

Yamhill County Adjusted Compensation Comparison Study

Submitted by:

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County	Main Information Contacts
Benton County	Tammy Webb
Deschutes County	Teri Lorenz
Douglas County	Michael Kurtz
Josephine County	Michelle Simpson & Valarie McKune
Linn County	Lora Sease
Polk County	Lynn Hall

The CPS Team included:

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Background

In February 2024, Yamhill County engaged Portland State University's Center for Public Service (CPS) to conduct a comprehensive compensation study. CPS analyzed 54 job titles in 7 jurisdictions, including Yamhill County, and determined the compensation costs for FY 2023-2024 to include:

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

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

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

Initial selection of comparable counties included the following criteria: population served, miles from McMinnville to the other county's seats, and number of job titles that were a potential match. Table 1 lists the seven comparable counties chosen and how each compares to Yamhill County.

Table 1: Population and Location			
County	Jurisdiction Population*	Miles from Yamhill County **	Jobs Matched
Yamhill County	109,743	n/a	n/a
Benton County	99,355	46	43
Deschutes County	212,141	158	51
Douglas County	113,748	160	48
Josephine County	88,814	227	46
Linn County	131,984	46	53
Polk County	90,553	25	43

*Population served as determined by PSU Population Research Center

**Car traveling miles from McMinnville (Yamhill County's seat) to corresponding county's seat

Methodology

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

1. Salary schedules as of July 1, 2023
2. Current job descriptions for each position (used to help match jobs and identify the minimum number of years of experience and education, and job duties)
3. Personnel policies that impacted employee benefits
4. Collective bargaining agreements related to the positions
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.

Table 2: Jobs Matched							
Standard Job Title	Benton	Deschutes	Douglas	Josephine	Linn	Polk	Total
Accounting Technician	1	1	1	1	1	1	6
Administrative Office Specialist	1	1	-	1	1	-	4
Appraiser I	1	1	1	1	1	1	6
Appraiser II	1	1	1	1	1	1	6
Appraiser III	1	1	1	1	1	1	6
Associate Planner/GIS Analyst I	1	1	-	1	1	1	5
Building Inspector Assistant	-	1	1	1	1	1	5
Building Inspector I	1	1	1	1	1	1	6
Building Inspector III	1	1	1	1	1	1	6
Cartographer	-	1	1	1	1	1	5
Community Health Analyst	-	1	1	-	1	1	4
Community Service Supervisor	-	1	1	-	1	1	4
Crime Victims Advocate	1	1	1	1	2	1	7
Data Analyst	-	1	1	-	-	-	2
Desktop Support Specialist	1	1	1	1	-	1	5
Engineering Technician II	1	1	1	1	1	1	6
Environmental Health Specialist II	1	1	1	1	1	-	5
Environmental Health Specialist III	1	1	1	1	1	-	5
Epidemiologist (Senior Management Analyst)	1	1	1	1	1	1	6
Facilities Maintenance Specialist	1	1	1	1	1	1	6
Facilities Maintenance Worker I	1	1	1	1	1	1	6
Facilities Maintenance Worker II	1	1	1	1	1	1	6
Facilities Maintenance Worker III	1	1	1	1	1	1	6
Fleet Specialist	1	-	1	-	1	1	4
Heavy Equipment Operator	1	1	1	1	1	1	6
Legal Assistant (County Counsel)	1	1	1	1	1	1	6
Mechanic Assistant	1	-	-	1	1	-	3
Medium Equipment Operator	1	1	1	1	1	1	6
Office Coordinator/Helpdesk	1	1	-	-	1	1	4

Paralegal – Grand Jury Coordinator	1	1	1	1	1	1	6
Parks Maintenance Specialist	1	1	1	1	1	-	5
Probation Officer Aide	-	1	1	1	1	-	4
Probation Officer I - Juvenile	1	1	1	1	1	1	6
Probation Officer II - Juvenile	1	1	1	1	1	1	6
Programmer/Analyst	1	1	1	-	1	1	5
Senior Accounting Clerk (HHS)	1	1	1	1	1	1	6
Senior Building Inspector Assistant		1	1	1	1	1	5
Senior Desktop Support Specialist	1	1	1	-	1	1	5
Senior Planner	1	1	1	1	1	1	6
Senior Programmer - Analyst	1	1	1	1	1	-	5
Transit Program Coordinator	1	1	1	-	1	-	4
Utility Worker	1	1	-	1	1	1	5
Office Specialist II							
Office Specialist II (Administration)	1	1	1	1	1	1	6
Office Specialist II (District Attorney)	1	1	1	1	1	1	6
Senior Office Specialist							
Senior Office Specialist (District Attorney's Office)	1	1	1	1	1	1	6
Senior Office Specialist (Public Works)	-	1	1	1	1	1	5
Office Specialist Technician							
Assessment Specialist II (Taxation)	-	1	1	1	1	1	5
Office Specialist Technician (BOC/ Administrative)	1	1	1	1	1	1	6
Office Specialist Technician (Community Justice)	1	-	1	1	1	1	5
Office Specialist Technician (Elections Clerk)	1	1	1	1	1	1	6
Office Specialist Technician (Public Works)	1	1	1	1	1	1	6
Senior Office Specialist Technician							
Assessment Specialist III (Taxation)	-	1	1	1	1	1	5
Senior Office Specialist Technician (Clerk's Office)	1	1	1	1	1	-	5
Senior Office Specialist Technician (Public Works)	-	1	-	1	1	-	3
Total	43	51	48	46	53	43	284

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 48 job positions compared with other jurisdictions, Yamhill County had 22 job positions lower at the median tenure level (-0.3% to -25.2%) than the average comparable positions for overall adjusted compensation at the median tenure level, and 26 jobs higher at the median tenure level (0.0% to 42.7%) than the average comparable positions for overall adjusted compensation at the median tenure level.

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

Table 3: Summary Results				
Job Code	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
J40215	Accounting Technician	6.1%	9.2%	11.5%
J40102	Administrative Office Specialist	1.9%	4.7%	7.8%
J40301	Appraiser I	2.8%	2.8%	2.9%
J40302	Appraiser II	6.2%	5.4%	4.7%
J40303	Appraiser III	5.6%	4.1%	2.7%
J40311	Associate Planner/GIS Analyst I	4.6%	3.8%	2.9%
J40313	Building Inspector Assistant	6.5%	6.8%	7.0%
J40314	Building Inspector I	4.3%	3.0%	1.9%
J40326	Building Inspector III	6.8%	4.3%	2.3%
J40373	Cartographer	0.0%	-0.3%	-0.5%
J40132	Community Health Analyst	-6.8%	-7.1%	-8.2%
J40325	Community Service Supervisor	4.2%	7.6%	10.0%
J40223	Crime Victims Advocate	4.8%	8.3%	11.8%
J40148	Data Analyst	-11.8%	-9.1%	-11.5%
J40375	Desktop Support Specialist	24.9%	22.6%	20.4%
J40318	Engineering Technician II	11.9%	11.7%	11.8%
J40602	Environmental Health Specialist II	8.3%	6.1%	4.3%

J40603	Environmental Health Specialist III	13.5%	10.4%	8.0%
J40130	Epidemiologist (Senior Management Analyst)	5.2%	3.3%	1.5%
J40211	Facilities Maintenance Specialist	4.0%	3.2%	2.3%
J40343	Facilities Maintenance Worker I	-4.0%	-0.6%	2.9%
J40356	Facilities Maintenance Worker II	-1.2%	-0.8%	-0.3%
J40357	Facilities Maintenance Worker III	-2.8%	-3.4%	-3.7%
J40506	Fleet Specialist	-11.2%	-9.1%	-7.5%
J40524	Heavy Equipment Operator	-2.7%	0.0%	2.4%
J40139	Legal Assistant (County Counsel)	7.3%	10.7%	13.4%
J40505	Mechanic Assistant	-15.8%	-13.4%	-9.5%
J40515	Medium Equipment Operator	-4.5%	-1.3%	1.6%
J40364	Office Coordinator/Helpdesk	16.8%	16.3%	15.8%
J40341	Paralegal – Grand Jury Coordinator	12.5%	12.2%	11.8%
J40510	Parks Maintenance Specialist	9.3%	11.8%	14.3%
J40210	Probation Officer Aide	-16.7%	-14.1%	-11.7%
J40330	Probation Officer I - Juvenile	-2.5%	-3.5%	-4.1%
J40331	Probation Officer II - Juvenile	-0.2%	-1.6%	-2.7%
J40352	Programmer/Analyst	6.1%	4.0%	1.7%
J40214	Senior Accounting Clerk (HHS)	-10.0%	-7.0%	-4.1%
J40377	Senior Building Inspector Assistant	24.6%	23.9%	23.3%
J40363	Senior Desktop Support Specialist	9.1%	7.5%	5.6%
J40312	Senior Planner	0.3%	-1.3%	-2.9%
J40351	Senior Programmer - Analyst	2.7%	-0.3%	-3.1%
J40124	Transit Program Coordinator	12%	11.9%	11.9%
J40514	Utility Worker	-11.2%	-8.2%	-4.6%
J40202	Office Specialist II			
	Office Specialist II (Administration)	-8.3%	-4.1%	0.3%
	Office Specialist II (District Attorney)	-16.4%	-12.0%	-7.8%
J40203	Senior Office Specialist			
	Senior Office Specialist (District Attorney's Office)	-4.8%	-1.2%	2.6%
	Senior Office Specialist (Public Works)	-3.6%	0.1%	3.8%
J40220	Office Specialist Technician			
	Assessment Specialist II (Taxation)	1.2%	4.3%	7.2%
	Office Specialist Technician (BOC/ Administrative)	-13.3%	-9.8%	-6.8%

	Office Specialist Technician (Community Justice)	3.9%	7.2%	10.8%
	Office Specialist Technician (Elections Clerk)	-6.3%	-3.4%	-0.5%
	Office Specialist Technician (Public Works)	-6.4%	-2.9%	0.5%
J40371	Senior Office Specialist Technician			
	Assessment Specialist III (Taxation)	-0.5%	2.2%	4.5%
	Senior Office Specialist Technician (Clerk's Office)	10.5%	13.1%	15.7%
	Senior Office Specialist Technician (Public Works)	-3.8%	0.0%	3.5%

Paid Time Off

Regarding paid time off (PTO), Yamhill County employees receive 120 hours of holiday pay. Linn County DSA employees and SEIU employees receive the second and third highest holiday pay at 104 hours and 100 hours respectively. Benton and Josephine County employees receive 96 hours of holiday pay. Deschutes and Douglas County employees have the lowest holiday pay at 80 hours.

Yamhill County employees receive 204 hours of vacation at 5 years, 228 hours at 10 years, 252 hours at 15 years, and 276 hours at 20 years. Two counties, Deschutes exempt employees and Josephine employees receive more vacation pay compared to Yamhill. Deschutes County exempt employees receive 240 hours of vacation at 5 years, 264 hours at 10 years, 288 hours at 15 years, and 312 hours at 20 years while Josephine County employees receive 234 hours of vacation at 5 years, 258 hours at 10 years, 282 hours at 15 years, and 306 hours at 20 years. Polk County employees and Deschutes County IUOE-represented employees receive the lowest holiday pay with 96 hours of vacation at 5 years, 120 hours at 10 years, 144 hours at 15 years, and 168 hours at 20 years.

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

Table 4: Paid Time Off (PTO)						
County	Employee Group*	Holiday hours	Vacation			
			5 yrs	10 yrs	15 yrs	20 yrs
Yamhill County	AFSCME	120	204	228	252	276
Benton County	AFSCME	96	120	144	168	192
Deschutes County	AFSCME & Non-represented (non-exempt)	80	192	216	240	264
	AFSCME & Non-represented (exempt)	80	240	264	288	312
	IUOE	88	96	120	144	168
Douglas County	Non-represented	80	111	133	155	178
	AFSCME					
	Teamsters					
Josephine County	Non-represented	96	234	258	282	306
	AFSCME					
	LiUNA					
Linn County	Non-represented	104	136	136	176	192
	DSA					
	SEIU	100	104	120	144	184
	Teamsters	92	120			
Polk County	Non-represented	92	96	120	144	168
	AFSCME					

*Yamhill County: Local 1422 of the American Federation of State, County, and Municipal Employees Union Council 75 (AFSCME); Benton County: Local 2064 of the American Federation of State, County, and Municipal Employees Union Council 75 (AFSCME); Deschutes County: Local 3997 of the American Federation of State, County, and Municipal Employees Union Council 75 (AFSCME), Local 701 of International Union of Operating Engineers (IUOE); Douglas County: American Federation of State, County, and Municipal Employees Union Council 75 of the Douglas County Juvenile Department (AFSCME); Josephine County: Local 3694 of the American Federation of State, County, and Municipal Employees Union Council 75 (AFSCME), Local 737 of Laborers' International Union of North America (LiUNA); Linn County: Deputy Sheriffs' Association (DSA), Local 503 of Service Employees International Union (SEIU); Polk County: Local 173 of the American Federation of State, County, and Municipal Employees Union Council 75 (AFSCME).

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. Yamhill County employees contribute a minimum of \$54 and a maximum of \$765 a month to their premium health insurance.

Two counties, Benton and Josephine, have a minimum plan where employees do not contribute to their monthly premium health insurance, but the employee would contribute at the maximum rate with \$655 (Benton) and \$393 (Josephine). All other counties require employees to contribute to their health insurance premium at the minimum and maximum levels. Yamhill has the lowest minimum premium health insurance contribution (\$54) followed by all three Deschutes County employee groups at \$116 a month and Linn County's SEIU, Teamsters, and non-represented employees at \$114. Douglas County has highest minimum monthly employee premium health insurance contribution at \$246. Yamhill County has the highest maximum at \$765 followed by Benton County at \$655 and Josephine County at \$393. Deschutes County has the lowest maximum at \$116 followed by three Linn County employee groups at \$167. See Table 5 below for a complete list of health insurance premium rates.

Table 5: Health Insurance			
County	Employee Group*	Family Insurance Cost (\$/mth)	
		Min	Max
Yamhill County	AFSCME	54	765
Benton County	AFSCME	0	655
Deschutes County	Non-represented	116	116
	AFSCME		
	IUOE		
Douglas County	Non-represented	246	249
	AFSCME		
	Teamsters		
Josephine County	Non-represented	0	393
	AFSCME		
	LiUNA		
Linn County	Non-represented	114	167
	DSA	180	200
	SEIU	114	167
	Teamsters		
Polk County	Non-represented	177	217
	AFSCME		

Additional Compensation

The CPS research team asked jurisdictions to respond (yes/no) regarding whether the employer pays the 6% PERS pickup amount. Yamhill County does contribute the employees 6% share of PERS pick up for represented employees, as do all comparable counties (Benton, Deschutes, Douglas, Josephine, Linn, and Polk).

Limited Job Matching Discussion

1. Accounting Technician

The Accounting Technician in Yamhill County is a non-exempt, non-supervisory position. The position requires two years of experience in accounting, specifically as Accounting Clerk II and Senior Accounting Clerk and a high school diploma or GED. Below is a short summary of duties from the job description:

“Performs accounting work of a complex nature... trained in all procedures in the HHS Administrative Services Division and fully understand the accounting/billing process for the entire department....”

All counties (Benton, Deschutes, Douglas, Josephine, Linn, and Polk) 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: Accounting Technician			
Jurisdiction	Job Title	Years of Experience	Types of Experience
Yamhill County	Accounting Technician	2	Accounting Clerk II and Senior Accounting Clerk
Benton County	Payroll Analyst	3	Payroll administration
Deschutes County	Accounting Technician	2	Accounting
Douglas County	Accounting Technician 1	3	Municipal fund accounting
Josephine County	Accounting Technician	4	Progressively responsible accounting
Linn County	Accounting Clerk 2	4	General office, payroll, accounts payable
Polk County	Accounting Technician I	3	Accounting

Education Requirements: Accounting Technician			
Jurisdiction	Job Title	Level of Education	Specific Areas
Yamhill County	Accounting Technician	HS/GED	N/A
Benton County	Payroll Analyst	AA/AS	Accounting or business
Deschutes County	Accounting Technician	AA/AS	Accounting
Douglas County	Accounting Technician 1	AA/AS	Accounting
Josephine County	Accounting Technician	HS/GED	N/A
Linn County	Accounting Clerk 2	HS/GED	Supplemented with training or coursework in bookkeeping, accounting, or related field
Polk County	Accounting Technician I	AA/AS	Accounting, business administration

Additional Position Elements: Accounting Technician			
County	Represented	FLSA Exemption	Supervises/Leads
Yamhill	Yes	No	No
Benton	Yes	No	No
Deschutes	No	No	No
Douglas	No	No	No
Josephine	Yes	No	No
Linn	Yes	No	No
Polk	No	No	No

- **Additional Notes:** Yamhill County will allow coursework in related field to count as experience. Josephine County describes a preference for additional coursework in accounting. Deschutes County's Accounting Technician has the highest median adjusted compensation at \$5,750; Yamhill County has the third highest at \$5,546. The lowest is Douglas County's Accounting Technician I at \$4,215.

Conclusion: All matches are strong. See Adjusted Compensation Presentation Table on page A1.

2. Administrative Office Specialist

In Yamhill County the Administrative Office Specialist is a non-exempt, supervisory position. The position requires three years' experience comparable to a Senior Office Specialist and a high school diploma or GED supplemented with college level course work in public administration or related field. The position supervises, directs, and coordinates work of subordinate staff. Below is a short summary of duties from the job description:

"... Provides office direction and coordination and administrative assistance. Directs administrative support workflow ... coordinates activities of subordinates, reviews workflow, recommends and prepares procedures to increase productivity ..."

Four counties (Benton, Deschutes, Josephine, and Linn) have comparable positions. We compared the positions based on experience, education, FLSA exemption, supervision status, and other pertinent factors. The findings are described below:

Experience Requirements: Administrative Office Specialist			
Jurisdiction	Job Title	Years of Experience	Types of Experience
Yamhill County	Administrative Office Specialist	3	Office Specialist experience
Benton County	CFO Executive Support Specialist	<i>Not specified</i>	<i>Not specified</i>
Deschutes County	Administrative Support Specialist	4	Administrative support
Josephine County	Office Manager	4	Office, supervisory
Linn County	Administrative Secretary	3	Secretarial and some supervisory

Education Requirements: Administrative Office Specialist			
Jurisdiction	Job Title	Level of Education	Specific Areas
Yamhill County	Administrative Office Specialist	<i>Not specified</i>	<i>Not Specified</i>
Benton County	CFO Executive Support Specialist	<i>Not specified</i>	<i>Not specified</i>
Deschutes County	Administrative Support Specialist	HS/GED	N/A
Josephine County	Office Manager	AA/AS	Business administration
Linn County	Administrative Secretary	HS/GED	N/A

Additional Position Elements: Administrative Office Specialist			
County	Represented	FLSA Exemption	Supervises/Leads
Yamhill	Yes	Yes	Yes
Benton	No	No	No
Deschutes	Yes	No	No
Josephine	Yes	No	No
Linn	Yes	Yes	No

- Additional Notes:** Yamhill County allows one year of experience to act in lieu of college level course work, and is the only county with supervisory duties for this position. Deschutes County's Administrative Support Specialist has the highest median adjusted compensation at \$5,750; Yamhill County is in the middle at \$5,546. The lowest is Josephine County's Office Manager at \$4,857.

Conclusion: All matches are solid. See Adjusted Compensation Presentation Table on page A2.

3. Appraiser I

In Yamhill County the Appraiser I is a non-exempt, non-supervisory position. The position is entry level and requires a bachelor's degree in real estate, business administration, or a related field. Below is a short summary of duties from the job description:

"...entry level appraisal work... assists experienced Appraisers in a training capacity."

All six counties (Benton, Deschutes, Douglas, Josephine, Linn, and Polk) 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: Appraiser I			
Jurisdiction	Job Title	Years of Experience	Types of Experience
Yamhill County	Appraiser I	2	Appraiser related field
Benton County	Property Appraiser 1	3	<i>Not specified</i>
Deschutes County	Property Appraiser I	1	Real estate
Douglas County	Property Appraiser 1	3	Land values
Josephine County	Property Appraiser I	<i>Not specified</i>	<i>Not specified</i>
Linn County	Property Appraiser 1	<i>Not specified</i>	<i>Not specified</i>
Polk County	Appraiser I	<i>Not specified</i>	<i>Not specified</i>

Education Requirements: Appraiser I			
Jurisdiction	Job Title	Level of Education	Specific Areas
Yamhill County	Appraiser I	BA/ BS	Real estate, business administration, or related field
Benton County	Property Appraiser 1	AA/AS	<i>Not specified</i>
Deschutes County	Property Appraiser I	AA/AS	Accounting, real estate, or related field
Douglas County	Property Appraiser 1	AA/AS	Property appraisal, real estate technology, or related field
Josephine County	Property Appraiser I	BA/ BS	Economics, business administration, real estate, or related field
Linn County	Property Appraiser 1	BA/ BS	Business administration, accounting, engineering, or related field
Polk County	Appraiser I	<i>Not specified</i>	<i>Not specified</i>

Additional Position Elements: Appraiser I			
County	Represented	FLSA Exemption	Supervises/Leads
Yamhill	Yes	No	No
Benton	Yes	No	No
Deschutes	Yes	No	No
Douglas	No	No	No
Josephine	Yes	Yes	No
Linn	Yes	No	No
Polk	Yes	No	No

- **Additional Notes:** Yamhill and two of the comparators, Josephine and Linn, require a bachelor's degree; the others require an associate's degree or do not specify a credential. Yamhill County accepts education in lieu of experience. Deschutes County's Property Appraiser I has the highest median adjusted compensation at \$6,675; Yamhill County is the second highest at \$5,678. The lowest is Douglas County's Property Appraiser I at \$4,576.

Conclusion: All positions are good matches. See Adjusted Compensation Presentation Table on page A3.

4. Appraiser II

In Yamhill County the Appraiser II is a non-exempt, non-supervisory position. The position requires one year as an Appraiser I and a bachelor's degree in real estate, business administration, or related field. Below is a short summary of duties from the job description:

"...Performs residential and farm real property appraisal work for tax assessment purposes... assigned to a geographical area within Yamhill County or may be assigned to a specific kind of property assessment, e.g., residential, farm, commercial, personnel, etc. ... "

All counties (Benton, Deschutes, Douglas, Josephine, Linn, and Polk) 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: Appraiser II			
Jurisdiction	Job Title	Years of Experience	Types of Experience
Yamhill County	Appraiser II	1	Appraiser I experience
Benton County	Property Appraiser 2	4	<i>Not specified</i>
Deschutes County	Property Appraiser II	2	Property Appraisal
Douglas County	Property Appraiser 2	1	Property appraisal
Josephine County	Property Appraiser II	1	Real property appraisal
Linn County	Property Appraiser 2	2	Real or personal property appraisal with 1 year as an appraiser for Oregon County Assessor
Polk County	Appraiser II	1	Property appraisal

Education Requirements: Appraiser II			
Jurisdiction	Job Title	Level of Education	Specific Areas
Yamhill County	Appraiser II	BA/ BS	Real estate, residential building construction, building inspection,
Benton County	Property Appraiser 2	AA/AS	Not specified
Deschutes County	Property Appraiser II	AA/AS	Accounting. Business, real estate, or related field
Douglas County	Property Appraiser 2	AA/AS	Property appraisal, real estate technology, or related field
Josephine County	Property Appraiser II	BA/ BS	Economics, business administration, real estate, or related field
Linn County	Property Appraiser 2	BA/ BS	Business administration, accounting, engineering, or related field
Polk County	Appraiser II	<i>Not specified</i>	<i>Not specified</i>

Additional Position Elements: Appraiser II			
County	Represented	FLSA Exemption	Supervises/Leads
Yamhill	Yes	No	No
Benton	Yes	No	No
Deschutes	Yes	No	No
Douglas	No	No	No
Josephine	Yes	Yes	No
Linn	Yes	No	No
Polk	Yes	No	No

- **Additional Notes:** In Yamhill County, related experience in real estate, residential building construction, building inspection, or related field may substitute for experience as an Appraiser I. Benton County requires the highest number of years of experience (4). Deschutes County's Property Appraiser II has the highest median adjusted compensation at \$7,371; Yamhill County is the second highest at \$6,510. The lowest is Douglas County's Property Appraiser 2 at \$5,167

Conclusion: All matches are solid. See Adjusted Compensation Presentation Table on page A4.

5. Appraiser III

In Yamhill County the Appraiser III is a non-exempt, non-supervisory position. The position requires two years' experience at a level equivalent to Appraiser II and a bachelor's degree in real estate, business administration, or related field. Below is a short summary of duties from the job description:

"Performs experienced real property appraisal work for tax assessment purposes ... primarily responsible for appraising commercial, retail, and large tract timber or agricultural property."

All counties (Benton, Deschutes, Douglas, Josephine, Linn, and Polk) 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: Appraiser III			
Jurisdiction	Job Title	Years of Experience	Types of Experience
Yamhill County	Appraiser III	2	Appraiser II
Benton County	Property Appraiser 3	5	<i>Not specified</i>
Deschutes County	Property Appraiser III	5	Property appraisal
Douglas County	Property Appraiser 3	3	Property appraisal
Josephine County	Property Appraiser III	3	Real property appraisal
Linn County	Property Appraiser 3	3	Property appraisal in area of specialty
Polk County	Appraiser III	3	Property appraisal

Education Requirements: Appraiser III			
Jurisdiction	Job Title	Level of Education	Specific Areas
Yamhill County	Appraiser III	BA/ BS	Real estate, business administration, or related field
Benton County	Property Appraiser 3	AA/AS	<i>Not specified</i>
Deschutes County	Property Appraiser III	AA/AS	Accounting, business, real estate, or related field
Douglas County	Property Appraiser 3	AA/AS	Property appraisal, real estate technology, or related field
Josephine County	Property Appraiser III	BA/ BS	Economics, business administration, real estate, or related field
Linn County	Property Appraiser 3	BA/ BS	Business administration, economics, real estate, or a related field
Polk County	Appraiser III	<i>Not specified</i>	<i>Not specified</i>

Additional Position Elements: Appraiser III			
County	Represented	FLSA Exemption	Supervises/Leads
Yamhill	Yes	No	No
Benton	Yes	No	No
Deschutes	Yes	No	No
Douglas	No	No	No
Josephine	Yes	Yes	No
Linn	Yes	Yes	No
Polk	Yes	No	No

- **Additional Notes:** In Yamhill County, the primary difference between Appraiser III and Appraiser II is the level of supervision received, the difficulty of appraisals performed, and ability to analyze and evaluate types and quality of building construction. Deschutes County's Property Appraiser III has the highest median adjusted compensation at \$8,139; Yamhill County is the second highest at \$7,101. The lowest is Douglas County's Property Appraiser 3 at \$5,845.

Conclusion: All matches are solid. See Adjusted Compensation Presentation Table on page A5.

6. Associate Planner/GIS Analyst I

In Yamhill County the Associate Planner/GIS Analyst I is non-exempt and non-supervisory. The position requires two years as an Associate Planner, experience working as a cartographer, GIS Analyst or related experience, and a bachelor's degree in planning, geography, or related field. Below is a short summary of duties from the job description:

“Responsible for interpreting, developing and enforcing state and county land use laws, administrative rules, and ordinances... Performs cartographic drafting work with varying degrees of complexity. Updates and manages address GIS data for residences, commercial locations, and industrial sites, as needed.”

Five counties (Benton, Deschutes, Josephine, Linn, and Polk) 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: Associate Planner/GIS Analyst I			
Jurisdiction	Job Title	Years of Experience	Types of Experience
Yamhill County	Associate Planner/GIS Analyst I	2	Assistant planner, cartographer, or GIS analyst
Benton County	Associate Planner	3	Progressive professional experience
Deschutes County	Associate Planner	2	Community development, regional planning
Josephine County	Associate Planner	2	Planning
Linn County	Associate Planner	2	Planning
Polk County	Associate Planner	2	Planning

Education Requirements: Associate Planner/GIS Analyst I			
Jurisdiction	Job Title	Level of Education	Specific Areas
Yamhill County	Associate Planner/GIS Analyst I	BA/BS	Planning, geography, or related field
Benton County	Associate Planner	BA/BS	<i>Not specified</i>
Deschutes County	Associate Planner	BA/BS	Planning, engineer, public administration, or related field
Josephine County	Associate Planner	BA/BS	Planning or related field
Linn County	Associate Planner	MS	Planning or related field
Polk County	Associate Planner	BA/BS	Planning, public administration, geography, or related field

Additional Position Elements: Associate Planner/GIS Analyst I			
County	Represented	FLSA Exemption	Supervises/Leads
Yamhill	Yes	No	No
Benton	Yes	No	No
Deschutes	Yes	Yes	No
Josephine	Yes	No	No
Linn	No	Yes	No
Polk	Yes	No	No

- **Additional Notes:** Linn County's Associate Planner is the only comparator requiring a master's degree. Deschutes County's Associate Planner has the highest median adjusted compensation at \$8,297; Yamhill County is the second highest at \$7,101. The lowest is Josephine County's Associate Planner at \$6,046.

Conclusion: Yamhill County combines duties of two positions, Associate Planner and GIS Analyst I, into one position. While not all counties take this approach, all positions have similar tasks and are strong matches. See Adjusted Compensation Presentation Table on page A6.

7. Building Inspector Assistant

In Yamhill County the Building Inspector Assistant is exempt and has supervisory duties. The position requires three years of clerical, secretarial, or administrative work in a building inspection program and high school diploma or GED. The position may supervise work of lower level office specialists. Below is a short summary of duties from the job description:

"Performs advanced administrative work related to building permits, inspection scheduling, follow-up, record keeping... Performs general and specialized tasks involved in preparing and processing building and electrical permits and environmental health applications..."

