



Oregon

John A. Kitzhaber, MD, Governor

Department of Administrative Services

Chief Human Resources Office
155 Cottage Street NE
Salem, OR 97301

November 12, 2014

The Honorable John Kitzhaber, MD
Governor of the State of Oregon
254 State Capitol Building
Salem, Oregon 97310

Dear Governor Kitzhaber:

We are pleased to present the 2014 State of Oregon Salary & Benefit Report for the Executive Branch. The Department of Administrative Services, Chief Human Resources Office reached consensus with three labor organizations (SEIU, AFSCME and AEE) regarding the general purpose, scope and methodology of the report. The report represents a collaborative effort to promote good will and limit public disputes between the parties over compensation matters.

By agreement of the parties, the report shall not be introduced by either party in interest arbitration or fact-finding or used in determining comparability under ORS 243.746(4)(e). However, data from the report may be cited by either party in support of its position in contract negotiations.

The primary objectives of the report are to:

- Provide the Governor with an estimate of the State's relative position to the market
- Provide Executive Branch leadership data to make compensation decisions and plan budgets
- Provide bargaining teams and the employer with compensation data for use in negotiations
- Fulfill contractual obligations for specific market compensation studies.

Scope & Methodology:

The report covers approximately 650 current Executive Branch job classifications. The report does not analyze compensation for management classifications under development in the "Oregon Management Project." The report also does not include the Judicial or Legislative branches, the Oregon Lottery, the Oregon University System or other entities exempted by statute.

The state uses the maximum base salary of a classification as a market and policy point comparison. Ideally, the maximum base rate and benefits should be 100% of market, but is considered "competitive" when ranging between 95% and 105% of market. Generally, the greater the number of market matches found, the more reliable the data are. For some state

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classifications there is not sufficient data to either report a market figure or base recommendations for adjusting salaries.

While adjustments may be made to certain classifications based on market information there may be appropriate reasons for a class of positions to be paid outside the competitive range. Reasons a classification may be paid over market include recruitment and/or retention problems relative to the labor market, the result of collective bargaining, or administrative or legislative priorities.

Sources of Market Data

Four primary sources of data were used to establish appropriate market salary comparisons. First, DAS surveyed 19 counties (those with at least 0.75% of state employees by work location), of those 12 responded (representing the locations of 81% of the State's positions). Second, data was used from published surveys covering a cross-section of Oregon public sector employers. Third, published surveys of Oregon, regional and national employers to represent private sector data. Finally, data from the four contiguous states was analyzed.

Salary Data Point

The report includes data for the minimum and maximum for each classification, while highlighting the maximum as the "Policy Point" used for decision making by the State.

Pension, Insurance, & Other Data

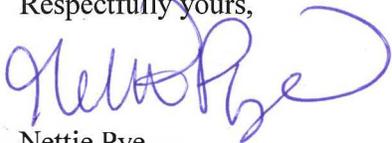
The report analyzes a modified total compensation methodology to evaluate comparators. The methodology requires the consideration of employer pension contributions, employer insurance contributions, and social security in addition to salary data. **Key Findings:**

The state's compensation plan (inclusive of salary and benefits) is **104.77%** of the overall market. This is within the state's definition of competitive compensation as described above.

State compensation, relative to other market segments is –

- 105.45% of participating Oregon counties
- 91.98% of other Oregon public employers (as represented by published surveys)
- 111.66% of Oregon's neighboring states, and
- 84.04% of Northwest private employers (as represented by published surveys).

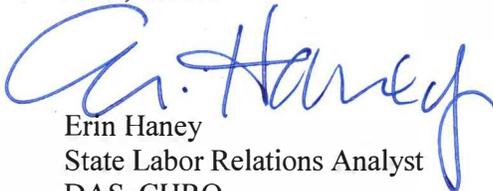
Respectfully yours,



Nettie Pye
State Labor Relations Manager
DAS, CHRO



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Research Director
SEIU Local 503



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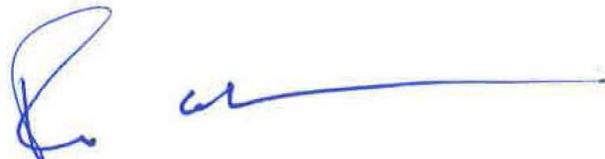


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Michael Jordan, COO and Director
Madilyn Zike, Chief Human Resource Officer
Chief Financial Office
Legislative Fiscal Office
Enterprise Leadership Team
TOMP Steering Team
Human Resources Directors

2014 State of Oregon Salary and Benefit Report - Summary

Class	Emps	Salary and Benefits		
		OR SR Max	Mkt SR Max	Market Ratio
0001 SUPPORTED EMPLOYMENT WORKER		\$3,790	\$0	- %
0010 MEDICAL TRANSCRIPTIONIST 1		\$4,988	\$4,728	105.50%
0011 MEDICAL TRANSCRIPTIONIST 2	6	\$5,254	\$5,091	103.21%
0015 MEDICAL RECORDS SPECIALIST	11	\$6,197	\$5,890	105.21%
0100 STUDENT OFFICE WORKER	7	\$4,192	\$3,796	110.45%
0101 OFFICE ASSISTANT 1	5	\$4,192	\$4,116	101.86%
0102 OFFICE ASSISTANT 2	71	\$4,487	\$4,665	96.18%
0103 OFFICE SPECIALIST 1	384	\$4,891	\$5,081	96.26%
0104 OFFICE SPECIALIST 2	1,780	\$5,437	\$5,480	99.21%
0107 ADMINISTRATIVE SPECIALIST 1	670	\$5,831	\$5,963	97.78%
0108 ADMINISTRATIVE SPECIALIST 2	472	\$6,296	\$6,720	93.69%
0110 LEGAL SECRETARY	90	\$5,810	\$5,909	98.31%
0112 SUPPORT SERVICES SUPERVISOR 1	1	\$5,877	\$5,794	101.44%
0113 SUPPORT SERVICES SUPERVISOR 2	34	\$6,366	\$6,815	93.42%
0114 SUPPORT SERVICES SUPERVISOR 3	8	\$6,872	\$6,005	114.44%
0118 EXECUTIVE SUPPORT SPECIALIST 1	118	\$5,843	\$6,100	95.79%
0119 EXECUTIVE SUPPORT SPECIALIST 2	195	\$6,322	\$6,630	95.36%
0150 STUDENT PROF/TECH WORKER		\$4,770	\$0	- %
0210 ACCOUNTING TECHNICIAN 1	6	\$5,041	\$5,077	99.30%
0211 ACCOUNTING TECHNICIAN 2	127	\$5,822	\$5,798	100.42%
0212 ACCOUNTING TECHNICIAN 3	173	\$6,268	\$6,125	102.33%
0213 SUPERVISING ACCOUNTING TECH		\$6,872	\$6,377	107.77%
0251 STATE LIBRARY SPECIALIST 1	3	\$4,829	\$5,102	94.64%
0252 STATE LIBRARY SPECIALIST 2	9	\$5,957	\$5,439	109.52%
0313 OSP TELECOMMUNICATOR 1				
0314 OSP TELECOMMUNICATOR 2				
0321 PUBLIC SERVICE REP 1		\$4,490	\$4,534	99.03%
0322 PUBLIC SERVICE REP 2	22	\$4,895	\$4,767	102.69%
0323 PUBLIC SERVICE REP 3	244	\$5,420	\$5,020	107.96%
0324 PUBLIC SERVICE REP 4	122	\$6,310	\$6,024	104.74%
0331 TRANSPORTATION SVCS REP 1	258	\$5,742	\$5,291	108.52%
0332 TRANSPORTATION SVCS REP 2	79	\$6,196	\$6,067	102.11%
0333 TRANSP SVCS OFFICE LEADER	49	\$6,674	\$0	- %
0403 MAIL EQUIPMENT OPERATOR 1	3	\$4,829	\$4,446	108.62%
0404 MAIL EQUIPMENT OPERATOR 2	11	\$5,347	\$0	- %

2014 State of Oregon Salary and Benefit Report - Summary

Class	Emps	Salary and Benefits		
		OR SR Max	Mkt SR Max	Market Ratio
0405 MAIL SERVICES ASSISTANT	8	\$4,662	\$5,427	85.89%
0427 REHABILITATION INDUSTRIES REP	2	\$6,196	\$0	- %
0435 PROCUREMENT AND CONTRACT ASST	31	\$6,288	\$5,442	115.53%
0436 PROCUREMENT & CONTRACT SPEC 1	34	\$7,314	\$6,797	107.60%
0437 PROCUREMENT & CONTRACT SPEC 2	72	\$8,616	\$7,120	121.02%
0438 PROCUREMENT & CONTRACT SPEC 3	82	\$9,366	\$7,995	117.15%
0452 BUSINESS ENTERPRISES REP				
0501 DATA ENTRY OPERATOR	126	\$4,630	\$5,243	88.32%
0530 WORD PROCESSING TECHNICIAN 1		\$4,846	\$0	- %
0531 WORD PROCESSING TECHNICIAN 2	7	\$5,172	\$0	- %
0532 WORD PROCESSING TECHNICIAN 3	1	\$5,517	\$0	- %
0723 MILITARY LEASE AGENT	77	\$4,689	\$0	- %
0725 APPRAISER ANALYST 1		\$5,957	\$6,256	95.21%
0726 APPRAISER ANALYST 2	3	\$7,814	\$6,966	112.18%
0727 APPRAISER ANALYST 3	32	\$8,812	\$7,655	115.12%
0728 APPRAISER ANALYST 4	14	\$10,174	\$8,308	122.45%
0758 SUPPLY SPECIALIST 1	17	\$5,294	\$5,249	100.87%
0759 SUPPLY SPECIALIST 2	88	\$6,627	\$5,740	115.45%
0760 RIGHT-OF-WAY-AGENT ENTRY		\$7,285	\$6,480	112.43%
0761 RIGHT-OF-WAY AGENT 1	18	\$8,582	\$7,735	110.95%
0762 RIGHT-OF-WAY AGENT 2	26	\$9,735	\$8,744	111.34%
0770 STATE PROCUREMENT ANALYST	16	\$9,761	\$9,171	106.43%
0782 PARTS SPECIALIST 1		\$5,348	\$4,493	119.03%
0783 PARTS SPECIALIST 2	8	\$6,429	\$5,384	119.42%
0784 VETERANS TRUST OFFICER	3	\$7,211	\$0	- %
0791 VETERANS BENEFIT CONSULTANT		\$6,673	\$0	- %
0799 VETERANS SERVICE OFFICER	11	\$7,211	\$6,965	103.53%
0800 STATE FAIR REPRESENTATIVE		\$5,877	\$0	- %
0801 OFFICE COORDINATOR	93	\$5,425	\$0	- %
0803 FORENSIC LAB SUPP SPECIALIST	9	\$5,546	\$0	- %
0805 OFFICE MANAGER 1	7	\$6,123	\$6,220	98.44%
0806 OFFICE MANAGER 2	61	\$6,607	\$7,384	89.49%
0807 OFFICE MANAGER 3	28	\$7,444	\$8,095	91.97%
0813 PROGRAM TECHNICIAN 2				
0816 PROGRAM REPRESENTATIVE 1				

2014 State of Oregon Salary and Benefit Report - Summary

Class	Emps	Salary and Benefits		
		OR SR Max	Mkt SR Max	Market Ratio
0830 EXECUTIVE ASSISTANT	24	\$8,015	\$7,182	111.59%
0833 SUPV EXECUTIVE ASSISTANT	16	\$8,419	\$0	- %
0841 RETIREMENT COUNSELOR 1	65	\$6,429	\$6,556	98.06%
0842 RETIREMENT COUNSELOR 2	41	\$6,936	\$7,147	97.05%
0854 PROJECT MANAGER 1	25	\$8,343	\$7,278	114.62%
0855 PROJECT MANAGER 2	52	\$9,422	\$8,785	107.24%
0856 PROJECT MANAGER 3	36	\$10,140	\$10,219	99.23%
0860 PROGRAM ANALYST 1	172	\$7,308	\$6,455	113.22%
0861 PROGRAM ANALYST 2	353	\$8,589	\$7,231	118.78%
0862 PROGRAM ANALYST 3	177	\$9,298	\$8,275	112.36%
0863 PROGRAM ANALYST 4	55	\$10,082	\$0	- %
0864 PUBLIC AFFAIRS SPECIALIST 1	22	\$7,933	\$6,890	115.15%
0865 PUBLIC AFFAIRS SPECIALIST 2	45	\$9,331	\$7,812	119.44%
0866 PUBLIC AFFAIRS SPECIALIST 3	44	\$10,155	\$8,777	115.69%
0870 OPERATIONS & POLICY ANALYST 1	167	\$7,337	\$6,499	112.88%
0871 OPERATIONS & POLICY ANALYST 2	388	\$8,625	\$7,032	122.65%
0872 OPERATIONS & POLICY ANALYST 3	549	\$9,760	\$7,961	122.60%
0873 OPERATIONS & POLICY ANALYST 4	250	\$10,614	\$10,141	104.67%
1001 LOAN SPECIALIST 1	6	\$7,304	\$0	- %
1002 LOAN SPECIALIST 2	11	\$8,588	\$7,761	110.65%
1003 LOAN SPECIALIST 3	20	\$9,721	\$8,778	110.74%
1096 PLANNER 1	1	\$7,223	\$7,178	100.63%
1097 PLANNER 2	7	\$8,485	\$7,593	111.75%
1098 PLANNER 3	50	\$9,673	\$8,507	113.70%
1099 PLANNER 4	21	\$10,529	\$9,507	110.75%
1105 TRAFFIC SURVEY INTERVIEWER	4	\$4,284	\$0	- %
1107 PLANNER 1				
1109 PLANNER 3				
1115 RESEARCH ANALYST 1	13	\$6,272	\$5,192	120.80%
1116 RESEARCH ANALYST 2	40	\$7,314	\$6,236	117.28%
1117 RESEARCH ANALYST 3	94	\$8,284	\$7,340	112.86%
1118 RESEARCH ANALYST 4	76	\$9,786	\$8,077	121.16%
1143 POLICY AND BUDGET ANALYST	12	\$12,335	\$10,134	121.71%
1155 UTILITY AND ENERGY ANALYST 1	3	\$6,938	\$6,662	104.14%
1156 UTILITY AND ENERGY ANALYST 2	9	\$8,813	\$7,944	110.94%

2014 State of Oregon Salary and Benefit Report - Summary

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1157 UTILITY AND ENERGY ANALYST 3	34	\$10,425	\$9,284	112.29%
1161 ECONOMIST 1	14	\$7,379	\$6,886	107.15%
1162 ECONOMIST 2	9	\$8,656	\$7,802	110.95%
1163 ECONOMIST 3	6	\$9,812	\$8,580	114.36%
1164 ECONOMIST 4	20	\$10,958	\$9,654	113.51%
1178 PUBLIC ADMINISTRATIVE TRAINEE	2	\$6,872	\$6,905	99.52%
1190 ACTUARY	9	\$10,496	\$9,902	106.01%
1210 GOVERNOR				
1211 ACCOUNTING ANALYST 1				
1215 ACCOUNTANT 1	44	\$6,762	\$6,737	100.36%
1216 ACCOUNTANT 2	69	\$7,296	\$7,387	98.78%
1217 ACCOUNTANT 3	78	\$8,578	\$8,107	105.81%
1218 ACCOUNTANT 4	50	\$9,739	\$8,344	116.71%
1219 SUPERVISING ACCOUNTANT	1	\$8,081	\$8,786	91.98%
1232 SR INVESTMNT OFCR REAL ESTATE				
1233 SR INVESTMNT OFCR FIXED INCOME				
1234 CHIEF INVESTMENT OFFICER				
1236 DEPUTY CHIEF INVESTMNT OFCR				
1239 SR INVESTMNT OFCR EQUITIES				
1242 INVESTMENT OFFICER B				
1243 FISCAL ANALYST 1	37	\$7,342	\$6,732	109.06%
1244 FISCAL ANALYST 2	99	\$8,616	\$8,357	103.10%
1245 FISCAL ANALYST 3	88	\$9,822	\$9,248	106.21%
1319 HUMAN RESOURCE ASSISTANT	27	\$6,081	\$6,267	97.04%
1320 HUMAN RESOURCE ANALYST 1	55	\$7,386	\$7,455	99.08%
1321 HUMAN RESOURCE ANALYST 2	56	\$8,378	\$7,998	104.75%
1322 HUMAN RESOURCE ANALYST 3	96	\$9,486	\$8,989	105.52%
1324 STATE LABOR RELATIONS MANAGER	5	\$12,335	\$11,169	110.44%
1326 HR CONSULTANT 1	7	\$9,952	\$9,154	108.72%
1327 HR CONSULTANT 2	8	\$10,825	\$10,652	101.62%
1335 DATA PROCESSING INSTRUCTOR		\$8,466	\$0	- %
1338 TRAINING & DEVELOPMENT SPEC 1	40	\$7,308	\$7,954	91.88%
1339 TRAINING & DEVELOPMENT SPEC 2	103	\$8,606	\$9,021	95.40%
1345 SAFETY SPECIALIST 1	6	\$7,417	\$7,632	97.18%
1346 SAFETY SPECIALIST 2	18	\$8,699	\$8,479	102.59%
1347 PUBLIC SAFETY TRAINING SPEC 1	208	\$8,135	\$0	- %

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1348 PUBLIC SAFETY TRAINING SPEC 2	27	\$9,559	\$0	- %
1370 ATTORNEY GENERAL				
1403 COMPUTER OPER SUPV 1		\$7,757	\$0	- %
1404 COMPUTER OPER SUPV 2		\$8,419	\$0	- %
1410 SYSTEMS & PROGRAMMING SUPV 1	1	\$10,380	\$9,452	109.82%
1411 SYSTEMS & PROGRAMMING SUPV 2	1	\$11,304	\$0	- %
1412 APPLICATIONS SYSTEMS MANAGER	2	\$11,812	\$10,397	113.61%
1445 DATA RESOURCES MANAGER		\$12,335	\$0	- %
1461 CRIMNL JUSTICE/EMERG COMM SPEC	8	\$6,430	\$6,219	103.38%
1475 DATA ENTRY CONTROL TECHNICIAN	2	\$4,840	\$0	- %
1481 INFO SYSTEMS SPECIALIST 1	7	\$5,915	\$4,754	124.43%
1482 INFO SYSTEMS SPECIALIST 2	27	\$6,711	\$5,777	116.17%
1483 INFO SYSTEMS SPECIALIST 3	98	\$7,505	\$7,026	106.82%
1484 INFO SYSTEMS SPECIALIST 4	228	\$8,035	\$7,950	101.06%
1485 INFO SYSTEMS SPECIALIST 5	261	\$8,811	\$8,769	100.48%
1486 INFO SYSTEMS SPECIALIST 6	291	\$9,355	\$9,016	103.75%
1487 INFO SYSTEMS SPECIALIST 7	317	\$10,219	\$10,359	98.65%
1488 INFO SYSTEMS SPECIALIST 8	239	\$11,042	\$11,209	98.50%
1510 ADMINISTRATIVE LAW JUDGE 1	32	\$9,570	\$8,900	107.53%
1511 ADMINISTRATIVE LAW JUDGE 2	17	\$10,401	\$0	- %
1512 ADMINISTRATIVE LAW JUDGE 3	23	\$13,030	\$11,109	117.29%
1519 CORRECTIONAL HEARINGS OFFICER	11	\$9,935	\$7,104	139.84%
1520 LAW CLERK		\$5,546	\$0	- %
1524 PARALEGAL	84	\$7,304	\$7,205	101.38%
1530 HEARINGS OFFICER 1				
1542 ERB MEDIATOR	2	\$10,405	\$0	- %
1543 EAB LEGAL STAFF	4	\$9,184	\$9,374	97.98%
1545 WCB LEGAL STAFF	8	\$10,405	\$9,374	111.00%
1547 FINANCIAL ENFORCEMENT OFFICER	7	\$10,399	\$10,851	95.83%
1650 SECRETARY OF STATE				
1700 TREASURER				
1960 DISTRICT ATTORNEY	36	\$12,446	\$0	- %
1970 JUDGE PRO-TEM				
1980 JUDGE PRO-TEM DISTRICT				
2112 PUBLIC INFO REPRESENTATIVE 2				
2147 PUBLICATIONS EDITOR		\$6,673	\$0	- %

2014 State of Oregon Salary and Benefit Report - Summary

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		OR SR Max	Mkt SR Max	Market Ratio
2167 COMMUNICATIONS SYS ANALYST 1	2	\$7,257	\$6,958	104.30%
2168 COMMUNICATIONS SYS ANALYST 2	6	\$7,869	\$8,067	97.55%
2169 COMMUNICATIONS SYS ANALYST 3	4	\$8,591	\$10,022	85.72%
2176 VIDEO PRODUCER	2	\$7,875	\$6,531	120.58%
2202 RECORDS MANAGEMENT ANALYST 1		\$7,211	\$6,188	116.53%
2203 RECORDS MANAGEMENT ANALYST 2		\$8,129	\$7,022	115.75%
2204 ARCHIVIST 1		\$6,185	\$6,471	95.59%
2205 ARCHIVIST 2		\$7,043	\$7,148	98.53%
2219 CORRECTION LIBRARY COORDINATOR	11	\$6,440	\$0	- %
2220 LIBRARIAN	13	\$8,128	\$7,244	112.20%
2300 EDUCATION PROGRAM SPECIALIST 1	4	\$9,567	\$7,280	131.40%
2301 EDUCATION PROGRAM SPECIALIST 2	72	\$10,958	\$9,659	113.45%
2302 TEACHING ASSISTANT	19	\$4,987	\$4,591	108.62%
2304 MANUAL ARTS INSTRUCTOR	11	\$5,893	\$0	- %
2319 INSTITUTION TEACHER-BA		\$6,967	\$0	- %
2320 INSTITUTION TEACHER-MA		\$7,746	\$0	- %
2320-B INSTITUTION TEACHER-MA	4	\$7,181	\$0	- %
2320-C INSTITUTION TEACHER-MA	1	\$7,339	\$0	- %
2327 PUBLIC HEALTH EDUCATOR 1	1	\$7,505	\$6,916	108.52%
2328 PUBLIC HEALTH EDUCATOR 2	24	\$8,127	\$7,618	106.68%
2332 REHAB INST FOR THE BLIND-ENTRY	1	\$6,673	\$6,121	109.03%
2333 REHAB INST FOR THE BLIND	17	\$7,211	\$7,123	101.23%
2350 DIAGNOSTICIAN		\$7,238	\$0	- %
2355 BD OF NURSING CONSULTANT		\$9,536	\$9,913	96.19%
2380 PASTORAL EDUCATION COORDINATOR	2	\$8,081	\$0	- %
2443 PRODUCTION SUPERVISOR		\$6,607	\$7,348	89.93%
2446 PRINT SERVICES TECHNICIAN	12	\$5,546	\$5,156	107.56%
2475 PRINTING PRODUCTION COORD	3	\$7,328	\$5,986	122.42%
2510 ELECTRONIC PUB DESIGN SPEC 1	8	\$5,746	\$5,215	110.19%
2511 ELECTRONIC PUB DESIGN SPEC 2	13	\$6,683	\$5,782	115.57%
2512 ELECTRONIC PUB DESIGN SPEC 3	26	\$7,222	\$6,806	106.11%
2540 AERIAL PHOTOGRAPHER	1	\$7,505	\$6,734	111.45%
3101 STUDENT ENGINEERING SPECIALIST		\$4,786	\$4,835	98.97%
3103 ENGINEERING SPECIALIST/ENTRY		\$4,786	\$4,674	102.40%
3105 ENGINEERING SPECIALIST 1	5	\$5,616	\$5,795	96.92%

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3106 ENGINEERING SPECIALIST 2	71	\$6,782	\$6,540	103.71%
3107 ENGINEERING SPECIALIST 3	75	\$7,399	\$7,534	98.21%
3109 ENGINEERING TECHNICIAN 1		\$5,348	\$0	- %
3110 ENGINEERING TECHNICIAN 2	1	\$6,196	\$0	- %
3111 ENGINEERING TECHNICIAN 3	2	\$6,674	\$0	- %
3116 CARTOGRAPHER 1		\$5,363	\$0	- %
3117 CARTOGRAPHER 2		\$6,442	\$0	- %
3118 CARTOGRAPHER 3		\$6,872	\$0	- %
3121 CARTOGRAPHIC PROGRAM SPEC		\$7,814	\$0	- %
3136 CIVIL ENGINEERING SPECIALIST 1	112	\$7,858	\$0	- %
3137 CIVIL ENGINEERING SPECIALIST 2	57	\$8,524	\$7,670	111.14%
3138 CIVIL ENGINEERING SPECIALIST 3	55	\$9,653	\$8,194	117.81%
3144 PROFESSIONAL LAND SURVEYOR 1	14	\$9,735	\$8,618	112.96%
3145 PROFESSIONAL LAND SURVEYOR 2	12	\$10,606	\$8,873	119.53%
3146 ASSOCIATE IN ENGINEERING 1	48	\$7,903	\$7,469	105.81%
3147 ASSOCIATE IN ENGINEERING 2	75	\$8,582	\$8,341	102.89%
3148 PROFESSIONAL ENGINEER 1	135	\$10,257	\$9,812	104.54%
3149 PROFESSIONAL ENGINEER 2	81	\$11,750	\$10,981	107.00%
3150 ARCHITECTURAL SPACE PLANNER		\$7,814	\$0	- %
3251 FACILITIES ENGINEER 1	1	\$8,229	\$7,480	110.01%
3252 FACILITIES ENGINEER 2	3	\$8,927	\$8,811	101.32%
3253 FACILITIES ENGINEER 3	11	\$9,737	\$10,623	91.66%
3255 FACILITIES ENGINEER SUPV		\$10,825	\$0	- %
3265 CONSTRUCTION INSPECTOR	3	\$8,734	\$7,632	114.44%
3267 CONSTRUCTION PROJECT MANAGER 1	5	\$8,676	\$6,890	125.92%
3268 CONSTRUCTION PROJECT MANAGER 2	21	\$9,850	\$8,801	111.92%
3269 CONSTRUCTION PROJECT MANAGER 3	14	\$10,605	\$9,935	106.75%
3410 ENVIRONMENTAL ENGINEER 1		\$7,844	\$6,984	112.31%
3411 ENVIRONMENTAL ENGINEER 2	13	\$9,565	\$8,722	109.67%
3412 ENVIRONMENTAL ENGINEER 3	33	\$10,381	\$10,073	103.06%
3432 PUBLIC HEALTH TOXICOLOGIST	1	\$9,418	\$8,892	105.92%
3520 GEOLOGIST 1		\$6,969	\$6,612	105.39%
3521 GEOLOGIST 2	12	\$8,181	\$8,151	100.37%
3522 GEOLOGIST 3	8	\$8,880	\$10,447	85.01%
3523 GEOLOGIST 4	2	\$10,160	\$11,731	86.61%

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Class	Emps	Salary and Benefits		
		OR SR Max	Mkt SR Max	Market Ratio
3611 LANDSCAPE ARCHITECT		\$7,285	\$0	- %
3615 ARCHITECTURAL CONSULTANT		\$9,184	\$0	- %
3618 HEALTH FACILITIES CONSULTANT	2	\$9,536	\$7,907	120.59%
3715 CHEMIST 1	7	\$7,526	\$6,394	117.70%
3716 CHEMIST 2	11	\$8,155	\$7,110	114.69%
3717 CHEMIST 3	18	\$8,846	\$7,842	112.80%
3769 EXPERIMENTAL BIOLOGY AIDE	175	\$4,830	\$4,171	115.78%
3775 SUPV FISH/WILDLIFE BIOLOGIST	55	\$8,769	\$7,484	117.17%
3779 MICROBIOLOGIST 1	5	\$6,943	\$6,554	105.93%
3780 MICROBIOLOGIST 2	21	\$7,613	\$7,288	104.47%
3781 MICROBIOLOGIST 3	11	\$8,249	\$8,032	102.70%
3786 FINGERPRINT TECHNICIAN	15	\$5,547	\$6,010	92.30%
3788 QUESTIONED DOCUMENT EXAMINER				
3789 LATENT PRINT EXAMINER				
3790 FORENSIC SCIENTIST - ENTRY				
3791 FORENSIC SCIENTIST 1				
3792 FORENSIC SCIENTIST 2				
3807 VEHICLE EMISSION TECHNICIAN 1	71	\$5,546	\$0	- %
3808 VEHICLE EMISSION TECHNICIAN 2	4	\$5,958	\$0	- %
3817 ENVIRONMENTAL HLTH SPECIALST 1		\$6,196	\$6,724	92.14%
3818 ENVIRONMENTAL HLTH SPECIALST 2		\$7,505	\$7,665	97.91%
3819 ENVIRONMENTAL HLTH SPECIALST 3	17	\$8,466	\$8,103	104.49%
3820 ENVIRONMENTAL SPECIALIST 1	1	\$6,439	\$5,953	108.15%
3821 ENVIRONMENTAL SPECIALIST 2		\$7,236	\$6,841	105.78%
3822 ENVIRONMENTAL SPECIALIST 3		\$8,164	\$8,137	100.33%
3845 ENVIRONMENTAL PROGRAM COORD 1	2	\$6,979	\$6,230	112.02%
3846 ENVIRONMENTAL PROGRAM COORD 2	24	\$8,080	\$7,235	111.67%
3847 ENVIRONMENTAL PROGRAM COORD 3	36	\$9,735	\$8,597	113.25%
4001 PAINTER	16	\$7,225	\$5,551	130.16%
4003 CARPENTER	18	\$7,110	\$6,253	113.70%
4004 PLASTERER	1	\$6,935	\$0	- %
4005 PLUMBER	19	\$7,751	\$6,072	127.66%
4007 ELECTRICIAN 1	2	\$7,225	\$0	- %
4008 ELECTRICIAN 2	60	\$8,385	\$7,348	114.12%
4009 ELECTRICIAN 3	15	\$9,056	\$8,122	111.50%
4012 FACILITY MAINTENANCE SPEC	126	\$6,037	\$5,896	102.39%

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		OR SR Max	Mkt SR Max	Market Ratio
4014 FACILITY OPERATIONS SPEC 1	21	\$7,555	\$0	- %
4015 FACILITY OPERATIONS SPEC 2	17	\$8,366	\$0	- %
4018 MACHINIST	5	\$8,128	\$6,835	118.91%
4020 WELDER 1		\$6,628	\$5,976	110.91%
4021 WELDER 2	6	\$7,833	\$6,677	117.31%
4032 FACILITY ENERGY TECHNICIAN 1	1	\$5,546	\$5,445	101.86%
4033 FACILITY ENERGY TECHNICIAN 2	43	\$6,628	\$6,272	105.68%
4034 FACILITY ENERGY TECHNICIAN 3	23	\$7,702	\$6,616	116.41%
4035 FACILITY ENERGY TECHNICIAN 4	3	\$8,128	\$0	- %
4037 PHYSCL/ELECTRNC SECRTY TECH 1	2	\$5,894	\$6,356	92.73%
4038 PHYSCL/ELECTRNC SECRTY TECH 2	5	\$6,761	\$6,936	97.48%
4039 PHYSCL/ELECTRNC SECRTY TECH 3	17	\$7,604	\$8,221	92.49%
4046 MAINTENANCE & OPERATIONS SUPV	28	\$8,769	\$8,182	107.18%
4101 CUSTODIAN	140	\$4,550	\$4,571	99.54%
4103 CUSTODIAL SERVICES COORDINATOR	8	\$5,134	\$5,218	98.40%
4109 GROUNDS MAINTENANCE WORKER 1	8	\$5,217	\$5,365	97.24%
4110 GROUNDS MAINTENANCE WORKER 2	21	\$5,820	\$5,680	102.47%
4116 LABORER/STUDENT WORKER	127	\$4,922	\$4,685	105.05%
4125 LITTER PATROL WORKER		\$3,970	\$0	- %
4130 SIGN TECHNICIAN ENTRY		\$5,347	\$0	- %
4131 SIGN TECHNICIAN 1	4	\$6,196	\$5,913	104.79%
4132 SIGN TECHNICIAN 2		\$6,673	\$0	- %
4137 LIQUOR DISTRIBUTION WORKER 1	16	\$5,349	\$4,591	116.52%
4138 LIQUOR DISTRIBUTION WORKER 2	14	\$5,744	\$4,925	116.64%
4139 LIQUOR DISTRIBUTION EQUIP OPER	11	\$5,547	\$5,657	98.06%
4151 TRANSP MAINTENANCE SPECIALST 1	29	\$5,742	\$5,448	105.40%
4152 TRANSP MAINTENANCE SPECIALST 2	727	\$6,196	\$5,932	104.44%
4160 TRANSPORTATION MAINTENANCE SPV	5	\$7,150	\$6,856	104.29%
4161 TRANSP MAINTENANCE COORD 1	71	\$6,674	\$6,085	109.67%
4162 TRANSP MAINTENANCE COORD 2	43	\$6,936	\$6,898	100.55%
4163 TRANSP OPERATIONS SPECIALIST	55	\$6,429	\$5,287	121.61%
4240 GEOTECHNICAL DRILLING SPEC 1	1	\$5,572	\$0	- %
4241 GEOTECHNICAL DRILLING SPEC 2	1	\$6,104	\$6,543	93.28%
4248 ELECTRICAL/CONTROL SYSTEM TECH				
4280 APPRENTICESHIP REPRESENTATIVE	7	\$7,211	\$7,220	99.88%

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Class	Emps	Salary and Benefits		
		OR SR Max	Mkt SR Max	Market Ratio
4309 TRAFFIC SYSTEMS TECH 1	1	\$6,727	\$5,662	118.81%
4310 TRAFFIC SYSTEMS TECH 2	9	\$7,903	\$6,381	123.84%
4311 TRAFFIC SYSTEMS TECH 3	4	\$8,582	\$7,055	121.64%
4319 CORR ELECTRONIC SECURITY SPC 1				
4339 SCIENTIFIC INSTRUMENT TECH	8	\$6,674	\$5,978	111.65%
4401 TRUCK DRIVER 1	3	\$6,090	\$4,649	131.00%
4402 TRUCK DRIVER 2	9	\$6,827	\$5,405	126.31%
4403 TRANSPORTER	1	\$4,684	\$4,552	102.90%
4404 MAIL DELIVERY DRIVER	16	\$5,159	\$4,964	103.94%
4409 GENERAL MAINTENANCE MECHANIC	1	\$6,297	\$6,042	104.22%
4417 AUTOMOTIVE SERVICE TECHNICIAN	5	\$4,813	\$5,671	84.87%
4418 AUTOMOTIVE TECHNICIAN 1	9	\$5,917	\$5,854	101.08%
4419 AUTOMOTIVE TECHNICIAN 2	18	\$6,950	\$6,177	112.51%
4422 EQUIPMENT OPERATOR	21	\$6,880	\$5,799	118.64%
4431 HEAVY EQUIPMENT MECHANIC 1				
4436 HEAVY EQUIPMENT TECH ENTRY				
4437 HEAVY EQUIPMENT TECHNICIAN 1	37	\$7,280	\$6,084	119.66%
4438 HEAVY EQUIPMENT TECHNICIAN 2	44	\$8,128	\$6,674	121.78%
4439 AUTO/HEAVY EQUIP REPAIR SUPRVR	6	\$9,148	\$7,259	126.03%
5110 REVENUE AGENT 1	187	\$5,742	\$5,524	103.95%
5111 REVENUE AGENT 2	41	\$6,196	\$5,986	103.50%
5112 REVENUE AGENT 3	38	\$6,674	\$6,445	103.55%
5128 CHILD SUPPORT CASE MGR ENTRY	41	\$6,196	\$5,676	109.17%
5129 CHILD SUPPORT CASE MANAGER	257	\$6,674	\$6,510	102.52%
5132 CHILD SUPPORT SPECIALIST	24	\$7,211	\$7,282	99.02%
5207 CLAIMS REPRESENTATIVE 1	2	\$6,935	\$0	- %
5208 CLAIMS REPRESENTATIVE 2	2	\$7,505	\$6,691	112.17%
5218 CCB INVESTIGATOR/MEDIATOR		\$7,211	\$0	- %
5224 ASST CHF CRIMINAL INVESTIGATOR		\$10,380	\$8,925	116.30%
5225 CHIEF CRIMINAL INVESTIGATOR	2	\$11,304	\$9,683	116.74%
5228 DOJ SUPERVISOR INVESTIGATOR	1	\$8,769	\$8,114	108.08%
5231 INVESTIGATOR 1	4	\$6,332	\$6,621	95.63%
5232 INVESTIGATOR 2	22	\$6,810	\$7,006	97.20%
5233 INVESTIGATOR 3	89	\$8,019	\$7,554	106.15%
5234 CRIMINAL INVESTIGATOR				
5235 FINANCIAL INVESTIGATOR 1	13	\$8,245	\$5,903	139.66%

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Class	Emps	Salary and Benefits		
		OR SR Max	Mkt SR Max	Market Ratio
5236 CRIMINAL FINANCIAL INVESTIGATR				
5237 DEPT/CORRECTIONS INSPECTOR 1		\$7,501	\$0	- %
5238 DEPT/CORRECTIONS INSPECTOR 2	13	\$8,790	\$6,920	127.02%
5239 DEPT/CORRECTIONS INSPECTOR 3	6	\$9,148	\$0	- %
5240 CIVIL RIGHTS FIELD REP 1	3	\$6,429	\$6,013	106.91%
5241 CIVIL RIGHTS FIELD REP 2	14	\$7,211	\$6,935	103.97%
5243 CIVIL RIGHTS INTAKE OFFICER		\$6,196	\$0	- %
5245 WAGE/HOUR COMPLIANCE SPEC	7	\$7,211	\$6,029	119.60%
5246 COMPLIANCE SPECIALIST 1	66	\$6,680	\$5,953	112.22%
5247 COMPLIANCE SPECIALIST 2	412	\$7,878	\$6,852	114.98%
5248 COMPLIANCE SPECIALIST 3	145	\$9,284	\$7,694	120.67%
5315 NETWORK/SYSTEMS CONSULTANT				
5342 ELEVATOR INSPECTOR	9	\$7,814	\$7,920	98.67%
5343 PLANS EXAMINER 1		\$7,211	\$0	- %
5344 PLANS EXAMINER 2	2	\$8,129	\$8,269	98.31%
5345 STRUCTURAL/MECHANICAL INSPECTO	4	\$7,814	\$7,902	98.89%
5346 RECREATIONAL VEH/PARKS INSPECT	3	\$7,505	\$7,294	102.90%
5347 MANUFACTURED HOMES INSPECTOR		\$7,505	\$0	- %
5353 BOILER INSPECTOR	7	\$8,466	\$7,444	113.74%
5354 PLUMBING INSPECTOR	2	\$8,129	\$8,171	99.48%
5355 ELECTRICAL INSPECTOR	4	\$8,129	\$8,266	98.34%
5420 LIVESTOCK BRAND INSPECTOR	56	\$4,987	\$4,822	103.42%
5423 SUPV LIVESTOCK BRAND INSPECTOR	3	\$6,607	\$5,926	111.49%
5430 METROLOGIST		\$8,127	\$0	- %
5450 SHIPPING POINT INSPECTOR 1	21	\$5,347	\$4,679	114.27%
5451 SHIPPING POINT INSPECTOR 2	11	\$5,741	\$4,815	119.21%
5453 SHIPPING POINT INSP ASST MGR	2	\$6,366	\$6,555	97.13%
5519 FORCE PROTECTION OFFICER	9	\$5,957	\$5,029	118.44%
5521 FORCE PROTECTION LEADER	2	\$6,430	\$5,302	121.28%
5550 PARKING SERVICES REPRESENTATIV	2	\$4,988	\$4,255	117.24%
5554 DEPUTY FIRE CHIEF	2	\$11,305	\$0	- %
5555 FIREFIGHTER				
5556 LIEUTENANT				
5557 CAPTAIN				
5560 DEPUTY ST FIRE MARSHAL/ENTRY		\$7,505	\$0	- %
5561 DEPUTY STATE FIRE MARSHAL	13	\$9,560	\$8,150	117.30%

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Class	Emps	Salary and Benefits		
		OR SR Max	Mkt SR Max	Market Ratio
5562 SUPV DEPUTY STATE FIRE MARSHAL	1	\$10,825	\$9,710	111.48%
5615 SUPV WORKERS COMP AUDITOR				
5616 INTERNAL AUDITOR 1	1	\$7,673	\$8,269	92.80%
5617 INTERNAL AUDITOR 2	7	\$9,036	\$8,914	101.37%
5618 INTERNAL AUDITOR 3	17	\$10,524	\$10,326	101.92%
5630 TAX AUDITOR/ENTRY	41	\$6,429	\$0	- %
5631 TAX AUDITOR 1	62	\$7,814	\$6,985	111.88%
5632 TAX AUDITOR 2	73	\$8,812	\$7,846	112.31%
5640 FISCAL AUDITOR/ENTRY		\$5,957	\$0	- %
5641 FISCAL AUDITOR 1	8	\$7,211	\$6,542	110.22%
5642 FISCAL AUDITOR 2	2	\$8,274	\$7,317	113.07%
5645 GOVERNMENTAL AUDITOR (ENTRY)		\$6,196	\$0	- %
5646 GOVERNMENTAL AUDITOR 1	4	\$7,304	\$7,713	94.71%
5647 GOVERNMENTAL AUDITOR 2	18	\$8,225	\$8,421	97.67%
5648 GOVERNMENTAL AUDITOR 3	7	\$9,404	\$9,081	103.56%
5671 SECURITIES EXAMINER	4	\$8,127	\$7,866	103.32%
5675 FINANCIAL EXAMINER 1	8	\$7,505	\$6,257	119.95%
5676 FINANCIAL EXAMINER 2	11	\$8,466	\$7,637	110.86%
5677 FINANCIAL EXAMINER 3	9	\$9,329	\$9,120	102.30%
5681 STATE AUDITOR 1				
5682 STATE AUDITOR 2				
5683 STATE AUDITOR 3				
5684 STATE AUDITOR 4				
5687 STATE AUDIT MANAGER				
5705 INDUSTRIAL HYGIENIST 1		\$6,935	\$7,079	97.97%
5706 INDUSTRIAL HYGIENIST 2	9	\$8,466	\$0	- %
5707 INDUSTRIAL HYGIENIST 3	17	\$9,184	\$8,521	107.78%
5708 INDUSTRIAL HYGIENIST 4	17	\$9,983	\$0	- %
5709 OCCUPATIONAL SFTY SPECIALIST 1		\$6,935	\$6,032	114.97%
5710 OCCUPATIONAL SFTY SPECIALIST 2	11	\$8,466	\$6,824	124.07%
5711 OCCUPATIONAL SFTY SPECIALIST 3	52	\$8,825	\$0	- %
5723 LIQUOR REGULATORY SPECIALIST	54	\$7,814	\$5,930	131.79%
5746 SUPERVISING INSURANCE EXAMINER		\$10,825	\$9,001	120.26%
5748 INSURANCE EXAMINER	15	\$9,570	\$7,890	121.30%
5750 ENVIRONMENTAL LAW SPECIALIST	8	\$9,560	\$0	- %
5831 RAIL COMPLIANCE SPEC ENTRY		\$7,903	\$0	- %

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Class	Emps	Salary and Benefits		
		OR SR Max	Mkt SR Max	Market Ratio
5832 RAIL COMPLIANCE SPECIALIST	13	\$9,332	\$7,540	123.77%
5857 MOTOR CARRIER ENFORCMNT OFCR 1	60	\$6,196	\$5,570	111.24%
5858 MOTOR CARRIER ENFORCMNT OFCR 2	13	\$6,429	\$6,058	106.12%
5902 COMM DISEASE INVESTIGATOR	4	\$6,935	\$7,120	97.41%
5911 HEALTH CARE INVESTIGTR/ADVISR		\$8,127	\$8,161	99.58%
5911-B HEALTH CARE INVESTIGTR/ADVISR	4	\$8,902	\$0	- %
5911-C HEALTH CARE INVESTIGTR/ADVISR		\$8,795	\$0	- %
5911-D HEALTH CARE INVESTIGTR/ADVISR		\$9,554	\$0	- %
5911-E HEALTH CARE INVESTIGTR/ADVISR	7	\$14,491	\$0	- %
5923 DOJ CLAIMS EXAMINER	6	\$6,936	\$6,237	111.21%
5925 DISABILITY ANALYST/ENTRY		\$6,196	\$6,194	100.04%
5926 DISABILITY ANALYST 1	39	\$7,211	\$6,301	114.43%
5927 DISABILITY ANALYST 2	99	\$7,814	\$7,003	111.58%
5937 MEDICAL RECORDS CONSULTANT	2	\$6,673	\$6,999	95.34%
5950 CHILD NUTRITION SPECLST	16	\$8,812	\$7,450	118.28%
5955 NUTRITION CONSULTANT	9	\$9,184	\$7,557	121.52%
6101 TRANSPORTING MENTAL HLTH AIDE	29	\$5,955	\$0	- %
6135 LICENSED PRACTICAL NURSE	86	\$6,726	\$6,287	106.98%
6138 HEALTH SERVICES TECHNICIAN	15	\$5,974	\$6,484	92.14%
6200 SPEECH/LANGUAGE PATHOLOGIST		\$8,466	\$0	- %
6208 MENTAL HEALTH REGISTERED NURSE	304	\$10,043	\$8,386	119.76%
6209 MENTAL HEALTH SUPERVISING RN	42	\$10,825	\$9,415	114.97%
6210 MEDICAL REVIEW COORDINATOR	7	\$8,902	\$0	- %
6211 QUALITY ASSURANCE COORDINATOR		\$8,355	\$0	- %
6214 INSTITUTION REGISTERED NURSE	198	\$10,043	\$8,485	118.36%
6216 EPIDEMIOLOGIST 1	4	\$8,466	\$8,025	105.49%
6217 EPIDEMIOLOGIST 2	16	\$9,185	\$9,915	92.63%
6218 CLINICAL EPIDEMIOLOGIST	2	\$9,185	\$0	- %
6219 RN EPIDEMIOLOGIST	3	\$10,425	\$9,824	106.12%
6220 VOC REHAB EVALUATION CENTER RN		\$6,935	\$0	- %
6226 STAFF DEVELOPMENT NURSE		\$8,386	\$0	- %
6228 PUBLIC HEALTH NURSE 1		\$8,812	\$7,538	116.89%
6229 PUBLIC HEALTH NURSE 2	13	\$10,089	\$9,017	111.89%
6240 SUPERVISING RN	2	\$10,825	\$9,336	115.94%
6241 NURSE MANAGER	57	\$12,877	\$11,300	113.96%

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		OR SR Max	Mkt SR Max	Market Ratio
6255 NURSE PRACTITIONER	23	\$11,360	\$11,067	102.65%
6257 PHYSICIAN'S ASSISTANT		\$12,228	\$11,088	110.28%
6260 PHARMACIST	23	\$14,279	\$12,213	116.92%
6264 PHARMACY MANAGER 1	3	\$16,070	\$13,614	118.04%
6265 PHARMACY MANAGER 2	1	\$17,587	\$16,957	103.72%
6268 CLINICAL DIETICIAN	10	\$7,589	\$6,848	110.81%
6269 CHIEF CLINICAL DIETICIAN	1	\$8,081	\$8,351	96.77%
6294 CLINICAL PSYCHOLOGIST 1	9	\$10,399	\$10,194	102.01%
6295 CLINICAL PSYCHOLOGIST 2	31	\$11,334	\$10,787	105.07%
6296 BEHAVIOR/VOCATIONAL SPEC 1	21	\$6,429	\$6,611	97.25%
6297 BEHAVIOR/VOCATIONAL SPEC 2	17	\$7,211	\$0	- %
6298 TEST COORDINATOR	3	\$5,884	\$0	- %
6348 RADIOLOGIC TECHNOLOGIST	4	\$6,437	\$6,459	99.65%
6380 DIETETIC TECHNICIAN	1	\$4,988	\$5,131	97.22%
6385 PHARMACY TECHNICIAN 1	10	\$5,107	\$5,277	96.79%
6386 PHARMACY TECHNICIAN 2	31	\$5,468	\$5,356	102.09%
6391 DENTAL ASSISTANT	31	\$5,672	\$5,294	107.15%
6393 DENTAL TECHNICIAN		\$5,998	\$0	- %
6396 DENTAL HYGIENIST	1	\$9,170	\$8,034	114.15%
6440 DISTRICT VETERINARIAN	3	\$8,466	\$8,235	102.81%
6441 STATE VETERINARIAN	2	\$10,380	\$10,891	95.31%
6445 PUBLIC HEALTH VETERINARIAN	1	\$9,824	\$0	- %
6502 LICENSED PHYSICAL THERAPY ASST	1	\$5,957	\$5,329	111.78%
6503 PHYSICAL THERAPIST	1	\$8,499	\$8,113	104.76%
6505 PHYSICAL THERAPY PROGRAM MGR		\$9,148	\$8,410	108.78%
6506 CERT OCCUPATION THERAPIST ASST	3	\$5,957	\$5,490	108.49%
6508 OCCUPATIONAL THERAPIST	16	\$8,499	\$8,146	104.34%
6518 CORRECTIONS RECREATION SPEC 1		\$6,440	\$0	- %
6519 CORRECTIONS RECREATION SPEC 2	12	\$6,943	\$7,596	91.40%
6520 RECREATIONAL SPECIALIST	35	\$5,742	\$6,042	95.04%
6521 REHABILITATION THERAPIST	30	\$7,505	\$7,471	100.45%
6523 REHABILITATION THERAPY SUPV		\$8,419	\$8,253	102.01%
6524 REHABILITATION THERAPY PRG MGR	1	\$9,148	\$0	- %
6531 MENTAL HEALTH SPECIALIST	28	\$7,657	\$7,173	106.74%
6550 LICENSED RESPIRATORY CARE TECH	2	\$6,938	\$6,449	107.58%

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		OR SR Max	Mkt SR Max	Market Ratio
6605 HUMAN SERVICES ASSISTANT 1		\$4,829	\$0	- %
6606 HUMAN SERVICES ASSISTANT 2	66	\$5,491	\$0	- %
6609 SOCIAL SERVICE ASSISTANT	189	\$5,742	\$0	- %
6611 SOCIAL SERVICES SPECIALIST/ENT		\$6,429	\$5,993	107.27%
6612 SOCIAL SERVICES SPECIALIST 1	1,398	\$7,505	\$6,743	111.30%
6613 SOCIAL SERVICES SPECIALIST 2	24	\$8,128	\$6,824	119.11%
6614 COMMUNITY OUTREACH SPECIALIST	1	\$8,127	\$8,113	100.17%
6616 ADULT PROTECTIVE SERVICE SPEC	65	\$7,505	\$0	- %
6630 HUMAN SERVICES CASE MANAGER	613	\$6,674	\$6,458	103.35%
6632 JV PROB/SOC SV OF/JV COR COUNS	8	\$7,505	\$7,551	99.39%
6633 JUVENILE PAROLE/PROB ASSISTNT	12	\$6,723	\$0	- %
6634 JUVENILE PAROLE/PROB OFFICER	70	\$8,622	\$8,288	104.02%
6638 DIVERSION SPECIALIST		\$7,211	\$0	- %
6646 VOC REHAB COUNSELOR-ENTRY	3	\$6,429	\$5,870	109.51%
6647 VOC REHABILITATION COUNSELOR	131	\$7,814	\$6,373	122.62%
6648 VOC REHABILITATION SPECIALIST	11	\$8,128	\$7,039	115.46%
6657 HUMAN SERVICES SPECIALIST 1	461	\$5,348	\$0	- %
6658 HUMAN SERVICES SPECIALIST 2	54	\$5,742	\$5,914	97.09%
6659 HUMAN SERVICES SPECIALIST 3	880	\$6,196	\$6,171	100.40%
6660 HUMAN SERVICES SPECIALIST 4	82	\$6,936	\$6,675	103.92%
6680 CHAPLAIN	22	\$7,531	\$6,997	107.64%
6684 PREADMISSIONS SCREENING SPEC	44	\$7,505	\$0	- %
6685 CLIENT CARE SURVEYOR	71	\$8,812	\$7,049	125.02%
6693 EMPLOYMENT ADJUDICATOR	103	\$7,211	\$5,735	125.73%
6698 BUSINESS & EMPLOYMENT SPEC 1	46	\$6,196	\$5,520	112.24%
6699 BUSINESS & EMPLOYMENT SPEC 2	397	\$6,674	\$6,238	106.99%
6701 STUDENT HUMAN SERVICE WORKER		\$4,684	\$0	- %
6708 MENTAL HEALTH SECURITY TECH	40	\$5,955	\$5,396	110.36%
6710 MENTAL HEALTH THERAPY TECH	836	\$5,733	\$4,621	124.08%
6711 MENTAL HEALTH THERAPIST 1	94	\$6,171	\$5,841	105.66%
6712 MENTAL HEALTH THERAPIST 2	211	\$6,653	\$5,965	111.52%
6715 MENTAL HEALTH THERAPIST SUPV		\$7,150	\$0	- %
6717 MTL HLTH THERAPY SHIFT COORD		\$6,222	\$6,073	102.47%
6718 MENTAL HEALTH THERAPY COORD	12	\$6,720	\$0	- %
6720 PSYCHIATRIC SOCIAL WORKER	65	\$9,039	\$7,292	123.95%

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		OR SR Max	Mkt SR Max	Market Ratio
6720-W PSYCHIATRIC SOCIAL WORKER	38	\$9,538	\$7,292	130.79%
6725 HABILITATIVE TRAINING TECH 1		\$5,338	\$0	- %
6726 HABILITATIVE TRAINING TECH 2	45	\$5,494	\$4,740	115.91%
6727 HABILITATIVE TRAINING TECH 3		\$5,885	\$5,628	104.56%
6750 GROUP LIFE COORDINATOR 1	2	\$5,639	\$6,709	84.05%
6751 GROUP LIFE COORDINATOR 2	446	\$6,429	\$6,441	99.82%
6752 GROUP LIFE COORDINATOR 3	6	\$7,064	\$7,744	91.21%
6754 GROUP LIFE SUPERVISOR	5	\$7,757	\$8,024	96.68%
6755 YOUTH CORRECTIONS UNIT COORD	28	\$7,775	\$0	- %
6766 DORMITORY COUNSELOR ENTRY		\$4,829	\$0	- %
6767 DORMITORY COUNSELOR 1	6	\$5,546	\$4,748	116.81%
6768 DORMITORY COUNSELOR 2	11	\$6,429	\$5,486	117.19%
6769 DORMITORY COUNSELOR SUPERVISOR	2	\$7,757	\$5,804	133.66%
6775 CORRECTIONAL OFFICER				
6776 CORRECTIONAL CORPORAL				
6777 CORRECTIONAL SERGEANT				
6779 CORRECTIONAL LIEUTENANT	105	\$9,148	\$9,387	97.46%
6780 CORRECTIONAL CAPTAIN	44	\$10,825	\$9,066	119.39%
6781 CORRECTIONAL COUNSELOR/ENTRY		\$6,943	\$0	- %
6783 CORRECTIONAL COUNSELOR	100	\$8,790	\$7,590	115.81%
6786 CORRECTIONAL COUNSELOR SUPV		\$8,419	\$0	- %
6787 ADULT PAROLE/PROBATION OFFICER	36	\$8,812	\$8,175	107.78%
6810 LABORATORY TECHNICIAN 1	1	\$4,986	\$5,034	99.06%
6811 LABORATORY TECHNICIAN 2	14	\$5,743	\$5,412	106.12%
6820 MEDICAL LABORATORY TECH 1	5	\$5,742	\$0	- %
6821 MEDICAL LABORATORY TECH 2	6	\$6,429	\$6,938	92.66%
6823 MEDICAL LAB TECHNOLOGIST	3	\$7,505	\$7,235	103.74%
7000 PRINCIPAL EXECUTIVE/MANAGER A	92	\$7,757	\$6,277	123.59%
7000-I PRINCIPAL EXECUTIVE/MANAGER A		\$8,769	\$0	- %
7002 PRINCIPAL EXECUTIVE/MANAGER B	319	\$8,419	\$7,249	116.14%
7004 PRINCIPAL EXECUTIVE/MANAGER C	492	\$9,148	\$8,367	109.33%
7004-I PRINCIPAL EXECUTIVE/MANAGER C	5	\$10,380	\$10,193	101.83%
7006 PRINCIPAL EXECUTIVE/MANAGER D	427	\$10,349	\$9,496	108.99%
7006-I PRINCIPAL EXECUTIVE/MANAGER D	36	\$11,812	\$11,987	98.54%
7008 PRINCIPAL EXECUTIVE/MANAGER E	418	\$11,270	\$10,584	106.47%

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		OR SR Max	Mkt SR Max	Market Ratio
7008-I PRINCIPAL EXECUTIVE/MANAGER E	71	\$12,877	\$13,876	92.80%
7010 PRINCIPAL EXECUTIVE/MANAGER F	334	\$12,300	\$11,476	107.18%
7010-I PRINCIPAL EXECUTIVE/MANAGER F	31	\$14,059	\$16,014	87.79%
7012 PRINCIPAL EXECUTIVE/MANAGER G	161	\$13,999	\$13,255	105.61%
7012-I PRINCIPAL EXECUTIVE/MANAGER G	6	\$16,812	\$17,723	94.86%
7014 PRINCIPAL EXECUTIVE/MANAGER H	88	\$14,798	\$16,105	91.88%
7014-H PRINCIPAL EXECUTIVE/MANAGER H	13	\$16,298	\$15,085	108.04%
7014-I PRINCIPAL EXECUTIVE/MANAGER H	4	\$20,154	\$21,184	95.14%
7016 PRINCIPAL EXECUTIVE/MANAGER I	17	\$16,812	\$22,538	74.60%
7016-H PRINCIPAL EXECUTIVE/MANAGER I	8	\$17,837	\$15,906	112.14%
7018-H PRINCIPAL EXECUTIVE/MANAGER J	3	\$19,533	\$20,656	94.57%
7500 BOARD AND COMMISSION MEMBER				
7504 ASSISTANT ATTORNEY GENERAL	78	\$10,565	\$12,457	84.81%
7505 SR ASSISTANT ATTORNEY GENERAL	167	\$15,008	\$13,941	107.66%
7506 FOREIGN OFFICER				
7507 DEPUTY STATE MEDICAL EXAMINER	3	\$20,154	\$0	- %
7508 STATE MEDICAL EXAMINER	1	\$23,125	\$0	- %
7510 DENTIST	25	\$19,812	\$14,901	132.95%
7511 SUPERVISING DENTIST A	1	\$11,812	\$15,803	74.74%
7512 SUPERVISING DENTIST B		\$12,877	\$0	- %
7513 DIRECTOR-COUNCIL ON COURT PROC		\$10,411	\$0	- %
7514 CORRECTIONS PHYSICIAN SPECIALI	17	\$24,214	\$18,861	128.38%
7517 PHYSICIAN SPECIALIST	26	\$19,655	\$20,378	96.45%
7518 SUPERVISING PHYSICIAN	7	\$24,214	\$18,279	132.46%
7519 CLINCIAL DIRECTOR	1	\$26,561	\$0	- %
7520 CONSULTING PHYSICIAN	1	\$19,217	\$16,368	117.41%
7521 WORKERS COMP BOARD MEMBER	5	\$14,059	\$0	- %
7522 WCB ADMIN LAW JUDGE	24	\$13,451	\$11,301	119.03%
7537 EXC ASST-COUNCIL ON COURT PROC		\$6,014	\$0	- %
7538 MEDICAL CONSULTANT	22	\$14,060	\$0	- %
7539 SR MEDICAL CONSULTANT		\$16,070	\$0	- %
7540 PUBLIC SERVICE PHYSICIAN	1	\$15,371	\$18,029	85.26%
7544 SUPV TEACHER SPEC SCHOOLS-MA		\$8,656	\$0	- %
7544-B SUPV TEACHER SPEC SCHOOLS-MA	1	\$8,518	\$0	- %
7544-D SUPV TEACHER SPEC SCHOOLS-MA	1	\$8,975	\$0	- %

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		OR SR Max	Mkt SR Max	Market Ratio
7545 TEACHER SPECIAL SCHOOLS-BA	1	\$6,050	\$6,865	88.13%
7546 TEACHER SPECIAL SCHOOLS-MA	8	\$8,490	\$0	- %
7546-B TEACHER SPECIAL SCHOOLS-MA	17	\$6,371	\$0	- %
7546-C TEACHER SPECIAL SCHOOLS-MA	3	\$8,156	\$0	- %
7547 SUPV TEACHER SPEC SCHOOLS-BA		\$8,138	\$0	- %
7550 SENIOR TROOPER				
7551 TROOPER				
7552 RECRUIT-STATE POLICE				
7553 CADET		\$4,268	\$0	- %
7555 OSP TROOPER	34	\$6,430	\$0	- %
7556 SERGEANT	1	\$10,798	\$0	- %
7560 WCB PRESID ADMIN LAW JUDGE	1	\$14,059	\$11,407	123.25%
7562 CRIMINALIST 3-LTD				
7571 PUBLIC HEALTH PHYSICIAN 1	1	\$14,059	\$14,690	95.71%
7572 PUBLIC HEALTH PHYSICIAN 2	9	\$15,371	\$17,535	87.66%
7573 OSP LIEUTENANT	35	\$11,881	\$12,276	96.78%
7574 OSP CAPTAIN	10	\$14,059	\$13,502	104.13%
7575 OSP MAJOR	4	\$15,371	\$11,470	134.01%
7576 OSP DEPUTY SUPERINTENDENT	1	\$15,371	\$0	- %
7577 OSP SUPERINTENDENT		\$16,812	\$19,833	84.77%
8120 BIOLOGICAL TECHNICIAN		\$5,546	\$5,040	110.03%
8125 AGRICULTURAL WORKER	22	\$3,976	\$4,141	96.01%
8201 FORESTRY NURSERY WORKER 1		\$4,192	\$0	- %
8202 FORESTRY NURSERY WORKER 2		\$4,535	\$0	- %
8203 FORESTRY NURSERY WORKER 3	2	\$5,159	\$0	- %
8204 FORESTRY NURSERY TECHNICIAN		\$4,829	\$0	- %
8205 FORESTRY NURSERY SUPERVISOR		\$5,877	\$0	- %
8211 FOREST MANAGEMENT TECHNICIAN	8	\$5,747	\$5,445	105.54%
8218 FOREST INMATE CREW COORDINATOR	15	\$6,196	\$5,744	107.88%
8222 AIRCRAFT PILOT	1	\$8,466	\$8,103	104.49%
8231 FOREST UNIT SUPERVISOR 1				
8232 FOREST UNIT SUPERVISOR 2				
8235 STUDENT/PROF FORESTER WORKER		\$4,684	\$4,358	107.49%
8253 FOREST LOOKOUT	16	\$4,979	\$0	- %
8254 WILDLAND FIRE SUPP SPEC ENTRY	91	\$5,128	\$0	- %
8255 WILDLAND FIRE SUPPRESSION SPEC	118	\$5,913	\$6,003	98.51%

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		OR SR Max	Mkt SR Max	Market Ratio
8256 FOREST OFFICER ENTRY	1	\$6,506	\$0	- %
8257 FOREST OFFICER	100	\$7,587	\$7,029	107.94%
8258 WILDLAND FIRE SUPERVISOR	38	\$8,081	\$8,008	100.92%
8259 FOREST MANAGER 1	21	\$8,769	\$7,906	110.92%
8260 FOREST MANAGER 2	28	\$9,952	\$9,170	108.53%
8261 DISTRICT FOREST MANAGER	11	\$11,304	\$9,903	114.15%
8262 AREA FOREST MANAGER	3	\$12,335	\$10,439	118.16%
8264 WILDLAND FIRE DISPATCHER	20	\$5,540	\$0	- %
8265 WILDLAND FIRE DISPATCH SUPV	1	\$6,366	\$0	- %
8341 FISH & WILDLIFE TECHNICIAN	148	\$5,741	\$5,336	107.60%
8342 FISH & W/L TECH SENIOR	61	\$6,196	\$5,976	103.68%
8343 FISH & WILDLIFE SUPERVISOR	11	\$6,872	\$6,099	112.68%
8344 FISH AND WILDLIFE MANAGER 1	27	\$7,757	\$7,098	109.29%
8345 FISH AND WILDLIFE MANAGER 2	15	\$9,148	\$7,897	115.85%
8346 FISH & WILDLIFE TECH COORD	1	\$6,673	\$0	- %
8390 LABOR COMMISSIONER				
8433 PARK RANGER ASSISTANT	60	\$4,830	\$4,194	115.16%
8434 PARK RANGER 1	111	\$5,957	\$6,028	98.82%
8435 PARK RANGER 2	64	\$6,429	\$6,464	99.46%
8436 PARK RANGER 3	21	\$6,935	\$6,838	101.42%
8437 PARK DISTRICT MANAGER 1		\$9,952	\$0	- %
8438 PARK DISTRICT MANAGER 2	11	\$10,380	\$0	- %
8439 PARK REGION MANAGER	3	\$11,304	\$9,005	125.53%
8440 PARK RANGER SUPERVISOR	7	\$7,757	\$6,650	116.66%
8441 PARK MANAGER 1	11	\$8,419	\$8,172	103.02%
8442 PARK MANAGER 2	16	\$9,148	\$7,935	115.29%
8443 PARK MANAGER 3	8	\$9,952	\$7,807	127.47%
8501 NATURAL RESOURCE SPECIALIST 1	151	\$6,719	\$5,811	115.63%
8502 NATURAL RESOURCE SPECIALIST 2	305	\$7,564	\$7,015	107.82%
8503 NATURAL RESOURCE SPECIALIST 3	328	\$8,559	\$7,366	116.21%
8503-B NATURAL RESOURCE SPECIALIST 3	12	\$8,812	\$7,242	121.68%
8503-D NATURAL RESOURCE SPECIALIST 3	28	\$8,812	\$0	- %
8504 NATURAL RESOURCE SPECIALIST 4	220	\$9,728	\$8,569	113.53%
8504-B NATURAL RESOURCE SPECIALIST 4	22	\$9,972	\$8,019	124.36%
8504-C NATURAL RESOURCE SPECIALIST 4	4	\$10,109	\$9,860	102.53%

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		OR SR Max	Mkt SR Max	Market Ratio
8504-D NATURAL RESOURCE SPECIALIST 4	9	\$9,972	\$0	- %
8505 NATURAL RESOURCE SPECIALIST 5	19	\$10,542	\$0	- %
8505-B NATURAL RESOURCE SPECIALIST 5	3	\$10,828	\$0	- %
8510 WATER RESOURCE DATA TECH 1	2	\$6,196	\$0	- %
8511 WATER RESOURCE DATA TECH 2	1	\$6,673	\$6,628	100.69%
8621 RACING WORKER	3	\$4,850	\$0	- %
9100 FOOD SERVICE WORKER 1	3	\$4,285	\$3,963	108.14%
9101 FOOD SERVICE WORKER 2	45	\$4,534	\$4,127	109.87%
9102 FOOD SERVICE WORKER 3	8	\$4,987	\$4,373	114.03%
9105 FOOD SERVICE MANAGER 1	8	\$6,607	\$6,418	102.95%
9107 FOOD SERVICE MANAGER 2	3	\$7,757	\$7,031	110.32%
9116 COOK 1	24	\$4,986	\$4,615	108.06%
9117 COOK 2	35	\$5,742	\$5,116	112.25%
9119 SUPERVISING COOK	10	\$6,123	\$5,604	109.26%
9120 CORRECTIONS FOOD SERV COORD	98	\$6,677	\$5,386	123.97%
9201 SEAMSTER	2	\$5,347	\$4,968	107.63%
9300 HAIRDRESSER	2	\$5,159	\$4,481	115.15%

OREGON COMPARISON TO STATEWIDE MARKET

	Emps	POLICY POINT		
		OR SR Max	Mkt SR Max	Market Ratio
STATEWIDE Simple Average	28,588	\$8,082	\$7,714	104.77%

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0001 SUPPORTED EMPLOYMENT WORKER

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS			
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max		
EXCLUDED-E	0000		Entry Level									
Exclude Simple Average												
MARKET Simple Average				Excluded						Excluded		

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
		AS	AFSCME-DEPT PUBLIC SAFE/STD/TRNG	A	A	\$1,741	- %	- %	\$2,035	- %	\$1,261	7.65%	16.53%	\$3,423	- %	- %	\$3,788	- %	
	UA	UNREPRESENTED	A	A	\$1,725	- %	- %	\$2,037	- %	\$1,261	7.65%	16.53%	\$3,404	- %	- %	\$3,791	- %		
	Non-Corrections/Non-Mgmt Simple Average				\$1,733	- %	- %	\$2,036	- %	\$1,261	7.65%	16.53%	\$3,413	- %	- %	\$3,790	- %		
	STATEWIDE Simple Average				\$1,733	- %	- %	\$2,036	- %	\$1,261	7.65%	16.53%	\$3,413	- %	- %	\$3,790	- %		

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0010 MEDICAL TRANSCRIPTIONIST 1

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	1177	A	MEDICAL TRANSCRIBER	\$2,641	\$3,307	\$1,116	7.65%	21.35%	\$4,522	\$5,382
ST-ID	0000		No Match							
ST-NV	0000	00	No Match							
ST-WA	282E	33	MEDICAL TRANSCRIPTIONIST 1	\$2,266	\$2,920	\$662	7.65%	9.21%	\$3,310	\$4,074
State Simple Average				\$2,454	\$3,114	\$889	7.65%	15.28%	\$3,916	\$4,728
MARKET Simple Average				\$2,454	\$3,114	\$889	7.65%	15.28%	\$3,916	\$4,728

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max			Insurance		SS		Retire		SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A	A	\$2,188	89.18%	\$3,001	96.39%	\$1,261	7.65%	16.53%	\$3,978	101.59%									\$4,988	105.50%
	Non-Corrections/Non-Mgmt Simple Average				\$2,188	89.18%	\$3,001	96.39%	\$1,261	7.65%	16.53%	\$3,978	101.59%	- %								\$4,988	105.50%
	STATEWIDE Simple Average				\$2,188	89.18%	\$3,001	96.39%	\$1,261	7.65%	16.53%	\$3,978	101.59%	- %								\$4,988	105.50%

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0011 MEDICAL TRANSCRIPTIONIST 2

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
MIL-NWHCS	11.01		Transcriptionist	\$2,705	\$3,918	\$956	7.65%	6.15%	\$4,035	\$5,414
Purchased Simple Average				\$2,705	\$3,918	\$956	7.65%	6.15%	\$4,035	\$5,414
ST-CA	1178	A	SENIOR MEDICAL TRANSCRIBER	\$2,954	\$3,699	\$1,116	7.65%	21.35%	\$4,926	\$5,887
ST-ID	0000		No Match							
ST-NV	2.213	23	Admin Assistant 1	\$2,060	\$2,961	\$785	7.65%	25.75%	\$3,534	\$4,736
ST-WA	282F	36	MEDICAL TRANSCRIPTIONIST 2	\$2,426	\$3,135	\$662	7.65%	9.21%	\$3,497	\$4,326
State Simple Average				\$2,480	\$3,265	\$854	7.65%	18.77%	\$3,986	\$4,983
MARKET Simple Average				\$2,536	\$3,428	\$880	7.65%	15.62%	\$3,998	\$5,091

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	AO	AFSCME-OREGON STATE POLICE	A A	2	\$2,362	93.12%	\$2,816	82.13%	\$3,292	96.03%	\$1,261	7.65%	16.53%	\$4,195	104.92%	\$4,758	93.46%	\$5,349	105.08%
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	4	\$2,268	89.42%	\$2,656	77.48%	\$3,139	91.56%	\$1,261	7.65%	16.53%	\$4,078	102.00%	\$4,560	89.57%	\$5,159	101.35%
	Non-Corrections/Non-Mgmt Simple Average			6	\$2,315	91.27%	\$2,736	79.80%	\$3,216	93.79%	\$1,261	7.65%	16.53%	\$4,136	103.46%	\$4,659	91.52%	\$5,254	103.21%
	STATEWIDE Simple Average			6	\$2,315	91.27%	\$2,736	79.80%	\$3,216	93.79%	\$1,261	7.65%	16.53%	\$4,136	103.46%	\$4,659	91.52%	\$5,254	103.21%

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0015 MEDICAL RECORDS SPECIALIST

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
MIL-NWHCS	11.03		Registered Health Info. Tech / Coder (RHIT)	\$3,326	\$4,853	\$956	7.65%	6.15%	\$4,742	\$6,478
Purchased Simple Average				\$3,326	\$4,853	\$956	7.65%	6.15%	\$4,742	\$6,478
ST-CA	1872	A	HEALTH RECORD TECHNICIAN II (SPECIALIST)	\$3,010	\$3,770	\$1,116	7.65%	21.35%	\$4,999	\$5,979
ST-ID	01103	I	Technical Records Specialist 2	\$2,300	\$3,553	\$879	7.65%	14.19%	\$3,682	\$5,208
ST-NV	10.234	29	Health Info Coordinator 1	\$2,619	\$3,830	\$785	7.65%	25.75%	\$4,279	\$5,894
ST-WA	0000		No Match							
State Simple Average				\$2,643	\$3,717	\$927	7.65%	20.43%	\$4,320	\$5,694
MARKET Simple Average				\$2,814	\$4,001	\$934	7.65%	16.86%	\$4,425	\$5,890

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	AAON	AFSCME-DOC NON-SECURITY	A A	8	\$3,173	112.77%	\$3,814	95.32%	\$4,361	108.99%	\$1,261	7.65%	16.53%	\$5,202	117.55%	\$5,998	101.83%	\$6,677	113.36%
Corrections Simple Average				8	\$3,173	112.77%	\$3,814	95.32%	\$4,361	108.99%	\$1,261	7.65%	16.53%	\$5,202	117.55%	\$5,998	101.83%	\$6,677	113.36%
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	3	\$2,636	93.68%	\$3,218	80.42%	\$3,781	94.50%	\$1,261	7.65%	16.53%	\$4,535	102.48%	\$5,257	89.26%	\$5,957	101.14%
	UA	UNREPRESENTED	A A		\$2,635	93.65%			\$3,781	94.50%	\$1,261	7.65%	16.53%	\$4,534	102.45%			\$5,957	101.14%
Non-Corrections/Non-Mgmt Simple Average				3	\$2,636	93.66%	\$3,218	80.42%	\$3,781	94.50%	\$1,261	7.65%	16.53%	\$4,534	102.47%	\$5,257	89.26%	\$5,957	101.14%
STATEWIDE Simple Average				11	\$2,815	100.03%	\$3,516	87.87%	\$3,974	99.33%	\$1,261	7.65%	16.53%	\$4,757	107.49%	\$5,627	95.54%	\$6,197	105.21%

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0100 STUDENT OFFICE WORKER

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-DOUGLAS	1010		Department Assistant 1	\$1,577	\$2,302	\$1,365	7.65%	18.05%	\$3,348	\$4,258
CO-MULT			Student Intern	\$1,557	\$2,088	\$1,369	7.65%	15.87%	\$3,292	\$3,948
County Simple Average				\$1,567	\$2,195	\$1,367	7.65%	16.96%	\$3,320	\$4,103
ST-CA	4870	D	STUDENT ASSISTANT	\$1,911	\$2,102	\$1,116	7.65%	21.35%	\$3,581	\$3,827
ST-ID	0000		No Match							
ST-NV	2.131	10	Student Worker	\$1,298	\$1,773	\$785	7.65%	25.75%	\$2,517	\$3,151
ST-WA	0000		No Match							
State Simple Average				\$1,605	\$1,938	\$950	7.65%	23.55%	\$3,049	\$3,489
MARKET Simple Average				\$1,586	\$2,066	\$1,159	7.65%	20.26%	\$3,184	\$3,796

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
	AR	AFSCME-REAL ESTATE	A	A		\$1,734	109.34%			\$2,362	114.31%	\$1,261	7.65%	16.53%	\$3,415	107.23%			\$4,195
OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A	A	7	\$2,047	129.07%	\$2,047	99.07%	\$2,360	114.22%	\$1,261	7.65%	16.53%	\$3,803	119.44%	\$3,803	100.19%	\$4,192	110.43%
UA	UNREPRESENTED	A	A		\$2,037	128.44%			\$2,359	114.17%	\$1,261	7.65%	16.53%	\$3,791	119.05%			\$4,191	110.40%
Non-Corrections/Non-Mgmt Simple Average				7	\$1,939	122.28%	\$2,047	99.07%	\$2,360	114.23%	\$1,261	7.65%	16.53%	\$3,670	115.24%	\$3,803	100.19%	\$4,192	110.45%
STATEWIDE Simple Average				7	\$1,939	122.28%	\$2,047	99.07%	\$2,360	114.23%	\$1,261	7.65%	16.53%	\$3,670	115.24%	\$3,803	100.19%	\$4,192	110.45%

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0101 OFFICE ASSISTANT 1

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-JEFFERS			Staff Assistant I	\$1,706	\$2,352	\$1,010	7.65%	15.77%	\$3,115	\$3,913
CO-LANE	A004		Office Assistant 1	\$2,135	\$2,962	\$1,776	7.65%	14.91%	\$4,393	\$5,407
County Simple Average				\$1,921	\$2,657	\$1,393	7.65%	15.34%	\$3,754	\$4,660
MIL-PACS	1.01		General Clerk (Entry)	\$2,203	\$3,086	\$956	7.65%	6.15%	\$3,463	\$4,468
Purchased Simple Average				\$2,203	\$3,086	\$956	7.65%	6.15%	\$3,463	\$4,468
ST-CA	0000		No Match							
ST-ID	01116	D	Office Clerk	\$1,257	\$1,849	\$879	7.65%	14.19%	\$2,410	\$3,132
ST-NV	0000	00	No Match							
ST-NV	2.222	20	Clerical Trainee	\$1,837	\$2,619	\$785	7.65%	25.75%	\$3,236	\$4,279
ST-WA	100H	25	OFFICE ASSISTANT 1	\$1,885	\$2,426	\$662	7.65%	9.21%	\$2,865	\$3,497
State Simple Average				\$1,660	\$2,298	\$775	7.65%	16.38%	\$2,837	\$3,636
MARKET Simple Average				\$1,837	\$2,549	\$1,011	7.65%	14.33%	\$3,247	\$4,116

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max		
		AD	AFSCME-DEQ	A	A	\$2,042	111.15%			\$2,362	92.66%	\$1,261	7.65%	16.53%	\$3,797	116.94%			\$4,195	101.91%
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A	A	\$2,047	111.42%			\$2,360	92.58%	\$1,261	7.65%	16.53%	\$3,803	117.13%			\$4,192	101.85%	
	UA	UNREPRESENTED	A	A	5	\$2,037	110.88%	\$2,220	87.10%	\$2,359	92.54%	\$1,261	7.65%	16.53%	\$3,791	116.75%	\$4,018	97.63%	\$4,191	101.82%
	Non-Corrections/Non-Mgmt Simple Average			5	\$2,042	111.15%	\$2,220	87.10%	\$2,360	92.59%	\$1,261	7.65%	16.53%	\$3,797	116.94%	\$4,018	97.63%	\$4,192	101.86%	
	STATEWIDE Simple Average			5	\$2,042	111.15%	\$2,220	87.10%	\$2,360	92.59%	\$1,261	7.65%	16.53%	\$3,797	116.94%	\$4,018	97.63%	\$4,192	101.86%	

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0102 OFFICE ASSISTANT 2

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-CLACK	630		Office Assistant	\$2,233	\$2,806	\$1,266	7.65%	16.43%	\$4,037	\$4,748
CO-DOUGLAS	1030		Department Assistant 3	\$1,619	\$2,363	\$1,365	7.65%	18.05%	\$3,400	\$4,335
CO-LINN	1		OFFICE ASSISTANT	\$1,965	\$2,504	\$1,823	7.65%	15.83%	\$4,249	\$4,915
CO-MARION	010		Department Specialist 1	\$2,077	\$3,065	\$1,346	7.65%	12.35%	\$3,838	\$5,023
CO-MULT			Office Assistant 1	\$2,212	\$2,716	\$1,369	7.65%	15.87%	\$4,100	\$4,724
County Simple Average				\$2,021	\$2,691	\$1,434	7.65%	15.71%	\$3,925	\$4,749
MIL-OPES	4.01		Office Support Specialist (Entry)	\$2,564	\$3,411	\$1,267	7.65%	10.63%	\$4,300	\$5,301
OPES Simple Average				\$2,564	\$3,411	\$1,267	7.65%	10.63%	\$4,300	\$5,301
MIL-PACS	1.02		General Clerk (Intermediate)	\$2,594	\$3,665	\$956	7.65%	6.15%	\$3,908	\$5,127
Purchased Simple Average				\$2,594	\$3,665	\$956	7.65%	6.15%	\$3,908	\$5,127
ST-CA	0000		No Match							
ST-ID	01114	E	Office Specialist 1	\$1,338	\$2,066	\$879	7.65%	14.19%	\$2,510	\$3,396
ST-NV	2.221	21	Admin Aid	\$1,912	\$2,725	\$785	7.65%	25.75%	\$3,336	\$4,420
ST-WA	0000		No Match							
State Simple Average				\$1,625	\$2,395	\$832	7.65%	19.97%	\$2,923	\$3,908
MARKET Simple Average				\$2,057	\$2,813	\$1,228	7.65%	15.03%	\$3,742	\$4,665

