

Portland State University: Total Cost of Employer Compensation (TECC)

Silverton Compensation Study:

Salary, Paid Time Off and Health Insurance

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Background

In early December 2018 the City of Silverton engaged Portland State University's Center for Public Service (CPS) to conduct a compensation study. CPS was to analyze 25 job titles¹ in 11 Oregon cities including Silverton and determine the compensation costs to include:

- Salary at the Minimum, Median, and Maximum level
- Employer contribution for Public Employees Retirement System²
- Health Insurance
- Paid time off (Vacation, holiday, and Executive Leave)

The jurisdictions included the following (including population, miles from Portland City Hall, County, and number of job titles that were able to match to one of the 25 job titles Silverton selected):

Population and Location				
Jurisdiction	Population*	Mi from PDX**	County*	Jobs Matched
Silverton	10,325	41	Marion	n/a
Cottage Grove	10,005	127	Lane	23
Fairview	8,990	14	Multnomah	13
Gladstone	11,880	11	Clackamas	12
Hood River	7,990	62	Hood River	21
Independence	9,370	58	Polk	13
Molalla	9,625	30	Clackamas	13
Monmouth	9,890	62	Polk	16
Newport	10,125	132	Lincoln	18
Sandy	10,990	28	Clackamas	19
Stayton	7,810	60	Marion	18

* League of Oregon Cities Website

** Car traveling miles from Portland City Hall

Summary Results - Adjusted compensation

Adjusted compensation includes two parts, the first is the addition of the following: base salary, the employer contribution for the employee share of pension, and the value of paid time off. The second part subtracts the value of the employee contribution for health insurance.

¹ Originally the City of Silverton requested the job title of "Parking Meter Repair". During the study it was decided to substitute that job with City Engineer. During the study, none of the selected jurisdictions had a job title that matched Building Inspector.

² The City of Stayton has a non-PERS retirement system. At 6 months, when employees are required to pay the 6% employee contribution in that system, the City provides a 6% increase.

Of the 24 job titles evaluated, Silverton was lower for overall adjusted compensation at the Median level for six jobs, and significantly lower for Code Enforcement Officer. Sixteen Silverton job titles were between 5% below and 6% above the average of the comparators. Seven job titles were between 7% and 26% above the average of the comparators. For Silverton's City Engineer position, the only comparable job was the City Engineer in Cottage Grove. The PSU Study team has included a discussion of matching factors for the jobs either below 6% below Silverton or above 6% above Silverton. That discussion is included later in this report. The table below has the summary results.

Summary Results Table								
Silverton Median Less than -6% Ave of Comps			Silverton Median from -5% to 6% Ave of Comps			Silverton Median Greater than 6% Ave of Comps		
Job Title	Median Diff from Ave.	Matched Jobs	Job Title	Median Diff from Ave.	Matched Jobs	Job Title	Median Diff from Ave.	Matched Jobs
Code Enforcement Officer	-21%	8	Police Technician II	6%	6	Planning and Permit Assistant	9%	4
			Public Works Director	6%	10	Finance Director	10%	9
			Water Quality Division Supervisor	5%	7	Senior Engineer	12%	3
			Account Clerk II	5%	10	Engineering Technician I	12%	6
			Police Sergeant	4%	9	Police Captain	12%	8
			Engineering Technician II	3%	7	Community Development Director	14%	5
			Account Clerk I	3%	8	City Engineer	26%	1
			Administrative Assistant I- Public Works	3%	8			
			Police Technician I	2%	7			
			Maintenance Division Supervisor	2%	5			
			Police Chief	1%	9			
			Building Official	-1%	6			
			Administrative Assistant II- Public Works	-1%	10			
			Assistant to the City Manager/Human Resources Coordinator	-3%	5			
			Assistant to the City Manager/City Clerk	-4%	10			
			Accounting Manager	-5%	7			

One note about adjusted compensation levels. The City of Newport is implementing an adjustment to their salary levels due to a study that City completed in 2016. They are phasing in upward adjustments for several of their positions. Rather than use the 75% phase-in value (i.e. current levels for 2018), after discussion with staff from Newport, we compared to fiscal 2019 values adjusted for likely COLA (i.e. a 2% discount for the expected 7/1/2019 cost of living adjustment created what would be the 7/1/2018 equivalent salary of a 100% phase-in value of the Newport salaries). We thought this salary most appropriately and fairly represented the labor market salary level in which Silverton is located.

Summary Results – Paid Time Off

With regard to Paid Time Off, Silverton values seemed generally within the same parameters as the other jurisdictions with the exception of Executive/Management Leave. Only 4 other jurisdictions provided this benefit on a formal basis. Of the four that did, two only provided it to Department Directors.

PTO Element	Silverton hours	Comparable Minimum hours	Comparable Maximum hours
Holiday Hours	88	80	96
Vacation 5 Years	120	88	124
Vacation 10 Years	144	120	164
Vacation 15 Years	192	144	192
Vacation 20 Years	192	160	200
Executive Leave - Dept Heads	80	0	40
Executive Leave – non-Dept heads	40	0	40

Summary Results – Health Insurance

With regard to Health Insurance, the highest total cost Family Plan was \$2,000 per month (Independence) with the lowest being Silverton at \$1,657. Fairview and Molalla are not comparable because they use the same rate for each type of plan (i.e. Family is the same as Single). Cost share ranged from 0 to \$540 for Sandy. Overall, the Silverton cost for a family plan before employee cost share was \$1,896 for Kaiser and \$1,657 for Regence, but after employee cost share the employer cost was \$1,527 for Kaiser. There's no cost share for the Regence plan so the employer cost did not change. Comparable jurisdictions' employer cost ranged from \$1,295 in Sandy to \$2,000 in Independence.

For more details on these results, please see Appendix A for:

- Results in Brief,
- Annual Vacation (PTO), Holiday and Executive or Management Leave,
- Health Insurance Comparison, and
- Detailed Adjusted Compensation Results

Methodology

In order to collect data (Salary Schedules and Job Descriptions) we worked with the City of Silverton to contact each jurisdiction included as comparators. We then offered to share results once we obtained them to help incentivize participation. All jurisdictions participated by providing information and conducting a conference call to discuss job matching and data questions. Six jurisdictions participated in a conference call on January 31 to review preliminary results in a group discussion/review.

To match jobs, we initially looked at job titles likely to be a match. Then we had virtual meetings with each jurisdiction to finalize preliminary matches. We captured job duties in our database, but conducted a more thorough analysis for those jobs that fell outside the expected range for adjusted compensation. That analysis is in the section below titled “Limited Job Matching Discussion.”

Once we settled on a match for the job, we entered data related to salary at the minimum, median, and maximum range. We then added information (based on the employee group) for whether the employer paid the PERS employee pick up 6%, and the minimum cost for a health insurance premium paid by the employee. We did not include the highest cost employee premium cost share because in Silverton the highest cost employee premium cost share is rarely used. In addition to this, the other adjustments added included paid time off for Holidays, Vacation, and Executive or Management Leave. For detailed information on these factors see Appendix A “Annual Vacation (PTO), Holiday and Executive or Management Leave,” and “Health Insurance Comparison.”

Results of the matching discussions are listed in the Jobs Matched Table below:

Jobs Matched Table

Silverton Job Title	Cottage Grove	Fairview	Gladstone	Hood River	Independence	Molalla	Monmouth	Newport	Sandy	Stayton	Grand Total
Public Works Director	1	1	1	1	1	1	1	1	1	1	10
Administrative Assistant II-Public Works	1	1	1	1	1	1	1	1	1	1	10
Account Clerk II	1	1	1	1	1	1	1	1	1	1	10
Assistant to the City Manager/City Clerk	1	1	1	1	1	1	1	1	1	1	10
Finance Director	1	1	-	1	1	1	1	1	1	1	9
Police Chief	1	-	1	1	1	1	1	1	1	1	9
Police Sergeant	1	-	1	1	1	1	1	1	1	1	9
Code Enforcement Officer	1	-	1	1	1	1	1	-	1	1	8
Administrative Assistant I-Public Works	1	1	1	1	-	-	1	1	1	1	8
Police Captain	1	-	1	1	-	1	1	1	1	1	8
Account Clerk I	1	1	-	1	1	-	1	1	1	1	8
Water Quality Division Supervisor	1	1	1	-	1	-	1	1	-	1	7
Accounting Manager	1	1	-	1	1	1	1	-	-	1	7
Engineering Technician II	1	1	-	1	-	1	-	1	1	1	7
Police Technician I	1	-	-	1	-	1	1	1	1	1	7
Police Technician II	1	-	-	1	-	1	-	1	1	1	6
Building Official	1	-	-	1	1	-	1	1	1	-	6
Engineering Technician I	1	1	-	1	-	-	-	1	1	1	6
Assistant to the City Manager/Human Resources Coordinator	1	-	1	1	1	-	-	-	1	-	5
Community Development Director	-	-	-	1	-	-	1	1	1	1	5
Maintenance Division Supervisor	1	1	1	1	-	-	-	1	-	-	5
Planning and Permit Assistant	1	-	-	1	-	-	-	1	1	-	4
Senior Engineer	1	1	-	-	-	-	-	1	-	-	3
City Engineer	1	-	-	-	-	-	-	-	-	-	1
Grand Total	23	13	12	21	13	13	16	20	19	18	168

Note: There were no matches for Silverton's Building Inspector in any jurisdiction

Limited Job Matching Discussion

For several sets of jobs there were not enough distinguishing characteristics between the different levels to confidently match a job title in a comparable jurisdiction to just one of the levels in Silverton (e.g. Engineering Tech I or II). Therefore, when appropriate the same job in a comparable jurisdiction was matched to both the levels I and II for Silverton. While this may distort the comparison somewhat, we recommend that Silverton staff expect level II positions to be in the higher range and level I positions to be in the lower range of the comparators when evaluating these positions. The jobs that fell into that category were:

- Account Clerk I and II

- Engineering Technician I and II
- Police Technician I and II

For the job titles listed below, the difference between the Silverton Job Title value of the median adjusted compensation was lower than 5% below or greater than 6% above the average of the comparators.

Job Title	% Difference from Ave of Median of Comps
1. Code Enforcement Officer	-21%
2. Police Technician II	7%
3. Planning and Permit Assistant	9%
4. Finance Director	10%
5. Senior Engineer	12%
6. Engineering Technician I	12%
7. Police Captain	12%
8. Community Development Director	14%
9. City Engineer	26%

1. Code Enforcement Officer

The Code Enforcement Officer for Silverton is a non-exempt position with no supervision responsibilities. It requires a high school diploma and no experience. Below is a short summary of duties from the job description provided:

“The Enforcement Officer is a non-sworn position within the Police Department and wears a designated uniform. The employee working in this position responds to municipal code and parking violations; issues citations and takes action to achieve code compliance; and provides staff support as needed.”

This title was a match with most of the other jurisdictions, with the exception that most others in this job title do not issue parking citations.

- Experience: Silverton does not require experience. Most of these positions do not require experience, except for: Cottage Grove (1 year), Gladstone (1 year), and Stayton (2 years without a high school diploma).
- Education: Silverton calls for a high school diploma. The minimum education for this is a high school diploma (or GED) for every jurisdiction except Molalla, which does not have an education requirement.
- FLSA Exemption: Silverton’s job description and all proposed matching positions are non-exempt.
- Supervision: Silverton does not include supervision for this position. Sandy is the only jurisdiction that hints at supervision, but it is a bit misleading, since that would only be juvenile offenders or inmates assigned to community service.
- Certifications: N/A
- Questionable matches: None.

- Additional notes: Stayton has an option for no diploma. The position in Monmouth is only .625 FTE and does not get Health Insurance benefits. However, for comparison purposed, we included information as if the employee in that position was compensated as if full-time.

Conclusion: The fact that most of the positions at other jurisdictions do not include issuing parking citations or other parking-related duties (such as placing a boot on someone who has not paid for parking) makes this position somewhat less strong a match to the other positions. However, this role upholds code in much the same way as the jobs in other jurisdictions and all job descriptions seem to carry a strong dose of public interaction.

2. Planning and Permit Assistant

The Planning and Permit Assistant position in Silverton is a non-exempt position involving no supervision. It requires a bachelor's degree, but no experience is needed. Below is a short summary of duties from the job description provided:

“The position provides technical and administrative support to the Community Development Department. This position performs a variety of routine and complex duties by completing a variety of assignments for the department director, assisting the public in all functions, coordinating with the building inspectors, and overseeing the Silver Trolley by scheduling riders and mechanical services.”

There were only four matches: Cottage Grove, Hood River, Newport, and Sandy.

- Experience: The Silverton position does not require experience, nor do the other job descriptions.
- Education: The Silverton position indicates a preference for someone with a bachelor's degree, but someone with experience in permitting/construction and certification as a permit tech (for example) could be considered for this job. Hood River requires a bachelor's, as well. Newport prefers a minimum education level of an AA; Cottage Grove would accept an AA or 4 years of experience without a degree; and Sandy prefers a high school diploma as its minimum.
- FLSA Exemption: The Silverton position is non-exempt, and so are all of the other matches.
- Supervision: Silverton does not have supervision for this role. All positions either do not specify any level of supervision or specifically say it is not a duty.
- Certifications: N/A
- Questionable matches: None.
- Additional Notes: None.

Conclusion: One unusual aspect of this match is the Silverton position's involvement in the dial-a-ride trolley service - an unusual duty. Otherwise, these positions all help process public requests for details on permits as well as conduct receptionist duties and meeting support.

3. Finance Director

The Finance Director in Silverton is an exempt position involving supervising 3 people. It requires a bachelor's degree and 5 years of experience. Below is a short summary of duties from the job description provided:

"This is an at-will, executive position that reports directly to the City Manager. Working closely with the City Manager and City Departments, the Director will have overall responsibility and provide leadership for all aspects of the Department. This position plans, organizes, manages and provides administrative direction for all functions and activities including accounts payable, accounts receivable, budget analysis and management, business licenses, collections, economic forecasting, fixed assets, LID's, municipal court, payroll, and utility billing."

Every jurisdiction but Gladstone had a match. In Gladstone, the City Manager handles much of the finances, while the remainder of the Finance Director duties are contracted out.

- Experience: The Silverton position calls for 5 years of experience. The others are quite spread out: Cottage Grove (3), Monmouth and Stayton (4), Hood River and Independence (5), Fairview (6), and Molalla (10). Sandy sought "equivalent experience" to an MPA or MBA.
- Education: The Silverton position requires a bachelor's degree, as do all other jurisdictions matched, except Sandy, which requires a master's degree.
- FLSA Exemption: Silverton and all other positions are exempt, except for Hood River, which is also represented in the Hood River Managers Group.
- Supervision: All of these positions have supervisory responsibilities, including Silverton, but other than Monmouth, where the Finance Director supervises 6 staff, the other jurisdictions did not indicate how many staff this administrator supervises.
- Certifications: For Silverton: Certified Public Accountant (CPA), Public Accountant (PA), Certified Management Accountant (CMA), or Certification as a Municipal Finance Administrator (CMFA) is desirable. For Independence, Monmouth, and Stayton, a Certified Public Accountant (CPA) license is preferred. An understanding of GAAP, but no certifications are specified in: Cottage Grove, Fairview, Hood River, Molalla. Newport, and Sandy.
- Questionable matches: None.
- Additional notes: None.

Conclusion: All of these positions oversee all accounting in the city and handle the city budget, as well as, often, an urban renewal budget. These roles also involve developing financial policies and creating a fiscal vision for the city.

4. Senior Engineer

The Senior Engineer for Silverton is an exempt position with no supervision responsibilities. It requires a bachelor's degree and 4 years of experience. Below is a short summary of duties from the job description provided:

"The Senior Engineer level is responsible for duties as assigned on a full range of civil works design, project management, and technical studies. The position requires frequent interaction with other staff and the public, and also standard applicable project management, problem solving and independent judgment and decision making appropriate for a professional engineering position."

