8,417	\$10,592	1.00	\$9,319	\$11,263	\$13,798	
<b>Purchased Market Average</b>					1	\$6,750	\$8,417	\$10,592		\$9,319	\$11,263	\$13,798	
2024-ST-CA	3856	A	ASSOCIATE INDUSTRIAL HYGIENIST		6	\$5,868	\$7,157	\$8,013	1.03	\$8,725	\$10,272	\$11,300	
2024-ST-NV	11.531		INDUSTRIAL HYGIENIST 3 - DIR		0	\$5,473		\$8,186		\$7,587		\$10,864	
<b>State Market Average</b>					6	\$5,670	\$7,157	\$8,100		\$8,156	\$10,272	\$11,082	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	7	\$5,717	\$7,337	\$8,208		\$8,206	\$10,414	\$11,200

### OREGON COMPARISON TO MARKET

#### 5707-Industrial Hygienist 3

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	29	18	\$5,861	\$8,549	\$8,999	1.15	\$8,617	\$11,793	\$12,325	102.5%	116.5%	109.6%	105.0%	113.2%	110.0%
<b>Non-Corrections/Non-Management Wtd Average</b>					18	\$5,861	\$8,549	\$8,999		\$8,617	\$11,793	\$12,325	102.5%	116.5%	109.6%	105.0%	113.2%	110.0%
<b>STATEWIDE Weighted Average</b>					18	\$5,861	\$8,549	\$8,999		\$8,617	\$11,793	\$12,325	102.5%	116.5%	109.6%	105.0%	113.2%	110.0%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 5710 OCCUPATIONAL SAFETY SPECIALIST 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			Insufficient Market
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-ST-CA	3899		ASSISTANT SAFETY ENGINEER		3	\$6,208	\$6,859	\$7,768	0.98	\$9,132	\$9,914	\$11,005	Emp Avg X
2024-ST-ID	02015		Safety & Loss Control Specialist		0	\$3,682		\$7,364		\$5,488		\$9,893	
2024-ST-NV	11.521		SAFETY SPEC, CONSULTATION		0	\$4,808		\$7,139		\$6,784		\$9,599	
2024-ST-WA	392F		OCCUPATIONAL SAFETY & HEALTH PROFESSIONI		3	\$4,773	\$6,599	\$6,414	1.18	\$6,866	\$8,951	\$8,740	
<b>State Market Average</b>					6	\$5,202	\$6,729	\$7,124		\$7,550	\$9,433	\$9,825	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	6	\$5,202	\$6,729	\$7,124		\$7,550	\$9,433	\$9,825

### OREGON COMPARISON TO MARKET

#### 5710-Occupational Safety Specialist 2

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min
OAI	SEIU STRIKEABLE INST COALITION	A	P	27	1	\$5,345	\$6,444	\$8,177	0.95	\$8,008	\$9,306	\$11,354	102.7%	114.8%	106.1%	115.6%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	27	1	\$5,345	\$6,444	\$8,177	0.95	\$8,008	\$9,306	\$11,354	102.7%	114.8%	106.1%	115.6%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	27	25	\$5,345	\$6,965	\$8,177	1.03	\$8,008	\$9,922	\$11,354	102.7%	114.8%	106.1%	115.6%
<b>Non-Corrections/Non-Management Wtd Average</b>					27	\$5,345	\$6,927	\$8,177		\$8,008	\$9,877	\$11,354	102.7%	114.8%	106.1%	115.6%
<b>STATEWIDE Weighted Average</b>					27	\$5,345	\$6,927	\$8,177		\$8,008	\$9,877	\$11,354	102.7%	114.8%	106.1%	115.6%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 5748 INSURANCE EXAMINER

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-ST-CA	4412	A	ASSOCIATE INSURANCE EXAMINER		18	\$5,499	\$7,125	\$7,232	1.12	\$8,282	\$10,234	\$10,362	
2024-ST-ID	08932		Insurance Analyst Senior		1	\$5,453	\$5,853	\$10,907	0.72	\$7,608	\$8,086	\$14,132	
2024-ST-NV	11.409		INSURANCE EXAMINER 1		0	\$5,246		\$7,817		\$7,313		\$10,418	
2024-ST-WA	1621		FUNCTIONAL PROGRAM ANALYST 3		18	\$4,652	\$5,827	\$6,255	1.07	\$6,727	\$8,069	\$8,558	
<b>State Market Average</b>					37	\$5,107	\$6,459	\$6,979		\$7,481	\$9,123	\$9,692	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	37	\$5,107	\$6,459	\$6,979		\$7,481	\$9,123	\$9,692

### OREGON COMPARISON TO MARKET

#### 5748-Insurance Examiner

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	30	17	\$6,146	\$8,885	\$9,447	1.14	\$8,954	\$12,190	\$12,854
<b>Non-Corrections/Non-Management Wtd Average</b>					17	\$6,146	\$8,885	\$9,447		\$8,954	\$12,190	\$12,854
<b>STATEWIDE Weighted Average</b>					17	\$6,146	\$8,885	\$9,447		\$8,954	\$12,190	\$12,854

MARKET COMPARISONS					
Salary			Salary and Benefits		
SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
120.3%	137.5%	135.4%	119.7%	133.6%	132.6%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 5857 MOTOR CARRIER ENFORCMNT OFFICER 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			Insufficient Market Emp Avg X	
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max		
2024-WA-KingCo	4102200		Scale Operator		0	\$4,500		\$5,475		\$6,864		\$7,984		
<b>County Market Average</b>						\$4,500		\$5,475		\$6,864		\$7,984		
2024-ST-CA	3930		MOTOR CARRIER SPECIALIST I, CALIFORNIA HIG	54	\$4,395	\$5,659	\$5,837	1.11	\$6,956	\$8,473	\$8,688			
2024-ST-ID	08552		Port-of-Entry Inspector	31	\$3,272	\$4,118	\$6,544	0.84	\$4,998	\$6,010	\$8,912			
2024-ST-NV	11.553		COMMERCL VEHICLE SAFETY INSP 2	0	\$4,424		\$6,537		\$6,320		\$8,872			
<b>State Market Average</b>						85	\$4,061	\$5,097	\$6,145	\$6,280	\$7,575	\$8,780		
<b>OVERALL WEIGHTED MARKET AVERAGE</b>						0	85	\$4,065	\$5,097	\$6,139	\$6,286	\$7,575	\$8,773	

### OREGON COMPARISON TO MARKET

#### 5857-Motor Carrier Enforcement Officer 1

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			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	50	\$4,425	\$5,619	\$6,146	1.06	\$6,921	\$8,331	\$8,954	108.9%		100.1%	110.1%			102.1%
<b>Non-Corrections/Non-Management Wtd Average</b>					50	\$4,425	\$5,619	\$6,146		\$6,921	\$8,331	\$8,954	108.9%		100.1%	110.1%			102.1%
<b>STATEWIDE Weighted Average</b>					50	\$4,425	\$5,619	\$6,146		\$6,921	\$8,331	\$8,954	108.9%		100.1%	110.1%			102.1%



# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 5858 MOTOR CARRIER ENFORCMNT OFFICER 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			Insufficient Market
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-ST-CA	3928		MOTOR CARRIER SPECIALIST II, CALIFORNIA HIC		9	\$5,223	\$6,745	\$6,940	1.11	\$7,950	\$9,777	\$10,011	Emp Avg X
2024-ST-ID	08551		Port-of-Entry Inspector Senior		9	\$3,682	\$4,807	\$7,364	0.87	\$5,488	\$6,835	\$9,893	
2024-ST-NV	11.551		COMMERCL VEHICLE SAFETY INSP 3		0	\$4,808		\$7,139		\$6,784		\$9,599	
<b>State Market Average</b>					18	\$4,471	\$5,776	\$7,151		\$6,722	\$8,306	\$9,934	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	18	\$4,471	\$5,776	\$7,151		\$6,722	\$8,306	\$9,934

### OREGON COMPARISON TO MARKET

#### 5858-Motor Carrier Enforcement Officer 2

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	24	13	\$4,639	\$6,612	\$7,097	1.13	\$7,174	\$9,505	\$10,078	103.8%		99.2%	106.7%		101.5%
<b>Non-Corrections/Non-Management Wtd Average</b>					13	\$4,639	\$6,612	\$7,097		\$7,174	\$9,505	\$10,078	103.8%		99.2%	106.7%		101.5%
<b>STATEWIDE Weighted Average</b>					13	\$4,639	\$6,612	\$7,097		\$7,174	\$9,505	\$10,078	103.8%		99.2%	106.7%		101.5%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 5902 COMMUNICABLE DISEASE ANALYST

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			Insufficient Market Emp Avg X	
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max		
2024-OR-ClackCo	508		Disease Intervention Specialis		2	\$4,779	\$5,488	\$6,022	1.02	\$7,553	\$8,435	\$9,101		
2024-OR-MultCo	6024		Disease Intervention Specialist		2	\$4,777	\$5,400	\$5,840	1.02	\$7,868	\$8,642	\$9,189		
2024-WA-KingCo	7500100		Disease Research and Intervention Specialist		0	\$5,777		\$7,323		\$8,331		\$10,106		
<b>County Market Average</b>					4	\$4,945	\$5,444	\$6,148		\$7,840	\$8,539	\$9,312		
2024-ST-NV	10.223		DISEASE CONTROL SPECIALIST 2		0	\$4,424		\$6,537		\$6,320		\$8,872		
<b>State Market Average</b>						\$4,424		\$6,537		\$6,320		\$8,872		
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	4	\$4,814	\$5,444	\$6,245		\$7,460	\$8,539	\$9,202	

### OREGON COMPARISON TO MARKET

#### 5902-Communicable Disease Analyst

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	22	1	\$4,222	\$6,444	\$6,444	1.21	\$6,681	\$9,306	\$9,306	87.7%	103.2%	89.6%	101.1%
<b>Non-Corrections/Non-Management Wtd Average</b>					1	\$4,222	\$6,444	\$6,444		\$6,681	\$9,306	\$9,306	87.7%	103.2%	89.6%	101.1%
<b>STATEWIDE Weighted Average</b>					1	\$4,222	\$6,444	\$6,444		\$6,681	\$9,306	\$9,306	87.7%	103.2%	89.6%	101.1%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 5923 Claims Examiner (DOJ)

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-ClackCo	761		Victim Advocate		10	\$4,559	\$5,321	\$5,739	1.03	\$7,279	\$8,228	\$8,748	
2024-OR-DescCo	1125		VICTIMS' ADVOCATE		0	\$4,647		\$6,228		\$7,777		\$9,746	
2024-OR-JackCo	219		Victim/Witness Spec		1	\$4,671	\$6,051	\$6,051	1.13	\$7,675	\$9,395	\$9,395	
2024-OR-LaneCo	B009		Victim Advocate		6	\$4,150	\$4,907	\$5,547	1.01	\$7,130	\$8,072	\$8,867	
2024-OR-MarionCo	624		Victim Assistance Advocate		7	\$3,962	\$4,344	\$5,304	0.94	\$6,582	\$7,057	\$8,253	
2024-OR-MultCo	6247		Victim Advocate		15	\$5,058	\$5,402	\$6,193	0.96	\$8,217	\$8,644	\$9,628	
<b>County Market Average</b>					39	\$4,613	\$5,132	\$5,897		\$7,576	\$8,184	\$9,173	
2024-ST-ID	08922		Crime Victim Case Manager		4	\$3,682	\$4,873	\$7,364	0.88	\$5,488	\$6,914	\$9,893	
2024-ST-ID	08966		Crime Victims Claims Examiner		2	\$3,272	\$4,275	\$6,544	0.87	\$4,998	\$6,198	\$8,912	
<b>State Market Average</b>					6	\$3,545	\$4,674	\$7,090		\$5,325	\$6,675	\$9,566	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	45	\$4,497	\$5,071	\$6,027		\$7,330	\$7,983	\$9,216

### OREGON COMPARISON TO MARKET

#### 5923-Claims Examiner (DOJ)

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			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	5	\$4,425	\$6,576	\$6,763	1.18	\$6,921	\$9,462	\$9,683	98.4%	129.7%	112.2%	94.4%	118.5%	105.1%
<b>Non-Corrections/Non-Management Wtd Average</b>					5	\$4,425	\$6,576	\$6,763		\$6,921	\$9,462	\$9,683	98.4%	129.7%	112.2%	94.4%	118.5%	105.1%
<b>STATEWIDE Weighted Average</b>					5	\$4,425	\$6,576	\$6,763		\$6,921	\$9,462	\$9,683	98.4%	129.7%	112.2%	94.4%	118.5%	105.1%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 5926 DISABILITY ANALYST 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			Insufficient Market Emp Avg X	
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max		
2024-ST-CA	8392		DISABILITY EVALUATION ANALYST II		0	\$4,547		\$5,693		\$7,139		\$8,515		
2024-ST-ID	09450		Disability Claims Adjudicator		13	\$4,171	\$5,123	\$8,342	0.82	\$6,073	\$7,212	\$11,063		
2024-ST-NV	12.456		DISABILITY ADJUDICATOR 3		0	\$4,424		\$6,537		\$6,320		\$8,872		
2024-ST-WA	168B		DDS EXAMINER SUPPORT SPECIALIST 2		13	\$3,477	\$4,608	\$4,652	1.13	\$5,385	\$6,676	\$6,727		
<b>State Market Average</b>					26	\$4,002	\$4,865	\$6,152		\$5,913	\$6,944	\$8,469		
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	26	\$4,002	\$4,865	\$6,152		\$5,913	\$6,944	\$8,469	

### OREGON COMPARISON TO MARKET

#### 5926-Disability Analyst 1

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	23	38	\$4,425	\$5,390	\$6,763	0.96	\$6,921	\$8,061	\$9,683	110.6%	109.9%	117.1%	114.3%
OAI	SEIU STRIKEABLE INST COALITION	A	P	23	2	\$4,425	\$6,763	\$6,763	1.21	\$6,921	\$9,683	\$9,683	110.6%	109.9%	117.1%	114.3%
<b>Non-Corrections/Non-Management Wtd Average</b>					40	\$4,425	\$5,459	\$6,763		\$6,921	\$8,142	\$9,683	110.6%	109.9%	117.1%	114.3%
<b>STATEWIDE Weighted Average</b>					40	\$4,425	\$5,459	\$6,763		\$6,921	\$8,142	\$9,683	110.6%	109.9%	117.1%	114.3%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 5955 NUTRITION CONSULTANT

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			Insufficient Market Emp Avg X	
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max		
2024-OR-ClackCo	546		Nutritionist, Senior		1	\$6,022	\$7,628	\$7,628	1.12	\$9,101	\$11,101	\$11,101		
2024-WA-KingCo	3425300		Nutrition Consultant I		0	\$6,984		\$8,853		\$9,717		\$11,864		
<b>County Market Average</b>					1	\$6,503	\$7,628	\$8,241		\$9,409	\$11,101	\$11,482		
2024-ST-CA	2162		PUBLIC HEALTH NUTRITION CONSULTANT II		0	\$5,245		\$7,163		\$7,976		\$10,279		
2024-ST-ID	02136		Nutrition Specialist WIC		1	\$5,453	\$6,256	\$10,907	0.76	\$7,608	\$8,568	\$14,132		
<b>State Market Average</b>					1	\$5,349	\$6,256	\$9,035		\$7,792	\$8,568	\$12,205		
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	2	\$5,926	\$6,942	\$8,638		\$8,601	\$9,834	\$11,844	

### OREGON COMPARISON TO MARKET 5955-Nutrition Consultant

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	29	8	\$5,861	\$7,991	\$8,999	1.08	\$8,617	\$11,134	\$12,325	98.9%	104.2%	100.2%	104.1%
OAI	SEIU STRIKEABLE INST COALITION	A	P	29	1	\$5,861	\$6,763	\$8,999	0.91	\$8,617	\$9,683	\$12,325	98.9%	104.2%	100.2%	104.1%
<b>Non-Corrections/Non-Management Wtd Average</b>					9	\$5,861	\$7,855	\$8,999		\$8,617	\$10,973	\$12,325	98.9%	104.2%	100.2%	104.1%
<b>STATEWIDE Weighted Average</b>					9	\$5,861	\$7,855	\$8,999		\$8,617	\$10,973	\$12,325	98.9%	104.2%	100.2%	104.1%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 6128 CERTIFIED MEDICATION AIDE

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2024-OR-MultCo	6304		Medication Aide (CNA)		10	\$4,011	\$4,846	\$4,912	1.09	\$6,916	\$7,954	\$8,036
<b>County Market Average</b>					10	\$4,011	\$4,846	\$4,912		\$6,916	\$7,954	\$8,036
2024-CompAnalyst	HC07000553		Certified Medication Technician		1	\$2,642	\$3,200	\$3,850	0.99	\$4,530	\$5,181	\$5,938
2024-MIL-NWHCS	02.01a		Medical Assistant - Certified (CMA)	117	2,288	\$3,761	\$4,937	\$5,595	1.06	\$5,835	\$7,206	\$7,973
<b>Purchased Market Average</b>					117	2,289	\$3,761	\$4,936		\$5,834	\$7,205	\$7,972
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					117	2,299	\$3,762	\$4,936		\$5,839	\$7,208	\$7,972

### OREGON COMPARISON TO MARKET

#### 6128-Certified Medication Aide

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
AAON	AFSCME AT DOC SECURITY PLUS	A	P	16T	9	\$4,463	\$5,440	\$5,624	1.08	\$6,966	\$8,120	\$8,337	118.6%	110.2%	100.6%	119.3%	112.6%	104.6%
<b>Corrections Wtd Average</b>					9	\$4,463	\$5,440	\$5,624		\$6,966	\$8,120	\$8,337	118.6%	110.2%	100.6%	119.3%	112.6%	104.6%
<b>STATEWIDE Weighted Average</b>					9	\$4,463	\$5,440	\$5,624		\$6,966	\$8,120	\$8,337	118.6%	110.2%	100.6%	119.3%	112.6%	104.6%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 6135 LICENSED PRACTICAL NURSE

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-LaneCo	B021		Licensed Practical Nurse		9	\$4,314	\$5,431	\$5,763	1.08	\$7,335	\$8,724	\$9,137	
2024-OR-MarionCo	501		LPN		1	\$4,337	\$5,268	\$5,808	1.04	\$7,048	\$8,208	\$8,882	
2024-OR-MultCo	6303		Licensed Community Practical Nurse		18	\$4,813	\$6,173	\$6,273	1.11	\$7,913	\$9,603	\$9,727	
2024-WA-KingCo	3311110		Licensed Practical Nurse - Jail		0	\$4,971		\$6,362		\$7,405		\$9,002	
<b>County Market Average</b>					28	\$4,648	\$5,902	\$6,102		\$7,686	\$9,270	\$9,490	
2024-CompAnalyst	HC07000004		Licensed Practical Nurse		1	\$3,717	\$4,700	\$5,433	1.03	\$5,783	\$6,929	\$7,784	
2024-MIL-NWHCS	02.06b		LPN - Clinic	74	499	\$4,644	\$6,322	\$7,047	1.08	\$6,864	\$8,821	\$9,666	
<b>Purchased Market Average</b>					74	500	\$4,642	\$6,319	\$7,044		\$6,862	\$8,817	\$9,662
2024-ST-CA	8257	G	LICENSED VOCATIONAL NURSE, CALIFORNIA DE		104	\$6,028	\$6,192	\$6,207	1.01	\$8,916	\$9,113	\$9,131	
2024-ST-ID	07676		Nurse Licensed Practical		48	\$3,682	\$4,989	\$7,364	0.90	\$5,488	\$7,052	\$9,893	
2024-ST-NV	10.360		LICENSED PRACTICAL NURSE 2		0	\$4,180		\$6,149		\$6,025		\$8,404	
2024-ST-WA	286B		LICENSED PRACTICAL NURSE 2		160	\$4,652	\$6,676	\$6,255	1.22	\$6,727	\$9,039	\$8,558	
<b>State Market Average</b>					312	\$4,815	\$6,255	\$6,361		\$7,034	\$8,758	\$8,851	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					74	840	\$4,714	\$6,281	\$6,733		\$6,958	\$8,810	\$9,322

### OREGON COMPARISON TO MARKET

#### 6135-Licensed Practical Nurse

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
OAI	SEIU STRIKEABLE INST COALITION	A	P	22S	109	\$5,306	\$6,145	\$6,707	1.02	\$7,962	\$8,953	\$9,617
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	22S	2	\$5,306	\$6,554	\$6,707	1.09	\$7,962	\$9,436	\$9,617
<b>Non-Corrections/Non-Management Wtd Average</b>					111	\$5,306	\$6,152	\$6,707		\$7,962	\$8,961	\$9,617
<b>STATEWIDE Weighted Average</b>					111	\$5,306	\$6,152	\$6,707		\$7,962	\$8,961	\$9,617

MARKET COMPARISONS					
Salary			Salary and Benefits		
SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
112.6%	97.8%	99.6%	114.4%	101.6%	103.2%
112.6%	104.3%	99.6%	114.4%	107.1%	103.2%
112.6%	97.9%	99.6%	114.4%	101.7%	103.2%
112.6%	97.9%	99.6%	114.4%	101.7%	103.2%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 6208 MENTAL HEALTH REGISTERED NURSE

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-ClackCo	717		Community Health Nurse		10	\$7,628	\$9,332	\$9,681	1.08	\$11,101	\$13,223	\$13,658	
2024-OR-JackCo	535		Mental Health Nurse		2	\$6,939	\$7,180	\$9,277	0.89	\$10,502	\$10,803	\$13,417	
2024-OR-MarionCo	557		Behavioral Health Nurse 1		2	\$6,403	\$6,724	\$8,173	0.92	\$9,622	\$10,022	\$11,827	
2024-OR-MultCo	6315		Community Health Nurse		107	\$7,788	\$9,230	\$10,008	1.04	\$11,610	\$13,402	\$14,369	
2024-OR-WashCo	510		Mental Health Nurse		0	\$7,868		\$9,561		\$11,104		\$13,140	
2024-WA-KingCo	3312100		Registered Nurse		0	\$6,602		\$9,018		\$9,278		\$12,053	
<b>County Market Average</b>					121	\$7,730	\$9,163	\$9,928		\$11,495	\$13,288	\$14,226	
2024-CompAnalyst	HC07000618		Staff Nurse - RN III		1	\$6,300	\$8,292	\$9,625	1.05	\$8,795	\$11,117	\$12,671	
2024-MIL-NWHCS	02.07a		RN - Acute Care	93	8,877	\$7,128	\$10,067	\$12,093	1.05	\$9,760	\$13,187	\$15,549	
<b>Purchased Market Average</b>					93	8,878	\$7,128	\$10,067		\$9,760	\$13,187	\$15,549	
2024-ST-CA	8094	T	REGISTERED NURSE (SAFETY)		1,419	\$7,869	\$9,056	\$9,379	1.05	\$11,127	\$12,552	\$12,940	
2024-ST-ID	07606		Nurse Registered		51	\$5,063	\$6,534	\$10,127	0.86	\$7,141	\$8,900	\$13,199	
2024-ST-NV	10.307		PSYCHIATRIC NURSE 2		0	\$5,885		\$8,810		\$8,084		\$11,618	
2024-ST-WA	285E		REGISTERED NURSE 1		1	\$5,192	\$7,480	\$8,510		\$7,344	\$9,957	\$11,133	
<b>State Market Average</b>					1,471	\$7,430	\$8,968	\$9,298		\$10,463	\$12,424	\$12,708	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					93	10,470	\$7,184	\$9,902	\$11,607		\$9,895	\$13,081	\$15,065

### OREGON COMPARISON TO MARKET

#### 6208-Mental Health Registered Nurse

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
AMH	AFSCME AT OHA/OSH REG NURSE	A	P	30	226	\$8,269	\$10,369	\$10,918	1.08	\$11,462	\$13,943	\$14,592	115.1%	104.7%	94.1%	115.8%	106.6%	96.9%
NMG	ONA AT DHS GROUP HOMES	A	P	30	17	\$8,269	\$10,494	\$10,918	1.09	\$11,462	\$14,092	\$14,592	115.1%	106.0%	94.1%	115.8%	107.7%	96.9%
NMP	ONA AT DHS PENDLETON COTTAGE	A	P	30	5	\$8,269	\$10,626	\$10,918	1.11	\$11,462	\$14,248	\$14,592	115.1%	107.3%	94.1%	115.8%	108.9%	96.9%
<b>Non-Corrections/Non-Management Wtd Average</b>					248	\$8,269	\$10,383	\$10,918		\$11,462	\$13,960	\$14,592	115.1%	104.9%	94.1%	115.8%	106.7%	96.9%
<b>STATEWIDE Weighted Average</b>					248	\$8,269	\$10,383	\$10,918		\$11,462	\$13,960	\$14,592	115.1%	104.9%	94.1%	115.8%	106.7%	96.9%



# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 6209 MENTAL HEALTH SUPERVISING RN

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-ST-CA	8096	T	SUPERVISING REGISTERED NURSE (SAFETY)		93	\$9,164	\$11,117	\$11,475	1.08	\$12,681	\$15,026	\$15,455	
2024-ST-ID	07572		Nurse Registered Manager		27	\$6,597	\$8,063	\$13,194	0.81	\$8,976	\$10,730	\$16,868	
2024-ST-NV	10.305		PSYCHIATRIC NURSE 3		0	\$6,246		\$9,388		\$8,521		\$12,316	
2024-ST-WA	285G		REGISTERED NURSE 3		100	\$7,337	\$10,940	\$12,031		\$9,794	\$13,910	\$15,156	
<b>State Market Average</b>					220	\$7,690	\$10,662	\$11,513		\$10,462	\$13,991	\$14,943	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	220	\$7,690	\$10,662	\$11,513		\$10,462	\$13,991	\$14,943

### OREGON COMPARISON TO MARKET

Worker Data as of:

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

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

Currently no Oregon employees

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 6214 INSTITUTION REGISTERED NURSE

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-ClackCo	717		Community Health Nurse		10	\$7,628	\$9,332	\$9,681	1.08	\$11,101	\$13,223	\$13,658	
2024-OR-DescCo	2065		NURSE/CORRECTIONS		0	\$6,539		\$8,763		\$10,134		\$12,906	
2024-OR-MarionCo	195		Corrections Nurse (RN)		3	\$6,145	\$8,667	\$8,232	1.21	\$9,300	\$12,443	\$11,900	
2024-OR-MultCo	6315		Community Health Nurse		107	\$7,788	\$9,230	\$10,008	1.04	\$11,610	\$13,402	\$14,369	
2024-WA-KingCo	3312110		Registered Nurse - Jail		0	\$7,592		\$10,370		\$10,416		\$13,606	
<b>County Market Average</b>					120	\$7,676	\$9,224	\$9,885		\$11,436	\$13,363	\$14,180	
2024-CompAnalyst	HC07000618		Staff Nurse - RN III		1	\$6,300	\$8,292	\$9,625	1.05	\$8,795	\$11,117	\$12,671	
2024-MIL-NWHCS	02.07b		RN - Clinic	84	1,545	\$6,458	\$9,783	\$10,100	1.18	\$8,980	\$12,856	\$13,225	
<b>Purchased Market Average</b>					84	1,546	\$6,458	\$9,782	\$10,099		\$8,979	\$12,855	\$13,224
2024-ST-CA	9275	J	REGISTERED NURSE, CORRECTIONAL FACILITY		1,545	\$8,263	\$9,464	\$9,849	1.05	\$11,599	\$13,041	\$13,504	
2024-ST-ID	07606		Nurse Registered		51	\$5,063	\$6,534	\$10,127	0.86	\$7,141	\$8,900	\$13,199	
2024-ST-NV	10.318		CORRECTIONAL NURSE 2		0	\$5,885		\$8,810		\$8,084		\$11,618	
2024-ST-WA	285F		REGISTERED NURSE 2		358	\$6,649	\$10,168	\$10,898		\$9,008	\$13,027	\$13,862	
<b>State Market Average</b>					1,954	\$7,797	\$9,516	\$9,990		\$10,883	\$12,931	\$13,472	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					84	3,620	\$7,236	\$9,620	\$10,032		\$10,108	\$12,913	\$13,393

### OREGON COMPARISON TO MARKET

#### 6214-Institution Registered Nurse

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
AAON	AFSCME AT DOC SECURITY PLUS	A	P	30N	147	\$8,269	\$10,173	\$10,925	1.06	\$11,462	\$13,712	\$14,601	114.3%	105.7%	108.9%	113.4%	106.2%	109.0%
CP	AOCE AT DOC NONSECURITY	A	P	30N	30	\$8,269	\$10,289	\$10,925	1.07	\$11,462	\$13,849	\$14,601	114.3%	106.9%	108.9%	113.4%	107.3%	109.0%
<b>Corrections Wtd Average</b>					177	\$8,269	\$10,193	\$10,925		\$11,462	\$13,736	\$14,601	114.3%	106.0%	108.9%	113.4%	106.4%	109.0%
OAI	SEIU STRIKEABLE INST COALITION	A	P	28S	15	\$7,534	\$10,380	\$10,921	1.12	\$10,594	\$13,957	\$14,596	104.1%	107.9%	108.9%	104.8%	108.1%	109.0%
<b>Non-Corrections/Non-Management Wtd Average</b>					15	\$7,534	\$10,380	\$10,921		\$10,594	\$13,957	\$14,596	104.1%	107.9%	108.9%	104.8%	108.1%	109.0%
<b>STATEWIDE Weighted Average</b>					192	\$8,212	\$10,208	\$10,925		\$11,395	\$13,753	\$14,600	113.5%	106.1%	108.9%	112.7%	106.5%	109.0%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 6216 EPIDEMIOLOGIST 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-ClackCo	509		Epidemiologist		3	\$6,022	\$7,075	\$7,628	1.04	\$9,101	\$10,412	\$11,101	
2024-OR-JackCo	525		Epidemiologist		3	\$6,308	\$6,999	\$8,436	0.95	\$9,715	\$10,576	\$12,369	
2024-OR-LaneCo	B075		Community Health Analyst 1		4	\$4,470	\$4,943	\$5,970	0.95	\$7,529	\$8,116	\$9,393	
2024-OR-MarionCo	507		Epidemiologist		3	\$5,522	\$6,102	\$7,394	0.94	\$8,525	\$9,247	\$10,857	
2024-OR-MultCo	6360		Epidemiologist		2	\$6,377	\$6,757	\$7,836	0.95	\$9,856	\$10,328	\$11,670	
2024-OR-WashCo	542		Epidemiologist		0	\$7,000		\$8,505		\$10,062		\$11,871	
2024-WA-ClarkCo	131		Epidemiologist		0	\$5,512		\$7,441		\$8,072		\$10,287	
2024-WA-KingCo	7513100		Epidemiologist I		0	\$7,152		\$9,066		\$9,910		\$12,108	
2024-WA-ThrstnCo	4426		Epidemiologist		0	\$5,836		\$7,762		\$8,334		\$10,546	
<b>County Market Average</b>					15	\$5,941	\$6,254	\$7,646		\$9,019	\$9,589	\$11,105	
2024-ST-CA	5582		RESEARCH SCIENTIST II (EPIDEMIOLOGY/BIOST,		23	\$6,279	\$7,174	\$7,804	1.02	\$9,218	\$10,292	\$11,048	
2024-ST-ID	07232		Epidemiologist Staff		0	\$4,759		\$9,518		\$6,777		\$12,471	
2024-ST-WA	303J		EPIDEMIOLOGIST 1		20	\$5,395	\$6,961	\$7,256	1.10	\$7,576	\$9,364	\$9,701	
<b>State Market Average</b>					43	\$5,861	\$7,075	\$7,603		\$8,451	\$9,860	\$10,494	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	58	\$5,887	\$6,862	\$7,617		\$8,634	\$9,790	\$10,691

### OREGON COMPARISON TO MARKET

#### 6216-Epidemiologist 1

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	27	6	\$5,345	\$6,828	\$8,177	1.01	\$8,008	\$9,760	\$11,354
<b>Non-Corrections/Non-Management Wtd Average</b>					6	\$5,345	\$6,828	\$8,177		\$8,008	\$9,760	\$11,354
<b>STATEWIDE Weighted Average</b>					6	\$5,345	\$6,828	\$8,177		\$8,008	\$9,760	\$11,354

MARKET COMPARISONS					
Salary			Salary and Benefits		
SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
90.8%	99.5%	107.4%	92.7%	99.7%	106.2%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 6217 EPIDEMIOLOGIST 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-ClackCo	510		Epidemiologist, Senior		0	\$6,624		\$8,387		\$9,851		\$12,046	
2024-OR-DescCo	9115		EPIDEMIOLOGIST		0	\$7,209		\$9,661		\$10,970		\$14,025	
2024-OR-LaneCo	B076		Community Health Analyst 2		8	\$5,583	\$5,737	\$7,455	0.88	\$8,912	\$9,104	\$11,240	
2024-OR-MarionCo	508		Epidemiologist Sr		1	\$6,086	\$7,764	\$8,150	1.09	\$9,227	\$11,317	\$11,799	
2024-WA-KingCo	7513200		Epidemiologist II		0	\$7,958		\$10,087		\$10,836		\$13,281	
<b>County Market Average</b>					9	\$6,135	\$5,962	\$8,122		\$9,473	\$9,350	\$11,930	
2024-CompAnalyst	HC07000577		Epidemiologist		1	\$7,075	\$9,442	\$11,183	1.05	\$9,698	\$12,458	\$14,488	
<b>Purchased Market Average</b>					1	\$7,075	\$9,442	\$11,183		\$9,698	\$12,458	\$14,488	
2024-ST-CA	5594		RESEARCH SCIENTIST III (EPIDEMIOLOGY/BIOST		68	\$6,857	\$8,037	\$8,583	1.04	\$9,912	\$11,329	\$11,984	
2024-ST-NV	10.228		DISEASE CONTROL SPECIALIST 3		0	\$4,808		\$7,139		\$6,784		\$9,599	
2024-ST-WA	303K		EPIDEMIOLOGIST 2 (NON-MEDICAL)		68	\$6,255	\$7,843	\$8,415	1.07	\$8,558	\$10,372	\$11,025	
<b>State Market Average</b>					136	\$6,544	\$7,940	\$8,489		\$9,218	\$10,850	\$11,491	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	146	\$6,513	\$7,829	\$8,476		\$9,242	\$10,769	\$11,547

### OREGON COMPARISON TO MARKET

#### 6217-Epidemiologist 2

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			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	30	31	\$6,146	\$8,276	\$9,447	1.06	\$8,954	\$11,471	\$12,854	94.4%	105.7%	111.5%	96.9%	106.5%	111.3%
<b>Non-Corrections/Non-Management Wtd Average</b>					31	\$6,146	\$8,276	\$9,447		\$8,954	\$11,471	\$12,854	94.4%	105.7%	111.5%	96.9%	106.5%	111.3%
<b>STATEWIDE Weighted Average</b>					31	\$6,146	\$8,276	\$9,447		\$8,954	\$11,471	\$12,854	94.4%	105.7%	111.5%	96.9%	106.5%	111.3%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 6218 EPIDEMIOLOGIST 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-LaneCo	B077		Community Health Analyst, Sr		4	\$6,009	\$7,823	\$8,029	1.11	\$9,443	\$11,697	\$11,953	
2024-WA-KingCo	7513300		Epidemiologist III		0	\$9,735		\$12,340		\$12,876		\$15,868	
2024-WA-ThrstnCo	4427		Epidemiologist, Senior		0	\$7,094		\$9,435		\$9,778		\$12,467	
<b>County Market Average</b>					4	\$6,811	\$7,823	\$8,982		\$10,071	\$11,697	\$12,691	
2024-MIL-NWHCS	14.06		Epidemiologist - Infection Control Nurse - Non M.D.	39	50	\$7,720	\$10,604	\$11,748	1.09	\$10,450	\$13,813	\$15,147	
<b>Purchased Market Average</b>					39	\$7,720	\$10,604	\$11,748		\$10,450	\$13,813	\$15,147	
2024-ST-ID	07212		Epidemiologist State		1	\$7,059	\$7,241	\$14,119	0.68	\$9,529	\$9,746	\$17,975	
2024-ST-WA	303L		EPIDEMIOLOGIST 3 (NON-MEDICAL)		50	\$6,902	\$8,932	\$9,289	1.10	\$9,297	\$11,616	\$12,024	
<b>State Market Average</b>						51	\$6,905	\$8,899	\$9,382		\$9,302	\$11,579	\$12,138
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					39	105	\$7,281	\$9,670	\$10,467		\$9,881	\$12,647	\$13,576

### OREGON COMPARISON TO MARKET 6218-Epidemiologist 3

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	32	8	\$6,763	\$9,864	\$10,385	1.15	\$9,683	\$13,347	\$13,963	92.9%	102.0%	99.2%	98.0%	105.5%	102.8%
<b>Non-Corrections/Non-Management Wtd Average</b>					8	\$6,763	\$9,864	\$10,385		\$9,683	\$13,347	\$13,963	92.9%	102.0%	99.2%	98.0%	105.5%	102.8%
<b>STATEWIDE Weighted Average</b>					8	\$6,763	\$9,864	\$10,385		\$9,683	\$13,347	\$13,963	92.9%	102.0%	99.2%	98.0%	105.5%	102.8%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 6229 PUBLIC HEALTH NURSE 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			Insufficient Market Emp Avg X	
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max		
2024-OR-DescCo	1152		PUBLIC HEALTH NURSE III		0	\$6,539		\$8,763		\$10,134		\$12,906		
2024-OR-JackCo	503		Com Health Nurse II		8	\$6,465	\$7,922	\$8,647	1.05	\$9,912	\$11,728	\$12,631		
2024-OR-LaneCo	B022		Community Health Nurse 2		10	\$6,399	\$7,740	\$8,554	1.04	\$9,927	\$11,594	\$12,606		
2024-OR-WashCo	507		Public Health Nurse II		0	\$7,868		\$9,561		\$11,104		\$13,140		
2024-WA-ClarkCo	288		Public Health Nurse II		0	\$5,995		\$8,092		\$8,627		\$11,035		
2024-WA-KingCo	3312200		Public Health Nurse		0	\$6,602		\$9,018		\$9,278		\$12,053		
<b>County Market Average</b>					18	\$6,957	\$7,821	\$8,951		\$10,322	\$11,654	\$12,767		
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	18	\$6,957	\$7,821	\$8,951		\$10,322	\$11,654	\$12,767	

### OREGON COMPARISON TO MARKET

#### 6229-Public Health Nurse 2

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			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	28N	19	\$7,195	\$10,457	\$10,921	1.15	\$10,194	\$14,047	\$14,596	103.4%	122.0%	98.8%	114.3%		
<b>Non-Corrections/Non-Management Wtd Average</b>					19	\$7,195	\$10,457	\$10,921		\$10,194	\$14,047	\$14,596	103.4%	122.0%	98.8%	114.3%		
<b>STATEWIDE Weighted Average</b>					19	\$7,195	\$10,457	\$10,921		\$10,194	\$14,047	\$14,596	103.4%	122.0%	98.8%	114.3%		

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 6240 SUPERVISING RN

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-MultCo	9517		Nursing Supervisor		11	\$7,736	\$11,605	\$11,605	1.20	\$11,546	\$16,353	\$16,353	
<b>County Market Average</b>					11	\$7,736	\$11,605	\$11,605		\$11,546	\$16,353	\$16,353	
2024-CompAnalyst	HC07000333		Charge Nurse		1	\$6,983	\$8,633	\$10,183	1.03	\$9,592	\$11,515	\$13,322	
2024-MIL-NWHCS	15.47		Nursing Shift Supervisor	55	271	\$8,978	\$11,910	\$13,954	1.04	\$11,917	\$15,335	\$17,719	
<b>Purchased Market Average</b>					55	272	\$8,970	\$11,898	\$13,940		\$11,908	\$15,321	\$17,703
2024-ST-CA	8161	T	SUPERVISING REGISTERED NURSE		56	\$8,727	\$10,459	\$10,929	1.06	\$12,157	\$14,236	\$14,800	
2024-ST-ID	07574		Nurse Registered Senior		94	\$5,949	\$7,425	\$11,898	0.83	\$8,201	\$9,966	\$15,318	
2024-ST-NV	10.352		REGISTERED NURSE 5		0	\$6,426		\$9,660		\$8,738		\$12,644	
<b>State Market Average</b>					150	\$6,965	\$8,558	\$11,464		\$9,642	\$11,560	\$15,029	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					55	433	\$8,228	\$10,733	\$13,004		\$11,096	\$14,045	\$16,721

