

# Sunrise Water Authority Adjusted Compensation Comparison Study

Submitted by:

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Jurisdiction/ District	Main Information Contacts
Beaverton	Bob Crocker
Clackamas County	Evelyn Minor-Lawrence & Erin Braman
Clackamas River Water	Adora Campbell
Gresham	Karie Miller
Hillsboro	Kerensa Pierce
Lake Oswego	Megan Phelan & Julia Warren
Oak Lodge Water Services	Aleah Binkowski-Burk
Oregon City	Alisa Arnett & Margaret McLeod
Portland	Natasha Eberth
Rockwood Water PUD	Nyla Clark
Tigard	Gina Dumadaug

The CPS Team included:

- Sara Saltzberg – Project Sponsor, Director, Center for Public Service
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- Sara Spiers, MPA – Associate Project Manager
- Ben Gold - Compensation Student Support Staff
- Gabby Mijalski-Fahim - Compensation Study Assistant

## Background

In July 2023, Sunrise Water Authority engaged Portland State University's Center for Public Service (CPS) to conduct a comprehensive compensation study. CPS analyzed 23 job title in 12 jurisdictions, including Sunrise Water Authority, and determined the compensation costs for FY 2022-2023 to include:

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

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

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

Initial selection of comparable cities included the following criteria: population served, miles from Sunrise Water Authority to the other county seats, and number of job titles that were a potential match. Table 1 lists the ten comparable cities chosen and how each compares to Sunrise Water Authority.

Table 1: Population and Location			
County	Jurisdiction Service Area/Population*	Miles from Sunrise Water Authority	Jobs Matched
Sunrise Water Authority	45,000**	N/A	n/a
Clackamas River Water	50,000**	5.5	9
Oak Lodge Water Services	28,400**	7.8	15
Rockwood Water PUD	66,000**	9.7	13
Beaverton	98,698	26	18
Clackamas County	435,024	38	18
Gresham	113,847	8.5	22
Hillsboro	106,058	30	18
Lake Oswego	39,681	14	20
Oregon City	36,975	8.8	20
Portland	647,505	13	17
Tigard	57,344	22	18

\*Population served as determined by PSU Population Research Center

\*\* Population served

## Methodology

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

1. Salary schedules as of July 1, 2022
2. Current job descriptions for each position (used to help match jobs and identify the minimum number of years of experience and education, and job duties)
3. Personnel policies that impacted employee benefits
4. Collective bargaining agreements related to the positions
5. PERS “pick-up” contribution amount, i.e., does the employer pay the 6% employee contribution amount
6. Any other non-discretionary (i.e., no match required) employer contributions towards retirement or deferred compensation costs
7. Health insurance employee premium contributions (highest and lowest premium contribution per employee group for a family plan). An employee group includes all employees who receive the same time off, retirement, and health insurance fringe benefits.
8. Paid Time Off (Vacation) accrual amounts at 5, 10, 15, and 20 years
9. Holiday hours per employee group
10. Total number of hours counted in a year for a position. In most cases, that is 2080 (40 hours per week x 52 weeks).
11. Any other premium pay, certification pay, or longevity pay not counted above that is provided to the targeted employee groups. This does not include pay for additional work such as shift differential and overtime.

After summarizing the responses in validation spreadsheets, the CPS team sent the data back out to the jurisdiction contacts for verification. Contacts provided additional details to ensure the most accurate data for each job title. In total, the CPS team engaged in 3 to 5 interactions per jurisdiction to gather and validate data. The job matching analysis is in the section below titled “Limited Job Matching Discussion.” The research team captured the information for analysis. Results of the job matching are listed in Table 2 on the next page. Following the table are discussions of summary results of adjusted compensation, paid time off, health insurance, and PERS.

## Jobs Matched

Table 2: Job Matching												
Standard Job Title	Beaverton	Clackamas County	Clackamas RWD	Gresham	Hillsboro	Lake Oswego	Oak Lodge WS	Oregon City	Portland	Rockwood Water	Tigard	Total
Administrative Manager	-	1	-	1	1	1	-	-	-	1	1	6
Administrative Professional I	1	1	-	1	1	1	1	1	1	-	1	9
Administrative Professional II	1	1	-	1	1	1	1	1	1	-	1	9
Administrative Professional III	-	-	-	1	1	1	-	-	1	-	1	5
Customer Service Manager	1	-	-	1	-	-	-	-	-	1	-	3
Customer Service Representative I	-	1	1	1	-	1	1	1	1	1	-	8
Customer Service Representative II	1	-	1	1	-	1	1	1	1	1	-	8
Customer Service Representative III	1	-	-	-	-	1	1	1	-	1	-	5
Distribution System Operator I	1	1	1	1	1	1	1	1	1	1	1	11
Distribution System Operator II	1	1	1	1	1	1	1	1	1	1	1	11
Distribution System Operator III	1	1	1	1	1	1	-	1	-	1	1	9
Operations Manager	1	1	1	1	1	-	1	1	-	1	1	9
Engineering Technician I	1	1	-	1	1	1	1	1	1	-	1	9
Engineering I	1	1	-	1	1	1	-	1	1	-	-	7
Engineering II	1	1	1	1	1	1	1	1	1	1	1	11
Engineering III	1	1	1	1	-	1	1	1	1	1	1	10
Engineering Manager	1	1	1	1	1	1	1	1	1	1	1	11
Finance Accountant I	-	1	-	1	1	1	1	1	1	-	1	8
Finance Accountant II	1	1	-	1	1	1	-	1	1	-	1	8
Finance Accountant III	1	1	-	1	1	1	1	1	1	1	1	10
Finance Manager	-	1	-	1	1	-	1	1	-	-	1	6
GIS Analyst	1	-	-	1	1	1	-	1	1	-	1	7
GIS Technical Specialist	1	1	-	1	1	1	-	1	1	-	1	8
<b>Total</b>	<b>18</b>	<b>18</b>	<b>9</b>	<b>22</b>	<b>18</b>	<b>20</b>	<b>15</b>	<b>20</b>	<b>17</b>	<b>13</b>	<b>18</b>	<b>188</b>

**Summary Results:** *Adjusted Compensation*

Adjusted compensation includes two parts. The first part is base salary. The second part is the addition of the value of paid time off (PTO) and if available, the employer contribution for the employee's share of pension (PERS), and the subtraction of the value of the employee's contribution for health insurance. For this study, the CPS team used the minimum employee contribution value for a family plan. For the 24 job title evaluated, 2 were lower (-0.5 to -10.7%) than the average comparable positions for overall adjusted compensation at the median tenure level. The remaining 22 job titles were higher (2.6% to 21.5%) than the average comparable positions for overall adjusted compensation at the median tenure level.

The CPS team included a discussion of matching factors for all job titles in the section *Limited Job Description Discussion*. Table 3 on the following page summarizes the job titles listing the difference between the 24 Job Title value of the minimum, median, and maximum adjusted compensation and the average of the comparables.



Table 3: Summary Results			
Standard Job Title	% Difference from Average of Minimum of Comparable Jurisdictions	% Difference from Average of Median of Comparable Jurisdictions	% Difference from Average of Maximum of Comparable Jurisdictions
Administrative Manager	9.9%	9.4%	8.2%
Administrative Professional I	13.0%	15.3%	15.9%
Administrative Professional II	17.4%	15.6%	13.3%
Administrative Professional III	26.3%	21.5%	16.5%
Customer Service Manager	9.4%	10.5%	11.1%
Customer Service Representative I	9.4%	5.6%	2.4%
Customer Service Representative II	10.0%	9.9%	9.8%
Customer Service Representative III	8.8%	9.0%	9.2%
Distribution System Operator I	4.1%	2.6%	0.9%
Distribution System Operator II	10.1%	11.2%	11.7%
Distribution System Operator III	16.6%	16.9%	16.3%
Operations Manager	11.5%	10.8%	9.8%
Engineering Technician I	(-5.8%)	(-10.7%)	(-15.7%)
Engineering I	(-3.0%)	(-0.5%)	0.6%
Engineering II	4.4%	11.8%	13.6%
Engineering III	15.9%	13.7%	11.7%
Engineering Manager	16.3%	15.3%	15.6%
Finance Accountant I	17.4%	16.3%	14.9%
Finance Accountant II	5.0%	4.8%	4.6%
Finance Accountant III	4.1%	3.8%	3.4%
Finance Manager	19.0%	16.5%	11.9%
GIS Technical Specialist	13.8%	14.7%	15.1%
GIS Analyst	11.4%	9.7%	8.1%

**Summary Results:** *Paid Time Off*

Regarding paid time off (PTO), Sunrise Water Authority receives 88 hours of holiday pay a year. Similar to Sunrise Water Authority, four jurisdictions (Beaverton, Clackamas County, Clackamas River Water District, and Oak Lodge Water Service) receive 88 hours of holiday pay. Tigard's non-represented employees receive the fewest holiday hours (80 hours). Gresham and Tigard's represented employee group receive the most holiday hours with 108 hours.

Sunrise Water Authority receives 184 hours of vacation at 5 years, 224 hours at 10 years, 240 hours at 15 years, and 264 at 20 years. Three jurisdictions (Clackamas River Water District, Oak Lodge Water Service, and Tigard) have at least one employment group with the fewest vacation hours at 5 years (120 hours). Gresham has the highest vacation pay at 5 years with 200 hours. Clackamas County has the lowest vacation at 20 years with 144 hours while Sunrise Water Authority, Gresham, and Tigard have at least one employee group with the highest vacation at 20 years with 264 hours. See Table 4 on the following page for a detailed list of all the PTO hours for each jurisdiction.

**Table 4: Paid Time Off (PTO)**

Jurisdiction	Employee Group*	Holiday hours	Vacation			
			5 yrs	10 yrs	15 yrs	20 yrs
Sunrise Water Authority	Non-represented	88	184	224	240	264
Beaverton	SEIU	88	148	185	207	229
	Non-represented					
	Non-represented (Director)		199	222	222	
Clackamas County	AFSCME	88**	144	144	144	144
	CCEA					
	Non-represented		192	192	192	192
Clackamas River Water District	AFSCME	88	120	160	200	200
	Non-represented					
Gresham	Teamsters	108	200	200	248	264
	Non-represented		216	216	264	280
Hillsboro	Non-represented	104	144	168	192	192
Lake Oswego	AFSCME	104	132	172	172	200
	Non-represented					
Oak Lodge Water Service	AFSCME	88	120	144	180	204
	Non-represented					
Oregon City	AFSCME	104	120	160	176	200
	Non-represented		144	144	204	204
Portland	DCTU	100	132	152	172	192
	Non-represented					
Rockwood Water	AFSCME	96	200	200	240	240
	Non-represented			240		
Tigard	SEIU	108	120	150	168	192
	Non-represented	80	168	192	222	264

\*Beaverton: Service Employees International Union Local 503 (SEIU); Clackamas County: American Federation of State, County and Municipal Employees (AFSCME), Clackamas County Employees' Association (CCEA). Clackamas River Water District: American Federation of State, County and Municipal Employees (AFSCME); Lake Oswego, Oak Lodge Water Service, Oregon City, and Rockwood Water: American Federation of State, County and Municipal Employees (AFSCME); Portland: The District Council of Trade Unions (DCTU); Tigard: Service Employees International Union Local 503 (SEIU).

\*\*Clackamas County. Some employees may opt to work 4 days a week and would thus receive 110 holiday hours. For this report and in the presentation tables in the Appendix we used 88 holiday hours.

**Summary Results:** *Health Insurance*

All employee health insurance premium data used the family plan (where available) as the point of comparison. The health insurance premium cost includes dental insurance and vision coverage, if provided. Sunrise Water Authority covers the health insurance premium for their employees; employees do not contribute to their monthly health insurance premiums.

Similar to Sunrise Water Authority, Beaverton, Gresham, and Portland employees do not contribute to their monthly premium health insurance at the minimum level. All other employees contribute to their health care premiums at the minimum or maximum amounts. Of those employees who contribute to their monthly health insurance premiums, Clackamas County employee groups AFSCME and EA have the lowest amount at \$74 per month followed by Clackamas County non-represented employees who contribute the second lowest amount at \$107. For the maximum health insurance Tigard employees contribute the most at \$258 followed by Clackamas River Water District at \$218. See Table 5 on the following page for a detailed list of all the PTO hours for each jurisdiction.

Table 5: Health Insurance			
Jurisdiction	Employee Group*	Family Insurance Cost (\$/mth)	
		Min	Max
Sunrise Water Authority**	Non-represented	0	0
Beaverton	SEIU	0	155
	Non-represented		
	Non-represented (M1)		
Clackamas County	AFSCME	74	101
	CCEA		
	Non-represented	107	132
Clackamas River Water District	AFSCME	218	218
	Non-represented		
Gresham	Teamsters	0	31
	Non-represented		
Hillsboro	Non-represented	145	145
Lake Oswego	AFSCME	93	140
	Non-represented		
Oak Lodge Water Service	AFSCME	130	134
	Non-represented		
Oregon City	AFSCME	210	216
	Non-represented		
Portland	DCTU	0	89
	Non-represented		
Rockwood Water	AFSCME	110	135
	Non-represented		
Tigard	SEIU	229	258
	Non-represented		

\*See Table 4 for employee group names

\*\* Sunrise Water Authority employees contribute 1.5% of their base salary to health insurance premiums and other benefits.

Due to the variation in amount and inability to separate out health insurance premiums and other benefits, the health insurance premium is represented as "0" in the report.

### Summary Results: Additional Compensation

The CPS research team asked jurisdictions to respond (yes/no) regarding whether the employer pays the 6% PERS pickup amount. Sunrise Water Authority and seven jurisdictions (Beaverton, Clackamas County, Gresham, Lake Oswego, Oregon City, Portland, and Rockwood) pick-up the 6% employee share of PERS. Four jurisdictions (Clackamas River Water District, Hillsboro, Oak Lodge Water Service, and Tigard) do not contribute the 6% employee PERS pick-up.

## Limited Job Matching Discussion

### 1. Administrative Manager

The Sunrise Water Authority's Administrative Manager is an exempt, supervisory position. The position requires 10 years of experience in public sector administration or related field and a high school diploma or GED. Below is a short summary of duties from the job description:

*"Serves on the agency's management team and oversees the staff and execution of the administrative functions and their support of other departments."*

Six jurisdictions (Clackamas County, Gresham, Hillsboro, Lake Oswego, Rockwood Water PUD, and Tigard) have comparable positions. We compared the positions based on experience, education, FLSA exemption, supervision status, and other pertinent factors. The findings are described below:

Experience Requirements: Administrative Manager			
Jurisdiction	Job Title	Years of experience	Types of experience
Sunrise Water Authority	Administrative Manager	10	Public sector administration or a related field
Clackamas County	Administrative Services Manager	7	Related experience
Gresham	Administrative Supervisor Senior	3-6	Related experience
Hillsboro	Administrative Support Supervisor	3	Related office or customer service experience including supervisory responsibilities
Lake Oswego	Office Manager	5	General office support work experience
Rockwood Water PUD	Office Supervisor	N/S	Several years of experience in customer service, human resources and accounting/financial management
Tigard	Confidential Office Manager	5	Administrative assistant, executive assistant, office management or related experience, including 2 years of supervisory or lead experience

Education Requirements: Administrative Manager			
Jurisdiction	Job Title	Level of Education	Specific Areas
Sunrise Water Authority	Administrative Manager	HS/GED	N/A
Clackamas County	Administrative Services Manager		<i>Not specified</i>
Gresham	Administrative Supervisor Senior	HS/GED	N/A
Hillsboro	Administrative Support Supervisor	AA/AS	Business Administration
Lake Oswego	Office Manager	AA/AS	Related education
Rockwood Water PUD	Office Supervisor		<i>Not specified</i>
Tigard	Confidential Office Manager	HS/GED	Supplemented by two years of college-level coursework or specialized training in business or secretarial science

Additional Position Elements: Administrative Manager			
Jurisdiction	Represented	FLSA Exemption	Supervises/Leads
Sunrise Water Authority	No	Yes	Yes
Clackamas County	No	Yes	Yes
Gresham	No	Yes	Yes
Hillsboro	Yes	Yes	Yes
Lake Oswego	No	No	Yes
Rockwood Water PUD	No	Yes	Yes
Tigard	No	No	Yes

- **Additional Notes:** Sunrise Water Authority prefers experience leading, guiding or directing the work of others and prior experience in public utility and postsecondary education in business. Similar to Sunrise Water Authority, Portland prefers management experience working for a public agency and

an advanced degree in a field related to the assigned Bureau/Office. Clackamas County's Administrative Services Manager has the highest median adjusted compensation at \$10,416; Sunrise Water Authority is in the third highest at \$8,913. The lowest is Tigard's Confidential Office Manager at \$6,306.

**Conclusion:** These positions vary considerably in salary. While all have supervisory responsibilities, the size of the organization, exempt status, and/or staffing may reflect these differences. Most are strong matches.

## **2. Administrative Professional I**

The Administrative Professional I at Sunrise Water Authority is a non-exempt, non-supervisory position. The position requires a high school diploma or GED. Below is a short summary of duties from the job description:

*"... Executes day to day and periodic work tasks assigned by the departmental supervisor."*

Nine jurisdictions (Beaverton, Clackamas County, Gresham, Hillsboro, Lake Oswego, Oak Lodge Water Service, Oregon City, Portland, and Tigard) have comparable positions. We compared the positions based on experience, education, FLSA exemption, supervision status, and other pertinent factors. The findings are described on the following pages:



Experience Requirement: Administrative Professional I			
Jurisdiction	Job Title	Years of experience	Types of experience
<b>Sunrise Water Authority</b>	Administrative Professional I		<i>Not specified</i>
<b>Beaverton</b>	Administrative Assistant	5	Administrative support experience in an office environment
<b>Clackamas County</b>	Administrative Specialist 1	1	Related experience
<b>Gresham</b>	Administrative Assistant 1 – General Unit	1	Related experience
<b>Hillsboro</b>	Administrative Support Specialist	3	Office or customer service experience
<b>Lake Oswego</b>	Administrative Support I	0.5-1	Office work
<b>Oak Lodge Water Services</b>	Administrative Specialist I	2	Customer service experience with at least one year in computer operations
<b>Oregon City</b>	Office Specialist I	1	Experience in general clerical, data entry and production keyboarding
<b>Portland</b>	Administrative Specialist I	2	Related experience
<b>Tigard</b>	Administrative Specialist I	1	Varied office support experience

Education Requirements: Administrative Professional I			
Jurisdiction	Job Title	Level of Education	Specific Areas
<b>Sunrise Water Authority</b>	Administrative Professional I	HS/GED	N/A
<b>Beaverton</b>	Administrative Assistant	HS/GED	N/A
<b>Clackamas County</b>	Administrative Specialist 1		<i>Not specified</i>
<b>Gresham</b>	Administrative Assistant 1 – General Unit	HS/GED	N/A
<b>Hillsboro</b>	Administrative Support Specialist	HS/GED	N/A
<b>Lake Oswego</b>	Administrative Support I	HS/GED	N/A
<b>Oak Lodge Water Services</b>	Administrative Specialist I		<i>Not specified</i>
<b>Oregon City</b>	Office Specialist I	HS/GED	Supplemental course work in general office skills
<b>Portland</b>	Administrative Specialist I	HS/GED	N/A
<b>Tigard</b>	Administrative Specialist I	HS/GED	N/A

Additional Position Elements: Administrative Professional I			
Jurisdiction	Represented	FLSA Exemption	Supervises/Leads
Sunrise Water Authority	No	No	No
Beaverton	Yes	No	No
Clackamas County	Yes	No	No
Gresham	Yes	No	No
Hillsboro	Yes	No	No
Lake Oswego	Yes	No	No
Oak Lodge Water Service	Yes	No	No
Oregon City	Yes	No	No
Portland	No	No	No
Tigard	Yes	No	No

- **Additional Notes:** Sunrise Water Authority prefers prior clerical or customer service experience. Similar to Sunrise Water Authority, Tigard prefers work experience involving public contact. Beaverton's Administrative Assistant has the highest median adjusted compensation at \$6,129; Sunrise Water Authority in the middle at \$5,893. The lowest is Tigard's Administrative Specialist I at \$4,023.

