

Coos Bay Public Library Adjusted Compensation Comparison Study

Submitted by:

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- Sami Pierson – Director Coos Bay Public Library

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Library	Main Information Contacts
Forest Grove City Library	Brenda Camili and Christina Vandehey
Happy Valley Public Library	Ivy Markesino and Sarah Roller
Hermiston Public Library	Crystal Inners and Mark Rose
McMinnville Public Library	Vicki Hedges and Jenny Berg
Molalla Public Library	Sharon Tramel and Diana Hadley
Newberg Public Library	Alison Seiler
Pendleton Public Library	Sheri Allen
Tualatin Public Library	Jerianne Thompson and Alyssa Kerr
West Linn Public Library	Doug Erickson and Elissa Preston
Woodburn Public Library	Mel Gregg and Mike Jansen
Washington County Cooperative Library Services	PJ Bentley

The CPS Team included:

- Sara Saltzberg – Project Sponsor, Director, Center for Public Service, PSU
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Background

In September 2023, Coos Bay Public Library engaged Portland State University's Center for Public Service (CPS) to conduct a comprehensive compensation study. CPS analyzed 10 job titles in 12 public library organizations, including Coos Bay Public Library, and determined the compensation costs for FY 2023-2024 to include:

- Salary at the Minimum, Median, and Maximum levels
- Employer contribution for Employee portion of Public Employees Retirement System (PERS)
- Minimum and Maximum Employee Health Insurance contributions
- Paid Time Off (vacation, holiday)
- Other non-discretionary compensation

Additional data were collected to ensure comparability among job titles, including:

- Minimum experience required
- Minimum education required
- Minimum certification required
- Major job duties

Initial selection of comparable libraries included the following criteria: population served, number of branches and services, and number of job titles that were a potential match. Table 1 lists the eleven public library comparables chosen and how each compares to Coos Bay Public Library.

Table 1: Population and Location			
Library	Population Served*	Miles from Coos Bay Public Library**	Jobs Matched
Coos Bay Public Library	28,817	N/A	N/A
Forest Grove City Library	29,578	202	5
Happy Valley Public Library	60,990	226	8
Hermiston Public Library	27,144	406	5
McMinnville Public Library	34,251	177	6
Molalla Public Library	25,402	209	6
Newberg Public Library	25,376	188	7
Pendleton Public Library	23,662	430	7
Tualatin Public Library	35,515	211	5
Washington County Cooperative Library Services (WCCLS)	N/A	229	3
West Linn Public Library	30,268	218	6
Woodburn Public Library	26,250	195	4

*Oregon Public Library Statistics 2021-2022

**Car traveling miles from Coos Bay Public Library to corresponding Public Library or CCLS

Methodology

In order to collect comparable compensation data (e.g. Salary Schedules, Job Descriptions, Collective Bargaining Agreements), the CPS team worked with Coos Bay Public Library representatives to identify libraries that were comparable in size, geographic location, and/or held a common workforce pool as comparators. We contacted each jurisdiction through email and followed up with phone calls as needed, offering to share the final report to help incentivize participation. All representatives provided an initial response to the request for 11 data points, including:

1. Salary schedules as of July 1, 2023
2. Current job descriptions for each position (used to help match jobs and identify the minimum number of years of experience and education, and job duties)
3. Personnel policies that impacted employee benefits
4. Collective bargaining agreements related to the positions, if any
5. PERS “pick-up” contribution amount, i.e., does the employer pay the 6% employee contribution amount
6. Any other non-discretionary (i.e., no match required) employer contributions towards retirement or deferred compensation costs
7. Health insurance employee premium contributions (highest and lowest premium contribution per employee group for a family plan). An employee group includes all employees who receive the same time off, retirement, and health insurance fringe benefits.
8. Paid Time Off (Vacation) accrual amounts at 5, 10, 15, and 20 years
9. Holiday hours per employee group
10. Total number of hours counted in a year for a position. In most cases, that is 2080 (40 hours per week x 52 weeks).
11. Any other premium pay, certification pay, or longevity pay not counted above that is provided to the targeted employee groups. This does not include pay for additional work such as shift differential and overtime.

After summarizing the responses in validation spreadsheets, the CPS team sent the data back out to the library contacts for verification. Contacts provided additional details to ensure the most accurate data for each job title. In total, the CPS team engaged in 3 to 5 interactions per library to gather and validate data. The job matching analysis is in the section below titled “Limited Job Matching Discussion.”

The research team captured the information for analysis. Results of the job matching are listed in Table 2 on the next page. Following the table are discussions of summary results of adjusted compensation, paid time off, health insurance, and PERS.

Table 2: Jobs Matched

Standard Job Title	Forest Grove City Library	Happy Valley Public Library	Hermiston Public Library	McMinnville Public Library	Molalla Public Library	Newberg Public Library	Pendleton Public Library	Tualatin Public Library	Washington County CLS	West Linn Public Library	Woodburn Public Library	Total
Library Director	1	1	1	1	1	1	1	1	-	1	1	10
Deputy Director	1	1	1	1	1	1	1	1	-	1	-	9
Officer Manager	-	1	-	-	-	-	-	-	-	1	-	2
Librarian	1	1	1	1	1	1	1	1	-	1	1	10
Interlibrary Loan Technician	-	1	1	1	1	1	1	-	-	-	-	6
Outreach Technician	-	1	-	-	1	1	1	1	-	-	-	5
Library Assistant	1	1	-	1	-	1	1	1	1	1	1	9
Library Assistant II	1	1	1	1	1	1	1	-	-	1	1	9
Extended Service Administrator (ESO)	-	-	-	-	-	-	-	-	1	-	-	1
Courier Driver (ESO)	-	-	-	-	-	-	-	-	1	-	-	1
Total	5	8	5	6	6	7	7	5	3	6	4	62

Summary Results: *Adjusted Compensation*

Adjusted compensation includes two parts. The first part is base salary. The second part is the addition of the value of paid time off (PTO) and if available, the employer contribution for the employee's share of pension (PERS), and the subtraction of the value of the employee's contribution for health insurance. For this study, the CPS team used the minimum employee contribution value for a family plan.

For the 10 job positions compared with other jurisdictions, Coos Bay Library had 8 job positions lower at the median tenure level (-2.2% to -34.1%) than the average comparable positions for overall adjusted compensation at the median tenure level, and 2 jobs higher at the median tenure level (4.7% to 5.7%) than the average comparable positions for overall adjusted compensation at the median tenure level.

The CPS team included a discussion of matching factors for all job titles in the section *Limited Job Description Discussion*. Table 3 on the following page summarizes the job titles listing the difference

between the Coos Bay Library Job Title value of the minimum, median, and maximum adjusted compensation and the average of the comparables.

Table 3: Summary Results			
Standard Job Title	% Difference from Average of Minimum of Comparable Jurisdictions	% Difference from Average of Median of Comparable Jurisdictions	% Difference from Average of Maximum of Comparable Jurisdictions
Library Director	-15.4%	-16.2%	-15.2%
Deputy Director	-12.1%	-13.0%	-12.3%
Officer Manager	-32.1%	-34.1%	-35.6%
Librarian	-11.4%	-13.3%	-14.6%
Interlibrary Loan Technician	-9.4%	-10.6%	-10.9%
Outreach Technician	-19.1%	-20.2%	-20.7%
Library Assistant	6.8%	4.7%	2.9%
Library Assistant II	0.4%	-2.2%	-4.2%
Extended Service Administrator (ESO)	6.1%	5.7%	6.0%
Courier Driver (ESO)	-25%	-25.5%	-26.8%

Summary Results: *Paid Time Off*

Regarding paid time off (PTO), both Coos Bay Public Library employee groups receive 88 hours of holiday pay. Similar to Coos Bay, three libraries (Hermiston, Molalla, Washington County CLS) receive 88 holiday hours. The remaining comparable libraries receive more holiday pay ranging from 96 hours (Happy Valley, McMinnville, Newberg, Tualatin non-represented, and West Linn AFSCME) to 138 hours (Pendleton non-represented employees).