Five counties (Deschutes, Douglas, Josephine, Linn, and Polk) 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: Building Inspector Assistant			
Jurisdiction	Job Title	Years of Experience	Types of Experience
Yamhill County	Building Inspector Assistant	3	Clerical, secretarial, or administration
Deschutes County	Permit Technician I	3	Customer service
Douglas County	Building Permit Technician	2	Code administration, plan review, building inspection
Josephine County	Building Safety Permit Technician	2	Building code
Linn County	Permit Clerk	3	Clerical, secretarial
Polk County	Permit Specialist	3	Administrative

Education Requirements: Building Inspector Assistant			
Jurisdiction	Job Title	Level of Education	Specific Areas
Yamhill County	Building Inspector Assistant	HS/GED	N/A
Deschutes County	Permit Technician I	HS/GED	N/A
Douglas County	Building Permit Technician	AA/AS	<i>Not specified</i>
Josephine County	Building Safety Permit Technician	AA/AS	Business technology, computer science
Linn County	Permit Clerk	HS/GED	N/A
Polk County	Permit Specialist	HS/GED	N/A

Additional Position Elements: Building Inspector Assistant			
County	Represented	FLSA Exemption	Supervises/Leads
Yamhill	Yes	Yes	Yes
Deschutes	Yes	No	No
Douglas	No	No	No
Josephine	Yes	No	No
Linn	Yes	No	No
Polk	Yes	No	No

- **Additional Notes:** Yamhill County's Building Inspector Assistant is the only one with supervisory duties. Deschutes County's Permit Technician I has the highest median adjusted compensation at

\$5,750. Yamhill County has the second highest median adjusted compensation at \$5,158; the lowest is Linn County's Permit Clerk at \$4,405.

Conclusion: Despite the differences in supervisory responsibilities, all matches are good. See Adjusted Compensation Presentation Table on page A7.

8. Building Inspector I

In Yamhill County the Building Inspector I is a non-exempt and non-supervisory. The position requires training in the implementation and administration of the 1 and 2 Family Dwelling Code with two years of construction experience. Below is a short summary of duties from the job description:

"Conducts inspections of residential structures for conformance with the 1 and 2 Family Dwelling Code, including new construction, alterations, and repairs of existing structures, with the exception of "A" level construction."

All counties (Benton, Deschutes, Douglas, Josephine, Linn, and Polk) 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: Building Inspector I			
Jurisdiction	Job Title	Years of Experience	Types of Experience
Yamhill County	Building Inspector I	2	Family Dwelling codes and construction
Benton County	Plans Examiner/ Building Inspector 1	<i>Not specified</i>	Inspections
Deschutes County	Building Safety Inspector I	<i>Not specified</i>	<i>Not specified</i>
Douglas County	Building Inspector	<i>Not specified</i>	<i>Not specified</i>
Josephine County	Multi-Certified Building Inspector	6	Building inspections, structural engineering, or general construction
Linn County	Building Inspector I	1	Inspector in a jurisdiction recognized by a model code group
Polk County	Building Inspector I	<i>Not specified</i>	<i>Not specified</i>

Education Requirements: Building Inspector I			
Jurisdiction	Job Title	Level of Education	Specific Areas
Yamhill County	Building Inspector I	<i>Not specified</i>	<i>Not specified</i>
Benton County	Plans Examiner/ Building Inspector 1	AA/AS	<i>Not specified</i>
Deschutes County	Building Safety Inspector I	HS/GED	Supplemented with 2 years of related training or coursework
Douglas County	Building Inspector	<i>Not specified</i>	<i>Not specified</i>
Josephine County	Multi-Certified Building Inspector	HS/GED	N/A
Linn County	Building Inspector I	HS/GED	N/A
Polk County	Building Inspector I	HS/GED	N/A

Additional Position Elements: Building Inspector I			
County	Represented	FLSA Exemption	Supervises/Leads
Yamhill	Yes	No	No
Benton	Yes	No	No
Deschutes	Yes	No	Yes
Douglas	No	No	No
Josephine	Yes	No	No
Linn	Yes	No	No
Polk	Yes	No	No

- **Additional Notes:** Benton County's Plans Examiner/Building Inspector I is the only comparator requiring a post-secondary degree, and Deschutes' Building Safety Inspector I is the only supervisor. Josephine County's Multi-Certified Building Inspector has the highest median adjusted compensation at \$7,109; Yamhill County is the second highest at \$6,799. The lowest is Benton County at \$6,034.

Conclusion: All matches are solid. See Adjusted Compensation Presentation Table on page A8.

9. Building Inspector III

In Yamhill County the Building Inspector III is a non-exempt, supervisory position. It requires seven years of work in governmental budgeting and accounting, including two in a supervisory position, and a bachelor's degree with major course work in accounting or finance. The position may supervise subordinate building inspectors. Below is a short summary of duties from the job description:

"... conduct inspections and perform plan reviews of single and multi-family residential structures, commercial or industrial type structures, and applicable accessory structures for compliance..."

All counties (Benton, Deschutes, Douglas, Josephine, Linn, and Polk) 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: Building Inspector III			
Jurisdiction	Job Title	Years of Experience	Types of Experience
Yamhill County	Building Inspector III	Not specified	Electrical or A-level State of Oregon Specialty Code
Benton County	Building Inspector 2	5	Reviewing plans and inspections
Deschutes County	Building Safety Inspector III	<i>Not specified</i>	<i>Not specified</i>
Douglas County	Building Inspection Supervisor	2	Building inspection, supervision
Josephine County	Multi-Certified Building Inspector	6	Building inspections, structural engineering, or general construction
Linn County	Building Inspector II	2	Inspector in a jurisdiction recognized by a model code group
Polk County	Building Inspector II	2	Construction, building inspection

Education Requirements: Building Inspector III			
Jurisdiction	Job Title	Level of Education	Specific Areas
Yamhill County	Building Inspector III	<i>Not specified</i>	<i>Not specified</i>
Benton County	Building Inspector 2	AA/AS	<i>Not specified</i>
Deschutes County	Building Safety Inspector III	HS/GED	Supplemented with 2 years of related training or course work
Douglas County	Building Inspection Supervisor	<i>Not Specified</i>	<i>Not specified</i>
Josephine County	Multi-Certified Building Inspector	HS/GED	N/A
Linn County	Building Inspector II	HS/GED	N/A
Polk County	Building Inspector II	HS/GED	N/A

Additional Position Elements: Building Inspector III			
County	Represented	FLSA Exemption	Supervises/Leads
Yamhill	Yes	No	Yes
Benton	Yes	No	No
Deschutes	Yes	No	No
Douglas	Yes	No	Yes
Josephine	Yes	No	No
Linn	Yes	No	No
Polk	Yes	No	No

- **Additional Notes:** Benton County's Building Inspector 2 is the only comparator (of those that specified education requirements) to require an associate's degree. Deschutes County's Building Safety Inspector III has the highest median adjusted compensation at \$8,551; Yamhill County is in the middle at \$8,040. The lowest is Linn County's Building Inspector II at \$6,892.

Conclusion: Of the positions that have supervisory duties, the responsibility is often assigned as needed. All matches are good. See Adjusted Compensation Presentation Table on page A9.

10. Cartographer

In Yamhill County the Cartographer is a non-exempt, non-supervisory position, requiring three years of drafting experience including two years of cartographic drafting and a high school diploma or GED. Below is a short summary of duties from the job description:

"Performs complex technical work in drafting and updating a variety of detailed maps..."

Five counties (Deschutes, Douglas, Josephine, Linn, and Polk) 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: Cartographer			
Jurisdiction	Job Title	Years of Experience	Types of Experience
Yamhill County	Cartographer	3	Drafting with 2 years in cartographic drafting
Deschutes County	GIS Cartographer	2	Related experience
Douglas County	Cartographer/GIS Technician 2	2	Cartography
Josephine County	Cartographer/GIS Technician I	1	Cartographic
Linn County	Cartographic Drafter	2	Cadastral mapping
Polk County	GIS Cartographer	4	Cartographic, drafting

Education Requirements: Cartographer			
Jurisdiction	Job Title	Level of Education	Specific Areas
Yamhill County	Cartographer	HS/GED	N/A
Deschutes County	GIS Cartographer	AA/AS	Geography, computer science, or related field
Douglas County	Cartographer/GIS Technician 2	AA/AS	Cartography, land surveying, engineering technology, or related field
Josephine County	Cartographer/GIS Technician I	AA/AS	Cartography, land surveying, or related field
Linn County	Cartographic Drafter	AA/AS	Engineering, drafting, or related field
Polk County	GIS Cartographer	AA/AS	Cartographic, drafting

Additional Position Elements: Cartographer			
County	Represented	FLSA Exemption	Supervises/Leads
Yamhill	Yes	No	No
Deschutes	Yes	Yes	No
Douglas	No	No	No
Josephine	Yes	No	No
Linn	Yes	No	No
Polk	Yes	No	No

- **Additional Notes:** Yamhill County accepts an associate's degree in cartography in lieu of experience. Deschutes County's GIS Cartographer has the highest median adjusted compensation at \$7,152; Yamhill County is the second highest at \$5,940; Douglas County's Cartographer/GIS Technician 2 is lowest at \$4,866.

Conclusion: All matches are strong. See Adjusted Compensation Presentation Table on page A10.

11. Community Health Analyst

In Yamhill County the Community Health Analyst is a non-exempt, supervisory position. The position requires experience working in public health programs and a bachelor's degree in health education or a related field. The position may supervise work done by support or technical employees. Below is a short summary of duties from the job description:

"Performs technical and professional level health promotion functions including data collection and analysis; develops quality improvement strategies on performance management issues; prepares reports and develops policies ... evaluates the effect of health promotion programs and strategies designed to support and modify health-related behaviors ..."

Four counties (Deschutes, Douglas, Linn, and Polk) 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: Community Health Analyst			
Jurisdiction	Job Title	Years of Experience	Types of Experience
Yamhill County	Community Health Analyst	<i>Not specified</i>	Public health programs
Deschutes County	Management Analyst	3	Analyzing and administering projects, supervision
Douglas County	Management Analyst 2	3	Project management, information systems, network system administration
Linn County	Health Informatics Analyst	3	Assessment, implementation, administration, or maintenance of healthcare technologies
Polk County	Management Analyst I	5	Analyzing and administering projects

Education Requirements: Community Health Analyst			
Jurisdiction	Job Title	Level of Education	Specific Areas
Yamhill County	Community Health Analyst	BA/BS	Health education or related field
Deschutes County	Management Analyst	BA/BS	Business administration, public administration
Douglas County	Management Analyst 2	BA/BS	Statistics or related field
Linn County	Health Informatics Analyst	BA/BS	Computer related discipline, public health, or related field
Polk County	Management Analyst I	BA/BS	Public administration

Additional Position Elements: Community Health Analyst			
County	Represented	FLSA Exemption	Supervises/Leads
Yamhill	Yes	No	Yes
Deschutes	Yes	No	No
Douglas	No	No	Yes
Linn	Yes	No	No
Polk	Yes	No	No

- **Additional Notes:** Deschutes County's Management Analyst has the highest median adjusted compensation at \$9,159; Yamhill County is the second lowest at \$7,101. The lowest is Douglas County's Management Analyst 2 at \$5,167.

Conclusion: All matches are solid. See Adjusted Compensation Presentation Table on page A11.

12. Community Service Supervisor

The Community Service Supervisor in Yamhill County is a non-exempt, non-employee supervisory position. The position requires two years of experience as a Park Maintenance Worker or experience in construction and maintenance trades. Educational training such as an associate's degree is desired. Below is a short summary of duties from the job description:

“Directs and participates in manual labor and semi-skilled work in the maintenance, construction, and repair of county parks, fairgrounds, boat ramp facilities, grounds, and equipment... Supervises juvenile or adult offenders obligated to perform community service work and/or trustees from the county jail ...”

Four counties (Deschutes, Douglas, Linn, and Polk) 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: Community Service Supervisor			
Jurisdiction	Job Title	Years of Experience	Types of Experience
Yamhill County	Community Service Supervisor	2	Park maintenance or construction
Deschutes County	Community Service Specialist	<i>Not specified</i>	<i>Not specified</i>
Douglas County	Work Crew Supervisor	2	Forestry, landscaping, carpentry, supervision
Linn County	Compensatory Services Coordinator	<i>Not specified</i>	<i>Not specified</i>
Polk County	Community Service Work Crew Leader II	4	Maintenance or construction

Education Requirements: Community Service Supervisor			
Jurisdiction	Job Title	Level of Education	Specific Areas
Yamhill County	Community Service Supervisor	AS/AA	<i>Not specified</i>
Deschutes County	Community Service Specialist	HS/GED	Supplemented with 2 years of college course work in criminology, behavioral science, sociology, or related field
Douglas County	Work Crew Supervisor	<i>Not specified</i>	<i>Not specified</i>
Linn County	Compensatory Services Coordinator	AA/AS	Social work, counseling, or law enforcement
Polk County	Community Service Work Crew Leader II	HS/GED	N/A

Additional Position Elements: Community Service Supervisor			
County	Represented	FLSA Exemption	Supervises/Leads*
Yamhill	Yes	No	No
Deschutes	Yes	No	No
Douglas	No	No	No
Linn	Yes	No	No
Polk	Yes	No	No

*The supervisory/lead column refers to supervisory duties related to county employees. The Community Service Supervisor and other comparable positions supervise and oversee offenders; thus, the positions are marked "no" for supervisory duties given they are not assigned duties to supervise county employees.

- **Additional Notes:** Yamhill County views an associate's degree with course work in behavioral science as desirable. Deschutes County's Community Service Specialist has the highest median adjusted compensation at \$6,675; Yamhill County is in the second highest at \$5,546. The lowest is Douglas County Work Crew Supervisor at \$4,304.

Conclusion: The matches are strong. See Adjusted Compensation Presentation Table on page A12.

13. Crime Victims Advocate

In Yamhill County the Crime Victims Advocate is a non-exempt, supervisory position. The position requires two years' experience in a related field and an associate's degree. The position supervises program interns and volunteers as necessary. Below is a short summary of duties from the job description:

"Performs specialized support duties involving legal terminology and judicial processes. Provides crisis intervention, information, emotional support, and ongoing services to victims of crimes and their families ..."

All counties (Benton, Deschutes, Douglas, Josephine, Linn, and Polk) have at least one comparable position. Linn County has two matched 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: Crime Victims Advocate			
Jurisdiction	Job Title	Years of Experience	Types of Experience
Yamhill County	Crime Victims Advocate	2	Related experience
Benton County	Crime Victim Advocate 2	4	Social services, criminal justice, victim outreach, or related field with 1 year in a prosecution office
Deschutes County	Victims' Advocate	1	Social services case management, criminal justice
Douglas County	Victim Assistance Coordinator	4	Criminal justice system
Josephine County	Victim Assistant Specialist II	2	Secretarial
Linn County	Crime Victim Program Coordinator	2	Supervisory
Linn County	Crime Victim Specialist (DA)	<i>Not specified</i>	Working with crime victims and volunteers
Polk County	Victim Advocate	1	Victim assistance advocate

Education Requirements: Crime Victims Advocate			
Jurisdiction	Job Title	Level of Education	Specific Areas
Yamhill County	Crime Victims Advocate	AA/AS	<i>Not specified</i>
Benton County	Crime Victim Advocate 2	<i>Not specified</i>	<i>Not specified</i>
Deschutes County	Victims' Advocate	BA/BS	Criminal justice, social services, or related field
Douglas County	Victim Assistance Coordinator	<i>Not specified</i>	<i>Not specified</i>
Josephine County	Victim Assistant Specialist II	HS/GED	Supplemented with two years of college coursework in social science
Linn County	Crime Victim Program Coordinator	BA/BS	Related field
Linn County	Crime Victim Specialist (DA)	HS/GED	<i>N/A</i>
Polk County	Victim Advocate	HS/GED	Supplemented with 2 years of coursework in psychology, social work, or related field

Additional Position Elements: Crime Victims Advocate			
County	Represented	FLSA Exemption	Supervises/Leads
Yamhill	Yes	No	Yes
Benton	Yes	No	No
Deschutes	Yes	No	No
Douglas	No	No	No
Josephine	Yes	No	No
Linn	Yes	Yes	No
Polk	Yes	No	No

- **Additional Notes:** Yamhill prefers prior experience working with crime victims. Deschutes County's Victims Advocate has the highest median adjusted compensation at \$6,476; Yamhill County is the second highest at \$5,546. The lowest is Douglas County's Victim Assistance Coordinator at \$4,359.

Conclusion: The positions are strong matches. See Adjusted Compensation Presentation Table on page A13.

14. Data Analyst

In Yamhill County the Data Analyst is a non-exempt, supervisory position. The position requires three years' experience in a computer field with specific experience in Management Information Systems and an associate's degree. The supervisory duties include functioning as a lead worker, line supervisor, or assistant supervisor. Below is a short summary of duties from the job description:

"... Represents the interface between the clerical or accounting classifications and data processing. Manages, coordinates, and/or administers large complex data systems that require considerable training and experience to master..."

Two counties (Deschutes and Douglas) 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: Data Analyst			
Jurisdiction	Job Title	Years of Experience	Types of Experience
Yamhill County	Data Analyst	3	Computer experience with 2 years management information systems
Deschutes County	Coding and Data Analyst	2	Financial analysis
Douglas County	Business Systems Analyst	5	Information systems or related

Education Requirements: Data Analyst			
Jurisdiction	Job Title	Level of Education	Specific Areas
Yamhill County	Data Analyst	AA/AS	Related field
Deschutes County	Coding and Data Analyst	BA/ BS	Accounting, Finance, or business
Douglas County	Business Systems Analyst	BA/ BS	Information systems, math, or related field

Additional Position Elements: Data Analyst			
County	Represented	FLSA Exemption	Supervises/Leads
Yamhill	Yes	No	Yes
Deschutes	No	Yes	No
Douglas	No	No	No

- **Additional Notes:** Yamhill County will allow a bachelor's degree to substitute for experience. It is the only supervising position in this comparison. Deschutes County's Coding and Data Analyst has the highest median adjusted compensation at \$9,159; Yamhill County is in the middle at \$6,510. The lowest is Douglas County's Business Systems Analyst at \$5,167.

Conclusion: The positions are a good match. See Adjusted Compensation Presentation Table on page A14.

15. Desktop Support Specialist

The Desktop Support Specialist in Yamhill County is a non-exempt, non-supervisory position. The position requires two years of experience in PC support services and a high school diploma or GED. Below is a short summary of duties from the job description:

"Responsible for the day-to-day management of the organization's PCs, thin clients, terminals, monitors, laptops, handheld devices and other network connected or

related hardware ... responsible for the proper execution of software residing on the desktop systems.”

Five counties (Benton, Deschutes, Douglas, Josephine, and Polk) 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: Desktop Support Specialist			
Jurisdiction	Job Title	Years of Experience	Types of Experience
Yamhill County	Desktop Support Specialist	2	PC support services
Benton County	Service Desk Specialist	<i>Not specified</i>	Technical assistance
Deschutes County	IT Analyst II	2	Technical support
Douglas County	Information Systems Technician	2	Computer operations
Josephine County	System Support Specialist	2	Network operations, computer applications, programming
Polk County	PC Support Technician	2	Hardware and software

Education Requirements: Desktop Support Specialist			
Jurisdiction	Job Title	Level of Education	Specific Areas
Yamhill County	Desktop Support Specialist	HS/GED	N/A
Benton County	Service Desk Specialist	<i>Not specified</i>	<i>Not specified</i>
Deschutes County	IT Analyst II	HS/GED	N/A
Douglas County	Information Systems Technician	AA/AS	Computer science or related field
Josephine County	System Support Specialist	HS/GED	N/A
Polk County	PC Support Technician	HS/GED	N/A

Additional Position Elements: Desktop Support Specialist			
County	Represented	FLSA Exemption	Supervises/Leads
Yamhill	Yes	No	No
Benton	Yes	No	No
Deschutes	Yes	Yes	No
Douglas	No	No	No
Josephine	Yes	No	No
Polk	Yes	No	No

- **Additional Notes:** Yamhill County allows education in information systems to substitute for experience and describes a preference for college or business school training. Douglas and Linn Counties require an associate's degree in a computer-related field; the other comparators and Yamhill do not specify educational requirements beyond a high school diploma. Deschutes County's IT Analyst II has the highest median adjusted compensation at \$8,551; Yamhill County is in the second highest at \$7,407. The lowest is Polk County's PC Support Technician at \$4,840.

Conclusion: All matches are solid. See Adjusted Compensation Presentation Table on page A15.

16. Engineering Technician II

In Yamhill County the Engineering Technician II is a non-exempt, supervisory position. It requires two years of technical engineering experience and a high school diploma or GED. The position supervises the Engineering Technician I position. Below is a short summary of duties from the job description:

"... Supervises maintenance, construction and operational activities of the Road Department including bridges, roads and special projects. Responsible for specific activities involving the use of specialized and highly developed skills."

All counties (Benton, Deschutes, Douglas, Josephine, Linn, and Polk) 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: Engineering Technician II			
Jurisdiction	Job Title	Years of Experience	Types of Experience
Yamhill County	Engineering Technician II	2	Technical engineering, drafting and related areas
Benton County	Engineering/ Survey Technician 2	3	<i>Not specified</i>
Deschutes County	Engineering Technician III	<i>Not specified</i>	<i>Not specified</i>
Douglas County	Engineering Technician 2	1	Technical engineering
Josephine County	Engineering Technician II	2	Technical engineering, land survey
Linn County	Engineering Technician 2	3	Engineering Technician 1
Polk County	Engineer-Survey Technician II	2	Engineering, surveying

Education Requirements: Engineering Technician II			
Jurisdiction	Job Title	Level of Education	Specific Areas
Yamhill County	Engineering Technician II	HS/GED	N/A
Benton County	Engineering/ Survey Technician 2	AA/AS	<i>Not specified</i>
Deschutes County	Engineering Technician III	AA/AS	Engineering, surveying
Douglas County	Engineering Technician 2	AA/AS	Engineering technology, land surveying, water resources, or related field
Josephine County	Engineering Technician II	AA/AS	Engineering technology, land surveying, or related field
Linn County	Engineering Technician 2	AA/AS	Engineering technology
Polk County	Engineer-Survey Technician II	AA/AS	Engineering technology

Additional Position Elements: Engineering Technician II			
County	Represented	FLSA Exemption	Supervises/Leads
Yamhill	Yes	No	Yes
Benton	Yes	No	No
Deschutes	Yes	No	No
Douglas	No	No	No
Josephine	Yes	No	No
Linn	Yes	No	No
Polk	Yes	No	No

- **Additional Notes:** Yamhill County allows college level coursework in mathematics, drafting, or related field to act in lieu of one year of experience. None of the comparators have supervision duties like Yamhill County's Engineering Technician II does. Deschutes County's Engineering Technician III has the highest median adjusted compensation at \$6,860; Yamhill County has the second highest at \$6,221. The lowest is Josephine County's Engineering Technician II at \$5,132.

Conclusion: The positions with supervisory responsibilities are a closer match but all are solid. See Adjusted Compensation Presentation Table on page A16.

17. Environmental Health Specialist II

The Environmental Health Specialist II in Yamhill County is a non-exempt, non-supervisory position. The position requires two years' experience in the field as an Environmental Health Specialist I and a bachelor's degree in biology, chemistry, environmental science, or related field. Below is a short summary of duties from the job description:

"Performs professional level sanitarian work in conducting surveys ... advises businesses, cities, and individuals of noncompliance and recommends corrective action."

Five counties (Benton, Deschutes, Douglas, Josephine, and Linn) have comparable positions. We compared the positions based on experience, education, FLSA exemption, supervision status, and other pertinent factors. The findings are described below:

Experience Requirements: Environmental Health Specialist II			
Jurisdiction	Job Title	Years of Experience	Types of Experience
Yamhill County	Environmental Health Specialist II	2	Environmental Health Specialist I
Benton County	Registered Environmental Health Specialist 2	3	Progressive experience in related field
Deschutes County	Environmental Health Specialist II	2	Environmental health programs
Douglas County	Environmental Health Specialist 2	2	Registered sanitarian
Josephine County	Environmental Health Specialist II	1	Registered environmental health specialist
Linn County	Environmental Health Specialist 2	2	Environmental health

Education Requirements: Environmental Health Specialist II			
Jurisdiction	Job Title	Level of Education	Specific Areas
Yamhill County	Environmental Health Specialist	BA/BS	Biology, chemistry, environmental science, or related field
Benton County	Registered Environmental Health Specialist 2	BA/BS	Natural sciences, biology, chemistry, environmental science, or related field
Deschutes County	Environmental Health Specialist II	BA/BS	Environmental science, public health, or related field
Douglas County	Environmental Health Specialist 2	BA/BS	Environmental health, biology, or related field
Josephine County	Environmental Health Specialist II	BA/BS	<i>Not specified</i>
Linn County	Environmental Health Specialist 2	BA/BS	Public health or related field

Additional Position Elements: Environmental Health Specialist II			
County	Represented	FLSA Exemption	Supervises/Leads
Yamhill	Yes	No	No
Benton	Yes	No	No
Deschutes	Yes	Yes	No
Douglas	No	No	No
Josephine	Yes	Yes	No
Linn	Yes	No	No

- **Additional Notes:** Deschutes County's Environmental Health Specialist II has the highest median adjusted compensation at \$7,896; Yamhill County is the second highest at \$7,101. The lowest is Josephine County's Environmental Health Specialist II at \$6,046.

Conclusion: All matches are solid. See Adjusted Compensation Presentation Table on page A17.

18. Environmental Health Specialist III

The Environmental Health Specialist III in Yamhill County is a non-exempt, non-supervisory position. The position requires two years' experience as an Environmental Health Specialist II and a bachelor's degree in biology, chemistry, environmental science, or related field. Below is a short summary of duties from the job description:

"Responsible for application of Oregon Department of Environmental Quality (DEQ) administrative rules and regulations ... Performs professional level sanitarian work in conducting surveys, making inspections and investigations to secure ..."

Five counties (Benton, Deschutes, Douglas, Josephine, and Linn) have comparable positions. We compared the positions based on experience, education, FLSA exemption, supervision status, and other pertinent factors. The findings are described below:

Experience Requirements: Environmental Health Specialist III			
Jurisdiction	Job Title	Years of Experience	Types of Experience
Yamhill County	Environmental Health Specialist III	2	Environmental Health Specialist II
Benton County	Registered Environmental Health Specialist 3	5	Progressive experience in related field
Deschutes County	Environmental Health Specialist III	4	Environmental health programs
Douglas County	Environmental Health Specialist 2	2	Registered sanitarian
Josephine County	Environmental Health Specialist II	2	Registered environmental health specialist, supervisory
Linn County	Environmental Health Specialist 3	<i>Not specified</i>	<i>Not specified</i>

Education Requirements: Environmental Health Specialist III			
Jurisdiction	Job Title	Level of Education	Specific Areas
Yamhill County	Environmental Health Specialist	BA/ BS	Biology, chemistry, environmental science, or related field
Benton County	Registered Environmental Health Specialist 3	BA/ BS	Natural sciences, biology, chemistry, environmental science, or related field
Deschutes County	Environmental Health Specialist III	BA/ BS	Environmental science, public health, or related field
Douglas County	Environmental Health Specialist 2	BA/ BS	Public or environmental health, chemistry, biology, or related field
Josephine County	Environmental Health Specialist II	BA/ BS	<i>Not specified</i>
Linn County	Environmental Health Specialist 3	BA/ BS	Public health or related field

Additional Position Elements: Environmental Health Specialist III			
County	Represented	FLSA Exemption	Supervises/Leads
Yamhill	Yes	No	No
Benton	Yes	No	No
Deschutes	Yes	Yes	No
Douglas	No	No	No
Josephine	Yes	Yes	No
Linn	Yes	No	No

- **Additional Notes:** Deschutes County’s Environmental Health Specialist III has the highest median adjusted compensation at \$8,718; Yamhill County is the second highest at \$8,040. Douglas County’s Environmental Health Specialist 2 (the highest level of EHS they have) is the lowest at \$6,213.

Conclusion: All matches are strong. See Adjusted Compensation Presentation Table on page A18.

19. Epidemiologist (Senior Management Analyst)

In Yamhill County the Epidemiologist (Senior Management Analyst) is a non-exempt, supervisory position requiring two years of experience in an office setting and a high school diploma or GED. The position may supervise work done by support or technical staff and coordinate projects or teamwork. Below is a short summary of duties from the job description:

“... analyze, report and disseminate ... provide technical assistance to internal program evaluation processes ... serve as a data analysis consultant to public health programs to ensure quality of data collection and analysis ... responsible for communicable disease investigation and control.”

All six counties (Benton, Deschutes, Douglas, Josephine, Linn, and Polk) 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: Epidemiologist (Senior Management Analyst)			
Jurisdiction	Job Title	Years of Experience	Types of Experience
Yamhill County	Epidemiologist (Senior Management Analyst)	2	Epidemiology in a public health agency
Benton County	Data Analyst	<i>Not specified</i>	Proven experience applying data science to public health
Deschutes County	Management Analyst, Senior	5	Analyzing and administering projects, supervision
Douglas County	Management Analyst 3	4	Fiscal project management, research, and information systems analysis
Josephine County	Public Health Epidemiologist	<i>Not specified</i>	<i>Not specified</i>
Linn County	Health Informatics Analyst	3	Assessment, implementation, administration, and maintenance of healthcare technologies
Polk County	Management Analyst I	5	Analyzing and administering projects

Education Requirements: Epidemiologist (Senior Management Analyst)			
Jurisdiction	Job Title	Level of Education	Specific Areas
Yamhill County	Epidemiologist (Senior Management Analyst)	MS/MS	Epidemiology focus
Benton County	Data Analyst	<i>Not specified</i>	<i>Not specified</i>
Deschutes County	Management Analyst, Senior	BA/ BS	Business administration, public administration
Douglas County	Management Analyst 3	BA/ BS	Public administration, accounting, economics, or related field
Josephine County	Public Health Epidemiologist	MS	Public health, epidemiology
Linn County	Health Informatics Analyst	BA/ BS	Computer related discipline, public health, or related field
Polk County	Management Analyst I	BA/ BS	Public Administration

Additional Position Elements: Epidemiologist (Senior Management Analyst)			
County	Represented	FLSA Exemption	Supervises/Leads
Yamhill	Yes	No	Yes
Benton	Yes	Yes	No
Deschutes	No	Yes	No
Douglas	No	No	No
Josephine	Yes	Yes	No
Linn	No	Yes	No
Polk	Yes	No	No

- **Additional Notes:** Yamhill and Josephine Counties require a master's degree for this position. Deschutes County's Management Analyst, Senior has the highest median adjusted compensation at \$9,623; Yamhill County is third highest at \$8,040. The lowest is Douglas County's Management Analyst 3 at \$5,845.