**Conclusion:** The matches are solid.

### 3. Administrative Professional II

Sunrise Water Authority's Administrative Professional II is a non-exempt, non-supervisory position. The position requires two to six years of administrative or clerical experience and a high school diploma or GED. Below is a short summary of duties from the job description:

*"The Administrative Professional II is in the Administrative work group, executing work tasks under limited supervision."*

Nine jurisdictions (Beaverton, Clackamas County, Gresham, Hillsboro, Lake Oswego, Oak Lodge Water Service, Portland, Oregon City, and Tigard) have comparable positions. We compared the positions based on experience, education, FLSA exemption, supervision status, and other pertinent factors. The findings are described below:

Experience Requirement: Administrative Professional II			
Jurisdiction	Job Title	Years of experience	Types of experience
<b>Sunrise Water Authority</b>	Administrative Professional II	2-6	Administrative or clerical experience
<b>Beaverton</b>	Administrative Assistant	5	Administrative support experience in an office environment
<b>Clackamas County</b>	Administrative Specialist 2	2	Related experience
<b>Gresham</b>	Administrative Assistant 2- General Unit	1-4	Related experience
<b>Hillsboro</b>	Administrative Support Specialist	3	Office or customer service experience
<b>Lake Oswego</b>	Administrative Support II	1-2	General office support
<b>Oak Lodge Water Services</b>	Administrative Specialist II	4	Customer Service experience with two years office experience
<b>Oregon City</b>	Office Specialist II	2	Experience in a high volume customer service, general clerical, data entry and production keyboarding environment
<b>Portland</b>	Administrative Specialist II	3	Related experience
<b>Tigard</b>	Administrative Specialist II	3	Administrative support experience

Education Requirements: Administrative Professional II			
Jurisdiction	Job Title	Level of Education	Specific Areas
<b>Sunrise Water Authority</b>	Administrative Professional II	HS/GED	N/A
<b>Beaverton</b>	Administrative Assistant	HS/GED	N/A
<b>Clackamas County</b>	Administrative Specialist 2		<i>Not specified</i>
<b>Gresham</b>	Administrative Assistant 2- General Unit	HS/GED	N/A
<b>Hillsboro</b>	Administrative Support Specialist	HS/GED	N/A
<b>Lake Oswego</b>	Administrative Support II	HS/GED	N/A
<b>Oak Lodge Water Services</b>	Administrative Specialist II		<i>Not specified</i>
<b>Oregon City</b>	Office Specialist II	HS/GED	Supplemental course work in general office skills
<b>Portland</b>	Administrative Specialist II	HS/GED	N/A
<b>Tigard</b>	Administrative Specialist II	HS/GED	N/A

Additional Position Elements: Administrative Professional II			
Jurisdiction	Represented	FLSA Exemption	Supervises/Leads
Sunrise Water Authority	No	No	No
Beaverton	Yes	No	No
Clackamas County	Yes	No	No
Gresham	Yes	No	No
Hillsboro	Yes	No	No
Lake Oswego	Yes	No	No
Oak Lodge Water Services	Yes	No	No
Oregon City	Yes	No	No
Portland	No	No	No
Tigard	Yes	No	No

- **Additional Notes:** Portland prefers experience working for a public agency. Tigard specifies a preference for experience involving some public contact. For education, Sunrise Water Authority prefers some college. Portland prefers course work in public administration, business administration or related field. Portland's Administrative Specialist II has the highest median adjusted compensation at \$7,520; Sunrise Water Authority is the second highest at \$6,690. The lowest is Tigard's Administrative Specialist II at \$4,702.

**Conclusion:** Like Administrative Professional II, this position is consistent across the jurisdictions. The matches are solid.

#### 4. Administrative Professional III

The Sunrise Water Authority's Administrative Professional III is a non-exempt, supervisory position. The position requires a high school diploma or GED. Below is a short summary of duties from the job description:

*"... responsibility for all aspects of the agency's records management program, document controls, administrative production procedures and primary support for the agency's Government Affairs program."*

Five jurisdictions (Gresham, Hillsboro, Lake Oswego, Portland, and Tigard) have comparable positions. We compared the positions based on experience, education, FLSA exemption, supervision status, and other pertinent factors. The findings are described below:

Experience Requirements: Administrative Professional III			
Jurisdiction	Job Title	Years of experience	Types of experience
<b>Sunrise Water Authority</b>	Administrative Professional III		<i>Not specified</i>
<b>Gresham</b>	Administrative Assistant 3 – General Unit	3-6	Related experience
<b>Hillsboro</b>	Administrative Support Coordinator	2	Related office or customer service experience
<b>Lake Oswego</b>	Administrative Support III	2-4	General office work
<b>Portland</b>	Administrative Specialist III	5	Related experience
<b>Tigard</b>	Senior Administrative Specialist	5	Varied administrative support experience

Education Requirements: Administrative Professional III			
Jurisdiction	Job Title	Level of Education	Specific Areas
Sunrise Water Authority	Administrative Professional III	HS/GED	N/A
Gresham	Administrative Assistant 3 – General Unit	HS/GED	N/A
Hillsboro	Administrative Support Coordinator	AA/AS	Business Administration or related fields
Lake Oswego	Administrative Support III	HS/ GED	N/A
Portland	Administrative Specialist III	HS/GED	N/A
Tigard	Senior Administrative Specialist	HS/GED	N/A

Additional Position Elements: Administrative Professional III			
Jurisdiction	Represented	FLSA Exemption	Supervises/Leads
Sunrise Water Authority	No	No	Yes
Gresham	Yes	No	No
Hillsboro	Yes	No	Yes
Lake Oswego	Yes	No	No
Portland	No	Yes	Yes
Tigard	Yes	No	Yes

- Additional Notes:** Some jurisdictions have experience and education preferences. Sunrise Water Authority prefers 5-10 years of clerical or administrative experience and an associate's degree. Portland prefers experience in a public agency and a bachelor's degree with course work in public administration, business administration, or related field. Tigard has a preference for experience involving some public contact. The experience ranges from 2 to 6 years with most positions



preferring 4 or five years. Experience and potentially being listed as a confidential employee may contribute to differences in pay. Portland's Administrative Specialist III has the highest median adjusted compensation at \$8,298; Sunrise Water Authority has the second highest at \$7,865. The lowest is Tigard's Senior Administrative Specialist at \$5,215.

**Conclusion:** Although the titles vary, the responsibilities are consistent across jurisdictions. Portland's position is exempt, which may reflect the difference in salary.

## 5. Customer Service Manager

The Customer Service Manager at Sunrise Water Authority is an exempt, supervisory position. The position requires ten or more years of experience in customer service in a public utility or a related field and a high school diploma or GED. Below is a short summary of duties from the job description:

*"... serves on the agency's management team and oversees the staff and execution of the customer service functions."*

Three jurisdictions (Beaverton, Gresham, and Rockwood Water) have comparable positions. We compared the positions based on experience, education, FLSA exemption, supervision status, and other pertinent factors. The findings are described below:

Experience Requirements: Customer Service Manager			
Jurisdiction	Job Title	Years of experience	Types of experience
Sunrise Water Authority	Customer Service Manager	10	Customer service in a public utility or related field
Beaverton	Utility Billing Supervisor	5	Administrative support experience in a similar role, including 1 year in a lead or supervisory role
Gresham	Administrative Supervisor	1-4	Related experience
Rockwood Water PUD	Office Supervisor	7	Experience in customer service, human resources and accounting/financial management

Education Requirements: Customer Service Manager			
Jurisdiction	Job Title	Level of Education	Specific Areas
Sunrise Water Authority	Customer Service Manager	HS/GED	N/A
Beaverton	Utility Billing Supervisor	HS/GED	N/A
Gresham	Administrative Supervisor	HS/GED	N/A
Rockwood Water PUD	Office Supervisor		<i>Not specified</i>

Additional Position Elements: Customer Service Manager			
Jurisdiction	Represented	FLSA Exemption	Supervises/Leads
Sunrise Water Authority	No	Yes	Yes
Beaverton	Yes	Yes	Yes
Gresham	No	Yes	Yes
Rockwood Water PUD	No	Yes	Yes

- **Additional Notes:** Sunrise Water Authority prefers experience leading, guiding or directing the work of others and post-secondary education in business. Rockwood Water PUD's Water Office Supervisor has the highest median adjusted compensation at \$10,279; Sunrise Water Authority is second highest at \$9,186. The lowest is Gresham's Administrative Supervisor at \$7,038.

**Conclusion:** Rockwood Water's Office Supervisor may have additional duties and/or more staff supervision, reflecting higher compensation. The other matches are more similar to Sunrise.

## 6. Customer Service Representative I

The Sunrise Water Authority's Customer Service Representative I is a non-exempt, non-supervisory position. The position requires a high school diploma or GED. Below is a short summary of duties from the job description:

*"General duties are to serve as frontline service representative, office receptionist, and support for office administration."*

Eight jurisdictions (Clackamas County, Clackamas River Water District, Gresham, Lake Oswego, Oak Lodge Water Services, Oregon City, Portland, and Rockwood Water PUD) have comparable positions. We compared the positions based on experience, education, FLSA exemption, supervision status, and other pertinent factors. The findings are described below:

Experience Requirements: Customer Service Representative I			
Jurisdiction	Job Title	Years of experience	Types of experience
<b>Sunrise Water Authority</b>	Customer Service Representative I		<i>Not specified</i>
<b>Clackamas County</b>	Customer Information Specialist	2	Related experience
<b>Clackamas River Water District</b>	Customer Service Specialist		<i>Not specified</i>
<b>Gresham</b>	Utility Customer Service Representative	1-4	Related experience
<b>Lake Oswego</b>	Accounting Specialist I		<i>Not specified</i>
<b>Oak Lodge Water Services</b>	Administrative Specialist I	2	Customer Service Experience with one year in computer operations
<b>Oregon City</b>	Customer Accounting Clerk	1	Experience in a cashier or accounts receivable function in a service-oriented industry
<b>Portland</b>	Customer Service Representative I		<i>Not specified</i>
<b>Rockwood Water PUD</b>	Customer Account Specialist I	2	Office experience at a level equal to billing specialist or customer service representative with extensive experience in customer service

Education Requirements: Customer Service Representative I			
Jurisdiction	Job Title	Level of Education	Specific Areas
<b>Sunrise Water Authority</b>	Customer Service Representative I	HS/GED	N/A
<b>Clackamas County</b>	Customer Information Specialist		<i>Not specified</i>
<b>Clackamas River Water District</b>	Customer Service Specialist	HS/GED	N/A
<b>Gresham</b>	Utility Customer Service Representative	HS/GED	N/A
<b>Lake Oswego</b>	Accounting Specialist I	HS/GED	N/A
<b>Oak Lodge Water Service</b>	Administrative Specialist I		<i>Not specified</i>
<b>Oregon City</b>	Customer Accounting Clerk	HS/GED	Additional coursework in bookkeeping or accounting and computer-aided applications
<b>Portland</b>	Customer Service Representative I		<i>Not specified</i>
<b>Rockwood Water PUD</b>	Customer Account Specialist I		<i>Not specified</i>

Additional Position Elements: Customer Service Representative I			
Jurisdiction	Represented	FLSA Exemption	Supervises/Leads
Sunrise Water Authority	No	No	No
Clackamas County	Yes	No	No
Clackamas River Water District	Yes	No	No
Gresham	Yes	No	No
Lake Oswego	Yes	No	No
Oak Lodge Water Services	No	No	No
Oregon City	Yes	No	No
Portland	Yes	No	No
Rockwood Water PUD	Yes	No	No

- **Additional Notes:** Oregon City allows additional education to act in lieu of some experience. Portland's Customer Service Representative I has the highest median adjusted compensation at \$5,630; Sunrise Water Authority has the third at \$5,516. The lowest is Clackamas County's Customer Information Specialist at \$4,460.

**Conclusion:** The matches are solid.

## 7. Customer Service Representative II

The Sunrise Water Authority's Customer Service Representative II is a non-exempt, non-supervisory position. The position requires two to six years of experience in public sector customer service experience or a related field and a high school diploma or GED. Below is a short summary of duties from the job description:

*“... performs a variety of direct customer contact and office support activities, with an advanced understanding of billing and customer account issues.”*

Eight jurisdictions (Beaverton, Clackamas River Water District, Gresham, Lake Oswego, Oak Lodge Water Services, Oregon City, Portland, and Rockwood Water PUD) have comparable positions. We compared the positions based on experience, education, FLSA exemption, supervision status, and other pertinent factors. The findings are described on the following page:

Experience Requirements: Customer Service Representative II			
Jurisdiction	Job Title	Years of experience	Types of experience
<b>Sunrise Water Authority</b>	Customer Service Representative II	2-6	Experience in public sector customer service and experience in utility billing and processing
<b>Beaverton</b>	Financial Services Specialist II	3	Accounting experience including at least 1 year in municipal government
<b>Clackamas River Water District</b>	Customer Service Specialist		<i>Not specified</i>
<b>Gresham</b>	Utility Customer Service Representative	1-4	Related experience
<b>Lake Oswego</b>	Accounting Specialist II	1	Related experience
<b>Oak Lodge Water Service</b>	Administrative Specialist II	4	Customer Service experience with 2 years office experience in computer operations
<b>Oregon City</b>	Customer Accounting Clerk	1	Experience in a cashier or accounts receivable function in a service-oriented industry
<b>Portland</b>	Customer Service Representative II		<i>Not specified</i>
<b>Rockwood Water</b>	Customer Account Specialist II	2	Office experience at a level equal to billing specialist or customer service representative with extensive experience in customer service

Education Requirements: Customer Service Representative II			
Jurisdiction	Job Title	Level of Education	Specific Areas
Sunrise Water Authority	Customer Service Representative II	HS/GED	N/A
Beaverton	Financial Services Specialist II	AA/AS	Accounting, business or a related field
Clackamas River Water District	Customer Service Specialist	HS/GED	N/A
Gresham	Utility Customer Service Representative	HS/GED	N/A
Lake Oswego	Accounting Specialist II	HS/GED	N/A
Oak Lodge Water Services	Administrative Specialist II		<i>Not specified</i>
Oregon City	Customer Accounting Clerk	HS/GED	Additional coursework in bookkeeping or accounting and computer-aided applications
Portland	Customer Service Representative II		<i>Not specified</i>
Rockwood Water PUD	Customer Account Specialist II	Other	Two-year post high school degree program in bookkeeping or related subjects

Additional Position Elements: Customer Service Representative II			
Jurisdiction	Represented	FLSA Exemption	Supervises/Leads
Sunrise Water Authority	No	No	No
Beaverton	Yes	No	No
Clackamas River Water District	Yes	No	No
Gresham	Yes	No	No
Lake Oswego	Yes	No	No
Oak Lodge Water Services	Yes	No	No
Oregon City	Yes	No	No
Portland	Yes	No	Yes
Rockwood Water PUD	Yes	No	Yes

- **Additional Notes:** Portland's Customer Service Representative II has the highest median adjusted compensation at \$6,334; Sunrise Water Authority is the second highest at \$6,292. The lowest is Lake Oswego's Accounting Specialist II at \$5,312.

**Conclusion:** Like Customer Service Representative I, these positions are consistent across jurisdictions and are solid matches.

#### **8. Customer Services Representative III**

The Sunrise Water Authority's Customer Services Representative III is a non-exempt, supervisory position. The position requires eight or more years' experience in public sector customer service, utility billing or a related field and a high school diploma or GED. Below is a short summary of duties from the job description:

*"... serves as senior member of the customer service team and the department's billing specialist. Oversees all aspects of the agency's billing function to ensure efficiency and accuracy."*

Five jurisdictions (Beaverton, Lake Oswego, Oak Lodge Water Services, Oregon City, and Rockwood Water PUD) have comparable positions. We compared the positions based on experience, education, FLSA exemption, supervision status, and other pertinent factors. The findings are described on the following pages:



Experience Requirements: Customer Services Representative III			
Jurisdiction	Job Title	Years of experience	Types of experience
<b>Sunrise Water Authority</b>	Customer Services Representative III	8	Public sector customer service, utility billing or a related field
<b>Beaverton</b>	Financial Service Specialist II	3	Accounting experience including at least 1 year in municipal government
<b>Lake Oswego</b>	Accounting Specialist III	2	Related experience
<b>Oak Lodge Water Services</b>	Billing Collection Specialist	3	Experience in an office environment with experience in computer operations and 2 years' experience in bill collections
<b>Oregon City</b>	Customer Accounting Coordinator	4	Experience in a cashier and accounts receivable function in a service oriented industry
<b>Rockwood Water PUD</b>	Lead Customer Account Specialist	2	Experience at a level equal to billing specialist or customer service representative with extensive experience in customer service

Education Requirements: Customer Services Representative III			
Jurisdiction	Job Title	Level of Education	Specific Areas
<b>Sunrise Water Authority</b>	Customer Services Representative III	HS/GED	N/A
<b>Beaverton</b>	Financial Service Specialist II	AA/AS	Accounting, business or a related field
<b>Lake Oswego</b>	Accounting Specialist III	HS/GED	N/A
<b>Oak Lodge Water Services</b>	Billing Collection Specialist	AA/AS	Business, finance, or accounting
<b>Oregon City</b>	Customer Accounting Coordinator	HS/GED	Additional coursework in bookkeeping or accounting and computer-aided applications
<b>Rockwood Water PUD</b>	Lead Customer Account Specialist	AA/AS	Bookkeeping or related subjects

Additional Position Elements: Customer Services Representative III			
Jurisdiction	Represented	FLSA Exemption	Supervises/Leads
Sunrise Water Authority	No	No	Yes
Beaverton	Yes	No	No
Lake Oswego	Yes	No	No
Oak Lodge Water Services	Yes	No	No
Oregon City	Yes	No	No
Rockwood Water PUD	Yes	No	Yes

- **Additional Notes:** Oak Lodge Water Service prefers two years of experience in utility billing and public relations. Rockwood Water PUD's Lead Customer Account Specialist has the highest median adjusted compensation at \$7,538; Sunrise Water Authority is the second highest at \$6,942. The lowest is Beaverton's Financial Service Specialist II at \$5,672.

**Conclusion:** Rockwood Water's Lead Customer Account Specialist is the only comparator that supervises, as does Sunrise's position. These matches are generally solid.