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max			Insurance		SS		Retire		SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					SR Min	SR Max	Emp Avg	SR Max	SR Max	SR Max	Insurance	SS	Retire	SR Min	SR Max	Emp Avg	SR Max	SR Max	SR Max				
	AAON	AFSCME-DOC NON-SECURITY	A	A	\$2,228	108.31%			\$2,907	103.33%	\$1,261	7.65%	16.53%	\$4,028	107.65%			\$4,871	104.41%				
	Corrections Simple Average				\$2,228	108.31%			\$2,907	103.33%	\$1,261	7.65%	16.53%	\$4,028	107.65%		- %	\$4,871	104.41%				
	MMC	MGT SVC NON-SUPV CONFIDENTIAL	A	A	\$1,997	97.08%			\$2,583	91.81%	\$1,261	7.65%	16.53%	\$3,741	99.98%			\$4,469	95.79%				
	MMN	MGT SVC NON-SUPV	A	A	\$1,997	97.08%			\$2,583	91.81%	\$1,261	7.65%	16.53%	\$3,741	99.98%			\$4,469	95.79%				
	Management Simple Average				\$1,997	97.08%			\$2,583	91.81%	\$1,261	7.65%	16.53%	\$3,741	99.98%		- %	\$4,469	95.79%				
	AB	AFSCME-CONST CONTR BRD	A	A	\$2,042	99.27%			\$2,539	90.25%	\$1,261	7.65%	16.53%	\$3,797	101.47%			\$4,414	94.62%				
	AD	AFSCME-DEQ	A	A	\$2,042	99.27%			\$2,539	90.25%	\$1,261	7.65%	16.53%	\$3,797	101.47%			\$4,414	94.62%				
	AG	AFSCME-DLCD	A	A	\$2,042	99.27%			\$2,539	90.25%	\$1,261	7.65%	16.53%	\$3,797	101.47%			\$4,414	94.62%				
	AL	AFSCME-OLCC	A	A	\$2,042	99.27%			\$2,539	90.25%	\$1,261	7.65%	16.53%	\$3,797	101.47%			\$4,414	94.62%				
	AP	AFSCME-PAROLE BOARD	A	A	2	\$2,228	108.31%	\$2,321	82.50%	\$2,907	103.33%	\$1,261	7.65%	16.53%	\$4,028	107.65%	\$4,144	88.82%	\$4,871	104.41%			
	AS	AFSCME-DEPT PUBLIC SAFE/STD/TRNG	A	A	\$2,042	99.27%			\$2,539	90.25%	\$1,261	7.65%	16.53%	\$3,797	101.47%			\$4,414	94.62%				

0102 OFFICE ASSISTANT 2 (Continued)

Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
AT	AFSCME-DCBS BUILDING CODES	A A		\$2,042	99.27%			\$2,539	90.25%	\$1,261	7.65%	16.53%	\$3,797	101.47%			\$4,414	94.62%
AU	AFSCME-MILITARY	A A		\$2,042	99.27%			\$2,539	90.25%	\$1,261	7.65%	16.53%	\$3,797	101.47%			\$4,414	94.62%
OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	69	\$2,043	99.31%	\$2,361	83.93%	\$2,538	90.21%	\$1,261	7.65%	16.53%	\$3,798	101.51%	\$4,194	89.89%	\$4,413	94.59%
OB	SEIU LOCAL 503 OPEU-SEAS STRKE	A A		\$2,043	99.31%			\$2,538	90.21%	\$1,261	7.65%	16.53%	\$3,798	101.51%			\$4,413	94.59%
UA	UNREPRESENTED	A A		\$2,032	98.78%			\$2,539	90.25%	\$1,261	7.65%	16.53%	\$3,785	101.14%			\$4,414	94.62%
Non-Corrections/Non-Mgmt Simple Average			71	\$2,058	100.05%	\$2,341	83.22%	\$2,572	91.43%	\$1,261	7.65%	16.53%	\$3,817	102.01%	\$4,169	89.35%	\$4,456	95.50%
STATEWIDE Simple Average			71	\$2,062	100.22%	\$2,341	83.22%	\$2,598	92.34%	\$1,261	7.65%	16.53%	\$3,821	102.12%	\$4,169	89.35%	\$4,487	96.18%

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0103 OFFICE SPECIALIST 1

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-CLACK	631		Office Specialist 1	\$2,557	\$3,213	\$1,266	7.65%	16.43%	\$4,439	\$5,252
CO-DOUGLAS	1040		Department Assistant 4	\$1,820	\$2,647	\$1,365	7.65%	18.05%	\$3,653	\$4,692
CO-JEFFERS			Staff Assistant II	\$2,044	\$2,817	\$1,010	7.65%	15.77%	\$3,532	\$4,486
CO-JEFFERS			Staff Assistant III	\$2,205	\$3,044	\$1,010	7.65%	15.77%	\$3,731	\$4,767
CO-LANE			Office Assistant, Senior	\$2,668	\$3,695	\$1,776	7.65%	14.91%	\$5,045	\$6,305
CO-LINN	2		OFFICE SPECIALIST 1	\$2,275	\$2,903	\$1,823	7.65%	15.83%	\$4,632	\$5,407
CO-MALHEUF			Office Assistant 2	\$2,094	\$2,771	\$1,144	7.65%	11.53%	\$3,639	\$4,446
CO-MARION	003		Office Specialist 2	\$2,534	\$3,467	\$1,346	7.65%	12.35%	\$4,387	\$5,506
CO-MARION	011		Department Specialist 2	\$2,470	\$3,642	\$1,346	7.65%	12.35%	\$4,310	\$5,716
CO-MULT			Office Assistant 2	\$2,640	\$3,242	\$1,369	7.65%	15.87%	\$4,629	\$5,373
CO-UNION			Clerical Assistant	\$2,259	\$2,746	\$1,263	7.65%	10.25%	\$3,926	\$4,500
CO-UNION			Department Specialist	\$2,491	\$3,027	\$1,263	7.65%	10.25%	\$4,200	\$4,832
CO-WASH			ADMINISTRATIVE SPECIALIST I	\$2,817	\$3,423	\$1,177	7.65%	22.22%	\$4,835	\$5,623
County Simple Average				\$2,375	\$3,126	\$1,320	7.65%	14.74%	\$4,228	\$5,147
MIL-OPES	4.02		Office Support Specialist (Intermediate)	\$2,952	\$3,926	\$1,267	7.65%	10.63%	\$4,758	\$5,911
OPES Simple Average				\$2,952	\$3,926	\$1,267	7.65%	10.63%	\$4,758	\$5,911
MIL-PACS	1.05		Secretary (Intermediate)	\$2,670	\$3,849	\$956	7.65%	6.15%	\$3,995	\$5,336
Purchased Simple Average				\$2,670	\$3,849	\$956	7.65%	6.15%	\$3,995	\$5,336
ST-CA	1441	B	OFFICE ASSISTANT (GENERAL)	\$2,326	\$2,910	\$1,116	7.65%	21.35%	\$4,116	\$4,870
ST-ID	0000		No Match							
ST-NV	2.213	23	Admin Assistant 1	\$2,060	\$2,961	\$785	7.65%	25.75%	\$3,534	\$4,736
ST-WA	1001	28	OFFICE ASSISTANT 2	\$2,016	\$2,598	\$662	7.65%	9.21%	\$3,018	\$3,698
State Simple Average				\$2,134	\$2,823	\$854	7.65%	18.77%	\$3,556	\$4,434
MARKET Simple Average				\$2,383	\$3,160	\$1,219	7.65%	14.70%	\$4,132	\$5,081

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max			Insurance		SS		Retire		SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
	AAON	AFSCME-DOC NON-SECURITY	A A	18	\$2,404	100.88%	\$2,736	86.57%	\$3,173	100.41%	\$1,261	7.65%	16.53%	\$4,247	102.77%	\$4,658	91.69%	\$5,202	102.38%				
	Corrections Simple Average			18	\$2,404	100.88%	\$2,736	86.57%	\$3,173	100.41%	\$1,261	7.65%	16.53%	\$4,247	102.77%	\$4,658	91.69%	\$5,202	102.38%				
	MENC	EXEC SVC NON-SUPV CONFIDENTIAL	A A		\$2,225	93.36%			\$2,929	92.69%	\$1,261	7.65%	16.53%	\$4,024	97.39%			\$4,899	96.41%				

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0103 OFFICE SPECIALIST 1 (Continued)

Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
MENN	EXEC SVC NON-SUPV	A A		\$2,225	93.36%			\$2,929	92.69%	\$1,261	7.65%	16.53%	\$4,024	97.39%			\$4,899	96.41%
MMC	MGT SVC NON-SUPV CONFIDENTIAL	A A	1	\$2,225	93.36%	\$2,401	75.98%	\$2,929	92.69%	\$1,261	7.65%	16.53%	\$4,024	97.39%	\$4,243	83.51%	\$4,899	96.41%
MMN	MGT SVC NON-SUPV	A A		\$2,225	93.36%			\$2,929	92.69%	\$1,261	7.65%	16.53%	\$4,024	97.39%			\$4,899	96.41%
MMS	MGT SVC SUPERVISORY	A A		\$2,225	93.36%			\$2,929	92.69%	\$1,261	7.65%	16.53%	\$4,024	97.39%			\$4,899	96.41%
Management Simple Average			1	\$2,225	93.36%	\$2,401	75.98%	\$2,929	92.69%	\$1,261	7.65%	16.53%	\$4,024	97.39%	\$4,243	83.51%	\$4,899	96.41%
AB	AFSCME-CONST CONTR BRD	A A		\$2,152	90.30%			\$2,936	92.91%	\$1,261	7.65%	16.53%	\$3,934	95.20%			\$4,907	96.58%
AD	AFSCME-DEQ	A A	11	\$2,152	90.30%	\$2,709	85.72%	\$2,936	92.91%	\$1,261	7.65%	16.53%	\$3,934	95.20%	\$4,625	91.03%	\$4,907	96.58%
AF	AFSCME-FIRE MARSHAL	A A		\$2,111	88.58%			\$2,874	90.95%	\$1,261	7.65%	16.53%	\$3,883	93.97%			\$4,830	95.07%
AG	AFSCME-DLCD	A A		\$2,111	88.58%			\$2,874	90.95%	\$1,261	7.65%	16.53%	\$3,883	93.97%			\$4,830	95.07%
AI	AFSCME-LONGTERM CARE OMBUDS	A A	1	\$2,152	90.30%	\$2,591	81.99%	\$2,936	92.91%	\$1,261	7.65%	16.53%	\$3,934	95.20%	\$4,479	88.15%	\$4,907	96.58%
AL	AFSCME-OLCC	A A		\$2,152	90.30%			\$2,936	92.91%	\$1,261	7.65%	16.53%	\$3,934	95.20%			\$4,907	96.58%
AMG	AFSCME-COMMUNITY PGMS (SOCP)	A A		\$2,111	88.58%			\$2,874	90.95%	\$1,261	7.65%	16.53%	\$3,883	93.97%			\$4,830	95.07%
AO	AFSCME-OREGON STATE POLICE	A A	3	\$2,111	88.58%	\$2,447	77.44%	\$2,874	90.95%	\$1,261	7.65%	16.53%	\$3,883	93.97%	\$4,300	84.63%	\$4,830	95.07%
AP	AFSCME-PAROLE BOARD	A A	1	\$2,404	100.88%	\$3,173	100.41%	\$3,173	100.41%	\$1,261	7.65%	16.53%	\$4,247	102.77%	\$5,202	102.38%	\$5,202	102.38%
AS	AFSCME-DEPT PUBLIC SAFE/STD/TRNG	A A	4	\$2,111	88.58%	\$2,574	81.44%	\$2,874	90.95%	\$1,261	7.65%	16.53%	\$3,883	93.97%	\$4,457	87.72%	\$4,830	95.07%
AT	AFSCME-DCBS BUILDING CODES	A A	3	\$2,111	88.58%	\$2,674	84.61%	\$2,874	90.95%	\$1,261	7.65%	16.53%	\$3,883	93.97%	\$4,582	90.17%	\$4,830	95.07%
AU	AFSCME-MILITARY	A A	2	\$2,111	88.58%	\$2,655	84.00%	\$2,874	90.95%	\$1,261	7.65%	16.53%	\$3,883	93.97%	\$4,558	89.70%	\$4,830	95.07%
AW	AFSCME-EMPLOYMENT	A A	1	\$2,110	88.54%	\$2,268	71.77%	\$2,873	90.92%	\$1,261	7.65%	16.53%	\$3,882	93.94%	\$4,078	80.26%	\$4,829	95.04%
AX	AFSCME-STATE LANDS	A A	3	\$2,111	88.58%	\$2,874	90.95%	\$2,874	90.95%	\$1,261	7.65%	16.53%	\$3,883	93.97%	\$4,830	95.07%	\$4,830	95.07%
OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	322	\$2,110	88.54%	\$2,536	80.24%	\$2,873	90.92%	\$1,261	7.65%	16.53%	\$3,882	93.94%	\$4,410	86.80%	\$4,829	95.04%
OB	SEIU LOCAL 503 OPEU-SEAS STRKE	A A	1	\$2,110	88.54%	\$2,188	69.24%	\$2,873	90.92%	\$1,261	7.65%	16.53%	\$3,882	93.94%	\$3,978	78.30%	\$4,829	95.04%
UA	UNREPRESENTED	A A	13	\$2,103	88.24%	\$2,619	82.88%	\$2,874	90.95%	\$1,261	7.65%	16.53%	\$3,873	93.73%	\$4,514	88.84%	\$4,830	95.07%
Non-Corrections/Non-Mgmt Simple Average			365	\$2,137	89.68%	\$2,609	82.56%	\$2,906	91.96%	\$1,261	7.65%	16.53%	\$3,915	94.75%	\$4,501	88.59%	\$4,870	95.85%
STATEWIDE Simple Average			384	\$2,168	90.97%	\$2,603	82.37%	\$2,923	92.49%	\$1,261	7.65%	16.53%	\$3,954	95.68%	\$4,494	88.45%	\$4,891	96.26%

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0104 OFFICE SPECIALIST 2

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-CLACK	185		Program Aide 2	\$2,806	\$3,530	\$1,266	7.65%	16.43%	\$4,748	\$5,646
CO-CLACK	632		Office Specialist 2	\$2,806	\$3,530	\$1,266	7.65%	16.43%	\$4,748	\$5,646
CO-CLATSOP			Administrative Support IV	\$2,719	\$3,305	\$1,297	7.65%	14.48%	\$4,617	\$5,333
CO-JEFFERS			Staff Assistant IV	\$3,227	\$3,460	\$1,010	7.65%	15.77%	\$4,993	\$5,281
CO-LANE	A005		Office Assistant 2	\$2,418	\$3,345	\$1,776	7.65%	14.91%	\$4,740	\$5,876
CO-LINCOLN	531		OFFICE ASSISTANT 2	\$2,802	\$3,765	\$938	7.65%	16.83%	\$4,426	\$5,625
CO-LINN	3		OFFICE SPECIALIST 2	\$2,504	\$3,197	\$1,823	7.65%	15.83%	\$4,915	\$5,770
CO-MULT			Office Assistant Senior	\$3,052	\$3,758	\$1,369	7.65%	15.87%	\$5,138	\$6,011
CO-WASH	1		ADMINISTRATIVE SPECIALIST II	\$3,271	\$3,976	\$1,177	7.65%	22.22%	\$5,425	\$6,341
County Simple Average				\$2,845	\$3,541	\$1,325	7.65%	16.53%	\$4,861	\$5,725
MIL-OPES	4.03		Office Support Specialist (Senior)	\$3,194	\$4,259	\$1,267	7.65%	10.63%	\$5,045	\$6,305
OPES Simple Average				\$3,194	\$4,259	\$1,267	7.65%	10.63%	\$5,045	\$6,305
MIL-PACS	1.10		Administrative Assistant (Intermediate)	\$2,942	\$4,255	\$956	7.65%	6.15%	\$4,304	\$5,799
Purchased Simple Average				\$2,942	\$4,255	\$956	7.65%	6.15%	\$4,304	\$5,799
ST-CA	1138		OFFICE TECHNICIAN (GENERAL)	\$2,691	\$3,371	\$1,116	7.65%	21.35%	\$4,587	\$5,464
ST-ID	01239	G	Office Specialist 2	\$1,711	\$2,641	\$879	7.65%	14.19%	\$2,964	\$4,097
ST-NV	2.212	25	Admin Assistant 2	\$2,229	\$3,222	\$785	7.65%	25.75%	\$3,759	\$5,084
ST-WA	100J	31	OFFICE ASSISTANT 3	\$2,161	\$2,789	\$662	7.65%	9.21%	\$3,187	\$3,921
State Simple Average				\$2,198	\$3,006	\$861	7.65%	17.63%	\$3,624	\$4,642
MARKET Simple Average				\$2,702	\$3,494	\$1,172	7.65%	15.74%	\$4,506	\$5,480

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max		
	AAON	AFSCME-DOC NON-SECURITY	A A	192	\$2,786	103.10%	\$3,443	98.54%	\$3,814	109.17%	\$1,261	7.65%	16.53%	\$4,721	104.77%	\$5,537	101.03%	\$5,998	109.45%	
	Corrections Simple Average				192	\$2,786	103.10%	\$3,443	98.54%	\$3,814	109.17%	\$1,261	7.65%	16.53%	\$4,721	104.77%	\$5,537	101.03%	\$5,998	109.45%
	MENC	EXEC SVC NON-SUPV CONFIDENTIAL	A A		\$2,477	91.67%			\$3,389	97.00%	\$1,261	7.65%	16.53%	\$4,337	96.25%			\$5,470	99.82%	
	MENN	EXEC SVC NON-SUPV	A A	2	\$2,477	91.67%	\$3,306	94.61%	\$3,389	97.00%	\$1,261	7.65%	16.53%	\$4,337	96.25%	\$5,366	97.93%	\$5,470	99.82%	
	MMC	MGT SVC NON-SUPV CONFIDENTIAL	A A	2	\$2,477	91.67%	\$3,013	86.24%	\$3,389	97.00%	\$1,261	7.65%	16.53%	\$4,337	96.25%	\$5,003	91.30%	\$5,470	99.82%	
	MMN	MGT SVC NON-SUPV	A A	3	\$2,477	91.67%	\$3,283	93.98%	\$3,389	97.00%	\$1,261	7.65%	16.53%	\$4,337	96.25%	\$5,339	97.42%	\$5,470	99.82%	
	MMS	MGT SVC SUPERVISORY	A A		\$2,477	91.67%			\$3,389	97.00%	\$1,261	7.65%	16.53%	\$4,337	96.25%			\$5,470	99.82%	

0104 OFFICE SPECIALIST 2 (Continued)

Repr	Repr Description	Opt	Emps	SR Min to SR Min	Emp Avg to SR Max	SR Max to SR Max	Insurance	SS	Retire	SR Min to SR Min	Emp Avg to SR Max	POLICY POINT SR Max to SR Max						
Management Simple Average			7	\$2,477	91.67%	\$3,201	91.61%	\$3,389	97.00%	\$1,261	7.65%	16.53%	\$4,337	96.25%	\$5,236	95.55%	\$5,470	99.82%
AB	AFSCME-CONST CONTR BRD	A A	6	\$2,408	89.11%	\$3,130	89.60%	\$3,372	96.52%	\$1,261	7.65%	16.53%	\$4,252	94.35%	\$5,149	93.96%	\$5,449	99.43%
AD	AFSCME-DEQ	A A	16	\$2,408	89.11%	\$3,006	86.04%	\$3,372	96.52%	\$1,261	7.65%	16.53%	\$4,252	94.35%	\$4,994	91.14%	\$5,449	99.43%
AF	AFSCME-FIRE MARSHAL	A A	6	\$2,362	87.41%	\$2,715	77.72%	\$3,292	94.23%	\$1,261	7.65%	16.53%	\$4,195	93.08%	\$4,633	84.55%	\$5,349	97.62%
AG	AFSCME-DLCD	A A	1	\$2,362	87.41%	\$2,757	78.91%	\$3,292	94.23%	\$1,261	7.65%	16.53%	\$4,195	93.08%	\$4,685	85.50%	\$5,349	97.62%
AI	AFSCME-LONGTERM CARE OMBUDS	A A		\$2,362	87.41%			\$3,292	94.23%	\$1,261	7.65%	16.53%	\$4,195	93.08%			\$5,349	97.62%
AL	AFSCME-OLCC	A A	9	\$2,408	89.11%	\$2,995	85.74%	\$3,372	96.52%	\$1,261	7.65%	16.53%	\$4,252	94.35%	\$4,981	90.90%	\$5,449	99.43%
AMG	AFSCME-COMMUNITY PGMS (SOCP)	A A	5	\$2,362	87.41%	\$2,977	85.21%	\$3,292	94.23%	\$1,261	7.65%	16.53%	\$4,195	93.08%	\$4,958	90.48%	\$5,349	97.62%
AO	AFSCME-OREGON STATE POLICE	A A	64	\$2,362	87.41%	\$2,893	82.81%	\$3,292	94.23%	\$1,261	7.65%	16.53%	\$4,195	93.08%	\$4,854	88.58%	\$5,349	97.62%
AP	AFSCME-PAROLE BOARD	A A	1	\$2,786	103.10%	\$3,814	109.17%	\$3,814	109.17%	\$1,261	7.65%	16.53%	\$4,721	104.77%	\$5,998	109.45%	\$5,998	109.45%
AR	AFSCME-REAL ESTATE	A A	1	\$2,362	87.41%	\$3,139	89.85%	\$3,292	94.23%	\$1,261	7.65%	16.53%	\$4,195	93.08%	\$5,159	94.15%	\$5,349	97.62%
AS	AFSCME-DEPT PUBLIC SAFE/STD/TRNG	A A	8	\$2,362	87.41%	\$3,025	86.60%	\$3,291	94.20%	\$1,261	7.65%	16.53%	\$4,195	93.08%	\$5,018	91.58%	\$5,348	97.60%
AT	AFSCME-DCBS BUILDING CODES	A A	6	\$2,362	87.41%	\$3,057	87.49%	\$3,292	94.23%	\$1,261	7.65%	16.53%	\$4,195	93.08%	\$5,057	92.29%	\$5,349	97.62%
AU	AFSCME-MILITARY	A A	2	\$2,362	87.41%	\$3,145	90.02%	\$3,291	94.20%	\$1,261	7.65%	16.53%	\$4,195	93.08%	\$5,167	94.29%	\$5,348	97.60%
AV	AFSCME-OR EMERGENCY MGMT	A A	2	\$2,362	87.41%	\$2,797	80.06%	\$3,292	94.23%	\$1,261	7.65%	16.53%	\$4,195	93.08%	\$4,735	86.40%	\$5,349	97.62%
AW	AFSCME-EMPLOYMENT	A A		\$2,360	87.34%			\$3,290	94.17%	\$1,261	7.65%	16.53%	\$4,192	93.03%			\$5,347	97.57%
AX	AFSCME-STATE LANDS	A A	8	\$2,362	87.41%	\$2,781	79.59%	\$3,290	94.17%	\$1,261	7.65%	16.53%	\$4,195	93.08%	\$4,714	86.03%	\$5,347	97.57%
OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	1,421	\$2,360	87.34%	\$2,828	80.95%	\$3,290	94.17%	\$1,261	7.65%	16.53%	\$4,192	93.03%	\$4,773	87.10%	\$5,347	97.57%
OB	SEIU LOCAL 503 OPEU-SEAS STRKE	A A		\$2,360	87.34%			\$3,290	94.17%	\$1,261	7.65%	16.53%	\$4,192	93.03%			\$5,347	97.57%
UA	UNREPRESENTED	A A	25	\$2,359	87.30%	\$2,732	78.21%	\$3,291	94.20%	\$1,261	7.65%	16.53%	\$4,191	93.00%	\$4,654	84.94%	\$5,348	97.60%
Non-Corrections/Non-Mgmt Simple Average			1,581	\$2,391	88.49%	\$2,987	85.50%	\$3,332	95.36%	\$1,261	7.65%	16.53%	\$4,231	93.88%	\$4,971	90.71%	\$5,399	98.51%
STATEWIDE Simple Average			1,780	\$2,424	89.71%	\$3,042	87.07%	\$3,362	96.24%	\$1,261	7.65%	16.53%	\$4,272	94.79%	\$5,039	91.95%	\$5,437	99.21%

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0107 ADMINISTRATIVE SPECIALIST 1

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-CLATSOP			Staff Assistant	\$2,998	\$3,644	\$1,297	7.65%	14.48%	\$4,958	\$5,747
CO-LANE	C006		Administrative Analyst	\$3,172	\$4,394	\$1,776	7.65%	14.91%	\$5,664	\$7,161
CO-LINCOLN			SUPPORT SERVICES SPECIALIST	\$2,926	\$3,801	\$938	7.65%	16.83%	\$4,581	\$5,670
CO-MALHEUF			Management Assistant	\$2,724	\$3,604	\$1,144	7.65%	11.53%	\$4,390	\$5,439
CO-MARION	012		Department Specialist 3	\$2,687	\$3,966	\$1,346	7.65%	12.35%	\$4,570	\$6,105
CO-MULT			Administrative Assistant	\$3,548	\$4,353	\$1,369	7.65%	15.87%	\$5,751	\$6,746
CO-UNION			Sr Dept. Specialist	\$2,615	\$3,179	\$1,263	7.65%	10.25%	\$4,346	\$5,011
County Simple Average				\$2,953	\$3,849	\$1,305	7.65%	13.75%	\$4,894	\$5,983
MIL-PACS	1.06		Secretary (Senior)	\$3,169	\$4,445	\$956	7.65%	6.15%	\$4,562	\$6,014
Purchased Simple Average				\$3,169	\$4,445	\$956	7.65%	6.15%	\$4,562	\$6,014
ST-CA	0000		No Match							
ST-CA	5361	B	ADMINISTRATIVE ASSISTANT I	\$3,903	\$4,888	\$1,116	7.65%	21.35%	\$6,150	\$7,421
ST-ID	0000		No Match							
ST-NV	2.211	27	Admin Assistant 3	\$2,412	\$3,515	\$785	7.65%	25.75%	\$4,002	\$5,474
ST-WA	107I	41	PROGRAM SPECIALIST 2	\$2,724	\$3,549	\$662	7.65%	9.21%	\$3,845	\$4,809
State Simple Average				\$3,013	\$3,984	\$854	7.65%	18.77%	\$4,666	\$5,902
MARKET Simple Average				\$2,989	\$3,940	\$1,150	7.65%	14.43%	\$4,802	\$5,963

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	AAON	AFSCME-DOC NON-SECURITY	A A	10	\$3,038	101.65%	\$3,946	100.16%	\$4,170	105.84%	\$1,261	7.65%	16.53%	\$5,034	104.84%	\$6,162	103.32%	\$6,440	107.99%
Corrections Simple Average				10	\$3,038	101.65%	\$3,946	100.16%	\$4,170	105.84%	\$1,261	7.65%	16.53%	\$5,034	104.84%	\$6,162	103.32%	\$6,440	107.99%
	MENC	EXEC SVC NON-SUPV CONFIDENTIAL	A A		\$2,683	89.77%			\$3,717	94.34%	\$1,261	7.65%	16.53%	\$4,593	95.66%			\$5,877	98.55%
	MENN	EXEC SVC NON-SUPV	A A		\$2,683	89.77%			\$3,717	94.34%	\$1,261	7.65%	16.53%	\$4,593	95.66%			\$5,877	98.55%
	MMC	MGT SVC NON-SUPV CONFIDENTIAL	A A	4	\$2,683	89.77%	\$3,171	80.48%	\$3,717	94.34%	\$1,261	7.65%	16.53%	\$4,593	95.66%	\$5,199	87.18%	\$5,877	98.55%
	MMN	MGT SVC NON-SUPV	A A	4	\$2,683	89.77%	\$3,428	87.02%	\$3,717	94.34%	\$1,261	7.65%	16.53%	\$4,593	95.66%	\$5,519	92.54%	\$5,877	98.55%
	MMS	MGT SVC SUPERVISORY	A A		\$2,683	89.77%			\$3,717	94.34%	\$1,261	7.65%	16.53%	\$4,593	95.66%			\$5,877	98.55%
Management Simple Average				8	\$2,683	89.77%	\$3,300	83.75%	\$3,717	94.34%	\$1,261	7.65%	16.53%	\$4,593	95.66%	\$5,359	89.86%	\$5,877	98.55%
	AB	AFSCME-CONST CONTR BRD	A A		\$2,539	84.95%			\$3,610	91.63%	\$1,261	7.65%	16.53%	\$4,414	91.93%			\$5,744	96.33%
	AD	AFSCME-DEQ	A A	19	\$2,539	84.95%	\$3,444	87.42%	\$3,610	91.63%	\$1,261	7.65%	16.53%	\$4,414	91.93%	\$5,539	92.88%	\$5,744	96.33%

0107 ADMINISTRATIVE SPECIALIST 1 (Continued)

Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
				\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
AF	AFSCME-FIRE MARSHAL	A A	4	\$2,539	84.95%	\$3,032	76.95%	\$3,610	91.63%	\$1,261	7.65%	16.53%	\$4,414	91.93%	\$5,026	84.28%	\$5,744	96.33%
AG	AFSCME-DLCD	A A		\$2,539	84.95%			\$3,610	91.63%	\$1,261	7.65%	16.53%	\$4,414	91.93%			\$5,744	96.33%
AL	AFSCME-OLCC	A A	16	\$2,539	84.95%	\$3,196	81.13%	\$3,610	91.63%	\$1,261	7.65%	16.53%	\$4,414	91.93%	\$5,230	87.71%	\$5,744	96.33%
AO	AFSCME-OREGON STATE POLICE	A A	24	\$2,539	84.95%	\$3,101	78.71%	\$3,610	91.63%	\$1,261	7.65%	16.53%	\$4,414	91.93%	\$5,112	85.72%	\$5,744	96.33%
AP	AFSCME-PAROLE BOARD	A A	3	\$3,038	101.65%	\$3,562	90.40%	\$4,191	106.38%	\$1,261	7.65%	16.53%	\$5,034	104.84%	\$5,684	95.32%	\$6,466	108.42%
AR	AFSCME-REAL ESTATE	A A		\$2,539	84.95%			\$3,610	91.63%	\$1,261	7.65%	16.53%	\$4,414	91.93%			\$5,744	96.33%
AS	AFSCME-DEPT PUBLIC SAFE/STD/TRNG	A A	6	\$2,539	84.95%	\$3,163	80.29%	\$3,609	91.60%	\$1,261	7.65%	16.53%	\$4,414	91.93%	\$5,189	87.02%	\$5,743	96.30%
AT	AFSCME-DCBS BUILDING CODES	A A	4	\$2,539	84.95%	\$3,060	77.67%	\$3,610	91.63%	\$1,261	7.65%	16.53%	\$4,414	91.93%	\$5,061	84.87%	\$5,744	96.33%
AU	AFSCME-MILITARY	A A	5	\$2,539	84.95%	\$2,927	74.29%	\$3,609	91.60%	\$1,261	7.65%	16.53%	\$4,414	91.93%	\$4,896	82.10%	\$5,743	96.30%
AV	AFSCME-OR EMERGENCY MGMT	A A	2	\$2,539	84.95%	\$3,048	77.35%	\$3,610	91.63%	\$1,261	7.65%	16.53%	\$4,414	91.93%	\$5,046	84.61%	\$5,744	96.33%
AW	AFSCME-EMPLOYMENT	A A	2	\$2,538	84.92%	\$3,308	83.96%	\$3,615	91.76%	\$1,261	7.65%	16.53%	\$4,413	91.91%	\$5,369	90.04%	\$5,751	96.43%
AX	AFSCME-STATE LANDS	A A	3	\$2,539	84.95%	\$3,249	82.46%	\$3,609	91.60%	\$1,261	7.65%	16.53%	\$4,414	91.93%	\$5,296	88.80%	\$5,743	96.30%
E	AEE-ASSOC OF ENGINEER EMS	A A	2	\$2,451	82.01%	\$3,620	91.88%	\$3,620	91.88%	\$1,261	7.65%	16.53%	\$4,305	89.66%	\$5,757	96.53%	\$5,757	96.53%
OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	538	\$2,538	84.92%	\$3,190	80.96%	\$3,607	91.55%	\$1,261	7.65%	16.53%	\$4,413	91.91%	\$5,222	87.57%	\$5,741	96.26%
OB	SEIU LOCAL 503 OPEU-SEAS STRKE	A A		\$2,538	84.92%			\$3,607	91.55%	\$1,261	7.65%	16.53%	\$4,413	91.91%			\$5,741	96.26%
UA	UNREPRESENTED	A A	24	\$2,539	84.95%	\$3,172	80.51%	\$3,609	91.60%	\$1,261	7.65%	16.53%	\$4,414	91.93%	\$5,200	87.20%	\$5,743	96.30%
Non-Corrections/Non-Mgmt Simple Average			652	\$2,562	85.71%	\$3,219	81.71%	\$3,643	92.45%	\$1,261	7.65%	16.53%	\$4,442	92.52%	\$5,259	88.19%	\$5,785	97.00%
STATEWIDE Simple Average			670	\$2,607	87.22%	\$3,272	83.04%	\$3,680	93.41%	\$1,261	7.65%	16.53%	\$4,499	93.69%	\$5,324	89.28%	\$5,831	97.78%

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0108 ADMINISTRATIVE SPECIALIST 2

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-CLACK	004		Administrative Analyst 1	\$3,700	\$4,662	\$1,266	7.65%	16.43%	\$5,857	\$7,051
CO-LANE	C007		Administrative Analyst, Senior	\$3,416	\$4,735	\$1,776	7.65%	14.91%	\$5,963	\$7,580
CO-LINCOLN			OFFICE SPECIALIST/SO	\$3,026	\$4,066	\$938	7.65%	16.83%	\$4,705	\$6,000
CO-LINN	15		COMMISSIONERS ADMIN. ASSISTANT	\$3,130	\$3,932	\$1,823	7.65%	15.83%	\$5,688	\$6,678
CO-LINN	16		COMM. SR. ADMIN. ASSISTANT	\$3,430	\$4,308	\$1,823	7.65%	15.83%	\$6,058	\$7,142
CO-MARION	025		Administrative Assistant	\$3,070	\$4,533	\$1,346	7.65%	12.35%	\$5,030	\$6,785
CO-MULT			Administrative Analyst	\$4,353	\$5,357	\$1,369	7.65%	15.87%	\$6,746	\$7,986
CO-UNION			Sr Dept Specialist II	\$3,027	\$3,680	\$1,263	7.65%	10.25%	\$4,832	\$5,602
County Simple Average				\$3,394	\$4,409	\$1,450	7.65%	14.79%	\$5,610	\$6,853
MIL-PACS	1.11		Administrative Assistant (Senior)	\$3,329	\$4,803	\$956	7.65%	6.15%	\$4,744	\$6,422
Purchased Simple Average				\$3,329	\$4,803	\$956	7.65%	6.15%	\$4,744	\$6,422
ST-CA	5358		ADMINISTRATIVE ASSISTANT II	\$4,488	\$5,618	\$1,116	7.65%	21.35%	\$6,905	\$8,363
ST-ID	05272	J	Management Assistant	\$2,595	\$4,006	\$879	7.65%	14.19%	\$4,041	\$5,760
ST-NV	2.210	29	Admin Assistant 4	\$2,619	\$3,830	\$785	7.65%	25.75%	\$4,279	\$5,894
ST-WA	107J	52	PROGRAM SPECIALIST 3	\$3,549	\$4,653	\$662	7.65%	9.21%	\$4,809	\$6,099
State Simple Average				\$3,313	\$4,527	\$861	7.65%	17.63%	\$5,008	\$6,529
MARKET Simple Average				\$3,364	\$4,476	\$1,231	7.65%	15.00%	\$5,358	\$6,720

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max		
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%	
	AAON	AFSCME-DOC NON-SECURITY	A A	44	\$3,321	98.72%	\$4,152	92.77%	\$4,575	102.22%	\$1,261	7.65%	16.53%	\$5,385	100.51%	\$6,417	95.49%	\$6,943	103.31%	
	Corrections Simple Average				44	\$3,321	98.72%	\$4,152	92.77%	\$4,575	102.22%	\$1,261	7.65%	16.53%	\$5,385	100.51%	\$6,417	95.49%	\$6,943	103.31%
	MENC	EXEC SVC NON-SUPV CONFIDENTIAL	A A		\$2,929	87.07%			\$4,111	91.85%	\$1,261	7.65%	16.53%	\$4,899	91.42%			\$6,366	94.74%	
	MENN	EXEC SVC NON-SUPV	A A	4	\$2,929	87.07%	\$3,567	79.70%	\$4,111	91.85%	\$1,261	7.65%	16.53%	\$4,899	91.42%	\$5,691	84.69%	\$6,366	94.74%	
	MESN	EXEC SVC SUPERVISORY	A A		\$2,929	87.07%			\$4,111	91.85%	\$1,261	7.65%	16.53%	\$4,899	91.42%			\$6,366	94.74%	
	MMC	MGT SVC NON-SUPV CONFIDENTIAL	A A	2	\$2,929	87.07%	\$3,914	87.45%	\$4,111	91.85%	\$1,261	7.65%	16.53%	\$4,899	91.42%	\$6,122	91.10%	\$6,366	94.74%	
	MMN	MGT SVC NON-SUPV	A A	2	\$2,929	87.07%	\$4,111	91.85%	\$4,111	91.85%	\$1,261	7.65%	16.53%	\$4,899	91.42%	\$6,366	94.74%	\$6,366	94.74%	
	MMS	MGT SVC SUPERVISORY	A A	1	\$2,929	87.07%	\$3,547	79.25%	\$4,111	91.85%	\$1,261	7.65%	16.53%	\$4,899	91.42%	\$5,666	84.31%	\$6,366	94.74%	
	Management Simple Average				9	\$2,929	87.07%	\$3,785	84.56%	\$4,111	91.85%	\$1,261	7.65%	16.53%	\$4,899	91.42%	\$5,961	88.71%	\$6,366	94.74%
	AB	AFSCME-CONST CONTR BRD	A A	2	\$2,757	81.96%	\$3,556	79.45%	\$3,973	88.77%	\$1,261	7.65%	16.53%	\$4,685	87.44%	\$5,677	84.48%	\$6,195	92.19%	

0108 ADMINISTRATIVE SPECIALIST 2 (Continued)

Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
AD	AFSCME-DEQ	A A	4	\$2,757	81.96%	\$3,578	79.95%	\$3,973	88.77%	\$1,261	7.65%	16.53%	\$4,685	87.44%	\$5,705	84.89%	\$6,195	92.19%
AF	AFSCME-FIRE MARSHAL	A A	3	\$2,757	81.96%	\$3,282	73.33%	\$3,973	88.77%	\$1,261	7.65%	16.53%	\$4,685	87.44%	\$5,337	79.42%	\$6,195	92.19%
AG	AFSCME-DLCD	A A	2	\$2,757	81.96%	\$3,973	88.77%	\$3,973	88.77%	\$1,261	7.65%	16.53%	\$4,685	87.44%	\$6,195	92.19%	\$6,195	92.19%
AI	AFSCME-LONGTERM CARE OMBUDS	A A		\$2,757	81.96%			\$3,973	88.77%	\$1,261	7.65%	16.53%	\$4,685	87.44%			\$6,195	92.19%
AL	AFSCME-OLCC	A A	7	\$2,757	81.96%	\$3,759	83.99%	\$3,973	88.77%	\$1,261	7.65%	16.53%	\$4,685	87.44%	\$5,930	88.24%	\$6,195	92.19%
AMG	AFSCME-COMMUNITY PGMS (SOCP)	A A		\$2,757	81.96%			\$3,973	88.77%	\$1,261	7.65%	16.53%	\$4,685	87.44%			\$6,195	92.19%
AO	AFSCME-OREGON STATE POLICE	A A	13	\$2,757	81.96%	\$3,433	76.70%	\$3,973	88.77%	\$1,261	7.65%	16.53%	\$4,685	87.44%	\$5,524	82.21%	\$6,195	92.19%
AP	AFSCME-PAROLE BOARD	A A		\$3,321	98.72%			\$4,561	101.91%	\$1,261	7.65%	16.53%	\$5,385	100.51%			\$6,925	103.05%
AR	AFSCME-REAL ESTATE	A A	3	\$2,757	81.96%	\$3,370	75.30%	\$3,973	88.77%	\$1,261	7.65%	16.53%	\$4,685	87.44%	\$5,447	81.05%	\$6,195	92.19%
AS	AFSCME-DEPT PUBLIC SAFE/STD/TRNG	A A	2	\$2,756	81.93%	\$3,877	86.62%	\$3,973	88.77%	\$1,261	7.65%	16.53%	\$4,684	87.41%	\$6,076	90.41%	\$6,195	92.19%
AT	AFSCME-DCBS BUILDING CODES	A A	5	\$2,757	81.96%	\$3,339	74.59%	\$3,973	88.77%	\$1,261	7.65%	16.53%	\$4,685	87.44%	\$5,407	80.46%	\$6,195	92.19%
AU	AFSCME-MILITARY	A A	1	\$2,756	81.93%	\$2,756	61.58%	\$3,973	88.77%	\$1,261	7.65%	16.53%	\$4,684	87.41%	\$4,684	69.70%	\$6,195	92.19%
AV	AFSCME-OR EMERGENCY MGMT	A A	1	\$2,757	81.96%	\$3,973	88.77%	\$3,973	88.77%	\$1,261	7.65%	16.53%	\$4,685	87.44%	\$6,195	92.19%	\$6,195	92.19%
AX	AFSCME-STATE LANDS	A A	2	\$2,755	81.90%	\$3,423	76.47%	\$3,971	88.72%	\$1,261	7.65%	16.53%	\$4,683	87.39%	\$5,511	82.01%	\$6,193	92.15%
E	AEE-ASSOC OF ENGINEER EMS	A A	6	\$2,702	80.32%	\$3,716	83.03%	\$3,992	89.19%	\$1,261	7.65%	16.53%	\$4,617	86.16%	\$5,876	87.44%	\$6,219	92.54%
OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	331	\$2,756	81.93%	\$3,549	79.29%	\$3,974	88.79%	\$1,261	7.65%	16.53%	\$4,684	87.41%	\$5,668	84.35%	\$6,196	92.21%
UA	UNREPRESENTED	A A	37	\$2,756	81.93%	\$3,556	79.45%	\$3,973	88.77%	\$1,261	7.65%	16.53%	\$4,684	87.41%	\$5,677	84.48%	\$6,195	92.19%
Non-Corrections/Non-Mgmt Simple Average			419	\$2,785	82.79%	\$3,543	79.15%	\$4,007	89.52%	\$1,261	7.65%	16.53%	\$4,720	88.09%	\$5,661	84.23%	\$6,237	92.81%
STATEWIDE Simple Average			472	\$2,841	84.45%	\$3,622	80.92%	\$4,054	90.59%	\$1,261	7.65%	16.53%	\$4,789	89.38%	\$5,759	85.69%	\$6,296	93.69%

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0110 LEGAL SECRETARY

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-CLACK			Legal Secretary	\$3,072	\$3,866	\$1,266	7.65%	16.43%	\$5,078	\$6,063
CO-DOUGLAS	1610		Legal Assistant 1	\$1,931	\$2,806	\$1,365	7.65%	18.05%	\$3,792	\$4,892
CO-LANE	A014		Legal Secretary 1	\$2,477	\$3,432	\$1,776	7.65%	14.91%	\$4,812	\$5,982
CO-LINCOLN			LEGAL SECRETARY 2-TRIAL SECRETARY	\$2,802	\$3,765	\$938	7.65%	16.83%	\$4,426	\$5,625
CO-LINN	615		LEGAL SECRETARY	\$2,865	\$3,590	\$1,823	7.65%	15.83%	\$5,360	\$6,256
CO-MARION	017		Legal Secretary 2	\$2,519	\$3,718	\$1,346	7.65%	12.35%	\$4,369	\$5,808
CO-UNION			Legal Secretary	\$3,179	\$3,864	\$1,263	7.65%	10.25%	\$5,011	\$5,819
County Simple Average				\$2,692	\$3,577	\$1,397	7.65%	14.95%	\$4,693	\$5,778
MIL-OPES	8.01		Legal Secretary	\$3,617	\$4,861	\$1,267	7.65%	10.63%	\$5,546	\$7,016
OPES Simple Average				\$3,617	\$4,861	\$1,267	7.65%	10.63%	\$5,546	\$7,016
MIL-PACS	4.21		Legal Secretary	\$3,629	\$5,025	\$956	7.65%	6.15%	\$5,086	\$6,674
Purchased Simple Average				\$3,629	\$5,025	\$956	7.65%	6.15%	\$5,086	\$6,674
ST-CA	1282	B	LEGAL SECRETARY	\$3,254	\$4,074	\$1,116	7.65%	21.35%	\$5,313	\$6,371
ST-ID	0000		No Match							
ST-NV	2.153	29	Legal Secretary 2	\$2,619	\$3,830	\$785	7.65%	25.75%	\$4,279	\$5,894
ST-WA	425F	38	LEGAL SECRETARY 1	\$2,542	\$3,293	\$662	7.65%	9.21%	\$3,633	\$4,510
State Simple Average				\$2,805	\$3,732	\$854	7.65%	18.77%	\$4,408	\$5,592
MARKET Simple Average				\$2,875	\$3,844	\$1,214	7.65%	14.81%	\$4,725	\$5,909

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	MMC	MGT SVC NON-SUPV CONFIDENTIAL	A A	1	\$2,683	93.31%	\$3,717	96.71%	\$3,717	96.71%	\$1,261	7.65%	16.53%	\$4,593	97.20%	\$5,877	99.46%	\$5,877	99.46%
	MMN	MGT SVC NON-SUPV	A A	2	\$2,683	93.31%	\$3,176	82.62%	\$3,717	96.71%	\$1,261	7.65%	16.53%	\$4,593	97.20%	\$5,205	88.08%	\$5,877	99.46%
	Management Simple Average			3	\$2,683	93.31%	\$3,446	89.66%	\$3,717	96.71%	\$1,261	7.65%	16.53%	\$4,593	97.20%	\$5,541	93.77%	\$5,877	99.46%
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	83	\$2,538	88.26%	\$3,128	81.38%	\$3,607	93.84%	\$1,261	7.65%	16.53%	\$4,413	93.39%	\$5,146	87.08%	\$5,741	97.15%
	UA	UNREPRESENTED	A A	4	\$2,539	88.30%	\$3,260	84.80%	\$3,609	93.90%	\$1,261	7.65%	16.53%	\$4,414	93.42%	\$5,309	89.84%	\$5,743	97.19%
	Non-Corrections/Non-Mgmt Simple Average			87	\$2,539	88.28%	\$3,194	83.09%	\$3,608	93.87%	\$1,261	7.65%	16.53%	\$4,414	93.41%	\$5,227	88.46%	\$5,742	97.17%
	STATEWIDE Simple Average			90	\$2,611	90.79%	\$3,320	86.38%	\$3,663	95.29%	\$1,261	7.65%	16.53%	\$4,503	95.30%	\$5,384	91.12%	\$5,810	98.31%

0112 SUPPORT SERVICES SUPERVISOR 1

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-CLATSOP			Administrative Services Supervisor	\$3,725	\$4,966	\$1,297	7.65%	14.48%	\$5,845	\$7,362
CO-DOUGLAS	1120		Office Manager 2	\$2,167	\$3,158	\$1,365	7.65%	18.05%	\$4,089	\$5,335
CO-LINCOLN			SUPPORT SUPERVISOR	\$3,811	\$5,122	\$938	7.65%	16.83%	\$5,682	\$7,314
County Simple Average				\$3,234	\$4,415	\$1,200	7.65%	16.45%	\$5,205	\$6,670
ST-CA	1141	S	OFFICE SERVICES SUPERVISOR I (GENERAL)	\$2,744	\$3,428	\$1,116	7.65%	21.35%	\$4,655	\$5,538
ST-ID	01100	I	Office Services Supervisor 1	\$2,300	\$3,553	\$879	7.65%	14.19%	\$3,682	\$5,208
ST-NV	2.211	27	Admin Assistant 3	\$2,412	\$3,515	\$785	7.65%	25.75%	\$4,002	\$5,474
ST-WA	100L	36	OFFICE SUPPORT SUPERVISOR 1	\$2,426	\$3,135	\$662	7.65%	9.21%	\$3,497	\$4,326
State Simple Average				\$2,470	\$3,408	\$861	7.65%	17.63%	\$3,959	\$5,136
MARKET Simple Average				\$2,798	\$3,840	\$1,006	7.65%	17.12%	\$4,493	\$5,794

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max			SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max				
	MMC	MGT SVC NON-SUPV CONFIDENTIAL	A A		\$2,683	95.90%			\$3,717	96.81%	\$1,261	7.65%	16.53%	\$4,593	102.22%		\$5,877	101.44%		
	MMN	MGT SVC NON-SUPV	A A		\$2,683	95.90%			\$3,717	96.81%	\$1,261	7.65%	16.53%	\$4,593	102.22%		\$5,877	101.44%		
	MMS	MGT SVC SUPERVISORY	A A	1	\$2,683	95.90%	\$3,547	92.38%	\$3,717	96.81%	\$1,261	7.65%	16.53%	\$4,593	102.22%	\$5,666	97.80%	\$5,877	101.44%	
	Management Simple Average				1	\$2,683	95.90%	\$3,547	92.38%	\$3,717	96.81%	\$1,261	7.65%	16.53%	\$4,593	102.22%	\$5,666	97.80%	\$5,877	101.44%
	STATEWIDE Simple Average				1	\$2,683	95.90%	\$3,547	92.38%	\$3,717	96.81%	\$1,261	7.65%	16.53%	\$4,593	102.22%	\$5,666	97.80%	\$5,877	101.44%

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0113 SUPPORT SERVICES SUPERVISOR 2

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-CLACK			Office Supervisor	\$4,311	\$5,819	\$1,266	7.65%	16.43%	\$6,615	\$8,487
CO-CLATSOP			Support Division Supervisor	\$4,111	\$5,482	\$1,297	7.65%	14.48%	\$6,318	\$7,992
County Simple Average				\$4,211	\$5,651	\$1,281	7.65%	15.46%	\$6,466	\$8,239
MIL-PACS	1.18a		Supervisor (First Level)	\$4,026	\$6,042	\$956	7.65%	6.15%	\$5,537	\$7,832
Purchased Simple Average				\$4,026	\$6,042	\$956	7.65%	6.15%	\$5,537	\$7,832
ST-CA	1150		OFFICE SERVICES SUPERVISOR II (GENERAL)	\$3,012	\$3,772	\$1,116	7.65%	21.35%	\$5,001	\$5,981
ST-ID	0000		No Match							
ST-NV	2.210	29	Admin Assistant 4	\$2,619	\$3,830	\$785	7.65%	25.75%	\$4,279	\$5,894
ST-WA	100M	40	OFFICE SUPPORT SUPERVISOR 2	\$2,663	\$3,459	\$662	7.65%	9.21%	\$3,774	\$4,704
State Simple Average				\$2,765	\$3,687	\$854	7.65%	18.77%	\$4,351	\$5,527
MARKET Simple Average				\$3,457	\$4,734	\$1,014	7.65%	15.56%	\$5,254	\$6,815

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max			Insurance		SS		Retire		SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%	\$	%	\$	%	\$	%	\$	%	\$	%	\$	%	\$
	MESN	EXEC SVC SUPERVISORY	A A		\$2,929	84.73%			\$4,111	86.84%	\$1,261	7.65%	16.53%	\$4,899	93.24%			\$4,899	93.24%			\$6,366	93.42%
	MMC	MGT SVC NON-SUPV CONFIDENTIAL	A A		\$2,929	84.73%			\$4,111	86.84%	\$1,261	7.65%	16.53%	\$4,899	93.24%			\$4,899	93.24%			\$6,366	93.42%
	MMN	MGT SVC NON-SUPV	A A	1	\$2,929	84.73%	\$2,929	61.87%	\$4,111	86.84%	\$1,261	7.65%	16.53%	\$4,899	93.24%	\$4,899	71.88%	\$4,899	93.24%	\$5,686	83.43%	\$6,366	93.42%
	MMS	MGT SVC SUPERVISORY	A A	33	\$2,929	84.73%	\$3,563	75.26%	\$4,111	86.84%	\$1,261	7.65%	16.53%	\$4,899	93.24%	\$5,686	83.43%	\$4,899	93.24%	\$5,686	83.43%	\$6,366	93.42%
	Management Simple Average			34	\$2,929	84.73%	\$3,246	68.57%	\$4,111	86.84%	\$1,261	7.65%	16.53%	\$4,899	93.24%	\$5,292	77.65%	\$4,899	93.24%	\$5,292	77.65%	\$6,366	93.42%
	STATEWIDE Simple Average			34	\$2,929	84.73%	\$3,246	68.57%	\$4,111	86.84%	\$1,261	7.65%	16.53%	\$4,899	93.24%	\$5,292	77.65%	\$4,899	93.24%	\$5,292	77.65%	\$6,366	93.42%

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0114 SUPPORT SERVICES SUPERVISOR 3

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	1151		OFFICE SERVICES SUPERVISOR III (GENERAL)	\$3,425	\$4,292	\$1,116	7.65%	21.35%	\$5,534	\$6,652
ST-ID	01101	K	Office Services Supervisor 2	\$2,905	\$4,486	\$879	7.65%	14.19%	\$4,419	\$6,345
ST-NV	0000	00	No Match							
ST-WA	100R	43	OFFICE SUPPORT SUPERVISOR 3	\$2,855	\$3,726	\$662	7.65%	9.21%	\$3,998	\$5,016
State Simple Average				\$3,062	\$4,168	\$886	7.65%	14.92%	\$4,650	\$6,005
MARKET Simple Average				\$3,062	\$4,168	\$886	7.65%	14.92%	\$4,650	\$6,005

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max			Insurance		SS		Retire		SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max		
	MENC	EXEC SVC NON-SUPV CONFIDENTIAL	A A		\$3,222	105.24%			\$4,518	108.40%	\$1,261	7.65%	16.53%	\$5,262	113.17%			\$6,872	114.44%					
	MENN	EXEC SVC NON-SUPV	A A		\$3,222	105.24%			\$4,518	108.40%	\$1,261	7.65%	16.53%	\$5,262	113.17%			\$6,872	114.44%					
	MESN	EXEC SVC SUPERVISORY	A A		\$3,222	105.24%			\$4,518	108.40%	\$1,261	7.65%	16.53%	\$5,262	113.17%			\$6,872	114.44%					
	MESP	EXEC SVC SUPERVISORY AT OSP	A A		\$3,222	105.24%			\$4,518	108.40%	\$1,261	7.65%	16.53%	\$5,262	113.17%			\$6,872	114.44%					
	MMC	MGT SVC NON-SUPV CONFIDENTIAL	A A		\$3,222	105.24%			\$4,518	108.40%	\$1,261	7.65%	16.53%	\$5,262	113.17%			\$6,872	114.44%					
	MMN	MGT SVC NON-SUPV	A A		\$3,222	105.24%			\$4,518	108.40%	\$1,261	7.65%	16.53%	\$5,262	113.17%			\$6,872	114.44%					
	MMS	MGT SVC SUPERVISORY	A A	8	\$3,222	105.24%	\$3,892	93.37%	\$4,518	108.40%	\$1,261	7.65%	16.53%	\$5,262	113.17%	\$6,094	101.49%	\$6,872	114.44%					
	Management Simple Average				8	\$3,222	105.24%	\$3,892	93.37%	\$4,518	108.40%	\$1,261	7.65%	16.53%	\$5,262	113.17%	\$6,094	101.49%	\$6,872	114.44%				
	STATEWIDE Simple Average				8	\$3,222	105.24%	\$3,892	93.37%	\$4,518	108.40%	\$1,261	7.65%	16.53%	\$5,262	113.17%	\$6,094	101.49%	\$6,872	114.44%				

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0118 EXECUTIVE SUPPORT SPECIALIST 1

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-CLATSOP			Administrative Assistant	\$3,632	\$4,843	\$1,297	7.65%	14.48%	\$5,733	\$7,211
CO-LINCOLN	574		ADMINISTRATIVE ASSISTANT / BEHAVIORAL HEALTH	\$3,268	\$4,392	\$938	7.65%	16.83%	\$5,006	\$6,405
CO-MALHEUF			Executive Assistant	\$2,724	\$3,604	\$1,144	7.65%	11.53%	\$4,390	\$5,439
CO-MARION	013		Department Specialist 4	\$3,070	\$4,533	\$1,346	7.65%	12.35%	\$5,030	\$6,785
CO-MULT			Administrative Specialist	\$3,146	\$3,873	\$1,369	7.65%	15.87%	\$5,254	\$6,153
CO-WASH			ADMINISTRATIVE SPECIALIST, SENIOR	\$3,612	\$4,391	\$1,177	7.65%	22.22%	\$5,868	\$6,879
County Simple Average				\$3,242	\$4,273	\$1,212	7.65%	15.55%	\$5,213	\$6,479
ST-CA	1247	A	EXECUTIVE SECRETARY I	\$3,080	\$3,858	\$1,116	7.65%	21.35%	\$5,089	\$6,092
ST-ID	01235	H	Administrative Assistant 1	\$1,969	\$3,041	\$879	7.65%	14.19%	\$3,278	\$4,585
ST-NV	0000	00	No Match							
ST-WA	105H	46	ADMINISTRATIVE ASSISTANT 4	\$3,063	\$4,014	\$662	7.65%	9.21%	\$4,241	\$5,353
State Simple Average				\$2,704	\$3,638	\$886	7.65%	14.92%	\$4,203	\$5,343
MARKET Simple Average				\$3,063	\$4,061	\$1,103	7.65%	15.34%	\$4,877	\$6,100

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
	AAON	AFSCME-DOC NON-SECURITY	A A	25	\$3,038	99.20%	\$3,932	96.82%	\$4,170	102.68%	\$1,261	7.65%	16.53%	\$5,034	103.23%	\$6,144	100.72%	\$6,440	105.56%
Corrections Simple Average				25	\$3,038	99.20%	\$3,932	96.82%	\$4,170	102.68%	\$1,261	7.65%	16.53%	\$5,034	103.23%	\$6,144	100.72%	\$6,440	105.56%
MENC	EXEC SVC NON-SUPV CONFIDENTIAL	A A		\$2,683	87.60%			\$3,717	91.53%	\$1,261	7.65%	16.53%	\$4,593	94.19%			\$5,877	96.34%	
MENN	EXEC SVC NON-SUPV	A A	10	\$2,683	87.60%	\$3,348	82.45%	\$3,717	91.53%	\$1,261	7.65%	16.53%	\$4,593	94.19%	\$5,419	88.83%	\$5,877	96.34%	
MESN	EXEC SVC SUPERVISORY	A A	1	\$2,683	87.60%	\$3,072	75.65%	\$3,717	91.53%	\$1,261	7.65%	16.53%	\$4,593	94.19%	\$5,076	83.21%	\$5,877	96.34%	
MMC	MGT SVC NON-SUPV CONFIDENTIAL	A A	5	\$2,683	87.60%	\$3,426	84.37%	\$3,717	91.53%	\$1,261	7.65%	16.53%	\$4,593	94.19%	\$5,516	90.43%	\$5,877	96.34%	
MMN	MGT SVC NON-SUPV	A A	5	\$2,683	87.60%	\$3,559	87.65%	\$3,717	91.53%	\$1,261	7.65%	16.53%	\$4,593	94.19%	\$5,681	93.13%	\$5,877	96.34%	
MMS	MGT SVC SUPERVISORY	A A		\$2,683	87.60%			\$3,717	91.53%	\$1,261	7.65%	16.53%	\$4,593	94.19%			\$5,877	96.34%	
Management Simple Average				21	\$2,683	87.60%	\$3,351	82.53%	\$3,717	91.53%	\$1,261	7.65%	16.53%	\$4,593	94.19%	\$5,423	88.90%	\$5,877	96.34%
AD	AFSCME-DEQ	A A		\$2,539	82.90%			\$3,610	88.90%	\$1,261	7.65%	16.53%	\$4,414	90.52%			\$5,744	94.16%	
AO	AFSCME-OREGON STATE POLICE	A A		\$2,539	82.90%			\$3,610	88.90%	\$1,261	7.65%	16.53%	\$4,414	90.52%			\$5,744	94.16%	
AS	AFSCME-DEPT PUBLIC SAFE/STD/TRNG	A A		\$2,539	82.90%			\$3,609	88.87%	\$1,261	7.65%	16.53%	\$4,414	90.52%			\$5,743	94.14%	
AT	AFSCME-DCBS BUILDING CODES	A A	3	\$2,539	82.90%	\$2,877	70.84%	\$3,610	88.90%	\$1,261	7.65%	16.53%	\$4,414	90.52%	\$4,834	79.24%	\$5,744	94.16%	

0118 EXECUTIVE SUPPORT SPECIALIST 1 (Continued)

Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
				\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
AU	AFSCME-MILITARY	A A	1	\$2,539	82.90%	\$3,609	88.87%	\$3,609	88.87%	\$1,261	7.65%	16.53%	\$4,414	90.52%	\$5,743	94.14%	\$5,743	94.14%
AX	AFSCME-STATE LANDS	A A	1	\$2,539	82.90%	\$2,755	67.84%	\$3,609	88.87%	\$1,261	7.65%	16.53%	\$4,414	90.52%	\$4,683	76.76%	\$5,743	94.14%
OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	62	\$2,538	82.87%	\$3,248	79.97%	\$3,607	88.82%	\$1,261	7.65%	16.53%	\$4,413	90.50%	\$5,294	86.79%	\$5,741	94.10%
UA	UNREPRESENTED	A A	5	\$2,539	82.90%	\$3,187	78.47%	\$3,609	88.87%	\$1,261	7.65%	16.53%	\$4,414	90.52%	\$5,219	85.55%	\$5,743	94.14%
Non-Corrections/Non-Mgmt Simple Average			72	\$2,539	82.90%	\$3,135	77.20%	\$3,609	88.87%	\$1,261	7.65%	16.53%	\$4,414	90.52%	\$5,155	84.50%	\$5,743	94.15%
STATEWIDE Simple Average			118	\$2,630	85.87%	\$3,301	81.29%	\$3,690	90.86%	\$1,261	7.65%	16.53%	\$4,527	92.83%	\$5,361	87.88%	\$5,843	95.79%

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0119 EXECUTIVE SUPPORT SPECIALIST 2

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-DOUGLAS	1915		Executive Administrative Assistant	\$2,737	\$3,988	\$1,365	7.65%	18.05%	\$4,805	\$6,378
CO-JEFFERS			Administrative Supervisor	\$2,862	\$3,947	\$1,010	7.65%	15.77%	\$4,542	\$5,881
CO-LINCOLN			EXECUTIVE ASSISTANT	\$4,446	\$5,975	\$938	7.65%	16.83%	\$6,473	\$8,376
CO-WASH			ADMINISTRATIVE ASSISTANT	\$3,831	\$4,656	\$1,177	7.65%	22.22%	\$6,152	\$7,223
County Simple Average				\$3,469	\$4,641	\$1,123	7.65%	18.22%	\$5,493	\$6,965
MIL-OPES	4.04		Executive Secretary / Assistant	\$3,620	\$4,855	\$1,267	7.65%	10.63%	\$5,548	\$7,009
OPES Simple Average				\$3,620	\$4,855	\$1,267	7.65%	10.63%	\$5,548	\$7,009
MIL-PACS	1.07		Executive Assistant	\$3,748	\$5,507	\$956	7.65%	6.15%	\$5,221	\$7,223
Purchased Simple Average				\$3,748	\$5,507	\$956	7.65%	6.15%	\$5,221	\$7,223
ST-CA	1245	A	EXECUTIVE SECRETARY II	\$3,354	\$4,198	\$1,116	7.65%	21.35%	\$5,442	\$6,531
ST-ID	01231	I	Administrative Assistant 2	\$2,300	\$3,553	\$879	7.65%	14.19%	\$3,682	\$5,208
ST-NV	0000	00	No Match							
ST-WA	105I	50	ADMINISTRATIVE ASSISTANT 5	\$3,377	\$4,429	\$662	7.65%	9.21%	\$4,608	\$5,838
State Simple Average				\$3,010	\$4,060	\$886	7.65%	14.92%	\$4,577	\$5,859
MARKET Simple Average				\$3,364	\$4,567	\$1,041	7.65%	14.93%	\$5,164	\$6,630

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
	AAON	AFSCME-DOC NON-SECURITY	A A	6	\$3,321	98.73%	\$4,322	94.62%	\$4,575	100.17%	\$1,261	7.65%	16.53%	\$5,385	104.29%	\$6,628	99.98%	\$6,943	104.72%
Corrections Simple Average				6	\$3,321	98.73%	\$4,322	94.62%	\$4,575	100.17%	\$1,261	7.65%	16.53%	\$5,385	104.29%	\$6,628	99.98%	\$6,943	104.72%
MENC	EXEC SVC NON-SUPV CONFIDENTIAL	A A		\$2,929	87.08%			\$4,111	90.01%	\$1,261	7.65%	16.53%	\$4,899	94.87%			\$6,366	96.03%	
MENN	EXEC SVC NON-SUPV	A A	60	\$2,929	87.08%	\$3,665	80.24%	\$4,111	90.01%	\$1,261	7.65%	16.53%	\$4,899	94.87%	\$5,813	87.68%	\$6,366	96.03%	
MESN	EXEC SVC SUPERVISORY	A A	3	\$2,929	87.08%	\$3,443	75.37%	\$4,111	90.01%	\$1,261	7.65%	16.53%	\$4,899	94.87%	\$5,537	83.51%	\$6,366	96.03%	
MMC	MGT SVC NON-SUPV CONFIDENTIAL	A A	9	\$2,929	87.08%	\$3,785	82.87%	\$4,111	90.01%	\$1,261	7.65%	16.53%	\$4,899	94.87%	\$5,961	89.92%	\$6,366	96.03%	
MMN	MGT SVC NON-SUPV	A A	25	\$2,929	87.08%	\$3,689	80.76%	\$4,111	90.01%	\$1,261	7.65%	16.53%	\$4,899	94.87%	\$5,842	88.12%	\$6,366	96.03%	
MMS	MGT SVC SUPERVISORY	A A	15	\$2,929	87.08%	\$3,887	85.11%	\$4,111	90.01%	\$1,261	7.65%	16.53%	\$4,899	94.87%	\$6,089	91.84%	\$6,366	96.03%	
Management Simple Average				112	\$2,929	87.08%	\$3,694	80.87%	\$4,111	90.01%	\$1,261	7.65%	16.53%	\$4,899	94.87%	\$5,848	88.21%	\$6,366	96.03%
AB	AFSCME-CONST CONTR BRD	A A	1	\$2,757	81.96%	\$3,973	86.99%	\$3,973	86.99%	\$1,261	7.65%	16.53%	\$4,685	90.73%	\$6,195	93.45%	\$6,195	93.45%	
AD	AFSCME-DEQ	A A	6	\$2,757	81.96%	\$3,739	81.85%	\$3,973	86.99%	\$1,261	7.65%	16.53%	\$4,685	90.73%	\$5,904	89.05%	\$6,195	93.45%	
AF	AFSCME-FIRE MARSHAL	A A		\$2,757	81.96%			\$3,973	86.99%	\$1,261	7.65%	16.53%	\$4,685	90.73%			\$6,195	93.45%	

0119 EXECUTIVE SUPPORT SPECIALIST 2 (Continued)

Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
				\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
AU	AFSCME-MILITARY	A A	1	\$2,756	81.93%	\$3,973	86.99%	\$3,973	86.99%	\$1,261	7.65%	16.53%	\$4,684	90.71%	\$6,195	93.45%	\$6,195	93.45%
AX	AFSCME-STATE LANDS	A A	1	\$2,755	81.90%	\$2,999	65.66%	\$3,971	86.94%	\$1,261	7.65%	16.53%	\$4,683	90.68%	\$4,986	75.20%	\$6,193	93.41%
OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	62	\$2,756	81.93%	\$3,664	80.21%	\$3,974	87.01%	\$1,261	7.65%	16.53%	\$4,684	90.71%	\$5,811	87.65%	\$6,196	93.46%
UA	UNREPRESENTED	A A	6	\$2,756	81.93%	\$3,493	76.48%	\$3,973	86.99%	\$1,261	7.65%	16.53%	\$4,684	90.71%	\$5,599	84.45%	\$6,195	93.45%
Non-Corrections/Non-Mgmt Simple Average			77	\$2,756	81.94%	\$3,640	79.70%	\$3,973	86.98%	\$1,261	7.65%	16.53%	\$4,684	90.71%	\$5,782	87.21%	\$6,195	93.44%
STATEWIDE Simple Average			195	\$2,871	85.34%	\$3,719	81.43%	\$4,075	89.22%	\$1,261	7.65%	16.53%	\$4,826	93.46%	\$5,880	88.69%	\$6,322	95.36%

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0150 STUDENT PROF/TECH WORKER

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-MULT			College Intern	\$1,740	\$4,350	\$1,369	7.65%	15.87%	\$3,518	\$6,742
County Simple Average				Insufficient Market Data					Insufficient Market Data	
MARKET Simple Average				Insufficient Market Data					Insufficient Market Data	

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min	Emp Avg to SR Max	SR Max to SR Max	Insurance	SS	Retire	SR Min to SR Min	Emp Avg to SR Max	POLICY POINT SR Max to SR Max	
		AAON	AFSCME-DOC NON-SECURITY	A	A	\$2,404 - %	- %	\$3,173 - %	\$1,261	7.65%	16.53%	\$4,247 - %	- %	\$5,202
	Corrections Simple Average				\$2,404 - %	- %	\$3,173 - %	\$1,261	7.65%	16.53%	\$4,247 - %	- %	\$5,202	- %
	AD	AFSCME-DEQ	A	A	\$2,042 - %	- %	\$2,757 - %	\$1,261	7.65%	16.53%	\$3,797 - %	- %	\$4,685	- %
	AX	AFSCME-STATE LANDS	A	A	\$2,042 - %	- %	\$2,755 - %	\$1,261	7.65%	16.53%	\$3,797 - %	- %	\$4,683	- %
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A	A	\$2,043 - %	- %	\$2,756 - %	\$1,261	7.65%	16.53%	\$3,798 - %	- %	\$4,684	- %
	OB	SEIU LOCAL 503 OPEU-SEAS STRKE	A	A	\$2,043 - %	- %	\$2,756 - %	\$1,261	7.65%	16.53%	\$3,798 - %	- %	\$4,684	- %
	UA	UNREPRESENTED	A	A	\$2,032 - %	- %	\$2,756 - %	\$1,261	7.65%	16.53%	\$3,785 - %	- %	\$4,684	- %
	Non-Corrections/Non-Mgmt Simple Average				\$2,040 - %	- %	\$2,756 - %	\$1,261	7.65%	16.53%	\$3,795 - %	- %	\$4,684	- %
	STATEWIDE Simple Average				\$2,101 - %	- %	\$2,826 - %	\$1,261	7.65%	16.53%	\$3,870 - %	- %	\$4,770	- %

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0210 ACCOUNTING TECHNICIAN 1

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-CLACK			Accounting Clerk	\$2,557	\$3,213	\$1,266	7.65%	16.43%	\$4,439	\$5,252
CO-DOUGLAS	1210		Accounting Clerk 1	\$1,931	\$2,806	\$1,365	7.65%	18.05%	\$3,792	\$4,892
CO-JEFFERS			Accounting Tax Clerk	\$2,044	\$2,817	\$1,010	7.65%	15.77%	\$3,532	\$4,486
CO-LANE	A020		Accounting Clerk 1	\$2,135	\$2,962	\$1,776	7.65%	14.91%	\$4,393	\$5,407
CO-WASH			ACCOUNTING ASSISTANT I	\$2,962	\$3,600	\$1,177	7.65%	22.22%	\$5,024	\$5,852
County Simple Average				\$2,326	\$3,080	\$1,319	7.65%	17.48%	\$4,236	\$5,178
MIL-NWHCS	12.07		Accounts Receivable Cashier	\$2,403	\$3,553	\$956	7.65%	6.15%	\$3,690	\$4,999
MIL-PACS	2.01		Accounting Clerk (Entry)	\$2,537	\$3,523	\$956	7.65%	6.15%	\$3,843	\$4,965
Purchased Simple Average				\$2,470	\$3,538	\$956	7.65%	6.15%	\$3,766	\$4,982
ST-CA	1733		ACCOUNT CLERK II	\$2,411	\$3,021	\$1,116	7.65%	21.35%	\$4,226	\$5,013
ST-ID	0000		No Match							
ST-NV	7.143	30	Accountant Technician 1	\$2,725	\$4,002	\$785	7.65%	25.75%	\$4,420	\$6,124
ST-WA	148L	29	FISCAL TECHNICIAN 1	\$2,068	\$2,663	\$662	7.65%	9.21%	\$3,079	\$3,774
State Simple Average				\$2,401	\$3,229	\$854	7.65%	18.77%	\$3,908	\$4,970
MARKET Simple Average				\$2,377	\$3,216	\$1,107	7.65%	15.60%	\$4,044	\$5,077

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max			Insurance		SS		Retire		SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					SR Min	%	Emp Avg	SR Max	%	Insurance	SS	Retire	SR Min	%	Emp Avg	SR Max	%						
	AAON	AFSCME-DOC NON-SECURITY	A	A	\$2,584	108.70%			\$3,475	108.05%	\$1,261	7.65%	16.53%	\$4,470	110.55%			\$5,577	109.85%				
	Corrections Simple Average				\$2,584	108.70%			\$3,475	108.05%	\$1,261	7.65%	16.53%	\$4,470	110.55%			- %	\$5,577	109.85%			
	MMC	MGT SVC NON-SUPV CONFIDENTIAL	A	A	\$2,305	96.96%			\$3,072	95.52%	\$1,261	7.65%	16.53%	\$4,124	101.98%			\$5,076	99.99%				
	MMN	MGT SVC NON-SUPV	A	A	\$2,305	96.96%			\$3,072	95.52%	\$1,261	7.65%	16.53%	\$4,124	101.98%			\$5,076	99.99%				
	Management Simple Average				\$2,305	96.96%			\$3,072	95.52%	\$1,261	7.65%	16.53%	\$4,124	101.98%			- %	\$5,076	99.99%			
	AB	AFSCME-CONST CONTR BRD	A	A	\$2,194	92.29%			\$2,999	93.25%	\$1,261	7.65%	16.53%	\$3,986	98.57%			\$4,986	98.21%				
	AD	AFSCME-DEQ	A	A	\$2,194	92.29%			\$2,999	93.25%	\$1,261	7.65%	16.53%	\$3,986	98.57%			\$4,986	98.21%				
	AG	AFSCME-DLCD	A	A	\$2,194	92.29%			\$2,999	93.25%	\$1,261	7.65%	16.53%	\$3,986	98.57%			\$4,986	98.21%				
	AL	AFSCME-OLCC	A	A	\$2,194	92.29%			\$2,999	93.25%	\$1,261	7.65%	16.53%	\$3,986	98.57%			\$4,986	98.21%				
	AO	AFSCME-OREGON STATE POLICE	A	A	1	\$2,194	92.29%	\$2,757	85.73%	\$2,999	93.25%	\$1,261	7.65%	16.53%	\$3,986	98.57%	\$4,685	92.29%	\$4,986	98.21%			
	AS	AFSCME-DEPT PUBLIC SAFE/STD/TRNG	A	A	\$2,187	92.00%			\$2,999	93.25%	\$1,261	7.65%	16.53%	\$3,977	98.35%			\$4,986	98.21%				

0210 ACCOUNTING TECHNICIAN 1 (Continued)

Repr	Repr Description	Opt	Emps	SR Min to SR Min	Emp Avg to SR Max	SR Max to SR Max	Insurance	SS	Retire	SR Min to SR Min	Emp Avg to SR Max	POLICY POINT SR Max to SR Max	
AT	AFSCME-DCBS BUILDING CODES	A A		\$2,194 92.29%		\$2,999 93.25%	\$1,261	7.65%	16.53%	\$3,986 98.57%		\$4,986	98.21%
AU	AFSCME-MILITARY	A A	1	\$2,187 92.00%	\$2,435 75.72%	\$2,999 93.25%	\$1,261	7.65%	16.53%	\$3,977 98.35%	\$4,285 84.41%	\$4,986	98.21%
AX	AFSCME-STATE LANDS	A A		\$2,187 92.00%		\$2,999 93.25%	\$1,261	7.65%	16.53%	\$3,977 98.35%		\$4,986	98.21%
OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	3	\$2,188 92.04%	\$2,574 80.03%	\$3,001 93.31%	\$1,261	7.65%	16.53%	\$3,978 98.39%	\$4,457 87.80%	\$4,988	98.26%
UA	UNREPRESENTED	A A	1	\$2,181 91.75%	\$2,756 85.70%	\$2,999 93.25%	\$1,261	7.65%	16.53%	\$3,970 98.17%	\$4,684 92.26%	\$4,986	98.21%
Non-Corrections/Non-Mgmt Simple Average			6	\$2,190 92.14%	\$2,630 81.79%	\$2,999 93.26%	\$1,261	7.65%	16.53%	\$3,981 98.46%	\$4,528 89.19%	\$4,986	98.21%
STATEWIDE Simple Average			6	\$2,235 94.01%	\$2,630 81.79%	\$3,044 94.64%	\$1,261	7.65%	16.53%	\$4,037 99.82%	\$4,528 89.19%	\$5,041	99.30%

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0211 ACCOUNTING TECHNICIAN 2

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-CLACK	098		Accounting Specialist 1	\$2,925	\$3,700	\$1,266	7.65%	16.43%	\$4,896	\$5,857
CO-DOUGLAS	1230		Accounting Clerk 2	\$2,167	\$3,158	\$1,365	7.65%	18.05%	\$4,089	\$5,335
CO-LANE	A021		Accounting Clerk 2	\$2,418	\$3,345	\$1,776	7.65%	14.91%	\$4,740	\$5,876
CO-LINCOLN	091		COST ACCOUNTING CLERK/PUBLIC WORKS	\$3,268	\$4,392	\$938	7.65%	16.83%	\$5,006	\$6,405
CO-LINN	27		ACCOUNTING CLERK 1	\$2,764	\$3,528	\$1,823	7.65%	15.83%	\$5,236	\$6,179
CO-MALHEUF			Accounting Technician	\$3,310	\$4,381	\$1,144	7.65%	11.53%	\$5,089	\$6,365
CO-MARION	031		Accounting Clerk	\$2,470	\$3,642	\$1,346	7.65%	12.35%	\$4,310	\$5,716
CO-MULT			Finance Specialist 2	\$4,106	\$5,049	\$1,369	7.65%	15.87%	\$6,441	\$7,606
CO-UNION	15		Sr Accounting Clerk	\$3,179	\$3,864	\$1,263	7.65%	10.25%	\$5,011	\$5,819
CO-WASH			ACCOUNTING ASSISTANT II	\$3,435	\$4,176	\$1,177	7.65%	22.22%	\$5,638	\$6,600
County Simple Average				\$3,004	\$3,924	\$1,347	7.65%	15.43%	\$5,045	\$6,176
MIL-OPES	2.01		Accounting Clerk (Intermediate)	\$2,977	\$3,936	\$1,267	7.65%	10.63%	\$4,788	\$5,923
OPES Simple Average				\$2,977	\$3,936	\$1,267	7.65%	10.63%	\$4,788	\$5,923
MIL-NWHCS	12.01		Patient Account Representative	\$2,637	\$3,810	\$956	7.65%	6.15%	\$3,957	\$5,292
MIL-PACS	2.02		Accounting Clerk (Intermediate)	\$2,757	\$3,915	\$956	7.65%	6.15%	\$4,093	\$5,411
Purchased Simple Average				\$2,697	\$3,863	\$956	7.65%	6.15%	\$4,025	\$5,352
ST-CA	1741	A	ACCOUNTING TECHNICIAN	\$2,691	\$3,371	\$1,116	7.65%	21.35%	\$4,587	\$5,464
ST-ID	04250	G	Financial Support Technician	\$1,711	\$2,641	\$879	7.65%	14.19%	\$2,964	\$4,097
ST-NV	7.141	32	Accountant Technician 2	\$2,961	\$4,371	\$785	7.65%	25.75%	\$4,736	\$6,616
ST-WA	148M	32	FISCAL TECHNICIAN 2	\$2,212	\$2,855	\$662	7.65%	9.21%	\$3,247	\$3,998
State Simple Average				\$2,394	\$3,309	\$861	7.65%	17.63%	\$3,883	\$5,044
MARKET Simple Average				\$2,823	\$3,773	\$1,182	7.65%	14.57%	\$4,637	\$5,798

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max		
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%	
	AAON	AFSCME-DOC NON-SECURITY	A	A	17	\$3,038	107.62%	\$3,797	100.64%	\$4,170	110.53%	\$1,261	7.65%	16.53%	\$5,034	108.56%	\$5,976	103.08%	\$6,440	111.08%
	Corrections Simple Average				17	\$3,038	107.62%	\$3,797	100.64%	\$4,170	110.53%	\$1,261	7.65%	16.53%	\$5,034	108.56%	\$5,976	103.08%	\$6,440	111.08%
	MMC	MGT SVC NON-SUPV CONFIDENTIAL	A	A		\$2,683	95.04%			\$3,717	98.53%	\$1,261	7.65%	16.53%	\$4,593	99.06%			\$5,877	101.37%
	MMN	MGT SVC NON-SUPV	A	A		\$2,683	95.04%			\$3,717	98.53%	\$1,261	7.65%	16.53%	\$4,593	99.06%			\$5,877	101.37%
	Management Simple Average					\$2,683	95.04%			\$3,717	98.53%	\$1,261	7.65%	16.53%	\$4,593	99.06%	- %		\$5,877	101.37%