### OREGON COMPARISON TO MARKET

#### 6240-Supervising Registered Nurse

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			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	
MMS	MGT SVC SUPERVISORY	A	P	32N	3	\$8,367	\$11,735	\$11,735	1.17	\$11,578	\$15,558	\$15,558	101.7%	109.3%	90.2%	104.4%	110.8%	93.0%
<b>Management Wtd Average</b>					3	\$8,367	\$11,735	\$11,735		\$11,578	\$15,558	\$15,558	101.7%	109.3%	90.2%	104.4%	110.8%	93.0%
<b>STATEWIDE Weighted Average</b>					3	\$8,367	\$11,735	\$11,735		\$11,578	\$15,558	\$15,558	101.7%	109.3%	90.2%	104.4%	110.8%	93.0%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 6241 NURSE MANAGER

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-MultCo	9509		Nursing Manager		6	\$8,355	\$12,533	\$12,533	1.20	\$12,315	\$17,507	\$17,507	
2024-OR-MultCo	9519		Nursing Director		0	\$9,024		\$13,536		\$13,146		\$18,753	
2024-WA-KingCo	3319100		Nurse Manager		0	\$9,333		\$12,122		\$12,414		\$15,618	
<b>County Market Average</b>					6	\$8,561	\$12,533	\$12,607		\$12,431	\$17,507	\$17,427	
2024-CompAnalyst	HC07000028		Head Nurse		1	\$8,392	\$10,567	\$12,425	1.02	\$11,233	\$13,769	\$15,936	
2024-MIL-NWHCS	15.44		Nursing Department Manager / Supv - Clinic	47	82	\$8,005	\$10,414	\$12,276	1.03	\$10,783	\$13,591	\$15,762	
<b>Purchased Market Average</b>					47	83	\$8,010	\$10,416	\$12,278		\$10,788	\$13,593	\$15,764
2024-ST-CA	8129	T	SUPERVISING NURSE II		12	\$9,164	\$11,156	\$11,476	1.08	\$12,681	\$15,073	\$15,456	
2024-ST-NV	10.300		DIRECTOR, NURSING SERVICES 2		0	\$7,473		\$11,304		\$10,003		\$14,630	
2024-ST-WA	285H		REGISTERED NURSE 4		71	\$7,903	\$12,416	\$12,954		\$10,440	\$15,595	\$16,210	
<b>State Market Average</b>						83	\$8,044	\$12,234	\$12,644		\$10,713	\$15,520	\$16,002
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					47	172	\$8,051	\$11,367	\$12,471		\$10,824	\$14,659	\$15,954

### OREGON COMPARISON TO MARKET 6241-Nurse Manager

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	Salary		Salary and Benefits			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
MMS	MGT SVC SUPERVISORY	A	P	36	74	\$8,955	\$12,628	\$13,200	1.14	\$12,273	\$16,612	\$17,288	111.2%	111.1%	105.8%	113.4%	113.3%	108.4%
<b>Management Wtd Average</b>					74	\$8,955	\$12,628	\$13,200		\$12,273	\$16,612	\$17,288	111.2%	111.1%	105.8%	113.4%	113.3%	108.4%
<b>STATEWIDE Weighted Average</b>					74	\$8,955	\$12,628	\$13,200		\$12,273	\$16,612	\$17,288	111.2%	111.1%	105.8%	113.4%	113.3%	108.4%



# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 6255 NURSE PRACTITIONER

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-ClackCo	516		Nurse Practitioner		9	\$9,681	\$11,928	\$12,318	1.08	\$13,658	\$16,456	\$16,941	
2024-OR-LaneCo	B023		Nurse Practitioner		9	\$9,038	\$10,278	\$12,092	0.97	\$13,207	\$14,749	\$17,005	
2024-OR-MarionCo	509		Nurse Practitioner		0	\$9,301		\$11,865		\$13,232		\$16,426	
2024-OR-MultCo	6314		Advanced Practice Clinician		26	\$10,358	\$12,905	\$13,248	1.09	\$14,804	\$17,969	\$18,396	
2024-OR-WashCo	509		Nurse Practitioner		0	\$10,663		\$12,957		\$14,466		\$17,223	
2024-WA-KingCo	3313100		Advanced Registered Nurse Practitioner		0	\$8,159		\$11,484		\$11,066		\$14,886	
<b>County Market Average</b>					44	\$9,913	\$12,167	\$12,775		\$14,159	\$17,001	\$17,709	
2024-CompAnalyst	HC07000008		Nurse Practitioner		1	\$8,533	\$10,783	\$12,433	1.03	\$11,399	\$14,022	\$15,946	
2024-MIL-NWHCS	02.10a		Nurse Practitioner - Primary Care	76	426	\$9,456	\$12,665	\$14,676	1.05	\$12,474	\$16,215	\$18,561	
2024-MIL-OPES	12.06		Nurse Practitioner	4	44	\$10,075	\$13,361	\$13,913	1.11	\$13,928	\$17,951	\$18,626	
<b>Purchased Market Average</b>					80	471	\$9,511	\$12,726	\$14,601		\$12,607	\$16,373	\$18,561
2024-ST-CA	8212	T	NURSE PRACTITIONER		6	\$10,280	\$11,620	\$11,620	1.06	\$14,021	\$15,629	\$15,629	
2024-ST-CA	9278	J	NURSE PRACTITIONER, CORRECTIONAL FACILIT		45	\$10,793	\$12,041	\$12,202	1.05	\$14,637	\$16,134	\$16,328	
2024-ST-ID	07584		Nurse Advanced Practice		0	\$6,597		\$13,194		\$8,976		\$16,868	
2024-ST-NV	10.229		MID-LEVEL MEDICAL PRACTITIONER		0	\$7,028		\$10,594		\$9,465		\$13,773	
<b>State Market Average</b>					51	\$10,068	\$11,991	\$11,902		\$13,652	\$16,075	\$15,857	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					80	566	\$9,603	\$12,616	\$14,167		\$12,843	\$16,395	\$18,205

### OREGON COMPARISON TO MARKET

#### 6255-Nurse Practitioner

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS						
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	
AAON	AFSCME AT DOC SECURITY PLUS	A	P	33	4	\$9,841	\$12,431	\$12,431	1.12	\$13,320	\$16,380	\$16,380	102.5%	98.5%	87.7%	103.7%	99.9%	90.0%	
CP	AOCE AT DOC NONSECURITY	A	P	33	1	\$9,841	\$12,365	\$12,365	1.11	\$13,320	\$16,302	\$16,302	102.5%	98.0%	87.3%	103.7%	99.4%	89.5%	
<b>Corrections Wtd Average</b>						5	\$9,841	\$12,418	\$12,418		\$13,320	\$16,364	\$16,364	102.5%	98.4%	87.7%	103.7%	99.8%	89.9%
AMH	AFSCME AT OHA/OSH REG NURSE	A	P	33	6	\$8,958	\$12,269	\$12,470	1.15	\$12,277	\$16,188	\$16,426	93.3%	97.2%	88.0%	95.6%	98.7%	90.2%	

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 6255-Nurse Practitioner (Continued)

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			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>Non-Corrections/Non-Management Wtd Average</b>				6	\$8,958	\$12,269	\$12,470		\$12,277	\$16,188	\$16,426	93.3%	97.2%	88.0%	95.6%	98.7%	90.2%
	<b>STATEWIDE Weighted Average</b>				11	\$9,359	\$12,337	\$12,446		\$12,751	\$16,268	\$16,398	97.5%	97.8%	87.9%	99.3%	99.2%	90.1%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 6256 PSYCHIATRIC NURSE PRACTITIONER

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-ClackCo	516		Nurse Practitioner		9	\$9,681	\$11,928	\$12,318	1.08	\$13,658	\$16,456	\$16,941	
2024-OR-DescCo	1275		PSYCHIATRIC NURSE PRACTITIONER		0	\$8,763		\$11,743		\$12,906		\$16,620	
2024-OR-LaneCo	B072		Nurse Practitioner-Mental Hlth		4	\$9,266	\$11,619	\$12,393	1.07	\$13,492	\$16,417	\$17,380	
<b>County Market Average</b>					13	\$9,497	\$11,833	\$12,298		\$13,557	\$16,444	\$17,044	
2024-CompAnalyst	HC07000654		Nurse Practitioner - Psychiatric		1	\$8,492	\$10,425	\$12,150	1.03	\$11,350	\$13,604	\$15,615	
2024-MIL-NWHCS	05.10		Psychiatric ARNP	23	46	\$10,271	\$13,856	\$15,545	1.07	\$13,425	\$17,604	\$19,574	
<b>Purchased Market Average</b>					23	47	\$10,234	\$13,783	\$15,473		\$13,381	\$17,519	\$19,489
2024-ST-CA	8227	T	NURSE PRACTITIONER, DEPARTMENTS OF MEN		1	\$10,280	\$11,620	\$11,620	1.06	\$14,021	\$15,629	\$15,629	
2024-ST-ID	07584		Nurse Advanced Practice		0	\$6,597		\$13,194		\$8,976		\$16,868	
<b>State Market Average</b>					1	\$8,438	\$11,620	\$12,407		\$11,498	\$15,629	\$16,249	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					23	61	\$10,013	\$13,332	\$14,670		\$13,360	\$17,259	\$18,843

### OREGON COMPARISON TO MARKET

#### 6256-Psychiatric Nurse Practitioner

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
AAON	AFSCME AT DOC SECURITY PLUS	A	P	34	13	\$10,311	\$12,630	\$13,027	1.08	\$13,875	\$16,616	\$17,084
<b>Corrections Wtd Average</b>					13	\$10,311	\$12,630	\$13,027		\$13,875	\$16,616	\$17,084
<b>STATEWIDE Weighted Average</b>					13	\$10,311	\$12,630	\$13,027		\$13,875	\$16,616	\$17,084

MARKET COMPARISONS					
Salary			Salary and Benefits		
SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
103.0%	94.7%	88.8%	103.9%	96.3%	90.7%
103.0%	94.7%	88.8%	103.9%	96.3%	90.7%
103.0%	94.7%	88.8%	103.9%	96.3%	90.7%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 6262 PHARMACIST 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-WA-KingCo	3320100		Pharmacist		0	\$10,704		\$13,568		\$13,989		\$17,278	
<b>County Market Average</b>						\$10,704		\$13,568		\$13,989		\$17,278	
2024-CompAnalyst	HC07000011		Pharmacist		1	\$10,667	\$13,058	\$14,883	1.03	\$13,886	\$16,674	\$18,802	
2024-MIL-NWHCS	07.05		Pharmacist	104	757	\$10,751	\$14,214	\$15,921	1.07	\$13,985	\$18,021	\$20,012	
<b>Purchased Market Average</b>						104	758	\$10,751	\$14,212	\$15,920	\$13,985	\$18,020	\$20,011
2024-ST-CA	7982	P	PHARMACIST I		194	\$10,648	\$12,306	\$12,677	1.06	\$14,463	\$16,453	\$16,898	
2024-ST-WA	295F		PHARMACIST 2		2	\$8,007	\$9,633	\$9,289	1.11	\$10,560	\$12,417	\$12,024	
<b>State Market Average</b>						196	\$10,621	\$12,279	\$12,642		\$14,423	\$16,412	\$16,848
<b>OVERALL WEIGHTED MARKET AVERAGE</b>						104	954	\$10,725	\$13,815	\$15,245	\$14,075	\$17,689	\$19,359

### OREGON COMPARISON TO MARKET

#### 6262-Pharmacist 1

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			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	39	4	\$9,447	\$12,823	\$14,550	1.07	\$12,854	\$16,843	\$18,883	88.1%	92.8%	95.4%	91.3%	95.2%	97.5%
<b>Non-Corrections/Non-Management Wtd Average</b>						\$9,447	\$12,823	\$14,550		\$12,854	\$16,843	\$18,883	88.1%	92.8%	95.4%	91.3%	95.2%	97.5%
<b>STATEWIDE Weighted Average</b>						\$9,447	\$12,823	\$14,550		\$12,854	\$16,843	\$18,883	88.1%	92.8%	95.4%	91.3%	95.2%	97.5%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 6263 PHARMACIST 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-ClackCo	554		Ambulatory Care Pharmacist		1	\$11,738	\$14,429	\$14,935	1.08	\$16,220	\$19,571	\$20,201	
2024-OR-LaneCo	P071		Clinical Pharmacist		2	\$10,381	\$11,908	\$15,264	0.93	\$14,878	\$16,776	\$20,948	
2024-OR-MultCo	6325		Pharmacist		12	\$10,910	\$13,698	\$14,350	1.08	\$15,490	\$18,955	\$19,766	
<b>County Market Average</b>					15	\$10,894	\$13,508	\$14,511		\$15,457	\$18,705	\$19,952	
2024-CompAnalyst	HC07000012		Clinical Pharmacist		1	\$10,375	\$12,508	\$14,258	1.02	\$13,546	\$16,033	\$18,073	
<b>Purchased Market Average</b>					1	\$10,375	\$12,508	\$14,258		\$13,546	\$16,033	\$18,073	
2024-ST-ID	07476		Pharmacist Clinical		3	\$7,231	\$12,158	\$14,463	1.12	\$9,735	\$15,629	\$18,386	
2024-ST-WA	295L		PHARMACIST, CLINICAL		11	\$10,003	\$11,975	\$12,184	1.08	\$12,839	\$15,091	\$15,330	
<b>State Market Average</b>					14	\$9,409	\$12,014	\$12,672		\$12,174	\$15,207	\$15,985	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	30	\$10,184	\$12,778	\$13,645		\$13,861	\$16,984	\$18,038

### OREGON COMPARISON TO MARKET

#### 6263-Pharmacist 2

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			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	
AAON	AFSCME AT DOC SECURITY PLUS	A	P	39T	2	\$11,867	\$15,737	\$16,470	1.11	\$15,714	\$20,285	\$21,152	116.5%	123.2%	120.7%	113.4%	119.4%	117.3%
<b>Corrections Wtd Average</b>					2	\$11,867	\$15,737	\$16,470		\$15,714	\$20,285	\$21,152	116.5%	123.2%	120.7%	113.4%	119.4%	117.3%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	41T	1	\$10,908	\$16,024	\$16,024	1.19	\$14,580	\$20,625	\$20,625	107.1%	125.4%	117.4%	105.2%	121.4%	114.3%
OAI	SEIU STRIKEABLE INST COALITION	A	P	41T	3	\$10,908	\$16,024	\$16,024	1.19	\$14,580	\$20,625	\$20,625	107.1%	125.4%	117.4%	105.2%	121.4%	114.3%
<b>Non-Corrections/Non-Management Wtd Average</b>					4	\$10,908	\$16,024	\$16,024		\$14,580	\$20,625	\$20,625	107.1%	125.4%	117.4%	105.2%	121.4%	114.3%
<b>STATEWIDE Weighted Average</b>					6	\$11,228	\$15,928	\$16,173		\$14,958	\$20,512	\$20,801	110.2%	124.7%	118.5%	107.9%	120.8%	115.3%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 6264 PHARMACY MANAGER 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2024-CompAnalyst	HC07000269		Pharmacist Manager		1	\$11,950	\$14,200	\$15,783	1.03	\$15,382	\$18,005	\$19,851
2024-MIL-NWHCS	07.06		Pharmacy Clinical Coordinator	29	110	\$10,834	\$13,534	\$16,380	0.99	\$14,081	\$17,229	\$20,547
2024-MIL-NWHCS	15.50		Pharmacy Manager	59	110	\$12,581	\$16,008	\$19,508	1.00	\$16,118	\$20,113	\$24,195
<b>Purchased Market Average</b>				88	221	\$11,709	\$14,768	\$17,934		\$15,101	\$18,668	\$22,359
2024-ST-CA	7981	P	PHARMACIST II		35	\$12,835	\$13,711	\$13,883	1.03	\$17,088	\$18,139	\$18,346
2024-ST-ID	07474		Pharmacy Services Supervisor		2	\$8,018	\$13,094	\$16,036	1.09	\$10,676	\$16,749	\$20,269
2024-ST-WA	295N		PHARMACIST SUPERVISOR		5	\$9,757	\$11,042	\$11,313	1.05	\$12,558	\$14,026	\$14,336
<b>State Market Average</b>					42	\$12,239	\$13,364	\$13,680		\$16,243	\$17,583	\$17,960
<b>OVERALL WEIGHTED MARKET AVERAGE</b>				88	263	\$11,793	\$14,544	\$17,255		\$15,283	\$18,495	\$21,657

### OREGON COMPARISON TO MARKET

#### 6264-Pharmacy Manager 1

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			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	
MMS	MGT SVC SUPERVISORY	A	P	41	3	\$11,417	\$16,562	\$16,831	1.17	\$15,182	\$21,261	\$21,578	96.8%	113.9%	97.5%	99.3%	115.0%	99.6%
<b>Management Wtd Average</b>					3	\$11,417	\$16,562	\$16,831		\$15,182	\$21,261	\$21,578	96.8%	113.9%	97.5%	99.3%	115.0%	99.6%
<b>STATEWIDE Weighted Average</b>					3	\$11,417	\$16,562	\$16,831		\$15,182	\$21,261	\$21,578	96.8%	113.9%	97.5%	99.3%	115.0%	99.6%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 6265 PHARMACY MANAGER 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2024-MIL-NWHCS	15.49		Pharmacy Director	62	23	\$13,656	\$17,786	\$20,834	1.03	\$17,371	\$22,186	\$25,740
<b>Purchased Market Average</b>				62	23	\$13,656	\$17,786	\$20,834		\$17,371	\$22,186	\$25,740
2024-ST-CA	7996	P	PHARMACY SERVICES MANAGER		10	\$13,477	\$14,362	\$14,575	1.02	\$17,858	\$18,920	\$19,176
<b>State Market Average</b>					10	\$13,477	\$14,362	\$14,575		\$17,858	\$18,920	\$19,176
<b>OVERALL WEIGHTED MARKET AVERAGE</b>				62	33	\$13,602	\$16,748	\$18,937		\$17,519	\$21,196	\$23,751

### OREGON COMPARISON TO MARKET

#### 6265-Pharmacy Manager 2

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
MMS	MGT SVC SUPERVISORY	A	P	43	3	\$12,569	\$18,550	\$18,550	1.19	\$16,543	\$23,609	\$23,609	92.4%	110.8%	98.0%	94.4%	111.4%	99.4%
<b>Management Wtd Average</b>					3	\$12,569	\$18,550	\$18,550		\$16,543	\$23,609	\$23,609	92.4%	110.8%	98.0%	94.4%	111.4%	99.4%
<b>STATEWIDE Weighted Average</b>					3	\$12,569	\$18,550	\$18,550		\$16,543	\$23,609	\$23,609	92.4%	110.8%	98.0%	94.4%	111.4%	99.4%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 6269 CHIEF CLINICAL DIETICIAN

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2024-MIL-NWHCS	10.08		Chief Clinical Dietitian	16	9	\$7,023	\$9,228	\$10,688	1.04	\$9,638	\$12,208	\$13,911
<b>Purchased Market Average</b>				16	9	\$7,023	\$9,228	\$10,688		\$9,638	\$12,208	\$13,911
2024-ST-CA	2146		DIETETICS DIRECTOR		9	\$6,876	\$8,324	\$8,613	1.07	\$9,934	\$11,673	\$12,020
<b>State Market Average</b>					9	\$6,876	\$8,324	\$8,613		\$9,934	\$11,673	\$12,020
<b>OVERALL WEIGHTED MARKET AVERAGE</b>				16	18	\$6,949	\$8,776	\$9,651		\$9,786	\$11,941	\$12,966

### OREGON COMPARISON TO MARKET

#### 6269-Chief Clinical Dietician

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
MMS	MGT SVC SUPERVISORY	A	P	29T	1	\$6,690	\$9,405	\$9,405	1.17	\$9,597	\$12,805	\$12,805	96.3%	107.2%	97.5%	98.1%	107.2%	98.8%
<b>Management Wtd Average</b>					1	\$6,690	\$9,405	\$9,405		\$9,597	\$12,805	\$12,805	96.3%	107.2%	97.5%	98.1%	107.2%	98.8%
<b>STATEWIDE Weighted Average</b>					1	\$6,690	\$9,405	\$9,405		\$9,597	\$12,805	\$12,805	96.3%	107.2%	97.5%	98.1%	107.2%	98.8%



# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 6270 DIETITIAN 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-ClackCo	545		Nutritionist		0	\$5,486		\$6,952		\$8,433		\$10,258	
2024-OR-JackCo	527		Registered Dietitian		1	\$4,976	\$5,462	\$6,654	0.94	\$8,055	\$8,660	\$10,147	
2024-OR-LaneCo	B044		Nutritionist/Dietitian, WIC		2	\$4,813	\$5,463	\$6,429	0.97	\$7,956	\$8,764	\$9,964	
2024-OR-MultCo	6340		Dietitian (Nutritionist)		4	\$5,840	\$6,667	\$7,167	1.03	\$9,189	\$10,217	\$10,839	
2024-OR-WashCo	513		Public Health Nutritionist		0	\$5,888		\$7,155		\$8,724		\$10,247	
2024-WA-ClarkCo	235		Nutritionist		0	\$4,903		\$5,970		\$7,372		\$8,598	
2024-WA-KingCo	3425100		Nutritionist I		0	\$6,203		\$7,863		\$8,820		\$10,727	
<b>County Market Average</b>					7	\$5,555	\$6,151	\$6,956		\$8,578	\$9,579	\$10,289	
2024-CompAnalyst	HC07000021		Dietitian		1	\$4,892	\$6,075	\$7,208	1.01	\$7,153	\$8,532	\$9,854	
2024-MIL-NWHCS	10.07		Dietitian - (Registered)	81	155	\$5,457	\$7,333	\$8,338	1.06	\$7,811	\$9,999	\$11,171	
<b>Purchased Market Average</b>					81	156	\$5,453	\$7,325	\$8,331		\$7,807	\$9,990	\$11,163
2024-ST-CA	2167	A	REGISTERED DIETITIAN		0	\$4,461		\$6,066		\$7,036		\$8,963	
2024-ST-ID	02134		Registered Dietitian Public Health		0	\$4,171		\$8,342		\$6,073		\$11,063	
2024-ST-NV	10.226		REGISTERED DIETITIAN 2		0	\$4,552		\$6,726		\$6,475		\$9,100	
2024-ST-WA	311E		DIETITIAN 1		7	\$4,321	\$5,851	\$5,809	1.16	\$6,349	\$8,097	\$8,049	
2024-ST-WA	311F		DIETITIAN 2		14	\$4,773	\$6,491	\$6,414	1.16	\$6,866	\$8,827	\$8,740	
<b>State Market Average</b>					21	\$4,591	\$6,277	\$6,348		\$6,657	\$8,584	\$8,693	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					81	184	\$5,347	\$7,161	\$7,980		\$7,707	\$9,814	\$10,781

### OREGON COMPARISON TO MARKET

#### 6270-Dietitian 1

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			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	23	1	\$4,425	\$5,598	\$6,763	1.00	\$6,921	\$8,307	\$9,683	82.8%	78.2%	84.7%	89.8%	84.6%	89.8%
<b>Non-Corrections/Non-Management Wtd Average</b>					1	\$4,425	\$5,598	\$6,763		\$6,921	\$8,307	\$9,683	82.8%	78.2%	84.7%	89.8%	84.6%	89.8%
<b>STATEWIDE Weighted Average</b>					1	\$4,425	\$5,598	\$6,763		\$6,921	\$8,307	\$9,683	82.8%	78.2%	84.7%	89.8%	84.6%	89.8%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 6271 DIETITIAN 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			Insufficient Market Emp Avg X	
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max		
2024-OR-MarionCo	582		Nutritionist		1	\$5,011	\$6,717	\$6,717	1.15	\$7,888	\$10,013	\$10,013		
2024-OR-WashCo	540		Public Health Nutritionist, Senior		0	\$6,498		\$7,896		\$9,457		\$11,139		
2024-WA-KingCo	3425200		Nutritionist II		0	\$6,821		\$8,646		\$9,529		\$11,625		
<b>County Market Average</b>					1	\$6,110	\$6,717	\$7,753		\$8,958	\$10,013	\$10,926		
2024-ST-ID	02150		Dietitian Clinical		1	\$4,171	\$5,770	\$8,342	0.92	\$6,073	\$7,986	\$11,063		
2024-ST-NV	10.222		REGISTERED DIETITIAN 3		0	\$4,947		\$7,345		\$6,951		\$9,848		
<b>State Market Average</b>					1	\$4,636	\$5,770	\$7,744		\$6,600	\$7,986	\$10,334		
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	2	\$5,189	\$6,243	\$7,747		\$7,484	\$9,000	\$10,556	

### OREGON COMPARISON TO MARKET

#### 6271-Dietitian 2

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS				
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg
AAON	AFSCME AT DOC SECURITY PLUS	A	P	26	1	\$6,149	\$8,544	\$8,951	1.13	\$8,958	\$11,787	\$12,268	118.5%		115.5%	119.7%	116.2%
<b>Corrections Wtd Average</b>					1	\$6,149	\$8,544	\$8,951		\$8,958	\$11,787	\$12,268	118.5%		115.5%	119.7%	116.2%
OAI	SEIU STRIKEABLE INST COALITION	A	P	26	5	\$5,086	\$7,588	\$7,803	1.18	\$7,702	\$10,658	\$10,912	98.0%		100.7%	102.9%	103.4%
<b>Non-Corrections/Non-Management Wtd Average</b>					5	\$5,086	\$7,588	\$7,803		\$7,702	\$10,658	\$10,912	98.0%		100.7%	102.9%	103.4%
<b>STATEWIDE Weighted Average</b>					6	\$5,263	\$7,748	\$7,994		\$7,911	\$10,847	\$11,138	101.4%		103.2%	105.7%	105.5%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 6294 CLINICAL PSYCHOLOGIST 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2024-OR-MultCo	6318		Clinical Psychologist		1	\$7,606	\$9,365	\$9,365	1.10	\$11,384	\$13,570	\$13,570
2024-WA-ClarkCo	49		Clinical Psychologist		0	\$6,994		\$9,791		\$9,773		\$12,985
<b>County Market Average</b>					1	\$7,300	\$9,365	\$9,578		\$10,578	\$13,570	\$13,278
2024-MIL-NWHCS	05.07		Psychologist	37	115	\$8,126	\$10,575	\$12,176	1.04	\$10,924	\$13,778	\$15,646
<b>Purchased Market Average</b>					37	\$8,126	\$10,575	\$12,176		\$10,924	\$13,778	\$15,646
2024-ST-CA	9878	V	PSYCHOLOGIST (HEALTH FACILITY-CLINICAL), D		0	\$8,988		\$11,036		\$12,470		\$14,928
2024-ST-ID	09406		Psychologist		2	\$7,231	\$10,048	\$14,463	0.93	\$9,735	\$13,104	\$18,386
2024-ST-NV	10.170		LICENSED PSYCHOLOGIST 1		0	\$7,345		\$11,100		\$9,848		\$14,383
<b>State Market Average</b>					2	\$7,369	\$10,048	\$11,211		\$9,888	\$13,104	\$14,526
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					37	\$7,881	\$10,555	\$11,848		\$10,597	\$13,765	\$15,271

### OREGON COMPARISON TO MARKET

#### 6294-Clinical Psychologist 1

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
AAON	AFSCME AT DOC SECURITY PLUS	A	P	32T	2	\$10,804	\$11,863	\$11,863	1.05	\$14,458	\$15,709	\$15,709	137.1%	112.4%	100.1%	136.4%	114.1%	102.9%
<b>Corrections Wtd Average</b>					2	\$10,804	\$11,863	\$11,863		\$14,458	\$15,709	\$15,709	137.1%	112.4%	100.1%	136.4%	114.1%	102.9%
OAI	SEIU STRIKEABLE INST COALITION	A	P	33T	2	\$9,447	\$9,897	\$10,908	0.97	\$12,854	\$13,386	\$14,580	119.9%	93.8%	92.1%	121.3%	97.2%	95.5%
<b>Non-Corrections/Non-Management Wtd Average</b>					2	\$9,447	\$9,897	\$10,908		\$12,854	\$13,386	\$14,580	119.9%	93.8%	92.1%	121.3%	97.2%	95.5%
<b>STATEWIDE Weighted Average</b>					4	\$10,126	\$10,880	\$11,386		\$13,656	\$14,547	\$15,145	128.5%	103.1%	96.1%	128.9%	105.7%	99.2%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 6295 CLINICAL PSYCHOLOGIST 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2024-WA-KingCo	3211100		Clinical Psychologist		0	\$9,507		\$12,050		\$12,614		\$15,536
<b>County Market Average</b>						\$9,507		\$12,050		\$12,614		\$15,536
2024-CompAnalyst	HC07000634		Psychologist - Ph.D.		1	\$8,075	\$10,067	\$11,825	1.02	\$10,864	\$13,186	\$15,236
<b>Purchased Market Average</b>						\$8,075	\$10,067	\$11,825		\$10,864	\$13,186	\$15,236
2024-ST-CA	9839	U	SENIOR PSYCHOLOGIST (HEALTH FACILITY) (SPI		51	\$9,005	\$11,315	\$11,589	1.10	\$12,490	\$15,264	\$15,592
2024-ST-NV	10.168		LICENSED PSYCHOLOGIST 2		0	\$7,473		\$11,304		\$10,003		\$14,630
2024-ST-WA	362B		PSYCHOLOGY ASSOCIATE		51	\$6,414	\$8,104	\$8,624	1.08	\$8,740	\$10,670	\$11,264
<b>State Market Average</b>						\$7,695	\$9,710	\$10,181		\$10,577	\$12,967	\$13,503
<b>OVERALL WEIGHTED MARKET AVERAGE</b>						\$7,714	\$9,713	\$10,211		\$10,597	\$12,969	\$13,535

### OREGON COMPARISON TO MARKET

#### 6295-Clinical Psychologist 2

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			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	
OAI	SEIU STRIKEABLE INST COALITION	A	P	36T	29	\$10,908	\$11,839	\$12,604	1.01	\$14,580	\$15,680	\$16,584	141.4%	121.9%	123.4%	137.6%	120.9%	122.5%
<b>Non-Corrections/Non-Management Wtd Average</b>						\$10,908	\$11,839	\$12,604		\$14,580	\$15,680	\$16,584	141.4%	121.9%	123.4%	137.6%	120.9%	122.5%
<b>STATEWIDE Weighted Average</b>						\$10,908	\$11,839	\$12,604		\$14,580	\$15,680	\$16,584	141.4%	121.9%	123.4%	137.6%	120.9%	122.5%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 6348 RADIOLOGIC TECHNOLOGIST

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2024-WA-KingCo	3429100		X-Ray Technician		0	\$5,510		\$6,984		\$8,024		\$9,717
<b>County Market Average</b>						\$5,510		\$6,984		\$8,024		\$9,717
2024-CompAnalyst	HC07000097		Radiologic Technologist II		1	\$4,858	\$5,883	\$6,892	1.01	\$7,114	\$8,309	\$9,485
2024-MIL-NWHCS	01.03		Radiology Technologist (Registered)	94	433	\$5,575	\$7,393	\$8,492	1.05	\$7,949	\$10,069	\$11,350
<b>Purchased Market Average</b>						\$5,573	\$7,390	\$8,488		\$7,947	\$10,065	\$11,346
2024-ST-CA	9315	P	RADIOLOGIC TECHNOLOGIST, CORRECTIONAL F		17	\$5,396	\$6,174	\$6,285	1.06	\$8,158	\$9,092	\$9,225
2024-ST-ID	07482		Radiologic Technologist		0	\$3,272		\$6,544		\$4,998		\$8,912
2024-ST-NV	10.740		RADIOLOGICAL TECHNOLOGIST		0	\$3,744		\$5,473		\$5,499		\$7,587
<b>State Market Average</b>						\$5,059	\$6,174	\$6,181		\$7,627	\$9,092	\$8,976
<b>OVERALL WEIGHTED MARKET AVERAGE</b>						\$5,549	\$7,344	\$8,379		\$7,933	\$10,029	\$11,233

### OREGON COMPARISON TO MARKET

#### 6348-Radiologic Technologist

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
AAON	AFSCME AT DOC SECURITY PLUS	A	P	19T	3	\$5,126	\$6,441	\$6,441	1.11	\$7,749	\$9,303	\$9,303	92.4%	87.7%	76.9%	97.7%	92.8%	82.8%
<b>Corrections Wtd Average</b>						\$5,126	\$6,441	\$6,441		\$7,749	\$9,303	\$9,303	92.4%	87.7%	76.9%	97.7%	92.8%	82.8%
OAI	SEIU STRIKEABLE INST COALITION	A	P	25T	1	\$5,086	\$7,097	\$7,436	1.13	\$7,702	\$10,078	\$10,478	91.7%	96.6%	88.8%	97.1%	100.5%	93.3%
<b>Non-Corrections/Non-Management Wtd Average</b>						\$5,086	\$7,097	\$7,436		\$7,702	\$10,078	\$10,478	91.7%	96.6%	88.8%	97.1%	100.5%	93.3%
<b>STATEWIDE Weighted Average</b>						\$5,116	\$6,605	\$6,690		\$7,737	\$9,496	\$9,597	92.2%	89.9%	79.8%	97.5%	94.7%	85.4%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 6388 PHARMACY CLERK & TECH 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-MultCo	6119		Pharmacy Technician		19	\$4,377	\$4,685	\$5,359	0.96	\$7,370	\$7,754	\$8,592	
2024-WA-KingCo	3321200		Pharmacy Technician		0	\$4,558		\$5,777		\$6,930		\$8,331	
<b>County Market Average</b>					19	\$4,386	\$4,685	\$5,380		\$7,348	\$7,754	\$8,579	
2024-CompAnalyst	HC07000036		Pharmacy Technician II		1	\$3,225	\$4,083	\$4,667	1.04	\$5,210	\$6,210	\$6,891	
<b>Purchased Market Average</b>					1	\$3,225	\$4,083	\$4,667		\$5,210	\$6,210	\$6,891	
2024-ST-CA	7979	P	PHARMACY TECHNICIAN		87	\$3,529	\$4,198	\$4,422	1.06	\$5,917	\$6,720	\$6,989	
2024-ST-ID	07461		Pharmacy Assistant Senior		4	\$2,525	\$3,748	\$5,050	0.99	\$4,104	\$5,568	\$7,125	
2024-ST-NV	10.723		PHARMACY TECHNICIAN 2		0	\$3,549		\$5,170		\$5,263		\$7,221	
2024-ST-WA	296H		PHARMACY TECHNICIAN 1		27	\$4,213	\$5,868	\$5,669	1.19	\$6,226	\$8,117	\$7,888	
<b>State Market Average</b>					118	\$3,634	\$4,565	\$4,774		\$5,841	\$7,000	\$7,195	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	138	\$3,724	\$4,578	\$4,848		\$6,023	\$7,098	\$7,364

### OREGON COMPARISON TO MARKET

#### 6388-Pharmacy Clerk & Technician 2

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
AAON	AFSCME AT DOC SECURITY PLUS	A	P	15T	17	\$4,262	\$4,878	\$5,369	1.01	\$6,728	\$7,455	\$8,036	114.4%	106.5%	110.7%	111.7%	105.0%	109.1%
CP	AOCE AT DOC NONSECURITY	A	P	15T	2	\$4,276	\$4,819	\$5,361	1.00	\$6,745	\$7,386	\$8,027	114.8%	105.3%	110.6%	112.0%	104.0%	109.0%
<b>Corrections Wtd Average</b>					19	\$4,263	\$4,871	\$5,368		\$6,730	\$7,448	\$8,035	114.5%	106.4%	110.7%	111.7%	104.9%	109.1%
OAI	SEIU STRIKEABLE INST COALITION	A	P	16T	8	\$3,709	\$4,749	\$4,851	1.11	\$6,075	\$7,304	\$7,424	99.6%	103.7%	100.1%	100.9%	102.9%	100.8%
<b>Non-Corrections/Non-Management Wtd Average</b>					8	\$3,709	\$4,749	\$4,851		\$6,075	\$7,304	\$7,424	99.6%	103.7%	100.1%	100.9%	102.9%	100.8%
<b>STATEWIDE Weighted Average</b>					27	\$4,099	\$4,835	\$5,215		\$6,536	\$7,405	\$7,854	110.1%	105.6%	107.6%	108.5%	104.3%	106.7%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 6391 DENTAL ASSISTANT 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-MultCo	6339		Dental Assistant		3	\$4,011	\$4,050	\$4,912	0.91	\$6,916	\$6,964	\$8,036	
<b>County Market Average</b>					3	\$4,011	\$4,050	\$4,912		\$6,916	\$6,964	\$8,036	
2024-CompAnalyst	HC07000284		Dental Assistant		1	\$3,117	\$4,017	\$4,625	1.04	\$5,083	\$6,133	\$6,842	
2024-MIL-NWHCS	01.34a		Dental Assistant	29	136	\$3,753	\$4,471	\$5,367	0.98	\$5,825	\$6,662	\$7,707	
<b>Purchased Market Average</b>					29	137	\$3,748	\$4,468	\$5,362		\$5,820	\$6,659	\$7,701
2024-ST-ID	07338		Dental Assistant 1		0	\$2,525		\$5,050		\$4,104		\$7,125	
<b>State Market Average</b>							\$2,525		\$5,050		\$4,104	\$7,125	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					29	140	\$3,745	\$4,459	\$5,350		\$5,831	\$6,665	\$7,704

### OREGON COMPARISON TO MARKET

#### 6391-Dental Assistant 1

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
AAON	AFSCME AT DOC SECURITY PLUS	A	P	15T	3	\$4,262	\$5,288	\$5,369	1.10	\$6,728	\$7,940	\$8,036	113.8%	118.6%	100.4%	115.4%	119.1%	104.3%
<b>Corrections Wtd Average</b>					3	\$4,262	\$5,288	\$5,369		\$6,728	\$7,940	\$8,036	113.8%	118.6%	100.4%	115.4%	119.1%	104.3%
<b>STATEWIDE Weighted Average</b>					3	\$4,262	\$5,288	\$5,369		\$6,728	\$7,940	\$8,036	113.8%	118.6%	100.4%	115.4%	119.1%	104.3%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 6394 DENTAL ASSISTANT 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-ClackCo	558		Dental Assistant, EFDA		14	\$4,350	\$5,379	\$5,486	1.09	\$7,019	\$8,300	\$8,433	
2024-OR-MultCo	6346		Dental Assistant (EFDA)		39	\$4,377	\$5,090	\$5,359	1.05	\$7,370	\$8,257	\$8,592	
2024-WA-KingCo	3331100		Dental Assistant		0	\$4,346		\$5,509		\$6,688		\$8,023	
<b>County Market Average</b>					53	\$4,369	\$5,166	\$5,395		\$7,267	\$8,268	\$8,540	
2024-CompAnalyst	SSC15000512		Expanded Function Dental Assistant		1	\$3,375	\$4,350	\$5,000	1.04	\$5,385	\$6,521	\$7,279	
2024-MIL-NWHCS	01.34b		Expanded Functions Dental Auxiliary	10	119	\$4,157	\$5,316	\$6,015	1.05	\$6,296	\$7,648	\$8,462	
<b>Purchased Market Average</b>					10	120	\$4,150	\$5,308	\$6,007		\$6,289	\$7,638	\$8,453
2024-ST-CA	9296	U	DENTAL ASSISTANT, CORRECTIONAL FACILITY		119	\$4,929	\$6,107	\$6,171	1.10	\$7,598	\$9,012	\$9,088	
2024-ST-ID	07340		Dental Assistant 2		0	\$2,869		\$5,737		\$4,515		\$7,948	
2024-ST-NV	10.263		DENTAL ASSISTANT 2		0	\$3,277		\$4,741		\$4,934		\$6,702	
2024-ST-WA	294F		DENTAL ASSISTANT 1		8	\$3,818	\$5,371	\$5,132	1.20	\$5,775	\$7,549	\$7,275	
<b>State Market Average</b>					127	\$4,735	\$6,061	\$6,007		\$7,284	\$8,920	\$8,808	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					10	300	\$4,447	\$5,602	\$5,903		\$6,896	\$8,292	\$8,625

### OREGON COMPARISON TO MARKET

#### 6394-Dental Assistant 2

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	Salary		Salary and Benefits			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
AAON	AFSCME AT DOC SECURITY PLUS	A	P	20T	19	\$5,369	\$6,504	\$6,760	1.07	\$8,036	\$9,378	\$9,680	120.7%	116.1%	114.5%	116.5%	113.1%	112.2%
CP	AOCE AT DOC NONSECURITY	A	P	20T	4	\$5,361	\$6,017	\$6,735	0.99	\$8,027	\$8,801	\$9,650	120.6%	107.4%	114.1%	116.4%	106.1%	111.9%
<b>Corrections Wtd Average</b>					23	\$5,368	\$6,420	\$6,756		\$8,034	\$9,277	\$9,674	120.7%	114.6%	114.4%	116.5%	111.9%	112.2%
OAI	SEIU STRIKEABLE INST COALITION	A	P	20T	3	\$4,425	\$5,517	\$5,861	1.07	\$6,921	\$8,211	\$8,617	99.5%	98.5%	99.3%	100.4%	99.0%	99.9%
<b>Non-Corrections/Non-Management Wtd Average</b>					3	\$4,425	\$5,517	\$5,861		\$6,921	\$8,211	\$8,617	99.5%	98.5%	99.3%	100.4%	99.0%	99.9%
<b>STATEWIDE Weighted Average</b>					26	\$5,259	\$6,315	\$6,652		\$7,906	\$9,154	\$9,552	118.3%	112.7%	112.7%	114.6%	110.4%	110.8%



# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 6396 DENTAL HYGIENIST

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-ClackCo	557		Dental Hygienist		3	\$7,628	\$9,385	\$9,681	1.08	\$11,101	\$13,289	\$13,658	
2024-OR-LaneCo	B061		Expand Pract Dental Hygienist		7	\$6,399	\$7,005	\$8,554	0.94	\$9,927	\$10,681	\$12,606	
2024-OR-MultCo	6348		Dental Hygienist		14	\$7,381	\$8,827	\$9,086	1.07	\$11,104	\$12,901	\$13,223	
2024-WA-KingCo	3332100		Dental Hygienist		0	\$7,864		\$9,968		\$10,727		\$13,144	
<b>County Market Average</b>					24	\$7,155	\$8,365	\$9,044		\$10,759	\$12,302	\$13,099	
2024-CompAnalyst	HC07000037		Dental Hygienist		1	\$5,617	\$7,400	\$8,475	1.05	\$7,998	\$10,077	\$11,331	
2024-MIL-NWHCS	01.35		Dental Hygienist	29	76	\$7,390	\$9,141	\$10,541	1.02	\$10,066	\$12,108	\$13,739	
<b>Purchased Market Average</b>					29	77	\$7,367	\$9,119	\$10,514		\$10,039	\$12,081	\$13,708
2024-ST-CA	9298	Q	DENTAL HYGIENIST, CORRECTIONAL FACILITY		45	\$6,374	\$7,832	\$7,984	1.09	\$9,332	\$11,083	\$11,264	
2024-ST-ID	07309		Dental Hygienist		0	\$4,171		\$8,342		\$6,073		\$11,063	
2024-ST-WA	292F		DENTAL HYGIENIST 2		4	\$5,132	\$7,163	\$6,902	1.19	\$7,275	\$9,595	\$9,297	
<b>State Market Average</b>					49	\$6,230	\$7,778	\$7,904		\$9,102	\$10,961	\$11,103	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					29	150	\$6,958	\$8,560	\$9,414		\$9,849	\$11,751	\$12,751

### OREGON COMPARISON TO MARKET

#### 6396-Dental Hygienist

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
AAON	AFSCME AT DOC SECURITY PLUS	A	P	26Q	1	\$6,453	\$8,147	\$8,951	1.06	\$9,317	\$11,318	\$12,268	92.7%	95.2%	95.1%	94.6%	96.3%	96.2%
<b>Corrections Wtd Average</b>					1	\$6,453	\$8,147	\$8,951		\$9,317	\$11,318	\$12,268	92.7%	95.2%	95.1%	94.6%	96.3%	96.2%
OAI	SEIU STRIKEABLE INST COALITION	A	P	29T	1	\$6,146	\$8,999	\$8,999	1.19	\$8,954	\$12,325	\$12,325	88.3%	105.1%	95.6%	90.9%	104.9%	96.7%
<b>Non-Corrections/Non-Management Wtd Average</b>					1	\$6,146	\$8,999	\$8,999		\$8,954	\$12,325	\$12,325	88.3%	105.1%	95.6%	90.9%	104.9%	96.7%
<b>STATEWIDE Weighted Average</b>					2	\$6,300	\$8,573	\$8,975		\$9,136	\$11,822	\$12,297	90.5%	100.2%	95.3%	92.8%	100.6%	96.4%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 6440 DISTRICT VETERINARIAN

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			Insufficient Market Emp Avg X
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-WA-KingCo	3204100		Public Health Veterinarian		0	\$10,704		\$13,568		\$13,989		\$17,278	
<b>County Market Average</b>						\$10,704		\$13,568		\$13,989		\$17,278	
2024-ST-CA	0177	D	VETERINARIAN (GENERAL)	4	\$7,416	\$8,359	\$9,229	1.00	\$10,583	\$11,715	\$12,760		
2024-ST-ID	00260		Veterinarian Medical Officer	1	\$6,280	\$7,939	\$12,559	0.84	\$8,596	\$10,582	\$16,109		
<b>State Market Average</b>						\$7,189	\$8,275	\$9,895		\$10,186	\$11,488	\$13,429	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>						\$7,775	\$8,275	\$10,507		\$10,820	\$11,488	\$14,071	

### OREGON COMPARISON TO MARKET

#### 6440-District Veterinarian

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	29	5	\$5,861	\$8,832	\$8,999	1.19	\$8,617	\$12,127	\$12,325	75.4%	85.6%	79.6%	87.6%		
<b>Non-Corrections/Non-Management Wtd Average</b>						\$5,861	\$8,832	\$8,999		\$8,617	\$12,127	\$12,325	75.4%	85.6%	79.6%	87.6%		
<b>STATEWIDE Weighted Average</b>						\$5,861	\$8,832	\$8,999		\$8,617	\$12,127	\$12,325	75.4%	85.6%	79.6%	87.6%		

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 6503 PHYSICAL THERAPIST

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2024-CompAnalyst	HC07000015		Physical Therapist II		1	\$7,108	\$8,767	\$10,192	1.02	\$9,737	\$11,671	\$13,332
2024-MIL-NWHCS	01.23		Physical Therapist	93	548	\$7,486	\$9,811	\$11,361	1.04	\$10,177	\$12,888	\$14,695
<b>Purchased Market Average</b>				93	549	\$7,485	\$9,809	\$11,359		\$10,176	\$12,886	\$14,693
2024-ST-CA	8315		PHYSICAL THERAPIST I, DEPARTMENTS OF MEN	0		\$4,749		\$7,044		\$7,381		\$10,137
2024-ST-ID	07727		Therapist	7		\$5,063	\$8,284	\$10,127	1.09	\$7,141	\$10,995	\$13,199
<b>State Market Average</b>					7	\$5,024	\$8,284	\$9,741		\$7,171	\$10,995	\$12,816
<b>OVERALL WEIGHTED MARKET AVERAGE</b>				93	556	\$7,450	\$9,790	\$11,335		\$10,133	\$12,862	\$14,666

### OREGON COMPARISON TO MARKET

#### 6503-Physical Therapist

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
OAI	SEIU STRIKEABLE INST COALITION	A	P	31T	2	\$6,763	\$9,897	\$9,897	1.19	\$9,683	\$13,386	\$13,386	90.8%	101.1%	87.3%	95.6%	104.1%	91.3%
<b>Non-Corrections/Non-Management Wtd Average</b>					2	\$6,763	\$9,897	\$9,897		\$9,683	\$13,386	\$13,386	90.8%	101.1%	87.3%	95.6%	104.1%	91.3%
<b>STATEWIDE Weighted Average</b>					2	\$6,763	\$9,897	\$9,897		\$9,683	\$13,386	\$13,386	90.8%	101.1%	87.3%	95.6%	104.1%	91.3%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 6506 CERT OCCUPATION THERAPIST ASST

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2024-CompAnalyst	HC07000088		Certified Occupational Therapist Assistant		1	\$4,567	\$5,675	\$6,558	1.03	\$6,774	\$8,066	\$9,096
2024-MIL-NWHCS	01.20		Occupational Therapy Assistant (Certified)	33	26	\$4,944	\$6,413	\$7,517	1.03	\$7,214	\$8,926	\$10,214
<b>Purchased Market Average</b>				33	27	\$4,931	\$6,385	\$7,485		\$7,199	\$8,894	\$10,177
2024-ST-ID	07763		Therapy Technician		0	\$3,272		\$6,544		\$4,998		\$8,912
2024-ST-NV	10.673		ACTIVITIES THERAPY TECH 2		0	\$3,549		\$5,170		\$5,263		\$7,221
<b>State Market Average</b>						\$3,521		\$5,307		\$5,236		\$7,390
<b>OVERALL WEIGHTED MARKET AVERAGE</b>				33	27	\$4,579	\$6,385	\$6,941		\$6,708	\$8,894	\$9,480

### OREGON COMPARISON TO MARKET

#### 6506-Certified Occupation Therapist Assistant

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
OAI	SEIU STRIKEABLE INST COALITION	A	P	20T	1	\$4,425	\$5,861	\$5,861	1.14	\$6,921	\$8,617	\$8,617	96.6%	91.8%	84.4%	103.2%	96.9%	90.9%
<b>Non-Corrections/Non-Management Wtd Average</b>					1	\$4,425	\$5,861	\$5,861		\$6,921	\$8,617	\$8,617	96.6%	91.8%	84.4%	103.2%	96.9%	90.9%
<b>STATEWIDE Weighted Average</b>					1	\$4,425	\$5,861	\$5,861		\$6,921	\$8,617	\$8,617	96.6%	91.8%	84.4%	103.2%	96.9%	90.9%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 6508 OCCUPATIONAL THERAPIST

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-DescCo	1163		OCCUPATIONAL THERAPIST		0	\$5,931		\$7,948		\$9,377		\$11,891	
<b>County Market Average</b>						\$5,931		\$7,948		\$9,377		\$11,891	
2024-CompAnalyst	HC07000013		Occupational Therapist		1	\$6,958	\$8,558	\$10,025	1.02	\$9,562	\$11,428	\$13,138	
2024-MIL-NWHCS	01.21		Occupational Therapist (Registered)	80	267	\$7,212	\$9,389	\$10,960	1.03	\$9,858	\$12,396	\$14,228	
<b>Purchased Market Average</b>						80	268	\$7,211	\$9,386	\$10,957	\$9,857	\$12,392	\$14,224
2024-ST-CA	8204	U	OCCUPATIONAL THERAPIST, DEPARTMENTS OF		1	\$6,850	\$8,065	\$8,065	1.08	\$9,904	\$11,362	\$11,362	
2024-ST-WA	3060		OCCUPATIONAL THERAPIST 2		3	\$4,538	\$5,890	\$6,100	1.11	\$6,597	\$8,141	\$8,381	
<b>State Market Average</b>						4	\$5,116	\$6,434	\$6,591		\$7,423	\$8,946	\$9,126
<b>OVERALL WEIGHTED MARKET AVERAGE</b>						80	272	\$7,176	\$9,342	\$10,882	\$9,820	\$12,342	\$14,141

### OREGON COMPARISON TO MARKET

#### 6508-Occupational Therapist

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS						
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	
OAI	SEIU STRIKEABLE INST COALITION	A	P	32T	18	\$7,097	\$9,073	\$10,385	1.04	\$10,078	\$12,412	\$13,963	98.9%	97.1%	95.4%	102.6%	100.6%	98.7%	
<b>Non-Corrections/Non-Management Wtd Average</b>						18	\$7,097	\$9,073	\$10,385		\$10,078	\$12,412	\$13,963	98.9%	97.1%	95.4%	102.6%	100.6%	98.7%
<b>STATEWIDE Weighted Average</b>						18	\$7,097	\$9,073	\$10,385		\$10,078	\$12,412	\$13,963	98.9%	97.1%	95.4%	102.6%	100.6%	98.7%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 6520 ACTIVITIES COORDINATOR

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-CompAnalyst	HC07000080		Recreational Therapist		1	\$4,333	\$5,400	\$6,342	1.02	\$6,502	\$7,746	\$8,843	
<b>Purchased Market Average</b>					1	\$4,333	\$5,400	\$6,342		\$6,502	\$7,746	\$8,843	
2024-ST-NV	10.621		THERAPEUTIC RECREATION SPEC 1		0	\$4,355		\$6,426		\$6,236		\$8,738	
2024-ST-WA	701F		RECREATION & ATHLETICS SPECIALIST 2		7	\$3,647	\$4,829	\$4,889	1.13	\$5,579	\$6,930	\$6,997	
<b>State Market Average</b>					7	\$4,001	\$4,829	\$5,657		\$5,908	\$6,930	\$7,868	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	8	\$4,017	\$4,901	\$5,690		\$5,936	\$7,032	\$7,914

### OREGON COMPARISON TO MARKET

#### 6520-Activities Coordinator

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
OAI	SEIU STRIKEABLE INST COALITION	A	P	19T	69	\$4,222	\$5,218	\$5,598	1.06	\$6,681	\$7,858	\$8,307	105.1%	106.5%	98.4%	112.5%	111.8%	105.0%
<b>Non-Corrections/Non-Management Wtd Average</b>					69	\$4,222	\$5,218	\$5,598		\$6,681	\$7,858	\$8,307	105.1%	106.5%	98.4%	112.5%	111.8%	105.0%
<b>STATEWIDE Weighted Average</b>					69	\$4,222	\$5,218	\$5,598		\$6,681	\$7,858	\$8,307	105.1%	106.5%	98.4%	112.5%	111.8%	105.0%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 6531 BEHAVIORAL HEALTH SPECIALIST 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-DescCo	1160		BEHAVIORAL HLTH SPEC I		0	\$4,879		\$6,539		\$8,066		\$10,134	
<b>County Market Average</b>						\$4,879		\$6,539		\$8,066		\$10,134	
2024-CompAnalyst	HC07000121		Chemical Dependency Counselor		1	\$4,083	\$5,158	\$6,233	1.00	\$6,210	\$7,464	\$8,717	
<b>Purchased Market Average</b>						\$4,083	\$5,158	\$6,233		\$6,210	\$7,464	\$8,717	
2024-ST-NV	12.469		SUBSTANCE ABUSE COUNSELOR 2		0	\$4,552		\$6,726		\$6,475		\$9,100	
<b>State Market Average</b>						\$4,552		\$6,726		\$6,475		\$9,100	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>						0	1	\$4,698	\$5,158	\$6,621	\$7,240	\$7,464	\$9,591

### OREGON COMPARISON TO MARKET

#### 6531-Behavioral Health Specialist 1

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
AAON	AFSCME AT DOC SECURITY PLUS	A	P	23T	8	\$5,605	\$6,341	\$7,766	0.95	\$8,315	\$9,184	\$10,868	119.3%	122.9%	117.3%	114.8%	123.1%	113.3%
CP	AOCE AT DOC NONSECURITY	A	P	23T	2	\$5,597	\$6,435	\$7,787	0.96	\$8,306	\$9,296	\$10,893	119.1%	124.7%	117.6%	114.7%	124.5%	113.6%
<b>Corrections Wtd Average</b>					10	\$5,603	\$6,360	\$7,770		\$8,313	\$9,207	\$10,873	119.3%	123.3%	117.4%	114.8%	123.3%	113.4%
OAI	SEIU STRIKEABLE INST COALITION	A	P	27T	3	\$5,598	\$7,323	\$8,177	1.06	\$8,307	\$10,345	\$11,354	119.2%	142.0%	123.5%	114.7%	138.6%	118.4%
<b>Non-Corrections/Non-Management Wtd Average</b>					3	\$5,598	\$7,323	\$8,177		\$8,307	\$10,345	\$11,354	119.2%	142.0%	123.5%	114.7%	138.6%	118.4%
<b>STATEWIDE Weighted Average</b>					13	\$5,602	\$6,582	\$7,864		\$8,312	\$9,469	\$10,984	119.3%	127.6%	118.8%	114.8%	126.9%	114.5%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 6534 BEHAVIORAL HEALTH SPECIALIST 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-ClackCo	591		Mental Health Specialist 1		19	\$5,739	\$6,604	\$7,287	1.01	\$8,748	\$9,826	\$10,676	
2024-OR-DescCo	1162		BEHAVIORAL HLTH SPEC II, LIC		0	\$5,931		\$7,948		\$9,377		\$11,891	
2024-OR-DescCo	1161		BEHAVIORAL HLTH SPEC II		0	\$5,649		\$7,570		\$9,025		\$11,419	
2024-OR-LaneCo	B012		Mental Health Specialist 2		22	\$5,441	\$6,378	\$7,271	1.00	\$8,736	\$9,901	\$11,011	
2024-OR-MarionCo	513		Mental Health Specialist, Licensed		8	\$6,387	\$7,478	\$8,559	1.00	\$9,603	\$10,961	\$12,308	
2024-OR-MultCo	6365		Mental Health Consultant		49	\$6,562	\$7,412	\$8,074	1.01	\$10,087	\$11,143	\$11,965	
2024-OR-WashCo	233		Mental Health Specialist II		0	\$6,829		\$8,298		\$9,856		\$11,622	
<b>County Market Average</b>					98	\$6,177	\$7,029	\$7,877		\$9,575	\$10,594	\$11,688	
2024-ST-ID	09284		Drug & Alcohol Rehab Specialist		11	\$4,171	\$5,209	\$8,342	0.83	\$6,073	\$7,315	\$11,063	
2024-ST-NV	10.139		MENTAL HEALTH COUNSELOR 2		0	\$5,397		\$8,044		\$7,495		\$10,692	
<b>State Market Average</b>					11	\$5,287	\$5,209	\$8,071		\$7,367	\$7,315	\$10,725	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	109	\$5,879	\$6,845	\$7,942		\$8,837	\$10,263	\$11,366

### OREGON COMPARISON TO MARKET

#### 6534-Behavioral Health Specialist 2

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
AAON	AFSCME AT DOC SECURITY PLUS	A	P	26	55	\$6,464	\$8,644	\$9,407	1.09	\$9,330	\$11,906	\$12,807	109.9%	126.3%	118.5%	105.6%	116.0%	112.7%
CP	AOCE AT DOC NONSECURITY	A	P	26	17	\$6,453	\$8,699	\$9,400	1.10	\$9,317	\$11,971	\$12,799	109.8%	127.1%	118.4%	105.4%	116.6%	112.6%
<b>Corrections Wtd Average</b>					72	\$6,462	\$8,657	\$9,405		\$9,327	\$11,921	\$12,805	109.9%	126.5%	118.4%	105.5%	116.2%	112.7%
AMG	AFSCME AT DHS STAB&CRISIS UNIT	A	P	29T	7	\$6,143	\$7,786	\$8,998	1.03	\$8,951	\$10,892	\$12,324	104.5%	113.7%	113.3%	101.3%	106.1%	108.4%
OAI	SEIU STRIKEABLE INST COALITION	A	P	29T	36	\$6,146	\$7,097	\$8,999	0.94	\$8,954	\$10,078	\$12,325	104.5%	103.7%	113.3%	101.3%	98.2%	108.4%
<b>Non-Corrections/Non-Management Wtd Average</b>					43	\$6,146	\$7,209	\$8,999		\$8,954	\$10,210	\$12,325	104.5%	105.3%	113.3%	101.3%	99.5%	108.4%
<b>STATEWIDE Weighted Average</b>					115	\$6,343	\$8,116	\$9,253		\$9,187	\$11,282	\$12,625	107.9%	118.6%	116.5%	104.0%	109.9%	111.1%



# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 6550 RESPIRATORY CARE PRACTITIONER

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2024-CompAnalyst	HC07000120		Certified Respiratory Therapist		1	\$5,058	\$6,183	\$7,083	1.03	\$7,347	\$8,659	\$9,708
2024-MIL-NWHCS	01.17		Respiratory Care Practitioner (Registered)	79	544	\$5,947	\$7,987	\$9,052	1.07	\$8,383	\$10,762	\$12,003
<b>Purchased Market Average</b>				79	545	\$5,945	\$7,984	\$9,048		\$8,381	\$10,758	\$11,999
2024-ST-CA	8300	B	RESPIRATORY CARE PRACTITIONER, DEPARTMI		4	\$3,613	\$4,588	\$4,974	1.07	\$6,017	\$7,188	\$7,652
<b>State Market Average</b>					4	\$3,613	\$4,588	\$4,974		\$6,017	\$7,188	\$7,652
<b>OVERALL WEIGHTED MARKET AVERAGE</b>				79	549	\$5,928	\$7,959	\$9,019		\$8,364	\$10,732	\$11,967

### OREGON COMPARISON TO MARKET

#### 6550-Respiratory Care Practitioner

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
AMG	AFSCME AT DHS STAB&CRISIS UNIT	A	P	26T	2	\$5,340	\$6,935	\$7,798	1.06	\$8,002	\$9,886	\$10,906	90.1%	87.1%	86.5%	95.7%	92.1%	91.1%
<b>Non-Corrections/Non-Management Wtd Average</b>					2	\$5,340	\$6,935	\$7,798		\$8,002	\$9,886	\$10,906	90.1%	87.1%	86.5%	95.7%	92.1%	91.1%
<b>STATEWIDE Weighted Average</b>					2	\$5,340	\$6,935	\$7,798		\$8,002	\$9,886	\$10,906	90.1%	87.1%	86.5%	95.7%	92.1%	91.1%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 6612 SOCIAL SERVICE SPECIALIST 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-CompAnalyst	HC07000039		Social Worker (BSW)		1	\$4,650	\$5,717	\$6,808	1.01	\$6,871	\$8,115	\$9,387	
<b>Purchased Market Average</b>					1	\$4,650	\$5,717	\$6,808		\$6,871	\$8,115	\$9,387	
2024-ST-ID	09425		Child Welfare Social Worker 1		16	\$4,171	\$4,733	\$8,342	0.76	\$6,073	\$6,746	\$11,063	
2024-ST-NV	12.361		SOCIAL WORKER 2		0	\$4,741		\$7,028		\$6,702		\$9,465	
2024-ST-WA	351P		SOCIAL SERVICE SPECIALIST 2		85	\$4,773	\$5,974	\$6,414	1.07	\$6,866	\$8,237	\$8,740	
<b>State Market Average</b>					101	\$4,721	\$5,778	\$6,820		\$6,741	\$8,001	\$9,222	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	102	\$4,721	\$5,777	\$6,820		\$6,741	\$8,002	\$9,223

### OREGON COMPARISON TO MARKET

#### 6612-Social Service Specialist 1

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
AAON	AFSCME AT DOC SECURITY PLUS	A	P	24	1	\$5,605	\$8,194	\$8,194	1.19	\$8,315	\$11,374	\$11,374	118.7%	141.8%	120.1%	123.3%	142.1%	123.3%
<b>Corrections Wtd Average</b>					1	\$5,605	\$8,194	\$8,194		\$8,315	\$11,374	\$11,374	118.7%	141.8%	120.1%	123.3%	142.1%	123.3%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	25	1,414	\$4,851	\$6,161	\$7,436	1.00	\$7,424	\$8,972	\$10,478	102.8%	106.7%	109.0%	110.1%	112.1%	113.6%
OAI	SEIU STRIKEABLE INST COALITION	A	P	25	6	\$4,851	\$7,380	\$7,436	1.20	\$7,424	\$10,412	\$10,478	102.8%	127.7%	109.0%	110.1%	130.1%	113.6%
<b>Non-Corrections/Non-Management Wtd Average</b>					1,420	\$4,851	\$6,167	\$7,436		\$7,424	\$8,978	\$10,478	102.8%	106.7%	109.0%	110.1%	112.2%	113.6%
<b>STATEWIDE Weighted Average</b>					1,421	\$4,852	\$6,168	\$7,437		\$7,425	\$8,980	\$10,479	102.8%	106.8%	109.0%	110.1%	112.2%	113.6%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 6613 SOCIAL SERVICE SPECIALIST 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			Insufficient Market Emp Avg X		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max			
2024-WA-KingCo	3118100		Social Services Professional		0	\$6,352		\$8,052		\$8,991		\$10,943			
<b>County Market Average</b>						\$6,352		\$8,052		\$8,991		\$10,943			
2024-ST-ID	09426		Child Welfare Social Worker 2		95	\$4,759	\$5,780	\$9,518	0.81	\$6,777	\$7,998	\$12,471			
2024-ST-NV	12.363		SOCIAL WORKER 3		0	\$4,947		\$7,345		\$6,951		\$9,848			
2024-ST-WA	351Q		SOCIAL SERVICE SPECIALIST 3		598	\$5,010	\$6,689	\$6,741	1.14	\$7,136	\$9,054	\$9,113			
<b>State Market Average</b>						693	\$4,974	\$6,565	\$7,132		\$7,076	\$8,909	\$9,586		
<b>OVERALL WEIGHTED MARKET AVERAGE</b>						0	693	\$4,975	\$6,565	\$7,133		\$7,079	\$8,909	\$9,588	

### OREGON COMPARISON TO MARKET

#### 6613-Social Services Specialist 2

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	27	143	\$5,345	\$7,456	\$8,177	1.10	\$8,008	\$10,501	\$11,354	107.4%	114.6%	113.1%	118.4%
<b>Non-Corrections/Non-Management Wtd Average</b>					143	\$5,345	\$7,456	\$8,177		\$8,008	\$10,501	\$11,354	107.4%	114.6%	113.1%	118.4%
<b>STATEWIDE Weighted Average</b>					143	\$5,345	\$7,456	\$8,177		\$8,008	\$10,501	\$11,354	107.4%	114.6%	113.1%	118.4%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 6616 ADULT PROTECTIVE SERVICE SPEC

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-ClackCo	243		Abuse Investigator		8	\$5,486	\$6,587	\$6,952	1.06	\$8,433	\$9,804	\$10,258	
2024-OR-JackCo	547		HHS Investigator		4	\$4,711	\$5,685	\$6,203	1.04	\$7,724	\$8,939	\$9,584	
2024-OR-LaneCo	B073		Abuse Investigator		8	\$4,813	\$5,350	\$6,429	0.95	\$7,956	\$8,622	\$9,964	
2024-OR-MarionCo	066		Adult Abuse Investigator		4	\$4,777	\$5,860	\$6,403	1.05	\$7,597	\$8,946	\$9,622	
2024-OR-MultCo	6301		Human Services Investigator		21	\$6,020	\$6,561	\$7,381	0.98	\$9,413	\$10,085	\$11,104	
<b>County Market Average</b>					45	\$5,604	\$6,210	\$7,041		\$8,835	\$9,572	\$10,623	
2024-ST-NV	12.347		ADULT RIGHTS SPECIALIST 2		0	\$4,424		\$6,537		\$6,320		\$8,872	
<b>State Market Average</b>						\$4,424		\$6,537		\$6,320		\$8,872	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	45	\$5,168	\$6,210	\$6,855		\$7,905	\$9,572	\$9,976

### OREGON COMPARISON TO MARKET

#### 6616-Adult Protective Service Specialist

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			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	
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	25	134	\$4,851	\$6,582	\$7,436	1.07	\$7,424	\$9,469	\$10,478	93.9%	106.0%	108.5%	93.9%	98.9%	105.0%
<b>Non-Corrections/Non-Management Wtd Average</b>					134	\$4,851	\$6,582	\$7,436		\$7,424	\$9,469	\$10,478	93.9%	106.0%	108.5%	93.9%	98.9%	105.0%
<b>STATEWIDE Weighted Average</b>					134	\$4,851	\$6,582	\$7,436		\$7,424	\$9,469	\$10,478	93.9%	106.0%	108.5%	93.9%	98.9%	105.0%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 6630 HUMAN SERVICES CASE MANAGER CLASS STUDY PENDING

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-ClackCo	238		Case Manager		51	\$4,779	\$5,599	\$6,022	1.04	\$7,553	\$8,574	\$9,101	
2024-OR-DescCo	1167		INTEL DEV DIS SPEC I		0	\$4,879		\$6,539		\$8,066		\$10,134	
2024-OR-JackCo	548		Dev Disability Specialist		5	\$4,711	\$4,767	\$6,203	0.87	\$7,724	\$7,794	\$9,584	
2024-OR-LaneCo	B015		Developmental Dis Spec		51	\$4,358	\$5,222	\$5,824	1.03	\$7,389	\$8,464	\$9,212	
<b>County Market Average</b>					107	\$4,625	\$5,381	\$6,034		\$7,578	\$8,485	\$9,332	
2024-ST-WA	343I		SOCIAL WORK ASSISTANT 2		1	\$3,647	\$5,012	\$4,889	1.17	\$5,579	\$7,138	\$6,997	
<b>State Market Average</b>					1	\$3,647	\$5,012	\$4,889		\$5,579	\$7,138	\$6,997	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	108	\$4,618	\$5,377	\$6,026		\$7,564	\$8,473	\$9,316

### OREGON COMPARISON TO MARKET

#### 6630-Human Services Case Manager

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	22Q	818	\$4,425	\$5,463	\$6,441	1.01	\$6,921	\$8,147	\$9,302	95.8%	101.6%	106.9%	91.5%	96.2%	99.9%
OAI	SEIU STRIKEABLE INST COALITION	A	P	22Q	1	\$4,425	\$6,444	\$6,444	1.19	\$6,921	\$9,306	\$9,306	95.8%	119.8%	106.9%	91.5%	109.8%	99.9%
<b>Non-Corrections/Non-Management Wtd Average</b>					819	\$4,425	\$5,464	\$6,441		\$6,921	\$8,149	\$9,302	95.8%	101.6%	106.9%	91.5%	96.2%	99.9%
<b>STATEWIDE Weighted Average</b>					819	\$4,425	\$5,464	\$6,441		\$6,921	\$8,149	\$9,302	95.8%	101.6%	106.9%	91.5%	96.2%	99.9%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 6632 JV PROB/SOC SV OF/JV COR COUNSELOR

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-ClackCo	203		Juvenile Counselor 2		9	\$5,739	\$7,141	\$7,287	1.10	\$8,748	\$10,494	\$10,676	
2024-OR-DescCo	1225		COMM JUSTICE OFFICER		0	\$5,380		\$7,209		\$8,690		\$10,970	
2024-OR-LaneCo	K002		Juvenile Counselor 2		4	\$4,585	\$5,404	\$6,120	1.01	\$7,671	\$8,689	\$9,580	
<b>County Market Average</b>					13	\$5,382	\$6,606	\$7,063		\$8,548	\$9,939	\$10,642	
2024-MIL-OPES	13.12		Juvenile Counselor	6	23	\$5,597	\$6,792	\$7,238	1.06	\$8,447	\$9,910	\$10,456	
<b>Purchased Market Average</b>					6	23	\$5,597	\$6,792	\$7,238		\$8,447	\$9,910	\$10,456
2024-ST-CA	9581	K	YOUTH CORRECTIONAL COUNSELOR		0	\$6,629		\$8,343		\$9,638		\$11,695	
<b>State Market Average</b>						\$6,629		\$8,343		\$9,638		\$11,695	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					6	36	\$5,513	\$6,725	\$7,175		\$8,519	\$9,920	\$10,569

### OREGON COMPARISON TO MARKET

#### 6632-Juvenile Probation/Social Services Officer/Juvenile Correction Counselor

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			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	24	13	\$4,639	\$6,415	\$7,097	1.09	\$7,174	\$9,272	\$10,078	84.1%	95.4%	98.9%	84.2%	93.5%	95.4%
<b>Non-Corrections/Non-Management Wtd Average</b>					13	\$4,639	\$6,415	\$7,097		\$7,174	\$9,272	\$10,078	84.1%	95.4%	98.9%	84.2%	93.5%	95.4%
<b>STATEWIDE Weighted Average</b>					13	\$4,639	\$6,415	\$7,097		\$7,174	\$9,272	\$10,078	84.1%	95.4%	98.9%	84.2%	93.5%	95.4%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 6633 JUVENILE PAROLE/PROB ASSISTANT

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			Insufficient Market
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-MarionCo	164		Juvenile Probation Case Aide		1	\$3,962	\$5,304	\$5,304	1.14	\$6,582	\$8,253	\$8,253	Emp Avg X
2024-OR-MultCo	6285		Juvenile Counseling Assistant		0	\$5,207		\$6,377		\$8,402		\$9,856	
2024-WA-ClarkCo	209		Juvenile Detention Officer		0	\$4,661		\$6,292		\$7,094		\$8,967	
2024-WA-ThrstnCo	4205		Community Supervision Assistant		0	\$4,572		\$6,082		\$6,883		\$8,616	
<b>County Market Average</b>					1	\$4,601	\$5,304	\$6,014		\$7,240	\$8,253	\$8,923	
2024-ST-WA	355E		JUVENILE REHABILITATION COUNSELOR 1		24	\$3,912	\$5,621	\$5,264	1.23	\$5,882	\$7,834	\$7,426	
<b>State Market Average</b>					24	\$3,912	\$5,621	\$5,264		\$5,882	\$7,834	\$7,426	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	25	\$4,007	\$5,609	\$5,368		\$6,070	\$7,851	\$7,633

### OREGON COMPARISON TO MARKET

#### 6633-Juvenile Parole/Probation Assistant

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
ACC	AFSCME AT OR YOUTH AUTHORITY	A	P	22	13	\$4,207	\$6,121	\$6,508	1.14	\$6,663	\$8,924	\$9,382	105.0%		121.2%	109.8%		122.9%
<b>Non-Corrections/Non-Management Wtd Average</b>					13	\$4,207	\$6,121	\$6,508		\$6,663	\$8,924	\$9,382	105.0%		121.2%	109.8%		122.9%
<b>STATEWIDE Weighted Average</b>					13	\$4,207	\$6,121	\$6,508		\$6,663	\$8,924	\$9,382	105.0%		121.2%	109.8%		122.9%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 6634 JUVENILE PAROLE/PROB OFFICER

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-JackCo	207		Juvenile Probation Officer		0	\$4,744		\$6,344		\$7,765		\$9,760	
2024-OR-MarionCo	201		Juvenile Probation Officer		21	\$5,011	\$6,627	\$6,717	1.13	\$7,888	\$9,902	\$10,013	
2024-OR-MultCo	6272		Juvenile Counselor		25	\$6,020	\$6,746	\$7,381	1.01	\$9,413	\$10,314	\$11,104	
2024-OR-WashCo	203		Juvenile Counselor II		0	\$6,190		\$7,521		\$9,087		\$10,688	
2024-WA-ClarkCo	210		Juvenile Probation Counselor		0	\$5,512		\$7,441		\$8,072		\$10,287	
2024-WA-KingCo	5210200		Community Surveillance Officer		0	\$5,397		\$6,834		\$7,894		\$9,544	
2024-WA-ThrstnCo	4210		Juvenile Probation Counselor I		0	\$5,558		\$7,392		\$8,015		\$10,121	
<b>County Market Average</b>					46	\$5,772	\$6,692	\$7,233		\$8,810	\$10,126	\$10,600	
2024-ST-CA	9701	K	PAROLE AGENT I YOUTH AUTHORITY		0	\$7,654		\$9,185		\$10,868		\$12,707	
2024-ST-NV	13.266		YOUTH PAROLE COUNSELOR 2		0	\$5,987		\$8,982		\$8,207		\$11,825	
2024-ST-WA	355G		JUVENILE REHABILITATION COUNSELOR 2		43	\$4,321	\$6,348	\$5,809	1.25	\$6,349	\$8,665	\$8,049	
<b>State Market Average</b>					43	\$4,754	\$6,348	\$6,594		\$6,843	\$8,665	\$8,992	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	89	\$5,280	\$6,526	\$6,924		\$7,859	\$9,420	\$9,823

### OREGON COMPARISON TO MARKET

#### 6634-Juvenile Parole/Probation Officer

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
ACC	AFSCME AT OR YOUTH AUTHORITY	A	P	28	66	\$5,572	\$8,496	\$8,810	1.18	\$8,276	\$11,730	\$12,102	105.5%	130.2%	127.2%	105.3%	124.5%	123.2%
<b>Non-Corrections/Non-Management Wtd Average</b>					66	\$5,572	\$8,496	\$8,810		\$8,276	\$11,730	\$12,102	105.5%	130.2%	127.2%	105.3%	124.5%	123.2%
<b>STATEWIDE Weighted Average</b>					66	\$5,572	\$8,496	\$8,810		\$8,276	\$11,730	\$12,102	105.5%	130.2%	127.2%	105.3%	124.5%	123.2%



# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 6647 VOC REHABILITATION COUNSELOR

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-CompAnalyst	HC07000350		Vocational Rehabilitation Counselor		1	\$5,308	\$6,442	\$7,692	1.00	\$7,639	\$8,960	\$10,417	
<b>Purchased Market Average</b>					1	\$5,308	\$6,442	\$7,692		\$7,639	\$8,960	\$10,417	
2024-ST-NV	12.427		VOCATIONAL REHAB COUNSELOR 2		0	\$4,608		\$6,831		\$6,542		\$9,227	
2024-ST-WA	353M		VOCATIONAL REHABILITATION COUNSELOR 3		12	\$4,422	\$5,870	\$5,955	1.13	\$6,464	\$8,118	\$8,215	
<b>State Market Average</b>					12	\$4,515	\$5,870	\$6,393		\$6,503	\$8,118	\$8,721	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	13	\$4,536	\$5,914	\$6,428		\$6,533	\$8,183	\$8,767

### OREGON COMPARISON TO MARKET

#### 6647-Vocational Rehabilitation Counselor

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	25	124	\$4,851	\$6,692	\$7,436	1.09	\$7,424	\$9,599	\$10,478	106.9%	113.2%	115.7%	113.6%	117.3%	119.5%
OAI	SEIU STRIKEABLE INST COALITION	A	P	25	4	\$4,851	\$7,042	\$7,436	1.15	\$7,424	\$10,013	\$10,478	106.9%	119.1%	115.7%	113.6%	122.4%	119.5%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	25	2	\$4,851	\$5,216	\$7,436	0.85	\$7,424	\$7,855	\$10,478	106.9%	88.2%	115.7%	113.6%	96.0%	119.5%
<b>Non-Corrections/Non-Management Wtd Average</b>					130	\$4,851	\$6,680	\$7,436		\$7,424	\$9,585	\$10,478	106.9%	113.0%	115.7%	113.6%	117.1%	119.5%
<b>STATEWIDE Weighted Average</b>					130	\$4,851	\$6,680	\$7,436		\$7,424	\$9,585	\$10,478	106.9%	113.0%	115.7%	113.6%	117.1%	119.5%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 6648 VOC REHABILITATION SPECIALIST

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-MIL-NWHCS	01.24		Vocational Rehabilitation Counselor	14	67	\$5,423	\$6,486	\$7,988	0.97	\$7,772	\$9,012	\$10,763	
<b>Purchased Market Average</b>				14	67	\$5,423	\$6,486	\$7,988		\$7,772	\$9,012	\$10,763	
2024-ST-CA	9818	C	SENIOR VOCATIONAL REHABILITATION COUNSE		125	\$4,893	\$6,215	\$6,418	1.10	\$7,554	\$9,141	\$9,385	
2024-ST-NV	12.421		VOCATIONAL REHAB COUNSELOR 3		0	\$4,808		\$7,139		\$6,784		\$9,599	
2024-ST-WA	353N		VOCATIONAL REHABILITATION COUNSELOR 4		65	\$4,889	\$6,536	\$6,570	1.14	\$6,997	\$8,879	\$8,918	
<b>State Market Average</b>					190	\$4,881	\$6,325	\$6,552		\$7,297	\$9,051	\$9,277	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					14	257	\$5,005	\$6,367	\$6,881		\$7,406	\$9,041	\$9,618

### OREGON COMPARISON TO MARKET

#### 6648-Vocational Rehabilitation Specialist

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	26	5	\$5,086	\$7,472	\$7,803	1.16	\$7,702	\$10,520	\$10,912	101.6%	117.4%	113.4%	104.0%	116.4%	113.5%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	26	22	\$5,086	\$7,343	\$7,803	1.14	\$7,702	\$10,368	\$10,912	101.6%	115.3%	113.4%	104.0%	114.7%	113.5%
<b>Non-Corrections/Non-Management Wtd Average</b>					27	\$5,086	\$7,367	\$7,803		\$7,702	\$10,396	\$10,912	101.6%	115.7%	113.4%	104.0%	115.0%	113.5%
<b>STATEWIDE Weighted Average</b>					27	\$5,086	\$7,367	\$7,803		\$7,702	\$10,396	\$10,912	101.6%	115.7%	113.4%	104.0%	115.0%	113.5%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 6657 HUMAN SERVICES SPECIALIST 1 CLASS STUDY PENDING

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			Insufficient Market Emp Avg X
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-LaneCo	B001		Community Service Worker 1		0	\$3,243		\$4,335		\$6,003		\$7,361	
2024-OR-MultCo	6341		Program Aide		0	\$3,467		\$4,127		\$6,239		\$7,060	
<b>County Market Average</b>						\$3,355		\$4,231		\$6,121		\$7,210	
2024-ST-NV	12.379		FAMILY SERVICES SPECIALIST 1		0	\$3,744		\$5,473		\$5,499		\$7,587	
<b>State Market Average</b>						\$3,744		\$5,473		\$5,499		\$7,587	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>						0	0	\$3,647		\$5,654		\$7,493	