This job title had matches in Cottage Grove, Fairview, and Newport. There were not matches in Gladstone, Hood River, Independence, Molalla, Monmouth, Sandy, and Stayton.

- Experience: The Silverton position requires 4 years, whereas Cottage Grove requires 4 years; Fairview, 2 years; and Newport, 5 years.
- Education: All positions, including Silverton's, require a bachelor's degree.
- FLSA Exemption: Silverton is exempt, and so is Newport. Cottage Grove and Fairview positions are non-exempt.
- Supervision: Silverton's role does not include supervisory responsibilities, and neither does Newport's position. However, Cottage Grove and Fairview both have supervisory duties, with Fairview specifying 1 person.
- Certification: For Cottage Grove, the requirement is: Must possess a current valid registration to practice engineering in the State of Oregon or be actively pursuing an Oregon Professional Engineer Certificate. For Fairview, the requirement is: Registration as an EIT with the State of Oregon is preferred. For Newport, there are a few certifications, including Occupational Noise Exposure license and CPR training, but the most applicable one is: Oregon Professional Engineer's License within 6 months of hire. Hood River does not have certification requirements beyond a state driver's license.
- Questionable matches: None.
- Additional Notes: None.

Conclusion: Most of these matches seem strong.

5. Engineering Technician I

The Engineering Technician I position for Silverton is a non-exempt position with no supervision responsibilities. It requires an AA degree and 1 year of experience. Below is a short summary of duties from the job description provided:

"Under direct supervision, performs basic engineering work of a technical nature in support of Public Works and Community Development Departments for civil works projects, city mapping, permit reviews and construction inspection. Projects are reviewed by the Public Works Director."

This job title had matches in Cottage Grove, Fairview, Hood River, Newport, Sandy, and Stayton.

- Experience: Silverton requires a minimum of 1 year of experience, and the other experience levels range widely. The minimum experience levels are: Cottage Grove, 5 years; Fairview, 4 years; Hood River, 4 years; Newport, 1 year; Sandy, 2 years; and Stayton, 2 years.
- Education: Silverton requires an AA degree, as did Cottage Grove, Fairview, Sandy, and Stayton. However, Newport asks only for a high school diploma, and Hood River requires a bachelor's degree, one of the indications that GIS Coordinator might not be an ideal fit.
- FLSA Exemption: Silverton is non-exempt, and all of the others are, too.
- Supervision: Of all jurisdictions, including Silverton, none required supervision, except Cottage Grove, which only involved supervising 1 or 2 people.
- Certification: N/A
- Questionable matches: The Hood River position requires a bachelor's degree. The focus of that job is on GIS mapping technology more than a regular engineering technician, who also handles surveying and pitching in on major engineering projects. This match may increase the average compensation of this job.
- Additional Notes: None.

Conclusion: Most of these positions are a solid fit, except for Hood River as discussed above.

6. Police Captain

The Police Captain for Silverton is an exempt position with supervision responsibilities for about 18 police officers. It requires a bachelor's and 5 years of experience. Below is a short summary of duties from the job description provided:

"The Police Captain is a mid-level management position within the Police Department. The Captain is responsible for the management and direction of operations through subordinate personnel. The incumbent supervises the Police Sergeants and internal investigations and assists the Chief of Police as second in command."

This job title had matches in Cottage Grove, Gladstone, Hood River, Molalla, Monmouth, Newport, Sandy, and Stayton. This job did not have matches in Independence and Fairview. We did not have access to a job description from Sandy. Some matches were Lieutenant and some were Captain.

- Experience: Silverton's minimum experience for this position is 5 years. The minimum experience levels vary widely here, but three jurisdictions require 10 years: Cottage Grove, Hood River, and Monmouth. There the pattern ends: Gladstone (4 year), Molalla (5 years), Newport (8 years), and Stayton (6 years).
- Education: Silverton requires a bachelor's, as do Cottage Grove and Stayton. Hood River seeks "a degree" in law enforcement/criminal justice, but this also could be an AA. The rest want at least a high school diploma, but don't specify higher education requirements.
- FLSA Exemption: Silverton and all other positions mark Lieutenant or Captain as exempt.

- Supervision: Silverton requires supervision of about 18 officers. The others all require supervision, and more specific numbers were available for a couple of jurisdictions: Cottage Grove (21 officers), Monmouth (more than 6 officers), and Stayton (13-25 FTE and 15-30 police volunteers).
- Certifications: Silverton requires a DPSST management/supervisory certification and so do the other jurisdictions, although one may be acquired within two years at many jurisdictions.
- Questionable matches: Gladstone and Molalla positions seem to cover a larger scope, with a greater focus on administrative and public outreach duties.
- Additional notes: None.

Conclusion: One could argue that Gladstone and Molalla do have slightly larger scopes, with a surprisingly greater administrative load and even far more public outreach, despite being of a lower rank.

7. Community Development Director

The Community Development Director in Silverton is an exempt position involving supervising 3 people. It requires a bachelor's degree and 5 years of experience. Below is a short summary of duties from the job description provided:

“Under general direction of City Manager, provides leadership, management, direction, planning, and goal setting for the Community Development Department to ensure delivery of quality municipal services.”

There were five matches: Hood River, Monmouth, Newport, Sandy, and Stayton.

- Experience: Silverton requires a minimum of 5 years, and so do Hood River and Sandy. Monmouth asks for 4 years, and Newport and Stayton want 3 years.
- Education: Silverton requires a bachelor's, and so do the others.
- FLSA Exemption: Silverton is exempt, and so are all of the other jurisdictions.
- Supervision: The Silverton position supervises 3 people. All of the others also involve supervision, although they do not specify, except for Stayton, which assigns a supervisee of less than 1 FTE.
- Certifications: The preferred candidate in Silverton has membership in the American Institute of Certified Planners (AICP), American Planning Association (APA), and Oregon Chapter of the APA. However, certification is not a requirement in Silverton. Newport prefers a match with American Institute of Certified Planners (AICP) certification, Certified Floodplain Manager (CFM), and Leadership in Energy and Environmental Design (LEED) certification. No certifications are noted in Hood River, Monmouth, Sandy, or Stayton, but could fall under general knowledge that is an unwritten expectation of the job.
- Questionable matches: One jurisdiction, Monmouth stands out as not requiring the incumbent to supervise other employees. However, this position in Monmouth has additional event duties that seem to indicate the job responsibilities overall are a match to Silverton and the other matched jurisdictions.
- Additional notes: None.

Conclusion: These are strong matches. Even though the event planning and marketing aspect of the Community Development Director position in Monmouth seems a bit strange, the bulk of the position still appears to fall within the same type of planning and leadership duties as the Silverton position.

8. City Engineer

City Engineer for Silverton is a non-exempt position with no supervision responsibilities. It requires a bachelor's degree or 8 years of experience and a GED. Below is a short summary of duties from the job description provided:

"The City Engineer is responsible for duties as assigned on a full range of civil works design, project management, and technical studies. The position requires frequent interaction with other staff, the public and elected officials. This position requires complex applicable project management, problem solving and independent judgment and decision making appropriate for a professional engineering position."

This job title has a match in Cottage Grove. None of the other jurisdictions had matches. Most contract out their engineering services.

- Experience: This position requires 8 years of experience in Silverton and 5 years in Cottage Grove, its only match.
- Education: Both Silverton and Cottage Grove require a bachelor's degree.
- FLSA Exemption: Silverton is exempt, but the Cottage Grove job description does not specify exemption type.
- Supervision: No supervision is specified in either the Silverton or Cottage Grove job descriptions.
- Certifications: For both Cottage Grove and Silverton, the requirement is: Oregon Professional Engineering License or Professional Engineering License from another state and the ability to obtain Oregon registration within six (6) months of hire date.
- Questionable matches: None.
- Additional notes: None.

Conclusion: Cottage Grove is the only jurisdiction that has a what could be considered an appropriate match. With only one comparator, it's hard to say whether this matched position represents the employment market generally. Many jurisdictions contract out their engineering (Gladstone, Independence, Molalla, and Monmouth). In some jurisdictions there is a smaller staff to handle engineering duties: Hood River has a Senior Project Manager and Fairview has a Civil Engineer handling some major engineering duties, but these roles are closer to a Senior Engineer than a City Engineer. Sandy and Stayton also have some other positions doing some of these duties. In Newport, the Public Works Director is also their City Engineer, but their Assistant City Engineer works as a match for the Senior Engineer.

Appendix A

<i>Results in Brief</i>	<i>A-1</i>
<i>Annual Vacation (PTO), Holiday and Executive or Management Leave.....</i>	<i>A-3</i>
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Results in Brief

Jurisdiction Job Title	Base Salary				Vacation & Holiday				Adjusted Comp. W/ PTO		
	Min	Median	Max		Min	Median	Max		Min	Median	Max
Account Clerk I	\$ 3,118	\$ 3,524	\$ 3,980		10%	11%	13%		\$ 3,617	\$ 4,128	\$ 4,754
% Difference from Average	-2%	-5%	-5%			7%	5%		6%	3%	2%
Account Clerk II	\$ 3,274	\$ 3,700	\$ 4,179		10%	11%	13%		\$ 3,798	\$ 4,335	\$ 4,992
% Difference from Average	0%	-1%	-1%		9%	7%	5%		7%	5%	4%
Accounting Manager	\$ 3,790	\$ 4,283	\$ 4,838		10%	11%	13%		\$ 4,397	\$ 5,018	\$ 5,779
% Difference from Average	-10%	-10%	-9%		14%	11%	8%		-5%	-5%	-5%
Administrative Assistant II-Public Works	\$ 3,274	\$ 3,700	\$ 4,179		10%	11%	13%		\$ 3,798	\$ 4,335	\$ 4,992
% Difference from Average	-6%	-7%	-8%		7%	5%	4%		1%	-1%	-3%
Administrative Assistant I-Public Works	\$ 3,118	\$ 3,524	\$ 3,980		10%	11%	13%		\$ 3,617	\$ 4,128	\$ 4,754
% Difference from Average	-3%	-4%	-6%		8%	5%	4%		5%	3%	1%
Assistant to the City Manager/City Clerk	\$ 4,179	\$ 4,722	\$ 5,333		12%	13%	15%		\$ 4,928	\$ 5,623	\$ 6,474
% Difference from Average	-11%	-10%	-10%		28%	23%	19%		-4%	-4%	-4%
Assistant to the City Manager/Human Resources	\$ 4,179	\$ 4,722	\$ 5,333		12%	13%	15%		\$ 4,928	\$ 5,623	\$ 6,474
% Difference from Average	-10%	-9%	-9%		25%	21%	19%		-3%	-3%	-3%
Building Inspector	\$ 4,607	\$ 5,206	\$ 5,880		10%	11%	13%		\$ 5,344	\$ 6,099	\$ 7,024
% Difference from Average											
Building Official	\$ 5,333	\$ 6,027	\$ 6,807		10%	11%	13%		\$ 6,187	\$ 7,061	\$ 8,132
% Difference from Average	-5%	-5%	-6%		3%	1%	1%		0%	-1%	-2%
City Engineer	\$ 6,483	\$ 7,326	\$ 8,274		12%	13%	15%		\$ 7,644	\$ 8,723	\$ 10,043
% Difference from Average	14%	14%	14%		41%	36%	33%		26%	26%	26%
Code Enforcement Officer	\$ 2,565	\$ 2,899	\$ 3,274		10%	11%	13%		\$ 2,976	\$ 3,396	\$ 3,911
% Difference from Average	-26%	-25%	-24%		6%	5%	4%		-21%	-21%	-20%
Community Development Director	\$ 6,807	\$ 7,692	\$ 8,687		14%	15%	17%		\$ 8,158	\$ 9,307	\$ 10,712
% Difference from Average	5%	5%	5%		40%	32%	24%		15%	14%	12%
Engineering Technician I	\$ 3,790	\$ 4,283	\$ 4,838		10%	11%	13%		\$ 4,397	\$ 5,018	\$ 5,779
% Difference from Average	3%	4%	4%		7%	5%	2%		13%	12%	11%
Engineering Technician II	\$ 4,179	\$ 4,722	\$ 5,333		10%	11%	13%		\$ 4,847	\$ 5,532	\$ 6,371
% Difference from Average	-3%	-3%	-3%		5%	3%	1%		4%	3%	3%

Results in Brief

Jurisdiction Job Title	Base Salary				Vacation & Holiday			Adjusted Comp. W/ PTO		
	Min	Median	Max		Min	Median	Max	Min	Median	Max
Finance Director	\$ 7,147	\$ 8,077	\$ 9,122		14%	15%	17%	\$ 8,566	\$ 9,773	\$ 11,248
% Difference from Average	2%	2%	3%		40%	33%	27%	9%	10%	10%
Maintenance Division Supervisor	\$ 5,062	\$ 5,740	\$ 6,483		12%	13%	15%	\$ 5,969	\$ 6,835	\$ 7,869
% Difference from Average	-5%	-4%	-4%		21%	20%	17%	1%	2%	2%
Planning and Permit Assistant	\$ 3,274	\$ 3,700	\$ 4,179		10%	11%	13%	\$ 3,798	\$ 4,335	\$ 4,992
% Difference from Average	-1%	0%	0%		6%	4%	3%	10%	9%	8%
Police Captain	\$ 6,807	\$ 7,692	\$ 8,687		12%	13%	15%	\$ 8,027	\$ 9,159	\$ 10,545
% Difference from Average	4%	6%	7%		27%	23%	18%	11%	12%	13%
Police Chief	\$ 7,147	\$ 8,077	\$ 9,122		14%	15%	17%	\$ 8,566	\$ 9,773	\$ 11,248
% Difference from Average	-7%	-6%	-5%		42%	36%	29%	0%	1%	1%
Police Sergeant	\$ 5,333	\$ 6,027	\$ 6,807		10%	11%	13%	\$ 6,187	\$ 7,061	\$ 8,132
% Difference from Average	-2%	0%	3%		5%	4%	2%	2%	4%	6%
Police Technician I	\$ 3,118	\$ 3,524	\$ 3,980		10%	11%	13%	\$ 3,617	\$ 4,128	\$ 4,754
% Difference from Average	-4%	-4%	-2%		8%	5%	3%	3%	2%	3%
Police Technician II	\$ 3,274	\$ 3,700	\$ 4,179		10%	11%	13%	\$ 3,798	\$ 4,335	\$ 4,992
% Difference from Average	-1%	0%	2%		8%	6%	2%	7%	6%	8%
Public Works Director	\$ 7,147	\$ 8,077	\$ 9,122		14%	15%	17%	\$ 8,566	\$ 9,773	\$ 11,248
% Difference from Average	-1%	-1%	0%		40%	34%	28%	6%	6%	6%
Senior Engineer	\$ 5,880	\$ 6,645	\$ 7,504		12%	13%	15%	\$ 6,934	\$ 7,912	\$ 9,109
% Difference from Average	6%	6%	5%		24%	21%	18%	12%	12%	11%
Water Quality Division Supervisor	\$ 5,062	\$ 5,740	\$ 6,483		12%	13%	15%	\$ 5,969	\$ 6,835	\$ 7,869
% Difference from Average	-1%	0%	0%		26%	23%	18%	5%	5%	5%