Coos Bay Public Library employees receive 96 hours of vacation at 5 years, 120 hours at 10 years, 160 hours at 15 years, and 180 hours at 20 years. Similar to Coos Bay, Forest Grove City Library and Hermiston Public Library employees receive 96 hours of vacation at 5 years, 120 hours at 10 years, and 160 hours at 15 years. The vacation hours change for both libraries at 20 years, with Forest Grove receiving 200 hours and Hermiston receiving 160 hours. Molalla and Washington County receive the same hours as Coos Bay at 5 years (96 hours) and 10 years (120 hours) but receives less at 15 years (144 hours) and 20 years (168 hours). West Linn Public Library non-represented employees have the highest vacation with 162 hours at 5 years, 177 hours at 10 years, 199 hours at 15 years, and 207 hours at 20 years.

Table 4 on the next page provides a detailed list of all the PTO hours for each jurisdiction.

Table 4: Paid Time Off (PTO)						
Library	Employee Group*	Holiday hours	Vacation			
			5 yrs	10 yrs	15 yrs	20 yrs
Coos Bay Public Library	Non-represented	88	96	120	160	180
	AFSCME		96	120	160	180
Forest Grove City Library	Non-represented	104	96	120	160	200
	AFSCME		160	200	200	
Happy Valley Public Library	Non-represented**	96	120	160	200	200
Hermiston Public Library	Non-represented	88	96	120	160	160
McMinnville Public Library	Non-represented	96	100	120	144	144
Molalla Public Library	Non-represented	88	96	120	144	168
Newberg Public Library	Non-represented	96	120	144	160	176
Pendleton Public Library	Non-represented	138	120	160	160	160
	SEIU	114				
Tualatin Public Library	Non-represented	96	144	160	176	192
	AFSCME	104	136			
Washington County CLS	Non-represented	88	96	120	144	168
West Linn Public Library	Non-represented	136	162	177	199	207
	AFSCME	96	120	160	176	200
Woodburn Public Library	Non-represented	104	104	136	160	176
	AFSCME					

* Coos Bay Public Library: Local 2892 of the American Federation of State, County & Municipal Employees Council 75 (AFSCME Local 2892); Forest Grove City Library: Local 3786 of the American Federation of State, County & Municipal Employees Council 75 (AFSCME Local 3786); Pendleton Public Library: Service Employees International Union Local 503 (SEIU Local 503); Tualatin Public Library: Local 422 of the American Federation of State, County & Municipal Employees Council 75 (AFSCME Local 422); West Linn Public Library: Local 350-1 of the American Federation of State, County & Municipal Employees Council 75 (AFSCME Local 350-1); Woodburn Public Library: Local 642 of the American Federation of State, County & Municipal Employees Council 75 (AFSCME Local 642).

**Happy Valley: Library Director and Operations Supervisor have unique vacation hours of 240/240/240/240 and 160/200/240/240 respectively

Summary Results: *Health Insurance*

All employee health insurance premium data used the family plan (where available) as the point of comparison. The health insurance premium cost includes dental insurance and vision coverage, if provided. Coos Bay employees do not contribute to their monthly premium health insurance. Newberg employees also do not contribute their monthly premium health insurance.

All other jurisdictions require employees to contribute to their health insurance premium. Molalla Public Library has the lowest minimum at \$94, followed by Washington County CLS at \$98, and Forest Grove City Library at \$108. The highest minimum is Woodburn Public Library at \$279. Pendleton Public Library has the highest maximum at \$535 followed up Woodburn at \$355 and West Linn Public Library and Pendleton non-represented employees at \$255. Happy Valley and Molalla Public Libraries have the lowest maximum at \$120. See Table 5 below for a complete list of health insurance premium rates.

Table 5: Health Insurance			
Library	Employee Group*	Family Insurance Cost (\$/mth)	
		Min	Max
Coos Bay Public Library	Non-represented	0	0
	AFSCME		
Forest Grove City Library	Non-represented	108	208
	AFSCME		232
Happy Valley Public Library	Non-represented	109	120
Hermiston Public Library	Non-represented	226	229
McMinnville Public Library	Non-represented	207	207
Molalla Public Library	Non-represented	94	120
Newberg Public Library	Non-represented	0	0
Pendleton Public Library	Non-represented	255	255
	SEIU	216	535
Tualatin Public Library	Non-represented	229	240
	AFSCME	231	244
Washington County CLS*	Non-represented	98	121
West Linn Public Library	Non-represented	231	255
	AFSCME		
Woodburn Public Library	Non-represented	279	355
	AFSCME		

* Washington County CLS amounts are using the wellness rates, which mean an employee met the Wellness Activity Incentive in the previous calendar year.

Summary Results: *Additional Compensation*

The CPS research team asked jurisdictions to respond (yes/no) regarding whether the employer pays the 6% PERS pickup amount. Coos Bay does pay the 6% employee share of PERS pick-up. Similar to Coos

Bay, most libraries (Forest Grove, Happy Valley, Hermiston, McMinnville, Molalla, Tualatin, and West Linn) do pay the 6% employee share of PERS pick-up. Two libraries (Newberg and Pendleton) do not contribute the 6% PERS pick-up for employees with the exception of the Newberg Library Director; Newberg pays the 6% employee share of PERS pick-up for the Director role. Washington County Cooperative Library Services also does not pick up the 6% employee PERS share.

Limited Job Matching Discussion

1. Library Director

The Library Director at Coos Bay Public Library is an exempt, supervisory position. The position requires five years of progressively responsible experience in library operations, including three years in a supervisory/administrative capacity, and a master's degree in library science. Below is a short summary of duties from the job description:

"... manages and directs the operation and activities of the library. Plans, organizes, and implements the programs and services of the library for the citizens of the library service area (Coos County)."

All ten comparator libraries (Forest Grove, Happy Valley, Hermiston, McMinnville, Molalla, Newberg, Pendleton, Tualatin, West Linn, and Woodburn) had comparable positions. We compared the positions based on experience, education, FLSA exemption, supervision status, and other pertinent factors. The findings are described on the following pages:

Experience Requirements: Library Director			
Library	Job Title	Years of experience	Types of experience
Coos Bay	Library Director	5	Library operations, including 3 years in a supervision/administrative capacity
Forest Grove	Library Director	6	Library administration, including 3 years of administrative and management responsibility
Happy Valley	Library Director	5	Library/education related experience
Hermiston	Library Director	6	Professional library experience
McMinnville	Library Director	6	Professional experience including a direct working relationship with a Library Board
Molalla	Library Director	N/S	Professional library experience in an administrative and/or managerial/supervisory capacity in public library
Newberg	Library Director	5	Library operations, including 2 years in a supervisory capacity
Pendleton	Library Director	3-5	Relevant work experience
Tualatin	Library Director	7	5 years of library experience and two years of supervisory experience
West Linn	Library Director	4	Post graduate public library experience including 3 years of administrative experience
Woodburn	Library Manager	5	Professional librarian work, which includes supervisory responsibility

Education Requirements: Library Director			
Library	Job Title	Level of Education	Specific Areas
Coos Bay	Library Director	MLS/MLIS	Library science
Forest Grove	Library Director	MLS/MLIS	Library Science
Happy Valley	Library Director	MLS/MLIS	Library Science
Hermiston	Library Director	MLS/MLIS	Library Science
McMinnville	Library Director	MLS/MLIS	Library Science
Molalla	Library Director	MLS/MLIS	Library Science or Library and Information Science
Newberg	Library Director	MLS/MLIS	Library science
Pendleton	Library Director	MA/MS or MLS/MLIS	Library and Information Science, liberal arts, public administration, or a closely related field
Tualatin	Library Director	MLS/MLIS	Library science
West Linn	Library Director	MLS/MLIS	Library science
Woodburn	Library Manager	MLS/MLIS	Library or Information science

Additional Position Elements: Library Director			
Library	Represented	FLSA Exemption	Supervises/Leads
Coos Bay	No	Yes	Yes
Forest Grove	No	Yes	Yes
Happy Valley	No	Yes	Yes
Hermiston	No	Yes	Yes
McMinnville	No	Yes	Yes
Molalla	No	Yes	Yes
Newberg	No	Yes	Yes
Pendleton	No	Yes	Yes
Tualatin	No	Yes	Yes
West Linn	No	Yes	Yes
Woodburn	No	Yes	Yes

- **Additional Notes:** McMinnville Public Library’s Library Director has the highest median adjusted compensation at \$13,692; Coos Bay’s Director is the middle at \$9,639. The lowest compensated Director in the study is with Hermiston Public Library at \$8,410.