0211 ACCOUNTING TECHNICIAN 2 (Continued)

Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
AB	AFSCME-CONST CONTR BRD	A A		\$2,539	89.94%			\$3,610	95.69%	\$1,261	7.65%	16.53%	\$4,414	95.20%			\$5,744	99.08%
AD	AFSCME-DEQ	A A	4	\$2,539	89.94%	\$3,451	91.47%	\$3,610	95.69%	\$1,261	7.65%	16.53%	\$4,414	95.20%	\$5,547	95.68%	\$5,744	99.08%
AG	AFSCME-DLCD	A A		\$2,539	89.94%			\$3,610	95.69%	\$1,261	7.65%	16.53%	\$4,414	95.20%			\$5,744	99.08%
AL	AFSCME-OLCC	A A	5	\$2,539	89.94%	\$3,066	81.28%	\$3,610	95.69%	\$1,261	7.65%	16.53%	\$4,414	95.20%	\$5,069	87.43%	\$5,744	99.08%
AMG	AFSCME-COMMUNITY PGMS (SOCP)	A A		\$2,644	93.66%			\$3,782	100.25%	\$1,261	7.65%	16.53%	\$4,545	98.01%			\$5,958	102.77%
AO	AFSCME-OREGON STATE POLICE	A A		\$2,539	89.94%			\$3,610	95.69%	\$1,261	7.65%	16.53%	\$4,414	95.20%			\$5,744	99.08%
AS	AFSCME-DEPT PUBLIC SAFE/STD/TRNG	A A	1	\$2,539	89.94%	\$3,609	95.66%	\$3,609	95.66%	\$1,261	7.65%	16.53%	\$4,414	95.20%	\$5,743	99.06%	\$5,743	99.06%
AT	AFSCME-DCBS BUILDING CODES	A A		\$2,539	89.94%			\$3,610	95.69%	\$1,261	7.65%	16.53%	\$4,414	95.20%			\$5,744	99.08%
AU	AFSCME-MILITARY	A A	2	\$2,539	89.94%	\$3,530	93.56%	\$3,609	95.66%	\$1,261	7.65%	16.53%	\$4,414	95.20%	\$5,644	97.36%	\$5,743	99.06%
AX	AFSCME-STATE LANDS	A A	1	\$2,539	89.94%	\$2,874	76.18%	\$3,609	95.66%	\$1,261	7.65%	16.53%	\$4,414	95.20%	\$4,830	83.32%	\$5,743	99.06%
OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	89	\$2,538	89.91%	\$3,181	84.32%	\$3,607	95.61%	\$1,261	7.65%	16.53%	\$4,413	95.17%	\$5,212	89.90%	\$5,741	99.02%
UA	UNREPRESENTED	A A	8	\$2,539	89.94%	\$2,970	78.74%	\$3,609	95.66%	\$1,261	7.65%	16.53%	\$4,414	95.20%	\$4,950	85.38%	\$5,743	99.06%
Non-Corrections/Non-Mgmt Simple Average			110	\$2,548	90.25%	\$3,240	85.89%	\$3,624	96.05%	\$1,261	7.65%	16.53%	\$4,425	95.43%	\$5,285	91.16%	\$5,761	99.38%
STATEWIDE Simple Average			127	\$2,598	92.05%	\$3,310	87.73%	\$3,673	97.35%	\$1,261	7.65%	16.53%	\$4,488	96.79%	\$5,372	92.65%	\$5,822	100.42%

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0212 ACCOUNTING TECHNICIAN 3

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-CLACK			Accounting Specialist 2	\$3,213	\$4,058	\$1,266	7.65%	16.43%	\$5,252	\$6,301
CO-DOUGLAS	1250		Accounting Technician 1	\$2,437	\$3,550	\$1,365	7.65%	18.05%	\$4,428	\$5,827
CO-LANE	A022		Accounting Clerk, Senior	\$2,735	\$3,787	\$1,776	7.65%	14.91%	\$5,128	\$6,418
CO-LINCOLN			ACCOUNTING SPECIALIST	\$3,529	\$4,743	\$938	7.65%	16.83%	\$5,331	\$6,842
CO-LINN	28		ACCOUNTING CLERK 2	\$3,197	\$4,085	\$1,823	7.65%	15.83%	\$5,770	\$6,867
CO-MARION	032		Accounting Specialist	\$2,941	\$4,344	\$1,346	7.65%	12.35%	\$4,876	\$6,558
CO-WASH			ACCOUNTING ASSISTANT, SENIOR	\$3,793	\$4,609	\$1,177	7.65%	22.22%	\$6,102	\$7,162
County Simple Average				\$3,121	\$4,168	\$1,384	7.65%	16.66%	\$5,270	\$6,568
MIL-OPES	2.02		Accounting Clerk (Senior)	\$3,435	\$4,544	\$1,267	7.65%	10.63%	\$5,330	\$6,642
OPES Simple Average				\$3,435	\$4,544	\$1,267	7.65%	10.63%	\$5,330	\$6,642
MIL-PACS	2.03		Accounting Clerk (Senior)	\$3,082	\$4,371	\$956	7.65%	6.15%	\$4,464	\$5,930
Purchased Simple Average				\$3,082	\$4,371	\$956	7.65%	6.15%	\$4,464	\$5,930
ST-CA	0000		No Match							
ST-ID	04248	H	Financial Technician	\$1,969	\$3,041	\$879	7.65%	14.19%	\$3,278	\$4,585
ST-NV	0000	00	No Match							
ST-WA	148N	35	FISCAL TECHNICIAN 3	\$2,370	\$3,063	\$662	7.65%	9.21%	\$3,432	\$4,241
State Simple Average				\$2,170	\$3,052	\$771	7.65%	11.70%	\$3,355	\$4,413
MARKET Simple Average				\$2,973	\$4,018	\$1,223	7.65%	14.25%	\$4,854	\$6,125

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	AAON	AFSCME-DOC NON-SECURITY	A A	19	\$3,321	111.71%	\$4,391	109.30%	\$4,575	113.87%	\$1,261	7.65%	16.53%	\$5,385	110.95%	\$6,715	109.63%	\$6,943	113.35%
	Corrections Simple Average			19	\$3,321	111.71%	\$4,391	109.30%	\$4,575	113.87%	\$1,261	7.65%	16.53%	\$5,385	110.95%	\$6,715	109.63%	\$6,943	113.35%
	MMC	MGT SVC NON-SUPV CONFIDENTIAL	A A	1	\$2,929	98.52%	\$4,111	102.32%	\$4,111	102.32%	\$1,261	7.65%	16.53%	\$4,899	100.92%	\$6,366	103.94%	\$6,366	103.94%
	MMN	MGT SVC NON-SUPV	A A		\$2,929	98.52%			\$4,111	102.32%	\$1,261	7.65%	16.53%	\$4,899	100.92%			\$6,366	103.94%
	Management Simple Average			1	\$2,929	98.52%	\$4,111	102.32%	\$4,111	102.32%	\$1,261	7.65%	16.53%	\$4,899	100.92%	\$6,366	103.94%	\$6,366	103.94%
	AB	AFSCME-CONST CONTR BRD	A A	1	\$2,757	92.74%	\$3,451	85.89%	\$3,973	98.89%	\$1,261	7.65%	16.53%	\$4,685	96.52%	\$5,547	90.56%	\$6,195	101.15%
	AD	AFSCME-DEQ	A A	3	\$2,757	92.74%	\$3,607	89.77%	\$3,973	98.89%	\$1,261	7.65%	16.53%	\$4,685	96.52%	\$5,740	93.72%	\$6,195	101.15%
	AG	AFSCME-DLCD	A A		\$2,757	92.74%			\$3,973	98.89%	\$1,261	7.65%	16.53%	\$4,685	96.52%			\$6,195	101.15%
	AL	AFSCME-OLCC	A A	1	\$2,757	92.74%	\$3,451	85.89%	\$3,973	98.89%	\$1,261	7.65%	16.53%	\$4,685	96.52%	\$5,547	90.56%	\$6,195	101.15%

0212 ACCOUNTING TECHNICIAN 3 (Continued)

Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
				\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
AO	AFSCME-OREGON STATE POLICE	A A	6	\$2,757	92.74%	\$3,767	93.76%	\$3,973	98.89%	\$1,261	7.65%	16.53%	\$4,685	96.52%	\$5,939	96.97%	\$6,195	101.15%
AR	AFSCME-REAL ESTATE	A A		\$2,757	92.74%			\$3,973	98.89%	\$1,261	7.65%	16.53%	\$4,685	96.52%			\$6,195	101.15%
AS	AFSCME-DEPT PUBLIC SAFE/STD/TRNG	A A	2	\$2,756	92.71%	\$3,712	92.38%	\$3,973	98.89%	\$1,261	7.65%	16.53%	\$4,684	96.50%	\$5,870	95.84%	\$6,195	101.15%
AT	AFSCME-DCBS BUILDING CODES	A A	3	\$2,757	92.74%	\$3,746	93.24%	\$3,973	98.89%	\$1,261	7.65%	16.53%	\$4,685	96.52%	\$5,913	96.54%	\$6,195	101.15%
AU	AFSCME-MILITARY	A A	4	\$2,756	92.71%	\$3,424	85.21%	\$3,973	98.89%	\$1,261	7.65%	16.53%	\$4,684	96.50%	\$5,513	90.00%	\$6,195	101.15%
AX	AFSCME-STATE LANDS	A A	1	\$2,755	92.67%	\$3,138	78.10%	\$3,971	98.84%	\$1,261	7.65%	16.53%	\$4,683	96.47%	\$5,158	84.22%	\$6,193	101.11%
OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	128	\$2,756	92.71%	\$3,523	87.70%	\$3,974	98.91%	\$1,261	7.65%	16.53%	\$4,684	96.50%	\$5,637	92.03%	\$6,196	101.17%
UA	UNREPRESENTED	A A	4	\$2,756	92.71%	\$3,490	86.86%	\$3,973	98.89%	\$1,261	7.65%	16.53%	\$4,684	96.50%	\$5,595	91.35%	\$6,195	101.15%
Non-Corrections/Non-Mgmt Simple Average			153	\$2,757	92.72%	\$3,531	87.88%	\$3,973	98.88%	\$1,261	7.65%	16.53%	\$4,684	96.51%	\$5,646	92.18%	\$6,195	101.14%
STATEWIDE Simple Average			173	\$2,817	94.76%	\$3,651	90.87%	\$4,031	100.34%	\$1,261	7.65%	16.53%	\$4,760	98.06%	\$5,795	94.62%	\$6,268	102.33%

0213 SUPERVISING ACCOUNTING TECH

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-CLACK			Accounting Specialist 3	\$3,700	\$4,662	\$1,266	7.65%	16.43%	\$5,857	\$7,051
CO-DOUGLAS	1270		Accounting Technician 2	\$2,737	\$3,988	\$1,365	7.65%	18.05%	\$4,805	\$6,378
CO-LANE	A033		Accounting Analyst	\$3,416	\$4,735	\$1,776	7.65%	14.91%	\$5,963	\$7,580
County Simple Average				\$3,284	\$4,462	\$1,469	7.65%	16.46%	\$5,542	\$7,003
ST-CA	1724		SUPERVISING ACCOUNT CLERK II	\$3,425	\$4,292	\$1,116	7.65%	21.35%	\$5,534	\$6,652
ST-ID	04247	I	Financial Unit Supervisor	\$2,300	\$3,553	\$879	7.65%	14.19%	\$3,682	\$5,208
ST-NV	7.140	34	Accountant Technician 3	\$3,222	\$4,778	\$785	7.65%	25.75%	\$5,084	\$7,159
ST-WA	148P	39	FISCAL TECHNICIAN SUPERVISOR	\$2,598	\$3,377	\$662	7.65%	9.21%	\$3,698	\$4,608
State Simple Average				\$2,886	\$4,000	\$861	7.65%	17.63%	\$4,499	\$5,907
MARKET Simple Average				\$3,057	\$4,198	\$1,121	7.65%	17.13%	\$4,946	\$6,377

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max			Insurance		SS		Retire		SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
		MMS	MGT SVC SUPERVISORY	A	A	\$3,222	105.40%			\$4,518	107.62%			\$1,261	7.65%	16.53%	\$5,262	106.40%					\$6,872
	Management Simple Average				\$3,222	105.40%			\$4,518	107.62%			\$1,261	7.65%	16.53%	\$5,262	106.40%			- %		\$6,872	107.77%
	STATEWIDE Simple Average				\$3,222	105.40%			\$4,518	107.62%			\$1,261	7.65%	16.53%	\$5,262	106.40%			- %		\$6,872	107.77%

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0251 STATE LIBRARY SPECIALIST 1

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-CLACK			Library Assistant 1	\$2,557	\$3,213	\$1,266	7.65%	16.43%	\$4,439	\$5,252
CO-DOUGLAS	3310		Library Technician 1	\$1,820	\$2,647	\$1,365	7.65%	18.05%	\$3,653	\$4,692
County Simple Average				\$2,188	\$2,930	\$1,316	7.65%	17.24%	\$4,046	\$4,972
MIL-OPES	9.02		Library Technician (Intermediate)	\$2,808	\$3,758	\$1,267	7.65%	10.63%	\$4,589	\$5,712
OPES Simple Average				\$2,808	\$3,758	\$1,267	7.65%	10.63%	\$4,589	\$5,712
ST-CA	1307	A	LIBRARY TECHNICAL ASSISTANT I	\$2,826	\$3,539	\$1,116	7.65%	21.35%	\$4,761	\$5,681
ST-ID	02931	G	Library Assistant 1	\$1,711	\$2,641	\$879	7.65%	14.19%	\$2,964	\$4,097
ST-NV	4.122	27	Library Technician 1	\$2,412	\$3,515	\$785	7.65%	25.75%	\$4,002	\$5,474
ST-WA	261A	41	LIBRARY & ARCHIVAL PROFESSIONAL 1	\$2,724	\$3,549	\$662	7.65%	9.21%	\$3,845	\$4,809
State Simple Average				\$2,418	\$3,311	\$861	7.65%	17.63%	\$3,893	\$5,015
MARKET Simple Average				\$2,408	\$3,266	\$1,049	7.65%	16.52%	\$4,036	\$5,102

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max			Insurance		SS		Retire		SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	3	\$2,110	87.62%	\$2,270	69.52%	\$2,873	87.97%	\$1,261	7.65%	16.53%	\$3,882	96.17%	\$4,081	79.98%	\$4,829	94.64%				
	Non-Corrections/Non-Mgmt Simple Average			3	\$2,110	87.62%	\$2,270	69.52%	\$2,873	87.97%	\$1,261	7.65%	16.53%	\$3,882	96.17%	\$4,081	79.98%	\$4,829	94.64%				
	STATEWIDE Simple Average			3	\$2,110	87.62%	\$2,270	69.52%	\$2,873	87.97%	\$1,261	7.65%	16.53%	\$3,882	96.17%	\$4,081	79.98%	\$4,829	94.64%				

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0252 STATE LIBRARY SPECIALIST 2

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-CLACK			Library Assistant 2	\$2,806	\$3,530	\$1,266	7.65%	16.43%	\$4,748	\$5,646
CO-DOUGLAS	3320		Library Technician 2	\$2,042	\$2,973	\$1,365	7.65%	18.05%	\$3,932	\$5,102
County Simple Average				\$2,424	\$3,251	\$1,316	7.65%	17.24%	\$4,340	\$5,374
MIL-OPES	9.03		Library Technician (Senior)	\$3,195	\$4,228	\$1,267	7.65%	10.63%	\$5,046	\$6,268
OPES Simple Average				\$3,195	\$4,228	\$1,267	7.65%	10.63%	\$5,046	\$6,268
ST-CA	1308		LIBRARY TECHNICAL ASSISTANT II	\$3,118	\$3,904	\$1,116	7.65%	21.35%	\$5,138	\$6,152
ST-ID	02929	H	Library Assistant 2	\$1,969	\$3,041	\$879	7.65%	14.19%	\$3,278	\$4,585
ST-NV	4.119	23	Library Assistant 2	\$2,060	\$2,961	\$785	7.65%	25.75%	\$3,534	\$4,736
ST-WA	261B	48	LIBRARY & ARCHIVAL PROFESSIONAL 2	\$3,213	\$4,214	\$662	7.65%	9.21%	\$4,417	\$5,586
State Simple Average				\$2,590	\$3,530	\$861	7.65%	17.63%	\$4,092	\$5,265
MARKET Simple Average				\$2,629	\$3,550	\$1,049	7.65%	16.52%	\$4,299	\$5,439

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%		
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	9	\$2,636	100.27%	\$3,295	92.82%	\$3,781	106.50%	\$1,261	7.65%	16.53%	\$4,535	105.49%	\$5,354	98.43%	\$5,957	109.52%
	Non-Corrections/Non-Mgmt Simple Average			9	\$2,636	100.27%	\$3,295	92.82%	\$3,781	106.50%	\$1,261	7.65%	16.53%	\$4,535	105.49%	\$5,354	98.43%	\$5,957	109.52%
	STATEWIDE Simple Average			9	\$2,636	100.27%	\$3,295	92.82%	\$3,781	106.50%	\$1,261	7.65%	16.53%	\$4,535	105.49%	\$5,354	98.43%	\$5,957	109.52%

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0313 OSP TELECOMMUNICATOR 1

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
EXCLUDED-Ir	0000		Interest Arbitration							

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min	Emp Avg to SR Max	SR Max to SR Max	Insurance	SS	Retire	SR Min to SR Min	Emp Avg to SR Max	POLICY POINT SR Max to SR Max
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0314 OSP TELECOMMUNICATOR 2

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
EXCLUDED-Ir	0000		Interest Arbitration							

OREGON
COMPARISON
TO
MARKET

Repr	Repr Description	Opt	Emps	SR Min to SR Min	Emp Avg to SR Max	SR Max to SR Max	Insurance	SS	Retire	SR Min to SR Min	Emp Avg to SR Max	POLICY POINT SR Max to SR Max
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2014 State of Oregon Salary and Benefit Report

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0321 PUBLIC SERVICE REP 1

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
MIL-NWHCS	13.12		Receptionist	\$2,265	\$3,269	\$956	7.65%	6.15%	\$3,533	\$4,676
MIL-PACS	1.19		Receptionist / Switchboard Operator	\$2,449	\$3,491	\$956	7.65%	6.15%	\$3,743	\$4,929
Purchased Simple Average				\$2,357	\$3,380	\$956	7.65%	6.15%	\$3,638	\$4,802
ST-CA	0000		No Match							
ST-ID	0000		No Match							
ST-NV	0000	00	No Match							
ST-WA	102A	32	CUSTOMER SERVICE SPECIALIST 1	\$2,212	\$2,855	\$662	7.65%	9.21%	\$3,247	\$3,998
State Simple Average				\$2,212	\$2,855	\$662	7.65%	9.21%	\$3,247	\$3,998
MARKET Simple Average				\$2,309	\$3,205	\$858	7.65%	7.17%	\$3,508	\$4,534

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max	POLICY POINT SR Max to SR Max	
		AAON	AFSCME-DOC NON-SECURITY	A	A	\$2,228	96.51%			\$2,907	90.70%	\$1,261	7.65%	16.53%	\$4,028	114.84%		\$4,871
	Corrections Simple Average				\$2,228	96.51%			\$2,907	90.70%	\$1,261	7.65%	16.53%	\$4,028	114.84%	- %	\$4,871	107.43%
	AB	AFSCME-CONST CONTR BRD	A	A	\$2,042	88.45%			\$2,539	79.22%	\$1,261	7.65%	16.53%	\$3,797	108.25%		\$4,414	97.35%
	AD	AFSCME-DEQ	A	A	\$2,042	88.45%			\$2,539	79.22%	\$1,261	7.65%	16.53%	\$3,797	108.25%		\$4,414	97.35%
	AS	AFSCME-DEPT PUBLIC SAFE/STD/TRNG	A	A	\$2,042	88.45%			\$2,539	79.22%	\$1,261	7.65%	16.53%	\$3,797	108.25%		\$4,414	97.35%
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A	A	\$2,043	88.50%			\$2,538	79.19%	\$1,261	7.65%	16.53%	\$3,798	108.29%		\$4,413	97.32%
	UA	UNREPRESENTED	A	A	\$2,032	88.02%			\$2,539	79.22%	\$1,261	7.65%	16.53%	\$3,785	107.90%		\$4,414	97.35%
	Non-Corrections/Non-Mgmt Simple Average				\$2,040	88.38%			\$2,539	79.21%	\$1,261	7.65%	16.53%	\$3,795	108.19%	- %	\$4,414	97.35%
	STATEWIDE Simple Average				\$2,072	89.73%			\$2,600	81.13%	\$1,261	7.65%	16.53%	\$3,834	109.30%	- %	\$4,490	99.03%

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0322 PUBLIC SERVICE REP 2

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-LINCOLN	028		RECEPTIONIST-DISTRICT ATTORNEY	\$2,402	\$3,228	\$938	7.65%	16.83%	\$3,928	\$4,956
County Simple Average				\$2,402	\$3,228	\$938	7.65%	16.83%	\$3,928	\$4,956
MIL-NWHCS	13.08		Telephone Operator	\$2,274	\$3,289	\$956	7.65%	6.15%	\$3,544	\$4,699
MIL-PACS	10.01		Customer Service Representative (Entry)	\$2,398	\$3,613	\$956	7.65%	6.15%	\$3,684	\$5,067
Purchased Simple Average				\$2,336	\$3,451	\$956	7.65%	6.15%	\$3,614	\$4,883
ST-CA	1635		TELEPHONE OPERATOR	\$2,326	\$2,910	\$1,116	7.65%	21.35%	\$4,116	\$4,870
ST-ID	0000		No Match							
ST-NV	0000	00	No Match							
ST-WA	102B	35	CUSTOMER SERVICE SPECIALIST 2	\$2,370	\$3,063	\$662	7.65%	9.21%	\$3,432	\$4,241
State Simple Average				\$2,348	\$2,987	\$889	7.65%	15.28%	\$3,774	\$4,555
MARKET Simple Average				\$2,354	\$3,221	\$926	7.65%	11.94%	\$3,741	\$4,767

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max			Insurance		SS		Retire		SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
	AAON	AFSCME-DOC NON-SECURITY	A	A	\$2,404	102.13%			\$3,173	98.52%	\$1,261	7.65%	16.53%	\$4,247	113.52%							\$5,202	109.12%
Corrections Simple Average					\$2,404	102.13%			\$3,173	98.52%	\$1,261	7.65%	16.53%	\$4,247	113.52%							\$5,202	109.12%
	MMC	MGT SVC NON-SUPV CONFIDENTIAL	A	A	\$2,225	94.52%			\$2,929	90.94%	\$1,261	7.65%	16.53%	\$4,024	107.58%							\$4,899	102.77%
	MMN	MGT SVC NON-SUPV	A	A	\$2,225	94.52%			\$2,929	90.94%	\$1,261	7.65%	16.53%	\$4,024	107.58%							\$4,899	102.77%
Management Simple Average					\$2,225	94.52%			\$2,929	90.94%	\$1,261	7.65%	16.53%	\$4,024	107.58%							\$4,899	102.77%
	AD	AFSCME-DEQ	A	A	3	\$2,152	91.42%	\$2,789	86.60%	\$2,936	91.16%	\$1,261	7.65%	16.53%	\$3,934	105.16%	\$4,725	99.12%				\$4,907	102.95%
	AO	AFSCME-OREGON STATE POLICE	A	A	2	\$2,111	89.68%	\$2,665	82.73%	\$2,874	89.24%	\$1,261	7.65%	16.53%	\$3,883	103.80%	\$4,570	95.88%				\$4,830	101.33%
	AS	AFSCME-DEPT PUBLIC SAFE/STD/TRNG	A	A		\$2,111	89.68%			\$2,874	89.24%	\$1,261	7.65%	16.53%	\$3,883	103.80%						\$4,830	101.33%
	AX	AFSCME-STATE LANDS	A	A		\$2,111	89.68%			\$2,874	89.24%	\$1,261	7.65%	16.53%	\$3,883	103.80%						\$4,830	101.33%
	OA	SEIU LOCAL 503 OPEIU-STRIKEABLE	A	A	15	\$2,110	89.64%	\$2,427	75.34%	\$2,873	89.21%	\$1,261	7.65%	16.53%	\$3,882	103.76%	\$4,275	89.68%				\$4,829	101.31%
	UA	UNREPRESENTED	A	A	2	\$2,103	89.34%	\$2,654	82.39%	\$2,874	89.24%	\$1,261	7.65%	16.53%	\$3,873	103.53%	\$4,557	95.59%				\$4,830	101.33%
Non-Corrections/Non-Mgmt Simple Average					22	\$2,116	89.91%	\$2,633	81.77%	\$2,884	89.55%	\$1,261	7.65%	16.53%	\$3,889	103.97%	\$4,532	95.06%				\$4,843	101.60%
STATEWIDE Simple Average					22	\$2,172	92.29%	\$2,633	81.77%	\$2,926	90.86%	\$1,261	7.65%	16.53%	\$3,959	105.84%	\$4,532	95.06%				\$4,895	102.69%

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0323 PUBLIC SERVICE REP 3

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-CLACK	041		Customer Information Specialist	\$2,925	\$3,700	\$1,266	7.65%	16.43%	\$4,896	\$5,857
County Simple Average				\$2,925	\$3,700	\$1,266	7.65%	16.43%	\$4,896	\$5,857
MIL-PACS	10.02		Customer Service Representative	\$2,791	\$4,008	\$956	7.65%	6.15%	\$4,132	\$5,517
Purchased Simple Average				\$2,791	\$4,008	\$956	7.65%	6.15%	\$4,132	\$5,517
ST-CA	0000		No Match							
ST-ID	01121	G	Customer Service Representative 1	\$1,711	\$2,641	\$879	7.65%	14.19%	\$2,964	\$4,097
ST-NV	0000	00	No Match							
ST-WA	102C	39	CUSTOMER SERVICE SPECIALIST 3	\$2,598	\$3,377	\$662	7.65%	9.21%	\$3,698	\$4,608
State Simple Average				\$2,154	\$3,009	\$771	7.65%	11.70%	\$3,331	\$4,353
MARKET Simple Average				\$2,506	\$3,432	\$941	7.65%	11.50%	\$3,922	\$5,020

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
	AAON	AFSCME-DOC NON-SECURITY	A A		\$2,786	111.16%	\$3,814	111.15%	\$1,261	7.65%	16.53%	\$4,721	120.36%				\$5,998	119.48%	
Corrections Simple Average				\$2,786	111.16%	\$3,814	111.15%	\$1,261	7.65%	16.53%	\$4,721	120.36%	- %			\$5,998	119.48%		
MENC	EXEC SVC NON-SUPV CONFIDENTIAL	A A		\$2,477	98.83%	\$3,389	98.76%	\$1,261	7.65%	16.53%	\$4,337	110.58%				\$5,470	108.96%		
MENN	EXEC SVC NON-SUPV	A A		\$2,477	98.83%	\$3,389	98.76%	\$1,261	7.65%	16.53%	\$4,337	110.58%				\$5,470	108.96%		
MMC	MGT SVC NON-SUPV CONFIDENTIAL	A A		\$2,477	98.83%	\$3,389	98.76%	\$1,261	7.65%	16.53%	\$4,337	110.58%				\$5,470	108.96%		
MMN	MGT SVC NON-SUPV	A A		\$2,477	98.83%	\$3,389	98.76%	\$1,261	7.65%	16.53%	\$4,337	110.58%				\$5,470	108.96%		
Management Simple Average				\$2,477	98.83%	\$3,389	98.76%	\$1,261	7.65%	16.53%	\$4,337	110.58%	- %			\$5,470	108.96%		
AB	AFSCME-CONST CONTR BRD	A A		\$2,362	94.24%	\$3,292	95.93%	\$1,261	7.65%	16.53%	\$4,195	106.94%				\$5,349	106.56%		
AD	AFSCME-DEQ	A A		\$2,362	94.24%	\$3,292	95.93%	\$1,261	7.65%	16.53%	\$4,195	106.94%				\$5,349	106.56%		
AL	AFSCME-OLCC	A A	1	\$2,362	94.24%	\$2,757	80.34%	\$3,292	95.93%	\$1,261	7.65%	16.53%	\$4,195	106.94%	\$4,685	93.33%	\$5,349	106.56%	
AO	AFSCME-OREGON STATE POLICE	A A	10	\$2,362	94.24%	\$2,548	74.24%	\$3,292	95.93%	\$1,261	7.65%	16.53%	\$4,195	106.94%	\$4,425	88.15%	\$5,349	106.56%	
AR	AFSCME-REAL ESTATE	A A		\$2,362	94.24%	\$3,292	95.93%	\$1,261	7.65%	16.53%	\$4,195	106.94%				\$5,349	106.56%		
AS	AFSCME-DEPT PUBLIC SAFE/STD/TRNG	A A	3	\$2,362	94.24%	\$2,975	86.70%	\$3,291	95.90%	\$1,261	7.65%	16.53%	\$4,195	106.94%	\$4,956	98.72%	\$5,348	106.54%	
AT	AFSCME-DCBS BUILDING CODES	A A	1	\$2,362	94.24%	\$3,292	95.93%	\$3,292	95.93%	\$1,261	7.65%	16.53%	\$4,195	106.94%	\$5,349	106.56%	\$5,349	106.56%	
AU	AFSCME-MILITARY	A A		\$2,362	94.24%	\$3,291	95.90%	\$1,261	7.65%	16.53%	\$4,195	106.94%				\$5,348	106.54%		
OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	224	\$2,360	94.17%	\$2,710	78.98%	\$3,290	95.88%	\$1,261	7.65%	16.53%	\$4,192	106.88%	\$4,627	92.17%	\$5,347	106.52%	

0323 PUBLIC SERVICE REP 3 (Continued)

Repr	Repr Description	Opt	Emps	SR Min to SR Min	Emp Avg to SR Max	SR Max to SR Max	Insurance	SS	Retire	SR Min to SR Min	Emp Avg to SR Max	POLICY POINT SR Max to SR Max	
OB	SEIU LOCAL 503 OPEU-SEAS STRKE	A A		\$2,360 94.17%		\$3,290 95.88%	\$1,261	7.65%	16.53%	\$4,192 106.88%		\$5,347	106.52%
UA	UNREPRESENTED	A A	5	\$2,359 94.13%	\$2,537 73.93%	\$3,291 95.90%	\$1,261	7.65%	16.53%	\$4,191 106.85%	\$4,412 87.89%	\$5,348	106.54%
Non-Corrections/Non-Mgmt Simple Average			244	\$2,361 94.22%	\$2,803 81.69%	\$3,291 95.92%	\$1,261	7.65%	16.53%	\$4,194 106.92%	\$4,742 94.47%	\$5,349	106.55%
STATEWIDE Simple Average			244	\$2,417 96.43%	\$2,803 81.69%	\$3,348 97.58%	\$1,261	7.65%	16.53%	\$4,263 108.68%	\$4,742 94.47%	\$5,420	107.96%

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0324 PUBLIC SERVICE REP 4

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-MARION	009		Permit Specialist	\$2,806	\$4,143	\$1,346	7.65%	12.35%	\$4,714	\$6,317
County Simple Average				\$2,806	\$4,143	\$1,346	7.65%	12.35%	\$4,714	\$6,317
MIL-OPES	4.12b		Customer Service Representative	\$2,732	\$3,774	\$1,267	7.65%	10.63%	\$4,499	\$5,731
OPES Simple Average				\$2,732	\$3,774	\$1,267	7.65%	10.63%	\$4,499	\$5,731
ST-CA	0000		No Match							
ST-ID	0000		No Match							
ST-NV	0000	00	No Match							
ST-WA	0000		No Match							
State Simple Average										
MARKET Simple Average				\$2,769	\$3,958	\$1,307	7.65%	11.49%	\$4,606	\$6,024

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max			Insurance		SS		Retire		SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max			
		AAON	AFSCME-DOC NON-SECURITY	A	A	\$3,321	119.93%			\$4,575	115.58%	\$1,261	7.65%	16.53%	\$5,385	116.92%							\$6,943	115.24%	
	Corrections Simple Average				\$3,321	119.93%			\$4,575	115.58%	\$1,261	7.65%	16.53%	\$5,385	116.92%									\$6,943	115.24%
	MENC	EXEC SVC NON-SUPV CONFIDENTIAL	A	A	\$2,929	105.77%			\$4,111	103.85%	\$1,261	7.65%	16.53%	\$4,899	106.35%									\$6,366	105.68%
	MENN	EXEC SVC NON-SUPV	A	A	4	\$2,929	105.77%	\$3,273	82.67%	\$4,111	103.85%	\$1,261	7.65%	16.53%	\$4,899	106.35%	\$5,325	88.40%					\$6,366	105.68%	
	MESN	EXEC SVC SUPERVISORY	A	A		\$2,929	105.77%			\$4,111	103.85%	\$1,261	7.65%	16.53%	\$4,899	106.35%							\$6,366	105.68%	
	MMC	MGT SVC NON-SUPV CONFIDENTIAL	A	A		\$2,929	105.77%			\$4,111	103.85%	\$1,261	7.65%	16.53%	\$4,899	106.35%							\$6,366	105.68%	
	MMN	MGT SVC NON-SUPV	A	A		\$2,929	105.77%			\$4,111	103.85%	\$1,261	7.65%	16.53%	\$4,899	106.35%							\$6,366	105.68%	
	Management Simple Average				4	\$2,929	105.77%	\$3,273	82.67%	\$4,111	103.85%	\$1,261	7.65%	16.53%	\$4,899	106.35%	\$5,325	88.40%					\$6,366	105.68%	
	AB	AFSCME-CONST CONTR BRD	A	A	12	\$2,757	99.56%	\$3,353	84.69%	\$3,973	100.37%	\$1,261	7.65%	16.53%	\$4,685	101.71%	\$5,425	90.05%					\$6,195	102.84%	
	AD	AFSCME-DEQ	A	A		\$2,757	99.56%			\$3,973	100.37%	\$1,261	7.65%	16.53%	\$4,685	101.71%							\$6,195	102.84%	
	AO	AFSCME-OREGON STATE POLICE	A	A	6	\$2,757	99.56%	\$3,454	87.26%	\$3,973	100.37%	\$1,261	7.65%	16.53%	\$4,685	101.71%	\$5,551	92.14%					\$6,195	102.84%	
	AR	AFSCME-REAL ESTATE	A	A	1	\$2,757	99.56%	\$3,973	100.37%	\$3,973	100.37%	\$1,261	7.65%	16.53%	\$4,685	101.71%	\$6,195	102.84%					\$6,195	102.84%	
	AS	AFSCME-DEPT PUBLIC SAFE/STD/TRNG	A	A		\$2,756	99.52%			\$3,973	100.37%	\$1,261	7.65%	16.53%	\$4,684	101.69%							\$6,195	102.84%	
	AT	AFSCME-DCBS BUILDING CODES	A	A		\$2,757	99.56%			\$3,973	100.37%	\$1,261	7.65%	16.53%	\$4,685	101.71%							\$6,195	102.84%	
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A	A	87	\$2,756	99.52%	\$3,466	87.57%	\$3,974	100.39%	\$1,261	7.65%	16.53%	\$4,684	101.69%	\$5,566	92.39%					\$6,196	102.86%	
	UA	UNREPRESENTED	A	A	12	\$2,756	99.52%	\$3,379	85.36%	\$3,973	100.37%	\$1,261	7.65%	16.53%	\$4,684	101.69%	\$5,457	90.59%					\$6,195	102.84%	

0324 PUBLIC SERVICE REP 4 (Continued)

Repr	Repr Description	Opt	Emps	SR Min to SR Min	Emp Avg to SR Max	SR Max to SR Max	Insurance	SS	Retire	SR Min to SR Min	Emp Avg to SR Max	POLICY POINT SR Max to SR Max	
	Non-Corrections/Non-Mgmt Simple Average		118	\$2,757 99.55%	\$3,525 89.05%	\$3,973 100.37%	\$1,261	7.65%	16.53%	\$4,685 101.70%	\$5,639 93.60%	\$6,195	102.84%
	STATEWIDE Simple Average		122	\$2,859 103.22%	\$3,483 87.99%	\$4,065 102.70%	\$1,261	7.65%	16.53%	\$4,811 104.45%	\$5,586 92.73%	\$6,310	104.74%

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0331 TRANSPORTATION SVCS REP 1

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	1897	C	MOTOR VEHICLE REPRESENTATIVE	\$2,893	\$3,624	\$1,116	7.65%	21.35%	\$4,848	\$5,791
ST-ID	0000		No Match							
ST-NV	11.424	27	DMV Services Technician 3	\$2,412	\$3,515	\$785	7.65%	25.75%	\$4,002	\$5,474
ST-WA	458F	39	LICENSING SERVICES REPRESENTATIVE 2	\$2,598	\$3,377	\$662	7.65%	9.21%	\$3,698	\$4,608
State Simple Average				\$2,634	\$3,505	\$854	7.65%	18.77%	\$4,183	\$5,291
MARKET Simple Average				\$2,634	\$3,505	\$854	7.65%	18.77%	\$4,183	\$5,291

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	249	\$2,538	96.35%	\$3,120	89.02%	\$3,607	102.90%	\$1,261	7.65%	16.53%	\$4,413	105.51%	\$5,136	97.07%	\$5,741	108.50%
	UA	UNREPRESENTED	A A	9	\$2,539	96.39%	\$3,200	91.28%	\$3,609	102.96%	\$1,261	7.65%	16.53%	\$4,414	105.54%	\$5,235	98.93%	\$5,743	108.54%
	Non-Corrections/Non-Mgmt Simple Average			258	\$2,539	96.37%	\$3,160	90.15%	\$3,608	102.93%	\$1,261	7.65%	16.53%	\$4,414	105.52%	\$5,185	98.00%	\$5,742	108.52%
	STATEWIDE Simple Average			258	\$2,539	96.37%	\$3,160	90.15%	\$3,608	102.93%	\$1,261	7.65%	16.53%	\$4,414	105.52%	\$5,185	98.00%	\$5,742	108.52%

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0332 TRANSPORTATION SVCS REP 2

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	8758		LICENSING-REGISTRATION EXAMINER, DEPARTMENT	\$3,241	\$3,973	\$1,116	7.65%	21.35%	\$5,296	\$6,241
ST-ID	0000		No Match							
ST-NV	11.423	29	DMV Services Technician 4	\$2,619	\$3,830	\$785	7.65%	25.75%	\$4,279	\$5,894
ST-WA	0000		No Match							
State Simple Average				\$2,930	\$3,901	\$950	7.65%	23.55%	\$4,788	\$6,067
MARKET Simple Average				\$2,930	\$3,901	\$950	7.65%	23.55%	\$4,788	\$6,067

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	31	\$2,756	94.07%	\$3,531	90.50%	\$3,974	101.86%	\$1,261	7.65%	16.53%	\$4,684	97.83%	\$5,646	93.05%	\$6,196	102.12%
	UA	UNREPRESENTED	A A	48	\$2,756	94.07%	\$3,259	83.53%	\$3,973	101.84%	\$1,261	7.65%	16.53%	\$4,684	97.83%	\$5,308	87.49%	\$6,195	102.10%
	Non-Corrections/Non-Mgmt Simple Average			79	\$2,756	94.07%	\$3,395	87.02%	\$3,974	101.85%	\$1,261	7.65%	16.53%	\$4,684	97.83%	\$5,477	90.27%	\$6,196	102.11%
	STATEWIDE Simple Average			79	\$2,756	94.07%	\$3,395	87.02%	\$3,974	101.85%	\$1,261	7.65%	16.53%	\$4,684	97.83%	\$5,477	90.27%	\$6,196	102.11%

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0333 TRANSP SVCS OFFICE LEADER

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	1890		SENIOR MOTOR VEHICLE TECHNICIAN	\$3,235	\$4,052	\$1,116	7.65%	21.35%	\$5,289	\$6,343
ST-ID	0000		No Match							
ST-NV	0000	00	No Match							
ST-WA	0000		No Match							
State Simple Average				Insufficient Market Data					Insufficient Market Data	
MARKET Simple Average				Insufficient Market Data					Insufficient Market Data	

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	49	\$3,001	- %	\$4,087	- %	\$4,358	- %	\$1,261	7.65%	16.53%	\$4,988	- %	\$6,337	- %	\$6,673	- %
	UA	UNREPRESENTED	A A		\$2,999	- %	- %	- %	\$4,359	- %	\$1,261	7.65%	16.53%	\$4,986	- %	- %	- %	\$6,674	- %
	Non-Corrections/Non-Mgmt Simple Average			49	\$3,000	- %	\$4,087	- %	\$4,359	- %	\$1,261	7.65%	16.53%	\$4,987	- %	\$6,337	- %	\$6,674	- %
	STATEWIDE Simple Average			49	\$3,000	- %	\$4,087	- %	\$4,359	- %	\$1,261	7.65%	16.53%	\$4,987	- %	\$6,337	- %	\$6,674	- %

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0403 MAIL EQUIPMENT OPERATOR 1

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	1779	B	MAILING MACHINES OPERATOR I	\$2,517	\$3,150	\$1,116	7.65%	21.35%	\$4,363	\$5,179
ST-ID	01320	F	Postal Equipment Operator	\$1,506	\$2,326	\$879	7.65%	14.19%	\$2,714	\$3,713
ST-NV	0000	00	No Match							
ST-WA	0000		No Match							
State Simple Average				\$2,012	\$2,738	\$997	7.65%	17.77%	\$3,538	\$4,446
MARKET Simple Average				\$2,012	\$2,738	\$997	7.65%	17.77%	\$3,538	\$4,446

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%		
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	3	\$2,110	104.89%	\$2,645	96.59%	\$2,873	104.93%	\$1,261	7.65%	16.53%	\$3,882	109.70%	\$4,546	102.24%	\$4,829	108.62%
	Non-Corrections/Non-Mgmt Simple Average			3	\$2,110	104.89%	\$2,645	96.59%	\$2,873	104.93%	\$1,261	7.65%	16.53%	\$3,882	109.70%	\$4,546	102.24%	\$4,829	108.62%
	STATEWIDE Simple Average			3	\$2,110	104.89%	\$2,645	96.59%	\$2,873	104.93%	\$1,261	7.65%	16.53%	\$3,882	109.70%	\$4,546	102.24%	\$4,829	108.62%

0404 MAIL EQUIPMENT OPERATOR 2

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	1780		MAILING MACHINES OPERATOR II	\$2,702	\$3,378	\$1,116	7.65%	21.35%	\$4,601	\$5,473
ST-ID	0000		No Match							
ST-NV	0000	00	No Match							
ST-WA	0000		No Match							
State Simple Average				Insufficient Market Data					Insufficient Market Data	
MARKET Simple Average				Insufficient Market Data					Insufficient Market Data	

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min	Emp Avg to SR Max	SR Max to SR Max	Insurance	SS	Retire	SR Min to SR Min	Emp Avg to SR Max	POLICY POINT SR Max to SR Max
		OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	11	\$2,360 - %	\$3,006 - %	\$3,290 - %	\$1,261	7.65%	16.53%	\$4,192 - %	\$4,995 - %
	Non-Corrections/Non-Mgmt Simple Average			11	\$2,360 - %	\$3,006 - %	\$3,290 - %	\$1,261	7.65%	16.53%	\$4,192 - %	\$4,995 - %	\$5,347 - %
	STATEWIDE Simple Average			11	\$2,360 - %	\$3,006 - %	\$3,290 - %	\$1,261	7.65%	16.53%	\$4,192 - %	\$4,995 - %	\$5,347 - %

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0405 MAIL SERVICES ASSISTANT

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-LANE			Mail Clerk	\$2,418	\$3,345	\$1,776	7.65%	14.91%	\$4,740	\$5,876
CO-MARION	063		Mail Courier	\$2,345	\$3,468	\$1,346	7.65%	12.35%	\$4,160	\$5,508
CO-WASH			DELIVERY CLERK	\$2,817	\$3,423	\$1,177	7.65%	22.22%	\$4,835	\$5,623
County Simple Average				\$2,527	\$3,412	\$1,433	7.65%	16.49%	\$4,578	\$5,669
MIL-PACS	1.16		Mail Clerk	\$2,336	\$3,292	\$956	7.65%	6.15%	\$3,614	\$4,703
Purchased Simple Average				\$2,336	\$3,292	\$956	7.65%	6.15%	\$3,614	\$4,703
ST-CA	0000		No Match							
ST-ID	0000		No Match							
ST-NV	0000	00	No Match							
ST-WA	0000		No Match							
State Simple Average										
MARKET Simple Average				\$2,479	\$3,382	\$1,314	7.65%	13.91%	\$4,337	\$5,427

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
	AAON	AFSCME-DOC NON-SECURITY	A	A		\$2,321	93.63%			\$3,038	89.82%	\$1,261	7.65%	16.53%	\$4,144	95.54%			\$5,034
Corrections Simple Average					\$2,321	93.63%			\$3,038	89.82%	\$1,261	7.65%	16.53%	\$4,144	95.54%		- %	\$5,034	92.75%
AD	AFSCME-DEQ	A	A		\$2,042	82.38%			\$2,644	78.17%	\$1,261	7.65%	16.53%	\$3,797	87.55%			\$4,545	83.74%
OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A	A	8	\$2,043	82.42%	\$2,354	69.60%	\$2,636	77.93%	\$1,261	7.65%	16.53%	\$3,798	87.58%	\$4,185	77.10%	\$4,535	83.55%
UA	UNREPRESENTED	A	A		\$2,032	81.97%			\$2,635	77.90%	\$1,261	7.65%	16.53%	\$3,785	87.26%			\$4,534	83.53%
Non-Corrections/Non-Mgmt Simple Average				8	\$2,039	82.25%	\$2,354	69.60%	\$2,638	78.00%	\$1,261	7.65%	16.53%	\$3,793	87.46%	\$4,185	77.10%	\$4,538	83.61%
STATEWIDE Simple Average				8	\$2,110	85.10%	\$2,354	69.60%	\$2,738	80.96%	\$1,261	7.65%	16.53%	\$3,881	89.48%	\$4,185	77.10%	\$4,662	85.89%

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0427 REHABILITATION INDUSTRIES REP

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	9150		VOCATIONAL RESOURCE SPECIALIST	\$3,731	\$4,671	\$1,116	7.65%	21.35%	\$5,929	\$7,141
ST-ID	0000		No Match							
ST-NV	0000	00	No Match							
ST-WA	0000		No Match							
State Simple Average				Insufficient Market Data					Insufficient Market Data	
MARKET Simple Average				Insufficient Market Data					Insufficient Market Data	

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min	Emp Avg to SR Max	SR Max to SR Max	Insurance	SS	Retire	SR Min to SR Min	Emp Avg to SR Max	POLICY POINT SR Max to SR Max
		OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	2	\$2,756 - %	\$3,557 - %	\$3,974 - %	\$1,261	7.65%	16.53%	\$4,684 - %	\$5,678 - %
	Non-Corrections/Non-Mgmt Simple Average			2	\$2,756 - %	\$3,557 - %	\$3,974 - %	\$1,261	7.65%	16.53%	\$4,684 - %	\$5,678 - %	\$6,196 - %
	STATEWIDE Simple Average			2	\$2,756 - %	\$3,557 - %	\$3,974 - %	\$1,261	7.65%	16.53%	\$4,684 - %	\$5,678 - %	\$6,196 - %

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0435 PROCUREMENT AND CONTRACT ASST

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-MULT			Contract Technician	\$3,146	\$3,873	\$1,369	7.65%	15.87%	\$5,254	\$6,153
County Simple Average				\$3,146	\$3,873	\$1,369	7.65%	15.87%	\$5,254	\$6,153
MIL-PACS	8.06		Purchasing Clerk (Intermediate)	\$3,015	\$4,423	\$956	7.65%	6.15%	\$4,388	\$5,990
Purchased Simple Average				\$3,015	\$4,423	\$956	7.65%	6.15%	\$4,388	\$5,990
ST-CA	4707	c	BUSINESS SERVICE ASSISTANT (SPECIALIST)	\$3,111	\$3,895	\$1,116	7.65%	21.35%	\$5,129	\$6,140
ST-ID	0000		No Match							
ST-NV	7.320	25	Purchasing Technician 1	\$2,229	\$3,222	\$785	7.65%	25.75%	\$3,759	\$5,084
ST-WA	115E	30	PROCUREMENT & SUPPLY SUPPORT SPEC 1	\$2,113	\$2,724	\$662	7.65%	9.21%	\$3,131	\$3,845
State Simple Average				\$2,484	\$3,280	\$854	7.65%	18.77%	\$4,006	\$5,023
MARKET Simple Average				\$2,723	\$3,628	\$978	7.65%	15.67%	\$4,332	\$5,442

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
	AAON	AFSCME-DOC NON-SECURITY	A A	1	\$3,321	121.97%	\$3,636	100.23%	\$4,575	126.12%	\$1,261	7.65%	16.53%	\$5,385	124.31%	\$5,777	106.14%	\$6,943	127.57%
Corrections Simple Average				1	\$3,321	121.97%	\$3,636	100.23%	\$4,575	126.12%	\$1,261	7.65%	16.53%	\$5,385	124.31%	\$5,777	106.14%	\$6,943	127.57%
MMC	MGT SVC NON-SUPV CONFIDENTIAL	A A		\$2,929	107.57%			\$4,111	113.33%	\$1,261	7.65%	16.53%	\$4,899	113.08%			\$6,366	116.98%	
MMN	MGT SVC NON-SUPV	A A		\$2,929	107.57%			\$4,111	113.33%	\$1,261	7.65%	16.53%	\$4,899	113.08%			\$6,366	116.98%	
Management Simple Average					\$2,929	107.57%		\$4,111	113.33%	\$1,261	7.65%	16.53%	\$4,899	113.08%		- %	\$6,366	116.98%	
AD	AFSCME-DEQ	A A	1	\$2,757	101.25%	\$3,973	109.52%	\$3,973	109.52%	\$1,261	7.65%	16.53%	\$4,685	108.15%	\$6,195	113.83%	\$6,195	113.83%	
AF	AFSCME-FIRE MARSHAL	A A		\$2,757	101.25%			\$3,973	109.52%	\$1,261	7.65%	16.53%	\$4,685	108.15%			\$6,195	113.83%	
AO	AFSCME-OREGON STATE POLICE	A A		\$2,757	101.25%			\$3,973	109.52%	\$1,261	7.65%	16.53%	\$4,685	108.15%			\$6,195	113.83%	
AT	AFSCME-DCBS BUILDING CODES	A A		\$2,757	101.25%			\$3,973	109.52%	\$1,261	7.65%	16.53%	\$4,685	108.15%			\$6,195	113.83%	
AU	AFSCME-MILITARY	A A	1	\$2,756	101.22%	\$2,999	82.67%	\$3,973	109.52%	\$1,261	7.65%	16.53%	\$4,684	108.12%	\$4,986	91.61%	\$6,195	113.83%	
AX	AFSCME-STATE LANDS	A A		\$2,755	101.18%			\$3,971	109.47%	\$1,261	7.65%	16.53%	\$4,683	108.09%			\$6,193	113.78%	
E	AEE-ASSOC OF ENGINEER EMS	A A		\$2,702	99.23%			\$3,992	110.05%	\$1,261	7.65%	16.53%	\$4,617	106.57%			\$6,219	114.26%	
OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	27	\$2,756	101.22%	\$3,375	93.04%	\$3,974	109.55%	\$1,261	7.65%	16.53%	\$4,684	108.12%	\$5,453	100.19%	\$6,196	113.85%	
UA	UNREPRESENTED	A A	1	\$2,756	101.22%	\$3,609	99.49%	\$3,973	109.52%	\$1,261	7.65%	16.53%	\$4,684	108.12%	\$5,743	105.52%	\$6,195	113.83%	
Non-Corrections/Non-Mgmt Simple Average				30	\$2,750	101.01%	\$3,489	96.18%	\$3,975	109.58%	\$1,261	7.65%	16.53%	\$4,677	107.95%	\$5,594	102.79%	\$6,198	113.88%
STATEWIDE Simple Average				31	\$2,828	103.85%	\$3,518	96.99%	\$4,048	111.58%	\$1,261	7.65%	16.53%	\$4,773	110.17%	\$5,631	103.46%	\$6,288	115.53%

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0436 PROCUREMENT & CONTRACT SPEC 1

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-WASH			BUYER	\$4,552	\$5,533	\$1,177	7.65%	22.22%	\$7,088	\$8,362
County Simple Average				\$4,552	\$5,533	\$1,177	7.65%	22.22%	\$7,088	\$8,362
MIL-OPES	4.14		Buyer / Purchasing Agent	\$4,141	\$5,585	\$1,267	7.65%	10.63%	\$6,165	\$7,873
OPES Simple Average				\$4,141	\$5,585	\$1,267	7.65%	10.63%	\$6,165	\$7,873
MIL-NWHCS	13.19		Buyer (Purchasing Agent)	\$3,335	\$4,941	\$956	7.65%	6.15%	\$4,751	\$6,579
MIL-PACS	8.02		Buyer (Intermediate)	\$3,851	\$5,537	\$956	7.65%	6.15%	\$5,338	\$7,257
Purchased Simple Average				\$3,593	\$5,239	\$956	7.65%	6.15%	\$5,044	\$6,918
ST-CA	4720		BUSINESS SERVICE OFFICER I (SPECIALIST)	\$3,731	\$4,671	\$1,116	7.65%	21.35%	\$5,929	\$7,141
ST-ID	01536	J	Buyer	\$2,595	\$4,006	\$879	7.65%	14.19%	\$4,041	\$5,760
ST-NV	0000	00	No Match							
ST-WA	114E	39	PROCUREMENT & SUPPLY SPECIALIST 1	\$2,598	\$3,377	\$662	7.65%	9.21%	\$3,698	\$4,608
State Simple Average				\$2,975	\$4,018	\$886	7.65%	14.92%	\$4,556	\$5,836
MARKET Simple Average				\$3,543	\$4,807	\$1,002	7.65%	12.84%	\$5,287	\$6,797

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	AAON	AFSCME-DOC NON-SECURITY	A A	2	\$3,995	112.75%	\$4,814	100.14%	\$5,516	114.75%	\$1,261	7.65%	16.53%	\$6,222	117.69%	\$7,239	106.51%	\$8,111	119.33%
Corrections Simple Average				2	\$3,995	112.75%	\$4,814	100.14%	\$5,516	114.75%	\$1,261	7.65%	16.53%	\$6,222	117.69%	\$7,239	106.51%	\$8,111	119.33%
	MMC	MGT SVC NON-SUPV CONFIDENTIAL	A A		\$3,547	100.11%			\$4,979	103.58%	\$1,261	7.65%	16.53%	\$5,666	107.17%			\$7,444	109.52%
	MMN	MGT SVC NON-SUPV	A A		\$3,547	100.11%			\$4,979	103.58%	\$1,261	7.65%	16.53%	\$5,666	107.17%			\$7,444	109.52%
Management Simple Average					\$3,547	100.11%			\$4,979	103.58%	\$1,261	7.65%	16.53%	\$5,666	107.17%		- %	\$7,444	109.52%
	AD	AFSCME-DEQ	A A	1	\$3,292	92.91%	\$3,451	71.79%	\$4,791	99.67%	\$1,261	7.65%	16.53%	\$5,349	101.18%	\$5,547	81.61%	\$7,211	106.09%
	AF	AFSCME-FIRE MARSHAL	A A		\$3,292	92.91%			\$4,791	99.67%	\$1,261	7.65%	16.53%	\$5,349	101.18%			\$7,211	106.09%
	AG	AFSCME-DLCD	A A		\$3,292	92.91%			\$4,791	99.67%	\$1,261	7.65%	16.53%	\$5,349	101.18%			\$7,211	106.09%
	AO	AFSCME-OREGON STATE POLICE	A A	2	\$3,292	92.91%	\$4,091	85.09%	\$4,791	99.67%	\$1,261	7.65%	16.53%	\$5,349	101.18%	\$6,341	93.29%	\$7,211	106.09%
	AS	AFSCME-DEPT PUBLIC SAFE/STD/TRNG	A A	2	\$3,291	92.88%	\$4,272	88.87%	\$4,791	99.67%	\$1,261	7.65%	16.53%	\$5,348	101.16%	\$6,566	96.60%	\$7,211	106.09%
	AT	AFSCME-DCBS BUILDING CODES	A A		\$3,292	92.91%			\$4,791	99.67%	\$1,261	7.65%	16.53%	\$5,349	101.18%			\$7,211	106.09%
	AU	AFSCME-MILITARY	A A	1	\$3,291	92.88%	\$4,791	99.67%	\$4,791	99.67%	\$1,261	7.65%	16.53%	\$5,348	101.16%	\$7,211	106.09%	\$7,211	106.09%
	AX	AFSCME-STATE LANDS	A A		\$3,290	92.86%			\$4,791	99.67%	\$1,261	7.65%	16.53%	\$5,347	101.13%			\$7,211	106.09%

0436 PROCUREMENT & CONTRACT SPEC 1 (Continued)

Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
				\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
E	AEE-ASSOC OF ENGINEER EMS	A A	5	\$3,284	92.69%	\$4,058	84.41%	\$4,851	100.91%	\$1,261	7.65%	16.53%	\$5,339	100.99%	\$6,300	92.69%	\$7,285	107.18%
OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	21	\$3,290	92.86%	\$4,124	85.79%	\$4,791	99.67%	\$1,261	7.65%	16.53%	\$5,347	101.13%	\$6,382	93.90%	\$7,211	106.09%
UA	UNREPRESENTED	A A		\$3,291	92.88%			\$4,791	99.67%	\$1,261	7.65%	16.53%	\$5,348	101.16%			\$7,211	106.09%
Non-Corrections/Non-Mgmt Simple Average			32	\$3,291	92.87%	\$4,131	85.94%	\$4,796	99.78%	\$1,261	7.65%	16.53%	\$5,348	101.15%	\$6,391	94.03%	\$7,218	106.19%
STATEWIDE Simple Average			34	\$3,378	95.33%	\$4,229	87.97%	\$4,874	101.39%	\$1,261	7.65%	16.53%	\$5,456	103.19%	\$6,512	95.81%	\$7,314	107.60%

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0437 PROCUREMENT & CONTRACT SPEC 2

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-MARION	005		Contracts and Procurement Specialist	\$3,503	\$5,176	\$1,346	7.65%	12.35%	\$5,550	\$7,557
CO-MULT			Procurement Analyst	\$4,106	\$5,049	\$1,369	7.65%	15.87%	\$6,441	\$7,606
County Simple Average				\$3,805	\$5,113	\$1,357	7.65%	14.11%	\$5,995	\$7,581
ST-CA	4970		BUSINESS SERVICE OFFICER II (SPECIALIST)	\$4,089	\$5,120	\$1,116	7.65%	21.35%	\$6,390	\$7,720
ST-ID	0000		No Match							
ST-NV	7.310	32	Buyer 2	\$2,961	\$4,371	\$785	7.65%	25.75%	\$4,736	\$6,616
ST-WA	144G	52	CONTRACTS SPECIALIST 2	\$3,549	\$4,653	\$662	7.65%	9.21%	\$4,809	\$6,099
State Simple Average				\$3,533	\$4,715	\$854	7.65%	18.77%	\$5,312	\$6,812
MARKET Simple Average				\$3,642	\$4,874	\$1,056	7.65%	16.91%	\$5,585	\$7,120

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
	AAON	AFSCME-DOC NON-SECURITY	A A	4	\$4,803	131.89%	\$6,284	128.94%	\$6,665	136.75%	\$1,261	7.65%	16.53%	\$7,226	129.37%	\$9,065	127.33%	\$9,538	133.97%
Corrections Simple Average				4	\$4,803	131.89%	\$6,284	128.94%	\$6,665	136.75%	\$1,261	7.65%	16.53%	\$7,226	129.37%	\$9,065	127.33%	\$9,538	133.97%
MMC	MGT SVC NON-SUPV CONFIDENTIAL	A A		\$4,305	118.21%			\$6,046	124.05%	\$1,261	7.65%	16.53%	\$6,607	118.30%			\$8,769	123.17%	
MMN	MGT SVC NON-SUPV	A A		\$4,305	118.21%			\$6,046	124.05%	\$1,261	7.65%	16.53%	\$6,607	118.30%			\$8,769	123.17%	
MMS	MGT SVC SUPERVISORY	A A		\$4,305	118.21%			\$6,046	124.05%	\$1,261	7.65%	16.53%	\$6,607	118.30%			\$8,769	123.17%	
Management Simple Average					\$4,305	118.21%		\$6,046	124.05%	\$1,261	7.65%	16.53%	\$6,607	118.30%	- %		\$8,769	123.17%	
AD	AFSCME-DEQ	A A	2	\$3,973	109.09%	\$5,187	106.42%	\$5,802	119.04%	\$1,261	7.65%	16.53%	\$6,195	110.92%	\$7,702	108.18%	\$8,466	118.91%	
AF	AFSCME-FIRE MARSHAL	A A		\$3,973	109.09%			\$5,802	119.04%	\$1,261	7.65%	16.53%	\$6,195	110.92%			\$8,466	118.91%	
AO	AFSCME-OREGON STATE POLICE	A A	1	\$3,973	109.09%	\$5,028	103.16%	\$5,802	119.04%	\$1,261	7.65%	16.53%	\$6,195	110.92%	\$7,505	105.41%	\$8,466	118.91%	
AS	AFSCME-DEPT PUBLIC SAFE/STD/TRNG	A A		\$3,973	109.09%			\$5,802	119.04%	\$1,261	7.65%	16.53%	\$6,195	110.92%			\$8,466	118.91%	
AT	AFSCME-DCBS BUILDING CODES	A A		\$3,973	109.09%			\$5,802	119.04%	\$1,261	7.65%	16.53%	\$6,195	110.92%			\$8,466	118.91%	
AU	AFSCME-MILITARY	A A	4	\$3,973	109.09%	\$4,650	95.41%	\$5,802	119.04%	\$1,261	7.65%	16.53%	\$6,195	110.92%	\$7,036	98.82%	\$8,466	118.91%	
AX	AFSCME-STATE LANDS	A A	1	\$3,971	109.04%	\$5,027	103.14%	\$5,801	119.02%	\$1,261	7.65%	16.53%	\$6,193	110.87%	\$7,504	105.40%	\$8,465	118.90%	
E	AEE-ASSOC OF ENGINEER EMS	A A	6	\$3,992	109.62%	\$5,237	107.46%	\$5,895	120.95%	\$1,261	7.65%	16.53%	\$6,219	111.34%	\$7,765	109.07%	\$8,582	120.54%	
OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	52	\$3,974	109.12%	\$5,130	105.25%	\$5,802	119.04%	\$1,261	7.65%	16.53%	\$6,196	110.94%	\$7,631	107.18%	\$8,466	118.91%	
UA	UNREPRESENTED	A A	2	\$3,973	109.09%	\$5,666	116.25%	\$5,802	119.04%	\$1,261	7.65%	16.53%	\$6,195	110.92%	\$8,297	116.54%	\$8,466	118.91%	

0437 PROCUREMENT & CONTRACT SPEC 2 (Continued)

Repr	Repr Description	Opt	Emps	SR Min to SR Min	Emp Avg to SR Max	SR Max to SR Max	Insurance	SS	Retire	SR Min to SR Min	Emp Avg to SR Max	POLICY POINT SR Max to SR Max	
	Non-Corrections/Non-Mgmt Simple Average		68	\$3,975 109.14%	\$5,132 105.30%	\$5,811 119.23%	\$1,261	7.65%	16.53%	\$6,197 110.96%	\$7,634 107.23%	\$8,478	119.07%
	STATEWIDE Simple Average		72	\$4,105 112.71%	\$5,276 108.25%	\$5,923 121.52%	\$1,261	7.65%	16.53%	\$6,359 113.85%	\$7,813 109.74%	\$8,616	121.02%

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0438 PROCUREMENT & CONTRACT SPEC 3

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-LANE	N3013		Program Supervisor - (Contracts, Grants, & Procure Supv)	\$4,517	\$6,777	\$1,776	7.65%	14.91%	\$7,312	\$10,082
CO-MULT			Procurement Analyst Senior	\$4,625	\$5,688	\$1,369	7.65%	15.87%	\$7,081	\$8,395
County Simple Average				\$4,571	\$6,233	\$1,572	7.65%	15.39%	\$7,197	\$9,238
ST-CA	0000		No Match							
ST-ID	01538	K	Buyer, Senior	\$2,905	\$4,486	\$879	7.65%	14.19%	\$4,419	\$6,345
ST-NV	7.308	34	Buyer 3	\$3,222	\$4,778	\$785	7.65%	25.75%	\$5,084	\$7,159
ST-WA	0000		No Match							
State Simple Average				\$3,064	\$4,632	\$832	7.65%	19.97%	\$4,751	\$6,752
MARKET Simple Average				\$3,817	\$5,432	\$1,202	7.65%	17.68%	\$5,974	\$7,995

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
	AAON	AFSCME-DOC NON-SECURITY	A A	5	\$5,267	137.98%	\$6,994	128.75%	\$7,321	134.77%	\$1,261	7.65%	16.53%	\$7,802	130.60%	\$9,947	124.41%	\$10,353	129.48%
Corrections Simple Average				5	\$5,267	137.98%	\$6,994	128.75%	\$7,321	134.77%	\$1,261	7.65%	16.53%	\$7,802	130.60%	\$9,947	124.41%	\$10,353	129.48%
MMC	MGT SVC NON-SUPV CONFIDENTIAL	A A		\$4,742	124.22%			\$6,663	122.65%	\$1,261	7.65%	16.53%	\$7,150	119.69%			\$9,536	119.26%	
MMN	MGT SVC NON-SUPV	A A	2	\$4,742	124.22%	\$6,663	122.65%	\$6,663	122.65%	\$1,261	7.65%	16.53%	\$7,150	119.69%	\$9,536	119.26%	\$9,536	119.26%	
MMS	MGT SVC SUPERVISORY	A A		\$4,742	124.22%			\$6,663	122.65%	\$1,261	7.65%	16.53%	\$7,150	119.69%			\$9,536	119.26%	
Management Simple Average				2	\$4,742	124.22%	\$6,663	122.65%	\$6,663	122.65%	\$1,261	7.65%	16.53%	\$7,150	119.69%	\$9,536	119.26%	\$9,536	119.26%
AD	AFSCME-DEQ	A A	1	\$4,359	114.19%	\$6,381	117.46%	\$6,381	117.46%	\$1,261	7.65%	16.53%	\$6,674	111.72%	\$9,185	114.88%	\$9,185	114.88%	
AF	AFSCME-FIRE MARSHAL	A A		\$4,359	114.19%			\$6,381	117.46%	\$1,261	7.65%	16.53%	\$6,674	111.72%			\$9,185	114.88%	
AO	AFSCME-OREGON STATE POLICE	A A	2	\$4,359	114.19%	\$5,436	100.07%	\$6,381	117.46%	\$1,261	7.65%	16.53%	\$6,674	111.72%	\$8,012	100.21%	\$9,185	114.88%	
AS	AFSCME-DEPT PUBLIC SAFE/STD/TRNG	A A		\$4,359	114.19%			\$6,374	117.33%	\$1,261	7.65%	16.53%	\$6,674	111.72%			\$9,177	114.78%	
AT	AFSCME-DCBS BUILDING CODES	A A		\$4,359	114.19%			\$6,381	117.46%	\$1,261	7.65%	16.53%	\$6,674	111.72%			\$9,185	114.88%	
AU	AFSCME-MILITARY	A A	1	\$4,359	114.19%	\$6,381	117.46%	\$6,381	117.46%	\$1,261	7.65%	16.53%	\$6,674	111.72%	\$9,185	114.88%	\$9,185	114.88%	
E	AEE-ASSOC OF ENGINEER EMS	A A	12	\$4,401	115.29%	\$5,997	110.39%	\$6,499	119.63%	\$1,261	7.65%	16.53%	\$6,727	112.60%	\$8,708	108.91%	\$9,332	116.72%	
OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	55	\$4,358	114.16%	\$5,765	106.13%	\$6,380	117.44%	\$1,261	7.65%	16.53%	\$6,673	111.70%	\$8,421	105.32%	\$9,184	114.87%	
UA	UNREPRESENTED	A A	4	\$4,359	114.19%	\$6,161	113.42%	\$6,381	117.46%	\$1,261	7.65%	16.53%	\$6,674	111.72%	\$8,912	111.47%	\$9,185	114.88%	
Non-Corrections/Non-Mgmt Simple Average				75	\$4,364	114.31%	\$6,020	110.82%	\$6,393	117.69%	\$1,261	7.65%	16.53%	\$6,680	111.82%	\$8,737	109.28%	\$9,201	115.07%

STATEWIDE Simple Average	82	\$4,520	118.42%	\$6,222	114.54%	\$6,527	120.15%	\$1,261	7.65%	16.53%	\$6,875	115.08%	\$8,988	112.42%	\$9,366	117.15%
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0452 BUSINESS ENTERPRISES REP

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
EXCLUDED-N	0000		No Budgeted Positions							
Exclude Simple Average				Insufficient Market Data					Insufficient Market Data	
ST-CA	0000		No Match							
ST-ID	0000		No Match							
ST-NV	7.220	32	Business Enterprise Officer 1	\$2,961	\$4,371	\$785	7.65%	25.75%	\$4,736	\$6,616
ST-WA	0000		No Match							
State Simple Average				Insufficient Market Data					Insufficient Market Data	
MARKET Simple Average				Excluded					Excluded	

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min	Emp Avg to SR Max	SR Max to SR Max	Insurance	SS	Retire	SR Min to SR Min	Emp Avg to SR Max	POLICY POINT SR Max to SR Max
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0501 DATA ENTRY OPERATOR

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-CLACK	693		Data Control Analyst 1	\$2,806	\$3,530	\$1,266	7.65%	16.43%	\$4,748	\$5,646
CO-LANE			Data Entry Operator	\$2,418	\$3,345	\$1,776	7.65%	14.91%	\$4,740	\$5,876
CO-WASH			DATA ENTRY OPERATOR	\$2,817	\$3,423	\$1,177	7.65%	22.22%	\$4,835	\$5,623
County Simple Average				\$2,680	\$3,433	\$1,406	7.65%	17.85%	\$4,774	\$5,715
ST-CA	1419	B	KEY DATA OPERATOR	\$2,499	\$3,125	\$1,116	7.65%	21.35%	\$4,339	\$5,147
ST-ID	0000		No Match							
ST-NV	0000	00	No Match							
ST-WA	100W	31	DATA COMPILER 1	\$2,161	\$2,789	\$662	7.65%	9.21%	\$3,187	\$3,921
State Simple Average				\$2,330	\$2,957	\$889	7.65%	15.28%	\$3,763	\$4,534
MARKET Simple Average				\$2,540	\$3,242	\$1,199	7.65%	16.82%	\$4,370	\$5,243

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max			SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max			
					\$	%	\$	%	\$	%	\$	%	\$	%	\$	%			
	AL	AFSCME-OLCC	A A		\$2,042	80.39%			\$2,539	78.30%	\$1,261	7.65%	16.53%	\$3,797	86.90%		\$4,414	84.20%	
	AO	AFSCME-OREGON STATE POLICE	A A		\$2,042	80.39%			\$2,757	85.03%	\$1,261	7.65%	16.53%	\$3,797	86.90%		\$4,685	89.37%	
	AX	AFSCME-STATE LANDS	A A		\$2,042	80.39%			\$2,755	84.97%	\$1,261	7.65%	16.53%	\$3,797	86.90%		\$4,683	89.32%	
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	126	\$2,043	80.43%	\$2,309	71.21%	\$2,756	85.00%	\$1,261	7.65%	16.53%	\$3,798	86.93%	\$4,129	78.76%	\$4,684	89.34%
	UA	UNREPRESENTED	A A		\$2,032	80.00%			\$2,756	85.00%	\$1,261	7.65%	16.53%	\$3,785	86.61%		\$4,684	89.34%	
	Non-Corrections/Non-Mgmt Simple Average			126	\$2,040	80.32%	\$2,309	71.21%	\$2,713	83.66%	\$1,261	7.65%	16.53%	\$3,795	86.85%	\$4,129	78.76%	\$4,630	88.32%
	STATEWIDE Simple Average			126	\$2,040	80.32%	\$2,309	71.21%	\$2,713	83.66%	\$1,261	7.65%	16.53%	\$3,795	86.85%	\$4,129	78.76%	\$4,630	88.32%

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0530 WORD PROCESSING TECHNICIAN 1

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
NO MATCHES	0000		NO MATCHES FOUND							
Exclude Simple Average										
ST-CA	0000		No Match							
ST-ID	0000		No Match							
ST-NV	0000	00	No Match							
ST-WA	0000		No Match							
State Simple Average										
MARKET Simple Average										

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min	Emp Avg to SR Max	SR Max to SR Max	Insurance	SS	Retire	SR Min to SR Min	Emp Avg to SR Max	POLICY POINT SR Max to SR Max
		AAON	AFSCME-DOC NON-SECURITY	A	A	\$2,404 - %	- %	\$3,173 - %	\$1,261	7.65%	16.53%	\$4,247 - %	- %
	Corrections Simple Average				\$2,404 - %	- %	\$3,173 - %	\$1,261	7.65%	16.53%	\$4,247 - %	- %	\$5,202 - %
	AD	AFSCME-DEQ	A	A	\$2,042 - %	- %	\$2,757 - %	\$1,261	7.65%	16.53%	\$3,797 - %	- %	\$4,685 - %
	AT	AFSCME-DCBS BUILDING CODES	A	A	\$2,042 - %	- %	\$2,757 - %	\$1,261	7.65%	16.53%	\$3,797 - %	- %	\$4,685 - %
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A	A	\$2,110 - %	- %	\$2,873 - %	\$1,261	7.65%	16.53%	\$3,882 - %	- %	\$4,829 - %
	UA	UNREPRESENTED	A	A	\$2,103 - %	- %	\$2,874 - %	\$1,261	7.65%	16.53%	\$3,873 - %	- %	\$4,830 - %
	Non-Corrections/Non-Mgmt Simple Average				\$2,074 - %	- %	\$2,815 - %	\$1,261	7.65%	16.53%	\$3,837 - %	- %	\$4,757 - %
	STATEWIDE Simple Average				\$2,140 - %	- %	\$2,887 - %	\$1,261	7.65%	16.53%	\$3,919 - %	- %	\$4,846 - %

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0531 WORD PROCESSING TECHNICIAN 2

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	1181	B	WORD PROCESSING TECHNICIAN	\$2,499	\$3,125	\$1,116	7.65%	21.35%	\$4,339	\$5,147
ST-ID	0000		No Match							
ST-NV	0000	00	No Match							
ST-WA	0000		No Match							
State Simple Average				Insufficient Market Data					Insufficient Market Data	
MARKET Simple Average				Insufficient Market Data					Insufficient Market Data	

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min	Emp Avg to SR Max	SR Max to SR Max	Insurance	SS	Retire	SR Min to SR Min	Emp Avg to SR Max	POLICY POINT SR Max to SR Max	
		AAON	AFSCME-DOC NON-SECURITY	A A		\$2,584 - %	- %	\$3,475 - %	\$1,261	7.65%	16.53%	\$4,470 - %	- %	\$5,577 - %
	Corrections Simple Average				\$2,584 - %	- %	\$3,475 - %	\$1,261	7.65%	16.53%	\$4,470 - %	- %	\$5,577 - %	
	MMC	MGT SVC NON-SUPV CONFIDENTIAL	A A		\$2,401 - %	- %	\$3,222 - %	\$1,261	7.65%	16.53%	\$4,243 - %	- %	\$5,262 - %	
	MMN	MGT SVC NON-SUPV	A A		\$2,401 - %	- %	\$3,222 - %	\$1,261	7.65%	16.53%	\$4,243 - %	- %	\$5,262 - %	
	Management Simple Average				\$2,401 - %	- %	\$3,222 - %	\$1,261	7.65%	16.53%	\$4,243 - %	- %	\$5,262 - %	
	AD	AFSCME-DEQ	A A		\$2,194 - %	- %	\$2,999 - %	\$1,261	7.65%	16.53%	\$3,986 - %	- %	\$4,986 - %	
	AL	AFSCME-OLCC	A A		\$2,194 - %	- %	\$2,999 - %	\$1,261	7.65%	16.53%	\$3,986 - %	- %	\$4,986 - %	
	AT	AFSCME-DCBS BUILDING CODES	A A		\$2,194 - %	- %	\$2,999 - %	\$1,261	7.65%	16.53%	\$3,986 - %	- %	\$4,986 - %	
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	7	\$2,268 - %	\$2,956 - %	\$3,139 - %	\$1,261	7.65%	16.53%	\$4,078 - %	\$4,932 - %	\$5,159 - %	
	UA	UNREPRESENTED	A A		\$2,262 - %	- %	\$3,139 - %	\$1,261	7.65%	16.53%	\$4,070 - %	- %	\$5,159 - %	
	Non-Corrections/Non-Mgmt Simple Average				7	\$2,222 - %	\$2,956 - %	\$3,055 - %	\$1,261	7.65%	16.53%	\$4,021 - %	\$4,932 - %	\$5,055 - %
	STATEWIDE Simple Average				7	\$2,312 - %	\$2,956 - %	\$3,149 - %	\$1,261	7.65%	16.53%	\$4,133 - %	\$4,932 - %	\$5,172 - %

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0532 WORD PROCESSING TECHNICIAN 3

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
NO MATCHES	0000		NO MATCHES FOUND							

Exclude Simple Average										
MARKET Simple Average										

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max		
		AAON	AFSCME-DOC NON-SECURITY	A	A	\$2,786	- %	- %	\$3,814	- %	\$1,261	7.65%	16.53%	\$4,721	- %	- %	\$5,998	- %		
	Corrections Simple Average				\$2,786	- %	- %	\$3,814	- %	\$1,261	7.65%	16.53%	\$4,721	- %	- %	\$5,998	- %			
	MMC	MGT SVC NON-SUPV CONFIDENTIAL	A	A	\$2,583	- %	- %	\$3,547	- %	\$1,261	7.65%	16.53%	\$4,469	- %	- %	\$5,666	- %			
	MMN	MGT SVC NON-SUPV	A	A	\$2,583	- %	- %	\$3,547	- %	\$1,261	7.65%	16.53%	\$4,469	- %	- %	\$5,666	- %			
	Management Simple Average				\$2,583	- %	- %	\$3,547	- %	\$1,261	7.65%	16.53%	\$4,469	- %	- %	\$5,666	- %			
	AB	AFSCME-CONST CONTR BRD	A	A	\$2,362	- %	- %	\$3,292	- %	\$1,261	7.65%	16.53%	\$4,195	- %	- %	\$5,349	- %			
	AD	AFSCME-DEQ	A	A	\$2,362	- %	- %	\$3,292	- %	\$1,261	7.65%	16.53%	\$4,195	- %	- %	\$5,349	- %			
	AF	AFSCME-FIRE MARSHAL	A	A	\$2,362	- %	- %	\$3,292	- %	\$1,261	7.65%	16.53%	\$4,195	- %	- %	\$5,349	- %			
	AT	AFSCME-DCBS BUILDING CODES	A	A	\$2,362	- %	- %	\$3,292	- %	\$1,261	7.65%	16.53%	\$4,195	- %	- %	\$5,349	- %			
	AU	AFSCME-MILITARY	A	A	\$2,362	- %	- %	\$3,291	- %	\$1,261	7.65%	16.53%	\$4,195	- %	- %	\$5,348	- %			
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A	A	1	\$2,435	- %	\$3,450	- %	\$3,450	- %	\$1,261	7.65%	16.53%	\$4,285	- %	\$5,546	- %		
	UA	UNREPRESENTED	A	A	\$2,433	- %	- %	\$3,450	- %	\$1,261	7.65%	16.53%	\$4,283	- %	- %	\$5,546	- %			
	Non-Corrections/Non-Mgmt Simple Average				1	\$2,383	- %	\$3,450	- %	\$3,337	- %	\$1,261	7.65%	16.53%	\$4,220	- %	\$5,546	- %	\$5,405	- %
	STATEWIDE Simple Average				1	\$2,463	- %	\$3,450	- %	\$3,427	- %	\$1,261	7.65%	16.53%	\$4,320	- %	\$5,546	- %	\$5,517	- %

0723 MILITARY LEASE AGENT

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	8638		RENTAL AGENT	\$3,484	\$4,363	\$1,116	7.65%	21.35%	\$5,610	\$6,744
ST-ID	0000		No Match							
ST-NV	0000	00	No Match							
ST-WA	0000		No Match							
State Simple Average				Insufficient Market Data					Insufficient Market Data	
MARKET Simple Average				Insufficient Market Data					Insufficient Market Data	

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
		AU	AFSCME-MILITARY	A A		\$2,042	- %		- %	\$2,756	- %	\$1,261	7.65%	16.53%	\$3,797	- %		- %	\$4,684
	UM	UNREPRESENTED-MILITARY	A A	77	\$2,032	- %	\$2,194	- %	\$2,764	- %	\$1,261	7.65%	16.53%	\$3,785	- %	\$3,986	- %	\$4,694	- %
	Non-Corrections/Non-Mgmt Simple Average			77	\$2,037	- %	\$2,194	- %	\$2,760	- %	\$1,261	7.65%	16.53%	\$3,791	- %	\$3,986	- %	\$4,689	- %
	STATEWIDE Simple Average			77	\$2,037	- %	\$2,194	- %	\$2,760	- %	\$1,261	7.65%	16.53%	\$3,791	- %	\$3,986	- %	\$4,689	- %

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0725 APPRAISER ANALYST 1

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-CLACK			Property Appraiser 1	\$3,700	\$4,662	\$1,266	7.65%	16.43%	\$5,857	\$7,051
CO-CLATSOP			Property Appraiser I	\$3,470	\$4,218	\$1,297	7.65%	14.48%	\$5,535	\$6,448
CO-DOUGLAS	4540		Property Appraiser 1	\$2,300	\$3,347	\$1,365	7.65%	18.05%	\$4,256	\$5,572
CO-JEFFERS			Appraiser I	\$2,700	\$3,721	\$1,010	7.65%	15.77%	\$4,343	\$5,603
CO-LINN	425		PROPERTY APPRAISER 1	\$3,197	\$4,085	\$1,823	7.65%	15.83%	\$5,770	\$6,867
CO-UNION			Appraiser I	\$3,027	\$3,680	\$1,263	7.65%	10.25%	\$4,832	\$5,602
CO-WASH			PROPERTY APPRAISER I	\$3,924	\$4,768	\$1,177	7.65%	22.22%	\$6,273	\$7,369
County Simple Average				\$3,188	\$4,069	\$1,314	7.65%	16.15%	\$5,267	\$6,359
ST-CA	5014		JUNIOR PROPERTY APPRAISER	\$2,873	\$3,428	\$1,116	7.65%	21.35%	\$4,822	\$5,538
ST-ID	0000		No Match							
ST-NV	0000	00	No Match							
ST-WA	0000		No Match							
State Simple Average				\$2,873	\$3,428	\$1,116	7.65%	21.35%	\$4,822	\$5,538
MARKET Simple Average				\$3,149	\$3,989	\$1,289	7.65%	16.80%	\$5,211	\$6,256