Annual Vacation (PTO), Holiday and Executive or Management Leave

Jurisdiction	Employee Group	PTO 5 Years	PTO 10 years	PTO 15 Years	PTO 20 years	Holiday Hours	Executive or Management Leave	Executive or Management Leave Description
Cottage Grove	Non-Represented	96	120	160	160	80	Only Ad hoc basis	
Cottage Grove	Police	96	120	160	180	88		
Cottage Grove	Public Works Laborers	96	120	160	168	88		
Fairview	Non-Represented	104	128	144	168	96	Dir. of Public Works & Finance earn 40 hours	
Fairview	Teamsters	104	128	144	168	96		
Gladstone	AFSCME	120	136	184	184	88	Only Ad hoc basis	
Gladstone	Non-Represented	120	136	184	184	88		
Gladstone	Police	120	136	184	184	88		
Hood River	Non-Represented	96	120	144	168	88	Grades I-O earn 40 hours of executive leave/year	Admin, Services Officer: Directors of Finance, Public Works, Planning, Accounting & HR, Building Official, Police Chief, Police Lieutenant, Project Manager, PW Operations Manager, Sr Project Manager
Hood River	Police	96	120	144	168	88		
Hood River	Public Works	96	120	144	168	96		
Independence	Non-Represented	96	120	144	168	88	40 hours for FLSA exempt employees	
Independence	Office Employees	96	120	144	168	88		
Independence	Police	96	120	144	168	96		
Independence	Teamsters Union	96	120	144	192	96		
Molalla	Non-Represented	96	120	144	168	88	Only Ad hoc basis	
Molalla	Police	120	120	144	168	88		
Molalla	Teamsters	96	120	144	168	88		
Monmouth	Electrical Workers	88	128	144	168	80	Only Ad hoc basis	
Monmouth	Non-Represented	88	128	144	168	80		
Monmouth	Police	96	128	144	168	96		
Newport	Employees Association	120	144	184	200	96	Only Ad hoc basis	
Newport	Non-Represented	120	144	184	200	96		
Newport	Police	96	144	184	200	96		
Sandy	Non-Represented	120	160	160	200	80	40 hours	Department Heads each get 40 Hours, Directors of Finance, Public Works, Planning & Development and the Police Chief.
Sandy	Police	124	164	164	200	80		

Annual Vacation (PTO), Holiday and Executive or Management Leave

Jurisdiction	Employee Group	PTO 5 Years	PTO 10 years	PTO 15 Years	PTO 20 years	Holiday Hours	Executive or Management Leave	Executive or Management Leave Description
Silverton	Administration	120	144	192	192	88	80 hours dept heads/40 hours other FLSA exempt	6.67 Hrs/mo for Dept. Heads; 3.34 hrs/mo for FLSA exempt Employees
Silverton	Community Development	120	144	192	192	88		
Silverton	Non-Represented	120	144	192	192	88		
Silverton	Police	120	144	192	192	88		
Silverton	Public Works	120	144	192	192	88		
Stayton	AFSCME	96	120	160	200	88	Only Ad hoc basis	
Stayton	Non-Represented	96	120	160	200	88		
Stayton	Police	96	120	160	200	88		

Health Insurance Comparison
Employee Plus Family

Jurisdiction	Employee Group	Name of Plan	Total Monthly Premium	Monthly Employee Premium	Monthly Employer Premium	Monthly Employer HRA or VEBA
Cottage Grove*	Single Option	Regence PPO: Copay A w/ Alt Care	1,995	100	1,895	150-police & GU, 184-NR
Fairview	Composite Rate	Kaiser EPO: Teamster Employers Trust DC 19 GW	1,378	138	1,240	-
Fairview		BC/BS PPO: OR Teamster Employer SF Trust GW	1,378	138	1,240	-
Gladstone	Highest Cost	Kaiser Permanente: Copay Plan B	1,896	190	1,707	125
Gladstone	Lowest Cost	Regence BlueCross BlueShield: Copay Plan B	1,882	188	1,694	125
Hood River	Single Option	Regence PPO: Copay Plan B w/ Alt Care	1,883	188	1,695	125
Independence	Highest Cost	Kaiser Copay B: Alt Care	2,000	-	2,000	-
Independence	Lowest Cost	Regence: Copay Plan B w/ Alt Care	1,925	-	1,925	-
Molalla***	Equal Cost	Kaiser EPO: OR Teamster Employees Trust	1,436	72	1,364	-
Molalla	Equal Cost	Regence BCBS PPO: Self-Funded GW Plan	1,436	72	1,364	-
Monmouth*	Highest Cost	Kaiser Permanente: Copay Plan B	1,896	57	1,839	88
Monmouth*	Lowest Cost	Regence BCBS: Copay Plan B	1,877	56	1,821	240
Newport	Single Option	Regence BCBS: HDHP-1 HSA w/ Alt Care: PPO	1,682	168	1,514	225
Sandy****	Highest Cost	Regence PPO: Copay Plan B w/ Alt Care	1,889	540	1,349	-
Sandy	Lowest Cost	Kaiser Permanente EPO	1,781	486	1,295	-
Silverton	Highest Cost	Kaiser Permanente Copay B: Alt Care & Vision	1,896	369	1,527	-
Silverton	Lowest Cost	Regence High Deductible HP 1 w/HSA Alt Care	1,657	-	1,657	188
Stayton	Highest Cost	Kaiser Copay A HA Kaiser Vision	1,882	282	1,599	-
Stayton	Lowest Cost	Regence Copay B, RX4 HA VSP 1	1,855	278	1,577	125

Health Insurance Comparison
Employee Plus Children

Jurisdiction	Employee Group	Name of Plan	Total Monthly Premium	Employee Premium	Employer Premium	Monthly Employer HRA or VEBA Contribution
Cottage Grove	Single Option	Regence PPO: Copay A w/ Alt Care	1,730	86	1,643	150-police & GU, 184-NR
Fairview	Composite Rate	Kaiser EPO: Teamster Employers Trust DC 19 GW	1,378	138	1,240	-
Fairview		BC/BS PPO: OR Teamster Employer SF Trust GW	1,378	138	1,240	-
Gladstone	Highest Cost	Kaiser Permanente: Copay Plan B	1,645	164	1,480	125
Gladstone	Lowest Cost	Regence BlueCross BlueShield: Copay Plan B	1,632	163	1,469	125
Hood River	Single Option	Regence PPO: Copay B w/ Alt Care	1,633	163	1,470	125
Independence	Highest Cost	Regence: Copay Plan B w/ Alt Care	1,925	-	1,925	-
Independence	Lowest Cost	Kaiser Copay B: Alt Care	1,669	-	1,669	-
Molalla	Equal Cost	Kaiser EPO: OR Teamster Employees Trust	1,436	72	1,364	-
Molalla	Equal Cost	Regence BCBS PPO: Self-Funded GW Plan	1,436	72	1,364	-
Monmouth*	Highest Cost	Kaiser Permanente: Copay Plan B	1,645	49	1,595	82
Monmouth*	Lowest Cost	Regence BCBS: Copay Plan B	1,627	49	1,579	223
Newport	Single Option	Regence BCBS: HDHP-1 HSA w/ Alt Care: PPO	1,458	146	1,313	225
Sandy	Highest Cost	Regence PPO: Copay Plan B w/ Alt Care	1,636	413	1,222	-
Sandy	Lowest Cost	Kaiser Permanente EPO	1,544	368	1,177	-
Silverton	Highest Cost	Kaiser Permanente Copay B: Alt Care & Vision	1,645	294	1,351	
Silverton	Lowest Cost	Regence High Deductible HP 1 w/HSA Alt Care	1,436	-	1,436	188
Stayton	Highest Cost	Kaiser Copay A HA Kaiser Vision	1,632	245	1,387	-
Stayton	Lowest Cost	Regence Copay B, RX4 HA VSP 1	1,608	241	1,367	83

Health Insurance Comparison
Employee Plus One Adult

Jurisdiction	Employee Group	Name of Plan	Total Monthly Premium	Employee Premium	Employer Premium	Monthly Employer HRA or VEBA Contribution
Cottage Grove	Single Option	Regence PPO: Copay A w/ Alt Care	1,480	74	1,406	130-police & GU, 142-NR
Fairview	Composite Rate	Kaiser EPO: Teamster Employers Trust DC 19 GW	1,378	138	1,240	-
Fairview		BC/BS PPO: OR Teamster Employer SF Trust GW	1,378	138	1,240	-
Gladstone	Highest Cost	Kaiser Permanente: Copay Plan B	1,393	139	1,254	83
Gladstone	Lowest Cost	Regence BlueCross BlueShield: Copay Plan B	1,395	140	1,256	83
Hood River	Single Option	Regence PPO: Copay B w/ Alt Care	1,396	140	1,257	83
Independence	Highest Cost	Regence: Copay Plan B w/ Alt Care	1,470	-	1,470	-
Independence	Lowest Cost	Kaiser Copay B: Alt Care	1,427	-	1,427	-
Molalla	Equal Cost	Kaiser EPO: OR Teamster Employees Trust	1,436	72	1,364	-
Molalla	Equal Cost	Regence BCBS PPO: Self-Funded GW Plan	1,436	72	1,364	-
Monmouth*	Highest Cost	Kaiser Permanente: Copay Plan B	1,393	42	1,351	68
Monmouth*	Lowest Cost	Regence BCBS: Copay Plan B	1,392	42	1,351	183
Newport	Single option	Regence BCBS: HDHP-1 HSA w/ Alt Care: PPO	1,220	122	1,098	225
Sandy	Highest Cost	Regence PPO: Copay Plan B w/ Alt Care	1,399	295	1,104	-
Sandy	Lowest Cost	Kaiser Permanente EPO	1,308	250	1,059	-
Silverton	Highest Cost	Kaiser Permanente Copay B: Alt Care & Vision	1,393	218	1,175	
Silverton	Lowest Cost	Regence High Deductible HP 1 w/HSA Alt Care	1,200	-	1,200	188
Stayton	Highest Cost	Kaiser Copay A HA Kaiser Vision	1,382	207	1,175	-
Stayton	Lowest Cost	Regence Copay B, RX4 HA VSP 1	1,377	206	1,170	125

Health Insurance Comparison
Employee Only

Jurisdiction	Employee Group	Name of Plan	Total Monthly Premium	Employee Premium	Employer Premium	Monthly Employer HRA or VEBA Contribution
Cottage Grove	Single Option	Regence PPO: Copay A w/ Alt Care	698	35	663	115-GU, 110-police, 100-NR
Fairview	Composite Rate	Kaiser EPO: Teamster Employers Trust DC 19 GW	1,378	138	1,240	-
Fairview		BC/BS PPO: OR Teamster Employer SF Trust GW	1,378	138	1,240	-
Gladstone	Highest Cost	Kaiser Permanente: Copay Plan B	665	66	598	42
Gladstone	Lowest Cost	Regence BlueCross BlueShield: Copay Plan B	659	66	593	42
Hood River	Single Option	Regence PPO: Copay B w/ Alt Care	660	66	594	42
Independence	Highest Cost	Kaiser Copay B: Alt Care	701	-	701	-
Independence	Lowest Cost	Regence: Copay Plan B w/ Alt Care	673	-	673	-
Molalla	Equal Cost	Kaiser EPO: OR Teamster Employees Trust	1,436	72	1,364	-
Molalla	Equal Cost	Regence BCBS PPO: Self-Funded GW Plan	1,436	72	1,364	-
Monmouth*	Highest Cost	Kaiser Permanente: Copay Plan B	665	20	645	41
Monmouth*	Lowest Cost	Regence BCBS: Copay Plan B	657	20	637	111
Newport	Single Option	Regence BCBS: HDHP-1 HSA w/ Alt Care: PPO	573	57	516	117
Sandy	Highest Cost	Regence PPO: Copay Plan B w/ Alt Care	660	-	660	-
Sandy	Lowest Cost	Kaiser Permanente EPO	624	-	624	-
Silverton	Highest Cost	Kaiser Permanente Copay B: Alt Care & Vision	665	-	665	
Silverton	Lowest Cost	Regence High Deductible HP 1 w/HSA Alt Care	565	-	565	94
Stayton	Highest Cost	Kaiser Copay A HA Kaiser Vision	660	99	561	-
Stayton	Lowest Cost	Regence Copay B, RX4 HA VSP 1	650	97	552	42

Note: all values are for "in-network" providers, generic drugs. Emergency Department copay waived if admitted.

Vision and Alt care included (no dental). Deductibles are maximum for Family, 2 people or single depending on plan.

* Cost share varies by group for Monmouth. Police pay \$25. IBEW & NR pay 3%. Cottage Grove GU = General Unit, NR = Non-rep.

*** Molalla Public Works Teamsters do not pay premium.

**** Sandy Employee Premium value is total premium less city \$809 allowance remainder

split half paid by employee and employer. For Police the employer allowance is \$1300 vs \$809

Health Insurance Comparison

Employee Plus Family

Jurisdiction	Employee Group	Name of Plan	Annual Deductible	Annual Maximum Out of Pocket: Individual	Maximum Out of Pocket: Family	Primary Care Office Visit Copay
Cottage Grove*	Single Option	Regence PPO: Copay A w/ Alt Care	750	2,250	4,750	\$20
Fairview	Composite Rate	Kaiser EPO: Teamster Employers Trust DC 19 GW		1,150	3,450	\$20
Fairview		BC/BS PPO: OR Teamster Employer SF Trust GW	450	1,150	1,150	10%
Gladstone	Highest Cost	Kaiser Permanente: Copay Plan B	-	1,500	3,000	\$20
Gladstone	Lowest Cost	Regence BlueCross BlueShield: Copay Plan B	1,500	2,500	5,500	\$20
Hood River	Single Option	Regence PPO: Copay Plan B w/ Alt Care	1,500	2,500	5,500	\$20
Independence	Highest Cost	Kaiser Copay B: Alt Care	-	1,500	3,000	\$20
Independence	Lowest Cost	Regence: Copay Plan B w/ Alt Care	1,500	2,500	5,500	\$20
Molalla***	Equal Cost	Kaiser EPO: OR Teamster Employees Trust	450	1,150	3,450	\$20
Molalla	Equal Cost	Regence BCBS PPO: Self-Funded GW Plan	450	1,150	1,150	10%
Monmouth*	Highest Cost	Kaiser Permanente: Copay Plan B	-	1,500	3,000	\$20
Monmouth*	Lowest Cost	Regence BCBS: Copay Plan B	1,500	2,500	5,500	\$20
Newport	Single Option	Regence BCBS: HDHP-1 HSA w/ Alt Care: PPO	3,000	2,300	5,050	20%
Sandy****	Highest Cost	Regence PPO: Copay Plan B w/ Alt Care	1,500	2,500	5,500	\$20
Sandy	Lowest Cost	Kaiser Permanente EPO	750	2,000	6,000	\$15
Silverton	Highest Cost	Kaiser Permanente Copay B: Alt Care & Vision	-	1,500	3,000	\$20
Silverton	Lowest Cost	Regence High Deductible HP 1 w/HSA Alt Care	3,000	2,300	5,050	20%
Stayton	Highest Cost	Kaiser Copay A HA Kaiser Vision	-	1,500	3,000	\$20
Stayton	Lowest Cost	Regence Copay B, RX4 HA VSP 1	1,500	2,500	5,500	\$20