Conclusion: Despite the differences in program and service district sizes, all matches are solid.

2. Deputy Director

Coos Bay Public Library’s Deputy Director is an exempt, supervisory position. The position requires six years of progressively responsible experience in library operations and a Master of Library Science. The Deputy Director assumes the duties of the Library Director in their absence. The job description outlines a preference for three years’ experience in a supervisory / administrative capacity. Below is a short summary of duties from the job description:

“... responsible for assisting the Library Director in the planning, organization, supervision, development, and administration of all Library services, personnel, operations, and programs...”

Nine libraries (Forest Grove, Happy Valley, Hermiston, McMinnville, Molalla, Newberg, Pendleton, Tualatin, and West Linn) have comparable positions. We compared the positions based on experience, education, FLSA exemption, supervision status, and other pertinent factors. The findings are described below:

Experience Requirements: Deputy Director			
Library	Job Title	Years of experience	Types of experience
Coos Bay	Deputy Director	6	Library operations
Forest Grove	Library Services Supervisor- Circulation	4	Library experience with 1 year of supervisory responsibility
Happy Valley	Library Operations Supervisor	3	Library experience
Hermiston	Assistant Library Director	3	Library experience
McMinnville	Librarian III	2	Professional library work experience
Molalla	Assistant Library Director	6	Professional library work with three years in a supervisory or administrative capacity
Newberg	Assistant Library Director	3	Library operations, 2 years in a supervisory capacity
Pendleton	Assistant Library Director	1-3	Related experience
Tualatin	Library Public Services Manager	3	Customer service and/or library support, with 2 years of lead or supervisory experience
West Linn	Library Manager	4	Exposure to library functions, customer service, library management, and 3 years of direct supervision

Education Requirements: Deputy Director			
Library	Job Title	Level of Education	Specific Areas
Coos Bay	Deputy Director	MLS	Master of Library Science
Forest Grove	Library Services Supervisor-Circulation	HS/GED	Supplemented with college level course work in Library Science, Computer Science, Business Administration, or related field
Happy Valley	Library Operations Supervisor	MLS/MLIS	Library Science
Hermiston	Assistant Library Director	MLS/MLIS	Library Science
McMinnville	Librarian III	MLS/MLIS	Library Science
Molalla	Assistant Director	BA/BS	<i>Not specified</i>
Newberg	Assistant Library Director	MLS/MLIS	Library Science
Pendleton	Assistant Library Director	BA/BS	English, Business, or related field
Tualatin	Library Public Services Manager	BA/BS	<i>Not specified</i>
West Linn	Library Manager	MLS/MLIS	Library Science

Additional Position Elements: Deputy Director			
Library	Represented	FLSA Exemption	Supervises/Leads
Coos Bay	No	Yes	Yes
Forest Grove	No	Yes	Yes
Happy Valley	No	Yes	Yes
Hermiston	No	Yes	Yes
McMinnville	No	Yes	Yes
Newberg	No	Yes	Yes
Pendleton	No	Yes	Yes
Tualatin	No	Yes	Yes
West Linn	No	Yes	Yes

- **Additional Notes:** Coos Bay described a preference for three years' experience in a supervisory / administrative capacity. McMinnville, Molalla, and Pendleton have a desired education level of a Master's Degree in Library Science (MLS). West Linn Public Library's Library Manager has the highest median adjusted compensation at \$9,292; Coos Bay's Deputy Director is in the middle at \$6,978. The lowest is Molalla's Assistant Library Director at \$6,281.

Conclusion: Forest Grove's position has the lowest education but does require some postsecondary training. All other matches are solid.

3. Office Manager

The Office Manager at Coos Bay Public Library is an exempt, supervisory position. The position requires two years of college-level course work and two years of office management experience and a high school diploma or GED. The position prefers library experience. Below is a short summary of duties from the job description:

"... responsibilities include: supervision, training and evaluation of certain volunteers and part time workers; compilation of management reports; assistance with budget and grant preparation; supervision of departmental supply purchasing and all account maintenance; serves as overdue librarian; management of record-keeping procedures; supervision of all equipment maintenance; assistance with public relations and direct public service..."

Two libraries (Happy Valley and West Linn) had comparable positions. We compared the positions based on experience, education, FLSA exemption, supervision status, and other pertinent factors. The findings are described below:

Experience Requirements: Office Manager			
Library	Job Title	Years of experience	Types of experience
Coos Bay	Office Manager	2	Office management experience
Happy Valley	Library Operations Supervisor	3	Library experience
West Linn	Assistant to the Library Director/Library Operations Supervisor	5	Office administration and supervision experience

Education Requirements: Office Manager			
Library	Job Title	Level of Education	Specific Areas
Coos Bay	Office Manager	HS/GED	Supplemental two years of college-level course work
Happy Valley	Library Operations Supervisor	MLS/MLIS	Library Science
West Linn	Assistant to the Library Director/Library Operations Supervisor	HS/GED	N/A

Additional Position Elements: Office Manager			
Library	Represented	FLSA Exemption	Supervises/Leads
Coos Bay	Yes	Yes	Yes
Happy Valley	No	Yes	Yes
West Linn	No	No	Yes

- **Additional Notes:** Coos Bay prefers library experience. Happy Valley's Library Operations Supervisor has the highest median adjusted compensation at \$8,683; the lowest is Coos Bay Public Library's Office Manager at \$5,444.

Conclusion: Many of the responsibilities of the Coos Bay Library Office Manager are divided up in other positions in some of the comparator libraries, resulting in a low number of solid matches. In addition, Happy Valley requires a much higher level of education and more direct library experience.

4. Librarian

The Librarian at Coos Bay Public Library is a non-exempt, supervisory position. The position requires two years of library experience with at least one year in the area of specialty and a bachelor's degree. A Master's of Library Science degree is preferred. Below is a short summary of duties from the job description:

“... performs professional library work in the operation of a specialized division within the library ... responsibility for the application of professional library knowledge and skills to a major library unit... may be assigned to a position of responsibility where considerable judgment may be exercised and the work may only be reviewed periodically; as such, individuals employed in these positions must be self-motivated and are expected to be able to work independently. Performs related work as required.”

Ten libraries (Forest Grove, Happy Valley, Hermiston, McMinnville, Molalla, Newberg, Pendleton, Tualatin, West Linn, and Woodburn) have comparable positions. We compared the positions based on experience, education, FLSA exemption, supervision status, and other pertinent factors. The findings are described below:

Experience Requirements: Librarian			
Library	Job Title	Years of experience	Types of experience
Coos Bay	Librarian	2	Library experience with at least 1 year in the area of specialty
Forest Grove	Youth Services Librarian	3	Librarian experience
Happy Valley	Librarian I	1	Library related experience
Hermiston	Librarian II	2	Library experience
McMinnville	Librarian II (Reference)	N/S	Work experience involving public contact
Molalla	Adult Service Librarian	N/S	<i>Not specified</i>
Newberg	Librarian I	1	Public library operations
Pendleton	Youth Librarian	1	Public library work
Tualatin	Librarian I	1	Public library experience
West Linn	Librarian I	2	Library experience
Woodburn	Librarian	3	Professional librarian experience

Education Requirements: Librarian			
Library	Job Title	Level of Education	Specific Areas
Coos Bay	Librarian	BA/BS	<i>Not specified</i>
Forest Grove	Youth Services Librarian	MLS/MLIS	Library Science
Happy Valley	Librarian I	MLS/MLIS	Library Science
Hermiston	Librarian II	HS/GED	N/A
McMinnville	Librarian II (Reference)	BA/BS	College coursework in library and/or information science
Molalla	Adult Service Librarian	MLS/MLIS	Library and Information Science
Newberg	Librarian I	BA/BS	Related field
Pendleton	Youth Librarian	BA/BS	Library Science
Tualatin	Librarian I	MLS/MLIS	Library Science
West Linn	Librarian I	BA/BS	Related field
Woodburn	Librarian	MLS/MLIS	Library or information science

Additional Position Elements: Librarian			
Library	Represented	FLSA Exemption	Supervises/Leads
Coos Bay	Yes	No	Yes
Forest Grove	Yes	No	No
Happy Valley	No	No	Yes
Hermiston	No	No	Yes
McMinnville	No	No	No
Molalla	No	No	No
Newberg	No	No	Yes
Pendleton	Yes	No	Yes
Tualatin	Yes	No	No
West Linn	Yes	No	Yes
Woodburn	Yes	No	No

- **Additional Notes:** Several comparable libraries state preferred experience and education. Molalla prefers some experience in working in public libraries. Coos Bay prefers a Master of Library Science degree. Similar to Coos Bay, McMinnville and Pendleton prefer a MLS or related degree. Hermiston prefers either a bachelor's degree or Library Science degree. Forest Grove City Library's Youth Services Librarian has the highest median adjusted compensation at \$6,780; Coos Bay's Librarian is the second lowest at \$5,110. The lowest is McMinnville's Librarian II (Reference) at \$4,551.