## 9. Distribution System Operator I

The Distribution System Operator I at Sunrise Water Authority is a non-exempt, non-supervisory position. The position requires a high school diploma or GED. Below is a short summary of duties from the job description:

*"... provide basic field operation and maintenance of the water distribution system."*

Eleven jurisdictions (Beaverton, Clackamas County, Clackamas River Water District, Gresham, Hillsboro, Lake Oswego, Oak Lodge Water Service, Oregon City, Portland, Rockwood Water, and Tigard) have comparable positions. We compared the positions based on experience, education, FLSA exemption, supervision status, and other pertinent factors. The findings are described on the following pages:

Experience Requirements: Distribution System Operator I			
Jurisdiction	Job Title	Years of experience	Types of experience
<b>Sunrise Water Authority</b>	Distribution System Operator I		<i>Not specified</i>
<b>Beaverton</b>	Water Distribution Technician I	2	Experience in water distribution systems operations and maintenance
<b>Clackamas County</b>	Wastewater Plant Operator 1		<i>Not specified</i>
<b>Clackamas River Water District</b>	Waterworks Mechanic 1		<i>Not specified</i>
<b>Gresham</b>	Water Distribution Technician	1	<i>Not specified</i>
<b>Hillsboro</b>	Water Distribution Operator	2	Experience as a Water Distribution Operator I
<b>Lake Oswego</b>	Water Plant Operator I		<i>Not specified</i>
<b>Oak Lodge Water Services</b>	Plant Operator	1	Experience in wastewater plant operations
<b>Oregon City</b>	Utilities Maintenance Specialist I	2	Construction and repair experience
<b>Portland</b>	Water Distribution Worker		<i>Not specified</i>
<b>Rockwood Water PUD</b>	Water Worker I		<i>Not specified</i>
<b>Tigard</b>	Water Utility Technician I	5	Construction and maintenance experience in sewer and storm water distribution systems including two years of experience in remote CCTV pipe inspection and applied PACP structural ratings

Education Requirements: Distribution System Operator I			
Jurisdiction	Job Title	Level of Education	Specific Areas
Sunrise Water Authority	Distribution System Operator I	HS/GED	N/A
Beaverton	Water Distribution Technician	HS/GED	N/A
Clackamas County	Wastewater Plant Operator 1	HS/GED	N/A
Clackamas River Water District	Waterworks Mechanic 1	HS/GED	N/A
Gresham	Water Distribution Technician	AA/AS	Related education
Hillsboro	Water Distribution Operator	AA/AS	Chemistry, biology, water, wastewater technology or a related field
Lake Oswego	Water Plant Operator I	AA/AS	Biology, Environmental Science or a related field
Oak Lodge Water Services	Plant Operator	AA/AS	Specializing in wastewater treatment
Oregon City	Utilities Maintenance Specialist I	HS/GED	N/A
Portland	Water Distribution Worker		<i>Not specified</i>
Rockwood Water PUD	Water Worker I		<i>Not specified</i>
Tigard	Water Utility Technician I	HS/GED	N/A

Additional Position Elements: Distribution System Operator I			
Jurisdiction	Represented	FLSA Exemption	Supervises/Leads
Sunrise Water Authority	No	No	No
Beaverton	Yes	No	No
Clackamas County	Yes	No	No
Clackamas River Water District	Yes	No	No
Gresham	Yes	No	No
Hillsboro	Yes	No	No
Lake Oswego	Yes	No	No
Oak Lodge Water Services	Yes	No	No
Oregon City	Yes	No	No
Portland	Yes	No	No
Rockwood Water PUD	Yes	No	No
Tigard	Yes	No	Yes

- **Additional Notes:** Clackamas River Water District describes preference for advanced technical training in a water technology program. Oregon City prefers experience in public works. Hillsboro's Water Distribution Operator has the highest median adjusted compensation at \$6,633; Sunrise Water Authority is in the middle at \$6,166. The lowest is Clackamas County's Wastewater Plant Operator I at \$5,350.

**Conclusion:** The matches are generally solid, although Clackamas County's position works in the Wastewater department and may have additional duties.

#### 10. Distribution System Operator II

The Distribution System Operator II at Sunrise Water Authority is a non-exempt, non-supervisory position. The position requires a high school diploma or GED. Below is a short summary of duties from the job description:

*“... serves as an experienced member of the field operations team, performing assigned tasks alone or in small groups involving the operation and maintenance of the distribution system.”*

Eleven jurisdictions (Beaverton, Clackamas County, Clackamas River Water District, Gresham, Hillsboro, Lake Oswego, Oak Lodge Water Services, Oregon City, Portland, Rockwood Water PUD, and Tigard) have comparable positions. We compared the positions based on experience, education, FLSA exemption, supervision status, and other pertinent factors. The findings are described below:

Experience Requirements: Distribution System Operator II			
Jurisdiction	Job Title	Years of experience	Types of experience
<b>Sunrise Water Authority</b>	Distribution System Operator II		<i>Not specified</i>
<b>Beaverton</b>	Water Distribution Technician II	3	Experience in water distribution systems, including using heavy equipment and operating telemetry equipment
<b>Clackamas County</b>	Wastewater Plant Operator 2		<i>Not specified</i>
<b>Clackamas River Water District</b>	Waterworks Mechanic II	3	Experience in a related role in a similar environment
<b>Hillsboro</b>	Water Distribution Operator	2	Experience as a Water Distribution Operator I
<b>Gresham</b>	Water Distribution Technician Senior	1	Related experience
<b>Lake Oswego</b>	Water Plant Operator II		<i>Not specified</i>
<b>Oak Lodge Water Services</b>	Plant Operator	1	Experience in wastewater plant operations
<b>Oregon City</b>	Utilities Maintenance Specialist II	4	Varied utility construction and repair experience
<b>Portland</b>	Water Distribution Worker		<i>Not specified</i>
<b>Rockwood Water PUD</b>	Water Worker II	4	General maintenance and construction experience in the water distribution field
<b>Tigard</b>	Water Utility Technician II	2	Experience performing backflow device testing, maintenance, environmental compliance and/or water/wastewater utility related trade or specialty

Education Requirements: Distribution System Operator II			
Jurisdiction	Job Title	Level of Education	Specific Areas
Sunrise Water Authority	Distribution System Operator II	HS/GED	N/A
Beaverton	Water Distribution Technician II	HS/GED	N/A
Clackamas County	Wastewater Plant Operator 2		<i>Not specified</i>
Clackamas River Water District	Waterworks Mechanic II	HS/GED	N/A
Gresham	Water Distribution Operator	AA/AS	Related education
Hillsboro	Water Distribution Technician Senior	AA/AS	Chemistry, biology, water, wastewater technology or a related field
Lake Oswego	Water Plant Operator II	AA/AS	Biology, environmental science or a related field
Oak Lodge Water Service	Plant Operator	AA/AS	Specializing in wastewater treatment
Oregon City	Utilities Maintenance Specialist II	HS/GED	N/A
Portland	Water Distribution Worker		<i>Not specified</i>
Rockwood Water	Water Worker II	HS/GED	N/A
Tigard	Water Utility Technician II	HS/GED	Supplemented by two years of college-level course work or specialized technical training in a related field

Additional Position Elements: Distribution System Operator II			
Jurisdiction	Represented	FLSA Exemption	Supervises/Leads
Sunrise Water Authority	No	No	No
Beaverton	Yes	No	No
Clackamas County	Yes	No	No
Clackamas River Water District	Yes	No	No
Gresham	Yes	No	No
Hillsboro	Yes	No	No
Lake Oswego	Yes	No	No
Oak Lodge Water Services	Yes	No	No
Oregon City	Yes	No	No
Portland	Yes	No	No
Rockwood Water PUD	Yes	No	No
Tigard	Yes	No	Yes

- **Additional Notes:** Gresham's Senior Water Distribution Technician has the highest median adjusted compensation at \$7,720; Sunrise Water Authority is second highest at \$7,215. The lowest is Tigard's Water Utility Technician II at \$5,930.

**Conclusion:** The positions all share common responsibilities, although some Operator positions have higher educational requirements. The matches are good.

#### **11. Distribution System Operator III**

The Sunrise Water Authority's Distribution System Operator III is a non-exempt, supervisory position. The position requires a high school diploma or GED. Below is a short summary of duties from the job description:



*“This position serves as a senior member of the Operations staff, providing expert knowledge of system maintenance and operation both under normal and emergency conditions. This position may also have a significant supervisory role over other field Operations staff.”*

Nine jurisdictions (Beaverton, Clackamas County, Clackamas River Water District, Gresham, Hillsboro, Lake Oswego, Oregon City, Rockwood Water PUD, and Tigard) have comparable positions. We compared the positions based on experience, education, FLSA exemption, supervision status, and other pertinent factors. The findings are described below:

Experience Requirements: Distribution System Operator III			
Jurisdiction	Job Title	Years of experience	Types of experience
Sunrise Water Authority	Distribution System Operator III		<i>Not specified</i>
Beaverton	Water Distribution Lead	6	Experience in water distribution systems, including responsibilities for operating telemetry equipment with 1 year of operating heavy equipment used in this field and 2 years of experience in a lead role in a water distribution system
Clackamas County	Wastewater Plant Operator 3		<i>Not specified</i>
Clackamas River Water District	Waterworks Mechanic III	6	Experience in a related role in a similar environment
Gresham	Water Distribution Technician Senior	1-4	Related experience
Hillsboro	Senior Water Distribution Operator	2	Experience as a Water Distribution Operator II
Lake Oswego	Water Plant Operator III		<i>Not specified</i>
Oregon City	Utilities Maintenance Specialist III	5	Varied utility construction, fabrication and repair experience
Rockwood Water PUD	Water Worker 2	4	General maintenance and construction in the water distribution field including the operation of related equipment
Tigard	Senior Water Utility Technician	4	Experience performing skilled maintenance experience in water distribution systems

Education Requirements: Distribution System Operator III			
Jurisdiction	Job Title	Level of Education	Specific Areas
<b>Sunrise Water Authority</b>	Distribution System Operator III	HS/GED	N/A
<b>Beaverton</b>	Water Distribution Lead	HS/GED	N/A
<b>Clackamas County</b>	Wastewater Plant Operator 3		<i>Not specified</i>
<b>Clackamas River Water District</b>	Waterworks Mechanic III	HS/GED	Supplemental two years of formal education or advanced technical training in water distribution or water technology
<b>Gresham</b>	Water Distribution Technician Senior	AA/AS	<i>Not specified</i>
<b>Hillsboro</b>	Senior Water Distribution Operator	AA/AS	Chemistry, biology, water, wastewater technology or a related field
<b>Lake Oswego</b>	Water Plant Operator III	AA/AS	Biology, Environmental Science or a related field
<b>Oregon City</b>	Utilities Maintenance Specialist III	HS/GED	N/A
<b>Rockwood Water PUD</b>	Water Worker 2	HS/GED	N/A
<b>Tigard</b>	Senior Water Utility Technician	HS/GED	Supplemented by two years of college-level coursework or specialized technical training in a related field

Additional Position Elements: Distribution System Operator III			
Jurisdiction	Represented	FLSA Exemption	Supervises/Leads
Sunrise Water Authority	No	No	Yes
Beaverton	Yes	No	Yes
Clackamas County	Yes	No	Yes
Clackamas River Water District	Yes	No	No
Gresham	Yes	No	No
Hillsboro	Yes	No	No
Lake Oswego	Yes	No	No
Oregon City	Yes	No	No
Rockwood Water	Yes	No	No
Tigard	Yes	No	Yes

- **Additional Notes:** Lake Oswego may allow a filtration endorsement in lieu of prior experience. Sunrise Water Authority has the highest median adjusted compensation at \$8,389; the lowest is Tigard's Senior Water Utility Technician at \$6,569.

**Conclusion:** The variations in compensation may be attributed to differences in required education (including certifications) and experience. The matches are generally good.

## 12. Operations Manager

The Sunrise Water Authority's Operations Manager is an exempt, supervisory position. The position requires six years of water distribution operations experience and either one year of experience in water distribution operations or one year of post-secondary education. Below is a short summary of duties from the job description:

*"... serves on the agency's management team and oversees the Operations workgroup."*

Nine jurisdictions (Beaverton, Clackamas County, Clackamas River Water District, Gresham, Hillsboro, Oak Lodge Water Services, Oregon City, Rockwood Water PUD, and Tigard) have comparable positions. We compared the positions based on experience, education, FLSA exemption, supervision status, and other pertinent factors. The findings are described below:

Experience Requirements: Operations Manager			
Jurisdiction	Job Title	Years of experience	Types of experience
<b>Sunrise Water Authority</b>	Operations Manager	6	Water distribution operations experience
<b>Beaverton</b>	Public Works Utility Manager	10	Public works operations including 3 years in a supervisory role and managing capital improvement projects
<b>Clackamas County</b>	Water Quality Maintenance Supervisor	6	Related experience
<b>Clackamas River Water District</b>	Water Distribution Supervisor	5	Related experience in public works or water utility, including four years of supervisory responsibility
<b>Gresham</b>	Water Operations Supervisor	3-6	Related experience
<b>Hillsboro</b>	Water Distribution Manager	6	Related experience in all phases of water distribution and/or construction/maintenance of municipal water systems and supervisory experience
<b>Oak Lodge Water Services</b>	Field Supervisor - Collections	4	Program related experience
<b>Oregon City</b>	Public Works Operations Manager	6	Related experience with two years in a leadership capacity
<b>Rockwood Water PUD</b>	Assistant Superintendent Operations	5	Public water system operation and maintenance experience with at least 3 years in a supervisory capacity, including experience in the operations and maintenance of water systems
<b>Tigard</b>	PW Utility Operations Manager	5	Public utility system maintenance, construction and operations or a related public works area including 3 years of supervisory, management and/or program administration experience

Education Requirements: Operations Manager			
Jurisdiction	Job Title	Level of Education	Specific Areas
Sunrise Water Authority	Operations Manager	HS/GED	Plus one year of post-secondary education in waterworks
Beaverton	Public Works Utility Manager	BA/BS	Business or public administration
Clackamas County	Water Quality Maintenance Supervisor		<i>Not specified</i>
Clackamas River Water District	Water Distribution Supervisor	AA/AS	Water Technology program or a related field
Gresham	Water Operations Supervisor	HS/GED	N/A
Hillsboro	Water Distribution Manager	AA/AS	Environmental or sciences related field
Oak Lodge Water Services	Field Supervisor - Collections	HS/GED	N/A
Oregon City	Public Works Operations Manager	BA/BS	Civil engineering, construction technology, public administration, or related field
Rockwood Water	Assistant Superintendent Operations	HS/GED	Supplemented education in public works and engineering principles
Tigard	PW Utility Operations Manager	BA/BS	Major coursework in civil engineering, construction management, water or wastewater management

Additional Position Elements: Operations Manager			
Jurisdiction	Represented	FLSA Exemption	Supervises/Leads
Sunrise Water Authority	No	Yes	Yes
Beaverton	Yes	Yes	Yes
Clackamas County	No	Yes	Yes
Clackamas River Water District	No	Yes	Yes
Gresham	Yes	No	No
Hillsboro	Yes	Yes	Yes
Oak Lodge Water Services	No	No	Yes
Oregon City	Yes	Yes	Yes
Rockwood Water	No	Yes	Yes
Tigard	No	Yes	Yes

- **Additional Notes:** Sunrise Water Authority allows one year of experience in water distribution operations to substituted for post-secondary education. Oak Lodge Water Service prefers an associate's degree in water environmental technology. Beaverton's Public Works Utility Manager has the highest median adjusted compensation at \$12,147; Sunrise Water Authority is the second highest at \$10,486. The lowest is Gresham at \$8,129.

**Conclusion:** Gresham's Water Operations Supervisor is a less strong match; the others are good.

### 13. Engineering Technician I

The Sunrise Water Authority's Engineering Technician I is a non-exempt, non-supervisory position. The position requires an associate's degree in engineering technology or a related field. Below is a short summary of duties from the job description:

*“... assists senior engineering staff in the design, construction and management of utility infrastructure assets and related systems.”*

Nine jurisdictions (Beaverton, Clackamas County, Gresham, Hillsboro, Lake Oswego, Oak Lodge Water Services, Oregon City, Portland, and Tigard) have comparable positions. We compared the positions based on experience, education, FLSA exemption, supervision status, and other pertinent factors. The findings are described below:

Experience Requirements: Engineering Technician I			
Jurisdiction	Job Title	Years of experience	Types of experience
Sunrise Water Authority	Engineering Technician I		<i>Not specified</i>
Beaverton	Engineering Technician 2	3	Engineering or a related field
Clackamas County	Engineering Technician 1		<i>Not specified</i>
Gresham	Engineering Technician 1	1	Related experience
Hillsboro	Engineering Technician	2	Journey level experience in drafting, office and field inspection engineering, surveying work, geographic information systems and/or data/computer analysis related to area of assignment
Lake Oswego	Engineering Technician I		<i>Not specified</i>
Oak Lodge Water Services	Development Review Specialist		<i>Not specified</i>
Oregon City	Engineering Technician I		<i>Not specified</i>
Portland	Engineering Technician I		<i>Not specified</i>
Tigard	Engineering Technician I		<i>Not specified</i>

Education Requirements: Engineering Technician I			
Jurisdiction	Job Title	Level of Education	Specific Areas
Sunrise Water Authority	Engineering Technician I	AA/AS	Engineering Technology or related field
Beaverton	Engineering Technician 2	AA/AS	Civil engineering technology or surveying
Clackamas County	Engineering Technician 1		<i>Not specified</i>
Gresham	Engineering Technician 1	HS/GED	N/A
Hillsboro	Engineering Technician	AA/AS	Civil engineering, construction engineering, geographic information systems or related field
Lake Oswego	Engineering Technician I	AA/AS	Civil engineering technology or surveying
Oak Lodge Water Services	Development Review Specialist	BA/BS	Civil Engineering, urban planning, or a related field
Oregon City	Engineering Technician I	HS/GED	Supplemented by courses in engineering technology
Portland	Engineering Technician I	HS/GED	Supplemented by courses in engineering technology
Tigard	Engineering Technician I	HS/GED	Supplemented by college-level coursework in civil engineering, drafting, surveying, mathematics or related field



Additional Position Elements: Engineering Technician I			
Jurisdiction	Represented	FLSA Exemption	Supervises/Leads
Sunrise Water Authority	No	No	No
Beaverton	Yes	No	No
Clackamas County	Yes	No	No
Gresham	Yes	No	No
Hillsboro	Yes	No	No
Lake Oswego	Yes	No	No
Oak Lodge Water Service	Yes	No	No
Oregon City	Yes	No	No
Portland	Yes	No	No
Tigard	Yes	No	No

- **Additional Notes:** Oregon City and Portland prefer experience in a public agency. Tigard prefers one year of paraprofessional civil engineering experience. Oak Lodge Water Services' Development Review Specialist has the highest median adjusted compensation at \$6,714; Sunrise Water Authority has the second lowest at \$5,453. The lowest is Clackamas County's Engineering Technician I at \$5,439.

**Conclusion:** The Oak Lodge Water Service position has additional administrative and coordination responsibilities and requires a four-year degree making the match not as strong. The remaining matches are stronger.