Health Insurance Comparison

Employee Plus Children

Jurisdiction	Employee Group	Name of Plan	Deductible	Maximum Out of Pocket: Individual	Maximum Out of Pocket: Family	Primary Care Office Visit Copay
Cottage Grove	Single Option	Regence PPO: Copay A w/ Alt Care	750	2,250	4,750	\$20
Fairview	Composite Rate	Kaiser EPO: Teamster Employers Trust DC 19 GW	450	1,150	3,450	\$20
Fairview		BC/BS PPO: OR Teamster Employer SF Trust GW	450	1,150	1,150	\$0
Gladstone	Highest Cost	Kaiser Permanente: Copay Plan B	-	1,500	3,000	\$20
Gladstone	Lowest Cost	Regence BlueCross BlueShield: Copay Plan B	1,500	2,500	5,500	\$20
Hood River	Single Option	Regence PPO: Copay B w/ Alt Care	1,500	2,500	5,500	\$20
Independence	Highest Cost	Regence: Copay Plan B w/ Alt Care	1,500	2,500	5,500	\$20
Independence	Lowest Cost	Kaiser Copay B: Alt Care	-	1,500	3,000	\$20
Molalla	Equal Cost	Kaiser EPO: OR Teamster Employees Trust	450	1,150	3,450	\$20
Molalla	Equal Cost	Regence BCBS PPO: Self-Funded GW Plan	450	1,150	1,150	10%
Monmouth*	Highest Cost	Kaiser Permanente: Copay Plan B	-	1,500	3,000	\$20
Monmouth*	Lowest Cost	Regence BCBS: Copay Plan B	1,500	2,500	5,500	\$20
Newport	Single Option	Regence BCBS: HDHP-1 HSA w/ Alt Care: PPO	3,000	2,300	5,050	20%
Sandy	Highest Cost	Regence PPO: Copay Plan B w/ Alt Care	1,500	2,500	5,500	\$20
Sandy	Lowest Cost	Kaiser Permanente EPO	750	2,000	6,000	\$15
Silverton	Highest Cost	Kaiser Permanente Copay B: Alt Care & Vision	-	1,500	3,000	\$20
Silverton	Lowest Cost	Regence High Deductible HP 1 w/HSA Alt Care	3,000	2,300	5,050	20%
Stayton	Highest Cost	Kaiser Copay A HA Kaiser Vision	-	1,500	3,000	\$20
Stayton	Lowest Cost	Regence Copay B, RX4 HA VSP 1	1,500	2,500	5,500	\$20

Health Insurance Comparison

Employee Plus One Adult

Jurisdiction	Employee Group	Name of Plan	Deductible	Maximum Out of Pocket: Individual	Maximum Out of Pocket: Family	Primary Care Office Visit Copay
Cottage Grove	Single Option	Regence PPO: Copay A w/ Alt Care	500	2,250	4,500	\$20
Fairview	Composite Rate	Kaiser EPO: Teamster Employers Trust DC 19 GW	300	1,150	2,300	\$20
Fairview		BC/BS PPO: OR Teamster Employer SF Trust GW	300	1,150	1,150	\$0
Gladstone	Highest Cost	Kaiser Permanente: Copay Plan B	-	1,500	3,000	\$20
Gladstone	Lowest Cost	Regence BlueCross BlueShield: Copay Plan B	1,000	2,500	5,000	\$20
Hood River	Single Option	Regence PPO: Copay B w/ Alt Care	1,000	2,500	5,000	\$20
Independence	Highest Cost	Regence: Copay Plan B w/ Alt Care	1,000	2,500	5,000	\$20
Independence	Lowest Cost	Kaiser Copay B: Alt Care	-	1,500	3,000	\$20
Molalla	Equal Cost	Kaiser EPO: OR Teamster Employees Trust	300	1,150	3,450	\$20
Molalla	Equal Cost	Regence BCBS PPO: Self-Funded GW Plan	300	1,150	1,150	10%
Monmouth*	Highest Cost	Kaiser Permanente: Copay Plan B	-	1,500	3,000	\$20
Monmouth*	Lowest Cost	Regence BCBS: Copay Plan B	1,000	2,500	5,500	\$20
Newport	Single option	Regence BCBS: HDHP-1 HSA w/ Alt Care: PPO	3,000	2,300	4,600	20%
Sandy	Highest Cost	Regence PPO: Copay Plan B w/ Alt Care	1,000	2,500	5,000	\$20
Sandy	Lowest Cost	Kaiser Permanente EPO	500	2,000	6,000	\$15
Silverton	Highest Cost	Kaiser Permanente Copay B: Alt Care & Vision	-	1,500	3,000	\$20
Silverton	Lowest Cost	Regence High Deductible HP 1 w/HSA Alt Care	3,000	2,300	5,050	20%
Stayton	Highest Cost	Kaiser Copay A HA Kaiser Vision	-	1,500	3,000	\$20
Stayton	Lowest Cost	Regence Copay B, RX4 HA VSP 1	1,000	2,500	5,000	\$20

Health Insurance Comparison

Employee Only

Jurisdiction	Employee Group	Name of Plan	Deductible	Maximum Out of Pocket: Individual	Maximum Out of Pocket: Family	Primary Care Office Visit Copay
Cottage Grove	Single Option	Regence PPO: Copay A w/ Alt Care	250	2,250	2,250	\$20
Fairview	Composite Rate	Kaiser EPO: Teamster Employers Trust DC 19 GW	150	1,150	1,150	\$20
Fairview		BC/BS PPO: OR Teamster Employer SF Trust GW	150	1,150	1,150	\$0
Gladstone	Highest Cost	Kaiser Permanente: Copay Plan B	-	1,500	1,500	\$20
Gladstone	Lowest Cost	Regence BlueCross BlueShield: Copay Plan B	500	2,500	2,500	\$20
Hood River	Single Option	Regence PPO: Copay B w/ Alt Care	500	2,500	5,000	\$20
Independence	Highest Cost	Kaiser Copay B: Alt Care	-	1,500	3,000	\$20
Independence	Lowest Cost	Regence: Copay Plan B w/ Alt Care	500	2,500	2,500	\$20
Molalla	Equal Cost	Kaiser EPO: OR Teamster Employees Trust	150	1,150	3,450	\$20
Molalla	Equal Cost	Regence BCBS PPO: Self-Funded GW Plan	150	1,150	1,150	10%
Monmouth*	Highest Cost	Kaiser Permanente: Copay Plan B	-	1,500	1,500	\$20
Monmouth*	Lowest Cost	Regence BCBS: Copay Plan B	500	2,500	5,500	\$20
Newport	Single Option	Regence BCBS: HDHP-1 HSA w/ Alt Care: PPO	1,500	2,300	2,300	20%
Sandy	Highest Cost	Regence PPO: Copay Plan B w/ Alt Care	500	2,500	2,500	\$20
Sandy	Lowest Cost	Kaiser Permanente EPO	250	2,000	2,000	\$15
Silverton	Highest Cost	Kaiser Permanente Copay B: Alt Care & Vision	-	1,500	1,500	\$20
Silverton	Lowest Cost	Regence High Deductible HP 1 w/HSA Alt Care	1,500	2,300	5,050	20%
Stayton	Highest Cost	Kaiser Copay A HA Kaiser Vision	-	1,500	1,500	\$20
Stayton	Lowest Cost	Regence Copay B, RX4 HA VSP 1	500	2,500	2,500	\$20

Note: all values are for "in-network" providers, generic drugs. Emergency Department copay w Vision and Alt care included (no dental). Deductibles are maximum for Family, 2 people or sin

* Cost share varies by group for Monmouth. Police pay \$25. IBEW & NR pay 3%. Cottage Gro

*** Molalla Public Works Teamsters do not pay premium.

**** Sandy Employee Premium value is total premium less city \$809 allowance remainder split half paid by employee and employer. For Police the employer allowance is \$1300 vs \$809

Health Insurance Comparison
Employee Plus Family

Jurisdiction	Employee Group	Name of Plan	Specialty Care Office Visit Copay	Inpatient Hospital Copay per Admission	Emergency Department Copay	Generic Drug Copay
Cottage Grove*	Single Option	Regence PPO: Copay A w/ Alt Care	\$20	20%	\$100, 20% after	\$5
Fairview	Composite Rate	Kaiser EPO: Teamster Employers Trust DC 19 GW	\$30	10%	10%	\$10
Fairview		BC/BS PPO: OR Teamster Employer SF Trust GW	10%	10%	\$150 and 10%	10%
Gladstone	Highest Cost	Kaiser Permanente: Copay Plan B	\$30	\$200, up to \$1,000	\$200	\$10
Gladstone	Lowest Cost	Regence BlueCross BlueShield: Copay Plan B	\$20	20%	\$100	\$5
Hood River	Single Option	Regence PPO: Copay Plan B w/ Alt Care	\$20	20%	\$100, 20% after	\$5
Independence	Highest Cost	Kaiser Copay B: Alt Care	\$30	\$200, up to \$1,000	\$200	\$10
Independence	Lowest Cost	Regence: Copay Plan B w/ Alt Care	\$20	20%	\$100, 20% after	\$5
Molalla***	Equal Cost	Kaiser EPO: OR Teamster Employees Trust	\$30	10%	10%	\$10
Molalla	Equal Cost	Regence BCBS PPO: Self-Funded GW Plan	10%	10%	\$150	10%
Monmouth*	Highest Cost	Kaiser Permanente: Copay Plan B	30	\$200, up to \$1,000	\$200	\$10
Monmouth*	Lowest Cost	Regence BCBS: Copay Plan B	\$20	20%	\$100, 20% after	\$5
Newport	Single Option	Regence BCBS: HDHP-1 HSA w/ Alt Care: PPO	20%	20%	20%	20%
Sandy****	Highest Cost	Regence PPO: Copay Plan B w/ Alt Care	\$20	20%	\$100, 20% after	\$5
Sandy	Lowest Cost	Kaiser Permanente EPO	\$25	20%	20%	\$10
Silverton	Highest Cost	Kaiser Permanente Copay B: Alt Care & Vision	\$30	\$200, up to \$1000	\$200	\$10
Silverton	Lowest Cost	Regence High Deductible HP 1 w/HSA Alt Care	20%	20%	20%	20%
Stayton	Highest Cost	Kaiser Copay A HA Kaiser Vision	\$30	\$200, up to \$1,000	\$200	\$10
Stayton	Lowest Cost	Regence Copay B, RX4 HA VSP 1	\$20	20%	\$100, 20% after	\$5

Health Insurance Comparison

Employee Plus Children

Jurisdiction	Employee Group	Name of Plan	Specialty Care Office Visit Copay	Inpatient Hospital Copay per Admission	Emergency Department Copay	Generic Drug Copay
Cottage Grove	Single Option	Regence PPO: Copay A w/ Alt Care	\$20	20%	100, 20% after	\$5
Fairview	Composite Rate	Kaiser EPO: Teamster Employers Trust DC 19 GW	\$30	10%	10%	\$10
Fairview		BC/BS PPO: OR Teamster Employer SF Trust GW	\$0	10%	\$150 and 10%	10%
Gladstone	Highest Cost	Kaiser Permanente: Copay Plan B	\$30	\$200	\$200	\$10
Gladstone	Lowest Cost	Regence BlueCross BlueShield: Copay Plan B	\$20	20%	\$100	\$5
Hood River	Single Option	Regence PPO: Copay B w/ Alt Care	\$20	20%	\$100, 20% after	\$5
Independence	Highest Cost	Regence: Copay Plan B w/ Alt Care	\$20	20%	\$100, 20% after	\$5
Independence	Lowest Cost	Kaiser Copay B: Alt Care	\$30	\$200, up to \$1,000	\$200	\$10
Molalla	Equal Cost	Kaiser EPO: OR Teamster Employees Trust	\$30	10%	10%	\$10
Molalla	Equal Cost	Regence BCBS PPO: Self-Funded GW Plan	10%	10%	\$150	10%
Monmouth*	Highest Cost	Kaiser Permanente: Copay Plan B	\$30	\$200, up to \$1,000	\$200	\$10
Monmouth*	Lowest Cost	Regence BCBS: Copay Plan B	\$20	20%	\$100, 20% after	\$5
Newport	Single Option	Regence BCBS: HDHP-1 HSA w/ Alt Care: PPO	20%	20%	20%	20%
Sandy	Highest Cost	Regence PPO: Copay Plan B w/ Alt Care	\$20	20%	\$100, 20% after	\$5
Sandy	Lowest Cost	Kaiser Permanente EPO	\$25	20%	20%	\$10
Silverton	Highest Cost	Kaiser Permanente Copay B: Alt Care & Vision	\$30	\$200, up to \$1000	\$200	\$10
Silverton	Lowest Cost	Regence High Deductible HP 1 w/HSA Alt Care	20%	20%	20%	20%
Stayton	Highest Cost	Kaiser Copay A HA Kaiser Vision	\$30	\$200, up to \$1,000	\$200	\$10
Stayton	Lowest Cost	Regence Copay B, RX4 HA VSP 1	\$20	20%	20% after \$100	\$5

Health Insurance Comparison

Employee Plus One Adult

Jurisdiction	Employee Group	Name of Plan	Specialty Care Office Visit Copay	Inpatient Hospital Copay per Admission	Emergency Department Copay	Generic Drug Copay
Cottage Grove	Single Option	Regence PPO: Copay A w/ Alt Care	\$20	20%	100, 20% after	\$5
Fairview	Composite Rate	Kaiser EPO: Teamster Employers Trust DC 19 GW	\$30	10%	10%	\$10
Fairview		BC/BS PPO: OR Teamster Employer SF Trust GW	\$0	10%	\$150 and 10%	10%
Gladstone	Highest Cost	Kaiser Permanente: Copay Plan B	\$30	\$200	\$200	\$10
Gladstone	Lowest Cost	Regence BlueCross BlueShield: Copay Plan B	\$20	20%	\$100	\$5
Hood River	Single Option	Regence PPO: Copay B w/ Alt Care	\$20	20%	\$100, 20% after	\$5
Independence	Highest Cost	Regence: Copay Plan B w/ Alt Care	\$20	20%	\$100, 20% after	\$5
Independence	Lowest Cost	Kaiser Copay B: Alt Care	\$30	\$200, up to \$1,000	\$200	\$10
Molalla	Equal Cost	Kaiser EPO: OR Teamster Employees Trust	\$30	10%	10%	\$10
Molalla	Equal Cost	Regence BCBS PPO: Self-Funded GW Plan	10%	10%	\$150	10%
Monmouth*	Highest Cost	Kaiser Permanente: Copay Plan B	\$30	\$200, up to \$1,000	\$200	\$10
Monmouth*	Lowest Cost	Regence BCBS: Copay Plan B	\$20	20%	\$100, 20% after	\$5
Newport	Single option	Regence BCBS: HDHP-1 HSA w/ Alt Care: PPO	20%	20%	20%	20%
Sandy	Highest Cost	Regence PPO: Copay Plan B w/ Alt Care	\$20	20%	\$100, 20% after	\$5
Sandy	Lowest Cost	Kaiser Permanente EPO	\$25	20%	20%	\$10
Silverton	Highest Cost	Kaiser Permanente Copay B: Alt Care & Vision	\$30	\$200, up to \$1000	\$200	\$10
Silverton	Lowest Cost	Regence High Deductible HP 1 w/HSA Alt Care	20%	20%	20%	20%
Stayton	Highest Cost	Kaiser Copay A HA Kaiser Vision	\$30	\$200, up to \$1,000	\$200	\$10
Stayton	Lowest Cost	Regence Copay B, RX4 HA VSP 1	\$20	20%	20% after \$100	\$5