Conclusion: The matches are solid.

5. Interlibrary Loan Technician

The Interlibrary Loan Technician at Coos Bay Public Library is a non-exempt, non-supervisory position. The position does not specify minimum experience requirements, but requires a high school diploma or GED. The position prefers two years of library or related experience. Below is a short summary of duties from the job description:

"... provides interlibrary loan services to residents ... performs a variety of paraprofessional and clerical duties ..."

Six libraries (Happy Valley, Hermiston, McMinnville, Molalla, Newberg, and Pendleton) have comparable positions. We compared the positions based on experience, education, FLSA exemption, supervision status, and other pertinent factors. The findings are described on the following pages:

Experience Requirements: Interlibrary Loan Technician			
Library	Job Title	Years of experience	Types of experience
Coos Bay	Interlibrary Loan Technician	N/S	<i>Not Specified</i>
Happy Valley	Library Assistant II	1+	Library systems and environment and 1 year experience operating computers and providing customer service
Hermiston	Senior Library Assistant	2	Library experience
McMinnville	Library Technical Assistant – Reference	N/S	<i>Not specified</i>
Molalla	Programming and Outreach Librarian	1	Working in a library setting, budget management, and computer experience
Newberg	Library Assistant II	N/S	<i>Not specified</i>
Pendleton	Library Assistant 2	2	Public contact position that required providing customer service

Education Requirements: Interlibrary Loan Technician			
Library	Job Title	Level of Education	Specific Areas
Coos Bay	Interlibrary Loan Technician	HS/GED	N/A
Happy Valley	Library Assistant II	HS/GED	N/A
Hermiston	Senior Library Assistant	HS/GED	N/A
McMinnville	Library Technical Assistant – Reference	BA/BS	Related field
Molalla	Programming and Outreach Librarian	BA/BS	Related field
Newberg	Library Assistant II	HS/GED	Supplemented with 2 years of post-secondary education or training in library science, liberal arts, education, or a related field
Pendleton	Library Assistant 2	HS/GED	N/A

Additional Position Elements: Interlibrary Loan Technician			
Library	Represented	FLSA Exemption	Supervises/Leads
Coos Bay	Yes	No	No
Happy Valley	No	No	No
Hermiston	No	No	No
McMinnville	No	No	No
Molalla	No	No	No
Newberg	No	No	Yes
Pendleton	Yes	No	No

- Additional Notes:** Coos Bay prefers two years of library or related experience while McMinnville prefers previous library experience or experience working in the public service field. Molalla sees experience programming and managing social media desirable. Three jurisdictions (Hermiston, McMinnville, and Molalla) have preferred education. Hermiston described a preference for a bachelor's degree or MLS. McMinnville prefers college course work in library science, and Molalla prefers a MLS or MLIS degree. Newberg has the only position with lead duties in absence of the

Senior Library Assistant. Newberg's Library Assistant II has the highest median adjusted compensation at \$5,491; Coos Bay is the third lowest at \$4,301. The lowest is McMinnville Public Library's Library Technical Assistant (Reference) at \$3,585.

Conclusion: The McMinnville and Molalla positions require four-year degrees, while all the others require a high school diploma. Newberg's Librarian Assistant II is assigned supervisory duties, making these three positions weaker matches than the rest.

6. Outreach Technician

The Outreach Technician at Coos Bay Public Library is a non-exempt, non-supervisory position. The position requires two years of customer service experience. There is no minimum education though an associate's degree is preferred. Below is a short summary of duties from the job description:

"... assists with outreach services to residents. Delivers books and supplies to libraries throughout County using department delivery vehicle. Performs a variety of paraprofessional and clerical duties involved with providing library services to Coos County residents."

Five libraries (Happy Valley, Molalla, Newberg, Pendleton, and Tualatin) have comparable positions. We compared the positions based on experience, education, FLSA exemption, supervision status, and other pertinent factors. The findings are described below:

Experience Requirements: Outreach Technician			
Library	Job Title	Years of experience	Types of experience
Coos Bay	Outreach Technician	2	High level customer service
Happy Valley	Library Assistant II	1+	Operating computers and providing customer service, plus previous experience with library systems
Molalla	Programming and Outreach Librarian	1	Working in a library setting, and budget management and computer experience
Newberg	Library Assistant II – Outreach	2	Training in library science, liberal arts, education, or a related field
Pendleton	Library Assistant 2	2	Public contact position that requires providing customer service
Tualatin	Library Outreach Specialist	2	Outreach, community engagement, communications, or related field

Education Requirements: Outreach Technician			
Library	Job Title	Level of Education	Specific Areas
Coos Bay	Outreach Technician	HS/GED	N/A
Happy Valley	Library Assistant II	HS/GED	N/A
Molalla	Programming and Outreach Librarian	BA/BS	Related field
Newberg	Library Assistant II – Outreach	HS/GED	Supplemented by two years of post-secondary education in library science, education, or related field
Pendleton	Library Assistant 2	HS/GED	N/A
Tualatin	Library Outreach Specialist	BA/BS	Sociology, communications, or related field

Additional Position Elements: Outreach Technician			
Library	Represented	FLSA Exemption	Supervises/Leads
Coos Bay	Yes	No	No
Happy Valley	No	No	No
Molalla	No	No	No
Newberg	No	No	Yes
Pendleton	Yes	No	Yes
Tualatin	Yes	No	No

- **Additional Notes:** A few comparable libraries have preferred experience or education. Molalla prefers experience with programming or social media platforms. Tualatin prefers experience in the public sector. Coos Bay prefers an associate's degree while Pendleton prefers college level coursework in library science. Molalla prefers the highest education with a MLS or MLIS. Tualatin Public Library's Library Outreach Specialist has the highest median adjusted compensation at \$6,508; Coos Bay's Outreach Technician is the second lowest at \$4,301. The lowest is Pendleton's Library Assistant 2 (assigned outreach duties) at \$4,174.

Conclusion: The Coos Bay Outreach Technician duties focus primarily on delivery, basic library interactions, and clerical activities, while Molalla's Programming and Outreach Librarian and Tualatin's

Library Outreach Specialist involve more specialized library tasks and professional skills, making them weaker matches than the rest.

7. Library Assistant

The Library Assistant at Coos Bay Public Library is a non-exempt, non-supervisory position. The position does not have minimum experience requirements and requires high school diploma or GED. Coos Bay prefers the position to have two years of customer service experience. Below is a short summary of duties from the job description:

“... performs clerical and semi-professional work assisting in various phases of library activities including circulation and technical processing... may be assigned to more than one library service division where considerable judgment is exercised and the work only reviewed periodically.”