#### 14. Engineering I

The Sunrise Water Authority Engineering I is a non-exempt, non-supervisory position. The position requires a bachelor's degree in civil, mechanical, or environmental engineering. Below is a short summary of duties from the job description:

*"... provides basic support for engineering analysis, mapping and CAD, design, and facilities management."*

Seven jurisdictions (Beaverton, Clackamas County, Gresham, Hillsboro, Lake Oswego, Oregon City, and Portland) have comparable positions. We compared the positions based on experience, education, FLSA exemption, supervision status, and other pertinent factors. The findings are described below:

Experience Requirements: Engineering I			
Jurisdiction	Job Title	Years of experience	Types of experience
Sunrise Water Authority	Engineer I		<i>Not specified</i>
Beaverton	Engineer 1, Project	5	Engineering experience in assigned area, including 2 years of project management experience
Clackamas County	Civil Engineer, Associate		<i>Not specified</i>
Gresham	Engineer 1	1	Related experience
Hillsboro	Engineering Associate	2	Engineering experience including lead worker responsibilities
Lake Oswego	Associate Engineer	4	Related experience
Oregon City	Project Engineer	2	Professional engineering experience with emphasis on projects
Portland	Engineer I	4	Professional engineering

Education Requirements: Engineering I			
Jurisdiction	Job Title	Level of Education	Specific Areas
Sunrise Water Authority	Engineer I	BA/BS	Civil, mechanical or environmental engineering
Beaverton	Engineer 1, Project	BA/BS	Civil engineering or a related field
Clackamas County	Civil Engineer, Associate		<i>Not specified</i>
Gresham	Engineer 1	BA/BS	Related education
Hillsboro	Engineering Associate	BA/BS	Civil Engineering
Lake Oswego	Associate Engineer	BA/BS	Civil Engineering Technology or Civil Engineering
Oregon City	Project Engineer	BA/BS	Civil, structural or a closely related engineering discipline
Portland	Engineer I	BA/BS	Civil, mechanical, electrical, chemical, structural, traffic or fire protection engineering

Additional Position Elements: Engineering I			
Jurisdiction	Represented	FLSA Exemption	Supervises/Leads
Sunrise Water Authority	No	No	No
Beaverton	Yes	Yes	Yes
Clackamas County	Yes	Yes	No
Gresham	No	Yes	No
Hillsboro	Yes	No	Yes
Lake Oswego	Yes	No	Yes
Oregon City	Yes	No	No
Portland	Yes	Yes	Yes

- **Additional Notes:** Portland prefers experience in a public agency. Portland's Engineer I has the highest median adjusted compensation at \$11,825; Sunrise Water Authority is the third highest at \$9,186. The lowest is Hillsboro's Engineer Associate at \$8,102.

**Conclusion:** Although similar in education and experience requirements, some positions vary with the size of the organization, supervision responsibilities, and other duties. Those without supervision duties are more solid matches.

## **15. Engineering II**

The Sunrise Water Authority's Engineering II is a non-exempt, non-supervisory position. The position requires a bachelor's degree or higher in civil, mechanical, or environmental engineering. Below is a short summary of duties from the job description:

*"... provides advanced support in engineering and systems analysis, facilities assessment, SCADA operations, and plan (developer) reviews."*

Eleven jurisdictions (Beaverton, Clackamas County, Clackamas River Water District, Gresham, Hillsboro, Lake Oswego, Oak Lodge Water Services, Oregon City, Portland, Rockwood Water PUD, and Tigard) have comparable positions. We compared the positions based on experience, education, FLSA exemption, supervision status, and other pertinent factors. The findings are described on the following page:

Experience Requirements: Engineering II			
Jurisdiction	Job Title	Years of experience	Types of experience
Sunrise Water Authority	Engineering II		<i>Not specified</i>
Beaverton	Engineer 2, Project	10	Engineering experience, including 3 years of experience in land use, plan review or development engineering & 2 years in project management experience
Clackamas County	Civil Engineer		<i>Not specified</i>
Clackamas River Water District	Engineer Associate	2-4	Working under a Professional Engineer
Gresham	Engineer 2	1-4	Related experience
Hillsboro	Engineering Associate	2	Engineering experience including lead worker responsibilities
Lake Oswego	Associate Engineer	4	Related experience
Oak Lodge Water Services	Associate Engineer		<i>Not specified</i>
Oregon City	Project Engineer	2	Professional engineering experience with emphasis on projects
Portland	Engineer II	5	Experience in professional engineering
Rockwood Water PUD	Associate Engineer	2	Engineering experience
Tigard	Senior Project Engineer	4	Project management and professional engineering and infrastructure planning, design, plan review, permitting and project administration experience

Education Requirements: Engineering II			
Jurisdiction	Job Title	Level of Education	Specific Areas
Sunrise Water Authority	Engineering II	BA/BS	Civil, mechanical or environmental engineering
Beaverton	Engineer 2, Project	BA/BS	Engineering
Clackamas County	Civil Engineer		<i>Not specified</i>
Clackamas River Water District	Engineer Associate	BA/BS	Civil Engineering or related field
Gresham	Engineer 2	BA/BS	Related education
Hillsboro	Engineering Associate	BA/BS	Civil Engineering
Lake Oswego	Associate Engineer	BA/BS	Civil engineering technology or civil engineering
Oak Lodge Water Service	Associate Engineer	BA/BS	Civil Engineering technology, civil engineering, or related field
Oregon City	Project Engineer	BA/BS	Civil, structural or a closely related engineering discipline
Portland	Engineer II	BA/BS	Engineering
Rockwood Water	Associate Engineer	BA/BS	Four-year college or university in civil engineering
Tigard	Senior Project Engineer	BA/BS	Four-year college or university in civil engineering or a related engineering field

Additional Position Elements: Engineering II			
Jurisdiction	Represented	FLSA Exemption	Supervises/Leads
Sunrise Water Authority	No	No	No
Beaverton	Yes	Yes	Yes
Clackamas County	Yes	Yes	No
Clackamas River Water District	Yes	Yes	No
Gresham	No	Yes	No
Hillsboro	Yes	No	Yes
Lake Oswego	Yes	No	Yes
Oak Lodge Water Service	Yes	No	No
Oregon City	Yes	No	No
Portland	No	Yes	No
Rockwood Water	No	Yes	Yes
Tigard	No	Yes	Yes

- **Additional Notes:** Two jurisdictions have preferences for experience. Portland prefers experience in public administration, project management or asset management. Rockwood Water PUD prefers experience in a public water agency or contractor/consultant. Portland has the highest median adjusted compensation at \$13,039; Sunrise Water Authority is the third highest at \$10,759. The lowest is Hillsboro at \$8,102.

**Conclusion:** Compensation varies widely, as does the size of the organization and supervision duties (e.g., Beaverton, Hillsboro, Lake Oswego, and Tigard). Those positions that do not supervise are the better matches.

## 16. Engineering III

Sunrise Water Authority's Engineering III is an exempt, supervisory position. The position requires a bachelor's degree or higher in civil, mechanical, or environmental engineering. Below is a short summary of duties from the job description:

*“... provides expert knowledge of system analysis and operation both under normal and emergency conditions. This position may also have a supervisory role over other Engineering or Technical staff.”*

Ten jurisdictions (Beaverton, Clackamas County, Clackamas River Water District, Gresham, Lake Oswego, Oak Lodge Water Service, Oregon City, Portland, Rockwood Water, and Tigard) have comparable positions. We did not receive the salary information for Clackamas River Water District; the position is in the tables below but not part of the adjusted compensation table in the appendix. We compared the positions based on experience, education, FLSA exemption, supervision status, and other pertinent factors. The findings are described below:

Experience Requirements: Engineering III			
Jurisdiction	Job Title	Years of experience	Types of experience
Sunrise Water Authority	Engineer III		<i>Not specified</i>
Beaverton	Engineer, Principal	10	Professional engineering in the private and public sector, including 5 years in a supervisory or management role
Clackamas County	Civil Engineer, Senior	2	Related experience
Clackamas River Water District	Principal Engineer	8	Civil engineer in public works or water utility with three years in a management capacity
Gresham	Engineer Senior	3-6	Related experience
Lake Oswego	Senior Associate Engineer	8	Related experience
Oak Lodge Water Services	Assistant District Engineer	5	Engineering planning, design, project management, or related field including some supervisory experience
Oregon City	Senior Project Engineer	5	Professional engineering experience with emphasis on projects
Portland	Engineer III	6	Professional engineering
Rockwood Water	Associate Engineer	2	Engineering experience
Tigard	Principal Engineer	5	Professional engineering design, plan review and project administration, including 1 year of lead or supervisory experience



Education Requirements: Engineering III			
Jurisdiction	Job Title	Level of Education	Specific Areas
Sunrise Water Authority	Engineer III	BA/BS	Civil, mechanical, or environmental engineer
Beaverton	Engineer, Principal	BA/BS	Civil engineering or related field
Clackamas County	Civil Engineer, Senior		<i>Not specified</i>
Clackamas River Water District	Principal Engineer	BA/BS	Civil Engineer
Gresham	Engineer Senior	BA/BS	Related education
Lake Oswego	Senior Associate Engineer	MA/MS	Civil engineering or related field
Oak Lodge Water Services	Assistant District Engineer	BA/BS	Civil or environmental engineer or related fields
Oregon City	Senior Project Engineer	BA/BS	Civil or structural engineer, or related field
Portland	Engineer III	BA/BS	Engineering
Rockwood Water PUD	Associate Engineer	BA/BS	Civil engineering
Tigard	Principal Engineer	BA/BS	Civil engineering or a related field

Additional Position Elements: Engineering III			
Jurisdiction	Represented	FLSA Exemption	Supervises/Leads
Sunrise Water Authority	No	Yes	Yes
Beaverton	Yes	Yes	Yes
Clackamas County	Yes	Yes	Yes
Clackamas River Water District	No	Yes	Yes
Gresham	No	Yes	Yes
Lake Oswego	Yes	No	No
Oak Lodge Water Services	No	No	Yes
Oregon City	Yes	No	Yes
Portland	No	Yes	Yes
Rockwood Water PUD	No	Yes	Yes
Tigard	No	Yes	Yes

- **Additional Notes:** Portland prefers experience in public administration, project management, or asset management. Beaverton has the highest median adjusted compensation at \$12,782; Sunrise Water Authority is the third highest at \$12,059. The lowest is Lake Oswego at \$9,166.

**Conclusion:** Variations in compensation reflect the differences in supervision and experience. These are generally good matches for the Sunrise position.

## 17. Engineering Manager

The Sunrise Water Authority's Engineering Manager is an exempt, supervisory position. The position requires twelve or more years of relevant experience and a bachelor's degree in civil engineering or a related field of engineering. Below is a short summary of duties from the job description:

*"... serves on the agency's management team and oversees the staff and execution of the engineering and technical functions."*

Nine jurisdictions (Beaverton, Clackamas County, Clackamas River Water District, Gresham, Hillsboro, Lake Oswego, Oak Lodge Water Service, Oregon City, Portland, Rockwood Water, and Tigard) have comparable positions. We compared the positions based on experience, education, FLSA exemption, supervision status, and other pertinent factors. The findings are described below:

Experience Requirements: Engineering Manager			
Jurisdiction	Job Title	Years of experience	Types of experience
Sunrise Water Authority	Engineering Manager	12	Relevant experience
Beaverton	Engineering Services Manager	8	Personnel, project and/or program management, in either the private and public sector, including 3 years in a supervisory role
Clackamas County	Capital Program Manager	9	Related experience
Clackamas River Water District	Chief Engineer	10	Progressively responsible experience as a civil engineer in public works or water utility with five years in a management capacity
Gresham	Development Engineering Manager	3-6	Related experience
Hillsboro	Principal Engineer	7	Civil engineering experience including 3 years of supervisory responsibilities
Lake Oswego	Engineering Program Supervisor	10	Related experience
Oak Lodge Water Services	District Engineer	5	Engineering planning, design, project management, or related field and 3 years' of management experience
Oregon City	City Engineer	8	(5 years) Public works engineering and construction management & (3 years) Supervision of professional, technical and trade staff
Portland	Engineering Manager	10	Professional engineering, including 3 years of supervisory experience
Rockwood Water PUD	District Engineer	5	Professional civil engineering experience
Tigard	City Engineer	5	Professional engineering design, plan review and project administration experience, including 2 years of supervisory experience

Education Requirements: Engineering Manager			
Jurisdiction	Job Title	Level of Education	Specific Areas
Sunrise Water Authority	Engineering Manager	BA/BS	Civil engineering or a related field of engineering
Beaverton	Engineering Services Manager	BA/BS	Civil engineering, business administration, public administration, communication or related field
Clackamas County	Capital Program Manager		<i>Not specified</i>
Clackamas River Water District	Chief Engineer	BA/BS	Civil Engineering
Gresham	Development Engineering Manager	BA/BS	Related education
Hillsboro	Principal Engineer	BA/BS	Civil engineering or related field
Lake Oswego	Engineering Program Supervisor	BA/BS	Civil engineering, construction management or related field
Oak Lodge Water Services	District Engineer	BA/BS	Civil or environmental engineering, water/wastewater technology, or related field
Oregon City	City Engineer	BA/BS	Civil engineering, construction management, architecture or related discipline
Portland	Engineering Manager	BA/BS	Engineering
Rockwood Water PUD	District Engineer		<i>Not specified</i>
Tigard	City Engineer	BA/BS	Civil engineering or a related engineering field

Additional Position Elements: Engineering Manager			
Jurisdiction	Represented	FLSA Exemption	Supervises/Leads
Sunrise Water Authority	No	Yes	Yes
Beaverton	Yes	Yes	Yes
Clackamas County	No	Yes	Yes
Clackamas River Water District	No	Yes	No
Gresham	No	Yes	Yes
Hillsboro	Yes	Yes	Yes
Lake Oswego	No	Yes	Yes
Oak Lodge Water Services	No	Yes	Yes
Oregon City	Yes	Yes	No
Portland	No	Yes	Yes
Rockwood Water PUD	No	Yes	No
Tigard	No	Yes	Yes

- Additional Notes:** Sunrise Water Authority prefers prior experience in a supervisor or management position. Similar to Sunrise Water Authority, Rockwood has preferred experience; it prefers work experience with a public water agency as an employee or contractor/consultant. Oregon City prefers professional engineering experience related to public works and/or a master's degree in construction management, public administration or business administration is preferred. Portland's Engineering Manager has the highest median adjusted compensation at \$13,930; Sunrise Water Authority is the second highest at \$13,632. The lowest is Lake Oswego's Engineering Program Supervisor at \$9,630.

**Conclusion:** Despite the differences in supervision responsibilities, these are generally strong matches.

## 18. Finance Accountant I

The Finance Accountant I in the Sunrise Water Authority is a non-exempt, non-supervisory position. The position requires a high school diploma. Below is a short summary of duties from the job description:

*"... works under the close supervision of senior staff or the Finance Director ... basic financial record keeping and reporting, cash reconciliation, A/P, and other related duties as required."*

Eight jurisdictions (Clackamas County, Gresham, Hillsboro, Lake Oswego, Oak Lodge Water Services, Oregon City, Portland, and Tigard) have comparable positions. We compared the positions based on experience, education, FLSA exemption, supervision status, and other pertinent factors. The findings are described below:

Experience Requirements: Finance Accountant I			
Jurisdiction	Job Title	Years of experience	Types of experience
Sunrise Water Authority	Finance/Accountant I		<i>Not specified</i>
Clackamas County	Accountant 1	3	Related experience
Gresham	Accounting Assistant		<i>Not specified</i>
Hillsboro	Finance Technician	3	Financial support related experience
Lake Oswego	Accounting Specialist I		<i>Not specified</i>
Oak Lodge Water Services	Jr. Accounting Specialist	4	Office environment using computer software and other standard office equipment with 2 years' experience in accounts payable, accounting, and public relations
Oregon City	Accounting Technician	3	Production oriented financial record keeping capacity
Portland	Accountant I		<i>Not specified</i>
Tigard	Accounting Assistant I	0.5	Experience in processing basic accounting transactions, performing general office support work or providing customer service

Education Requirements: Finance Accountant I			
Jurisdiction	Job Title	Level of Education	Specific Areas
Sunrise Water Authority	Finance/Accountant I	HS/GED	N/A
Clackamas County	Accountant 1		<i>Not specified</i>
Gresham	Accounting Assistant		<i>Not specified</i>
Hillsboro	Finance Technician	HS/GED	N/A
Lake Oswego	Accounting Specialist I	HS/GED	N/A
Oak Lodge Water Services	Jr. Accounting Specialist		<i>Not specified</i>
Oregon City	Accounting Technician	HS/GED	Additional college-level curriculum in bookkeeping or business practices
Portland	Accountant I		<i>Not specified</i>
Tigard	Accounting Assistant I	HS/GED	N/A

Additional Position Elements: Finance Accountant I			
Jurisdiction	Represented	FLSA Exemption	Supervises/Leads
Sunrise Water Authority	No	No	No
Clackamas County	Yes	No	No
Gresham	Yes	No	No
Hillsboro	Yes	No	No
Lake Oswego	Yes	No	No
Oak Lodge Water Services	Yes	No	No
Oregon City	Yes	No	No
Portland	Yes	Yes	No
Tigard	Yes	No	No

- **Additional Notes:** Sunrise Water Authority has a preference for some college or prior accounting/finance experience. Similar to Sunrise Water Authority, Oak Lodge Water Service prefers an associate's or bachelor's degree in finance, accounting, or related field. Oregon City allows experience to substitute for higher education. Oak Lodge Water Services' Junior Accounting Specialist has the highest median adjusted compensation at \$6,714; Sunrise Water Authority is second highest at \$6,292. The lowest is Tigard's Accounting Assistant I at \$4,023.

**Conclusion:** The lower levels of experience for some positions make them less strong matches.

#### **19. Finance Accountant II**

Sunrise Water Authority's Finance Accountant II is a non-exempt, non-supervisory position. The position requires four years of experience in governmental accounting and finance or a related field and a high school diploma. Below is a short summary of duties from the job description:

*"... under limited supervision performs advanced financial and statistical record keeping related to payroll, accounts payable and receivable and other related duties as required."*

Eight jurisdictions (Beaverton, Clackamas County, Gresham, Hillsboro, Lake Oswego, Oregon City, Portland, and Tigard) have comparable positions. We compared the positions based on experience, education, FLSA exemption, supervision status, and other pertinent factors. The findings are described on the following page:



Experience Requirements: Finance Accountant II			
Jurisdiction	Job Title	Years of experience	Types of experience
Sunrise Water Authority	Finance Accountant II	4	Governmental accounting and finance or a related field
Beaverton	Accountant	2	Experience in accounting, including 1 year in a municipal setting
Clackamas County	Accountant 2	4	Related experience
Gresham	Accountant 2	1-4	Related experience
Hillsboro	Payroll Specialist	4	Accounting, bookkeeping or payroll related experience
Lake Oswego	Accounting Specialist II	1	Related experience
Oregon City	Senior Accounting Technician	4	Experience in governmental accounting, budgeting or related field
Portland	Accountant II		<i>Not specified</i>
Tigard	Accountant	2	Professional public accounting experience

Education Requirements: Finance Accountant II			
Jurisdiction	Job Title	Level of Education	Specific Areas
Sunrise Water Authority	Finance Accountant II	HS/GED	N/A
Beaverton	Accountant	BA/BS	Accounting, finance or business administration
Clackamas County	Accountant 2		<i>Not specified</i>
Gresham	Accountant 2	BA/BS	Related education
Hillsboro	Payroll Specialist	HS/GED	N/A
Lake Oswego	Accounting Specialist II	HS/GED	N/A
Oregon City	Senior Accounting Technician	AA/AS	Accounting or finance
Portland	Accountant II		<i>Not specified</i>
Tigard	Accountant	BA/BS	Accounting, business administration, or related field

Additional Position Elements: Finance Accountant II			
Jurisdiction	Represented	FLSA Exemption	Supervises/Leads
Sunrise Water Authority	No	No	No
Beaverton	Yes	No	No
Clackamas County	Yes	No	No
Hillsboro	Yes	No	No
Gresham	Yes	No	No
Lake Oswego	Yes	No	No
Oregon City	Yes	No	No
Portland	Yes	Yes	No
Tigard	No	No	No

- **Additional Notes:** Sunrise Water Authority prefers a BA/BS in accounting and prior governmental accounting experience. Oregon City allows education to act in lieu of experience. Gresham's Accountant 2 has the highest median adjusted compensation at \$8,129; Sunrise Water Authority is the third highest at \$7,215. The lowest is Lake Oswego's Accounting Specialist II at \$5,312.