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max			Insurance		SS		Retire		SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max		
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A	A	\$2,636	83.71%			\$3,781	94.79%	\$1,261	7.65%	16.53%	\$4,535	87.02%			\$5,957	95.21%					
	Non-Corrections/Non-Mgmt Simple Average				\$2,636	83.71%			\$3,781	94.79%	\$1,261	7.65%	16.53%	\$4,535	87.02%			- %	\$5,957	95.21%				
	STATEWIDE Simple Average				\$2,636	83.71%			\$3,781	94.79%	\$1,261	7.65%	16.53%	\$4,535	87.02%			- %	\$5,957	95.21%				

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0726 APPRAISER ANALYST 2

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-CLACK			Property Appraiser 2	\$4,247	\$5,382	\$1,266	7.65%	16.43%	\$6,536	\$7,944
CO-CLATSOP			Property Appraiser II	\$4,017	\$4,883	\$1,297	7.65%	14.48%	\$6,203	\$7,260
CO-DOUGLAS	4550		Property Appraiser 2	\$2,737	\$3,988	\$1,365	7.65%	18.05%	\$4,805	\$6,378
CO-JEFFERS			Appraiser II	\$2,936	\$4,046	\$1,010	7.65%	15.77%	\$4,634	\$6,003
CO-LINCOLN	331		PROPERTY APPRAISER 1	\$3,268	\$4,392	\$938	7.65%	16.83%	\$5,006	\$6,405
CO-LINN	426		PROPERTY APPRAISER 2	\$3,704	\$4,732	\$1,823	7.65%	15.83%	\$6,396	\$7,666
CO-MALHEUF			APPRAISER II	\$3,094	\$4,093	\$1,144	7.65%	11.53%	\$4,831	\$6,022
CO-MULT			Property Appraiser 1	\$3,758	\$4,625	\$1,369	7.65%	15.87%	\$6,011	\$7,081
CO-UNION			Appraiser II	\$3,338	\$4,057	\$1,263	7.65%	10.25%	\$5,198	\$6,046
CO-WASH			PROPERTY APPRAISER II	\$4,552	\$5,533	\$1,177	7.65%	22.22%	\$7,088	\$8,362
County Simple Average				\$3,565	\$4,573	\$1,265	7.65%	15.73%	\$5,671	\$6,917
MIL-OPES	1.01		Appraiser - Residential	\$4,147	\$5,308	\$1,267	7.65%	10.63%	\$6,172	\$7,545
OPES Simple Average				\$4,147	\$5,308	\$1,267	7.65%	10.63%	\$6,172	\$7,545
ST-CA	5013		ASSISTANT PROPERTY APPRAISER	\$3,731	\$4,671	\$1,116	7.65%	21.35%	\$5,929	\$7,141
ST-ID	04358	L	Tax Appraiser	\$3,279	\$5,065	\$879	7.65%	14.19%	\$4,875	\$7,050
ST-NV	7.447	32	Property Appraiser 1	\$2,961	\$4,371	\$785	7.65%	25.75%	\$4,736	\$6,616
ST-WA	0000		No Match							
State Simple Average				\$3,324	\$4,702	\$927	7.65%	20.43%	\$5,180	\$6,936
MARKET Simple Average				\$3,555	\$4,653	\$1,193	7.65%	16.37%	\$5,602	\$6,966

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max			Insurance		SS		Retire		SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%	\$	%	\$	%	\$	%	\$	%	\$	%	\$	%	\$
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	3	\$3,607	101.46%	\$4,280	91.97%	\$5,277	113.40%	\$1,261	7.65%	16.53%	\$5,741	102.48%	\$6,576	94.40%	\$7,814	112.18%				
	Non-Corrections/Non-Mgmt Simple Average			3	\$3,607	101.46%	\$4,280	91.97%	\$5,277	113.40%	\$1,261	7.65%	16.53%	\$5,741	102.48%	\$6,576	94.40%	\$7,814	112.18%				
	STATEWIDE Simple Average			3	\$3,607	101.46%	\$4,280	91.97%	\$5,277	113.40%	\$1,261	7.65%	16.53%	\$5,741	102.48%	\$6,576	94.40%	\$7,814	112.18%				

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0727 APPRAISER ANALYST 3

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-CLACK			Property Appraiser, Senior	\$4,662	\$5,382	\$1,266	7.65%	16.43%	\$7,051	\$7,944
CO-DOUGLAS	4560		Property Appraiser 3	\$3,075	\$4,486	\$1,365	7.65%	18.05%	\$5,230	\$7,004
CO-JEFFERS			Appraiser III	\$2,936	\$4,046	\$1,010	7.65%	15.77%	\$4,634	\$6,003
CO-LINCOLN	332		PROPERTY APPRAISER 2	\$3,811	\$5,122	\$938	7.65%	16.83%	\$5,682	\$7,314
CO-LINN	428		PROPERTY APPRAISER 3/RESID.	\$4,512	\$5,693	\$1,823	7.65%	15.83%	\$7,394	\$8,852
CO-UNION			Appraiser III	\$3,680	\$4,473	\$1,263	7.65%	10.25%	\$5,602	\$6,537
CO-WASH			PROPERTY APPRAISER, SENIOR	\$5,021	\$6,103	\$1,177	7.65%	22.22%	\$7,698	\$9,103
County Simple Average				\$3,957	\$5,043	\$1,263	7.65%	16.48%	\$6,184	\$7,537
MIL-OPES	1.02		Appraiser - Commercial	\$4,390	\$5,748	\$1,267	7.65%	10.63%	\$6,460	\$8,066
OPES Simple Average				\$4,390	\$5,748	\$1,267	7.65%	10.63%	\$6,460	\$8,066
ST-CA	5011		ASSOCIATE PROPERTY APPRAISER	\$4,488	\$5,618	\$1,116	7.65%	21.35%	\$6,905	\$8,363
ST-ID	04366	M	Tax Appraiser, Senior	\$3,708	\$5,726	\$879	7.65%	14.19%	\$5,396	\$7,855
ST-NV	7.433	34	Property Appraiser 2	\$3,222	\$4,778	\$785	7.65%	25.75%	\$5,084	\$7,159
ST-WA	0000		No Match							
State Simple Average				\$3,806	\$5,374	\$927	7.65%	20.43%	\$5,795	\$7,792
MARKET Simple Average				\$3,955	\$5,198	\$1,172	7.65%	17.03%	\$6,103	\$7,655

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	AG	AFSCME-DLCD	A	A	\$4,162	105.23%	\$5,248	100.98%	\$6,081	117.00%	\$1,261	7.65%	16.53%	\$6,430	105.35%	\$7,779	101.63%	\$8,813	115.13%
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A	A	\$4,161	105.21%	\$5,248	100.98%	\$6,080	116.98%	\$1,261	7.65%	16.53%	\$6,429	105.33%	\$7,779	101.63%	\$8,812	115.12%
	Non-Corrections/Non-Mgmt Simple Average			32	\$4,162	105.22%	\$5,248	100.98%	\$6,081	116.99%	\$1,261	7.65%	16.53%	\$6,429	105.34%	\$7,779	101.63%	\$8,812	115.12%
	STATEWIDE Simple Average			32	\$4,162	105.22%	\$5,248	100.98%	\$6,081	116.99%	\$1,261	7.65%	16.53%	\$6,429	105.34%	\$7,779	101.63%	\$8,812	115.12%

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0728 APPRAISER ANALYST 4

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-DOUGLAS	4570		Property Appraiser 4	\$3,456	\$5,042	\$1,365	7.65%	18.05%	\$5,710	\$7,703
CO-LINCOLN	333		PROPERTY APPRAISER 3	\$4,446	\$5,975	\$938	7.65%	16.83%	\$6,473	\$8,376
CO-LINN	429		PROP.APPRAISER 3/COM,IND./SPEC	\$4,085	\$5,210	\$1,823	7.65%	15.83%	\$6,867	\$8,256
CO-MULT			Property Appraiser 2	\$4,233	\$5,206	\$1,369	7.65%	15.87%	\$6,598	\$7,799
County Simple Average				\$4,055	\$5,358	\$1,374	7.65%	16.65%	\$6,412	\$8,034
ST-CA	5010	A	SENIOR PROPERTY APPRAISER	\$5,415	\$6,778	\$1,116	7.65%	21.35%	\$8,101	\$9,859
ST-ID	04357	M	Tax Appraiser, Consulting	\$3,708	\$5,726	\$879	7.65%	14.19%	\$5,396	\$7,855
ST-NV	0000	00	No Match							
ST-WA	0000		No Match							
State Simple Average				\$4,561	\$6,252	\$997	7.65%	17.77%	\$6,749	\$8,857
MARKET Simple Average				\$4,224	\$5,656	\$1,248	7.65%	17.02%	\$6,524	\$8,308

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max		
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%	
	MMC	MGT SVC NON-SUPV CONFIDENTIAL	A A		\$5,231	123.84%	\$6,663	117.80%	\$7,343	129.82%	\$1,261	7.65%	16.53%	\$7,757	118.90%	\$9,536	114.77%	\$10,380	124.94%	
	MMN	MGT SVC NON-SUPV	A A	1	\$5,231	123.84%	\$6,663	117.80%	\$7,343	129.82%	\$1,261	7.65%	16.53%	\$7,757	118.90%	\$9,536	114.77%	\$10,380	124.94%	
	Management Simple Average				1	\$5,231	123.84%	\$6,663	117.80%	\$7,343	129.82%	\$1,261	7.65%	16.53%	\$7,757	118.90%	\$9,536	114.77%	\$10,380	124.94%
	AG	AFSCME-DLCD	A A		\$4,791	113.43%			\$6,998	123.72%	\$1,261	7.65%	16.53%	\$7,211	110.53%			\$9,952	119.78%	
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	13	\$4,791	113.43%	\$6,591	116.53%	\$7,023	124.17%	\$1,261	7.65%	16.53%	\$7,211	110.53%	\$9,446	113.70%	\$9,983	120.15%	
	Non-Corrections/Non-Mgmt Simple Average				13	\$4,791	113.43%	\$6,591	116.53%	\$7,011	123.94%	\$1,261	7.65%	16.53%	\$7,211	110.53%	\$9,446	113.70%	\$9,967	119.97%
	STATEWIDE Simple Average				14	\$5,011	118.64%	\$6,627	117.17%	\$7,177	126.88%	\$1,261	7.65%	16.53%	\$7,484	114.72%	\$9,491	114.24%	\$10,174	122.45%

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0758 SUPPLY SPECIALIST 1

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-LINN	259		STORES CLERK	\$3,541	\$4,067	\$1,823	7.65%	15.83%	\$6,195	\$6,845
CO-MULT			Inventory/Stores Specialist 1	\$2,963	\$3,649	\$1,369	7.65%	15.87%	\$5,029	\$5,876
CO-WASH			STORES CLERK	\$3,489	\$4,219	\$1,177	7.65%	22.22%	\$5,708	\$6,656
County Simple Average				\$3,331	\$3,978	\$1,456	7.65%	17.97%	\$5,644	\$6,459
MIL-NWHCS	9.11		Storekeeper	\$2,344	\$3,404	\$956	7.65%	6.15%	\$3,623	\$4,829
MIL-PACS	8.08		Material Handler (Entry)	\$2,338	\$3,314	\$956	7.65%	6.15%	\$3,616	\$4,727
Purchased Simple Average				\$2,341	\$3,359	\$956	7.65%	6.15%	\$3,620	\$4,778
ST-CA	0000		No Match							
ST-ID	01548	F	Shipping and Receiving Materials Handler	\$1,506	\$2,326	\$879	7.65%	14.19%	\$2,714	\$3,713
ST-NV	2.827	23	Supply Assistant	\$2,060	\$2,961	\$785	7.65%	25.75%	\$3,534	\$4,736
ST-WA	114E	39	PROCUREMENT & SUPPLY SPECIALIST 1	\$2,598	\$3,377	\$662	7.65%	9.21%	\$3,698	\$4,608
State Simple Average				\$2,055	\$2,888	\$775	7.65%	16.38%	\$3,315	\$4,352
MARKET Simple Average				\$2,605	\$3,415	\$1,076	7.65%	14.42%	\$4,265	\$5,249

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
	AAON	AFSCME-DOC NON-SECURITY	A A			\$2,680	102.88%			\$3,636	106.48%	\$1,261	7.65%	16.53%	\$4,589	107.61%			\$5,777
Corrections Simple Average					\$2,680	102.88%			\$3,636	106.48%	\$1,261	7.65%	16.53%	\$4,589	107.61%		- %	\$5,777	110.06%
AL	AFSCME-OLCC	A A	2		\$2,273	87.26%	\$2,574	75.37%	\$3,139	91.93%	\$1,261	7.65%	16.53%	\$4,084	95.76%	\$4,457	84.92%	\$5,159	98.30%
AO	AFSCME-OREGON STATE POLICE	A A			\$2,273	87.26%			\$3,139	91.93%	\$1,261	7.65%	16.53%	\$4,084	95.76%			\$5,159	98.30%
AS	AFSCME-DEPT PUBLIC SAFE/STD/TRNG	A A			\$2,267	87.03%			\$3,139	91.93%	\$1,261	7.65%	16.53%	\$4,077	95.59%			\$5,159	98.30%
AU	AFSCME-MILITARY	A A			\$2,267	87.03%			\$3,139	91.93%	\$1,261	7.65%	16.53%	\$4,077	95.59%			\$5,159	98.30%
OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	12		\$2,268	87.07%	\$2,690	78.77%	\$3,139	91.93%	\$1,261	7.65%	16.53%	\$4,078	95.62%	\$4,602	87.67%	\$5,159	98.30%
OB	SEIU LOCAL 503 OPEU-SEAS STRKE	A A			\$2,268	87.07%			\$3,139	91.93%	\$1,261	7.65%	16.53%	\$4,078	95.62%			\$5,159	98.30%
OXN	SEIU LOCAL 503 OPEU-NONSTRIKE	A A			\$2,451	94.09%			\$3,434	100.57%	\$1,261	7.65%	16.53%	\$4,305	100.95%			\$5,526	105.28%
OXS	SEIU LOCAL 503 OPEU-SEAS NSTRK	A A	3		\$2,451	94.09%	\$2,546	74.57%	\$3,434	100.57%	\$1,261	7.65%	16.53%	\$4,305	100.95%	\$4,423	84.28%	\$5,526	105.28%
UA	UNREPRESENTED	A A			\$2,262	86.83%			\$3,139	91.93%	\$1,261	7.65%	16.53%	\$4,070	95.44%			\$5,159	98.30%
Non-Corrections/Non-Mgmt Simple Average				17	\$2,309	88.63%	\$2,603	76.24%	\$3,205	93.85%	\$1,261	7.65%	16.53%	\$4,129	96.81%	\$4,494	85.62%	\$5,241	99.85%
STATEWIDE Simple Average				17	\$2,346	90.06%	\$2,603	76.24%	\$3,248	95.11%	\$1,261	7.65%	16.53%	\$4,175	97.89%	\$4,494	85.62%	\$5,294	100.87%

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0759 SUPPLY SPECIALIST 2

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-MULT			Inventory/Stores Specialist 3	\$3,649	\$4,491	\$1,369	7.65%	15.87%	\$5,876	\$6,916
CO-WASH			EQUIPMENT & SUPPLY COORDINATOR	\$4,228	\$5,138	\$1,177	7.65%	22.22%	\$6,667	\$7,849
County Simple Average				\$3,938	\$4,814	\$1,273	7.65%	19.05%	\$6,271	\$7,382
MIL-PACS	8.09		Material Handler (Intermediate)	\$2,641	\$3,642	\$956	7.65%	6.15%	\$3,961	\$5,100
Purchased Simple Average				\$2,641	\$3,642	\$956	7.65%	6.15%	\$3,961	\$5,100
ST-CA	1550		PROPERTY CONTROLLER I	\$2,960	\$3,706	\$1,116	7.65%	21.35%	\$4,934	\$5,896
ST-ID	01550	G	Shipping and Receiving Materials Handler, Liquor Dispensa	\$1,711	\$2,641	\$879	7.65%	14.19%	\$2,964	\$4,097
ST-NV	2.836	25	Supply Technician 1	\$2,229	\$3,222	\$785	7.65%	25.75%	\$3,759	\$5,084
ST-WA	114F	45	PROCUREMENT & SUPPLY SPECIALIST 2	\$2,994	\$3,918	\$662	7.65%	9.21%	\$4,161	\$5,241
State Simple Average				\$2,473	\$3,372	\$861	7.65%	17.63%	\$3,954	\$5,079
MARKET Simple Average				\$2,916	\$3,822	\$992	7.65%	16.39%	\$4,617	\$5,740

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max		
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%	
	AAON	AFSCME-DOC NON-SECURITY	A A	53	\$3,475	119.18%	\$4,259	111.42%	\$4,803	125.65%	\$1,261	7.65%	16.53%	\$5,577	120.78%	\$6,550	114.11%	\$7,226	125.88%	
	Corrections Simple Average				53	\$3,475	119.18%	\$4,259	111.42%	\$4,803	125.65%	\$1,261	7.65%	16.53%	\$5,577	120.78%	\$6,550	114.11%	\$7,226	125.88%
	AL	AFSCME-OLCC	A A	1	\$2,874	98.57%	\$4,162	108.88%	\$4,162	108.88%	\$1,261	7.65%	16.53%	\$4,830	104.62%	\$6,430	112.01%	\$6,430	112.01%	
	AO	AFSCME-OREGON STATE POLICE	A A	1	\$2,874	98.57%	\$3,292	86.12%	\$4,162	108.88%	\$1,261	7.65%	16.53%	\$4,830	104.62%	\$5,349	93.19%	\$6,430	112.01%	
	AS	AFSCME-DEPT PUBLIC SAFE/STD/TRNG	A A		\$2,874	98.57%			\$4,162	108.88%	\$1,261	7.65%	16.53%	\$4,830	104.62%			\$6,430	112.01%	
	AU	AFSCME-MILITARY	A A	1	\$2,874	98.57%	\$3,609	94.42%	\$4,162	108.88%	\$1,261	7.65%	16.53%	\$4,830	104.62%	\$5,743	100.05%	\$6,430	112.01%	
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	31	\$2,873	98.53%	\$3,639	95.19%	\$4,161	108.86%	\$1,261	7.65%	16.53%	\$4,829	104.59%	\$5,780	100.69%	\$6,429	111.99%	
	OXN	SEIU LOCAL 503 OPEU-NONSTRIKE	A A	1	\$3,134	107.48%	\$3,601	94.21%	\$4,557	119.22%	\$1,261	7.65%	16.53%	\$5,153	111.61%	\$5,733	99.87%	\$6,920	120.55%	
	OXS	SEIU LOCAL 503 OPEU-SEAS NSTRK	A A		\$3,134	107.48%			\$4,557	119.22%	\$1,261	7.65%	16.53%	\$5,153	111.61%			\$6,920	120.55%	
	UA	UNREPRESENTED	A A		\$2,874	98.57%			\$4,162	108.88%	\$1,261	7.65%	16.53%	\$4,830	104.62%			\$6,430	112.01%	
	Non-Corrections/Non-Mgmt Simple Average				35	\$2,939	100.79%	\$3,661	95.76%	\$4,261	111.46%	\$1,261	7.65%	16.53%	\$4,911	106.36%	\$5,807	101.16%	\$6,552	114.14%
	STATEWIDE Simple Average				88	\$2,998	102.83%	\$3,760	98.37%	\$4,321	113.04%	\$1,261	7.65%	16.53%	\$4,985	107.96%	\$5,931	103.32%	\$6,627	115.45%

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0760 RIGHT-OF-WAY-AGENT ENTRY

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-LINN	241		RIGHT OF WAY SPECIALIST 1	\$3,197	\$4,085	\$1,823	7.65%	15.83%	\$5,770	\$6,867
County Simple Average				\$3,197	\$4,085	\$1,823	7.65%	15.83%	\$5,770	\$6,867
ST-CA	4959	B	RIGHT OF WAY AGENT	\$3,918	\$4,906	\$1,116	7.65%	21.35%	\$6,170	\$7,444
ST-ID	04686	J	Right-of-Way Apprentice	\$2,595	\$4,006	\$879	7.65%	14.19%	\$4,041	\$5,760
ST-NV	7.443	32	Right-of-Way Agent 1	\$2,961	\$4,371	\$785	7.65%	25.75%	\$4,736	\$6,616
ST-WA	179J	49	PROPERTY & ACQUISITION SPECIALIST 2	\$3,293	\$4,322	\$662	7.65%	9.21%	\$4,510	\$5,713
State Simple Average				\$3,192	\$4,401	\$861	7.65%	17.63%	\$4,864	\$6,383
MARKET Simple Average				\$3,193	\$4,338	\$1,053	7.65%	17.27%	\$5,045	\$6,480

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max	POLICY POINT SR Max to SR Max		
	E	AEE-ASSOC OF ENGINEER EMS	A A			\$3,284	102.85%			\$4,851	111.83%	\$1,261	7.65%	16.53%	\$5,339	105.83%			\$7,285
Non-Corrections/Non-Mgmt Simple Average					\$3,284	102.85%			\$4,851	111.83%	\$1,261	7.65%	16.53%	\$5,339	105.83%	- %		\$7,285	112.43%
STATEWIDE Simple Average					\$3,284	102.85%			\$4,851	111.83%	\$1,261	7.65%	16.53%	\$5,339	105.83%	- %		\$7,285	112.43%

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0761 RIGHT-OF-WAY AGENT 1

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-LINN	242		RIGHT OF WAY SPECIALIST 2	\$3,528	\$4,503	\$1,823	7.65%	15.83%	\$6,179	\$7,383
CO-WASH			RIGHT-OF-WAY AGENT	\$5,408	\$6,575	\$1,177	7.65%	22.22%	\$8,200	\$9,715
County Simple Average				\$4,468	\$5,539	\$1,500	7.65%	19.03%	\$7,190	\$8,549
ST-CA	4965		ASSOCIATE RIGHT OF WAY AGENT	\$4,711	\$5,900	\$1,116	7.65%	21.35%	\$7,193	\$8,727
ST-ID	04678	L	Right-of-Way Agent	\$3,279	\$5,065	\$879	7.65%	14.19%	\$4,875	\$7,050
ST-NV	7.437	34	Right-of-Way Agent 2	\$3,222	\$4,778	\$785	7.65%	25.75%	\$5,084	\$7,159
ST-WA	179K	54	PROPERTY & ACQUISITION SPECIALIST 3	\$3,726	\$4,888	\$662	7.65%	9.21%	\$5,016	\$6,374
State Simple Average				\$3,735	\$5,158	\$861	7.65%	17.63%	\$5,542	\$7,328
MARKET Simple Average				\$3,979	\$5,285	\$1,074	7.65%	18.09%	\$6,091	\$7,735

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max		
	E	AEE-ASSOC OF ENGINEER EMS	A A	18	\$3,992	100.32%	\$4,991	94.45%	\$5,895	111.55%	\$1,261	7.65%	16.53%	\$6,219	102.09%	\$7,460	96.45%	\$8,582	110.95%	
	Non-Corrections/Non-Mgmt Simple Average				18	\$3,992	100.32%	\$4,991	94.45%	\$5,895	111.55%	\$1,261	7.65%	16.53%	\$6,219	102.09%	\$7,460	96.45%	\$8,582	110.95%
	STATEWIDE Simple Average				18	\$3,992	100.32%	\$4,991	94.45%	\$5,895	111.55%	\$1,261	7.65%	16.53%	\$6,219	102.09%	\$7,460	96.45%	\$8,582	110.95%

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0762 RIGHT-OF-WAY AGENT 2

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-CLACK	155		Right-of-Way Agent Senior	\$5,815	\$7,338	\$1,266	7.65%	16.43%	\$8,481	\$10,371
CO-MARION	441		Right-of-Way Agent	\$3,860	\$5,708	\$1,346	7.65%	12.35%	\$5,978	\$8,195
CO-MULT	6211		Right-of-Way Permits Specialist	\$5,357	\$6,595	\$1,369	7.65%	15.87%	\$7,986	\$9,514
County Simple Average				\$5,011	\$6,547	\$1,327	7.65%	14.88%	\$7,482	\$9,360
MIL-NWMGT	6.27		Right-of-Way Agent	\$5,015	\$7,253	\$956	7.65%	6.15%	\$6,663	\$9,210
Purchased Simple Average				\$5,015	\$7,253	\$956	7.65%	6.15%	\$6,663	\$9,210
ST-CA	4962		SENIOR RIGHT OF WAY AGENT	\$5,688	\$7,068	\$1,116	7.65%	21.35%	\$8,453	\$10,233
ST-ID	04675	M	Right-of-Way Agent, Senior	\$3,708	\$5,726	\$879	7.65%	14.19%	\$5,396	\$7,855
ST-NV	7.436	36	Right-of-Way Agent 3	\$3,515	\$5,227	\$785	7.65%	25.75%	\$5,474	\$7,758
ST-WA	179L	57	PROPERTY & ACQUISITION SPECIALIST 4	\$4,014	\$5,266	\$662	7.65%	9.21%	\$5,353	\$6,816
State Simple Average				\$4,231	\$5,822	\$861	7.65%	17.63%	\$6,169	\$8,166
MARKET Simple Average				\$4,622	\$6,273	\$1,047	7.65%	15.16%	\$6,723	\$8,744

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	E	AEE-ASSOC OF ENGINEER EMS	A A	26	\$4,621	99.99%	\$6,263	99.85%	\$6,824	108.79%	\$1,261	7.65%	16.53%	\$7,000	104.11%	\$9,039	103.38%	\$9,735	111.34%
	Non-Corrections/Non-Mgmt Simple Average				26	\$4,621	99.99%	\$6,263	99.85%	\$6,824	108.79%	7.65%	16.53%	\$7,000	104.11%	\$9,039	103.38%	\$9,735	111.34%
	STATEWIDE Simple Average				26	\$4,621	99.99%	\$6,263	99.85%	\$6,824	108.79%	7.65%	16.53%	\$7,000	104.11%	\$9,039	103.38%	\$9,735	111.34%

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0770 STATE PROCUREMENT ANALYST

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
MIL-OPES	4.15		Purchasing Manager	\$6,103	\$8,511	\$1,267	7.65%	10.63%	\$8,486	\$11,334
OPES Simple Average				\$6,103	\$8,511	\$1,267	7.65%	10.63%	\$8,486	\$11,334
MIL-NWMGT	8.01c		Purchasing Manager	\$6,348	\$9,606	\$956	7.65%	6.15%	\$8,181	\$11,887
MIL-PACS	8.04		Purchasing Manager	\$5,861	\$8,706	\$956	7.65%	6.15%	\$7,626	\$10,864
Purchased Simple Average				\$6,105	\$9,156	\$956	7.65%	6.15%	\$7,903	\$11,376
ST-CA	0000		No Match							
ST-ID	04859	K	Buyer, Division of Purchasing	\$2,905	\$4,486	\$879	7.65%	14.19%	\$4,419	\$6,345
ST-NV	7.305	37	Purchasing Officer 2	\$3,670	\$5,469	\$785	7.65%	25.75%	\$5,681	\$8,081
ST-WA	114H	55	PROCUREMENT & SUPPLY SPECIALIST 4	\$3,819	\$5,010	\$662	7.65%	9.21%	\$5,125	\$6,517
State Simple Average				\$3,465	\$4,988	\$775	7.65%	16.38%	\$5,075	\$6,981
MARKET Simple Average				\$4,784	\$6,965	\$918	7.65%	12.01%	\$6,586	\$9,171

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max			SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max				
					\$	%	\$	%	\$	%	\$	%	\$	%	\$	%				
	MMC	MGT SVC NON-SUPV CONFIDENTIAL	A A		\$4,979	104.07%			\$6,998	100.48%	\$1,261	7.65%	16.53%	\$7,444	113.03%		\$9,952	108.51%		
	MMN	MGT SVC NON-SUPV	A A		\$4,979	104.07%			\$6,998	100.48%	\$1,261	7.65%	16.53%	\$7,444	113.03%		\$9,952	108.51%		
	Management Simple Average				\$4,979	104.07%			\$6,998	100.48%	\$1,261	7.65%	16.53%	\$7,444	113.03%	- %	\$9,952	108.51%		
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	16	\$4,569	95.50%	\$5,957	85.53%	\$6,691	96.07%	\$1,261	7.65%	16.53%	\$6,935	105.30%	\$8,659	94.42%	\$9,570	104.35%	
	UA	UNREPRESENTED	A A		\$4,571	95.54%			\$6,691	96.07%	\$1,261	7.65%	16.53%	\$6,938	105.34%		\$9,570	104.35%		
	Non-Corrections/Non-Mgmt Simple Average				16	\$4,570	95.52%	\$5,957	85.53%	\$6,691	96.07%	\$1,261	7.65%	16.53%	\$6,936	105.32%	\$8,659	94.42%	\$9,570	104.35%
	STATEWIDE Simple Average				16	\$4,775	99.79%	\$5,957	85.53%	\$6,845	98.28%	\$1,261	7.65%	16.53%	\$7,190	109.18%	\$8,659	94.42%	\$9,761	106.43%

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0782 PARTS SPECIALIST 1

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	6220	B	WAREHOUSE WORKER	\$3,128	\$3,591	\$1,116	7.65%	21.35%	\$5,151	\$5,748
ST-ID	01548	F	Shipping and Receiving Materials Handler	\$1,506	\$2,326	\$879	7.65%	14.19%	\$2,714	\$3,713
ST-NV	2.827	23	Supply Assistant	\$2,060	\$2,961	\$785	7.65%	25.75%	\$3,534	\$4,736
ST-WA	117I	29G	WAREHOUSE OPERATOR 1	\$2,370	\$2,663	\$662	7.65%	9.21%	\$3,432	\$3,774
State Simple Average				\$2,266	\$2,885	\$861	7.65%	17.63%	\$3,708	\$4,493
MARKET Simple Average				\$2,266	\$2,885	\$861	7.65%	17.63%	\$3,708	\$4,493

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max			Insurance		SS		Retire		SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
	AU	AFSCME-MILITARY	A	A	\$2,362	104.23%			\$3,291	114.06%			\$1,261	7.65%	16.53%	\$4,195	113.14%					\$5,348	119.04%
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A	A	\$2,360	104.14%			\$3,290	114.02%			\$1,261	7.65%	16.53%	\$4,192	113.07%					\$5,347	119.01%
	Non-Corrections/Non-Mgmt Simple Average				\$2,361	104.19%			\$3,291	114.04%			\$1,261	7.65%	16.53%	\$4,193	113.10%			- %		\$5,348	119.03%
	STATEWIDE Simple Average				\$2,361	104.19%			\$3,291	114.04%			\$1,261	7.65%	16.53%	\$4,193	113.10%			- %		\$5,348	119.03%

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0783 PARTS SPECIALIST 2

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-LINCOLN			INVENTORY SPECIALIST	\$3,026	\$4,066	\$938	7.65%	16.83%	\$4,705	\$6,000
CO-MARION	437		Parts Clerk	\$2,687	\$3,966	\$1,346	7.65%	12.35%	\$4,570	\$6,105
CO-WASH			STORES CLERK	\$3,489	\$4,219	\$1,177	7.65%	22.22%	\$5,708	\$6,656
County Simple Average				\$3,067	\$4,084	\$1,154	7.65%	17.13%	\$4,994	\$6,254
ST-CA	1506		MATERIALS AND STORES SPECIALIST	\$2,877	\$3,591	\$1,116	7.65%	21.35%	\$4,827	\$5,748
ST-ID	01550	G	Shipping and Receiving Materials Handler, Liquor Dispensa	\$1,711	\$2,641	\$879	7.65%	14.19%	\$2,964	\$4,097
ST-NV	2.836	25	Supply Technician 1	\$2,229	\$3,222	\$785	7.65%	25.75%	\$3,759	\$5,084
ST-WA	117J	32G	WAREHOUSE OPERATOR 2	\$2,542	\$2,855	\$662	7.65%	9.21%	\$3,633	\$3,998
State Simple Average				\$2,340	\$3,077	\$861	7.65%	17.63%	\$3,795	\$4,732
MARKET Simple Average				\$2,652	\$3,509	\$986	7.65%	17.41%	\$4,309	\$5,384

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max			SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max			
									Insurance	SS	Retire								
	AU	AFSCME-MILITARY	A A		\$2,874	108.39%			\$4,162	118.62%	\$1,261	7.65%	16.53%	\$4,830	112.09%		\$6,430	119.43%	
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	8	\$2,873	108.35%	\$3,583	102.12%	\$4,161	118.60%	\$1,261	7.65%	16.53%	\$4,829	112.06%	\$5,711	106.07%	\$6,429	119.40%
	UA	UNREPRESENTED	A A		\$2,874	108.39%			\$4,162	118.62%	\$1,261	7.65%	16.53%	\$4,830	112.09%		\$6,430	119.43%	
	Non-Corrections/Non-Mgmt Simple Average			8	\$2,874	108.38%	\$3,583	102.12%	\$4,162	118.61%	\$1,261	7.65%	16.53%	\$4,830	112.08%	\$5,711	106.07%	\$6,429	119.42%
	STATEWIDE Simple Average			8	\$2,874	108.38%	\$3,583	102.12%	\$4,162	118.61%	\$1,261	7.65%	16.53%	\$4,830	112.08%	\$5,711	106.07%	\$6,429	119.42%

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0784 VETERANS TRUST OFFICER

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
NO MATCHES	0000		NO MATCHES FOUND							
Exclude Simple Average										
ST-CA	0000		No Match							
ST-ID	0000		No Match							
ST-NV	0000	00	No Match							
ST-WA	0000		No Match							
State Simple Average										
MARKET Simple Average										

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
		OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	3	\$3,290	- %	\$3,990	- %	\$4,791	- %	\$1,261	7.65%	16.53%	\$5,347	- %	\$6,216	- %	\$7,211
	Non-Corrections/Non-Mgmt Simple Average			3	\$3,290	- %	\$3,990	- %	\$4,791	- %	\$1,261	7.65%	16.53%	\$5,347	- %	\$6,216	- %	\$7,211	- %
	STATEWIDE Simple Average			3	\$3,290	- %	\$3,990	- %	\$4,791	- %	\$1,261	7.65%	16.53%	\$5,347	- %	\$6,216	- %	\$7,211	- %

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0791 VETERANS BENEFIT CONSULTANT

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
EXCLUDED-N	0000		No Budgeted Positions							

Exclude Simple Average										
MARKET Simple Average				Excluded						Excluded

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
		OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A	A	\$3,001	- %	- %	\$4,358	- %	\$1,261	7.65%	16.53%	\$4,988	- %	- %	\$6,673	- %	
	Non-Corrections/Non-Mgmt Simple Average				\$3,001	- %	- %	\$4,358	- %	\$1,261	7.65%	16.53%	\$4,988	- %	- %	\$6,673	- %		
	STATEWIDE Simple Average				\$3,001	- %	- %	\$4,358	- %	\$1,261	7.65%	16.53%	\$4,988	- %	- %	\$6,673	- %		

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0799 VETERANS SERVICE OFFICER

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-CLACK	230		Veterans Services Officer	\$3,866	\$4,890	\$1,266	7.65%	16.43%	\$6,063	\$7,334
CO-DOUGLAS	8040		Veterans Service Officer	\$3,260	\$4,755	\$1,365	7.65%	18.05%	\$5,463	\$7,341
CO-JEFFERS			Veterans Service Officer	\$3,222	\$3,222	\$1,010	7.65%	15.77%	\$4,987	\$4,987
CO-LANE	N3016		Program Supervisor - (Veteran Services Supv)	\$3,867	\$5,800	\$1,776	7.65%	14.91%	\$6,515	\$8,884
CO-LINCOLN			VETERANS SERVICE OFFICER	\$4,446	\$5,975	\$938	7.65%	16.83%	\$6,473	\$8,376
CO-LINN	590		VET SVS OFFICER/PROP MANAGER	\$3,753	\$4,724	\$1,823	7.65%	15.83%	\$6,457	\$7,656
CO-MALHEUF			Veterans Service Officer	\$3,153	\$4,171	\$1,144	7.65%	11.53%	\$4,901	\$6,115
CO-WASH	051		VETERANS SERVICES COORDINATOR	\$4,228	\$5,138	\$1,177	7.65%	22.22%	\$6,667	\$7,849
County Simple Average				\$3,724	\$4,834	\$1,312	7.65%	16.45%	\$5,941	\$7,318
ST-CA	9967		VETERANS CLAIMS REPRESENTATIVE II	\$3,903	\$4,888	\$1,116	7.65%	21.35%	\$6,150	\$7,421
ST-ID	09434	J	Veterans Service Officer	\$2,595	\$4,006	\$879	7.65%	14.19%	\$4,041	\$5,760
ST-NV	12.437	32	Veterans Services Rep 1	\$2,961	\$4,371	\$785	7.65%	25.75%	\$4,736	\$6,616
ST-WA	163U	45	VETERANS BENEFIT SPECIALIST 2	\$2,994	\$3,918	\$662	7.65%	9.21%	\$4,161	\$5,241
State Simple Average				\$3,113	\$4,296	\$861	7.65%	17.63%	\$4,772	\$6,259
MARKET Simple Average				\$3,521	\$4,655	\$1,162	7.65%	16.84%	\$5,551	\$6,965

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	11	\$3,290	93.45%	\$3,847	82.66%	\$4,791	102.93%	\$1,261	7.65%	16.53%	\$5,347	96.32%	\$6,039	86.71%	\$7,211	103.53%
	Non-Corrections/Non-Mgmt Simple Average				11	\$3,290	93.45%	\$3,847	82.66%	\$4,791	102.93%	7.65%	16.53%	\$5,347	96.32%	\$6,039	86.71%	\$7,211	103.53%
	STATEWIDE Simple Average				11	\$3,290	93.45%	\$3,847	82.66%	\$4,791	102.93%	7.65%	16.53%	\$5,347	96.32%	\$6,039	86.71%	\$7,211	103.53%

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0800 STATE FAIR REPRESENTATIVE

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS			
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max		
EXCLUDED-C	0000		Class Abolish/Replace									
Exclude Simple Average												
MARKET Simple Average				Excluded						Excluded		

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
		MMS	MGT SVC SUPERVISORY	A	A	\$2,683	- %	- %	\$3,717	- %	\$1,261	7.65%	16.53%	\$4,593	- %	- %	\$5,877	- %	
	Management Simple Average				\$2,683	- %	- %	\$3,717	- %	\$1,261	7.65%	16.53%	\$4,593	- %	- %	\$5,877	- %		
	STATEWIDE Simple Average				\$2,683	- %	- %	\$3,717	- %	\$1,261	7.65%	16.53%	\$4,593	- %	- %	\$5,877	- %		

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0801 OFFICE COORDINATOR

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
NO MATCHES	0000		NO MATCHES FOUND							

Exclude Simple Average
 MARKET Simple Average

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min	Emp Avg to SR Max	SR Max to SR Max	Insurance	SS	Retire	SR Min to SR Min	Emp Avg to SR Max	POLICY POINT SR Max to SR Max	
		AAON	AFSCME-DOC NON-SECURITY	A	A	\$2,786 - %	- %	\$3,814 - %	\$1,261	7.65%	16.53%	\$4,721 - %	- %	\$5,998 - %
	Corrections Simple Average				\$2,786 - %	- %	\$3,814 - %	\$1,261	7.65%	16.53%	\$4,721 - %	- %	\$5,998 - %	
	MENC	EXEC SVC NON-SUPV CONFIDENTIAL	A	A	\$2,477 - %	- %	\$3,389 - %	\$1,261	7.65%	16.53%	\$4,337 - %	- %	\$5,470 - %	
	MENN	EXEC SVC NON-SUPV	A	A	\$2,477 - %	- %	\$3,389 - %	\$1,261	7.65%	16.53%	\$4,337 - %	- %	\$5,470 - %	
	MESN	EXEC SVC SUPERVISORY	A	A	\$2,477 - %	- %	\$3,389 - %	\$1,261	7.65%	16.53%	\$4,337 - %	- %	\$5,470 - %	
	MMC	MGT SVC NON-SUPV CONFIDENTIAL	A	A	\$2,477 - %	- %	\$3,389 - %	\$1,261	7.65%	16.53%	\$4,337 - %	- %	\$5,470 - %	
	MMN	MGT SVC NON-SUPV	A	A	\$2,477 - %	- %	\$3,389 - %	\$1,261	7.65%	16.53%	\$4,337 - %	- %	\$5,470 - %	
	MMS	MGT SVC SUPERVISORY	A	A	\$2,477 - %	- %	\$3,389 - %	\$1,261	7.65%	16.53%	\$4,337 - %	- %	\$5,470 - %	
	Management Simple Average				\$2,477 - %	- %	\$3,389 - %	\$1,261	7.65%	16.53%	\$4,337 - %	- %	\$5,470 - %	
	AD	AFSCME-DEQ	A	A	\$2,362 - %	- %	\$3,292 - %	\$1,261	7.65%	16.53%	\$4,195 - %	- %	\$5,349 - %	
	AL	AFSCME-OLCC	A	A	\$2,362 - %	- %	\$3,292 - %	\$1,261	7.65%	16.53%	\$4,195 - %	- %	\$5,349 - %	
	AO	AFSCME-OREGON STATE POLICE	A	A	\$2,362 - %	- %	\$3,292 - %	\$1,261	7.65%	16.53%	\$4,195 - %	- %	\$5,349 - %	
	AR	AFSCME-REAL ESTATE	A	A	\$2,362 - %	- %	\$3,292 - %	\$1,261	7.65%	16.53%	\$4,195 - %	- %	\$5,349 - %	
	AT	AFSCME-DCBS BUILDING CODES	A	A	\$2,362 - %	- %	\$3,292 - %	\$1,261	7.65%	16.53%	\$4,195 - %	- %	\$5,349 - %	
	AU	AFSCME-MILITARY	A	A	1	\$2,362 - %	\$2,874 - %	\$3,291 - %	\$1,261	7.65%	16.53%	\$4,195 - %	\$4,830 - %	\$5,348 - %
	AW	AFSCME-EMPLOYMENT	A	A	\$2,360 - %	- %	\$3,290 - %	\$1,261	7.65%	16.53%	\$4,192 - %	- %	\$5,347 - %	
	AX	AFSCME-STATE LANDS	A	A	1	\$2,362 - %	\$3,290 - %	\$3,290 - %	\$1,261	7.65%	16.53%	\$4,195 - %	\$5,347 - %	\$5,347 - %
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A	A	90	\$2,360 - %	\$2,939 - %	\$3,290 - %	\$1,261	7.65%	16.53%	\$4,192 - %	\$4,911 - %	\$5,347 - %
	OB	SEIU LOCAL 503 OPEU-SEAS STRKE	A	A	\$2,360 - %	- %	\$3,290 - %	\$1,261	7.65%	16.53%	\$4,192 - %	- %	\$5,347 - %	
	UA	UNREPRESENTED	A	A	1	\$2,359 - %	\$3,139 - %	\$3,291 - %	\$1,261	7.65%	16.53%	\$4,191 - %	\$5,159 - %	\$5,348 - %
	Non-Corrections/Non-Mgmt Simple Average				93	\$2,361 - %	\$3,060 - %	\$3,291 - %	\$1,261	7.65%	16.53%	\$4,194 - %	\$5,062 - %	\$5,348 - %
	STATEWIDE Simple Average				93	\$2,423 - %	\$3,060 - %	\$3,353 - %	\$1,261	7.65%	16.53%	\$4,271 - %	\$5,062 - %	\$5,425 - %

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0803 FORENSIC LAB SUPP SPECIALIST

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
NO MATCHES	0000		NO MATCHES FOUND							

Exclude Simple Average										
MARKET Simple Average										

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
		AO	AFSCME-OREGON STATE POLICE	A A	9	\$2,455	- %	\$3,147	- %	\$3,451	- %	\$1,261	7.65%	16.53%	\$4,310	- %	\$5,170	- %	\$5,547
	UA	UNREPRESENTED	A A		\$2,433	- %		- %	\$3,450	- %	\$1,261	7.65%	16.53%	\$4,283	- %		- %	\$5,546	- %
	Non-Corrections/Non-Mgmt Simple Average			9	\$2,444	- %	\$3,147	- %	\$3,451	- %	\$1,261	7.65%	16.53%	\$4,296	- %	\$5,170	- %	\$5,546	- %
	STATEWIDE Simple Average			9	\$2,444	- %	\$3,147	- %	\$3,451	- %	\$1,261	7.65%	16.53%	\$4,296	- %	\$5,170	- %	\$5,546	- %

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0805 OFFICE MANAGER 1

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-DOUGLAS	1910		Administrative Assistant	\$2,437	\$3,550	\$1,365	7.65%	18.05%	\$4,428	\$5,827
CO-MULT			Operations Supervisor	\$3,941	\$5,517	\$1,369	7.65%	15.87%	\$6,237	\$8,184
CO-UNION			Office Manager	\$3,680	\$4,473	\$1,263	7.65%	10.25%	\$5,602	\$6,537
County Simple Average				\$3,353	\$4,513	\$1,332	7.65%	14.72%	\$5,422	\$6,849
ST-CA	1141	S	OFFICE SERVICES SUPERVISOR I (GENERAL)	\$2,744	\$3,428	\$1,116	7.65%	21.35%	\$4,655	\$5,538
ST-ID	0000		No Match							
ST-NV	0000	00	No Match							
ST-WA	106J	43	OFFICE MANAGER	\$2,855	\$3,726	\$662	7.65%	9.21%	\$3,998	\$5,016
State Simple Average				\$2,800	\$3,577	\$889	7.65%	15.28%	\$4,327	\$5,277
MARKET Simple Average				\$3,131	\$4,139	\$1,155	7.65%	14.95%	\$4,984	\$6,220

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max			SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max			
					\$	%	\$	%	\$	%	\$	%	\$	%	\$	%			
	MMC	MGT SVC NON-SUPV CONFIDENTIAL	A A		\$2,804	89.54%			\$3,915	94.59%	\$1,261	7.65%	16.53%	\$4,743	95.17%	\$5,960	95.81%	\$6,123	98.44%
	MMN	MGT SVC NON-SUPV	A A		\$2,804	89.54%			\$3,915	94.59%	\$1,261	7.65%	16.53%	\$4,743	95.17%	\$5,960	95.81%	\$6,123	98.44%
	MMS	MGT SVC SUPERVISORY	A A	7	\$2,804	89.54%	\$3,783	91.41%	\$3,915	94.59%	\$1,261	7.65%	16.53%	\$4,743	95.17%	\$5,960	95.81%	\$6,123	98.44%
	Management Simple Average			7	\$2,804	89.54%	\$3,783	91.41%	\$3,915	94.59%	\$1,261	7.65%	16.53%	\$4,743	95.17%	\$5,960	95.81%	\$6,123	98.44%
	STATEWIDE Simple Average			7	\$2,804	89.54%	\$3,783	91.41%	\$3,915	94.59%	\$1,261	7.65%	16.53%	\$4,743	95.17%	\$5,960	95.81%	\$6,123	98.44%

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0806 OFFICE MANAGER 2

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
MIL-OPES	4.05		Administrative Supervisor	\$4,192	\$5,672	\$1,267	7.65%	10.63%	\$6,226	\$7,976
OPES Simple Average				\$4,192	\$5,672	\$1,267	7.65%	10.63%	\$6,226	\$7,976
MIL-NWMGT	5.02		Office Manager	\$4,212	\$6,200	\$956	7.65%	6.15%	\$5,749	\$8,012
MIL-PACS	1.18b		Office Manager	\$4,367	\$6,486	\$956	7.65%	6.15%	\$5,925	\$8,337
Purchased Simple Average				\$4,289	\$6,343	\$956	7.65%	6.15%	\$5,837	\$8,174
ST-CA	1151		OFFICE SERVICES SUPERVISOR III (GENERAL)	\$3,425	\$4,292	\$1,116	7.65%	21.35%	\$5,534	\$6,652
ST-ID	02914	M	Administrative Services Manager	\$3,708	\$5,726	\$879	7.65%	14.19%	\$5,396	\$7,855
ST-NV	0000	00	No Match							
ST-WA	106K	47	MANAGER, OFFICE SERVICES 1	\$3,135	\$4,114	\$662	7.65%	9.21%	\$4,326	\$5,470
State Simple Average				\$3,423	\$4,711	\$886	7.65%	14.92%	\$5,085	\$6,659
MARKET Simple Average				\$3,840	\$5,415	\$973	7.65%	11.28%	\$5,526	\$7,384

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max			Insurance		SS		Retire		SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%	\$	%	\$	%	\$	%	\$	%	\$	%	\$	%	\$
	MESN	EXEC SVC SUPERVISORY	A A		\$3,072	80.01%			\$4,305	79.50%	\$1,261	7.65%	16.53%	\$5,076	91.86%			\$6,607	89.49%			\$6,607	89.49%
	MMC	MGT SVC NON-SUPV CONFIDENTIAL	A A		\$3,072	80.01%			\$4,305	79.50%	\$1,261	7.65%	16.53%	\$5,076	91.86%			\$6,607	89.49%			\$6,607	89.49%
	MMN	MGT SVC NON-SUPV	A A	1	\$3,072	80.01%	\$4,305	79.50%	\$4,305	79.50%	\$1,261	7.65%	16.53%	\$5,076	91.86%	\$6,607	89.49%	\$6,607	89.49%			\$6,607	89.49%
	MMS	MGT SVC SUPERVISORY	A A	60	\$3,072	80.01%	\$3,825	70.63%	\$4,305	79.50%	\$1,261	7.65%	16.53%	\$5,076	91.86%	\$6,011	81.41%	\$6,607	89.49%			\$6,607	89.49%
	Management Simple Average			61	\$3,072	80.01%	\$4,065	75.07%	\$4,305	79.50%	\$1,261	7.65%	16.53%	\$5,076	91.86%	\$6,309	85.45%	\$6,607	89.49%			\$6,607	89.49%
	STATEWIDE Simple Average			61	\$3,072	80.01%	\$4,065	75.07%	\$4,305	79.50%	\$1,261	7.65%	16.53%	\$5,076	91.86%	\$6,309	85.45%	\$6,607	89.49%			\$6,607	89.49%

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0807 OFFICE MANAGER 3

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-CLACK			Office Manager	\$4,990	\$6,737	\$1,266	7.65%	16.43%	\$7,458	\$9,625
CO-MULT			Operations Administrator	\$4,346	\$6,085	\$1,369	7.65%	15.87%	\$6,737	\$8,884
County Simple Average				\$4,668	\$6,411	\$1,317	7.65%	16.15%	\$7,097	\$9,255
ST-CA	1103		OFFICE SERVICES MANAGER I	\$4,055	\$5,076	\$1,116	7.65%	21.35%	\$6,347	\$7,664
ST-ID	08835	N	Administrative Support Manager	\$4,098	\$6,326	\$879	7.65%	14.19%	\$5,872	\$8,587
ST-NV	0000	00	No Match							
ST-WA	106L	49	MANAGER, OFFICE SERVICES 2	\$3,293	\$4,322	\$662	7.65%	9.21%	\$4,510	\$5,713
State Simple Average				\$3,815	\$5,241	\$886	7.65%	14.92%	\$5,576	\$7,321
MARKET Simple Average				\$4,156	\$5,709	\$1,058	7.65%	15.41%	\$6,185	\$8,095

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
	MENC	EXEC SVC NON-SUPV CONFIDENTIAL	A A			\$3,547	85.34%			\$4,979	87.21%	\$1,261	7.65%	16.53%	\$5,666	91.62%	\$6,366	78.65%	\$7,444
MENN	EXEC SVC NON-SUPV	A A	1		\$3,547	85.34%	\$4,111	72.01%	\$4,979	87.21%	\$1,261	7.65%	16.53%	\$5,666	91.62%	\$6,366	78.65%	\$7,444	91.97%
MESN	EXEC SVC SUPERVISORY	A A	1		\$3,547	85.34%	\$4,979	87.21%	\$4,979	87.21%	\$1,261	7.65%	16.53%	\$5,666	91.62%	\$7,444	91.97%	\$7,444	91.97%
MMS	MGT SVC SUPERVISORY	A A	26		\$3,547	85.34%	\$4,283	75.02%	\$4,979	87.21%	\$1,261	7.65%	16.53%	\$5,666	91.62%	\$6,580	81.29%	\$7,444	91.97%
Management Simple Average				28	\$3,547	85.34%	\$4,458	78.08%	\$4,979	87.21%	\$1,261	7.65%	16.53%	\$5,666	91.62%	\$6,797	83.97%	\$7,444	91.97%
STATEWIDE Simple Average				28	\$3,547	85.34%	\$4,458	78.08%	\$4,979	87.21%	\$1,261	7.65%	16.53%	\$5,666	91.62%	\$6,797	83.97%	\$7,444	91.97%

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0813 PROGRAM TECHNICIAN 2

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max

EXCLUDED-N 0000 No Budgeted Positions

Exclude Simple Average										
MARKET Simple Average				Excluded					Excluded	

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min	Emp Avg to SR Max	SR Max to SR Max	Insurance	SS	Retire	SR Min to SR Min	Emp Avg to SR Max	POLICY POINT SR Max to SR Max
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0816 PROGRAM REPRESENTATIVE 1

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max

EXCLUDED-N 0000 No Budgeted Positions

Exclude Simple Average										
MARKET Simple Average				Excluded					Excluded	

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min	Emp Avg to SR Max	SR Max to SR Max	Insurance	SS	Retire	SR Min to SR Min	Emp Avg to SR Max	POLICY POINT
													SR Max to SR Max

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0830 EXECUTIVE ASSISTANT

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-CLACK	025		Administrative Assistant	\$3,530	\$4,443	\$1,266	7.65%	16.43%	\$5,646	\$6,779
CO-CLATSOP			Executive Assistant - Clerk of the Board	\$3,632	\$4,843	\$1,297	7.65%	14.48%	\$5,733	\$7,211
CO-LANE	N7010		Administrative Support Specialist - (Executive Assistant)	\$2,863	\$4,297	\$1,776	7.65%	14.91%	\$5,285	\$7,042
CO-WASH			EXECUTIVE ASSISTANT	\$4,780	\$5,809	\$1,177	7.65%	22.22%	\$7,384	\$8,721
County Simple Average				\$3,701	\$4,848	\$1,379	7.65%	17.01%	\$6,012	\$7,438
MIL-NWHCS	13.13c		Executive Assistant to CEO*	\$4,139	\$6,101	\$956	7.65%	6.15%	\$5,666	\$7,899
MIL-PACS	1.08		Executive Assistant to CEO	\$4,332	\$6,398	\$956	7.65%	6.15%	\$5,885	\$8,236
Purchased Simple Average				\$4,235	\$6,249	\$956	7.65%	6.15%	\$5,776	\$8,068
ST-CA	0000		No Match							
ST-ID	01231	I	Administrative Assistant 2	\$2,300	\$3,553	\$879	7.65%	14.19%	\$3,682	\$5,208
ST-NV	2.209	31	Executive Assistant	\$2,845	\$4,181	\$785	7.65%	25.75%	\$4,580	\$6,363
ST-WA	0000		No Match							
State Simple Average				\$2,572	\$3,867	\$832	7.65%	19.97%	\$4,131	\$5,785
MARKET Simple Average				\$3,553	\$4,953	\$1,136	7.65%	15.04%	\$5,483	\$7,182

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max		
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%	
	MENC	EXEC SVC NON-SUPV CONFIDENTIAL	A A	1	\$3,915	110.20%	\$4,742	95.74%	\$5,492	110.88%	\$1,261	7.65%	16.53%	\$6,123	111.68%	\$7,150	99.55%	\$8,081	112.52%	
	MENN	EXEC SVC NON-SUPV	A A	22	\$3,915	110.20%	\$4,839	97.70%	\$5,492	110.88%	\$1,261	7.65%	16.53%	\$6,123	111.68%	\$7,271	101.23%	\$8,081	112.52%	
	MESN	EXEC SVC SUPERVISORY	A A	1	\$3,915	110.20%	\$4,979	100.53%	\$5,492	110.88%	\$1,261	7.65%	16.53%	\$6,123	111.68%	\$7,444	103.65%	\$8,081	112.52%	
	MMC	MGT SVC NON-SUPV CONFIDENTIAL	A A		\$3,915	110.20%			\$5,492	110.88%	\$1,261	7.65%	16.53%	\$6,123	111.68%			\$8,081	112.52%	
	MMN	MGT SVC NON-SUPV	A A		\$3,915	110.20%			\$5,492	110.88%	\$1,261	7.65%	16.53%	\$6,123	111.68%			\$8,081	112.52%	
	MMS	MGT SVC SUPERVISORY	A A		\$3,915	110.20%			\$5,492	110.88%	\$1,261	7.65%	16.53%	\$6,123	111.68%			\$8,081	112.52%	
	Management Simple Average			24	\$3,915	110.20%	\$4,853	97.99%	\$5,492	110.88%	\$1,261	7.65%	16.53%	\$6,123	111.68%	\$7,288	101.48%	\$8,081	112.52%	
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A		\$3,607	101.53%			\$5,277	106.54%	\$1,261	7.65%	16.53%	\$5,741	104.70%			\$7,814	108.80%	
	UA	UNREPRESENTED	A A		\$3,609	101.59%			\$5,277	106.54%	\$1,261	7.65%	16.53%	\$5,743	104.75%			\$7,814	108.80%	
	Non-Corrections/Non-Mgmt Simple Average					\$3,608	101.56%			\$5,277	106.54%	\$1,261	7.65%	16.53%	\$5,742	104.73%	- %		\$7,814	108.80%
	STATEWIDE Simple Average				24	\$3,838	108.04%	\$4,853	97.99%	\$5,438	109.80%	\$1,261	7.65%	16.53%	\$6,028	109.94%	\$7,288	101.48%	\$8,015	111.59%

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0833 SUPV EXECUTIVE ASSISTANT

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
NO MATCHES	0000		NO MATCHES FOUND							

Exclude Simple Average										
MARKET Simple Average										

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
		MESN	EXEC SVC SUPERVISORY	A A	4	\$4,111	- %	\$4,874	- %	\$5,764	- %	\$1,261	7.65%	16.53%	\$6,366	- %	\$7,313	- %	\$8,419
	MMS	MGT SVC SUPERVISORY	A A	12	\$4,111	- %	\$5,325	- %	\$5,764	- %	\$1,261	7.65%	16.53%	\$6,366	- %	\$7,874	- %	\$8,419	- %
	Management Simple Average			16	\$4,111	- %	\$5,099	- %	\$5,764	- %	\$1,261	7.65%	16.53%	\$6,366	- %	\$7,594	- %	\$8,419	- %
	STATEWIDE Simple Average			16	\$4,111	- %	\$5,099	- %	\$5,764	- %	\$1,261	7.65%	16.53%	\$6,366	- %	\$7,594	- %	\$8,419	- %

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0841 RETIREMENT COUNSELOR 1

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-LANE	N3031		Program Specialist, Senior	\$3,065	\$4,597	\$1,776	7.65%	14.91%	\$5,532	\$7,410
County Simple Average				\$3,065	\$4,597	\$1,776	7.65%	14.91%	\$5,532	\$7,410
MIL-OPES	5.04		Benefits Specialist	\$3,875	\$5,255	\$1,267	7.65%	10.63%	\$5,851	\$7,482
OPES Simple Average				\$3,875	\$5,255	\$1,267	7.65%	10.63%	\$5,851	\$7,482
MIL-PACS	5.05a		Benefits Specialist	\$3,688	\$5,272	\$956	7.65%	6.15%	\$5,153	\$6,955
Purchased Simple Average				\$3,688	\$5,272	\$956	7.65%	6.15%	\$5,153	\$6,955
ST-CA	6410	C	BENEFIT PROGRAM SPECIALIST (CALPERS)	\$2,691	\$3,371	\$1,116	7.65%	21.35%	\$4,587	\$5,464
ST-ID	0000		No Match							
ST-NV	0000	00	No Match							
ST-WA	163M	47	RETIREMENT SPECIALIST 2	\$3,135	\$4,114	\$662	7.65%	9.21%	\$4,326	\$5,470
State Simple Average				\$2,913	\$3,743	\$889	7.65%	15.28%	\$4,456	\$5,467
MARKET Simple Average				\$3,291	\$4,522	\$1,155	7.65%	12.45%	\$5,090	\$6,556

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	65	\$2,873	87.31%	\$3,488	77.14%	\$4,161	92.02%	\$1,261	7.65%	16.53%	\$4,829	94.88%	\$5,593	85.30%	\$6,429	98.05%
	UA	UNREPRESENTED	A A		\$2,874	87.34%			\$4,162	92.05%	\$1,261	7.65%	16.53%	\$4,830	94.91%			\$6,430	98.07%
	Non-Corrections/Non-Mgmt Simple Average			65	\$2,874	87.32%	\$3,488	77.14%	\$4,162	92.03%	\$1,261	7.65%	16.53%	\$4,830	94.89%	\$5,593	85.30%	\$6,429	98.06%
	STATEWIDE Simple Average			65	\$2,874	87.32%	\$3,488	77.14%	\$4,162	92.03%	\$1,261	7.65%	16.53%	\$4,830	94.89%	\$5,593	85.30%	\$6,429	98.06%

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0842 RETIREMENT COUNSELOR 2

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
MIL-OPES	5.05		Benefits Administrator	\$5,013	\$6,990	\$1,267	7.65%	10.63%	\$7,196	\$9,534
OPES Simple Average				\$5,013	\$6,990	\$1,267	7.65%	10.63%	\$7,196	\$9,534
MIL-NWHCS	13.23		Benefits Specialist	\$3,851	\$5,647	\$956	7.65%	6.15%	\$5,338	\$7,382
MIL-PACS	5.06a		Benefits Administrator	\$4,916	\$7,111	\$956	7.65%	6.15%	\$6,550	\$9,049
Purchased Simple Average				\$4,383	\$6,379	\$956	7.65%	6.15%	\$5,944	\$8,215
ST-CA	6412		SENIOR BENEFIT PROGRAM SPECIALIST (CALPERS)	\$3,010	\$3,770	\$1,116	7.65%	21.35%	\$4,999	\$5,979
ST-ID	08908	J	Retirement Specialist	\$2,595	\$4,006	\$879	7.65%	14.19%	\$4,041	\$5,760
ST-NV	7.120	32	Retirement Examiner 1	\$2,961	\$4,371	\$785	7.65%	25.75%	\$4,736	\$6,616
ST-WA	163N	49	RETIREMENT SPECIALIST 3	\$3,293	\$4,322	\$662	7.65%	9.21%	\$4,510	\$5,713
State Simple Average				\$2,965	\$4,117	\$861	7.65%	17.63%	\$4,571	\$6,017
MARKET Simple Average				\$3,663	\$5,174	\$946	7.65%	13.35%	\$5,338	\$7,147

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	41	\$3,139	85.70%	\$3,907	75.51%	\$4,569	88.31%	\$1,261	7.65%	16.53%	\$5,159	96.65%	\$6,113	85.52%	\$6,935	97.03%
	UA	UNREPRESENTED	A A		\$3,139	85.70%			\$4,571	88.35%	\$1,261	7.65%	16.53%	\$5,159	96.65%			\$6,938	97.06%
	Non-Corrections/Non-Mgmt Simple Average			41	\$3,139	85.70%	\$3,907	75.51%	\$4,570	88.33%	\$1,261	7.65%	16.53%	\$5,159	96.65%	\$6,113	85.52%	\$6,936	97.05%
	STATEWIDE Simple Average			41	\$3,139	85.70%	\$3,907	75.51%	\$4,570	88.33%	\$1,261	7.65%	16.53%	\$5,159	96.65%	\$6,113	85.52%	\$6,936	97.05%

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0854 PROJECT MANAGER 1

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	0000		No Match							
ST-ID	05567	N	Project Manager 1	\$4,098	\$6,326	\$879	7.65%	14.19%	\$5,872	\$8,587
ST-NV	0000	00	No Match							
ST-WA	109K	51	MANAGEMENT ANALYST 3	\$3,459	\$4,542	\$662	7.65%	9.21%	\$4,704	\$5,970
State Simple Average				\$3,778	\$5,434	\$771	7.65%	11.70%	\$5,288	\$7,278
MARKET Simple Average				\$3,778	\$5,434	\$771	7.65%	11.70%	\$5,288	\$7,278

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max			Insurance		SS		Retire		SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
	AAON	AFSCME-DOC NON-SECURITY	A A		\$4,575	121.09%			\$6,358	117.00%	\$1,261	7.65%	16.53%	\$6,943	131.29%			\$9,157	125.81%				
	Corrections Simple Average				\$4,575	121.09%			\$6,358	117.00%	\$1,261	7.65%	16.53%	\$6,943	131.29%		- %	\$9,157	125.81%				
	MMC	MGT SVC NON-SUPV CONFIDENTIAL	A A		\$4,111	108.81%			\$5,764	106.07%	\$1,261	7.65%	16.53%	\$6,366	120.40%			\$8,419	115.67%				
	MMN	MGT SVC NON-SUPV	A A	1	\$4,111	108.81%	\$4,518	83.14%	\$5,764	106.07%	\$1,261	7.65%	16.53%	\$6,366	120.40%	\$6,872	94.41%	\$8,419	115.67%				
	Management Simple Average				\$4,111	108.81%	\$4,518	83.14%	\$5,764	106.07%	\$1,261	7.65%	16.53%	\$6,366	120.40%	\$6,872	94.41%	\$8,419	115.67%				
	AD	AFSCME-DEQ	A A		\$3,782	100.10%			\$5,530	101.76%	\$1,261	7.65%	16.53%	\$5,958	112.67%			\$8,129	111.68%				
	AO	AFSCME-OREGON STATE POLICE	A A		\$3,782	100.10%			\$5,530	101.76%	\$1,261	7.65%	16.53%	\$5,958	112.67%			\$8,129	111.68%				
	E	AEE-ASSOC OF ENGINEER EMS	A A	3	\$3,804	100.68%	\$4,632	85.24%	\$5,615	103.33%	\$1,261	7.65%	16.53%	\$5,985	113.19%	\$7,013	96.36%	\$8,234	113.13%				
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	16	\$3,781	100.07%	\$4,567	84.05%	\$5,529	101.75%	\$1,261	7.65%	16.53%	\$5,957	112.65%	\$6,933	95.25%	\$8,127	111.66%				
	UA	UNREPRESENTED	A A	5	\$3,781	100.07%	\$4,522	83.22%	\$5,530	101.76%	\$1,261	7.65%	16.53%	\$5,957	112.65%	\$6,877	94.48%	\$8,129	111.68%				
	Non-Corrections/Non-Mgmt Simple Average				\$3,786	100.20%	\$4,574	84.17%	\$5,547	102.07%	\$1,261	7.65%	16.53%	\$5,963	112.76%	\$6,941	95.37%	\$8,149	111.97%				
	STATEWIDE Simple Average				\$3,966	104.97%	\$4,560	83.91%	\$5,703	104.94%	\$1,261	7.65%	16.53%	\$6,186	116.99%	\$6,924	95.13%	\$8,343	114.62%				

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0855 PROJECT MANAGER 2

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-CLACK	999		Project Manager A	\$4,311	\$6,416	\$1,266	7.65%	16.43%	\$6,615	\$9,227
County Simple Average				\$4,311	\$6,416	\$1,266	7.65%	16.43%	\$6,615	\$9,227
MIL-NWMGT	5.24b		Project Manager I	\$5,240	\$7,830	\$956	7.65%	6.15%	\$6,919	\$9,867
Purchased Simple Average				\$5,240	\$7,830	\$956	7.65%	6.15%	\$6,919	\$9,867
ST-CA	0000		No Match							
ST-ID	05568	O	Project Manager 2	\$4,441	\$6,856	\$879	7.65%	14.19%	\$6,290	\$9,232
ST-NV	0000	00	No Match							
ST-WA	109L	57	MANAGEMENT ANALYST 4	\$4,014	\$5,266	\$662	7.65%	9.21%	\$5,353	\$6,816
State Simple Average				\$4,227	\$6,061	\$771	7.65%	11.70%	\$5,821	\$8,024
MARKET Simple Average				\$4,501	\$6,592	\$941	7.65%	11.50%	\$6,294	\$8,785

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
	AAON	AFSCME-DOC NON-SECURITY	A A	1	\$5,267	117.01%	\$7,321	111.06%	\$7,321	111.06%	\$1,261	7.65%	16.53%	\$7,802	123.96%	\$10,353	117.84%	\$10,353	117.84%
Corrections Simple Average				1	\$5,267	117.01%	\$7,321	111.06%	\$7,321	111.06%	\$1,261	7.65%	16.53%	\$7,802	123.96%	\$10,353	117.84%	\$10,353	117.84%
MMC	MGT SVC NON-SUPV CONFIDENTIAL	A A		\$4,742	105.34%	\$6,663	101.08%	\$6,663	101.08%	\$1,261	7.65%	16.53%	\$7,150	113.60%			\$9,536	108.54%	
MMN	MGT SVC NON-SUPV	A A	8	\$4,742	105.34%	\$5,938	90.07%	\$6,663	101.08%	\$1,261	7.65%	16.53%	\$7,150	113.60%	\$8,635	98.28%	\$9,536	108.54%	
MMS	MGT SVC SUPERVISORY	A A		\$4,742	105.34%	\$6,663	101.08%	\$6,663	101.08%	\$1,261	7.65%	16.53%	\$7,150	113.60%			\$9,536	108.54%	
Management Simple Average				8	\$4,742	105.34%	\$5,938	90.07%	\$6,663	101.08%	\$1,261	7.65%	16.53%	\$7,150	113.60%	\$8,635	98.28%	\$9,536	108.54%
AD	AFSCME-DEQ	A A	2	\$4,359	96.84%	\$5,476	83.07%	\$6,381	96.80%	\$1,261	7.65%	16.53%	\$6,674	106.04%	\$8,062	91.76%	\$9,185	104.55%	
AO	AFSCME-OREGON STATE POLICE	A A	1	\$4,359	96.84%	\$4,791	72.68%	\$6,381	96.80%	\$1,261	7.65%	16.53%	\$6,674	106.04%	\$7,211	82.08%	\$9,185	104.55%	
AT	AFSCME-DCBS BUILDING CODES	A A		\$4,359	96.84%			\$6,381	96.80%	\$1,261	7.65%	16.53%	\$6,674	106.04%			\$9,185	104.55%	
E	AEE-ASSOC OF ENGINEER EMS	A A	18	\$4,401	97.77%	\$6,084	92.30%	\$6,499	98.59%	\$1,261	7.65%	16.53%	\$6,727	106.87%	\$8,817	100.36%	\$9,332	106.22%	
OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	22	\$4,358	96.81%	\$5,903	89.54%	\$6,380	96.78%	\$1,261	7.65%	16.53%	\$6,673	106.02%	\$8,591	97.79%	\$9,184	104.54%	
UA	UNREPRESENTED	A A		\$4,359	96.84%			\$6,381	96.80%	\$1,261	7.65%	16.53%	\$6,674	106.04%			\$9,185	104.55%	
Non-Corrections/Non-Mgmt Simple Average				43	\$4,366	96.99%	\$5,563	84.40%	\$6,401	97.10%	\$1,261	7.65%	16.53%	\$6,683	106.18%	\$8,170	93.00%	\$9,210	104.83%
STATEWIDE Simple Average				52	\$4,569	101.50%	\$5,919	89.79%	\$6,571	99.69%	\$1,261	7.65%	16.53%	\$6,935	110.18%	\$8,611	98.02%	\$9,422	107.24%

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0856 PROJECT MANAGER 3

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-MULT			Project Manager	\$5,516	\$6,791	\$1,369	7.65%	15.87%	\$8,182	\$9,757
County Simple Average				\$5,516	\$6,791	\$1,369	7.65%	15.87%	\$8,182	\$9,757
MIL-NWMGT	5.24a		Project Manager II	\$6,442	\$9,780	\$956	7.65%	6.15%	\$8,287	\$12,085
MIL-PACS	4.26		Project Manager	\$5,733	\$8,773	\$956	7.65%	6.15%	\$7,480	\$10,940
Purchased Simple Average				\$6,087	\$9,276	\$956	7.65%	6.15%	\$7,884	\$11,513
ST-CA	7579		PROJECT MANAGER (GENERAL)	\$6,577	\$7,842	\$1,116	7.65%	21.35%	\$9,600	\$11,232
ST-ID	05570	P	Project Manager 3	\$4,855	\$7,496	\$879	7.65%	14.19%	\$6,794	\$10,013
ST-NV	0000	00	No Match							
ST-WA	109M	60	MANAGEMENT ANALYST 5	\$4,322	\$5,668	\$662	7.65%	9.21%	\$5,713	\$7,286
State Simple Average				\$5,251	\$7,002	\$886	7.65%	14.92%	\$7,369	\$9,510
MARKET Simple Average				\$5,574	\$7,725	\$990	7.65%	12.15%	\$7,676	\$10,219

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max		
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%	
	MMC	MGT SVC NON-SUPV CONFIDENTIAL	A A		\$5,231	93.84%			\$7,343	95.05%	\$1,261	7.65%	16.53%	\$7,757	101.06%			\$10,380	101.58%	
	MMN	MGT SVC NON-SUPV	A A	25	\$5,231	93.84%	\$6,807	88.11%	\$7,343	95.05%	\$1,261	7.65%	16.53%	\$7,757	101.06%	\$9,714	95.06%	\$10,380	101.58%	
	Management Simple Average				25	\$5,231	93.84%	\$6,807	88.11%	\$7,343	95.05%	\$1,261	7.65%	16.53%	\$7,757	101.06%	\$9,714	95.06%	\$10,380	101.58%
	AD	AFSCME-DEQ	A A		\$4,791	85.95%			\$6,998	90.59%	\$1,261	7.65%	16.53%	\$7,211	93.94%			\$9,952	97.38%	
	E	AEE-ASSOC OF ENGINEER EMS	A A		\$4,851	87.03%			\$7,166	92.76%	\$1,261	7.65%	16.53%	\$7,285	94.91%			\$10,160	99.43%	
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	9	\$4,791	85.95%	\$6,504	84.19%	\$7,023	90.91%	\$1,261	7.65%	16.53%	\$7,211	93.94%	\$9,338	91.38%	\$9,983	97.69%	
	UA	UNREPRESENTED	A A	2	\$4,791	85.95%	\$6,553	84.83%	\$7,025	90.94%	\$1,261	7.65%	16.53%	\$7,211	93.94%	\$9,399	91.98%	\$9,985	97.71%	
	Non-Corrections/Non-Mgmt Simple Average				11	\$4,806	86.22%	\$6,529	84.51%	\$7,053	91.30%	\$1,261	7.65%	16.53%	\$7,230	94.18%	\$9,369	91.68%	\$10,020	98.05%
	STATEWIDE Simple Average				36	\$4,948	88.76%	\$6,621	85.71%	\$7,150	92.55%	\$1,261	7.65%	16.53%	\$7,405	96.48%	\$9,484	92.81%	\$10,140	99.23%

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0860 PROGRAM ANALYST 1

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-MULT			Program Coordinator	\$4,233	\$5,206	\$1,369	7.65%	15.87%	\$6,598	\$7,799
CO-WASH			PROGRAM SPECIALIST	\$3,831	\$4,656	\$1,177	7.65%	22.22%	\$6,152	\$7,223
County Simple Average				\$4,032	\$4,931	\$1,273	7.65%	19.05%	\$6,375	\$7,511
MIL-OPES	4.06		Program Technician / Specialist	\$3,616	\$4,889	\$1,267	7.65%	10.63%	\$5,544	\$7,050
OPES Simple Average				\$3,616	\$4,889	\$1,267	7.65%	10.63%	\$5,544	\$7,050
ST-CA	8223	B	LICENSING PROGRAM ANALYST	\$3,007	\$3,924	\$1,116	7.65%	21.35%	\$4,995	\$6,178
ST-ID	05273	J	Program Specialist Technician	\$2,595	\$4,006	\$879	7.65%	14.19%	\$4,041	\$5,760
ST-NV	7.649	31	Program Officer 1	\$2,845	\$4,181	\$785	7.65%	25.75%	\$4,580	\$6,363
ST-WA	1071	41	PROGRAM SPECIALIST 2	\$2,724	\$3,549	\$662	7.65%	9.21%	\$3,845	\$4,809
State Simple Average				\$2,793	\$3,915	\$861	7.65%	17.63%	\$4,365	\$5,777
MARKET Simple Average				\$3,264	\$4,344	\$1,036	7.65%	17.03%	\$5,108	\$6,455

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	AAON	AFSCME-DOC NON-SECURITY	A A	7	\$3,995	122.38%	\$5,064	116.55%	\$5,516	126.97%	\$1,261	7.65%	16.53%	\$6,222	121.82%	\$7,549	116.96%	\$8,111	125.66%
	Corrections Simple Average				7	\$3,995	122.38%	\$5,064	116.55%	\$5,516	126.97%	7.65%	16.53%	\$6,222	121.82%	\$7,549	116.96%	\$8,111	125.66%
	MENC	EXEC SVC NON-SUPV CONFIDENTIAL	A A		\$3,547	108.66%			\$4,979	114.61%	\$1,261	7.65%	16.53%	\$5,666	110.93%			\$7,444	115.33%
	MENN	EXEC SVC NON-SUPV	A A	1	\$3,547	108.66%	\$4,979	114.61%	\$4,979	114.61%	\$1,261	7.65%	16.53%	\$5,666	110.93%	\$7,444	115.33%	\$7,444	115.33%
	MMC	MGT SVC NON-SUPV CONFIDENTIAL	A A		\$3,547	108.66%			\$4,979	114.61%	\$1,261	7.65%	16.53%	\$5,666	110.93%			\$7,444	115.33%
	MMN	MGT SVC NON-SUPV	A A	1	\$3,547	108.66%	\$4,979	114.61%	\$4,979	114.61%	\$1,261	7.65%	16.53%	\$5,666	110.93%	\$7,444	115.33%	\$7,444	115.33%
	MMS	MGT SVC SUPERVISORY	A A		\$3,547	108.66%			\$4,979	114.61%	\$1,261	7.65%	16.53%	\$5,666	110.93%			\$7,444	115.33%
	Management Simple Average				2	\$3,547	108.66%	\$4,979	114.61%	\$4,979	114.61%	7.65%	16.53%	\$5,666	110.93%	\$7,444	115.33%	\$7,444	115.33%
	AB	AFSCME-CONST CONTR BRD	A A	1	\$3,292	100.85%	\$3,292	75.77%	\$4,791	110.28%	\$1,261	7.65%	16.53%	\$5,349	104.73%	\$5,349	82.88%	\$7,211	111.72%
	AD	AFSCME-DEQ	A A		\$3,292	100.85%			\$4,791	110.28%	\$1,261	7.65%	16.53%	\$5,349	104.73%			\$7,211	111.72%
	AF	AFSCME-FIRE MARSHAL	A A	2	\$3,292	100.85%	\$3,537	81.41%	\$4,791	110.28%	\$1,261	7.65%	16.53%	\$5,349	104.73%	\$5,654	87.59%	\$7,211	111.72%
	AG	AFSCME-DLCD	A A		\$3,292	100.85%			\$4,791	110.28%	\$1,261	7.65%	16.53%	\$5,349	104.73%			\$7,211	111.72%
	AI	AFSCME-LONGTERM CARE OMBUDS	A A	1	\$3,292	100.85%	\$4,791	110.28%	\$4,791	110.28%	\$1,261	7.65%	16.53%	\$5,349	104.73%	\$7,211	111.72%	\$7,211	111.72%
	AL	AFSCME-OLCC	A A		\$3,292	100.85%			\$4,791	110.28%	\$1,261	7.65%	16.53%	\$5,349	104.73%			\$7,211	111.72%
	AMG	AFSCME-COMMUNITY PGMS (SOCP)	A A		\$3,292	100.85%			\$4,791	110.28%	\$1,261	7.65%	16.53%	\$5,349	104.73%			\$7,211	111.72%

0860 PROGRAM ANALYST 1 (Continued)

Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
				\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
AO	AFSCME-OREGON STATE POLICE	A A	7	\$3,292	100.85%	\$4,201	96.70%	\$4,791	110.28%	\$1,261	7.65%	16.53%	\$5,349	104.73%	\$6,478	100.37%	\$7,211	111.72%
AR	AFSCME-REAL ESTATE	A A	1	\$3,292	100.85%	\$3,973	91.45%	\$4,791	110.28%	\$1,261	7.65%	16.53%	\$5,349	104.73%	\$6,195	95.98%	\$7,211	111.72%
AT	AFSCME-DCBS BUILDING CODES	A A		\$3,292	100.85%			\$4,791	110.28%	\$1,261	7.65%	16.53%	\$5,349	104.73%			\$7,211	111.72%
AU	AFSCME-MILITARY	A A	7	\$3,291	100.82%	\$4,027	92.69%	\$4,791	110.28%	\$1,261	7.65%	16.53%	\$5,348	104.71%	\$6,262	97.02%	\$7,211	111.72%
AV	AFSCME-OR EMERGENCY MGMT	A A		\$3,292	100.85%			\$4,791	110.28%	\$1,261	7.65%	16.53%	\$5,349	104.73%			\$7,211	111.72%
AX	AFSCME-STATE LANDS	A A	3	\$3,290	100.78%	\$3,971	91.40%	\$4,791	110.28%	\$1,261	7.65%	16.53%	\$5,347	104.68%	\$6,192	95.93%	\$7,211	111.72%
E	AEE-ASSOC OF ENGINEER EMS	A A	3	\$3,284	100.60%	\$4,338	99.85%	\$4,851	111.66%	\$1,261	7.65%	16.53%	\$5,339	104.54%	\$6,648	103.00%	\$7,285	112.87%
OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	128	\$3,290	100.78%	\$4,306	99.12%	\$4,791	110.28%	\$1,261	7.65%	16.53%	\$5,347	104.68%	\$6,609	102.39%	\$7,211	111.72%
UA	UNREPRESENTED	A A	10	\$3,291	100.82%	\$4,405	101.40%	\$4,791	110.28%	\$1,261	7.65%	16.53%	\$5,348	104.71%	\$6,732	104.30%	\$7,211	111.72%
Non-Corrections/Non-Mgmt Simple Average			163	\$3,291	100.82%	\$4,084	94.01%	\$4,795	110.36%	\$1,261	7.65%	16.53%	\$5,348	104.71%	\$6,333	98.12%	\$7,216	111.79%
STATEWIDE Simple Average			172	\$3,381	103.58%	\$4,297	98.91%	\$4,869	112.08%	\$1,261	7.65%	16.53%	\$5,460	106.90%	\$6,598	102.22%	\$7,308	113.22%