Nine libraries (Forest Grove, Happy Valley, McMinnville, Newberg, Pendleton, Tualatin, WCCLS, West Linn, and Woodburn) and Washington County Cooperative Library Services (WCCLS) have comparable positions. We compared the positions based on experience, education, FLSA exemption, supervision status, and other pertinent factors. The findings are described below:

Experience Requirements: Library Assistant			
Library	Job Title	Years of experience	Types of experience
Coos Bay	Library Assistant	N/S	<i>Not specified</i>
Forest Grove	Library Assistant	3	General clerical or library experience
Happy Valley	Library Assistant I	1+	Library systems and environment, plus one year operating computers and providing customer service
McMinnville	Library Assistant (Technical Services)	N/S	<i>Not specified</i>
Newberg	Library Assistant I	2	Training in library science, liberal arts, education, or related field
Pendleton	Library Assistant I	1	Public contact position that required providing customer service
Tualatin	Library Assistant	2	Experience working with the public
WCCLS	Library Clerk	1	General work of volunteer clerical experience
West Linn	Library Assistant I	1	Customer service, clerical or record keeping
Woodburn	Library Assistant	1	Work experience involving face-to-face public contact and general office experience

Education Requirements: Library Assistant			
Library	Job Title	Level of Education	Specific Areas
Coos Bay	Library Assistant	HS/GED	N/A
Forest Grove	Library Assistant	HS/GED	N/A
Happy Valley	Library Assistant I	HS/GED	N/A
McMinnville	Library Assistant (Technical Services)	HS/GED	N/A
Newberg	Library Assistant I	HS/GED	Supplemented with two years of post-secondary education in library science, liberal arts, or a related field
Pendleton	Library Assistant I	HS/GED	N/A
Tualatin	Library Assistant	HS/GED	N/A
WCCLS	Library Clerk	HS/GED	N/A
West Linn	Library Assistant I	HS/GED	N/A
Woodburn	Library Assistant	HS/GED	N/A

Additional Position Elements: Library Assistant			
Library	Represented	FLSA Exemption	Supervises/Leads
Coos Bay	Yes	No	No
Forest Grove	Yes	No	No
Happy Valley	No	No	No
McMinnville	No	No	No
Newberg	No	No	Yes
Pendleton	Yes	No	No
Tualatin	Yes	No	No
WCCLS	No	No	No
West Linn	Yes	No	Yes
Woodburn	Yes	No	No

- **Additional Notes:** Coos Bay prefers two years of customer service experience. Similar to Coos Bay, Hermiston and Tualatin prefer experience in library circulation or library operations. Pendleton prefers classes in library science or a related field. McMinnville and West Linn specify a preference for some college-level liberal arts, literature or related training or experience. Two positions (Newberg and West Linn) exercise limited supervisory or lead roles. Newberg's Library Assistant I may preform lead work in the absence of the Senior Library Assistant and have limited supervisory duties over Library Shelves. West Linn's Library Assistant I may be assigned training duties for volunteers. Happy Valley's Library Assistant I has the highest median adjusted compensation at \$4,781; Coos Bay is in the middle at \$4,301. The lowest is Pendleton Public Library's Library Assistant I at \$2,557.

Conclusion: All matches are solid.

8. Library Assistant II

The Library Assistant II at Coos Bay Public Library is a non-exempt, non-supervisory position. The position requires two years of library or related experience and a high school diploma or GED. Coos Bay Library prefers college level course work in library science. Below is a short summary of duties from the job description:

"... performs paraprofessional work assisting Librarians in technical processing, programming, and service desk functions... exercise considerable judgment and the work only reviewed periodically."

Nine libraries (Forest Grove, Happy Valley, Hermiston, McMinnville, Molalla, Newberg, Pendleton, West Linn, and Woodburn) have comparable positions. We compared the positions based on experience, education, FLSA exemption, supervision status, and other pertinent factors. The findings are described on the following pages:

Experience Requirements: Library Assistant II			
Library	Job Title	Years of experience	Types of experience
Coos Bay	Library Assistant II	2	Library or related experience
Forest Grove	Library Associate	3	Library experience
Happy Valley	Library Assistant II	1+	Operating computers and providing customer service, plus previous experience with library systems
Hermiston	Senior Library Assistant	2	Library experience
McMinnville	Library Technical Assistant (Circulation)	N/S	Not specified
Molalla	Circulation Assistant II	N/S	Customer service and library experience
Newberg	Library Assistant II	N/S	Newberg public Library experience
Pendleton	Library Assistant 2	2	Public contact position requiring customer service
West Linn	Library Assistant II	2-4	Library experience, with some experience at the Library Assistant I level
Woodburn	Library Associate	3	Customer Service oriented setting

Education Requirements: Library Assistant II			
Library	Job Title	Level of Education	Specific Areas
Coos Bay	Library Assistant II	HS/GED	N/A
Forest Grove	Library Associate	HS/GED	Supplemental college coursework
Happy Valley	Library Assistant II	HS/GED	N/A
Hermiston	Senior Library Assistant	HS/GED	N/A
McMinnville	Library Technical Assistant (Circulation)	HS/GED	N/A
Molalla	Circulation Assistant II	N/S	<i>Not specified</i>
Newberg	Library Assistant II	Other	2 years of college level coursework in liberal arts or library science
Pendleton	Library Assistant 2	HS/GED	N/A
West Linn	Library Assistant II	Other	2 years of college level coursework in liberal arts, literature, or related training
Woodburn	Library Associate	BS/BA	Library science

Additional Position Elements: Library Assistant II			
Library	Represented	FLSA Exemption	Supervises/Leads
Coos Bay	Yes	No	No
Forest Grove	Yes	No	Yes
Happy Valley	No	No	No
Hermiston	No	No	No
McMinnville	No	No	No
Molalla	No	No	No
Newberg	No	No	Yes
Pendleton	Yes	No	No
West Linn	Yes	No	Yes
Woodburn	Yes	No	No

- Additional Notes:** Coos Bay prefers college level course work in library science or a related field. Similar to Coos Bay, four libraries (Forest Grove, Hermiston, Molalla, and Pendleton) have preferred educational experiences. Forest Grove prefers college course work in library science. Hermiston prefers a bachelor's degree or MLS, Molalla prefers an associate's degree or higher, and Pendleton prefers course in library science or related field. Woodburn prefers three years of experience in a library setting. Newberg Library's Library Assistant II has the highest median adjusted compensation at \$5,491; Coos Bay's position is in the middle at \$4,597. The lowest is McMinnville Public Library's Library Technical Assistant (Circulation) at \$3,585.

Conclusion: The Newberg, West Linn, and Forest Grove positions include limited supervisory responsibilities, which may explain some higher compensation levels. All other matches are solid.

9. Extended Services Administrator

The Extended Services Administrator at Coos Bay Public Library is an exempt, supervisory position. It requires three or more years of experience in library operations including supervisory/administrative experience. Minimum education is not provided, but the job description describes a preference for a bachelor's degree or a Master's of Library and Information Science degree. Below is a short summary of duties from the job description:

“... performs advanced level professional work by directing and coordinating the operation and activities of the Coos County Library Service District Extended Services Office. Plans, organizes, and implements the cooperative programs and services provided for the eight public libraries in the District ...”

Only Washington County Cooperative Library Services (WCCLS) had a comparable position. We compared it to the Coos Bay position based on experience, education, FLSA exemption, supervision status, and other pertinent factors. The findings are described below:

Experience Requirements: Extended Services Administrator			
Library	Job Title	Years of experience	Types of experience
Coos Bay	Extended Services Administrator	3	Experience in library operations including supervisory/administrative experience
WCCLS	Library Materials Distribution Supervisor	5	Administrative or library support work with two years of lead or supervisory experience

Education Requirements: Extended Services Administrator			
Library	Job Title	Level of Education	Specific Areas
Coos Bay	Extended Services Administrator	N/S	<i>Not specified</i>
WCCLS	Library Materials Distribution Supervisor	HS/GED	N/A

Additional Position Elements: Extended Services Administrator			
Library	Represented	FLSA Exemption	Supervises/Leads
Coos Bay	No	Yes	Yes
WCCLS	No	No	Yes

- **Additional Notes:** Coos Bay prefers either a bachelor’s degree or a Master’s of Library and Information Science degree. WCCLS accepts education in lieu of experience; WCCLS also accepts an

associate's degree with three years of administrative or library experience and two years of supervisory experience.

Conclusion: The positions are comparable.

10. Courier Driver (ESO)

The Courier Driver at Coos Bay Public Library non-exempt, non-supervisory position. The position requires one to two years of related experience and a high school diploma or GED. The library prefers an associate's degree. Below is a short summary of duties from the job description:

"... drives the Library District vehicles to provide courier services for libraries throughout the Library District service area; maintain daily courier delivery statistics; and provide limited maintenance and cleaning of vehicles."

Only Washington County Cooperative Library Services (WCCLS) had a comparable position. We compared it to the Coos Bay position based on experience, education, FLSA exemption, supervision status, and other pertinent factors. The findings are described below:

Experience Requirements: Courier Driver			
Library	Job Title	Years of experience	Types of experience
Coos Bay	Courier Driver	1-2	Related experience
WCCLS	Delivery Clerk	1	Courier, delivery driver, or warehousing field

Education Requirements: Courier Driver			
Library	Job Title	Level of Education	Specific Areas
Coos Bay	Courier Driver	HS/GED	N/A
WCCLS	Delivery Clerk	HS/GED	N/A

Additional Position Elements: Courier Driver			
Library	Represented	FLSA Exemption	Supervises/Leads
Coos Bay	Yes	No	No
WCCLS	No	No	No

- **Additional Notes:** Coos Bay prefers an associate's degree.