Conclusion: All matches are solid. See Adjusted Compensation Presentation Table on page A19.

20. Facilities Maintenance Specialist

The Facilities Maintenance Specialist in Yamhill County is a non-exempt, supervisory position. The position requires five years of trade experience including repair and maintenance of building and grounds. The position exercises project or task supervision and training of other maintenance workers, laborers, and inmates. Below is a short summary of duties from the job description:

"Performs all aspects of facilities maintenance and repair of buildings, including electrical equipment, air conditioning systems, heating systems; installation of data, telecommunication and alarm cabling; installation and repair of electro-mechanical lock systems and equipment."

All six counties (Benton, Deschutes, Douglas, Josephine, Linn, and Polk) 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: Facilities Maintenance Specialist			
Jurisdiction	Job Title	Years of Experience	Types of Experience
Yamhill County	Facilities Maintenance Specialist	5	Repair and maintenance
Benton County	Senior Facilities Tech	8	Progressive maintenance experience
Deschutes County	Maintenance Specialist III	5	Journeyman-level HVAC and building maintenance
Douglas County	Building Maintenance Technician 4	6	Commercial central plant
Josephine County	Building Maintenance Worker III/Lead	6	Building maintenance, repair; journey level in at two building trades
Linn County	Building Maintenance Supervisor	5	Maintenance and electrical and plumbing repair
Polk County	Building Maintenance Supervisor	5	Building Maintenance, electrical, plumbing; 1 year of supervision

Education Requirements: Facilities Maintenance Specialist			
Jurisdiction	Job Title	Level of Education	Specific Areas
Yamhill County	Facilities Maintenance Specialist	<i>Not specified</i>	<i>Not specified</i>
Benton County	Senior Facilities Technician	AA/AS	<i>Not specified</i>
Deschutes County	Maintenance Specialist III	HS/GED	N/A
Douglas County	Building Maintenance Technician 4	<i>Not specified</i>	<i>Not specified</i>
Josephine County	Building Maintenance Worker III/Lead	HS/GED	N/A
Linn County	Building Maintenance Supervisor	HS/GED	N/A
Polk County	Building Maintenance Supervisor	HS/GED	N/A

Additional Position Elements: Facilities Maintenance Specialist			
County	Represented	FLSA Exemption	Supervises/Leads
Yamhill	Yes	No	Yes
Benton	Yes	No	No
Deschutes	Yes	No	No
Douglas	Yes	No	No
Josephine	No	No	Yes
Linn	Yes	No	Yes
Polk	Yes	No	Yes

- **Additional Notes:** Yamhill County allows coursework and training in construction trades substitute for one year of experience. Josephine and Deschutes counties require journeyman-level experience in at least one trade. Deschutes County's Maintenance Specialist III has the highest median adjusted compensation at \$8,139; Yamhill County is the third highest at \$6,799. The lowest is Douglas County's Building Maintenance Technician 4 at \$5,167.

Conclusion: Despite the variation in supervisory duties and journeyman requirements, all matches are solid. See Adjusted Compensation Presentation Table on page A20.

21. Facilities Maintenance Worker I

In Yamhill County the Facilities Maintenance Worker I is a non-exempt, non-supervisory position. The position requires one year of experience in facility maintenance. Below is a short summary of duties from the job description:

"Performs general unskilled or limited semi-skilled maintenance tasks..."

All counties (Benton, Deschutes, Douglas, Josephine, Linn, and Polk) 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: Facilities Maintenance Worker I			
Jurisdiction	Job Title	Years of Experience	Types of Experience
Yamhill County	Facilities Maintenance Worker I	1	Facilities maintenance
Benton County	Building Maintenance Technician 1	2	Maintenance experience
Deschutes County	Maintenance Specialist I	<i>Not specified</i>	Building and grounds maintenance
Douglas County	Building Maintenance Technician 1	2	Building construction, mechanical maintenance
Josephine County	Building Maintenance Worker I	2	building maintenance, repair
Linn County	Building Maintenance Person 1	4	Maintenance and electrical and plumbing repair
Polk County	Building Maintenance Worker I	2	Building and mechanical maintenance

Education Requirements: Facilities Maintenance Worker I			
Jurisdiction	Job Title	Level of Education	Specific Areas
Yamhill County	Facilities Maintenance Worker I	<i>Not specified</i>	<i>Not specified</i>
Benton County	Building Maintenance Technician 1	HS/GED	Supplemented with 1 year of technical training
Deschutes County	Maintenance Specialist I	HS/GED	N/A
Douglas County	Building Maintenance Technician 1	<i>Not specified</i>	<i>Not specified</i>
Josephine County	Building Maintenance Worker I	HS/GED	N/A
Linn County	Building Maintenance Person 1	HS/GED	N/A
Polk County	Building Maintenance Worker I	HS/GED	N/A

Additional Position Elements: Facilities Maintenance Worker I			
County	Represented	FLSA Exemption	Supervises/Leads
Yamhill	Yes	No	No
Benton	Yes	No	No
Deschutes	Yes	No	No
Douglas	No	No	No
Josephine	Yes	No	No
Linn	Yes	No	No
Polk	Yes	No	No

- **Additional Notes:** Most positions require a high school diploma or GED. Deschutes County's Maintenance Specialist I has the highest median adjusted compensation at \$5,471; Yamhill County is in the middle at \$4,558. The lowest is Douglas County's Building Maintenance Technician I at \$3,800.

Conclusion: All matches are strong. See Adjusted Compensation Presentation Table on page A21.

22. Facilities Maintenance Worker II

In Yamhill County the Facilities Maintenance Worker II is a non-exempt, non-supervisory position. The position requires two years' trades experience including repair and maintenance of buildings. Below is a short summary of duties from the job description:

"Performs routine maintenance and repair work on electrical, plumbing, heating, and cooling systems of county buildings... Operates hand power tools and performs manual labor..."

All counties (Benton, Deschutes, Douglas, Josephine, Linn, and Polk) 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: Facilities Maintenance Worker II			
Jurisdiction	Job Title	Years of Experience	Types of Experience
Yamhill County	Facilities Maintenance Worker II	2	Repair and maintenance
Benton County	Building Maintenance Technician 2	4	Progressive experience in related area
Deschutes County	Maintenance Specialist II	5	Building and grounds maintenance
Douglas County	Building Maintenance Technician 2	4	Building construction, mechanical maintenance
Josephine County	Building Maintenance Worker II	4	Building maintenance, repair
Linn County	Building Maintenance Person 2	4	Maintenance and electrical and plumbing repair
Polk County	Building Maintenance Worker II	2	Building and mechanical maintenance

Education Requirements: Facilities Maintenance Worker II			
Jurisdiction	Job Title	Level of Education	Specific Areas
Yamhill County	Facilities Maintenance Worker II	<i>Not specified</i>	<i>Not specified</i>
Benton County	Building Maintenance Technician 2	HS/GED	Supplemented with 1 year of technical school training
Deschutes County	Maintenance Specialist II	HS/GED	N/A
Douglas County	Building Maintenance Technician 2	<i>Not Specified</i>	<i>Not specified</i>
Josephine County	Building Maintenance Worker II	HS/GED	N/A
Linn County	Building Maintenance Person 2	HS/GED	N/A
Polk County	Building Maintenance Worker II	HS/GED	N/A

Additional Position Elements: Facilities Maintenance Worker II			
County	Represented	FLSA Exemption	Supervises/Leads
Yamhill	Yes	No	No
Benton	Yes	No	No
Deschutes	Yes	No	No
Douglas	No	No	No
Josephine	Yes	No	No
Linn	Yes	No	No
Polk	Yes	No	No

- **Additional Notes:** Yamhill allows coursework and training to substitute for up to one year of experience. Most comparator jurisdictions require 4 or more years of experience. Yamhill County's position, which only requires two years of experience, does not supervise other county employees but may direct inmate labor for janitorial and manual labor tasks. Deschutes County's Maintenance Specialist II has the highest median adjusted compensation at \$6,044; Yamhill County is in the middle at \$5,158. The lowest is Douglas County's Building Maintenance Technician 2 at \$4,304.

Conclusion: All matches are comparable. See Adjusted Compensation Presentation Table on page A22.

23. Facilities Maintenance Worker III

In Yamhill County the Facilities Maintenance Worker III is a non-exempt, supervisory position. The position requires four years of trades experience including repair and maintenance of building and related facilities. The position may exercise working supervision over a few assistants or laborers engaged in semi-skilled work. Below is a short summary of duties from the job description:

"Performs all aspects of facility maintenance and repair work on electrical equipment, air conditioning, heating systems, plumbing, and other related areas."

All six counties (Benton, Deschutes, Douglas, Josephine, Linn, and Polk) 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: Facilities Maintenance Worker III			
Jurisdiction	Job Title	Years of Experience	Types of Experience
Yamhill County	Facilities Maintenance Worker III	4	Repair and maintenance
Benton County	Senior Facilities Technician	8	Progressive maintenance experience
Deschutes County	Maintenance Specialist III	5	Journeyman-level HVAC and building maintenance
Douglas County	Building Maintenance Technician 3	6	Building construction and mechanical maintenance
Josephine County	Building Maintenance Worker III/Lead	6	Building maintenance and repair
Linn County	Building Maintenance Person 3	4	Maintenance and electrical, plumbing, and heating and cooling repair; 2 years as Building Maintenance Person 2
Polk County	Building Maintenance Worker III	3	Building and mechanical maintenance

Education Requirements: Facilities Maintenance Worker III			
Jurisdiction	Job Title	Level of Education	Specific Areas
Yamhill County	Facilities Maintenance Worker III	<i>Not specified</i>	<i>Not specified</i>
Benton County	Senior Facilities Tech	AA/AS	<i>Not specified</i>
Deschutes County	Maintenance Specialist III	HS/GED	N/A
Douglas County	Building Maintenance Technician 3	<i>Not specified</i>	<i>Not specified</i>
Josephine County	Building Maintenance Worker III/Lead	HS/GED	N/A
Linn County	Building Maintenance Person 3	HS/GED	N/A
Polk County	Building Maintenance Worker III	HS/GED	N/A

Additional Position Elements: Facilities Maintenance Worker III			
County	Represented	FLSA Exemption	Supervises/Leads
Yamhill	Yes	No	Yes
Benton	Yes	No	Yes
Deschutes	Yes	No	No
Douglas	Yes	No	No
Josephine	No	No	No
Linn	Yes	No	No
Polk	Yes	No	No

- **Additional Notes:** Yamhill County allows coursework and training to substitute for one year of experience. Benton County's Senior Facilities Tech position requires 8 years of experience and an associate's degree with the responsibility of assigning and reviewing higher level facilities related work. Deschutes County's Maintenance Specialist III has the highest median adjusted compensation at \$8,139; Yamhill County is the third lowest at \$5,940. The lowest is Douglas County's Building Maintenance Technician III at \$4,865.

Conclusion: Despite differing from Yamhill County's supervisory duties, all positions are solid matches. See Adjusted Compensation Presentation Table on page A23.

24. Fleet Specialist

In Yamhill County the Fleet Specialist is a non-exempt, non-supervisory position requiring two years in the automotive repair field and a high school diploma or GED. The position may provide direction to fellow workers. Below is a short summary of duties from the job description:

"Participates in efficient scheduling and deployment of labor, equipment, and supplies ... Receives and distributes parts and supplies; maintains inventories and related records... oversees checkout of pool vehicles; prices out invoices and parts."

Four counties (Benton, Douglas, Linn, and Polk) 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: Fleet Specialist			
Jurisdiction	Job Title	Years of Experience	Types of Experience
Yamhill County	Fleet Specialist	2	Automotive repair
Benton County	Shop Foreman	9	Progressive maintenance experience
Douglas County	Fleet Maintenance Coordinator	4	Scheduling maintenance, repaid, construction
Linn County	Leadworker	<i>Not specified</i>	<i>Not specified</i>
Polk County	Shop Foreman	5	Journey level maintenance and repair

Education Requirements: Fleet Specialist			
Jurisdiction	Job Title	Level of Education	Specific Areas
Yamhill County	Fleet Specialist	HS/GED	N/A
Benton County	Shop Foreman	AA/AS	<i>Not specified</i>
Douglas County	Fleet Maintenance Coordinator	<i>Not specified</i>	<i>Not specified</i>
Linn County	Leadworker	<i>Not Specified</i>	<i>Not specified</i>
Polk County	Shop Foreman	HS/GED	N/A

Additional Position Elements: Fleet Specialist			
County	Represented	FLSA Exemption	Supervises/Leads
Yamhill	Yes	No	No
Benton	Yes	No	No
Douglas	No	No	No
Linn	Yes	No	No
Polk	Yes	No	No

- **Additional Notes:** Benton County's Shop Foreman, which has the highest number of years of experience (9) and education levels (AA/AS), also has the highest median adjusted compensation at \$6,491; Yamhill County is in the middle at \$5,158. The lowest is Douglas County's Fleet Maintenance Coordinator at \$4,865.

Conclusion: All three matches are good. See Adjusted Compensation Presentation Table on page A24.

25. Heavy Equipment Operator

In Yamhill County the Heavy Equipment Operator is a nonexempt, supervisory position. It requires two years' experience in road construction, maintenance, and repair and the completion of 8th grade. The position may act as crew lead worker over crews engaged in road and bridge construction. Below is a short summary of duties from the job description:

“Operates the heaviest, most complex road and bridge construction and maintenance equipment. May exercise vegetation management duties...”

All six counties (Benton, Deschutes, Douglas, Josephine, Linn, and Polk) 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: Heavy Equipment Operator			
Jurisdiction	Job Title	Years of Experience	Types of Experience
Yamhill County	Heavy Equipment Operator	2	Road construction, maintenance, or repair
Benton County	Maintenance and Operations Specialist 3	5	General office or administrative support
Deschutes County	Public Works Equipment Operator, Heavy	3	Related experience
Douglas County	Heavy Equipment Operator	2	Operation of heavy road maintenance equipment
Josephine County	Road Worker III	2	Road and bridge maintenance, repair, and construction
Linn County	Bridge Maintenance Worker 4	5	Bridge maintenance, construction, and repair for motorized equipment
Polk County	Heavy Equipment Operator	4	Road construction, maintenance, heavy equipment operation

Education Requirements: Heavy Equipment Operator			
Jurisdiction	Job Title	Level of Education	Specific Areas
Yamhill County	Heavy Equipment Operator	8th Grade	N/A
Benton County	Maintenance and Operations Specialist 3	AA/AS	Not specified
Deschutes County	Public Works Equipment Operator, Heavy	HS/GED	N/A
Douglas County	Heavy Equipment Operator	Not Specified	Not specified
Josephine County	Road Worker III	HS/GED	N/A
Linn County	Bridge Maintenance Worker 4	HS/GED	N/A
Polk County	Heavy Equipment Operator	HS/GED	N/A

Additional Position Elements: Heavy Equipment Operator			
County	Represented	FLSA Exemption	Supervises/Leads
Yamhill	Yes	No	No
Benton	Yes	No	No
Deschutes	Yes	No	No
Douglas	Yes	No	No
Josephine	Yes	No	No
Linn	Yes	No	No
Polk	Yes	No	No

- **Additional Notes:** Benton County's Maintenance and Operations Specialist 3 requires an associate's degree, in contrast with Yamhill's educational requirements for the position. Deschutes County's Public Works Equipment Operator, Heavy has the highest median adjusted compensation at \$6,100; Yamhill County is in the middle at \$5,678. Douglas County's Heavy Equipment Operator is the lowest at \$4,845.

Conclusion: Despite the educational requirements, the matches are very strong. See Adjusted Compensation Presentation Table on page A25.

26. Legal Assistant (County Counsel)

In Yamhill County, the Legal Assistant (County Counsel) is a non-exempt, non-supervisory position. The position requires two years of related experience and an associate's degree. Below is a short summary of duties from the job description:

"... Performs complex, highly responsible, and specialized support duties involving legal matters and legal terminology, including but not limited to, judicial processes, procurement, land use, contract management, local government law, ordinances, real property, union relations, and labor and employment law...."

All six counties (Benton, Deschutes, Douglas, Josephine, Linn, and Polk) 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: Legal Assistant (County Counsel)			
Jurisdiction	Job Title	Years of Experience	Types of Experience
Yamhill County	Legal Assistant (County Counsel)	2	Office specialist
Benton County	Legal Assistant	3	General office or administrative support
Deschutes County	Legal Assistant	2	Legal office
Douglas County	Legal Assistant 2	4	Clerical, law office
Josephine County	Legal Secretary	2	Secretarial
Linn County	County Attorney Legal Administrative Assistant	2	Legal Secretarial
Polk County	Legal Secretary I	3	Clerical, law office

Education Requirements: Legal Assistant (County Counsel)			
Jurisdiction	Job Title	Level of Education	Specific Areas
Yamhill County	Legal Assistant (County Counsel)	AA/AS	<i>Not specified</i>
Benton County	Legal Assistant	HS/GED	N/A
Deschutes County	Legal Assistant	AA/AS	Law, legal studies, or related field
Douglas County	Legal Assistant 2	Not specified	<i>Not specified</i>
Josephine County	Legal Secretary	HS/GED	N/A
Linn County	County Attorney Legal Administrative Assistant	AA/AS	Legal office administration or related field
Polk County	Legal Secretary I	HS/GED	N/A

Additional Position Elements: Legal Assistant (County Counsel)			
County	Represented	FLSA Exemption	Supervises/Leads
Yamhill	Yes	No	No
Benton	Yes	No	No
Deschutes	No	No	No
Douglas	Yes	No	No
Josephine	Yes	No	No
Linn	No	Yes	No
Polk	Yes	No	No

- **Additional Notes:** Yamhill will also accept three years' experience at a level of experience equivalent to a Senior Office Specialist. Deschutes County's Legal Assistant, which like Yamhill also requires an associate's degree, has the highest median adjusted compensation at \$7,015; Yamhill County is the second highest at \$5,546. The lowest is Douglas County's Legal Assistant 2 at \$4,183.

Conclusion: All matches are solid. See Adjusted Compensation Presentation Table on page A26.

27. Mechanic Assistant

In Yamhill County the Mechanic Assistant is a non-exempt, non-supervisory position, requiring six months of automotive and equipment service and maintenance experience. Below is a short summary of duties from the job description:

"Performs scheduled and non-scheduled service and maintenance of motor pool vehicles and road equipment. Assists higher level mechanics as needed..."

Three counties (Benton, Josephine, and Linn) 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: Mechanic Assistant			
Jurisdiction	Job Title	Years of Experience	Types of Experience
Yamhill County	Mechanic Assistant	6 months	Automotive or equipment maintenance
Benton County	Maintenance and Operations Specialist 1	2	Maintenance
Josephine County	Vehicle Service Worker	3	Maintenance, repair, and overhauling of automotive equipment
Linn County	Auto Service Worker	1	Servicing and maintaining automotive and construction equipment

Education Requirements: Mechanic Assistant			
Jurisdiction	Job Title	Level of Education	Specific Areas
Yamhill County	Mechanic Assistant	<i>Not specified</i>	<i>Not specified</i>
Benton County	Maintenance and Operations Specialist 1	HS/GED	Supplemented with 1 year of technical training
Josephine County	Vehicle Service Worker	HS/GED	N/A
Linn County	Auto Service Worker	HS/GED	N/A

Additional Position Elements: Mechanic Assistant			
County	Represented	FLSA Exemption	Supervises/Leads
Yamhill	Yes	No	No
Benton	Yes	No	No
Josephine	Yes	No	No
Linn	Yes	No	No

- **Additional Notes:** Yamhill County has the lowest levels of experience (6 months). Josephine County's Vehicle Service Worker has the highest median adjusted compensation at \$5,995; Yamhill County's Mechanic Assistant is in the lowest at \$4,672.

Conclusion: All matches are solid. See Adjusted Compensation Presentation Table on page A27.

28. Medium Equipment Operator

The Medium Equipment Operator in Yamhill County is a non-exempt, supervisory position. It requires experience in road construction, maintenance, and repair of motorized road construction equipment and the completion of 8th grade. The position may exercise working supervision over a few assistants. Below is a short summary of duties from the job description:

“Operates moderately complex automotive equipment; performs skilled manual tasks; does related work as required.”

All counties (Benton, Deschutes, Douglas, Josephine, Linn, and Polk) 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: Medium Equipment Operator			
Jurisdiction	Job Title	Years of Experience	Types of Experience
Yamhill County	Medium Equipment Operator	Not specified	Road construction, maintenance, and repair
Benton County	Maintenance and Operations Specialist 2	4	Progressive maintenance experience
Deschutes County	Public Works Equipment Operator, Light	1	Related
Douglas County	Surfacing Equipment Operator	2	Operation of heavy road maintenance equipment
Josephine County	Road Worker II	1	Road and bridge maintenance, repair, and construction
Linn County	Bridge Maintenance Worker 2	1	Bridge construction, repair, and maintenance
Polk County	Road Maintenance Worker	2	Road construction, motorized equipment operation

Education Requirements: Medium Equipment Operator			
Jurisdiction	Job Title	Level of Education	Specific Areas
Yamhill County	Medium Equipment Operator	8th Grade	<i>Not Specified</i>
Benton County	Maintenance and Operations Specialist 2	HS/GED	Supplemented with 1 year of technical training
Deschutes County	Public Works Equipment Operator, Light	HS/GED	N/A
Douglas County	Surfacing Equipment Operator	<i>Not Specified</i>	<i>Not Specified</i>
Josephine County	Road Worker II	HS/GED	N/A
Linn County	Bridge Maintenance Worker 2	HS/GED	N/A
Polk County	Road Maintenance Worker	HS/GED	N/A

Additional Position Elements: Medium Equipment Operator			
County	Represented	FLSA Exemption	Supervises/Leads
Yamhill	Yes	No	Yes
Benton	Yes	No	No
Deschutes	Yes	No	No
Douglas	Yes	No	No
Josephine	Yes	No	No
Linn	Yes	No	No
Polk	Yes	No	No

- **Additional Notes:** Josephine County's Road Worker II has the highest median adjusted compensation at \$5,380; Yamhill County has the third lowest at \$5,158. The lowest is Douglas County's Surfacing Equipment Operator at \$4,845.

Conclusion: All matches are good. See Adjusted Compensation Presentation Table on page A28.

29. Office Coordinator/Helpdesk

In Yamhill County the Office Coordinator/Helpdesk is non-exempt and non-supervisory. The position requires two years of experience in IT, demonstrated ability to solve complex desktop support issues, and a high school diploma or GED. Below is a short summary of duties from the job description:

"Responsible for certain day to day operations of the Information Technology Offices ... handling of service requests called in by systems users, fiscal operations ... tracking and reporting of hardware and software ... general support of all Information Technology staff..."

Four counties (Benton, Deschutes, Linn, and Polk) 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: Office Coordinator/Helpdesk			
Jurisdiction	Job Title	Years of Experience	Types of Experience
Yamhill County	Office Coordinator/Helpdesk	2	IT support services
Benton County	Administrative Specialist 2 - IT	4	Administrative support
Deschutes County	IT Analyst I	1	Technical support
Linn County	Computer Support Specialist	1	Related field
Polk County	PC Support Technician	2	Hardware and software in an enterprise environment

Education Requirements: Office Coordinator/Helpdesk			
Jurisdiction	Job Title	Level of Education	Specific Areas
Yamhill County	Office Coordinator/Helpdesk	HS/GED	N/A
Benton County	Administrative Specialist 2 - IT	HS/GED	Supplemented with 1 year of technical training
Deschutes County	IT Analyst I	HS/GED	N/A
Linn County	Computer Support Specialist	AA/AS	Computer related field
Polk County	PC Support Technician	HS/GED	N/A

Additional Position Elements: Office Coordinator/Helpdesk			
County	Represented	FLSA Exemption	Supervises/Leads
Yamhill	Yes	No	No
Benton	Yes	No	No
Deschutes	Yes	Yes	No
Linn	Yes	No	No
Polk	Yes	No	No

- **Additional Notes:** Yamhill County allows education in information systems to substitute for experience and describes a preference for college or business school training. Yamhill County has the highest median adjusted compensation at \$6,799. The lowest is Linn County at \$4,326.

Conclusion: This position includes some understanding and experience with IT issues. While all of the comparators are similar with clerical, office management, and workflow duties, only Benton County’s Administrative Specialist 2 - IT has information technology-related duties similar to Yamhill’s position. See Adjusted Compensation Presentation Table on page A29.

30. Paralegal – Grand Jury Coordinator

In Yamhill County the Paralegal – Grand Jury Coordinator is a non-exempt, supervisory position. The position requires paralegal training with four years of practical legal experience. Below is a short summary of duties from the job description:

“Plans, coordinates and schedules the activities of the Grand Jury...”

All six counties (Benton, Deschutes, Douglas, Josephine, Linn, and Polk) 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: Paralegal - Grand Jury Coordinator			
Jurisdiction	Job Title	Years of Experience	Types of Experience
Yamhill County	Paralegal - Grand Jury Coordinator	4	Practical legal experience
Benton County	Legal Specialist	4	General office setting with 2 years in a legal setting
Deschutes County	Paralegal	4	Paralegal, legal office
Douglas County	Paralegal	6	Law office, supervision
Josephine County	Paralegal	4	Secretarial
Linn County	Senior Justice Court Clerk	5	Court related experience
Polk County	Legal Secretary II	4	Clerical, law office

Education Requirements: Paralegal - Grand Jury Coordinator			
Jurisdiction	Job Title	Level of Education	Specific Areas
Yamhill County	Paralegal - Grand Jury	<i>Not specified</i>	<i>Not specified</i>
Benton County	Legal Specialist	HS/GED	N/A
Deschutes County	Paralegal	AA/AS	Law, legal studies, or related field
Douglas County	Paralegal	Not specified	<i>Not specified</i>
Josephine County	Paralegal	HS/GED	N/A
Linn County	Senior Justice Court Clerk	AA/AS	Business administration
Polk County	Legal Secretary II	HS/GED	N/A

Additional Position Elements: Paralegal – Grand Jury Coordinator			
County	Represented	FLSA Exemption	Supervises/Leads
Yamhill	Yes	No	No
Benton	Yes	No	No
Deschutes	No	No	No
Douglas	No	No	No
Josephine	No	No	No
Linn	Yes	No	No
Polk	Yes	No	No

- **Additional Notes:** The range of experience and education is similar for all comparable positions. Deschutes County’s Paralegal has the highest median adjusted compensation at \$7,746; Yamhill County is the second highest at \$6,221. The lowest is Linn County’s Senior Justice Court Clerk at \$4,630.

Conclusion: All matches are solid. See Adjusted Compensation Presentation Table on page A30.

31. Parks Maintenance Specialist

In Yamhill County the Parks Maintenance Specialist is a non-exempt, non-supervisory position, requiring two years of experience in park and facility maintenance and a high school diploma or GED. Below is a short summary of duties from the job description:

“Directs and participates in manual labor and semi-skilled work in the maintenance, construction, and repair of county parks, boat ramp facilities, grounds, and equipment ...”

Five counties (Benton, Deschutes, Douglas, Josephine, and Linn) 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: Parks Maintenance Specialist			
Jurisdiction	Job Title	Years of Experience	Types of Experience
Yamhill County	Parks Maintenance Specialist	2	Park and facility maintenance
Benton County	Maintenance and Operations Specialist 2	4	Maintenance experience
Deschutes County	Maintenance Specialist II	5	Building and grounds maintenance
Douglas County	Park Maintenance Technician 1	3	Park construction and maintenance, heavy equipment operation
Josephine County	Fairgrounds Maintenance Worker I	1	Building and grounds care
Linn County	Park Construction & Maintenance Worker II	4	Park construction and maintenance

Education Requirements: Parks Maintenance Specialist			
Jurisdiction	Job Title	Level of Education	Specific Areas
Yamhill County	Parks Maintenance Specialist	HS/GED	N/A
Benton County	Maintenance and Operations Specialist 2	HS/GED	Supplemented with 1 year of technical training
Deschutes County	Maintenance Specialist II	HS/GED	N/A
Douglas County	Park Maintenance Technician 1	<i>Not specified</i>	<i>Not specified</i>
Josephine County	Fairgrounds Maintenance Worker I	<i>Not specified</i>	<i>Not specified</i>
Linn County	Park Construction & Maintenance Worker II	HS/GED	N/A

Additional Position Elements: Parks Maintenance Specialist			
County	Represented	FLSA Exemption	Supervises/Leads
Yamhill	Yes	No	No
Benton	Yes	No	No
Deschutes	Yes	No	No
Douglas	No	No	No
Josephine	Yes	No	No
Linn	Yes	No	No

- **Additional Notes:** Deschutes County’s Maintenance Specialist II has the highest median adjusted compensation at \$6,044; Yamhill is in the middle at \$5,546. The lowest is Douglas County’s Park Maintenance Technician 1 at \$3,800.

Conclusion: All matches are good. See Adjusted Compensation Presentation Table on page A31.