**Conclusion:** The lower levels of experience and education for some positions make them less strong matches.

## 20. Finance Accountant III

The Finance Accountant III at Sunrise Water Authority is a non-exempt, non-supervisory position. The position requires eight years of public or governmental finance and accounting experience and a bachelor's degree in accounting or a related field. Below is a short summary of duties from the job description:

*"... serves as a senior member of the finance/accounting staff, primarily responsible for the agency's payroll, taxes and periodic financial statements."*

Ten jurisdictions (Beaverton, Clackamas County, Gresham, Hillsboro, Lake Oswego, Oak Lodge Water Services, Oregon City, Portland, Rockwood Water PUD, and Tigard) have comparable positions. We compared the positions based on experience, education, FLSA exemption, supervision status, and other pertinent factors. The findings are described below:

Experience Requirements: Finance Accountant III			
Jurisdiction	Job Title	Years of experience	Types of experience
<b>Sunrise Water Authority</b>	Finance Accountant III	8	Public or governmental finance and accounting experience
<b>Beaverton</b>	Accountant, Senior	5	Accounting, including 2 years in a municipal setting with 1 year of experience in a supervisory or lead role
<b>Clackamas County</b>	Accountant, Senior	5	Related experience
<b>Gresham</b>	Accountant Senior	3-6	Related experience
<b>Hillsboro</b>	Accountant	4	Related experience
<b>Lake Oswego</b>	Accountant	5	Related experience
<b>Oak Lodge Water Services</b>	Senior Accounting Lead	5	Related experience
<b>Oregon City</b>	Accountant	3	Accounting or governmental accounting work experience
<b>Portland</b>	Accountant III		<i>Not specified</i>
<b>Rockwood Water PUD</b>	Senior Accountant		<i>Not specified</i>
<b>Tigard</b>	Senior Accountant	5	Public accounting experience

Education Requirements: Finance Accountant III			
Jurisdiction	Job Title	Level of Education	Specific Areas
<b>Sunrise Water Authority</b>	Finance Accountant III	BA/BS	Accounting or a related field
<b>Beaverton</b>	Accountant, Senior	BA/BS	Accounting, finance, business administration or a related field
<b>Clackamas County</b>	Accountant, Senior		<i>Not specified</i>
<b>Gresham</b>	Accountant Senior	BA/BS	Related education
<b>Hillsboro</b>	Accountant	BA/BS	Finance or Accounting
<b>Lake Oswego</b>	Accountant	BA/BS	Accounting, finance, economics or business administration or a related field
<b>Oak Lodge Water Services</b>	Senior Accounting Lead	BA/BS	Accounting, finance, economic, or related field
<b>Oregon City</b>	Accountant	BA/BS	Accounting, business, finance or a related field
<b>Portland</b>	Accountant III		<i>Not specified</i>
<b>Rockwood Water PUD</b>	Senior Accountant		<i>Not specified</i>
<b>Tigard</b>	Senior Accountant	BA/BS	Four-year college or university degree in accounting, finance, business administration or related field

Additional Position Elements: Finance Accountant III			
Jurisdiction	Represented	FLSA Exemption	Supervises/Leads
Sunrise Water Authority	No	No	No
Beaverton	Yes	No	Yes
Clackamas County	Yes	Yes	No
Gresham	Yes	No	No
Hillsboro	Yes	Yes	No
Lake Oswego	Yes	No	No
Oak Lodge Water Services	Yes	No	No
Oregon City	Yes	No	No
Portland	Yes	Yes	No
Rockwood Water PUD	No	No	Yes
Tigard	No	No	Yes

- **Additional Notes:** For Rockwood Water, a Bachelor's degree in Accounting is desired and experience in a public agency/governmental setting is preferred. Rockwood Water PUD's Senior Accountant has the highest median adjusted compensation at \$9,531; Sunrise's position is in the middle at \$8,389. The lowest is Oak Lodge Water Services at \$6,560.

**Conclusion:** Rockwood's supervision responsibilities make it a less strong match, but all are generally good.

## 21. Finance Manager

The Sunrise Water Authority's Finance Manager is an exempt, supervisory position. The position requires twelve years of relevant experience, including a substantial record of performance in a senior or managerial accounting or finance position, preferably in the public sector and a Bachelor's degree in public or business administration, finance, accounting or a related field. Below is a short summary of duties from the job description:

*“... serves on the agency’s management team and the Chief Financial Officer for the agency, overseeing the staff and execution of the department.”*

Six jurisdictions (Clackamas County, Gresham, Hillsboro, Oak Lodge Water Services, Oregon City, and Tigard) have comparable positions. We compared the positions based on experience, education, FLSA exemption, supervision status, and other pertinent factors. The findings are described below:

Experience Requirements: Finance Manager			
Jurisdiction	Job Title	Years of experience	Types of experience
Sunrise Water Authority	Finance Manager	12	Relevant experience, including a substantial record of performance in a senior or managerial accounting or finance position
Clackamas County	Accounting Manager	6	Related experience
Gresham	Finance & Accounting Services Manager	3-6	Related experience
Hillsboro	Finance Manager	5	Experience in assigned area of responsibility including leadership experience
Oak Lodge Water Services	Finance Director	5	Progressively responsible experience with two years involving supervision or management of financial staff
Oregon City	Finance Director	8	Experience in accounting systems and operations, treasury, financial reporting, audit, including three years in a leadership capacity
Tigard	Financial Services Director	7	Management or administrative experience in financial and services administration and/or city government

Education Requirements: Finance Manager			
Jurisdiction	Job Title	Level of Education	Specific Areas
<b>Sunrise Water Authority</b>	Finance Manager	BA/BS	Public or business administration, finance, accounting or a related field
<b>Clackamas County</b>	Accounting Manager		<i>Not specified</i>
<b>Gresham</b>	Finance & Accounting Services Manager	BA/BS	Related education
<b>Hillsboro</b>	Finance Manager	BA/BS	Business, accounting, finance or a related field
<b>Oak Lodge Water Services</b>	Finance Director	BA/BS	Public or business administration, finance, or a related field
<b>Oregon City</b>	Finance Director	BA/BS	Accounting, finance, business administration or a related field
<b>Tigard</b>	Financial Services Director	BA/BS	Finance, accounting, business or public administration

Additional Position Elements: Finance Manager			
Jurisdiction	Represented	FLSA Exemption	Supervises/Leads
<b>Sunrise Water Authority</b>	No	Yes	No
<b>Clackamas County</b>	No	Yes	Yes
<b>Gresham</b>	No	Yes	Yes
<b>Hillsboro</b>	Yes	Yes	Yes
<b>Oak Lodge Water Services</b>	No	Yes	Yes
<b>Oregon City</b>	Yes	Yes	Yes
<b>Tigard</b>	No	Yes	Yes

- **Additional Notes:** Sunrise Water Authority prefers experience in the public sector for this position, which has the highest median adjusted compensation at \$13,108. The lowest is Oak Lodge Water Services' Finance Director at \$10,260.

**Conclusion:** The management responsibilities make these solid matches.

## 22. GIS Analyst

The Sunrise Water Authority's GIS Analyst is a non-exempt, non-supervisory position. The position requires two years of experience working with ESRI's ArcGIS v10.xx platform and a bachelor's degree in GIS, computer science, or related field. Below is a short summary of duties from the job description:

*"... assists with data gathering and compilation; mapping, and data analysis, manages geospatial datasets and data quality control, maintains and updates reference layers, maps, and workflows, edits topology and support a geometric network ..."*

Seven jurisdictions (Beaverton, Gresham, Hillsboro, Lake Oswego, Oregon City, Portland, and Tigard) have comparable positions. We compared the positions based on experience, education, FLSA exemption, supervision status, and other pertinent factors. The findings are described below:

Experience Requirement: GIS Analyst			
Jurisdiction	Job Title	Years of experience	Types of experience
<b>Sunrise Water Authority</b>	GIS Analyst	2	Working with ESRI's ArcGIS v10.xx platform
<b>Beaverton</b>	GIS Analyst	3-5	GIS analysis and database management, 2 years of GIS programming and application development
<b>Gresham</b>	GIS Analyst	1-4	Related experience
<b>Hillsboro</b>	GIS Analyst	3	GIS data development, programming or project management
<b>Lake Oswego</b>	Technical Support Analyst	3	GIS and computer science
<b>Oregon City</b>	GIS Analyst	2	Programming, digitizing and producing complex maps using GIS applications
<b>Portland</b>	GIS Technician II	2	Operations of GIS systems and applications
<b>Tigard</b>	GIS Analyst II	2	Designing programming, supporting and implementing GIS applications



Education Requirements: GIS Analyst			
Jurisdiction	Job Title	Level of Education	Specific Areas
<b>Sunrise Water Authority</b>	GIS Analyst	BA/BS	GIS, Geography, Computer Science, or other related field
<b>Beaverton</b>	GIS Analyst	BA/BS	GIS, Engineering, Geography, Computer Technology or related field
<b>Gresham</b>	GIS Analyst	BA/BS	Related education
<b>Hillsboro</b>	GIS Analyst	BA/BS	Geography, Computer Science or a related field
<b>Lake Oswego</b>	Technical Support Analyst	BA/BS	Geography, Computer Science, Engineering or a related field
<b>Oregon City</b>	GIS Analyst	BA/BS	Geography, Geology, Civil Engineering or Information Systems
<b>Portland</b>	GIS Technician II	HS/GED	Supplemented by course work in architectural, civil and mechanical engineering drafting and geographical information systems
<b>Tigard</b>	GIS Analyst II	BA/BS	Coursework in geographic information systems, geography, computer science or a related field

Additional Position Elements: GIS Analyst			
Jurisdiction	Represented	FLSA Exemption	Supervises/Leads
<b>Sunrise Water Authority</b>	Yes	No	No
<b>Beaverton</b>	Yes	No	No
<b>Gresham</b>	Yes	No	No
<b>Hillsboro</b>	Yes	Yes	No
<b>Lake Oswego</b>	Yes	No	No
<b>Oregon City</b>	Yes	No	No
<b>Portland</b>	Yes	No	No
<b>Tigard</b>	Yes	No	No

- **Additional Notes:** Portland prefers experience in a public agency. Sunrise Water Authority has the highest median adjusted compensation at \$8,662. The lowest is Tigard's GIS Analyst II at \$7,092.

**Conclusion:** These matches are strong.

### 23. GIS Technical Specialist

The Sunrise Water Authority's GIS Technical Specialist is a non-exempt, non-supervisory position. The position requires two years of experience working with ESRI's ArcGIS v10.xx platform, a location focused platform, and a bachelor's degree in GIS, computer science, or related field. Below is a short summary of duties from the job description:

*"... assists with data gathering and compilation; mapping, and data analysis, manages geospatial datasets and data quality control, maintains and updates reference layers, maps, and workflows, edits topology and support a geometric network ..."*

Eight jurisdictions (Beaverton, Clackamas County, Gresham, Lake Oswego, Hillsboro, Portland, Oregon City, and Tigard) have comparable positions. We compared the positions based on experience, education, FLSA exemption, supervision status, and other pertinent factors. The findings are described below:

Experience Requirement: GIS Technical Specialist			
Jurisdiction	Job Title	Years of experience	Types of experience
Sunrise Water Authority	GIS Technical Specialist	2	Working with ESRI's ArcGIS v10.xx platform
Beaverton	GIS Specialist	3-5	Experience in GIS analysis and database management, 2 years of GIS programming and application development
Clackamas County	GIS Technician	4	Related experience
Gresham	GIS Technician	1-4	Related experience
Hillsboro	GIS Specialist	3	GIS data development and cartographic experience
Lake Oswego	Technical Support Specialist	1	Work experience in GIS and computer science
Oregon City	GIS Technician	1	Work experience in GIS and computer science
Portland	GIS Technician I		<i>Not specified</i>
Tigard	GIS Technician II	2	GIS data development and cartography

Education Requirements: GIS Technical Specialist			
Jurisdiction	Job Title	Level of Education	Specific Areas
<b>Sunrise Water Authority</b>	GIS Technical Specialist	BA/BS	GIS, Geography, Computer Science, or related field
<b>Beaverton</b>	GIS Specialist	BA/BS	GIS, Engineering, Geography, Computer Technology, or related field
<b>Clackamas County</b>	GIS Technician		<i>Not specified</i>
<b>Gresham</b>	GIS Technician	AA/AS	Related education
<b>Hillsboro</b>	GIS Specialist	AA/AS	Geography, computer science, or related field
<b>Lake Oswego</b>	Technical Support Specialist	BA/BS	Geography, Computer Science, Engineering, or a related field
<b>Oregon City</b>	GIS Technician	BA/BS	Geography, Computer Science, Engineering, or a related field
<b>Portland</b>	GIS Technician I	HS/GED	Supplemental course work in architectural, civil and mechanical engineering drafting and geographical information systems
<b>Tigard</b>	GIS Technician II	AA/AS	Two-year degree with major coursework in geography, computer science or a related field

Additional Position Elements: GIS Technical Specialist			
Jurisdiction	Represented	FLSA Exemption	Supervises/Leads
Sunrise Water Authority	No	No	No
Beaverton	Yes	No	No
Clackamas County	Yes	No	No
Gresham	Yes	No	No
Hillsboro	Yes	No	No
Lake Oswego	Yes	No	No
Oregon City	Yes	No	No
Portland	Yes	No	No
Tigard	Yes	No	No

- **Additional Notes:** Sunrise Water Authority prefers 2-4 years of experience working in a utility asset management program, and Portland prefers experience in a public agency. Sunrise Water Authority has the highest median adjusted compensation at \$7,613. The lowest is Tigard's GIS Technician II at \$5,779.

**Conclusion:** The common duties and responsibilities among the comparators make these strong matches.

## Appendix

<i>Administrative Manager</i> .....	A1
<i>Administrative Professional I</i> .....	A2
<i>Administrative Professional II</i> .....	A3
<i>Administrative Professional III</i> .....	A4
<i>Customer Service Manager</i> .....	A5
<i>Customer Service Representative I</i> .....	A6
<i>Customer Service Representative II</i> .....	A7
<i>Customer Service Representative III</i> .....	A8
<i>Distribution System Operator I</i> .....	A9
<i>Distribution System Operator II</i> .....	A10
<i>Distribution System Operator III</i> .....	A11
<i>Operations Manager</i> .....	A12
<i>Engineering Technician I</i> .....	A13
<i>Engineering I</i> .....	A14
<i>Engineering II</i> .....	A15
<i>Engineering III</i> .....	A16
<i>Engineering Manager</i> .....	A17
<i>Finance Accountant I</i> .....	A18
<i>Finance Accountant II</i> .....	A19
<i>Finance Accountant III</i> .....	A20
<i>Finance Manager</i> .....	A21
<i>GIS Analyst</i> .....	A22
<i>GIS Technical Specialist</i> .....	A23

Position Name: Administrative Manager							Adjustments								
Jurisdiction	Jurisdiction Job Title	Base Salary			PERS & Insurance		Vacation & Holiday (PTO)			Adjusted Comp. W/ PTO					
		Min	Median	Max	PERS	EE Ins.	Min	Median	Max	Min	Median	Max			
Clackamas_County	Administrative Services Manager	7,497	8,809	10,121	Y	(107)	13.5%	13.5%	13.5%	8,849	10,416	11,984			
Gresham	Administrative Supervisor Senior	5,581	6,415	7,250	Y	-	15.6%	15.6%	18.7%	6,785	7,800	9,037			
Hillsboro	Administrative Support Supervisor	5,651	6,484	7,436	N	(145)	11.9%	13.1%	14.2%	6,180	7,186	8,349			
Lake_Oswego	Office Manager	5,275	5,850	6,497	Y	(93)	11.3%	13.3%	14.6%	6,097	6,884	7,743			
Rockwood_Water	Office Supervisor	7,680	8,641	9,601	Y	(110)	12.3%	14.2%	16.2%	8,976	10,279	11,618			
Tigard	Confidential Office Manager	5,009	5,780	6,550	N	\$ (229)	11.9%	13.1%	16.5%	5,377	6,306	7,404			
	Average	6,116	6,996	7,909		(114)	12.8%	13.8%	15.6%	7,044	8,145	9,356			
	Median	5,616	6,449	7,343		(109)	12.1%	13.4%	15.4%	6,482	7,493	8,693			
Sunrise_Water_Authority	Administrative Manager	\$ 6,500	\$ 7,367	\$ 8,233	Y	\$ -	13.1%	15.0%	16.9%	\$ 7,740	\$ 8,913	\$ 10,120			
	% Difference from Average	6.3%	5.3%	4.1%						2.5%	8.8%	8.4%	9.9%	9.4%	8.2%
	% Difference from Median	15.7%	14.2%	12.1%						7.9%	12.2%	10.0%	19.4%	19.0%	16.4%

Note: n/a = no match. PTO = Paid Time Off, Vacation plus Holiday. Levels are at Min level 5 years, Median 10 years & Max 20 years. The column indicating the PERS is whether or not the employer "Picks Up" the employees' 6% contribution. That is, is the employer paying 6% into a separate fund that is there for the exclusive benefit of the employee. Sunrise Water Authority employees contribute 1.5% of their base salary towards health insurance and other benefits; give the variation of the 1.5% calculation, employee health insurance premium contribution is listed as "0."