Conclusion: The match is solid.

Appendix

Detailed Adjusted Compensation Results.....	A1
<i>Library Director</i>	A1
<i>Deputy Director</i>	A2
<i>Office Manager</i>	A3
<i>Librarian</i>	A4
<i>Interlibrary Loan Technician</i>	A5
<i>Outreach Technician</i>	A6
<i>Library Assistant</i>	A7
<i>Library Assistant II</i>	A8
<i>Extended Services Administrator</i>	A7
<i>Courier Driver</i>	A8

Position Name:		Library Director			Adjustments									
Jurisdiction	Jurisdiction Job Title	Base Salary			PERS & Insurance		Vacation & Holiday (PTO)			Adjusted Comp. W/ PTO				
		Min	Median	Max	PERS	EE Ins.	Min	Median	Max	Min	Median	Max		
Forest_Grove_City_Library	Library Director	\$ 9,245	\$ 10,448	\$ 11,799	Y	\$ (108)	12.7%	14.6%	14.6%	\$ 10,865	\$ 12,493	\$ 14,123		
Happy_Valley_Public_Library	Library Director	9,713	11,169	12,626	Y	(109)	16.2%	16.2%	16.2%	11,755	13,535	15,314		
Hermiston_Public_Library	Library Director	6,748	7,445	8,209	Y	(226)	8.8%	10.0%	11.9%	7,524	8,410	9,454		
McMinnville_Public_Library	Library Director	9,554	11,942	14,328	Y	(207)	9.4%	10.4%	11.5%	10,821	13,692	16,634		
Molalla_Public_Library	Library Director	7,937	8,340	8,764	Y	(94)	8.8%	10.0%	12.3%	9,022	9,581	10,274		
Newberg_Public_Library	Library Director	9,391	10,625	12,021	Y	-	10.4%	11.5%	13.1%	10,930	12,488	14,314		
Pendleton_Public_Library	Library Director	7,488	8,466	9,433	N	(255)	12.4%	14.3%	14.3%	8,162	9,424	10,529		
Tualatin_Public_Library	Library Director	10,398	11,707	13,173	Y	(229)	11.5%	12.3%	13.8%	11,992	13,621	15,559		
West_Linn_Public_Library	Library Director	9,232	10,792	12,600	Y	\$ (231)	14.4%	15.1%	16.5%	10,880	12,833	15,202		
Woodburn_Public_Library	Library Manager	6,989	7,893	8,797	Y	\$ (279)	10.0%	11.5%	13.5%	7,828	8,998	10,230		
	Average	8,669	9,883	11,175		(174)	11.5%	12.6%	13.8%	9,978	11,508	13,163		
	Median	9,239	10,536	11,910		(217)	11.0%	11.9%	13.7%	10,843	12,491	14,219		
Coos_Bay_Public_Library	Library Director	\$ 7,354	\$ 8,310	\$ 9,384	Y	\$ -	8.8%	10.0%	12.9%	\$ 8,446	\$ 9,639	\$ 11,156		
		% Difference from Average	-15.2%	-15.9%	-16.0%				-22.8%	-20.6%	-6.5%	-15.4%	-16.2%	-15.2%
		% Difference from Median	-20.4%	-21.1%	-21.2%				-19.3%	-16.1%	-5.6%	-22.1%	-22.8%	-21.5%

Note: n/a = no match. PTO = Paid Time Off, Vacation plus Holiday. Levels are at Min level 5 years, Median 10 years & Max 20 years. The column indicating the PERS is whether or not the employer "Picks Up" the employees' 6% contribution. That is, is the employer paying 6% into a separate fund that is there for the exclusive benefit of the employee.

Position Name:	Deputy Director				Adjustments							
Jurisdiction	Jurisdiction Job Title	Base Salary			PERS & Insurance		Vacation & Holiday (PTO)			Adjusted Comp. W/ PTO		
		Min	Median	Max	PERS	EE Ins.	Min	Median	Max	Min	Median	Max
Forest_Grove_City_Library	Library Services Supervisor - Circulation	\$ 6,473	\$ 7,315	\$ 8,262	Y	\$ (108)	12.7%	14.6%	14.6%	\$ 7,575	\$ 8,715	\$ 9,857
Happy_Valley_Public_Library	Library Operations Supervisor	6,359	7,313	8,266	Y	(109)	12.3%	14.2%	16.2%	7,415	8,683	9,989
Hermiston_Public_Library	Assistant Library Director	5,678	6,266	6,909	Y	(226)	8.8%	10.0%	11.9%	6,295	7,042	7,921
McMinnville_Public_Library	Librarian III	5,582	6,978	8,376	Y	(207)	9.4%	10.4%	11.5%	6,236	7,914	9,638
Molalla_Public_Library	Assistant Library Director	5,203	5,495	5,804	Y	(94)	8.8%	10.0%	12.3%	5,881	6,281	6,773
Newberg_Public_Library	Assistant Library Director	6,591	7,457	8,437	Y	-	10.4%	11.5%	13.1%	7,671	8,765	10,047
Pendleton_Public_Library	Assistant Library Director	5,517	6,238	6,951	N	(255)	12.4%	14.3%	14.3%	5,946	6,877	7,692
Tualatin_Public_Library	Library Public Services Manager	6,729	7,571	8,527	Y	(229)	11.5%	12.3%	13.8%	7,681	8,728	9,990
West_Linn_Public_Library	Library Manager	6,801	7,867	9,288	Y	\$ (231)	13.2%	13.9%	15.3%	7,876	9,202	11,038
	Average	6,104	6,944	7,869		(162)	11.1%	12.4%	13.7%	6,953	8,023	9,216
	Median	6,359	7,313	8,266		(207)	11.5%	12.3%	13.8%	7,415	8,683	9,857
Coos_Bay_Public_Library	Deputy Director	\$ 5,323	\$ 6,016	\$ 6,795	Y	\$ -	8.8%	10.0%	12.9%	\$ 6,113	\$ 6,978	\$ 8,078
	% Difference from Average	-12.8%	-13.4%	-13.6%			-20.1%	-19.1%	-5.8%	-12.1%	-13.0%	-12.3%
	% Difference from Median	-16.3%	-17.7%	-17.8%			-23.3%	-18.8%	-6.9%	-17.6%	-19.6%	-18.0%

Note: n/a = no match. PTO = Paid Time Off, Vacation plus Holiday. Levels are at Min level 5 years, Median 10 years & Max 20 years. The column indicating the PERS is whether or not the employer "Picks Up" the employees' 6% contribution. That is, is the employer paying 6% into a separate fund that is there for the exclusive benefit of the employee.

Position Name:	Office Manager	Adjustments											
Jurisdiction	Jurisdiction Job Title	Base Salary			PERS & Insurance		Vacation & Holiday (PTO)			Adjusted Comp. W/ PTO			
		Min	Median	Max	PERS	EE Ins.	Min	Median	Max	Min	Median	Max	
Happy_Valley_Public_Library	Library Operations Supervisor	6,359	7,313	8,266	Y	(109)	12.3%	14.2%	16.2%	7,414	8,683	9,988	
West_Linn_Public_Library	Assistant to the Library Director/ Library Operations Supervisor	5,755	6,666	7,709	Y	\$ (231)	14.4%	15.1%	16.5%	6,695	7,838	9,211	
	Average	6,057	6,990	7,988		(170)	13.3%	14.6%	16.3%	7,055	8,261	9,600	
	Median	6,057	6,990	7,988		(170)	13.3%	14.6%	16.3%	7,055	8,261	9,600	
Coos_Bay_Public_Library	Office Manager	\$ 4,172	\$ 4,693	\$ 5,204	Y	\$ -	8.8%	10.0%	12.9%	\$ 4,791	\$ 5,444	\$ 6,187	
		% Difference from Average						% Difference from Average			% Difference from Average		
		-31.1%						-33.6%			-32.1%		
		% Difference from Median						% Difference from Median			% Difference from Median		
		-31.1%						-33.6%			-34.1%		

Note: n/a = no match. PTO = Paid Time Off, Vacation plus Holiday. Levels are at Min level 5 years, Median 10 years & Max 20 years. The column indicating the PERS is whether or not the employer "Picks Up" the employees' 6% contribution. That is, is the employer paying 6% into a separate fund that is there for the exclusive benefit of the employee.