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0861 PROGRAM ANALYST 2

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
MIL-OPES	4.07a		Program Coordinator	\$4,534	\$6,081	\$1,267	7.65%	10.63%	\$6,630	\$8,460
OPES Simple Average				\$4,534	\$6,081	\$1,267	7.65%	10.63%	\$6,630	\$8,460
ST-CA	5393	A	ASSOCIATE GOVERNMENTAL PROGRAM ANALYST	\$4,488	\$5,618	\$1,116	7.65%	21.35%	\$6,905	\$8,363
ST-ID	05274	K	Program Specialist	\$2,905	\$4,486	\$879	7.65%	14.19%	\$4,419	\$6,345
ST-NV	7.647	33	Program Officer 2	\$3,094	\$4,574	\$785	7.65%	25.75%	\$4,912	\$6,888
ST-WA	107J	52	PROGRAM SPECIALIST 3	\$3,549	\$4,653	\$662	7.65%	9.21%	\$4,809	\$6,099
State Simple Average				\$3,509	\$4,833	\$861	7.65%	17.63%	\$5,261	\$6,924
MARKET Simple Average				\$3,714	\$5,083	\$942	7.65%	16.23%	\$5,535	\$7,231

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
	AAON	AFSCME-DOC NON-SECURITY	A A	24	\$4,803	129.33%	\$5,972	117.51%	\$6,665	131.13%	\$1,261	7.65%	16.53%	\$7,226	130.55%	\$8,678	120.01%	\$9,538	131.90%
Corrections Simple Average				24	\$4,803	129.33%	\$5,972	117.51%	\$6,665	131.13%	\$1,261	7.65%	16.53%	\$7,226	130.55%	\$8,678	120.01%	\$9,538	131.90%
MENC	EXEC SVC NON-SUPV CONFIDENTIAL	A A		\$4,305	115.92%	\$6,046	118.96%	\$6,046	118.96%	\$1,261	7.65%	16.53%	\$6,607	119.37%			\$8,769	121.27%	
MENN	EXEC SVC NON-SUPV	A A	1	\$4,305	115.92%	\$6,046	118.96%	\$6,046	118.96%	\$1,261	7.65%	16.53%	\$6,607	119.37%	\$8,769	121.27%	\$8,769	121.27%	
MMC	MGT SVC NON-SUPV CONFIDENTIAL	A A		\$4,305	115.92%	\$6,046	118.96%	\$6,046	118.96%	\$1,261	7.65%	16.53%	\$6,607	119.37%			\$8,769	121.27%	
MMN	MGT SVC NON-SUPV	A A	12	\$4,305	115.92%	\$5,541	109.01%	\$6,046	118.96%	\$1,261	7.65%	16.53%	\$6,607	119.37%	\$8,142	112.60%	\$8,769	121.27%	
MMS	MGT SVC SUPERVISORY	A A	2	\$4,305	115.92%	\$4,305	84.70%	\$6,046	118.96%	\$1,261	7.65%	16.53%	\$6,607	119.37%	\$6,607	91.38%	\$8,769	121.27%	
Management Simple Average				15	\$4,305	115.92%	\$5,297	104.22%	\$6,046	118.96%	\$1,261	7.65%	16.53%	\$6,607	119.37%	\$7,840	108.42%	\$8,769	121.27%
AB	AFSCME-CONST CONTR BRD	A A	1	\$3,973	106.98%	\$4,571	89.93%	\$5,802	114.15%	\$1,261	7.65%	16.53%	\$6,195	111.93%	\$6,938	95.94%	\$8,466	117.08%	
AD	AFSCME-DEQ	A A	3	\$3,973	106.98%	\$5,802	114.15%	\$5,802	114.15%	\$1,261	7.65%	16.53%	\$6,195	111.93%	\$8,466	117.08%	\$8,466	117.08%	
AF	AFSCME-FIRE MARSHAL	A A	2	\$3,973	106.98%	\$5,279	103.86%	\$5,802	114.15%	\$1,261	7.65%	16.53%	\$6,195	111.93%	\$7,817	108.10%	\$8,466	117.08%	
AG	AFSCME-DLCD	A A	1	\$3,973	106.98%	\$5,530	108.80%	\$5,802	114.15%	\$1,261	7.65%	16.53%	\$6,195	111.93%	\$8,129	112.41%	\$8,466	117.08%	
AI	AFSCME-LONGTERM CARE OMBUDS	A A	7	\$3,973	106.98%	\$5,253	103.36%	\$5,802	114.15%	\$1,261	7.65%	16.53%	\$6,195	111.93%	\$7,785	107.66%	\$8,466	117.08%	
AL	AFSCME-OLCC	A A	5	\$3,973	106.98%	\$5,296	104.20%	\$5,802	114.15%	\$1,261	7.65%	16.53%	\$6,195	111.93%	\$7,838	108.39%	\$8,466	117.08%	
AMG	AFSCME-COMMUNITY PGMS (SOCP)	A A	1	\$3,973	106.98%	\$5,277	103.83%	\$5,802	114.15%	\$1,261	7.65%	16.53%	\$6,195	111.93%	\$7,814	108.07%	\$8,466	117.08%	
AO	AFSCME-OREGON STATE POLICE	A A	1	\$3,973	106.98%	\$4,162	81.89%	\$5,802	114.15%	\$1,261	7.65%	16.53%	\$6,195	111.93%	\$6,430	88.92%	\$8,466	117.08%	
AR	AFSCME-REAL ESTATE	A A		\$3,973	106.98%			\$5,802	114.15%	\$1,261	7.65%	16.53%	\$6,195	111.93%			\$8,466	117.08%	
AT	AFSCME-DCBS BUILDING CODES	A A	1	\$3,973	106.98%	\$4,791	94.26%	\$5,802	114.15%	\$1,261	7.65%	16.53%	\$6,195	111.93%	\$7,211	99.72%	\$8,466	117.08%	

0861 PROGRAM ANALYST 2 (Continued)

Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
AU	AFSCME-MILITARY	A A		\$3,973	106.98%			\$5,802	114.15%	\$1,261	7.65%	16.53%	\$6,195	111.93%			\$8,466	117.08%
AV	AFSCME-OR EMERGENCY MGMT	A A	9	\$3,973	106.98%	\$5,248	103.26%	\$5,802	114.15%	\$1,261	7.65%	16.53%	\$6,195	111.93%	\$7,779	107.57%	\$8,466	117.08%
AX	AFSCME-STATE LANDS	A A	3	\$3,971	106.92%	\$5,464	107.51%	\$5,801	114.13%	\$1,261	7.65%	16.53%	\$6,193	111.88%	\$8,047	111.28%	\$8,465	117.07%
E	AEE-ASSOC OF ENGINEER EMS	A A	5	\$3,992	107.49%	\$5,137	101.07%	\$5,895	115.98%	\$1,261	7.65%	16.53%	\$6,219	112.35%	\$7,641	105.67%	\$8,582	118.68%
OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	266	\$3,974	107.00%	\$5,089	100.12%	\$5,802	114.15%	\$1,261	7.65%	16.53%	\$6,196	111.95%	\$7,581	104.83%	\$8,466	117.08%
UA	UNREPRESENTED	A A	9	\$3,973	106.98%	\$5,062	99.60%	\$5,802	114.15%	\$1,261	7.65%	16.53%	\$6,195	111.93%	\$7,548	104.38%	\$8,466	117.08%
Non-Corrections/Non-Mgmt Simple Average			314	\$3,974	107.01%	\$5,140	101.13%	\$5,808	114.27%	\$1,261	7.65%	16.53%	\$6,196	111.95%	\$7,644	105.72%	\$8,473	117.18%
STATEWIDE Simple Average			353	\$4,087	110.05%	\$5,213	102.56%	\$5,901	116.10%	\$1,261	7.65%	16.53%	\$6,337	114.48%	\$7,734	106.96%	\$8,589	118.78%

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0862 PROGRAM ANALYST 3

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-CLACK			Program Supervisor	\$4,990	\$6,737	\$1,266	7.65%	16.43%	\$7,458	\$9,625
CO-WASH			PROGRAM COORDINATOR	\$5,278	\$6,413	\$1,177	7.65%	22.22%	\$8,032	\$9,505
County Simple Average				\$5,134	\$6,575	\$1,221	7.65%	19.33%	\$7,745	\$9,565
ST-CA	0000		No Match							
ST-ID	0000		No Match							
ST-NV	7.643	35	Program Officer 3	\$3,363	\$4,997	\$785	7.65%	25.75%	\$5,272	\$7,452
ST-WA	107K	55	PROGRAM SPECIALIST 4	\$3,819	\$5,010	\$662	7.65%	9.21%	\$5,125	\$6,517
State Simple Average				\$3,591	\$5,004	\$724	7.65%	17.48%	\$5,198	\$6,984
MARKET Simple Average				\$4,363	\$5,789	\$973	7.65%	18.40%	\$6,472	\$8,275

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
	MENC	EXEC SVC NON-SUPV CONFIDENTIAL	A A			\$4,742	108.69%			\$6,663	115.09%	\$1,261	7.65%	16.53%	\$7,150	110.48%			\$9,536
MENN	EXEC SVC NON-SUPV	A A			\$4,742	108.69%			\$6,663	115.09%	\$1,261	7.65%	16.53%	\$7,150	110.48%			\$9,536	115.24%
MESN	EXEC SVC SUPERVISORY	A A			\$4,742	108.69%			\$6,663	115.09%	\$1,261	7.65%	16.53%	\$7,150	110.48%			\$9,536	115.24%
MMC	MGT SVC NON-SUPV CONFIDENTIAL	A A			\$4,742	108.69%			\$6,663	115.09%	\$1,261	7.65%	16.53%	\$7,150	110.48%			\$9,536	115.24%
MMN	MGT SVC NON-SUPV	A A	30		\$4,742	108.69%	\$6,052	104.54%	\$6,663	115.09%	\$1,261	7.65%	16.53%	\$7,150	110.48%	\$8,777	106.07%	\$9,536	115.24%
MMS	MGT SVC SUPERVISORY	A A	2		\$4,742	108.69%	\$5,639	97.40%	\$6,663	115.09%	\$1,261	7.65%	16.53%	\$7,150	110.48%	\$8,263	99.86%	\$9,536	115.24%
Management Simple Average				32	\$4,742	108.69%	\$5,845	100.97%	\$6,663	115.09%	\$1,261	7.65%	16.53%	\$7,150	110.48%	\$8,520	102.96%	\$9,536	115.24%
AD	AFSCME-DEQ	A A			\$4,359	99.91%			\$6,381	110.22%	\$1,261	7.65%	16.53%	\$6,674	103.13%			\$9,185	111.01%
AF	AFSCME-FIRE MARSHAL	A A	3		\$4,359	99.91%	\$6,097	105.32%	\$6,381	110.22%	\$1,261	7.65%	16.53%	\$6,674	103.13%	\$8,833	106.75%	\$9,185	111.01%
AG	AFSCME-DLCD	A A			\$4,359	99.91%			\$6,381	110.22%	\$1,261	7.65%	16.53%	\$6,674	103.13%			\$9,185	111.01%
AL	AFSCME-OLCC	A A			\$4,359	99.91%			\$6,381	110.22%	\$1,261	7.65%	16.53%	\$6,674	103.13%			\$9,185	111.01%
AMG	AFSCME-COMMUNITY PGMS (SOCP)	A A			\$4,359	99.91%			\$6,381	110.22%	\$1,261	7.65%	16.53%	\$6,674	103.13%			\$9,185	111.01%
AO	AFSCME-OREGON STATE POLICE	A A	1		\$4,359	99.91%	\$6,992	120.78%	\$6,381	110.22%	\$1,261	7.65%	16.53%	\$6,674	103.13%	\$9,944	120.18%	\$9,185	111.01%
AR	AFSCME-REAL ESTATE	A A			\$4,359	99.91%			\$6,381	110.22%	\$1,261	7.65%	16.53%	\$6,674	103.13%			\$9,185	111.01%
AT	AFSCME-DCBS BUILDING CODES	A A			\$4,359	99.91%			\$6,381	110.22%	\$1,261	7.65%	16.53%	\$6,674	103.13%			\$9,185	111.01%
AU	AFSCME-MILITARY	A A			\$4,359	99.91%			\$6,381	110.22%	\$1,261	7.65%	16.53%	\$6,674	103.13%			\$9,185	111.01%
AV	AFSCME-OR EMERGENCY MGMT	A A	4		\$4,359	99.91%	\$5,960	102.95%	\$6,381	110.22%	\$1,261	7.65%	16.53%	\$6,674	103.13%	\$8,663	104.69%	\$9,185	111.01%

0862 PROGRAM ANALYST 3 (Continued)

Repr	Repr Description	Opt	Emps	SR Min to SR Min	Emp Avg to SR Max	SR Max to SR Max	Insurance	SS	Retire	SR Min to SR Min	Emp Avg to SR Max	POLICY POINT SR Max to SR Max	
AX	AFSCME-STATE LANDS	A A		\$4,359 99.91%		\$6,380 110.20%	\$1,261	7.65%	16.53%	\$6,674 103.13%		\$9,184	110.99%
E	AEE-ASSOC OF ENGINEER EMS	A A	4	\$4,401 100.88%	\$6,348 109.65%	\$6,499 112.26%	\$1,261	7.65%	16.53%	\$6,727 103.94%	\$9,144	110.51%	\$9,332 112.78%
OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	102	\$4,358 99.89%	\$5,773 99.71%	\$6,380 110.20%	\$1,261	7.65%	16.53%	\$6,673 103.11%	\$8,430	101.88%	\$9,184 110.99%
UA	UNREPRESENTED	A A	31	\$4,359 99.91%	\$5,676 98.05%	\$6,381 110.22%	\$1,261	7.65%	16.53%	\$6,674 103.13%	\$8,310	100.43%	\$9,185 111.01%
Non-Corrections/Non-Mgmt Simple Average			145	\$4,362 99.98%	\$6,141 106.08%	\$6,389 110.36%	\$1,261	7.65%	16.53%	\$6,678 103.19%	\$8,887	107.41%	\$9,196 111.13%
STATEWIDE Simple Average			177	\$4,476 102.60%	\$6,067 104.80%	\$6,471 111.78%	\$1,261	7.65%	16.53%	\$6,820 105.38%	\$8,796	106.30%	\$9,298 112.36%

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0863 PROGRAM ANALYST 4

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	0000		No Match							
ST-ID	0000		No Match							
ST-NV	0000	00	No Match							
ST-WA	107L	59	PROGRAM SPECIALIST 5	\$4,214	\$5,535	\$662	7.65%	9.21%	\$5,586	\$7,130
State Simple Average				Insufficient Market Data					Insufficient Market Data	
MARKET Simple Average				Insufficient Market Data					Insufficient Market Data	

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	MENC	EXEC SVC NON-SUPV CONFIDENTIAL	A A		\$5,231	- %		- %	\$7,343	- %	\$1,261	7.65%	16.53%	\$7,757	- %		- %	\$10,380	- %
	MENN	EXEC SVC NON-SUPV	A A		\$5,231	- %		- %	\$7,343	- %	\$1,261	7.65%	16.53%	\$7,757	- %		- %	\$10,380	- %
	MMC	MGT SVC NON-SUPV CONFIDENTIAL	A A		\$5,231	- %		- %	\$7,343	- %	\$1,261	7.65%	16.53%	\$7,757	- %		- %	\$10,380	- %
	MMN	MGT SVC NON-SUPV	A A	40	\$5,231	- %	\$6,842	- %	\$7,343	- %	\$1,261	7.65%	16.53%	\$7,757	- %	\$9,757	- %	\$10,380	- %
	MMS	MGT SVC SUPERVISORY	A A		\$5,231	- %		- %	\$7,343	- %	\$1,261	7.65%	16.53%	\$7,757	- %		- %	\$10,380	- %
	Management Simple Average			40	\$5,231	- %	\$6,842	- %	\$7,343	- %	\$1,261	7.65%	16.53%	\$7,757	- %	\$9,757	- %	\$10,380	- %
	AD	AFSCME-DEQ	A A		\$4,791	- %		- %	\$6,998	- %	\$1,261	7.65%	16.53%	\$7,211	- %		- %	\$9,952	- %
	AF	AFSCME-FIRE MARSHAL	A A		\$4,791	- %		- %	\$6,998	- %	\$1,261	7.65%	16.53%	\$7,211	- %		- %	\$9,952	- %
	AG	AFSCME-DLCD	A A		\$4,791	- %		- %	\$6,998	- %	\$1,261	7.65%	16.53%	\$7,211	- %		- %	\$9,952	- %
	AL	AFSCME-OLCC	A A		\$4,791	- %		- %	\$6,998	- %	\$1,261	7.65%	16.53%	\$7,211	- %		- %	\$9,952	- %
	AMG	AFSCME-COMMUNITY PGMS (SOCP)	A A		\$4,791	- %		- %	\$6,998	- %	\$1,261	7.65%	16.53%	\$7,211	- %		- %	\$9,952	- %
	AO	AFSCME-OREGON STATE POLICE	A A		\$4,791	- %		- %	\$6,998	- %	\$1,261	7.65%	16.53%	\$7,211	- %		- %	\$9,952	- %
	AR	AFSCME-REAL ESTATE	A A		\$4,791	- %		- %	\$6,998	- %	\$1,261	7.65%	16.53%	\$7,211	- %		- %	\$9,952	- %
	AT	AFSCME-DCBS BUILDING CODES	A A		\$4,791	- %		- %	\$6,998	- %	\$1,261	7.65%	16.53%	\$7,211	- %		- %	\$9,952	- %
	AU	AFSCME-MILITARY	A A		\$4,791	- %		- %	\$7,017	- %	\$1,261	7.65%	16.53%	\$7,211	- %		- %	\$9,975	- %
	AV	AFSCME-OR EMERGENCY MGMT	A A	1	\$4,791	- %	\$5,530	- %	\$6,998	- %	\$1,261	7.65%	16.53%	\$7,211	- %	\$8,129	- %	\$9,952	- %
	AX	AFSCME-STATE LANDS	A A		\$4,791	- %		- %	\$7,028	- %	\$1,261	7.65%	16.53%	\$7,211	- %		- %	\$9,989	- %
	E	AEE-ASSOC OF ENGINEER EMS	A A		\$4,851	- %		- %	\$7,166	- %	\$1,261	7.65%	16.53%	\$7,285	- %		- %	\$10,160	- %
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	9	\$4,791	- %	\$6,231	- %	\$7,023	- %	\$1,261	7.65%	16.53%	\$7,211	- %	\$8,999	- %	\$9,983	- %
	UA	UNREPRESENTED	A A	5	\$4,791	- %	\$6,523	- %	\$7,025	- %	\$1,261	7.65%	16.53%	\$7,211	- %	\$9,361	- %	\$9,985	- %

0863 PROGRAM ANALYST 4 (Continued)

Repr	Repr Description	Opt	Emps	SR Min to SR Min	Emp Avg to SR Max	SR Max to SR Max	Insurance	SS	Retire	SR Min to SR Min	Emp Avg to SR Max	POLICY POINT SR Max to SR Max
	Non-Corrections/Non-Mgmt Simple Average		15	\$4,795 - %	\$6,095 - %	\$7,017 - %	\$1,261	7.65%	16.53%	\$7,216 - %	\$8,830 - %	\$9,975 - %
	STATEWIDE Simple Average		55	\$4,910 - %	\$6,281 - %	\$7,103 - %	\$1,261	7.65%	16.53%	\$7,359 - %	\$9,062 - %	\$10,082 - %

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0864 PUBLIC AFFAIRS SPECIALIST 1

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-CLACK			Public Relations Specialist	\$4,247	\$5,435	\$1,266	7.65%	16.43%	\$6,536	\$8,010
CO-WASH			PROGRAM EDUCATOR	\$4,439	\$5,396	\$1,177	7.65%	22.22%	\$6,942	\$8,184
County Simple Average				\$4,343	\$5,415	\$1,221	7.65%	19.33%	\$6,739	\$8,097
ST-CA	5603		ASSISTANT INFORMATION OFFICER	\$3,731	\$4,671	\$1,116	7.65%	21.35%	\$5,929	\$7,141
ST-ID	05582	J	Public Information Specialist	\$2,595	\$4,006	\$879	7.65%	14.19%	\$4,041	\$5,760
ST-NV	0000	00	No Match							
ST-WA	197J	46	COMMUNICATIONS CONSULTANT 2	\$3,063	\$4,014	\$662	7.65%	9.21%	\$4,241	\$5,353
State Simple Average				\$3,130	\$4,230	\$886	7.65%	14.92%	\$4,737	\$6,085
MARKET Simple Average				\$3,615	\$4,704	\$1,020	7.65%	16.68%	\$5,538	\$6,890

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
	MENC	EXEC SVC NON-SUPV CONFIDENTIAL	A A			\$3,915	108.30%			\$5,492	116.74%	\$1,261	7.65%	16.53%	\$6,123	110.57%			\$8,081
MENN	EXEC SVC NON-SUPV	A A	1		\$3,915	108.30%	\$4,111	87.39%	\$5,492	116.74%	\$1,261	7.65%	16.53%	\$6,123	110.57%	\$6,366	92.41%	\$8,081	117.30%
MMC	MGT SVC NON-SUPV CONFIDENTIAL	A A			\$3,915	108.30%			\$5,492	116.74%	\$1,261	7.65%	16.53%	\$6,123	110.57%			\$8,081	117.30%
MMN	MGT SVC NON-SUPV	A A			\$3,915	108.30%			\$5,492	116.74%	\$1,261	7.65%	16.53%	\$6,123	110.57%			\$8,081	117.30%
MMS	MGT SVC SUPERVISORY	A A			\$3,915	108.30%			\$5,492	116.74%	\$1,261	7.65%	16.53%	\$6,123	110.57%			\$8,081	117.30%
Management Simple Average				1	\$3,915	108.30%	\$4,111	87.39%	\$5,492	116.74%	\$1,261	7.65%	16.53%	\$6,123	110.57%	\$6,366	92.41%	\$8,081	117.30%
AD	AFSCME-DEQ	A A			\$3,610	99.86%			\$5,277	112.17%	\$1,261	7.65%	16.53%	\$5,744	103.73%			\$7,814	113.42%
AF	AFSCME-FIRE MARSHAL	A A			\$3,610	99.86%			\$5,277	112.17%	\$1,261	7.65%	16.53%	\$5,744	103.73%			\$7,814	113.42%
AL	AFSCME-OLCC	A A	1		\$3,610	99.86%	\$4,571	97.17%	\$5,277	112.17%	\$1,261	7.65%	16.53%	\$5,744	103.73%	\$6,938	100.70%	\$7,814	113.42%
AU	AFSCME-MILITARY	A A	1		\$3,609	99.83%	\$4,359	92.66%	\$5,277	112.17%	\$1,261	7.65%	16.53%	\$5,743	103.71%	\$6,674	96.88%	\$7,814	113.42%
E	AEE-ASSOC OF ENGINEER EMS	A A			\$3,620	100.14%			\$5,348	113.68%	\$1,261	7.65%	16.53%	\$5,757	103.96%			\$7,903	114.70%
OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	18		\$3,607	99.78%	\$4,610	97.99%	\$5,277	112.17%	\$1,261	7.65%	16.53%	\$5,741	103.66%	\$6,986	101.40%	\$7,814	113.42%
UA	UNREPRESENTED	A A	1		\$3,609	99.83%	\$3,973	84.45%	\$5,277	112.17%	\$1,261	7.65%	16.53%	\$5,743	103.71%	\$6,195	89.92%	\$7,814	113.42%
Non-Corrections/Non-Mgmt Simple Average				21	\$3,611	99.88%	\$4,378	93.07%	\$5,287	112.39%	\$1,261	7.65%	16.53%	\$5,745	103.75%	\$6,698	97.22%	\$7,827	113.61%
STATEWIDE Simple Average				22	\$3,738	103.39%	\$4,325	91.93%	\$5,373	114.20%	\$1,261	7.65%	16.53%	\$5,903	106.59%	\$6,632	96.26%	\$7,933	115.15%

2014 State of Oregon Salary and Benefit Report

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0865 PUBLIC AFFAIRS SPECIALIST 2

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-LINCOLN			PUBLIC INFORMATION OFFICER 1	\$3,811	\$5,122	\$938	7.65%	16.83%	\$5,682	\$7,314
CO-MULT			Public Affairs Coordinator	\$5,516	\$6,791	\$1,369	7.65%	15.87%	\$8,182	\$9,757
CO-WASH	263		PROGRAM EDUCATOR, SENIOR	\$4,900	\$5,956	\$1,177	7.65%	22.22%	\$7,541	\$8,911
County Simple Average				\$4,742	\$5,956	\$1,161	7.65%	18.31%	\$7,135	\$8,661
ST-CA	5601		INFORMATION OFFICER I (SPECIALIST)	\$4,488	\$5,618	\$1,116	7.65%	21.35%	\$6,905	\$8,363
ST-ID	05578	L	Public Information Officer	\$3,279	\$5,065	\$879	7.65%	14.19%	\$4,875	\$7,050
ST-NV	7.806	35	Public Information Officer 1	\$3,363	\$4,997	\$785	7.65%	25.75%	\$5,272	\$7,452
ST-WA	197K	50	COMMUNICATIONS CONSULTANT 3	\$3,377	\$4,429	\$662	7.65%	9.21%	\$4,608	\$5,838
State Simple Average				\$3,627	\$5,027	\$861	7.65%	17.63%	\$5,415	\$7,176
MARKET Simple Average				\$4,105	\$5,425	\$989	7.65%	17.92%	\$6,152	\$7,812

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max			SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max		
	MENC	EXEC SVC NON-SUPV CONFIDENTIAL	A A		\$4,742	115.52%			\$6,663	122.81%	\$1,261	7.65%	16.53%	\$7,150	116.22%		\$9,536 122.06%	
	MENN	EXEC SVC NON-SUPV	A A		\$4,742	115.52%			\$6,663	122.81%	\$1,261	7.65%	16.53%	\$7,150	116.22%		\$9,536 122.06%	
	MMC	MGT SVC NON-SUPV CONFIDENTIAL	A A		\$4,742	115.52%			\$6,663	122.81%	\$1,261	7.65%	16.53%	\$7,150	116.22%		\$9,536 122.06%	
	MMN	MGT SVC NON-SUPV	A A	8	\$4,742	115.52%	\$5,772	106.39%	\$6,663	122.81%	\$1,261	7.65%	16.53%	\$7,150	116.22%	\$8,429	107.90%	\$9,536 122.06%
	MMS	MGT SVC SUPERVISORY	A A		\$4,742	115.52%			\$6,663	122.81%	\$1,261	7.65%	16.53%	\$7,150	116.22%		\$9,536 122.06%	
	Management Simple Average			8	\$4,742	115.52%	\$5,772	106.39%	\$6,663	122.81%	\$1,261	7.65%	16.53%	\$7,150	116.22%	\$8,429	107.90%	\$9,536 122.06%
	AD	AFSCME-DEQ	A A	3	\$4,359	106.19%	\$5,851	107.84%	\$6,381	117.61%	\$1,261	7.65%	16.53%	\$6,674	108.49%	\$8,527	109.15%	\$9,185 117.58%
	AF	AFSCME-FIRE MARSHAL	A A	1	\$4,359	106.19%	\$5,802	106.94%	\$6,381	117.61%	\$1,261	7.65%	16.53%	\$6,674	108.49%	\$8,466	108.37%	\$9,185 117.58%
	AL	AFSCME-OLCC	A A	1	\$4,359	106.19%	\$6,381	117.61%	\$6,381	117.61%	\$1,261	7.65%	16.53%	\$6,674	108.49%	\$9,185	117.58%	\$9,185 117.58%
	AR	AFSCME-REAL ESTATE	A A	1	\$4,359	106.19%	\$6,081	112.08%	\$6,381	117.61%	\$1,261	7.65%	16.53%	\$6,674	108.49%	\$8,813	112.81%	\$9,185 117.58%
	AU	AFSCME-MILITARY	A A		\$4,359	106.19%			\$6,381	117.61%	\$1,261	7.65%	16.53%	\$6,674	108.49%		\$9,185 117.58%	
	E	AEE-ASSOC OF ENGINEER EMS	A A	4	\$4,401	107.21%	\$5,357	98.74%	\$6,499	119.79%	\$1,261	7.65%	16.53%	\$6,727	109.34%	\$7,914	101.30%	\$9,332 119.45%
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	22	\$4,358	106.16%	\$5,832	107.49%	\$6,380	117.59%	\$1,261	7.65%	16.53%	\$6,673	108.47%	\$8,503	108.85%	\$9,184 117.56%
	UA	UNREPRESENTED	A A	5	\$4,359	106.19%	\$5,764	106.23%	\$6,381	117.61%	\$1,261	7.65%	16.53%	\$6,674	108.49%	\$8,419	107.76%	\$9,185 117.58%
	Non-Corrections/Non-Mgmt Simple Average			37	\$4,364	106.31%	\$5,867	108.13%	\$6,396	117.88%	\$1,261	7.65%	16.53%	\$6,681	108.59%	\$8,547	109.40%	\$9,204 117.81%
	STATEWIDE Simple Average			45	\$4,509	109.85%	\$5,855	107.92%	\$6,498	119.78%	\$1,261	7.65%	16.53%	\$6,861	111.53%	\$8,532	109.22%	\$9,331 119.44%

2014 State of Oregon Salary and Benefit Report

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0866 PUBLIC AFFAIRS SPECIALIST 3

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-WASH	056		DEPARTMENT COMMUNICATIONS COORDINATOR	\$5,972	\$7,256	\$1,177	7.65%	22.22%	\$8,933	\$10,600
County Simple Average				\$5,972	\$7,256	\$1,177	7.65%	22.22%	\$8,933	\$10,600
MIL-OPES	4.13		Public Information Officer	\$5,586	\$7,623	\$1,267	7.65%	10.63%	\$7,875	\$10,284
OPES Simple Average				\$5,586	\$7,623	\$1,267	7.65%	10.63%	\$7,875	\$10,284
MIL-PACS	11.01		Public Relations Specialist	\$4,568	\$6,456	\$956	7.65%	6.15%	\$6,155	\$8,303
Purchased Simple Average				\$4,568	\$6,456	\$956	7.65%	6.15%	\$6,155	\$8,303
ST-CA	5595		INFORMATION OFFICER II	\$5,418	\$6,733	\$1,116	7.65%	21.35%	\$8,105	\$9,801
ST-ID	05580	M	Public Information Officer, Senior	\$3,708	\$5,726	\$879	7.65%	14.19%	\$5,396	\$7,855
ST-NV	7.804	37	Public Information Officer 2	\$3,670	\$5,469	\$785	7.65%	25.75%	\$5,681	\$8,081
ST-WA	197L	55	COMMUNICATIONS CONSULTANT 4	\$3,819	\$5,010	\$662	7.65%	9.21%	\$5,125	\$6,517
State Simple Average				\$4,154	\$5,734	\$861	7.65%	17.63%	\$6,077	\$8,063
MARKET Simple Average				\$4,677	\$6,325	\$977	7.65%	15.64%	\$6,753	\$8,777

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max		
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%	
	MENC	EXEC SVC NON-SUPV CONFIDENTIAL	A A		\$5,231	111.84%			\$7,343	116.10%	\$1,261	7.65%	16.53%	\$7,757	114.88%			\$10,380	118.26%	
	MENN	EXEC SVC NON-SUPV	A A	2	\$5,231	111.84%	\$5,769	91.21%	\$7,343	116.10%	\$1,261	7.65%	16.53%	\$7,757	114.88%	\$8,425	95.99%	\$10,380	118.26%	
	MMC	MGT SVC NON-SUPV CONFIDENTIAL	A A		\$5,231	111.84%			\$7,343	116.10%	\$1,261	7.65%	16.53%	\$7,757	114.88%			\$10,380	118.26%	
	MMN	MGT SVC NON-SUPV	A A	32	\$5,231	111.84%	\$6,727	106.36%	\$7,343	116.10%	\$1,261	7.65%	16.53%	\$7,757	114.88%	\$9,615	109.54%	\$10,380	118.26%	
	MMS	MGT SVC SUPERVISORY	A A		\$5,231	111.84%			\$7,343	116.10%	\$1,261	7.65%	16.53%	\$7,757	114.88%			\$10,380	118.26%	
	Management Simple Average				34	\$5,231	111.84%	\$6,248	98.79%	\$7,343	116.10%	\$1,261	7.65%	16.53%	\$7,757	114.88%	\$9,020	102.77%	\$10,380	118.26%
	AD	AFSCME-DEQ	A A		\$4,791	102.43%			\$6,998	110.65%	\$1,261	7.65%	16.53%	\$7,211	106.79%			\$9,952	113.38%	
	AF	AFSCME-FIRE MARSHAL	A A		\$4,791	102.43%			\$6,998	110.65%	\$1,261	7.65%	16.53%	\$7,211	106.79%			\$9,952	113.38%	
	AL	AFSCME-OLCC	A A		\$4,791	102.43%			\$6,998	110.65%	\$1,261	7.65%	16.53%	\$7,211	106.79%			\$9,952	113.38%	
	AU	AFSCME-MILITARY	A A		\$4,791	102.43%			\$7,017	110.95%	\$1,261	7.65%	16.53%	\$7,211	106.79%			\$9,975	113.65%	
	E	AEE-ASSOC OF ENGINEER EMS	A A		\$4,851	103.71%			\$7,166	113.30%	\$1,261	7.65%	16.53%	\$7,285	107.89%			\$10,160	115.76%	
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	9	\$4,791	102.43%	\$6,672	105.49%	\$7,023	111.04%	\$1,261	7.65%	16.53%	\$7,211	106.79%	\$9,547	108.76%	\$9,983	113.73%	
	UA	UNREPRESENTED	A A	1	\$4,791	102.43%	\$5,802	91.74%	\$7,025	111.07%	\$1,261	7.65%	16.53%	\$7,211	106.79%	\$8,466	96.46%	\$9,985	113.76%	
	Non-Corrections/Non-Mgmt Simple Average				10	\$4,800	102.61%	\$6,237	98.61%	\$7,032	111.19%	\$1,261	7.65%	16.53%	\$7,222	106.94%	\$9,006	102.61%	\$9,994	113.86%

STATEWIDE Simple Average	44	\$4,979	106.46%	\$6,242	98.70%	\$7,162	113.23%	\$1,261	7.65%	16.53%	\$7,445	110.25%	\$9,013	102.69%	\$10,155	115.69%
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2014 State of Oregon Salary and Benefit Report

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0870 OPERATIONS & POLICY ANALYST 1

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	5157	C	STAFF SERVICES ANALYST (GENERAL)	\$3,731	\$4,671	\$1,116	7.65%	21.35%	\$5,929	\$7,141
ST-ID	0000		No Match							
ST-NV	7.637	33	Management Analyst 1	\$3,094	\$4,574	\$785	7.65%	25.75%	\$4,912	\$6,888
ST-WA	109J	47	MANAGEMENT ANALYST 2	\$3,135	\$4,114	\$662	7.65%	9.21%	\$4,326	\$5,470
State Simple Average				\$3,320	\$4,453	\$854	7.65%	18.77%	\$5,055	\$6,499
MARKET Simple Average				\$3,320	\$4,453	\$854	7.65%	18.77%	\$5,055	\$6,499

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	AAON	AFSCME-DOC NON-SECURITY	A A	11	\$3,995	120.33%	\$5,061	113.66%	\$5,516	123.87%	\$1,261	7.65%	16.53%	\$6,222	123.08%	\$7,547	116.11%	\$8,111	124.80%
	Corrections Simple Average			11	\$3,995	120.33%	\$5,061	113.66%	\$5,516	123.87%	\$1,261	7.65%	16.53%	\$6,222	123.08%	\$7,547	116.11%	\$8,111	124.80%
	MENC	EXEC SVC NON-SUPV CONFIDENTIAL	A A		\$3,547	106.84%			\$4,979	111.81%	\$1,261	7.65%	16.53%	\$5,666	112.08%			\$7,444	114.54%
	MENN	EXEC SVC NON-SUPV	A A	5	\$3,547	106.84%	\$4,713	105.84%	\$4,979	111.81%	\$1,261	7.65%	16.53%	\$5,666	112.08%	\$7,114	109.46%	\$7,444	114.54%
	MMC	MGT SVC NON-SUPV CONFIDENTIAL	A A	1	\$3,547	106.84%	\$4,742	106.49%	\$4,979	111.81%	\$1,261	7.65%	16.53%	\$5,666	112.08%	\$7,150	110.01%	\$7,444	114.54%
	MMN	MGT SVC NON-SUPV	A A	4	\$3,547	106.84%	\$4,089	91.82%	\$4,979	111.81%	\$1,261	7.65%	16.53%	\$5,666	112.08%	\$6,339	97.53%	\$7,444	114.54%
	MMS	MGT SVC SUPERVISORY	A A		\$3,547	106.84%			\$4,979	111.81%	\$1,261	7.65%	16.53%	\$5,666	112.08%			\$7,444	114.54%
	Management Simple Average			10	\$3,547	106.84%	\$4,515	101.38%	\$4,979	111.81%	\$1,261	7.65%	16.53%	\$5,666	112.08%	\$6,868	105.67%	\$7,444	114.54%
	AD	AFSCME-DEQ	A A	4	\$3,292	99.16%	\$4,181	93.89%	\$4,791	107.59%	\$1,261	7.65%	16.53%	\$5,349	105.81%	\$6,454	99.30%	\$7,211	110.95%
	AF	AFSCME-FIRE MARSHAL	A A		\$3,292	99.16%			\$4,791	107.59%	\$1,261	7.65%	16.53%	\$5,349	105.81%			\$7,211	110.95%
	AG	AFSCME-DLCD	A A		\$3,292	99.16%			\$4,791	107.59%	\$1,261	7.65%	16.53%	\$5,349	105.81%			\$7,211	110.95%
	AL	AFSCME-OLCC	A A		\$3,292	99.16%			\$4,791	107.59%	\$1,261	7.65%	16.53%	\$5,349	105.81%			\$7,211	110.95%
	AO	AFSCME-OREGON STATE POLICE	A A	1	\$3,292	99.16%	\$4,571	102.65%	\$4,791	107.59%	\$1,261	7.65%	16.53%	\$5,349	105.81%	\$6,938	106.74%	\$7,211	110.95%
	AR	AFSCME-REAL ESTATE	A A		\$3,292	99.16%			\$4,791	107.59%	\$1,261	7.65%	16.53%	\$5,349	105.81%			\$7,211	110.95%
	AT	AFSCME-DCBS BUILDING CODES	A A	3	\$3,292	99.16%	\$4,237	95.15%	\$4,791	107.59%	\$1,261	7.65%	16.53%	\$5,349	105.81%	\$6,523	100.37%	\$7,211	110.95%
	AU	AFSCME-MILITARY	A A		\$3,291	99.13%			\$4,791	107.59%	\$1,261	7.65%	16.53%	\$5,348	105.79%			\$7,211	110.95%
	E	AEE-ASSOC OF ENGINEER EMS	A A	4	\$3,284	98.92%	\$3,920	88.02%	\$4,851	108.93%	\$1,261	7.65%	16.53%	\$5,339	105.62%	\$6,129	94.29%	\$7,285	112.09%
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	124	\$3,290	99.10%	\$4,152	93.24%	\$4,791	107.59%	\$1,261	7.65%	16.53%	\$5,347	105.76%	\$6,418	98.74%	\$7,211	110.95%
	UA	UNREPRESENTED	A A	10	\$3,291	99.13%	\$4,263	95.72%	\$4,791	107.59%	\$1,261	7.65%	16.53%	\$5,348	105.79%	\$6,555	100.85%	\$7,211	110.95%

0870 OPERATIONS & POLICY ANALYST 1 (Continued)

Repr	Repr Description	Opt	Emps	SR Min to SR Min	Emp Avg to SR Max	SR Max to SR Max	Insurance	SS	Retire	SR Min to SR Min	Emp Avg to SR Max	POLICY POINT SR Max to SR Max	
	Non-Corrections/Non-Mgmt Simple Average		146	\$3,291 99.13%	\$4,221 94.78%	\$4,796 107.71%	\$1,261	7.65%	16.53%	\$5,348 105.79%	\$6,503 100.05%	\$7,218	111.05%
	STATEWIDE Simple Average		167	\$3,408 102.64%	\$4,393 98.65%	\$4,892 109.87%	\$1,261	7.65%	16.53%	\$5,493 108.65%	\$6,717 103.34%	\$7,337	112.88%

2014 State of Oregon Salary and Benefit Report

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0871 OPERATIONS & POLICY ANALYST 2

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	5246	A	ASSOCIATE MANAGEMENT ANALYST	\$4,488	\$5,618	\$1,116	7.65%	21.35%	\$6,905	\$8,363
ST-ID	05206	K	Management Analyst	\$2,905	\$4,486	\$879	7.65%	14.19%	\$4,419	\$6,345
ST-NV	7.625	35	Management Analyst 2	\$3,363	\$4,997	\$785	7.65%	25.75%	\$5,272	\$7,452
ST-WA	109K	51	MANAGEMENT ANALYST 3	\$3,459	\$4,542	\$662	7.65%	9.21%	\$4,704	\$5,970
State Simple Average				\$3,554	\$4,911	\$861	7.65%	17.63%	\$5,325	\$7,032
MARKET Simple Average				\$3,554	\$4,911	\$861	7.65%	17.63%	\$5,325	\$7,032

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max		
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%	
	AAON	AFSCME-DOC NON-SECURITY	A A	12	\$4,803	135.15%	\$6,124	124.71%	\$6,665	135.72%	\$1,261	7.65%	16.53%	\$7,226	135.70%	\$8,867	126.08%	\$9,538	135.63%	
	Corrections Simple Average				12	\$4,803	135.15%	\$6,124	124.71%	\$6,665	135.72%	7.65%	16.53%	\$7,226	135.70%	\$8,867	126.08%	\$9,538	135.63%	
	MENC	EXEC SVC NON-SUPV CONFIDENTIAL	A A		\$4,305	121.14%			\$6,046	123.11%	\$1,261	7.65%	16.53%	\$6,607	124.08%			\$8,769	124.70%	
	MENN	EXEC SVC NON-SUPV	A A	3	\$4,305	121.14%	\$5,861	119.35%	\$6,046	123.11%	\$1,261	7.65%	16.53%	\$6,607	124.08%	\$8,540	121.44%	\$8,769	124.70%	
	MMC	MGT SVC NON-SUPV CONFIDENTIAL	A A	1	\$4,305	121.14%	\$4,518	92.00%	\$6,046	123.11%	\$1,261	7.65%	16.53%	\$6,607	124.08%	\$6,872	97.72%	\$8,769	124.70%	
	MMN	MGT SVC NON-SUPV	A A	21	\$4,305	121.14%	\$5,295	107.83%	\$6,046	123.11%	\$1,261	7.65%	16.53%	\$6,607	124.08%	\$7,837	111.45%	\$8,769	124.70%	
	MMS	MGT SVC SUPERVISORY	A A	3	\$4,305	121.14%	\$5,774	117.58%	\$6,046	123.11%	\$1,261	7.65%	16.53%	\$6,607	124.08%	\$8,432	119.90%	\$8,769	124.70%	
	Management Simple Average				28	\$4,305	121.14%	\$5,362	109.19%	\$6,046	123.11%	\$1,261	7.65%	16.53%	\$6,607	124.08%	\$7,920	112.63%	\$8,769	124.70%
	AB	AFSCME-CONST CONTR BRD	A A	1	\$3,973	111.79%	\$5,802	118.15%	\$5,802	118.15%	\$1,261	7.65%	16.53%	\$6,195	116.34%	\$8,466	120.39%	\$8,466	120.39%	
	AD	AFSCME-DEQ	A A	8	\$3,973	111.79%	\$4,880	99.38%	\$5,802	118.15%	\$1,261	7.65%	16.53%	\$6,195	116.34%	\$7,322	104.11%	\$8,466	120.39%	
	AF	AFSCME-FIRE MARSHAL	A A		\$3,973	111.79%			\$5,802	118.15%	\$1,261	7.65%	16.53%	\$6,195	116.34%			\$8,466	120.39%	
	AL	AFSCME-OLCC	A A	2	\$3,973	111.79%	\$4,888	99.52%	\$5,802	118.15%	\$1,261	7.65%	16.53%	\$6,195	116.34%	\$7,331	104.24%	\$8,466	120.39%	
	AO	AFSCME-OREGON STATE POLICE	A A	1	\$3,973	111.79%	\$6,373	129.77%	\$5,802	118.15%	\$1,261	7.65%	16.53%	\$6,195	116.34%	\$9,175	130.47%	\$8,466	120.39%	
	AR	AFSCME-REAL ESTATE	A A		\$3,973	111.79%			\$5,802	118.15%	\$1,261	7.65%	16.53%	\$6,195	116.34%			\$8,466	120.39%	
	AT	AFSCME-DCBS BUILDING CODES	A A	5	\$3,973	111.79%	\$5,327	108.48%	\$5,802	118.15%	\$1,261	7.65%	16.53%	\$6,195	116.34%	\$7,877	112.01%	\$8,466	120.39%	
	AU	AFSCME-MILITARY	A A		\$3,973	111.79%			\$5,802	118.15%	\$1,261	7.65%	16.53%	\$6,195	116.34%			\$8,466	120.39%	
	E	AEE-ASSOC OF ENGINEER EMS	A A	19	\$3,992	112.33%	\$5,421	110.39%	\$5,895	120.04%	\$1,261	7.65%	16.53%	\$6,219	116.78%	\$7,993	113.66%	\$8,582	122.03%	
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	296	\$3,974	111.82%	\$5,072	103.28%	\$5,802	118.15%	\$1,261	7.65%	16.53%	\$6,196	116.36%	\$7,560	107.50%	\$8,466	120.39%	
	UA	UNREPRESENTED	A A	16	\$3,973	111.79%	\$4,813	98.00%	\$5,802	118.15%	\$1,261	7.65%	16.53%	\$6,195	116.34%	\$7,238	102.92%	\$8,466	120.39%	

0871 OPERATIONS & POLICY ANALYST 2 (Continued)

Repr	Repr Description	Opt	Emps	SR Min to SR Min	Emp Avg to SR Max	SR Max to SR Max	Insurance	SS	Retire	SR Min to SR Min	Emp Avg to SR Max	POLICY POINT SR Max to SR Max	
	Non-Corrections/Non-Mgmt Simple Average		348	\$3,975 111.85%	\$5,322 108.37%	\$5,810 118.32%	\$1,261	7.65%	16.53%	\$6,197 116.38%	\$7,870 111.91%	\$8,477	120.54%
	STATEWIDE Simple Average		388	\$4,121 115.95%	\$5,396 109.88%	\$5,930 120.75%	\$1,261	7.65%	16.53%	\$6,378 119.78%	\$7,962 113.22%	\$8,625	122.65%

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0872 OPERATIONS & POLICY ANALYST 3

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-CLACK			Policy Analyst	\$4,662	\$5,906	\$1,266	7.65%	16.43%	\$7,051	\$8,594
County Simple Average				\$4,662	\$5,906	\$1,266	7.65%	16.43%	\$7,051	\$8,594
MIL-OPES	4.09		Management Analyst	\$4,550	\$6,080	\$1,267	7.65%	10.63%	\$6,649	\$8,459
OPES Simple Average				\$4,550	\$6,080	\$1,267	7.65%	10.63%	\$6,649	\$8,459
ST-CA	0000		No Match							
ST-ID	05207	M	Management Analyst, Senior	\$3,708	\$5,726	\$879	7.65%	14.19%	\$5,396	\$7,855
ST-NV	7.624	37	Management Analyst 3	\$3,670	\$5,469	\$785	7.65%	25.75%	\$5,681	\$8,081
ST-WA	109L	57	MANAGEMENT ANALYST 4	\$4,014	\$5,266	\$662	7.65%	9.21%	\$5,353	\$6,816
State Simple Average				\$3,797	\$5,487	\$775	7.65%	16.38%	\$5,477	\$7,584
MARKET Simple Average				\$4,121	\$5,689	\$972	7.65%	15.24%	\$6,026	\$7,961

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
	AAON	AFSCME-DOC NON-SECURITY	A A	2	\$5,516	133.86%	\$7,497	131.77%	\$7,672	134.85%	\$1,261	7.65%	16.53%	\$8,111	134.60%	\$10,571	132.78%	\$10,789	135.52%
Corrections Simple Average				2	\$5,516	133.86%	\$7,497	131.77%	\$7,672	134.85%	\$1,261	7.65%	16.53%	\$8,111	134.60%	\$10,571	132.78%	\$10,789	135.52%
MENC	EXEC SVC NON-SUPV CONFIDENTIAL	A A		\$4,979	120.83%			\$6,998	123.00%	\$1,261	7.65%	16.53%	\$7,444	123.54%			\$9,952	125.01%	
MENN	EXEC SVC NON-SUPV	A A		\$4,979	120.83%			\$6,998	123.00%	\$1,261	7.65%	16.53%	\$7,444	123.54%			\$9,952	125.01%	
MESN	EXEC SVC SUPERVISORY	A A		\$4,979	120.83%			\$6,998	123.00%	\$1,261	7.65%	16.53%	\$7,444	123.54%			\$9,952	125.01%	
MMC	MGT SVC NON-SUPV CONFIDENTIAL	A A	3	\$4,979	120.83%	\$6,496	114.18%	\$6,998	123.00%	\$1,261	7.65%	16.53%	\$7,444	123.54%	\$9,328	117.18%	\$9,952	125.01%	
MMN	MGT SVC NON-SUPV	A A	168	\$4,979	120.83%	\$6,258	110.00%	\$6,998	123.00%	\$1,261	7.65%	16.53%	\$7,444	123.54%	\$9,033	113.46%	\$9,952	125.01%	
MMS	MGT SVC SUPERVISORY	A A	10	\$4,979	120.83%	\$6,117	107.51%	\$6,998	123.00%	\$1,261	7.65%	16.53%	\$7,444	123.54%	\$8,857	111.26%	\$9,952	125.01%	
Management Simple Average				181	\$4,979	120.83%	\$6,290	110.56%	\$6,998	123.00%	\$1,261	7.65%	16.53%	\$7,444	123.54%	\$9,073	113.96%	\$9,952	125.01%
AB	AFSCME-CONST CONTR BRD	A A		\$4,571	110.93%			\$6,696	117.70%	\$1,261	7.65%	16.53%	\$6,938	115.13%			\$9,577	120.29%	
AD	AFSCME-DEQ	A A	1	\$4,571	110.93%	\$6,081	106.89%	\$6,683	117.47%	\$1,261	7.65%	16.53%	\$6,938	115.13%	\$8,813	110.70%	\$9,560	120.09%	
AF	AFSCME-FIRE MARSHAL	A A		\$4,571	110.93%			\$6,683	117.47%	\$1,261	7.65%	16.53%	\$6,938	115.13%			\$9,560	120.09%	
AG	AFSCME-DLCD	A A	1	\$4,571	110.93%	\$6,683	117.47%	\$6,683	117.47%	\$1,261	7.65%	16.53%	\$6,938	115.13%	\$9,560	120.09%	\$9,560	120.09%	
AL	AFSCME-OLCC	A A		\$4,571	110.93%			\$6,683	117.47%	\$1,261	7.65%	16.53%	\$6,938	115.13%			\$9,560	120.09%	
AO	AFSCME-OREGON STATE POLICE	A A	1	\$4,571	110.93%	\$5,028	88.38%	\$6,683	117.47%	\$1,261	7.65%	16.53%	\$6,938	115.13%	\$7,505	94.28%	\$9,560	120.09%	
AR	AFSCME-REAL ESTATE	A A	1	\$4,571	110.93%	\$5,956	104.69%	\$6,683	117.47%	\$1,261	7.65%	16.53%	\$6,938	115.13%	\$8,658	108.75%	\$9,560	120.09%	

0872 OPERATIONS & POLICY ANALYST 3 (Continued)

Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
				\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
AT	AFSCME-DCBS BUILDING CODES	A A	12	\$4,571	110.93%	\$6,133	107.80%	\$6,683	117.47%	\$1,261	7.65%	16.53%	\$6,938	115.13%	\$8,877	111.51%	\$9,560	120.09%
AU	AFSCME-MILITARY	A A		\$4,571	110.93%			\$6,691	117.61%	\$1,261	7.65%	16.53%	\$6,938	115.13%			\$9,570	120.22%
E	AEE-ASSOC OF ENGINEER EMS	A A	10	\$4,621	112.14%	\$6,514	114.50%	\$6,824	119.95%	\$1,261	7.65%	16.53%	\$7,000	116.16%	\$9,351	117.46%	\$9,735	122.29%
OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	327	\$4,569	110.88%	\$5,941	104.43%	\$6,691	117.61%	\$1,261	7.65%	16.53%	\$6,935	115.09%	\$8,639	108.52%	\$9,570	120.22%
UA	UNREPRESENTED	A A	13	\$4,571	110.93%	\$5,981	105.12%	\$6,691	117.61%	\$1,261	7.65%	16.53%	\$6,938	115.13%	\$8,688	109.14%	\$9,570	120.22%
Non-Corrections/Non-Mgmt Simple Average			366	\$4,575	111.03%	\$6,040	106.16%	\$6,698	117.73%	\$1,261	7.65%	16.53%	\$6,943	115.21%	\$8,761	110.06%	\$9,579	120.32%
STATEWIDE Simple Average			549	\$4,752	115.32%	\$6,224	109.39%	\$6,844	120.30%	\$1,261	7.65%	16.53%	\$7,163	118.86%	\$8,990	112.93%	\$9,760	122.60%

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0873 OPERATIONS & POLICY ANALYST 4

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-WASH			POLICY ANALYST	\$7,644	\$9,288	\$1,177	7.65%	22.22%	\$11,103	\$13,240
County Simple Average				\$7,644	\$9,288	\$1,177	7.65%	22.22%	\$11,103	\$13,240
MIL-OPES	4.10		Management Analyst (Senior)	\$5,161	\$7,297	\$1,267	7.65%	10.63%	\$7,371	\$9,898
OPES Simple Average				\$5,161	\$7,297	\$1,267	7.65%	10.63%	\$7,371	\$9,898
ST-CA	0000		No Match							
ST-ID	0000		No Match							
ST-NV	0000	00	No Match							
ST-WA	109M	60	MANAGEMENT ANALYST 5	\$4,322	\$5,668	\$662	7.65%	9.21%	\$5,713	\$7,286
State Simple Average				\$4,322	\$5,668	\$662	7.65%	9.21%	\$5,713	\$7,286
MARKET Simple Average				\$5,709	\$7,418	\$1,035	7.65%	14.02%	\$8,062	\$10,141

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max			Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
	AAON	AFSCME-DOC NON-SECURITY	A A			\$6,063	106.21%			\$8,426	113.59%	\$1,261	7.65%	16.53%	\$8,790	109.03%			\$11,725	115.62%
Corrections Simple Average					\$6,063	106.21%			\$8,426	113.59%	\$1,261	7.65%	16.53%	\$8,790	109.03%		- %	\$11,725	115.62%	
MENC	EXEC SVC NON-SUPV CONFIDENTIAL	A A			\$5,492	96.20%			\$7,701	103.82%	\$1,261	7.65%	16.53%	\$8,081	100.23%			\$10,825	106.74%	
MENN	EXEC SVC NON-SUPV	A A		5	\$5,492	96.20%	\$6,775	91.34%	\$7,701	103.82%	\$1,261	7.65%	16.53%	\$8,081	100.23%	\$9,675	95.40%	\$10,825	106.74%	
MMC	MGT SVC NON-SUPV CONFIDENTIAL	A A		1	\$5,492	96.20%	\$7,701	103.82%	\$7,701	103.82%	\$1,261	7.65%	16.53%	\$8,081	100.23%	\$10,825	106.74%	\$10,825	106.74%	
MMN	MGT SVC NON-SUPV	A A		218	\$5,492	96.20%	\$7,082	95.47%	\$7,701	103.82%	\$1,261	7.65%	16.53%	\$8,081	100.23%	\$10,055	99.16%	\$10,825	106.74%	
MMS	MGT SVC SUPERVISORY	A A		12	\$5,492	96.20%	\$7,092	95.60%	\$7,701	103.82%	\$1,261	7.65%	16.53%	\$8,081	100.23%	\$10,068	99.28%	\$10,825	106.74%	
Management Simple Average				236	\$5,492	96.20%	\$7,162	96.56%	\$7,701	103.82%	\$1,261	7.65%	16.53%	\$8,081	100.23%	\$10,156	100.14%	\$10,825	106.74%	
AD	AFSCME-DEQ	A A			\$5,028	88.08%			\$7,329	98.80%	\$1,261	7.65%	16.53%	\$7,505	93.09%			\$10,363	102.19%	
AF	AFSCME-FIRE MARSHAL	A A			\$5,028	88.08%			\$7,329	98.80%	\$1,261	7.65%	16.53%	\$7,505	93.09%			\$10,363	102.19%	
AL	AFSCME-OLCC	A A			\$5,028	88.08%			\$7,329	98.80%	\$1,261	7.65%	16.53%	\$7,505	93.09%			\$10,363	102.19%	
AO	AFSCME-OREGON STATE POLICE	A A			\$5,028	88.08%			\$7,329	98.80%	\$1,261	7.65%	16.53%	\$7,505	93.09%			\$10,363	102.19%	
AR	AFSCME-REAL ESTATE	A A			\$5,028	88.08%			\$7,329	98.80%	\$1,261	7.65%	16.53%	\$7,505	93.09%			\$10,363	102.19%	
AT	AFSCME-DCBS BUILDING CODES	A A			\$5,028	88.08%			\$7,329	98.80%	\$1,261	7.65%	16.53%	\$7,505	93.09%			\$10,363	102.19%	
AU	AFSCME-MILITARY	A A			\$5,028	88.08%			\$7,357	99.18%	\$1,261	7.65%	16.53%	\$7,505	93.09%			\$10,397	102.53%	
E	AEE-ASSOC OF ENGINEER EMS	A A			\$5,094	89.23%			\$7,525	101.45%	\$1,261	7.65%	16.53%	\$7,587	94.10%			\$10,606	104.59%	

0873 OPERATIONS & POLICY ANALYST 4 (Continued)

Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	10	\$5,028	88.08%	\$6,664	89.84%	\$7,358	99.20%	\$1,261	7.65%	16.53%	\$7,505	93.09%	\$9,536	94.04%	\$10,399	102.54%
UA	UNREPRESENTED	A A	4	\$5,028	88.08%	\$6,638	89.48%	\$7,363	99.26%	\$1,261	7.65%	16.53%	\$7,505	93.09%	\$9,504	93.72%	\$10,405	102.60%
Non-Corrections/Non-Mgmt Simple Average			14	\$5,035	88.19%	\$6,651	89.66%	\$7,358	99.19%	\$1,261	7.65%	16.53%	\$7,513	93.19%	\$9,520	93.88%	\$10,398	102.54%
STATEWIDE Simple Average			250	\$5,242	91.82%	\$6,992	94.26%	\$7,532	101.54%	\$1,261	7.65%	16.53%	\$7,771	96.38%	\$9,944	98.06%	\$10,614	104.67%

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1001 LOAN SPECIALIST 1

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	7479	B	ASSISTANT LOAN OFFICER	\$3,731	\$4,671	\$1,116	7.65%	21.35%	\$5,929	\$7,141
ST-ID	0000		No Match							
ST-NV	0000	00	No Match							
ST-WA	0000		No Match							
State Simple Average				Insufficient Market Data					Insufficient Market Data	
MARKET Simple Average				Insufficient Market Data					Insufficient Market Data	

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
		MMC	MGT SVC NON-SUPV CONFIDENTIAL	A A		\$3,547	- %	- %	\$4,979	- %	\$1,261	7.65%	16.53%	\$5,666	- %	- %	\$7,444	- %	
	MMN	MGT SVC NON-SUPV	A A		\$3,547	- %	- %	\$4,979	- %	\$1,261	7.65%	16.53%	\$5,666	- %	- %	\$7,444	- %		
	Management Simple Average				\$3,547	- %	- %	\$4,979	- %	\$1,261	7.65%	16.53%	\$5,666	- %	- %	\$7,444	- %		
	AD	AFSCME-DEQ	A A		\$3,292	- %	- %	\$4,791	- %	\$1,261	7.65%	16.53%	\$5,349	- %	- %	\$7,211	- %		
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	6	\$3,290	- %	\$4,248	- %	\$4,791	- %	\$1,261	7.65%	16.53%	\$5,347	- %	\$6,536	- %	\$7,211	- %
	UA	UNREPRESENTED	A A		\$3,291	- %	- %	\$4,791	- %	\$1,261	7.65%	16.53%	\$5,348	- %	- %	\$7,211	- %		
	Non-Corrections/Non-Mgmt Simple Average				6	\$3,291	- %	\$4,248	- %	\$4,791	- %	7.65%	16.53%	\$5,348	- %	\$6,536	- %	\$7,211	- %
	STATEWIDE Simple Average				6	\$3,393	- %	\$4,248	- %	\$4,866	- %	7.65%	16.53%	\$5,475	- %	\$6,536	- %	\$7,304	- %

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1002 LOAN SPECIALIST 2

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	7480		LOAN OFFICER	\$4,488	\$5,618	\$1,116	7.65%	21.35%	\$6,905	\$8,363
ST-ID	0000		No Match							
ST-NV	7.175	34	Loan Officer	\$3,222	\$4,778	\$785	7.65%	25.75%	\$5,084	\$7,159
ST-WA	0000		No Match							
State Simple Average				\$3,855	\$5,198	\$950	7.65%	23.55%	\$5,995	\$7,761
MARKET Simple Average				\$3,855	\$5,198	\$950	7.65%	23.55%	\$5,995	\$7,761

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max			Insurance		SS		Retire		SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max		
	MMC	MGT SVC NON-SUPV CONFIDENTIAL	A A		\$4,305	111.67%			\$6,046	116.31%	\$1,261	7.65%	16.53%	\$6,607	110.22%			\$6,607	110.22%			\$8,769	112.99%	
	MMN	MGT SVC NON-SUPV	A A		\$4,305	111.67%			\$6,046	116.31%	\$1,261	7.65%	16.53%	\$6,607	110.22%			\$6,607	110.22%			\$8,769	112.99%	
	Management Simple Average				\$4,305	111.67%			\$6,046	116.31%	\$1,261	7.65%	16.53%	\$6,607	110.22%		- %	\$6,607	110.22%			\$8,769	112.99%	
	AD	AFSCME-DEQ	A A		\$3,973	103.05%			\$5,802	111.62%	\$1,261	7.65%	16.53%	\$6,195	103.34%			\$6,195	103.34%			\$8,466	109.09%	
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	7	\$3,974	103.08%	\$4,858	93.45%	\$5,802	111.62%	\$1,261	7.65%	16.53%	\$6,196	103.37%	\$7,294	93.98%	\$6,196	103.37%	\$7,294	93.98%	\$8,466	109.09%	
	UA	UNREPRESENTED	A A	4	\$3,973	103.05%	\$4,459	85.78%	\$5,802	111.62%	\$1,261	7.65%	16.53%	\$6,195	103.34%	\$6,798	87.60%	\$6,195	103.34%	\$6,798	87.60%	\$8,466	109.09%	
	Non-Corrections/Non-Mgmt Simple Average				11	\$3,973	103.06%	\$4,658	89.61%	\$5,802	111.62%	\$1,261	7.65%	16.53%	\$6,196	103.35%	\$7,046	90.79%	\$6,196	103.35%	\$7,046	90.79%	\$8,466	109.09%
	STATEWIDE Simple Average				11	\$4,106	106.50%	\$4,658	89.61%	\$5,900	113.50%	\$1,261	7.65%	16.53%	\$6,360	106.10%	\$7,046	90.79%	\$6,360	106.10%	\$7,046	90.79%	\$8,588	110.65%

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1003 LOAN SPECIALIST 3

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	7481		STAFF LOAN OFFICER (SPECIALIST)	\$5,178	\$6,480	\$1,116	7.65%	21.35%	\$7,795	\$9,475
ST-ID	0000		No Match							
ST-NV	7.174	37	Loan Administration Officer	\$3,670	\$5,469	\$785	7.65%	25.75%	\$5,681	\$8,081
ST-WA	0000		No Match							
State Simple Average				\$4,424	\$5,974	\$950	7.65%	23.55%	\$6,738	\$8,778
MARKET Simple Average				\$4,424	\$5,974	\$950	7.65%	23.55%	\$6,738	\$8,778

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max			Insurance		SS		Retire		SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max		
	MMC	MGT SVC NON-SUPV CONFIDENTIAL	A A		\$4,979	112.55%			\$6,998	117.13%	\$1,261	7.65%	16.53%	\$7,444	110.48%							\$9,952	113.37%	
	MMN	MGT SVC NON-SUPV	A A		\$4,979	112.55%			\$6,998	117.13%	\$1,261	7.65%	16.53%	\$7,444	110.48%							\$9,952	113.37%	
	Management Simple Average				\$4,979	112.55%			\$6,998	117.13%	\$1,261	7.65%	16.53%	\$7,444	110.48%							- %	\$9,952	113.37%
	AD	AFSCME-DEQ	A A	1	\$4,571	103.33%	\$5,277	88.33%	\$6,683	111.86%	\$1,261	7.65%	16.53%	\$6,938	102.96%	\$7,814	89.02%					\$9,560	108.92%	
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	10	\$4,569	103.28%	\$5,761	96.43%	\$6,691	111.99%	\$1,261	7.65%	16.53%	\$6,935	102.93%	\$8,416	95.88%					\$9,570	109.03%	
	UA	UNREPRESENTED	A A	9	\$4,571	103.33%	\$6,395	107.05%	\$6,691	111.99%	\$1,261	7.65%	16.53%	\$6,938	102.96%	\$9,203	104.85%					\$9,570	109.03%	
	Non-Corrections/Non-Mgmt Simple Average				20	\$4,570	103.31%	\$5,811	97.27%	\$6,688	111.95%	\$1,261	7.65%	16.53%	\$6,937	102.95%	\$8,478	96.58%					\$9,567	108.99%
	STATEWIDE Simple Average				20	\$4,734	107.01%	\$5,811	97.27%	\$6,812	114.02%	\$1,261	7.65%	16.53%	\$7,140	105.97%	\$8,478	96.58%					\$9,721	110.74%

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1096 PLANNER 1

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-CLACK			Planner 1	\$4,405	\$5,549	\$1,266	7.65%	16.43%	\$6,732	\$8,152
CO-CLATSOP			Planner	\$3,644	\$4,429	\$1,297	7.65%	14.48%	\$5,747	\$6,706
CO-JEFFERS			Planner	\$3,817	\$5,264	\$1,010	7.65%	15.77%	\$5,721	\$7,507
CO-LANE			Planner	\$3,416	\$4,735	\$1,776	7.65%	14.91%	\$5,963	\$7,580
CO-LINN	335		PLANNING TECHNICIAN	\$2,903	\$3,704	\$1,823	7.65%	15.83%	\$5,407	\$6,396
CO-MARION	371		Assistant Planner	\$3,352	\$4,956	\$1,346	7.65%	12.35%	\$5,369	\$7,293
CO-MULT			Planner	\$4,625	\$5,688	\$1,369	7.65%	15.87%	\$7,081	\$8,395
CO-WASH	334		PLANNER, ASSISTANT	\$4,228	\$5,138	\$1,177	7.65%	22.22%	\$6,667	\$7,849
County Simple Average				\$3,799	\$4,933	\$1,383	7.65%	15.98%	\$6,086	\$7,485
ST-CA	0000		No Match							
ST-ID	0000		No Match							
ST-NV	6.716	33	Land Use Planner 1	\$3,094	\$4,574	\$785	7.65%	25.75%	\$4,912	\$6,888
ST-WA	542R	43	ENVIRONMENTAL PLANNER 1	\$2,855	\$3,726	\$662	7.65%	9.21%	\$3,998	\$5,016
State Simple Average				\$2,974	\$4,150	\$724	7.65%	17.48%	\$4,455	\$5,952
MARKET Simple Average				\$3,634	\$4,776	\$1,251	7.65%	16.28%	\$5,760	\$7,178

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max			Insurance		SS		Retire		SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max		
					\$	%	\$	%	\$	%	\$	%	\$	%	\$	%	\$	%	\$	%	\$	%	\$	%
	AG	AFSCME-DLCD	A	A	\$3,292	90.59%			\$4,791	100.31%	\$1,261	7.65%	16.53%	\$5,349	92.88%			\$7,211	100.46%					
	AU	AFSCME-MILITARY	A	A	\$3,291	90.56%			\$4,791	100.31%	\$1,261	7.65%	16.53%	\$5,348	92.85%			\$7,211	100.46%					
	AV	AFSCME-OR EMERGENCY MGMT	A	A	\$3,292	90.59%			\$4,791	100.31%	\$1,261	7.65%	16.53%	\$5,349	92.88%			\$7,211	100.46%					
	AX	AFSCME-STATE LANDS	A	A	\$3,290	90.54%			\$4,791	100.31%	\$1,261	7.65%	16.53%	\$5,347	92.83%			\$7,211	100.46%					
	E	AEE-ASSOC OF ENGINEER EMS	A	A	\$3,284	90.37%	\$3,992	83.58%	\$4,851	101.56%	\$1,261	7.65%	16.53%	\$5,339	92.70%	\$6,219	86.63%	\$7,285	101.50%					
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A	A	\$3,290	90.54%			\$4,791	100.31%	\$1,261	7.65%	16.53%	\$5,347	92.83%			\$7,211	100.46%					
	Non-Corrections/Non-Mgmt Simple Average				1	\$3,290	90.53%	\$3,992	83.58%	\$4,801	100.52%	\$1,261	7.65%	16.53%	\$5,347	92.83%	\$6,219	86.63%	\$7,223	100.63%				
	STATEWIDE Simple Average				1	\$3,290	90.53%	\$3,992	83.58%	\$4,801	100.52%	\$1,261	7.65%	16.53%	\$5,347	92.83%	\$6,219	86.63%	\$7,223	100.63%				

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1097 PLANNER 2

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-CLACK			Planner 2	\$4,247	\$5,382	\$1,266	7.65%	16.43%	\$6,536	\$7,944
CO-DOUGLAS	3720		Planner 2	\$3,075	\$4,486	\$1,365	7.65%	18.05%	\$5,230	\$7,004
CO-LANE	J026		Planner, Associate	\$3,770	\$5,221	\$1,776	7.65%	14.91%	\$6,397	\$8,175
CO-LINCOLN			PLANNER 2	\$3,811	\$5,122	\$938	7.65%	16.83%	\$5,682	\$7,314
CO-UNION			Associate Planner	\$4,057	\$4,931	\$1,263	7.65%	10.25%	\$6,046	\$7,077
CO-WASH	335		PLANNER, ASSOCIATE	\$4,900	\$5,956	\$1,177	7.65%	22.22%	\$7,541	\$8,911
County Simple Average				\$3,977	\$5,183	\$1,297	7.65%	16.45%	\$6,239	\$7,737
MIL-OPES	6.13		Planner (Journey)	\$4,626	\$6,016	\$1,267	7.65%	10.63%	\$6,739	\$8,383
OPES Simple Average				\$4,626	\$6,016	\$1,267	7.65%	10.63%	\$6,739	\$8,383
ST-CA	4643		ASSOCIATE PLANNER	\$4,488	\$5,618	\$1,116	7.65%	21.35%	\$6,905	\$8,363
ST-ID	03666	L	Planner	\$3,279	\$5,065	\$879	7.65%	14.19%	\$4,875	\$7,050
ST-NV	0000	00	No Match							
ST-WA	542S	49	ENVIRONMENTAL PLANNER 2	\$3,293	\$4,322	\$662	7.65%	9.21%	\$4,510	\$5,713
State Simple Average				\$3,687	\$5,002	\$886	7.65%	14.92%	\$5,430	\$7,042
MARKET Simple Average				\$3,955	\$5,212	\$1,171	7.65%	15.41%	\$6,046	\$7,593

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	AG	AFSCME-DLCD	A A	3	\$3,973	100.46%	\$5,290	101.50%	\$5,802	111.32%	\$1,261	7.65%	16.53%	\$6,195	102.46%	\$7,831	103.12%	\$8,466	111.50%
	AU	AFSCME-MILITARY	A A		\$3,973	100.46%			\$5,802	111.32%	\$1,261	7.65%	16.53%	\$6,195	102.46%			\$8,466	111.50%
	AV	AFSCME-OR EMERGENCY MGMT	A A		\$3,973	100.46%			\$5,802	111.32%	\$1,261	7.65%	16.53%	\$6,195	102.46%			\$8,466	111.50%
	AX	AFSCME-STATE LANDS	A A		\$3,971	100.41%			\$5,801	111.30%	\$1,261	7.65%	16.53%	\$6,193	102.42%			\$8,465	111.48%
	E	AEE-ASSOC OF ENGINEER EMS	A A	3	\$3,992	100.94%	\$4,855	93.16%	\$5,895	113.11%	\$1,261	7.65%	16.53%	\$6,219	102.85%	\$7,291	96.02%	\$8,582	113.02%
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	1	\$3,974	100.49%	\$4,791	91.93%	\$5,802	111.32%	\$1,261	7.65%	16.53%	\$6,196	102.49%	\$7,211	94.96%	\$8,466	111.50%
	Non-Corrections/Non-Mgmt Simple Average			7	\$3,976	100.54%	\$4,979	95.53%	\$5,817	111.62%	\$1,261	7.65%	16.53%	\$6,199	102.53%	\$7,444	98.03%	\$8,485	111.75%
	STATEWIDE Simple Average			7	\$3,976	100.54%	\$4,979	95.53%	\$5,817	111.62%	\$1,261	7.65%	16.53%	\$6,199	102.53%	\$7,444	98.03%	\$8,485	111.75%

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1098 PLANNER 3

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-CLACK	313		Planner, Senior	\$5,129	\$6,493	\$1,266	7.65%	16.43%	\$7,630	\$9,323
CO-DOUGLAS	3750		Planner 3	\$3,260	\$4,755	\$1,365	7.65%	18.05%	\$5,463	\$7,341
CO-LANE	J027		Planner, Senior	\$4,163	\$5,763	\$1,776	7.65%	14.91%	\$6,879	\$8,840
CO-LINN	340		ASSISTANT PLANNER	\$3,528	\$4,503	\$1,823	7.65%	15.83%	\$6,179	\$7,383
CO-MARION	372		Associate Planner	\$3,860	\$5,708	\$1,346	7.65%	12.35%	\$5,978	\$8,195
CO-MULT			Planner Senior	\$5,206	\$6,401	\$1,369	7.65%	15.87%	\$7,799	\$9,276
CO-WASH			PLANNER, SENIOR	\$5,826	\$7,078	\$1,177	7.65%	22.22%	\$8,743	\$10,369
County Simple Average				\$4,425	\$5,814	\$1,446	7.65%	16.52%	\$6,953	\$8,675
MIL-OPES	6.14		Planner (Senior)	\$5,222	\$6,852	\$1,267	7.65%	10.63%	\$7,443	\$9,371
OPES Simple Average				\$5,222	\$6,852	\$1,267	7.65%	10.63%	\$7,443	\$9,371
ST-CA	4636		SENIOR PLANNER (SPECIALIST)	\$5,415	\$6,778	\$1,116	7.65%	21.35%	\$8,101	\$9,859
ST-ID	03678	M	Planner, Socioeconomic Senior	\$3,708	\$5,726	\$879	7.65%	14.19%	\$5,396	\$7,855
ST-NV	6.711	36	Land Use Planner 2	\$3,515	\$5,227	\$785	7.65%	25.75%	\$5,474	\$7,758
ST-WA	542T	55	ENVIRONMENTAL PLANNER 3	\$3,819	\$5,010	\$662	7.65%	9.21%	\$5,125	\$6,517
State Simple Average				\$4,114	\$5,685	\$861	7.65%	17.63%	\$6,024	\$7,997
MARKET Simple Average				\$4,388	\$5,858	\$1,236	7.65%	16.40%	\$6,684	\$8,507

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max		
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%	
	MMC	MGT SVC NON-SUPV CONFIDENTIAL	A	A	\$4,979	113.48%			\$6,998	119.46%	\$1,261	7.65%	16.53%	\$7,444	111.37%	\$9,148	107.53%	\$9,952	116.98%	
	MMN	MGT SVC NON-SUPV	A	A	1	\$4,979	113.48%	\$6,351	108.42%	\$6,998	119.46%	\$1,261	7.65%	16.53%	\$7,444	111.37%	\$9,148	107.53%	\$9,952	116.98%
	Management Simple Average				1	\$4,979	113.48%	\$6,351	108.42%	\$6,998	119.46%	\$1,261	7.65%	16.53%	\$7,444	111.37%	\$9,148	107.53%	\$9,952	116.98%
	AG	AFSCME-DLCD	A	A	16	\$4,571	104.18%	\$6,147	104.93%	\$6,683	114.09%	\$1,261	7.65%	16.53%	\$6,938	103.79%	\$8,895	104.55%	\$9,560	112.38%
	AU	AFSCME-MILITARY	A	A		\$4,571	104.18%		\$6,691	114.22%	\$1,261	7.65%	16.53%	\$6,938	103.79%			\$9,570	112.50%	
	AV	AFSCME-OR EMERGENCY MGMT	A	A	1	\$4,571	104.18%	\$5,028	85.83%	\$6,691	114.22%	\$1,261	7.65%	16.53%	\$6,938	103.79%	\$7,505	88.22%	\$9,570	112.50%
	AX	AFSCME-STATE LANDS	A	A	1	\$4,570	104.16%	\$5,801	99.03%	\$6,695	114.29%	\$1,261	7.65%	16.53%	\$6,936	103.77%	\$8,465	99.50%	\$9,575	112.55%
	E	AEE-ASSOC OF ENGINEER EMS	A	A	31	\$4,621	105.32%	\$6,354	108.46%	\$6,824	116.49%	\$1,261	7.65%	16.53%	\$7,000	104.72%	\$9,151	107.57%	\$9,735	114.44%
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A	A		\$4,569	104.14%		\$6,691	114.22%	\$1,261	7.65%	16.53%	\$6,935	103.76%			\$9,570	112.50%	
	UA	UNREPRESENTED	A	A		\$4,571	104.18%		\$6,691	114.22%	\$1,261	7.65%	16.53%	\$6,938	103.79%			\$9,570	112.50%	

1098 PLANNER 3 (Continued)

Repr	Repr Description	Opt	Emps	SR Min to SR Min	Emp Avg to SR Max	SR Max to SR Max	Insurance	SS	Retire	SR Min to SR Min	Emp Avg to SR Max	POLICY POINT SR Max to SR Max	
	Non-Corrections/Non-Mgmt Simple Average		49	\$4,578 104.33%	\$5,832 99.57%	\$6,709 114.54%	\$1,261	7.65%	16.53%	\$6,946 103.92%	\$8,504 99.96%	\$9,593	112.76%
	STATEWIDE Simple Average		50	\$4,667 106.37%	\$5,936 101.34%	\$6,774 115.63%	\$1,261	7.65%	16.53%	\$7,057 105.57%	\$8,633 101.48%	\$9,673	113.70%

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1099 PLANNER 4

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-CLACK	314		Planner, Principal	\$6,087	\$7,689	\$1,266	7.65%	16.43%	\$8,819	\$10,807
CO-CLATSOP			Planner, Senior	\$4,961	\$6,030	\$1,297	7.65%	14.48%	\$7,355	\$8,661
CO-MARION	374		Principal Planner	\$4,462	\$6,592	\$1,346	7.65%	12.35%	\$6,700	\$9,256
CO-WASH			PLANNER, PRINCIPAL	\$6,754	\$8,207	\$1,177	7.65%	22.22%	\$9,949	\$11,835
County Simple Average				\$5,566	\$7,130	\$1,271	7.65%	16.37%	\$8,206	\$10,140
MIL-OPES	6.15		Planner (Principal)	\$6,134	\$8,230	\$1,267	7.65%	10.63%	\$8,522	\$11,001
OPES Simple Average				\$6,134	\$8,230	\$1,267	7.65%	10.63%	\$8,522	\$11,001
ST-CA	0000		No Match							
ST-ID	03669	M	Planner, Senior	\$3,708	\$5,726	\$879	7.65%	14.19%	\$5,396	\$7,855
ST-NV	0000	00	No Match							
ST-WA	542U	59	ENVIRONMENTAL PLANNER 4	\$4,214	\$5,535	\$662	7.65%	9.21%	\$5,586	\$7,130
State Simple Average				\$3,961	\$5,630	\$771	7.65%	11.70%	\$5,491	\$7,493
MARKET Simple Average				\$5,188	\$6,858	\$1,128	7.65%	14.22%	\$7,475	\$9,507