Position Name: Administrative Professional I		Adjustments											
Jurisdiction	Jurisdiction Job Title	Base Salary			PERS & Insurance		Vacation & Holiday (PTO)			Adjusted Comp. W/ PTO			
		Min	Median	Max	PERS	EE Ins.	Min	Median	Max	Min	Median	Max	
Beaverton	Administrative Assistant	\$ 4,444	\$ 5,146	\$ 5,954	Y	\$ -	11.3%	13.1%	15.2%	\$ 5,214	\$ 6,129	\$ 7,219	
Clackamas_County	Administrative Specialist 1	4,363	4,927	5,492	Y	(74)	11.2%	11.2%	11.2%	5,037	5,698	6,360	
Gresham	Administrative Assistant 1 - General Unit	3,364	3,832	4,299	Y	-	14.8%	14.8%	17.9%	4,064	4,629	5,326	
Hillsboro	Administrative Support Specialist	4,129	4,737	5,433	N	(145)	11.9%	13.1%	14.2%	4,476	5,211	6,061	
Lake_Oswego	Administrative Support I	3,784	4,268	4,831	Y	(93)	11.3%	13.3%	14.6%	4,347	4,997	5,734	
Oak_Lodge_Water_Service	Administrative Specialist I	4,008	4,510	5,217	N	(130)	10.0%	11.2%	14.0%	4,279	4,883	5,819	
Oregon_City	Office Specialist I	3,210	3,912	4,451	Y	(210)	10.8%	12.7%	14.6%	3,538	4,433	5,159	
Portland	Administrative Specialist I	4,072	5,089	6,107	Y	-	11.2%	12.1%	14.0%	4,770	6,011	7,330	
Tigard	Administrative Specialist I	3,268	3,783	4,379	N	\$ (229)	11.0%	12.4%	14.4%	3,397	4,023	4,782	
	Average	3,849	4,467	5,129		(98)	11.5%	12.6%	14.5%	4,347	5,113	5,977	
	Median	4,008	4,510	5,217		(93)	11.2%	12.7%	14.4%	4,347	4,997	5,819	
Sunrise_Water_Authority	Administrative Professional I	\$ 4,125	\$ 4,871	\$ 5,633	Y	\$ -	13.1%	15.0%	16.9%	\$ 4,912	\$ 5,893	\$ 6,925	
	% Difference from Average	7.2%	9.0%	9.8%				13.8%	18.7%	16.9%	13.0%	15.3%	15.9%
	% Difference from Median	2.9%	8.0%	8.0%				17.2%	18.2%	17.3%	13.0%	17.9%	19.0%

Note: n/a = no match. PTO = Paid Time Off, Vacation plus Holiday. Levels are at Min level 5 years, Median 10 years & Max 20 years. The column indicating the PERS is whether or not the employer "Picks Up" the employees' 6% contribution. That is, is the employer paying 6% into a separate fund that is there for the exclusive benefit of the employee. Sunrise Water Authority employees contribute 1.5% of their base salary towards health insurance and other benefits; give the variation of the 1.5% calculation, employee health insurance premium contribution is listed as "0."

Position Name: Administrative Professional II		Adjustments										
Jurisdiction	Jurisdiction Job Title	Base Salary			PERS & Insurance		Vacation & Holiday (PTO)			Adjusted Comp. W/ PTO		
		Min	Median	Max	PERS	EE Ins.	Min	Median	Max	Min	Median	Max
Beaverton	Administrative Assistant	\$ 4,444	\$ 5,146	\$ 5,954	Y	\$ -	11.3%	13.1%	15.2%	\$ 5,214	\$ 6,129	\$ 7,219
Clackamas County	Administrative Specialist 2	4,779	5,412	6,045	Y	(74)	11.2%	11.2%	11.2%	5,525	6,266	7,008
Gresham	Administrative Assistant 2 - General Unit	4,127	4,698	5,269	Y	-	14.8%	14.8%	17.9%	4,985	5,675	6,528
Hillsboro	Administrative Support Specialist	4,129	4,737	5,433	N	(145)	11.9%	13.1%	14.2%	4,476	5,211	6,061
Lake Oswego	Administrative Support II	4,252	4,812	5,432	Y	(93)	11.3%	13.3%	14.6%	4,897	5,646	6,459
Oak Lodge Water Service	Administrative Specialist II	4,711	5,301	5,960	N	(130)	10.0%	11.2%	14.0%	5,052	5,763	6,666
Oregon City	Office Specialist II	3,730	4,536	5,135	Y	(210)	10.8%	12.7%	14.6%	4,145	5,174	5,984
Portland	Administrative Specialist II	4,462	6,367	8,270	Y	-	11.2%	12.1%	14.0%	5,227	7,520	9,927
Tigard	Administrative Specialist II	3,790	4,387	5,079	N	\$ (229)	11.0%	12.4%	14.4%	3,976	4,702	5,583
	Average	4,269	5,044	5,842		(98)	11.5%	12.6%	14.5%	4,833	5,787	6,826
	Median	4,252	4,812	5,433		(93)	11.2%	12.7%	14.4%	4,985	5,675	6,528
Sunrise Water Authority	Administrative Professional II	\$ 4,767	\$ 5,529	\$ 6,292	Y	\$ -	13.1%	15.0%	16.9%	\$ 5,676	\$ 6,690	\$ 7,734
		% Difference from Average										
		11.6%						13.8%			17.4%	
		9.6%						18.7%			15.6%	
		7.7%						16.9%			13.3%	
		% Difference from Median										
		12.1%						17.2%			13.9%	
		14.9%						18.2%			17.9%	
		15.8%						17.3%			18.5%	

Note: n/a = no match. PTO = Paid Time Off, Vacation plus Holiday. Levels are at Min level 5 years, Median 10 years & Max 20 years. The column indicating the PERS is whether or not the employer "Picks Up" the employees' 6% contribution. That is, is the employer paying 6% into a separate fund that is there for the exclusive benefit of the employee. Sunrise Water Authority employees contribute 1.5% of their base salary towards health insurance and other benefits; give the variation of the 1.5% calculation, employee health insurance premium contribution is listed as "0."



Position Name: Administrative Professional III		Adjustments												
Jurisdiction	Jurisdiction Job Title	Base Salary			PERS & Insurance		Vacation & Holiday (PTO)			Adjusted Comp. W/ PTO				
		Min	Median	Max	PERS	EE Ins.	Min	Median	Max	Min	Median	Max		
Gresham	Administrative Assistant 3 - General Unit	4,573	5,204	5,835	Y	-	14.8%	14.8%	17.9%	5,525	6,287	7,228		
Hillsboro	Administrative Support Coordinator	5,224	5,995	6,875	N	(145)	11.9%	13.1%	14.2%	5,702	6,633	7,708		
Lake_Oswego	Administrative Support III	4,476	5,060	5,712	Y	(93)	11.3%	13.3%	14.6%	5,159	5,941	6,797		
Portland	Administrative Specialist III	4,923	7,025	9,126	Y	-	11.2%	12.1%	14.0%	5,767	8,298	10,955		
Tigard	Senior Administrative Specialist	4,183	4,843	5,606	N	\$ (229)	11.0%	12.4%	14.4%	4,413	5,215	6,186		
	Average	4,676	5,625	6,631		(93)	12.0%	13.1%	15.0%	5,313	6,475	7,775		
	Median	4,573	5,204	5,835		(93)	11.3%	13.1%	14.4%	5,525	6,287	7,228		
Sunrise_Water_Authority	Administrative Professional III	\$ 5,633	\$ 6,500	\$ 7,367	Y	\$ -	13.1%	15.0%	16.9%	\$ 6,708	\$ 7,865	\$ 9,055		
		% Difference from Average	20.5%	15.5%	11.1%				8.6%	14.2%	12.5%	26.3%	21.5%	16.5%
		% Difference from Median	23.2%	24.9%	26.3%				15.3%	14.7%	17.3%	21.4%	25.1%	25.3%

Note: n/a = no match. PTO = Paid Time Off, Vacation plus Holiday. Levels are at Min level 5 years, Median 10 years & Max 20 years. The column indicating the PERS is whether or not the employer "Picks Up" the employees' 6% contribution. That is, is the employer paying 6% into a separate fund that is there for the exclusive benefit of the employee. Sunrise Water Authority employees contribute 1.5% of their base salary towards health insurance and other benefits; give the variation of the 1.5% calculation, employee health insurance premium contribution is listed as "0."

Position Name: Customer Service Manager		Adjustments											
Jurisdiction	Jurisdiction Job Title	Base Salary			PERS & Insurance		Vacation & Holiday (PTO)			Adjusted Comp. W/ PTO			
		Min	Median	Max	PERS	EE Ins.	Min	Median	Max	Min	Median	Max	
Beaverton	Utility Billing Supervisor	\$ 5,528	\$ 6,400	\$ 7,408	Y	\$ -	11.3%	13.1%	15.2%	\$ 6,485	\$ 7,623	\$ 8,981	
Gresham	Administrative Supervisor	5,033	5,789	6,546	Y	-	15.6%	15.6%	18.7%	6,118	7,038	8,160	
Rockwood_Water	Office Supervisor	7,380	8,641	9,601	Y	(110)	12.3%	14.2%	16.2%	8,621	10,279	11,618	
	Average	5,980	6,943	7,852		(37)	13.1%	14.3%	16.7%	7,075	8,313	9,586	
	Median	5,528	6,400	7,408		-	12.3%	14.2%	16.2%	6,485	7,623	8,981	
Sunrise_Water_Authority	Customer Service Manager	\$ 6,500	\$ 7,592	\$ 8,667	Y	\$ -	13.1%	15.0%	16.9%	\$ 7,740	\$ 9,186	\$ 10,653	
	% Difference from Average	8.7%	9.3%	10.4%				0.0%	4.9%	1.4%	9.4%	10.5%	11.1%
	% Difference from Median	17.6%	18.6%	17.0%				6.3%	5.4%	4.8%	19.3%	20.5%	18.6%

Note: n/a = no match. PTO = Paid Time Off, Vacation plus Holiday. Levels are at Min level 5 years, Median 10 years & Max 20 years. The column indicating the PERS is whether or not the employer "Picks Up" the employees' 6% contribution. That is, is the employer paying 6% into a separate fund that is there for the exclusive benefit of the employee. Sunrise Water Authority employees contribute 1.5% of their base salary towards health insurance and other benefits; give the variation of the 1.5% calculation, employee health insurance premium contribution is listed as "0."

Position Name: Customer Service Representative I		Adjustments											
Jurisdiction	Jurisdiction Job Title	Base Salary			PERS & Insurance		Vacation & Holiday (PTO)			Adjusted Comp. W/ PTO			
		Min	Median	Max	PERS	EE Ins.	Min	Median	Max	Min	Median	Max	
Clackamas_County	Customer Information Specialist	3,399	3,870	4,341	Y	(74)	11.2%	11.2%	11.2%	3,908	4,460	5,012	
Clackamas_River_Water_District	Customer Service Specialist	4,777	5,209	5,678	N	(218)	10.0%	11.9%	13.8%	5,037	5,612	6,247	
Gresham	Utility Customer Service Representative	3,923	4,466	5,009	Y	-	14.8%	14.8%	17.9%	4,739	5,395	6,206	
Lake_Oswego	Accounting Specialist I	3,703	4,189	4,727	Y	(93)	11.3%	13.3%	14.6%	4,252	4,903	5,608	
Oak_Lodge_Water_Service	Administrative Specialist I	4,008	4,510	5,217	N	(130)	10.0%	11.2%	14.0%	4,279	4,883	5,819	
Oregon_City	Customer Accounting Clerk	3,912	4,766	5,390	Y	(210)	10.8%	12.7%	14.6%	4,358	5,447	6,291	
Portland	Customer Service Representative I	3,819	4,767	5,509	Y	-	11.2%	12.1%	14.0%	4,474	5,630	6,612	
Rockwood_Water	Customer Account Specialist I	4,214	4,646	5,123	Y	(110)	12.3%	14.2%	16.2%	4,875	5,476	6,148	
	Average	3,969	4,553	5,124		(104)	11.4%	12.7%	14.5%	4,490	5,226	5,993	
	Median	3,918	4,578	5,170		(102)	11.2%	12.4%	14.3%	4,416	5,421	6,177	
Sunrise_Water_Authority	Customer Service Representative I	\$ 4,125	\$ 4,559	\$ 4,992	Y	\$ -	13.1%	15.0%	16.9%	\$ 4,912	\$ 5,516	\$ 6,136	
	% Difference from Average	3.9%	0.1%	-2.6%				14.3%	18.4%	16.4%	9.4%	5.6%	2.4%
	% Difference from Median	5.3%	-0.4%	-3.4%				17.2%	20.9%	18.1%	11.2%	1.7%	-0.7%

Note: n/a = no match. PTO = Paid Time Off, Vacation plus Holiday. Levels are at Min level 5 years, Median 10 years & Max 20 years. The column indicating the PERS is whether or not the employer "Picks Up" the employees' 6% contribution. That is, is the employer paying 6% into a separate fund that is there for the exclusive benefit of the employee. Sunrise Water Authority employees contribute 1.5% of their base salary towards health insurance and other benefits; give the variation of the 1.5% calculation, employee health insurance premium contribution is listed as "0."

Position Name: Customer Service Representative II		Adjustments												
Jurisdiction	Jurisdiction Job Title	Base Salary			PERS & Insurance		Vacation & Holiday (PTO)			Adjusted Comp. W/ PTO				
		Min	Median	Max	PERS	EE Ins.	Min	Median	Max	Min	Median	Max		
Beaverton	Financial Service Specialist 2	\$ 4,113	\$ 4,762	\$ 5,512	Y	\$ -	11.3%	13.1%	15.2%	\$ 4,826	\$ 5,672	\$ 6,683		
Clackamas_River_Water_District	Customer Service Specialist	4,777	5,209	5,678	N	(218)	10.0%	11.9%	13.8%	5,037	5,612	6,246		
Gresham	Utility Customer Service Representative	3,923	4,466	5,009	Y	-	14.8%	14.8%	17.9%	4,739	5,395	6,205		
Lake_Oswego	Accounting Specialist II	4,011	4,532	5,124	Y	(93)	11.3%	13.3%	14.6%	4,614	5,312	6,087		
Oak_Lodge_Water_Service	Administrative Specialist II	4,711	5,301	5,960	N	(130)	10.0%	11.2%	14.0%	5,052	5,762	6,667		
Oregon_City	Customer Accounting Clerk	3,912	4,766	5,390	Y	(210)	10.8%	12.7%	14.6%	4,358	5,447	6,291		
Portland	Customer Service Representative II	4,552	5,362	6,034	Y	-	11.2%	12.1%	14.0%	5,333	6,334	7,242		
Rockwood_Water	Customer Account Specialist II	4,745	5,302	5,861	Y	(110)	12.3%	14.2%	16.2%	5,504	6,265	7,049		
	Average	4,343	4,962	5,571		(95)	11.5%	12.9%	15.1%	4,933	5,725	6,559		
	Median	4,333	4,988	5,595		(102)	11.2%	12.9%	14.6%	4,931	5,642	6,479		
Sunrise_Water_Authority	Customer Service Representative II	\$ 4,559	\$ 5,200	\$ 5,859	Y	\$ -	13.1%	15.0%	16.9%	\$ 5,428	\$ 6,292	\$ 7,202		
		% Difference from Average	5.0%	4.8%	5.2%				14.1%	16.2%	12.4%	10.0%	9.9%	9.8%
		% Difference from Median	5.2%	4.3%	4.7%				16.3%	16.3%	15.8%	10.1%	11.5%	11.2%

Note: n/a = no match. PTO = Paid Time Off, Vacation plus Holiday. Levels are at Min level 5 years, Median 10 years & Max 20 years. The column indicating the PERS is whether or not the employer "Picks Up" the employees' 6% contribution. That is, is the employer paying 6% into a separate fund that is there for the exclusive benefit of the employee. Sunrise Water Authority employees contribute 1.5% of their base salary towards health insurance and other benefits; give the variation of the 1.5% calculation, employee health insurance premium contribution is listed as "0."

Position Name: Customer Service Representative III		Adjustments												
Jurisdiction	Jurisdiction Job Title	Base Salary			PERS & Insurance		Vacation & Holiday (PTO)			Adjusted Comp. W/ PTO				
		Min	Median	Max	PERS	EE Ins.	Min	Median	Max	Min	Median	Max		
Beaverton	Financial Service Specialist 2	\$ 4,113	\$ 4,762	\$ 5,512	Y	\$ -	11.3%	13.1%	15.2%	\$ 4,826	\$ 5,672	\$ 6,683		
Lake_Oswego	Accounting Specialist III	4,656	5,265	5,944	Y	(93)	11.3%	13.3%	14.6%	5,371	6,187	7,076		
Oak_Lodge_Water_Service	Billing Collections Specialist	4,711	5,301	5,960	N	(130)	10.0%	11.2%	14.0%	5,052	5,762	6,667		
Oregon_City	Customer Accounting Coordinator	4,766	5,809	6,572	Y	(210)	10.8%	12.7%	14.6%	5,355	6,685	7,717		
Rockwood_Water	Lead Customer Account Specialist	5,770	6,361	7,013	Y	(110)	12.3%	14.2%	16.2%	6,716	7,538	8,457		
	Average	4,803	5,500	6,200		(109)	11.2%	12.9%	14.9%	5,464	6,369	7,320		
	Median	4,711	5,301	5,960		(110)	11.3%	13.1%	14.6%	5,355	6,187	7,076		
Sunrise_Water_Authority	Customer Service Representative III	\$ 4,992	\$ 5,737	\$ 6,500	Y	\$ -	13.1%	15.0%	16.9%	\$ 5,944	\$ 6,942	\$ 7,990		
	% Difference from Average	3.9%	4.3%	4.8%					17.3%	16.4%	13.3%	8.8%	9.0%	9.2%
	% Difference from Median	6.0%	8.2%	9.1%					15.4%	14.5%	15.8%	11.0%	12.2%	12.9%

Note: n/a = no match. PTO = Paid Time Off, Vacation plus Holiday. Levels are at Min level 5 years, Median 10 years & Max 20 years. The column indicating the PERS is whether or not the employer "Picks Up" the employees' 6% contribution. That is, is the employer paying 6% into a separate fund that is there for the exclusive benefit of the employee. Sunrise Water Authority employees contribute 1.5% of their base salary towards health insurance and other benefits; give the variation of the 1.5% calculation, employee health insurance premium contribution is listed as "0."

Position Name: Distribution System Operator I		Base Salary			PERS & Insurance		Vacation & Holiday (PTO)			Adjusted Comp. W/ PTO		
Jurisdiction	Jurisdiction Job Title	Min	Median	Max	PERS	EE Ins.	Min	Median	Max	Min	Median	Max
Beaverton	Water Distribution Technician I	\$ 4,113	\$ 4,762	\$ 5,512	Y	\$ -	11.3%	13.1%	15.2%	\$ 4,826	\$ 5,672	\$ 6,683
Clackamas County	Wastewater Plant Operator 1	4,064	4,630	5,196	Y	(74)	11.2%	11.2%	11.2%	4,687	5,350	6,013
Clackamas River Water District	Waterworks Mechanic I	4,661	5,105	5,548	N	(218)	10.0%	11.9%	13.8%	4,909	5,495	6,098
Gresham	Water Distribution Technician	4,815	5,482	6,149	Y	-	14.8%	14.8%	17.9%	5,816	6,622	7,617
Hillsboro	Water Distribution Operator	5,224	5,995	6,875	N	(145)	11.9%	13.1%	14.2%	5,702	6,633	7,708
Lake Oswego	Water Plant Operator I	4,656	5,265	5,944	Y	(93)	11.3%	13.3%	14.6%	5,371	6,187	7,076
Oak Lodge Water Service	Plant Operator	5,099	5,735	6,451	N	(130)	10.0%	11.2%	14.0%	5,479	6,245	7,227
Oregon City	Utility Maintenance Specialist I	4,114	5,006	5,661	Y	(210)	10.8%	12.7%	14.6%	4,594	5,732	6,618
Portland	Water Distribution Worker	5,006	5,554	5,869	Y	-	11.2%	12.1%	14.0%	5,865	6,560	7,045
Rockwood Water	Water Worker I	4,815	5,321	5,867	Y	(110)	12.3%	14.2%	16.2%	5,587	6,287	7,057
Tigard	Water Utility Technician I	4,288	4,964	5,746	N	\$ (229)	11.0%	12.4%	14.4%	4,529	5,351	6,346
	Average	4,623	5,256	5,893		(110)	11.4%	12.7%	14.6%	5,215	6,012	6,863
	Median	4,661	5,265	5,867		(110)	11.2%	12.7%	14.4%	5,371	6,187	7,045
Sunrise Water Authority	Distribution System Operator I	\$ 4,559	\$ 5,096	\$ 5,633	Y	\$ -	13.1%	15.0%	16.9%	\$ 5,428	\$ 6,166	\$ 6,925
	% Difference from Average	-1.4%	-3.0%	-4.4%			14.4%	17.9%	16.2%	4.1%	2.6%	0.9%
	% Difference from Median	-2.2%	-3.2%	-4.0%			17.2%	18.2%	17.3%	1.1%	-0.3%	-1.7%

Note: n/a = no match. PTO = Paid Time Off, Vacation plus Holiday. Levels are at Min level 5 years, Median 10 years & Max 20 years. The column indicating the PERS is whether or not the employer "Picks Up" the employees' 6% contribution. That is, is the employer paying 6% into a separate fund that is there for the exclusive benefit of the employee. Sunrise Water Authority employees contribute 1.5% of their base salary towards health insurance and other benefits; give the variation of the 1.5% calculation, employee health insurance premium contribution is listed as "0."