### OREGON COMPARISON TO MARKET

#### 6657-Human Services Specialist 1

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			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	
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	15	422	\$3,427	\$3,955	\$4,639	0.98	\$5,742	\$6,366	\$7,174	94.0%	89.9%	101.5%	95.7%		
<b>Non-Corrections/Non-Management Wtd Average</b>					422	\$3,427	\$3,955	\$4,639		\$5,742	\$6,366	\$7,174	94.0%	89.9%	101.5%	95.7%		
<b>STATEWIDE Weighted Average</b>					422	\$3,427	\$3,955	\$4,639		\$5,742	\$6,366	\$7,174	94.0%	89.9%	101.5%	95.7%		

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 6659 HUMAN SERVICES SPECIALIST 3 CLASS STUDY PENDING

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-LaneCo	B002		Community Service Worker 2		22	\$3,855	\$4,356	\$5,143	0.97	\$6,764	\$7,387	\$8,365	
2024-OR-MultCo	6297		Case Manager 2		253	\$5,058	\$5,655	\$6,193	1.01	\$8,217	\$8,959	\$9,628	
<b>County Market Average</b>					275	\$4,962	\$5,551	\$6,109		\$8,101	\$8,833	\$9,527	
2024-ST-ID	07000		Self-Reliance Specialist		305	\$3,682	\$4,332	\$7,364	0.78	\$5,488	\$6,266	\$9,893	
2024-ST-NV	12.376		FAMILY SERVICES SPECIALIST 2		0	\$4,064		\$5,976		\$5,885		\$8,195	
2024-ST-WA	1651		PUBLIC BENEFITS SPECIALIST 3		338	\$4,010	\$4,990	\$5,395	1.06	\$5,994	\$7,113	\$7,576	
<b>State Market Average</b>					643	\$3,969	\$4,678	\$6,006		\$5,854	\$6,711	\$8,269	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	918	\$4,115	\$4,939	\$6,021		\$6,184	\$7,347	\$8,454

### OREGON COMPARISON TO MARKET

#### 6659-Human Services Specialist 3

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	19	1,722	\$4,036	\$4,703	\$5,598	0.98	\$6,461	\$7,249	\$8,307
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	19	1	\$4,036	\$4,036	\$5,598	0.84	\$6,461	\$6,461	\$8,307
<b>Non-Corrections/Non-Management Wtd Average</b>					1,723	\$4,036	\$4,703	\$5,598		\$6,461	\$7,249	\$8,307
<b>STATEWIDE Weighted Average</b>					1,723	\$4,036	\$4,703	\$5,598		\$6,461	\$7,249	\$8,307

MARKET COMPARISONS					
Salary			Salary and Benefits		
SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
98.1%	95.2%	93.0%	104.5%	98.7%	98.3%
98.1%	81.7%	93.0%	104.5%	87.9%	98.3%
98.1%	95.2%	93.0%	104.5%	98.7%	98.3%
98.1%	95.2%	93.0%	104.5%	98.7%	98.3%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 6660 HUMAN SERVICES SPECIALIST 4 CLASS STUDY PENDING

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-ClackCo	239		Case Manager, Senior		13	\$5,241	\$6,498	\$6,624	1.10	\$8,128	\$9,693	\$9,851	
2024-OR-LaneCo	B082		Community Service Worker, Sr		0	\$4,255		\$5,689		\$7,262		\$9,044	
2024-OR-MultCo	6296		Case Manager Senior		66	\$5,512	\$6,207	\$6,757	1.01	\$8,781	\$9,645	\$10,328	
<b>County Market Average</b>					79	\$5,452	\$6,255	\$6,722		\$8,656	\$9,653	\$10,234	
2024-ST-ID	07008		Self-Reliance Specialist Principal		26	\$4,171	\$4,963	\$8,342	0.79	\$6,073	\$7,021	\$11,063	
2024-ST-NV	12.374		FAMILY SERVICES SPECIALIST 3		0	\$4,232		\$6,246		\$6,088		\$8,521	
2024-ST-WA	165J		PUBLIC BENEFITS SPECIALIST 4		190	\$4,213	\$5,536	\$5,669	1.12	\$6,226	\$7,737	\$7,888	
<b>State Market Average</b>					216	\$4,217	\$5,467	\$6,049		\$6,169	\$7,651	\$8,322	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	295	\$4,434	\$5,678	\$6,168		\$6,607	\$8,187	\$8,659

### OREGON COMPARISON TO MARKET

#### 6660-Human Services Specialist 4

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	22	157	\$4,222	\$5,736	\$6,444	1.08	\$6,681	\$8,470	\$9,306	95.2%	101.0%	104.5%	101.1%	103.5%	107.5%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	22	1	\$4,222	\$5,086	\$6,444	0.95	\$6,681	\$7,702	\$9,306	95.2%	89.6%	104.5%	101.1%	94.1%	107.5%
<b>Non-Corrections/Non-Management Wtd Average</b>					158	\$4,222	\$5,732	\$6,444		\$6,681	\$8,465	\$9,306	95.2%	100.9%	104.5%	101.1%	103.4%	107.5%
<b>STATEWIDE Weighted Average</b>					158	\$4,222	\$5,732	\$6,444		\$6,681	\$8,465	\$9,306	95.2%	100.9%	104.5%	101.1%	103.4%	107.5%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 6680 CHAPLAIN

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-MultCo	9007		Chaplain		0	\$5,155		\$7,733		\$8,338		\$11,541	
2024-OR-WashCo	276		Chaplain		0	\$6,997		\$8,509		\$10,058		\$11,875	
<b>County Market Average</b>						\$6,076		\$8,121		\$9,198		\$11,708	
2024-CompAnalyst	HC07000404		Chaplain - Healthcare		1	\$4,750	\$5,842	\$7,067	1.00	\$6,988	\$8,260	\$9,689	
2024-MIL-NWHCS	05.04		Chaplain	49	71	\$5,063	\$6,606	\$7,697	1.04	\$7,353	\$9,151	\$10,424	
<b>Purchased Market Average</b>					49	72	\$5,059	\$6,595	\$7,689		\$7,348	\$9,139	\$10,414
2024-ST-CA	9916		CATHOLIC CHAPLAIN		35	\$4,776	\$6,035	\$6,270	1.09	\$7,414	\$8,925	\$9,207	
2024-ST-ID	09484		Religious Activities Coordinator		5	\$4,759	\$5,748	\$9,518	0.81	\$6,777	\$7,961	\$12,471	
2024-ST-NV	12.583		INSTITUTIONAL CHAPLAIN		0	\$4,608		\$6,831		\$6,542		\$9,227	
2024-ST-WA	3631		RELIGIOUS COORDINATOR		8	\$4,213	\$5,656	\$5,669	1.14	\$6,226	\$7,874	\$7,888	
<b>State Market Average</b>					48	\$4,671	\$5,942	\$6,549		\$7,072	\$8,649	\$9,315	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					49	120	\$4,913	\$6,334	\$7,221		\$7,261	\$8,943	\$9,976

### OREGON COMPARISON TO MARKET

#### 6680-Chaplain

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			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	
AAON	AFSCME AT DOC SECURITY PLUS	A	P	23T	16	\$5,605	\$7,272	\$7,766	1.09	\$8,315	\$10,285	\$10,868	114.1%	114.8%	107.6%	114.5%	115.0%	108.9%
CP	AOCE AT DOC NONSECURITY	A	P	23T	3	\$5,597	\$7,787	\$7,787	1.16	\$8,306	\$10,893	\$10,893	113.9%	122.9%	107.8%	114.4%	121.8%	109.2%
<b>Corrections Wtd Average</b>					19	\$5,604	\$7,353	\$7,769		\$8,313	\$10,381	\$10,872	114.1%	116.1%	107.6%	114.5%	116.1%	109.0%
OAI	SEIU STRIKEABLE INST COALITION	A	P	24T	8	\$4,851	\$6,636	\$7,097	1.11	\$7,424	\$9,533	\$10,078	98.7%	104.8%	98.3%	102.2%	106.6%	101.0%
<b>Non-Corrections/Non-Management Wtd Average</b>					8	\$4,851	\$6,636	\$7,097		\$7,424	\$9,533	\$10,078	98.7%	104.8%	98.3%	102.2%	106.6%	101.0%
<b>STATEWIDE Weighted Average</b>					27	\$5,381	\$7,141	\$7,570		\$8,050	\$10,130	\$10,637	109.5%	112.7%	104.8%	110.9%	113.3%	106.6%

6684 PREADMISSIONS SCREENING SPEC

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-CompAnalyst	HC07000488		Intake Coordinator		1	\$4,483	\$5,417	\$6,717	0.97	\$6,677	\$7,765	\$9,281	
<b>Purchased Market Average</b>					1	\$4,483	\$5,417	\$6,717		\$6,677	\$7,765	\$9,281	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	1	\$4,483	\$5,417	\$6,717		\$6,677	\$7,765	\$9,281

OREGON COMPARISON TO MARKET

6684-Preadmissions Screening Specialist

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	24	43	\$4,639	\$6,348	\$7,097	1.08	\$7,174	\$9,192	\$10,078	103.5%	117.2%	105.7%	107.4%	118.4%	108.6%
<b>Non-Corrections/Non-Management Wtd Average</b>					43	\$4,639	\$6,348	\$7,097		\$7,174	\$9,192	\$10,078	103.5%	117.2%	105.7%	107.4%	118.4%	108.6%
<b>STATEWIDE Weighted Average</b>					43	\$4,639	\$6,348	\$7,097		\$7,174	\$9,192	\$10,078	103.5%	117.2%	105.7%	107.4%	118.4%	108.6%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 6685 CLIENT CARE SURVEYOR

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-ST-CA	8011		HEALTH FACILITIES EVALUATOR NURSE		159	\$6,149	\$7,477	\$8,074	1.05	\$9,062	\$10,656	\$11,373	
2024-ST-ID	07931		Health Facility Surveyor		27	\$4,759	\$6,488	\$9,518	0.91	\$6,777	\$8,845	\$12,471	
2024-ST-NV	10.509		HEALTH FACILITIES INSP 2		0	\$4,808		\$7,139		\$6,784		\$9,599	
2024-ST-WA	283E		LONG TERM CARE SURVEYOR		66	\$5,132	\$6,768	\$6,902	1.12	\$7,275	\$9,144	\$9,297	
<b>State Market Average</b>					252	\$5,634	\$7,185	\$7,832		\$8,181	\$10,066	\$10,796	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	252	\$5,634	\$7,185	\$7,832		\$8,181	\$10,066	\$10,796

### OREGON COMPARISON TO MARKET

#### 6685-Client Care Surveyor

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	28	108	\$5,598	\$7,915	\$8,581	1.12	\$8,307	\$11,044	\$11,831
<b>Non-Corrections/Non-Management Wtd Average</b>					108	\$5,598	\$7,915	\$8,581		\$8,307	\$11,044	\$11,831
<b>STATEWIDE Weighted Average</b>					108	\$5,598	\$7,915	\$8,581		\$8,307	\$11,044	\$11,831

MARKET COMPARISONS					
Salary			Salary and Benefits		
SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
99.4%	110.2%	109.6%	101.5%	109.7%	109.6%



# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 6699 BUSINESS & EMPLOYMENT SPEC 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-LaneCo	M004		Employment Specialist 2		13	\$4,047	\$5,090	\$5,411	1.08	\$7,003	\$8,300	\$8,699	
<b>County Market Average</b>					13	\$4,047	\$5,090	\$5,411		\$7,003	\$8,300	\$8,699	
2024-ST-CA	9216	A	EMPLOYMENT DEVELOPMENT SPECIALIST II		15	\$4,990	\$5,846	\$6,245	1.04	\$7,671	\$8,699	\$9,178	
2024-ST-ID	08854		Workforce Consultant		44	\$3,682	\$4,397	\$7,364	0.80	\$5,488	\$6,344	\$9,893	
2024-ST-NV	12.157		WORKFORCE SERVICES REP 3		0	\$3,897		\$5,718		\$5,683		\$7,883	
2024-ST-WA	358G		WORKSOURCE SPECIALIST 3		23	\$3,818	\$4,922	\$5,132	1.10	\$5,775	\$7,036	\$7,275	
<b>State Market Average</b>					82	\$3,904	\$4,810	\$6,314		\$5,805	\$6,969	\$8,686	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	95	\$3,915	\$4,848	\$6,247		\$5,894	\$7,151	\$8,687

### OREGON COMPARISON TO MARKET

#### 6699-Business & Employment Specialist 2

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	21	310	\$4,425	\$5,353	\$6,146	1.01	\$6,921	\$8,017	\$8,954	113.0%	110.4%	98.4%	117.4%	112.1%	103.1%
UA	UNREPRESENTED	A	P	21	1	\$4,423	\$4,423	\$6,143	0.84	\$6,918	\$6,918	\$8,951	113.0%	91.2%	98.3%	117.4%	96.7%	103.0%
<b>Non-Corrections/Non-Management Wtd Average</b>					311	\$4,425	\$5,350	\$6,146		\$6,921	\$8,013	\$8,954	113.0%	110.3%	98.4%	117.4%	112.1%	103.1%
<b>STATEWIDE Weighted Average</b>					311	\$4,425	\$5,350	\$6,146		\$6,921	\$8,013	\$8,954	113.0%	110.3%	98.4%	117.4%	112.1%	103.1%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 6708 MENTAL HEALTH SECURITY TECH

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2024-OR-MarionCo	143		Facility Security Aide		13	\$4,241	\$5,458	\$5,578	1.11	\$6,930	\$8,446	\$8,594
2024-OR-MultCo	6258		Facility Security Officer		32	\$4,638	\$5,413	\$5,680	1.05	\$7,696	\$8,658	\$8,990
<b>County Market Average</b>					45	\$4,524	\$5,426	\$5,651		\$7,474	\$8,597	\$8,876
2024-CompAnalyst	SC16000212		Security Guard - Unarmed		1	\$2,733	\$3,242	\$4,042	0.97	\$4,636	\$5,229	\$6,162
2024-MIL-NWHCS	09.15		Security Guard (Unarmed)		49	\$3,610	\$4,761	\$5,381	1.06	\$5,658	\$7,000	\$7,724
<b>Purchased Market Average</b>					49	\$3,607	\$4,757	\$5,378		\$5,656	\$6,996	\$7,720
2024-ST-CA	8253	R	PSYCHIATRIC TECHNICIAN (SAFETY)		382	\$5,605	\$6,413	\$6,428	1.07	\$8,409	\$9,379	\$9,397
2024-ST-ID	01934		Security Officer Senior		9	\$2,525	\$3,267	\$5,050	0.86	\$4,104	\$4,992	\$7,125
<b>State Market Average</b>					391	\$5,534	\$6,341	\$6,396		\$8,310	\$9,278	\$9,345
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					49	\$4,560	\$5,536	\$5,870		\$6,998	\$8,152	\$8,544

### OREGON COMPARISON TO MARKET

#### 6708-Mental Health Security Technician

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
OXNI	SEIU NONSTRIKE INST COALITION	A	P	17T	80	\$4,216	\$4,987	\$5,571	1.02	\$6,674	\$7,585	\$8,275	92.4%	90.1%	94.9%	95.4%	93.0%	96.8%
<b>Non-Corrections/Non-Management Wtd Average</b>					80	\$4,216	\$4,987	\$5,571		\$6,674	\$7,585	\$8,275	92.4%	90.1%	94.9%	95.4%	93.0%	96.8%
<b>STATEWIDE Weighted Average</b>					80	\$4,216	\$4,987	\$5,571		\$6,674	\$7,585	\$8,275	92.4%	90.1%	94.9%	95.4%	93.0%	96.8%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 6711 MENTAL HEALTH THERAPIST 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-LaneCo	B011		Mental Health Associate		17	\$3,952	\$4,493	\$5,278	0.97	\$6,885	\$7,558	\$8,533	
<b>County Market Average</b>					17	\$3,952	\$4,493	\$5,278		\$6,885	\$7,558	\$8,533	
2024-ST-CA	9890		INDIVIDUAL PROGRAM COORDINATOR		3	\$3,572	\$4,605	\$4,688	1.12	\$5,969	\$7,209	\$7,308	
2024-ST-NV	10.356		MENTAL HEALTH TECHNICIAN 2		0	\$3,277		\$4,741		\$4,934		\$6,702	
2024-ST-WA	347M		MENTAL HEALTH TECHNICIAN 2		70	\$3,818	\$4,968	\$5,132	1.11	\$5,775	\$7,088	\$7,275	
<b>State Market Average</b>					73	\$3,794	\$4,953	\$5,103		\$5,760	\$7,093	\$7,261	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	90	\$3,823	\$4,866	\$5,136		\$5,968	\$7,181	\$7,496

### OREGON COMPARISON TO MARKET

#### 6711-Mental Health Therapist 1

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
OXNI	SEIU NONSTRIKE INST COALITION	A	P	17T	27	\$4,216	\$5,420	\$5,571	1.11	\$6,674	\$8,097	\$8,275	110.3%	111.4%	108.5%	111.8%	112.8%	110.4%
<b>Non-Corrections/Non-Management Wtd Average</b>					27	\$4,216	\$5,420	\$5,571		\$6,674	\$8,097	\$8,275	110.3%	111.4%	108.5%	111.8%	112.8%	110.4%
<b>STATEWIDE Weighted Average</b>					27	\$4,216	\$5,420	\$5,571		\$6,674	\$8,097	\$8,275	110.3%	111.4%	108.5%	111.8%	112.8%	110.4%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 6712 MENTAL HEALTH THERAPIST 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-JackCo	521		QMHA II		18	\$4,290	\$5,224	\$5,641	1.05	\$7,199	\$8,363	\$8,884	
2024-OR-LaneCo	B068		Mental Health Specialist 1		17	\$4,585	\$5,198	\$6,120	0.97	\$7,671	\$8,434	\$9,580	
2024-OR-MarionCo	552		Mental Health Spec 1		1	\$4,777	\$6,477	\$6,403	1.16	\$7,597	\$9,715	\$9,622	
2024-OR-WashCo	232		Mental Health Specialist I		0	\$5,888		\$7,155		\$8,724		\$10,247	
<b>County Market Average</b>					36	\$4,482	\$5,246	\$5,923		\$7,468	\$8,434	\$9,261	
2024-MIL-NWHCS	05.06		Mental Health Specialist	31	171	\$4,696	\$5,232	\$6,816	0.91	\$6,925	\$7,549	\$9,397	
<b>Purchased Market Average</b>					31	171	\$4,696	\$5,232	\$6,816	\$6,925	\$7,549	\$9,397	
2024-ST-ID	07776		Psychiatric Treatment Coordinator		16	\$3,682	\$4,535	\$7,364	0.82	\$5,488	\$6,509	\$9,893	
2024-ST-NV	10.346		MENTAL HEALTH TECHNICIAN 3		0	\$3,450		\$5,025		\$5,143		\$7,045	
2024-ST-WA	347N		MENTAL HEALTH TECHNICIAN 3		63	\$4,114	\$5,707	\$5,530	1.18	\$6,113	\$7,932	\$7,730	
<b>State Market Average</b>					79	\$3,598	\$5,469	\$5,250		\$5,360	\$7,643	\$7,333	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					31	286	\$4,093	\$5,299	\$5,918		\$6,120	\$7,687	\$8,281

### OREGON COMPARISON TO MARKET

#### 6712-Mental Health Therapist 2

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			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	
OXNI	SEIU NONSTRIKE INST COALITION	A	P	19T	221	\$4,619	\$5,617	\$6,128	1.05	\$7,150	\$8,329	\$8,933	112.9%	106.0%	103.5%	116.8%	108.4%	107.9%
<b>Non-Corrections/Non-Management Wtd Average</b>					221	\$4,619	\$5,617	\$6,128		\$7,150	\$8,329	\$8,933	112.9%	106.0%	103.5%	116.8%	108.4%	107.9%
<b>STATEWIDE Weighted Average</b>					221	\$4,619	\$5,617	\$6,128		\$7,150	\$8,329	\$8,933	112.9%	106.0%	103.5%	116.8%	108.4%	107.9%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 6720 PSYCHIATRIC SOCIAL WORKER

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-CompAnalyst	HC07000289		Medical Social Worker (MSW)		1	\$4,950	\$6,242	\$7,267	1.02	\$7,221	\$8,727	\$9,922	
2024-MIL-NWHCS	05.05		Mental Health Practitioner	33	143	\$6,432	\$8,308	\$9,676	1.03	\$8,949	\$11,136	\$12,731	
<b>Purchased Market Average</b>				33	144	\$6,423	\$8,294	\$9,661		\$8,938	\$11,120	\$12,714	
2024-ST-ID	06820		Clinician		137	\$5,063	\$6,406	\$10,127	0.84	\$7,141	\$8,747	\$13,199	
2024-ST-NV	10.144		CLINICAL SOCIAL WORKER 2		0	\$5,397		\$8,044		\$7,495		\$10,692	
2024-ST-WA	352J		PSYCHIATRIC SOCIAL WORKER 2		1	\$6,100	\$8,210	\$8,210	1.15	\$8,381	\$10,791	\$10,791	
<b>State Market Average</b>					138	\$5,174	\$6,419	\$9,457		\$7,259	\$8,762	\$12,393	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					33	282	\$5,726	\$7,376	\$9,547		\$8,001	\$9,966	\$12,535

### OREGON COMPARISON TO MARKET

#### 6720-Psychiatric Social Worker

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
OAI	SEIU STRIKEABLE INST COALITION	A	P	33Q	34	\$7,436	\$8,565	\$10,908	0.93	\$10,478	\$11,812	\$14,580	129.9%	116.1%	114.3%	131.0%	118.5%	116.3%
<b>Non-Corrections/Non-Management Wtd Average</b>					34	\$7,436	\$8,565	\$10,908		\$10,478	\$11,812	\$14,580	129.9%	116.1%	114.3%	131.0%	118.5%	116.3%
<b>STATEWIDE Weighted Average</b>					34	\$7,436	\$8,565	\$10,908		\$10,478	\$11,812	\$14,580	129.9%	116.1%	114.3%	131.0%	118.5%	116.3%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 6726 HEALTH CRISIS TECHNICIAN

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-CompAnalyst	HC07000642		Behavioral Home Care Aide		1	\$2,658	\$3,058	\$3,508	0.99	\$4,549	\$5,015	\$5,540	
<b>Purchased Market Average</b>					1	\$2,658	\$3,058	\$3,508		\$4,549	\$5,015	\$5,540	
2024-ST-NV	10.347		DEVELOPMENTAL SUPPORT TECH 3		0	\$3,744		\$5,473		\$5,499		\$7,587	
2024-ST-WA	345G		ATTENDANT COUNSELOR 2		213	\$3,477	\$4,811	\$4,652	1.18	\$5,385	\$6,909	\$6,727	
<b>State Market Average</b>					213	\$3,555	\$4,811	\$4,892		\$5,418	\$6,909	\$6,978	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	214	\$3,552	\$4,803	\$4,887		\$5,416	\$6,900	\$6,974

### OREGON COMPARISON TO MARKET

#### 6726-Health Crisis Technician

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
AMG	AFSCME AT DHS STAB&CRISIS UNIT	A	P	18T	22	\$4,030	\$4,972	\$5,340	1.06	\$6,454	\$7,567	\$8,002	113.4%	103.5%	109.3%	119.2%	109.7%	114.7%
<b>Non-Corrections/Non-Management Wtd Average</b>					22	\$4,030	\$4,972	\$5,340		\$6,454	\$7,567	\$8,002	113.4%	103.5%	109.3%	119.2%	109.7%	114.7%
<b>STATEWIDE Weighted Average</b>					22	\$4,030	\$4,972	\$5,340		\$6,454	\$7,567	\$8,002	113.4%	103.5%	109.3%	119.2%	109.7%	114.7%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 6751 GROUP LIFE COORDINATOR 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-JackCo	212		Juvenile Justice Specialist II		5	\$4,117	\$4,937	\$5,503	1.03	\$6,983	\$8,005	\$8,712	
2024-OR-LaneCo	K004		Juvenile Group Worker		11	\$4,044	\$4,905	\$5,600	1.02	\$6,999	\$8,069	\$8,934	
2024-WA-ThrstnCo	4110		Juvenile Detention Officer		0	\$4,412		\$5,869		\$6,698		\$8,371	
<b>County Market Average</b>					16	\$4,076	\$4,915	\$5,591		\$6,982	\$8,049	\$8,861	
2024-ST-NV	12.538		GROUP SUPERVISOR 2		0	\$4,180		\$6,149		\$6,025		\$8,404	
2024-ST-WA	355P		YOUTH ACADEMY RESIDENTIAL SPECIALIST 2		11	\$3,555	\$4,562	\$4,773	1.10	\$5,474	\$6,625	\$6,866	
<b>State Market Average</b>					11	\$3,919	\$4,562	\$5,574		\$5,795	\$6,625	\$7,761	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	27	\$3,965	\$4,771	\$5,579		\$6,145	\$7,469	\$8,085

### OREGON COMPARISON TO MARKET

#### 6751-Group Life Coordinator 2

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
AU	AFSCME AT MILITARY	A	P	20T	11	\$4,425	\$5,032	\$5,859	0.98	\$6,921	\$7,638	\$8,615
OXNI	SEIU NONSTRIKE INST COALITION	A	P	19T	294	\$4,619	\$5,392	\$6,128	1.00	\$7,150	\$8,064	\$8,933
<b>Non-Corrections/Non-Management Wtd Average</b>					305	\$4,612	\$5,379	\$6,118		\$7,142	\$8,048	\$8,921
<b>STATEWIDE Weighted Average</b>					305	\$4,612	\$5,379	\$6,118		\$7,142	\$8,048	\$8,921

MARKET COMPARISONS					
Salary			Salary and Benefits		
SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
111.6%	105.5%	105.0%	112.6%	102.3%	106.6%
116.5%	113.0%	109.8%	116.4%	108.0%	110.5%
116.3%	112.7%	109.7%	116.2%	107.8%	110.3%
116.3%	112.7%	109.7%	116.2%	107.8%	110.3%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 6752 GROUP LIFE COORDINATOR 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			Insufficient Market Emp Avg X	
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max		
2024-OR-LaneCo	K005		Juvenile Group Worker, Sr		3	\$4,467	\$6,057	\$6,185	1.14	\$7,525	\$9,502	\$9,660		
<b>County Market Average</b>					3	\$4,467	\$6,057	\$6,185		\$7,525	\$9,502	\$9,660		
2024-ST-NV	12.537		GROUP SUPERVISOR 3		0	\$4,355		\$6,426		\$6,236		\$8,738		
2024-ST-WA	355Q		YOUTH ACADEMY RESIDENTIAL SPECIALIST 3		3	\$3,912	\$5,176	\$5,264	1.13	\$5,882	\$7,325	\$7,426		
<b>State Market Average</b>					3	\$4,240	\$5,176	\$6,123		\$6,144	\$7,325	\$8,396		
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	6	\$4,280	\$5,617	\$6,134		\$6,391	\$8,414	\$8,622	

### OREGON COMPARISON TO MARKET

#### 6752-Group Life Coordinator 3

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			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	
AU	AFSCME AT MILITARY	A	P	22Q	6	\$4,425	\$5,769	\$6,439	1.06	\$6,921	\$8,509	\$9,300	103.4%	105.0%	108.3%	108.3%	107.9%	
<b>Non-Corrections/Non-Management Wtd Average</b>					6	\$4,425	\$5,769	\$6,439		\$6,921	\$8,509	\$9,300	103.4%	105.0%	108.3%	108.3%	107.9%	
<b>STATEWIDE Weighted Average</b>					6	\$4,425	\$5,769	\$6,439		\$6,921	\$8,509	\$9,300	103.4%	105.0%	108.3%	108.3%	107.9%	



# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 6754 GROUP LIFE SUPERVISOR

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			Insufficient Market Emp Avg X
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-WA-ThrstnCo	4111		Juvenile Detention Supervisor		0	\$5,293		\$7,041		\$7,710		\$9,717	
<b>County Market Average</b>						\$5,293		\$7,041		\$7,710		\$9,717	
2024-ST-NV	12.535		GROUP SUPERVISOR 4		0	\$4,608		\$6,831		\$6,542		\$9,227	
2024-ST-WA	355R		YOUTH ACADEMY RESIDENTIAL SPECIALIST 4		1	\$4,321	\$5,762	\$5,809	1.14	\$6,349	\$7,995	\$8,049	
<b>State Market Average</b>						\$4,512	\$5,762	\$6,490		\$6,477	\$7,995	\$8,834	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>						\$4,590	\$5,762	\$6,545		\$6,601	\$7,995	\$8,923	

### OREGON COMPARISON TO MARKET

#### 6754-Group Life Supervisor

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS							
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max		
MMS	MGT SVC SUPERVISORY	A	P	24	4	\$4,996	\$6,956	\$7,380	1.12	\$7,595	\$9,911	\$10,412	108.8%	112.8%	115.1%	116.7%				
<b>Management Wtd Average</b>					4	\$4,996	\$6,956	\$7,380		\$7,595	\$9,911	\$10,412	108.8%	112.8%	115.1%	116.7%				
<b>STATEWIDE Weighted Average</b>					4	\$4,996	\$6,956	\$7,380		\$7,595	\$9,911	\$10,412	108.8%	112.8%	115.1%	116.7%				

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 6767 DORMITORY COUNSELOR 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			Insufficient Market
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-ST-CA	9713	C	COUNSELOR, SCHOOL FOR THE BLIND		6	\$3,884	\$4,799	\$4,861	1.10	\$6,343	\$7,441	\$7,516	Emp Avg X
2024-ST-ID	07762		Residential Assistant		0	\$2,869		\$5,737		\$4,515		\$7,948	
2024-ST-WA	257J		RESIDENTIAL/STUDENT LIFE COUNSELOR		12	\$3,022	\$3,953	\$4,010	1.12	\$4,865	\$5,928	\$5,994	
<b>State Market Average</b>					18	\$3,286	\$4,235	\$4,370		\$5,313	\$6,433	\$6,578	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	18	\$3,286	\$4,235	\$4,370		\$5,313	\$6,433	\$6,578

### OREGON COMPARISON TO MARKET

#### 6767-Dormitory Counselor 1

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	16	1	\$3,552	\$4,851	\$4,851	1.15	\$5,889	\$7,424	\$7,424	108.1%	111.0%	110.8%	112.9%		
<b>Non-Corrections/Non-Management Wtd Average</b>					1	\$3,552	\$4,851	\$4,851		\$5,889	\$7,424	\$7,424	108.1%	111.0%	110.8%	112.9%		
<b>STATEWIDE Weighted Average</b>					1	\$3,552	\$4,851	\$4,851		\$5,889	\$7,424	\$7,424	108.1%	111.0%	110.8%	112.9%		

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 6779 CORRECTIONAL LIEUTENANT

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			Insufficient Market Emp Avg X
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-DescCo	9280		SERGEANT		0	\$7,948		\$10,651		\$11,891		\$15,260	
2024-WA-ThrstnCo	5315		Civil Service, Corrections Sergeant		0	\$7,049		\$8,160		\$9,727		\$11,003	
<b>County Market Average</b>						\$7,907		\$10,538		\$11,792		\$15,066	
2024-ST-CA	9656		CORRECTIONAL LIEUTENANT		0	\$7,606	\$7,911	\$9,572	0.92	\$10,811	\$11,177	\$13,171	
2024-ST-NV	13.310		CORRECTIONAL LIEUTENANT		0	\$6,246		\$9,388		\$8,521		\$12,316	
<b>State Market Average</b>						\$6,308		\$9,397		\$8,625		\$12,355	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>						0	0	\$7,108		\$10,209		\$13,711	

### OREGON COMPARISON TO MARKET

#### 6779-Correctional Lieutenant

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	Salary		Salary and Benefits			
						SR Min	Avg to Avg	SR Max to SR Max			SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max		
MMN	MGT SVC NONSUPERVISORY	A	P	28Q	6	\$6,374	\$8,955	\$8,955	1.17	\$9,224	\$12,273	\$12,273	89.7%	89.8%	90.4%	89.5%		
MMS	MGT SVC SUPERVISORY	A	P	28Q	92	\$6,374	\$8,611	\$8,955	1.12	\$9,224	\$11,867	\$12,273	89.7%	89.8%	90.4%	89.5%		
<b>Management Wtd Average</b>					98	\$6,374	\$8,632	\$8,955		\$9,224	\$11,892	\$12,273	89.7%	89.8%	90.4%	89.5%		
<b>STATEWIDE Weighted Average</b>					98	\$6,374	\$8,632	\$8,955		\$9,224	\$11,892	\$12,273	89.7%	89.8%	90.4%	89.5%		

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 6780 CORRECTIONAL CAPTAIN

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			Insufficient Market Emp Avg X		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max			
2024-WA-ThrstnCo	5320		Civil Service, Corrections Lieutenant		0	\$8,786		\$10,171		\$11,721		\$13,313			
<b>County Market Average</b>						\$8,786		\$10,171		\$11,721		\$13,313			
2024-ST-CA	9646		CAPTAIN (ADULT INSTITUTION)		68	\$10,376	\$11,611	\$11,874	1.04	\$14,136	\$15,619	\$15,935			
2024-ST-ID	09202		Correctional Manager 2		11	\$6,471	\$7,546	\$12,942	0.78	\$8,825	\$10,111	\$16,568			
<b>State Market Average</b>						79	\$9,839	\$11,045	\$12,021		\$13,406	\$14,852	\$16,022		
<b>OVERALL WEIGHTED MARKET AVERAGE</b>						0	79	\$9,826	\$11,045	\$11,998		\$13,385	\$14,852	\$15,988	

### OREGON COMPARISON TO MARKET

#### 6780-Correctional Captain

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	Salary		Salary and Benefits			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
MMS	MGT SVC SUPERVISORY	A	P	32T	47	\$7,747	\$10,570	\$10,866	1.14	\$10,846	\$14,181	\$14,531	78.8%	90.6%		81.0%		90.9%
<b>Management Wtd Average</b>						\$7,747	\$10,570	\$10,866		\$10,846	\$14,181	\$14,531	78.8%	90.6%		81.0%		90.9%
<b>STATEWIDE Weighted Average</b>						\$7,747	\$10,570	\$10,866		\$10,846	\$14,181	\$14,531	78.8%	90.6%		81.0%		90.9%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 6783 CORRECTIONAL COUNSELOR

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-ClackCo	488		Comm Corrections Counselor		5	\$5,241	\$6,545	\$6,624	1.10	\$8,128	\$9,752	\$9,851	
2024-OR-JackCo	201		Sr Deputy Probation		29	\$5,138	\$6,494	\$7,325	1.04	\$8,256	\$9,948	\$10,983	
2024-OR-MultCo	6268		Corrections Counselor		23	\$6,377	\$6,944	\$7,836	0.98	\$9,856	\$10,561	\$11,670	
2024-WA-KingCo	5215100		Community Corrections Caseworker		0	\$6,821		\$8,646		\$9,529		\$11,625	
2024-WA-ThrstnCo	4222		Adult Probation Counselor II		0	\$5,836		\$7,762		\$8,334		\$10,546	
<b>County Market Average</b>					57	\$5,670	\$6,680	\$7,495		\$8,892	\$10,178	\$11,159	
2024-ST-CA	9904	K	CORRECTIONAL COUNSELOR I		217	\$7,654	\$8,853	\$9,185	1.05	\$10,868	\$12,308	\$12,707	
2024-ST-ID	09286		Correctional Case Manager		126	\$4,171	\$5,343	\$8,342	0.85	\$6,073	\$7,476	\$11,063	
2024-ST-NV	12.559		CORRECTIONAL CASE WORK SPEC 2		0	\$5,473		\$8,186		\$7,587		\$10,864	
<b>State Market Average</b>					343	\$6,303	\$7,564	\$8,798		\$8,974	\$10,533	\$11,966	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	400	\$6,224	\$7,438	\$8,634		\$8,963	\$10,482	\$11,864

### OREGON COMPARISON TO MARKET

#### 6783-Correctional Counselor

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
AAON	AFSCME AT DOC SECURITY PLUS	A	P	26Q	90	\$6,453	\$8,500	\$8,951	1.10	\$9,317	\$11,735	\$12,268	103.7%	114.3%	103.7%	103.9%	112.0%	103.4%
CP	AOCE AT DOC NONSECURITY	A	P	26Q	14	\$6,453	\$8,376	\$8,962	1.09	\$9,317	\$11,588	\$12,281	103.7%	112.6%	103.8%	103.9%	110.6%	103.5%
<b>Corrections Wtd Average</b>					104	\$6,453	\$8,483	\$8,952		\$9,317	\$11,715	\$12,270	103.7%	114.1%	103.7%	103.9%	111.8%	103.4%
<b>STATEWIDE Weighted Average</b>					104	\$6,453	\$8,483	\$8,952		\$9,317	\$11,715	\$12,270	103.7%	114.1%	103.7%	103.9%	111.8%	103.4%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 6787 ADULT PAROLE/PROBATION OFFICER

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-ClackCo	482		Prob & Parole Officer 2		26	\$6,329	\$8,011	\$8,025	1.12	\$9,483	\$11,578	\$11,596	
2024-OR-DescCo	4010		PAROLE & PROBATION OFFICER		0	\$5,761		\$7,721		\$9,166		\$11,608	
2024-OR-LaneCo	F023		Parole/Probation Officer 2		31	\$5,665	\$7,264	\$7,436	1.11	\$9,014	\$11,002	\$11,216	
2024-OR-MultCo	6276		Parole and Probation Officer		92	\$6,219	\$7,657	\$7,933	1.08	\$9,660	\$11,448	\$11,791	
2024-OR-WashCo	222		Probation and Parole Officer II		0	\$7,041		\$8,989		\$10,110		\$12,453	
<b>County Market Average</b>					149	\$6,303	\$7,637	\$8,097		\$9,612	\$11,378	\$11,825	
2024-CompAnalyst	LG12000028		Parole Officer		1	\$4,767	\$5,867	\$6,608	1.06	\$7,007	\$8,290	\$9,154	
2024-MIL-OPES	13.14		Probation and Parole Officer	6	92	\$5,936	\$7,419	\$7,715	1.09	\$8,863	\$10,677	\$11,040	
<b>Purchased Market Average</b>					6	93	\$5,926	\$7,402	\$7,705		\$8,847	\$10,651	\$11,023
2024-ST-ID	09360		Probation & Parole Officer		0	\$4,138		\$8,276		\$6,034		\$10,984	
2024-ST-NV	12.618		PAROLE/PROBATION SPECIALIST 4		0	\$4,808		\$7,139		\$6,784		\$9,599	
<b>State Market Average</b>						\$4,778		\$7,191		\$6,750		\$9,662	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					6	242	\$6,093	\$7,547	\$7,919		\$9,199	\$11,099	\$11,443

### OREGON COMPARISON TO MARKET

#### 6787-Adult Parole/Probation Officer

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			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
F		A	P	27	28	\$6,455	\$8,973	\$9,405	1.13	\$9,319	\$12,294	\$12,805	105.9%	118.9%	118.8%	101.3%	110.8%	111.9%
<b>Non-Corrections/Non-Management Wtd Average</b>					28	\$6,455	\$8,973	\$9,405		\$9,319	\$12,294	\$12,805	105.9%	118.9%	118.8%	101.3%	110.8%	111.9%
<b>STATEWIDE Weighted Average</b>					28	\$6,455	\$8,973	\$9,405		\$9,319	\$12,294	\$12,805	105.9%	118.9%	118.8%	101.3%	110.8%	111.9%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 6811 LABORATORY TECHNICIAN 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-ClackCo	789		Laboratory Technician		0	\$4,745		\$6,073		\$7,510		\$9,164	
2024-OR-ClackCo	786		Laboratory Analyst		4	\$5,232	\$6,600	\$6,687	1.11	\$8,117	\$9,820	\$9,928	
2024-WA-ClarkCo	213		Laboratory Analyst		0	\$5,398		\$6,578		\$7,940		\$9,296	
<b>County Market Average</b>					4	\$5,178	\$6,600	\$6,566		\$7,986	\$9,820	\$9,696	
2024-MIL-NWHCS	06.02		Lab Assistant	56	350	\$3,539	\$4,360	\$5,257	0.99	\$5,576	\$6,533	\$7,579	
<b>Purchased Market Average</b>					56	350	\$3,539	\$4,360	\$5,257		\$5,576	\$6,533	\$7,579
2024-ST-CA	7878		SENIOR LABORATORY ASSISTANT		18	\$3,246	\$3,712	\$4,061	1.02	\$5,577	\$6,136	\$6,556	
2024-ST-ID	07426		Laboratory Technician		6	\$2,869	\$3,317	\$5,737	0.77	\$4,515	\$5,052	\$7,948	
2024-ST-NV	10.726		LABORATORY TECHNICIAN 2		0	\$3,450		\$5,025		\$5,143		\$7,045	
2024-ST-WA	5101		LABORATORY TECHNICIAN 3		13	\$4,114	\$5,507	\$5,530	1.14	\$6,113	\$7,704	\$7,730	
<b>State Market Average</b>					37	\$3,489	\$4,279	\$4,854		\$5,581	\$6,511	\$7,190	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					56	391	\$3,559	\$4,375	\$5,238		\$5,613	\$6,565	\$7,574