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max		
		MMC	MGT SVC NON-SUPV CONFIDENTIAL	A	A	\$5,492	105.85%			\$7,701	112.29%	\$1,261	7.65%	16.53%	\$8,081	108.11%			\$10,825	113.86%
	MMN	MGT SVC NON-SUPV	A	A	4	\$5,492	105.85%	\$6,850	99.88%	\$7,701	112.29%	\$1,261	7.65%	16.53%	\$8,081	108.11%	\$9,768	102.75%	\$10,825	113.86%
	Management Simple Average				4	\$5,492	105.85%	\$6,850	99.88%	\$7,701	112.29%	\$1,261	7.65%	16.53%	\$8,081	108.11%	\$9,768	102.75%	\$10,825	113.86%
	AG	AFSCME-DLCD	A	A	8	\$5,028	96.91%	\$7,130	103.96%	\$7,329	106.86%	\$1,261	7.65%	16.53%	\$7,505	100.40%	\$10,115	106.40%	\$10,363	109.00%
	AU	AFSCME-MILITARY	A	A	1	\$5,028	96.91%	\$7,017	102.31%	\$7,357	107.27%	\$1,261	7.65%	16.53%	\$7,505	100.40%	\$9,975	104.93%	\$10,397	109.37%
	AV	AFSCME-OR EMERGENCY MGMT	A	A		\$5,028	96.91%			\$7,357	107.27%	\$1,261	7.65%	16.53%	\$7,505	100.40%			\$10,397	109.37%
	AX	AFSCME-STATE LANDS	A	A		\$5,027	96.89%			\$7,376	107.55%	\$1,261	7.65%	16.53%	\$7,504	100.38%			\$10,421	109.62%
	E	AEE-ASSOC OF ENGINEER EMS	A	A	8	\$5,094	98.18%	\$7,346	107.10%	\$7,525	109.72%	\$1,261	7.65%	16.53%	\$7,587	101.50%	\$10,383	109.22%	\$10,606	111.56%
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A	A		\$5,028	96.91%			\$7,358	107.29%	\$1,261	7.65%	16.53%	\$7,505	100.40%			\$10,399	109.38%
	Non-Corrections/Non-Mgmt Simple Average				17	\$5,039	97.12%	\$7,164	104.46%	\$7,384	107.66%	\$1,261	7.65%	16.53%	\$7,519	100.58%	\$10,158	106.85%	\$10,430	109.72%
	STATEWIDE Simple Average				21	\$5,152	99.30%	\$7,086	103.31%	\$7,463	108.82%	\$1,261	7.65%	16.53%	\$7,659	102.46%	\$10,060	105.83%	\$10,529	110.75%

1105 TRAFFIC SURVEY INTERVIEWER

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	5564		SURVEY INTERVIEWER	\$1,567	\$1,725	\$1,116	7.65%	21.35%	\$3,137	\$3,340
ST-ID	0000		No Match							
ST-NV	0000	00	No Match							
ST-WA	0000		No Match							
State Simple Average				Insufficient Market Data					Insufficient Market Data	
MARKET Simple Average				Insufficient Market Data					Insufficient Market Data	

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	4	\$2,043	- %	\$2,313	- %	\$2,435	- %	\$1,261	7.65%	16.53%	\$3,798	- %	\$4,133	- %	\$4,285	- %
	UA	UNREPRESENTED	A A		\$2,037	- %	- %	- %	\$2,433	- %	\$1,261	7.65%	16.53%	\$3,791	- %	- %	- %	\$4,283	- %
	Non-Corrections/Non-Mgmt Simple Average			4	\$2,040	- %	\$2,313	- %	\$2,434	- %	\$1,261	7.65%	16.53%	\$3,795	- %	\$4,133	- %	\$4,284	- %
	STATEWIDE Simple Average			4	\$2,040	- %	\$2,313	- %	\$2,434	- %	\$1,261	7.65%	16.53%	\$3,795	- %	\$4,133	- %	\$4,284	- %

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1107 PLANNER 1

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max

EXCLUDED-N 0000 No Budgeted Positions

Exclude Simple Average										
MARKET Simple Average				Excluded						Excluded

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min	Emp Avg to SR Max	SR Max to SR Max	Insurance	SS	Retire	SR Min to SR Min	Emp Avg to SR Max	POLICY POINT
													SR Max to SR Max

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1109 PLANNER 3

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max

EXCLUDED-N 0000 No Budgeted Positions

Exclude Simple Average										
MARKET Simple Average				Excluded						Excluded

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min	Emp Avg to SR Max	SR Max to SR Max	Insurance	SS	Retire	SR Min to SR Min	Emp Avg to SR Max	POLICY POINT
													SR Max to SR Max

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1115 RESEARCH ANALYST 1

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	0000		No Match							
ST-ID	0000		No Match							
ST-NV	7.747	28	Statistician 1	\$2,514	\$3,670	\$785	7.65%	25.75%	\$4,139	\$5,681
ST-WA	501E	40	RESEARCH ANALYST 1	\$2,663	\$3,459	\$662	7.65%	9.21%	\$3,774	\$4,704
State Simple Average				\$2,589	\$3,564	\$724	7.65%	17.48%	\$3,957	\$5,192
MARKET Simple Average				\$2,589	\$3,564	\$724	7.65%	17.48%	\$3,957	\$5,192

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max			Insurance		SS		Retire		SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max		
	AAON	AFSCME-DOC NON-SECURITY	A A		\$3,321	128.29%			\$4,575	128.36%	\$1,261	7.65%	16.53%	\$5,385	136.11%							\$6,943	133.71%	
	Corrections Simple Average				\$3,321	128.29%			\$4,575	128.36%	\$1,261	7.65%	16.53%	\$5,385	136.11%			- %				\$6,943	133.71%	
	AD	AFSCME-DEQ	A A		\$2,757	106.50%			\$3,973	111.47%	\$1,261	7.65%	16.53%	\$4,685	118.41%							\$6,195	119.31%	
	AF	AFSCME-FIRE MARSHAL	A A		\$2,757	106.50%			\$3,973	111.47%	\$1,261	7.65%	16.53%	\$4,685	118.41%							\$6,195	119.31%	
	AI	AFSCME-LONGTERM CARE OMBUDS	A A	1	\$2,757	106.50%	\$3,451	96.82%	\$3,973	111.47%	\$1,261	7.65%	16.53%	\$4,685	118.41%	\$5,547	106.83%					\$6,195	119.31%	
	AO	AFSCME-OREGON STATE POLICE	A A		\$2,757	106.50%			\$3,973	111.47%	\$1,261	7.65%	16.53%	\$4,685	118.41%							\$6,195	119.31%	
	AS	AFSCME-DEPT PUBLIC SAFE/STD/TRNG	A A		\$2,756	106.46%			\$3,973	111.47%	\$1,261	7.65%	16.53%	\$4,684	118.38%							\$6,195	119.31%	
	AU	AFSCME-MILITARY	A A		\$2,756	106.46%			\$3,973	111.47%	\$1,261	7.65%	16.53%	\$4,684	118.38%							\$6,195	119.31%	
	E	AEE-ASSOC OF ENGINEER EMS	A A		\$2,702	104.38%			\$3,992	112.00%	\$1,261	7.65%	16.53%	\$4,617	116.68%							\$6,219	119.76%	
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	12	\$2,756	106.46%	\$3,520	98.76%	\$3,974	111.49%	\$1,261	7.65%	16.53%	\$4,684	118.38%	\$5,633	108.48%					\$6,196	119.33%	
	UA	UNREPRESENTED	A A		\$2,756	106.46%			\$3,973	111.47%	\$1,261	7.65%	16.53%	\$4,684	118.38%							\$6,195	119.31%	
	Non-Corrections/Non-Mgmt Simple Average				13	\$2,750	106.25%	\$3,486	97.79%	\$3,975	111.53%	\$1,261	7.65%	16.53%	\$4,677	118.20%	\$5,590	107.65%					\$6,198	119.36%
	STATEWIDE Simple Average				13	\$2,808	108.45%	\$3,486	97.79%	\$4,035	113.21%	\$1,261	7.65%	16.53%	\$4,748	119.99%	\$5,590	107.65%					\$6,272	120.80%

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1116 RESEARCH ANALYST 2

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-MULT	6085		Research Evaluation Analyst 1	\$3,442	\$4,233	\$1,369	7.65%	15.87%	\$5,620	\$6,598
County Simple Average				\$3,442	\$4,233	\$1,369	7.65%	15.87%	\$5,620	\$6,598
ST-CA	5729	C	RESEARCH ANALYST I -GENERAL-	\$3,918	\$4,906	\$1,116	7.65%	21.35%	\$6,170	\$7,444
ST-ID	05451	J	Research Analyst	\$2,595	\$4,006	\$879	7.65%	14.19%	\$4,041	\$5,760
ST-NV	7.745	31	Statistician 2	\$2,845	\$4,181	\$785	7.65%	25.75%	\$4,580	\$6,363
ST-WA	501F	43	RESEARCH ANALYST 2	\$2,855	\$3,726	\$662	7.65%	9.21%	\$3,998	\$5,016
State Simple Average				\$3,053	\$4,205	\$861	7.65%	17.63%	\$4,697	\$6,146
MARKET Simple Average				\$3,131	\$4,210	\$962	7.65%	17.27%	\$4,882	\$6,236

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
	AAON	AFSCME-DOC NON-SECURITY	A	A		\$3,814	121.82%			\$5,267	125.09%	\$1,261	7.65%	16.53%	\$5,998	122.86%			\$7,802
Corrections Simple Average					\$3,814	121.82%			\$5,267	125.09%	\$1,261	7.65%	16.53%	\$5,998	122.86%		- %	\$7,802	125.11%
MMC	MGT SVC NON-SUPV CONFIDENTIAL	A	A		\$3,547	113.29%			\$4,979	118.25%	\$1,261	7.65%	16.53%	\$5,666	116.07%			\$7,444	119.37%
MMN	MGT SVC NON-SUPV	A	A		\$3,547	113.29%			\$4,979	118.25%	\$1,261	7.65%	16.53%	\$5,666	116.07%			\$7,444	119.37%
Management Simple Average					\$3,547	113.29%			\$4,979	118.25%	\$1,261	7.65%	16.53%	\$5,666	116.07%		- %	\$7,444	119.37%
AD	AFSCME-DEQ	A	A		\$3,292	105.15%			\$4,791	113.79%	\$1,261	7.65%	16.53%	\$5,349	109.58%			\$7,211	115.63%
AF	AFSCME-FIRE MARSHAL	A	A	1	\$3,292	105.15%	\$3,782	89.82%	\$4,791	113.79%	\$1,261	7.65%	16.53%	\$5,349	109.58%	\$5,958	95.54%	\$7,211	115.63%
AO	AFSCME-OREGON STATE POLICE	A	A	4	\$3,292	105.15%	\$3,995	94.89%	\$4,791	113.79%	\$1,261	7.65%	16.53%	\$5,349	109.58%	\$6,223	99.78%	\$7,211	115.63%
AS	AFSCME-DEPT PUBLIC SAFE/STD/TRNG	A	A		\$3,291	105.11%			\$4,791	113.79%	\$1,261	7.65%	16.53%	\$5,348	109.55%			\$7,211	115.63%
AU	AFSCME-MILITARY	A	A		\$3,291	105.11%			\$4,791	113.79%	\$1,261	7.65%	16.53%	\$5,348	109.55%			\$7,211	115.63%
E	AEE-ASSOC OF ENGINEER EMS	A	A		\$3,284	104.89%			\$4,851	115.21%	\$1,261	7.65%	16.53%	\$5,339	109.38%			\$7,285	116.82%
OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A	A	34	\$3,290	105.08%	\$4,071	96.68%	\$4,791	113.79%	\$1,261	7.65%	16.53%	\$5,347	109.53%	\$6,316	101.28%	\$7,211	115.63%
UA	UNREPRESENTED	A	A	1	\$3,291	105.11%	\$3,973	94.36%	\$4,791	113.79%	\$1,261	7.65%	16.53%	\$5,348	109.55%	\$6,195	99.34%	\$7,211	115.63%
Non-Corrections/Non-Mgmt Simple Average				40	\$3,290	105.09%	\$3,955	93.94%	\$4,799	113.97%	\$1,261	7.65%	16.53%	\$5,347	109.54%	\$6,173	98.99%	\$7,220	115.78%
STATEWIDE Simple Average				40	\$3,385	108.11%	\$3,955	93.94%	\$4,874	115.76%	\$1,261	7.65%	16.53%	\$5,464	111.94%	\$6,173	98.99%	\$7,314	117.28%

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1117 RESEARCH ANALYST 3

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-MULT	6086		Research Evaluation Analyst 2	\$4,353	\$5,357	\$1,369	7.65%	15.87%	\$6,746	\$7,986
County Simple Average				\$4,353	\$5,357	\$1,369	7.65%	15.87%	\$6,746	\$7,986
MIL-OPES	4.11		Research Analyst	\$4,494	\$6,316	\$1,267	7.65%	10.63%	\$6,583	\$8,738
OPES Simple Average				\$4,494	\$6,316	\$1,267	7.65%	10.63%	\$6,583	\$8,738
ST-CA	0000		No Match							
ST-ID	05449	L	Research Analyst, Senior	\$3,279	\$5,065	\$879	7.65%	14.19%	\$4,875	\$7,050
ST-NV	0000	00	No Match							
ST-WA	501G	48	RESEARCH ANALYST 3	\$3,213	\$4,214	\$662	7.65%	9.21%	\$4,417	\$5,586
State Simple Average				\$3,246	\$4,639	\$771	7.65%	11.70%	\$4,646	\$6,318
MARKET Simple Average				\$3,835	\$5,238	\$1,044	7.65%	12.48%	\$5,655	\$7,340

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
	AAON	AFSCME-DOC NON-SECURITY	A A	3	\$4,575	119.29%	\$5,631	107.50%	\$6,358	121.38%	\$1,261	7.65%	16.53%	\$6,943	122.77%	\$8,254	112.44%	\$9,157	124.75%
Corrections Simple Average				3	\$4,575	119.29%	\$5,631	107.50%	\$6,358	121.38%	\$1,261	7.65%	16.53%	\$6,943	122.77%	\$8,254	112.44%	\$9,157	124.75%
MMC	MGT SVC NON-SUPV CONFIDENTIAL	A A		\$4,111	107.19%			\$5,764	110.04%	\$1,261	7.65%	16.53%	\$6,366	112.58%			\$8,419	114.70%	
MMN	MGT SVC NON-SUPV	A A		\$4,111	107.19%			\$5,764	110.04%	\$1,261	7.65%	16.53%	\$6,366	112.58%			\$8,419	114.70%	
Management Simple Average					\$4,111	107.19%		\$5,764	110.04%	\$1,261	7.65%	16.53%	\$6,366	112.58%		- %	\$8,419	114.70%	
AD	AFSCME-DEQ	A A	1	\$3,782	98.62%	\$5,028	95.99%	\$5,530	105.57%	\$1,261	7.65%	16.53%	\$5,958	105.35%	\$7,505	102.25%	\$8,129	110.74%	
AF	AFSCME-FIRE MARSHAL	A A		\$3,782	98.62%			\$5,530	105.57%	\$1,261	7.65%	16.53%	\$5,958	105.35%			\$8,129	110.74%	
AO	AFSCME-OREGON STATE POLICE	A A		\$3,782	98.62%			\$5,530	105.57%	\$1,261	7.65%	16.53%	\$5,958	105.35%			\$8,129	110.74%	
AS	AFSCME-DEPT PUBLIC SAFE/STD/TRNG	A A		\$3,781	98.59%			\$5,530	105.57%	\$1,261	7.65%	16.53%	\$5,957	105.33%			\$8,129	110.74%	
AU	AFSCME-MILITARY	A A		\$3,781	98.59%			\$5,530	105.57%	\$1,261	7.65%	16.53%	\$5,957	105.33%			\$8,129	110.74%	
E	AEE-ASSOC OF ENGINEER EMS	A A	1	\$3,804	99.19%	\$5,094	97.25%	\$5,615	107.20%	\$1,261	7.65%	16.53%	\$5,985	105.84%	\$7,587	103.37%	\$8,234	112.18%	
OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	83	\$3,781	98.59%	\$4,759	90.85%	\$5,529	105.55%	\$1,261	7.65%	16.53%	\$5,957	105.33%	\$7,171	97.70%	\$8,127	110.72%	
UA	UNREPRESENTED	A A	6	\$3,781	98.59%	\$4,814	91.90%	\$5,530	105.57%	\$1,261	7.65%	16.53%	\$5,957	105.33%	\$7,239	98.62%	\$8,129	110.74%	
Non-Corrections/Non-Mgmt Simple Average				91	\$3,784	98.67%	\$4,924	94.00%	\$5,541	105.77%	\$1,261	7.65%	16.53%	\$5,961	105.40%	\$7,376	100.48%	\$8,142	110.92%
STATEWIDE Simple Average				94	\$3,916	102.10%	\$5,065	96.70%	\$5,655	107.97%	\$1,261	7.65%	16.53%	\$6,124	108.29%	\$7,551	102.88%	\$8,284	112.86%

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1118 RESEARCH ANALYST 4

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-MULT	6087		Research Evaluation Analyst Senior	\$5,516	\$6,791	\$1,369	7.65%	15.87%	\$8,182	\$9,757
County Simple Average				\$5,516	\$6,791	\$1,369	7.65%	15.87%	\$8,182	\$9,757
ST-CA	5731	A	RESEARCH ANALYST II -GENERAL-	\$4,711	\$5,900	\$1,116	7.65%	21.35%	\$7,193	\$8,727
ST-ID	05447	M	Research Analyst, Principal	\$3,708	\$5,726	\$879	7.65%	14.19%	\$5,396	\$7,855
ST-NV	0000	00	No Match							
ST-WA	501H	51	RESEARCH ANALYST 4	\$3,459	\$4,542	\$662	7.65%	9.21%	\$4,704	\$5,970
State Simple Average				\$3,959	\$5,389	\$886	7.65%	14.92%	\$5,764	\$7,517
MARKET Simple Average				\$4,348	\$5,740	\$1,006	7.65%	15.16%	\$6,369	\$8,077

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	AAON	AFSCME-DOC NON-SECURITY	A A	1	\$5,516	126.85%	\$7,321	127.55%	\$7,672	133.67%	\$1,261	7.65%	16.53%	\$8,111	127.36%	\$10,353	128.17%	\$10,789	133.57%
Corrections Simple Average				1	\$5,516	126.85%	\$7,321	127.55%	\$7,672	133.67%	\$1,261	7.65%	16.53%	\$8,111	127.36%	\$10,353	128.17%	\$10,789	133.57%
	MENC	EXEC SVC NON-SUPV CONFIDENTIAL	A A		\$4,979	114.50%			\$6,998	121.92%	\$1,261	7.65%	16.53%	\$7,444	116.89%			\$9,952	123.21%
	MENN	EXEC SVC NON-SUPV	A A		\$4,979	114.50%			\$6,998	121.92%	\$1,261	7.65%	16.53%	\$7,444	116.89%			\$9,952	123.21%
	MMC	MGT SVC NON-SUPV CONFIDENTIAL	A A		\$4,979	114.50%			\$6,998	121.92%	\$1,261	7.65%	16.53%	\$7,444	116.89%			\$9,952	123.21%
	MMN	MGT SVC NON-SUPV	A A	4	\$4,979	114.50%	\$5,568	97.01%	\$6,998	121.92%	\$1,261	7.65%	16.53%	\$7,444	116.89%	\$8,176	101.22%	\$9,952	123.21%
	MMS	MGT SVC SUPERVISORY	A A		\$4,979	114.50%			\$6,998	121.92%	\$1,261	7.65%	16.53%	\$7,444	116.89%			\$9,952	123.21%
Management Simple Average				4	\$4,979	114.50%	\$5,568	97.01%	\$6,998	121.92%	\$1,261	7.65%	16.53%	\$7,444	116.89%	\$8,176	101.22%	\$9,952	123.21%
	AD	AFSCME-DEQ	A A		\$4,571	105.12%			\$6,683	116.43%	\$1,261	7.65%	16.53%	\$6,938	108.93%			\$9,560	118.36%
	AF	AFSCME-FIRE MARSHAL	A A		\$4,571	105.12%			\$6,683	116.43%	\$1,261	7.65%	16.53%	\$6,938	108.93%			\$9,560	118.36%
	AO	AFSCME-OREGON STATE POLICE	A A		\$4,571	105.12%			\$6,683	116.43%	\$1,261	7.65%	16.53%	\$6,938	108.93%			\$9,560	118.36%
	AR	AFSCME-REAL ESTATE	A A		\$4,571	105.12%			\$6,683	116.43%	\$1,261	7.65%	16.53%	\$6,938	108.93%			\$9,560	118.36%
	AS	AFSCME-DEPT PUBLIC SAFE/STD/TRNG	A A		\$4,571	105.12%			\$6,682	116.42%	\$1,261	7.65%	16.53%	\$6,938	108.93%			\$9,559	118.35%
	AU	AFSCME-MILITARY	A A		\$4,571	105.12%			\$6,691	116.57%	\$1,261	7.65%	16.53%	\$6,938	108.93%			\$9,570	118.49%
	E	AEE-ASSOC OF ENGINEER EMS	A A	2	\$4,621	106.27%	\$5,406	94.18%	\$6,824	118.89%	\$1,261	7.65%	16.53%	\$7,000	109.91%	\$7,974	98.72%	\$9,735	120.53%
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	66	\$4,569	105.07%	\$5,954	103.73%	\$6,691	116.57%	\$1,261	7.65%	16.53%	\$6,935	108.89%	\$8,655	107.15%	\$9,570	118.49%
	UA	UNREPRESENTED	A A	3	\$4,571	105.12%	\$5,621	97.93%	\$6,691	116.57%	\$1,261	7.65%	16.53%	\$6,938	108.93%	\$8,241	102.03%	\$9,570	118.49%

1118 RESEARCH ANALYST 4 (Continued)

Repr	Repr Description	Opt	Emps	SR Min to SR Min	Emp Avg to SR Max	SR Max to SR Max	Insurance	SS	Retire	SR Min to SR Min	Emp Avg to SR Max	POLICY POINT SR Max to SR Max	
	Non-Corrections/Non-Mgmt Simple Average		71	\$4,576 105.24%	\$5,660 98.61%	\$6,701 116.75%	\$1,261	7.65%	16.53%	\$6,944 109.04%	\$8,290 102.63%	\$9,583	118.64%
	STATEWIDE Simple Average		76	\$4,773 109.77%	\$5,974 104.08%	\$6,865 119.60%	\$1,261	7.65%	16.53%	\$7,189 112.88%	\$8,680 107.46%	\$9,786	121.16%

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1143 POLICY AND BUDGET ANALYST

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	5273		PRINCIPAL PROGRAM BUDGET ANALYST III	\$7,616	\$8,647	\$1,116	7.65%	21.35%	\$10,940	\$12,270
ST-ID	05209	N	Financial Management Analyst, Senior	\$4,098	\$6,326	\$879	7.65%	14.19%	\$5,872	\$8,587
ST-NV	7.632	41	Budget Analyst 4	\$4,371	\$6,567	\$785	7.65%	25.75%	\$6,616	\$9,545
ST-WA	0000		No Match							
State Simple Average				\$5,361	\$7,180	\$927	7.65%	20.43%	\$7,809	\$10,134
MARKET Simple Average				\$5,361	\$7,180	\$927	7.65%	20.43%	\$7,809	\$10,134

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	MMC	MGT SVC NON-SUPV CONFIDENTIAL	A A		\$6,351	118.46%			\$8,917	124.19%	\$1,261	7.65%	16.53%	\$9,148	117.14%			\$12,335	121.71%
	MMN	MGT SVC NON-SUPV	A A	12	\$6,351	118.46%	\$8,294	115.52%	\$8,917	124.19%	\$1,261	7.65%	16.53%	\$9,148	117.14%	\$11,561	114.08%	\$12,335	121.71%
	Management Simple Average			12	\$6,351	118.46%	\$8,294	115.52%	\$8,917	124.19%	\$1,261	7.65%	16.53%	\$9,148	117.14%	\$11,561	114.08%	\$12,335	121.71%
	STATEWIDE Simple Average			12	\$6,351	118.46%	\$8,294	115.52%	\$8,917	124.19%	\$1,261	7.65%	16.53%	\$9,148	117.14%	\$11,561	114.08%	\$12,335	121.71%

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1155 UTILITY AND ENERGY ANALYST 1

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	4508		PUBLIC UTILITY FINANCIAL EXAMINER II	\$3,903	\$5,133	\$1,116	7.65%	21.35%	\$6,150	\$7,737
ST-ID	0000		No Match							
ST-NV	0000	00	No Match							
ST-WA	456A	48	REGULATORY ANALYST 1	\$3,213	\$4,214	\$662	7.65%	9.21%	\$4,417	\$5,586
State Simple Average				\$3,558	\$4,674	\$889	7.65%	15.28%	\$5,284	\$6,662
MARKET Simple Average				\$3,558	\$4,674	\$889	7.65%	15.28%	\$5,284	\$6,662

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	UA	UNREPRESENTED	A A	3	\$3,139	88.22%	\$4,364	93.38%	\$4,571	97.81%	\$1,261	7.65%	16.53%	\$5,159	97.65%	\$6,681	100.28%	\$6,938	104.14%
	Non-Corrections/Non-Mgmt Simple Average			3	\$3,139	88.22%	\$4,364	93.38%	\$4,571	97.81%	\$1,261	7.65%	16.53%	\$5,159	97.65%	\$6,681	100.28%	\$6,938	104.14%
	STATEWIDE Simple Average			3	\$3,139	88.22%	\$4,364	93.38%	\$4,571	97.81%	\$1,261	7.65%	16.53%	\$5,159	97.65%	\$6,681	100.28%	\$6,938	104.14%

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1156 UTILITY AND ENERGY ANALYST 2

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	4502		PUBLIC UTILITY FINANCIAL EXAMINER III	\$4,703	\$6,179	\$1,116	7.65%	21.35%	\$7,182	\$9,087
ST-CA	4807		ENERGY RESOURCES SPECIALIST I	\$4,400	\$5,468	\$1,116	7.65%	21.35%	\$6,792	\$8,169
ST-ID	04552	M	Utilities Analyst, PUC	\$3,708	\$5,726	\$879	7.65%	14.19%	\$5,396	\$7,855
ST-NV	0000	00	No Match							
ST-WA	456B	56	REGULATORY ANALYST 2	\$3,918	\$5,136	\$662	7.65%	9.21%	\$5,241	\$6,664
State Simple Average				\$4,182	\$5,627	\$943	7.65%	16.53%	\$6,153	\$7,944
MARKET Simple Average				\$4,182	\$5,627	\$943	7.65%	16.53%	\$6,153	\$7,944

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
		UA	UNREPRESENTED	A A	9	\$4,162	99.52%	\$5,355	95.16%	\$6,081	108.07%	\$1,261	7.65%	16.53%	\$6,430	104.50%	\$7,911	99.59%	\$8,813
	Non-Corrections/Non-Mgmt Simple Average			9	\$4,162	99.52%	\$5,355	95.16%	\$6,081	108.07%	\$1,261	7.65%	16.53%	\$6,430	104.50%	\$7,911	99.59%	\$8,813	110.94%
	STATEWIDE Simple Average			9	\$4,162	99.52%	\$5,355	95.16%	\$6,081	108.07%	\$1,261	7.65%	16.53%	\$6,430	104.50%	\$7,911	99.59%	\$8,813	110.94%

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1157 UTILITY AND ENERGY ANALYST 3

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-LANE	N3012		Program Supervisor - (Energy Services Supv)	\$4,517	\$6,777	\$1,776	7.65%	14.91%	\$7,312	\$10,082
County Simple Average				\$4,517	\$6,777	\$1,776	7.65%	14.91%	\$7,312	\$10,082
ST-CA	4499		PUBLIC UTILITY FINANCIAL EXAMINER IV	\$5,672	\$7,456	\$1,116	7.65%	21.35%	\$8,432	\$10,734
ST-CA	4806		ENERGY RESOURCES SPECIALIST II	\$4,833	\$6,006	\$1,116	7.65%	21.35%	\$7,350	\$8,863
ST-ID	0000		No Match							
ST-NV	0000	00	No Match							
ST-WA	456C	61	REGULATORY ANALYST 3	\$4,429	\$5,813	\$662	7.65%	9.21%	\$5,838	\$7,455
State Simple Average				\$4,978	\$6,425	\$964	7.65%	17.30%	\$7,207	\$9,017
MARKET Simple Average				\$4,863	\$6,513	\$1,167	7.65%	16.71%	\$7,233	\$9,284

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max		
	UA	UNREPRESENTED	A A	34	\$5,028	103.40%	\$6,421	98.59%	\$7,379	113.30%	\$1,261	7.65%	16.53%	\$7,505	103.76%	\$9,235	99.48%	\$10,425	112.29%	
	Non-Corrections/Non-Mgmt Simple Average				34	\$5,028	103.40%	\$6,421	98.59%	\$7,379	113.30%	\$1,261	7.65%	16.53%	\$7,505	103.76%	\$9,235	99.48%	\$10,425	112.29%
	STATEWIDE Simple Average				34	\$5,028	103.40%	\$6,421	98.59%	\$7,379	113.30%	\$1,261	7.65%	16.53%	\$7,505	103.76%	\$9,235	99.48%	\$10,425	112.29%

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1161 ECONOMIST 1

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	5792		RESEARCH ANALYST II (ECONOMICS)	\$4,711	\$5,900	\$1,116	7.65%	21.35%	\$7,193	\$8,727
ST-ID	05236	K	Economist, Associate	\$2,905	\$4,486	\$879	7.65%	14.19%	\$4,419	\$6,345
ST-NV	7.740	33	Economist 1	\$3,094	\$4,574	\$785	7.65%	25.75%	\$4,912	\$6,888
ST-WA	502J	48	ECONOMIC ANALYST 1	\$3,213	\$4,214	\$662	7.65%	9.21%	\$4,417	\$5,586
State Simple Average				\$3,481	\$4,794	\$861	7.65%	17.63%	\$5,235	\$6,886
MARKET Simple Average				\$3,481	\$4,794	\$861	7.65%	17.63%	\$5,235	\$6,886

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max			Insurance		SS		Retire		SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max		
	MENC	EXEC SVC NON-SUPV CONFIDENTIAL	A	A	\$3,547	101.91%			\$4,979	103.87%	\$1,261	7.65%	16.53%	\$5,666	108.23%			\$7,444	108.10%					
	MENN	EXEC SVC NON-SUPV	A	A	\$3,547	101.91%			\$4,979	103.87%	\$1,261	7.65%	16.53%	\$5,666	108.23%			\$7,444	108.10%					
	MMC	MGT SVC NON-SUPV CONFIDENTIAL	A	A	\$3,547	101.91%			\$4,979	103.87%	\$1,261	7.65%	16.53%	\$5,666	108.23%			\$7,444	108.10%					
	MMN	MGT SVC NON-SUPV	A	A	\$3,547	101.91%			\$4,979	103.87%	\$1,261	7.65%	16.53%	\$5,666	108.23%			\$7,444	108.10%					
	Management Simple Average				\$3,547	101.91%			\$4,979	103.87%	\$1,261	7.65%	16.53%	\$5,666	108.23%			- %	\$7,444	108.10%				
	E	AEE-ASSOC OF ENGINEER EMS	A	A	\$3,284	94.35%			\$4,851	101.20%	\$1,261	7.65%	16.53%	\$5,339	101.99%			\$7,285	105.79%					
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A	A	14	\$3,290	94.52%	\$4,508	94.04%	\$4,791	99.94%	\$1,261	7.65%	16.53%	\$5,347	102.14%	\$6,859	99.60%	\$7,211	104.71%				
	Non-Corrections/Non-Mgmt Simple Average				14	\$3,287	94.44%	\$4,508	94.04%	\$4,821	100.57%	\$1,261	7.65%	16.53%	\$5,343	102.06%	\$6,859	99.60%	\$7,248	105.25%				
	STATEWIDE Simple Average				14	\$3,460	99.42%	\$4,508	94.04%	\$4,926	102.77%	\$1,261	7.65%	16.53%	\$5,558	106.18%	\$6,859	99.60%	\$7,379	107.15%				

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1162 ECONOMIST 2

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	5830		RESEARCH PROGRAM SPECIALIST I (ECONOMICS)	\$4,930	\$6,171	\$1,116	7.65%	21.35%	\$7,475	\$9,076
ST-ID	05230	M	Economist, Staff	\$3,708	\$5,726	\$879	7.65%	14.19%	\$5,396	\$7,855
ST-NV	7.723	36	Economist 2	\$3,515	\$5,227	\$785	7.65%	25.75%	\$5,474	\$7,758
ST-WA	502K	55	ECONOMIC ANALYST 2	\$3,819	\$5,010	\$662	7.65%	9.21%	\$5,125	\$6,517
State Simple Average				\$3,993	\$5,533	\$861	7.65%	17.63%	\$5,868	\$7,802
MARKET Simple Average				\$3,993	\$5,533	\$861	7.65%	17.63%	\$5,868	\$7,802

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max			Insurance		SS		Retire		SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max		
	MENC	EXEC SVC NON-SUPV CONFIDENTIAL	A A		\$4,305	107.82%			\$6,046	109.26%			\$1,261	7.65%	16.53%	\$6,607	112.61%			\$8,769	112.41%			
	MENN	EXEC SVC NON-SUPV	A A		\$4,305	107.82%			\$6,046	109.26%			\$1,261	7.65%	16.53%	\$6,607	112.61%			\$8,769	112.41%			
	MMC	MGT SVC NON-SUPV CONFIDENTIAL	A A		\$4,305	107.82%			\$6,046	109.26%			\$1,261	7.65%	16.53%	\$6,607	112.61%			\$8,769	112.41%			
	MMN	MGT SVC NON-SUPV	A A		\$4,305	107.82%			\$6,046	109.26%			\$1,261	7.65%	16.53%	\$6,607	112.61%			\$8,769	112.41%			
	Management Simple Average				\$4,305	107.82%			\$6,046	109.26%			\$1,261	7.65%	16.53%	\$6,607	112.61%			- %	\$8,769	112.41%		
	E	AEE-ASSOC OF ENGINEER EMS	A A		\$3,992	99.98%			\$5,895	106.54%			\$1,261	7.65%	16.53%	\$6,219	105.98%			\$8,582	110.00%			
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	9	\$3,974	99.53%	\$5,665	102.38%	\$5,802	104.85%			\$1,261	7.65%	16.53%	\$6,196	105.60%	\$8,296	106.34%	\$8,466	108.52%			
	UA	UNREPRESENTED	A A		\$3,973	99.50%			\$5,802	104.85%			\$1,261	7.65%	16.53%	\$6,195	105.58%			\$8,466	108.52%			
	Non-Corrections/Non-Mgmt Simple Average				9	\$3,980	99.67%	\$5,665	102.38%	\$5,833	105.41%			\$1,261	7.65%	16.53%	\$6,203	105.72%	\$8,296	106.34%	\$8,505	109.01%		
	STATEWIDE Simple Average				9	\$4,166	104.33%	\$5,665	102.38%	\$5,955	107.61%			\$1,261	7.65%	16.53%	\$6,434	109.66%	\$8,296	106.34%	\$8,656	110.95%		

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1163 ECONOMIST 3

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	5835		RESEARCH PROGRAM SPECIALIST II (ECONOMICS)	\$5,415	\$6,778	\$1,116	7.65%	21.35%	\$8,101	\$9,859
ST-ID	0000		No Match							
ST-NV	7.719	38	Economist 3	\$3,830	\$5,726	\$785	7.65%	25.75%	\$5,894	\$8,424
ST-WA	502L	61	ECONOMIC ANALYST 3	\$4,429	\$5,813	\$662	7.65%	9.21%	\$5,838	\$7,455
State Simple Average				\$4,558	\$6,106	\$854	7.65%	18.77%	\$6,611	\$8,580
MARKET Simple Average				\$4,558	\$6,106	\$854	7.65%	18.77%	\$6,611	\$8,580

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max			Insurance		SS		Retire		SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max		
	MENC	EXEC SVC NON-SUPV CONFIDENTIAL	A A		\$4,979	109.24%			\$6,998	114.61%			\$1,261	7.65%	16.53%	\$7,444	112.61%			\$9,952	115.99%			
	MENN	EXEC SVC NON-SUPV	A A		\$4,979	109.24%			\$6,998	114.61%			\$1,261	7.65%	16.53%	\$7,444	112.61%			\$9,952	115.99%			
	MMC	MGT SVC NON-SUPV CONFIDENTIAL	A A		\$4,979	109.24%			\$6,998	114.61%			\$1,261	7.65%	16.53%	\$7,444	112.61%			\$9,952	115.99%			
	MMN	MGT SVC NON-SUPV	A A		\$4,979	109.24%			\$6,998	114.61%			\$1,261	7.65%	16.53%	\$7,444	112.61%			\$9,952	115.99%			
	Management Simple Average				\$4,979	109.24%			\$6,998	114.61%			\$1,261	7.65%	16.53%	\$7,444	112.61%			- %	\$9,952	115.99%		
	E	AEE-ASSOC OF ENGINEER EMS	A A		\$4,621	101.38%			\$6,824	111.76%			\$1,261	7.65%	16.53%	\$7,000	105.88%			\$9,735	113.47%			
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	5	\$4,569	100.24%	\$6,114	100.13%	\$6,691	109.58%			\$1,261	7.65%	16.53%	\$6,935	104.90%	\$8,853	103.19%	\$9,570	111.55%			
	UA	UNREPRESENTED	A A	1	\$4,571	100.29%	\$5,802	95.02%	\$6,691	109.58%			\$1,261	7.65%	16.53%	\$6,938	104.94%	\$8,466	98.68%	\$9,570	111.55%			
	Non-Corrections/Non-Mgmt Simple Average				6	\$4,587	100.64%	\$5,958	97.58%	\$6,735	110.31%			\$1,261	7.65%	16.53%	\$6,958	105.24%	\$8,660	100.94%	\$9,625	112.19%		
	STATEWIDE Simple Average				6	\$4,811	105.55%	\$5,958	97.58%	\$6,885	112.77%			\$1,261	7.65%	16.53%	\$7,236	109.45%	\$8,660	100.94%	\$9,812	114.36%		

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1164 ECONOMIST 4

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-MULT	6052		Development Analyst	\$5,516	\$6,791	\$1,369	7.65%	15.87%	\$8,182	\$9,757
County Simple Average				\$5,516	\$6,791	\$1,369	7.65%	15.87%	\$8,182	\$9,757
ST-CA	7909		RESEARCH PROGRAM SPECIALIST III (FINANCE ECONO	\$5,952	\$7,451	\$1,116	7.65%	21.35%	\$8,794	\$10,727
ST-ID	05228	N	Economist	\$4,098	\$6,326	\$879	7.65%	14.19%	\$5,872	\$8,587
ST-NV	7.718	41	Economist 4	\$4,371	\$6,567	\$785	7.65%	25.75%	\$6,616	\$9,545
ST-WA	0000		No Match							
State Simple Average				\$4,807	\$6,781	\$927	7.65%	20.43%	\$7,094	\$9,620
MARKET Simple Average				\$4,984	\$6,784	\$1,037	7.65%	19.29%	\$7,366	\$9,654

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
	MENC	EXEC SVC NON-SUPV CONFIDENTIAL	A A			\$5,764	115.65%			\$8,087	119.21%	\$1,261	7.65%	16.53%	\$8,419	114.30%			\$11,304
MENN	EXEC SVC NON-SUPV	A A			\$5,764	115.65%			\$8,087	119.21%	\$1,261	7.65%	16.53%	\$8,419	114.30%			\$11,304	117.09%
MMC	MGT SVC NON-SUPV CONFIDENTIAL	A A			\$5,764	115.65%			\$8,087	119.21%	\$1,261	7.65%	16.53%	\$8,419	114.30%			\$11,304	117.09%
MMN	MGT SVC NON-SUPV	A A	16		\$5,764	115.65%	\$7,188	105.96%	\$8,087	119.21%	\$1,261	7.65%	16.53%	\$8,419	114.30%	\$10,187	105.52%	\$11,304	117.09%
Management Simple Average				16	\$5,764	115.65%	\$7,188	105.96%	\$8,087	119.21%	\$1,261	7.65%	16.53%	\$8,419	114.30%	\$10,187	105.52%	\$11,304	117.09%
E	AEE-ASSOC OF ENGINEER EMS	A A	3		\$5,348	107.30%	\$7,775	114.61%	\$7,900	116.45%	\$1,261	7.65%	16.53%	\$7,903	107.29%	\$10,916	113.07%	\$11,072	114.68%
OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	1		\$5,277	105.88%	\$6,080	89.63%	\$7,721	113.82%	\$1,261	7.65%	16.53%	\$7,814	106.09%	\$8,812	91.27%	\$10,849	112.38%
UA	UNREPRESENTED	A A			\$4,571	91.71%			\$6,691	98.63%	\$1,261	7.65%	16.53%	\$6,938	94.19%			\$9,570	99.13%
Non-Corrections/Non-Mgmt Simple Average				4	\$5,065	101.63%	\$6,928	102.12%	\$7,437	109.63%	\$1,261	7.65%	16.53%	\$7,552	102.52%	\$9,864	102.17%	\$10,497	108.73%
STATEWIDE Simple Average				20	\$5,465	109.64%	\$7,014	103.40%	\$7,809	115.11%	\$1,261	7.65%	16.53%	\$8,047	109.25%	\$9,972	103.29%	\$10,958	113.51%

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1178 PUBLIC ADMINISTRATIVE TRAINEE

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	5268		ASSISTANT FINANCE BUDGET ANALYST	\$3,921	\$4,908	\$1,116	7.65%	21.35%	\$6,174	\$7,447
ST-ID	0000		No Match							
ST-NV	7.776	31	Fiscal/Business Professional Trainee	\$2,845	\$4,181	\$785	7.65%	25.75%	\$4,580	\$6,363
ST-WA	0000		No Match							
State Simple Average				\$3,383	\$4,545	\$950	7.65%	23.55%	\$5,377	\$6,905
MARKET Simple Average				\$3,383	\$4,545	\$950	7.65%	23.55%	\$5,377	\$6,905

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max		
	MMC	MGT SVC NON-SUPV CONFIDENTIAL	A A		\$3,915	115.73%			\$4,518	99.41%	\$1,261	7.65%	16.53%	\$6,123	113.87%			\$6,872	99.52%	
	MMN	MGT SVC NON-SUPV	A A	2	\$3,915	115.73%	\$3,915	86.15%	\$4,518	99.41%	\$1,261	7.65%	16.53%	\$6,123	113.87%	\$6,123	88.68%	\$6,872	99.52%	
	Management Simple Average				2	\$3,915	115.73%	\$3,915	86.15%	\$4,518	99.41%	\$1,261	7.65%	16.53%	\$6,123	113.87%	\$6,123	88.68%	\$6,872	99.52%
	STATEWIDE Simple Average				2	\$3,915	115.73%	\$3,915	86.15%	\$4,518	99.41%	\$1,261	7.65%	16.53%	\$6,123	113.87%	\$6,123	88.68%	\$6,872	99.52%

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1190 ACTUARY

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
MIL-NWMGT	2.11		Actuarial Analyst	\$4,895	\$7,425	\$956	7.65%	6.15%	\$6,527	\$9,406
Purchased Simple Average				\$4,895	\$7,425	\$956	7.65%	6.15%	\$6,527	\$9,406
ST-CA	6089		ASSOCIATE LIFE ACTUARY	\$7,820	\$9,792	\$1,116	7.65%	21.35%	\$11,203	\$13,747
ST-ID	08930	O	Actuary	\$4,441	\$6,856	\$879	7.65%	14.19%	\$6,290	\$9,232
ST-NV	7.710	39	Insurance Actuarial Analyst 2	\$4,002	\$5,991	\$785	7.65%	25.75%	\$6,124	\$8,777
ST-WA	503C	66	ACTUARIAL ANALYST 3	\$5,010	\$6,575	\$662	7.65%	9.21%	\$6,517	\$8,346
State Simple Average				\$5,318	\$7,303	\$861	7.65%	17.63%	\$7,533	\$10,026
MARKET Simple Average				\$5,234	\$7,328	\$880	7.65%	15.33%	\$7,332	\$9,902

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max		
		MENC	EXEC SVC NON-SUPV CONFIDENTIAL	A	A	\$5,492	104.94%			\$7,701	105.09%	\$1,261	7.65%	16.53%	\$8,081	110.22%			\$10,825	109.32%
	MENN	EXEC SVC NON-SUPV	A	A	\$5,492	104.94%			\$7,701	105.09%	\$1,261	7.65%	16.53%	\$8,081	110.22%			\$10,825	109.32%	
	MMC	MGT SVC NON-SUPV CONFIDENTIAL	A	A	\$5,492	104.94%			\$7,701	105.09%	\$1,261	7.65%	16.53%	\$8,081	110.22%			\$10,825	109.32%	
	MMN	MGT SVC NON-SUPV	A	A	9	\$5,492	104.94%	\$6,894	94.09%	\$7,701	105.09%	\$1,261	7.65%	16.53%	\$8,081	110.22%	\$9,823	99.20%	\$10,825	109.32%
	Management Simple Average				9	\$5,492	104.94%	\$6,894	94.09%	\$7,701	105.09%	\$1,261	7.65%	16.53%	\$8,081	110.22%	\$9,823	99.20%	\$10,825	109.32%
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A	A		\$4,358	83.27%			\$6,380	87.07%	\$1,261	7.65%	16.53%	\$6,673	91.01%			\$9,184	92.75%
	Non-Corrections/Non-Mgmt Simple Average					\$4,358	83.27%			\$6,380	87.07%	\$1,261	7.65%	16.53%	\$6,673	91.01%		- %	\$9,184	92.75%
	STATEWIDE Simple Average				9	\$5,265	100.60%	\$6,894	94.09%	\$7,437	101.49%	\$1,261	7.65%	16.53%	\$7,800	106.38%	\$9,823	99.20%	\$10,496	106.01%

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1210 GOVERNOR

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS		
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max	
EXCLUDED-N	0000		Non-ORS 240								
Exclude Simple Average											
MARKET Simple Average				Excluded						Excluded	

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min	Emp Avg to SR Max	SR Max to SR Max	Insurance	SS	Retire	SR Min to SR Min	Emp Avg to SR Max	POLICY POINT
													SR Max to SR Max

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1211 ACCOUNTING ANALYST 1

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max

EXCLUDED-N 0000 No Budgeted Positions

Exclude Simple Average										
MARKET Simple Average				Excluded						Excluded

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min	Emp Avg to SR Max	SR Max to SR Max	Insurance	SS	Retire	SR Min to SR Min	Emp Avg to SR Max	POLICY POINT SR Max to SR Max
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1215 ACCOUNTANT 1

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-JEFFERS			Staff Accountant	\$3,200	\$4,411	\$1,010	7.65%	15.77%	\$4,959	\$6,454
CO-LANE	A032		Accountant	\$3,676	\$5,094	\$1,776	7.65%	14.91%	\$6,282	\$8,020
CO-MULT			Finance Specialist 1	\$3,873	\$4,762	\$1,369	7.65%	15.87%	\$6,153	\$7,251
CO-WASH			ACCOUNTANT I	\$4,021	\$4,888	\$1,177	7.65%	22.22%	\$6,399	\$7,525
County Simple Average				\$3,693	\$4,789	\$1,333	7.65%	17.19%	\$5,948	\$7,312
MIL-PACS	2.04		Accountant (Entry)	\$3,510	\$4,947	\$956	7.65%	6.15%	\$4,950	\$6,586
Purchased Simple Average				\$3,510	\$4,947	\$956	7.65%	6.15%	\$4,950	\$6,586
ST-CA	4179		ACCOUNTANT TRAINEE	\$3,305	\$3,941	\$1,116	7.65%	21.35%	\$5,379	\$6,199
ST-ID	0000		No Match							
ST-NV	7.137	34	Accountant 1	\$3,222	\$4,778	\$785	7.65%	25.75%	\$5,084	\$7,159
ST-WA	143I	40	FISCAL ANALYST 1	\$2,663	\$3,459	\$662	7.65%	9.21%	\$3,774	\$4,704
State Simple Average				\$3,063	\$4,059	\$854	7.65%	18.77%	\$4,746	\$6,021
MARKET Simple Average				\$3,434	\$4,535	\$1,106	7.65%	16.40%	\$5,373	\$6,737

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
		AAON	AFSCME-DOC NON-SECURITY	A A	1	\$3,636	105.89%	\$4,361	96.16%	\$5,025	110.80%	\$1,261	7.65%	16.53%	\$5,777	107.52%	\$6,677	99.10%	\$7,501
Corrections Simple Average				1	\$3,636	105.89%	\$4,361	96.16%	\$5,025	110.80%	\$1,261	7.65%	16.53%	\$5,777	107.52%	\$6,677	99.10%	\$7,501	111.34%
	MMC	MGT SVC NON-SUPV CONFIDENTIAL	A A		\$3,222	93.83%			\$4,518	99.62%	\$1,261	7.65%	16.53%	\$5,262	97.95%			\$6,872	102.00%
	MMN	MGT SVC NON-SUPV	A A	1	\$3,222	93.83%	\$3,547	78.21%	\$4,518	99.62%	\$1,261	7.65%	16.53%	\$5,262	97.95%	\$5,666	84.10%	\$6,872	102.00%
Management Simple Average				1	\$3,222	93.83%	\$3,547	78.21%	\$4,518	99.62%	\$1,261	7.65%	16.53%	\$5,262	97.95%	\$5,666	84.10%	\$6,872	102.00%
	AB	AFSCME-CONST CONTR BRD	A A		\$2,999	87.34%			\$4,359	96.12%	\$1,261	7.65%	16.53%	\$4,986	92.80%			\$6,674	99.07%
	AD	AFSCME-DEQ	A A	2	\$2,999	87.34%	\$4,071	89.75%	\$4,359	96.12%	\$1,261	7.65%	16.53%	\$4,986	92.80%	\$6,316	93.75%	\$6,674	99.07%
	AG	AFSCME-DLCD	A A	1	\$2,999	87.34%	\$3,610	79.60%	\$4,359	96.12%	\$1,261	7.65%	16.53%	\$4,986	92.80%	\$5,744	85.26%	\$6,674	99.07%
	AL	AFSCME-OLCC	A A	3	\$2,999	87.34%	\$3,852	84.94%	\$4,359	96.12%	\$1,261	7.65%	16.53%	\$4,986	92.80%	\$6,045	89.72%	\$6,674	99.07%
	AO	AFSCME-OREGON STATE POLICE	A A		\$2,999	87.34%			\$4,359	96.12%	\$1,261	7.65%	16.53%	\$4,986	92.80%			\$6,674	99.07%
	AS	AFSCME-DEPT PUBLIC SAFE/STD/TRNG	A A		\$2,999	87.34%			\$4,359	96.12%	\$1,261	7.65%	16.53%	\$4,986	92.80%			\$6,674	99.07%
	AT	AFSCME-DCBS BUILDING CODES	A A		\$2,999	87.34%			\$4,359	96.12%	\$1,261	7.65%	16.53%	\$4,986	92.80%			\$6,674	99.07%
	AU	AFSCME-MILITARY	A A	2	\$2,999	87.34%	\$4,070	89.74%	\$4,359	96.12%	\$1,261	7.65%	16.53%	\$4,986	92.80%	\$6,316	93.74%	\$6,674	99.07%

1215 ACCOUNTANT 1 (Continued)

Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
				\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
AX	AFSCME-STATE LANDS	A A		\$2,999	87.34%			\$4,359	96.12%	\$1,261	7.65%	16.53%	\$4,986	92.80%			\$6,674	99.07%
OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	33	\$3,001	87.39%	\$3,960	87.33%	\$4,358	96.09%	\$1,261	7.65%	16.53%	\$4,988	92.84%	\$6,180	91.72%	\$6,673	99.05%
UA	UNREPRESENTED	A A	1	\$2,999	87.34%	\$3,291	72.57%	\$4,359	96.12%	\$1,261	7.65%	16.53%	\$4,986	92.80%	\$5,348	79.38%	\$6,674	99.07%
Non-Corrections/Non-Mgmt Simple Average			42	\$2,999	87.34%	\$3,809	83.99%	\$4,359	96.11%	\$1,261	7.65%	16.53%	\$4,986	92.80%	\$5,991	88.93%	\$6,674	99.06%
STATEWIDE Simple Average			44	\$3,077	89.59%	\$3,845	84.79%	\$4,429	97.66%	\$1,261	7.65%	16.53%	\$5,082	94.59%	\$6,036	89.60%	\$6,762	100.36%

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1216 ACCOUNTANT 2

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-CLACK	475		Accountant	\$3,866	\$4,890	\$1,266	7.65%	16.43%	\$6,063	\$7,334
CO-LINCOLN			ACCOUNTING ANALYST	\$4,116	\$5,532	\$938	7.65%	16.83%	\$6,062	\$7,824
CO-MARION	035		Accountant 2	\$3,676	\$5,434	\$1,346	7.65%	12.35%	\$5,758	\$7,867
CO-MULT			Finance Specialist 2	\$4,106	\$5,049	\$1,369	7.65%	15.87%	\$6,441	\$7,606
CO-WASH			ACCOUNTANT II	\$4,666	\$5,671	\$1,177	7.65%	22.22%	\$7,237	\$8,542
County Simple Average				\$4,086	\$5,315	\$1,219	7.65%	16.74%	\$6,312	\$7,835
MIL-OPES	2.03		Accountant (Intermediate)	\$4,024	\$5,453	\$1,267	7.65%	10.63%	\$6,027	\$7,717
OPES Simple Average				\$4,024	\$5,453	\$1,267	7.65%	10.63%	\$6,027	\$7,717
MIL-NWMGT	1.06		Accountant	\$4,066	\$6,008	\$956	7.65%	6.15%	\$5,583	\$7,793
MIL-PACS	2.05		Accountant (Intermediate)	\$3,892	\$5,560	\$956	7.65%	6.15%	\$5,385	\$7,284
Purchased Simple Average				\$3,979	\$5,784	\$956	7.65%	6.15%	\$5,484	\$7,538
ST-CA	4546		ACCOUNTING OFFICER (SPECIALIST)	\$3,918	\$4,906	\$1,116	7.65%	21.35%	\$6,170	\$7,444
ST-ID	04246	K	Financial Specialist	\$2,905	\$4,486	\$879	7.65%	14.19%	\$4,419	\$6,345
ST-NV	7.136	36	Accountant 2	\$3,515	\$5,227	\$785	7.65%	25.75%	\$5,474	\$7,758
ST-WA	143J	44	FISCAL ANALYST 2	\$2,920	\$3,819	\$662	7.65%	9.21%	\$4,074	\$5,125
State Simple Average				\$3,314	\$4,610	\$861	7.65%	17.63%	\$5,034	\$6,668
MARKET Simple Average				\$3,806	\$5,170	\$1,060	7.65%	14.76%	\$5,724	\$7,387

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max		
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%	
	AAON	AFSCME-DOC NON-SECURITY	A A	4	\$3,995	104.97%	\$5,180	100.19%	\$5,516	106.70%	\$1,261	7.65%	16.53%	\$6,222	108.70%	\$7,693	104.15%	\$8,111	109.81%	
	Corrections Simple Average				4	\$3,995	104.97%	\$5,180	100.19%	\$5,516	106.70%	\$1,261	7.65%	16.53%	\$6,222	108.70%	\$7,693	104.15%	\$8,111	109.81%
	MMC	MGT SVC NON-SUPV CONFIDENTIAL	A A		\$3,547	93.20%			\$4,979	96.31%	\$1,261	7.65%	16.53%	\$5,666	98.98%			\$7,444	100.78%	
	MMN	MGT SVC NON-SUPV	A A		\$3,547	93.20%			\$4,979	96.31%	\$1,261	7.65%	16.53%	\$5,666	98.98%			\$7,444	100.78%	
	Management Simple Average					\$3,547	93.20%			\$4,979	96.31%	\$1,261	7.65%	16.53%	\$5,666	98.98%	- %		\$7,444	100.78%
	AB	AFSCME-CONST CONTR BRD	A A		\$3,292	86.50%			\$4,791	92.68%	\$1,261	7.65%	16.53%	\$5,349	93.45%			\$7,211	97.62%	
	AD	AFSCME-DEQ	A A	2	\$3,292	86.50%	\$4,791	92.68%	\$4,791	92.68%	\$1,261	7.65%	16.53%	\$5,349	93.45%	\$7,211	97.62%	\$7,211	97.62%	
	AG	AFSCME-DLCD	A A		\$3,292	86.50%			\$4,791	92.68%	\$1,261	7.65%	16.53%	\$5,349	93.45%			\$7,211	97.62%	
	AL	AFSCME-OLCC	A A	1	\$3,292	86.50%	\$3,610	69.83%	\$4,791	92.68%	\$1,261	7.65%	16.53%	\$5,349	93.45%	\$5,744	77.77%	\$7,211	97.62%	
	AO	AFSCME-OREGON STATE POLICE	A A	1	\$3,292	86.50%	\$3,451	66.75%	\$4,791	92.68%	\$1,261	7.65%	16.53%	\$5,349	93.45%	\$5,547	75.09%	\$7,211	97.62%	

1216 ACCOUNTANT 2 (Continued)

Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
				\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
AR	AFSCME-REAL ESTATE	A A	1	\$3,292	86.50%	\$4,359	84.32%	\$4,791	92.68%	\$1,261	7.65%	16.53%	\$5,349	93.45%	\$6,674	90.36%	\$7,211	97.62%
AS	AFSCME-DEPT PUBLIC SAFE/STD/TRNG	A A	1	\$3,291	86.47%	\$4,162	80.51%	\$4,791	92.68%	\$1,261	7.65%	16.53%	\$5,348	93.43%	\$6,430	87.05%	\$7,211	97.62%
AT	AFSCME-DCBS BUILDING CODES	A A		\$3,292	86.50%			\$4,791	92.68%	\$1,261	7.65%	16.53%	\$5,349	93.45%			\$7,211	97.62%
AU	AFSCME-MILITARY	A A		\$3,291	86.47%			\$4,791	92.68%	\$1,261	7.65%	16.53%	\$5,348	93.43%			\$7,211	97.62%
AV	AFSCME-OR EMERGENCY MGMT	A A	2	\$3,292	86.50%	\$4,382	84.76%	\$4,791	92.68%	\$1,261	7.65%	16.53%	\$5,349	93.45%	\$6,703	90.75%	\$7,211	97.62%
AX	AFSCME-STATE LANDS	A A	1	\$3,290	86.45%	\$3,448	66.70%	\$4,791	92.68%	\$1,261	7.65%	16.53%	\$5,347	93.41%	\$5,543	75.04%	\$7,211	97.62%
OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	48	\$3,290	86.45%	\$4,266	82.53%	\$4,791	92.68%	\$1,261	7.65%	16.53%	\$5,347	93.41%	\$6,559	88.80%	\$7,211	97.62%
UA	UNREPRESENTED	A A	8	\$3,291	86.47%	\$4,525	87.53%	\$4,791	92.68%	\$1,261	7.65%	16.53%	\$5,348	93.43%	\$6,880	93.15%	\$7,211	97.62%
Non-Corrections/Non-Mgmt Simple Average			65	\$3,291	86.48%	\$4,110	79.51%	\$4,791	92.68%	\$1,261	7.65%	16.53%	\$5,349	93.44%	\$6,366	86.18%	\$7,211	97.62%
STATEWIDE Simple Average			69	\$3,367	88.48%	\$4,217	81.58%	\$4,860	94.01%	\$1,261	7.65%	16.53%	\$5,443	95.09%	\$6,499	87.98%	\$7,296	98.78%

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1217 ACCOUNTANT 3

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-CLACK	474		Accountant, Senior	\$4,247	\$5,382	\$1,266	7.65%	16.43%	\$6,536	\$7,944
CO-MARION	033		Senior Accountant	\$3,912	\$5,784	\$1,346	7.65%	12.35%	\$6,041	\$8,287
CO-MULT			Finance Specialist Senior	\$4,625	\$5,688	\$1,369	7.65%	15.87%	\$7,081	\$8,395
CO-WASH			ACCOUNTANT, SENIOR	\$5,150	\$6,259	\$1,177	7.65%	22.22%	\$7,865	\$9,305
County Simple Average				\$4,484	\$5,778	\$1,289	7.65%	16.72%	\$6,881	\$8,483
MIL-OPES	2.04		Accountant (Senior)	\$4,667	\$6,368	\$1,267	7.65%	10.63%	\$6,788	\$8,799
OPES Simple Average				\$4,667	\$6,368	\$1,267	7.65%	10.63%	\$6,788	\$8,799
MIL-PACS	2.06		Accountant (Senior)	\$4,627	\$6,776	\$956	7.65%	6.15%	\$6,222	\$8,668
Purchased Simple Average				\$4,627	\$6,776	\$956	7.65%	6.15%	\$6,222	\$8,668
ST-CA	4567		SENIOR ACCOUNTING OFFICER (SPECIALIST)	\$4,488	\$5,618	\$1,116	7.65%	21.35%	\$6,905	\$8,363
ST-ID	04245	L	Financial Specialist, Senior	\$3,279	\$5,065	\$879	7.65%	14.19%	\$4,875	\$7,050
ST-NV	7.135	38	Accountant 3	\$3,830	\$5,726	\$785	7.65%	25.75%	\$5,894	\$8,424
ST-WA	143K	50	FISCAL ANALYST 3	\$3,377	\$4,429	\$662	7.65%	9.21%	\$4,608	\$5,838
State Simple Average				\$3,744	\$5,210	\$861	7.65%	17.63%	\$5,571	\$7,419
MARKET Simple Average				\$4,220	\$5,710	\$1,082	7.65%	15.42%	\$6,281	\$8,107

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
	AAON	AFSCME-DOC NON-SECURITY	A A	2	\$4,803	113.81%	\$6,364	111.46%	\$6,665	116.73%	\$1,261	7.65%	16.53%	\$7,226	115.03%	\$9,164	113.04%	\$9,538	117.65%
Corrections Simple Average				2	\$4,803	113.81%	\$6,364	111.46%	\$6,665	116.73%	\$1,261	7.65%	16.53%	\$7,226	115.03%	\$9,164	113.04%	\$9,538	117.65%
MMC	MGT SVC NON-SUPV CONFIDENTIAL	A A		\$4,305	102.01%			\$6,046	105.89%	\$1,261	7.65%	16.53%	\$6,607	105.19%			\$8,769	108.17%	
MMN	MGT SVC NON-SUPV	A A		\$4,305	102.01%			\$6,046	105.89%	\$1,261	7.65%	16.53%	\$6,607	105.19%			\$8,769	108.17%	
Management Simple Average					\$4,305	102.01%		\$6,046	105.89%	\$1,261	7.65%	16.53%	\$6,607	105.19%		- %	\$8,769	108.17%	
AB	AFSCME-CONST CONTR BRD	A A		\$3,973	94.14%			\$5,802	101.62%	\$1,261	7.65%	16.53%	\$6,195	98.63%			\$8,466	104.43%	
AD	AFSCME-DEQ	A A	1	\$3,973	94.14%	\$5,802	101.62%	\$5,802	101.62%	\$1,261	7.65%	16.53%	\$6,195	98.63%	\$8,466	104.43%	\$8,466	104.43%	
AG	AFSCME-DLCD	A A	1	\$3,973	94.14%	\$5,277	92.42%	\$5,802	101.62%	\$1,261	7.65%	16.53%	\$6,195	98.63%	\$7,814	96.39%	\$8,466	104.43%	
AL	AFSCME-OLCC	A A	3	\$3,973	94.14%	\$5,621	98.44%	\$5,802	101.62%	\$1,261	7.65%	16.53%	\$6,195	98.63%	\$8,241	101.65%	\$8,466	104.43%	
AO	AFSCME-OREGON STATE POLICE	A A	2	\$3,973	94.14%	\$5,297	92.76%	\$5,802	101.62%	\$1,261	7.65%	16.53%	\$6,195	98.63%	\$7,839	96.69%	\$8,466	104.43%	
AS	AFSCME-DEPT PUBLIC SAFE/STD/TRNG	A A		\$3,973	94.14%			\$5,802	101.62%	\$1,261	7.65%	16.53%	\$6,195	98.63%			\$8,466	104.43%	
AT	AFSCME-DCBS BUILDING CODES	A A	2	\$3,973	94.14%	\$5,081	88.98%	\$5,802	101.62%	\$1,261	7.65%	16.53%	\$6,195	98.63%	\$7,570	93.38%	\$8,466	104.43%	

1217 ACCOUNTANT 3 (Continued)

Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
AU	AFSCME-MILITARY	A A	2	\$3,973	94.14%	\$5,540	97.02%	\$5,802	101.62%	\$1,261	7.65%	16.53%	\$6,195	98.63%	\$8,140	100.41%	\$8,466	104.43%
AV	AFSCME-OR EMERGENCY MGMT	A A	2	\$3,973	94.14%	\$5,802	101.62%	\$5,802	101.62%	\$1,261	7.65%	16.53%	\$6,195	98.63%	\$8,466	104.43%	\$8,466	104.43%
AX	AFSCME-STATE LANDS	A A	1	\$3,971	94.09%	\$5,530	96.85%	\$5,801	101.60%	\$1,261	7.65%	16.53%	\$6,193	98.59%	\$8,129	100.26%	\$8,465	104.41%
OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	58	\$3,974	94.16%	\$5,111	89.52%	\$5,802	101.62%	\$1,261	7.65%	16.53%	\$6,196	98.64%	\$7,609	93.85%	\$8,466	104.43%
UA	UNREPRESENTED	A A	4	\$3,973	94.14%	\$5,057	88.57%	\$5,802	101.62%	\$1,261	7.65%	16.53%	\$6,195	98.63%	\$7,542	93.02%	\$8,466	104.43%
Non-Corrections/Non-Mgmt Simple Average			76	\$3,973	94.14%	\$5,412	94.78%	\$5,802	101.62%	\$1,261	7.65%	16.53%	\$6,195	98.62%	\$7,982	98.45%	\$8,466	104.43%
STATEWIDE Simple Average			78	\$4,073	96.50%	\$5,498	96.30%	\$5,892	103.19%	\$1,261	7.65%	16.53%	\$6,319	100.59%	\$8,089	99.78%	\$8,578	105.81%

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1218 ACCOUNTANT 4

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-MARION	036		Chief Accountant	\$4,997	\$7,398	\$1,346	7.65%	12.35%	\$7,343	\$10,223
County Simple Average				\$4,997	\$7,398	\$1,346	7.65%	12.35%	\$7,343	\$10,223
MIL-NWMGT	1.05		Accountant - Senior	\$4,875	\$7,244	\$956	7.65%	6.15%	\$6,504	\$9,200
Purchased Simple Average				\$4,875	\$7,244	\$956	7.65%	6.15%	\$6,504	\$9,200
ST-CA	0000		No Match							
ST-ID	04244	M	Financial Specialist, Principal	\$3,708	\$5,726	\$879	7.65%	14.19%	\$5,396	\$7,855
ST-NV	0000	00	No Match							
ST-WA	143L	52	FISCAL ANALYST 4	\$3,549	\$4,653	\$662	7.65%	9.21%	\$4,809	\$6,099
State Simple Average				\$3,628	\$5,189	\$771	7.65%	11.70%	\$5,103	\$6,977
MARKET Simple Average				\$4,282	\$6,255	\$961	7.65%	10.48%	\$6,013	\$8,344

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	AAON	AFSCME-DOC NON-SECURITY	A A	1	\$5,516	128.81%	\$7,672	122.65%	\$7,672	122.65%	\$1,261	7.65%	16.53%	\$8,111	134.89%	\$10,789	129.29%	\$10,789	129.29%
Corrections Simple Average				1	\$5,516	128.81%	\$7,672	122.65%	\$7,672	122.65%	\$1,261	7.65%	16.53%	\$8,111	134.89%	\$10,789	129.29%	\$10,789	129.29%
	MESN	EXEC SVC SUPERVISORY	A A		\$4,979	116.27%			\$6,998	111.88%	\$1,261	7.65%	16.53%	\$7,444	123.80%			\$9,952	119.26%
	MMC	MGT SVC NON-SUPV CONFIDENTIAL	A A		\$4,979	116.27%			\$6,998	111.88%	\$1,261	7.65%	16.53%	\$7,444	123.80%			\$9,952	119.26%
	MMN	MGT SVC NON-SUPV	A A	22	\$4,979	116.27%	\$6,263	100.12%	\$6,998	111.88%	\$1,261	7.65%	16.53%	\$7,444	123.80%	\$9,038	108.32%	\$9,952	119.26%
	MMS	MGT SVC SUPERVISORY	A A	2	\$4,979	116.27%	\$5,639	90.14%	\$6,998	111.88%	\$1,261	7.65%	16.53%	\$7,444	123.80%	\$8,263	99.03%	\$9,952	119.26%
Management Simple Average				24	\$4,979	116.27%	\$5,951	95.13%	\$6,998	111.88%	\$1,261	7.65%	16.53%	\$7,444	123.80%	\$8,651	103.67%	\$9,952	119.26%
	AB	AFSCME-CONST CONTR BRD	A A		\$4,571	106.74%			\$6,696	107.05%	\$1,261	7.65%	16.53%	\$6,938	115.38%			\$9,577	114.77%
	AD	AFSCME-DEQ	A A		\$4,571	106.74%			\$6,683	106.84%	\$1,261	7.65%	16.53%	\$6,938	115.38%			\$9,560	114.57%
	AG	AFSCME-DLCD	A A		\$4,571	106.74%			\$6,683	106.84%	\$1,261	7.65%	16.53%	\$6,938	115.38%			\$9,560	114.57%
	AL	AFSCME-OLCC	A A		\$4,571	106.74%			\$6,683	106.84%	\$1,261	7.65%	16.53%	\$6,938	115.38%			\$9,560	114.57%
	AO	AFSCME-OREGON STATE POLICE	A A		\$4,571	106.74%			\$6,683	106.84%	\$1,261	7.65%	16.53%	\$6,938	115.38%			\$9,560	114.57%
	AS	AFSCME-DEPT PUBLIC SAFE/STD/TRNG	A A		\$4,571	106.74%			\$6,682	106.83%	\$1,261	7.65%	16.53%	\$6,938	115.38%			\$9,559	114.56%
	AT	AFSCME-DCBS BUILDING CODES	A A		\$4,571	106.74%			\$6,683	106.84%	\$1,261	7.65%	16.53%	\$6,938	115.38%			\$9,560	114.57%
	AU	AFSCME-MILITARY	A A		\$4,571	106.74%			\$6,691	106.97%	\$1,261	7.65%	16.53%	\$6,938	115.38%			\$9,570	114.69%
	AX	AFSCME-STATE LANDS	A A	1	\$4,570	106.72%	\$6,695	107.03%	\$6,695	107.03%	\$1,261	7.65%	16.53%	\$6,936	115.36%	\$9,575	114.75%	\$9,575	114.75%

1218 ACCOUNTANT 4 (Continued)

Repr	Repr Description	Opt	Emps	SR Min to SR Min	Emp Avg to SR Max	SR Max to SR Max	Insurance	SS	Retire	SR Min to SR Min	Emp Avg to SR Max	POLICY POINT SR Max to SR Max	
OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	20	\$4,569 106.70%	\$6,189 98.95%	\$6,691 106.97%	\$1,261	7.65%	16.53%	\$6,935 115.34%	\$8,947 107.22%	\$9,570	114.69%
UA	UNREPRESENTED	A A	4	\$4,571 106.74%	\$5,232 83.64%	\$6,691 106.97%	\$1,261	7.65%	16.53%	\$6,938 115.38%	\$7,759 92.98%	\$9,570	114.69%
Non-Corrections/Non-Mgmt Simple Average			25	\$4,571 106.74%	\$6,039 96.54%	\$6,687 106.91%	\$1,261	7.65%	16.53%	\$6,937 115.37%	\$8,760 104.98%	\$9,566	114.64%
STATEWIDE Simple Average			50	\$4,732 110.50%	\$6,282 100.42%	\$6,827 109.14%	\$1,261	7.65%	16.53%	\$7,137 118.70%	\$9,062 108.60%	\$9,739	116.71%

1219 SUPERVISING ACCOUNTANT

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-MARION	040		Managerial Accountant	\$4,321	\$6,387	\$1,346	7.65%	12.35%	\$6,531	\$9,011
CO-UNION			Accounting Manager	\$4,473	\$5,437	\$1,263	7.65%	10.25%	\$6,537	\$7,673
County Simple Average				\$4,397	\$5,912	\$1,304	7.65%	11.30%	\$6,534	\$8,342
MIL-OPES	2.07		Accounting Supervisor	\$5,195	\$7,341	\$1,267	7.65%	10.63%	\$7,412	\$9,950
OPES Simple Average				\$5,195	\$7,341	\$1,267	7.65%	10.63%	\$7,412	\$9,950
MIL-NWMGT	1.04b		Accounting Supervisor	\$5,064	\$7,552	\$956	7.65%	6.15%	\$6,719	\$9,550
MIL-PACS	2.07a		Accounting Supervisor	\$4,884	\$7,267	\$956	7.65%	6.15%	\$6,514	\$9,226
Purchased Simple Average				\$4,974	\$7,409	\$956	7.65%	6.15%	\$6,616	\$9,388
ST-CA	4569		SENIOR ACCOUNTING OFFICER (SUPERVISOR)	\$4,714	\$5,858	\$1,116	7.65%	21.35%	\$7,197	\$8,672
ST-ID	0000		No Match							
ST-NV	7.103	41	Chief Accountant	\$4,371	\$6,567	\$785	7.65%	25.75%	\$6,616	\$9,545
ST-WA	143M	56	FISCAL ANALYST 5	\$3,918	\$5,136	\$662	7.65%	9.21%	\$5,241	\$6,664
State Simple Average				\$4,334	\$5,854	\$854	7.65%	18.77%	\$6,351	\$8,294
MARKET Simple Average				\$4,618	\$6,443	\$1,044	7.65%	12.73%	\$6,596	\$8,786

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
	MMS	MGT SVC SUPERVISORY	A A	1	\$3,915	84.79%	\$4,979	77.28%	\$5,492	85.24%	\$1,261	7.65%	16.53%	\$6,123	92.83%	\$7,444	84.73%	\$8,081	91.98%
Management Simple Average				1	\$3,915	84.79%	\$4,979	77.28%	\$5,492	85.24%	\$1,261	7.65%	16.53%	\$6,123	92.83%	\$7,444	84.73%	\$8,081	91.98%
STATEWIDE Simple Average				1	\$3,915	84.79%	\$4,979	77.28%	\$5,492	85.24%	\$1,261	7.65%	16.53%	\$6,123	92.83%	\$7,444	84.73%	\$8,081	91.98%

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1232 SR INVESTMNT OFCR REAL ESTATE

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max

EXCLUDED-N 0000 No Budgeted Positions

Exclude Simple Average										
MARKET Simple Average				Excluded						Excluded

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min	Emp Avg to SR Max	SR Max to SR Max	Insurance	SS	Retire	SR Min to SR Min	Emp Avg to SR Max	POLICY POINT
													SR Max to SR Max

1233 SR INVESTMNT OFCR FIXED INCOME

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max

EXCLUDED-N 0000 No Budgeted Positions

Exclude Simple Average										
MARKET Simple Average				Excluded						Excluded

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min	Emp Avg to SR Max	SR Max to SR Max	Insurance	SS	Retire	SR Min to SR Min	Emp Avg to SR Max	POLICY POINT
													SR Max to SR Max

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1234 CHIEF INVESTMENT OFFICER

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max

EXCLUDED-N 0000 No Budgeted Positions

Exclude Simple Average										
MARKET Simple Average				Excluded						Excluded

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min	Emp Avg to SR Max	SR Max to SR Max	Insurance	SS	Retire	SR Min to SR Min	Emp Avg to SR Max	POLICY POINT
													SR Max to SR Max

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1236 DEPUTY CHIEF INVESTMNT OFCR

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max

EXCLUDED-N 0000 No Budgeted Positions

Exclude Simple Average										
MARKET Simple Average				Excluded						Excluded

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min	Emp Avg to SR Max	SR Max to SR Max	Insurance	SS	Retire	SR Min to SR Min	Emp Avg to SR Max	POLICY POINT
													SR Max to SR Max

1239 SR INVESTMNT OFCR EQUITIES

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max

EXCLUDED-N 0000 No Budgeted Positions

Exclude Simple Average										
MARKET Simple Average				Excluded						Excluded

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min	Emp Avg to SR Max	SR Max to SR Max	Insurance	SS	Retire	SR Min to SR Min	Emp Avg to SR Max	POLICY POINT
													SR Max to SR Max

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1242 INVESTMENT OFFICER B

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max

EXCLUDED-N 0000 No Budgeted Positions

Exclude Simple Average										
MARKET Simple Average				Excluded					Excluded	

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min	Emp Avg to SR Max	SR Max to SR Max	Insurance	SS	Retire	SR Min to SR Min	Emp Avg to SR Max	POLICY POINT
													SR Max to SR Max

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1243 FISCAL ANALYST 1

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
MIL-PACS	2.12		Financial Analyst (Entry)	\$3,895	\$5,825	\$956	7.65%	6.15%	\$5,388	\$7,585
Purchased Simple Average				\$3,895	\$5,825	\$956	7.65%	6.15%	\$5,388	\$7,585
ST-CA	5268		ASSISTANT FINANCE BUDGET ANALYST	\$3,921	\$4,908	\$1,116	7.65%	21.35%	\$6,174	\$7,447
ST-ID	04246	K	Financial Specialist	\$2,905	\$4,486	\$879	7.65%	14.19%	\$4,419	\$6,345
ST-NV	7.627	34	Budget Analyst 1	\$3,222	\$4,778	\$785	7.65%	25.75%	\$5,084	\$7,159
ST-WA	147A	44	BUDGET ANALYST 1	\$2,920	\$3,819	\$662	7.65%	9.21%	\$4,074	\$5,125
State Simple Average				\$3,242	\$4,498	\$861	7.65%	17.63%	\$4,938	\$6,519
MARKET Simple Average				\$3,373	\$4,763	\$880	7.65%	15.33%	\$5,028	\$6,732

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
AAON	AFSCME-DOC NON-SECURITY	A A	1	\$3,995	118.45%	\$5,025	105.50%	\$5,516	115.80%	\$1,261	7.65%	16.53%	\$6,222	123.76%	\$7,501	111.43%	\$8,111	120.48%	
Corrections Simple Average				1	\$3,995	118.45%	\$5,025	105.50%	\$5,516	115.80%	\$1,261	7.65%	16.53%	\$6,222	123.76%	\$7,501	111.43%	\$8,111	120.48%
MMC	MGT SVC NON-SUPV CONFIDENTIAL	A A		\$3,547	105.17%			\$4,979	104.53%	\$1,261	7.65%	16.53%	\$5,666	112.69%			\$7,444	110.58%	
MMN	MGT SVC NON-SUPV	A A		\$3,547	105.17%			\$4,979	104.53%	\$1,261	7.65%	16.53%	\$5,666	112.69%			\$7,444	110.58%	
Management Simple Average					\$3,547	105.17%		\$4,979	104.53%	\$1,261	7.65%	16.53%	\$5,666	112.69%	- %		\$7,444	110.58%	
AD	AFSCME-DEQ	A A		\$3,292	97.61%			\$4,791	100.58%	\$1,261	7.65%	16.53%	\$5,349	106.40%			\$7,211	107.11%	
AL	AFSCME-OLCC	A A		\$3,292	97.61%			\$4,791	100.58%	\$1,261	7.65%	16.53%	\$5,349	106.40%			\$7,211	107.11%	
AO	AFSCME-OREGON STATE POLICE	A A		\$3,292	97.61%			\$4,791	100.58%	\$1,261	7.65%	16.53%	\$5,349	106.40%			\$7,211	107.11%	
AU	AFSCME-MILITARY	A A	4	\$3,291	97.58%	\$4,046	84.94%	\$4,791	100.58%	\$1,261	7.65%	16.53%	\$5,348	106.37%	\$6,286	93.37%	\$7,211	107.11%	
AX	AFSCME-STATE LANDS	A A		\$3,290	97.55%			\$4,791	100.58%	\$1,261	7.65%	16.53%	\$5,347	106.35%			\$7,211	107.11%	
E	AEE-ASSOC OF ENGINEER EMS	A A	2	\$3,284	97.37%	\$4,150	87.13%	\$4,851	101.84%	\$1,261	7.65%	16.53%	\$5,339	106.20%	\$6,415	95.29%	\$7,285	108.22%	
OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	27	\$3,290	97.55%	\$4,084	85.74%	\$4,791	100.58%	\$1,261	7.65%	16.53%	\$5,347	106.35%	\$6,333	94.07%	\$7,211	107.11%	
UA	UNREPRESENTED	A A	3	\$3,291	97.58%	\$3,824	80.27%	\$4,791	100.58%	\$1,261	7.65%	16.53%	\$5,348	106.37%	\$6,010	89.27%	\$7,211	107.11%	
Non-Corrections/Non-Mgmt Simple Average				36	\$3,290	97.56%	\$4,026	84.52%	\$4,799	100.74%	\$1,261	7.65%	16.53%	\$5,347	106.35%	\$6,261	93.00%	\$7,220	107.25%
STATEWIDE Simple Average				37	\$3,401	100.84%	\$4,226	88.71%	\$4,897	102.80%	\$1,261	7.65%	16.53%	\$5,485	109.09%	\$6,509	96.68%	\$7,342	109.06%