32. Probation Officer Aide

In Yamhill County the Probation Officer Aide is a non-exempt, non-supervisory position. The position requires two years of college training. Below is a short summary of duties from the job description:

“Performs professional corrections casework; supervising and managing activities of adult misdemeanor and/or felony ... contacts family members, employers, law enforcement agencies, civic groups, and public agencies as they pertain to individual clients. Prepares reports regarding client background and progress ...”

Four counties (Deschutes, Douglas, Josephine, and Linn) have comparable positions. We compared the positions based on experience, education, FLSA exemption, supervision status, and other pertinent factors. The findings are described below:

Experience Requirements: Probation Officer Aide			
Jurisdiction	Job Title	Years of Experience	Types of Experience
Yamhill County	Probation Officer Aide	<i>Not specified</i>	<i>Not specified</i>
Deschutes County	Parole & Probation Specialist	1	Behavioral science, criminal justice system
Douglas County	Juvenile Services Specialist 2	<i>Not specified</i>	Care and management of youth
Josephine County	Community Corrections Case Specialist	1	<i>Not specified</i>
Linn County	Assistant Juvenile Probation Officer	<i>Not specified</i>	Social service

Education Requirements: Probation Officer Aide			
Jurisdiction	Job Title	Level of Education	Specific Areas
Yamhill County	Probation Officer Aide	AA/AS	<i>Not specified</i>
Deschutes County	Parole & Probation Specialist	BA/BS	<i>Not specified</i>
Douglas County	Juvenile Services Specialist 2	<i>Not specified</i>	<i>Not specified</i>
Josephine County	Community Corrections Case Specialist	AA/AS	Criminology, criminal justice, human services, or related field
Linn County	Assistant Juvenile Probation Officer	HS/GED	N/A

Additional Position Elements: Probation Officer Aide			
County	Represented	FLSA Exemption	Supervises/Leads
Yamhill	Yes	No	No
Deschutes	Yes	No	No
Douglas	Yes	No	No
Josephine	Yes	No	No
Linn	No	No	No

- **Additional Notes:** Yamhill County prefers a bachelor's degree. Deschutes County's Parole & Probation Specialist, which is the only comparator requiring a bachelor's degree for this position, has the highest median adjusted compensation at \$6,675; Yamhill is in second lowest at \$4,558. The lowest is Douglas County's Juvenile Services Specialist 2 at \$4,437.

Conclusion: All matches are solid. See Adjusted Compensation Presentation Table on page A32.

33. Probation Officer I – Juvenile

In Yamhill County the Probation Office I - Juvenile is a non-exempt, non-supervisory position. The position requires a bachelor's degree in behavior sciences, but does not specify years of experience. Below is a short summary of duties from the job description:

“Performs professional correctional and social casework of a basic nature in investigation, counseling, adjustment, rehabilitation, and guidance of children with behavioral problems, and those coming to the attention of the juvenile court...”

All six counties (Benton, Deschutes, Douglas, Josephine, Linn, and Polk) 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: Probation Officer I - Juvenile			
Jurisdiction	Job Title	Years of Experience	Types of Experience
Yamhill County	Probation Officer I - Juvenile	<i>Not specified</i>	<i>Not specified</i>
Benton County	Juvenile Court Counselor	2	Progressive juvenile counseling experience
Deschutes County	Community Justice Specialist	<i>Not specified</i>	<i>Not specified</i>
Douglas County	Juvenile Counselor 1	<i>Not specified</i>	<i>Not specified</i>
Josephine County	Juvenile Probation Officer I	2	Working with juveniles
Linn County	Juvenile Probation Officer 1	<i>Not specified</i>	Social service
Polk County	Juvenile Probation Officer I	<i>Not specified</i>	<i>Not specified</i>

Education Requirements: Probation Officer I - Juvenile			
Jurisdiction	Job Title	Level of Education	Specific Areas
Yamhill County	Probation Officer I - Juvenile	BA/BS	Behavior sciences
Benton County	Juvenile Court Counselor	BA/BS	<i>Not specified</i>
Deschutes County	Community Justice Specialist	HS/GED	Supplemented with 2 years of college course work in criminology, behavioral science, sociology, or related field
Douglas County	Juvenile Counselor 1	BA/BS	Social services, psychology, corrections, or related field
Josephine County	Juvenile Probation Officer I	BA/BS	Human services, psychology, or related field
Linn County	Juvenile Probation Officer 1	BA/BS	Sociology, psychology, counseling, or related field
Polk County	Juvenile Probation Officer I	BA/ BS	Behavioral science

Additional Position Elements:

Probation Officer I - Juvenile			
County	Represented	FLSA Exemption	Supervises/Leads
Yamhill	Yes	No	No
Benton	Yes	No	No
Deschutes	Yes	No	No
Douglas	Yes	No	No
Josephine	Yes	No	No
Linn	Yes	No	No
Polk	Yes	No	No

- **Additional Notes:** Deschutes County's Community Justice Specialist is the only comparator that doesn't require a post-secondary degree. Benton County's Juvenile Court Counselor has the highest median adjusted compensation at \$7,072; Yamhill County and Linn County's Juvenile Probation Officer I are tied in the middle at \$5,940. The lowest is Douglas County's Juvenile Counselor I at \$5,332.

Conclusion: All matches are solid. See Adjusted Compensation Presentation Table on page A33.

34. Probation Officer II – Juvenile

In Yamhill County the Probation Officer II - Juvenile is a non-exempt, primarily non-supervisory position. The position requires two years' experience in juvenile counseling, probation, or other youth services working with child welfare laws and corrections and a bachelor's with coursework in behavioral sciences. The position may supervise activities of student interns or volunteers. Below is a short summary of duties from the job description:

"Performs professional correctional and social case work of a more difficult and complex nature in the investigation, counseling, adjustment, rehabilitation and guidance of children with behavioral problems and those coming to the attention of the juvenile court..."

All counties (Benton, Deschutes, Douglas, Josephine, Linn, and Polk) 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: Probation Officer II - Juvenile			
Jurisdiction	Job Title	Years of Experience	Types of Experience
Yamhill County	Probation Officer II - Juvenile	2	Juvenile counseling or probation
Benton County	Juvenile Court Counselor	2	Juvenile counseling
Deschutes County	Community Justice Officer	2	Working with juvenile or adult offenders
Douglas County	Juvenile Counselor 2	2	Counseling
Josephine County	Juvenile Probation Officer II	2	Juvenile judicial casework in an Oregon Juvenile Department
Linn County	Juvenile Probation Officer 2	5	Juvenile Probation Officer
Polk County	Juvenile Probation Officer II	2	Juvenile corrections or related

Education Requirements: Probation Officer II - Juvenile			
Jurisdiction	Job Title	Level of Education	Specific Areas
Yamhill County	Probation Officer II - Juvenile	BA/BS	Behavior sciences
Benton County	Juvenile Court Counselor	BA/BS	<i>Not specified</i>
Deschutes County	Community Justice Officer	BA/BS	Behavioral science, social sciences, or related field
Douglas County	Juvenile Counselor 2	BA/BS	Social services, psychology, corrections, or related field
Josephine County	Juvenile Probation Officer II	BA/BS	Psychology, criminology, sociology, or related field
Linn County	Juvenile Probation Officer 2	BA/BS	Sociology, psychology, counseling, or related field
Polk County	Juvenile Probation Officer II	BA/BS	Behavioral Science

Additional Position Elements: Probation Officer II - Juvenile			
County	Represented	FLSA Exemption	Supervises/Leads
Yamhill	Yes	No	No
Benton	Yes	No	No
Deschutes	Yes	No	No
Douglas	Yes	No	No
Josephine	Yes	No	No
Linn	Yes	No	No
Polk	Yes	No	No

- **Additional Notes:** Linn County’s Juvenile Probation Officer 2 requires the highest number of years of experience at five. Deschutes County’s Community Justice Officer has the highest median adjusted compensation at \$7,371; Yamhill County has the second lowest at \$6,510; the lowest is Douglas County’s Juvenile Counselor 2 at \$5,668.

Conclusion: All matches are solid. See Adjusted Compensation Presentation Table on page A34.

35. Programmer/Analyst

In Yamhill County the Programmer/Analyst is a non-exempt, non-supervisory position. It requires three to ten years of experience in developing and maintaining computer application programs or experience in appropriate computer languages and a high school diploma or GED. Below is a short summary of duties from the job description:

“Performs technical work in developing and maintaining existing computer programs and designing new systems ... responsible for maintaining existing systems by reviewing change requests and making appropriate changes to the programs.”

Five counties (Benton, Deschutes, Douglas, Linn, and Polk) 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: Programmer/Analyst			
Jurisdiction	Job Title	Years of Experience	Types of Experience
Yamhill County	Programmer/Analyst	3	Developing and maintaining computer application programs and computer language experience
Benton County	IT Business Systems Analyst	5	Business systems analysis or IT experience
Deschutes County	Applications System Analyst II	2	Database administration, technical support
Douglas County	Information Systems Tech Support Analyst 3	2	Network and systems analysis, design, and maintenance
Linn County	Application Systems Analyst	3	Networked computer systems
Polk County	System Administrator I	2	Computer systems

Education Requirements: Programmer/Analyst			
Jurisdiction	Job Title	Level of Education	Specific Areas
Yamhill County	Programmer/Analyst	HS/GED	N/A
Benton County	IT Business Systems Analyst	BA/ BS	Computer science, computer information systems, business administration, or related field
Deschutes County	Applications System Analyst II	AA/AS	Computer science or related field
Douglas County	Information Systems Tech Support Analyst 3	BA/ BS	Computer science
Linn County	Application Systems Analyst	AA/AS	Computer related discipline
Polk County	System Administrator I	AA/AS	Computer science

Additional Position Elements: Programmer/Analyst			
County	Represented	FLSA Exemption	Supervises/Leads
Yamhill	Yes	No	No
Benton	Yes	No	No
Deschutes	Yes	Yes	No
Douglas	No	No	No
Josephine	Yes	No	No
Linn	No	Yes	No
Polk	Yes	No	No

- **Additional Notes:** Yamhill County has the only position that does not require a post-secondary degree. Deschutes County's Applications Systems Analyst II has the highest median adjusted compensation at \$8,718; Yamhill County is the second highest at \$8,731. Polk County's System Administrator I is the lowest at \$6,624.

Conclusion: The positions are comparable. See Adjusted Compensation Presentation Table on page A35.

36. Senior Accounting Clerk (Health & Human Services)

In Yamhill County the Senior Accounting Clerk (Health & Human Services) is a non-exempt, supervisory position. The position requires four years' experience as an Accounting Clerk II and a high school diploma or GED. The position may direct and review the work of a lower classification or assist in training. Below is a short summary of duties from the job description:

"Performs accounting work of a moderate to complex nature in maintaining cost records, account controls, and other fiscal records..."

All counties (Benton, Deschutes, Douglas, Josephine, Linn, and Polk) 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: Senior Accounting Clerk (Health & Human Services)			
Jurisdiction	Job Title	Years of Experience	Types of Experience
Yamhill County	Senior Accounting Clerk (HHS)	4	Accounting Clerk II or equivalent experience
Benton County	Business Service Representative	2	Health care billing and collections
Deschutes County	Accounting Technician, Senior	4	Financial accounting
Douglas County	Accounting Clerk 2	2	Accounting
Josephine County	Accounting Technician	4	Accounting
Linn County	Accounting Clerk 2	4	General office experience, payroll, and accounts payable
Polk County	Senior Payroll Clerk	4	Accounting, clerical

Education Requirements: Senior Accounting Clerk (Health & Human Services)			
Jurisdiction	Job Title	Level of Education	Specific Areas
Yamhill County	Senior Accounting Clerk (HHS)	HS/GED	N/A
Benton County	Business Service Representative	AA/AS	Not specified
Deschutes County	Accounting Technician, Senior	AA/AS	Accounting or related field
Douglas County	Accounting Clerk 2	AA/AS	Accounting
Josephine County	Accounting Technician	HS/GED	Supplemented with additional coursework in accounting
Linn County	Accounting Clerk 2	HS/GED	Supplemented with additional training or coursework in bookkeeping, accounting, or related field
Polk County	Senior Payroll Clerk	HS/GED	Supplemented with additional coursework in bookkeeping, accounting

Additional Position Elements: Senior Accounting Clerk (Health & Human Services)			
County	Represented	FLSA Exemption	Supervises/Leads
Yamhill	Yes	No	Yes
Benton	Yes	No	No
Deschutes	No	No	No
Douglas	No	No	No
Josephine	Yes	No	No
Linn	Yes	No	No
Polk	No	No	No

- **Additional Notes:** Yamhill County describes a preference for specialized training, college, or business school experience. Deschutes County's Accounting Technician, Senior has the highest median adjusted compensation at \$6,805; Yamhill County is the third lowest at \$5,033. The lowest is Douglas County's Accounting Clerk 2 at \$3,800.

Conclusion: Deschutes, Benton, and Douglas require an associate's degree, but the other three comparators require post-secondary coursework beyond a high school diploma. The matches are comparable. See Adjusted Compensation Presentation Table on page A36.

37. Senior Building Inspector Assistant

The Senior Building Inspector Assistant in Yamhill County is an exempt, supervisory position. It requires three years of clerical, secretarial, or administrative work in building inspection programs with two years with experience equivalent to a Senior Office Specialist and a high school diploma or GED. Below is a short summary of duties from the job description:

"Performs advanced administrative work related to building permits, inspection scheduling, issuing certificates of occupancy, follow-up, recordkeeping, etc. Performs general and specialized secretarial and clerical office support work and specialized accounting. ..."

Five counties (Deschutes, Douglas, Josephine, Linn, and Polk) 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: Senior Building Inspector Assistant			
Jurisdiction	Job Title	Years of Experience	Types of Experience
Yamhill County	Senior Building Inspector Assistant	3	Clerical, secretarial, or administration experience in building inspections with 2 years as a Senior Office Specialist
Deschutes County	Permit Technician I	3	Customer service
Douglas County	Building Permit Technician	2	Code administration, plan review, building inspection
Josephine County	Senior Department Specialist	4	Clerical
Linn County	Planning & Building Administrative Specialist	3	Bookkeeping
Polk County	Permit Specialist	3	Administrative, community development, or building inspection

Education Requirements: Senior Building Inspector Assistant			
Jurisdiction	Job Title	Level of Education	Specific Areas
Yamhill County	Senior Building Inspector	HS/GED	N/A
Deschutes County	Permit Technician I	HS/GED	N/A
Douglas County	Building Permit Technician	AA/AS	<i>Not specified</i>
Josephine County	Senior Department Specialist	HS/GED	Supplemented with additional training and course work in accounting, budgeting, and secretarial skills
Linn County	Planning & Building Administrative Specialist	HS/GED	N/A
Polk County	Permit Specialist	HS/GED	N/A

Additional Position Elements: Senior Building Inspector Assistant			
County	Represented	FLSA Exemption	Supervises/Leads
Yamhill	Yes	Yes	Yes
Deschutes	Yes	No	No
Douglas	No	No	No
Josephine	Yes	No	Yes
Linn	Yes	No	No
Polk	Yes	No	No

- **Additional Notes:** Douglas and Deschutes Counties have only one Inspector Assistant position, which aligns with both the Yamhill County Building Inspector Assistant and Senior Building Inspector Assistant. Yamhill County has the highest median adjusted compensation at \$5,940; the lowest is Linn County's Planning & Building Administrative Specialist at \$4,405.

Conclusion: Duties and responsibilities are similar for all jobs; all matches are good. See Adjusted Compensation Presentation Table on page A37.

38. Senior Desktop Support Specialist

In Yamhill County the Senior Desktop Support Specialist is a non-exempt, non-supervisory position. The position requires seven years of practical work experience in desktop support services and a high school diploma or GED. Below is a short summary of duties from the job description:

"...responsible for the day-to-day management of PCs, terminals, monitors, laptops... management of software residing on desktop systems, installing, configuring, and upgrading equipment...."

Five counties (Benton, Deschutes, Douglas, Linn, and Polk) 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: Senior Desktop Support Specialist			
Jurisdiction	Job Title	Years of Experience	Types of Experience
Yamhill County	Senior Desktop Support Specialist	7	Desktop support services and ability to solve complex desktop support issues
Benton County	IT Specialist II	4	Information technology
Deschutes County	IT Analyst III	5	Technical support
Douglas County	Information Systems Technical Support Analyst 2	2	Network and systems analysis, design, and maintenance
Linn County	Computer Resource Specialist 2	3	Computer system operation, data processing
Polk County	Senior PC Application Support Analyst	4	Computer hardware

Education Requirements: Senior Desktop Support Specialist			
Jurisdiction	Job Title	Level of Education	Specific Areas
Yamhill County	Senior Desktop Support	HS/GED	N/A
Benton County	IT Specialist II	HS/GED	Supplemented with 2 years of college coursework or technical training
Deschutes County	IT Analyst III	HS/GED	N/A
Douglas County	Information Systems Technical Support Analyst 2	BA/BS	Computer science
Linn County	Computer Resource Specialist 2	HS/GED	Supplemented with 2 years of college coursework in computer science
Polk County	Senior PC Application Support Analyst	HS/GED	N/A

Additional Position Elements: Senior Desktop Support Specialist			
County	Represented	FLSA Exemption	Supervises/Leads
Yamhill	Yes	No	No
Benton	Yes	No	No
Deschutes	Yes	Yes	No
Douglas	No	No	No
Linn	Yes	No	No
Polk	Yes	No	No

- **Additional Notes:** Yamhill County requires the highest number of years of experience (7) while Douglas County is the only jurisdiction to require a post-secondary degree. Deschutes County's IT Analyst III has the highest median adjusted compensation at \$9,623; Yamhill County is the third highest at \$8,040. The lowest is Polk County's Senior PC Application Support Analyst at \$5,637.

Conclusion: All matches are solid. See Adjusted Compensation Presentation Table on page A38.

39. Senior Planner

In Yamhill County the Senior Planner is a non-exempt, supervisory position, requiring five years of increasingly responsible experience and a bachelor's degree in planning, geography, public administration, or related field. The position has supervisory duties over subordinate professional planners. Below is a short summary of duties from the job description:

"...Responsible for organizing, directing, and participating in the activities of subordinate long-range or current professional planners... development and implementation of land use policies and procedures including revision to and administration of the County's comprehensive land use plan and its implementing of ordinances..."

All six counties (Benton, Deschutes, Douglas, Josephine, Linn, and Polk) 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: Senior Planner			
Jurisdiction	Job Title	Years of Experience	Types of Experience
Yamhill County	Senior Planner	5	Increasing Associate Planner experience
Benton County	Senior Planner	4	Land Planning
Deschutes County	Senior Planner	4	Planning
Douglas County	Senior Planner	4	Planning and supervision
Josephine County	Senior Planner	5	Planning
Linn County	Senior Planner	3	Planning
Polk County	Senior Planner	3	Planning

Education Requirements: Senior Planner			
Jurisdiction	Job Title	Level of Education	Specific Areas
Yamhill County	Senior Planner	BA/BS	Planning, geography, public or business administration
Benton County	Senior Planner	MS	Related field
Deschutes County	Senior Planner	BA/BS	Planning, engineering, public administration, or related field
Douglas County	Senior Planner	BA/BS	Planning or related field
Josephine County	Senior Planner	BA/BS	Planning or related field
Linn County	Senior Planner	MS	Public administration, geography, or related field
Polk County	Senior Planner	BA/BS	Planning, public administration, geography, or related field

Additional Position Elements: Senior Planner			
County	Represented	FLSA Exemption	Supervises/Leads
Yamhill	Yes	No	Yes
Benton	Yes	No	Yes
Deschutes	Yes	Yes	Yes
Douglas	No	No	Yes
Josephine	Yes	Yes	Yes
Linn	Yes	Yes	Yes
Polk	Yes	No	Yes

- **Additional Notes:** Yamhill County will allow a Master's degree to count for two years of experience. Deschutes County's Senior Planner has the highest median adjusted compensation at \$9,159. Yamhill is the third highest at \$7,721, and the lowest is Josephine County's Senior Planner at \$7,109.

Conclusion: All matches are good. See Adjusted Compensation Presentation Table on page A39.

40. Senior Programmer-Analyst

In Yamhill County the Senior Programmer-Analyst is a non-exempt, non-supervisory position requiring ten years of experience in developing and maintaining computer application programs or appropriate computer languages. Below is a short summary of duties from the job description:

“Performs technical work in developing and maintaining existing computer programs and designing new systems ... Maintaining existing systems by reviewing change requests and making appropriate changes to the programs. Analyzes work systems and processes...”

Five counties (Benton, Deschutes, Douglas, Josephine, and Linn) have comparable positions. We compared the positions based on experience, education, FLSA exemption, supervision status, and other pertinent factors. The findings are described below:

Experience Requirements: Senior Programmer-Analyst			
Jurisdiction	Job Title	Years of Experience	Types of Experience
Yamhill County	Senior Programmer-Analyst	10	Developing and maintaining computer application programs
Benton County	Programmer/ Analyst	5	Progressive related experience
Deschutes County	Information Security Analyst, Senior	3	Computing, information security
Douglas County	Information Systems Technical Support Manager	3	System-level programming, program management
Josephine County	Senior Development Analyst	2	Network operations, computer applications and systems
Linn County	Systems Manager	3	Managing applicable hardware and software systems

Education Requirements: Senior Programmer-Analyst			
Jurisdiction	Job Title	Level of Education	Specific Areas
Yamhill County	Senior Programmer-Analyst	HS/GED	N/A
Benton County	Programmer/ Analyst	BA/BS	Not specified
Deschutes County	Information Security Analyst, Senior	BA/BS	Information technology, computer science, or related field
Douglas County	Information Systems Technical Support Manager	BA/BS	Computer science
Josephine County	Senior Development Analyst	BA/BS	Data processing, network administration, computer science, or related field
Linn County	Systems Manager	BA/BS	Computer related discipline

Additional Position Elements: Senior Programmer-Analyst			
County	Represented	FLSA Exemption	Supervises/Leads
Yamhill	Yes	No	No
Benton	Yes	No	No
Deschutes	No	Yes	No
Douglas	No	Yes	No
Josephine	Yes	No	No
Linn	No	Yes	No

- **Additional Notes:** Yamhill County requires double the amount of experience, but has the lowest minimum amount of education. The most senior of the Senior Programmer-Analysts will be expected to manage projects of major magnitude. Deschutes County's Information Security Analyst, Senior has the highest median adjusted compensation at \$11,722; Yamhill County is the third highest at \$9,051. The lowest is Josephine County's Senior Development Analyst at \$7,109.

Conclusion: Most positions have a range of years of experience, but the duties and responsibilities are similar. All matches are solid. See Adjusted Compensation Presentation Table on page A40.

41. Transit Program Coordinator

The Transit Program Coordinator in Yamhill County is a non-exempt, primarily non-supervisory position. The position requires two years' of related experience and a bachelor's degree. Supervision exercised includes potentially providing direction for other members of the department and on-the-job training for new employees. Below is a short summary of duties from the job description:

"... Assists the Yamhill County Transit (YCT) Transit Manager in daily tasks including administrative, program delivery, operations, financial, and grant management. Assists with gathering data and data entry, financial report preparation, preparation of reports for local, state, and federal financing programs and services ... Provides daily administrative and office support...."

Four counties (Benton, Deschutes, Douglas, and Linn) 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: Transit Program Coordinator			
Jurisdiction	Job Title	Years of Experience	Types of Experience
Yamhill County	Transit Program Coordinator	2	Related experience
Benton County	Administrative Specialist	<i>Not specified</i>	<i>Not specified</i>
Deschutes County	Administrative Assistant	2	Public sector administration and technical support
Douglas County	Administrative Assistant	2	Progressively responsible management or administration experience
Linn County	Administrative Assistant - Roads	5	Human resources or accounting functions

Education Requirements: Transit Program Coordinator			
Jurisdiction	Job Title	Level of Education	Specific Areas
Yamhill County	Transit Program Coordinator	<i>Not specified</i>	Transit management
Benton County	Administrative Specialist	<i>Not specified</i>	<i>Not specified</i>
Deschutes County	Administrative Assistant	AA/AS	Public administration
Douglas County	Administrative Assistant	BA/BS	Business or public administration
Linn County	Administrative Assistant - Roads	AA/AS	Accounting technology, secretarial science, or related field

Additional Position Elements: Transit Program Coordinator			
County	Represented	FLSA Exemption	Supervises/Leads
Yamhill	Yes	No	Yes
Benton	No	No	No
Deschutes	No	No	No
Douglas	No	No	Yes
Linn	No	Yes	Yes

- **Additional Notes:** Most jurisdictions require two years of experience. Douglas County is the only one requiring a bachelor's degree. Deschutes County's Administrative Assistant has the highest median adjusted compensation at \$6,351; Yamhill County is the second highest at \$5,940. The lowest is Douglas County's Administrative Assistant at \$5,167.

Conclusion: This position is primarily administrative support to a manager. Even though there are differences in pay, the positions are solid matches across comparable jurisdictions. See Adjusted Compensation Presentation Table on page A41.

42. Utility Worker

In Yamhill County the Utility Worker is a non-exempt, non-supervisory position. The position requires experience in operation of light road maintenance equipment and performing semi-skilled and skilled manual tasks. Below is a short summary of duties from the job description:

“Operates and performs routine maintenance on light equipment used in road and bridge maintenance operations, involving skilled manual tasks...”

Five counties (Benton, Deschutes, Josephine, Linn, and Polk) 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: Utility Worker			
Jurisdiction	Job Title	Years of Experience	Types of Experience
Yamhill County	Utility Worker	<i>Not Specified</i>	Operating light road maintenance equipment and trucks
Benton County	Maintenance & Operations Specialist I	<i>Not Specified</i>	Related experience
Deschutes County	Maintenance Specialist I	<i>Not Specified</i>	Building and grounds maintenance
Josephine County	Road Worker I	1	Road and bridge maintenance, repair, and construction
Linn County	Road Maintenance Worker 1	<i>Not Specified</i>	<i>Not Specified</i>
Polk County	Road Maintenance Worker	2	Road construction and maintenance, motorized equipment operation

Education Requirements: Utility Worker			
Jurisdiction	Job Title	Level of Education	Specific Areas
Yamhill County	Utility Worker	<i>Not Specified</i>	<i>Not Specified</i>
Benton County	Maintenance & Operations Specialist I	<i>Not Specified</i>	<i>Not Specified</i>
Deschutes County	Maintenance Specialist I	HS/GED	N/A
Josephine County	Road Worker I	HS/GED	N/A
Linn County	Road Maintenance Worker 1	HS/GED	N/A
Polk County	Road Maintenance Worker	HS/GED	N/A

Additional Position Elements: Utility Worker			
County	Represented	FLSA Exemption	Supervises/Leads
Yamhill	Yes	No	No
Benton	Yes	No	No
Deschutes	Yes	No	No
Josephine	Yes	No	No
Linn	Yes	No	No
Polk	Yes	No	No

- **Additional Notes:** Required experience and education is similar among all comparable positions. Deschutes County's Maintenance Specialist I has the highest median adjusted compensation at \$5,471, and Yamhill County is the lowest at \$4,672.

Conclusion: All matches are strong. See Adjusted Compensation Presentation Table on page A42.

Office Specialist II

43. Office Specialist II (Administration)

The Office Specialist II (Administration) in Yamhill County is a non-exempt, non-supervisory position. The position requires six months of general office experience as an Office Specialist I. Below is a short summary of duties from the job description:

“Performs office support work of a specialized clerical and secretarial assistance nature...”

All six counties (Benton, Deschutes, Douglas, Josephine, Linn, and Polk) 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: Office Specialist II (Administration)			
Jurisdiction	Job Title	Years of Experience	Types of Experience
Yamhill County	Office Specialist II (Administration)	6 months	Office Specialist I
Benton County	Administrative Specialist	4	Administrative support
Deschutes County	Administrative Support Technician	2	Administrative support
Douglas County	Department Assistant	<i>Not specified</i>	Customer service
Josephine County	Department Specialist	2	Clerical
Linn County	Office Specialist 2	2	Clerical
Polk County	Office Specialist II	1	Clerical

Education Requirements: Office Specialist II (Administration)			
Jurisdiction	Job Title	Level of Education	Specific Areas
Yamhill County	Office Specialist II (Administration)	<i>Not Specified</i>	<i>Not Specified</i>
Benton County	Administrative Specialist	HS/GED	Supplemented with 1 year of technical training or college coursework
Deschutes County	Administrative Support Technician	HS/GED	N/A
Douglas County	Department Assistant	HS/GED	N/A
Josephine County	Department Specialist	HS/GED	N/A
Linn County	Office Specialist 2	HS/GED	N/A
Polk County	Office Specialist II	HS/GED	N/A

Additional Position Elements: Office Specialist II (Administration)			
County	Represented	FLSA Exemption	Supervises/Leads
Yamhill	Yes	No	No
Benton	Yes	No	No
Deschutes	Yes	No	No
Douglas	No	No	No
Josephine	Yes	No	No
Linn	Yes	No	No

- **Additional Notes:** Benton County requires the most years of experience (four) while Yamhill requires the least (6 months). All comparators required the same educational level. Deschutes County's Administrative Support Technician has the highest median adjusted compensation at \$5,205; Yamhill County is near the middle at \$4,116. Douglas County's Department Assistant is the lowest at \$2,838.

Conclusion: All matches are strong. See Adjusted Compensation Presentation Table on page A43.

44. Office Specialist II (District Attorney's Office)

In Yamhill County the Office Specialist II in the District Attorney's office is a non-exempt, primarily non-supervisory position. The position requires one year of clerical experience and high school diploma or GED. The position may be asked to provide on the job training and orientation to new employees. Below is a short summary of duties from the job description:

"... responsible for the reception desk and multi-line phone system, filing, photocopying, data entry ... computer generation of documents, and file management."