Position Name:		Librarian			Adjustments								
Jurisdiction	Jurisdiction Job Title	Base Salary			PERS & Insurance		Vacation & Holiday (PTO)			Adjusted Comp. W/ PTO			
		Min	Median	Max	PERS	EE Ins.	Min	Median	Max	Min	Median	Max	
Forest_Grove_City_Library	Youth Services Librarian	\$ 5,347	\$ 5,899	\$ 6,505	Y	\$ (108)	9.6%	10.8%	14.6%	\$ 6,074	\$ 6,780	\$ 7,738	
Happy_Valley_Public_Library	Librarian I	4,965	5,814	6,662	Y	(109)	10.4%	12.3%	14.2%	5,669	6,769	7,901	
Hermiston_Public_Library	Librarian II	4,561	5,032	5,549	Y	(226)	8.8%	10.0%	11.9%	5,012	5,611	6,318	
McMinnville_Public_Library	Librarian II (Reference)	3,404	4,088	4,768	Y	(207)	9.4%	10.4%	11.5%	3,722	4,551	5,397	
Molalla_Public_Library	Adult Service Librarian	4,411	5,061	5,711	N	(94)	8.8%	10.0%	12.3%	4,707	5,473	6,320	
Newberg_Public_Library	Librarian I	4,911	5,557	6,287	N	-	10.4%	11.5%	13.1%	5,421	6,198	7,109	
Pendleton_Public_Library	Youth Librarian	4,296	4,814	5,290	N	(216)	11.3%	13.2%	13.2%	4,563	5,232	5,771	
Tualatin_Public_Library	Librarian I	5,044	5,678	6,389	Y	(231)	11.5%	12.7%	14.2%	5,698	6,509	7,451	
West_Linn_Public_Library	Librarian I	4,396	5,014	5,714	Y	\$ (231)	10.4%	12.3%	14.2%	4,885	5,701	6,639	
Woodburn_Public_Library	Librarian	4,605	5,463	6,417	Y	\$ (279)	10.0%	11.5%	13.5%	5,063	6,143	7,386	
	Average	4,594	5,242	5,929		(170)	10.1%	11.5%	13.3%	5,082	5,897	6,803	
	Median	4,583	5,262	6,001		(212)	10.2%	11.5%	13.3%	5,038	5,922	6,874	
Coos_Bay_Public_Library	Librarian	\$ 3,919	\$ 4,405	\$ 4,884	Y	\$ -	8.8%	10.0%	12.9%	\$ 4,501	\$ 5,110	\$ 5,806	
		% Difference from Average											
		-14.7%						-12.1%			-11.4%		
		-14.5%						-13.2%			-10.7%		
		-16.0%						-12.8%			-13.3%		
		-17.6%						-3.0%			-14.6%		
		-16.3%						-13.3%			-13.7%		
		-18.6%						-3.2%			-15.5%		

Note: n/a = no match. PTO = Paid Time Off, Vacation plus Holiday. Levels are at Min level 5 years, Median 10 years & Max 20 years. The column indicating the PERS is whether or not the employer "Picks Up" the employees' 6% contribution. That is, is the employer paying 6% into a separate fund that is there for the exclusive benefit of the employee.

Position Name:		Interlibrary Loan Technician				Adjustments							
Jurisdiction	Jurisdiction Job Title	Base Salary			PERS & Insurance		Vacation & Holiday (PTO)			Adjusted Comp. W/ PTO			
		Min	Median	Max	PERS	EE Ins.	Min	Median	Max	Min	Median	Max	
Happy_Valley_Public_Library	Library Assistant II	3,982	4,588	5,194	Y	(109)	10.4%	12.3%	14.2%	4,525	5,319	6,135	
Hermiston_Public_Library	Senior Library Assistant	3,940	4,347	4,793	Y	(226)	8.8%	10.0%	11.9%	4,299	4,816	5,426	
McMinnville_Public_Library	Library Technical Assistant (Reference)	2,832	3,258	3,684	Y	(207)	9.4%	10.4%	11.5%	3,062	3,585	4,123	
Molalla_Public_Library	Programming and Outreach Librarian	4,411	5,061	5,711	N	(94)	8.8%	10.0%	12.3%	4,707	5,473	6,319	
Newberg_Public_Library	Library Assistant II	4,351	4,923	5,570	N	-	10.4%	11.5%	13.1%	4,803	5,491	6,298	
Pendleton_Public_Library	Library Assistant 2	3,488	3,879	4,246	N	(216)	11.3%	13.2%	13.2%	3,664	4,174	4,589	
	Average	3,834	4,343	4,866		(142)	9.9%	11.2%	12.7%	4,177	4,810	5,482	
	Median	3,961	4,467	4,993		(158)	9.9%	11.0%	12.7%	4,412	5,067	5,781	
Coos_Bay_Public_Library	Interlibrary Loan Technician	\$ 3,296	\$ 3,708	\$ 4,110	Y	\$ -	8.8%	10.0%	12.9%	\$ 3,785	\$ 4,301	\$ 4,886	
		% Difference from Average						% Difference from Average			% Difference from Average		
		-14.0%						-10.2%			-9.4%		
		-14.6%						-11.0%			-10.6%		
		-15.5%						1.4%			-10.9%		
		% Difference from Median						% Difference from Median			% Difference from Median		
		-16.8%						-10.7%			-14.2%		
		-17.0%						-8.8%			-15.1%		
		-17.7%						1.5%			-15.5%		

Note: n/a = no match. PTO = Paid Time Off, Vacation plus Holiday. Levels are at Min level 5 years, Median 10 years & Max 20 years. The column indicating the PERS is whether or not the employer "Picks Up" the employees' 6% contribution. That is, is the employer paying 6% into a separate fund that is there for the exclusive benefit of the employee.

Position Name:		Outreach Technician			Adjustments							
Jurisdiction	Jurisdiction Job Title	Base Salary			PERS & Insurance		Vacation & Holiday (PTO)			Adjusted Comp. W/ PTO		
		Min	Median	Max	PERS	EE Ins.	Min	Median	Max	Min	Median	Max
Happy_Valley_Public_Library	Library Assistant II	3,982	4,588	5,194	Y	(109)	10.4%	12.3%	14.2%	4,525	5,319	6,136
Molalla_Public_Library	Programming and Outreach Librarian	4,411	5,061	5,711	N	(94)	8.8%	10.0%	12.3%	4,707	5,473	6,319
Newberg_Public_Library	Library Assistant II - Outreach	4,351	4,923	5,570	N	-	10.4%	11.5%	13.1%	4,803	5,491	6,298
Pendleton_Public_Library	Library Assistant 2	3,488	3,879	4,246	N	(216)	11.3%	13.2%	13.2%	3,664	4,174	4,589
Tualatin_Public_Library	Library Outreach Specialist	5,044	5,678	6,389	Y	(231)	11.5%	12.7%	14.2%	5,698	6,508	7,451
	Average	4,255	4,826	5,422		(130)	10.5%	11.9%	13.4%	4,680	5,393	6,159
	Median	4,351	4,923	5,570		(109)	10.4%	12.3%	13.2%	4,707	5,473	6,298
Coos_Bay_Public_Library	Outreach Technician	\$ 3,296	\$ 3,708	\$ 4,110	Y	\$ -	8.8%	10.0%	12.9%	\$ 3,785	\$ 4,301	\$ 4,886
		% Difference from Average						% Difference from Average				
		-22.5%						-15.6%				
		-23.2%						-16.3%				
		-24.2%						-3.9%				
		% Difference from Median						% Difference from Median				
		-24.2%						-14.8%				
		-24.7%						-18.8%				
		-26.2%						-2.2%				