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1244 FISCAL ANALYST 2

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-CLACK	477		Financial Analyst	\$5,129	\$6,493	\$1,266	7.65%	16.43%	\$7,630	\$9,323
CO-DOUGLAS	1960		Management Analyst 3	\$3,456	\$5,042	\$1,365	7.65%	18.05%	\$5,710	\$7,703
CO-MALHEUF			Administrative Officer	\$4,436	\$5,870	\$1,144	7.65%	11.53%	\$6,431	\$8,139
CO-MARION	087		Budget Analyst 2	\$4,046	\$5,987	\$1,346	7.65%	12.35%	\$6,201	\$8,530
CO-MULT			Budget Analyst	\$4,625	\$5,688	\$1,369	7.65%	15.87%	\$7,081	\$8,395
County Simple Average				\$4,338	\$5,816	\$1,298	7.65%	14.85%	\$6,610	\$8,418
MIL-OPES	2.09		Budget Analyst (Intermediate)	\$4,712	\$6,537	\$1,267	7.65%	10.63%	\$6,841	\$8,999
MIL-OPES	2.12a		Financial Analyst - Intermediate	\$4,993	\$6,849	\$1,267	7.65%	10.63%	\$7,172	\$9,369
OPES Simple Average				\$4,852	\$6,693	\$1,267	7.65%	10.63%	\$7,007	\$9,184
MIL-NWMGT	2.10		Financial Analyst	\$4,656	\$6,924	\$956	7.65%	6.15%	\$6,255	\$8,835
MIL-PACS	2.11		Budget Analyst	\$4,770	\$6,254	\$956	7.65%	6.15%	\$6,385	\$8,073
MIL-PACS	2.13		Financial Analyst (Intermediate)	\$4,730	\$7,023	\$956	7.65%	6.15%	\$6,339	\$8,948
Purchased Simple Average				\$4,719	\$6,734	\$956	7.65%	6.15%	\$6,326	\$8,619
ST-CA	5267		ASSOCIATE FINANCE BUDGET ANALYST	\$4,713	\$5,903	\$1,116	7.65%	21.35%	\$7,195	\$8,730
ST-ID	0000		No Match							
ST-NV	7.621	36	Budget Analyst 2	\$3,515	\$5,227	\$785	7.65%	25.75%	\$5,474	\$7,758
ST-WA	147B	50	BUDGET ANALYST 2	\$3,377	\$4,429	\$662	7.65%	9.21%	\$4,608	\$5,838
State Simple Average				\$3,868	\$5,186	\$854	7.65%	18.77%	\$5,759	\$7,442
MARKET Simple Average				\$4,397	\$6,017	\$1,112	7.65%	13.10%	\$6,409	\$8,357

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	AAON	AFSCME-DOC NON-SECURITY	A A	9	\$4,803	109.24%	\$6,343	105.40%	\$6,665	110.76%	\$1,261	7.65%	16.53%	\$7,226	112.74%	\$9,138	109.34%	\$9,538	114.13%
Corrections Simple Average				9	\$4,803	109.24%	\$6,343	105.40%	\$6,665	110.76%	\$1,261	7.65%	16.53%	\$7,226	112.74%	\$9,138	109.34%	\$9,538	114.13%
	MMC	MGT SVC NON-SUPV CONFIDENTIAL	A A	1	\$4,305	97.91%	\$5,492	91.27%	\$6,046	100.48%	\$1,261	7.65%	16.53%	\$6,607	103.09%	\$8,081	96.70%	\$8,769	104.93%
	MMN	MGT SVC NON-SUPV	A A	2	\$4,305	97.91%	\$5,236	87.01%	\$6,046	100.48%	\$1,261	7.65%	16.53%	\$6,607	103.09%	\$7,763	92.89%	\$8,769	104.93%
	MMS	MGT SVC SUPERVISORY	A A		\$4,305	97.91%			\$6,046	100.48%	\$1,261	7.65%	16.53%	\$6,607	103.09%			\$8,769	104.93%
Management Simple Average				3	\$4,305	97.91%	\$5,364	89.14%	\$6,046	100.48%	\$1,261	7.65%	16.53%	\$6,607	103.09%	\$7,922	94.80%	\$8,769	104.93%
	AD	AFSCME-DEQ	A A	3	\$3,973	90.36%	\$5,536	92.01%	\$5,802	96.42%	\$1,261	7.65%	16.53%	\$6,195	96.66%	\$8,136	97.36%	\$8,466	101.31%
	AG	AFSCME-DLCD	A A		\$3,973	90.36%			\$5,802	96.42%	\$1,261	7.65%	16.53%	\$6,195	96.66%			\$8,466	101.31%

1244 FISCAL ANALYST 2 (Continued)

Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
AL	AFSCME-OLCC	A A		\$3,973	90.36%			\$5,802	96.42%	\$1,261	7.65%	16.53%	\$6,195	96.66%			\$8,466	101.31%
AO	AFSCME-OREGON STATE POLICE	A A	1	\$3,973	90.36%	\$4,791	79.62%	\$5,802	96.42%	\$1,261	7.65%	16.53%	\$6,195	96.66%	\$7,211	86.29%	\$8,466	101.31%
AU	AFSCME-MILITARY	A A	2	\$3,973	90.36%	\$5,297	88.02%	\$5,802	96.42%	\$1,261	7.65%	16.53%	\$6,195	96.66%	\$7,839	93.80%	\$8,466	101.31%
AV	AFSCME-OR EMERGENCY MGMT	A A		\$3,973	90.36%			\$5,802	96.42%	\$1,261	7.65%	16.53%	\$6,195	96.66%			\$8,466	101.31%
AX	AFSCME-STATE LANDS	A A		\$3,971	90.32%			\$5,801	96.40%	\$1,261	7.65%	16.53%	\$6,193	96.62%			\$8,465	101.29%
E	AEE-ASSOC OF ENGINEER EMS	A A	7	\$3,992	90.79%	\$5,262	87.44%	\$5,895	97.97%	\$1,261	7.65%	16.53%	\$6,219	97.03%	\$7,795	93.28%	\$8,582	102.69%
OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	67	\$3,974	90.39%	\$5,096	84.68%	\$5,802	96.42%	\$1,261	7.65%	16.53%	\$6,196	96.68%	\$7,589	90.81%	\$8,466	101.31%
UA	UNREPRESENTED	A A	7	\$3,973	90.36%	\$5,118	85.05%	\$5,802	96.42%	\$1,261	7.65%	16.53%	\$6,195	96.66%	\$7,617	91.14%	\$8,466	101.31%
Non-Corrections/Non-Mgmt Simple Average			87	\$3,975	90.40%	\$5,183	86.14%	\$5,811	96.57%	\$1,261	7.65%	16.53%	\$6,197	96.69%	\$7,698	92.11%	\$8,478	101.45%
STATEWIDE Simple Average			99	\$4,105	93.36%	\$5,352	88.94%	\$5,923	98.42%	\$1,261	7.65%	16.53%	\$6,359	99.21%	\$7,908	94.62%	\$8,616	103.10%

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1245 FISCAL ANALYST 3

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-MULT			Budget Analyst Senior	\$4,645	\$6,967	\$1,369	7.65%	15.87%	\$7,106	\$9,974
CO-WASH			MANAGEMENT ANALYST, SENIOR	\$5,826	\$7,078	\$1,177	7.65%	22.22%	\$8,743	\$10,369
County Simple Average				\$5,235	\$7,022	\$1,273	7.65%	19.05%	\$7,924	\$10,172
MIL-OPES	2.10		Budget Analyst (Senior)	\$5,082	\$7,389	\$1,267	7.65%	10.63%	\$7,278	\$10,006
OPES Simple Average				\$5,082	\$7,389	\$1,267	7.65%	10.63%	\$7,278	\$10,006
MIL-NWMGT	2.09		Financial Analyst - Senior	\$5,710	\$8,563	\$956	7.65%	6.15%	\$7,454	\$10,701
MIL-PACS	2.14		Financial Analyst (Senior)	\$5,556	\$8,386	\$956	7.65%	6.15%	\$7,279	\$10,499
Purchased Simple Average				\$5,633	\$8,475	\$956	7.65%	6.15%	\$7,366	\$10,600
ST-CA	5266		STAFF FINANCE BUDGET ANALYST	\$5,439	\$6,759	\$1,116	7.65%	21.35%	\$8,132	\$9,835
ST-ID	04245	L	Financial Specialist, Senior	\$3,279	\$5,065	\$879	7.65%	14.19%	\$4,875	\$7,050
ST-NV	7.620	38	Budget Analyst 3	\$3,830	\$5,726	\$785	7.65%	25.75%	\$5,894	\$8,424
ST-WA	147C	54	BUDGET ANALYST 3	\$3,726	\$4,888	\$662	7.65%	9.21%	\$5,016	\$6,374
State Simple Average				\$4,069	\$5,610	\$861	7.65%	17.63%	\$5,979	\$7,921
MARKET Simple Average				\$4,788	\$6,758	\$1,019	7.65%	14.61%	\$6,864	\$9,248

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
	AAON	AFSCME-DOC NON-SECURITY	A A	2	\$5,516	115.20%	\$6,211	91.90%	\$7,672	113.53%	\$1,261	7.65%	16.53%	\$8,111	118.17%	\$8,974	97.03%	\$10,789	116.66%
Corrections Simple Average				2	\$5,516	115.20%	\$6,211	91.90%	\$7,672	113.53%	\$1,261	7.65%	16.53%	\$8,111	118.17%	\$8,974	97.03%	\$10,789	116.66%
MENC	EXEC SVC NON-SUPV CONFIDENTIAL	A A		\$4,979	103.99%			\$6,998	103.55%	\$1,261	7.65%	16.53%	\$7,444	108.45%			\$9,952	107.61%	
MENN	EXEC SVC NON-SUPV	A A		\$4,979	103.99%			\$6,998	103.55%	\$1,261	7.65%	16.53%	\$7,444	108.45%			\$9,952	107.61%	
MMC	MGT SVC NON-SUPV CONFIDENTIAL	A A	2	\$4,979	103.99%	\$6,522	96.51%	\$6,998	103.55%	\$1,261	7.65%	16.53%	\$7,444	108.45%	\$9,360	101.21%	\$9,952	107.61%	
MMN	MGT SVC NON-SUPV	A A	27	\$4,979	103.99%	\$6,249	92.47%	\$6,998	103.55%	\$1,261	7.65%	16.53%	\$7,444	108.45%	\$9,021	97.55%	\$9,952	107.61%	
MMS	MGT SVC SUPERVISORY	A A	3	\$4,979	103.99%	\$6,269	92.77%	\$6,998	103.55%	\$1,261	7.65%	16.53%	\$7,444	108.45%	\$9,047	97.82%	\$9,952	107.61%	
Management Simple Average				32	\$4,979	103.99%	\$6,347	93.92%	\$6,998	103.55%	\$1,261	7.65%	16.53%	\$7,444	108.45%	\$9,143	98.86%	\$9,952	107.61%
AD	AFSCME-DEQ	A A		\$4,571	95.47%			\$6,683	98.89%	\$1,261	7.65%	16.53%	\$6,938	101.07%			\$9,560	103.38%	
AL	AFSCME-OLCC	A A		\$4,571	95.47%			\$6,683	98.89%	\$1,261	7.65%	16.53%	\$6,938	101.07%			\$9,560	103.38%	
AU	AFSCME-MILITARY	A A		\$4,571	95.47%			\$6,691	99.01%	\$1,261	7.65%	16.53%	\$6,938	101.07%			\$9,570	103.48%	
AX	AFSCME-STATE LANDS	A A		\$4,570	95.44%			\$6,695	99.07%	\$1,261	7.65%	16.53%	\$6,936	101.05%			\$9,575	103.54%	

1245 FISCAL ANALYST 3 (Continued)

Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
E	AEE-ASSOC OF ENGINEER EMS	A A	2	\$4,621	96.51%	\$6,360	94.10%	\$6,824	100.98%	\$1,261	7.65%	16.53%	\$7,000	101.98%	\$9,159	99.03%	\$9,735	105.27%
OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	49	\$4,569	95.42%	\$6,014	88.99%	\$6,691	99.01%	\$1,261	7.65%	16.53%	\$6,935	101.04%	\$8,729	94.39%	\$9,570	103.48%
UA	UNREPRESENTED	A A	3	\$4,571	95.47%	\$5,195	76.88%	\$6,691	99.01%	\$1,261	7.65%	16.53%	\$6,938	101.07%	\$7,713	83.40%	\$9,570	103.48%
Non-Corrections/Non-Mgmt Simple Average			54	\$4,578	95.61%	\$5,856	86.66%	\$6,708	99.27%	\$1,261	7.65%	16.53%	\$6,946	101.19%	\$8,534	92.27%	\$9,592	103.72%
STATEWIDE Simple Average			88	\$4,804	100.34%	\$6,117	90.52%	\$6,894	102.01%	\$1,261	7.65%	16.53%	\$7,227	105.29%	\$8,858	95.78%	\$9,822	106.21%

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1319 HUMAN RESOURCE ASSISTANT

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-CLACK			Human Resources Assistant	\$3,724	\$5,027	\$1,266	7.65%	16.43%	\$5,886	\$7,504
CO-CLATSOP			Human Resources Assistant	\$3,374	\$4,499	\$1,297	7.65%	14.48%	\$5,418	\$6,791
CO-JEFFERS			Human Resource Technician	\$2,517	\$3,470	\$1,010	7.65%	15.77%	\$4,116	\$5,293
CO-LANE	N7012		Administrative Support Tech (HR Technician)	\$2,487	\$3,732	\$1,776	7.65%	14.91%	\$4,824	\$6,350
CO-MULT	9061		Human Resources Technician (NR)	\$3,406	\$4,769	\$1,369	7.65%	15.87%	\$5,576	\$7,259
CO-WASH			HUMAN RESOURCES SPECIALIST	\$4,332	\$5,264	\$1,177	7.65%	22.22%	\$6,802	\$8,013
County Simple Average				\$3,307	\$4,460	\$1,316	7.65%	16.61%	\$5,437	\$6,868
MIL-OPES	5.01		Human Resources Assistant	\$3,602	\$4,879	\$1,267	7.65%	10.63%	\$5,528	\$7,038
OPES Simple Average				\$3,602	\$4,879	\$1,267	7.65%	10.63%	\$5,528	\$7,038
MIL-NWHCS	13.24		Human Resources Assistant	\$2,882	\$4,169	\$956	7.65%	6.15%	\$4,235	\$5,700
MIL-PACS	5.02		Human Resources Assistant	\$3,305	\$4,754	\$956	7.65%	6.15%	\$4,717	\$6,366
Purchased Simple Average				\$3,093	\$4,461	\$956	7.65%	6.15%	\$4,476	\$6,033
ST-CA	1303	D	PERSONNEL SPECIALIST	\$3,413	\$4,273	\$1,116	7.65%	21.35%	\$5,518	\$6,628
ST-ID	05159	I	Personnel Technician	\$2,300	\$3,553	\$879	7.65%	14.19%	\$3,682	\$5,208
ST-NV	7.536	25	Personnel Technician 1	\$2,229	\$3,222	\$785	7.65%	25.75%	\$3,759	\$5,084
ST-WA	123E	35	HUMAN RESOURCE CONSULTANT ASSISTANT 1	\$2,370	\$3,063	\$662	7.65%	9.21%	\$3,432	\$4,241
State Simple Average				\$2,578	\$3,528	\$861	7.65%	17.63%	\$4,098	\$5,290
MARKET Simple Average				\$3,072	\$4,206	\$1,117	7.65%	14.85%	\$4,884	\$6,267

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max		
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%	
	MMC	MGT SVC NON-SUPV CONFIDENTIAL	A A	9	\$2,804	91.27%	\$3,305	78.59%	\$3,915	93.09%	\$1,261	7.65%	16.53%	\$4,743	97.12%	\$5,366	85.62%	\$6,123	97.70%	
	MMN	MGT SVC NON-SUPV	A A	18	\$2,804	91.27%	\$3,443	81.88%	\$3,915	93.09%	\$1,261	7.65%	16.53%	\$4,743	97.12%	\$5,537	88.35%	\$6,123	97.70%	
	MMS	MGT SVC SUPERVISORY	A A		\$2,804	91.27%			\$3,915	93.09%	\$1,261	7.65%	16.53%	\$4,743	97.12%			\$6,123	97.70%	
	Management Simple Average			27	\$2,804	91.27%	\$3,374	80.23%	\$3,915	93.09%	\$1,261	7.65%	16.53%	\$4,743	97.12%	\$5,452	86.99%	\$6,123	97.70%	
	UA	UNREPRESENTED	A A		\$2,635	85.77%			\$3,781	89.90%	\$1,261	7.65%	16.53%	\$4,534	92.82%			\$5,957	95.04%	
	Non-Corrections/Non-Mgmt Simple Average					\$2,635	85.77%			\$3,781	89.90%	\$1,261	7.65%	16.53%	\$4,534	92.82%	- %		\$5,957	95.04%
	STATEWIDE Simple Average				27	\$2,762	89.89%	\$3,374	80.23%	\$3,882	92.29%	\$1,261	7.65%	16.53%	\$4,691	96.05%	\$5,452	86.99%	\$6,081	97.04%

1320 HUMAN RESOURCE ANALYST 1

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-CLACK			Human Resources Specialist	\$4,105	\$5,542	\$1,266	7.65%	16.43%	\$6,360	\$8,143
CO-MULT	9080		Human Resources Analyst 1 (NR)	\$3,949	\$5,529	\$1,369	7.65%	15.87%	\$6,247	\$8,198
CO-WASH			HUMAN RESOURCES ANALYST I	\$4,781	\$5,810	\$1,177	7.65%	22.22%	\$7,385	\$8,722
County Simple Average				\$4,278	\$5,627	\$1,270	7.65%	18.17%	\$6,664	\$8,355
MIL-OPES	5.07		Employment Recruiter	\$4,221	\$6,172	\$1,267	7.65%	10.63%	\$6,260	\$8,567
OPES Simple Average				\$4,221	\$6,172	\$1,267	7.65%	10.63%	\$6,260	\$8,567
MIL-PACS	5.09b		Employment Recruiter**	\$4,335	\$6,296	\$956	7.65%	6.15%	\$5,889	\$8,120
Purchased Simple Average				\$4,335	\$6,296	\$956	7.65%	6.15%	\$5,889	\$8,120
ST-CA	5157	C	STAFF SERVICES ANALYST (GENERAL)	\$3,731	\$4,671	\$1,116	7.65%	21.35%	\$5,929	\$7,141
ST-ID	05141	K	Human Resource Specialist	\$2,905	\$4,486	\$879	7.65%	14.19%	\$4,419	\$6,345
ST-NV	7.527	32	Personnel Analyst 1	\$2,961	\$4,371	\$785	7.65%	25.75%	\$4,736	\$6,616
ST-WA	119E	45	HUMAN RESOURCE CONSULTANT 1	\$2,994	\$3,918	\$662	7.65%	9.21%	\$4,161	\$5,241
State Simple Average				\$3,148	\$4,362	\$861	7.65%	17.63%	\$4,811	\$6,336
MARKET Simple Average				\$3,776	\$5,199	\$1,053	7.65%	15.76%	\$5,709	\$7,455

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max		
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%	
	MMC	MGT SVC NON-SUPV CONFIDENTIAL	A A	8	\$3,547	93.94%	\$4,037	77.64%	\$4,979	95.76%	\$1,261	7.65%	16.53%	\$5,666	99.24%	\$6,275	84.17%	\$7,444	99.86%	
	MMN	MGT SVC NON-SUPV	A A	47	\$3,547	93.94%	\$4,373	84.10%	\$4,979	95.76%	\$1,261	7.65%	16.53%	\$5,666	99.24%	\$6,691	89.76%	\$7,444	99.86%	
	MMS	MGT SVC SUPERVISORY	A A		\$3,547	93.94%			\$4,979	95.76%	\$1,261	7.65%	16.53%	\$5,666	99.24%			\$7,444	99.86%	
	Management Simple Average			55	\$3,547	93.94%	\$4,205	80.87%	\$4,979	95.76%	\$1,261	7.65%	16.53%	\$5,666	99.24%	\$6,483	86.96%	\$7,444	99.86%	
	UA	UNREPRESENTED	A A		\$3,291	87.16%			\$4,791	92.14%	\$1,261	7.65%	16.53%	\$5,348	93.67%			\$7,211	96.73%	
	Non-Corrections/Non-Mgmt Simple Average					\$3,291	87.16%			\$4,791	92.14%	\$1,261	7.65%	16.53%	\$5,348	93.67%	- %		\$7,211	96.73%
	STATEWIDE Simple Average				55	\$3,483	92.24%	\$4,205	80.87%	\$4,932	94.86%	\$1,261	7.65%	16.53%	\$5,587	97.85%	\$6,483	86.96%	\$7,386	99.08%

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1321 HUMAN RESOURCE ANALYST 2

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-CLACK			Human Resources Analyst	\$4,753	\$6,416	\$1,266	7.65%	16.43%	\$7,163	\$9,227
CO-DOUGLAS	1520		Human Resources Analyst	\$2,900	\$4,224	\$1,365	7.65%	18.05%	\$5,010	\$6,675
CO-LINCOLN			PERSONNEL ASSISTANT	\$3,529	\$4,743	\$938	7.65%	16.83%	\$5,331	\$6,842
CO-MARION	058		Human Resources Analyst	\$4,113	\$6,079	\$1,346	7.65%	12.35%	\$6,282	\$8,641
CO-MULT			Human Resources Analyst 2	\$4,341	\$6,511	\$1,369	7.65%	15.87%	\$6,730	\$9,411
CO-WASH			HUMAN RESOURCES ANALYST II	\$5,544	\$6,738	\$1,177	7.65%	22.22%	\$8,377	\$9,927
County Simple Average				\$4,197	\$5,785	\$1,243	7.65%	16.96%	\$6,482	\$8,454
MIL-OPES	5.02		Human Resources Generalist	\$4,490	\$6,079	\$1,267	7.65%	10.63%	\$6,578	\$8,458
OPES Simple Average				\$4,490	\$6,079	\$1,267	7.65%	10.63%	\$6,578	\$8,458
MIL-NWHCS	13.25		Human Resources Generalist	\$4,117	\$6,124	\$956	7.65%	6.15%	\$5,642	\$7,925
MIL-PACS	5.03a		Human Resources Generalist	\$4,179	\$6,204	\$956	7.65%	6.15%	\$5,712	\$8,016
Purchased Simple Average				\$4,148	\$6,164	\$956	7.65%	6.15%	\$5,677	\$7,970
ST-CA	0000		No Match							
ST-ID	05134	M	Human Resource Specialist, Senior	\$3,708	\$5,726	\$879	7.65%	14.19%	\$5,396	\$7,855
ST-NV	7.521	34	Personnel Analyst 2	\$3,222	\$4,778	\$785	7.65%	25.75%	\$5,084	\$7,159
ST-WA	119F	50	HUMAN RESOURCE CONSULTANT 2	\$3,377	\$4,429	\$662	7.65%	9.21%	\$4,608	\$5,838
State Simple Average				\$3,436	\$4,978	\$775	7.65%	16.38%	\$5,030	\$6,951
MARKET Simple Average				\$4,023	\$5,671	\$1,081	7.65%	14.49%	\$5,993	\$7,998

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max			Insurance		SS		Retire		SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%	\$	%	\$	%	\$	%	\$	%	\$	%	\$	%	\$
	MENC	EXEC SVC NON-SUPV CONFIDENTIAL	A	A	\$4,111	102.19%			\$5,764	101.64%	\$1,261	7.65%	16.53%	\$6,366	106.24%			\$8,419	105.27%				
	MENN	EXEC SVC NON-SUPV	A	A	\$4,111	102.19%			\$5,764	101.64%	\$1,261	7.65%	16.53%	\$6,366	106.24%			\$8,419	105.27%				
	MESN	EXEC SVC SUPERVISORY	A	A	\$4,111	102.19%			\$5,764	101.64%	\$1,261	7.65%	16.53%	\$6,366	106.24%			\$8,419	105.27%				
	MMC	MGT SVC NON-SUPV CONFIDENTIAL	A	A	1	\$4,111	102.19%	\$4,305	75.91%	\$5,764	101.64%	\$1,261	7.65%	16.53%	\$6,366	106.24%	\$6,607	82.61%	\$8,419	105.27%			
	MMN	MGT SVC NON-SUPV	A	A	55	\$4,111	102.19%	\$4,975	87.73%	\$5,764	101.64%	\$1,261	7.65%	16.53%	\$6,366	106.24%	\$7,440	93.02%	\$8,419	105.27%			
	MMS	MGT SVC SUPERVISORY	A	A		\$4,111	102.19%			\$5,764	101.64%	\$1,261	7.65%	16.53%	\$6,366	106.24%			\$8,419	105.27%			
	Management Simple Average				56	\$4,111	102.19%	\$4,640	81.82%	\$5,764	101.64%	\$1,261	7.65%	16.53%	\$6,366	106.24%	\$7,023	87.82%	\$8,419	105.27%			
	UA	UNREPRESENTED	A	A		\$3,781	93.99%			\$5,530	97.52%	\$1,261	7.65%	16.53%	\$5,957	99.40%			\$8,129	101.64%			
	Non-Corrections/Non-Mgmt Simple Average					\$3,781	93.99%			\$5,530	97.52%	\$1,261	7.65%	16.53%	\$5,957	99.40%		- %	\$8,129	101.64%			

STATEWIDE Simple Average	56	\$4,064	101.02%	\$4,640	81.82%	\$5,731	101.05%	\$1,261	7.65%	16.53%	\$6,308	105.26%	\$7,023	87.82%	\$8,378	104.75%
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1322 HUMAN RESOURCE ANALYST 3

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-LINCOLN			PERSONNEL GENERALIST	\$4,116	\$5,532	\$938	7.65%	16.83%	\$6,062	\$7,824
CO-MARION	059		Senior Human Resources Analyst	\$4,997	\$7,398	\$1,346	7.65%	12.35%	\$7,343	\$10,223
CO-MULT			Human Resources Analyst Senior	\$4,970	\$7,455	\$1,369	7.65%	15.87%	\$7,507	\$10,577
CO-WASH	036		HUMAN RESOURCES ANALYST, SENIOR	\$6,121	\$7,438	\$1,177	7.65%	22.22%	\$9,127	\$10,836
County Simple Average				\$5,051	\$6,956	\$1,207	7.65%	16.82%	\$7,510	\$9,865
MIL-OPES	5.03		Human Resources Generalist (Senior)	\$5,289	\$7,393	\$1,267	7.65%	10.63%	\$7,524	\$10,012
OPES Simple Average				\$5,289	\$7,393	\$1,267	7.65%	10.63%	\$7,524	\$10,012
MIL-PACS	5.03b		Human Resources Generalist (Senior)	\$5,361	\$7,873	\$956	7.65%	6.15%	\$7,057	\$9,916
Purchased Simple Average				\$5,361	\$7,873	\$956	7.65%	6.15%	\$7,057	\$9,916
ST-CA	1317		SENIOR PERSONNEL SPECIALIST	\$3,731	\$4,671	\$1,116	7.65%	21.35%	\$5,929	\$7,141
ST-ID	05131	O	Human Resource Officer	\$4,441	\$6,856	\$879	7.65%	14.19%	\$6,290	\$9,232
ST-NV	7.520	36	Personnel Analyst 3	\$3,515	\$5,227	\$785	7.65%	25.75%	\$5,474	\$7,758
ST-WA	119G	54	HUMAN RESOURCE CONSULTANT 3	\$3,726	\$4,888	\$662	7.65%	9.21%	\$5,016	\$6,374
State Simple Average				\$3,853	\$5,410	\$861	7.65%	17.63%	\$5,677	\$7,626
MARKET Simple Average				\$4,627	\$6,473	\$1,049	7.65%	15.46%	\$6,733	\$8,989

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max			Insurance		SS		Retire		SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max		
					\$	%	\$	%	\$	%	\$	%	\$	%	\$	%	\$	%	\$	%	\$	%	\$	%
	MENC	EXEC SVC NON-SUPV CONFIDENTIAL	A	A	\$4,742	102.49%			\$6,663	102.93%	\$1,261	7.65%	16.53%	\$7,150	106.20%			\$9,536	106.08%			\$9,536	106.08%	
	MENN	EXEC SVC NON-SUPV	A	A	\$4,742	102.49%			\$6,663	102.93%	\$1,261	7.65%	16.53%	\$7,150	106.20%			\$9,536	106.08%			\$9,536	106.08%	
	MESN	EXEC SVC SUPERVISORY	A	A	\$4,742	102.49%			\$6,663	102.93%	\$1,261	7.65%	16.53%	\$7,150	106.20%			\$9,536	106.08%			\$9,536	106.08%	
	MMC	MGT SVC NON-SUPV CONFIDENTIAL	A	A	11	\$4,742	102.49%	\$6,049	93.45%	\$6,663	102.93%	\$1,261	7.65%	16.53%	\$7,150	106.20%	\$8,773	97.59%	\$9,536	106.08%			\$9,536	106.08%
	MMN	MGT SVC NON-SUPV	A	A	83	\$4,742	102.49%	\$6,188	95.60%	\$6,663	102.93%	\$1,261	7.65%	16.53%	\$7,150	106.20%	\$8,946	99.51%	\$9,536	106.08%			\$9,536	106.08%
	MMS	MGT SVC SUPERVISORY	A	A	2	\$4,742	102.49%	\$6,078	93.89%	\$6,663	102.93%	\$1,261	7.65%	16.53%	\$7,150	106.20%	\$8,808	97.99%	\$9,536	106.08%			\$9,536	106.08%
	Management Simple Average				96	\$4,742	102.49%	\$6,105	94.31%	\$6,663	102.93%	\$1,261	7.65%	16.53%	\$7,150	106.20%	\$8,842	98.37%	\$9,536	106.08%			\$9,536	106.08%
	UA	UNREPRESENTED	A	A		\$4,359	94.21%			\$6,381	98.58%	\$1,261	7.65%	16.53%	\$6,674	99.13%			\$9,185	102.18%			\$9,185	102.18%
	Non-Corrections/Non-Mgmt Simple Average					\$4,359	94.21%			\$6,381	98.58%	\$1,261	7.65%	16.53%	\$6,674	99.13%	- %		\$9,185	102.18%			\$9,185	102.18%
	STATEWIDE Simple Average				96	\$4,687	101.31%	\$6,105	94.31%	\$6,623	102.31%	\$1,261	7.65%	16.53%	\$7,082	105.19%	\$8,842	98.37%	\$9,486	105.52%			\$9,486	105.52%

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1324 STATE LABOR RELATIONS MANAGER

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-LANE	N3002		Program Manager - (Employee & Labor Relations Manager)	\$5,068	\$7,604	\$1,776	7.65%	14.91%	\$7,988	\$11,096
County Simple Average				\$5,068	\$7,604	\$1,776	7.65%	14.91%	\$7,988	\$11,096
MIL-OPES	5.10		Labor Relations Negotiator	\$5,905	\$8,337	\$1,267	7.65%	10.63%	\$8,252	\$11,129
OPES Simple Average				\$5,905	\$8,337	\$1,267	7.65%	10.63%	\$8,252	\$11,129
ST-CA	7566		LABOR RELATIONS NEGOTIATOR, DEPARTMENT OF PI	\$7,252	\$8,234	\$1,116	7.65%	21.35%	\$10,471	\$11,737
ST-ID	0000		No Match							
ST-NV	0000	00	No Match							
ST-WA			LABOR NEGOTIATOR	\$7,827	\$8,602	\$662	7.65%	9.21%	\$9,809	\$10,714
State Simple Average				\$7,540	\$8,418	\$889	7.65%	15.28%	\$10,140	\$11,226
MARKET Simple Average				\$6,513	\$8,194	\$1,205	7.65%	14.03%	\$9,130	\$11,169

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max			Insurance		SS		Retire		SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
	MMC	MGT SVC NON-SUPV CONFIDENTIAL	A	A	5	\$6,351	97.51%	\$7,908	96.51%	\$8,917	108.82%	\$1,261	7.65%	16.53%	\$9,148	100.20%	\$11,082	99.22%	\$12,335	110.44%			
	MMN	MGT SVC NON-SUPV	A	A		\$6,351	97.51%	\$7,908	96.51%	\$8,917	108.82%	\$1,261	7.65%	16.53%	\$9,148	100.20%	\$11,082	99.22%	\$12,335	110.44%			
	Management Simple Average				5	\$6,351	97.51%	\$7,908	96.51%	\$8,917	108.82%	\$1,261	7.65%	16.53%	\$9,148	100.20%	\$11,082	99.22%	\$12,335	110.44%			
	STATEWIDE Simple Average				5	\$6,351	97.51%	\$7,908	96.51%	\$8,917	108.82%	\$1,261	7.65%	16.53%	\$9,148	100.20%	\$11,082	99.22%	\$12,335	110.44%			

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1326 HR CONSULTANT 1

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
MIL-OPES	5.06		Compensation Analyst	\$4,617	\$6,636	\$1,267	7.65%	10.63%	\$6,728	\$9,116
OPES Simple Average				\$4,617	\$6,636	\$1,267	7.65%	10.63%	\$6,728	\$9,116
MIL-NWMGT	4.13		Compensation Analyst (Intermediate Level)	\$4,515	\$6,712	\$956	7.65%	6.15%	\$6,094	\$8,594
MIL-PACS	5.04a		Employee Relations Specialist	\$4,980	\$7,494	\$956	7.65%	6.15%	\$6,624	\$9,485
Purchased Simple Average				\$4,748	\$7,103	\$956	7.65%	6.15%	\$6,359	\$9,039
ST-CA	4800		STAFF SERVICES MANAGER I	\$5,181	\$6,437	\$1,116	7.65%	21.35%	\$7,799	\$9,419
ST-ID	0000		No Match							
ST-NV	0000	00	No Match							
ST-WA	0000		No Match							
State Simple Average				\$5,181	\$6,437	\$1,116	7.65%	21.35%	\$7,799	\$9,419
MARKET Simple Average				\$4,823	\$6,820	\$1,074	7.65%	11.07%	\$6,811	\$9,154

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max			SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max			
					\$	%	\$	%	\$	%	\$	%	\$	%	\$	%			
	MMC	MGT SVC NON-SUPV CONFIDENTIAL	A A		\$4,979	103.23%			\$6,998	102.61%	\$1,261	7.65%	16.53%	\$7,444	109.30%		\$9,952	108.72%	
	MMN	MGT SVC NON-SUPV	A A	7	\$4,979	103.23%	\$6,441	94.44%	\$6,998	102.61%	\$1,261	7.65%	16.53%	\$7,444	109.30%	\$9,260	101.16%	\$9,952	108.72%
Management Simple Average				7	\$4,979	103.23%	\$6,441	94.44%	\$6,998	102.61%	\$1,261	7.65%	16.53%	\$7,444	109.30%	\$9,260	101.16%	\$9,952	108.72%
STATEWIDE Simple Average				7	\$4,979	103.23%	\$6,441	94.44%	\$6,998	102.61%	\$1,261	7.65%	16.53%	\$7,444	109.30%	\$9,260	101.16%	\$9,952	108.72%

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1327 HR CONSULTANT 2

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
MIL-NWMGT	4.02		Human Resources Consultant	\$5,925	\$8,959	\$956	7.65%	6.15%	\$7,698	\$11,151
MIL-NWMGT	4.12		Compensation Analyst - Senior	\$5,595	\$8,355	\$956	7.65%	6.15%	\$7,324	\$10,464
Purchased Simple Average				\$5,760	\$8,657	\$956	7.65%	6.15%	\$7,511	\$10,808
ST-CA	5318		PERSONNEL PROGRAM ADVISOR	\$6,296	\$7,152	\$1,116	7.65%	21.35%	\$9,237	\$10,342
ST-ID	0000		No Match							
ST-NV	0000	00	No Match							
ST-WA	0000		No Match							
State Simple Average				\$6,296	\$7,152	\$1,116	7.65%	21.35%	\$9,237	\$10,342
MARKET Simple Average				\$5,939	\$8,155	\$1,009	7.65%	11.22%	\$8,086	\$10,652

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max			Insurance		SS		Retire		SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max		
	MMC	MGT SVC NON-SUPV CONFIDENTIAL	A	A	\$5,492	92.48%			\$7,701	94.43%	\$1,261	7.65%	16.53%	\$8,081	99.94%			\$8,081	99.94%	\$9,578	89.91%	\$10,825	101.62%	
	MMN	MGT SVC NON-SUPV	A	A	8	\$5,492	92.48%	\$6,697	82.12%	\$7,701	94.43%	\$1,261	7.65%	16.53%	\$8,081	99.94%	\$9,578	89.91%	\$8,081	99.94%	\$9,578	89.91%	\$10,825	101.62%
Management Simple Average					8	\$5,492	92.48%	\$6,697	82.12%	\$7,701	94.43%	\$1,261	7.65%	16.53%	\$8,081	99.94%	\$9,578	89.91%	\$8,081	99.94%	\$9,578	89.91%	\$10,825	101.62%
STATEWIDE Simple Average					8	\$5,492	92.48%	\$6,697	82.12%	\$7,701	94.43%	\$1,261	7.65%	16.53%	\$8,081	99.94%	\$9,578	89.91%	\$8,081	99.94%	\$9,578	89.91%	\$10,825	101.62%

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1335 DATA PROCESSING INSTRUCTOR

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
EXCLUDED-N	0000		No Budgeted Positions							

Exclude Simple Average										
MARKET Simple Average				Excluded						Excluded

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
		UA	UNREPRESENTED	A	A	\$3,973	- %	- %	\$5,802	- %	\$1,261	7.65%	16.53%	\$6,195	- %	- %	\$8,466	- %	
	Non-Corrections/Non-Mgmt Simple Average				\$3,973	- %	- %	\$5,802	- %	\$1,261	7.65%	16.53%	\$6,195	- %	- %	\$8,466	- %		
	STATEWIDE Simple Average				\$3,973	- %	- %	\$5,802	- %	\$1,261	7.65%	16.53%	\$6,195	- %	- %	\$8,466	- %		

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1338 TRAINING & DEVELOPMENT SPEC 1

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-LINN	696		TRAINING SUPERVISOR	\$4,693	\$5,924	\$1,823	7.65%	15.83%	\$7,618	\$9,138
CO-MULT			Human Resources Analyst 2	\$4,341	\$6,511	\$1,369	7.65%	15.87%	\$6,730	\$9,411
County Simple Average				\$4,517	\$6,218	\$1,596	7.65%	15.85%	\$7,174	\$9,275
MIL-NWMGT	4.16		Training & Development Specialist	\$4,333	\$6,411	\$956	7.65%	6.15%	\$5,887	\$8,252
MIL-PACS	5.10		Training Specialist	\$3,986	\$5,830	\$956	7.65%	6.15%	\$5,492	\$7,591
Purchased Simple Average				\$4,159	\$6,120	\$956	7.65%	6.15%	\$5,689	\$7,921
ST-CA	5197	S	TRAINING OFFICER I	\$4,490	\$5,621	\$1,116	7.65%	21.35%	\$6,908	\$8,367
ST-ID	05126	J	Trainer, Associate	\$2,595	\$4,006	\$879	7.65%	14.19%	\$4,041	\$5,760
ST-NV	7.519	34	Training Officer 1	\$3,222	\$4,778	\$785	7.65%	25.75%	\$5,084	\$7,159
ST-WA	0000		No Match							
State Simple Average				\$3,436	\$4,802	\$927	7.65%	20.43%	\$5,344	\$7,095
MARKET Simple Average				\$3,951	\$5,583	\$1,126	7.65%	15.04%	\$5,966	\$7,954

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	AAON	AFSCME-DOC NON-SECURITY	A A	3	\$3,995	101.11%	\$4,893	87.65%	\$5,516	98.80%	\$1,261	7.65%	16.53%	\$6,222	104.31%	\$7,338	92.26%	\$8,111	101.98%
Corrections Simple Average				3	\$3,995	101.11%	\$4,893	87.65%	\$5,516	98.80%	\$1,261	7.65%	16.53%	\$6,222	104.31%	\$7,338	92.26%	\$8,111	101.98%
	MMC	MGT SVC NON-SUPV CONFIDENTIAL	A A		\$3,547	89.77%			\$4,979	89.18%	\$1,261	7.65%	16.53%	\$5,666	94.98%			\$7,444	93.59%
	MMN	MGT SVC NON-SUPV	A A	1	\$3,547	89.77%	\$4,111	73.63%	\$4,979	89.18%	\$1,261	7.65%	16.53%	\$5,666	94.98%	\$6,366	80.04%	\$7,444	93.59%
Management Simple Average				1	\$3,547	89.77%	\$4,111	73.63%	\$4,979	89.18%	\$1,261	7.65%	16.53%	\$5,666	94.98%	\$6,366	80.04%	\$7,444	93.59%
	AF	AFSCME-FIRE MARSHAL	A A	1	\$3,292	83.31%	\$4,162	74.55%	\$4,791	85.81%	\$1,261	7.65%	16.53%	\$5,349	89.67%	\$6,430	80.84%	\$7,211	90.66%
	AL	AFSCME-OLCC	A A		\$3,292	83.31%			\$4,791	85.81%	\$1,261	7.65%	16.53%	\$5,349	89.67%			\$7,211	90.66%
	AMG	AFSCME-COMMUNITY PGMS (SOCP)	A A	3	\$3,292	83.31%	\$4,718	84.50%	\$4,791	85.81%	\$1,261	7.65%	16.53%	\$5,349	89.67%	\$7,120	89.51%	\$7,211	90.66%
	AO	AFSCME-OREGON STATE POLICE	A A	1	\$3,292	83.31%	\$3,451	61.81%	\$4,791	85.81%	\$1,261	7.65%	16.53%	\$5,349	89.67%	\$5,547	69.74%	\$7,211	90.66%
	AS	AFSCME-DEPT PUBLIC SAFE/STD/TRNG	A A		\$3,291	83.29%			\$4,791	85.81%	\$1,261	7.65%	16.53%	\$5,348	89.65%			\$7,211	90.66%
	AT	AFSCME-DCBS BUILDING CODES	A A		\$3,292	83.31%			\$4,791	85.81%	\$1,261	7.65%	16.53%	\$5,349	89.67%			\$7,211	90.66%
	AV	AFSCME-OR EMERGENCY MGMT	A A		\$3,243	82.07%			\$4,721	84.56%	\$1,261	7.65%	16.53%	\$5,289	88.65%			\$7,124	89.57%
	AX	AFSCME-STATE LANDS	A A	2	\$3,290	83.26%	\$4,575	81.95%	\$4,791	85.81%	\$1,261	7.65%	16.53%	\$5,347	89.63%	\$6,943	87.29%	\$7,211	90.66%
	E	AEE-ASSOC OF ENGINEER EMS	A A		\$3,284	83.11%			\$4,851	86.89%	\$1,261	7.65%	16.53%	\$5,339	89.51%			\$7,285	91.60%

1338 TRAINING & DEVELOPMENT SPEC 1 (Continued)

Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	26	\$3,290	83.26%	\$4,207	75.36%	\$4,791	85.81%	\$1,261	7.65%	16.53%	\$5,347	89.63%	\$6,486	81.55%	\$7,211	90.66%
UA	UNREPRESENTED	A A	3	\$3,291	83.29%	\$4,644	83.19%	\$4,791	85.81%	\$1,261	7.65%	16.53%	\$5,348	89.65%	\$7,029	88.37%	\$7,211	90.66%
Non-Corrections/Non-Mgmt Simple Average			36	\$3,286	83.17%	\$4,293	76.89%	\$4,790	85.80%	\$1,261	7.65%	16.53%	\$5,342	89.55%	\$6,592	82.88%	\$7,210	90.64%
STATEWIDE Simple Average			40	\$3,374	85.39%	\$4,345	77.83%	\$4,869	87.21%	\$1,261	7.65%	16.53%	\$5,451	91.38%	\$6,657	83.70%	\$7,308	91.88%

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1339 TRAINING & DEVELOPMENT SPEC 2

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-CLACK			Training and Quality Assurance Coordinator	\$5,365	\$6,750	\$1,266	7.65%	16.43%	\$7,923	\$9,642
CO-WASH			TRAINING COORDINATOR	\$4,899	\$5,954	\$1,177	7.65%	22.22%	\$7,540	\$8,909
County Simple Average				\$5,132	\$6,352	\$1,221	7.65%	19.33%	\$7,731	\$9,275
MIL-NWMGT	4.15		Training & Development Specialist - Senior	\$5,222	\$7,790	\$956	7.65%	6.15%	\$6,898	\$9,821
MIL-PACS	5.11		Training Specialist (Senior)	\$5,159	\$7,715	\$956	7.65%	6.15%	\$6,826	\$9,735
Purchased Simple Average				\$5,190	\$7,752	\$956	7.65%	6.15%	\$6,862	\$9,778
ST-CA	5196		TRAINING OFFICER III	\$5,688	\$7,068	\$1,116	7.65%	21.35%	\$8,453	\$10,233
ST-ID	05122	L	Training Specialist	\$3,279	\$5,065	\$879	7.65%	14.19%	\$4,875	\$7,050
ST-NV	7.524	36	Training Officer 2	\$3,515	\$5,227	\$785	7.65%	25.75%	\$5,474	\$7,758
ST-WA	0000		No Match							
State Simple Average				\$4,161	\$5,787	\$927	7.65%	20.43%	\$6,267	\$8,347
MARKET Simple Average				\$4,732	\$6,510	\$1,019	7.65%	16.03%	\$6,856	\$9,021

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	AAON	AFSCME-DOC NON-SECURITY	A A	11	\$4,803	101.49%	\$6,152	94.50%	\$6,665	102.38%	\$1,261	7.65%	16.53%	\$7,226	105.40%	\$8,901	98.66%	\$9,538	105.73%
Corrections Simple Average				11	\$4,803	101.49%	\$6,152	94.50%	\$6,665	102.38%	\$1,261	7.65%	16.53%	\$7,226	105.40%	\$8,901	98.66%	\$9,538	105.73%
	MMC	MGT SVC NON-SUPV CONFIDENTIAL	A A		\$4,305	90.97%			\$6,046	92.87%	\$1,261	7.65%	16.53%	\$6,607	96.38%			\$8,769	97.21%
	MMN	MGT SVC NON-SUPV	A A	6	\$4,305	90.97%	\$5,519	84.78%	\$6,046	92.87%	\$1,261	7.65%	16.53%	\$6,607	96.38%	\$8,115	89.95%	\$8,769	97.21%
	MMS	MGT SVC SUPERVISORY	A A		\$4,305	90.97%			\$6,046	92.87%	\$1,261	7.65%	16.53%	\$6,607	96.38%			\$8,769	97.21%
Management Simple Average				6	\$4,305	90.97%	\$5,519	84.78%	\$6,046	92.87%	\$1,261	7.65%	16.53%	\$6,607	96.38%	\$8,115	89.95%	\$8,769	97.21%
	AD	AFSCME-DEQ	A A	1	\$3,973	83.95%	\$5,802	89.13%	\$5,802	89.13%	\$1,261	7.65%	16.53%	\$6,195	90.36%	\$8,466	93.85%	\$8,466	93.85%
	AF	AFSCME-FIRE MARSHAL	A A	2	\$3,973	83.95%	\$4,261	65.45%	\$5,802	89.13%	\$1,261	7.65%	16.53%	\$6,195	90.36%	\$6,552	72.63%	\$8,466	93.85%
	AL	AFSCME-OLCC	A A		\$3,973	83.95%			\$5,802	89.13%	\$1,261	7.65%	16.53%	\$6,195	90.36%			\$8,466	93.85%
	AMG	AFSCME-COMMUNITY PGMS (SOCP)	A A	2	\$3,973	83.95%	\$4,982	76.53%	\$5,802	89.13%	\$1,261	7.65%	16.53%	\$6,195	90.36%	\$7,448	82.56%	\$8,466	93.85%
	AO	AFSCME-OREGON STATE POLICE	A A	1	\$3,973	83.95%	\$4,162	63.93%	\$5,802	89.13%	\$1,261	7.65%	16.53%	\$6,195	90.36%	\$6,430	71.27%	\$8,466	93.85%
	AS	AFSCME-DEPT PUBLIC SAFE/STD/TRNG	A A	2	\$3,973	83.95%	\$4,694	72.10%	\$5,802	89.13%	\$1,261	7.65%	16.53%	\$6,195	90.36%	\$7,090	78.59%	\$8,466	93.85%
	AT	AFSCME-DCBS BUILDING CODES	A A		\$3,973	83.95%			\$5,802	89.13%	\$1,261	7.65%	16.53%	\$6,195	90.36%			\$8,466	93.85%
	AV	AFSCME-OR EMERGENCY MGMT	A A		\$3,973	83.95%			\$5,802	89.13%	\$1,261	7.65%	16.53%	\$6,195	90.36%			\$8,466	93.85%

1339 TRAINING & DEVELOPMENT SPEC 2 (Continued)

Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
E	AEE-ASSOC OF ENGINEER EMS	A A	4	\$3,992	84.35%	\$5,488	84.30%	\$5,895	90.55%	\$1,261	7.65%	16.53%	\$6,219	90.71%	\$8,076	89.53%	\$8,582	95.13%
OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	71	\$3,974	83.97%	\$5,179	79.55%	\$5,802	89.13%	\$1,261	7.65%	16.53%	\$6,196	90.38%	\$7,693	85.27%	\$8,466	93.85%
UA	UNREPRESENTED	A A	3	\$3,973	83.95%	\$5,017	77.07%	\$5,802	89.13%	\$1,261	7.65%	16.53%	\$6,195	90.36%	\$7,492	83.05%	\$8,466	93.85%
Non-Corrections/Non-Mgmt Simple Average			86	\$3,975	83.99%	\$4,948	76.01%	\$5,810	89.26%	\$1,261	7.65%	16.53%	\$6,197	90.40%	\$7,406	82.09%	\$8,477	93.96%
STATEWIDE Simple Average			103	\$4,096	86.55%	\$5,126	78.73%	\$5,915	90.85%	\$1,261	7.65%	16.53%	\$6,348	92.59%	\$7,626	84.54%	\$8,606	95.40%

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1345 SAFETY SPECIALIST 1

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-LANE	N3033		Program Specialist - (Safety Program Specialist)	\$2,863	\$4,297	\$1,776	7.65%	14.91%	\$5,285	\$7,042
CO-WASH			SAFETY SPECIALIST	\$4,781	\$5,810	\$1,177	7.65%	22.22%	\$7,385	\$8,722
County Simple Average				\$3,822	\$5,054	\$1,476	7.65%	18.57%	\$6,335	\$7,882
MIL-OPES	5.14		Safety Officer	\$4,983	\$6,824	\$1,267	7.65%	10.63%	\$7,161	\$9,338
OPES Simple Average				\$4,983	\$6,824	\$1,267	7.65%	10.63%	\$7,161	\$9,338
ST-CA	9807	C	SAFETY SPECIALIST, CALTRANS	\$4,488	\$5,618	\$1,116	7.65%	21.35%	\$6,905	\$8,363
ST-ID	0000		No Match							
ST-NV	11.544	32	Safety Representative, Loss Control	\$2,961	\$4,371	\$785	7.65%	25.75%	\$4,736	\$6,616
ST-WA	399F	49	SAFETY OFFICER 1	\$3,293	\$4,322	\$662	7.65%	9.21%	\$4,510	\$5,713
State Simple Average				\$3,581	\$4,770	\$854	7.65%	18.77%	\$5,384	\$6,897
MARKET Simple Average				\$3,895	\$5,207	\$1,130	7.65%	17.35%	\$5,997	\$7,632

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max			SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max				
					\$	%	\$	%	\$	%	\$	%	\$	%	\$	%				
	AAON	AFSCME-DOC NON-SECURITY	A	A	\$3,995	102.57%	\$4,414	84.76%	\$5,516	105.94%	\$1,261	7.65%	16.53%	\$6,222	103.76%		\$8,111	106.27%		
	Corrections Simple Average				\$3,995	102.57%	\$4,414	84.76%	\$5,516	105.94%	\$1,261	7.65%	16.53%	\$6,222	103.76%	- %	\$8,111	106.27%		
	MMC	MGT SVC NON-SUPV CONFIDENTIAL	A	A	\$3,547	91.07%	\$4,414	84.76%	\$4,979	95.62%	\$1,261	7.65%	16.53%	\$5,666	94.48%		\$7,444	97.54%		
	MMN	MGT SVC NON-SUPV	A	A	\$3,547	91.07%	\$4,414	84.76%	\$4,979	95.62%	\$1,261	7.65%	16.53%	\$5,666	94.48%		\$7,444	97.54%		
	Management Simple Average				\$3,547	91.07%	\$4,414	84.76%	\$4,979	95.62%	\$1,261	7.65%	16.53%	\$5,666	94.48%	- %	\$7,444	97.54%		
	AD	AFSCME-DEQ	A	A	\$3,292	84.52%	\$4,414	84.76%	\$4,791	92.01%	\$1,261	7.65%	16.53%	\$5,349	89.20%		\$7,211	94.48%		
	E	AEE-ASSOC OF ENGINEER EMS	A	A	\$3,284	84.31%	\$4,414	84.76%	\$4,851	93.16%	\$1,261	7.65%	16.53%	\$5,339	89.03%		\$7,285	95.45%		
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A	A	\$3,290	84.47%	\$4,414	84.76%	\$4,791	92.01%	\$1,261	7.65%	16.53%	\$5,347	89.16%	\$6,742	88.34%	\$7,211	94.48%	
	UA	UNREPRESENTED	A	A	\$3,291	84.49%	\$3,973	76.30%	\$4,791	92.01%	\$1,261	7.65%	16.53%	\$5,348	89.18%	\$6,195	81.17%	\$7,211	94.48%	
	Non-Corrections/Non-Mgmt Simple Average				6	\$3,289	84.45%	\$4,193	80.53%	\$4,806	92.30%	\$1,261	7.65%	16.53%	\$5,346	89.14%	\$6,469	84.75%	\$7,230	94.72%
	STATEWIDE Simple Average				6	\$3,464	88.93%	\$4,193	80.53%	\$4,957	95.20%	\$1,261	7.65%	16.53%	\$5,563	92.75%	\$6,469	84.75%	\$7,417	97.18%

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1346 SAFETY SPECIALIST 2

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-CLACK			Safety and Loss Control Coordinator	\$4,196	\$5,296	\$1,266	7.65%	16.43%	\$6,473	\$7,837
CO-WASH			SAFETY COORDINATOR	\$5,544	\$6,737	\$1,177	7.65%	22.22%	\$8,377	\$9,927
County Simple Average				\$4,870	\$6,017	\$1,221	7.65%	19.33%	\$7,425	\$8,882
MIL-NWMGT	5.20		Safety Manager	\$6,098	\$9,159	\$956	7.65%	6.15%	\$7,895	\$11,379
Purchased Simple Average				\$6,098	\$9,159	\$956	7.65%	6.15%	\$7,895	\$11,379
ST-CA	9808	A	SENIOR SAFETY SPECIALIST, CALTRANS	\$5,178	\$6,480	\$1,116	7.65%	21.35%	\$7,795	\$9,475
ST-ID	03386	L	Health and Safety Specialist	\$3,279	\$5,065	\$879	7.65%	14.19%	\$4,875	\$7,050
ST-NV	11.565	35	Agency Loss Control Coordinator	\$3,363	\$4,997	\$785	7.65%	25.75%	\$5,272	\$7,452
ST-WA	399G	53	SAFETY OFFICER 2	\$3,631	\$4,770	\$662	7.65%	9.21%	\$4,905	\$6,236
State Simple Average				\$3,863	\$5,328	\$861	7.65%	17.63%	\$5,712	\$7,553
MARKET Simple Average				\$4,470	\$6,072	\$977	7.65%	16.47%	\$6,513	\$8,479

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max			Insurance		SS		Retire		SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max		
					\$	%	\$	%	\$	%	\$	%	\$	%	\$	%	\$	%	\$	%	\$	%	\$	%
	AAON	AFSCME-DOC NON-SECURITY	A	A	\$4,803	107.45%			\$6,665	109.76%	\$1,261	7.65%	16.53%	\$7,226	110.94%					\$9,538	112.48%			
	Corrections Simple Average				\$4,803	107.45%			\$6,665	109.76%	\$1,261	7.65%	16.53%	\$7,226	110.94%			- %		\$9,538	112.48%			
	MMC	MGT SVC NON-SUPV CONFIDENTIAL	A	A	\$4,305	96.31%			\$6,046	99.57%	\$1,261	7.65%	16.53%	\$6,607	101.45%					\$8,769	103.42%			
	MMN	MGT SVC NON-SUPV	A	A	14	\$4,305	96.31%	\$5,445	89.67%	\$6,046	99.57%	\$1,261	7.65%	16.53%	\$6,607	101.45%	\$8,023	94.61%			\$8,769	103.42%		
	MMS	MGT SVC SUPERVISORY	A	A	1	\$4,305	96.31%	\$4,979	82.00%	\$6,046	99.57%	\$1,261	7.65%	16.53%	\$6,607	101.45%	\$7,444	87.79%			\$8,769	103.42%		
	Management Simple Average				15	\$4,305	96.31%	\$5,212	85.83%	\$6,046	99.57%	\$1,261	7.65%	16.53%	\$6,607	101.45%	\$7,734	91.20%			\$8,769	103.42%		
	AD	AFSCME-DEQ	A	A	2	\$3,973	88.88%	\$4,595	75.67%	\$5,802	95.55%	\$1,261	7.65%	16.53%	\$6,195	95.12%	\$6,967	82.17%			\$8,466	99.85%		
	AS	AFSCME-DEPT PUBLIC SAFE/STD/TRNG	A	A		\$3,973	88.88%			\$5,802	95.55%	\$1,261	7.65%	16.53%	\$6,195	95.12%					\$8,466	99.85%		
	E	AEE-ASSOC OF ENGINEER EMS	A	A		\$3,992	89.31%			\$5,895	97.08%	\$1,261	7.65%	16.53%	\$6,219	95.48%					\$8,582	101.21%		
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A	A		\$3,974	88.90%			\$5,802	95.55%	\$1,261	7.65%	16.53%	\$6,196	95.14%					\$8,466	99.85%		
	UA	UNREPRESENTED	A	A	1	\$3,973	88.88%	\$5,802	95.55%	\$5,802	95.55%	\$1,261	7.65%	16.53%	\$6,195	95.12%	\$8,466	99.85%			\$8,466	99.85%		
	Non-Corrections/Non-Mgmt Simple Average				3	\$3,977	88.97%	\$5,199	85.61%	\$5,821	95.86%	\$1,261	7.65%	16.53%	\$6,200	95.19%	\$7,717	91.01%			\$8,489	100.12%		
	STATEWIDE Simple Average				18	\$4,178	93.47%	\$5,205	85.72%	\$5,990	98.64%	\$1,261	7.65%	16.53%	\$6,450	99.03%	\$7,725	91.11%			\$8,699	102.59%		

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1347 PUBLIC SAFETY TRAINING SPEC 1

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
NO MATCHES	0000		NO MATCHES FOUND							
Exclude Simple Average										
ST-CA	0000		No Match							
ST-ID	0000		No Match							
ST-NV	0000	00	No Match							
ST-WA	0000		No Match							
State Simple Average										
MARKET Simple Average										

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
		AS	AFSCME-DEPT PUBLIC SAFE/STD/TRNG	A A	6	\$3,781	- %	\$5,203	- %	\$5,530	- %	\$1,261	7.65%	16.53%	\$5,957	- %	\$7,722	- %	\$8,129
	UT	TRAINERS AT DPSST	A A	202	\$3,781	- %	\$4,305	- %	\$5,540	- %	\$1,261	7.65%	16.53%	\$5,957	- %	\$6,608	- %	\$8,141	- %
	Non-Corrections/Non-Mgmt Simple Average			208	\$3,781	- %	\$4,754	- %	\$5,535	- %	\$1,261	7.65%	16.53%	\$5,957	- %	\$7,165	- %	\$8,135	- %
	STATEWIDE Simple Average			208	\$3,781	- %	\$4,754	- %	\$5,535	- %	\$1,261	7.65%	16.53%	\$5,957	- %	\$7,165	- %	\$8,135	- %

1348 PUBLIC SAFETY TRAINING SPEC 2

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	0000		No Match							
ST-ID	08467	L	ISP BCI Auditing and Training Specialist	\$3,279	\$5,065	\$879	7.65%	14.19%	\$4,875	\$7,050
ST-NV	0000	00	No Match							
ST-WA	0000		No Match							
State Simple Average				Insufficient Market Data					Insufficient Market Data	
MARKET Simple Average				Insufficient Market Data					Insufficient Market Data	

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min	Emp Avg to SR Max	SR Max to SR Max	Insurance	SS	Retire	SR Min to SR Min	Emp Avg to SR Max	POLICY POINT SR Max to SR Max
		AS	AFSCME-DEPT PUBLIC SAFE/STD/TRNG	A A	27	\$4,571 - %	\$6,229 - %	\$6,682 - %	\$1,261	7.65%	16.53%	\$6,938 - %	\$8,997 - %
	Non-Corrections/Non-Mgmt Simple Average			27	\$4,571 - %	\$6,229 - %	\$6,682 - %	\$1,261	7.65%	16.53%	\$6,938 - %	\$8,997 - %	\$9,559 - %
	STATEWIDE Simple Average			27	\$4,571 - %	\$6,229 - %	\$6,682 - %	\$1,261	7.65%	16.53%	\$6,938 - %	\$8,997 - %	\$9,559 - %

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1370 ATTORNEY GENERAL

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
EXCLUDED-N	0000		Non-ORS 240							

Exclude Simple Average										
MARKET Simple Average				Excluded					Excluded	

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min	Emp Avg to SR Max	SR Max to SR Max	Insurance	SS	Retire	SR Min to SR Min	Emp Avg to SR Max	POLICY POINT
													SR Max to SR Max

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1403 COMPUTER OPER SUPV 1

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max

EXCLUDED-N 0000 No Budgeted Positions

Exclude Simple Average										
MARKET Simple Average				Excluded						Excluded

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
		MMS	MGT SVC SUPERVISORY	I	A	\$3,717	- %	- %	\$5,231	- %	\$1,261	7.65%	16.53%	\$5,877	- %	- %	\$7,757	- %	
	Management Simple Average				\$3,717	- %	- %	\$5,231	- %	\$1,261	7.65%	16.53%	\$5,877	- %	- %	\$7,757	- %		
	STATEWIDE Simple Average				\$3,717	- %	- %	\$5,231	- %	\$1,261	7.65%	16.53%	\$5,877	- %	- %	\$7,757	- %		

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1404 COMPUTER OPER SUPV 2

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
EXCLUDED-N	0000		No Budgeted Positions							

Exclude Simple Average										
MARKET Simple Average				Excluded						Excluded

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
		MMS	MGT SVC SUPERVISORY	I	A	\$4,111	- %	- %	\$5,764	- %	\$1,261	7.65%	16.53%	\$6,366	- %	- %	\$8,419	- %	
	Management Simple Average				\$4,111	- %	- %	\$5,764	- %	\$1,261	7.65%	16.53%	\$6,366	- %	- %	\$8,419	- %		
	STATEWIDE Simple Average				\$4,111	- %	- %	\$5,764	- %	\$1,261	7.65%	16.53%	\$6,366	- %	- %	\$8,419	- %		

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1410 SYSTEMS & PROGRAMMING SUPV 1

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	1316		STAFF INFORMATION SYSTEMS ANALYST (SUPERVISC	\$5,424	\$7,133	\$1,116	7.65%	21.35%	\$8,113	\$10,317
ST-ID	01615	N	IT Systems Analyst, Supervising	\$4,098	\$6,326	\$879	7.65%	14.19%	\$5,872	\$8,587
ST-NV	0000	00	No Match							
ST-WA	0000		No Match							
State Simple Average				\$4,761	\$6,730	\$997	7.65%	17.77%	\$6,992	\$9,452
MARKET Simple Average				\$4,761	\$6,730	\$997	7.65%	17.77%	\$6,992	\$9,452

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	MMS	MGT SVC SUPERVISORY	I A	1	\$5,231	109.88%	\$7,343	109.11%	\$7,343	109.11%	\$1,261	7.65%	16.53%	\$7,757	110.94%	\$10,380	109.82%	\$10,380	109.82%
	Management Simple Average			1	\$5,231	109.88%	\$7,343	109.11%	\$7,343	109.11%	\$1,261	7.65%	16.53%	\$7,757	110.94%	\$10,380	109.82%	\$10,380	109.82%
	STATEWIDE Simple Average			1	\$5,231	109.88%	\$7,343	109.11%	\$7,343	109.11%	\$1,261	7.65%	16.53%	\$7,757	110.94%	\$10,380	109.82%	\$10,380	109.82%

1411 SYSTEMS & PROGRAMMING SUPV 2

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	1340		SENIOR INFORMATION SYSTEMS ANALYST (SUPERVIS	\$5,967	\$7,843	\$1,116	7.65%	21.35%	\$8,813	\$11,233
ST-ID	0000		No Match							
ST-NV	0000	00	No Match							
ST-WA	0000		No Match							
State Simple Average				Insufficient Market Data					Insufficient Market Data	
MARKET Simple Average				Insufficient Market Data					Insufficient Market Data	

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	MMC	MGT SVC NON-SUPV CONFIDENTIAL	I A		\$5,764	- %		- %	\$8,087	- %	\$1,261	7.65%	16.53%	\$8,419	- %		- %	\$11,304	- %
	MMN	MGT SVC NON-SUPV	I A		\$5,764	- %		- %	\$8,087	- %	\$1,261	7.65%	16.53%	\$8,419	- %		- %	\$11,304	- %
	MMS	MGT SVC SUPERVISORY	I A	1	\$5,764	- %	\$6,663	- %	\$8,087	- %	\$1,261	7.65%	16.53%	\$8,419	- %	\$9,536	- %	\$11,304	- %
	Management Simple Average			1	\$5,764	- %	\$6,663	- %	\$8,087	- %	\$1,261	7.65%	16.53%	\$8,419	- %	\$9,536	- %	\$11,304	- %
	STATEWIDE Simple Average			1	\$5,764	- %	\$6,663	- %	\$8,087	- %	\$1,261	7.65%	16.53%	\$8,419	- %	\$9,536	- %	\$11,304	- %

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1412 APPLICATIONS SYSTEMS MANAGER

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-JEFFERS			Systems Administrator	\$3,997	\$5,507	\$1,010	7.65%	15.77%	\$5,943	\$7,806
CO-LINN	88		SYSTEMS MANAGER	\$5,188	\$6,551	\$1,823	7.65%	15.83%	\$8,229	\$9,912
CO-MULT	9452		IT Manager 1	\$6,575	\$9,863	\$1,369	7.65%	15.87%	\$9,490	\$13,551
County Simple Average				\$5,253	\$7,307	\$1,400	7.65%	15.82%	\$7,887	\$10,423
ST-CA	1381		DATA PROCESSING MANAGER I	\$5,424	\$7,133	\$1,116	7.65%	21.35%	\$8,113	\$10,317
ST-ID	0000		No Match							
ST-NV	0000	00	No Match							
ST-WA	0000		No Match							
State Simple Average				\$5,424	\$7,133	\$1,116	7.65%	21.35%	\$8,113	\$10,317
MARKET Simple Average				\$5,296	\$7,263	\$1,329	7.65%	17.21%	\$7,944	\$10,397

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	MMS	MGT SVC SUPERVISORY	I A	2	\$6,046	114.16%	\$8,496	116.97%	\$8,496	116.97%	\$1,261	7.65%	16.53%	\$8,769	110.39%	\$11,812	113.61%	\$11,812	113.61%
	Management Simple Average			2	\$6,046	114.16%	\$8,496	116.97%	\$8,496	116.97%	\$1,261	7.65%	16.53%	\$8,769	110.39%	\$11,812	113.61%	\$11,812	113.61%
	STATEWIDE Simple Average			2	\$6,046	114.16%	\$8,496	116.97%	\$8,496	116.97%	\$1,261	7.65%	16.53%	\$8,769	110.39%	\$11,812	113.61%	\$11,812	113.61%

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1445 DATA RESOURCES MANAGER

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS		
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max	
EXCLUDED-N	0000		No Budgeted Positions								
Exclude Simple Average				Insufficient Market Data					Insufficient Market Data		
MARKET Simple Average				Excluded					Excluded		

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
		MMC	MGT SVC NON-SUPV CONFIDENTIAL	I	A	\$6,351	- %	- %	\$8,917	- %	\$1,261	7.65%	16.53%	\$9,148	- %	- %	\$12,335	- %	
	MMN	MGT SVC NON-SUPV	I	A	\$6,351	- %	- %	\$8,917	- %	\$1,261	7.65%	16.53%	\$9,148	- %	- %	\$12,335	- %		
	MMS	MGT SVC SUPERVISORY	I	A	\$6,351	- %	- %	\$8,917	- %	\$1,261	7.65%	16.53%	\$9,148	- %	- %	\$12,335	- %		
	Management Simple Average				\$6,351	- %	- %	\$8,917	- %	\$1,261	7.65%	16.53%	\$9,148	- %	- %	\$12,335	- %		
	STATEWIDE Simple Average				\$6,351	- %	- %	\$8,917	- %	\$1,261	7.65%	16.53%	\$9,148	- %	- %	\$12,335	- %		

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1461 CRIMNL JUSTICE/EMERG COMM SPEC

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-MALHEUF	esc		Emergency Services Coordinator	\$3,893	\$5,408	\$1,144	7.65%	11.53%	\$5,783	\$7,589
County Simple Average				\$3,893	\$5,408	\$1,144	7.65%	11.53%	\$5,783	\$7,589
ST-CA	8116		EMERGENCY NOTIFICATION CONTROLLER, OFFICE OF	\$3,666	\$4,540	\$1,116	7.65%	21.35%	\$5,845	\$6,972
ST-ID	07231	I	EMS Communications Specialist	\$2,300	\$3,553	\$879	7.65%	14.19%	\$3,682	\$5,208
ST-NV	11.122	31	Public Safety Dispatcher 3	\$2,845	\$4,181	\$785	7.65%	25.75%	\$4,580	\$6,363
ST-WA	451F	37SP	COMMUNICATIONS OFFICER 1	\$2,843	\$3,682	\$662	7.65%	9.21%	\$3,984	\$4,965
State Simple Average				\$2,913	\$3,989	\$861	7.65%	17.63%	\$4,523	\$5,877
MARKET Simple Average				\$3,109	\$4,273	\$917	7.65%	16.41%	\$4,775	\$6,219

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%		
	AO	AFSCME-OREGON STATE POLICE	A A	8	\$2,874	92.43%	\$3,765	88.13%	\$4,162	97.41%	\$1,261	7.65%	16.53%	\$4,830	101.16%	\$5,937	95.46%	\$6,430	103.38%
Non-Corrections/Non-Mgmt Simple Average				8	\$2,874	92.43%	\$3,765	88.13%	\$4,162	97.41%	\$1,261	7.65%	16.53%	\$4,830	101.16%	\$5,937	95.46%	\$6,430	103.38%
STATEWIDE Simple Average				8	\$2,874	92.43%	\$3,765	88.13%	\$4,162	97.41%	\$1,261	7.65%	16.53%	\$4,830	101.16%	\$5,937	95.46%	\$6,430	103.38%

1475 DATA ENTRY CONTROL TECHNICIAN

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	1420		KEY DATA SUPERVISOR I	\$2,800	\$3,503	\$1,116	7.65%	21.35%	\$4,728	\$5,634
ST-ID	0000		No Match							
ST-NV	0000	00	No Match							
ST-WA	0000		No Match							
State Simple Average				Insufficient Market Data					Insufficient Market Data	
MARKET Simple Average				Insufficient Market Data					Insufficient Market Data	

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
		OA	SEIU LOCAL 503 OPEU-STRIKEABLE	I A	2	\$2,110	- %	\$2,882	- %	\$2,882	- %	\$1,261	7.65%	16.53%	\$3,882	- %	\$4,840	- %	\$4,840
	Non-Corrections/Non-Mgmt Simple Average			2	\$2,110	- %	\$2,882	- %	\$2,882	- %	\$1,261	7.65%	16.53%	\$3,882	- %	\$4,840	- %	\$4,840	- %
	STATEWIDE Simple Average			2	\$2,110	- %	\$2,882	- %	\$2,882	- %	\$1,261	7.65%	16.53%	\$3,882	- %	\$4,840	- %	\$4,840	- %

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1481 INFO SYSTEMS SPECIALIST 1

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-MARION	604		Information Technology Intern	\$1,690	\$2,064	\$1,346	7.65%	12.35%	\$3,374	\$3,823
County Simple Average				\$1,690	\$2,064	\$1,346	7.65%	12.35%	\$3,374	\$3,823
MIL-NWIT	12-801		Computer Operator I	\$3,482	\$5,133	\$956	7.65%	6.15%	\$4,918	\$6,798
MIL-NWIT	26-351		Customer Services Representative I	\$2,651	\$3,852	\$956	7.65%	6.15%	\$3,973	\$5,340
Purchased Simple Average				\$3,066	\$4,493	\$956	7.65%	6.15%	\$4,445	\$6,069
ST-CA	1353		COMPUTER OPERATOR	\$2,987	\$3,491	\$1,116	7.65%	21.35%	\$4,969	\$5,619
ST-ID	01656	G	IT Systems Operator, Associate	\$1,711	\$2,641	\$879	7.65%	14.19%	\$2,964	\$4,097
ST-NV	7.943	23	IT Technician Trainee	\$2,060	\$2,961	\$785	7.65%	25.75%	\$3,534	\$4,736
ST-WA	480F	28	IT DATA PROCESSOR 1	\$2,016	\$2,598	\$662	7.65%	9.21%	\$3,018	\$3,698
ST-WA	480N	31	IT COMPUTER OPERATOR 1	\$2,161	\$2,789	\$662	7.65%	9.21%	\$3,187	\$3,921
State Simple Average				\$2,187	\$2,896	\$821	7.65%	15.94%	\$3,534	\$4,414
MARKET Simple Average				\$2,345	\$3,191	\$920	7.65%	13.05%	\$3,742	\$4,754

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max			Insurance		SS		Retire		SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
	AAON	AFSCME-DOC NON-SECURITY	I	A	\$2,617	111.61%			\$3,741	117.22%	\$1,261	7.65%	16.53%	\$4,511	120.56%							\$5,907	124.25%
Corrections Simple Average					\$2,617	111.61%			\$3,741	117.22%	\$1,261	7.65%	16.53%	\$4,511	120.56%			- %				\$5,907	124.25%
	MMC	MGT SVC NON-SUPV CONFIDENTIAL	I	A	\$2,786	118.82%			\$3,814	119.51%	\$1,261	7.65%	16.53%	\$4,721	126.16%							\$5,998	126.16%
	MMN	MGT SVC NON-SUPV	I	A	\$2,786	118.82%			\$3,814	119.51%	\$1,261	7.65%	16.53%	\$4,721	126.16%							\$5,998	126.16%
Management Simple Average					\$2,786	118.82%			\$3,814	119.51%	\$1,261	7.65%	16.53%	\$4,721	126.16%			- %				\$5,998	126.16%
	AB	AFSCME-CONST CONTR BRD	I	A	\$2,630	112.17%			\$3,738	117.13%	\$1,261	7.65%	16.53%	\$4,527	120.99%							\$5,903	124.17%
	AD	AFSCME-DEQ	I	A	\$2,630	112.17%			\$3,738	117.13%	\$1,261	7.65%	16.53%	\$4,527	120.99%							\$5,903	124.17%
	AF	AFSCME-FIRE MARSHAL	I	A	\$2,630	112.17%			\$3,738	117.13%	\$1,261	7.65%	16.53%	\$4,527	120.99%							\$5,903	124.17%
	AG	AFSCME-DLCD	I	A	\$2,630	112.17%			\$3,738	117.13%	\$1,261	7.65%	16.53%	\$4,527	120.99%							\$5,903	124.17%
	AL	AFSCME-OLCC	I	A	\$2,630	112.17%			\$3,738	117.13%	\$1,261	7.65%	16.53%	\$4,527	120.99%							\$5,903	124.17%
	AO	AFSCME-OREGON STATE POLICE	I	A	1	\$2,630	112.17%	\$2,740	85.86%	\$3,738	117.13%	\$1,261	7.65%	16.53%	\$4,527	120.99%	\$4,664	98.11%			\$5,903	124.17%	
	AR	AFSCME-REAL ESTATE	I	A	\$2,630	112.17%			\$3,738	117.13%	\$1,261	7.65%	16.53%	\$4,527	120.99%							\$5,903	124.17%
	AS	AFSCME-DEPT PUBLIC SAFE/STD/TRNG	I	A	\$2,630	112.17%			\$3,738	117.13%	\$1,261	7.65%	16.53%	\$4,527	120.99%							\$5,903	124.17%
	AT	AFSCME-DCBS BUILDING CODES	I	A	\$2,630	112.17%			\$3,738	117.13%	\$1,261	7.65%	16.53%	\$4,527	120.99%							\$5,903	124.17%

1481 INFO SYSTEMS SPECIALIST 1 (Continued)

Repr	Repr Description	Opt	Emps	SR Min to SR Min	Emp Avg to SR Max	SR Max to SR Max	Insurance	SS	Retire	SR Min to SR Min	Emp Avg to SR Max	POLICY POINT SR Max to SR Max	
AU	AFSCME-MILITARY	I A		\$2,630 112.17%		\$3,738 117.13%	\$1,261	7.65%	16.53%	\$4,527 120.99%		\$5,903	124.17%
E	AEE-ASSOC OF ENGINEER EMS	I A		\$2,631 112.21%		\$3,739 117.16%	\$1,261	7.65%	16.53%	\$4,529 121.02%		\$5,905	124.20%
OA	SEIU LOCAL 503 OPEU-STRIKEABLE	I A	6	\$2,631 112.21%	\$3,416 107.02%	\$3,739 117.16%	\$1,261	7.65%	16.53%	\$4,529 121.02%	\$5,503 115.75%	\$5,905	124.20%
UA	UNREPRESENTED	I A		\$2,630 112.17%		\$3,737 117.10%	\$1,261	7.65%	16.53%	\$4,527 120.99%		\$5,902	124.15%
Non-Corrections/Non-Mgmt Simple Average			7	\$2,630 112.17%	\$3,078 96.44%	\$3,738 117.13%	\$1,261	7.65%	16.53%	\$4,528 120.99%	\$5,083 106.93%	\$5,903	124.18%
STATEWIDE Simple Average			7	\$2,649 112.97%	\$3,078 96.44%	\$3,748 117.44%	\$1,261	7.65%	16.53%	\$4,551 121.61%	\$5,083 106.93%	\$5,915	124.43%

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1482 INFO SYSTEMS SPECIALIST 2

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-DOUGLAS	7705		Library Computer Support Technician	\$2,437	\$3,550	\$1,365	7.65%	18.05%	\$4,428	\$5,827
CO-DOUGLAS	7720		Information Systems Telecommunications Specialist 1	\$3,451	\$5,030	\$1,365	7.65%	18.05%	\$5,703	\$7,688
CO-MARION	648		Support Technician	\$3,188	\$4,711	\$1,346	7.65%	12.35%	\$5,171	\$6,999
County Simple Average				\$3,025	\$4,430	\$1,359	7.65%	16.15%	\$5,101	\$6,838
MIL-NWIT	12-901		Help Desk Specialist I	\$3,372	\$5,048	\$956	7.65%	6.15%	\$4,794	\$6,700
MIL-NWIT	26-301		Product Support Representative I	\$3,234	\$4,683	\$956	7.65%	6.15%	\$4,637	\$6,285
MIL-NWIT	26-352		Customer Services Representative II	\$2,930	\$4,110	\$956	7.65%	6.15%	\$4,290	\$5,633
Purchased Simple Average				\$3,179	\$4,613	\$956	7.65%	6.15%	\$4,574	\$6,206
ST-CA	1360		INFORMATION SYSTEMS TECHNICIAN	\$2,987	\$3,926	\$1,116	7.65%	21.35%	\$4,969	\$6,180
ST-CA	1382		PROGRAMMER I	\$3,431	\$4,294	\$1,116	7.65%	21.35%	\$5,542	\$6,655
ST-CA	1396	C	PROGRAMMER APPRENTICE	\$2,927	\$3,491	\$1,116	7.65%	21.35%	\$4,891	\$5,619
ST-ID	01616	I	IT Programmer Analyst, Trainee	\$2,300	\$3,553	\$879	7.65%	14.19%	\$3,682	\$5,208
ST-NV	7.957	25	IT Technician 1	\$2,229	\$3,222	\$785	7.65%	25.75%	\$3,759	\$5,084
ST-WA	480G	34	IT DATA PROCESSOR 2	\$2,317	\$2,994	\$662	7.65%	9.21%	\$3,370	\$4,161
ST-WA	480O	36	IT COMPUTER OPERATOR 2	\$2,426	\$3,135	\$662	7.65%	9.21%	\$3,497	\$4,326
ST-WA	481A	38	IT TECHNICIAN 1	\$2,542	\$3,293	\$662	7.65%	9.21%	\$3,633	\$4,510
State Simple Average				\$2,645	\$3,489	\$875	7.65%	16.45%	\$4,168	\$5,218
MARKET Simple Average				\$2,841	\$3,931	\$996	7.65%	14.18%	\$4,455	\$5,777

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max			Insurance		SS		Retire		SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
	AAON	AFSCME-DOC NON-SECURITY	I	A	\$3,027	106.55%			\$4,395	111.79%	\$1,261	7.65%	16.53%	\$5,020	112.70%							\$6,719	116.31%
	Corrections Simple Average				\$3,027	106.55%			\$4,395	111.79%	\$1,261	7.65%	16.53%	\$5,020	112.70%							\$6,719	116.31%
	MMC	MGT SVC NON-SUPV CONFIDENTIAL	I	A	\$3,242	114.12%			\$4,466	113.60%	\$1,261	7.65%	16.53%	\$5,287	118.69%							\$6,807	117.84%
	MMN	MGT SVC NON-SUPV	I	A	\$3,242	114.12%			\$4,466	113.60%	\$1,261	7.65%	16.53%	\$5,287	118.69%							\$6,807	117.84%
	Management Simple Average				\$3,242	114.12%			\$4,466	113.60%	\$1,261	7.65%	16.53%	\$5,287	118.69%							\$6,807	117.84%
	AB	AFSCME-CONST CONTR BRD	I	A	\$3,035	106.84%			\$4,375	111.28%	\$1,261	7.65%	16.53%	\$5,030	112.92%							\$6,694	115.88%
	AD	AFSCME-DEQ	I	A	2	\$3,035	106.84%	\$3,777	96.06%	\$4,375	111.28%	\$1,261	7.65%	16.53%	\$5,030	112.92%	\$5,951	103.02%			\$6,694	115.88%	
	AF	AFSCME-FIRE MARSHAL	I	A		\$3,035	106.84%			\$4,375	111.28%	\$1,261	7.65%	16.53%	\$5,030	112.92%					\$6,694	115.88%	
	AG	AFSCME-DLCD	I	A		\$3,035	106.84%			\$4,375	111.28%	\$1,261	7.65%	16.53%	\$5,030	112.92%					\$6,694	115.88%	