### OREGON COMPARISON TO MARKET

#### 6811-Laboratory Technician 2

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			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	
AD	AFSCME AT ENVIRONMENTAL QUAL	A	P	18	1	\$4,030	\$5,340	\$5,594	1.11	\$6,454	\$8,002	\$8,302	113.2%	122.0%	106.8%	115.0%	121.9%	109.6%
AO	AFSCME OR ST POLICE-SUPP UNIT	A	P	19	6	\$4,030	\$4,658	\$5,594	0.97	\$6,454	\$7,196	\$8,302	113.2%	106.5%	106.8%	115.0%	109.6%	109.6%
OAI	SEIU STRIKEABLE INST COALITION	A	P	18	4	\$3,865	\$5,098	\$5,345	1.11	\$6,259	\$7,716	\$8,008	108.6%	116.5%	102.0%	111.5%	117.5%	105.7%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	18	4	\$3,865	\$4,522	\$5,345	0.98	\$6,259	\$7,035	\$8,008	108.6%	103.3%	102.0%	111.5%	107.2%	105.7%
<b>Non-Corrections/Non-Management Wtd Average</b>					15	\$3,942	\$4,784	\$5,461		\$6,350	\$7,345	\$8,145	110.7%	109.3%	104.3%	113.1%	111.9%	107.5%
<b>STATEWIDE Weighted Average</b>					15	\$3,942	\$4,784	\$5,461		\$6,350	\$7,345	\$8,145	110.7%	109.3%	104.3%	113.1%	111.9%	107.5%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 6820 MEDICAL LABORATORY TECH 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-CompAnalyst	HC07000033		Medical Lab Technician II		1	\$4,108	\$5,075	\$6,033	1.00	\$6,240	\$7,367	\$8,484	
<b>Purchased Market Average</b>					1	\$4,108	\$5,075	\$6,033		\$6,240	\$7,367	\$8,484	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	1	\$4,108	\$5,075	\$6,033		\$6,240	\$7,367	\$8,484

### OREGON COMPARISON TO MARKET

#### 6820-Medical Laboratory Technician 1

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	18	7	\$3,865	\$4,422	\$5,345	0.96	\$6,259	\$6,918	\$8,008	94.1%	87.1%	88.6%	100.3%	93.9%	94.4%
<b>Non-Corrections/Non-Management Wtd Average</b>					7	\$3,865	\$4,422	\$5,345		\$6,259	\$6,918	\$8,008	94.1%	87.1%	88.6%	100.3%	93.9%	94.4%
<b>STATEWIDE Weighted Average</b>					7	\$3,865	\$4,422	\$5,345		\$6,259	\$6,918	\$8,008	94.1%	87.1%	88.6%	100.3%	93.9%	94.4%



# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 6821 MEDICAL LABORATORY TECH 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-MultCo	6333		Medical Laboratory Technician		7	\$5,207	\$6,251	\$6,377	1.08	\$8,402	\$9,700	\$9,856	
<b>County Market Average</b>					7	\$5,207	\$6,251	\$6,377		\$8,402	\$9,700	\$9,856	
2024-MIL-NWHCS	06.06		Medical Lab Technician	66	148	\$4,877	\$6,146	\$7,449	1.00	\$7,136	\$8,615	\$10,134	
<b>Purchased Market Average</b>					66	148	\$4,877	\$6,146	\$7,449		\$7,136	\$8,615	\$10,134
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					66	155	\$4,892	\$6,151	\$7,401		\$7,193	\$8,664	\$10,122

### OREGON COMPARISON TO MARKET

#### 6821-Medical Laboratory Technician 2

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
AO	AFSCME OR ST POLICE-SUPP UNIT	A	P	21	6	\$4,425	\$4,425	\$6,143	0.84	\$6,921	\$6,921	\$8,951	90.5%	71.9%	83.0%	96.2%	79.9%	88.4%
OAH	SEIU STRIKEABLE HUMAN SVC COAL	A	P	20	4	\$4,222	\$5,730	\$5,861	1.14	\$6,681	\$8,462	\$8,617	86.3%	93.1%	79.2%	92.9%	97.7%	85.1%
OAI	SEIU STRIKEABLE INST COALITION	A	P	20	1	\$4,222	\$5,861	\$5,861	1.16	\$6,681	\$8,617	\$8,617	86.3%	95.3%	79.2%	92.9%	99.5%	85.1%
<b>Non-Corrections/Non-Management Wtd Average</b>					11	\$4,333	\$5,030	\$6,015		\$6,812	\$7,635	\$8,799	88.6%	81.8%	81.3%	94.7%	88.1%	86.9%
<b>STATEWIDE Weighted Average</b>					11	\$4,333	\$5,030	\$6,015		\$6,812	\$7,635	\$8,799	88.6%	81.8%	81.3%	94.7%	88.1%	86.9%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 6823 CLINICAL LAB SCIENTIST

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-MultCo	6335		Medical Technologist		1	\$5,359	\$6,562	\$6,562	1.10	\$8,592	\$10,087	\$10,087	
<b>County Market Average</b>					1	\$5,359	\$6,562	\$6,562		\$8,592	\$10,087	\$10,087	
2024-CompAnalyst	HC07000174		Medical Technologist - Microbiology		1	\$5,283	\$6,367	\$7,317	1.03	\$7,609	\$8,873	\$9,980	
<b>Purchased Market Average</b>					1	\$5,283	\$6,367	\$7,317		\$7,609	\$8,873	\$9,980	
2024-ST-CA	7928	A	CLINICAL LABORATORY TECHNOLOGIST		0	\$4,782		\$5,988		\$7,421		\$8,869	
2024-ST-WA	508F		CLINICAL/MEDICAL TECHNOLOGIST 2		2	\$4,321	\$5,811	\$5,809	1.15	\$6,349	\$8,051	\$8,049	
<b>State Market Average</b>					2	\$4,474	\$5,811	\$5,869		\$6,706	\$8,051	\$8,322	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	4	\$4,813	\$6,138	\$6,297		\$7,264	\$8,765	\$9,007

### OREGON COMPARISON TO MARKET

#### 6823-Clinical Laboratory Scientist

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
OAI	SEIU STRIKEABLE INST COALITION	A	P	24T	2	\$4,851	\$6,622	\$7,097	1.11	\$7,424	\$9,516	\$10,078	100.8%	107.9%	112.7%	102.2%	108.6%	111.9%
<b>Non-Corrections/Non-Management Wtd Average</b>					2	\$4,851	\$6,622	\$7,097		\$7,424	\$9,516	\$10,078	100.8%	107.9%	112.7%	102.2%	108.6%	111.9%
<b>STATEWIDE Weighted Average</b>					2	\$4,851	\$6,622	\$7,097		\$7,424	\$9,516	\$10,078	100.8%	107.9%	112.7%	102.2%	108.6%	111.9%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 7080 Business Operations Administrator 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-MultCo	9810		Chief Financial Officer		1	\$12,023	\$18,133	\$19,237	1.16	\$16,873	\$24,467	\$25,839	
2024-OR-MultCo	9812		Department Director Principal (COO)		1	\$16,003	\$21,931	\$25,605	1.05	\$21,819	\$29,187	\$33,752	
2024-OR-MultCo	9613		Department Director 2		2	\$12,023	\$19,237	\$19,237	1.23	\$16,873	\$25,839	\$25,839	
<b>County Market Average</b>					4	\$13,018	\$19,634	\$20,829		\$18,110	\$26,333	\$27,817	
2024-CompAnalyst	OF13000083		Administrative Director		1	\$13,250	\$16,258	\$19,550	0.99	\$16,898	\$20,405	\$24,243	
<b>Purchased Market Average</b>					1	\$13,250	\$16,258	\$19,550		\$16,898	\$20,405	\$24,243	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	5	\$13,064	\$18,959	\$20,573		\$17,868	\$25,147	\$27,102

### OREGON COMPARISON TO MARKET

#### 7080-Business Operations Administrator 3

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	Salary		Salary and Benefits			
						SR Min	Avg to Avg	SR Max to SR Max			SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max		
MESN	EXEC SVC SUPERVISORY	A	P	42X	2	\$11,417	\$17,250	\$17,668	1.19	\$15,182	\$22,073	\$22,567	87.4%	91.0%	85.9%	85.0%	87.8%	83.3%
<b>Management Wtd Average</b>					2	\$11,417	\$17,250	\$17,668		\$15,182	\$22,073	\$22,567	87.4%	91.0%	85.9%	85.0%	87.8%	83.3%
<b>STATEWIDE Weighted Average</b>					2	\$11,417	\$17,250	\$17,668		\$15,182	\$22,073	\$22,567	87.4%	91.0%	85.9%	85.0%	87.8%	83.3%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 7081 Business Operations Administrator 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2024-OR-ClackCo	085		Director, Human Resources*		1	\$13,949	\$18,831	\$18,832	1.15	\$18,973	\$25,053	\$25,054
2024-OR-ClackCo	099		Director, Finance*		1	\$13,949	\$18,831	\$18,832	1.15	\$18,973	\$25,053	\$25,054
2024-OR-MultCo	9610		Department Director 1		2	\$10,930	\$17,230	\$17,488	1.21	\$15,515	\$23,344	\$23,665
2024-OR-WashCo	208		Director of Juvenile Services		0	\$13,634		\$17,396		\$18,037		\$22,561
2024-OR-WashCo	188		Assistant Director Of Health and Human Services		0	\$13,301		\$16,972		\$17,637		\$22,050
2024-OR-WashCo	380		Assistant Director of Land Use & Transportation		0	\$13,301		\$16,972		\$17,637		\$22,050
2024-OR-WashCo	216		Director of Community Corrections		0	\$13,634		\$17,396		\$18,037		\$22,561
2024-WA-ClarkCo	100		Director Finance		0	\$10,301		\$14,936		\$13,571		\$18,894
2024-WA-KingCo	2317100		Human Resource Senior Manager		0	\$11,493		\$14,568		\$14,895		\$18,427
<b>County Market Average</b>					4	\$12,542	\$18,031	\$17,088		\$16,879	\$24,199	\$22,398
2024-MIL-NWMGT	05.21a		Director of Risk Management	30	17	\$11,337	\$15,729	\$17,406	1.09	\$14,668	\$19,788	\$21,744
2024-MIL-NWMGT	08.01a		Director of Purchasing	18	17	\$11,038	\$14,600	\$17,111	1.04	\$14,319	\$18,471	\$21,400
<b>Purchased Market Average</b>					48	\$11,188	\$15,164	\$17,259		\$14,494	\$19,129	\$21,572
2024-ST-ID	01506		Business Support Manager		4	\$8,018	\$9,964	\$16,036	0.83	\$10,676	\$13,004	\$20,269
<b>State Market Average</b>					4	\$8,018	\$9,964	\$16,036		\$10,676	\$13,004	\$20,269
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					48	\$11,205	\$14,942	\$17,127		\$14,665	\$19,029	\$21,633

### OREGON COMPARISON TO MARKET

#### 7081-Business Operations Administrator 2

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	Salary		Salary and Benefits			
													SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
MENN	EXEC SVC NONSUPERVISORY	A	P	40X	2	\$10,350	\$16,024	\$16,024	1.22	\$13,921	\$20,625	\$20,625	92.4%	107.2%	93.6%	94.9%	108.4%	95.3%
MESN	EXEC SVC SUPERVISORY	A	P	40X	39	\$10,350	\$15,535	\$16,024	1.18	\$13,921	\$20,047	\$20,625	92.4%	104.0%	93.6%	94.9%	105.3%	95.3%
MMS	MGT SVC SUPERVISORY	A	P	40X	4	\$10,350	\$15,835	\$16,024	1.20	\$13,921	\$20,402	\$20,625	92.4%	106.0%	93.6%	94.9%	107.2%	95.3%
<b>Management Wtd Average</b>					45	\$10,350	\$15,583	\$16,024		\$13,921	\$20,104	\$20,625	92.4%	104.3%	93.6%	94.9%	105.7%	95.3%
<b>STATEWIDE Weighted Average</b>					45	\$10,350	\$15,583	\$16,024		\$13,921	\$20,104	\$20,625	92.4%	104.3%	93.6%	94.9%	105.7%	95.3%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 7082 Business Operations Administrator 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-MarionCo	364		Chief Financial Officer		1	\$11,246	\$15,430	\$15,070	1.17	\$15,655	\$20,867	\$20,418	
2024-OR-MultCo	9808		Chief Budget Officer		1	\$9,371	\$14,993	\$14,993	1.23	\$13,577	\$20,565	\$20,565	
2024-OR-MultCo	9669		Human Resources Manager Senior		2	\$9,371	\$14,563	\$14,993	1.20	\$13,577	\$20,030	\$20,565	
2024-WA-ClarkCo	102		Director Human Resources		0	\$9,494		\$13,765		\$12,644		\$17,550	
2024-WA-ClarkCo	101		Director General Services		0	\$9,494		\$13,765		\$12,644		\$17,550	
2024-WA-ClarkCo	95		Director Budget		0	\$9,494		\$13,765		\$12,644		\$17,550	
2024-WA-KingCo	1300100		Operations Manager		0	\$10,704		\$13,568		\$13,989		\$17,278	
2024-WA-KingCo	2133100		Chief Financial Officer		0	\$10,704		\$13,568		\$13,989		\$17,278	
2024-WA-KingCo	1501000		Assistant Facilities Maintenance Manager		0	\$9,969		\$12,636		\$13,145		\$16,208	
2024-WA-KingCo	2505100		Communications Manager-Senior		0	\$10,704		\$13,568		\$13,989		\$17,278	
2024-WA-KingCo	2141100		Finance Manager - Enterprise Operations		0	\$11,224		\$14,227		\$14,586		\$18,035	
2024-WA-ThrstnCo	0500		Director, Information Technology		0	\$10,476		\$13,967		\$13,662		\$17,672	
2024-WA-ThrstnCo	1315		Director, Human Resources		0	\$10,476		\$13,967		\$13,662		\$17,672	
<b>County Market Average</b>					4	\$10,150	\$14,887	\$14,060		\$13,667	\$20,373	\$18,299	
2024-CompAnalyst	CM02000031		Public Relations Director		1	\$10,725	\$13,175	\$15,925	1.00	\$13,954	\$16,810	\$20,017	
2024-MIL-NWMGT	08.01a		Director of Purchasing	18	25	\$11,038	\$14,600	\$17,111	1.04	\$14,319	\$18,471	\$21,400	
2024-MIL-NWMGT	01.03		Assistant Controller	23	28	\$9,033	\$12,015	\$14,947	1.00	\$11,982	\$15,458	\$18,876	
2024-MIL-NWMGT	04.08		Compensation Manager	26	29	\$9,489	\$12,644	\$14,947	1.03	\$12,513	\$16,191	\$18,876	
2024-MIL-NWMGT	05.06a		Communications Director	34	40	\$10,794	\$14,599	\$16,905	1.05	\$14,035	\$18,470	\$21,159	
2024-MIL-NWMGT	01.14		Budget Manager	27	36	\$9,447	\$13,155	\$15,328	1.06	\$12,464	\$16,787	\$19,321	
<b>Purchased Market Average</b>					128	159	\$9,979	\$13,451	\$15,872		\$13,084	\$17,133	\$19,955
2024-ST-CA	0760		ENVIRONMENTAL PROGRAM MANAGER I (MANA		41	\$11,597	\$12,229	\$13,169	0.99	\$15,602	\$16,360	\$17,489	
2024-ST-ID	05130		Human Resource Manager		0	\$8,018		\$16,036		\$10,676		\$20,269	
2024-ST-ID	09010		Administrator Division - Deputy		17	\$8,018	\$10,423	\$16,036	0.87	\$10,676	\$13,553	\$20,269	
<b>State Market Average</b>					58	\$10,505	\$11,699	\$14,044		\$14,099	\$15,537	\$18,337	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					128	221	\$10,123	\$13,018	\$15,298		\$13,377	\$16,773	\$19,444

### OREGON COMPARISON

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

TO  
MARKET

## 7082-Business Operations Administrator 1

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
MESN	EXEC SVC SUPERVISORY	A	P	38X	42	\$9,405	\$13,852	\$14,549	1.16	\$12,805	\$18,059	\$18,882	92.9%	106.4%	95.1%	95.7%	107.7%	97.1%
MMS	MGT SVC SUPERVISORY	A	P	38X	25	\$9,405	\$14,353	\$14,549	1.20	\$12,805	\$18,651	\$18,882	92.9%	110.3%	95.1%	95.7%	111.2%	97.1%
<b>Management Wtd Average</b>					67	\$9,405	\$14,039	\$14,549		\$12,805	\$18,280	\$18,882	92.9%	107.8%	95.1%	95.7%	109.0%	97.1%
<b>STATEWIDE Weighted Average</b>					67	\$9,405	\$14,039	\$14,549		\$12,805	\$18,280	\$18,882	92.9%	107.8%	95.1%	95.7%	109.0%	97.1%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 7083 Business Operations Manager 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2024-OR-ClackCo	369		Government Affairs Manager		1	\$9,913	\$10,703	\$13,383	0.92	\$13,947	\$14,931	\$18,268
2024-OR-ClackCo	705		Administrative Serv Mgr, Sr*		7	\$9,913	\$11,921	\$13,383	1.02	\$13,947	\$16,447	\$18,268
2024-OR-ClackCo	095		Budget Manager		1	\$9,913	\$13,383	\$13,383	1.15	\$13,947	\$18,268	\$18,268
2024-OR-ClackCo	358		Planning Director*		1	\$10,409	\$12,901	\$14,052	1.05	\$14,564	\$17,667	\$19,102
2024-OR-ClackCo	714		Human Resources Manager,Senior		5	\$9,441	\$12,176	\$12,746	1.10	\$13,359	\$16,765	\$17,475
2024-OR-JackCo	1178		Program Manager VIII		8	\$8,436	\$10,461	\$10,766	1.09	\$12,369	\$14,894	\$15,274
2024-OR-JackCo	1103		HR Director		1	\$10,958	\$12,078	\$13,986	0.97	\$15,514	\$16,910	\$19,289
2024-OR-LaneCo	P004		Budget Manager		1	\$8,762	\$12,886	\$12,886	1.19	\$12,865	\$17,992	\$17,992
2024-OR-MarionCo	375		Building and Planning Division Manager		1	\$9,143	\$11,034	\$12,246	1.03	\$13,036	\$15,392	\$16,901
2024-OR-MarionCo	665		Administration Division Manager		1	\$9,143	\$9,601	\$12,246	0.90	\$13,036	\$13,606	\$16,901
2024-OR-MultCo	9365		Manager Senior		31	\$7,736	\$11,436	\$11,605	1.18	\$11,546	\$16,144	\$16,353
2024-OR-MultCo	9621		Human Resources Manager 2		20	\$9,024	\$12,411	\$13,536	1.10	\$13,146	\$17,355	\$18,753
2024-OR-MultCo	9338		Finance Manager Senior		9	\$9,024	\$13,259	\$13,536	1.18	\$13,146	\$18,409	\$18,753
2024-OR-MultCo	9602		Division Director 2		6	\$9,024	\$12,810	\$13,536	1.14	\$13,146	\$17,852	\$18,753
2024-OR-WashCo	427		Operations and Maintenance Division Manager		0	\$11,469		\$14,634		\$15,435		\$19,239
2024-OR-WashCo	211		Administrative Manager, Senior		0	\$10,137		\$12,935		\$13,833		\$17,197
2024-OR-WashCo	683		Budget Manager		0	\$10,899		\$13,243		\$14,749		\$17,567
2024-OR-WashCo	023		Procurement Manager		0	\$10,137		\$12,319		\$13,833		\$16,456
2024-OR-WashCo	710		Human Resources Manager, Senior		0	\$10,137		\$12,935		\$13,833		\$17,197
2024-OR-WashCo	448		Facilities Manager		0	\$11,018		\$13,388		\$14,892		\$17,741
2024-OR-WashCo	340		Planning and Development Services Manager		0	\$11,469		\$14,634		\$15,435		\$19,239
2024-OR-WashCo	367		Community Development Program Manager		0	\$10,137		\$12,935		\$13,833		\$17,197
2024-OR-WashCo	532		Health & Human Services Division Manager		0	\$11,469		\$13,937		\$15,435		\$18,401
2024-WA-KingCo	1011100		Chief of Operations-DAJD		0	\$9,735		\$12,340		\$12,876		\$15,868
2024-WA-KingCo	2503100		Communications Manager		0	\$9,507		\$12,050		\$12,614		\$15,536
2024-WA-ThrstnCo	0730		Financial Services Manager		0	\$8,902		\$11,870		\$11,855		\$15,263
<b>County Market Average</b>					93	\$8,945	\$11,930	\$12,660		\$12,885	\$16,701	\$17,485
2024-CompAnalyst	FA06000083		Budget Manager		1	\$9,000	\$11,633	\$14,092	1.01	\$11,943	\$15,013	\$17,879

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 7083 Business Operations Manager 3 (Continued)

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-CompAnalyst	FA06000515		Administrative Manager		1	\$10,767	\$13,342	\$16,042	1.01	\$14,002	\$17,005	\$20,153	
2024-MIL-NWMGT	04.06b		Recruiting / Talent Acquisition Manager	42	59	\$8,742	\$11,273	\$13,494	1.01	\$11,642	\$14,593	\$17,182	
2024-MIL-NWMGT	05.11		Facilities Director	48	57	\$9,859	\$13,881	\$15,514	1.09	\$12,944	\$17,634	\$19,537	
2024-MIL-NWMGT	05.06b		Public Relations Manager	22	36	\$8,786	\$11,501	\$13,098	1.05	\$11,694	\$14,859	\$16,721	
2024-MIL-OPES	02.11		Budget Manager	10	8	\$10,277	\$13,673	\$14,025	1.13	\$14,176	\$18,332	\$18,764	
2024-MIL-OPES	04.20		Government Relations Manager	9	10	\$10,351	\$12,208	\$14,494	0.98	\$14,266	\$16,539	\$19,337	
2024-MIL-OPES	05.09		Human Resources Director	24	17	\$11,880	\$16,484	\$16,731	1.15	\$16,137	\$21,773	\$22,075	
2024-MIL-PACS	05.13		Human Resources Manager	27	39	\$9,257	\$11,860	\$13,511	1.04	\$12,243	\$15,277	\$17,202	
<b>Purchased Market Average</b>				182	228	\$9,485	\$12,586	\$14,257		\$12,630	\$16,276	\$18,232	
2024-ST-ID	03628		Operations Manager		5	\$7,059	\$7,602	\$14,119	0.72	\$9,529	\$10,178	\$17,975	
2024-ST-ID	05131		Human Resource Officer		18	\$7,059	\$8,363	\$14,119	0.79	\$9,529	\$11,088	\$17,975	
2024-ST-ID	04241		Financial Officer		15	\$7,059	\$9,183	\$14,119	0.87	\$9,529	\$12,070	\$17,975	
<b>State Market Average</b>					38	\$7,059	\$8,586	\$14,119		\$9,529	\$11,356	\$17,975	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					182	359	\$9,083	\$11,993	\$13,782		\$12,388	\$15,866	\$17,990

### OREGON COMPARISON TO MARKET

#### 7083-Business Operations Manager 3

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	Salary		Salary and Benefits			
													SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
MENN	EXEC SVC NONSUPERVISORY	A	P	35X	1	\$8,126	\$12,569	\$12,569	1.21	\$11,294	\$16,543	\$16,543	89.5%	104.8%	91.2%	91.2%	104.3%	92.0%
MESN	EXEC SVC SUPERVISORY	A	P	35X	17	\$8,126	\$12,197	\$12,569	1.18	\$11,294	\$16,103	\$16,543	89.5%	101.7%	91.2%	91.2%	101.5%	92.0%
MMS	MGT SVC SUPERVISORY	A	P	35X	46	\$8,126	\$12,072	\$12,569	1.17	\$11,294	\$15,956	\$16,543	89.5%	100.7%	91.2%	91.2%	100.6%	92.0%
<b>Management Wtd Average</b>					64	\$8,126	\$12,113	\$12,569		\$11,294	\$16,004	\$16,543	89.5%	101.0%	91.2%	91.2%	100.9%	92.0%
<b>STATEWIDE Weighted Average</b>					64	\$8,126	\$12,113	\$12,569		\$11,294	\$16,004	\$16,543	89.5%	101.0%	91.2%	91.2%	100.9%	92.0%



# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 7084 Business Operations Manager 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2024-OR-ClackCo	214		HC Admin & Financial Serv Mgr		1	\$8,992	\$11,046	\$12,139	1.05	\$12,799	\$15,357	\$16,719
2024-OR-ClackCo	420		Procurement Manager		1	\$9,441	\$10,750	\$12,746	0.97	\$13,359	\$14,989	\$17,475
2024-OR-ClackCo	711		Human Resources Manager		2	\$8,564	\$11,023	\$11,561	1.10	\$12,266	\$15,329	\$15,999
2024-OR-ClackCo	354		Communications Manager		2	\$9,913	\$12,674	\$13,383	1.09	\$13,947	\$17,385	\$18,268
2024-OR-ClackCo	492		Child,Family & Comm Div Dir		1	\$9,441	\$12,729	\$12,746	1.15	\$13,359	\$17,454	\$17,475
2024-OR-ClackCo	076		Grants Manager		1	\$8,564	\$9,541	\$11,561	0.95	\$12,266	\$13,484	\$15,999
2024-OR-DescCo	9285		MANAGER, PLANNING		0	\$8,345		\$11,184		\$12,386		\$15,923
2024-OR-DescCo	9226		MANAGER, HS OPERATIONS		0	\$8,345		\$11,184		\$12,386		\$15,923
2024-OR-JackCo	1176		Program Manager VI		0	\$7,895		\$10,079		\$11,695		\$14,418
2024-OR-MultCo	9700		Human Services Policy Manager		2	\$8,355	\$11,850	\$12,533	1.13	\$12,315	\$16,658	\$17,507
2024-OR-MultCo	9364		Manager 2		14	\$7,230	\$10,447	\$10,845	1.16	\$10,917	\$14,914	\$15,410
2024-OR-MultCo	9601		Division Director 1		2	\$8,355	\$12,280	\$12,533	1.18	\$12,315	\$17,192	\$17,507
2024-OR-WashCo	287		Program Manager		0	\$8,958		\$11,429		\$12,415		\$15,386
2024-OR-WashCo	279		Human Services Supervisor		0	\$9,885		\$12,019		\$13,530		\$16,095
2024-OR-WashCo	667		Human Resources Manager		0	\$9,415		\$12,012		\$12,965		\$16,087
2024-OR-WashCo	707		Services Division Manager		0	\$9,415		\$11,440		\$12,965		\$15,399
2024-OR-WashCo	031		Risk Manager		0	\$10,137		\$12,935		\$13,833		\$17,197
2024-OR-WashCo	029		Administrative Manager		0	\$9,415		\$12,012		\$12,965		\$16,087
2024-OR-WashCo	658		Learning and Development Program Manager		0	\$8,958		\$11,429		\$12,415		\$15,386
2024-OR-WashCo	165		Public Affairs and Communications Manager		0	\$9,885		\$12,620		\$13,530		\$16,818
2024-WA-ClarkCo	13		Administrative Services Manager III		0	\$7,587		\$10,623		\$10,455		\$13,941
2024-WA-KingCo	2110400		Finance / Accounting Supervisor		0	\$9,284		\$11,768		\$12,358		\$15,211
2024-WA-KingCo	8700300		Supervisor III		0	\$9,066		\$11,492		\$12,108		\$14,894
<b>County Market Average</b>					26	\$8,678	\$10,999	\$11,668		\$12,315	\$15,508	\$15,972
2024-CompAnalyst	CM0200015		Public Relations Manager		1	\$8,375	\$10,233	\$12,617	0.99	\$11,214	\$13,381	\$16,159
2024-CompAnalyst	MM1800033		Facilities Manager		1	\$8,042	\$9,800	\$12,125	0.99	\$10,825	\$12,875	\$15,586
2024-CompAnalyst	HR0920022		Training Manager		1	\$7,983	\$9,775	\$11,992	0.99	\$10,757	\$12,846	\$15,431
2024-MIL-NWMGT	05.06c		Community Relations Manager	22	33	\$7,507	\$9,574	\$11,747	0.99	\$10,202	\$12,612	\$15,145

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 7084 Business Operations Manager 2 (Continued)

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2024-MIL-NWMGT	05.21b		Risk Management / Loss Control Manager	17	37	\$8,300	\$11,081	\$12,386	1.07	\$11,126	\$14,370	\$15,890
2024-MIL-NWMGT	08.03		Distribution Center / Warehouse Manager	7	7	\$8,336	\$11,123	\$12,720	1.06	\$11,168	\$14,417	\$16,280
2024-MIL-NWMGT	01.04a		Accounting Manager	67	114	\$8,486	\$10,627	\$12,918	0.99	\$11,344	\$13,840	\$16,511
2024-MIL-NWMGT	04.01b		Human Resources Manager	56	85	\$9,142	\$11,560	\$13,605	1.02	\$12,108	\$14,928	\$17,312
2024-MIL-NWMGT	01.13a		Payroll Manager	43	44	\$7,983	\$10,375	\$11,735	1.05	\$10,757	\$13,546	\$15,131
2024-MIL-NWMGT	05.12		Facilities Maintenance Manager	61	90	\$7,756	\$10,010	\$11,731	1.03	\$10,492	\$13,120	\$15,126
2024-MIL-OPES	02.08		Accounting Manager	19	34	\$8,599	\$10,656	\$12,270	1.02	\$12,122	\$14,640	\$16,614
2024-MIL-OPES	04.15		Purchasing Manager	15	13	\$8,470	\$11,131	\$11,916	1.09	\$11,964	\$15,221	\$16,181
2024-MIL-OPES	05.08		Human Resources Manager	20	41	\$9,406	\$11,944	\$13,127	1.06	\$13,110	\$16,216	\$17,663
2024-MIL-PACS	08.04		Purchasing Manager	23	29	\$8,334	\$12,045	\$12,104	1.18	\$11,166	\$15,493	\$15,562
2024-MIL-PACS	02.19b		Payroll Manager	18	18	\$8,045	\$10,237	\$11,774	1.03	\$10,829	\$13,385	\$15,177
2024-MIL-PACS	02.07b		Accounting Manager	38	66	\$8,424	\$10,847	\$12,358	1.04	\$11,272	\$14,096	\$15,858
<b>Purchased Market Average</b>				406	614	\$8,407	\$10,800	\$12,478		\$11,347	\$14,157	\$16,124
2024-ST-CA	3451		CONSTRUCTION MANAGEMENT SUPERVISOR		1	\$8,150	\$10,206	\$10,206	1.11	\$11,464	\$13,931	\$13,931
2024-ST-ID	05932		Human Resources Program Manager		0	\$6,280		\$12,559		\$8,596		\$16,109
2024-ST-ID	07278		Quality Improvement Director		5	\$6,280	\$8,223	\$12,559	0.87	\$8,596	\$10,921	\$16,109
2024-ST-ID	08835		Administrative Support Manager		10	\$6,280	\$7,976	\$12,559	0.85	\$8,596	\$10,626	\$16,109
2024-ST-ID	09047		Program Manager		158	\$6,280	\$7,641	\$12,559	0.81	\$8,596	\$10,225	\$16,109
2024-ST-ID	04242		Financial Manager		18	\$6,280	\$8,202	\$12,559	0.87	\$8,596	\$10,896	\$16,109
2024-ST-ID	05581		Communications Manager		5	\$6,280	\$6,694	\$12,559	0.71	\$8,596	\$9,092	\$16,109
2024-ST-NV	07.215		ADMIN SERVICES OFFICER 4		0	\$7,139		\$10,788		\$9,599		\$14,007
<b>State Market Average</b>					197	\$6,367	\$7,713	\$12,386		\$8,701	\$10,314	\$15,906
<b>OVERALL WEIGHTED MARKET AVERAGE</b>				406	837	\$7,927	\$10,080	\$12,401		\$10,766	\$13,294	\$16,061

**OREGON  
COMPARISON  
TO  
MARKET**

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 7084-Business Operations Manager 2

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	Salary			Salary and Benefits		
													SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
MENN	EXEC SVC NONSUPERVISORY	A	P	33X	2	\$7,380	\$11,142	\$11,417	1.19	\$10,412	\$14,856	\$15,182	93.1%	110.5%	92.1%	96.7%	111.7%	94.5%
MESN	EXEC SVC SUPERVISORY	A	P	33X	5	\$7,380	\$11,307	\$11,417	1.20	\$10,412	\$15,052	\$15,182	93.1%	112.2%	92.1%	96.7%	113.2%	94.5%
MMN	MGT SVC NONSUPERVISORY	A	P	33X	2	\$7,380	\$11,417	\$11,417	1.21	\$10,412	\$15,182	\$15,182	93.1%	113.3%	92.1%	96.7%	114.2%	94.5%
MMS	MGT SVC SUPERVISORY	A	P	33X	81	\$7,380	\$10,823	\$11,417	1.15	\$10,412	\$14,480	\$15,182	93.1%	107.4%	92.1%	96.7%	108.9%	94.5%
<b>Management Wtd Average</b>					90	\$7,380	\$10,870	\$11,417		\$10,412	\$14,536	\$15,182	93.1%	107.8%	92.1%	96.7%	109.3%	94.5%
<b>STATEWIDE Weighted Average</b>					90	\$7,380	\$10,870	\$11,417		\$10,412	\$14,536	\$15,182	93.1%	107.8%	92.1%	96.7%	109.3%	94.5%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 7085 Business Operations Manager 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2024-OR-ClackCo	023		Payroll Manager		1	\$8,564	\$9,793	\$11,561	0.97	\$12,266	\$13,797	\$15,999
2024-OR-ClackCo	281		Employment & Train Svcs Mgr		1	\$7,398	\$9,987	\$9,987	1.15	\$10,814	\$14,038	\$14,038
2024-OR-ClackCo	351		Communicatns Operations Supv		6	\$9,090	\$10,269	\$11,010	1.02	\$12,922	\$14,390	\$15,313
2024-OR-ClackCo	469		Facilities Operations Manager		1	\$8,564	\$11,561	\$11,561	1.15	\$12,266	\$15,999	\$15,999
2024-OR-ClackCo	593		Mental Health Program Supv		14	\$8,156	\$10,246	\$11,010	1.07	\$11,758	\$14,361	\$15,313
2024-OR-ClackCo	359		Planning Manager		3	\$8,992	\$11,633	\$12,139	1.10	\$12,799	\$16,088	\$16,719
2024-OR-ClackCo	704		Administrative Services Mgr		12	\$8,156	\$9,886	\$11,010	1.03	\$11,758	\$13,913	\$15,313
2024-OR-ClackCo	425		Fleet Manager		1	\$8,564	\$11,561	\$11,561	1.15	\$12,266	\$15,999	\$15,999
2024-OR-ClackCo	528		Public Health Program Manager		5	\$8,156	\$10,380	\$11,010	1.08	\$11,758	\$14,528	\$15,313
2024-OR-ClackCo	335		Appraisal Manager		1	\$8,564	\$11,561	\$11,561	1.15	\$12,266	\$15,999	\$15,999
2024-OR-DescCo	9265		MANAGER, FLEET		0	\$7,948		\$10,651		\$11,891		\$15,260
2024-OR-JackCo	1175		Program Manager V		5	\$7,514	\$9,427	\$9,592	1.10	\$11,219	\$13,604	\$13,810
2024-OR-MarionCo	360		Risk Manager		1	\$7,169	\$10,086	\$9,604	1.20	\$10,577	\$14,210	\$13,610
2024-OR-MarionCo	008		Contracts and Procurement Manager		1	\$6,821	\$8,707	\$9,143	1.09	\$10,143	\$12,492	\$13,036
2024-OR-MarionCo	494		Facilities Program Manager		1	\$7,169	\$10,013	\$9,604	1.19	\$10,577	\$14,120	\$13,610
2024-OR-MarionCo	020		Administrative Services Manager Sr		4	\$7,517	\$9,683	\$10,067	1.10	\$11,011	\$13,708	\$14,187
2024-OR-MarionCo	168		Health Program Manager		5	\$7,892	\$9,862	\$10,582	1.07	\$11,477	\$13,931	\$14,828
2024-OR-MarionCo	064		Human Resources Manager		1	\$7,517	\$9,123	\$10,067	1.04	\$11,011	\$13,010	\$14,187
2024-OR-MarionCo	319		Budget and Grants Manager		0	\$7,517		\$10,067		\$11,011		\$14,187
2024-OR-MultCo	9615		Manager 1		71	\$6,757	\$9,538	\$10,356	1.11	\$10,329	\$13,785	\$14,802
2024-OR-WashCo	647		Talent Acquisition Manager		0	\$8,823		\$11,257		\$12,253		\$15,180
2024-OR-WashCo	142		Building Services Supervisor		0	\$9,185		\$11,161		\$12,688		\$15,064
2024-OR-WashCo	201		Assistant Community Corrections Center Manager		0	\$8,743		\$10,623		\$12,157		\$14,417
2024-OR-WashCo	209		Juvenile Services Division Manager		0	\$8,958		\$10,885		\$12,415		\$14,732
2024-OR-WashCo	277		Children and Family Program Supervisor		0	\$8,399		\$10,204		\$11,743		\$13,914
2024-OR-WashCo	085		Procurement Supervisor		0	\$8,743		\$10,623		\$12,157		\$14,417
2024-OR-WashCo	433		Fleet Manager		0	\$9,738		\$11,834		\$13,353		\$15,873
2024-OR-WashCo	447		Facilities Operations Manager		0	\$9,415		\$11,440		\$12,965		\$15,399

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 7085 Business Operations Manager 1 (Continued)

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-WA-ClarkCo	156		Financial Program Manager I		0	\$6,446		\$9,023		\$9,144		\$12,104	
2024-WA-ClarkCo	6		Accounting Manager		0	\$7,002		\$9,891		\$9,783		\$13,101	
2024-WA-ClarkCo	75		Department Finance Manager		0	\$6,831		\$9,651		\$9,587		\$12,825	
2024-WA-ClarkCo	157		Financial Program Manager II		0	\$6,994		\$9,791		\$9,773		\$12,985	
2024-WA-ClarkCo	290		Purchasing Manager		0	\$6,831		\$9,651		\$9,587		\$12,825	
2024-WA-ClarkCo	12		Administrative Services Manager II		0	\$6,994		\$9,791		\$9,773		\$12,985	
2024-WA-ClarkCo	11		Administrative Services Manager I		0	\$6,446		\$9,023		\$9,144		\$12,104	
2024-WA-ClarkCo	146		Facilities Management Manager		0	\$6,994		\$9,791		\$9,773		\$12,985	
2024-WA-ClarkCo	162		Fleet Supervisor		0	\$6,343		\$8,961		\$9,026		\$12,033	
2024-WA-ClarkCo	248		Operations Review Manager		0	\$7,175		\$10,137		\$9,982		\$13,384	
2024-WA-ClarkCo	249		Operations Superintendent		0	\$6,994		\$9,791		\$9,773		\$12,985	
2024-WA-KingCo	8700200		Supervisor II		0	\$8,792		\$10,452		\$11,794		\$13,700	
2024-WA-KingCo	2312300		Human Resources Supervisor		0	\$8,646		\$10,960		\$11,626		\$14,283	
2024-WA-ThrstnCo	0819		Human Resources Manager		0	\$7,534		\$10,046		\$10,283		\$13,169	
2024-WA-ThrstnCo	1360		Administrative Services Manager		0	\$6,566		\$8,755		\$9,172		\$11,686	
2024-WA-ThrstnCo	0811		Risk and Safety Manager		0	\$7,534		\$10,046		\$10,283		\$13,169	
2024-WA-ThrstnCo	1515		Fleet Services Manager		0	\$7,218		\$9,624		\$9,920		\$12,685	
2024-WA-ThrstnCo	1318		Program Manager		0	\$6,281		\$8,374		\$8,845		\$11,249	
<b>County Market Average</b>					134	\$7,479		\$9,815		\$10,977	\$14,001	\$14,689	
2024-CompAnalyst	FA06000209		Budgeting Supervisor		1	\$7,892		\$9,950	\$12,117	1.00	\$10,651	\$13,050	\$15,576
2024-CompAnalyst	CM02000071		Print Production Manager		1	\$7,117		\$9,275	\$11,825	0.99	\$9,747	\$12,263	\$15,236
2024-CompAnalyst	FA06000025		Accounting Manager		1	\$8,567		\$10,617	\$13,333	1.00	\$11,438	\$13,828	\$16,995
2024-MIL-NWMGT	03.09		IT Support Manager	19	27	\$9,351		\$12,343	\$14,059	1.05	\$12,352	\$15,840	\$17,841
2024-MIL-OPES	04.08		Program Manager	15	144	\$6,845		\$8,318	\$9,567	1.01	\$9,975	\$11,778	\$13,307
<b>Purchased Market Average</b>					34	\$7,251		\$8,971	\$10,313		\$10,355	\$12,430	\$14,056
2024-ST-CA	4542		ACCOUNTING ADMINISTRATOR II		179	\$6,514		\$7,912	\$8,093	1.08	\$9,500	\$11,179	\$11,396
2024-ST-CA	4802		STAFF SERVICES MANAGER III		347	\$7,920		\$8,793	\$8,992	1.04	\$11,188	\$12,235	\$12,475