Position Name:		Library Assistant				Adjustments							
Jurisdiction	Jurisdiction Job Title	Base Salary			PERS & Insurance		Vacation & Holiday (PTO)			Adjusted Comp. W/ PTO			
		Min	Median	Max	PERS	EE Ins.	Min	Median	Max	Min	Median	Max	
Forest_Grove_City_Library	Library Assistant	\$ 3,670	\$ 4,050	\$ 4,465	Y	\$ (108)	9.6%	10.8%	14.6%	\$ 4,135	\$ 4,621	\$ 5,277	
Happy_Valley_Public_Library	Library Assistant I	3,587	4,133	4,679	Y	(109)	10.4%	12.3%	14.2%	4,066	4,781	5,517	
McMinnville_Public_Library	Library Assistant (Technical Services)	2,832	3,258	3,684	Y	(207)	9.4%	10.4%	11.5%	3,062	3,585	4,123	
Newberg_Public_Library	Library Assistant I	3,231	3,656	4,137	N	-	10.4%	11.5%	13.1%	3,567	4,078	4,678	
Pendleton_Public_Library	Library Assistant 1	2,179	2,450	2,677	N	(216)	11.3%	13.2%	13.2%	2,208	2,557	2,814	
Tualatin_Public_Library	Library Assistant	3,503	3,942	4,441	Y	(231)	11.5%	12.7%	14.2%	3,886	4,447	5,108	
Washington_County_Cooperative_Library_Services	Library Clerk	3,590	4,054	4,579	N	(98)	8.8%	10.0%	12.3%	3,810	4,361	5,045	
West_Linn_Public_Library	Library Assistant I	3,210	3,656	4,168	Y	\$ (231)	10.4%	12.3%	14.2%	3,505	4,094	4,780	
Woodburn_Public_Library	Library Assistant	3,397	4,031	4,735	Y	\$ (279)	10.0%	11.5%	13.5%	3,662	4,459	5,378	
	Average	3,244	3,692	4,174		(164)	10.2%	11.6%	13.4%	3,544	4,109	4,747	
	Median	3,397	3,942	4,441		(207)	10.4%	11.5%	13.5%	3,662	4,361	5,045	
Coos_Bay_Public_Library	Library Assistant	\$ 3,296	\$ 3,708	\$ 4,110	Y	\$ -	8.8%	10.0%	12.9%	\$ 3,785	\$ 4,301	\$ 4,886	
		% Difference from Average											
		1.6%						-13.3%			6.8%		
		0.4%						-14.0%			4.7%		
		-1.5%						-4.1%			2.9%		
		% Difference from Median											
		-3.0%						-14.8%			3.4%		
		-5.9%						-13.3%			-1.4%		
		-7.4%						-4.3%			-3.1%		

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Position Name:	Library Assistant II				Adjustments									
Jurisdiction	Jurisdiction Job Title	Base Salary			PERS & Insurance		Vacation & Holiday (PTO)			Adjusted Comp. W/ PTO				
		Min	Median	Max	PERS	EE Ins.	Min	Median	Max	Min	Median	Max		
Forest_Grove_City_Library	Library Associate	\$ 4,299	\$ 4,743	\$ 5,230	Y	\$ (108)	9.6%	10.8%	14.6%	\$ 4,862	\$ 5,430	\$ 6,200		
Happy_Valley_Public_Library	Library Assistant II	3,982	4,588	5,194	Y	(109)	10.4%	12.3%	14.2%	4,525	5,319	6,136		
Hermiston_Public_Library	Senior Library Assistant	3,940	4,347	4,793	Y	(226)	8.8%	10.0%	11.9%	4,299	4,816	5,426		
McMinnville_Public_Library	Library Technical Assistant (Circulation)	2,832	3,258	3,684	Y	(207)	9.4%	10.4%	11.5%	3,062	3,585	4,123		
Molalla_Public_Library	Circulation Assistant II	2,885	3,706	4,527	N	(94)	8.8%	10.0%	12.3%	3,046	3,983	4,990		
Newberg_Public_Library	Library Assistant II	4,351	4,923	5,570	N	-	10.4%	11.5%	13.1%	4,803	5,491	6,298		
Pendleton_Public_Library	Library Assistant 2	3,488	3,879	4,246	N	(216)	11.3%	13.2%	13.2%	3,664	4,174	4,589		
West_Linn_Public_Library	Library Assistant II	3,604	4,107	4,684	Y	\$ (231)	10.4%	12.3%	14.2%	3,964	4,628	5,401		
Woodburn_Public_Library	Library Associate	3,714	4,406	5,176	Y	\$ (279)	10.0%	11.5%	13.5%	4,030	4,900	5,904		
	Average	3,677	4,217	4,789		(163)	9.9%	11.3%	13.2%	4,028	4,703	5,452		
	Median	3,714	4,347	4,793		(207)	10.0%	11.5%	13.2%	4,030	4,816	5,426		
Coos_Bay_Public_Library	Library Assistant II	\$ 3,522	\$ 3,963	\$ 4,394	Y	\$ -	8.8%	10.0%	12.9%	\$ 4,045	\$ 4,597	\$ 5,224		
		% Difference from Average	-4.2%	-6.0%	-8.3%				-10.7%	-11.8%	-2.2%	0.4%	-2.2%	-4.2%
		% Difference from Median	-5.2%	-8.8%	-8.3%				-11.5%	-13.3%	-2.2%	0.4%	-4.5%	-3.7%

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Position Name:		Extended Services Administrator			Adjustments									
Jurisdiction	Jurisdiction Job Title	Base Salary			PERS & Insurance		Vacation & Holiday (PTO)			Adjusted Comp. W/ PTO				
		Min	Median	Max	PERS	EE Ins.	Min	Median	Max	Min	Median	Max		
Washington County Cooperative Library Services	Library Materials Distribution Supervisor	5,382	6,089	6,871	N	(98)	8.8%	10.0%	12.3%	5,760	6,599	7,619		
	Average	5,382	6,089	6,871		(98)	8.8%	10.0%	12.3%	5,760	6,599	7,619		
	Median	5,382	6,089	6,871		(98)	8.8%	10.0%	12.3%	5,760	6,599	7,619		
Coos Bay Public Library	Extended Services Administrator	\$ 5,323	\$ 6,016	\$ 6,795	Y	\$ -	8.8%	10.0%	12.9%	\$ 6,113	\$ 6,978	\$ 8,078		
		% Difference from Average	-1.1%	-1.2%	-1.1%				0.0%	0.0%	4.7%	6.1%	5.7%	6.0%
		% Difference from Median	-1.1%	-1.2%	-1.1%				0.0%	0.0%	4.7%	6.1%	5.7%	6.0%

Note: n/a = no match. PTO = Paid Time Off, Vacation plus Holiday. Levels are at Min level 5 years, Median 10 years & Max 20 years. The column indicating the PERS is whether or not the employer "Picks Up" the employees' 6% contribution. That is, is the employer paying 6% into a separate fund that is there for the exclusive benefit of the employee.

Position Name: Courier Driver		Adjustments										
Jurisdiction	Jurisdiction Job Title	Base Salary			PERS & Insurance		Vacation & Holiday (PTO)			Adjusted Comp. W/ PTO		
		Min	Median	Max	PERS	EE Ins.	Min	Median	Max	Min	Median	Max
Washington_County_Cooperative_Library_Services	Delivery Clerk	3,590	4,054	4,579	N	(98)	8.8%	10.0%	12.3%	3,810	4,361	5,045
	Average	3,590	4,054	4,579		(98)	8.8%	10.0%	12.3%	3,810	4,361	5,045
	Median	3,590	4,054	4,579		(98)	8.8%	10.0%	12.3%	3,810	4,361	5,045
Coos_Bay_Public_Library	Courier Driver	\$ 2,488	\$ 2,800	\$ 3,104	Y	\$ -	8.8%	10.0%	12.9%	\$ 2,857	\$ 3,248	\$ 3,690
		% Difference from Average						0.0%				
		-30.7%						0.0%				
		-30.9%						0.0%				
		-32.2%						4.7%				
		% Difference from Median						0.0%				
		-30.7%						0.0%				
		-30.9%						0.0%				
		-32.2%						4.7%				

Note: n/a = no match. PTO = Paid Time Off, Vacation plus Holiday. Levels are at Min level 5 years, Median 10 years & Max 20 years. The column indicating the PERS is whether or not the employer "Picks Up" the employees' 6% contribution. That is, is the employer paying 6% into a separate fund that is there for the exclusive benefit of the employee.