Position Name: Distribution System Operator II		Adjustments											
Jurisdiction	Jurisdiction Job Title	Base Salary			PERS & Insurance		Vacation & Holiday (PTO)			Adjusted Comp. W/ PTO			
		Min	Median	Max	PERS	EE Ins.	Min	Median	Max	Min	Median	Max	
Beaverton	Water Distribution Technician II	\$ 4,412	\$ 5,109	\$ 5,912	Y	\$ -	11.3%	13.1%	15.2%	\$ 5,177	\$ 6,085	\$ 7,168	
Clackamas County	Wastewater Plant Operator 2	4,706	5,361	6,015	Y	(74)	11.2%	11.2%	11.2%	5,439	6,207	6,973	
Clackamas River Water District	Waterworks Mechanic II	5,293	5,794	6,295	N	(218)	10.0%	11.9%	13.8%	5,605	6,267	6,949	
Gresham	Water Distribution Technician Senior	5,611	6,390	7,169	Y	-	14.8%	14.8%	17.9%	6,778	7,720	8,881	
Hillsboro	Water Distribution Operator	5,224	5,995	6,875	N	(145)	11.9%	13.1%	14.2%	5,702	6,633	7,708	
Lake Oswego	Water Plant Operator II	4,996	5,644	6,375	Y	(93)	11.3%	13.3%	14.6%	5,770	6,639	7,596	
Oak Lodge Water Service	Plant Operator	5,099	5,735	6,451	N	(130)	10.0%	11.2%	14.0%	5,479	6,245	7,227	
Oregon City	Utility Maintenance Specialist II	4,536	5,529	6,253	Y	(210)	10.8%	12.7%	14.6%	5,087	6,352	7,332	
Portland	Water Distribution Worker	5,006	5,554	5,869	Y	-	11.2%	12.1%	14.0%	5,865	6,560	7,045	
Rockwood Water	Water Worker II	5,111	5,679	6,261	Y	(110)	12.3%	14.2%	16.2%	5,937	6,718	7,538	
Tigard	Water Utility Technician II	4,733	5,479	6,343	N	\$ (229)	11.0%	12.4%	14.4%	5,023	5,930	7,029	
	Average	4,975	5,661	6,347		(110)	11.4%	12.7%	14.6%	5,624	6,487	7,404	
	Median	5,006	5,644	6,295		(110)	11.2%	12.7%	14.4%	5,605	6,352	7,227	
Sunrise Water Authority	Distribution System Operator II	\$ 5,200	\$ 5,963	\$ 6,725	Y	\$ -	13.1%	15.0%	16.9%	\$ 6,192	\$ 7,215	\$ 8,267	
	% Difference from Average	4.5%	5.3%	6.0%				14.4%	17.9%	16.2%	10.1%	11.2%	11.7%
	% Difference from Median	3.9%	5.6%	6.8%				17.2%	18.2%	17.3%	10.5%	13.6%	14.4%

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Position Name: Distribution System Operator III		Adjustments														
Jurisdiction	Jurisdiction Job Title	Base Salary			PERS & Insurance		Vacation & Holiday (PTO)			Adjusted Comp. W/ PTO						
		Min	Median	Max	PERS	EE Ins.	Min	Median	Max	Min	Median	Max				
Beaverton	Water Distribution Lead	\$ 5,489	\$ 6,355	\$ 7,356	Y	\$ -	11.3%	13.1%	15.2%	\$ 6,440	\$ 7,570	\$ 8,918				
Clackamas County	Wastewater Plant Operator 3	5,196	5,915	6,634	Y	(74)	11.2%	11.2%	11.2%	6,013	6,856	7,698				
Clackamas River Water District	Waterworks Mechanic III	6,009	6,574	7,139	N	(218)	10.0%	11.9%	13.8%	6,392	7,140	7,909				
Gresham	Water Distribution Technician Senior	5,611	6,390	7,169	Y	-	14.8%	14.8%	17.9%	6,778	7,719	8,881				
Hillsboro	Senior Water Distribution Operator	5,651	6,484	7,436	N	(145)	11.9%	13.1%	14.2%	6,180	7,186	8,349				
Lake Oswego	Water Plant Operator III	5,573	6,290	7,105	Y	(93)	11.3%	13.3%	14.6%	6,447	7,408	8,477				
Oregon City	Utility Maintenance Specialist III	4,766	5,809	6,572	Y	(210)	10.8%	12.7%	14.6%	5,355	6,685	7,717				
Rockwood Water	Lead Water Worker	5,667	6,299	7,000	Y	(110)	12.3%	14.2%	16.2%	6,594	7,463	8,441				
Tigard	Senior Water Utility Technician	5,224	6,048	7,001	N	\$ (229)	11.0%	12.4%	14.4%	5,568	6,569	7,782				
	Average	5,465	6,240	7,046		(120)	11.6%	13.0%	14.7%	6,196	7,177	8,241				
	Median	5,573	6,299	7,105		(110)	11.3%	13.1%	14.6%	6,392	7,186	8,349				
Sunrise Water Authority	Distribution System Operator III	\$ 6,067	\$ 6,933	\$ 7,800	Y	\$ -	13.1%	15.0%	16.9%	\$ 7,224	\$ 8,389	\$ 9,588				
		% Difference from Average						12.5%			15.7%	15.2%	16.6%	16.9%	16.3%	
		11.0%						15.4%			14.7%	15.8%	13.0%	16.7%	14.8%	
		% Difference from Median														
		8.9%														

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Position Name: Operations Manager		Adjustments											
Jurisdiction	Jurisdiction Job Title	Base Salary			PERS & Insurance		Vacation & Holiday (PTO)			Adjusted Comp. W/ PTO			
		Min	Median	Max	PERS	EE Ins.	Min	Median	Max	Min	Median	Max	
Beaverton	Public Works Utility Manager	\$ 8,811	\$ 10,199	\$ 11,809	Y	\$ -	11.3%	13.1%	15.2%	\$ 10,338	\$ 12,147	\$ 14,317	
Clackamas County	Water Quality Maintenance Supervisor	6,476	7,610	8,743	Y	(107)	13.5%	13.5%	13.5%	7,629	8,984	10,338	
Clackamas River Water District	Water Distribution Supervisor	6,870	8,082	9,295	N	(218)	10.0%	11.9%	13.8%	7,339	8,828	10,364	
Gresham	Water Operations Supervisor	5,910	6,729	7,548	Y	-	14.8%	14.8%	17.9%	7,139	8,129	9,351	
Hillsboro	Water Distribution Manager	8,043	9,228	10,584	N	(145)	11.9%	13.1%	14.2%	8,857	10,290	11,945	
Oak Lodge Water Service	Field Supervisor - Collections	6,916	8,388	9,259	N	(130)	0.0%	0.0%	0.0%	6,786	8,258	9,129	
Oregon City	Public Works Operations Manager	6,562	7,334	8,194	Y	(210)	11.9%	11.9%	14.8%	7,528	8,438	9,689	
Rockwood Water	Assistant Superintendent Operations	7,394	8,318	9,242	Y	(110)	12.3%	14.2%	16.2%	8,638	9,891	11,179	
Tigard	PW Utility Operations Manager	8,008	9,240	10,471	N	\$ (229)	11.9%	13.1%	16.5%	8,734	10,219	11,974	
	Average	7,221	8,347	9,461		(128)	12.2%	13.2%	15.3%	8,110	9,465	10,921	
	Median	6,916	8,318	9,259		(130)	11.9%	13.1%	14.8%	7,629	8,984	10,364	
Sunrise Water Authority	Operations Manager	\$ 7,592	\$ 8,667	\$ 9,758	Y	\$ -	13.1%	15.0%	16.9%	\$ 9,040	\$ 10,486	\$ 11,995	
	% Difference from Average	5.1%	3.8%	3.1%				7.1%	13.6%	10.8%	11.5%	10.8%	9.8%
	% Difference from Median	9.8%	4.2%	5.4%				9.7%	14.7%	14.3%	18.5%	16.7%	15.7%

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Position Name: Engineering Technician I		Adjustments											
Jurisdiction	Jurisdiction Job Title	Base Salary			PERS & Insurance		Vacation & Holiday (PTO)			Adjusted Comp. W/ PTO			
		Min	Median	Max	PERS	EE Ins.	Min	Median	Max	Min	Median	Max	
Beaverton	Engineering Technician 2	\$ 4,742	\$ 5,489	\$ 6,355	Y	\$ -	11.3%	13.1%	15.2%	\$ 5,564	\$ 6,538	\$ 7,705	
Clackamas County	Engineering Technician 1	4,163	4,706	5,250	Y	(74)	11.2%	11.2%	11.2%	4,803	5,439	6,077	
Gresham	Engineering Technician 1	4,573	5,204	5,835	Y	-	14.8%	14.8%	17.9%	5,525	6,287	7,228	
Hillsboro	Engineering Technician	5,224	5,995	6,875	N	(145)	11.9%	13.1%	14.2%	5,702	6,633	7,708	
Lake Oswego	Engineering Technician I	4,798	5,424	6,122	Y	(93)	11.3%	13.3%	14.6%	5,537	6,376	7,291	
Oak Lodge Water Service	Development Review Specialist	5,474	6,157	7,079	N	(130)	10.0%	11.2%	14.0%	5,891	6,714	7,943	
Oregon City	Engineering Technician I	4,114	5,006	5,661	Y	(210)	10.8%	12.7%	14.6%	4,594	5,732	6,618	
Portland	Engineering Technician I	4,623	5,227	5,902	Y	-	11.2%	12.1%	14.0%	5,416	6,174	7,085	
Tigard	Engineering Technician I	4,081	4,724	5,469	N	\$ (229)	11.0%	12.4%	14.4%	4,299	5,081	6,029	
	Average	4,644	5,326	6,061		(98)	11.5%	12.6%	14.5%	5,259	6,108	7,076	
	Median	4,623	5,227	5,902		(93)	11.2%	12.7%	14.4%	5,525	6,287	7,228	
Sunrise Water Authority	Engineering Technician I	\$ 4,160	\$ 4,507	\$ 4,853	Y	\$ -	13.1%	15.0%	16.9%	\$ 4,954	\$ 5,453	\$ 5,966	
		% Difference from Average											
		-10.4%						13.8%			-5.8%		
		-15.4%						18.7%			-10.7%		
		-19.9%						16.9%			-15.7%		
		% Difference from Median											
		-10.0%						17.2%			-10.3%		
		-13.8%						18.2%			-13.3%		
		-17.8%						17.3%			-17.5%		

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Position Name: Engineering I					Adjustments								
Jurisdiction	Jurisdiction Job Title	Base Salary			PERS & Insurance		Vacation & Holiday (PTO)			Adjusted Comp. W/ PTO			
		Min	Median	Max	PERS	EE Ins.	Min	Median	Max	Min	Median	Max	
Beaverton	Engineer 1, Project	\$ 7,416	\$ 8,584	\$ 9,939	Y	\$ -	11.3%	13.1%	15.2%	\$ 8,701	\$ 10,224	\$ 12,050	
Clackamas_County	Civil Engineer, Associate	6,448	7,293	8,138	Y	(74)	11.2%	11.2%	11.2%	7,480	8,470	9,460	
Gresham	Engineer 1	6,177	7,103	8,030	Y	-	15.6%	15.6%	18.7%	7,509	8,636	10,009	
Hillsboro	Engineering Associate	6,356	7,293	8,364	N	(145)	11.9%	13.1%	14.2%	6,969	8,102	9,409	
Lake_Oswego	Associate Engineer	6,731	7,603	8,587	Y	(93)	11.3%	13.3%	14.6%	7,806	8,974	10,264	
Oregon_City	Project Engineer	5,950	7,249	8,201	Y	(210)	10.8%	12.7%	14.6%	6,738	8,394	9,682	
Portland	Engineer I	9,083	10,012	11,040	Y	-	11.2%	12.1%	14.0%	10,641	11,825	13,252	
	Average	6,880	7,877	8,900		(75)	11.9%	13.0%	14.6%	7,978	9,232	10,589	
	Median	6,448	7,293	8,364		(74)	11.3%	13.1%	14.6%	7,509	8,636	10,009	
Sunrise_Water_Authority	Engineer I	\$ 6,500	\$ 7,592	\$ 8,667	Y	\$ -	13.1%	15.0%	16.9%	\$ 7,740	\$ 9,186	\$ 10,653	
	% Difference from Average	-5.5%	-3.6%	-2.6%				10.0%	15.4%	15.5%	-3.0%	-0.5%	0.6%
	% Difference from Median	0.8%	4.1%	3.6%				15.4%	14.7%	15.8%	3.1%	6.4%	6.4%

Note: n/a = no match. PTO = Paid Time Off, Vacation plus Holiday. Levels are at Min level 5 years, Median 10 years & Max 20 years. The column indicating the PERS is whether or not the employer "Picks Up" the employees' 6% contribution. That is, is the employer paying 6% into a separate fund that is there for the exclusive benefit of the employee. Sunrise Water Authority employees contribute 1.5% of their base salary towards health insurance and other benefits; give the variation of the 1.5% calculation, employee health insurance premium contribution is listed as "0."

Position Name: Engineering II		Adjustments									Adjusted Comp. W/ PTO		
Jurisdiction	Jurisdiction Job Title	Base Salary			PERS & Insurance		Vacation & Holiday (PTO)				Adjusted Comp. W/ PTO		
		Min	Median	Max	PERS	EE Ins.	Min	Median	Max		Min	Median	Max
Beaverton	Engineer 2, Project	\$ 7,962	\$ 9,217	\$ 10,668	Y	-	11.3%	13.1%	15.2%		\$ 9,342	\$ 10,978	\$ 12,934
Clackamas County	Civil Engineer	7,685	8,751	9,817	Y	(74)	11.2%	11.2%	11.2%		8,929	10,178	11,427
Clackamas River Water District	Engineer Associate	7,119	7,899	8,679	N	(218)	10.0%	11.9%	13.8%		7,613	8,623	9,663
Gresham	Engineer 2	6,844	7,869	8,894	Y	-	15.6%	15.6%	18.7%		8,321	9,567	11,087
Hillsboro	Engineering Associate	6,356	7,293	8,364	N	(145)	11.9%	13.1%	14.2%		6,969	8,102	9,409
Lake Oswego	Associate Engineer	6,731	7,603	8,587	Y	(93)	11.3%	13.3%	14.6%		7,806	8,974	10,264
Oak Lodge Water Service	Associate Engineer	7,408	8,334	9,260	N	(130)	10.0%	11.2%	14.0%		8,019	9,134	10,430
Oregon City	Project Engineer	5,950	7,249	8,201	Y	(210)	10.8%	12.7%	14.6%		6,738	8,394	9,682
Portland	Engineer II	10,511	11,040	12,170	Y	-	11.2%	12.1%	14.0%		12,314	13,039	14,608
Rockwood Water	Associate Engineer	7,408	8,334	9,260	Y	(110)	12.3%	14.2%	16.2%		8,654	9,910	11,201
Tigard	Senior Project Engineer	7,078	8,167	9,255	N	\$ (229)	11.9%	13.1%	16.5%		7,693	9,005	10,557
	Average	7,368	8,341	9,378		(110)	11.6%	12.9%	14.8%		8,400	9,628	11,024
	Median	7,119	8,167	9,255		(110)	11.3%	13.1%	14.6%		8,019	9,134	10,557
Sunrise Water Authority	Project Engineer (II)	\$ 7,367	\$ 8,892	\$ 10,192	Y	-	13.1%	15.0%	16.9%		\$ 8,772	\$ 10,759	\$ 12,528
		% Difference from Average						12.8%	16.7%	14.1%	4.4%	11.8%	13.6%
		% Difference from Median						15.4%	14.7%	15.8%	9.4%	17.8%	18.7%

Note: n/a = no match. PTO = Paid Time Off, Vacation plus Holiday. Levels are at Min level 5 years, Median 10 years & Max 20 years. The column indicating the PERS is whether or not the employer "Picks Up" the employees' 6% contribution. That is, is the employer paying 6% into a separate fund that is there for the exclusive benefit of the employee. Sunrise Water Authority employees contribute 1.5% of their base salary towards health insurance and other benefits; give the variation of the 1.5% calculation, employee health insurance premium contribution is listed as "0."

Position Name: Engineering III					Adjustments								
Jurisdiction	Jurisdiction Job Title	Base Salary			PERS & Insurance		Vacation & Holiday (PTO)			Adjusted Comp. W/ PTO			
		Min	Median	Max	PERS	EE Ins.	Min	Median	Max	Min	Median	Max	
Beaverton	Engineer, Principal	\$ 9,270	\$ 10,732	\$ 12,423	Y	\$ -	11.3%	13.1%	15.2%	\$ 10,876	\$ 12,782	\$ 15,061	
Clackamas County	Civil Engineer, Senior	8,526	9,662	10,798	Y	(74)	11.2%	11.2%	11.2%	9,915	11,245	12,576	
Gresham	Engineer Senior	7,581	8,717	9,853	Y	-	15.6%	15.6%	18.7%	9,217	10,598	12,282	
Lake Oswego	Senior Associate Engineer	6,876	7,763	8,769	Y	(93)	11.3%	13.3%	14.6%	7,976	9,166	10,484	
Oak Lodge Water Service	Assistant District Engineer	8,786	10,334	11,881	N	(130)	0.0%	0.0%	0.0%	8,656	10,204	11,751	
Oregon City	Senior Project Engineer	6,913	8,411	9,521	Y	(210)	10.8%	12.7%	14.6%	7,862	9,773	11,274	
Portland	Engineer III	7,408	10,185	12,962	Y	-	11.2%	12.1%	14.0%	8,679	12,030	15,559	
Rockwood Water	Associate Engineer	7,408	8,334	9,260	Y	(110)	12.3%	14.2%	16.2%	8,654	9,910	11,201	
Tigard	Principal Engineer	7,622	8,794	9,966	N	\$ (229)	11.9%	13.1%	16.5%	8,302	9,715	11,385	
	Average	7,821	9,215	10,604		(94)	11.9%	13.2%	15.1%	8,904	10,603	12,397	
	Median	7,581	8,794	9,966		(93)	11.3%	13.1%	14.6%	8,656	10,204	11,751	
Sunrise Water Authority	Engineer III	\$ 8,667	\$ 9,966	\$ 11,266	Y	\$ -	13.1%	15.0%	16.9%	\$ 10,320	\$ 12,059	\$ 13,849	
	% Difference from Average	10.8%	8.2%	6.3%				9.5%	14.0%	11.9%	15.9%	13.7%	11.7%
	% Difference from Median	14.3%	13.3%	13.0%				15.4%	14.7%	15.8%	19.2%	18.2%	17.9%

Note: n/a = no match. PTO = Paid Time Off, Vacation plus Holiday. Levels are at Min level 5 years, Median 10 years & Max 20 years. The column indicating the PERS is whether or not the employer "Picks Up" the employees' 6% contribution. That is, is the employer paying 6% into a separate fund that is there for the exclusive benefit of the employee. Sunrise Water Authority employees contribute 1.5% of their base salary towards health insurance and other benefits; give the variation of the 1.5% calculation, employee health insurance premium contribution is listed as "0."