Health Insurance Comparison

Employee Only

Jurisdiction	Employee Group	Name of Plan	Specialty Care Office Visit Copay	Inpatient Hospital Copay per Admission	Emergency Department Copay	Generic Drug Copay
Cottage Grove	Single Option	Regence PPO: Copay A w/ Alt Care	\$20	20%	100, 20% after	\$5
Fairview	Composite Rate	Kaiser EPO: Teamster Employers Trust DC 19 GW	\$30	10%	10%	\$10
Fairview		BC/BS PPO: OR Teamster Employer SF Trust GW	\$0	10%	\$150 and 10%	10%
Gladstone	Highest Cost	Kaiser Permanente: Copay Plan B	\$30	\$200	\$200	\$10
Gladstone	Lowest Cost	Regence BlueCross BlueShield: Copay Plan B	\$20	20%	\$100	\$5
Hood River	Single Option	Regence PPO: Copay B w/ Alt Care	\$20	20%	\$100, 20% after	\$5
Independence	Highest Cost	Kaiser Copay B: Alt Care	\$30	\$200, up to \$1,000	\$200	\$10
Independence	Lowest Cost	Regence: Copay Plan B w/ Alt Care	\$20	20%	\$100, 20% after	\$5
Molalla	Equal Cost	Kaiser EPO: OR Teamster Employees Trust	\$30	10%	10%	\$10
Molalla	Equal Cost	Regence BCBS PPO: Self-Funded GW Plan	10%	10%	\$150	10%
Monmouth*	Highest Cost	Kaiser Permanente: Copay Plan B	\$30	\$200, up to \$1,000	\$200	\$10
Monmouth*	Lowest Cost	Regence BCBS: Copay Plan B	\$20	20%	\$100, 20% after	\$5
Newport	Single Option	Regence BCBS: HDHP-1 HSA w/ Alt Care: PPO	20%	20%	20%	20%
Sandy	Highest Cost	Regence PPO: Copay Plan B w/ Alt Care	\$20	20%	\$100, 20% after	\$5
Sandy	Lowest Cost	Kaiser Permanente EPO	\$25	20%	20%	\$10
Silverton	Highest Cost	Kaiser Permanente Copay B: Alt Care & Vision	20%	\$200, up to \$1000	\$200	\$10
Silverton	Lowest Cost	Regence High Deductible HP 1 w/HSA Alt Care	20%	20%	20%	20%
Stayton	Highest Cost	Kaiser Copay A HA Kaiser Vision	\$30	\$200, up to \$1,000	\$200	\$10
Stayton	Lowest Cost	Regence Copay B, RX4 HA VSP 1	\$20	20%	20% after \$100	\$5

Note: all values are for "in-network" providers, generic drugs. Emergency Department copay w Vision and Alt care included (no dental). Deductibles are maximum for Family, 2 people or sin

* Cost share varies by group for Monmouth. Police pay \$25. IBEW & NR pay 3%. Cottage Gro

*** Molalla Public Works Teamsters do not pay premium.

**** Sandy Employee Premium value is total premium less city \$809 allowance remainder split half paid by employee and employer. For Police the employer allowance is \$1300 vs \$809

City of Silverton Compensation Comparison



Position Name: Account Clerk I					Adjustments							
Jurisdiction Name	Jurisdiction Job Title	Base Salary			PERS & Insurance		Vacation & Holiday			Adjusted Comp. W/ PTO		
		Min	Median	Max	PERS	EE Ins.	Min	Median	Max	Min	Median	Max
Cottage Grove	Finance Clerk	\$ 3,684	\$ 4,163	\$ 4,702	No	(100)	8.5%	9.6%	11.5%	\$ 3,896	\$ 4,464	\$ 5,145
Fairview	Utility Billing Clerk	3,141	3,550	4,009		(138)	9.6%	10.8%	12.7%	3,305	3,794	4,380
Gladstone	n/a											
Hood River	Customer Service Rep/Admin Asst. (Grade B)	3,513	3,897	4,321	No	(188)	8.8%	10.0%	12.3%	3,636	4,098	4,665
Independence	Acct I/Payroll	3,049	3,530	4,086	Yes	-	8.8%	10.0%	12.3%	3,502	4,094	4,834
Molalla	n/a											
Monmouth	Accounting Clerk	2,892	3,353	3,887	Yes	(61)	8.1%	10.0%	11.9%	3,238	3,828	4,522
Newport	Accounting Tech.-Billing	3,511	4,020	4,602	Yes	(168)	10.4%	11.5%	14.2%	3,918	4,556	5,365
Sandy	Accounting/Recording Clerk	3,283	3,711	4,190	Yes	(486)	9.6%	11.5%	13.5%	3,310	3,875	4,519
Stayton	Accounting Clerk	2,498	3,331	3,763	No	(278)	8.8%	10.0%	13.8%	2,441	3,386	4,005
	Non-Zero Ave (Ave Health)	3,196	3,694	4,195		(177)	9.1%	10.4%	12.8%	3,406	4,012	4,679
	Median	3,212	3,630	4,138		(153)	8.8%	10.0%	12.5%	3,406	3,985	4,593
Silverton	Account Clerk I	\$ 3,118	\$ 3,524	\$ 3,980	Yes	-	10.0%	11.2%	13.5%	\$ 3,617	\$ 4,128	\$ 4,754

% Difference from Average	-2.4%	-4.6%	-5.1%	10.1%	6.9%	5.3%	6.2%	2.9%	1.6%
% Difference from Median	-2.9%	-2.9%	-3.8%	13.0%	11.5%	7.7%	6.2%	3.6%	3.5%

Note: N/a = no match. Vacation & Holiday Pay at Min level 5 years, Median 10 years & Max 20 years. When applicable Management leave added. Newport used 7/1/19 schedule discounted 2% to equal 7/1/2018 (Newport Police Chief includes 5% Public Safety Department Head).

City of Silverton Compensation Comparison



Position Name: Account Clerk II					Adjustments							
Jurisdiction Name	Jurisdiction Job Title	Base Salary			PERS & Insurance		Vacation & Holiday			Adjusted Comp. W/ PTO		
		Min	Median	Max	PERS	EE Ins.	Min	Median	Max	Min	Median	Max
Cottage Grove	Utility Clerk	\$ 3,684	\$ 4,163	\$ 4,702	No	(100)	8.8%	10.0%	12.3%	\$ 3,910	\$ 4,480	\$ 5,181
Fairview	Utility Billing Clerk	3,141	3,550	4,009	Yes	(138)	9.6%	10.8%	12.7%	3,494	4,007	4,621
Gladstone	Account Clerk II	3,972	4,370	4,811	Yes	(188)	10.0%	10.8%	13.1%	4,420	4,915	5,540
Hood River	Customer Service Rep/Admin Asst. (Grade B)	3,513	3,897	4,321	No	(188)	8.8%	10.0%	12.3%	3,636	4,098	4,665
Independence	Acct II/AR & AP or Utility Billing	3,049	3,530	4,086	Yes	-	8.8%	10.0%	12.3%	3,502	4,094	4,834
Molalla	Office Specialist IV	2,967	3,359	3,752	Yes	(72)	8.8%	10.0%	12.3%	3,335	3,825	4,367
Monmouth	Accounts Technician	3,095	3,588	4,159	Yes	(61)	8.1%	10.0%	11.9%	3,469	4,100	4,843
Newport	Accounting Tech.-Cash/Court	3,511	4,020	4,602	Yes	(168)	10.4%	11.5%	14.2%	3,918	4,556	5,365
Sandy	Accounting/Recording Clerk	3,283	3,711	4,190	Yes	(486)	9.6%	11.5%	13.5%	3,310	3,875	4,519
Stayton	Accounting Clerk	2,498	3,331	3,763	No	(278)	8.8%	10.0%	13.8%	2,441	3,386	4,005
	Non-Zero Ave (Ave Health)	3,271	3,752	4,239		(168)	9.2%	10.5%	12.8%	3,543	4,134	4,794
	Median	3,212	3,649	4,174		(153)	8.8%	10.0%	12.5%	3,498	4,096	4,749
Silverton	Account Clerk II	\$ 3,274	\$ 3,700	\$ 4,179	Yes	-	10.0%	11.2%	13.5%	\$ 3,798	\$ 4,335	\$ 4,992

% Difference from Average	0.1%	-1.4%	-1.4%	8.8%	6.6%	4.8%	7.2%	4.9%	4.1%
% Difference from Median	1.9%	1.4%	0.1%	13.0%	11.5%	7.7%	8.6%	5.8%	5.1%

Note: N/a = no match. Vacation & Holiday Pay at Min level 5 years, Median 10 years & Max 20 years. When applicable Management leave added. Newport used 7/1/19 schedule discounted 2% to equal 7/1/2018 (Newport Police Chief includes 5% Public Safety Department Head).

Position Name: Accounting Manager					Adjustments							
Jurisdiction Name	Jurisdiction Job Title	Base Salary			PERS & Insurance		Vacation & Holiday			Adjusted Comp. W/ PTO		
		Min	Median	Max	PERS	EE Ins.	Min	Median	Max	Min	Median	Max
Cottage Grove	Accounting Technician	\$ 3,684	\$ 4,163	\$ 4,702	No	(100)	8.5%	9.6%	11.5%	\$ 3,896	\$ 4,464	\$ 5,145
Fairview	Accountant II	4,498	5,084	5,741	Yes	(138)	9.6%	10.8%	12.7%	5,063	5,798	6,676
Gladstone	n/a											
Hood River	Compensation and Payments Specialist (Grade D)	4,041	4,483	4,970	No	(188)	8.8%	10.0%	12.3%	4,210	4,743	5,393
Independence	Accountant II	3,201	3,706	4,290	Yes	-	8.8%	10.0%	12.3%	3,677	4,299	5,076
Molalla	Senior Accountant	6,289	6,773	7,291	Yes	(72)	8.8%	10.0%	12.3%	7,151	7,784	8,554
Monmouth	Finance Operations Manager	4,644	5,384	6,241	Yes	(61)	8.1%	10.0%	11.9%	5,237	6,184	7,299
Newport	n/a											
Sandy	n/a											
Stayton	Assistant Finance Director	3,168	3,580	4,043	No	(278)	8.8%	10.0%	13.8%	3,169	3,659	4,324
	Non-Zero Ave (Ave Health)	4,218	4,739	5,325		(120)	8.8%	10.1%	12.4%	4,629	5,276	6,067
	Median	4,041	4,483	4,970		(100)	8.8%	10.0%	12.3%	4,210	4,743	5,393
Silverton	Accounting Manager	\$ 3,790	\$ 4,283	\$ 4,838	Yes	-	10.0%	11.2%	13.5%	\$ 4,397	\$ 5,018	\$ 5,779

% Difference from Average	-10.1%	-9.6%	-9.2%
% Difference from Median	-6.2%	-4.4%	-2.7%

13.8%	10.9%	8.4%	-5.0%	-4.9%	-4.7%
13.0%	11.5%	9.4%	4.4%	5.8%	7.1%

Note: N/a = no match. Vacation & Holiday Pay at Min level 5 years, Median 10 years & Max 20 years. When applicable Management leave added. Newport used 7/1/19 schedule discounted 2% to equal 7/1/2018 (Newport Police Chief includes 5% Public Safety Department Head).

Position Name: Administrative Assistant II- Public Works					Adjustments							
Jurisdiction Name	Jurisdiction Job Title	Base Salary			PERS & Insurance		Vacation & Holiday			Adjusted Comp. W/ PTO		
		Min	Median	Max	PERS	EE Ins.	Min	Median	Max	Min	Median	Max
Cottage Grove	Administrative Assistant II-PW	\$ 3,165	\$ 3,577	\$ 4,039	No	(100)	8.5%	9.6%	11.5%	\$ 3,333	\$ 3,821	\$ 4,405
Fairview	Office Assistant - PW	3,481	3,934	4,443	Yes	(138)	9.6%	10.8%	12.7%	3,887	4,455	5,136
Gladstone	Executive Assistant	4,728	5,213	5,747	Yes	(188)	10.0%	10.8%	13.1%	5,296	5,899	6,655
Hood River	Office Manager - PW (Grade B)	3,513	3,897	4,321	No	(188)	8.8%	10.0%	12.3%	3,636	4,098	4,665
Independence	Office Manager	3,891	4,505	5,215	Yes	-	10.8%	11.9%	14.2%	4,544	5,312	6,270
Molalla	Executive Assistant	4,002	4,550	5,073	Yes	(72)	8.8%	10.0%	12.3%	4,524	5,206	5,930
Monmouth	Utility Secretary	2,127	2,947	3,884	Yes	(61)	8.1%	10.0%	11.9%	2,365	3,357	4,519
Newport	Administrative Assistant	3,184	3,645	4,173	Yes	(168)	10.4%	11.5%	14.2%	3,538	4,116	4,848
Sandy	Utility Clerk	3,283	3,711	4,190	Yes	(486)	9.6%	11.5%	13.5%	3,310	3,875	4,519
Stayton	Administrative Asst. II	3,312	3,742	4,227	No	(278)	8.8%	10.0%	13.8%	3,326	3,838	4,534
	Non-Zero Ave (Ave Health)	3,469	3,972	4,531		(168)	9.3%	10.6%	13.0%	3,776	4,398	5,148
	Median	3,396	3,819	4,274		(153)	9.2%	10.4%	12.9%	3,587	4,107	4,757
Silverton	Administrative Assistant II-Public Works	\$ 3,274	\$ 3,700	\$ 4,179	Yes	-	10.0%	11.2%	13.5%	\$ 3,798	\$ 4,335	\$ 4,992

% Difference from Average	-5.6%	-6.8%	-7.8%
% Difference from Median	-3.6%	-3.1%	-2.2%

7.0%	5.1%	3.9%	0.6%	-1.4%	-3.0%
8.3%	7.4%	4.5%	5.9%	5.5%	5.0%

Note: N/a = no match. Vacation & Holiday Pay at Min level 5 years, Median 10 years & Max 20 years. When applicable Management leave added. Newport used 7/1/19 schedule discounted 2% to equal 7/1/2018 (Newport Police Chief includes 5% Public Safety Department Head).

Position Name: Administrative Assistant I- Public Works					Adjustments							
Jurisdiction Name	Jurisdiction Job Title	Base Salary			PERS & Insurance		Vacation & Holiday			Adjusted Comp. W/ PTO		
		Min	Median	Max	PERS	EE Ins.	Min	Median	Max	Min	Median	Max
Cottage Grove	Administrative Assistant I-PW	\$ 3,165	\$ 3,577	\$ 4,039	No	(100)	8.8%	10.0%	12.3%	\$ 3,345	\$ 3,834	\$ 4,436
Fairview	Office Assistant - PW	3,481	3,934	4,443	Yes	(138)	9.6%	10.8%	12.7%	3,887	4,455	5,136
Gladstone	Office Assistant II	4,084	4,503	4,964	Yes	(188)	10.0%	10.8%	13.1%	4,549	5,070	5,723
Hood River	Admin. Assistant - Planning Dept. (Grade B)	3,513	3,897	4,321	No	(188)	8.8%	10.0%	12.3%	3,636	4,098	4,665
Independence	n/a											
Molalla	n/a											
Monmouth	Utility Secretary	2,127	2,947	3,884	Yes	(61)	8.1%	10.0%	11.9%	2,365	3,357	4,519
Newport	Administrative Assistant	3,184	3,645	4,173	Yes	(168)	10.4%	11.5%	14.2%	3,538	4,116	4,848
Sandy	Administrative Assistant-Transit	3,283	3,711	4,190	Yes	(486)	9.6%	11.5%	13.5%	3,310	3,875	4,519
Stayton	Administrative Asst. I	2,897	3,274	3,697	No	(278)	8.8%	10.0%	13.8%	2,875	3,323	3,931
	Non-Zero Ave (Ave Health)	3,217	3,686	4,214		(201)	9.3%	10.6%	13.0%	3,438	4,016	4,722
	Median	3,234	3,678	4,181		(178)	9.2%	10.4%	12.9%	3,442	3,987	4,592
Silverton	Administrative Assistant I-Public Works	\$ 3,118	\$ 3,524	\$ 3,980	Yes	-	10.0%	11.2%	13.5%	\$ 3,617	\$ 4,128	\$ 4,754

% Difference from Average	-3.1%	-4.4%	-5.6%
% Difference from Median	-3.6%	-4.2%	-4.8%

7.8%	5.5%	3.7%	5.2%	2.8%	0.7%
8.3%	7.4%	4.5%	5.1%	3.6%	3.5%

Note: N/a = no match. Vacation & Holiday Pay at Min level 5 years, Median 10 years & Max 20 years. When applicable Management leave added. Newport used 7/1/19 schedule discounted 2% to equal 7/1/2018 (Newport Police Chief includes 5% Public Safety Department Head).