All six counties (Benton, Deschutes, Douglas, Josephine, Linn, and Polk) 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: Office Specialist II (District Attorney's Office)			
Jurisdiction	Job Title	Years of Experience	Types of Experience
Yamhill County	Office Specialist II (District Attorney's Office)	1	Clerical
Benton County	Juvenile Administrative Specialist	<i>Not specified</i>	<i>Not specified</i>
Deschutes County	Administrative Support Technician	2	Administrative support
Douglas County	Department Assistant	<i>Not specified</i>	Customer service and office work
Josephine County	Department Specialist - DA	2	Clerical work
Linn County	Office Specialist 3	3	Secretarial along with supervisory
Polk County	Office Specialist III	2	Clerical

Education Requirements: Office Specialist II (District Attorney's Office)			
Jurisdiction	Job Title	Level of Education	Specific Areas
Yamhill County	Office Specialist II (District Attorney's Office)	HS/GED	N/A
Benton County	Juvenile Administrative Specialist	<i>Not specified</i>	<i>Not specified</i>
Deschutes County	Administrative Support Technician	HS/GED	N/A
Douglas County	Department Assistant	HS/GED	N/A
Josephine County	Department Specialist-DA	HS/GED	N/A
Linn County	Office Specialist 3	HS/GED	N/A
Polk County	Office Specialist III	HS/GED	N/A

Additional Position Elements: Office Specialist II (District Attorney's Office)			
County	Represented	FLSA Exemption	Supervises/Leads
Yamhill	Yes	No	Yes
Benton	Yes	No	No
Deschutes	Yes	No	No
Douglas	No	No	No
Josephine	Yes	No	No
Linn	Yes	No	No
Polk	Yes	No	No

- **Additional Notes:** Benton County does not describe minimum experience for the Juvenile Administrative Specialist position, but does require knowledge of the court process and legal terminology. Yamhill County prefers specific experience in a legal office, and is the only position in the comparison with supervisory duties. Deschutes County's Administrative Support Technician has the highest median adjusted compensation at \$5,205. Yamhill County is the lowest at \$4,011.

Conclusion: All matches are good. See Adjusted Compensation Presentation Table on page A44.

Senior Office Specialist

45. Senior Office Specialist (District Attorney's Office)

The Senior Office Specialist in the District Attorney's office in Yamhill County is a non-exempt, non-supervisory position. The position requires one year of clerical experience and a high school diploma or GED. Below is a short summary of duties from the job description:

"Performs advanced secretarial duties to direct and participate in administrative support of work-flow within the District Attorney's office. Performs a full range of general and advanced secretarial tasks Must be able to exercise considerable independent judgment in carrying out general and or specialized duties..."

All six counties (Benton, Deschutes, Douglas, Josephine, Linn, and Polk) 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: Senior Office Specialist (District Attorney's Office)			
Jurisdiction	Job Title	Years of Experience	Types of Experience
Yamhill County	Senior Office Specialist (DA)	1	Clerical
Benton County	Legal Specialist	4	General office or administrative support
Deschutes County	Administrative Support Specialist	4	Administrative support
Douglas County	Juvenile Court Services Assistant I	3	Support
Josephine County	Legal Secretary – DA	2	Secretarial
Linn County	Office Specialist 3	3	Secretarial, some supervision
Polk County	Legal Secretary I	3	Clerical with 1 year in a law office

Education Requirements: Senior Office Specialist (District Attorney's Office)			
Jurisdiction	Job Title	Level of Education	Specific Areas
Yamhill County	Senior Office Specialist (DA)	HS/GED	N/A
Benton County	Legal Specialist	HS/GED	N/A
Deschutes County	Administrative Support Specialist	HS/GED	N/A
Douglas County	Justice Court Services Assistant I	HS/GED	N/A
Josephine County	Legal Secretary – DA	HS/GED	N/A
Linn County	Office Specialist 3	HS/GED	N/A
Polk County	Legal Secretary I	HS/GED	N/A

Additional Position Elements: Senior Office Specialist (District Attorney's Office)			
County	Represented	FLSA Exemption	Supervises/Leads
Yamhill	Yes	No	No
Benton	Yes	No	No
Deschutes	Yes	No	No
Douglas	No	No	No
Josephine	Yes	No	No
Linn	Yes	No	No
Polk	Yes	No	No

- Additional Notes:** All six positions have the same educational requirements (high school diploma or GED). Most require 3 or more years of experience, while Yamhill County only requires one. Deschutes County's Administrative Support Specialist is highest at \$5,750; Yamhill County is in the middle (\$4,558) and Douglas County's Justice Court Services Assistant I has the lowest median adjusted compensation at \$3,150.

Conclusion: All matches are strong. See Adjusted Compensation Presentation Table on page A45.

46. Senior Office Specialist (Public Works)

The Senior Office Specialist (Public Works) in Yamhill County is a non-exempt, supervisory position. The position requires one year of secretarial experience as an Office Specialist 2 and a high school diploma or GED. Additional coursework or training related to the position may replace up to six months of experience. Below is a short summary of duties from the job description:

“Performs advanced secretarial work, general or specialized clerical office support, or specialized work of an accounting nature. Provides an Administrator, Professional or Department Head with a full range of secretarial assistance...”

Five counties (Deschutes, Douglas, Josephine, Linn, and Polk) 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: Senior Office Specialist (Public Works)			
Jurisdiction	Job Title	Years of Experience	Types of Experience
Yamhill County	Senior Office Specialist (PW)	1	Secretarial work as an Office Specialist 2
Deschutes County	Administrative Support Specialist	4	Administrative support
Douglas County	Senior Department Assistant	3	Clerical
Josephine County	Administrative Secretary	3	Secretarial
Linn County	Administrative Secretary	3	Secretarial, some supervision
Polk County	Public Works Assistant	4	Administrative with 1 year in public works

Education Requirements: Senior Office Specialist (Public Works)			
Jurisdiction	Job Title	Level of Education	Specific Areas
Yamhill County	Senior Office Specialist (PW)	HS/GED	N/A
Deschutes County	Administrative Support Specialist	HS/GED	N/A
Douglas County	Senior Department Assistant	HS/GED	N/A
Josephine County	Administrative Secretary	HS/GED	N/A
Linn County	Administrative Secretary	HS/GED	N/A
Polk County	Public Works Assistant	HS/GED	N/A

Additional Position Elements: Senior Office Specialist (Public Works)			
County	Represented	FLSA Exemption	Supervises/Leads
Yamhill	Yes	No	Yes
Deschutes	Yes	No	No
Douglas	No	No	Yes
Josephine	Yes	No	No
Linn	Yes	Yes	Yes
Polk	Yes	No	No

- **Additional Notes:** As with the comparators to the Senior Office Specialist in the District Attorney's office, this position requires just one year of experience compared to 3 to 4 years of experience in the other jurisdictions. Two comparators (Douglas and Linn) include supervisory duties, as does Yamhill. Deschutes County's Administrative Support Specialist has the highest median adjusted compensation at \$5,750. Yamhill is in the middle at \$4,558 while Douglas County's Senior Department Assistant is lowest (\$2,955).

Conclusion: All matches are strong. See Adjusted Compensation Presentation Table on page A46.

Office Specialist Technician

47. Assessment Specialist II (Taxation)

The Taxation Department's Assessment Specialist II in Yamhill County is a non-exempt, non-supervisory position. The position requires two years' experience as a Senior Office Specialist and a high school diploma or GED. Below is a short summary of duties from the job description:

"Performs a wide variety of advanced clerical, technical, accounting and customer service duties in support of the Assessment and Taxation office Performs complex, highly responsible, varied or specialized office support..."

Five counties (Deschutes, Douglas, Josephine, Linn, and Polk) 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: Assessment Specialist II (Taxation)			
Jurisdiction	Job Title	Years of Experience	Types of Experience
Yamhill County	Assessment Specialist II	2	Senior Office Specialist
Deschutes County	Tax Specialist	2	Clerical
Douglas County	Tax Clerk	2	Related experience
Josephine County	Senior Department Specialist	4	Clerical
Linn County	Senior Section Clerk	4	Secretarial
Polk County	Assessment Specialist II	4	Clerical and secretarial

Education Requirements: Assessment Specialist II (Taxation)			
Jurisdiction	Job Title	Level of Education	Specific Areas
Yamhill County	Assessment Specialist II	HS/GED	N/A
Deschutes County	Tax Specialist	HS/GED	N/A
Douglas County	Tax Clerk	AA/AS	Accounting
Josephine County	Senior Department Specialist	HS/GED	N/A
Linn County	Senior Section Clerk	HS/GED	Supplemented with additional coursework in bookkeeping or secretary skills
Polk County	Assessment Specialist II	HS/GED	Supplemented with college coursework in bookkeeping, secretary science, or related

Additional Position Elements: Assessment Specialist II (Taxation)			
County	Represented	FLSA Exemption	Supervises/Leads
Yamhill	Yes	No	No
Deschutes	No	No	No
Douglas	No	No	No
Josephine	Yes	No	Yes
Linn	Yes	No	Yes
Polk	Yes	No	Yes

- **Additional Notes:** Only Douglas County requires a post-secondary degree for this position. Three counties (Josephine, Linn, and Polk) assign supervisory or lead duties. Deschutes County's Tax Specialist has the highest median adjusted compensation at \$6,352; Yamhill County is the second highest at \$5,033. Douglas County's Tax Clerk is the lowest comparator at \$3,800.

Conclusion: All matches are strong. See Adjusted Compensation Presentation Table on page A47.

48. Office Specialist Technician (BOC/Administrative)

The Office Specialist Technician (BOC/Administrative) in Yamhill County is a non-exempt, primarily non-supervisory position. The position requires four years of experience working in public records, recording, and election administration along with training in accounting or bookkeeping. The position may provide direction for other members of the department and provide on-the-job training for new employees. Below is a short summary of duties from the job description:

"Provides advanced technical and lead worker assistance to members of the staff and public involving procedure, interpretation, and application of Oregon law, Administrative Rules, and Yamhill County Policies and Procedures as they apply to individual departments..."

All counties (Benton, Deschutes, Douglas, Josephine, Linn, and Polk) 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: Office Specialist Technician (BOC/Administrative)			
Jurisdiction	Job Title	Years of Experience	Types of Experience
Yamhill County	Office Specialist Technician (BOC/Administrative)	4	Public records, recording, and elections administration with 3 years as an Office Specialist II
Benton County	Administrative Specialist (Board of Commissioners)	4	Administrative support
Deschutes County	Administrative Assistant	2	Public sector administrative support
Douglas County	Administrative Assistant	2	Administration, management, supervision
Josephine County	Board Administrative Secretary II	3	Secretarial and administrative
Linn County	Commissioners' Administrative Assistant	3	Secretarial
Polk County	Board of Commissioners Executive Assistant	4	Administrative

Education Requirements: Office Specialist Technician (BOC/Administrative)			
Jurisdiction	Job Title	Level of Education	Specific Areas
Yamhill County	Office Specialist Technician	<i>Not specified</i>	<i>Not specified</i>
Benton County	Administrative Specialist (Board of Commissioners)	HS/GED	Supplemented with 1 year of technical training
Deschutes County	Administrative Assistant	AA/AS	Business administration, public administration
Douglas County	Administrative Assistant	BA/BS	Public administration, business administration, or related field
Josephine County	Board Administrative Secretary II	AA/AS	<i>Not specified</i>
Linn County	Commissioners' Administrative Assistant	HS/GED	<i>N/A</i>
Polk County	Board of Commissioners Executive Assistant	HS/GED	<i>N/A</i>

Additional Position Elements: Office Specialist Technician (BOC/Administrative)			
County	Represented	FLSA Exemption	Supervises/Leads
Yamhill	Yes	No	Yes
Benton	Yes	No	No
Deschutes	No	No	No
Douglas	No	No	No
Josephine	No	No	No
Linn	No	Yes	No
Polk	No	No	No

- **Additional Notes:** Douglas County has the highest education requirement (bachelor's degree) and one of the least years of experience required (2 years). Most other comparable positions require either a HS/GED or AA/AS with 3-4 years of experience. Yamhill County's position is the only one with supervisory duties. Deschutes County's Administrative Assistant has the highest median adjusted compensation at \$6,352; Yamhill County is the second lowest at \$5,033. The lowest is Douglas County's Administrative Assistant at \$4,343.

Conclusion: All matches are solid. See Adjusted Compensation Presentation Table on page A48.

49. Office Specialist Technician (Community Justice)

In Yamhill County the Office Specialist Technician (Community Justice) is a non-exempt, supervisory position. The position requires two years' experience in a related field and an associate's degree. The position provides direction for professional and clerical staff regarding victim services. Below is a short summary of duties from the job description:

"Provides information, emotional support, and ongoing services to victims of crime and their families... Performs complex, highly responsible and specialized administrative duties involving legal terminology and judicial processes...."

Five counties (Benton, Douglas, Josephine, Linn, and Polk) 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: Office Specialist Technician (Community Justice)			
Jurisdiction	Job Title	Years of Experience	Types of Experience
Yamhill County	Office Specialist Technician (Community Justice)	2	Related experience
Benton County	Juvenile Administrative Specialist	4	General office or administrative support
Douglas County	Victim Assistance Coordinator	4	Criminal justice system
Josephine County	Victim Assistant Specialist II	2	Secretarial
Linn County	Peer Court Assistant	<i>Not Specified</i>	Social service
Polk County	Juvenile Administrative Specialist	4	Clerical

Education Requirements: Office Specialist Technician (Community Justice)			
Jurisdiction	Job Title	Level of Education	Specific Areas
Yamhill County	Office Specialist Technician (Community Justice)	AA/AS	<i>Not specified</i>
Benton County	Juvenile Administrative Specialist	HS/GED	<i>N/A</i>
Douglas County	Victim Assistance Coordinator	<i>Not Specified</i>	<i>Not specified</i>
Josephine County	Victim Assistant Specialist II	HS/GED	Supplemented with 2 years of additional coursework in social science
Linn County	Peer Court Assistant	HS/GED	Supplemented with 2 years of college coursework in social science
Polk County	Juvenile Administrative Specialist	HS/GED	Supplemented with 1 year of coursework in public administration

Additional Position Elements: Office Specialist Technician (Community Justice)			
County	Represented	FLSA Exemption	Supervises/Leads
Yamhill	Yes	No	Yes
Benton	Yes	No	No
Douglas	No	No	No
Josephine	Yes	No	No
Linn	Yes	No	No
Polk	Yes	No	No

- **Additional Notes:** Yamhill County has several preferred requirements including prior experience with victims of a crime, graduate of the Oregon Basic Victim Advocacy Institute, and bilingual or bicultural. Additionally, three years' experience at a level equivalent to Senior Office Specialist is an alternative route to minimum experience and training. Unlike Yamhill, none of the comparator positions supervise. Douglas County's Victim Assistance Coordinator has the highest median adjusted compensation at \$6,675; Yamhill County is in the second highest at \$5,033. The lowest is Douglas County's Victims Assistance Coordinator at \$4,359.

Conclusion: The matches are solid. See Adjusted Compensation Presentation Table on page A49.

50. Office Specialist Technician (Elections Clerk)

The Office Specialist Technician (Elections Clerk) for Yamhill County is a non-exempt, primarily non-supervisory position. The position requires three years of experience working as an Office Specialist II and a high school diploma or GED. The position may provide direction for other department employees and provide on-the-job training for new employees. Below is a short summary of duties from the job description:

*"Provides advanced technical and lead worker assistance to members of the staff and public ...
Performs complex, highly responsible, varied or specialized office support...."*

All six counties (Benton, Deschutes, Douglas, Josephine, Linn, and Polk) 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: Office Specialist Technician (Elections Clerk)			
Jurisdiction	Job Title	Years of Experience	Types of Experience
Yamhill County	Office Specialist Technician (Elections Clerk)	3	Office Specialist II duties
Benton County	Senior Deputy Clerk	4	Real property records or assessments, title business and archives, voter registration, ballot processing, and related tasks
Deschutes County	Administrative Assistant	2	Public sector administration and technical support
Douglas County	Administrative Assistant	4	Progressively responsible work experience in office management and supervisory duties
Josephine County	Recording & Elections Specialist II	2	Real estate, title company, law office, or loan/escrow processing, and elections
Linn County	Elections Clerk	3	Clerical bookkeeping, accounting, data processing, or related field
Polk County	Chief Elections Clerk	4	Administration, fiscal, or legal office management

Education Requirements: Office Specialist Technician (Elections Clerk)			
Jurisdiction	Job Title	Level of Education	Specific Areas
Yamhill County	Office Specialist Technician (Elections Clerk)	HS/GED	N/A
Benton County	Senior Deputy Clerk	HS/GED	N/A
Deschutes County	Administrative Assistant	AA/AS	Business or public administration
Douglas County	Administrative Assistant	AA/AS	Business or public administration
Josephine County	Recording & Elections Specialist II	HS/GED	N/A
Linn County	Elections Clerk	AA/AS	Bookkeeping, accounting, secretarial science, or related field
Polk County	Chief Elections Clerk	AA/AS	Office administration

Additional Position Elements: Office Specialist Technician (Elections Clerk)			
County	Represented	FLSA Exemption	Supervises/Leads
Yamhill	Yes	No	Yes
Benton	Yes	No	No
Deschutes	No	No	No
Douglas	No	No	No
Josephine	Yes	No	No
Linn	Yes	No	Yes
Polk	Yes	No	Yes

- Additional Notes:** Yamhill prefers four years of experience with public records, recording, and election administration along with training in bookkeeping and accounting. Benton County prefers an associate's degree or higher. Douglas County's Administrative Assistant job description describes three pathways of eligibility. The first pathway is listed in the above tables. The second pathway is a bachelor's degree in business or public administration with two years of progressively responsible experience in office management and supervisory duties. The third pathway is six years of work related experience including supervisory duties. Deschutes County's Administrative Assistant has the highest median adjusted compensation at \$6,352; Yamhill County is in the middle at \$5,033. Linn County's Elections Clerk, which like Yamhill and Polk includes supervisory duties, has the lowest at \$4,405.

Conclusion: All matches are solid. See Adjusted Compensation Presentation Table on page A50.

51. Office Specialist Technician (Public Works)

In Yamhill County the Office Specialist Technician (Public Works) is a non-exempt, occasional supervisory position. It requires four years' experience working with public records, recording and administration along with training in accounting, bookkeeping and payroll. The position may provide direction for other members of the department and on-the-job training for new employees. Below is a short summary of duties from the job description:

“Provides advanced technical and lead worker assistance to members of the staff and public ... Performs complex, highly responsible, varied or specialized office support....”

All six counties (Benton, Deschutes, Douglas, Josephine, Linn, and Polk) 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: Office Specialist Technician (Public Works)			
Jurisdiction	Job Title	Years of Experience	Types of Experience
Yamhill County	Office Specialist Technician (Public Works)	4	Public records and recording; accounting, bookkeeping, and payroll
Benton County	Administrative Specialist 2	4	Administrative support experience
Deschutes County	Public Works Records/ Contract Specialist	2	Public sector administrative support
Douglas County	Administrative Assistant	2	Administration, management, supervision
Josephine County	Public Works Engineering Support Specialist	4	Clerical
Linn County	Administrative Assistant - Roads	5	Human resources or accounting
Polk County	Public Works Assistant	4	Administrative, public works, surveying

Education Requirements: Office Specialist Technician (Public Works)			
Jurisdiction	Job Title	Level of Education	Specific Areas
Yamhill County	Office Specialist Technician (Public Works)	<i>Not specified</i>	<i>Not specified</i>
Benton County	Administrative Specialist 2	HS/GED	Supplemented with 1 year of technical training
Deschutes County	Public Works Records/ Contract Specialist	AA/AS	Business or public administration
Douglas County	Administrative Assistant	BA/BS	Business or public administration, or related field
Josephine County	Public Works Engineering Support Specialist	HS/GED	N/A
Linn County	Administrative Assistant - Roads	AA/AS	Administrative skills, accounting technology, or related field
Polk County	Public Works Assistant	HS/GED	N/A

Additional Position Elements: Office Specialist Technician (Public Works)			
County	Represented	FLSA Exemption	Supervises/Leads
Yamhill	Yes	No	Yes
Benton	Yes	No	No
Deschutes	Yes	No	No
Douglas	Yes	No	No
Josephine	Yes	No	No
Linn	Yes	No	No
Polk	Yes	No	No

- **Additional Notes:** All positions range in required experience and education. Linn County requires the most experience, and Douglas County requires the most education. Differences in experience and education may contribute to pay differences. Deschutes County's Public Works Records/Contract Specialist has the highest median adjusted compensation at \$6,047; Yamhill County is in the third lowest at \$5,033. The lowest is Douglas County's Administrative Assistant at \$4,576.

Conclusion: All matches are solid. See Adjusted Compensation Presentation Table on page A51.

Senior Office Specialist Technician

52. Assessment Specialist III (Taxation)

The Assessment Specialist III in Yamhill County is a non-exempt, supervisory position. The position requires three years' experience as an Office Specialist Technician and a high school diploma or GED. College level coursework may substitute for one year of experience. Below is a short summary of duties from the job description:

"Performs a wide variety of complex technical and specialized non-clerical, accounting, data entry and auditing duties required to support the Assessment and Taxation office... acts as principal worker for specific assigned projects ..."

Five counties (Deschutes, Douglas, Josephine, Linn, and Polk) 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: Assessment Specialist III (Taxation)			
Jurisdiction	Job Title	Years of Experience	Types of Experience
Yamhill County	Assessment Specialist III	3	Office Specialist Technician
Deschutes County	Accounting Technician, Senior	4	Financial accounting
Douglas County	Senior Tax Clerk	2	Related experience
Josephine County	Accounting Technician	4	Accounting
Linn County	Administrative Assistant 2 – A & T	5	Bookkeeping or accounting
Polk County	Assessment Specialist III	4	Administrative with 2 years as an Assessment Specialist

Education Requirements: Assessment Specialist III (Taxation)			
Jurisdiction	Job Title	Level of Education	Specific Areas
Yamhill County	Assessment Specialist III	HS/GED	N/A
Deschutes County	Accounting Technician, Senior	AA/AS	Accounting or related
Douglas County	Senior Tax Clerk	AA/AS	Accounting
Josephine County	Accounting Technician	HS/GED	N/A
Linn County	Administrative Assistant 2 – A & T	HS/GED	N/A
Polk County	Assessment Specialist III	HS/GED	Supplemented with college coursework in secretary science, bookkeeping, or related

Additional Position Elements: Assessment Specialist III (Taxation)			
County	Represented	FLSA Exemption	Supervises/Leads
Yamhill	Yes	No	Yes
Deschutes	No	No	No
Douglas	No	No	Yes
Josephine	Yes	No	No
Linn	Yes	Yes	No
Polk	Yes	No	No

- **Additional Notes:** Douglas and Deschutes Counties require a post-secondary degree for the comparable positions. Douglas designates supervisory tasks, as does Yamhill. Deschutes County's Accounting Technician, Senior has the highest median adjusted compensation at \$8,675; Yamhill County is in the middle at \$5,548. Douglas County's Senior Tax Clerk is the lowest at \$4,576.

Conclusion: All matches are strong. See Adjusted Compensation Presentation Table on page A52.

53. Senior Office Specialist Technician (Clerk's Office)

The Senior Office Specialist Technician (Clerk's Office) in Yamhill County is a non-exempt, supervisory position. The position requires four years' experience as an Office Specialist Technician or four years of responsible clerical experience and a high school diploma or GED. College level coursework can substitute for one year of experience. Below is a short summary of duties from the job description:

"Performs a wide variety of complex technical and specialized non-clerical, accounting, data entry, and auditing duties ... Provides advanced technical and lead worker assistance to members of the staff and public ... Performs complex, highly responsible, varied or specialized office support..."

Five counties (Benton, Deschutes, Douglas, Josephine, and Linn) 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: Senior Office Specialist Technician (Clerk's Office)			
Jurisdiction	Job Title	Years of Experience	Types of Experience
Yamhill County	Senior Office Specialist Technician	4	Office Specialist Technician or clerical
Benton County	Senior Deputy Clerk	4	Property records and assessment, voter registration, or related
Deschutes County	Administrative Support Specialist	4	Administrative support
Douglas County	Records & Elections Technician 2	4	Support with 1 year elections experience
Josephine County	Recording & Elections Specialist II	2	Real estate, titles, law office, or loan
Linn County	Senior Records Clerk	4	Administrative or fiscal

Education Requirements: Senior Office Specialist Technician (Clerk's Office)			
Jurisdiction	Job Title	Level of Education	Specific Areas
Yamhill County	Senior Office Specialist Technician	HS/GED	N/A
Benton County	Senior Deputy Clerk	HS/GED	N/A
Deschutes County	Administrative Support Specialist	HS/GED	N/A
Douglas County	Records & Elections Technician 2	<i>Not specified</i>	N/A
Josephine County	Recording & Elections Specialist II	HS/GED	N/A
Linn County	Senior Records Clerk	AA/AS	Office management or related

Additional Position Elements: Senior Office Specialist Technician (Clerk's Office)			
County	Represented	FLSA Exemption	Supervises/Leads
Yamhill	Yes	No	Yes
Benton	Yes	No	No
Deschutes	Yes	No	No
Douglas	No	No	Yes
Josephine	Yes	No	Yes
Linn	Yes	No	No

- **Additional Notes:** Douglas and Josephine Counties assign supervisory tasks to their positions, as does Yamhill. Only Linn County requires a post-secondary degree. Deschutes County's Administrative Support Specialist has the highest median adjusted compensation at \$5,750; Yamhill County is the second highest at \$5,548. Douglas County's Records and Elections Technician 2 is the lowest at \$3,800.

Conclusion: All matches are strong. See Adjusted Compensation Presentation Table on page A53.

54. Senior Office Specialist Technician (Public Works)

The Senior Office Specialist Technician (Public Works) in Yamhill County is a non-exempt, non-supervisory position. The position requires two years' related experience a college degree in a public works related field. Below is a short summary of duties from the job description:

"Coordinates the planning and implementation of key programs within the Public Works Department... assists the County Road Supervisor, Office Manager, and Director in budget preparation. Assists community and agencies in preparation of applications for departmental programs and services. Performs complex, highly responsible, varied, or specialized office support for all supervisors ..."

Three counties (Deschutes, Josephine, and Linn) 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: Senior Office Specialist Technician (Public Works)			
Jurisdiction	Job Title	Years of Experience	Types of Experience
Yamhill County	Senior Office Specialist Technician (Public Works)	2	Related
Deschutes County	Public Works Records/ Contract Specialist	3	Related
Josephine County	Public Works Engineering Support Specialist	4	Clerical
Linn County	Administrative Assistant - Roads	5	HR or accounting

Education Requirements: Senior Office Specialist Technician (Public Works)			
Jurisdiction	Job Title	Level of Education	Specific Areas
Yamhill County	Senior Office Specialist Technician (Public Works)	AA/AS	Related field
Deschutes County	Public Works Records/ Contract Specialist	HS/GED	N/A
Josephine County	Public Works Engineering Support Specialist	HS/GED	N/A
Linn County	Administrative Assistant - Roads	AA/AS	Accounting, administrative, secretarial science, or related

Additional Position Elements: Senior Office Specialist Technician (Public Works)			
County	Represented	FLSA Exemption	Supervises/Leads
Yamhill	Yes	No	No
Deschutes	Yes	No	No
Josephine	Yes	No	Yes
Linn	No	Yes	Yes

- Additional Notes:** Two of the three comparators (Josephine and Linn) assign supervisory tasks; Yamhill and Deschutes do not. Linn County requires an associate's degree like Yamhill does. Deschutes County has the highest median adjusted compensation at \$6,047; Yamhill is second highest at \$5,546. Josephine County's Public Works Engineering Support Specialist is the lowest at \$5,132.

Conclusion: All matches are strong. See Adjusted Compensation Presentation Table on page A54.

Appendix

<i>Detailed Adjusted Compensation Results</i>	A1
Accounting Technician	A1
Administrative Office Specialist	A2
Appraiser I	A3
Appraiser II	A4
Appraiser III	A5
Associate Planner/GIS Analyst I	A6
Building Inspector Assistant	A7
Building Inspector I	A8
Building Inspector III	A9
Cartographer	A10
Community Health Analyst	A11
Community Service Supervisor	A12
Crime Victims Advocate	A13
Data Analyst	A14
Desktop Support Specialist	A15
Engineering Technician II	A16
Environmental Health Specialist II	A17
Environmental Health Specialist III	A18
Epidemiologist (Senior Management Analyst)	A19
Facilities Maintenance Specialist	A20
Facilities Maintenance Worker I	A21
Facilities Maintenance Worker II	A22
Facilities Maintenance Worker III	A23
Fleet Specialist	A24
Heavy Equipment Operator	A25
Legal Assistant (County Counsel)	A26
Mechanic Assistant	A27
Medium Equipment Operator	A28
Office Coordinator/Helpdesk	A29
Paralegal – Grand Jury Coordinator	A30
Parks Maintenance Specialist	A31
Probation Officer Aide	A32
Probation Officer I – Juvenile	A33
Probation Officer II – Juvenile	A34
Programmer/Analyst	A35
Senior Accounting Clerk (HHS)	A36

Senior Building Inspector Assistant	A37
Senior Desktop Support Specialist	A38
Senior Planner	A39
Senior Programmer – Analyst	A40
Transit Program Coordinator	A41
Utility Worker	A42
Office Specialist II (Administration)	A43
Office Specialist II (District Attorney’s Office).....	A44
Senior Office Specialist (District Attorney’s Office)	A45
Senior Office Specialist (Public Works)	A46
Assessment Specialist II (Taxation)	A47
Office Specialist Technician (BOC/Administrative)	A48
Office Specialist Technician (Community Justice).....	A49
Office Specialist Technician (Elections Clerk)	A50
Office Specialist Technician (Public Works)	A51
Assessment Specialist III (Taxation)	A52
Senior Office Specialist Technician (Clerk's Office).....	A53
Senior Office Specialist Technician (Public Works)	A54

Position Name:		Accounting Technician			Adjustments								
Jurisdiction	Jurisdiction Job Title	Base Salary			PERS & Insurance		Vacation & Holiday (PTO)			Adjusted Comp. W/ PTO			
		Min	Median	Max	PERS	EE Ins.	Min	Median	Max	Min	Median	Max	
Benton_County	Payroll Analyst	\$ 4,120	\$ 4,769	\$ 5,406	Y	\$ -	10.4%	11.5%	13.8%	\$ 4,795	\$ 5,605	\$ 6,479	
Deschutes_County	Accounting Technician	4,215	4,879	5,648	Y	(116)	13.1%	14.2%	16.5%	4,903	5,750	6,805	
Douglas_County	Accounting Technician I	3,344	3,838	4,585	Y	(246)	9.2%	10.2%	12.4%	3,606	4,215	5,182	
Josephine_County	Accounting Technician	3,207	3,735	4,262	Y	-	15.9%	17.0%	19.3%	3,908	4,595	5,341	
Linn_County	Accounting Clerk 2	4,106	4,678	5,249	Y	(114)	9.8%	11.3%	14.0%	4,641	5,375	6,187	
Polk_County	Accounting Technician I	3,836	4,315	4,854	Y	(177)	11.3%	12.5%	14.8%	4,324	4,936	5,687	
	Average	3,805	4,369	5,001		(109)	11.6%	12.8%	15.2%	4,363	5,079	5,947	
	Median	3,971	4,496	5,052		(115)	10.9%	12.0%	14.4%	4,483	5,156	5,937	
Yamhill_County24	Accounting Technician	\$ 3,851	\$ 4,563	\$ 5,348	Y	\$ (54)	15.6%	16.7%	19.0%	\$ 4,628	\$ 5,546	\$ 6,633	
	% Difference from Average	1.2%	4.4%	6.9%				34.2%	30.6%	25.6%	6.1%	9.2%	11.5%
	% Difference from Median	-3.0%	1.5%	5.9%				43.4%	39.2%	32.0%	3.2%	7.6%	11.7%

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.