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 7085 Business Operations Manager 1 (Continued)

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2024-ST-CA	5476		CORRECTIONAL FOOD MANAGER II (DEPARTMEI	15	\$6,539	\$7,694	\$8,186	1.05	\$9,530	\$10,917	\$11,507	
2024-ST-CA	6239		CALTRANS MAINTENANCE MANAGER II	31	\$7,069	\$8,704	\$8,790	1.10	\$10,166	\$12,129	\$12,232	
2024-ST-ID	05120		Learning & Development Manager	9	\$6,280	\$7,302	\$12,559	0.78	\$8,596	\$9,820	\$16,109	
2024-ST-ID	08528		Building Safety Program Manager	1	\$6,280	\$7,589	\$12,559	0.81	\$8,596	\$10,163	\$16,109	
2024-ST-ID	02914		Administrative Services Manager	3	\$5,453	\$7,234	\$10,907	0.88	\$7,608	\$9,738	\$14,132	
2024-ST-ID	06604		Facility Services Manager	3	\$5,453	\$7,285	\$10,907	0.89	\$7,608	\$9,799	\$14,132	
2024-ST-ID	03178		Business Operations Manager	25	\$5,453	\$6,463	\$10,907	0.79	\$7,608	\$8,816	\$14,132	
2024-ST-ID	01579		Liquor Division District Manager	2	\$6,280	\$7,861	\$12,559	0.83	\$8,596	\$10,488	\$16,109	
2024-ST-ID	07218		Licensing & Cert Program Supervisor	5	\$6,280	\$7,732	\$12,559	0.82	\$8,596	\$10,334	\$16,109	
2024-ST-NV	11.428		DMV SERVICES MANAGER 4	0	\$6,246		\$9,388		\$8,521		\$12,316	
2024-ST-NV	07.509		PERSONNEL OFFICER 3	0	\$6,246		\$9,388		\$8,521		\$12,316	
2024-ST-NV	11.512		SAFETY MANAGER 2 - DIR	0	\$6,246		\$9,388		\$8,521		\$12,316	
2024-ST-NV	07.216		ADMIN SERVICES OFFICER 3	0	\$6,246		\$9,388		\$8,521		\$12,316	
<b>State Market Average</b>				620	\$7,200	\$8,364	\$8,944		\$10,221	\$11,672	\$12,317	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>				34	928	\$7,252	\$8,687	\$9,415		\$10,363	\$12,150	\$12,979

### OREGON COMPARISON TO MARKET

#### 7085-Business Operations Manager 1

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
MENN	EXEC SVC NONSUPERVISORY	A	P	31X	1	\$6,690	\$8,536	\$10,350	1.00	\$9,597	\$11,778	\$13,921
MESN	EXEC SVC SUPERVISORY	A	P	31X	7	\$6,690	\$10,091	\$10,350	1.18	\$9,597	\$13,615	\$13,921
MMN	MGT SVC NONSUPERVISORY	A	P	31X	1	\$6,690	\$8,955	\$10,350	1.05	\$9,597	\$12,273	\$13,921
MMS	MGT SVC SUPERVISORY	A	P	31X	91	\$6,690	\$9,528	\$10,350	1.12	\$9,597	\$12,950	\$13,921

MARKET COMPARISONS					
Salary			Salary and Benefits		
SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
92.2%	98.3%	109.9%	92.6%	96.9%	107.3%
92.2%	116.2%	109.9%	92.6%	112.1%	107.3%
92.2%	103.1%	109.9%	92.6%	101.0%	107.3%
92.2%	109.7%	109.9%	92.6%	106.6%	107.3%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 7085-Business Operations Manager 1 (Continued)

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	Salary		Salary and Benefits			
													SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
	<b>Management Wtd Average</b>				100	\$6,690	\$9,552	\$10,350		\$9,597	\$12,978	\$13,921	92.2%	110.0%	109.9%	92.6%	106.8%	107.3%
	<b>STATEWIDE Weighted Average</b>				100	\$6,690	\$9,552	\$10,350		\$9,597	\$12,978	\$13,921	92.2%	110.0%	109.9%	92.6%	106.8%	107.3%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 7086 Business Operations Supervisor 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2024-OR-ClackCo	052		Records & Information Manager		1	\$7,398	\$9,987	\$9,987	1.15	\$10,814	\$14,038	\$14,038
2024-OR-ClackCo	587		Program Supervisor		4	\$6,710	\$8,562	\$9,058	1.09	\$9,957	\$12,264	\$12,882
2024-OR-ClackCo	412		Transportation Maint Supv		6	\$7,045	\$8,970	\$9,511	1.08	\$10,375	\$12,772	\$13,446
2024-OR-ClackCo	333		Appraisal Supervisor		2	\$7,045	\$9,500	\$9,511	1.15	\$10,375	\$13,432	\$13,446
2024-OR-ClackCo	077		Assessment & Taxation Supv		2	\$7,045	\$9,248	\$9,511	1.12	\$10,375	\$13,118	\$13,446
2024-OR-ClackCo	561		Human Services Supervisor		16	\$6,710	\$7,962	\$9,058	1.01	\$9,957	\$11,517	\$12,882
2024-OR-ClackCo	092		Administrative Services Supv		7	\$7,398	\$8,843	\$9,987	1.02	\$10,814	\$12,613	\$14,038
2024-OR-ClackCo	487		Community Corrections Supv*		6	\$7,398	\$9,727	\$9,987	1.12	\$10,814	\$13,715	\$14,038
2024-OR-DescCo	9080		SUPERVISOR, ROAD MAINTENANCE		0	\$6,866		\$9,201		\$10,542		\$13,452
2024-OR-DescCo	9145		MANAGER, ADMINISTRATIVE		0	\$6,539		\$8,763		\$10,134		\$12,906
2024-OR-JackCo	1172		Program Manager III		11	\$6,945	\$8,318	\$8,866	1.05	\$10,510	\$12,222	\$12,905
2024-OR-JackCo	1352		Supervisor III		4	\$5,633	\$6,683	\$7,183	1.04	\$8,874	\$10,183	\$10,806
2024-OR-JackCo	1353		Supervisor IV		11	\$5,971	\$6,914	\$7,627	1.02	\$9,296	\$10,471	\$11,360
2024-OR-LaneCo	P281		Facilities Supervisor		4	\$5,819	\$7,726	\$8,557	1.07	\$9,206	\$11,577	\$12,611
2024-OR-MarionCo	018		Office Manager Sr		7	\$5,902	\$7,248	\$7,899	1.05	\$8,998	\$10,675	\$11,486
2024-OR-MarionCo	021		Administrative Services Manager		10	\$6,510	\$7,669	\$8,713	1.01	\$9,756	\$11,200	\$12,500
2024-OR-MarionCo	169		Health Program Supervisor		7	\$7,169	\$8,910	\$9,604	1.06	\$10,577	\$12,745	\$13,610
2024-OR-MarionCo	434		Fleet Shop Supervisor		1	\$5,902	\$6,198	\$7,899	0.90	\$8,998	\$9,367	\$11,486
2024-OR-MarionCo	081		Program Supervisor		2	\$5,902	\$7,178	\$7,899	1.04	\$8,998	\$10,587	\$11,486
2024-OR-MultCo	9335		Finance Supervisor		14	\$6,757	\$9,049	\$10,356	1.06	\$10,329	\$13,177	\$14,802
2024-OR-MultCo	9361		Program Supervisor		133	\$6,315	\$8,126	\$9,473	1.03	\$9,780	\$12,031	\$13,704
2024-OR-MultCo	9720		Operations Administrator		1	\$5,155	\$6,929	\$7,733	1.08	\$8,338	\$10,542	\$11,541
2024-OR-WashCo	415		Operations Supervisor		0	\$6,831		\$8,717		\$9,858		\$12,125
2024-OR-WashCo	432		Fleet Operations Supervisor		0	\$8,119		\$9,864		\$11,406		\$13,505
2024-OR-WashCo	166		Assessment and Taxation Program Supervisor		0	\$7,000		\$8,505		\$10,062		\$11,871
2024-OR-WashCo	177		Archivist and Records Supervisor		0	\$7,000		\$8,505		\$10,062		\$11,871
2024-OR-WashCo	073		Client Services Supervisor		0	\$8,119		\$9,864		\$11,406		\$13,505
2024-OR-WashCo	207		Juvenile Services Supervisor		0	\$7,920		\$9,623		\$11,168		\$13,215



# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 7086 Business Operations Supervisor 2 (Continued)

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2024-OR-WashCo	284		Disability and Aging Services Supervisor		0	\$7,537		\$9,159		\$10,707		\$12,657
2024-OR-WashCo	014		Mail and Print Services Supervisor		0	\$6,190		\$7,521		\$9,087		\$10,688
2024-WA-ClarkCo	246		Office Manager		0	\$5,476		\$7,664		\$8,030		\$10,543
2024-WA-ClarkCo	7		Accounting Supervisor		0	\$5,892		\$8,322		\$8,507		\$11,299
2024-WA-KingCo	8700100		Supervisor I		0	\$7,431		\$9,168		\$10,230		\$12,225
2024-WA-ThrstnCo	1276		Building Services Supervisor		0	\$6,434		\$8,558		\$9,020		\$11,460
2024-WA-ThrstnCo	0544		Systems Manager		0	\$7,552		\$10,067		\$10,304		\$13,193
<b>County Market Average</b>					249	\$6,533		\$8,165		\$9,920	\$11,992	\$13,281
2024-CompAnalyst	FA06000150		Accounting Supervisor, Sr.		1	\$6,542		\$8,200	0.98	\$9,077	\$11,010	\$13,565
2024-CompAnalyst	SC16000579		Facilities Supervisor		1	\$5,867		\$7,225	1.00	\$8,290	\$9,873	\$11,739
2024-CompAnalyst	SC16000506		Building and Grounds Supervisor III		1	\$6,517		\$8,450	1.01	\$9,047	\$11,301	\$13,526
2024-MIL-NWHCS	10.04c		Executive Chef**	12	20	\$5,729		\$7,487	1.05	\$8,129	\$10,178	\$11,345
2024-MIL-NWMGT	05.13		Maintenance Supervisor	37	93	\$6,481		\$8,598	1.06	\$9,006	\$11,474	\$12,780
2024-MIL-NWMGT	05.03		Records Manager	20	23	\$6,604		\$8,353	0.99	\$9,149	\$11,188	\$13,521
2024-MIL-NWMGT	05.01b		Administrative Services Manager	22	70	\$7,006		\$8,281	0.94	\$9,618	\$11,104	\$13,721
2024-MIL-NWMGT	01.04b		Accounting Supervisor	42	107	\$6,744		\$8,583	1.01	\$9,313	\$11,456	\$13,317
2024-MIL-OPES	10.06		Facilities Maintenance Supervisor	20	89	\$6,878		\$8,915	1.09	\$10,015	\$12,508	\$13,114
2024-MIL-PACS	02.07a		Accounting Supervisor	22	33	\$6,855		\$8,948	1.06	\$9,442	\$11,882	\$13,186
2024-MIL-PACS	01.25		Records Manager	11	10	\$6,915		\$8,867	1.04	\$9,512	\$11,788	\$13,273
<b>Purchased Market Average</b>					186	\$6,714		\$8,573		\$9,386	\$11,577	\$13,137
2024-ST-CA	1665		PUBLIC SAFETY DISPATCH SUPERVISOR II, CALI		31	\$5,652		\$7,641	1.14	\$8,465	\$10,852	\$11,027
2024-ST-CA	4800		STAFF SERVICES MANAGER I		1,878	\$5,935		\$6,848	1.03	\$8,805	\$9,901	\$10,531
2024-ST-CA	6280		CALTRANS MAINTENANCE MANAGER I		59	\$6,414		\$7,918	1.10	\$9,380	\$11,185	\$11,252
2024-ST-CA	4969		STAFF SERVICES MANAGER II (MANAGERIAL)		184	\$7,212		\$7,957	1.03	\$10,338	\$11,232	\$11,514
2024-ST-CA	6282		CALTRANS MAINTENANCE AREA SUPERINTENDI		255	\$5,987		\$6,942	1.03	\$8,868	\$10,014	\$10,601
2024-ST-CA	1167		AGRICULTURE PROGRAM SUPERVISOR III		2	\$6,365		\$7,637	1.07	\$9,321	\$10,849	\$11,175
2024-ST-CA	2001		CUSTODIAN SUPERVISOR II		0	\$3,381		\$4,232		\$5,739		\$6,761

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 7086 Business Operations Supervisor 2 (Continued)

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2024-ST-CA	2153	P	FOOD ADMINISTRATOR I -CORRECTIONAL FACIL	14	\$6,274	\$7,584	\$7,856	1.07	\$9,212	\$10,784	\$11,111	
2024-ST-CA	1314		PERSONNEL SUPERVISOR II	72	\$5,184	\$6,402	\$6,490	1.10	\$7,904	\$9,365	\$9,472	
2024-ST-ID	06626		Building Operations Manager	1	\$4,171	\$5,490	\$8,342	0.88	\$6,073	\$7,652	\$11,063	
2024-ST-ID	08021		Communications Supervisor	10	\$4,171	\$6,292	\$8,342	1.01	\$6,073	\$8,611	\$11,063	
2024-ST-ID	01580		Liquor Division Supply Operations Mgr	1	\$5,453	\$7,314	\$10,907	0.89	\$7,608	\$9,834	\$14,132	
2024-ST-ID	07793		Client Services Manager	2	\$4,759	\$6,840	\$9,518	0.96	\$6,777	\$9,266	\$12,471	
2024-ST-ID	02142		Food Service Operations Manager	9	\$4,759	\$5,986	\$9,518	0.84	\$6,777	\$8,245	\$12,471	
2024-ST-ID	08538		Building Safety Program Supervisor	4	\$4,759	\$6,362	\$9,518	0.89	\$6,777	\$8,694	\$12,471	
2024-ST-NV	03.107		FOOD SERVICE MANAGER 3	0	\$5,025		\$7,473		\$7,045		\$10,003	
2024-ST-NV	04.220		STATE ARCHIVES MANAGER	0	\$5,246		\$7,817		\$7,313		\$10,418	
2024-ST-NV	11.420		DMV SERVICES MANAGER 3	0	\$5,718		\$8,563		\$7,883		\$11,319	
2024-ST-NV	04.204		STATE RECORDS MANAGER	0	\$5,246		\$7,817		\$7,313		\$10,418	
2024-ST-NV	06.217		CONTRACT COMPLIANCE MANAGER	0	\$5,718		\$8,563		\$7,883		\$11,319	
2024-ST-NV	07.217		ADMIN SERVICES OFFICER 2	0	\$5,718		\$8,563		\$7,883		\$11,319	
2024-ST-NV	09.606		FACILITY SUPERVISOR 3	0	\$4,808		\$7,139		\$6,784		\$9,599	
2024-ST-NV	09.609		FACILITY SUPERVISOR 2	0	\$4,424		\$6,537		\$6,320		\$8,872	
2024-ST-WA	596G		CONSTRUCTION & MAINTENANCE SUPERINTENI	10	\$5,010	\$6,351	\$6,741	1.08	\$7,136	\$8,668	\$9,113	
2024-ST-WA	598I		BUILDINGS & GROUNDS SUPERVISOR C	3	\$5,395	\$6,797	\$7,256	1.07	\$7,576	\$9,177	\$9,701	
<b>State Market Average</b>					2,535	\$5,972	\$6,956	\$7,471		\$8,812	\$10,021	\$10,611
<b>OVERALL WEIGHTED MARKET AVERAGE</b>				186	3,232	\$6,115	\$7,273	\$7,934		\$8,977	\$10,388	\$11,159

### OREGON COMPARISON TO MARKET

#### 7086-Business Operations Supervisor 2

Worker Data as of: 6/1/2024

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

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

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 7086-Business Operations Supervisor 2 (Continued)

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
MESN	EXEC SVC SUPERVISORY	A	P	28X	2	\$5,785	\$8,351	\$8,955	1.13	\$8,528	\$11,559	\$12,273	94.6%	114.8%	112.9%	95.0%	111.3%	110.0%
MMN	MGT SVC NONSUPERVISORY	A	P	28X	1	\$5,785	\$8,955	\$8,955	1.22	\$8,528	\$12,273	\$12,273	94.6%	123.1%	112.9%	95.0%	118.1%	110.0%
MMS	MGT SVC SUPERVISORY	A	P	28X	63	\$5,785	\$8,108	\$8,955	1.10	\$8,528	\$11,272	\$12,273	94.6%	111.5%	112.9%	95.0%	108.5%	110.0%
<b>Management Wtd Average</b>					66	\$5,785	\$8,128	\$8,955		\$8,528	\$11,296	\$12,273	94.6%	111.8%	112.9%	95.0%	108.7%	110.0%
<b>STATEWIDE Weighted Average</b>					66	\$5,785	\$8,128	\$8,955		\$8,528	\$11,296	\$12,273	94.6%	111.8%	112.9%	95.0%	108.7%	110.0%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 7087 Business Operations Supervisor 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-ClackCo	017		Legal Office Supervisor		1	\$6,390	\$7,598	\$8,627	1.01	\$9,559	\$11,064	\$12,345	
2024-OR-ClackCo	255		Library Section Supervisor		1	\$6,390	\$8,615	\$8,627	1.15	\$9,559	\$12,330	\$12,345	
2024-OR-DescCo	9050		SUPERVISOR, CUSTODIAL		0	\$5,123		\$6,866		\$8,370		\$10,542	
2024-OR-DescCo	9067		SUPERVISOR, ADMINISTRATIVE		0	\$5,931		\$7,948		\$9,377		\$11,891	
2024-OR-JackCo	1090		Maintenance Manager		8	\$6,263	\$7,537	\$7,992	1.06	\$9,659	\$11,247	\$11,816	
2024-OR-JackCo	1351		Supervisor II		14	\$5,047	\$5,905	\$6,441	1.03	\$8,144	\$9,213	\$9,881	
2024-OR-MarionCo	023		Office Manager		6	\$5,094	\$6,448	\$6,819	1.08	\$7,992	\$9,678	\$10,140	
2024-OR-MarionCo	465		Grounds Supervisor		1	\$4,841	\$4,841	\$6,491	0.85	\$7,677	\$7,677	\$9,732	
2024-OR-MarionCo	498		Custodial Supervisor		1	\$4,841	\$6,937	\$6,491	1.22	\$7,677	\$10,287	\$9,732	
2024-OR-MultCo	9025		Operations Supervisor		14	\$5,019	\$6,461	\$7,026	1.07	\$8,168	\$9,961	\$10,663	
2024-WA-ThrstnCo	0344		Administrative Supervisor		0	\$4,801		\$6,386		\$7,145		\$8,966	
<b>County Market Average</b>					46	\$5,392	\$6,524	\$7,165		\$8,561	\$9,953	\$10,766	
2024-CompAnalyst	SC16000505		Building and Grounds Supervisor II		1	\$5,550	\$6,800	\$8,708	0.96	\$7,920	\$9,378	\$11,603	
2024-MIL-NWMGT	08.04		Warehouse Supervisor	24	65	\$5,640	\$6,574	\$8,465	0.93	\$8,025	\$9,114	\$11,319	
<b>Purchased Market Average</b>					24	66	\$5,638	\$6,577	\$8,469		\$8,023	\$9,118	\$11,324
2024-ST-CA	1008		CUSTOMER SERVICE SUPERVISOR, FRANCHISE		28	\$5,398	\$6,206	\$6,708	1.03	\$8,161	\$9,130	\$9,733	
2024-ST-CA	1202		CONSERVATIONIST SUPERVISOR		20	\$5,767	\$6,712	\$7,168	1.04	\$8,603	\$9,738	\$10,285	
2024-ST-CA	1166		AGRICULTURE PROGRAM SUPERVISOR II		11	\$6,065	\$7,156	\$7,538	1.05	\$8,962	\$10,271	\$10,729	
2024-ST-CA	1304		PERSONNEL SUPERVISOR I		105	\$4,713	\$5,789	\$5,899	1.09	\$7,338	\$8,630	\$8,761	
2024-ST-CA	1671		COMMUNICATIONS SUPERVISOR		21	\$4,910	\$6,454	\$6,761	1.11	\$7,575	\$9,428	\$9,796	
2024-ST-CA	2002		CUSTODIAN SUPERVISOR I		2	\$3,123	\$3,913	\$3,913	1.11	\$5,429	\$6,378	\$6,378	
2024-ST-CA	1662		PUBLIC SAFETY DISPATCH SUPERVISOR I, CALIF		95	\$4,910	\$6,689	\$6,761	1.15	\$7,575	\$9,710	\$9,796	
2024-ST-ID	02140		Food Service Supervisor		5	\$3,272	\$4,214	\$6,544	0.86	\$4,998	\$6,125	\$8,912	
2024-ST-ID	01551		Liquor Division Warehouse Supervisor		4	\$3,682	\$5,233	\$7,364	0.95	\$5,488	\$7,344	\$9,893	
2024-ST-ID	06648		Building Superintendent		3	\$3,682	\$4,877	\$7,364	0.88	\$5,488	\$6,919	\$9,893	
2024-ST-ID	02937		Library Section Manager		1	\$4,171	\$5,292	\$8,342	0.85	\$6,073	\$7,415	\$11,063	
2024-ST-NV	11.429		DMV SERVICES MANAGER 2		0	\$5,246		\$7,817		\$7,313		\$10,418	
2024-ST-NV	03.108		FOOD SERVICE MANAGER 2		0	\$4,608		\$6,831		\$6,542		\$9,227	

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 7087 Business Operations Supervisor 1 (Continued)

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-ST-WA	598E		MAINTENANCE SUPERVISOR 3		7	\$5,669	\$7,570	\$7,621	1.14	\$7,888	\$10,060	\$10,118	
2024-ST-WA	677I		FOOD SERVICE MANAGER 5		6	\$4,538	\$6,286	\$6,100	1.18	\$6,597	\$8,593	\$8,381	
2024-ST-WA	621L		HEATING, VENTILATION, & AIR CONDITIONER SU		2	\$5,010	\$6,334	\$6,100	1.14	\$7,136	\$8,649	\$8,381	
2024-ST-WA	106G		ADMINISTRATIVE SERVICES MANAGER C		4	\$4,773	\$5,718	\$6,414	1.02	\$6,866	\$7,945	\$8,740	
<b>State Market Average</b>					314	\$4,926	\$6,247	\$6,534		\$7,523	\$9,115	\$9,447	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					24	426	\$5,092	\$6,328	\$6,903		\$7,731	\$9,206	\$9,897

### OREGON COMPARISON TO MARKET

#### 7087-Business Operations Supervisor 1

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
MMS	MGT SVC SUPERVISORY	A	P	24X	25	\$4,768	\$6,715	\$7,380	1.11	\$7,326	\$9,626	\$10,412
<b>Management Wtd Average</b>					25	\$4,768	\$6,715	\$7,380		\$7,326	\$9,626	\$10,412
<b>STATEWIDE Weighted Average</b>					25	\$4,768	\$6,715	\$7,380		\$7,326	\$9,626	\$10,412

MARKET COMPARISONS					
Salary			Salary and Benefits		
SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
93.6%	106.1%	106.9%	94.8%	104.6%	105.2%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 7261-T Engineering Administrator 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2024-MIL-NWMGT	06.01a		Director of Engineering	18	22	\$12,065	\$16,172	\$19,030	1.04	\$15,516	\$20,305	\$23,637
2024-MIL-NWMGT	06.01b		Chief Engineer	15	30	\$11,886	\$16,079	\$17,919	1.08	\$15,308	\$20,196	\$22,342
<b>Purchased Market Average</b>				33	52	\$11,962	\$16,118	\$18,389		\$15,396	\$20,242	\$22,890
2024-ST-CA	3152		PRINCIPAL TRANSPORTATION ENGINEER, CALTI	33	33	\$12,753	\$14,366	\$14,486	1.05	\$16,990	\$18,926	\$19,070
<b>State Market Average</b>				33	33	\$12,753	\$14,366	\$14,486		\$16,990	\$18,926	\$19,070
<b>OVERALL WEIGHTED MARKET AVERAGE</b>				33	85	\$12,269	\$15,438	\$16,874		\$16,015	\$19,731	\$21,407

### OREGON COMPARISON TO MARKET

#### 7261-T-Engineering Administrator 2

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			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	T	P	40X	1	\$11,695	\$18,109	\$18,109	1.22	\$15,510	\$23,088	\$23,088	95.3%	117.3%	107.3%	96.9%	117.0%	107.9%
MMS	MGT SVC SUPERVISORY	T	P	40X	1	\$11,695	\$18,109	\$18,109	1.22	\$15,510	\$23,088	\$23,088	95.3%	117.3%	107.3%	96.9%	117.0%	107.9%
<b>Management Wtd Average</b>					2	\$11,695	\$18,109	\$18,109		\$15,510	\$23,088	\$23,088	95.3%	117.3%	107.3%	96.9%	117.0%	107.9%
<b>STATEWIDE Weighted Average</b>					2	\$11,695	\$18,109	\$18,109		\$15,510	\$23,088	\$23,088	95.3%	117.3%	107.3%	96.9%	117.0%	107.9%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 7262-T Engineering Administrator 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			Insufficient Market
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-WA-ClarkCo	116		Engineering Division Manager		0	\$8,932		\$12,505		\$11,999		\$16,103	Emp Avg X
2024-WA-KingCo	1134100		Engineering Services Section Manager		0	\$11,224		\$14,227		\$14,586		\$18,035	
2024-WA-KingCo	7112500		Managing Engineer		0	\$10,453		\$13,250		\$13,701		\$16,913	
<b>County Market Average</b>						\$10,203		\$13,327		\$13,429		\$17,017	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	0	\$10,203		\$13,327		\$13,429		\$17,017

### OREGON COMPARISON TO MARKET

#### 7262-T-Engineering Administrator 1

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
MMS	MGT SVC SUPERVISORY	T	P	38X	1	\$10,627	\$16,440	\$16,440	1.21	\$14,248	\$21,117	\$21,117	104.2%	123.4%	106.1%	124.1%		
<b>Management Wtd Average</b>					1	\$10,627	\$16,440	\$16,440		\$14,248	\$21,117	\$21,117	104.2%	123.4%	106.1%	124.1%		
<b>STATEWIDE Weighted Average</b>					1	\$10,627	\$16,440	\$16,440		\$14,248	\$21,117	\$21,117	104.2%	123.4%	106.1%	124.1%		

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 7263-T Engineering Manager 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2024-MIL-OPES	07.08		Engineering Division Manager	14	6	\$9,400	\$12,328	\$12,970	1.10	\$13,102	\$16,686	\$17,472
<b>Purchased Market Average</b>				14	6	\$9,400	\$12,328	\$12,970		\$13,102	\$16,686	\$17,472
<b>OVERALL WEIGHTED MARKET AVERAGE</b>				14	6	\$9,400	\$12,328	\$12,970		\$13,102	\$16,686	\$17,472

### OREGON COMPARISON TO MARKET

#### 7263-T-Engineering Manager 3

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
MMN	MGT SVC NONSUPERVISORY	T	P	35X	1	\$9,751	\$13,701	\$15,083	1.10	\$13,213	\$17,880	\$19,513	103.7%	111.1%	116.3%	100.8%	107.2%	111.7%
MMS	MGT SVC SUPERVISORY	T	P	35X	12	\$9,751	\$14,851	\$15,083	1.20	\$13,213	\$19,239	\$19,513	103.7%	120.5%	116.3%	100.8%	115.3%	111.7%
<b>Management Wtd Average</b>					13	\$9,751	\$14,763	\$15,083		\$13,213	\$19,135	\$19,513	103.7%	119.8%	116.3%	100.8%	114.7%	111.7%
<b>STATEWIDE Weighted Average</b>					13	\$9,751	\$14,763	\$15,083		\$13,213	\$19,135	\$19,513	103.7%	119.8%	116.3%	100.8%	114.7%	111.7%



# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 7264-T Engineering Manager 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			Insufficient Market Emp Avg X	
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max		
2024-OR-ClackCo	320		Civil Engineering Supervisor		2	\$9,913	\$13,093	\$13,383	1.12	\$13,947	\$17,907	\$18,268		
2024-OR-MarionCo	314		Engineering Division Manager		1	\$9,143	\$12,246	\$12,246	1.15	\$13,036	\$16,901	\$16,901		
2024-OR-MultCo	9672		Engineering Services Manager 2		0	\$9,371		\$14,993		\$13,577		\$20,565		
2024-WA-ClarkCo	118		Engineering Services Manager II		0	\$7,587		\$10,623		\$10,455		\$13,941		
<b>County Market Average</b>					3	\$9,459	\$12,811	\$13,097		\$13,350	\$17,571	\$17,843		
2024-ST-NV	06.223		ADMINR 1, PROF. ENGINEER		0	\$7,473		\$11,304		\$10,003		\$14,630		
<b>State Market Average</b>						\$7,473		\$11,304		\$10,003		\$14,630		
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	3	\$8,466	\$12,811	\$12,201		\$11,676	\$17,571	\$16,237	

### OREGON COMPARISON TO MARKET

#### 7264-T-Engineering Manager 2

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
MMN	MGT SVC NONSUPERVISORY	T	P	33X	1	\$8,488	\$13,129	\$13,129	1.21	\$11,721	\$17,205	\$17,205	100.3%		107.6%	100.4%		106.0%
MMS	MGT SVC SUPERVISORY	T	P	33X	16	\$8,488	\$12,899	\$13,129	1.19	\$11,721	\$16,933	\$17,205	100.3%		107.6%	100.4%		106.0%
<b>Management Wtd Average</b>					17	\$8,488	\$12,912	\$13,129		\$11,721	\$16,949	\$17,205	100.3%		107.6%	100.4%		106.0%
<b>STATEWIDE Weighted Average</b>					17	\$8,488	\$12,912	\$13,129		\$11,721	\$16,949	\$17,205	100.3%		107.6%	100.4%		106.0%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 7265-T Engineering Manager 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			Insufficient Market Emp Avg X	
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max		
2024-OR-MultCo	9671		Engineering Services Manager 1		1	\$8,355	\$12,181	\$12,533	1.17	\$12,315	\$17,070	\$17,507		
2024-WA-ClarkCo	117		Engineering Services Manager I		0	\$6,994		\$9,791		\$9,773		\$12,985		
<b>County Market Average</b>					1	\$8,015	\$12,181	\$11,847		\$11,680	\$17,070	\$16,377		
2024-ST-NV	06.202		MGR 2, PROF. ENGINEER		0	\$7,139		\$10,788		\$9,599		\$14,007		
<b>State Market Average</b>						\$7,139		\$10,788		\$9,599		\$14,007		
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	1	\$7,640	\$12,181	\$11,393		\$10,788	\$17,070	\$15,361	

### OREGON COMPARISON TO MARKET

#### 7265-T-Engineering Manager 1

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			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	T	P	31X	1	\$7,692	\$10,297	\$11,902	1.05	\$10,781	\$13,859	\$15,755	100.7%	104.5%	104.5%	99.9%	102.6%	102.6%
<b>Management Wtd Average</b>					1	\$7,692	\$10,297	\$11,902		\$10,781	\$13,859	\$15,755	100.7%	104.5%	104.5%	99.9%	102.6%	102.6%
<b>STATEWIDE Weighted Average</b>					1	\$7,692	\$10,297	\$11,902		\$10,781	\$13,859	\$15,755	100.7%	104.5%	104.5%	99.9%	102.6%	102.6%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 7411-L Legal Practice Attorney Administrator 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2024-MIL-NWMGT	05.16c		Director of Legal Services	10	4	\$14,176	\$19,442	\$21,497	1.09	\$17,978	\$24,118	\$26,513
<b>Purchased Market Average</b>				10	4	\$14,176	\$19,442	\$21,497		\$17,978	\$24,118	\$26,513
<b>OVERALL WEIGHTED MARKET AVERAGE</b>				10	4	\$14,176	\$19,442	\$21,497		\$17,978	\$24,118	\$26,513

### OREGON COMPARISON TO MARKET

#### 7411-L-Legal Practice Attorney Administrator 2

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
MESN	EXEC SVC SUPERVISORY	L	P	40X	6	\$12,938	\$20,032	\$20,032	1.22	\$16,979	\$25,360	\$25,360	91.3%	103.0%	93.2%	94.4%	105.2%	95.7%
<b>Management Wtd Average</b>					6	\$12,938	\$20,032	\$20,032		\$16,979	\$25,360	\$25,360	91.3%	103.0%	93.2%	94.4%	105.2%	95.7%
<b>STATEWIDE Weighted Average</b>					6	\$12,938	\$20,032	\$20,032		\$16,979	\$25,360	\$25,360	91.3%	103.0%	93.2%	94.4%	105.2%	95.7%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 7505 SR ASSISTANT ATTORNEY GENERAL

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-ClackCo	088		Legal Counsel, Senior*		8	\$11,476	\$14,734	\$15,493	1.09	\$15,893	\$19,951	\$20,896	
2024-OR-ClackCo	766		Deputy District Attorney 3*		10	\$11,476	\$12,912	\$15,493	0.96	\$15,893	\$17,681	\$20,896	
2024-OR-DescCo	9410		CHIEF DEPUTY DISTRICT ATTORNEY		0	\$11,743		\$15,737		\$16,620		\$21,598	
2024-OR-JackCo	1330		Sr Assistant County Counsel		0	\$7,895		\$10,079		\$11,695		\$14,418	
2024-OR-LaneCo	N4613		Deputy District Attorney 3		8	\$9,046	\$11,684	\$12,646	1.08	\$13,218	\$16,498	\$17,694	
2024-OR-MarionCo	633		Deputy DA 3		11	\$9,601	\$11,529	\$12,861	1.03	\$13,606	\$16,008	\$17,667	
2024-OR-MarionCo	603		Legal Counsel-Asst Sr		2	\$9,143	\$11,492	\$12,246	1.07	\$13,036	\$15,962	\$16,901	
2024-OR-MultCo	6254		Deputy District Attorney 4		16	\$12,579	\$17,694	\$18,622	1.13	\$17,565	\$23,921	\$25,075	
2024-OR-MultCo	9440		Assistant County Attorney Senior		15	\$10,930	\$15,891	\$17,488	1.12	\$15,515	\$21,681	\$23,665	
2024-OR-WashCo	614		Deputy District Attorney, Senior		0	\$14,320		\$19,455		\$18,863		\$25,036	
2024-OR-WashCo	605		Assistant County Counsel, Senior		0	\$13,301		\$17,396		\$17,637		\$22,561	
2024-WA-ThrstnCo	1013		Deputy Prosecuting Attorney, Senior		0	\$10,331		\$13,414		\$13,497		\$17,037	
<b>County Market Average</b>					70	\$11,461	\$14,453	\$16,207		\$15,914	\$19,776	\$21,779	
2024-CompAnalyst	LE11000003		Attorney III		1	\$11,783	\$14,308	\$17,433	1.00	\$15,188	\$18,132	\$21,775	
2024-MIL-NWMGT	05.17		Attorney - Senior (Specialized)	14	57	\$12,606	\$15,785	\$20,343	0.96	\$16,147	\$19,853	\$25,167	
2024-MIL-OPES	08.06		Attorney - Senior	15	72	\$10,614	\$14,470	\$14,716	1.14	\$14,588	\$19,307	\$19,609	
2024-MIL-PACS	04.23		Attorney	17	72	\$11,380	\$13,892	\$17,071	0.98	\$14,718	\$17,647	\$21,352	
<b>Purchased Market Average</b>					46	202	\$11,435	\$14,634	\$17,097		\$15,065	\$18,864	\$21,756
2024-ST-CA	5705	L	DEPUTY ATTORNEY GENERAL IV		0	\$10,222		\$13,128		\$13,952		\$17,440	
<b>State Market Average</b>							\$10,222		\$13,128		\$13,952	\$17,440	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					46	272	\$11,438	\$14,588	\$16,817		\$15,316	\$19,098	\$21,748

### OREGON COMPARISON TO MARKET

#### 7505-Senior Assistant Attorney General

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
MNJNI	UNCL EXL NSUPV DOJ L&E ATTNYS	A	P	36S	6	\$11,160	\$16,054	\$15,652	1.20	\$14,878	\$20,660	\$20,185

MARKET COMPARISONS					
Salary			Salary and Benefits		
SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
97.6%	110.0%	93.1%	97.1%	108.2%	92.8%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 7505-Senior Assistant Attorney General (Continued)

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	Salary		Salary and Benefits			
												SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	
<b>Management Wtd Average</b>					6	\$11,160	\$16,054	\$15,652		\$14,878	\$20,660	\$20,185	97.6%	110.0%	93.1%	97.1%	108.2%	92.8%
AJ	AFSCME AT DOJ OAJA ATTORNEYS	A	P	36S	252	\$8,876	\$15,625	\$17,234	1.20	\$12,180	\$20,154	\$22,055	77.6%	107.1%	102.5%	79.5%	105.5%	101.4%
<b>Non-Corrections/Non-Management Wtd Average</b>					252	\$8,876	\$15,625	\$17,234		\$12,180	\$20,154	\$22,055	77.6%	107.1%	102.5%	79.5%	105.5%	101.4%
<b>STATEWIDE Weighted Average</b>					258	\$8,929	\$15,635	\$17,197		\$12,242	\$20,165	\$22,011	78.1%	107.2%	102.3%	79.9%	105.6%	101.2%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 7510 DENTIST

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						Emp Avg	SR Min	SR Max		Emp Avg	SR Min	SR Max	
2024-OR-ClackCo	579		Dentist		10	\$13,563	\$17,041	\$17,257	1.11	\$18,492	\$22,824	\$23,093	
2024-OR-MultCo	6319		Dentist		20	\$14,164	\$17,370	\$17,420	1.10	\$19,534	\$23,518	\$23,580	
2024-WA-KingCo	3202100		Dentist		0	\$13,568		\$17,199		\$17,279		\$21,449	
<b>County Market Average</b>					30	\$13,951	\$17,260	\$17,360		\$19,125	\$23,287	\$23,354	
2024-CompAnalyst	HC07000220		Dentist		1	\$13,475	\$17,050	\$20,050	1.03	\$17,160	\$21,328	\$24,826	
2024-MIL-NWHCS	02.30		Dentist	18	80	\$12,329	\$16,442	\$18,140	1.08	\$15,824	\$20,619	\$22,598	
<b>Purchased Market Average</b>					18	81	\$12,343	\$16,450	\$18,163		\$15,840	\$20,628	\$22,626
2024-ST-CA	9268	S	DENTIST, CORRECTIONAL FACILITY		48	\$16,732	\$19,003	\$21,578	0.99	\$21,766	\$24,492	\$27,583	
2024-ST-WA	288E		DENTIST		6	\$10,252	\$14,537	\$13,788	1.21	\$13,123	\$18,018	\$17,163	
<b>State Market Average</b>					54	\$16,012	\$18,507	\$20,712		\$20,805	\$23,772	\$26,425	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					18	165	\$13,837	\$17,270	\$18,842		\$18,069	\$22,141	\$23,998

### OREGON COMPARISON TO MARKET 7510-Dentist

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
AE	AFSCME DOC DENTISTS	A	P	47S	16	\$19,806	\$22,626	\$22,755	1.06	\$25,093	\$28,426	\$28,578	143.1%	131.0%	120.8%	138.9%	128.4%	119.1%
<b>Corrections Wtd Average</b>					16	\$19,806	\$22,626	\$22,755		\$25,093	\$28,426	\$28,578	143.1%	131.0%	120.8%	138.9%	128.4%	119.1%
UA	UNREPRESENTED	A	P	47T	1	\$14,521	\$15,995	\$21,422	0.89	\$18,849	\$20,591	\$27,003	104.9%	92.6%	113.7%	104.3%	93.0%	112.5%
<b>Non-Corrections/Non-Management Wtd Average</b>					1	\$14,521	\$15,995	\$21,422		\$18,849	\$20,591	\$27,003	104.9%	92.6%	113.7%	104.3%	93.0%	112.5%
<b>STATEWIDE Weighted Average</b>					17	\$19,495	\$22,236	\$22,677		\$24,726	\$27,965	\$28,485	140.9%	128.8%	120.3%	136.8%	126.3%	118.7%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 7518 SUPERVISING PHYSICIAN