Position Name: Assistant to the City Manager/City Clerk					Adjustments							
Jurisdiction Name	Jurisdiction Job Title	Base Salary			PERS & Insurance		Vacation & Holiday			Adjusted Comp. W/ PTO		
		Min	Median	Max	PERS	EE Ins.	Min	Median	Max	Min	Median	Max
Cottage Grove	Administrative Assistant/City Recorder	\$ 4,127	\$ 4,664	\$ 5,267	No	(100)	8.5%	9.6%	11.5%	\$ 4,376	\$ 5,012	\$ 5,775
Fairview	City Recorder	5,536	6,256	7,066	Yes	(138)	9.6%	10.8%	12.7%	6,263	7,167	8,249
Gladstone	City Recorder	6,034	6,652	7,334	Yes	(188)	10.0%	10.8%	13.1%	6,811	7,579	8,545
Hood River	City Recorder (Grade D)	4,041	4,483	4,970	No	(188)	8.8%	10.0%	12.3%	4,210	4,743	5,393
Independence	City Recorder	4,290	4,966	5,749	Yes	-	10.8%	11.9%	14.2%	5,010	5,856	6,912
Molalla	City Recorder	6,289	6,773	7,291	Yes	(72)	8.8%	10.0%	12.3%	7,151	7,784	8,554
Monmouth	City Recorder	3,791	4,395	5,095	Yes	(61)	8.1%	10.0%	11.9%	4,264	5,037	5,947
Newport	City Recorder	5,773	6,609	7,567	Yes	(168)	10.4%	11.5%	14.2%	6,550	7,600	8,929
Sandy	Accounting/Recording Clerk	3,283	3,711	4,190	Yes	(486)	9.6%	11.5%	13.5%	3,310	3,875	4,519
Stayton	Deputy City Recorder	3,581	4,047	4,571	No	(278)	8.8%	10.0%	13.8%	3,620	4,174	4,926
	Non-Zero Ave (Ave Health)	4,675	5,255	5,910		(168)	9.3%	10.6%	13.0%	5,156	5,883	6,775
	Median	4,209	4,815	5,508		(153)	9.2%	10.4%	12.9%	4,693	5,447	6,430
Silverton	Assistant to the City Manager/City Clerk	\$ 4,179	\$ 4,722	\$ 5,333	Yes	-	11.9%	13.1%	15.4%	\$ 4,928	\$ 5,623	\$ 6,474

% Difference from Average	-10.6%	-10.1%	-9.8%
% Difference from Median	-0.7%	-1.9%	-3.2%

27.6%	23.2%	18.7%	-4.4%	-4.4%	-4.4%
29.2%	25.9%	19.4%	5.0%	3.2%	0.7%

Note: N/a = no match. Vacation & Holiday Pay at Min level 5 years, Median 10 years & Max 20 years. When applicable Management leave added. Newport used 7/1/19 schedule discounted 2% to equal 7/1/2018 (Newport Police Chief includes 5% Public Safety Department Head).

Assistant to the City Position Name: Manager/Human Resources Coordinator					Adjustments							
Jurisdiction Name	Jurisdiction Job Title	Base Salary			PERS & Insurance		Vacation & Holiday			Adjusted Comp. W/ PTO		
		Min	Median	Max	PERS	EE Ins.	Min	Median	Max	Min	Median	Max
Cottage Grove	Payroll HR Specialist	\$ 3,653	\$ 4,027	\$ 4,662	No	(100)	8.5%	9.6%	11.5%	\$ 3,862	\$ 4,314	\$ 5,100
Fairview	n/a											
Gladstone	HR Manager	6,034	6,652	7,334	Yes	(188)	10.0%	10.8%	13.1%	6,811	7,579	8,545
Hood River	Admin, Services Officer: Accounting & HR	4,041	4,483	4,970	No	(188)	8.8%	10.0%	12.3%	4,210	4,743	5,393
Independence	HR Manager	4,505	5,215	6,037	Yes	-	10.8%	11.9%	14.2%	5,260	6,149	7,258
Molalla	n/a											
Monmouth	n/a											
Newport	n/a											
Sandy	HR Manager	5,028	5,682	6,417	Yes	(486)	9.6%	11.5%	13.5%	5,327	6,192	7,180
Stayton	n/a											
	Non-Zero Ave (Ave Health)	4,652	5,212	5,884		(192)	9.5%	10.8%	12.9%	5,094	5,796	6,695
	Median	4,505	5,215	6,037		(188)	9.6%	10.8%	13.1%	5,260	6,149	7,180
Silverton	Assistant to the City Manager/Human Resources Coordinator	\$ 4,179	\$ 4,722	\$ 5,333	Yes	-	11.9%	13.1%	15.4%	\$ 4,928	\$ 5,623	\$ 6,474

% Difference from Average	-10.2%	-9.4%	-9.4%
% Difference from Median	-7.2%	-9.4%	-11.7%

25.0%	21.4%	19.0%	-3.3%	-3.0%	-3.3%
24.0%	21.4%	17.6%	-6.3%	-8.6%	-9.8%

Note: N/a = no match. Vacation & Holiday Pay at Min level 5 years, Median 10 years & Max 20 years. When applicable Management leave added. Newport used 7/1/19 schedule discounted 2% to equal 7/1/2018 (Newport Police Chief includes 5% Public Safety Department Head).

Position Name: Building Inspector					Adjustments							
Jurisdiction Name	Jurisdiction Job Title	Base Salary			PERS & Insurance		Vacation & Holiday			Adjusted Comp. W/ PTO		
		Min	Median	Max	PERS	EE Ins.	Min	Median	Max	Min	Median	Max
Cottage Grove	n/a											
Fairview	n/a											
Gladstone	n/a											
Hood River	n/a											
Independence	n/a											
Molalla	n/a											
Monmouth	n/a											
Newport	n/a											
Sandy	n/a											
Stayton	n/a											
	Non-Zero Ave (Ave Health)											
	Median											
Silverton	Building Inspector	\$ 4,607	\$ 5,206	\$ 5,880	Yes	-	10.0%	11.2%	13.5%	\$ 5,344	\$ 6,099	\$ 7,024

% Difference from Average			
% Difference from Median			

Note: N/a = no match. Vacation & Holiday Pay at Min level 5 years, Median 10 years & Max 20 years. When applicable Management leave added. Newport used 7/1/19 schedule discounted 2% to equal 7/1/2018 (Newport Police Chief includes 5% Public Safety Department Head).

Position Name: Building Official					Adjustments							
Jurisdiction Name	Jurisdiction Job Title	Base Salary			PERS & Insurance		Vacation & Holiday			Adjusted Comp. W/ PTO		
		Min	Median	Max	PERS	EE Ins.	Min	Median	Max	Min	Median	Max
Cottage Grove	Sr Building Permit Specialist/Inspector	\$ 5,622	\$ 6,353	\$ 7,175	No	(100)	8.5%	9.6%	11.5%	\$ 5,998	\$ 6,864	\$ 7,903
Fairview	n/a											
Gladstone	n/a											
Hood River	Building Official (Grade K)	6,596	7,316	8,113	No	(188)	10.8%	11.9%	14.2%	7,118	8,000	9,079
Independence	Building Official	4,966	5,749	6,655	Yes	-	10.8%	11.9%	14.2%	5,799	6,780	8,002
Molalla	n/a											
Monmouth	Building Official	5,689	6,595	7,646	Yes	(61)	8.1%	10.0%	11.9%	6,429	7,590	8,955
Newport	Building Official	5,720	6,548	7,497	Yes	(168)	10.4%	11.5%	14.2%	6,489	7,528	8,846
Sandy	Building Official	5,028	5,682	6,417	Yes	(486)	9.6%	11.5%	13.5%	5,327	6,192	7,180
Stayton	n/a											
	Non-Zero Ave (Ave Health)	5,604	6,374	7,251		(167)	9.7%	11.1%	13.3%	6,193	7,159	8,327
	Median	5,656	6,451	7,336		(134)	10.0%	11.5%	13.8%	6,214	7,196	8,424
Silverton	Building Official	\$ 5,333	\$ 6,027	\$ 6,807	Yes	-	10.0%	11.2%	13.5%	\$ 6,187	\$ 7,061	\$ 8,132

% Difference from Average	-4.8%	-5.4%	-6.1%
% Difference from Median	-5.7%	-6.6%	-7.2%

3.3%	0.6%	1.4%
0.0%	-3.3%	-2.8%
-0.1%	-1.4%	-2.4%
-0.4%	-1.9%	-3.5%

Note: N/a = no match. Vacation & Holiday Pay at Min level 5 years, Median 10 years & Max 20 years. When applicable Management leave added. Newport used 7/1/19 schedule discounted 2% to equal 7/1/2018 (Newport Police Chief includes 5% Public Safety Department Head).

Position Name: City Engineer					Adjustments							
Jurisdiction Name	Jurisdiction Job Title	Base Salary			PERS & Insurance		Vacation & Holiday			Adjusted Comp. W/ PTO		
		Min	Median	Max	PERS	EE Ins.	Min	Median	Max	Min	Median	Max
Cottage Grove	City Engineer	\$ 5,682	\$ 6,421	\$ 7,251	No	(100)	8.5%	9.6%	11.5%	\$ 6,063	\$ 6,938	\$ 7,988
Fairview	n/a											
Gladstone	n/a											
Hood River	n/a											
Independence	n/a											
Molalla	n/a											
Monmouth	n/a											
Newport	n/a											
Sandy	n/a											
Stayton	n/a											
	Non-Zero Ave (Ave Health)	5,682	6,421	7,251		(100)	8.5%	9.6%	11.5%	6,063	6,938	7,988
	Median	5,682	6,421	7,251		(100)	8.5%	9.6%	11.5%	6,063	6,938	7,988
Silverton	City Engineer	\$ 6,483	\$ 7,326	\$ 8,274	Yes	-	11.9%	13.1%	15.4%	\$ 7,644	\$ 8,723	\$ 10,043

% Difference from Average	14.1%	14.1%	14.1%
% Difference from Median	14.1%	14.1%	14.1%

40.9%	36.0%	33.3%	26.1%	25.7%	25.7%
40.9%	36.0%	33.3%	26.1%	25.7%	25.7%

Note: N/a = no match. Vacation & Holiday Pay at Min level 5 years, Median 10 years & Max 20 years. When applicable Management leave added. Newport used 7/1/19 schedule discounted 2% to equal 7/1/2018 (Newport Police Chief includes 5% Public Safety Department Head).

Position Name: Code Enforcement Officer					Adjustments							
Jurisdiction Name	Jurisdiction Job Title	Base Salary			PERS & Insurance		Vacation & Holiday			Adjusted Comp. W/ PTO		
		Min	Median	Max	PERS	EE Ins.	Min	Median	Max	Min	Median	Max
Cottage Grove	Planning Code Enforcement Technician	\$ 3,165	\$ 3,577	\$ 4,039	No	(100)	8.5%	9.6%	11.5%	\$ 3,333	\$ 3,821	\$ 4,405
Fairview	n/a											
Gladstone	Community Services Officer	3,590	3,955	4,365	Yes	(188)	10.0%	10.8%	13.1%	3,976	4,430	5,009
Hood River	Community Service Officer - Code/Parking Enforcement	4,176	4,542	4,906	No	(188)	8.8%	10.0%	12.3%	4,357	4,807	5,322
Independence	Community Service Officer	3,097	3,585	4,151	Yes	-	11.2%	12.3%	14.6%	3,629	4,242	5,006
Molalla	Code Enforcement	3,454	3,811	4,202	Yes	(72)	8.8%	10.0%	12.3%	3,895	4,348	4,900
Monmouth	Community Service Officer	3,095	3,588	4,159	Yes	(25)	9.2%	10.8%	12.7%	3,541	4,164	4,911
Newport	n/a											
Sandy	Code Enforcement Officer	3,964	4,324	4,712	Yes	(240)	9.8%	11.7%	13.5%	4,350	4,850	5,389
Stayton	Ordinance Enforcement Officer	3,168	3,580	4,043	No	(278)	8.8%	10.0%	13.8%	3,169	3,659	4,324
	Non-Zero Ave (Ave Health)	3,464	3,870	4,322		(136)	9.4%	10.6%	13.0%	3,781	4,290	4,908
	Median	3,311	3,699	4,181		(144)	9.0%	10.4%	12.9%	3,762	4,295	4,959
Silverton	Code Enforcement Officer	\$ 2,565	\$ 2,899	\$ 3,274	Yes	-	10.0%	11.2%	13.5%	\$ 2,976	\$ 3,396	\$ 3,911

% Difference from Average	-25.9%	-25.1%	-24.2%
% Difference from Median	-22.5%	-21.6%	-21.7%

6.4%	4.7%	3.7%
10.6%	7.4%	4.5%

-21.3%	-20.8%	-20.3%
-20.9%	-20.9%	-21.1%

Note: N/a = no match. Vacation & Holiday Pay at Min level 5 years, Median 10 years & Max 20 years. When applicable Management leave added. Newport used 7/1/19 schedule discounted 2% to equal 7/1/2018 (Newport Police Chief includes 5% Public Safety Department Head).

Position Name: Community Development Director					Adjustments							
Jurisdiction Name	Jurisdiction Job Title	Base Salary			PERS & Insurance		Vacation & Holiday			Adjusted Comp. W/ PTO		
		Min	Median	Max	PERS	EE Ins.	Min	Median	Max	Min	Median	Max
Cottage Grove	n/a											
Fairview	n/a											
Gladstone	n/a											
Hood River	Planning Director	7,587	8,460	9,332	No	(188)	10.8%	11.9%	14.2%	8,216	9,280	10,472
Independence	n/a											
Molalla	n/a											
Monmouth	Community Development Director	6,088	7,057	8,181	Yes	(61)	8.1%	10.0%	11.9%	6,883	8,125	9,586
Newport	Community Development Director	6,682	7,651	8,760	Yes	(168)	10.4%	11.5%	14.2%	7,609	8,825	10,364
Sandy	Planning and Development Director	6,422	7,257	8,196	Yes	(486)	11.5%	13.5%	15.4%	7,062	8,183	9,463
Stayton	Community Dev. /Planning Director	5,520	6,238	7,045	No	(278)	8.8%	10.0%	13.8%	5,730	6,584	7,742
	Non-Zero Ave (Ave Health)	6,460	7,333	8,303		(236)	9.9%	11.4%	13.9%	7,100	8,199	9,525
	Median	6,422	7,257	8,196		(188)	10.4%	11.5%	14.2%	7,062	8,183	9,586
Silverton	Community Development Director	\$ 6,807	\$ 7,692	\$ 8,687	Yes	-	13.8%	15.0%	17.3%	\$ 8,158	\$ 9,307	\$ 10,712

% Difference from Average	5.4%	4.9%	4.6%
% Difference from Median	6.0%	6.0%	6.0%

39.5%	31.8%	24.3%	14.9%	13.5%	12.5%
33.3%	30.0%	21.6%	15.5%	13.7%	11.7%

Note: N/a = no match. Vacation & Holiday Pay at Min level 5 years, Median 10 years & Max 20 years. When applicable Management leave added. Newport used 7/1/19 schedule discounted 2% to equal 7/1/2018 (Newport Police Chief includes 5% Public Safety Department Head).