Position Name: Administrative Office 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		
Benton_County	CFO Executive Support Specialist	\$ 4,120	\$ 4,769	\$ 5,406	Y	\$ -	10.4%	11.5%	13.8%	\$ 4,795	\$ 5,605	\$ 6,479		
Deschutes_County	Administrative Support Specialist	4,215	4,879	5,648	Y	(116)	13.1%	14.2%	16.5%	4,903	5,750	6,805		
Josephine_County	Office Manager	3,389	3,949	4,505	Y	-	15.9%	17.0%	19.3%	4,130	4,857	5,646		
Linn_County	Administrative Secretary	3,842	4,332	4,822	Y	(114)	9.8%	11.3%	14.0%	4,335	4,969	5,674		
	Average	3,892	4,482	5,095		(58)	12.3%	13.5%	15.9%	4,541	5,295	6,151		
	Median	3,981	4,550	5,114		(57)	11.7%	12.9%	15.3%	4,565	5,287	6,077		
Yamhill_County24	Administrative Office Specialist	\$ 3,851	\$ 4,563	\$ 5,348	Y	\$ (54)	15.6%	16.7%	19.0%	\$ 4,628	\$ 5,546	\$ 6,633		
		% Difference from Average	-1.0%	1.8%	5.0%				26.8%	23.6%	19.5%	1.9%	4.7%	7.8%
		% Difference from Median	-3.3%	0.3%	4.6%				32.8%	29.9%	24.5%	1.4%	4.9%	9.2%

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.

Position Name: Appraiser 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	
Benton County	Property Appraiser 1	\$ 4,161	\$ 4,816	\$ 5,459	Y	\$ -	10.4%	11.5%	13.8%	\$ 4,843	\$ 5,661	\$ 6,542	
Deschutes County	Property Appraiser I	4,879	5,648	6,539	Y	(116)	13.1%	14.2%	16.5%	5,694	6,675	7,896	
Douglas County	Property Appraiser 1	3,534	4,148	4,862	Y	(246)	9.2%	10.2%	12.4%	3,824	4,576	5,510	
Josephine County	Property Appraiser I	3,780	4,405	5,023	Y	-	15.9%	17.0%	19.3%	4,607	5,418	6,295	
Linn County	Property Appraiser 1	4,106	4,678	5,249	Y	(114)	9.8%	11.3%	14.0%	4,641	5,375	6,187	
Polk County	Appraiser I	4,210	4,736	5,327	Y	(177)	11.3%	12.5%	14.8%	4,763	5,435	6,258	
	Average	4,112	4,738	5,410		(109)	11.6%	12.8%	15.2%	4,729	5,523	6,448	
	Median	4,134	4,707	5,288		(115)	10.9%	12.0%	14.4%	4,702	5,427	6,277	
Yamhill County24	Appraiser I	\$ 4,042	\$ 4,670	\$ 5,348	Y	\$ (54)	15.6%	16.7%	19.0%	\$ 4,860	\$ 5,678	\$ 6,633	
	% Difference from Average	-1.7%	-1.4%	-1.1%				34.2%	30.6%	25.6%	2.8%	2.8%	2.9%
	% Difference from Median	-2.2%	-0.8%	1.1%				43.4%	39.2%	32.0%	3.4%	4.6%	5.7%

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.

Position Name:		Appraiser 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	
Benton_County	Property Appraiser 2	\$ 4,532	\$ 5,245	\$ 5,947	Y	\$ -	10.4%	11.5%	13.8%	\$ 5,275	\$ 6,165	\$ 7,127	
Deschutes_County	Property Appraiser II	5,379	6,227	7,209	Y	(116)	13.1%	14.2%	16.5%	6,290	7,371	8,718	
Douglas_County	Property Appraiser 2	3,975	4,657	5,465	Y	(246)	9.2%	10.2%	12.4%	4,332	5,167	6,224	
Josephine_County	Property Appraiser II	4,219	4,915	5,606	Y	-	15.9%	17.0%	19.3%	5,142	6,046	7,026	
Linn_County	Property Appraiser 2	4,759	5,419	6,079	Y	(114)	9.8%	11.3%	14.0%	5,397	6,245	7,183	
Polk_County	Appraiser II	4,690	5,276	5,934	Y	(177)	11.3%	12.5%	14.8%	5,327	6,075	6,992	
	Average	4,592	5,290	6,040		(109)	11.6%	12.8%	15.2%	5,294	6,178	7,212	
	Median	4,611	5,261	5,941		(115)	10.9%	12.0%	14.4%	5,301	6,120	7,077	
Yamhill_County24	Appraiser II	\$ 4,670	\$ 5,348	\$ 6,079	Y	\$ (54)	15.6%	16.7%	19.0%	\$ 5,624	\$ 6,510	\$ 7,547	
		% Difference from Average											
		% Difference from Median											

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

Position Name: Appraiser 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			
Benton_County	Property Appraiser 3	\$ 4,807	\$ 5,647	\$ 6,486	Y	\$ -	10.4%	11.5%	13.8%	\$ 5,595	\$ 6,637	\$ 7,773			
Deschutes_County	Property Appraiser III	5,931	6,866	7,948	Y	(116)	13.1%	14.2%	16.5%	6,946	8,139	9,623			
Douglas_County	Property Appraiser 3	4,472	5,240	6,145	Y	(246)	9.2%	10.2%	12.4%	4,905	5,845	7,029			
Josephine_County	Property Appraiser III	4,701	5,477	6,249	Y	-	15.9%	17.0%	19.3%	5,729	6,737	7,832			
Linn_County	Property Appraiser 3	5,249	5,971	6,692	Y	(114)	9.8%	11.3%	14.0%	5,965	6,892	7,919			
Polk_County	Appraiser III	5,153	5,796	6,520	Y	(177)	11.3%	12.5%	14.8%	5,870	6,691	7,700			
	Average	5,052	5,833	6,673		(109)	11.6%	12.8%	15.2%	5,835	6,824	7,979			
	Median	4,980	5,722	6,503		(115)	10.9%	12.0%	14.4%	5,799	6,714	7,802			
Yamhill_County24	Appraiser III	\$ 5,113	\$ 5,830	\$ 6,595	Y	\$ (54)	15.6%	16.7%	19.0%	\$ 6,162	\$ 7,101	\$ 8,192			
		% Difference from Average	1.2%	0.0%	-1.2%					34.2%	30.6%	25.6%	5.6%	4.1%	2.7%
		% Difference from Median	2.7%	1.9%	1.4%					43.4%	39.2%	32.0%	6.3%	5.8%	5.0%

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

Position Name: Associate Planner/GIS Analyst 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		
Benton_County	Associate Planner	\$ 5,121	\$ 6,017	\$ 6,911	Y	\$ -	10.4%	11.5%	13.8%	\$ 5,960	\$ 7,072	\$ 8,283		
Deschutes_County	Associate Planner	5,931	6,866	7,948	Y	(116)	15.4%	16.5%	18.8%	7,083	8,297	9,807		
Josephine_County	Associate Planner	4,219	4,915	5,606	Y	-	15.9%	17.0%	19.3%	5,142	6,046	7,026		
Linn_County	Associate Planner	5,051	5,707	6,363	Y	(114)	11.5%	11.5%	14.2%	5,823	6,594	7,536		
Polk_County	Associate Planner	4,793	5,391	6,064	Y	(177)	11.3%	12.5%	14.8%	5,447	6,211	7,149		
	Average	5,023	5,779	6,578		(81)	12.9%	13.8%	16.2%	5,891	6,844	7,960		
	Median	5,051	5,707	6,363		(114)	11.5%	12.5%	14.8%	5,823	6,594	7,536		
Yamhill_County24	Associate Planner/GIS Analyst I	\$ 5,113	\$ 5,830	\$ 6,595	Y	\$ (54)	15.6%	16.7%	19.0%	\$ 6,162	\$ 7,101	\$ 8,192		
		% Difference from Average	1.8%	0.9%	0.3%				20.7%	21.0%	17.4%	4.6%	3.8%	2.9%
		% Difference from Median	1.2%	2.2%	3.6%				35.0%	33.8%	28.6%	5.8%	7.7%	8.7%

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.

Position Name: Building Inspector Assistant		Adjustments										
Jurisdiction	Jurisdiction Job Title	Base Salary			PERS & Insurance		Vacation & Holiday (PTO)			Adjusted Comp. W/ PTO		
		Min	Median	Max	PERS	EE Ins.	Min	Median	Max	Min	Median	Max
Deschutes_County	Permit Technician I	4,215	4,879	5,648	Y	(116)	13.1%	14.2%	16.5%	4,903	5,750	6,805
Douglas_County	Building Permit Technician	3,753	4,397	5,150	Y	(246)	9.2%	10.2%	12.4%	4,077	4,865	5,851
Josephine_County	Building Safety Permit Technician I	3,207	3,735	4,262	Y	-	15.9%	17.0%	19.3%	3,908	4,595	5,341
Linn_County	Permit Clerk	3,380	3,851	4,322	Y	(114)	9.8%	11.3%	14.0%	3,800	4,405	5,074
Polk_County	Permit Specialist	3,529	3,969	4,465	Y	(177)	11.3%	12.5%	14.8%	3,964	4,526	5,217
	Average	3,617	4,166	4,769		(131)	11.9%	13.1%	15.4%	4,130	4,828	5,658
	Median	3,529	3,969	4,465		(116)	11.3%	12.5%	14.8%	3,964	4,595	5,341
Yamhill_County24	Building Inspector Assistant	\$ 3,664	\$ 4,247	\$ 4,884	Y	\$ (54)	15.6%	16.7%	19.0%	\$ 4,401	\$ 5,158	\$ 6,053
		% Difference from Average						31.4% 28.0% 23.5%			6.5% 6.8% 7.0%	
		% Difference from Median						37.3% 33.8% 28.6%			11.0% 12.3% 13.3%	

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.

Position Name: Building Inspector 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		
Benton_County	Plans Examiner / Building Inspector 1	\$ 4,370	\$ 5,134	\$ 5,896	Y	\$ -	10.4%	11.5%	13.8%	\$ 5,086	\$ 6,034	\$ 7,066		
Deschutes_County	Building Safety Inspector I	4,879	5,648	6,539	Y	(116)	13.1%	14.2%	16.5%	5,694	6,675	7,896		
Douglas_County	Building Inspector	5,030	5,886	6,895	Y	(246)	9.2%	10.2%	12.4%	5,547	6,596	7,917		
Josephine_County	Multi-Certified Building Inspector	4,961	5,779	6,592	Y	-	15.9%	17.0%	19.3%	6,046	7,109	8,262		
Linn_County	Building Inspector I	4,996	5,687	6,377	Y	(114)	9.8%	11.3%	14.0%	5,672	6,559	7,541		
Polk_County	Building Inspector I	5,102	5,739	6,456	Y	(177)	11.3%	12.5%	14.8%	5,810	6,624	7,622		
	Average	4,890	5,645	6,459		(109)	11.6%	12.8%	15.2%	5,643	6,600	7,717		
	Median	4,979	5,713	6,497		(115)	10.9%	12.0%	14.4%	5,683	6,610	7,759		
Yamhill_County24	Building Inspector I	\$ 4,884	\$ 5,584	\$ 6,335	Y	\$ (54)	15.6%	16.7%	19.0%	\$ 5,884	\$ 6,799	\$ 7,867		
		% Difference from Average	-0.1%	-1.1%	-1.9%				34.2%	30.6%	25.6%	4.3%	3.0%	1.9%
		% Difference from Median	-1.9%	-2.3%	-2.5%				43.4%	39.2%	32.0%	3.5%	2.9%	1.4%

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.

Position Name:		Building Inspector 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	
Benton_County	Building Inspector 2	\$ 5,874	\$ 6,904	\$ 7,928	Y	\$ -	10.4%	11.5%	13.8%	\$ 6,836	\$ 8,114	\$ 9,501	
Deschutes_County	Building Safety Inspector III	6,227	7,209	8,345	Y	(116)	13.1%	14.2%	16.5%	7,299	8,551	10,110	
Douglas_County	Building Inspection Supervisor	6,341	7,431	8,710	Y	(246)	9.2%	10.2%	12.4%	7,057	8,392	10,065	
Josephine_County	Multi-Certified Building Inspector	4,961	5,779	6,592	Y	-	15.9%	17.0%	19.3%	6,046	7,109	8,262	
Linn_County	Building Inspector II	5,249	5,971	6,692	Y	(114)	9.8%	11.3%	14.0%	5,965	6,892	7,919	
Polk_County	Building Inspector II	5,518	6,207	6,982	Y	(177)	11.3%	12.5%	14.8%	6,298	7,178	8,258	
	Average	5,695	6,583	7,542		(109)	11.6%	12.8%	15.2%	6,584	7,706	9,019	
	Median	5,696	6,555	7,455		(115)	10.9%	12.0%	14.4%	6,567	7,646	8,881	
Yamhill_County24	Building Inspector III	\$ 5,830	\$ 6,595	\$ 7,419	Y	\$ (54)	15.6%	16.7%	19.0%	\$ 7,034	\$ 8,040	\$ 9,223	
		% Difference from Average			2.4%	0.2%	-1.6%				6.8%	4.3%	2.3%
		% Difference from Median			2.4%	0.6%	-0.5%				7.1%	5.2%	3.8%

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

Position Name: Cartographer					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		
Deschutes_County	GIS Cartographer	5,123	5,931	6,866	Y	(116)	15.4%	16.5%	18.8%	6,103	7,152	8,456		
Douglas_County	Cartographer/GIS Technician 2	3,753	4,398	5,150	Y	(246)	9.2%	10.2%	12.4%	4,077	4,866	5,851		
Josephine_County	Cartographer/GIS Technician I	3,581	4,172	4,760	Y	-	15.9%	17.0%	19.3%	4,364	5,132	5,966		
Linn_County	Cartographic Drafter	4,534	5,159	5,784	Y	(114)	9.8%	11.3%	14.0%	5,137	5,940	6,829		
Polk_County	GIS Cartographer	5,153	5,796	6,520	Y	(177)	11.3%	12.5%	14.8%	5,870	6,691	7,700		
	Average	4,429	5,091	5,816		(131)	12.3%	13.5%	15.9%	5,110	5,956	6,960		
	Median	4,534	5,159	5,784		(116)	11.3%	12.5%	14.8%	5,137	5,940	6,829		
Yamhill_County24	Cartographer	\$ 4,247	\$ 4,884	\$ 5,584	Y	\$ (54)	15.6%	16.7%	19.0%	\$ 5,109	\$ 5,940	\$ 6,928		
		% Difference from Average	-4.1%	-4.1%	-4.0%				26.5%	23.7%	19.9%	0.0%	-0.3%	-0.5%
		% Difference from Median	-6.3%	-5.3%	-3.5%				37.3%	33.8%	28.6%	-0.5%	0.0%	1.5%

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

Position Name: Community Health 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
Deschutes_County	Management Analyst	6,539	7,569	8,763	Y	(116)	15.4%	16.5%	18.8%	7,821	9,159	10,824
Douglas_County	Management Analyst 2	3,975	4,657	5,465	Y	(246)	9.2%	10.2%	12.4%	4,332	5,167	6,224
Linn_County	Health Informatics Analyst	6,363	7,199	8,034	Y	(114)	11.5%	11.5%	14.2%	7,365	8,347	9,545
Polk_County	Management Analyst I	6,061	6,817	7,668	Y	(177)	11.3%	12.5%	14.8%	6,935	7,901	9,087
	Average	5,734	6,560	7,482		(163)	11.9%	12.7%	15.1%	6,613	7,644	8,920
	Median	6,212	7,008	7,851		(147)	11.4%	12.0%	14.5%	7,150	8,124	9,316
Yamhill_County24	Community Health Analyst	\$ 5,113	\$ 5,830	\$ 6,595	Y	\$ (54)	15.6%	16.7%	19.0%	\$ 6,162	\$ 7,101	\$ 8,192
	% Difference from Average	-10.8%	-11.1%	-11.9%			31.3%	31.7%	26.4%	-6.8%	-7.1%	-8.2%
	% Difference from Median	-17.7%	-16.8%	-16.0%			36.1%	39.2%	31.1%	-13.8%	-12.6%	-12.1%

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

Position Name: Community Service Supervisor					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
Deschutes_County	Community Service Specialist	4,879	5,648	6,539	Y	(116)	13.1%	14.2%	16.5%	5,694	6,675	7,896
Douglas_County	Work Crew Supervisor	3,344	3,914	4,585	Y	(246)	9.2%	10.2%	12.4%	3,606	4,304	5,182
Linn_County	Compensatory Services Coordinator	4,107	4,631	5,154	Y	(180)	11.5%	11.5%	14.2%	4,647	5,263	6,017
Polk_County	Community Service Work Crew Leader II	3,410	3,836	4,315	Y	(177)	11.3%	12.5%	14.8%	3,825	4,369	5,036
	Average	3,935	4,507	5,148		(180)	11.3%	12.1%	14.5%	4,443	5,152	6,033
	Median	3,759	4,272	4,870		(179)	11.4%	12.0%	14.5%	4,236	4,816	5,599
Yamhill_County24	Community Service Supervisor	\$ 3,851	\$ 4,563	\$ 5,348	Y	\$ (54)	15.6%	16.7%	19.0%	\$ 4,628	\$ 5,546	\$ 6,633
		% Difference from Average					38.0%			4.2%		
		-2.1%					38.0%			7.6%		
		1.2%					31.4%			10.0%		
		3.9%					36.1%			9.3%		
		2.5%					39.2%			15.2%		
		6.8%					31.1%			18.5%		
		9.8%										

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

Position Name: Crime Victims Advocate		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	
Benton_County	Crime Victim Advocate 2	\$ 3,783	\$ 4,379	\$ 4,963	Y	\$ -	10.4%	11.5%	13.8%	\$ 4,403	\$ 5,146	\$ 5,948	
Deschutes_County	Victims' Advocate	4,647	5,379	6,227	Y	(116)	15.4%	16.5%	18.8%	5,525	6,476	7,659	
Douglas_County	Victim Assistance Coordinator	3,385	3,962	4,635	Y	(246)	9.2%	10.2%	12.4%	3,653	4,359	5,241	
Josephine_County	Victim Assistant Specialist II	3,389	3,949	4,337	Y	-	15.9%	17.0%	19.3%	4,130	4,857	5,435	
Linn_County	Crime Victim Specialist (DA)	3,552	4,043	4,534	Y	(114)	11.5%	11.5%	14.2%	4,061	4,638	5,337	
Linn_County_1	Crime Victim Program Coordinator	4,205	4,747	5,288	Y	(114)	11.5%	11.5%	14.2%	4,828	5,465	6,244	
Polk_County	Victim Advocate	3,824	4,301	4,838	Y	(177)	11.3%	12.5%	14.8%	4,310	4,920	5,668	
	Average	3,826	4,394	4,975		(110)	12.2%	13.0%	15.4%	4,416	5,123	5,933	
	Median	3,783	4,301	4,838		(114)	11.5%	11.5%	14.2%	4,310	4,920	5,668	
Yamhill_County24	Crime Victims Advocate	\$ 3,851	\$ 4,563	\$ 5,348	Y	\$ (54)	15.6%	16.7%	19.0%	\$ 4,628	\$ 5,546	\$ 6,633	
		% Difference from Average									% Difference from Average		
		% Difference from Median									% Difference from Median		

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

Position Name: Data 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		
Deschutes County	Coding and Data Analyst	6,539	7,569	8,763	Y	(116)	15.4%	16.5%	18.8%	7,821	9,159	10,824		
Douglas County	Business Systems Analyst	3,975	4,657	5,465	Y	(246)	9.2%	10.2%	12.4%	4,332	5,167	6,224		
	Average	5,257	6,113	7,114		(181)	12.3%	13.4%	15.6%	6,077	7,163	8,524		
	Median	5,257	6,113	7,114		(181)	12.3%	13.4%	15.6%	6,077	7,163	8,524		
Yamhill County24	Data Analyst	\$ 4,455	\$ 5,348	\$ 6,079	Y	\$ (54)	15.6%	16.7%	19.0%	\$ 5,362	\$ 6,510	\$ 7,547		
		% Difference from Average	-15.3%	-12.5%	-14.5%				26.8%	25.0%	21.9%	-11.8%	-9.1%	-11.5%
		% Difference from Median	-15.3%	-12.5%	-14.5%				26.8%	25.0%	21.9%	-11.8%	-9.1%	-11.5%

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

Position Name: Desktop Support 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
Benton_County	Service Desk Specialist	\$ 4,539	\$ 5,254	\$ 5,955	Y	\$ -	10.4%	11.5%	13.8%	\$ 5,283	\$ 6,175	\$ 7,137
Deschutes_County	IT Analyst I	5,648	6,539	7,569	Y	(116)	13.1%	14.2%	16.5%	6,610	7,746	9,159
Douglas_County	Information Systems Technician	4,385	5,141	6,023	Y	(246)	9.2%	10.2%	12.4%	4,805	5,730	6,884
Josephine_County	System Support Specialist	3,995	4,654	5,309	Y	-	15.9%	17.0%	19.3%	4,869	5,725	6,654
Polk_County	PC Support Technician	3,764	4,234	4,762	Y	(177)	11.3%	12.5%	14.8%	4,240	4,840	5,576
	Average	4,466	5,164	5,924		(108)	12.0%	13.1%	15.4%	5,161	6,043	7,082
	Median	4,385	5,141	5,955		(116)	11.3%	12.5%	14.8%	4,869	5,730	6,884
Yamhill_County24	Desktop Support Specialist	\$ 5,348	\$ 6,079	\$ 6,865	Y	\$ (54)	15.6%	16.7%	19.0%	\$ 6,448	\$ 7,407	\$ 8,530
		% Difference from Average						30.1%			24.9%	
		19.7%						27.7%			22.6%	
		15.9%						23.8%			20.4%	
		% Difference from Median						37.3%			32.4%	
		22.0%						33.8%			29.3%	
		15.3%						28.6%			23.9%	

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.

Position Name: Engineering Technician 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		
Benton_County	Engineering/Survey Technician 2	\$ 3,783	\$ 4,379	\$ 4,963	Y	\$ -	10.4%	11.5%	13.8%	\$ 4,403	\$ 5,146	\$ 5,948		
Deschutes_County	Engineering Assistant III	5,314	6,014	6,784	Y	(116)	8.8%	10.0%	12.3%	5,987	6,860	7,910		
Douglas_County	Engineering Technician 2	3,975	4,657	5,465	Y	(246)	9.2%	10.2%	12.4%	4,332	5,167	6,224		
Josephine_County	Engineering Technician II	3,581	4,172	4,760	Y	-	15.9%	17.0%	19.3%	4,364	5,132	5,966		
Linn_County	Engineering Technician 2	4,106	4,678	5,249	Y	(114)	9.8%	11.3%	14.0%	4,641	5,375	6,187		
Polk_County	Engineer-Survey Technician II	4,431	4,984	5,606	Y	(177)	11.3%	12.5%	14.8%	5,023	5,729	6,595		
	Average	4,198	4,814	5,471		(109)	10.9%	12.1%	14.5%	4,792	5,568	6,472		
	Median	4,041	4,667	5,357		(115)	10.1%	11.4%	13.9%	4,522	5,271	6,205		
Yamhill_County24	Engineering Technician II	\$ 4,455	\$ 5,113	\$ 5,830	Y	\$ (54)	15.6%	16.7%	19.0%	\$ 5,362	\$ 6,221	\$ 7,236		
		% Difference from Average	6.1%	6.2%	6.6%				42.8%	38.2%	31.7%	11.9%	11.7%	11.8%
		% Difference from Median	10.3%	9.6%	8.8%				54.3%	46.2%	36.6%	18.6%	18.0%	16.6%

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.

Position Name: Environmental Health Specialist 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
Benton_County	Registered Environmental Health Specialist 2	\$ 5,121	\$ 6,017	\$ 6,911	Y	\$ -	10.4%	11.5%	13.8%	\$ 5,960	\$ 7,072	\$ 8,283
Deschutes_County	Environmental Health Specialist II	5,648	6,539	7,569	Y	(116)	15.4%	16.5%	18.8%	6,740	7,896	9,334
Douglas_County	Environmental Health Specialist 2	4,746	5,557	6,509	Y	(246)	9.2%	10.2%	12.4%	5,220	6,213	7,460
Josephine_County	Environmental Health Specialist II	4,219	4,915	5,606	Y	-	15.9%	17.0%	19.3%	5,142	6,046	7,026
Linn_County	Environmental Health Specialist 2	4,759	5,419	6,079	Y	(114)	9.8%	11.3%	14.0%	5,397	6,245	7,183
	Average	4,899	5,689	6,535		(95)	12.1%	13.3%	15.7%	5,692	6,695	7,857
	Median	4,759	5,557	6,509		(114)	10.4%	11.5%	14.0%	5,397	6,245	7,460
Yamhill_County24	Environmental Health Specialist II	\$ 5,113	\$ 5,830	\$ 6,595	Y	\$ (54)	15.6%	16.7%	19.0%	\$ 6,162	\$ 7,101	\$ 8,192
		% Difference from Average						28.5%			8.3%	
		4.4%						25.5%			6.1%	
		0.9%						21.4%			4.3%	
		% Difference from Median						50.0%			14.2%	
		7.4%						45.0%			13.7%	
		1.3%						35.6%			9.8%	

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

Position Name: Environmental Health Specialist 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
Benton_County	Registered Environmental Health Specialist 3	\$ 5,427	\$ 6,376	\$ 7,323	Y	\$ -	10.4%	11.5%	13.8%	\$ 6,316	\$ 7,494	\$ 8,776
Deschutes_County	Environmental Health Specialist III	6,227	7,209	8,345	Y	(116)	15.4%	16.5%	18.8%	7,443	8,718	10,303
Douglas_County	Environmental Health Specialist 2	4,746	5,557	6,509	Y	(246)	9.2%	10.2%	12.4%	5,220	6,213	7,460
Josephine_County	Environmental Health Specialist III	4,701	5,477	6,249	Y	-	15.9%	17.0%	19.3%	5,729	6,737	7,832
Linn_County	Environmental Health Specialist 3	5,509	6,272	7,035	Y	(114)	9.8%	11.3%	14.0%	6,266	7,246	8,331
	Average	5,322	6,178	7,092		(95)	12.1%	13.3%	15.7%	6,195	7,282	8,540
	Median	5,427	6,272	7,035		(114)	10.4%	11.5%	14.0%	6,266	7,246	8,331
Yamhill_County24	Environmental Health Specialist III	\$ 5,830	\$ 6,595	\$ 7,419	Y	\$ (54)	15.6%	16.7%	19.0%	\$ 7,034	\$ 8,040	\$ 9,223
		% Difference from Average						28.5%			13.5%	
		9.5%						25.5%			10.4%	
		6.7%						21.4%			8.0%	
		4.6%										
		% Difference from Median						50.0%			12.3%	
		7.4%						45.0%			11.0%	
		5.1%						35.6%			10.7%	
		5.5%										

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

Position Name: Epidemiologist (Senior Management 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	
Benton_County	Data Analyst	\$ 5,121	\$ 6,017	\$ 6,911	Y	\$ -	10.4%	11.5%	13.8%	\$ 5,960	\$ 7,072	\$ 8,283	
Deschutes_County	Management Analyst, Senior	6,866	7,948	9,201	Y	(116)	15.4%	16.5%	18.8%	8,218	9,623	11,371	
Douglas_County	Management Analyst 3	4,472	5,240	6,145	Y	(246)	9.2%	10.2%	12.4%	4,905	5,845	7,029	
Josephine_County	Epidemiologist	5,517	6,429	7,334	Y	-	15.9%	17.0%	19.3%	6,723	7,908	9,191	
Linn_County	Health Informatics Analyst	6,363	7,199	8,034	Y	(114)	11.5%	11.5%	14.2%	7,365	8,347	9,545	
Polk_County	Management Analyst I	6,061	6,817	7,668	Y	(177)	11.3%	12.5%	14.8%	6,935	7,901	9,087	
	Average	5,733	6,608	7,549		(109)	12.3%	13.2%	15.6%	6,684	7,783	9,084	
	Median	5,789	6,623	7,501		(115)	11.4%	12.0%	14.5%	6,829	7,905	9,139	
Yamhill_County24	Epidemiologist (Senior Management Analyst)	\$ 5,830	\$ 6,595	\$ 7,419	Y	\$ (54)	15.6%	16.7%	19.0%	\$ 7,034	\$ 8,040	\$ 9,223	
	% Difference from Average	1.7%	-0.2%	-1.7%				26.8%	26.5%	22.2%	5.2%	3.3%	1.5%
	% Difference from Median	0.7%	-0.4%	-1.1%				36.1%	39.2%	31.1%	3.0%	1.7%	0.9%

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.