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-ClackCo	581		Psychiatrist Supervisor		1	\$20,612	\$27,820	\$27,821	1.15	\$27,270	\$36,248	\$36,249	
2024-OR-ClackCo	555		Physician Supervisor		0	\$17,805		\$24,033		\$23,775		\$31,531	
<b>County Market Average</b>					1	\$19,208	\$27,820	\$25,927		\$25,523	\$36,248	\$33,890	
2024-ST-CA	7561	Y	CHIEF PHYSICIAN AND SURGEON		7	\$20,522	\$23,053	\$23,949	1.04	\$26,315	\$29,354	\$30,429	
2024-ST-ID	07208		Physician Medical Director - Institution		2	\$14,873	\$28,077	\$29,745	1.26	\$18,877	\$34,674	\$36,670	
2024-ST-WA	2881		PHYSICIAN 3		7	\$15,442	\$20,607	\$20,772	1.14	\$19,051	\$24,951	\$25,140	
<b>State Market Average</b>					16	\$17,636	\$22,611	\$23,181		\$22,260	\$28,093	\$28,772	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	17	\$17,794	\$22,918	\$23,456		\$22,587	\$28,573	\$29,284

### OREGON COMPARISON TO MARKET

#### 7518-Supervising Physician

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
MESN	EXEC SVC SUPERVISORY	A	P	50	1	\$17,668	\$26,080	\$26,080	1.19	\$22,567	\$32,506	\$32,506	99.3%	113.8%	111.2%	99.9%	113.8%	111.0%
MNNN	UNCLASS EXCLUDED NONSUPVSORY	A	P	50	1	\$17,668	\$26,080	\$26,080	1.19	\$22,567	\$32,506	\$32,506	99.3%	113.8%	111.2%	99.9%	113.8%	111.0%
MNSN	UNCLASS EXCLUDED SUPERVISORY	A	P	50	3	\$17,668	\$26,080	\$26,080	1.19	\$22,567	\$32,506	\$32,506	99.3%	113.8%	111.2%	99.9%	113.8%	111.0%
<b>Management Wtd Average</b>					5	\$17,668	\$26,080	\$26,080		\$22,567	\$32,506	\$32,506	99.3%	113.8%	111.2%	99.9%	113.8%	111.0%
<b>STATEWIDE Weighted Average</b>					5	\$17,668	\$26,080	\$26,080		\$22,567	\$32,506	\$32,506	99.3%	113.8%	111.2%	99.9%	113.8%	111.0%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 7522 WCB ADMIN LAW JUDGE

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			Insufficient Market
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-ST-CA	6132	A	SENIOR ADMINISTRATIVE LAW JUDGE		18	\$9,792	\$12,914	\$13,061	1.13	\$13,435	\$17,183	\$17,359	Emp Avg X
2024-ST-NV	U4140		ADMINISTRATIVE LAW JUDGE		0	\$12,522		\$12,522		\$16,101		\$16,101	
2024-ST-WA	423D		INDUSTRIAL INSURANCE APPEALS JUDGE 4		0	\$7,474		\$10,050		\$9,950		\$12,893	
<b>State Market Average</b>					18	\$9,813	\$12,914	\$12,883		\$13,394	\$17,183	\$17,072	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	18	\$9,813	\$12,914	\$12,883		\$13,394	\$17,183	

### OREGON COMPARISON TO MARKET

#### 7522-WCB Administrative Law Judge

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
UA	UNREPRESENTED	A	P	37W	18	\$8,992	\$13,735	\$13,838	1.20	\$12,317	\$17,921	\$18,042	91.6%	107.4%	92.0%	105.7%		
<b>Non-Corrections/Non-Management Wtd Average</b>					18	\$8,992	\$13,735	\$13,838		\$12,317	\$17,921	\$18,042	91.6%	107.4%	92.0%	105.7%		
<b>STATEWIDE Weighted Average</b>					18	\$8,992	\$13,735	\$13,838		\$12,317	\$17,921	\$18,042	91.6%	107.4%	92.0%	105.7%		



# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 7881-I Information Technology Administrator 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2024-CompAnalyst	IT10000048		Information Technology Director		1	\$14,108	\$17,383	\$20,850	1.01	\$17,899	\$21,717	\$25,759
2024-MIL-NWMGT	03.01a		Director of IT	56	46	\$12,470	\$16,971	\$19,235	1.07	\$15,989	\$21,236	\$23,875
2024-MIL-NWMGT	03.01a		Director of IT	56	46	\$12,470	\$16,971	\$19,235	1.07	\$15,989	\$21,236	\$23,875
<b>Purchased Market Average</b>				112	93	\$12,488	\$16,975	\$19,252		\$16,009	\$21,241	\$23,896
<b>OVERALL WEIGHTED MARKET AVERAGE</b>				112	93	\$12,488	\$16,975	\$19,252		\$16,009	\$21,241	\$23,896

### OREGON COMPARISON TO MARKET

#### 7881-I-Information Technology Administrator 2

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
MESN	EXEC SVC SUPERVISORY	I	P	40X	1	\$13,849	\$20,445	\$21,464	1.16	\$18,055	\$25,848	\$27,052	110.9%	120.4%	111.5%	112.8%	121.7%	113.2%
<b>Management Wtd Average</b>					1	\$13,849	\$20,445	\$21,464		\$18,055	\$25,848	\$27,052	110.9%	120.4%	111.5%	112.8%	121.7%	113.2%
<b>STATEWIDE Weighted Average</b>					1	\$13,849	\$20,445	\$21,464		\$18,055	\$25,848	\$27,052	110.9%	120.4%	111.5%	112.8%	121.7%	113.2%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 7882-I Information Technology Administrator 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-ClackCo	699		Director, Technology Services*		1	\$13,949	\$16,509	\$18,832	1.01	\$18,973	\$22,161	\$25,054	
2024-OR-ClackCo	699		Director, Technology Services*		1	\$13,949	\$16,509	\$18,832	1.01	\$18,973	\$22,161	\$25,054	
2024-OR-MultCo	9461		Deputy Chief Information Officer		1	\$10,930	\$17,488	\$17,488	1.23	\$15,515	\$23,665	\$23,665	
2024-OR-MultCo	9454		IT Manager Senior		4	\$10,120	\$16,193	\$16,193	1.23	\$14,509	\$22,055	\$22,055	
2024-OR-WashCo	065		Chief Information Officer		0	\$14,679		\$18,734		\$19,293		\$24,169	
2024-WA-ClarkCo	103		Director Information Technology		0	\$11,176		\$16,206		\$14,576		\$20,353	
<b>County Market Average</b>					7	\$11,685	\$16,468	\$17,207		\$16,152	\$22,316	\$22,946	
2024-ST-ID	01745		IT Manager V		4	\$9,214	\$12,291	\$18,429	0.89	\$12,107	\$15,789	\$23,131	
2024-ST-ID	01745		IT Manager V		4	\$9,214	\$12,291	\$18,429	0.89	\$12,107	\$15,789	\$23,131	
<b>State Market Average</b>					8	\$9,214	\$12,291	\$18,429		\$12,107	\$15,789	\$23,131	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	15	\$10,522	\$14,241	\$17,782		\$14,249	\$18,835	\$23,033

### OREGON COMPARISON TO MARKET

### 7882-I-Information Technology Administrator 1

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
MESN	EXEC SVC SUPERVISORY	I	P	38X	3	\$11,417	\$15,968	\$17,668	1.10	\$15,182	\$20,559	\$22,567	108.5%	112.1%	99.4%	106.5%	109.2%	98.0%
MMS	MGT SVC SUPERVISORY	I	P	38X	6	\$11,417	\$17,268	\$17,668	1.19	\$15,182	\$22,095	\$22,567	108.5%	121.3%	99.4%	106.5%	117.3%	98.0%
<b>Management Wtd Average</b>					9	\$11,417	\$16,835	\$17,668		\$15,182	\$21,583	\$22,567	108.5%	118.2%	99.4%	106.5%	114.6%	98.0%
<b>STATEWIDE Weighted Average</b>					9	\$11,417	\$16,835	\$17,668		\$15,182	\$21,583	\$22,567	108.5%	118.2%	99.4%	106.5%	114.6%	98.0%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 7883-I Information Technology Manager 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2024-OR-ClackCo	710		Deputy Dir, Technology Svcs*		1	\$11,476	\$13,978	\$15,493	1.04	\$15,893	\$19,009	\$20,896
2024-OR-DescCo	9435		DIRECTOR, INFO TECHNOLOGY		0	\$11,184		\$14,987		\$15,923		\$20,664
2024-OR-DescCo	9435		DIRECTOR, INFO TECHNOLOGY		0	\$11,184		\$14,987		\$15,923		\$20,664
2024-OR-JackCo	1107		Technology Director		1	\$10,958	\$13,986	\$13,986	1.12	\$15,514	\$19,289	\$19,289
2024-OR-MultCo	9453		IT Manager 2		10	\$9,371	\$14,437	\$14,993	1.19	\$13,577	\$19,873	\$20,565
2024-OR-WashCo	154		Chief Information Services Officer, Deputy		0	\$11,469		\$14,634		\$15,435		\$19,239
2024-WA-KingCo	7306100		IT Services Manager II		0	\$11,224		\$14,227		\$14,586		\$18,035
2024-WA-KingCo	7307100		IT Services Manager III		0	\$11,769		\$14,918		\$15,212		\$18,829
2024-WA-KingCo	1231200		IT Manager II		0	\$11,224		\$14,227		\$14,586		\$18,035
2024-WA-ThrstnCo	0500		Director, Information Technology		0	\$10,476		\$13,967		\$13,662		\$17,672
<b>County Market Average</b>					12	\$10,246	\$14,361	\$14,808		\$14,342	\$19,752	\$19,946
2024-CompAnalyst	IT10000246		Information Technology Manager		1	\$10,308	\$12,367	\$14,833	0.99	\$13,468	\$15,868	\$18,744
2024-MIL-NWMGT	03.01b		IT Manager	48	97	\$10,145	\$13,278	\$15,375	1.04	\$13,278	\$16,931	\$19,376
2024-MIL-NWMGT	03.01b		IT Manager	48	97	\$10,145	\$13,278	\$15,375	1.04	\$13,278	\$16,931	\$19,376
2024-MIL-NWMGT	03.02		Applications Manager	51	106	\$9,918	\$13,800	\$15,125	1.10	\$13,014	\$17,539	\$19,084
2024-MIL-NWMGT	03.10		Network Manager	20	22	\$9,891	\$13,199	\$15,096	1.06	\$12,982	\$16,838	\$19,051
<b>Purchased Market Average</b>					167	\$10,053	\$13,441	\$15,271		\$13,170	\$17,121	\$19,254
2024-ST-CA	9014		CHIEF, INFORMATION SYSTEMS, STATE CONTRC		0	\$11,059		\$12,557		\$14,956		\$16,755
2024-ST-ID	01744		IT Manager IV		9	\$8,276	\$10,152	\$16,551	0.82	\$10,984	\$13,229	\$20,885
2024-ST-ID	03114		Information Technology Svcs Bureau Chief		0	\$8,018		\$16,036		\$10,676		\$20,269
2024-ST-ID	01743		IT Manager III		18	\$7,522	\$9,069	\$15,044	0.80	\$10,083	\$11,933	\$19,082
2024-ST-ID	01740		IT Architect IV		1	\$8,276	\$10,165	\$16,551	0.82	\$10,984	\$13,245	\$20,885
<b>State Market Average</b>					28	\$7,908	\$9,456	\$15,497		\$10,566	\$12,396	\$19,645
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					167	\$9,891	\$13,164	\$15,266		\$13,021	\$16,843	\$19,321

**OREGON  
COMPARISON  
TO  
MARKET**

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 7883-I-Information Technology Manager 3

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			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	I	P	35X	1	\$9,405	\$13,849	\$14,549	1.16	\$12,805	\$18,055	\$18,882	95.1%	105.2%	95.3%	98.3%	107.2%	97.7%
MMS	MGT SVC SUPERVISORY	I	P	35X	20	\$9,405	\$14,309	\$14,549	1.19	\$12,805	\$18,599	\$18,882	95.1%	108.7%	95.3%	98.3%	110.4%	97.7%
<b>Management Wtd Average</b>					21	\$9,405	\$14,287	\$14,549		\$12,805	\$18,573	\$18,882	95.1%	108.5%	95.3%	98.3%	110.3%	97.7%
<b>STATEWIDE Weighted Average</b>					21	\$9,405	\$14,287	\$14,549		\$12,805	\$18,573	\$18,882	95.1%	108.5%	95.3%	98.3%	110.3%	97.7%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 7884-I Information Technology Manager 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-ClackCo	689		Technology Services Manager		4	\$10,409	\$13,641	\$14,052	1.12	\$14,564	\$18,590	\$19,102	
2024-OR-DescCo	9297		MANAGER, IT APPLICATIONS		0	\$8,763		\$11,743		\$12,906		\$16,620	
2024-OR-DescCo	9298		MANAGER, IT OPERATIONS		0	\$8,763		\$11,743		\$12,906		\$16,620	
2024-OR-MultCo	9452		IT Manager 1		7	\$9,024	\$12,718	\$13,536	1.13	\$13,146	\$17,738	\$18,753	
2024-OR-WashCo	066		Technical Services Manager		0	\$10,899		\$13,243		\$14,749		\$17,567	
2024-OR-WashCo	094		Systems Administration Supervisor		0	\$10,137		\$12,319		\$13,833		\$16,456	
2024-OR-WashCo	173		Information Technology Project Management Office M		0	\$10,651		\$12,942		\$14,451		\$17,205	
2024-OR-WashCo	064		Application Development & Support Manager		0	\$10,651		\$12,942		\$14,451		\$17,205	
2024-WA-ClarkCo	191		Information Technology Manager		0	\$8,932		\$12,505		\$11,999		\$16,103	
2024-WA-KingCo	1231100		IT Manager I		0	\$10,915		\$13,835		\$14,231		\$17,585	
2024-WA-KingCo	1231200		IT Manager II		0	\$11,224		\$14,227		\$14,586		\$18,035	
2024-WA-KingCo	7305100		IT Services Manager I		0	\$10,704		\$13,568		\$13,989		\$17,278	
<b>County Market Average</b>					11	\$9,955	\$13,054	\$13,177		\$13,823	\$18,047	\$17,752	
2024-CompAnalyst	IT10000272		Information Technology Supervisor II		1	\$8,792	\$10,858	\$13,433	0.99	\$11,700	\$14,109	\$17,112	
2024-MIL-NWMGT	03.15		IT Operations Manager	25	37	\$8,753	\$12,254	\$13,622	1.10	\$11,655	\$15,736	\$17,332	
2024-MIL-NWMGT	03.19		Network Communications Manager	10	11	\$8,873	\$12,421	\$13,749	1.10	\$11,794	\$15,931	\$17,479	
<b>Purchased Market Average</b>					35	\$8,781	\$12,263	\$13,647		\$11,687	\$15,747	\$17,360	
2024-ST-CA	1406		INFORMATION TECHNOLOGY MANAGER II		100	\$9,423	\$11,201	\$11,455	1.07	\$12,993	\$15,127	\$15,431	
2024-ST-ID	01743		IT Manager III		18	\$7,522	\$9,069	\$15,044	0.80	\$10,083	\$11,933	\$19,082	
2024-ST-ID	01742		IT Manager II		26	\$6,907	\$7,848	\$13,815	0.76	\$9,347	\$10,473	\$17,611	
<b>State Market Average</b>					144	\$8,750	\$10,329	\$12,306		\$11,998	\$13,887	\$16,258	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					35	204	\$8,902	\$10,941	\$12,704		\$12,150	\$14,558	\$16,679

**OREGON  
COMPARISON  
TO  
MARKET**

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 7884-I-Information Technology Manager 2

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			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	I	P	33X	28	\$8,536	\$12,774	\$13,200	1.18	\$11,778	\$16,785	\$17,288	95.9%	116.8%	103.9%	96.9%	115.3%	103.7%
<b>Management Wtd Average</b>					28	\$8,536	\$12,774	\$13,200		\$11,778	\$16,785	\$17,288	95.9%	116.8%	103.9%	96.9%	115.3%	103.7%
<b>STATEWIDE Weighted Average</b>					28	\$8,536	\$12,774	\$13,200		\$11,778	\$16,785	\$17,288	95.9%	116.8%	103.9%	96.9%	115.3%	103.7%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 7885-I Information Technology Manager 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-MarionCo	654		IT Manager		2	\$8,708	\$10,318	\$11,669	1.01	\$12,494	\$14,499	\$16,182	
2024-OR-WashCo	257		Library Automation Systems Supervisor		0	\$9,652		\$11,727		\$13,249		\$15,745	
2024-OR-WashCo	054		Law Enforcement Technology Supervisor		0	\$10,137		\$12,319		\$13,833		\$16,456	
2024-WA-KingCo	1231100		IT Manager I		0	\$10,915		\$13,835		\$14,231		\$17,585	
2024-WA-KingCo	7332200		IT Supervisor II		0	\$10,704		\$13,568		\$13,989		\$17,278	
2024-WA-KingCo	7341300		IT Manager		0	\$10,961		\$13,893		\$14,284		\$17,652	
2024-WA-ThrstnCo	0507		IT Technical Manager		0	\$8,042		\$10,722		\$10,867		\$13,945	
<b>County Market Average</b>					2	\$9,728	\$10,318	\$12,425		\$13,180	\$14,499	\$16,378	
2024-MIL-NWMGT	03.09		IT Support Manager	19	27	\$9,351	\$12,343	\$14,059	1.05	\$12,352	\$15,840	\$17,841	
<b>Purchased Market Average</b>					19	\$9,351	\$12,343	\$14,059		\$12,352	\$15,840	\$17,841	
2024-ST-CA	1406		INFORMATION TECHNOLOGY MANAGER II		91	\$9,423	\$11,201	\$11,455	1.07	\$12,993	\$15,127	\$15,431	
2024-ST-ID	01742		IT Manager II		26	\$6,907	\$7,848	\$13,815	0.76	\$9,347	\$10,473	\$17,611	
2024-ST-ID	01741		IT Manager I		14	\$6,002	\$7,951	\$12,004	0.88	\$8,264	\$10,595	\$15,445	
2024-ST-NV	07.902		IT MANAGER 3		0	\$7,139		\$10,788		\$9,599		\$14,007	
2024-ST-NV	07.902		IT MANAGER 3		0	\$7,139		\$10,788		\$9,599		\$14,007	
<b>State Market Average</b>					131	\$8,274	\$10,188	\$11,657		\$11,324	\$13,719	\$15,386	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					19	160	\$8,455	\$10,554	\$11,972		\$11,513	\$14,086	\$15,716

### OREGON COMPARISON TO MARKET

#### 7885-I-Information Technology Manager 1

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
MMS	MGT SVC SUPERVISORY	I	P	31X	11	\$7,747	\$11,317	\$11,984	1.15	\$10,846	\$15,064	\$15,852	91.6%	107.2%	100.1%	94.2%	106.9%	100.9%
<b>Management Wtd Average</b>					11	\$7,747	\$11,317	\$11,984		\$10,846	\$15,064	\$15,852	91.6%	107.2%	100.1%	94.2%	106.9%	100.9%
<b>STATEWIDE Weighted Average</b>					11	\$7,747	\$11,317	\$11,984		\$10,846	\$15,064	\$15,852	91.6%	107.2%	100.1%	94.2%	106.9%	100.9%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 7886-I Information Technology Supervisor 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-DescCo	9276		SUPERVISOR, PUB SAFETY SYSTEM		0	\$7,209		\$9,661		\$10,970		\$14,025	
2024-OR-MarionCo	653		IT Supervisor		4	\$7,892	\$8,952	\$10,582	0.97	\$11,477	\$12,798	\$14,828	
2024-OR-MultCo	9451		IT Supervisor		0	\$7,736		\$11,605		\$11,546		\$16,353	
2024-OR-WashCo	013		Data Control Supervisor		0	\$7,920		\$9,623		\$11,168		\$13,215	
2024-OR-WashCo	073		Client Services Supervisor		0	\$8,119		\$9,864		\$11,406		\$13,505	
2024-WA-ClarkCo	192		Information Technology Supervisor		0	\$7,175		\$10,137		\$9,982		\$13,384	
2024-WA-KingCo	7332100		IT Supervisor I		0	\$9,969		\$12,636		\$13,145		\$16,208	
2024-WA-ThrstnCo	0544		Systems Manager		0	\$7,552		\$10,067		\$10,304		\$13,193	
<b>County Market Average</b>					4	\$7,947	\$8,952	\$10,482		\$11,320	\$12,798	\$14,392	
2024-MIL-NWMGT	03.23		Help Desk Manager	35	37	\$8,277	\$10,229	\$12,335	0.99	\$11,099	\$13,376	\$15,831	
2024-MIL-NWMGT	03.25		Web Manager	7	8	\$8,036	\$11,116	\$12,037	1.11	\$10,819	\$14,409	\$15,483	
<b>Purchased Market Average</b>					42	\$8,234	\$10,387	\$12,282		\$11,050	\$13,560	\$15,769	
2024-ST-CA	1404		INFORMATION TECHNOLOGY SUPERVISOR II		669	\$7,037	\$9,005	\$9,430	1.09	\$10,128	\$12,491	\$13,000	
2024-ST-CA	1405		INFORMATION TECHNOLOGY MANAGER I		669	\$7,769	\$10,082	\$10,409	1.11	\$11,006	\$13,783	\$14,176	
2024-ST-CA	1403		INFORMATION TECHNOLOGY SUPERVISOR I		62	\$6,402	\$8,127	\$8,578	1.09	\$9,365	\$11,436	\$11,978	
2024-ST-CA	1405		INFORMATION TECHNOLOGY MANAGER I		669	\$7,769	\$10,082	\$10,409	1.11	\$11,006	\$13,783	\$14,176	
2024-ST-NV	07.906		IT MANAGER 2		0	\$6,831		\$10,298		\$9,227		\$13,415	
2024-ST-NV	07.906		IT MANAGER 2		0	\$6,831		\$10,298		\$9,227		\$13,415	
2024-ST-NV	07.904		IT MANAGER 1		0	\$6,537		\$9,833		\$8,872		\$12,853	
<b>State Market Average</b>					2,069	\$7,468	\$9,675	\$10,045		\$10,623	\$13,295	\$13,717	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					42	2,118	\$7,486	\$9,689	\$10,091		\$10,636	\$13,299	\$13,762

### OREGON COMPARISON TO MARKET

#### 7886-I-Information Technology Supervisor 2

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
MMS	MGT SVC SUPERVISORY	I	P	28X	2	\$6,690	\$10,350	\$10,350	1.21	\$9,597	\$13,921	\$13,921

MARKET COMPARISONS					
Salary			Salary and Benefits		
SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
89.4%	106.8%	102.6%	90.2%	104.7%	101.2%



# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 7886-I-Information Technology Supervisor 2 (Continued)

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	Salary		Salary and Benefits			
													SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
	<b>Management Wtd Average</b>				2	\$6,690	\$10,350	\$10,350		\$9,597	\$13,921	\$13,921	89.4%	106.8%	102.6%	90.2%	104.7%	101.2%
	<b>STATEWIDE Weighted Average</b>				2	\$6,690	\$10,350	\$10,350		\$9,597	\$13,921	\$13,921	89.4%	106.8%	102.6%	90.2%	104.7%	101.2%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 8218 FOREST CREW COORDINATOR

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-ClackCo	188		Work Crew Specialist		4	\$4,559	\$5,436	\$5,739	1.06	\$7,279	\$8,370	\$8,748	
2024-OR-JackCo	222		Com Svc Crew Coord		4	\$3,658	\$4,132	\$4,891	0.97	\$6,411	\$7,002	\$7,949	
2024-OR-MultCo	6267		Community Works Leader		4	\$4,777	\$5,663	\$5,840	1.07	\$7,868	\$8,968	\$9,189	
2024-WA-ClarkCo	236		Offender Crew Chief		0	\$4,285		\$5,786		\$6,662		\$8,386	
<b>County Market Average</b>					12	\$4,388	\$5,077	\$5,556		\$7,242	\$8,114	\$8,687	
2024-ST-NV	01.817		CONSERVATION CREW SPVR 3		0	\$4,431		\$6,547		\$6,328		\$8,884	
<b>State Market Average</b>						\$4,431		\$6,547		\$6,328		\$8,884	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	12	\$4,409	\$5,077	\$6,035		\$6,801	\$8,114	\$8,782

### OREGON COMPARISON TO MARKET

#### 8218-Forest Crew Coordinator

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	19	11	\$4,036	\$4,882	\$5,598	1.01	\$6,461	\$7,461	\$8,307	91.5%	96.2%	92.8%	95.0%	92.0%	94.6%
<b>Non-Corrections/Non-Management Wtd Average</b>					11	\$4,036	\$4,882	\$5,598		\$6,461	\$7,461	\$8,307	91.5%	96.2%	92.8%	95.0%	92.0%	94.6%
<b>STATEWIDE Weighted Average</b>					11	\$4,036	\$4,882	\$5,598		\$6,461	\$7,461	\$8,307	91.5%	96.2%	92.8%	95.0%	92.0%	94.6%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 8258 WILDLAND FIRE SUPERVISOR

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			Insufficient Market Emp Avg X	
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max		
2024-ST-CA	9723		BATTALION CHIEF		105	\$5,038	\$6,361	\$6,538	1.10	\$7,729	\$9,317	\$9,529		
2024-ST-NV	01.814		FIRE MANAGEMENT OFFICER 1		0	\$5,025		\$7,473		\$7,045		\$10,003		
2024-ST-WA	402C		WILDLAND FIRE MANAGEMENT SPECIALIST		1	\$4,010	\$5,395	\$5,395	1.15	\$5,994	\$7,576	\$7,576		
<b>State Market Average</b>					106	\$5,029	\$6,352	\$6,536		\$7,706	\$9,301	\$9,515		
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	106	\$5,029	\$6,352	\$6,536		\$7,706	\$9,301	\$9,515	

### OREGON COMPARISON TO MARKET

#### 8258-Wildland Fire Supervisor

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	Salary		Salary and Benefits			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
MMS	MGT SVC SUPERVISORY	A	P	25	42	\$5,262	\$7,224	\$7,747	1.11	\$7,910	\$10,228	\$10,846	104.6%	118.5%	114.0%	102.6%	114.0%	114.0%
<b>Management Wtd Average</b>					42	\$5,262	\$7,224	\$7,747		\$7,910	\$10,228	\$10,846	104.6%	118.5%	114.0%	102.6%	114.0%	114.0%
<b>STATEWIDE Weighted Average</b>					42	\$5,262	\$7,224	\$7,747		\$7,910	\$10,228	\$10,846	104.6%	118.5%	114.0%	102.6%	114.0%	114.0%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 8260 FOREST MANAGER 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			Insufficient Market
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-ST-CA	1042		FORESTER II (SUPERVISORY)		23	\$6,471	\$7,985	\$8,392	1.07	\$9,448	\$11,266	\$11,754	Emp Avg X
2024-ST-ID	01063		Lands Program Manager		23	\$6,280	\$6,945	\$12,559	0.74	\$8,596	\$9,393	\$16,109	
2024-ST-NV	01.805		FORESTRY PROGRAM MANAGER		0	\$5,718		\$8,563		\$7,883		\$11,319	
<b>State Market Average</b>					46	\$6,313	\$7,465	\$10,295		\$8,915	\$10,329	\$13,685	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	46	\$6,313	\$7,465	\$10,295		\$8,915	\$10,329	\$13,685

### OREGON COMPARISON TO MARKET

#### 8260-Forest Manager 2

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	Salary		Salary and Benefits			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
MMS	MGT SVC SUPERVISORY	A	P	30F	30	\$6,374	\$9,175	\$9,866	1.13	\$9,224	\$12,533	\$13,349	101.0%	95.8%	97.5%	103.5%	97.5%	97.5%
<b>Management Wtd Average</b>					30	\$6,374	\$9,175	\$9,866		\$9,224	\$12,533	\$13,349	101.0%	95.8%	97.5%	103.5%	97.5%	97.5%
<b>STATEWIDE Weighted Average</b>					30	\$6,374	\$9,175	\$9,866		\$9,224	\$12,533	\$13,349	101.0%	95.8%	97.5%	103.5%	97.5%	97.5%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 8342 FISH & W/L TECH SENIOR

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			Insufficient Market
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-ST-CA	0777		FISH HABITAT SPECIALIST		2	\$4,272	\$5,040	\$5,347	1.05	\$6,809	\$7,731	\$8,100	Emp Avg X
2024-ST-NV	01.785		WILDLIFE AREA TECHNICIAN 3		0	\$4,064		\$5,976		\$5,885		\$8,195	
2024-ST-NV	01.776		FISH HATCHERY TECHNICIAN 3		0	\$4,064		\$5,976		\$5,885		\$8,195	
<b>State Market Average</b>					2	\$4,140	\$5,040	\$5,748		\$6,221	\$7,731	\$8,160	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	2	\$4,140	\$5,040	\$5,748		\$6,221	\$7,731	\$8,160

### OREGON COMPARISON TO MARKET

#### 8342-Fish and Wildlife Technician Senior

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			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	\$4,036	\$5,160	\$5,598	1.07	\$6,461	\$7,789	\$8,307	97.5%	97.4%		103.9%	101.8%	
<b>Non-Corrections/Non-Management Wtd Average</b>					54	\$4,036	\$5,160	\$5,598		\$6,461	\$7,789	\$8,307	97.5%	97.4%		103.9%	101.8%	
<b>STATEWIDE Weighted Average</b>					54	\$4,036	\$5,160	\$5,598		\$6,461	\$7,789	\$8,307	97.5%	97.4%		103.9%	101.8%	

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 8433 PARK RANGER ASSISTANT

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			Insufficient Market
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-ST-CA	6766		PARK MAINTENANCE ASSISTANT		21	\$3,115	\$3,410	\$3,565	1.02	\$5,420	\$5,774	\$5,960	Emp Avg X
2024-ST-NV	01.955		PARK AIDE 2		0	\$2,732		\$3,897		\$4,276		\$5,683	
2024-ST-WA	678N		PARK AIDE		13	\$2,589	\$3,258	\$3,398	1.09	\$4,371	\$5,134	\$5,295	
<b>State Market Average</b>					34	\$2,880	\$3,352	\$3,688		\$4,787	\$5,529	\$5,754	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	34	\$2,880	\$3,352	\$3,688		\$4,787	\$5,529	\$5,754

### OREGON COMPARISON TO MARKET

#### 8433-Park Ranger Assistant

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
AX	AFSCME AT STATE LANDS	A	P	12	1	\$3,425	\$3,425	\$4,030	0.92	\$5,739	\$5,739	\$6,454	118.9%	109.3%	119.9%	112.2%		
OBO	SEIU SEAS-STRKE ODOT COALITION	A	P	12	85	\$3,427	\$3,670	\$4,036	0.98	\$5,742	\$6,029	\$6,461	119.0%	109.4%	120.0%	112.3%		
<b>Non-Corrections/Non-Management Wtd Average</b>					86	\$3,427	\$3,667	\$4,036		\$5,742	\$6,026	\$6,461	119.0%	109.4%	120.0%	112.3%		
<b>STATEWIDE Weighted Average</b>					86	\$3,427	\$3,667	\$4,036		\$5,742	\$6,026	\$6,461	119.0%	109.4%	120.0%	112.3%		

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 8434 PARK RANGER 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-JackCo	475		Park Ranger		5	\$3,742	\$4,594	\$5,006	1.05	\$6,516	\$7,579	\$8,092	
2024-WA-KingCo	9201100		Parks Specialist I		0	\$4,346		\$5,254		\$6,687		\$7,730	
<b>County Market Average</b>					5	\$3,843	\$4,594	\$5,047		\$6,545	\$7,579	\$8,031	
2024-MIL-OPES	11.03		Park Maintenance Worker	20	40	\$4,162	\$5,027	\$5,321	1.06	\$6,691	\$7,750	\$8,109	
<b>Purchased Market Average</b>					20	\$4,162	\$5,027	\$5,321		\$6,691	\$7,750	\$8,109	
2024-ST-CA	6767		PARK MAINTENANCE WORKER I		63	\$3,396	\$3,954	\$4,258	1.03	\$5,757	\$6,428	\$6,792	
2024-ST-WA	389A		PARK RANGER 1		54	\$3,731	\$4,548	\$5,010	1.04	\$5,675	\$6,608	\$7,136	
<b>State Market Average</b>					117	\$3,550	\$4,228	\$4,605		\$5,719	\$6,511	\$6,950	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					20	162	\$3,711	\$4,437	\$4,797		\$5,988	\$6,850	\$7,275

### OREGON COMPARISON TO MARKET

#### 8434-Park Ranger 1

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			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	18P	96	\$4,036	\$4,704	\$5,332	1.00	\$6,461	\$7,251	\$7,992	108.7%	106.0%	111.2%	107.9%	105.9%	109.9%
OBO	SEIU SEAS-STRKE ODOT COALITION	A	P	18P	38	\$4,036	\$4,502	\$5,345	0.96	\$6,461	\$7,012	\$8,008	108.7%	101.5%	111.4%	107.9%	102.4%	110.1%
<b>Non-Corrections/Non-Management Wtd Average</b>					134	\$4,036	\$4,647	\$5,336		\$6,461	\$7,183	\$7,997	108.7%	104.7%	111.2%	107.9%	104.9%	109.9%
<b>STATEWIDE Weighted Average</b>					134	\$4,036	\$4,647	\$5,336		\$6,461	\$7,183	\$7,997	108.7%	104.7%	111.2%	107.9%	104.9%	109.9%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 8435 PARK RANGER 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-ClackCo	389		Park Ranger		1	\$4,525	\$4,683	\$5,690	0.92	\$7,236	\$7,433	\$8,687	
2024-OR-WashCo	434		Park Ranger		0	\$4,954		\$6,027		\$7,601		\$8,891	
2024-WA-KingCo	9201200		Parks Specialist II		0	\$5,254		\$6,352		\$7,730		\$8,991	
<b>County Market Average</b>					1	\$4,928	\$4,683	\$6,025		\$7,554	\$7,433	\$8,870	
2024-MIL-OPES	11.10		Park Ranger	6	48	\$4,752	\$5,295	\$6,021	0.98	\$7,414	\$8,077	\$8,966	
<b>Purchased Market Average</b>					6	48	\$4,752	\$5,295	\$6,021		\$7,414	\$8,077	\$8,966
2024-ST-CA	6768		PARK MAINTENANCE WORKER II		27	\$3,722	\$4,466	\$4,695	1.06	\$6,149	\$7,042	\$7,317	
2024-ST-ID	00984		P&R Ranger		48	\$3,682	\$4,182	\$7,364	0.76	\$5,488	\$6,086	\$9,893	
2024-ST-NV	01.922		PARK RANGER 2 (NON-COMM)		0	\$4,424		\$6,537		\$6,320		\$8,872	
2024-ST-WA	389B		PARK RANGER 2		48	\$4,213	\$5,263	\$5,669	1.07	\$6,226	\$7,425	\$7,888	
<b>State Market Average</b>					123	\$3,905	\$4,666	\$6,133		\$5,924	\$6,818	\$8,561	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					6	172	\$4,164	\$4,842	\$6,099		\$6,375	\$7,173	\$8,680

### OREGON COMPARISON TO MARKET

#### 8435-Park Ranger 2

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			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	60	\$4,222	\$5,430	\$5,861	1.08	\$6,681	\$8,108	\$8,617	101.4%	112.1%	96.1%	104.8%	113.0%	99.3%
<b>Non-Corrections/Non-Management Wtd Average</b>					60	\$4,222	\$5,430	\$5,861		\$6,681	\$8,108	\$8,617	101.4%	112.1%	96.1%	104.8%	113.0%	99.3%
<b>STATEWIDE Weighted Average</b>					60	\$4,222	\$5,430	\$5,861		\$6,681	\$8,108	\$8,617	101.4%	112.1%	96.1%	104.8%	113.0%	99.3%



# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 8440 PARK RANGER SUPERVISOR

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2024-MIL-OPES	11.04		Park Maintenance Supervisor	15	19	\$6,287	\$7,042	\$8,263	0.97	\$9,292	\$10,216	\$11,711
<b>Purchased Market Average</b>				15	19	\$6,287	\$7,042	\$8,263		\$9,292	\$10,216	\$11,711
2024-ST-CA	6229		PARK MAINTENANCE SUPERVISOR		20	\$4,637	\$5,375	\$5,748	1.04	\$7,247	\$8,133	\$8,581
2024-ST-ID	00982		P&R Manager Assistant		11	\$4,171	\$4,887	\$8,342	0.78	\$6,073	\$6,931	\$11,063
<b>State Market Average</b>					31	\$4,472	\$5,202	\$6,669		\$6,831	\$7,706	\$9,462
<b>OVERALL WEIGHTED MARKET AVERAGE</b>				15	50	\$5,162	\$5,901	\$7,275		\$7,766	\$8,660	\$10,316

### OREGON COMPARISON TO MARKET

#### 8440-Park Ranger Supervisor

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	Salary		Salary and Benefits			
						SR Min	Avg to Avg	SR Max to SR Max				SR Min to SR Min	Avg to Avg	SR Max to SR Max				
MMS	MGT SVC SUPERVISORY	A	P	24	16	\$4,996	\$6,566	\$7,380	1.06	\$7,595	\$9,451	\$10,412	96.8%	111.3%	101.4%	97.8%	109.1%	100.9%
<b>Management Wtd Average</b>					16	\$4,996	\$6,566	\$7,380		\$7,595	\$9,451	\$10,412	96.8%	111.3%	101.4%	97.8%	109.1%	100.9%
<b>STATEWIDE Weighted Average</b>					16	\$4,996	\$6,566	\$7,380		\$7,595	\$9,451	\$10,412	96.8%	111.3%	101.4%	97.8%	109.1%	100.9%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 8441 PARK MANAGER 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-ClackCo	456		Park Operations Supervisor		1	\$6,390	\$8,040	\$8,627	1.07	\$9,559	\$11,614	\$12,345	
<b>County Market Average</b>					1	\$6,390	\$8,040	\$8,627		\$9,559	\$11,614	\$12,345	
2024-ST-CA	6535		PARK MAINTENANCE CHIEF II		5	\$5,568	\$6,520	\$6,924	1.04	\$8,364	\$9,508	\$9,992	
2024-ST-ID	06526		Recreation Site Maintenance Foreman		5	\$4,171	\$4,969	\$8,342	0.79	\$6,073	\$7,028	\$11,063	
2024-ST-NV	01.969		PARK SPVR 1 (NON-COMM)		0	\$4,608		\$6,831		\$6,542		\$9,227	
<b>State Market Average</b>					10	\$4,826	\$5,744	\$7,499		\$7,106	\$8,268	\$10,311	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	11	\$4,946	\$5,953	\$7,586		\$7,295	\$8,572	\$10,468

### OREGON COMPARISON TO MARKET

#### 8441-Park Manager 1

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
MMS	MGT SVC SUPERVISORY	A	P	26P	9	\$5,262	\$7,423	\$8,126	1.11	\$7,910	\$10,463	\$11,294
<b>Management Wtd Average</b>					9	\$5,262	\$7,423	\$8,126		\$7,910	\$10,463	\$11,294
<b>STATEWIDE Weighted Average</b>					9	\$5,262	\$7,423	\$8,126		\$7,910	\$10,463	\$11,294

MARKET COMPARISONS					
Salary			Salary and Benefits		
SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
106.4%	124.7%	107.1%	108.4%	122.1%	107.9%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 8442 PARK MANAGER 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			Insufficient Market Emp Avg X
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-WA-ThrstnCo	1249		Parks Operations & Maintenance Manager		0	\$6,295		\$8,393		\$8,861		\$11,270	
<b>County Market Average</b>						\$6,295		\$8,393		\$8,861		\$11,270	
2024-ST-CA	0976		STATE PARK SUPERINTENDENT I		0	\$6,234		\$8,750		\$9,164		\$12,184	
2024-ST-ID	00980		P&R Manager 2		2	\$4,759	\$5,466	\$9,518	0.77	\$6,777	\$7,623	\$12,471	
<b>State Market Average</b>						\$5,128	\$5,466	\$9,326		\$7,374	\$7,623	\$12,399	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>						\$5,361	\$5,466	\$9,140		\$7,671	\$7,623	\$12,174	