Position Name: Engineering Technician I					Adjustments							
Jurisdiction Name	Jurisdiction Job Title	Base Salary			PERS & Insurance		Vacation & Holiday			Adjusted Comp. W/ PTO		
		Min	Median	Max	PERS	EE Ins.	Min	Median	Max	Min	Median	Max
Cottage Grove	Engineering Assistant	\$ 3,165	\$ 3,577	\$ 4,039	No	(100)	8.8%	10.0%	12.3%	\$ 3,345	\$ 3,834	\$ 4,436
Fairview	Civil Engineering Technician	4,273	4,830	5,455	Yes	(138)	9.6%	10.8%	12.7%	4,802	5,502	6,337
Gladstone	n/a											
Hood River	GIS Coordinator (Grade E)	4,334	4,807	5,331	No	(188)	8.8%	10.0%	12.3%	4,529	5,099	5,799
Independence	n/a											
Molalla	n/a											
Monmouth	n/a											
Newport	Engineering Technician I	2,955	3,391	3,891	Yes	(168)	10.4%	11.5%	14.2%	3,272	3,817	4,510
Sandy	Engineering Technician	3,936	4,449	5,024	Yes	(486)	9.6%	11.5%	13.5%	4,065	4,743	5,516
Stayton	Engineering Technician	3,312	3,742	4,227	No	(278)	8.8%	10.0%	13.8%	3,326	3,838	4,534
	Non-Zero Ave (Ave Health)	3,663	4,132	4,661		(226)	9.4%	10.6%	13.1%	3,890	4,472	5,189
	Median	3,624	4,095	4,625		(178)	9.2%	10.4%	13.1%	3,705	4,291	5,025
Silverton	Engineering Technician I	\$ 3,790	\$ 4,283	\$ 4,838	Yes	-	10.0%	11.2%	13.5%	\$ 4,397	\$ 5,018	\$ 5,779

% Difference from Average	3.5%	3.7%	3.8%
% Difference from Median	4.6%	4.6%	4.6%

6.8%	4.8%	2.4%	13.0%	12.2%	11.4%
8.3%	7.4%	2.9%	18.7%	17.0%	15.0%

Note: N/a = no match. Vacation & Holiday Pay at Min level 5 years, Median 10 years & Max 20 years. When applicable Management leave added. Newport used 7/1/19 schedule discounted 2% to equal 7/1/2018 (Newport Police Chief includes 5% Public Safety Department Head).

Position Name: Engineering Technician II					Adjustments							
Jurisdiction Name	Jurisdiction Job Title	Base Salary			PERS & Insurance		Vacation & Holiday			Adjusted Comp. W/ PTO		
		Min	Median	Max	PERS	EE Ins.	Min	Median	Max	Min	Median	Max
Cottage Grove	Engineering Tech. (Engineering Div.)	\$ 3,165	\$ 3,577	\$ 4,039	No	(100)	8.8%	10.0%	12.3%	\$ 3,345	\$ 3,834	\$ 4,436
Fairview	Civil Engineering Technician	4,273	4,830	5,455	Yes	(138)	9.6%	10.8%	12.7%	4,802	5,502	6,337
Gladstone	n/a											
Hood River	Project Manager (Grade K)	6,596	7,316	8,113	No	(188)	10.8%	11.9%	14.2%	7,118	8,000	9,079
Independence	n/a											
Molalla	Senior Engineering Tech	4,537	5,205	5,874	Yes	(72)	8.8%	10.0%	12.3%	5,139	5,966	6,877
Monmouth	n/a											
Newport	Engineering Technician II	3,103	3,561	4,085	Yes	(168)	10.4%	11.5%	14.2%	3,443	4,017	4,744
Sandy	Engineering Technician	3,936	4,449	5,024	Yes	(486)	9.6%	11.5%	13.5%	4,065	4,743	5,516
Stayton	Senior Engineering Tech	4,590	5,187	5,857	No	(278)	8.8%	10.0%	13.8%	4,717	5,427	6,390
	Non-Zero Ave (Ave Health)	4,314	4,875	5,492		(204)	9.6%	10.8%	13.3%	4,661	5,356	6,197
	Median	4,273	4,830	5,455		(168)	9.6%	10.8%	13.5%	4,717	5,427	6,337
Silverton	Engineering Technician II	\$ 4,179	\$ 4,722	\$ 5,333	Yes	-	10.0%	11.2%	13.5%	\$ 4,847	\$ 5,532	\$ 6,371

% Difference from Average	-3.1%	-3.1%	-2.9%	4.6%	3.0%	1.2%	4.0%	3.3%	2.8%
% Difference from Median	-2.2%	-2.2%	-2.2%	4.0%	3.6%	0.0%	2.8%	1.9%	0.5%

Note: N/a = no match. Vacation & Holiday Pay at Min level 5 years, Median 10 years & Max 20 years. When applicable Management leave added. Newport used 7/1/19 schedule discounted 2% to equal 7/1/2018 (Newport Police Chief includes 5% Public Safety Department Head).

Position Name: Finance Director					Adjustments							
Jurisdiction Name	Jurisdiction Job Title	Base Salary			PERS & Insurance		Vacation & Holiday			Adjusted Comp. W/ PTO		
		Min	Median	Max	PERS	EE Ins.	Min	Median	Max	Min	Median	Max
Cottage Grove	Finance Director	\$ 6,606	\$ 7,465	\$ 8,431	No	(100)	8.5%	9.6%	11.5%	\$ 7,065	\$ 8,083	\$ 9,304
Fairview	Finance Director	7,154	8,085	9,131	Yes	(138)	11.5%	12.7%	14.6%	8,271	9,458	10,876
Gladstone	n/a											
Hood River	Finance Director	8,728	9,731	10,734	No	(188)	10.8%	11.9%	14.2%	9,479	10,703	12,073
Independence	Finance Director	6,338	7,338	8,494	Yes	-	10.8%	11.9%	14.2%	7,401	8,653	10,213
Molalla	Finance Director	8,388	8,814	9,261	Yes	(72)	8.8%	10.0%	12.3%	9,561	10,152	10,884
Monmouth	Finance Director	6,514	7,551	8,754	Yes	(61)	8.1%	10.0%	11.9%	7,369	8,698	10,262
Newport	Finance Director	6,682	7,651	8,760	Yes	(168)	10.4%	11.5%	14.2%	7,609	8,825	10,364
Sandy	Finance Director	6,422	7,257	8,196	Yes	(486)	11.5%	13.5%	15.4%	7,062	8,183	9,463
Stayton	Finance Director	6,306	7,127	8,049	No	(278)	8.8%	10.0%	13.8%	6,586	7,561	8,885
	Non-Zero Ave (Ave Health)	7,015	7,891	8,868		(166)	9.9%	11.2%	13.6%	7,823	8,924	10,258
	Median	6,606	7,551	8,754		(138)	10.4%	11.5%	14.2%	7,401	8,698	10,262
Silverton	Finance Director	\$ 7,147	\$ 8,077	\$ 9,122	Yes	-	13.8%	15.0%	17.3%	\$ 8,566	\$ 9,773	\$ 11,248

% Difference from Average	1.9%	2.4%	2.9%
% Difference from Median	8.2%	7.0%	4.2%

39.7%	33.5%	27.4%	9.5%	9.5%	9.6%
33.3%	30.0%	21.6%	15.7%	12.4%	9.6%

Note: N/a = no match. Vacation & Holiday Pay at Min level 5 years, Median 10 years & Max 20 years. When applicable Management leave added. Newport used 7/1/19 schedule discounted 2% to equal 7/1/2018 (Newport Police Chief includes 5% Public Safety Department Head).

Position Name: Maintenance Division Supervisor					Adjustments							
Jurisdiction Name	Jurisdiction Job Title	Base Salary			PERS & Insurance		Vacation & Holiday			Adjusted Comp. W/ PTO		
		Min	Median	Max	PERS	EE Ins.	Min	Median	Max	Min	Median	Max
Cottage Grove	Facilities & Equip Mngr	\$ 5,141	\$ 5,810	\$ 6,561	No	(100)	8.5%	9.6%	11.5%	\$ 5,476	\$ 6,268	\$ 7,218
Fairview	Operations Superintendent, PW	5,536	6,256	7,066	Yes	(138)	9.6%	10.8%	12.7%	6,263	7,167	8,249
Gladstone	Public Works Supervisor	6,034	6,652	7,334	Yes	(188)	10.0%	10.8%	13.1%	6,811	7,579	8,545
Hood River	Public Works Operations Manager	5,735	6,360	7,053	No	(188)	10.8%	11.9%	14.2%	6,164	6,930	7,868
Independence	n/a											
Molalla	n/a											
Monmouth	n/a											
Newport	Facilities Maintenance Supervisor	4,308	4,932	5,647	Yes	(168)	10.4%	11.5%	14.2%	4,845	5,629	6,621
Sandy	n/a											
Stayton	n/a											
	Non-Zero Ave (Ave Health)	5,351	6,002	6,732		(156)	9.8%	10.9%	13.2%	5,912	6,715	7,700
	Median	5,536	6,256	7,053		(168)	10.0%	10.8%	13.1%	6,164	6,930	7,868
Silverton	Maintenance Division Supervisor	\$ 5,062	\$ 5,740	\$ 6,483	Yes	-	11.9%	13.1%	15.4%	\$ 5,969	\$ 6,835	\$ 7,869

% Difference from Average	-5.4%	-4.4%	-3.7%
% Difference from Median	-8.6%	-8.2%	-8.1%

21.1%	19.7%	17.0%	1.0%	1.8%	2.2%
19.2%	21.4%	17.6%	-3.2%	-1.4%	0.0%

Note: N/a = no match. Vacation & Holiday Pay at Min level 5 years, Median 10 years & Max 20 years. When applicable Management leave added. Newport used 7/1/19 schedule discounted 2% to equal 7/1/2018 (Newport Police Chief includes 5% Public Safety Department Head).

Position Name: Planning and Permit Assistant					Adjustments							
Jurisdiction Name	Jurisdiction Job Title	Base Salary			PERS & Insurance		Vacation & Holiday			Adjusted Comp. W/ PTO		
		Min	Median	Max	PERS	EE Ins.	Min	Median	Max	Min	Median	Max
Cottage Grove	Building Permit Specialist	\$ 2,952	\$ 3,337	\$ 3,768	No	(100)	8.8%	10.0%	12.3%	\$ 3,113	\$ 3,570	\$ 4,132
Fairview	n/a											
Gladstone	n/a											
Hood River	Assistant Planner (Grade C)	3,768	4,180	4,634	No	(188)	8.8%	10.0%	12.3%	3,913	4,409	5,016
Independence	n/a											
Molalla	n/a											
Monmouth	n/a											
Newport	Permit Technician	3,184	3,645	4,173	Yes	(168)	10.4%	11.5%	14.2%	3,538	4,116	4,848
Sandy	Planning Assistant	3,283	3,711	4,190	Yes	(486)	9.6%	11.5%	13.5%	3,310	3,875	4,519
Stayton	n/a											
	Non-Zero Ave (Ave Health)	3,297	3,718	4,191		(236)	9.4%	10.8%	13.1%	3,469	3,993	4,629
	Median	3,234	3,678	4,181		(178)	9.2%	10.8%	12.9%	3,424	3,996	4,684
Silverton	Planning and Permit Assistant	\$ 3,274	\$ 3,700	\$ 4,179	Yes	-	10.0%	11.2%	13.5%	\$ 3,798	\$ 4,335	\$ 4,992

% Difference from Average	-0.7%	-0.5%	-0.3%	6.1%	3.6%	2.9%	9.5%	8.6%	7.8%
% Difference from Median	1.3%	0.6%	-0.1%	8.3%	3.6%	4.5%	10.9%	8.5%	6.6%

Note: N/a = no match. Vacation & Holiday Pay at Min level 5 years, Median 10 years & Max 20 years. When applicable Management leave added. Newport used 7/1/19 schedule discounted 2% to equal 7/1/2018 (Newport Police Chief includes 5% Public Safety Department Head).

Position Name: Police Captain					Adjustments							
Jurisdiction Name	Jurisdiction Job Title	Base Salary			PERS & Insurance		Vacation & Holiday			Adjusted Comp. W/ PTO		
		Min	Median	Max	PERS	EE Ins.	Min	Median	Max	Min	Median	Max
Cottage Grove	Police Captain	\$ 5,716	\$ 6,460	\$ 7,295	No	(100)	8.5%	9.6%	11.5%	\$ 6,100	\$ 6,981	\$ 8,037
Fairview	n/a											
Gladstone	Police Lieutenant	8,086	8,915	9,829	Yes	(188)	10.0%	10.8%	13.1%	9,192	10,222	11,516
Hood River	Police Lieutenant (Grade K)	6,596	7,316	8,113	No	(188)	10.8%	11.9%	14.2%	7,118	8,000	9,079
Independence	n/a											
Molalla	Police Lieutenant	8,003	8,409	8,836	Yes	(72)	8.8%	10.0%	12.3%	9,119	9,683	10,382
Monmouth	Police Lieutenant	6,088	7,057	8,181	Yes	(61)	8.1%	10.0%	11.9%	6,883	8,125	9,586
Newport	Patrol Lieutenant	6,061	6,939	7,944	Yes	(168)	10.4%	11.5%	14.2%	6,886	7,988	9,383
Sandy	Police Lieutenant	5,919	6,689	7,554	Yes	(486)	9.6%	11.5%	13.5%	6,357	7,376	8,538
Stayton	Lieutenant	5,757	6,505	7,347	No	(278)	8.8%	10.0%	13.8%	5,988	6,878	8,086
	Non-Zero Ave (Ave Health)	6,528	7,286	8,137		(193)	9.4%	10.7%	13.1%	7,205	8,157	9,326
	Median	6,074	6,998	8,029		(178)	9.2%	10.4%	13.3%	6,884	7,994	9,231
Silverton	Police Captain	\$ 6,807	\$ 7,692	\$ 8,687	Yes	-	11.9%	13.1%	15.4%	\$ 8,027	\$ 9,159	\$ 10,545

% Difference from Average	4.3%	5.6%	6.8%
% Difference from Median	12.1%	9.9%	8.2%

27.2%	22.5%	17.6%	11.4%	12.3%	13.1%
29.2%	25.9%	15.9%	16.6%	14.6%	14.2%

Note: N/a = no match. Vacation & Holiday Pay at Min level 5 years, Median 10 years & Max 20 years. When applicable Management leave added. Newport used 7/1/19 schedule discounted 2% to equal 7/1/2018 (Newport Police Chief includes 5% Public Safety Department Head).

Position Name: Police Chief					Adjustments							
Jurisdiction Name	Jurisdiction Job Title	Base Salary			PERS & Insurance		Vacation & Holiday			Adjusted Comp. W/ PTO		
		Min	Median	Max	PERS	EE Ins.	Min	Median	Max	Min	Median	Max
Cottage Grove	Police Chief	\$ 6,925	\$ 7,826	\$ 8,839	No	(100)	8.5%	9.6%	11.5%	\$ 7,411	\$ 8,479	\$ 9,759
Fairview	n/a											
Gladstone	Police Chief	9,829	10,836	11,947	Yes	(188)	10.0%	10.8%	13.1%	11,213	12,465	14,038
Hood River	Police Chief	8,728	9,731	10,734	No	(188)	10.8%	11.9%	14.2%	9,479	10,703	12,073
Independence	Police Chief	7,704	8,919	10,325	Yes	-	10.8%	11.9%	14.2%	8,996	10,517	12,413
Molalla	Police Chief	9,008	9,465	9,945	Yes	(72)	8.8%	10.0%	12.3%	10,273	10,908	11,694
Monmouth	Police Chief	6,514	7,551	8,754	Yes	(61)	8.1%	10.0%	11.9%	7,369	8,698	10,262
Newport	Police Chief	7,016	8,034	9,198	Yes	(168)	10.4%	11.5%	14.2%	7,998	9,274	10,890
Sandy	Police Chief	6,968	7,874	8,893	Yes	(486)	11.5%	13.5%	15.4%	7,704	8,920	10,309
Stayton	Chief of Police	6,164	6,966	7,868	No	(278)	8.8%	10.0%	13.8%	6,431	7,384	8,679
	Non-Zero Ave (Ave Health)	7,651	8,578	9,611		(171)	9.7%	11.0%	13.4%	8,542	9,705	11,124
	Median	7,016	8,034	9,198		(168)	10.0%	10.8%	13.8%	7,998	9,274	10,890
Silverton	Police Chief	\$ 7,147	\$ 8,077	\$ 9,122	Yes	-	13.8%	15.0%	17.3%	\$ 8,566	\$ 9,773	\$ 11,248

% Difference from Average	-6.6%	-5.8%	-5.1%
% Difference from Median	1.9%	0.5%	-0.8%

42.1%	36.0%	29.0%	0.3%	0.7%	1.1%
38.5%	39.3%	25.0%	7.1%	5.4%	3.3%

Note: N/a = no match. Vacation & Holiday Pay at Min level 5 years, Median 10 years & Max 20 years. When applicable Management leave added. Newport used 7/1/19 schedule discounted 2% to equal 7/1/2018 (Newport Police Chief includes 5% Public Safety Department Head).