Position Name:		Facilities Maintenance 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	
Benton_County	Senior Facilities Tech	\$ 4,370	\$ 5,134	\$ 5,896	Y	\$ -	10.4%	11.5%	13.8%	\$ 5,086	\$ 6,034	\$ 7,066	
Deschutes_County	Maintenance Specialist III	5,931	6,866	7,948	Y	(116)	13.1%	14.2%	16.5%	6,946	8,139	9,623	
Douglas_County	Building Maintenance Technician 4	3,975	4,657	5,465	Y	(246)	9.2%	10.2%	12.4%	4,332	5,167	6,224	
Josephine_County	Building Maintenance Worker III/Lead	4,219	4,915	5,606	Y	-	15.9%	17.0%	19.3%	5,142	6,046	7,026	
Linn_County	Building Maintenance Supervisor	6,069	6,866	7,663	Y	(114)	11.5%	11.5%	14.2%	7,019	7,956	9,099	
Polk_County	Building Maintenance Supervisor	4,862	5,467	6,148	Y	(177)	9.0%	10.2%	12.5%	5,416	6,175	7,108	
	Average	4,904	5,651	6,454		(109)	11.5%	12.5%	14.8%	5,657	6,586	7,691	
	Median	4,616	5,301	6,022		(115)	11.0%	11.5%	14.0%	5,279	6,111	7,087	
Yamhill_County24	Facilities Maintenance Specialist	\$ 4,884	\$ 5,584	\$ 6,335	Y	\$ (54)	15.6%	16.7%	19.0%	\$ 5,884	\$ 6,799	\$ 7,867	
		% Difference from Average											
		-0.4%						35.3%			4.0%		
		-1.2%						34.3%			3.2%		
		-1.8%						28.6%			2.3%		
		% Difference from Median						42.1%			11.5%		
		5.8%						45.0%			11.3%		
		5.2%						35.6%			11.0%		

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

Position Name:		Facilities Maintenance Worker 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		
Benton_County	Building Maintenance Techician 1	\$ 3,446	\$ 3,987	\$ 4,521	Y	\$ -	10.4%	11.5%	13.8%	\$ 4,011	\$ 4,686	\$ 5,418		
Deschutes_County	Maintenance Specialist I	4,014	4,647	5,379	Y	(116)	13.1%	14.2%	16.5%	4,664	5,471	6,476		
Douglas_County	Building Maintenance Technician 1	2,971	3,481	4,080	Y	(246)	9.2%	10.2%	12.4%	3,176	3,800	4,584		
Josephine_County	Building Maintenance Worker I	3,389	3,949	4,505	Y	-	15.9%	17.0%	19.3%	4,130	4,857	5,646		
Linn_County	Building Maintenance Person 1	3,219	3,663	4,106	Y	(114)	9.8%	11.3%	14.0%	3,614	4,184	4,815		
Polk_County	Building Maintenance Worker I	3,529	3,969	4,465	Y	(177)	11.3%	12.5%	14.8%	3,964	4,526	5,217		
	Average	3,428	3,949	4,509		(109)	11.6%	12.8%	15.2%	3,926	4,588	5,359		
	Median	3,418	3,959	4,485		(115)	10.9%	12.0%	14.4%	3,987	4,606	5,318		
Yamhill_County24	Facilities Maintenance Worker I	\$ 3,144	\$ 3,758	\$ 4,455	Y	\$ (54)	15.6%	16.7%	19.0%	\$ 3,768	\$ 4,558	\$ 5,516		
		% Difference from Average	-8.3%	-4.8%	-1.2%				34.2%	30.6%	25.6%	-4.0%	-0.6%	2.9%
		% Difference from Median	-8.0%	-5.1%	-0.7%				43.4%	39.2%	32.0%	-5.5%	-1.0%	3.7%

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.

Position Name:		Facilities Maintenance Worker 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		
Benton_County	Building Maintenance Techician 2	\$ 3,783	\$ 4,379	\$ 4,963	Y	\$ -	10.4%	11.5%	13.8%	\$ 4,403	\$ 5,146	\$ 5,948		
Deschutes_County	Maintenance Specialist II	4,426	5,123	5,931	Y	(116)	13.1%	14.2%	16.5%	5,154	6,044	7,152		
Douglas_County	Building Maintenance Technician 2	3,344	3,914	4,585	Y	(246)	9.2%	10.2%	12.4%	3,606	4,304	5,182		
Josephine_County	Building Maintenance Worker II	3,780	4,405	5,023	Y	-	15.9%	17.0%	19.3%	4,607	5,418	6,295		
Linn_County	Building Maintenance Person 2	4,106	4,678	5,249	Y	(114)	9.8%	11.3%	14.0%	4,641	5,375	6,187		
Polk_County	Building Maintenance Worker II	3,824	4,301	4,838	Y	(177)	11.3%	12.5%	14.8%	4,310	4,920	5,668		
	Average	3,877	4,466	5,098		(109)	11.6%	12.8%	15.2%	4,453	5,201	6,072		
	Median	3,804	4,392	4,993		(115)	10.9%	12.0%	14.4%	4,505	5,261	6,067		
Yamhill_County24	Facilities Maintenance Worker II	\$ 3,664	\$ 4,247	\$ 4,884	Y	\$ (54)	15.6%	16.7%	19.0%	\$ 4,401	\$ 5,158	\$ 6,053		
		% Difference from Average	-5.5%	-4.9%	-4.2%				34.2%	30.6%	25.6%	-1.2%	-0.8%	-0.3%
		% Difference from Median	-3.7%	-3.3%	-2.2%				43.4%	39.2%	32.0%	-2.3%	-1.9%	-0.2%

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.

Position Name:		Facilities Maintenance Worker 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		
Benton_County	Senior Facilities Tech	\$ 4,370	\$ 5,134	\$ 5,896	Y	\$ -	10.4%	11.5%	13.8%	\$ 5,086	\$ 6,034	\$ 7,066		
Deschutes_County	Maintenance Specialist III	5,931	6,866	7,948	Y	(116)	13.1%	14.2%	16.5%	6,946	8,139	9,623		
Douglas_County	Building Maintenance Technician 3	3,753	4,397	5,150	Y	(246)	9.2%	10.2%	12.4%	4,077	4,865	5,851		
Josephine_County	Building Maintenance Worker III/Lead	4,219	4,915	5,606	Y	-	15.9%	17.0%	19.3%	5,142	6,046	7,026		
Linn_County	Building Maintenance Person 3	4,759	5,419	6,079	Y	(114)	9.8%	11.3%	14.0%	5,397	6,245	7,183		
Polk_County	Building Maintenance Worker III	4,315	4,854	5,460	Y	(177)	11.3%	12.5%	14.8%	4,886	5,575	6,419		
	Average	4,558	5,264	6,023		(109)	11.6%	12.8%	15.2%	5,256	6,151	7,195		
	Median	4,343	5,025	5,751		(115)	10.9%	12.0%	14.4%	5,114	6,040	7,046		
Yamhill_County24	Facilities Maintenance Worker III	\$ 4,247	\$ 4,884	\$ 5,584	Y	\$ (54)	15.6%	16.7%	19.0%	\$ 5,109	\$ 5,940	\$ 6,928		
		% Difference from Average	-6.8%	-7.2%	-7.3%				34.2%	30.6%	25.6%	-2.8%	-3.4%	-3.7%
		% Difference from Median	-2.2%	-2.8%	-2.9%				43.4%	39.2%	32.0%	-0.1%	-1.7%	-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.

Position Name: Fleet 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		
Benton_County	Shop Foreman	\$ 4,699	\$ 5,523	\$ 6,343	Y	-	10.4%	11.5%	13.8%	\$ 5,469	\$ 6,491	\$ 7,602		
Douglas_County	Fleet Maintenance Coordinator	3,753	4,397	5,150	Y	(246)	9.2%	10.2%	12.4%	4,077	4,865	5,851		
Linn_County	Leadworker	4,109	4,354	4,599	Y	(114)	10.2%	10.2%	13.3%	4,660	4,945	5,371		
Polk_County	Shop Foreman	4,929	5,544	6,236	Y	(177)	11.3%	12.5%	14.8%	5,607	6,393	7,357		
	Average	4,373	4,954	5,582		(134)	10.3%	11.1%	13.6%	4,953	5,673	6,545		
	Median	4,404	4,960	5,693		(146)	10.3%	10.9%	13.6%	5,065	5,669	6,604		
Yamhill_County24	Fleet Specialist	\$ 3,664	\$ 4,247	\$ 4,884	Y	\$ (54)	15.6%	16.7%	19.0%	\$ 4,401	\$ 5,158	\$ 6,053		
		% Difference from Average	-16.2%	-14.3%	-12.5%				51.6%	50.5%	40.2%	-11.2%	-9.1%	-7.5%
		% Difference from Median	-16.8%	-14.4%	-14.2%				51.4%	53.7%	40.4%	-13.1%	-9.0%	-8.3%

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.

Position Name: Heavy Equipment Operator		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		
Benton_County	Maintenance and Operation Specialist 3	\$ 4,120	\$ 4,769	\$ 5,406	Y	\$ -	10.4%	11.5%	13.8%	\$ 4,795	\$ 5,605	\$ 6,479		
Deschutes_County	Public Works Equipment Operator, Heavy	4,742	5,359	6,052	Y	(116)	8.8%	10.0%	12.3%	5,330	6,100	7,044		
Douglas_County	Heavy Equipment Operator	3,872	4,380	4,949	Y	(246)	9.2%	10.2%	12.4%	4,214	4,845	5,613		
Josephine_County	Road Worker III	4,129	4,768	5,371	Y	-	15.9%	17.0%	19.3%	5,032	5,865	6,731		
Linn_County	Bridge Maintenance Worker 4	5,019	5,322	5,625	Y	(114)	10.2%	10.2%	13.3%	5,718	6,070	6,595		
Polk_County	Heavy Equipment Operator	4,315	4,854	5,460	Y	(177)	11.3%	12.5%	14.8%	4,886	5,575	6,419		
	Average	4,366	4,908	5,477		(109)	11.0%	11.9%	14.3%	4,996	5,677	6,480		
	Median	4,222	4,811	5,433		(115)	10.3%	10.9%	13.6%	4,959	5,735	6,537		
Yamhill_County24	Heavy Equipment Operator	\$ 4,042	\$ 4,670	\$ 5,348	Y	\$ (54)	15.6%	16.7%	19.0%	\$ 4,860	\$ 5,678	\$ 6,633		
		% Difference from Average						42.0%			-2.7%		0.0%	2.4%
		% Difference from Median						51.4%			-2.0%		-1.0%	1.5%

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

Position Name:		Legal Assistant (County Counsel)			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		
Benton_County	Legal Specialist	\$ 3,446	\$ 3,987	\$ 4,521	Y	\$ -	10.4%	11.5%	13.8%	\$ 4,011	\$ 4,686	\$ 5,418		
Deschutes_County	Legal Assistant	5,123	5,931	6,866	Y	(116)	13.1%	14.2%	16.5%	5,985	7,015	8,297		
Douglas_County	Legal Assistant 2	3,191	3,811	4,545	Y	(246)	9.2%	10.2%	12.4%	3,429	4,183	5,135		
Josephine_County	Legal Secretary	3,207	3,735	4,262	Y	-	15.9%	17.0%	19.3%	3,908	4,595	5,341		
Linn_County	County Attorney Legal Administrative Assistant	3,842	4,227	4,612	Y	(114)	11.5%	11.5%	14.2%	4,402	4,854	5,431		
Polk_County	Legal Secretary I	3,689	4,149	4,667	Y	(177)	11.3%	12.5%	14.8%	4,152	4,740	5,461		
	Average	3,750	4,307	4,912		(109)	11.9%	12.8%	15.2%	4,314	5,012	5,847		
	Median	3,568	4,068	4,579		(115)	11.4%	12.0%	14.5%	4,081	4,713	5,425		
Yamhill_County24	Legal Assistant (County Counsel)	\$ 3,851	\$ 4,563	\$ 5,348	Y	\$ (54)	15.6%	16.7%	19.0%	\$ 4,628	\$ 5,546	\$ 6,633		
		% Difference from Average	2.7%	6.0%	8.9%				30.9%	30.3%	25.3%	7.3%	10.7%	13.4%
		% Difference from Median	7.9%	12.2%	16.8%				36.1%	39.2%	31.1%	13.4%	17.7%	22.3%

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.

Position Name:		Mechanic Assistant			Adjustments								
Jurisdiction	Jurisdiction Job Title	Base Salary			PERS & Insurance		Vacation & Holiday (PTO)			Adjusted Comp. W/ PTO			
		Min	Median	Max	PERS	EE Ins.	Min	Median	Max	Min	Median	Max	
Benton_County	Maintenance and Operation Specialist 1	\$ 3,446	\$ 3,987	\$ 4,521	Y	\$ -	10.4%	11.5%	13.8%	\$ 4,011	\$ 4,686	\$ 5,418	
Josephine_County	Vehicle Services Worker	4,011	4,873	5,536	Y	-	15.9%	17.0%	19.3%	4,888	5,995	6,938	
Linn_County	Automotive Service Worker	4,626	4,844	5,062	Y	(114)	10.2%	10.2%	13.3%	5,261	5,514	5,923	
	Average	4,028	4,568	5,040		(38)	12.1%	12.9%	15.5%	4,720	5,398	6,093	
	Median	4,011	4,844	5,062		-	10.4%	11.5%	13.8%	4,888	5,514	5,923	
Yamhill_County24	Mechanic Assistant	\$ 3,312	\$ 3,851	\$ 4,455	Y	\$ (54)	15.6%	16.7%	19.0%	\$ 3,973	\$ 4,672	\$ 5,516	
	% Difference from Average	-17.8%	-15.7%	-11.6%			28.2%	29.5%	23.0%	-15.8%	-13.4%	-9.5%	
	% Difference from Median	-17.4%	-20.5%	-12.0%			50.0%	45.0%	37.5%	-18.7%	-15.3%	-6.9%	

Position Name: Medium Equipment Operator		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		
Benton_County	Maintenance and Operation Specialist 2	\$ 3,783	\$ 4,379	\$ 4,963	Y	\$ -	10.4%	11.5%	13.8%	\$ 4,403	\$ 5,146	\$ 5,948		
Deschutes_County	Public Works Equipment Operator, Light	4,096	4,629	5,228	Y	(116)	8.8%	10.0%	12.3%	4,588	5,254	6,069		
Douglas_County	Surfacing Equipment Operator	3,872	4,380	4,949	Y	(246)	9.2%	10.2%	12.4%	4,214	4,845	5,613		
Josephine_County	Road Worker II	3,788	4,374	4,928	Y	-	15.9%	17.0%	19.3%	4,616	5,380	6,176		
Linn_County	Bridge Maintenance Worker 2	4,514	4,727	4,940	Y	(114)	10.2%	10.2%	13.3%	5,131	5,378	5,778		
Polk_County	Road Maintenance Worker	4,150	4,668	5,251	Y	(177)	11.3%	12.5%	14.8%	4,693	5,355	6,167		
	Average	4,034	4,526	5,043		(109)	11.0%	11.9%	14.3%	4,607	5,226	5,958		
	Median	3,984	4,505	4,956		(115)	10.3%	10.9%	13.6%	4,602	5,304	6,009		
Yamhill_County24	Medium Equipment Operator	\$ 3,664	\$ 4,247	\$ 4,884	Y	\$ (54)	15.6%	16.7%	19.0%	\$ 4,401	\$ 5,158	\$ 6,053		
		% Difference from Average	-9.2%	-6.2%	-3.2%				42.0%	40.4%	32.9%	-4.5%	-1.3%	1.6%
		% Difference from Median	-8.0%	-5.7%	-1.5%				51.4%	53.7%	40.4%	-4.4%	-2.7%	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.

Position Name: Office Coordinator/Helpdesk					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		
Benton_County	Administrative Specialist 2 - IT	\$ 3,783	\$ 4,379	\$ 4,963	Y	\$ -	10.4%	11.5%	13.8%	\$ 4,403	\$ 5,146	\$ 5,948		
Deschutes_County	IT Analyst I	5,648	6,539	7,569	Y	(116)	13.1%	14.2%	16.5%	6,610	7,746	9,159		
Linn_County	Computer Support Specialist	4,322	4,916	5,509	Y	(114)	9.8%	11.3%	14.0%	4,891	5,654	6,499		
Polk_County	PC Support Technician	3,764	4,234	4,762	Y	(177)	11.3%	12.5%	14.8%	4,240	4,840	5,576		
	Average	4,379	5,017	5,701		(102)	11.2%	12.4%	14.8%	5,036	5,847	6,796		
	Median	4,053	4,647	5,236		(115)	10.9%	12.0%	14.4%	4,647	5,400	6,223		
Yamhill_County24	Office Coordinator/Helpdesk	\$ 4,884	\$ 5,584	\$ 6,335	Y	\$ (54)	15.6%	16.7%	19.0%	\$ 5,884	\$ 6,799	\$ 7,867		
		% Difference from Average	11.5%	11.3%	11.1%				39.7%	34.9%	28.6%	16.8%	16.3%	15.8%
		% Difference from Median	20.5%	20.2%	21.0%				43.4%	39.2%	32.0%	26.6%	25.9%	26.4%

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, the employer paying 6% into a separate fund that is there for the exclusive benefit of the employee.

Position Name: Paralegal - Grand Jury Coordinator		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		
Benton_County	Legal Specialist	\$ 3,446	\$ 3,987	\$ 4,521	Y	\$ -	10.4%	11.5%	13.8%	\$ 4,011	\$ 4,686	\$ 5,418		
Deschutes_County	Paralegal	5,648	6,539	7,569	Y	(116)	13.1%	14.2%	16.5%	6,610	7,746	9,159		
Douglas_County	Paralegal	3,975	4,657	5,465	Y	(246)	9.2%	10.2%	12.4%	4,332	5,167	6,224		
Josephine_County	Paralegal	4,374	4,952	5,603	Y	-	15.9%	17.0%	19.3%	5,330	6,091	7,022		
Linn_County	Senior Justice Court Clerk	3,552	4,043	4,534	Y	(114)	9.8%	11.3%	14.0%	3,999	4,630	5,329		
Polk_County	Legal Secretary II	3,836	4,315	4,854	Y	(177)	11.3%	12.5%	14.8%	4,324	4,936	5,687		
	Average	4,139	4,749	5,424		(109)	11.6%	12.8%	15.2%	4,768	5,543	6,473		
	Median	3,906	4,486	5,160		(115)	10.9%	12.0%	14.4%	4,328	5,052	5,955		
Yamhill_County24	Paralegal - Grand Jury Coordinator	\$ 4,455	\$ 5,113	\$ 5,830	Y	\$ (54)	15.6%	16.7%	19.0%	\$ 5,362	\$ 6,221	\$ 7,236		
		% Difference from Average	7.6%	7.7%	7.5%				34.2%	30.6%	25.6%	12.5%	12.2%	11.8%
		% Difference from Median	14.1%	14.0%	13.0%				43.4%	39.2%	32.0%	23.9%	23.1%	21.5%

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

Position Name: Parks Maintenance 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	
Benton_County	Maintenance and Operations Specialist 2	\$ 3,783	\$ 4,379	\$ 4,963	Y	\$ -	10.4%	11.5%	13.8%	\$ 4,403	\$ 5,146	\$ 5,948	
Deschutes_County	Maintenance Specialist II	4,426	5,123	5,931	Y	(116)	13.1%	14.2%	16.5%	5,154	6,044	7,152	
Douglas_County	Park Maintenance Technician 1	2,971	3,481	4,080	Y	(246)	9.2%	10.2%	12.4%	3,176	3,800	4,584	
Josephine_County	Fairgrounds Maintenance Worker I	2,702	3,148	3,590	Y	-	15.9%	17.0%	19.3%	3,293	3,873	4,499	
Linn_County	Park Construction & Maintenance Worker II	4,534	5,159	5,784	Y	(114)	9.8%	11.3%	14.0%	5,137	5,940	6,829	
	Average	3,683	4,258	4,870		(95)	11.7%	12.9%	15.2%	4,232	4,961	5,802	
	Median	3,783	4,379	4,963		(114)	10.4%	11.5%	14.0%	4,403	5,146	5,948	
Yamhill_County24	Parks Maintenance Specialist	\$ 3,851	\$ 4,563	\$ 5,348	Y	\$ (54)	15.6%	16.7%	19.0%	\$ 4,628	\$ 5,546	\$ 6,633	
		% Difference from Average						33.6%			9.3%		
		4.6%						30.0%			11.8%		
		7.2%						25.0%			14.3%		
		9.8%											
		% Difference from Median						50.0%			5.1%		
		1.8%						45.0%			7.8%		
		4.2%						35.6%			11.5%		
		7.8%											

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

Position Name:		Probation Officer Aide			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	
Deschutes_County	Parole & Probation Specialist	4,879	5,648	6,539	Y	(116)	13.1%	14.2%	16.5%	5,694	6,675	7,896	
Douglas_County	Juvenile Services Specialist 2	3,371	4,029	4,812	Y	(246)	9.2%	10.2%	12.4%	3,637	4,437	5,451	
Josephine_County	Community Corrections Case Specialist	3,581	4,172	4,760	Y	-	15.9%	17.0%	19.3%	4,364	5,132	5,966	
Linn_County	Assistant Juvenile Probation Officer	3,842	4,332	4,822	Y	(114)	11.5%	11.5%	14.2%	4,402	4,978	5,684	
	Average	3,918	4,545	5,233		(119)	12.4%	13.3%	15.6%	4,524	5,306	6,249	
	Median	3,712	4,252	4,817		(115)	12.3%	12.9%	15.4%	4,383	5,055	5,825	
Yamhill_County24	Probation Officer Aide	\$ 3,144	\$ 3,758	\$ 4,455	Y	\$ (54)	15.6%	16.7%	19.0%	\$ 3,768	\$ 4,558	\$ 5,516	
		% Difference from Average						25.5%	26.2%	21.9%	-16.7%	-14.1%	-11.7%
		% Difference from Median						26.6%	29.9%	23.8%	-14.0%	-9.8%	-5.3%

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.

Position Name:		Probation Officer I - Juvenile			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	
Benton_County	Juvenile Court Counselor	\$ 5,121	\$ 6,017	\$ 6,911	Y	\$ -	10.4%	11.5%	13.8%	\$ 5,960	\$ 7,072	\$ 8,283	
Deschutes_County	Community Justice Specialist	4,879	5,648	6,539	Y	(116)	13.1%	14.2%	16.5%	5,694	6,675	7,896	
Douglas_County	Juvenile Counselor 1	4,013	4,799	5,734	Y	(246)	9.2%	10.2%	12.4%	4,376	5,332	6,542	
Josephine_County	Juvenile Probation Officer I	4,219	4,915	5,606	Y	-	15.9%	17.0%	19.3%	5,142	6,046	7,026	
Linn_County	Juvenile Probation Officer 1	4,534	5,159	5,784	Y	(114)	9.8%	11.3%	14.0%	5,137	5,940	6,829	
Polk_County	Juvenile Probation Officer I	4,535	5,101	5,738	Y	(177)	11.3%	12.5%	14.8%	5,145	5,868	6,755	
	Average	4,550	5,273	6,052		(109)	11.6%	12.8%	15.2%	5,242	6,156	7,222	
	Median	4,535	5,130	5,761		(115)	10.9%	12.0%	14.4%	5,143	5,993	6,927	
Yamhill_County24	Probation Officer I - Juvenile	\$ 4,247	\$ 4,884	\$ 5,584	Y	\$ (54)	15.6%	16.7%	19.0%	\$ 5,109	\$ 5,940	\$ 6,928	
	% Difference from Average	-6.7%	-7.4%	-7.7%			34.2%	30.6%	25.6%	-2.5%	-3.5%	-4.1%	
	% Difference from Median	-6.3%	-4.8%	-3.1%			43.4%	39.2%	32.0%	-0.7%	-0.9%	0.0%	

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

Position Name: Probation Officer II - Juvenile		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	
Benton_County	Juvenile Court Counselor	\$ 5,121	\$ 6,017	\$ 6,911	Y	\$ -	10.4%	11.5%	13.8%	\$ 5,960	\$ 7,072	\$ 8,283	
Deschutes_County	Community Justice Officer	5,379	6,227	7,209	Y	(116)	13.1%	14.2%	16.5%	6,290	7,371	8,718	
Douglas_County	Juvenile Counselor 2	4,259	5,088	6,077	Y	(246)	9.2%	10.2%	12.4%	4,659	5,668	6,948	
Josephine_County	Juvenile Probation Officer II	4,455	5,190	5,919	Y	-	15.9%	17.0%	19.3%	5,429	6,385	7,418	
Linn_County	Juvenile Probation Officer 2	4,996	5,687	6,377	Y	(114)	9.8%	11.3%	14.0%	5,672	6,559	7,541	
Polk_County	Juvenile Probation Officer II	5,102	5,739	6,456	Y	(177)	11.3%	12.5%	14.8%	5,810	6,624	7,622	
	Average	4,885	5,658	6,492		(109)	11.6%	12.8%	15.2%	5,637	6,613	7,755	
	Median	5,049	5,713	6,417		(115)	10.9%	12.0%	14.4%	5,741	6,591	7,582	
Yamhill_County24	Probation Officer II - Juvenile	\$ 4,670	\$ 5,348	\$ 6,079	Y	\$ (54)	15.6%	16.7%	19.0%	\$ 5,624	\$ 6,510	\$ 7,547	
		% Difference from Average											
		-4.4%						34.2%			-0.2%		
		-5.5%						30.6%			-1.6%		
		-6.4%						25.6%			-2.7%		
		% Difference from Median											
		-7.5%						43.4%			-2.0%		
		-6.4%						39.2%			-1.2%		
		-5.3%						32.0%			-0.5%		

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

Position Name: Programmer/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
Benton_County	IT Business Systems Analyst	\$ 6,039	\$ 7,095	\$ 8,148	Y	\$ -	10.4%	11.5%	13.8%	\$ 7,028	\$ 8,339	\$ 9,765
Deschutes_County	Application Systems Analyst II	6,227	7,209	8,345	Y	(116)	15.4%	16.5%	18.8%	7,443	8,718	10,303
Douglas_County	Information Systems Tech Support Analyst 3	6,217	7,285	8,533	Y	(246)	9.2%	10.2%	12.4%	6,915	8,222	9,856
Linn_County	Application Systems Analyst	6,363	7,199	8,034	Y	(114)	11.5%	11.5%	14.2%	7,365	8,347	9,545
Polk_County	System Administrator I	5,102	5,739	6,456	Y	(177)	11.3%	12.5%	14.8%	5,810	6,624	7,622
	Average	5,990	6,905	7,903		(131)	11.6%	12.5%	14.8%	6,912	8,050	9,418
	Median	6,217	7,199	8,148		(116)	11.3%	11.5%	14.2%	7,028	8,339	9,765
Yamhill_County24	Programmer/Analyst	\$ 6,079	\$ 6,865	\$ 7,702	Y	\$ (54)	15.6%	16.7%	19.0%	\$ 7,337	\$ 8,371	\$ 9,576
		% Difference from Average						34.7%			6.1%	
		1.5%						34.2%			4.0%	
		-0.6%						28.4%			1.7%	
		% Difference from Median						37.3%			4.4%	
		-2.2%						45.0%			0.4%	
		-4.6%						33.8%			-1.9%	
		-5.5%										

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

Position Name: Senior Accounting Clerk (HHS)		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	
Benton_County	Business Service Representative	\$ 3,783	\$ 4,379	\$ 4,963	Y	\$ -	10.4%	11.5%	13.8%	\$ 4,403	\$ 5,146	\$ 5,948	
Deschutes_County	Accounting Technician, Senior	4,879	5,648	6,539	Y	(116)	15.4%	16.5%	18.8%	5,807	6,805	8,047	
Douglas_County	Accounting Clerk 2	2,971	3,481	4,080	Y	(246)	9.2%	10.2%	12.4%	3,176	3,800	4,584	
Josephine_County	Accounting Technician	3,207	3,735	4,262	Y	-	15.9%	17.0%	19.3%	3,908	4,595	5,341	
Linn_County	Accounting Clerk 2	4,106	4,678	5,249	Y	(114)	9.8%	11.3%	14.0%	4,641	5,375	6,187	
Polk_County	Senior Payroll Clerk	5,308	5,971	6,716	Y	(177)	9.0%	10.2%	12.5%	5,929	6,761	7,781	
	Average	4,042	4,649	5,301		(109)	11.6%	12.8%	15.2%	4,644	5,414	6,315	
	Median	3,945	4,528	5,106		(115)	10.1%	11.4%	13.9%	4,522	5,261	6,067	
Yamhill_County24	Senior Accounting Clerk (HHS)	\$ 3,484	\$ 4,145	\$ 4,884	Y	\$ (54)	15.6%	16.7%	19.0%	\$ 4,182	\$ 5,033	\$ 6,053	
	% Difference from Average	-13.8%	-10.8%	-7.9%				34.2%	30.6%	25.6%	-10.0%	-7.0%	-4.1%
	% Difference from Median	-11.7%	-8.5%	-4.3%				54.3%	46.2%	36.6%	-7.5%	-4.3%	-0.2%

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.