### OREGON COMPARISON TO MARKET

#### 8442-Park Manager 2

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	Salary		Salary and Benefits			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
MMS	MGT SVC SUPERVISORY	A	P	28P	16	\$5,785	\$8,328	\$8,955	1.13	\$8,528	\$11,532	\$12,273	107.9%	98.0%	98.0%	111.2%	100.8%	100.8%
<b>Management Wtd Average</b>						\$5,785	\$8,328	\$8,955		\$8,528	\$11,532	\$12,273	107.9%	98.0%	98.0%	111.2%	100.8%	100.8%
<b>STATEWIDE Weighted Average</b>						\$5,785	\$8,328	\$8,955		\$8,528	\$11,532	\$12,273	107.9%	98.0%	98.0%	111.2%	100.8%	100.8%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 8501 NATURAL RESOURCE SPECIALIST 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
2024-WA-ClarkCo	229		Natural Resources Specialist I		0	\$4,661		\$6,292		\$7,094		\$8,967
<b>County Market Average</b>						\$4,661		\$6,292		\$7,094		\$8,967
2024-CompAnalyst	RD14000005		Biologist I		1	\$4,467	\$4,958	\$5,983	0.98	\$6,657	\$7,231	\$8,426
<b>Purchased Market Average</b>						\$4,467	\$4,958	\$5,983		\$6,657	\$7,231	\$8,426
2024-ST-CA	4726	B	COASTAL PROGRAM ANALYST I		6	\$4,206	\$4,498	\$5,014	0.98	\$6,730	\$7,080	\$7,699
2024-ST-CA	0762	A	ENVIRONMENTAL SCIENTIST		41	\$3,639	\$3,684	\$4,505	0.90	\$6,049	\$6,103	\$7,089
2024-ST-NV	01.128		AGRICULTURIST 1		0	\$3,897		\$5,718		\$5,683		\$7,883
2024-ST-NV	01.737		BIOLOGIST 1		0	\$3,897		\$5,718		\$5,683		\$7,883
2024-ST-NV	01.818		FORESTER 1		0	\$3,897		\$5,718		\$5,683		\$7,883
2024-ST-WA	523S		NATURAL RESOURCE SPECIALIST 1		1	\$3,555	\$4,321	\$4,773	1.04	\$5,474	\$6,349	\$6,866
<b>State Market Average</b>						\$3,730	\$3,799	\$4,726		\$6,059	\$6,230	\$7,255
<b>OVERALL WEIGHTED MARKET AVERAGE</b>						\$3,757	\$3,823	\$4,772		\$6,085	\$6,251	\$7,302

### OREGON COMPARISON TO MARKET

### 8501-Natural Resource Specialist 1

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
AD	AFSCME AT ENVIRONMENTAL QUAL	A	P	21	11	\$4,425	\$5,214	\$6,143	0.99	\$6,921	\$7,853	\$8,951	117.8%	136.4%	128.7%	113.7%	125.6%	122.6%
AX	AFSCME AT STATE LANDS	A	P	21	3	\$4,425	\$5,458	\$6,143	1.03	\$6,921	\$8,142	\$8,951	117.8%	142.8%	128.7%	113.7%	130.3%	122.6%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	21	106	\$4,425	\$5,060	\$6,146	0.96	\$6,921	\$7,670	\$8,954	117.8%	132.4%	128.8%	113.7%	122.7%	122.6%
OBO	SEIU SEAS-STRKE ODOT COALITION	A	P	21	7	\$4,425	\$5,277	\$6,146	1.00	\$6,921	\$7,928	\$8,954	117.8%	138.1%	128.8%	113.7%	126.8%	122.6%
<b>Non-Corrections/Non-Management Wtd Average</b>					127	\$4,425	\$5,094	\$6,146		\$6,921	\$7,712	\$8,954	117.8%	133.3%	128.8%	113.7%	123.4%	122.6%
<b>STATEWIDE Weighted Average</b>					127	\$4,425	\$5,094	\$6,146		\$6,921	\$7,712	\$8,954	117.8%	133.3%	128.8%	113.7%	123.4%	122.6%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 8502 NATURAL RESOURCE SPECIALIST 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-MIL-ENG	3-162		Biologist Wildlife II	6	16	\$6,455	\$9,414	\$9,779	1.16	\$8,976	\$12,425	\$12,851	
<b>Purchased Market Average</b>				6	16	\$6,455	\$9,414	\$9,779		\$8,976	\$12,425	\$12,851	
2024-ST-CA	0762	B	ENVIRONMENTAL SCIENTIST		348	\$4,422	\$4,593	\$5,487	0.93	\$6,989	\$7,194	\$8,267	
2024-ST-CA	4726	C	COASTAL PROGRAM ANALYST I		14	\$5,044	\$5,311	\$6,316	0.93	\$7,736	\$8,056	\$9,263	
2024-ST-CA	0751	A	ASSOCIATE AGRICULTURAL BIOLOGIST		1	\$5,482	\$6,805	\$6,805	1.11	\$8,261	\$9,850	\$9,850	
2024-ST-CA	0762	C	ENVIRONMENTAL SCIENTIST		531	\$5,597	\$6,384	\$6,958	1.02	\$8,399	\$9,345	\$10,033	
2024-ST-ID	00835		Biologist Wildlife Regional		60	\$4,759	\$5,848	\$9,518	0.82	\$6,777	\$8,080	\$12,471	
2024-ST-ID	00944		Biologist Wildlife Research		0	\$4,171		\$8,342		\$6,073		\$11,063	
2024-ST-ID	00803		Biologist Fisheries		36	\$4,759	\$5,604	\$9,518	0.79	\$6,777	\$7,788	\$12,471	
2024-ST-ID	07032		Scientist 2		2	\$4,759	\$6,033	\$9,518	0.85	\$6,777	\$8,301	\$12,471	
2024-ST-ID	03136		Water Resource Agent		13	\$4,171	\$4,805	\$8,342	0.77	\$6,073	\$6,832	\$11,063	
2024-ST-NV	01.123		AGRICULTURIST 2		0	\$4,424		\$6,537		\$6,320		\$8,872	
2024-ST-NV	01.734		BIOLOGIST 2		0	\$4,424		\$6,537		\$6,320		\$8,872	
2024-ST-NV	01.813		FORESTER 2		0	\$4,424		\$6,537		\$6,320		\$8,872	
2024-ST-NV	01.809		CONSERVATION STAFF SPEC 1		0	\$4,808		\$7,139		\$6,784		\$9,599	
2024-ST-WA	516K		NATURAL RESOURCE SCIENTIST 1		3	\$3,818	\$4,411	\$5,132	0.99	\$5,775	\$6,452	\$7,275	
2024-ST-WA	569H		PEST BIOLOGIST 1		4	\$3,555	\$4,440	\$4,773	1.07	\$5,474	\$6,485	\$6,866	
2024-ST-WA	523T		NATURAL RESOURCE SPECIALIST 2		1	\$4,010	\$5,132	\$5,395	1.09	\$5,994	\$7,275	\$7,576	
<b>State Market Average</b>					1,013	\$5,062	\$5,659	\$6,696		\$7,675	\$8,402	\$9,634	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					6	1,029	\$5,084	\$5,718	\$6,743		\$7,695	\$8,465	\$9,683

### OREGON COMPARISON TO MARKET

#### 8502-Natural Resource Specialist 2

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
AD	AFSCME AT ENVIRONMENTAL QUAL	A	P	24	25	\$4,638	\$5,926	\$7,092	1.01	\$7,172	\$8,694	\$10,072

MARKET COMPARISONS					
Salary			Salary and Benefits		
SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
91.2%	103.6%	105.2%	93.2%	102.7%	104.0%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 8502-Natural Resource Specialist 2 (Continued)

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	Salary		Salary and Benefits			
												SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	
AU	AFSCME AT MILITARY	A	P	24	4	\$4,638	\$6,068	\$7,092	1.03	\$7,172	\$8,862	\$10,072	91.2%	106.1%	105.2%	93.2%	104.7%	104.0%
AX	AFSCME AT STATE LANDS	A	P	24	3	\$4,638	\$5,425	\$7,092	0.92	\$7,172	\$8,102	\$10,072	91.2%	94.9%	105.2%	93.2%	95.7%	104.0%
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	24	2	\$4,633	\$5,976	\$7,184	1.01	\$7,167	\$8,753	\$10,181	91.1%	104.5%	106.5%	93.1%	103.4%	105.1%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	24	340	\$4,639	\$6,336	\$7,097	1.08	\$7,174	\$9,179	\$10,078	91.3%	110.8%	105.3%	93.2%	108.4%	104.1%
OBO	SEIU SEAS-STRKE ODOT COALITION	A	P	24	1	\$4,639	\$7,097	\$7,097	1.21	\$7,174	\$10,078	\$10,078	91.3%	124.1%	105.3%	93.2%	119.1%	104.1%
<b>Non-Corrections/Non-Management Wtd Average</b>					375	\$4,639	\$6,299	\$7,097		\$7,173	\$9,134	\$10,078	91.3%	110.2%	105.3%	93.2%	107.9%	104.1%
<b>STATEWIDE Weighted Average</b>					375	\$4,639	\$6,299	\$7,097		\$7,173	\$9,134	\$10,078	91.3%	110.2%	105.3%	93.2%	107.9%	104.1%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 8503 NATURAL RESOURCE SPECIALIST 3

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS				
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max		
2024-WA-ClarkCo	230		Natural Resources Specialist II		0	\$5,069		\$6,843		\$7,563		\$9,600		
<b>County Market Average</b>						\$5,069		\$6,843		\$7,563		\$9,600		
2024-CompAnalyst	RD14000006		Biologist II		1	\$4,942	\$5,767	\$7,083	0.98	\$7,211	\$8,173	\$9,708		
2024-MIL-OPES	14.01		Natural Resources Specialist	7	7	\$5,920	\$7,836	\$7,981	1.13	\$8,843	\$11,188	\$11,365		
<b>Purchased Market Average</b>						7	8	\$5,798	\$7,578	\$7,869	\$8,639	\$10,811	\$11,158	
2024-ST-CA	1054		FORESTER I (NONSUPERVISORY)		52	\$5,472	\$6,561	\$7,102	1.04	\$8,249	\$9,557	\$10,206		
2024-ST-CA	3887	B	AIR POLLUTION SPECIALIST		59	\$5,924	\$6,350	\$7,414	0.95	\$8,792	\$9,303	\$10,580		
2024-ST-CA	4735		COASTAL PROGRAM ANALYST II		29	\$6,065	\$6,923	\$7,595	1.01	\$8,961	\$9,992	\$10,797		
2024-ST-ID	07034		Scientist 3		16	\$5,453	\$6,352	\$10,907	0.78	\$7,608	\$8,683	\$14,132		
2024-ST-ID	01061		Lands Program Specialist		21	\$5,453	\$6,187	\$10,907	0.76	\$7,608	\$8,486	\$14,132		
2024-ST-ID	00943		Biologist Wildlife Research Senior		7	\$4,759	\$6,253	\$9,518	0.88	\$6,777	\$8,564	\$12,471		
2024-ST-NV	01.729		BIOLOGIST 3		0	\$4,808		\$7,139		\$6,784		\$9,599		
2024-ST-NV	10.529		ENVIRONMENTAL HEALTH SPEC 3		0	\$5,025		\$7,473		\$7,045		\$10,003		
2024-ST-NV	01.120		AGRICULTURIST 3		0	\$4,608		\$6,831		\$6,542		\$9,227		
2024-ST-NV	01.811		FORESTER 3		0	\$4,808		\$7,139		\$6,784		\$9,599		
2024-ST-WA	569I		PEST BIOLOGIST 2		4	\$4,213	\$5,395	\$5,669	1.09	\$6,226	\$7,576	\$7,888		
2024-ST-WA	516L		NATURAL RESOURCE SCIENTIST 2		17	\$4,321	\$5,432	\$5,809	1.07	\$6,349	\$7,618	\$8,049		
2024-ST-WA	523N		FISH & WILDLIFE BIOLOGIST 3		7	\$4,889	\$6,318	\$6,570	1.10	\$6,997	\$8,630	\$8,918		
<b>State Market Average</b>						212	\$5,332	\$6,368	\$7,632		\$7,755	\$9,117	\$10,509	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>						7	220	\$5,343	\$6,412	\$7,635		\$7,776	\$9,179	\$10,523

### OREGON COMPARISON TO MARKET

### 8503-Natural Resource Specialist 3

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS		
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max
AD	AFSCME AT ENVIRONMENTAL QUAL	A	P	27	95	\$5,340	\$7,113	\$8,172	1.05	\$8,002	\$10,096	\$11,348
AU	AFSCME AT MILITARY	A	P	27	5	\$5,340	\$6,620	\$8,172	0.98	\$8,002	\$9,514	\$11,348

MARKET COMPARISONS					
Salary			Salary and Benefits		
SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
99.9%	110.9%	107.0%	102.9%	110.0%	107.8%
99.9%	103.2%	107.0%	102.9%	103.7%	107.8%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 8503-Natural Resource Specialist 3 (Continued)

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			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
AX	AFSCME AT STATE LANDS	A	P	27	25	\$5,340	\$7,819	\$8,172	1.16	\$8,002	\$10,931	\$11,348	99.9%	121.9%	107.0%	102.9%	119.1%	107.8%
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	27	5	\$5,364	\$7,150	\$8,317	1.05	\$8,030	\$10,140	\$11,519	100.4%	111.5%	108.9%	103.3%	110.5%	109.5%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	27	246	\$5,345	\$7,506	\$8,177	1.11	\$8,008	\$10,560	\$11,354	100.0%	117.1%	107.1%	103.0%	115.1%	107.9%
<b>Non-Corrections/Non-Management Wtd Average</b>					376	\$5,344	\$7,411	\$8,177		\$8,006	\$10,448	\$11,354	100.0%	115.6%	107.1%	103.0%	113.8%	107.9%
<b>STATEWIDE Weighted Average</b>					376	\$5,344	\$7,411	\$8,177		\$8,006	\$10,448	\$11,354	100.0%	115.6%	107.1%	103.0%	113.8%	107.9%



# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 8504 NATURAL RESOURCE SPECIALIST 4

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS				
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max		
2024-WA-ClarkCo	231		Natural Resources Specialist III		0	\$5,995		\$8,092		\$8,627		\$11,035		
<b>County Market Average</b>						\$5,995		\$8,092		\$8,627		\$11,035		
2024-CompAnalyst	RD14000007		Biologist III		1	\$6,258	\$7,375	\$9,283	0.98	\$8,746	\$10,048	\$12,273		
<b>Purchased Market Average</b>						\$6,258	\$7,375	\$9,283		\$8,746	\$10,048	\$12,273		
2024-ST-CA	4762		COASTAL PROGRAM ANALYST III		26	\$6,367	\$7,805	\$7,975	1.09	\$9,323	\$11,050	\$11,254		
2024-ST-CA	0765		SENIOR ENVIRONMENTAL SCIENTIST(SPECIALIS		367	\$6,440	\$7,517	\$8,012	1.04	\$9,412	\$10,704	\$11,298		
2024-ST-CA	2795		SENIOR STATE ARCHEOLOGIST		7	\$6,400	\$7,228	\$7,956	1.01	\$9,363	\$10,357	\$11,231		
2024-ST-CA	1041		FORESTER III		14	\$6,793	\$8,735	\$8,816	1.12	\$9,835	\$12,166	\$12,263		
2024-ST-CA	7978		STAFF TOXICOLOGIST (SPECIALIST)		77	\$7,576	\$9,058	\$9,438	1.06	\$10,775	\$12,554	\$13,010		
2024-ST-ID	00836		Biologist Staff		26	\$5,453	\$7,095	\$10,907	0.87	\$7,608	\$9,572	\$14,132		
2024-ST-ID	00932		Wildlife Habitat Manager Regional		6	\$5,453	\$7,691	\$10,907	0.94	\$7,608	\$10,285	\$14,132		
2024-ST-ID	07036		Scientist 4		24	\$6,280	\$7,109	\$12,559	0.75	\$8,596	\$9,589	\$16,109		
2024-ST-ID	00850		Natural Resource Program Coor		21	\$6,280	\$8,180	\$12,559	0.87	\$8,596	\$10,870	\$16,109		
2024-ST-NV	10.545		ENVIRONMENTAL SCIENTIST 4		0	\$5,473		\$8,186		\$7,587		\$10,864		
2024-ST-WA	516M		NATURAL RESOURCE SCIENTIST 3		108	\$5,264	\$6,745	\$7,079	1.09	\$7,426	\$9,117	\$9,499		
2024-ST-WA	523H		ENVIRONMENTAL SPECIALIST 4		253	\$5,132	\$6,690	\$6,902	1.11	\$7,275	\$9,055	\$9,297		
2024-ST-WA	569J		PEST BIOLOGIST 3		4	\$4,652	\$5,621	\$6,255	1.03	\$6,727	\$7,834	\$8,558		
<b>State Market Average</b>						933	\$5,984	\$7,340	\$8,047		\$8,580	\$10,183	\$11,016	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>						0	934	\$5,984	\$7,340	\$8,048		\$8,580	\$10,183	\$11,018

### OREGON COMPARISON TO MARKET

### 8504-Natural Resource Specialist 4

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
MMN	MGT SVC NONSUPERVISORY	A	P	30	1	\$6,690	\$9,866	\$9,866	1.19	\$9,597	\$13,349	\$13,349	111.8%	134.4%	122.6%	111.9%	131.1%	121.2%
MMS	MGT SVC SUPERVISORY	A	P	30	7	\$6,690	\$9,734	\$9,866	1.18	\$9,597	\$13,194	\$13,349	111.8%	132.6%	122.6%	111.9%	129.6%	121.2%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 8504-Natural Resource Specialist 4 (Continued)

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
<b>Management Wtd Average</b>					8	\$6,690	\$9,751	\$9,866		\$9,597	\$13,213	\$13,349	111.8%	132.8%	122.6%	111.9%	129.8%	121.2%
AD	AFSCME AT ENVIRONMENTAL QUAL	A	P	30	119	\$6,143	\$8,862	\$9,444	1.14	\$8,951	\$12,163	\$12,851	102.7%	120.7%	117.3%	104.3%	119.4%	116.6%
AG	AFSCME AT LAND CONSERV DVLPMT	A	P	30	1	\$6,143	\$9,444	\$9,444	1.21	\$8,951	\$12,851	\$12,851	102.7%	128.7%	117.3%	104.3%	126.2%	116.6%
AU	AFSCME AT MILITARY	A	P	30	9	\$6,143	\$8,626	\$9,444	1.11	\$8,951	\$11,885	\$12,851	102.7%	117.5%	117.3%	104.3%	116.7%	116.6%
AX	AFSCME AT STATE LANDS	A	P	30	13	\$6,143	\$9,052	\$9,444	1.16	\$8,951	\$12,387	\$12,851	102.7%	123.3%	117.3%	104.3%	121.6%	116.6%
E	AEE-ENGINEERS-ODOT/PARKS/FORES	A	P	30	9	\$6,208	\$9,374	\$9,624	1.18	\$9,027	\$12,768	\$13,063	103.7%	127.7%	119.6%	105.2%	125.4%	118.6%
OAO	SEIU STRIKEABLE ODOT COALITION	A	P	30	116	\$6,146	\$9,004	\$9,447	1.15	\$8,954	\$12,331	\$12,854	102.7%	122.7%	117.4%	104.4%	121.1%	116.7%
UA	UNREPRESENTED	A	P	30	2	\$6,143	\$9,217	\$9,441	1.18	\$8,951	\$12,582	\$12,847	102.7%	125.6%	117.3%	104.3%	123.6%	116.6%
<b>Non-Corrections/Non-Management Wtd Average</b>					269	\$6,146	\$8,947	\$9,451		\$8,955	\$12,263	\$12,859	102.7%	121.9%	117.4%	104.4%	120.4%	116.7%
<b>STATEWIDE Weighted Average</b>					277	\$6,162	\$8,970	\$9,463		\$8,973	\$12,291	\$12,874	103.0%	122.2%	117.6%	104.6%	120.7%	116.8%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 8504-B NATURAL RESOURCE SPECIALIST 4

Market Source	Job	Rng	Job Title	# of Firms	Hydrogeologist			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			Insufficient Market Emp Avg X
					Mkt Incs Emp Avg	SR Min	Emp Avg		SR Max	SR Min	Emp Avg	
2024-WA-ThrstnCo	4423		Hydrogeologist		0	\$5,836		\$7,762		\$8,334	\$10,546	
<b>County Market Average</b>						\$5,836		\$7,762		\$8,334	\$10,546	
2024-ST-ID	03332		Hydrologist Technical		4	\$5,453	\$6,822	\$10,907	0.83	\$7,608	\$9,245	\$14,132
2024-ST-WA	514H		HYDROGEOLOGIST 4		14	\$6,100	\$8,177	\$8,210	1.14	\$8,381	\$10,754	\$10,791
<b>State Market Average</b>						\$5,964	\$7,876	\$8,778		\$8,218	\$10,419	\$11,494
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	\$5,958	\$7,876	\$8,727		\$8,224	\$10,419	\$11,447

### OREGON COMPARISON TO MARKET

#### 8504-B-Natural Resource Specialist 4

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
AD	AFSCME AT ENVIRONMENTAL QUAL	B	P	31	12	\$6,439	\$9,672	\$9,849	1.19	\$9,300	\$13,120	\$13,329	108.1%	112.9%	113.1%	116.4%		
OAH	SEIU STRIKEABLE HUMAN SVC COAL	B	P	31	3	\$6,454	\$9,919	\$9,919	1.21	\$9,318	\$13,412	\$13,412	108.3%	113.7%	113.3%	117.2%		
OAO	SEIU STRIKEABLE ODOT COALITION	B	P	31	11	\$6,454	\$9,171	\$9,919	1.12	\$9,318	\$12,528	\$13,412	108.3%	113.7%	113.3%	117.2%		
<b>Non-Corrections/Non-Management Wtd Average</b>					26	\$6,447	\$9,489	\$9,887		\$9,310	\$12,903	\$13,374	108.2%	113.3%	113.2%	116.8%		
<b>STATEWIDE Weighted Average</b>					26	\$6,447	\$9,489	\$9,887		\$9,310	\$12,903	\$13,374	108.2%	113.3%	113.2%	116.8%		

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 9102 FOOD SERVICE WORKER

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-MultCo	6261		Food Service Worker		4	\$3,467	\$3,471	\$3,586	0.98	\$6,239	\$6,245	\$6,388	
<b>County Market Average</b>					4	\$3,467	\$3,471	\$3,586		\$6,239	\$6,245	\$6,388	
2024-CompAnalyst	HS08000032		Combined Food Preparation and Service Worker		1	\$2,458	\$3,042	\$3,508	1.02	\$4,316	\$4,996	\$5,540	
2024-MIL-NWHCS	10.02		Food Service Worker	63	785	\$3,062	\$3,648	\$4,475	0.97	\$5,020	\$5,703	\$6,667	
2024-MIL-PACS	12.12		Food Service Worker - Intermediate	9	124	\$3,048	\$3,609	\$4,184	1.00	\$5,004	\$5,657	\$6,328	
<b>Purchased Market Average</b>					72	910	\$3,060	\$3,642	\$4,434		\$5,017	\$5,696	\$6,620
2024-ST-CA	2194	A	FOOD SERVICE TECHNICIAN I		594	\$2,755	\$3,153	\$3,445	1.02	\$4,988	\$5,466	\$5,816	
2024-ST-ID	02188		Dietary Aide Senior		34	\$2,525	\$3,147	\$5,050	0.83	\$4,104	\$4,849	\$7,125	
2024-ST-WA	675F		FOOD SERVICE WORKER		185	\$2,825	\$3,778	\$3,731	1.15	\$4,640	\$5,729	\$5,675	
<b>State Market Average</b>					813	\$2,761	\$3,295	\$3,577		\$4,872	\$5,500	\$5,839	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					72	1,727	\$2,920	\$3,478	\$4,029		\$4,951	\$5,605	\$6,251

### OREGON COMPARISON TO MARKET

#### 9102-Food Service Worker

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
OAI	SEIU STRIKEABLE INST COALITION	A	P	13T	52	\$3,552	\$3,923	\$4,222	1.01	\$5,889	\$6,328	\$6,681	121.6%	112.8%	104.8%	118.9%	112.9%	106.9%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	13T	1	\$3,552	\$3,552	\$4,222	0.91	\$5,889	\$5,889	\$6,681	121.6%	102.1%	104.8%	118.9%	105.1%	106.9%
<b>Non-Corrections/Non-Management Wtd Average</b>					53	\$3,552	\$3,916	\$4,222		\$5,889	\$6,320	\$6,681	121.6%	112.6%	104.8%	118.9%	112.8%	106.9%
<b>STATEWIDE Weighted Average</b>					53	\$3,552	\$3,916	\$4,222		\$5,889	\$6,320	\$6,681	121.6%	112.6%	104.8%	118.9%	112.8%	106.9%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 9105 SUPERVISING FOOD SERVICE WORKER 1

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-CompAnalyst	HS08000284		Food Services Supervisor		1	\$4,333	\$5,550	\$6,608	1.02	\$6,502	\$7,920	\$9,154	
<b>Purchased Market Average</b>					1	\$4,333	\$5,550	\$6,608		\$6,502	\$7,920	\$9,154	
2024-ST-CA	2256		FOOD SERVICE SUPERVISOR II		6	\$3,720	\$4,414	\$4,657	1.05	\$6,146	\$6,979	\$7,271	
2024-ST-NV	03.110		FOOD SERVICE MANAGER 1		0	\$4,232		\$6,246		\$6,088		\$8,521	
2024-ST-WA	677E		FOOD SERVICE MANAGER 1		4	\$3,647	\$5,036	\$4,889	1.18	\$5,579	\$7,165	\$6,997	
<b>State Market Average</b>					10	\$3,816	\$4,662	\$5,095		\$5,958	\$7,053	\$7,475	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	11	\$3,853	\$4,743	\$5,203		\$5,997	\$7,132	\$7,595

### OREGON COMPARISON TO MARKET

#### 9105-Supervising Food Service Worker 1

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
MMS	MGT SVC SUPERVISORY	A	P	20T	2	\$4,768	\$6,071	\$6,071	1.12	\$7,326	\$8,866	\$8,866	123.8%	128.0%	116.7%	122.2%	124.3%	116.7%
<b>Management Wtd Average</b>					2	\$4,768	\$6,071	\$6,071		\$7,326	\$8,866	\$8,866	123.8%	128.0%	116.7%	122.2%	124.3%	116.7%
<b>STATEWIDE Weighted Average</b>					2	\$4,768	\$6,071	\$6,071		\$7,326	\$8,866	\$8,866	123.8%	128.0%	116.7%	122.2%	124.3%	116.7%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 9107 SUPERVISING FOOD SERVICE WORKER 2

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			Insufficient Market Emp Avg X
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-WA-KingCo	9500201		Cook/Baker II		0	\$5,777		\$6,984		\$8,331		\$9,717	
<b>County Market Average</b>						\$5,777		\$6,984		\$8,331		\$9,717	
2024-ST-CA	2149	A	FOOD MANAGER		5	\$5,185	\$6,057	\$6,490	1.04	\$7,905	\$8,951	\$9,472	
2024-ST-WA	677F		FOOD SERVICE MANAGER 2		4	\$3,912	\$5,455	\$5,264	1.19	\$5,882	\$7,644	\$7,426	
<b>State Market Average</b>						\$4,619	\$5,789	\$5,945		\$7,006	\$8,370	\$8,563	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>						\$4,735	\$5,789	\$6,049		\$7,138	\$8,370	\$8,678	

### OREGON COMPARISON TO MARKET

#### 9107-Supervising Food Service Worker 2

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	Salary		Salary and Benefits			
													SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
MMS	MGT SVC SUPERVISORY	A	P	24T	3	\$5,262	\$6,412	\$7,380	1.01	\$7,910	\$9,268	\$10,412	111.1%		122.0%	110.8%		120.0%
<b>Management Wtd Average</b>						\$5,262	\$6,412	\$7,380		\$7,910	\$9,268	\$10,412	111.1%		122.0%	110.8%		120.0%
<b>STATEWIDE Weighted Average</b>						\$5,262	\$6,412	\$7,380		\$7,910	\$9,268	\$10,412	111.1%		122.0%	110.8%		120.0%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 9117 COOK

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-ClackCo	219		Cook		4	\$3,624	\$5,660	\$4,559	1.38	\$6,115	\$8,650	\$7,279	
2024-OR-MultCo	6260		Cook		5	\$4,011	\$4,698	\$4,912	1.05	\$6,916	\$7,770	\$8,036	
2024-WA-KingCo	9502200		Juvenile Facility Cook/Baker		0	\$4,705		\$5,950		\$7,100		\$8,530	
2024-WA-KingCo	9500200		Cook/Baker I		0	\$5,254		\$6,352		\$7,730		\$8,991	
<b>County Market Average</b>					9	\$4,047	\$5,126	\$5,009		\$6,715	\$8,161	\$7,892	
2024-CompAnalyst	HS08000001		Cook - Institution		1	\$2,983	\$3,617	\$4,233	1.01	\$4,928	\$5,666	\$6,385	
2024-MIL-NWHCS	10.04a		Cook	83	425	\$3,337	\$4,288	\$4,954	1.03	\$5,340	\$6,449	\$7,226	
2024-MIL-OPES	10.01		Cook	7	40	\$3,752	\$4,335	\$4,969	0.99	\$6,189	\$6,903	\$7,678	
2024-MIL-PACS	12.10		Cook	16	349	\$3,252	\$4,168	\$4,569	1.07	\$5,241	\$6,309	\$6,776	
<b>Purchased Market Average</b>					106	815	\$3,320	\$4,238	\$4,789		\$5,339	\$6,410	\$7,055
2024-ST-CA	2186		COOK SPECIALIST II (CORRECTIONAL FACILITY)		20	\$3,508	\$4,008	\$4,308	1.03	\$5,892	\$6,492	\$6,852	
2024-ST-ID	02180		Cook Senior		42	\$2,869	\$3,733	\$5,737	0.87	\$4,515	\$5,549	\$7,948	
2024-ST-NV	03.206		FOOD SERVICE COOK/SPVR 1		0	\$3,277		\$4,741		\$4,934		\$6,702	
2024-ST-WA	674H		COOK 2		57	\$3,094	\$4,181	\$4,114	1.16	\$4,947	\$6,189	\$6,113	
<b>State Market Average</b>					119	\$3,089	\$3,994	\$4,720		\$4,953	\$6,014	\$6,880	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					106	943	\$3,299	\$4,216	\$4,783		\$5,305	\$6,377	\$7,042

### OREGON COMPARISON TO MARKET

#### 9117-Cook

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	Salary		Salary and Benefits			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
AU	AFSCME AT MILITARY	A	P	17	4	\$3,708	\$4,702	\$5,082	1.07	\$6,074	\$7,248	\$7,697	112.4%	111.5%	106.3%	114.5%	113.7%	109.3%
OAI	SEIU STRIKEABLE INST COALITION	A	P	17	57	\$3,709	\$4,627	\$5,086	1.05	\$6,075	\$7,160	\$7,702	112.4%	109.8%	106.3%	114.5%	112.3%	109.4%
OAS	SEIU STRIKEABLE SPEC COALITION	A	P	17	2	\$3,709	\$4,756	\$5,086	1.08	\$6,075	\$7,311	\$7,702	112.4%	112.8%	106.3%	114.5%	114.6%	109.4%
<b>Non-Corrections/Non-Management Wtd Average</b>					63	\$3,709	\$4,636	\$5,086		\$6,075	\$7,170	\$7,701	112.4%	110.0%	106.3%	114.5%	112.4%	109.4%
<b>STATEWIDE Weighted Average</b>					63	\$3,709	\$4,636	\$5,086		\$6,075	\$7,170	\$7,701	112.4%	110.0%	106.3%	114.5%	112.4%	109.4%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 9119 SUPERVISING COOK

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			Insufficient Market Emp Avg X	
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max		
2024-OR-ClackCo	220		Cook, Senior		0	\$4,150		\$5,241		\$6,769		\$8,128		
<b>County Market Average</b>						\$4,150		\$5,241		\$6,769		\$8,128		
2024-ST-CA	5480		SUPERVISING CORRECTIONAL COOK (DEPARTM	43	\$4,380	\$5,309	\$5,479	1.08	\$6,938	\$8,054	\$8,258			
2024-ST-NV	03.207		FOOD SERVICE COOK/SPVR 3	0	\$3,852		\$5,630		\$5,628		\$7,777			
2024-ST-WA	6741		COOK 3	6	\$3,244	\$4,393	\$4,321	1.16	\$5,118	\$6,431	\$6,349			
<b>State Market Average</b>						49	\$4,119	\$5,197	\$5,451	\$6,361	\$7,855	\$7,960		
<b>OVERALL WEIGHTED MARKET AVERAGE</b>						0	49	\$4,120	\$5,197	\$5,449	\$6,366	\$7,855	\$7,962	

### OREGON COMPARISON TO MARKET

#### 9119-Supervising Cook

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
MMS	MGT SVC SUPERVISORY	A	P	18T	8	\$4,331	\$5,364	\$5,525	1.09	\$6,810	\$8,031	\$8,220	105.1%	101.4%	107.0%	103.2%		
<b>Management Wtd Average</b>					8	\$4,331	\$5,364	\$5,525		\$6,810	\$8,031	\$8,220	105.1%	101.4%	107.0%	103.2%		
<b>STATEWIDE Weighted Average</b>					8	\$4,331	\$5,364	\$5,525		\$6,810	\$8,031	\$8,220	105.1%	101.4%	107.0%	103.2%		



# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 9120 CORRECTIONS FOOD SERV COORD CLASS STUDY PENDING

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-ClackCo	123		Food Service Coordinator		1	\$5,953	\$7,607	\$7,607	1.12	\$9,015	\$11,074	\$11,074	
2024-WA-ClarkCo	163		Food Services Coordinator		0	\$4,755		\$6,418		\$7,202		\$9,112	
<b>County Market Average</b>					1	\$5,354	\$7,607	\$7,013		\$8,108	\$11,074	\$10,093	
2024-ST-CA	2183	A	CORRECTIONAL SUPERVISING COOK (CORRECT		209	\$3,794	\$4,477	\$4,667	1.06	\$6,235	\$7,055	\$7,283	
2024-ST-ID	09258		Correctional Specialist		53	\$4,574	\$5,493	\$9,148	0.80	\$6,556	\$7,655	\$12,028	
<b>State Market Average</b>					262	\$3,951	\$4,683	\$5,570		\$6,300	\$7,176	\$8,239	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	263	\$3,962	\$4,694	\$5,581		\$6,314	\$7,191	\$8,253

### OREGON COMPARISON TO MARKET

#### 9120-Corrections Food Service Coordinator

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			MARKET COMPARISONS					
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max	SR Min to SR Min	Avg to Avg	SR Max to SR Max
AAON	AFSCME AT DOC SECURITY PLUS	A	P	18T	96	\$4,886	\$5,645	\$6,139	1.02	\$7,465	\$8,362	\$8,946	123.3%	120.3%	110.0%	118.2%	116.3%	108.4%
CP	AOCE AT DOC NONSECURITY	A	P	18T	19	\$4,887	\$5,785	\$6,135	1.05	\$7,467	\$8,528	\$8,941	123.3%	123.2%	109.9%	118.3%	118.6%	108.3%
<b>Corrections Wtd Average</b>					115	\$4,886	\$5,668	\$6,138		\$7,466	\$8,389	\$8,945	123.3%	120.8%	110.0%	118.2%	116.7%	108.4%
<b>STATEWIDE Weighted Average</b>					115	\$4,886	\$5,668	\$6,138		\$7,466	\$8,389	\$8,945	123.3%	120.8%	110.0%	118.2%	116.7%	108.4%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 9201 SEAMSTER

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			Insufficient Market Emp Avg X
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	
2024-OR-MultCo	6245		Sewing Specialist		0	\$3,586		\$4,377		\$6,388		\$7,370	
<b>County Market Average</b>						\$3,586		\$4,377		\$6,388		\$7,370	
2024-ST-CA	2076	A	SEAMER		2	\$3,168	\$3,631	\$3,965	1.02	\$5,484	\$6,040	\$6,440	
2024-ST-WA	681G		SEWING & ALTERATIONS SPECIALIST 3		2	\$3,165	\$4,320	\$4,213	1.17	\$5,029	\$6,348	\$6,226	
<b>State Market Average</b>						\$3,167	\$3,976	\$4,064		\$5,302	\$6,194	\$6,354	
<b>OVERALL WEIGHTED MARKET AVERAGE</b>						\$3,237	\$3,976	\$4,116		\$5,483	\$6,194	\$6,524	

### OREGON COMPARISON TO MARKET

#### 9201-Seamster

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			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	
OAI	SEIU STRIKEABLE INST COALITION	A	P	15T	2	\$3,552	\$4,639	\$4,639	1.13	\$5,889	\$7,174	\$7,174	109.7%		112.7%	107.4%		110.0%
<b>Non-Corrections/Non-Management Wtd Average</b>						\$3,552	\$4,639	\$4,639		\$5,889	\$7,174	\$7,174	109.7%		112.7%	107.4%		110.0%
<b>STATEWIDE Weighted Average</b>						\$3,552	\$4,639	\$4,639		\$5,889	\$7,174	\$7,174	109.7%		112.7%	107.4%		110.0%

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## 9300 HAIRDRESSER

Market Source	Job	Rng	Job Title	# of Firms	Mkt Incs Emp Avg	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			Insufficient Market Emp Avg X	
						SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max		
2024-ST-CA	2086		BARBER -CORRECTIONAL FACILITY-		0	\$3,059		\$3,829		\$5,353		\$6,276		
2024-ST-ID	02068		Cosmetologist H&W		1	\$2,525	\$3,835	\$5,050	1.01	\$4,104	\$5,672	\$7,125		
2024-ST-WA	680B		PERSONAL SERVICES SPECIALIST 2		1	\$2,825	\$3,653	\$3,731	1.11	\$4,640	\$5,586	\$5,675		
<b>State Market Average</b>					2	\$2,803	\$3,744	\$4,203		\$4,699	\$5,629	\$6,359		
<b>OVERALL WEIGHTED MARKET AVERAGE</b>					0	2	\$2,803	\$3,744	\$4,203		\$4,699	\$5,629	\$6,359	

### OREGON COMPARISON TO MARKET

#### 9300-Hairdresser

Worker Data as of: 6/1/2024

Repr	Repr Description	Pay Opt	Rng Opt	SR	Emps	SALARY			Group Compa-Ratio Emp Avg / SR Mid	SALARY AND BENEFITS			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	
OAI	SEIU STRIKEABLE INST COALITION	A	P	14T	2	\$4,036	\$4,425	\$4,425	1.05	\$6,461	\$6,921	\$6,921	144.0%	105.3%	108.8%	137.5%	108.8%	
<b>Non-Corrections/Non-Management Wtd Average</b>					2	\$4,036	\$4,425	\$4,425		\$6,461	\$6,921	\$6,921	144.0%	105.3%	108.8%	137.5%	108.8%	
<b>STATEWIDE Weighted Average</b>					2	\$4,036	\$4,425	\$4,425		\$6,461	\$6,921	\$6,921	144.0%	105.3%	108.8%	137.5%	108.8%	

# 2024 Oregon Salary and Benefit Report

Data Effective Date: 6/1/2024

## OVERALL STATEWIDE MARKET COMPARISONS \*

	MARKET						OREGON						MARKET COMPARISONS									
	# of Classes	# of Incs Emp Avg	SALARY			SALARY AND BENEFITS			Emps	SALARY			SALARY AND BENEFITS			Salary			Salary and Benefits			
			SR Min	Emp Avg	SR Max	SR Min	Emp Avg	SR Max		SR Min	Emp Avg	SR Max	SR Min	Emp Avg	SR Max	SR Min 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>All Market Sources</b>																						
Salary Range	349	112,648	\$5,753		\$8,217	\$8,293		\$11,201	28,895	\$5,137		\$7,525	\$7,762		\$10,584	89.3%		91.6%	93.6%		94.5%	
Emp Average	291	96,519		\$7,518		\$10,401	27,312		\$6,885		\$9,828		91.6%		94.5%							
<b>County Market</b>																						
Salary Range	257	7,032	\$6,033		\$7,793	\$9,260		\$11,433	24,036	\$5,175		\$7,570	\$7,807		\$10,636	85.8%		97.1%	84.3%		93.0%	
Emp Average	219	5,240		\$7,051		\$10,615	22,882		\$6,971		\$9,929		98.9%		93.5%							
<b>Purchased Market</b>																						
Salary Range	245	46,593	\$6,257		\$9,531	\$8,799		\$12,629	21,215	\$5,311		\$7,840	\$7,968		\$10,955	84.9%		82.3%	90.6%		86.7%	
Emp Average	244	46,593		\$8,316		\$11,207	21,206		\$7,194		\$10,192		86.5%		90.9%							
<b>State Market</b>																						
Salary Range	319	57,080	\$5,345		\$7,264	\$7,802		\$10,082	27,585	\$5,159		\$7,573	\$7,788		\$10,640	96.5%		104.3%	99.8%		105.5%	
Emp Average	266	44,121		\$6,807		\$9,609	26,043		\$6,935		\$9,886		101.9%		102.9%							

\* - Includes classifications with both sufficient market data and current employees as of the data effective date of this report.  
 Not all Data Sources include values for both Employee Average and Salary Range Maximum.