Position Name: Engineering Manager					Adjustments										
Jurisdiction	Jurisdiction Job Title	Base Salary			PERS & Insurance		Vacation & Holiday (PTO)			Adjusted Comp. W/ PTO					
		Min	Median	Max	PERS	EE Ins.	Min	Median	Max	Min	Median	Max			
Beaverton	Engineering Services Manager	\$ 8,548	\$ 9,895	\$ 11,456	Y	\$ -	11.3%	13.1%	15.2%	\$ 10,029	\$ 11,785	\$ 13,889			
Clackamas County	Capital Program Manager	9,569	11,243	12,918	Y	(107)	13.5%	13.5%	13.5%	11,324	13,324	15,325			
Clackamas River Water District	Chief Engineer	9,736	11,454	13,172	N	(218)	10.0%	11.9%	13.8%	10,492	12,602	14,778			
Gresham	Development Engineering Manager	7,977	9,176	10,375	Y	-	15.6%	15.6%	18.7%	9,698	11,156	12,932			
Hillsboro	Principal Engineer	8,043	9,228	10,584	N	(145)	11.9%	13.1%	14.2%	8,857	10,290	11,945			
Lake Oswego	Engineering Program Supervisor	7,391	8,152	8,984	Y	(93)	11.3%	13.3%	14.6%	8,580	9,630	10,743			
Oak Lodge Water Service	District Engineer	11,008	13,043	15,033	N	(130)	0.0%	0.0%	0.0%	10,878	12,913	14,903			
Oregon City	City Engineer	8,448	9,442	10,550	Y	(210)	11.9%	11.9%	14.8%	9,752	10,924	12,535			
Portland	Engineering Manager	8,577	11,794	15,009	Y	-	11.2%	12.1%	14.0%	10,048	13,930	18,016			
Rockwood Water	District Engineer	9,068	10,202	11,335	Y	(110)	12.3%	14.2%	16.2%	10,618	12,155	13,736			
Tigard	City Engineer	8,840	10,199	11,558	N	\$ (229)	11.9%	13.1%	16.5%	9,665	11,304	13,241			
	Average	8,837	10,348	11,907		(113)	12.1%	13.2%	15.2%	9,995	11,819	13,822			
	Median	8,577	10,199	11,456		(110)	11.9%	13.1%	14.6%	10,029	11,785	13,736			
Sunrise Water Authority	Engineering Manager	\$ 9,758	\$ 11,266	\$ 13,000	Y	\$ -	13.1%	15.0%	16.9%	\$ 11,620	\$ 13,632	\$ 15,980			
	% Difference from Average	10.4%	8.9%	9.2%						8.1%	13.8%	11.6%	16.3%	15.3%	15.6%
	% Difference from Median	13.8%	10.5%	13.5%						9.7%	14.7%	15.8%	15.9%	15.7%	16.3%

Note: n/a = no match. PTO = Paid Time Off, Vacation plus Holiday. Levels are at Min level 5 years, Median 10 years & Max 20 years. The column indicating the PERS is whether or not the employer "Picks Up" the employees' 6% contribution. That is, is the employer paying 6% into a separate fund that is there for the exclusive benefit of the employee. Sunrise Water Authority employees contribute 1.5% of their base salary towards health insurance and other benefits; give the variation of the 1.5% calculation, employee health insurance premium contribution is listed as "0."

Position Name: Finance Accountant I		Adjustments										
Jurisdiction	Jurisdiction Job Title	Base Salary			PERS & Insurance		Vacation & Holiday (PTO)			Adjusted Comp. W/ PTO		
		Min	Median	Max	PERS	EE Ins.	Min	Median	Max	Min	Median	Max
Clackamas County	Accountant 1	4,779	5,412	6,045	Y	(74)	11.2%	11.2%	11.2%	5,525	6,266	7,008
Gresham	Accounting Assistant	4,573	5,204	5,835	Y	-	14.8%	14.8%	17.9%	5,524	6,287	7,229
Hillsboro	Finance Technician	4,466	5,124	5,877	N	(145)	11.9%	13.1%	14.2%	4,853	5,648	6,568
Lake Oswego	Accounting Specialist I	3,703	4,189	4,727	Y	(93)	11.3%	13.3%	14.6%	4,252	4,903	5,608
Oak Lodge Water Service	Jr. Accounting Specialist	5,474	6,157	7,079	N	(130)	10.0%	11.2%	14.0%	5,891	6,714	7,943
Oregon City	Accounting Clerk I	3,064	3,730	4,213	Y	(210)	10.8%	12.7%	14.6%	3,368	4,217	4,872
Portland	Accounting Technician	3,560	4,422	5,112	Y	-	11.2%	12.1%	14.0%	4,171	5,223	6,136
Tigard	Accounting Assistant I	3,268	3,783	4,379	N	\$ (229)	11.0%	12.4%	14.4%	3,397	4,023	4,782
	Average	4,111	4,753	5,408		(110)	11.5%	12.6%	14.4%	4,623	5,410	6,268
	Median	4,085	4,773	5,473		(112)	11.2%	12.5%	14.3%	4,553	5,436	6,352
Sunrise Water Authority	Finance/Accountant I	\$ 4,559	\$ 5,200	\$ 5,859	Y	\$ -	13.1%	15.0%	16.9%	\$ 5,428	\$ 6,292	\$ 7,202
	% Difference from Average	10.9%	9.4%	8.3%			13.6%	19.2%	17.7%	17.4%	16.3%	14.9%
	% Difference from Median	11.6%	9.0%	7.0%			17.2%	19.5%	18.1%	19.2%	15.8%	13.4%

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Position Name: Finance Accountant II		Base Salary			Adjustments					Adjusted Comp. W/ PTO				
Jurisdiction	Jurisdiction Job Title	Base Salary			PERS & Insurance		Vacation & Holiday (PTO)			Adjusted Comp. W/ PTO				
		Min	Median	Max	PERS	EE Ins.	Min	Median	Max	Min	Median	Max		
Beaverton	Accountant	\$ 5,143	\$ 5,954	\$ 6,893	Y	\$ -	11.3%	13.1%	15.2%	\$ 6,034	\$ 7,091	\$ 8,357		
Clackamas County	Accountant 2	5,250	5,951	6,652	Y	(74)	11.2%	11.2%	11.2%	6,077	6,898	7,719		
Gresham	Accountant 2	5,910	6,729	7,548	Y	-	14.8%	14.8%	17.9%	7,139	8,129	9,351		
Hillsboro	Payroll Specialist	5,224	5,995	6,875	N	(145)	11.9%	13.1%	14.2%	5,702	6,633	7,708		
Lake Oswego	Accounting Specialist II	4,011	4,532	5,124	Y	(93)	11.3%	13.3%	14.6%	4,614	5,312	6,087		
Oregon City	Senior Accounting Technician	4,766	5,809	6,572	Y	(210)	10.8%	12.7%	14.6%	5,355	6,685	7,717		
Portland	Accountant II	5,620	6,493	7,072	Y	-	11.2%	12.1%	14.0%	6,584	7,670	8,489		
Tigard	Accountant	5,263	6,072	6,881	N	\$ (229)	11.9%	13.1%	16.5%	5,662	6,637	7,790		
	Average	5,148	5,942	6,702		(94)	11.8%	12.9%	14.8%	5,896	6,882	7,902		
	Median	5,237	5,974	6,878		(84)	11.3%	13.1%	14.6%	5,868	6,791	7,755		
Sunrise Water Authority	Accountant II	\$ 5,200	\$ 5,963	\$ 6,725	Y	\$ -	13.1%	15.0%	16.9%	\$ 6,192	\$ 7,215	\$ 8,267		
		% Difference from Average	1.0%	0.3%	0.3%				10.8%	16.2%	14.4%	5.0%	4.8%	4.6%
		% Difference from Median	-0.7%	-0.2%	-2.2%				15.4%	14.7%	15.8%	5.5%	6.2%	6.6%

Note: n/a = no match. PTO = Paid Time Off, Vacation plus Holiday. Levels are at Min level 5 years, Median 10 years & Max 20 years. The column indicating the PERS is whether or not the employer "Picks Up" the employees' 6% contribution. That is, is the employer paying 6% into a separate fund that is there for the exclusive benefit of the employee. Sunrise Water Authority employees contribute 1.5% of their base salary towards health insurance and other benefits; give the variation of the 1.5% calculation, employee health insurance premium contribution is listed as "0."



Position Name: Finance Accountant III					Adjustments										
Jurisdiction	Jurisdiction Job Title	Base Salary			PERS & Insurance		Vacation & Holiday (PTO)			Adjusted Comp. W/ PTO					
		Min	Median	Max	PERS	EE Ins.	Min	Median	Max	Min	Median	Max			
Beaverton	Accountant, Senior	\$ 6,411	\$ 7,421	\$ 8,592	Y	\$ -	11.3%	13.1%	15.2%	\$ 7,522	\$ 8,839	\$ 10,417			
Clackamas_County	Accountant, Senior	6,045	6,855	7,665	Y	(74)	11.2%	11.2%	11.2%	7,008	7,957	8,906			
Gresham	Accountant Senior	6,545	7,453	8,362	Y	-	14.8%	14.8%	17.9%	7,906	9,004	10,359			
Hillsboro	Accountant	6,356	7,293	8,364	N	(145)	11.9%	13.1%	14.2%	6,969	8,102	9,409			
Lake_Oswego	Accountant	5,750	6,483	7,325	Y	(93)	11.3%	13.3%	14.6%	6,654	7,639	8,742			
Oak_Lodge_Water_Service	Senior Accounting Lead	5,706	6,690	7,787	N	(130)	0.0%	0.0%	0.0%	5,576	6,560	7,657			
Oregon_City	Accountant	5,263	6,409	7,249	Y	(210)	10.8%	12.7%	14.6%	5,936	7,397	8,533			
Portland	Accountant III	6,186	7,152	7,779	Y	-	11.2%	12.1%	14.0%	7,248	8,448	9,338			
Rockwood_Water	Senior Accountant	7,128	8,019	8,910	Y	(110)	12.3%	14.2%	16.2%	8,323	9,531	10,774			
Tigard	Senior Accountant	5,809	6,703	7,596	N	\$ (229)	11.9%	13.1%	16.5%	6,273	7,350	8,623			
	Average	6,120	7,048	7,963		(99)	11.9%	13.1%	14.9%	6,941	8,083	9,276			
	Median	6,116	7,003	7,783		(102)	11.3%	13.1%	14.6%	6,988	8,029	9,122			
Sunrise_Water_Authority	Accountant III	\$ 6,067	\$ 6,933	\$ 7,800	Y	\$ -	13.1%	15.0%	16.9%	\$ 7,224	\$ 8,389	\$ 9,588			
	% Difference from Average	-0.9%	-1.6%	-2.0%						10.3%	14.9%	13.3%	4.1%	3.8%	3.4%
	% Difference from Median	-0.8%	-1.0%	0.2%						15.4%	14.7%	15.8%	3.4%	4.5%	5.1%

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Position Name: Finance Manager					Adjustments								
Jurisdiction	Jurisdiction Job Title	Base Salary			PERS & Insurance		Vacation & Holiday (PTO)			Adjusted Comp. W/ PTO			
		Min	Median	Max	PERS	EE Ins.	Min	Median	Max	Min	Median	Max	
Clackamas_County	Accounting Manager	7,872	9,250	10,627	Y	(107)	13.5%	13.5%	13.5%	9,297	10,943	12,588	
Gresham	Finance & Accounting Services Manager	8,397	9,656	10,914	Y	-	15.6%	15.6%	18.7%	10,209	11,739	13,605	
Hillsboro	Finance Manager	8,699	9,981	11,447	N	(145)	11.9%	13.1%	14.2%	9,591	11,141	12,931	
Oak_Lodge_Water_Service	Finance Director	9,155	10,390	12,455	N	(130)	0.0%	0.0%	0.0%	9,025	10,260	12,325	
Oregon_City	Finance Director	8,448	9,442	10,550	Y	(210)	11.9%	11.9%	14.8%	9,752	10,924	12,535	
Tigard	Financial Services Director	9,757	11,258	12,758	N	\$ (229)	11.9%	13.1%	16.5%	10,691	12,501	14,639	
	Average	8,721	9,996	11,459		(137)	13.0%	13.4%	15.5%	9,761	11,251	13,104	
	Median	8,574	9,818	11,181		(138)	11.9%	13.1%	14.5%	9,672	11,042	12,760	
Sunrise_Water_Authority	Finance Manager	\$ 9,758	\$ 10,833	\$ 11,925	Y	\$ -	13.1%	15.0%	16.9%	\$ 11,620	\$ 13,108	\$ 14,659	
	% Difference from Average	11.9%	8.4%	4.1%				0.9%	11.7%	8.9%	19.0%	16.5%	11.9%
	% Difference from Median	13.8%	10.3%	6.7%				9.7%	14.7%	16.6%	20.1%	18.7%	14.9%

Note: n/a = no match. PTO = Paid Time Off, Vacation plus Holiday. Levels are at Min level 5 years, Median 10 years & Max 20 years. The column indicating the PERS is whether or not the employer "Picks Up" the employees' 6% contribution. That is, is the employer paying 6% into a separate fund that is there for the exclusive benefit of the employee. Sunrise Water Authority employees contribute 1.5% of their base salary towards health insurance and other benefits; give the variation of the 1.5% calculation, employee health insurance premium contribution is listed as "0."

Position Name: GIS Analyst					Adjustments									
Jurisdiction	Jurisdiction Job Title	Base Salary			PERS & Insurance		Vacation & Holiday (PTO)			Adjusted Comp. W/ PTO				
		Min	Median	Max	PERS	EE Ins.	Min	Median	Max	Min	Median	Max		
Beaverton	GIS Analyst	\$ 5,909	\$ 6,841	\$ 7,918	Y	\$ -	11.3%	13.1%	15.2%	\$ 6,933	\$ 8,148	\$ 9,600		
Gresham	GIS Analyst	5,910	6,729	7,548	Y	-	14.8%	14.8%	17.9%	7,139	8,129	9,351		
Hillsboro	GIS Analyst	6,356	7,293	8,364	N	(145)	11.9%	13.1%	14.2%	6,969	8,102	9,409		
Lake_Oswego	Technical Support Analyst	5,968	6,748	7,617	Y	(93)	11.3%	13.3%	14.6%	6,910	7,955	9,094		
Oregon_City	GIS Analyst	5,661	6,913	7,806	Y	(210)	10.8%	12.7%	14.6%	6,400	7,995	9,205		
Portland	GIS Technician II	5,746	6,639	7,330	Y	-	11.2%	12.1%	14.0%	6,732	7,841	8,799		
Tigard	GIS Analyst II	5,626	6,513	7,539	N	\$ (229)	11.0%	12.4%	14.4%	6,014	7,092	8,397		
	Average	5,882	6,811	7,732		(97)	11.8%	13.1%	15.0%	6,728	7,895	9,122		
	Median	5,909	6,748	7,617		(93)	11.3%	13.1%	14.6%	6,910	7,995	9,205		
Sunrise_Water_Authority	GIS Analyst	\$ 6,292	\$ 7,159	\$ 8,025	Y	\$ -	13.1%	15.0%	16.9%	\$ 7,492	\$ 8,662	\$ 9,865		
		% Difference from Average	7.0%	5.1%	3.8%				11.2%	14.8%	12.8%	11.4%	9.7%	8.1%
		% Difference from Median	6.5%	6.1%	5.4%				15.4%	14.7%	15.8%	8.4%	8.3%	7.2%

Note: n/a = no match. PTO = Paid Time Off, Vacation plus Holiday. Levels are at Min level 5 years, Median 10 years & Max 20 years. The column indicating the PERS is whether or not the employer "Picks Up" the employees' 6% contribution. That is, is the employer paying 6% into a separate fund that is there for the exclusive benefit of the employee. Sunrise Water Authority employees contribute 1.5% of their base salary towards health insurance and other benefits; give the variation of the 1.5% calculation, employee health insurance premium contribution is listed as "0."

Position Name: GIS Technical Specialist		Adjustments											
Jurisdiction	Jurisdiction Job Title	Base Salary			PERS & Insurance		Vacation & Holiday (PTO)			Adjusted Comp. W/ PTO			
		Min	Median	Max	PERS	EE Ins.	Min	Median	Max	Min	Median	Max	
Beaverton	GIS Specialist	\$ 4,886	\$ 5,656	\$ 6,547	Y	\$ -	11.3%	13.1%	15.2%	\$ 5,732	\$ 6,737	\$ 7,937	
Clackamas_County	GIS Technician	5,492	6,233	6,973	Y	(74)	11.2%	11.2%	11.2%	6,360	7,228	8,095	
Gresham	GIS Technician	4,345	4,945	5,544	Y	-	14.8%	14.8%	17.9%	5,249	5,973	6,868	
Hillsboro	GIS Specialist	5,651	6,484	7,436	N	(145)	11.9%	13.1%	14.2%	6,180	7,186	8,349	
Lake_Oswego	Technical Support Specialist	5,145	5,814	6,570	Y	(93)	11.3%	13.3%	14.6%	5,944	6,841	7,831	
Oregon_City	GIS Technician	5,006	6,102	6,913	Y	(210)	10.8%	12.7%	14.6%	5,635	7,033	8,128	
Portland	GIS Technician I	4,623	5,356	5,902	Y	-	11.2%	12.1%	14.0%	5,416	6,326	7,085	
Tigard	GIS Technician II	4,617	5,345	6,188	N	\$ (229)	11.0%	12.4%	14.4%	4,894	5,779	6,852	
	Average	4,971	5,742	6,509		(94)	11.7%	12.8%	14.5%	5,676	6,638	7,643	
	Median	4,946	5,735	6,559		(84)	11.2%	12.9%	14.5%	5,684	6,789	7,884	
Sunrise_Water_Authority	GIS Technical Specialist	\$ 5,425	\$ 6,292	\$ 7,159	Y	\$ -	13.1%	15.0%	16.9%	\$ 6,460	\$ 7,613	\$ 8,799	
		% Difference from Average						12.0%			13.8%	14.7%	15.1%
		% Difference from Median						16.3%			13.7%	12.1%	11.6%

Note: n/a = no match. PTO = Paid Time Off, Vacation plus Holiday. Levels are at Min level 5 years, Median 10 years & Max 20 years. The column indicating the PERS is whether or not the employer "Picks Up" the employees' 6% contribution. That is, is the employer paying 6% into a separate fund that is there for the exclusive benefit of the employee. Sunrise Water Authority employees contribute 1.5% of their base salary towards health insurance and other benefits; give the variation of the 1.5% calculation, employee health insurance premium contribution is listed as "0."