Position Name: Senior Building Inspector Assistant		Adjustments											
Jurisdiction	Jurisdiction Job Title	Base Salary			PERS & Insurance		Vacation & Holiday (PTO)			Adjusted Comp. W/ PTO			
		Min	Median	Max	PERS	EE Ins.	Min	Median	Max	Min	Median	Max	
Deschutes_County	Permit Technician I	4,215	4,879	5,648	Y	(116)	9.6%	10.8%	13.1%	4,757	5,582	6,610	
Douglas_County	Building Permit Technician	3,753	4,397	5,150	Y	(246)	9.2%	10.2%	12.4%	4,077	4,865	5,851	
Josephine_County	Senior Department Specialist	3,207	3,735	4,262	Y	-	15.9%	17.0%	19.3%	3,908	4,595	5,341	
Linn_County	Planning & Building Administrative Specialist	3,380	3,851	4,322	Y	(114)	9.8%	11.3%	14.0%	3,800	4,405	5,074	
Polk_County	Permit Specialist	3,529	3,969	4,465	Y	(177)	11.3%	12.5%	14.8%	3,964	4,526	5,217	
	Average	3,617	4,166	4,769		(131)	11.2%	12.4%	14.7%	4,101	4,795	5,619	
	Median	3,529	3,969	4,465		(116)	9.8%	11.3%	14.0%	3,964	4,595	5,341	
Yamhill_County24	Senior Building Inspector Assistant	\$ 4,247	\$ 4,884	\$ 5,584	Y	\$ (54)	15.6%	16.7%	19.0%	\$ 5,109	\$ 5,940	\$ 6,928	
		% Difference from Average						39.5%	35.2%	29.3%	24.6%	23.9%	23.3%
		% Difference from Median						58.8%	47.5%	35.6%	28.9%	29.3%	29.7%

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.

Position Name: Senior Desktop Support 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	
Benton_County	IT Specialist II	\$ 4,539	\$ 5,254	\$ 5,955	Y	\$ -	10.4%	11.5%	13.8%	\$ 5,283	\$ 6,175	\$ 7,137	
Deschutes_County	IT Analyst III	6,866	7,948	9,201	Y	(116)	15.4%	16.5%	18.8%	8,218	9,623	11,371	
Douglas_County	Information Systems Tech Support Analyst 2	5,316	6,230	7,309	Y	(246)	9.2%	10.2%	12.4%	5,877	6,996	8,407	
Linn_County	Computer Resource Specialist 2	6,878	7,782	8,686	Y	(180)	11.5%	11.5%	14.2%	7,904	8,967	10,263	
Polk_County	Senior PC Support Technician	4,361	4,906	5,518	Y	(177)	11.3%	12.5%	14.8%	4,940	5,637	6,489	
	Average	5,592	6,424	7,334		(144)	11.6%	12.5%	14.8%	6,444	7,480	8,733	
	Median	5,316	6,230	7,309		(177)	11.3%	11.5%	14.2%	5,877	6,996	8,407	
Yamhill_County24	Senior Desktop Support Specialist	\$ 5,830	\$ 6,595	\$ 7,419	Y	\$ (54)	15.6%	16.7%	19.0%	\$ 7,034	\$ 8,040	\$ 9,223	

Position Name: Senior Planner					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		
Benton_County	Senior Planner	\$ 5,427	\$ 6,376	\$ 7,323	Y	\$ -	10.4%	11.5%	13.8%	\$ 6,316	\$ 7,494	\$ 8,776		
Deschutes_County	Senior Planner	6,539	7,569	8,763	Y	(116)	15.4%	16.5%	18.8%	7,821	9,159	10,824		
Douglas_County	Senior Planner	5,640	6,609	7,748	Y	(246)	9.2%	10.2%	12.4%	6,250	7,436	8,926		
Josephine_County	Senior Planner	4,961	5,779	6,592	Y	-	15.9%	17.0%	19.3%	6,046	7,109	8,262		
Linn_County	Senior Planner	6,184	6,992	7,800	Y	(114)	11.5%	11.5%	14.2%	7,155	8,104	9,264		
Polk_County	Senior Planner	5,848	6,578	7,400	Y	(177)	11.3%	12.5%	14.8%	6,685	7,618	8,763		
	Average	5,766	6,651	7,604		(109)	12.3%	13.2%	15.6%	6,712	7,820	9,136		
	Median	5,744	6,594	7,574		(115)	11.4%	12.0%	14.5%	6,501	7,556	8,851		
Yamhill_County24	Senior Planner	\$ 5,584	\$ 6,335	\$ 7,136	Y	\$ (54)	15.6%	16.7%	19.0%	\$ 6,735	\$ 7,721	\$ 8,869		
		% Difference from Average	-3.2%	-4.7%	-6.2%				26.8%	26.5%	22.2%	0.3%	-1.3%	-2.9%
		% Difference from Median	-2.8%	-3.9%	-5.8%				36.1%	39.2%	31.1%	3.6%	2.2%	0.2%

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.

Position Name: Senior Programmer - 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
Benton_County	Programmer / Analyst	\$ 6,039	\$ 7,095	\$ 8,148	Y	\$ -	10.4%	11.5%	13.8%	\$ 7,028	\$ 8,339	\$ 9,765
Deschutes_County	Information Security Analyst, Senior	8,345	9,661	11,183	Y	(116)	15.4%	16.5%	18.8%	10,014	11,722	13,846
Douglas_County	Information Systems Technical Support Manager	7,127	8,343	9,774	Y	(246)	9.2%	10.2%	12.4%	7,963	9,452	11,325
Josephine_County	Senior Development Analyst	4,961	5,779	6,592	Y	-	15.9%	17.0%	19.3%	6,046	7,109	8,262
Linn_County	Systems Manager	6,666	7,541	8,416	Y	(114)	11.5%	11.5%	14.2%	7,721	8,750	10,005
	Average	6,628	7,684	8,823		(95)	12.5%	13.4%	15.7%	7,754	9,074	10,640
	Median	6,666	7,541	8,416		(114)	11.5%	11.5%	14.2%	7,721	8,750	10,005
Yamhill_County24	Senior Programmer - Analyst	\$ 6,595	\$ 7,419	\$ 8,288	Y	\$ (54)	15.6%	16.7%	19.0%	\$ 7,964	\$ 9,051	\$ 10,309
		% Difference from Average						24.9%			2.7%	
		-0.5%						25.1%			-0.3%	
		-6.1%						21.1%			-3.1%	
		% Difference from Median						35.0%			3.1%	
		-1.1%						45.0%			3.4%	
		-1.5%						33.8%			3.0%	

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

Position Name: Transit Program Coordinator					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		
Benton_County	Administrative Specialist 2	\$ 3,783	\$ 4,379	\$ 4,963	Y	\$ -	4.6%	4.6%	4.6%	\$ 4,185	\$ 4,843	\$ 5,490		
Deschutes_County	Administrative Assistant	4,647	5,378	6,228	Y	(116)	13.1%	14.2%	16.5%	5,417	6,351	7,515		
Douglas_County	Administrative Assistant	3,534	4,148	4,862	Y	(246)	9.2%	10.2%	12.4%	3,825	4,575	5,510		
Linn_County	Administrative Assistant - Roads	4,205	4,747	5,288	Y	(114)	11.5%	11.5%	14.2%	4,828	5,465	6,244		
	Average	4,042	4,663	5,335		(119)	9.6%	10.2%	11.9%	4,564	5,309	6,190		
	Median	3,994	4,563	5,126		(115)	10.4%	10.9%	13.3%	4,507	5,154	5,877		
Yamhill_County24	Transit Program Coordinator	\$ 4,247	\$ 4,884	\$ 5,584	Y	\$ (54)	15.6%	16.7%	19.0%	\$ 5,109	\$ 5,940	\$ 6,928		
		% Difference from Average	5.1%	4.7%	4.7%				62.2%	64.7%	59.4%	12.0%	11.9%	11.9%
		% Difference from Median	6.3%	7.0%	8.9%				50.4%	53.7%	43.1%	13.4%	15.3%	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. For this project we need to validate the Blue Mountain Community College EE ins value and we also need to validate certain cities that participate in a PERS Equivalent

Position Name: Utility Worker					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	
Benton_County	Maintenance & Operations Specialist I	\$ 3,446	\$ 3,988	\$ 4,372	Y	\$ -	10.4%	11.5%	13.8%	\$ 4,011	\$ 4,687	\$ 5,240	
Deschutes_County	Maintenance Specialist I	4,014	4,647	5,379	Y	(116)	13.1%	14.2%	16.5%	4,664	5,471	6,476	
Josephine_County	Road Worker I	3,475	4,013	4,521	Y	-	15.9%	17.0%	19.3%	4,235	4,936	5,666	
Linn_County	Road Maintenance Worker 1	4,190	4,395	4,599	Y	(114)	10.2%	10.2%	13.3%	4,754	4,992	5,371	
Polk_County	Road Maintenance Worker	4,150	4,668	5,251	Y	(177)	11.3%	12.5%	14.8%	4,693	5,355	6,167	
	Average	3,855	4,342	4,824		(81)	12.2%	13.1%	15.6%	4,471	5,088	5,784	
	Median	4,014	4,395	4,599		(114)	11.3%	12.5%	14.8%	4,664	4,992	5,666	
Yamhill_County24	Utility Worker	\$ 3,312	\$ 3,851	\$ 4,455	Y	\$ (54)	15.6%	16.7%	19.0%	\$ 3,973	\$ 4,672	\$ 5,516	
		% Difference from Average						28.0%			-11.2%		
		-14.1%						27.8%			-8.2%		
		-7.7%						22.4%			-4.6%		
		% Difference from Median						37.3%			-14.8%		
		-17.5%						33.8%			-6.4%		
		-3.1%						28.6%			-2.6%		

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.

Position Name:		Office Specialist II (Administration)				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		
Benton_County	Administrative Specialist	\$ 3,783	\$ 4,379	\$ 4,963	Y	\$ -	10.4%	11.5%	13.8%	\$ 4,403	\$ 5,146	\$ 5,948		
Deschutes_County	Administrative Support Technician	3,823	4,426	5,123	Y	(116)	13.1%	14.2%	16.5%	4,436	5,205	6,162		
Douglas_County	Department Assistant	2,311	2,654	3,051	Y	(246)	9.2%	10.2%	12.4%	2,416	2,838	3,366		
Josephine_County	Department Specialist	2,860	3,333	3,801	Y	-	15.9%	17.0%	19.3%	3,485	4,100	4,764		
Linn_County	Office Specialist 2	3,362	3,784	4,205	Y	(114)	9.8%	11.3%	14.0%	3,779	4,326	4,934		
Polk_County	Office Specialist II	3,231	3,635	4,088	Y	(177)	11.3%	12.5%	14.8%	3,614	4,130	4,762		
	Average	3,228	3,701	4,205		(109)	11.6%	12.8%	15.2%	3,689	4,291	4,989		
	Median	3,297	3,709	4,147		(115)	10.9%	12.0%	14.4%	3,697	4,228	4,849		
Yamhill_County24	Office Specialist II (Administration)	\$ 2,826	\$ 3,398	\$ 4,044	Y	\$ (54)	15.6%	16.7%	19.0%	\$ 3,382	\$ 4,116	\$ 5,003		
	% Difference from Average	-12.5%	-8.2%	-3.8%					34.2%	30.6%	25.6%	-8.3%	-4.1%	0.3%
	% Difference from Median	-14.3%	-8.4%	-2.5%					43.4%	39.2%	32.0%	-8.5%	-2.6%	3.2%

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.

Position Name: Office Specialist II (District Attorney's Office)		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	
Benton_County	Juvenile Administrative Specialist	\$ 3,446	\$ 3,987	\$ 4,521	Y	\$ -	10.4%	11.5%	13.8%	\$ 4,011	\$ 4,686	\$ 5,418	
Deschutes_County	Administrative Support Technician	3,823	4,426	5,123	Y	(116)	13.1%	14.2%	16.5%	4,436	5,205	6,162	
Douglas_County	Department Assistant	2,311	2,654	3,051	Y	(246)	9.2%	10.2%	12.4%	2,416	2,838	3,366	
Josephine_County	Department Specialist - DA	3,207	3,735	4,262	Y	-	15.9%	17.0%	19.3%	3,908	4,595	5,341	
Linn_County	Office Specialist 3	3,681	4,147	4,612	Y	(114)	9.8%	11.3%	14.0%	4,149	4,752	5,422	
Polk_County	Office Specialist III	3,563	4,008	4,508	Y	(177)	11.3%	12.5%	14.8%	4,004	4,572	5,269	
	Average	3,339	3,826	4,346		(109)	11.6%	12.8%	15.2%	3,821	4,441	5,163	
	Median	3,505	3,998	4,515		(115)	10.9%	12.0%	14.4%	4,007	4,641	5,380	
Yamhill_County24	Office Specialist II (District Attorney's Office)	\$ 2,826	\$ 3,312	\$ 4,044	Y	\$ (54)	15.6%	16.7%	19.0%	\$ 3,382	\$ 4,011	\$ 5,003	
		% Difference from Average											
		-15.4%						34.2%			-11.5%		
		-19.4%						43.4%			-15.6%		
		-13.4%						30.6%			-9.7%		
		-7.0%						25.6%			-3.1%		
		-17.1%						39.2%			-13.6%		
		-10.4%						32.0%			-7.0%		

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

Position Name: Senior Office Specialist (District Attorney's Office)		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
Benton_County	Legal Specialist	\$ 3,446	\$ 3,987	\$ 4,521	Y	\$ -	10.4%	11.5%	13.8%	\$ 4,011	\$ 4,686	\$ 5,418
Deschutes_County	Administrative Support Specialist	4,215	4,879	5,648	Y	(116)	13.1%	14.2%	16.5%	4,903	5,750	6,805
Douglas_County	Justice Court Services Assistant I	2,494	2,922	3,418	Y	(246)	9.2%	10.2%	12.4%	2,627	3,150	3,800
Josephine_County	Legal Secretary - DA	3,207	3,735	4,262	Y	-	15.9%	17.0%	19.3%	3,908	4,595	5,341
Linn_County	Office Specialist 3	3,681	4,147	4,612	Y	(114)	9.8%	11.3%	14.0%	4,149	4,752	5,422
Polk_County	Legal Secretary I	3,689	4,149	4,667	Y	(177)	11.3%	12.5%	14.8%	4,152	4,740	5,461
	Average	3,455	3,970	4,521		(109)	11.6%	12.8%	15.2%	3,958	4,612	5,375
	Median	3,564	4,067	4,567		(115)	10.9%	12.0%	14.4%	4,080	4,713	5,420
Yamhill_County24	Senior Office Specialist	\$ 3,144	\$ 3,758	\$ 4,455	Y	\$ (54)	15.6%	16.7%	19.0%	\$ 3,768	\$ 4,558	\$ 5,516
		% Difference from Average						34.2% 30.6% 25.6%				
		-9.0% -5.3% -1.5%										
		% Difference from Median						43.4% 39.2% 32.0%				
		-11.8% -7.6% -2.4%										

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, the employer paying 6% into a separate fund that is there for the exclusive benefit of the employee.

Position Name: Senior Office Specialist (Public Works)		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
Deschutes_County	Administrative Support Specialist	4,215	4,879	5,648	Y	(116)	13.1%	14.2%	16.5%	4,903	5,750	6,805
Douglas_County	Senior Department Assistant	2,354	2,754	3,226	Y	(246)	9.2%	10.2%	12.4%	2,465	2,955	3,573
Josephine_County	Administrative Secretary	3,030	3,530	4,027	Y	-	15.9%	17.0%	19.3%	3,693	4,343	5,047
Linn_County	Administrative Secretary	3,842	4,332	4,822	Y	(114)	9.8%	11.3%	14.0%	4,335	4,969	5,674
Polk_County	Public Works Assistant	3,689	4,149	4,667	Y	(177)	11.3%	12.5%	14.8%	4,152	4,740	5,461
	Average	3,426	3,929	4,478		(131)	11.9%	13.1%	15.4%	3,910	4,551	5,312
	Median	3,689	4,149	4,667		(116)	11.3%	12.5%	14.8%	4,152	4,740	5,461
Yamhill_County24	Senior Office Specialist (Public Works)	\$ 3,144	\$ 3,758	\$ 4,455	Y	\$ (54)	15.6%	16.7%	19.0%	\$ 3,768	\$ 4,558	\$ 5,516
		% Difference from Average										
		-8.2%						31.4%				
		-4.4%						28.0%				
		-0.5%						23.5%				
		% Difference from Median										
		-14.8%						37.3%				
		-9.4%						33.8%				
		-4.5%						28.6%				
								-9.2%				
								-3.8%				
								1.0%				

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

Position Name: Assessment Specialist II (Taxation)		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
Deschutes_County	Tax Specialist	4,647	5,379	6,227	Y	(116)	13.1%	14.2%	16.5%	5,417	6,352	7,515
Douglas_County	Tax Clerk	2,971	3,481	4,080	Y	(246)	9.2%	10.2%	12.4%	3,176	3,800	4,584
Josephine_County	Senior Department Specialist	3,207	3,735	4,262	Y	-	15.9%	17.0%	19.3%	3,908	4,595	5,341
Linn_County	Senior Section Clerk	3,552	4,043	4,534	Y	(114)	9.8%	11.3%	14.0%	3,999	4,630	5,329
Polk_County	Assessment Specialist II	3,689	4,149	4,667	Y	(177)	11.3%	12.5%	14.8%	4,152	4,740	5,461
	Average	3,613	4,157	4,754		(131)	11.9%	13.1%	15.4%	4,131	4,823	5,646
	Median	3,552	4,043	4,534		(116)	11.3%	12.5%	14.8%	3,999	4,630	5,341
Yamhill_County24	Assessment Specialist II (Taxation)	\$ 3,484	\$ 4,145	\$ 4,884	Y	\$ (54)	15.6%	16.7%	19.0%	\$ 4,182	\$ 5,033	\$ 6,053
		% Difference from Average										
		-3.6%						31.4%			1.2%	
		-0.3%						28.0%			4.3%	
		2.7%						23.5%			7.2%	
		% Difference from Median										
		-1.9%						37.3%			4.6%	
		2.5%						33.8%			8.7%	
		7.7%						28.6%			13.3%	

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.

Position Name: Office Specialist Technician (BOC/Administrative)		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	
Benton_County	Administrative Specialist (Board of Commissioners)	\$ 3,783	\$ 4,379	\$ 4,963	Y	\$ -	10.4%	11.5%	13.8%	\$ 4,403	\$ 5,146	\$ 5,948	
Deschutes_County	Administrative Assistant	4,647	5,379	6,227	Y	(116)	13.1%	14.2%	16.5%	5,417	6,352	7,515	
Douglas_County	Administrative Assistant	3,534	4,148	4,862	Y	(246)	9.2%	10.2%	12.4%	3,824	4,576	5,510	
Josephine_County	Board Administrative Secretary II	4,593	5,199	5,884	Y	-	15.9%	17.0%	19.3%	5,597	6,396	7,374	
Linn_County	Commissioners' Administrative Assistant	4,205	4,747	5,288	Y	(114)	11.5%	11.5%	14.2%	4,828	5,465	6,244	
Polk_County	Board of Commissioners Executive Assistant	4,376	4,922	5,535	Y	(177)	9.0%	10.2%	12.5%	4,857	5,542	6,382	
	Average	4,190	4,796	5,460		(109)	11.5%	12.5%	14.8%	4,821	5,579	6,495	
	Median	4,291	4,834	5,412		(115)	11.0%	11.5%	14.0%	4,843	5,503	6,313	
Yamhill_County24	Office Specialist Technician (BOC/Administrative)	\$ 3,484	\$ 4,145	\$ 4,884	Y	\$ (54)	15.6%	16.7%	19.0%	\$ 4,182	\$ 5,033	\$ 6,053	
% Difference from Average		-16.8%	-13.6%	-10.5%				35.3%	34.3%	28.6%	-13.3%	-9.8%	-6.8%
% Difference from Median		-18.8%	-14.3%	-9.7%				42.1%	45.0%	35.6%	-13.7%	-8.5%	-4.1%

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

Position Name:	Office Specialist Technician (Community Justice)				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
Benton_County	Juvenile Administrative Specialist	\$ 3,446	\$ 3,987	\$ 4,521	Y	\$ -	10.4%	11.5%	13.8%	\$ 4,011	\$ 4,686	\$ 5,418
Douglas_County	Victim Assistance Coordinator	3,385	3,962	4,635	Y	(246)	9.2%	10.2%	12.4%	3,653	4,359	5,241
Josephine_County	Victim Assistant Specialist II	3,389	3,949	4,505	Y	-	15.9%	17.0%	19.3%	4,130	4,857	5,646
Linn_County	Peer Court Assistant	3,552	4,043	4,534	Y	(114)	9.8%	11.3%	14.0%	3,999	4,630	5,329
Polk_County	Juvenile Administrative Specialist	3,836	4,315	4,854	Y	(177)	11.3%	12.5%	14.8%	4,324	4,936	5,687
	Average	3,522	4,051	4,610		(107)	11.3%	12.5%	14.9%	4,023	4,694	5,464
	Median	3,446	3,987	4,534		(114)	10.4%	11.5%	14.0%	4,011	4,686	5,418
Yamhill_County24	Office Specialist Technician (Community Justice)	\$ 3,484	\$ 4,145	\$ 4,884	Y	\$ (54)	15.6%	16.7%	19.0%	\$ 4,182	\$ 5,033	\$ 6,053

Position Name: Office Specialist Technician (Elections Clerk)		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	
Benton_County	Senior Deputy Clerk	\$ 3,783	\$ 4,379	\$ 4,963	Y	\$ -	10.4%	11.5%	13.8%	\$ 4,403	\$ 5,146	\$ 5,948	
Deschutes_County	Administrative Assistant	4,647	5,379	6,227	Y	(116)	13.1%	14.2%	16.5%	5,417	6,352	7,515	
Douglas_County	Administrative Assistant	3,534	4,148	4,862	Y	(246)	9.2%	10.2%	12.4%	3,824	4,576	5,510	
Josephine_County	Recording & Elections Specialist II	3,389	3,949	4,505	Y	-	15.9%	17.0%	19.3%	4,130	4,857	5,646	
Linn_County	Elections Clerk	3,380	3,851	4,322	Y	(114)	9.8%	11.3%	14.0%	3,800	4,405	5,074	
Polk_County	Chief Elections Clerk	4,579	5,151	5,794	Y	(177)	11.3%	12.5%	14.8%	5,196	5,927	6,823	
	Average	3,885	4,476	5,112		(109)	11.6%	12.8%	15.2%	4,462	5,211	6,086	
	Median	3,659	4,263	4,913		(115)	10.9%	12.0%	14.4%	4,266	5,002	5,797	
Yamhill_County24	Office Specialist Technician (Elections Clerk)	\$ 3,484	\$ 4,145	\$ 4,884	Y	\$ (54)	15.6%	16.7%	19.0%	\$ 4,182	\$ 5,033	\$ 6,053	
	% Difference from Average	-10.3%	-7.4%	-4.5%				34.2%	30.6%	25.6%	-6.3%	-3.4%	-0.5%
	% Difference from Median	-4.8%	-2.8%	-0.6%				43.4%	39.2%	32.0%	-2.0%	0.6%	4.4%

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.

Position Name: Office Specialist Technician (Public Works)		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
Benton_County	Administrative Specialist 2	\$ 3,783	\$ 4,379	\$ 4,963	Y	\$ -	10.4%	11.5%	13.8%	\$ 4,403	\$ 5,146	\$ 5,948
Deschutes_County	Public Works Records/Contract Specialist	4,668	5,313	6,036	Y	(116)	8.8%	10.0%	12.3%	5,245	6,047	7,025
Douglas_County	Administrative Assistant	3,534	4,148	4,862	Y	(246)	9.2%	10.2%	12.4%	3,824	4,576	5,510
Josephine_County	Public Works Engineering Support Specialist	3,581	4,172	4,760	Y	-	15.9%	17.0%	19.3%	4,364	5,132	5,966
Linn_County	Administrative Assistant - Roads	4,205	4,747	5,288	Y	(114)	11.5%	11.5%	14.2%	4,828	5,465	6,244
Polk_County	Public Works Assistant	3,689	4,149	4,667	Y	(177)	11.3%	12.5%	14.8%	4,152	4,740	5,461
	Average	3,910	4,485	5,096		(109)	11.2%	12.1%	14.5%	4,469	5,184	6,025
	Median	3,736	4,275	4,913		(115)	10.9%	11.5%	14.0%	4,383	5,139	5,957
Yamhill_County24	Office Specialist Technician (Public Works)	\$ 3,484	\$ 4,145	\$ 4,884	Y	\$ (54)	15.6%	16.7%	19.0%	\$ 4,182	\$ 5,033	\$ 6,053
	% Difference from Average	-10.9%	-7.6%	-4.2%			39.2%	37.8%	31.4%	-6.4%	-2.9%	0.5%
	% Difference from Median	-6.7%	-3.0%	-0.6%			43.4%	45.0%	35.6%	-4.6%	-2.1%	1.6%

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.

Position Name:		Assessment Specialist III (Taxation)				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			
Deschutes_County	Accounting Technician, Senior	4,879	5,648	6,539	Y	(116)	13.1%	14.2%	16.5%	5,694	6,675	7,896			
Douglas_County	Senior Tax Clerk	3,534	4,148	4,862	Y	(246)	9.2%	10.2%	12.4%	3,824	4,576	5,510			
Josephine_County	Accounting Technician	3,207	3,735	4,262	Y	-	15.9%	17.0%	19.3%	3,908	4,595	5,341			
Linn_County	Administrative Assistant 2 - A & T	4,534	5,159	5,784	Y	(114)	9.8%	11.3%	14.0%	5,137	5,940	6,829			
Polk_County	Assessment Specialist III	4,150	4,668	5,251	Y	(177)	11.3%	12.5%	14.8%	4,693	5,355	6,167			
	Average	4,061	4,672	5,340		(131)	11.9%	13.1%	15.4%	4,651	5,428	6,349			
	Median	4,150	4,668	5,251		(116)	11.3%	12.5%	14.8%	4,693	5,355	6,167			
Yamhill_County24	Assessment Specialist III (Taxation)	\$ 3,851	\$ 4,563	\$ 5,348	Y	\$ (54)	15.6%	16.7%	19.0%	\$ 4,628	\$ 5,546	\$ 6,633			
		% Difference from Average	-5.2%	-2.3%	0.2%					31.4%	28.0%	23.5%	-0.5%	2.2%	4.5%
		% Difference from Median	-7.2%	-2.3%	1.8%					37.3%	33.8%	28.6%	-1.4%	3.6%	7.6%

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.

Position Name: Senior Office Specialist Technician (Clerk's Office)					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	
Benton_County	Senior Deputy Clerk	\$ 3,783	\$ 4,379	\$ 4,963	Y	\$ -	10.4%	11.5%	13.8%	\$ 4,403	\$ 5,146	\$ 5,948	
Deschutes_County	Administrative Support Specialist	4,215	4,879	5,648	Y	(116)	13.1%	14.2%	16.5%	4,903	5,750	6,805	
Douglas_County	Records and Elections Technician 2	2,971	3,481	4,080	Y	(246)	9.2%	10.2%	12.4%	3,176	3,800	4,584	
Josephine_County	Recording & Elections Specialist II	3,389	3,949	4,505	Y	-	15.9%	17.0%	19.3%	4,130	4,857	5,646	
Linn_County	Senior Records Clerk	3,842	4,332	4,822	Y	(114)	9.8%	11.3%	14.0%	4,335	4,969	5,674	
	Average	3,640	4,204	4,804		(95)	11.7%	12.9%	15.2%	4,189	4,905	5,731	
	Median	3,783	4,332	4,822		(114)	10.4%	11.5%	14.0%	4,335	4,969	5,674	
Yamhill_County24	Senior Office Specialist Technician	\$ 3,851	\$ 4,563	\$ 5,348	Y	\$ (54)	15.6%	16.7%	19.0%	\$ 4,628	\$ 5,546	\$ 6,633	
		% Difference from Average	5.8%	8.5%				33.6%	30.0%	25.0%	10.5%	13.1%	15.7%
		% Difference from Median	1.8%	5.3%				50.0%	45.0%	35.6%	6.7%	11.6%	16.9%

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.

Position Name: Senior Office Specialist Technician (Public Works)		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
Deschutes_County	Public Works Records/Contract Specialist	4,668	5,313	6,036	Y	(116)	8.8%	10.0%	12.3%	5,245	6,047	7,025
Josephine_County	Public Works Engineering Support Specialist	3,581	4,172	4,760	Y	-	15.9%	17.0%	19.3%	4,364	5,132	5,966
Linn_County	Administrative Assistant - Roads	4,205	4,747	5,288	Y	(114)	11.5%	11.5%	14.2%	4,828	5,465	6,244
	Average	4,151	4,744	5,361		(77)	12.1%	12.9%	15.3%	4,813	5,548	6,411
	Median	4,205	4,747	5,288		(114)	11.5%	11.5%	14.2%	4,828	5,465	6,244
Yamhill_County24	Senior Office Specialist Technician	\$ 3,851	\$ 4,563	\$ 5,348	Y	\$ (54)	15.6%	16.7%	19.0%	\$ 4,628	\$ 5,546	\$ 6,633
		% Difference from Average					28.9%			-3.8%		
		-7.2%					30.2%			0.0%		
		-0.2%					24.5%			3.5%		
		% Difference from Median					35.0%			-4.2%		
		-8.4%					45.0%			1.5%		
		1.1%					33.8%			6.2%		

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.