Position Name: Police Sergeant					Adjustments							
Jurisdiction Name	Jurisdiction Job Title	Base Salary			PERS & Insurance		Vacation & Holiday			Adjusted Comp. W/ PTO		
		Min	Median	Max	PERS	EE Ins.	Min	Median	Max	Min	Median	Max
Cottage Grove	Police Sergeant	\$ 5,837	\$ 5,837	\$ 5,837	Yes	(100)	8.8%	10.0%	12.9%	\$ 6,604	\$ 6,671	\$ 6,840
Fairview	n/a											
Gladstone	Sergeant	6,335	6,984	7,700	Yes	(188)	10.0%	10.8%	13.1%	7,160	7,967	8,981
Hood River	Sergeant-Step 2	5,628	5,884	6,152	No	(188)	8.8%	10.0%	12.3%	5,938	6,284	6,721
Independence	Sergeant	5,475	6,338	7,338	Yes	-	10.8%	11.9%	14.2%	6,394	7,475	8,822
Molalla	Sergeant	6,108	6,466	6,825	Yes	(72)	8.8%	10.0%	12.3%	6,943	7,429	8,003
Monmouth	Sergeant	4,969	5,761	6,678	Yes	(25)	9.2%	10.8%	12.7%	5,701	6,702	7,902
Newport	Sergeant	5,187	5,938	6,799	Yes	(168)	10.4%	11.5%	14.2%	5,869	6,812	8,006
Sandy	Sergeant	5,028	5,682	6,417	Yes	(486)	9.6%	11.5%	13.5%	5,327	6,192	7,180
Stayton	Sergeant	4,618	5,219	5,894	No	(278)	8.8%	10.0%	13.8%	4,748	5,462	6,432
	Non-Zero Ave (Ave Health)	5,465	6,012	6,627		(167)	9.5%	10.7%	13.2%	6,076	6,777	7,654
	Median	5,475	5,884	6,678		(168)	9.2%	10.8%	13.1%	5,938	6,702	7,902
Silverton	Police Sergeant	\$ 5,333	\$ 6,027	\$ 6,807	Yes	-	10.0%	11.2%	13.5%	\$ 6,187	\$ 7,061	\$ 8,132

% Difference from Average	-2.4%	0.2%	2.7%
% Difference from Median	-2.6%	2.4%	1.9%

5.4%	4.0%	1.8%	1.8%	4.2%	6.2%
8.3%	3.6%	2.9%	4.2%	5.4%	2.9%

Note: N/a = no match. Vacation & Holiday Pay at Min level 5 years, Median 10 years & Max 20 years. When applicable Management leave added. Newport used 7/1/19 schedule discounted 2% to equal 7/1/2018 (Newport Police Chief includes 5% Public Safety Department Head).

Position Name: Police Technician I					Adjustments							
Jurisdiction Name	Jurisdiction Job Title	Base Salary			PERS & Insurance		Vacation & Holiday			Adjusted Comp. W/ PTO		
		Min	Median	Max	PERS	EE Ins.	Min	Median	Max	Min	Median	Max
Cottage Grove	Records Coordinator	\$ 3,266	\$ 3,691	\$ 4,168	Yes	(100)	8.8%	10.0%	12.9%	\$ 3,651	\$ 4,182	\$ 4,855
Fairview	n/a											
Gladstone	n/a											
Hood River	Admin. Assistant - Police/Evidence - Code Enforcement (Grade B)	3,513	3,897	4,321	No	(188)	8.8%	10.0%	12.3%	3,636	4,098	4,665
Independence	n/a											
Molalla	Records Specialist	3,638	3,903	4,145	Yes	(72)	10.0%	10.0%	12.3%	4,148	4,456	4,832
Monmouth	Records Clerk	2,892	3,353	3,887	Yes	(25)	9.2%	10.8%	12.7%	3,308	3,890	4,588
Newport	Records/Evidence Clerk	2,886	3,584	3,911	Yes	(168)	9.2%	11.5%	14.2%	3,158	4,044	4,534
Sandy	Records/Evidence Specialist	3,576	3,900	4,252	Yes	(240)	9.8%	11.7%	13.5%	3,901	4,351	4,839
Stayton	Records Clerk	2,897	3,274	3,697	No	(278)	8.8%	10.0%	13.8%	2,875	3,323	3,931
	Non-Zero Ave (Ave Health)	3,238	3,657	4,054		(153)	9.3%	10.6%	13.1%	3,525	4,049	4,606
	Median	3,266	3,691	4,145		(168)	9.2%	10.0%	12.9%	3,636	4,098	4,665
Silverton	Police Technician I	\$ 3,118	\$ 3,524	\$ 3,980	Yes	-	10.0%	11.2%	13.5%	\$ 3,617	\$ 4,128	\$ 4,754

% Difference from Average	-3.7%	-3.6%	-1.8%
% Difference from Median	-4.5%	-4.5%	-4.0%

8.0%	5.5%	2.7%	2.6%	2.0%	3.2%
8.3%	11.5%	4.5%	-0.5%	0.7%	1.9%

Note: N/a = no match. Vacation & Holiday Pay at Min level 5 years, Median 10 years & Max 20 years. When applicable Management leave added. Newport used 7/1/19 schedule discounted 2% to equal 7/1/2018 (Newport Police Chief includes 5% Public Safety Department Head).

Position Name: Police Technician II					Adjustments							
Jurisdiction Name	Jurisdiction Job Title	Base Salary			PERS & Insurance		Vacation & Holiday			Adjusted Comp. W/ PTO		
		Min	Median	Max	PERS	EE Ins.	Min	Median	Max	Min	Median	Max
Cottage Grove	Records Coordinator	\$ 3,266	\$ 3,691	\$ 4,168	Yes	(100)	8.8%	10.0%	12.9%	\$ 3,651	\$ 4,182	\$ 4,855
Fairview	n/a											
Gladstone	n/a											
Hood River	Admin. Assistant - Police/Evidence - Code Enforcement (Grade B)	3,513	3,897	4,321	No	(188)	8.8%	10.0%	12.3%	3,636	4,098	4,665
Independence	n/a											
Molalla	Records Specialist	3,638	3,903	4,145	Yes	(72)	10.0%	10.0%	12.3%	4,148	4,456	4,832
Monmouth	n/a											
Newport	Records/Evidence Clerk	2,886	3,584	3,911	Yes	(168)	9.2%	11.5%	14.2%	3,158	4,044	4,534
Sandy	Records/Evidence Specialist	3,576	3,900	4,252	Yes	(240)	9.8%	11.7%	13.5%	3,901	4,351	4,839
Stayton	Records Clerk	2,897	3,274	3,697	No	(278)	8.8%	10.0%	13.8%	2,875	3,323	3,931
	Non-Zero Ave (Ave Health)	3,296	3,708	4,082		(174)	9.3%	10.5%	13.2%	3,561	4,076	4,609
	Median	3,390	3,794	4,157		(178)	9.0%	10.0%	13.2%	3,643	4,140	4,748
Silverton	Police Technician II	\$ 3,274	\$ 3,700	\$ 4,179	Yes	-	10.0%	11.2%	13.5%	\$ 3,798	\$ 4,335	\$ 4,992

% Difference from Average	-0.7%	-0.2%	2.4%
% Difference from Median	-3.4%	-2.5%	0.5%

8.0%	5.8%	2.2%	6.6%	6.4%	8.3%
10.6%	11.5%	2.2%	4.2%	4.7%	5.1%

Note: N/a = no match. Vacation & Holiday Pay at Min level 5 years, Median 10 years & Max 20 years. When applicable Management leave added. Newport used 7/1/19 schedule discounted 2% to equal 7/1/2018 (Newport Police Chief includes 5% Public Safety Department Head).

Position Name: Public Works Director					Adjustments							
Jurisdiction Name	Jurisdiction Job Title	Base Salary			PERS & Insurance		Vacation & Holiday			Adjusted Comp. W/ PTO		
		Min	Median	Max	PERS	EE Ins.	Min	Median	Max	Min	Median	Max
Cottage Grove	Public Works & Development Director	\$ 6,925	\$ 7,826	\$ 8,839	No	(100)	8.5%	9.6%	11.5%	\$ 7,411	\$ 8,479	\$ 9,759
Fairview	Public Works Director	7,154	8,085	9,131	Yes	(138)	11.5%	12.7%	14.6%	8,271	9,458	10,876
Gladstone	Public Works Director	8,490	9,360	10,320	Yes	(188)	10.0%	10.8%	13.1%	9,660	10,741	12,101
Hood River	Public Works Director	8,728	9,731	10,734	No	(188)	10.8%	11.9%	14.2%	9,479	10,703	12,073
Independence	Public Works Director	6,988	8,090	9,365	Yes	-	10.8%	11.9%	14.2%	8,160	9,540	11,259
Molalla	Public Works Director	8,576	9,012	9,469	Yes	(72)	8.8%	10.0%	12.3%	9,778	10,382	11,131
Monmouth	Public Works Director	6,514	7,551	8,754	Yes	(61)	8.1%	10.0%	11.9%	7,369	8,698	10,262
Newport	Director of Public Works/City Engineer	6,682	7,651	8,760	Yes	(168)	10.4%	11.5%	14.2%	7,609	8,825	10,364
Sandy	Public Works Director	6,422	7,257	8,196	Yes	(486)	11.5%	13.5%	15.4%	7,062	8,183	9,463
Stayton	Public Works Director	5,924	6,695	7,561	No	(278)	8.8%	10.0%	13.8%	6,170	7,086	8,330
	Non-Zero Ave (Ave Health)	7,240	8,126	9,113		(168)	9.9%	11.2%	13.5%	8,097	9,210	10,562
	Median	6,957	7,956	8,985		(153)	10.2%	11.2%	14.0%	7,885	9,142	10,620
Silverton	Public Works Director	\$ 7,147	\$ 8,077	\$ 9,122	Yes	-	13.8%	15.0%	17.3%	\$ 8,566	\$ 9,773	\$ 11,248

% Difference from Average	-1.3%	-0.6%	0.1%
% Difference from Median	2.7%	1.5%	1.5%

39.5%	34.0%	27.8%	5.8%	6.1%	6.5%
35.8%	34.5%	23.3%	8.6%	6.9%	5.9%

Note: N/a = no match. Vacation & Holiday Pay at Min level 5 years, Median 10 years & Max 20 years. When applicable Management leave added. Newport used 7/1/19 schedule discounted 2% to equal 7/1/2018 (Newport Police Chief includes 5% Public Safety Department Head).

Position Name: Senior Engineer					Adjustments							
Jurisdiction Name	Jurisdiction Job Title	Base Salary			PERS & Insurance		Vacation & Holiday			Adjusted Comp. W/ PTO		
		Min	Median	Max	PERS	EE Ins.	Min	Median	Max	Min	Median	Max
Cottage Grove	Civil Engineer	\$ 5,618	\$ 6,349	\$ 7,170	No	(100)	8.8%	10.0%	12.3%	\$ 6,015	\$ 6,884	\$ 7,953
Fairview	Civil Engineer	5,247	5,929	6,695	Yes	(138)	9.6%	10.8%	12.7%	5,929	6,785	7,809
Gladstone	n/a											
Hood River	n/a											
Independence	n/a											
Molalla	n/a											
Monmouth	n/a											
Newport	Assistant City Engineer	5,773	6,609	7,567	Yes	(168)	10.4%	11.5%	14.2%	6,550	7,600	8,929
Sandy	n/a											
Stayton	n/a											
	Non-Zero Ave (Ave Health)	5,546	6,295	7,144		(135)	9.6%	10.8%	13.1%	6,165	7,090	8,230
	Median	5,618	6,349	7,170		(138)	9.6%	10.8%	12.7%	6,015	6,884	7,953
Silverton	Senior Engineer	\$ 5,880	\$ 6,645	\$ 7,504	Yes	-	11.9%	13.1%	15.4%	\$ 6,934	\$ 7,912	\$ 9,109

% Difference from Average	6.0%	5.5%	5.0%
% Difference from Median	4.7%	4.7%	4.7%

24.0%	21.4%	17.6%	12.5%	11.6%	10.7%
24.0%	21.4%	21.2%	15.3%	14.9%	14.5%

Note: N/a = no match. Vacation & Holiday Pay at Min level 5 years, Median 10 years & Max 20 years. When applicable Management leave added. Newport used 7/1/19 schedule discounted 2% to equal 7/1/2018 (Newport Police Chief includes 5% Public Safety Department Head).

Position Name: Water Quality Division Supervisor					Adjustments							
Jurisdiction Name	Jurisdiction Job Title	Base Salary			PERS & Insurance		Vacation & Holiday			Adjusted Comp. W/ PTO		
		Min	Median	Max	PERS	EE Ins.	Min	Median	Max	Min	Median	Max
Cottage Grove	Water Production Superintendent	\$ 5,005	\$ 5,657	\$ 6,388	No	(100)	8.5%	9.6%	11.5%	\$ 5,329	\$ 6,101	\$ 7,025
Fairview	PW Operations Supervisor	4,985	5,633	6,361	Yes	(138)	9.6%	10.8%	12.7%	5,626	6,439	7,412
Gladstone	Public Works Supervisor - Water Quality	6,034	6,652	7,334	Yes	(188)	10.0%	10.8%	13.1%	6,811	7,579	8,545
Hood River	n/a											
Independence	Public Works Supervisor	4,707	5,189	5,721	Yes	-	10.8%	11.9%	14.2%	5,496	6,119	6,878
Molalla	n/a											
Monmouth	Public Works Operations Manager	4,969	5,761	6,678	Yes	(61)	8.1%	10.0%	11.9%	5,608	6,621	7,814
Newport	Water Treatment Plant Supervisor	5,498	6,295	7,207	Yes	(168)	10.4%	11.5%	14.2%	6,231	7,231	8,497
Sandy	n/a											
Stayton	Chief Water Treatment Plant Operator	4,499	5,085	5,742	No	(278)	8.8%	10.0%	13.8%	4,619	5,315	6,259
	Non-Zero Ave (Ave Health)	5,100	5,753	6,490		(133)	9.5%	10.7%	13.1%	5,674	6,486	7,490
	Median	4,985	5,657	6,388		(138)	9.6%	10.8%	13.1%	5,608	6,439	7,412
Silverton	Water Quality Division Supervisor	\$ 5,062	\$ 5,740	\$ 6,483	Yes	-	11.9%	13.1%	15.4%	\$ 5,969	\$ 6,835	\$ 7,869

% Difference from Average	-0.7%	-0.2%	-0.1%
% Difference from Median	1.5%	1.5%	1.5%

26.2%	22.7%	17.6%	5.2%	5.4%	5.1%
24.0%	21.4%	17.6%	6.4%	6.1%	6.2%

Note: N/a = no match. Vacation & Holiday Pay at Min level 5 years, Median 10 years & Max 20 years. When applicable Management leave added. Newport used 7/1/19 schedule discounted 2% to equal 7/1/2018 (Newport Police Chief includes 5% Public Safety Department Head).