1482 INFO SYSTEMS SPECIALIST 2 (Continued)

Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
				\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
AL	AFSCME-OLCC	I A		\$3,035	106.84%			\$4,375	111.28%	\$1,261	7.65%	16.53%	\$5,030	112.92%			\$6,694	115.88%
AO	AFSCME-OREGON STATE POLICE	I A		\$3,035	106.84%			\$4,375	111.28%	\$1,261	7.65%	16.53%	\$5,030	112.92%			\$6,694	115.88%
AR	AFSCME-REAL ESTATE	I A		\$3,035	106.84%			\$4,375	111.28%	\$1,261	7.65%	16.53%	\$5,030	112.92%			\$6,694	115.88%
AS	AFSCME-DEPT PUBLIC SAFE/STD/TRNG	I A	1	\$3,035	106.84%	\$3,178	80.84%	\$4,375	111.28%	\$1,261	7.65%	16.53%	\$5,030	112.92%	\$5,208	90.15%	\$6,694	115.88%
AT	AFSCME-DCBS BUILDING CODES	I A		\$3,035	106.84%			\$4,375	111.28%	\$1,261	7.65%	16.53%	\$5,030	112.92%			\$6,694	115.88%
AU	AFSCME-MILITARY	I A		\$3,035	106.84%			\$4,375	111.28%	\$1,261	7.65%	16.53%	\$5,030	112.92%			\$6,694	115.88%
E	AEE-ASSOC OF ENGINEER EMS	I A		\$3,037	106.91%			\$4,381	111.44%	\$1,261	7.65%	16.53%	\$5,033	112.98%			\$6,702	116.01%
OA	SEIU LOCAL 503 OPEU-STRIKEABLE	I A	23	\$3,037	106.91%	\$3,794	96.50%	\$4,381	111.44%	\$1,261	7.65%	16.53%	\$5,033	112.98%	\$5,973	103.39%	\$6,702	116.01%
UA	UNREPRESENTED	I A	1	\$3,035	106.84%	\$3,643	92.66%	\$4,375	111.28%	\$1,261	7.65%	16.53%	\$5,030	112.92%	\$5,785	100.15%	\$6,694	115.88%
Non-Corrections/Non-Mgmt Simple Average			27	\$3,035	106.85%	\$3,598	91.52%	\$4,376	111.31%	\$1,261	7.65%	16.53%	\$5,031	112.93%	\$5,729	99.18%	\$6,695	115.90%
STATEWIDE Simple Average			27	\$3,061	107.74%	\$3,598	91.52%	\$4,388	111.62%	\$1,261	7.65%	16.53%	\$5,062	113.64%	\$5,729	99.18%	\$6,711	116.17%

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1483 INFO SYSTEMS SPECIALIST 3

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-CLACK			Information Services Software Specialist 1	\$4,443	\$5,642	\$1,266	7.65%	16.43%	\$6,779	\$8,266
CO-CLACK			Microcomputer Analyst	\$4,247	\$5,382	\$1,266	7.65%	16.43%	\$6,536	\$7,944
CO-CLACK			Microcomputer Specialist 1	\$4,247	\$5,382	\$1,266	7.65%	16.43%	\$6,536	\$7,944
CO-CLATSOP			Help Desk Technician	\$3,470	\$4,218	\$1,297	7.65%	14.48%	\$5,535	\$6,448
CO-DOUGLAS	7710		Information Systems Technician	\$3,389	\$4,942	\$1,365	7.65%	18.05%	\$5,625	\$7,577
CO-LANE			Information Technology Specialist 1	\$3,333	\$4,618	\$1,776	7.65%	14.91%	\$5,861	\$7,435
CO-LINCOLN			USER SUPPORT SPECIALIST	\$3,529	\$4,743	\$938	7.65%	16.83%	\$5,331	\$6,842
CO-LINN	18		COMPUTER SUPP.SPECIALIST/EX	\$3,430	\$4,308	\$1,823	7.65%	15.83%	\$6,058	\$7,142
CO-LINN	9		COMPUTER SUPPORT SPECIALIST	\$3,364	\$4,288	\$1,823	7.65%	15.83%	\$5,977	\$7,117
CO-MARION	470		Telecommunications Technician	\$3,617	\$5,346	\$1,346	7.65%	12.35%	\$5,687	\$7,761
CO-MARION	643		GIS Analyst 1	\$4,271	\$6,308	\$1,346	7.65%	12.35%	\$6,471	\$8,915
CO-MARION	661		Network Analyst 1	\$4,271	\$6,308	\$1,346	7.65%	12.35%	\$6,471	\$8,915
CO-MULT			Information Specialist 1	\$3,758	\$4,625	\$1,369	7.65%	15.87%	\$6,011	\$7,081
CO-WASH			SOFTWARE APPLICATIONS SPECIALIST	\$4,122	\$5,011	\$1,177	7.65%	22.22%	\$6,530	\$7,684
CO-WASH			COMPUTER OPERATOR	\$3,735	\$4,541	\$1,177	7.65%	22.22%	\$6,028	\$7,074
CO-WASH	079		HELP DESK TECHNICIAN	\$3,924	\$4,768	\$1,177	7.65%	22.22%	\$6,273	\$7,369
County Simple Average				\$3,822	\$5,027	\$1,360	7.65%	16.55%	\$6,107	\$7,595
MIL-OPES	3.12		GIS Technician	\$3,922	\$5,109	\$1,267	7.65%	10.63%	\$5,906	\$7,310
MIL-OPES	3.14		Help Desk Specialist	\$4,055	\$5,516	\$1,267	7.65%	10.63%	\$6,063	\$7,791
MIL-OPES	3.15		Computer Operator	\$3,984	\$5,537	\$1,267	7.65%	10.63%	\$5,980	\$7,817
OPES Simple Average				\$3,987	\$5,387	\$1,267	7.65%	10.63%	\$5,983	\$7,639
MIL-NWIT	12-401		Network Administrator I	\$4,463	\$6,624	\$956	7.65%	6.15%	\$6,035	\$8,494
MIL-NWIT	12-521		Distributed Systems / LAN / PC I	\$3,868	\$5,802	\$956	7.65%	6.15%	\$5,358	\$7,558
MIL-NWIT	12-651		Hardware Mgmt & Support I	\$3,792	\$5,608	\$956	7.65%	6.15%	\$5,271	\$7,337
MIL-NWIT	12-751		Quality Assurance I	\$3,577	\$5,267	\$956	7.65%	6.15%	\$5,026	\$6,950
MIL-NWIT	12-802		Computer Operator II	\$3,689	\$5,595	\$956	7.65%	6.15%	\$5,154	\$7,323
MIL-NWIT	12-851		Network Operations Center I	\$3,483	\$5,147	\$956	7.65%	6.15%	\$4,919	\$6,813
MIL-NWIT	12-902		Help Desk Specialist II	\$3,887	\$5,775	\$956	7.65%	6.15%	\$5,380	\$7,528
MIL-NWIT	18-301		Web Designer I	\$3,679	\$5,394	\$956	7.65%	6.15%	\$5,142	\$7,094
MIL-NWIT	18-351		Web Producer / Content Manager I	\$3,657	\$5,380	\$956	7.65%	6.15%	\$5,118	\$7,078

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Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
MIL-NWIT	26-302		Product Support Representative II	\$4,086	\$5,736	\$956	7.65%	6.15%	\$5,606	\$7,484
MIL-NWIT	26-353		Customer Services Representative, Senior	\$3,093	\$4,438	\$956	7.65%	6.15%	\$4,476	\$6,006
MIL-NWIT	28-301		Technical Writer I	\$3,789	\$5,578	\$956	7.65%	6.15%	\$5,268	\$7,304
MIL-PACS	3.14		Network Operations Technician I	\$3,877	\$5,843	\$956	7.65%	6.15%	\$5,369	\$7,606
MIL-PACS	3.23		Telecommunications Technician	\$4,067	\$5,970	\$956	7.65%	6.15%	\$5,584	\$7,750
MIL-PACS	3.25a		Help Desk Specialist	\$3,767	\$5,400	\$956	7.65%	6.15%	\$5,243	\$7,101
MIL-PACS	3.26		Computer Operator (Intermediate)	\$3,435	\$4,843	\$956	7.65%	6.15%	\$4,865	\$6,468
Purchased Simple Average				\$3,763	\$5,525	\$956	7.65%	6.15%	\$5,238	\$7,243
ST-CA	1560		COMPUTER OPERATIONS SPECIALIST I	\$3,565	\$4,686	\$1,116	7.65%	21.35%	\$5,714	\$7,161
ST-CA	1562		INFORMATION SYSTEMS TECHNICIAN SPECIALIST I	\$3,565	\$4,686	\$1,116	7.65%	21.35%	\$5,714	\$7,161
ST-ID	01645	I	IT Data Communications Repair Specialist	\$2,300	\$3,553	\$879	7.65%	14.19%	\$3,682	\$5,208
ST-ID	01653	I	IT Production Specialist	\$2,300	\$3,553	\$879	7.65%	14.19%	\$3,682	\$5,208
ST-ID	01655	I	IT Systems Operator	\$2,300	\$3,553	\$879	7.65%	14.19%	\$3,682	\$5,208
ST-NV	6.964	35	Telecommunications Coord 1	\$3,363	\$4,997	\$785	7.65%	25.75%	\$5,272	\$7,452
ST-NV	6.967	33	Digital Telecommunications Spc 1	\$3,094	\$4,574	\$785	7.65%	25.75%	\$4,912	\$6,888
ST-NV	7.940	29	IT Technician 3	\$2,619	\$3,830	\$785	7.65%	25.75%	\$4,279	\$5,894
ST-NV	7.941	27	IT Technician 2	\$2,412	\$3,515	\$785	7.65%	25.75%	\$4,002	\$5,474
ST-WA	480H	39	IT DATA PROCESSOR 3	\$2,598	\$3,377	\$662	7.65%	9.21%	\$3,698	\$4,608
ST-WA	480P	40	IT COMPUTER OPERATOR 3	\$2,663	\$3,459	\$662	7.65%	9.21%	\$3,774	\$4,704
ST-WA	481B	42	IT TECHNICIAN 2	\$2,789	\$3,631	\$662	7.65%	9.21%	\$3,921	\$4,905
State Simple Average				\$2,797	\$3,951	\$833	7.65%	17.99%	\$4,361	\$5,822
MARKET Simple Average				\$3,551	\$4,945	\$1,082	7.65%	13.00%	\$5,358	\$7,026

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
AAON	AFSCME-DOC NON-SECURITY	I A	6	\$3,471	97.75%	\$4,541	91.84%	\$5,030	101.72%	\$1,261	7.65%	16.53%	\$5,572	104.00%	\$6,901	98.23%	\$7,508	106.86%	
Corrections Simple Average				6	\$3,471	97.75%	\$4,541	91.84%	\$5,030	101.72%	\$1,261	7.65%	16.53%	\$5,572	104.00%	\$6,901	98.23%	\$7,508	106.86%
MMC	MGT SVC NON-SUPV CONFIDENTIAL	I A		\$3,710	104.48%			\$5,116	103.46%	\$1,261	7.65%	16.53%	\$5,868	109.54%			\$7,614	108.38%	
MMN	MGT SVC NON-SUPV	I A		\$3,710	104.48%			\$5,116	103.46%	\$1,261	7.65%	16.53%	\$5,868	109.54%			\$7,614	108.38%	
Management Simple Average					\$3,710	104.48%		\$5,116	103.46%	\$1,261	7.65%	16.53%	\$5,868	109.54%	- %		\$7,614	108.38%	

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1483 INFO SYSTEMS SPECIALIST 3 (Continued)

Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
				\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
AB	AFSCME-CONST CONTR BRD	I A	1	\$3,473	97.81%	\$4,173	84.39%	\$5,017	101.46%	\$1,261	7.65%	16.53%	\$5,574	104.04%	\$6,443	91.71%	\$7,492	106.63%
AD	AFSCME-DEQ	I A		\$3,473	97.81%			\$5,017	101.46%	\$1,261	7.65%	16.53%	\$5,574	104.04%			\$7,492	106.63%
AF	AFSCME-FIRE MARSHAL	I A		\$3,473	97.81%			\$5,017	101.46%	\$1,261	7.65%	16.53%	\$5,574	104.04%			\$7,492	106.63%
AG	AFSCME-DLCD	I A		\$3,473	97.81%			\$5,017	101.46%	\$1,261	7.65%	16.53%	\$5,574	104.04%			\$7,492	106.63%
AL	AFSCME-OLCC	I A	2	\$3,473	97.81%	\$4,080	82.50%	\$5,017	101.46%	\$1,261	7.65%	16.53%	\$5,574	104.04%	\$6,327	90.06%	\$7,492	106.63%
AMG	AFSCME-COMMUNITY PGMS (SOCP)	I A		\$3,473	97.81%			\$5,017	101.46%	\$1,261	7.65%	16.53%	\$5,574	104.04%			\$7,492	106.63%
AO	AFSCME-OREGON STATE POLICE	I A	2	\$3,473	97.81%	\$4,193	84.80%	\$5,017	101.46%	\$1,261	7.65%	16.53%	\$5,574	104.04%	\$6,468	92.07%	\$7,492	106.63%
AR	AFSCME-REAL ESTATE	I A		\$3,473	97.81%			\$5,017	101.46%	\$1,261	7.65%	16.53%	\$5,574	104.04%			\$7,492	106.63%
AS	AFSCME-DEPT PUBLIC SAFE/STD/TRNG	I A		\$3,473	97.81%			\$5,017	101.46%	\$1,261	7.65%	16.53%	\$5,574	104.04%			\$7,492	106.63%
AT	AFSCME-DCBS BUILDING CODES	I A	1	\$3,473	97.81%	\$3,986	80.61%	\$5,017	101.46%	\$1,261	7.65%	16.53%	\$5,574	104.04%	\$6,211	88.41%	\$7,492	106.63%
AU	AFSCME-MILITARY	I A		\$3,473	97.81%			\$5,017	101.46%	\$1,261	7.65%	16.53%	\$5,574	104.04%			\$7,492	106.63%
AV	AFSCME-OR EMERGENCY MGMT	I A		\$3,473	97.81%			\$5,017	101.46%	\$1,261	7.65%	16.53%	\$5,574	104.04%			\$7,492	106.63%
AX	AFSCME-STATE LANDS	I A	1	\$3,472	97.78%	\$3,472	70.22%	\$5,016	101.44%	\$1,261	7.65%	16.53%	\$5,573	104.02%	\$5,573	79.32%	\$7,490	106.62%
E	AEE-ASSOC OF ENGINEER EMS	I A		\$3,474	97.84%			\$5,014	101.40%	\$1,261	7.65%	16.53%	\$5,575	104.07%			\$7,488	106.58%
OA	SEIU LOCAL 503 OPEU-STRIKEABLE	I A	79	\$3,474	97.84%	\$4,159	84.10%	\$5,014	101.40%	\$1,261	7.65%	16.53%	\$5,575	104.07%	\$6,426	91.46%	\$7,488	106.58%
UA	UNREPRESENTED	I A	6	\$3,473	97.81%	\$4,182	84.56%	\$5,016	101.44%	\$1,261	7.65%	16.53%	\$5,574	104.04%	\$6,454	91.87%	\$7,490	106.62%
Non-Corrections/Non-Mgmt Simple Average			92	\$3,473	97.81%	\$4,035	81.60%	\$5,017	101.45%	\$1,261	7.65%	16.53%	\$5,574	104.05%	\$6,272	89.27%	\$7,491	106.62%
STATEWIDE Simple Average			98	\$3,498	98.51%	\$4,098	82.88%	\$5,028	101.68%	\$1,261	7.65%	16.53%	\$5,605	104.62%	\$6,350	90.39%	\$7,505	106.82%

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Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-CLACK			Systems Project Specialist	\$4,890	\$6,202	\$1,266	7.65%	16.43%	\$7,334	\$8,961
CO-CLACK			Microcomputer Specialist 2	\$4,890	\$6,202	\$1,266	7.65%	16.43%	\$7,334	\$8,961
CO-CLACK			Microcomputer Programmer/Analyst	\$4,890	\$6,202	\$1,266	7.65%	16.43%	\$7,334	\$8,961
CO-CLACK	361		Telecommunications Design Analyst	\$4,662	\$5,906	\$1,266	7.65%	16.43%	\$7,051	\$8,594
CO-DOUGLAS	7722		Information Systems Telecommunications Specialist 2	\$3,879	\$5,652	\$1,365	7.65%	18.05%	\$6,241	\$8,470
CO-DOUGLAS	7740		Information Systems Tech Support Analyst 1	\$3,657	\$5,335	\$1,365	7.65%	18.05%	\$5,962	\$8,071
CO-LANE			Programmer Analyst 1	\$3,093	\$4,283	\$1,776	7.65%	14.91%	\$5,566	\$7,025
CO-LINCOLN			COMPUTER TECHNICIAN	\$4,116	\$5,532	\$938	7.65%	16.83%	\$6,062	\$7,824
CO-LINCOLN	320		GEOGRAPHIC INFORMATION SYSTEM ANALYST	\$4,446	\$5,975	\$938	7.65%	16.83%	\$6,473	\$8,376
CO-LINN	86		COMPUTER RESOURCE SPEC. 2	\$4,232	\$5,335	\$1,823	7.65%	15.83%	\$7,048	\$8,410
CO-LINN	862		G.I.S. ANALYST	\$3,590	\$4,512	\$1,823	7.65%	15.83%	\$6,256	\$7,394
CO-LINN	87		MICROCOMPUTER SUPPORT SPEC	\$4,116	\$5,188	\$1,823	7.65%	15.83%	\$6,905	\$8,229
CO-LINN	89		COMPUTER RESOURCE SPEC. 1	\$4,044	\$5,096	\$1,823	7.65%	15.83%	\$6,816	\$8,115
CO-LINN	92		APPLICATION SYSTEMS ANALYST	\$4,116	\$5,188	\$1,823	7.65%	15.83%	\$6,905	\$8,229
CO-MALHEUF	isc		Information Systems Coordinator	\$3,893	\$5,151	\$1,144	7.65%	11.53%	\$5,784	\$7,283
CO-MARION	471		Senior Telecommunications Technician	\$3,985	\$5,886	\$1,346	7.65%	12.35%	\$6,128	\$8,410
CO-MARION	642		GIS Analyst 2	\$4,709	\$6,958	\$1,346	7.65%	12.35%	\$6,997	\$9,695
CO-MARION	650		Support Specialist	\$3,876	\$5,723	\$1,346	7.65%	12.35%	\$5,997	\$8,214
CO-MARION	659		Programmer Analyst 1	\$4,709	\$6,958	\$1,346	7.65%	12.35%	\$6,997	\$9,695
CO-MARION	666		Computer Forensics Trainee	\$3,876	\$5,723	\$1,346	7.65%	12.35%	\$5,997	\$8,214
CO-WASH			INFORMATION SYSTEMS ANALYST I	\$5,021	\$6,103	\$1,177	7.65%	22.22%	\$7,698	\$9,103
CO-WASH			SOFTWARE APPLICATIONS SPECIALIST, SENIOR	\$4,552	\$5,533	\$1,177	7.65%	22.22%	\$7,088	\$8,362
CO-WASH			WEB SPECIALIST	\$4,900	\$5,956	\$1,177	7.65%	22.22%	\$7,541	\$8,911
CO-WASH			TELECOMMUNICATIONS SPECIALIST	\$4,332	\$5,264	\$1,177	7.65%	22.22%	\$6,802	\$8,013
CO-WASH			TELECOMMUNICATIONS TECHNICIAN	\$4,552	\$5,533	\$1,177	7.65%	22.22%	\$7,088	\$8,362
CO-WASH			NETWORK ANALYST I	\$5,021	\$6,103	\$1,177	7.65%	22.22%	\$7,698	\$9,103
County Simple Average				\$4,310	\$5,673	\$1,365	7.65%	16.77%	\$6,735	\$8,423
MIL-OPES	3.01		Programmer / Analyst	\$4,857	\$6,565	\$1,267	7.65%	10.63%	\$7,012	\$9,032
MIL-OPES	3.07		Microcomputer Specialist	\$4,224	\$5,678	\$1,267	7.65%	10.63%	\$6,263	\$7,983
MIL-OPES	3.10		Telecommunications Specialist	\$4,064	\$5,558	\$1,267	7.65%	10.63%	\$6,074	\$7,841

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Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
MIL-OPES	3.13a		GIS Specialist	\$4,323	\$5,567	\$1,267	7.65%	10.63%	\$6,380	\$7,852
MIL-OPES	3.16b		Web Designer	\$4,610	\$6,111	\$1,267	7.65%	10.63%	\$6,720	\$8,495
OPES Simple Average				\$4,416	\$5,896	\$1,267	7.65%	10.63%	\$6,490	\$8,241
MIL-NWIT	12-301		Applications Engineer I	\$4,271	\$6,400	\$956	7.65%	6.15%	\$5,817	\$8,240
MIL-NWIT	12-351		Network Engineer I	\$4,423	\$6,690	\$956	7.65%	6.15%	\$5,990	\$8,570
MIL-NWIT	12-501		Systems Administrator I	\$4,159	\$6,215	\$956	7.65%	6.15%	\$5,689	\$8,029
MIL-NWIT	12-601		Data Security I	\$4,157	\$6,174	\$956	7.65%	6.15%	\$5,687	\$7,983
MIL-NWIT	12-652		Hardware Mgmt & Support II	\$4,411	\$6,587	\$956	7.65%	6.15%	\$5,976	\$8,452
MIL-NWIT	12-701		Data / Voice Communications I	\$4,019	\$5,803	\$956	7.65%	6.15%	\$5,530	\$7,559
MIL-NWIT	12-752		Quality Assurance II	\$4,324	\$6,872	\$956	7.65%	6.15%	\$5,877	\$8,777
MIL-NWIT	12-803		Computer Operations, Senior	\$4,616	\$6,363	\$956	7.65%	6.15%	\$6,209	\$8,198
MIL-NWIT	12-903		Help Desk Specialist, Senior	\$4,457	\$6,550	\$956	7.65%	6.15%	\$6,028	\$8,410
MIL-NWIT	16-201		Database Developer I	\$4,084	\$6,035	\$956	7.65%	6.15%	\$5,604	\$7,823
MIL-NWIT	18-251		Web Developer I	\$4,508	\$6,802	\$956	7.65%	6.15%	\$6,086	\$8,696
MIL-NWIT	18-302		Web Designer II	\$4,440	\$6,595	\$956	7.65%	6.15%	\$6,009	\$8,462
MIL-NWIT	18-352		Web Producer / Content Manager II	\$4,709	\$7,472	\$956	7.65%	6.15%	\$6,314	\$9,459
MIL-NWIT	26-303		Product Support Representative, Senior	\$4,432	\$6,370	\$956	7.65%	6.15%	\$5,999	\$8,205
MIL-NWIT	26-354		Customer Services Representative, Lead			\$956	7.65%	6.15%		
MIL-NWIT	26-401		Account Manager I	\$4,341	\$6,446	\$956	7.65%	6.15%	\$5,896	\$8,292
MIL-NWIT	28-302		Technical Writer II	\$4,229	\$6,384	\$956	7.65%	6.15%	\$5,769	\$8,221
MIL-NWIT	28-351		Business Systems Analysis I	\$4,346	\$6,363	\$956	7.65%	6.15%	\$5,902	\$8,198
MIL-NWMGT	3.07		Programmer Analyst	\$4,926	\$7,374	\$956	7.65%	6.15%	\$6,562	\$9,347
MIL-NWMGT	3.08		PC Support Analyst	\$4,203	\$6,179	\$956	7.65%	6.15%	\$5,739	\$7,987
MIL-NWMGT	3.28		Rich Media Designer	\$4,491	\$6,801	\$956	7.65%	6.15%	\$6,067	\$8,695
MIL-PACS	3.03		Programmer / Analyst	\$4,929	\$7,202	\$956	7.65%	6.15%	\$6,565	\$9,152
MIL-PACS	3.11		Desktop Hardware Technician	\$3,775	\$5,561	\$956	7.65%	6.15%	\$5,253	\$7,285
MIL-PACS	3.12		LAN Specialist	\$4,119	\$6,187	\$956	7.65%	6.15%	\$5,644	\$7,997
MIL-PACS	3.13		Desktop Support Analyst	\$4,221	\$5,945	\$956	7.65%	6.15%	\$5,760	\$7,722
MIL-PACS	3.25b		Help Desk Specialist (Senior)	\$4,346	\$6,267	\$956	7.65%	6.15%	\$5,902	\$8,088
MIL-PACS	3.30		Webmaster (Intermediate)	\$4,612	\$6,718	\$956	7.65%	6.15%	\$6,204	\$8,601

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Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
Purchased Simple Average				\$4,367	\$6,475	\$956	7.65%	6.15%	\$5,926	\$8,325
ST-CA	1383		PROGRAMMER II	\$4,114	\$5,407	\$1,116	7.65%	21.35%	\$6,423	\$8,091
ST-CA	1479		ASSISTANT INFORMATION SYSTEMS ANALYST	\$3,918	\$5,151	\$1,116	7.65%	21.35%	\$6,170	\$7,760
ST-CA	1561		COMPUTER OPERATIONS SPECIALIST II	\$4,283	\$5,631	\$1,116	7.65%	21.35%	\$6,641	\$8,380
ST-CA	7736		PROGRAM SYSTEMS ANALYST	\$3,918	\$5,151	\$1,116	7.65%	21.35%	\$6,170	\$7,760
ST-ID	01620	J	IT Programmer Analyst, Associate	\$2,595	\$4,006	\$879	7.65%	14.19%	\$4,041	\$5,760
ST-ID	01633	K	IT Systems Programmer, Associate	\$2,905	\$4,486	\$879	7.65%	14.19%	\$4,419	\$6,345
ST-ID	01642	K	IT Systems Integration Analyst, Associate	\$2,905	\$4,486	\$879	7.65%	14.19%	\$4,419	\$6,345
ST-ID	01652	J	IT Quality Assurance Analyst	\$2,595	\$4,006	\$879	7.65%	14.19%	\$4,041	\$5,760
ST-ID	01663	J	IT Information Systems Technician	\$2,595	\$4,006	\$879	7.65%	14.19%	\$4,041	\$5,760
ST-ID	01665	I	IT Support Technician	\$2,300	\$3,553	\$879	7.65%	14.19%	\$3,682	\$5,208
ST-ID	03324	J	Geographic Information System Specialist	\$2,595	\$4,006	\$879	7.65%	14.19%	\$4,041	\$5,760
ST-NV	6.969	38	Telecommunications Coord 2	\$3,830	\$5,726	\$785	7.65%	25.75%	\$5,894	\$8,424
ST-NV	7.929	34	IT Professional 1	\$3,222	\$4,778	\$785	7.65%	25.75%	\$5,084	\$7,159
ST-NV	7.931	33	IT Technician 5	\$3,094	\$4,574	\$785	7.65%	25.75%	\$4,912	\$6,888
ST-NV	7.935	31	IT Technician 4	\$2,845	\$4,181	\$785	7.65%	25.75%	\$4,580	\$6,363
ST-WA	480I	42	IT DATA PROCESSOR LEAD	\$2,789	\$3,631	\$662	7.65%	9.21%	\$3,921	\$4,905
ST-WA	480Q	43	IT COMPUTER OPERATOR LEAD	\$2,855	\$3,726	\$662	7.65%	9.21%	\$3,998	\$5,016
State Simple Average				\$3,139	\$4,500	\$887	7.65%	18.01%	\$4,851	\$6,570
MARKET Simple Average				\$4,068	\$5,701	\$1,103	7.65%	12.82%	\$6,001	\$7,950

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max			Insurance		SS		Retire		SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
	AAON	AFSCME-DOC NON-SECURITY	I	A	\$3,769	92.65%			\$5,456	95.71%	\$1,261	7.65%	16.53%	\$5,942	99.01%			\$8,037	101.09%				
	Corrections Simple Average				\$3,769	92.65%			\$5,456	95.71%	\$1,261	7.65%	16.53%	\$5,942	99.01%		- %	\$8,037	101.09%				
	MMC	MGT SVC NON-SUPV CONFIDENTIAL	I	A	\$4,025	98.94%			\$5,546	97.29%	\$1,261	7.65%	16.53%	\$6,260	104.30%			\$8,148	102.49%				
	MMN	MGT SVC NON-SUPV	I	A	\$4,025	98.94%			\$5,546	97.29%	\$1,261	7.65%	16.53%	\$6,260	104.30%			\$8,148	102.49%				
	Management Simple Average				\$4,025	98.94%			\$5,546	97.29%	\$1,261	7.65%	16.53%	\$6,260	104.30%		- %	\$8,148	102.49%				
	AB	AFSCME-CONST CONTR BRD	I	A	\$3,769	92.65%			\$5,442	95.46%	\$1,261	7.65%	16.53%	\$5,942	99.01%			\$8,019	100.87%				
	AD	AFSCME-DEQ	I	A	9	\$3,769	92.65%	\$4,964	87.07%	\$5,442	95.46%	\$1,261	7.65%	16.53%	\$5,942	99.01%	\$7,425	93.40%	\$8,019	100.87%			

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Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
				\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
AF	AFSCME-FIRE MARSHAL	I A	1	\$3,769	92.65%	\$5,442	95.46%	\$5,442	95.46%	\$1,261	7.65%	16.53%	\$5,942	99.01%	\$8,019	100.87%	\$8,019	100.87%
AG	AFSCME-DLCD	I A		\$3,769	92.65%			\$5,442	95.46%	\$1,261	7.65%	16.53%	\$5,942	99.01%			\$8,019	100.87%
AL	AFSCME-OLCC	I A		\$3,769	92.65%			\$5,442	95.46%	\$1,261	7.65%	16.53%	\$5,942	99.01%			\$8,019	100.87%
AO	AFSCME-OREGON STATE POLICE	I A	2	\$3,769	92.65%	\$4,851	85.09%	\$5,442	95.46%	\$1,261	7.65%	16.53%	\$5,942	99.01%	\$7,285	91.63%	\$8,019	100.87%
AR	AFSCME-REAL ESTATE	I A		\$3,769	92.65%			\$5,442	95.46%	\$1,261	7.65%	16.53%	\$5,942	99.01%			\$8,019	100.87%
AS	AFSCME-DEPT PUBLIC SAFE/STD/TRNG	I A	1	\$3,769	92.65%	\$4,528	79.43%	\$5,442	95.46%	\$1,261	7.65%	16.53%	\$5,942	99.01%	\$6,884	86.59%	\$8,019	100.87%
AT	AFSCME-DCBS BUILDING CODES	I A	2	\$3,769	92.65%	\$4,786	83.95%	\$5,442	95.46%	\$1,261	7.65%	16.53%	\$5,942	99.01%	\$7,204	90.61%	\$8,019	100.87%
AU	AFSCME-MILITARY	I A	3	\$3,769	92.65%	\$4,697	82.40%	\$5,442	95.46%	\$1,261	7.65%	16.53%	\$5,942	99.01%	\$7,095	89.24%	\$8,019	100.87%
AV	AFSCME-OR EMERGENCY MGMT	I A		\$3,769	92.65%			\$5,442	95.46%	\$1,261	7.65%	16.53%	\$5,942	99.01%			\$8,019	100.87%
AX	AFSCME-STATE LANDS	I A	3	\$3,768	92.63%	\$4,578	80.31%	\$5,441	95.45%	\$1,261	7.65%	16.53%	\$5,941	98.99%	\$6,947	87.38%	\$8,018	100.85%
E	AEE-ASSOC OF ENGINEER EMS	I A		\$3,770	92.67%			\$5,443	95.48%	\$1,261	7.65%	16.53%	\$5,943	99.03%			\$8,021	100.88%
OA	SEIU LOCAL 503 OPEU-STRIKEABLE	I A	201	\$3,770	92.67%	\$4,768	83.63%	\$5,443	95.48%	\$1,261	7.65%	16.53%	\$5,943	99.03%	\$7,182	90.33%	\$8,021	100.88%
UA	UNREPRESENTED	I A	6	\$3,769	92.65%	\$5,106	89.57%	\$5,442	95.46%	\$1,261	7.65%	16.53%	\$5,942	99.01%	\$7,602	95.62%	\$8,019	100.87%
Non-Corrections/Non-Mgmt Simple Average			228	\$3,769	92.65%	\$4,858	85.21%	\$5,442	95.47%	\$1,261	7.65%	16.53%	\$5,942	99.01%	\$7,294	91.74%	\$8,019	100.87%
STATEWIDE Simple Average			228	\$3,798	93.35%	\$4,858	85.21%	\$5,454	95.68%	\$1,261	7.65%	16.53%	\$5,977	99.60%	\$7,294	91.74%	\$8,035	101.06%

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Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-CLACK			Telecommunications Technician	\$4,890	\$5,906	\$1,266	7.65%	16.43%	\$7,334	\$8,594
CO-CLACK			Microcomputer Specialist, Senior	\$5,642	\$7,143	\$1,266	7.65%	16.43%	\$8,266	\$10,129
CO-CLACK			IT Administrator 1	\$5,642	\$7,143	\$1,266	7.65%	16.43%	\$8,266	\$10,129
CO-DOUGLAS	7750		Information Systems Tech Support Analyst 2	\$4,113	\$5,999	\$1,365	7.65%	18.05%	\$6,535	\$8,906
CO-LANE			Information Technology Specialist 2	\$4,059	\$5,623	\$1,776	7.65%	14.91%	\$6,751	\$8,667
CO-LANE			Database Administrator	\$4,059	\$5,623	\$1,776	7.65%	14.91%	\$6,751	\$8,667
CO-MARION	662		Network Analyst 2	\$4,945	\$7,304	\$1,346	7.65%	12.35%	\$7,280	\$10,111
CO-MULT			Data Analyst	\$4,353	\$5,357	\$1,369	7.65%	15.87%	\$6,746	\$7,986
CO-MULT			Information Specialist 2	\$4,491	\$5,516	\$1,369	7.65%	15.87%	\$6,916	\$8,182
CO-WASH			NETWORK ANALYST II	\$5,826	\$7,078	\$1,177	7.65%	22.22%	\$8,743	\$10,369
CO-WASH			TELECOMMUNICATIONS TECHNICIAN, SENIOR	\$5,021	\$6,103	\$1,177	7.65%	22.22%	\$7,698	\$9,103
County Simple Average				\$4,822	\$6,254	\$1,377	7.65%	16.88%	\$7,390	\$9,167
MIL-OPES	3.08a		LAN Administrator	\$5,134	\$6,718	\$1,267	7.65%	10.63%	\$7,339	\$9,214
MIL-OPES	3.11		Telecommunications Analyst	\$4,944	\$6,783	\$1,267	7.65%	10.63%	\$7,115	\$9,290
OPES Simple Average				\$5,039	\$6,751	\$1,267	7.65%	10.63%	\$7,227	\$9,252
MIL-NWIT	12-402		Network Administrator II	\$4,947	\$7,220	\$956	7.65%	6.15%	\$6,585	\$9,172
MIL-NWIT	12-502		Systems Administrator II	\$5,291	\$7,899	\$956	7.65%	6.15%	\$6,977	\$9,945
MIL-NWIT	12-522		Distributed Systems / LAN / PC II	\$4,851	\$7,351	\$956	7.65%	6.15%	\$6,476	\$9,322
MIL-NWIT	12-852		Network Operations Center II	\$4,608	\$6,850	\$956	7.65%	6.15%	\$6,200	\$8,751
MIL-NWIT	16-251		Database Administrator I	\$4,789	\$6,907	\$956	7.65%	6.15%	\$6,406	\$8,816
MIL-NWIT	22-401		Web Analytics Specialist 1			\$956	7.65%	6.15%		
MIL-NWIT	26-304		Product Support Representative, Lead	\$5,069	\$7,108	\$956	7.65%	6.15%	\$6,725	\$9,045
MIL-NWMGT	3.13		Network Administrator	\$4,947	\$7,313	\$956	7.65%	6.15%	\$6,585	\$9,279
MIL-NWMGT	3.20		Telecommunications Analyst	\$4,864	\$6,980	\$956	7.65%	6.15%	\$6,491	\$8,899
MIL-PACS	3.15		Network Operations Technician II	\$4,248	\$6,386	\$956	7.65%	6.15%	\$5,790	\$8,223
MIL-PACS	3.17a		LAN Administrator	\$4,836	\$6,893	\$956	7.65%	6.15%	\$6,460	\$8,800
MIL-PACS	3.19		Database Analyst	\$5,026	\$7,114	\$956	7.65%	6.15%	\$6,675	\$9,052
MIL-PACS	3.24		Telecommunications Analyst	\$4,868	\$6,940	\$956	7.65%	6.15%	\$6,496	\$8,854
Purchased Simple Average				\$4,862	\$7,080	\$956	7.65%	6.15%	\$6,489	\$9,013
ST-CA	1557		INFORMATION SYSTEMS TECHNICIAN SPECIALIST II	\$4,283	\$5,631	\$1,116	7.65%	21.35%	\$6,641	\$8,380

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Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	1585		ASSOCIATE SYSTEMS SOFTWARE SPECIALIST (TECHN	\$4,703	\$6,179	\$1,116	7.65%	21.35%	\$7,182	\$9,087
ST-NV	6.965	35	Digital Telecommunications Spc 2	\$3,363	\$4,997	\$785	7.65%	25.75%	\$5,272	\$7,452
ST-NV	7.928	35	IT Technician 6	\$3,363	\$4,997	\$785	7.65%	25.75%	\$5,272	\$7,452
ST-WA	479I	48	IT SPECIALIST 1	\$3,213	\$4,214	\$662	7.65%	9.21%	\$4,417	\$5,586
ST-WA	479J	54	IT SPECIALIST 2	\$3,726	\$4,888	\$662	7.65%	9.21%	\$5,016	\$6,374
State Simple Average				\$3,775	\$5,151	\$854	7.65%	18.77%	\$5,633	\$7,388
MARKET Simple Average				\$4,649	\$6,392	\$1,101	7.65%	12.49%	\$6,691	\$8,769

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max		
	AAON	AFSCME-DOC NON-SECURITY	I A	35	\$4,213	90.62%	\$5,520	86.35%	\$6,110	95.58%	\$1,261	7.65%	16.53%	\$6,493	97.05%	\$8,116	92.56%	\$8,849	100.91%	
	Corrections Simple Average				35	\$4,213	90.62%	\$5,520	86.35%	\$6,110	95.58%	\$1,261	7.65%	16.53%	\$6,493	97.05%	\$8,116	92.56%	\$8,849	100.91%
	MMC	MGT SVC NON-SUPV CONFIDENTIAL	I A		\$4,495	96.69%			\$6,195	96.91%	\$1,261	7.65%	16.53%	\$6,843	102.28%			\$8,954	102.12%	
	MMN	MGT SVC NON-SUPV	I A		\$4,495	96.69%			\$6,195	96.91%	\$1,261	7.65%	16.53%	\$6,843	102.28%			\$8,954	102.12%	
	Management Simple Average					\$4,495	96.69%		\$6,195	96.91%	\$1,261	7.65%	16.53%	\$6,843	102.28%		- %	\$8,954	102.12%	
	AB	AFSCME-CONST CONTR BRD	I A	1	\$4,206	90.47%	\$5,544	86.73%	\$6,079	95.10%	\$1,261	7.65%	16.53%	\$6,484	96.92%	\$8,146	92.90%	\$8,810	100.47%	
	AD	AFSCME-DEQ	I A	15	\$4,206	90.47%	\$5,396	84.42%	\$6,079	95.10%	\$1,261	7.65%	16.53%	\$6,484	96.92%	\$7,962	90.80%	\$8,810	100.47%	
	AF	AFSCME-FIRE MARSHAL	I A		\$4,206	90.47%			\$6,079	95.10%	\$1,261	7.65%	16.53%	\$6,484	96.92%			\$8,810	100.47%	
	AG	AFSCME-DLCD	I A	1	\$4,206	90.47%	\$6,079	95.10%	\$6,079	95.10%	\$1,261	7.65%	16.53%	\$6,484	96.92%	\$8,810	100.47%	\$8,810	100.47%	
	AL	AFSCME-OLCC	I A	2	\$4,206	90.47%	\$6,079	95.10%	\$6,079	95.10%	\$1,261	7.65%	16.53%	\$6,484	96.92%	\$8,810	100.47%	\$8,810	100.47%	
	AO	AFSCME-OREGON STATE POLICE	I A	5	\$4,206	90.47%	\$4,812	75.28%	\$6,079	95.10%	\$1,261	7.65%	16.53%	\$6,484	96.92%	\$7,237	82.53%	\$8,810	100.47%	
	AP	AFSCME-PAROLE BOARD	I A	1	\$4,213	90.62%	\$5,828	91.17%	\$5,828	91.17%	\$1,261	7.65%	16.53%	\$6,493	97.05%	\$8,499	96.92%	\$8,499	96.92%	
	AR	AFSCME-REAL ESTATE	I A		\$4,206	90.47%			\$6,079	95.10%	\$1,261	7.65%	16.53%	\$6,484	96.92%			\$8,810	100.47%	
	AS	AFSCME-DEPT PUBLIC SAFE/STD/TRNG	I A	1	\$4,206	90.47%	\$5,294	82.82%	\$6,079	95.10%	\$1,261	7.65%	16.53%	\$6,484	96.92%	\$7,836	89.36%	\$8,810	100.47%	
	AT	AFSCME-DCBS BUILDING CODES	I A		\$4,206	90.47%			\$6,079	95.10%	\$1,261	7.65%	16.53%	\$6,484	96.92%			\$8,810	100.47%	
	AU	AFSCME-MILITARY	I A	5	\$4,206	90.47%	\$5,470	85.57%	\$6,079	95.10%	\$1,261	7.65%	16.53%	\$6,484	96.92%	\$8,054	91.85%	\$8,810	100.47%	
	AV	AFSCME-OR EMERGENCY MGMT	I A	3	\$4,206	90.47%	\$4,765	74.54%	\$6,079	95.10%	\$1,261	7.65%	16.53%	\$6,484	96.92%	\$7,178	81.86%	\$8,810	100.47%	
	AX	AFSCME-STATE LANDS	I A		\$4,205	90.45%			\$6,074	95.02%	\$1,261	7.65%	16.53%	\$6,483	96.90%			\$8,804	100.40%	

1485 INFO SYSTEMS SPECIALIST 5 (Continued)

Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
E	AEE-ASSOC OF ENGINEER EMS	I A		\$4,208	90.52%			\$6,077	95.07%	\$1,261	7.65%	16.53%	\$6,487	96.96%			\$8,808	100.44%
OA	SEIU LOCAL 503 OPEU-STRIKEABLE	I A	186	\$4,208	90.52%	\$5,460	85.42%	\$6,077	95.07%	\$1,261	7.65%	16.53%	\$6,487	96.96%	\$8,042	91.71%	\$8,808	100.44%
UA	UNREPRESENTED	I A	6	\$4,206	90.47%	\$5,166	80.81%	\$6,079	95.10%	\$1,261	7.65%	16.53%	\$6,484	96.92%	\$7,676	87.54%	\$8,810	100.47%
Non-Corrections/Non-Mgmt Simple Average			226	\$4,207	90.49%	\$5,445	85.18%	\$6,063	94.84%	\$1,261	7.65%	16.53%	\$6,485	96.93%	\$8,023	91.49%	\$8,790	100.24%
STATEWIDE Simple Average			261	\$4,237	91.15%	\$5,451	85.27%	\$6,079	95.10%	\$1,261	7.65%	16.53%	\$6,523	97.50%	\$8,030	91.58%	\$8,811	100.48%

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1486 INFO SYSTEMS SPECIALIST 6

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-CLACK			Information Services Software Specialist 2	\$4,890	\$6,202	\$1,266	7.65%	16.43%	\$7,334	\$8,961
CO-CLACK			Systems Project Analyst	\$5,642	\$7,143	\$1,266	7.65%	16.43%	\$8,266	\$10,129
CO-LANE			Programmer Analyst 2	\$4,059	\$5,623	\$1,776	7.65%	14.91%	\$6,751	\$8,667
CO-LANE	H024		Database Administrator, Senior	\$4,709	\$6,521	\$1,776	7.65%	14.91%	\$7,548	\$9,768
CO-LINCOLN			SYSTEMS ADMINISTRATOR	\$5,186	\$6,969	\$938	7.65%	16.83%	\$7,394	\$9,613
CO-LINN	84		DATABASE ADMINISTRATOR	\$4,953	\$6,252	\$1,823	7.65%	15.83%	\$7,939	\$9,543
CO-LINN	90		PROGRAMMER ANALYST	\$4,953	\$6,252	\$1,823	7.65%	15.83%	\$7,939	\$9,543
CO-LINN	93		NETWORK ENGINEER	\$4,953	\$6,252	\$1,823	7.65%	15.83%	\$7,939	\$9,543
CO-MARION	641		GIS Analyst 3	\$4,945	\$7,304	\$1,346	7.65%	12.35%	\$7,280	\$10,111
CO-MARION	651		Programmer Analyst 2	\$4,945	\$7,304	\$1,346	7.65%	12.35%	\$7,280	\$10,111
CO-MARION	658		IT Systems Analyst	\$5,191	\$7,670	\$1,346	7.65%	12.35%	\$7,576	\$10,550
CO-MARION	664		Computer Forensics Specialist	\$4,271	\$6,308	\$1,346	7.65%	12.35%	\$6,471	\$8,915
CO-MULT			Data Analyst Senior	\$5,206	\$6,401	\$1,369	7.65%	15.87%	\$7,799	\$9,276
CO-MULT			Information Specialist 3	\$5,049	\$6,217	\$1,369	7.65%	15.87%	\$7,606	\$9,048
CO-MULT			Systems Administrator	\$6,034	\$7,425	\$1,369	7.65%	15.87%	\$8,822	\$10,539
CO-WASH			WEB SYSTEM ADMINISTRATOR	\$5,972	\$7,256	\$1,177	7.65%	22.22%	\$8,933	\$10,600
CO-WASH			INFORMATION SYSTEMS ANALYST II	\$5,826	\$7,078	\$1,177	7.65%	22.22%	\$8,743	\$10,369
CO-WASH			GEOGRAPHIC INFORMATION SYSTEMS ANALYST	\$5,543	\$6,739	\$1,177	7.65%	22.22%	\$8,376	\$9,929
County Simple Average				\$5,129	\$6,718	\$1,417	7.65%	16.15%	\$7,777	\$9,734
MIL-OPES	3.02		Programmer / Analyst (Senior)	\$5,413	\$7,281	\$1,267	7.65%	10.63%	\$7,669	\$9,879
MIL-OPES	3.03		Systems Analyst	\$5,068	\$6,671	\$1,267	7.65%	10.63%	\$7,261	\$9,157
MIL-OPES	3.06		Business Systems Analyst	\$5,315	\$7,205	\$1,267	7.65%	10.63%	\$7,554	\$9,790
MIL-OPES	3.08b		Network Engineer	\$5,562	\$7,328	\$1,267	7.65%	10.63%	\$7,845	\$9,935
MIL-OPES	3.13b		GIS Analyst	\$4,959	\$6,627	\$1,267	7.65%	10.63%	\$7,133	\$9,106
MIL-OPES	3.16a		Web Administrator	\$5,333	\$7,114	\$1,267	7.65%	10.63%	\$7,576	\$9,682
OPES Simple Average				\$5,275	\$7,038	\$1,267	7.65%	10.63%	\$7,506	\$9,591
MIL-NWIT	12-302		Applications Engineer II	\$5,197	\$7,925	\$956	7.65%	6.15%	\$6,870	\$9,975
MIL-NWIT	12-451		Systems Engineer I	\$4,693	\$7,089	\$956	7.65%	6.15%	\$6,297	\$9,023
MIL-NWIT	12-602		Data Security II	\$5,142	\$7,747	\$956	7.65%	6.15%	\$6,807	\$9,772
MIL-NWIT	12-653		Hardware Mgmt & Support, Senior	\$5,145	\$7,861	\$956	7.65%	6.15%	\$6,811	\$9,902

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Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
MIL-NWIT	12-702		Data / Voice Communications II	\$4,539	\$6,662	\$956	7.65%	6.15%	\$6,121	\$8,537
MIL-NWIT	16-202		Database Developer II	\$5,554	\$8,507	\$956	7.65%	6.15%	\$7,277	\$10,637
MIL-NWIT	18-252		Web Developer II	\$5,343	\$8,285	\$956	7.65%	6.15%	\$7,036	\$10,384
MIL-NWIT	18-303		Web Designer, Senior	\$5,311	\$8,119	\$956	7.65%	6.15%	\$7,000	\$10,195
MIL-NWIT	18-353		Web Producer / Content Manager, Senior	\$5,340	\$9,112	\$956	7.65%	6.15%	\$7,033	\$11,325
MIL-NWIT	20-201		Project Manager I	\$5,025	\$7,602	\$956	7.65%	6.15%	\$6,675	\$9,607
MIL-NWIT	22-402		Web Analytics Specialist II	\$4,222	\$6,658	\$956	7.65%	6.15%	\$5,761	\$8,532
MIL-NWIT	24-251		Implementation Engineer I	\$3,427	\$4,787	\$956	7.65%	6.15%	\$4,856	\$6,404
MIL-NWIT	26-402		Account Manager II	\$5,591	\$8,701	\$956	7.65%	6.15%	\$7,319	\$10,858
MIL-NWIT	28-303		Technical Writer, Senior	\$5,496	\$8,202	\$956	7.65%	6.15%	\$7,211	\$10,290
MIL-NWIT	28-352		Business Systems Analysis II	\$4,912	\$7,572	\$956	7.65%	6.15%	\$6,546	\$9,573
MIL-NWMGT	3.05		Applications Systems Analyst	\$5,189	\$7,771	\$956	7.65%	6.15%	\$6,861	\$9,799
MIL-NWMGT	3.14		Systems Administrator	\$5,292	\$7,894	\$956	7.65%	6.15%	\$6,979	\$9,939
MIL-NWMGT	3.27		Web Developer	\$5,016	\$7,534	\$956	7.65%	6.15%	\$6,664	\$9,530
MIL-PACS	3.04		Programmer / Analyst (Senior)	\$5,690	\$8,456	\$956	7.65%	6.15%	\$7,431	\$10,579
MIL-PACS	3.06		Systems Analyst	\$4,899	\$7,314	\$956	7.65%	6.15%	\$6,531	\$9,279
MIL-PACS	3.09		Systems Programmer - Operating Sys (Intermed)	\$5,639	\$8,406	\$956	7.65%	6.15%	\$7,373	\$10,522
MIL-PACS	3.18		Network Systems Engineer	\$5,912	\$8,575	\$956	7.65%	6.15%	\$7,684	\$10,714
MIL-PACS	3.31		Webmaster (Senior)	\$5,849	\$8,470	\$956	7.65%	6.15%	\$7,612	\$10,594
MIL-PACS	3.32		Business Analyst / IT Liaison	\$5,383	\$8,238	\$956	7.65%	6.15%	\$7,082	\$10,331
Purchased Simple Average				\$5,159	\$7,812	\$956	7.65%	6.15%	\$6,827	\$9,846
ST-CA	1470		ASSOCIATE INFORMATION SYSTEMS ANALYST (SPECI	\$4,711	\$6,195	\$1,116	7.65%	21.35%	\$7,193	\$9,107
ST-CA	1579		ASSOCIATE PROGRAMMER ANALYST (SPECIALIST)	\$4,711	\$6,195	\$1,116	7.65%	21.35%	\$7,193	\$9,107
ST-CA	1587		SYSTEMS SOFTWARE SPECIALIST I (TECHNICAL)	\$5,165	\$6,792	\$1,116	7.65%	21.35%	\$7,778	\$9,877
ST-CA	7737		ASSOCIATE PROGRAM SYSTEMS ANALYST	\$4,711	\$6,195	\$1,116	7.65%	21.35%	\$7,193	\$9,107
ST-ID	01613	L	Enterprise Architect-in-Training	\$3,279	\$5,065	\$879	7.65%	14.19%	\$4,875	\$7,050
ST-ID	01619	K	IT Programmer Analyst	\$2,905	\$4,486	\$879	7.65%	14.19%	\$4,419	\$6,345
ST-ID	01621	K	IT Program System Specialist	\$2,905	\$4,486	\$879	7.65%	14.19%	\$4,419	\$6,345
ST-ID	01625	K	IT Database Analyst, Associate	\$2,905	\$4,486	\$879	7.65%	14.19%	\$4,419	\$6,345
ST-ID	01632	L	IT Systems Programmer	\$3,279	\$5,065	\$879	7.65%	14.19%	\$4,875	\$7,050

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Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-ID	01636	L	IT Network Analyst	\$3,279	\$5,065	\$879	7.65%	14.19%	\$4,875	\$7,050
ST-ID	01638	L	IT Systems Security Analyst	\$3,279	\$5,065	\$879	7.65%	14.19%	\$4,875	\$7,050
ST-ID	01641	L	IT Systems Integration Analyst	\$3,279	\$5,065	\$879	7.65%	14.19%	\$4,875	\$7,050
ST-ID	01662	K	IT Information Systems Technician, Senior	\$2,905	\$4,486	\$879	7.65%	14.19%	\$4,419	\$6,345
ST-ID	01664	K	IT Customer Service Consultant	\$2,905	\$4,486	\$879	7.65%	14.19%	\$4,419	\$6,345
ST-ID	01700	K	Web Design Specialist	\$2,905	\$4,486	\$879	7.65%	14.19%	\$4,419	\$6,345
ST-ID	01702	L	Web Developer	\$3,279	\$5,065	\$879	7.65%	14.19%	\$4,875	\$7,050
ST-ID	03219	K	Transportation Management Systems Coordinator	\$2,905	\$4,486	\$879	7.65%	14.19%	\$4,419	\$6,345
ST-ID	03316	L	Geographic Information System Analyst	\$3,279	\$5,065	\$879	7.65%	14.19%	\$4,875	\$7,050
ST-ID	03320	L	Remote Sensing Analyst, Staff	\$3,279	\$5,065	\$879	7.65%	14.19%	\$4,875	\$7,050
ST-NV	7.926	37	IT Professional 2	\$3,670	\$5,469	\$785	7.65%	25.75%	\$5,681	\$8,081
ST-WA	479K	58	IT SPECIALIST 3	\$4,114	\$5,395	\$662	7.65%	9.21%	\$5,470	\$6,967
State Simple Average				\$3,507	\$5,151	\$909	7.65%	15.87%	\$5,259	\$7,289
MARKET Simple Average				\$4,659	\$6,649	\$1,089	7.65%	12.11%	\$6,657	\$9,016

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%		
	AAON	AFSCME-DOC NON-SECURITY	I A	8	\$4,509	96.79%	\$5,649	84.96%	\$6,531	98.22%	\$1,261	7.65%	16.53%	\$6,861	103.07%	\$8,277	91.80%	\$9,372	103.94%
	Corrections Simple Average			8	\$4,509	96.79%	\$5,649	84.96%	\$6,531	98.22%	\$1,261	7.65%	16.53%	\$6,861	103.07%	\$8,277	91.80%	\$9,372	103.94%
	MMC	MGT SVC NON-SUPV CONFIDENTIAL	I A		\$4,804	103.12%			\$6,632	99.74%	\$1,261	7.65%	16.53%	\$7,227	108.57%			\$9,497	105.33%
	MMN	MGT SVC NON-SUPV	I A	2	\$4,804	103.12%	\$5,403	81.25%	\$6,632	99.74%	\$1,261	7.65%	16.53%	\$7,227	108.57%	\$7,970	88.40%	\$9,497	105.33%
	Management Simple Average			2	\$4,804	103.12%	\$5,403	81.25%	\$6,632	99.74%	\$1,261	7.65%	16.53%	\$7,227	108.57%	\$7,970	88.40%	\$9,497	105.33%
	AB	AFSCME-CONST CONTR BRD	I A	1	\$4,500	96.60%	\$6,500	97.76%	\$6,500	97.76%	\$1,261	7.65%	16.53%	\$6,850	102.90%	\$9,333	103.51%	\$9,333	103.51%
	AD	AFSCME-DEQ	I A	8	\$4,500	96.60%	\$6,227	93.66%	\$6,500	97.76%	\$1,261	7.65%	16.53%	\$6,850	102.90%	\$8,994	99.76%	\$9,333	103.51%
	AF	AFSCME-FIRE MARSHAL	I A		\$4,500	96.60%			\$6,500	97.76%	\$1,261	7.65%	16.53%	\$6,850	102.90%			\$9,333	103.51%
	AG	AFSCME-DLCD	I A	2	\$4,500	96.60%	\$5,716	85.97%	\$6,500	97.76%	\$1,261	7.65%	16.53%	\$6,850	102.90%	\$8,360	92.72%	\$9,333	103.51%
	AL	AFSCME-OLCC	I A	4	\$4,500	96.60%	\$6,166	92.74%	\$6,500	97.76%	\$1,261	7.65%	16.53%	\$6,850	102.90%	\$8,919	98.92%	\$9,333	103.51%
	AO	AFSCME-OREGON STATE POLICE	I A	4	\$4,500	96.60%	\$5,837	87.79%	\$6,500	97.76%	\$1,261	7.65%	16.53%	\$6,850	102.90%	\$8,510	94.38%	\$9,333	103.51%
	AR	AFSCME-REAL ESTATE	I A	1	\$4,500	96.60%	\$5,409	81.35%	\$6,500	97.76%	\$1,261	7.65%	16.53%	\$6,850	102.90%	\$7,978	88.49%	\$9,333	103.51%

1486 INFO SYSTEMS SPECIALIST 6 (Continued)

Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
				\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
AS	AFSCME-DEPT PUBLIC SAFE/STD/TRNG	I A	1	\$4,500	96.60%	\$6,500	97.76%	\$6,500	97.76%	\$1,261	7.65%	16.53%	\$6,850	102.90%	\$9,333	103.51%	\$9,333	103.51%
AT	AFSCME-DCBS BUILDING CODES	I A		\$4,500	96.60%			\$6,500	97.76%	\$1,261	7.65%	16.53%	\$6,850	102.90%			\$9,333	103.51%
AU	AFSCME-MILITARY	I A		\$4,500	96.60%			\$6,500	97.76%	\$1,261	7.65%	16.53%	\$6,850	102.90%			\$9,333	103.51%
AX	AFSCME-STATE LANDS	I A	2	\$4,499	96.58%	\$6,213	93.43%	\$6,497	97.71%	\$1,261	7.65%	16.53%	\$6,848	102.88%	\$8,976	99.55%	\$9,329	103.47%
E	AEE-ASSOC OF ENGINEER EMS	I A		\$4,500	96.60%			\$6,507	97.86%	\$1,261	7.65%	16.53%	\$6,850	102.90%			\$9,342	103.61%
OA	SEIU LOCAL 503 OPEU-STRIKEABLE	I A	245	\$4,500	96.60%	\$5,967	89.74%	\$6,507	97.86%	\$1,261	7.65%	16.53%	\$6,850	102.90%	\$8,671	96.17%	\$9,342	103.61%
OB	SEIU LOCAL 503 OPEU-SEAS STRKE	I A		\$4,500	96.60%			\$6,507	97.86%	\$1,261	7.65%	16.53%	\$6,850	102.90%			\$9,342	103.61%
UA	UNREPRESENTED	I A	13	\$4,500	96.60%	\$5,824	87.60%	\$6,501	97.77%	\$1,261	7.65%	16.53%	\$6,850	102.90%	\$8,494	94.21%	\$9,334	103.53%
Non-Corrections/Non-Mgmt Simple Average			281	\$4,500	96.60%	\$6,036	90.78%	\$6,501	97.78%	\$1,261	7.65%	16.53%	\$6,849	102.90%	\$8,757	97.12%	\$9,335	103.53%
STATEWIDE Simple Average			291	\$4,534	97.33%	\$5,951	89.50%	\$6,517	98.02%	\$1,261	7.65%	16.53%	\$6,892	103.54%	\$8,651	95.95%	\$9,355	103.75%

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1487 INFO SYSTEMS SPECIALIST 7

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-CLACK			Information Services Software Specialist, Senior	\$5,642	\$7,143	\$1,266	7.65%	16.43%	\$8,266	\$10,129
CO-CLACK			IT Administrator 2	\$6,202	\$7,865	\$1,266	7.65%	16.43%	\$8,961	\$11,025
CO-CLACK	665		Systems Project Analyst, Senior	\$6,202	\$7,865	\$1,266	7.65%	16.43%	\$8,961	\$11,025
CO-DOUGLAS	7760		Information Systems Tech Support Analyst 3	\$4,807	\$7,004	\$1,365	7.65%	18.05%	\$7,407	\$10,170
CO-LANE			Data System Architect	\$5,070	\$7,022	\$1,776	7.65%	14.91%	\$7,990	\$10,382
CO-LANE			Information Services Project Manager	\$4,709	\$6,521	\$1,776	7.65%	14.91%	\$7,548	\$9,768
CO-LANE	H008		Programmer and Systems Analyst, Senior	\$4,709	\$6,521	\$1,776	7.65%	14.91%	\$7,548	\$9,768
CO-LANE	H025		Network Administrator, Senior	\$4,709	\$6,521	\$1,776	7.65%	14.91%	\$7,548	\$9,768
CO-MARION	660		Programmer Analyst 3	\$5,366	\$7,928	\$1,346	7.65%	12.35%	\$7,785	\$10,860
CO-MARION	663		Network Analyst 3	\$5,451	\$8,055	\$1,346	7.65%	12.35%	\$7,888	\$11,012
CO-MARION	668		Database Administrator	\$5,451	\$8,055	\$1,346	7.65%	12.35%	\$7,888	\$11,012
CO-MARION	674		Information Technology Project Manager	\$5,795	\$8,561	\$1,346	7.65%	12.35%	\$8,299	\$11,619
CO-MULT			Database Administrator	\$6,034	\$7,425	\$1,369	7.65%	15.87%	\$8,822	\$10,539
CO-MULT			Network Administrator Senior	\$7,000	\$8,604	\$1,369	7.65%	15.87%	\$10,015	\$11,997
CO-MULT			IT Project Manager 1	\$6,088	\$9,132	\$1,369	7.65%	15.87%	\$8,889	\$12,649
CO-WASH			GEOGRAPHIC INFORMATION SYSTEMS COORDINATOR	\$6,431	\$7,814	\$1,177	7.65%	22.22%	\$9,529	\$11,325
CO-WASH			INFORMATION SYSTEMS ANALYST, SENIOR	\$6,274	\$7,624	\$1,177	7.65%	22.22%	\$9,325	\$11,078
CO-WASH			DATABASE ADMINISTRATOR	\$6,592	\$8,010	\$1,177	7.65%	22.22%	\$9,738	\$11,579
CO-WASH			NETWORK ANALYST, SENIOR	\$6,274	\$7,624	\$1,177	7.65%	22.22%	\$9,325	\$11,078
CO-WASH	374		GRAPHIC DESIGNER	\$4,332	\$5,264	\$1,177	7.65%	22.22%	\$6,802	\$8,013
County Simple Average				\$5,657	\$7,528	\$1,382	7.65%	16.75%	\$8,427	\$10,740
MIL-OPES	3.04		Systems Analyst (Senior)	\$5,425	\$7,265	\$1,267	7.65%	10.63%	\$7,684	\$9,860
MIL-OPES	3.05		Systems Analyst (Lead)	\$5,889	\$7,851	\$1,267	7.65%	10.63%	\$8,233	\$10,554
MIL-OPES	3.09		Database Administrator	\$6,391	\$8,520	\$1,267	7.65%	10.63%	\$8,826	\$11,345
OPES Simple Average				\$5,902	\$7,879	\$1,267	7.65%	10.63%	\$8,248	\$10,586
MIL-NWIT	12-352		Network Engineer II	\$5,433	\$8,413	\$956	7.65%	6.15%	\$7,139	\$10,530
MIL-NWIT	12-403		Network Administrator, Senior	\$5,895	\$8,987	\$956	7.65%	6.15%	\$7,664	\$11,183
MIL-NWIT	12-452		Systems Engineer II	\$5,426	\$8,406	\$956	7.65%	6.15%	\$7,130	\$10,522
MIL-NWIT	12-503		Systems Administrator, Senior	\$6,198	\$9,327	\$956	7.65%	6.15%	\$8,009	\$11,570
MIL-NWIT	12-523		Distributed Systems / LAN / PC, Senior	\$5,338	\$7,978	\$956	7.65%	6.15%	\$7,030	\$10,035

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Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
MIL-NWIT	12-703		Data / Voice Communications, Senior	\$5,760	\$8,946	\$956	7.65%	6.15%	\$7,511	\$11,137
MIL-NWIT	12-753		Quality Assurance, Senior	\$5,810	\$8,889	\$956	7.65%	6.15%	\$7,568	\$11,072
MIL-NWIT	12-754		Quality Assurance, Principal	\$6,643	\$10,058	\$956	7.65%	6.15%	\$8,516	\$12,402
MIL-NWIT	12-853		Network Operations Center, Senior	\$5,216	\$7,992	\$956	7.65%	6.15%	\$6,892	\$10,051
MIL-NWIT	16-203		Database Developer, Senior	\$6,472	\$9,849	\$956	7.65%	6.15%	\$8,321	\$12,164
MIL-NWIT	16-252		Database Administrator II	\$5,756	\$8,715	\$956	7.65%	6.15%	\$7,506	\$10,874
MIL-NWIT	18-253		Web Developer, Senior	\$6,026	\$9,201	\$956	7.65%	6.15%	\$7,814	\$11,427
MIL-NWIT	20-202		Project Manager II	\$5,978	\$9,429	\$956	7.65%	6.15%	\$7,759	\$11,687
MIL-NWIT	22-403		Web Analytics Specialist, Senior	\$5,970	\$9,935	\$956	7.65%	6.15%	\$7,750	\$12,262
MIL-NWIT	24-252		Implementation Engineer II	\$4,927	\$7,329	\$956	7.65%	6.15%	\$6,563	\$9,296
MIL-NWIT	28-353		Business Systems Analysis, Senior	\$6,013	\$9,081	\$956	7.65%	6.15%	\$7,799	\$11,290
MIL-NWMGT	3.04		Software Systems Analyst	\$5,935	\$8,881	\$956	7.65%	6.15%	\$7,710	\$11,063
MIL-NWMGT	3.06		Programmer Analyst - Senior	\$5,969	\$9,072	\$956	7.65%	6.15%	\$7,749	\$11,280
MIL-NWMGT	3.12		Network Administrator - Senior	\$5,961	\$8,953	\$956	7.65%	6.15%	\$7,739	\$11,144
MIL-NWMGT	3.18		Database Administrator	\$5,795	\$8,617	\$956	7.65%	6.15%	\$7,551	\$10,762
MIL-PACS	3.05		Programmer / Analyst (Lead)	\$6,454	\$9,731	\$956	7.65%	6.15%	\$8,301	\$12,030
MIL-PACS	3.07		Systems Analyst (Senior)	\$5,815	\$8,657	\$956	7.65%	6.15%	\$7,573	\$10,808
MIL-PACS	3.08		Systems Analyst (Lead)	\$6,208	\$9,469	\$956	7.65%	6.15%	\$8,021	\$11,731
MIL-PACS	3.16		Network Operations Technician III	\$5,200	\$7,589	\$956	7.65%	6.15%	\$6,873	\$9,592
MIL-PACS	3.17b		LAN Administrator (Senior)	\$5,464	\$8,152	\$956	7.65%	6.15%	\$7,175	\$10,233
MIL-PACS	3.22b		Database Administrator	\$5,778	\$8,486	\$956	7.65%	6.15%	\$7,531	\$10,613
Purchased Simple Average				\$5,825	\$8,852	\$956	7.65%	6.15%	\$7,584	\$11,029
ST-CA	1312		STAFF INFORMATION SYSTEMS ANALYST (SPECIALIST)	\$5,166	\$6,793	\$1,116	7.65%	21.35%	\$7,780	\$9,879
ST-CA	1373		SYSTEMS SOFTWARE SPECIALIST II (TECHNICAL)	\$5,672	\$7,456	\$1,116	7.65%	21.35%	\$8,432	\$10,734
ST-CA	1581		STAFF PROGRAMMER ANALYST (SPECIALIST)	\$5,166	\$6,793	\$1,116	7.65%	21.35%	\$7,780	\$9,879
ST-CA	7738		STAFF PROGRAM SYSTEMS ANALYST (SPECIALIST)	\$4,930	\$6,480	\$1,116	7.65%	21.35%	\$7,475	\$9,475
ST-ID	01614	M	Enterprise Architect	\$3,708	\$5,726	\$879	7.65%	14.19%	\$5,396	\$7,855
ST-ID	01617	M	IT Systems Analyst	\$3,708	\$5,726	\$879	7.65%	14.19%	\$5,396	\$7,855
ST-ID	01618	L	IT Programmer Analyst, Senior	\$3,279	\$5,065	\$879	7.65%	14.19%	\$4,875	\$7,050
ST-ID	01624	L	IT Database Analyst	\$3,279	\$5,065	\$879	7.65%	14.19%	\$4,875	\$7,050

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Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-ID	01635	M	IT Network Analyst, Senior	\$3,708	\$5,726	\$879	7.65%	14.19%	\$5,396	\$7,855
ST-ID	01660	L	IT Systems Coordinator	\$3,279	\$5,065	\$879	7.65%	14.19%	\$4,875	\$7,050
ST-ID	03318	M	Remote Sensing Analyst, Technical	\$3,708	\$5,726	\$879	7.65%	14.19%	\$5,396	\$7,855
ST-NV	7.925	39	IT Professional 3	\$4,002	\$5,991	\$785	7.65%	25.75%	\$6,124	\$8,777
ST-WA	479L	62	IT SPECIALIST 4	\$4,542	\$5,958	\$662	7.65%	9.21%	\$5,970	\$7,625
State Simple Average				\$4,165	\$5,967	\$928	7.65%	16.90%	\$6,136	\$8,380
MARKET Simple Average				\$5,426	\$7,773	\$1,103	7.65%	12.04%	\$7,585	\$10,359

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
AAON	AFSCME-DOC NON-SECURITY	I A	25	\$4,996	92.07%	\$6,725	86.52%	\$7,248	93.25%	\$1,261	7.65%	16.53%	\$7,465	98.43%	\$9,613	92.80%	\$10,262	99.06%	
Corrections Simple Average				25	\$4,996	92.07%	\$6,725	86.52%	\$7,248	93.25%	\$1,261	7.65%	16.53%	\$7,465	98.43%	\$9,613	92.80%	\$10,262	99.06%
MMC	MGT SVC NON-SUPV CONFIDENTIAL	I A		\$5,319	98.02%			\$7,340	94.43%	\$1,261	7.65%	16.53%	\$7,867	103.72%			\$10,376	100.17%	
MMN	MGT SVC NON-SUPV	I A		\$5,319	98.02%			\$7,340	94.43%	\$1,261	7.65%	16.53%	\$7,867	103.72%			\$10,376	100.17%	
Management Simple Average					\$5,319	98.02%		\$7,340	94.43%	\$1,261	7.65%	16.53%	\$7,867	103.72%	- %		\$10,376	100.17%	
AB	AFSCME-CONST CONTR BRD	I A		\$4,983	91.83%			\$7,194	92.56%	\$1,261	7.65%	16.53%	\$7,449	98.22%			\$10,195	98.42%	
AD	AFSCME-DEQ	I A	2	\$4,983	91.83%	\$7,194	92.56%	\$7,194	92.56%	\$1,261	7.65%	16.53%	\$7,449	98.22%	\$10,195	98.42%	\$10,195	98.42%	
AF	AFSCME-FIRE MARSHAL	I A		\$4,983	91.83%			\$7,194	92.56%	\$1,261	7.65%	16.53%	\$7,449	98.22%			\$10,195	98.42%	
AG	AFSCME-DLCD	I A	1	\$4,983	91.83%	\$6,566	84.48%	\$7,194	92.56%	\$1,261	7.65%	16.53%	\$7,449	98.22%	\$9,415	90.89%	\$10,195	98.42%	
AL	AFSCME-OLCC	I A	2	\$4,983	91.83%	\$7,194	92.56%	\$7,194	92.56%	\$1,261	7.65%	16.53%	\$7,449	98.22%	\$10,195	98.42%	\$10,195	98.42%	
AO	AFSCME-OREGON STATE POLICE	I A	3	\$4,983	91.83%	\$6,408	82.44%	\$7,194	92.56%	\$1,261	7.65%	16.53%	\$7,449	98.22%	\$9,218	88.99%	\$10,195	98.42%	
AR	AFSCME-REAL ESTATE	I A		\$4,983	91.83%			\$7,194	92.56%	\$1,261	7.65%	16.53%	\$7,449	98.22%			\$10,195	98.42%	
AS	AFSCME-DEPT PUBLIC SAFE/STD/TRNG	I A	1	\$4,983	91.83%	\$7,194	92.56%	\$7,194	92.56%	\$1,261	7.65%	16.53%	\$7,449	98.22%	\$10,195	98.42%	\$10,195	98.42%	
AT	AFSCME-DCBS BUILDING CODES	I A	1	\$4,983	91.83%	\$5,764	74.16%	\$7,194	92.56%	\$1,261	7.65%	16.53%	\$7,449	98.22%	\$8,419	81.27%	\$10,195	98.42%	
AU	AFSCME-MILITARY	I A	1	\$4,983	91.83%	\$7,194	92.56%	\$7,194	92.56%	\$1,261	7.65%	16.53%	\$7,449	98.22%	\$10,195	98.42%	\$10,195	98.42%	
AV	AFSCME-OR EMERGENCY MGMT	I A	4	\$4,983	91.83%	\$6,515	83.81%	\$7,194	92.56%	\$1,261	7.65%	16.53%	\$7,449	98.22%	\$9,351	90.27%	\$10,195	98.42%	
AX	AFSCME-STATE LANDS	I A		\$4,983	91.83%			\$7,190	92.50%	\$1,261	7.65%	16.53%	\$7,449	98.22%			\$10,190	98.37%	
E	AEE-ASSOC OF ENGINEER EMS	I A		\$4,984	91.85%			\$7,197	92.59%	\$1,261	7.65%	16.53%	\$7,451	98.23%			\$10,199	98.45%	

1487 INFO SYSTEMS SPECIALIST 7 (Continued)

Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
				\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
OA	SEIU LOCAL 503 OPEU-STRIKEABLE	I A	271	\$4,984	91.85%	\$6,760	86.98%	\$7,197	92.59%	\$1,261	7.65%	16.53%	\$7,451	98.23%	\$9,656	93.22%	\$10,199	98.45%
UA	UNREPRESENTED	I A	6	\$4,983	91.83%	\$6,941	89.29%	\$7,195	92.57%	\$1,261	7.65%	16.53%	\$7,449	98.22%	\$9,880	95.38%	\$10,196	98.43%
Non-Corrections/Non-Mgmt Simple Average			292	\$4,983	91.83%	\$6,773	87.14%	\$7,194	92.56%	\$1,261	7.65%	16.53%	\$7,449	98.22%	\$9,672	93.37%	\$10,195	98.42%
STATEWIDE Simple Average			317	\$5,021	92.53%	\$6,769	87.08%	\$7,213	92.80%	\$1,261	7.65%	16.53%	\$7,497	98.84%	\$9,667	93.32%	\$10,219	98.65%

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Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-CLACK			IT Administrator, Senior	\$6,808	\$8,661	\$1,266	7.65%	16.43%	\$9,714	\$12,012
CO-CLACK	664		Systems Architect	\$7,143	\$9,088	\$1,266	7.65%	16.43%	\$10,129	\$12,542
CO-DOUGLAS	7770		Information Systems Project Manager	\$6,025	\$8,776	\$1,365	7.65%	18.05%	\$8,939	\$12,396
CO-LANE	H027		Information Services Project Manager, Senior	\$4,945	\$6,850	\$1,776	7.65%	14.91%	\$7,837	\$10,172
CO-MARION	093		Senior Project Manager	\$6,075	\$8,973	\$1,346	7.65%	12.35%	\$8,636	\$12,114
CO-MARION	669		Senior Database Administrator	\$5,723	\$8,457	\$1,346	7.65%	12.35%	\$8,214	\$11,494
CO-MULT			IT Project Manager 2	\$6,575	\$9,863	\$1,369	7.65%	15.87%	\$9,490	\$13,551
CO-MULT			IT Architect	\$7,425	\$9,137	\$1,369	7.65%	15.87%	\$10,539	\$12,654
CO-MULT			Systems Administrator Senior	\$7,000	\$8,604	\$1,369	7.65%	15.87%	\$10,015	\$11,997
CO-MULT	6408		Database Administrator Senior	\$7,000	\$8,604	\$1,369	7.65%	15.87%	\$10,015	\$11,997
CO-WASH			INFORMATION TECHNOLOGY PROJECT MANAGER	\$7,277	\$8,842	\$1,177	7.65%	22.22%	\$10,628	\$12,660
CO-WASH			DATABASE ADMINISTRATOR, SENIOR	\$7,277	\$8,842	\$1,177	7.65%	22.22%	\$10,628	\$12,660
County Simple Average				\$6,606	\$8,725	\$1,349	7.65%	16.54%	\$9,565	\$12,187
MIL-NWIT	12-303		Applications Engineer, Senior	\$6,077	\$9,299	\$956	7.65%	6.15%	\$7,872	\$11,538
MIL-NWIT	12-353		Network Engineer, Senior	\$6,214	\$9,479	\$956	7.65%	6.15%	\$8,028	\$11,743
MIL-NWIT	12-453		Systems Engineer, Senior	\$6,261	\$9,645	\$956	7.65%	6.15%	\$8,081	\$11,932
MIL-NWIT	12-524		Distributed Systems / LAN / PC, Principal	\$6,592	\$9,984	\$956	7.65%	6.15%	\$8,458	\$12,318
MIL-NWIT	12-553		Architectural / Capacity, Senior	\$7,361	\$11,148	\$956	7.65%	6.15%	\$9,332	\$13,642
MIL-NWIT	12-603		Data Security, Senior	\$6,323	\$9,439	\$956	7.65%	6.15%	\$8,151	\$11,698
MIL-NWIT	12-654		Hardware Mgmt & Support Principal			\$956	7.65%	6.15%		
MIL-NWIT	12-704		Data / Voice Communications, Principal	\$5,843	\$8,397	\$956	7.65%	6.15%	\$7,606	\$10,512
MIL-NWIT	16-204		Database Developer, Principal	\$7,131	\$10,489	\$956	7.65%	6.15%	\$9,071	\$12,892
MIL-NWIT	16-253		Database Administrator, Senior	\$6,924	\$10,543	\$956	7.65%	6.15%	\$8,836	\$12,954
MIL-NWIT	18-356		Web Producer / Content, Manager	\$6,512	\$9,664	\$956	7.65%	6.15%	\$8,366	\$11,954
MIL-NWIT	20-203		Project Manager, Senior	\$6,948	\$10,797	\$956	7.65%	6.15%	\$8,863	\$13,243
MIL-NWIT	24-253		Implementation Engineer, Senior	\$6,101	\$9,236	\$956	7.65%	6.15%	\$7,899	\$11,467
MIL-NWIT	26-403		Account Manager, Senior	\$5,773	\$8,912	\$956	7.65%	6.15%	\$7,526	\$11,098
MIL-NWIT	28-354		Business Systems Analysis, Principal	\$6,886	\$10,161	\$956	7.65%	6.15%	\$8,792	\$12,519
MIL-NWMGT	3.03		Systems Project Manager	\$6,617	\$9,893	\$956	7.65%	6.15%	\$8,486	\$12,214
MIL-NWMGT	3.11		Network Engineer	\$5,918	\$8,893	\$956	7.65%	6.15%	\$7,690	\$11,077

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1488 INFO SYSTEMS SPECIALIST 8

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
MIL-NWMGT	3.17		Database Administrator - Senior	\$6,528	\$9,921	\$956	7.65%	6.15%	\$8,384	\$12,246
MIL-PACS	3.10		Systems Programmer - Operating Sys (Senior)	\$6,367	\$9,042	\$956	7.65%	6.15%	\$8,201	\$11,246
MIL-PACS	3.22a		Data Warehouse Architect	\$6,541	\$10,245	\$956	7.65%	6.15%	\$8,399	\$12,615
Purchased Simple Average				\$6,469	\$9,747	\$956	7.65%	6.15%	\$8,318	\$12,048
ST-CA	1337		SENIOR INFORMATION SYSTEMS ANALYST (SPECIALIST)	\$5,682	\$7,468	\$1,116	7.65%	21.35%	\$8,445	\$10,749
ST-CA	1367		SYSTEMS SOFTWARE SPECIALIST III (TECHNICAL)	\$6,232	\$8,191	\$1,116	7.65%	21.35%	\$9,155	\$11,682
ST-CA	1583		SENIOR PROGRAMMER ANALYST (SPECIALIST)	\$5,682	\$7,468	\$1,116	7.65%	21.35%	\$8,445	\$10,749
ST-CA	7740		SENIOR PROGRAM SYSTEMS ANALYST (SPECIALIST)	\$5,415	\$7,117	\$1,116	7.65%	21.35%	\$8,101	\$10,297
ST-ID	01623	M	IT Database Analyst, Senior	\$3,708	\$5,726	\$879	7.65%	14.19%	\$5,396	\$7,855
ST-ID	01631	M	IT Systems Programmer, Senior	\$3,708	\$5,726	\$879	7.65%	14.19%	\$5,396	\$7,855
ST-ID	01637	M	IT Systems Security Analyst, Senior	\$3,708	\$5,726	\$879	7.65%	14.19%	\$5,396	\$7,855
ST-ID	01640	M	IT Systems Integration Analyst, Senior	\$3,708	\$5,726	\$879	7.65%	14.19%	\$5,396	\$7,855
ST-ID	01705	M	Web Master	\$3,708	\$5,726	\$879	7.65%	14.19%	\$5,396	\$7,855
ST-ID	03290	M	Geographic Information System Analyst, Senior	\$3,708	\$5,726	\$879	7.65%	14.19%	\$5,396	\$7,855
ST-NV	7.910	41	Master IT Professional 1	\$4,371	\$6,567	\$785	7.65%	25.75%	\$6,616	\$9,545
ST-NV	7.921	41	IT Professional 4	\$4,371	\$6,567	\$785	7.65%	25.75%	\$6,616	\$9,545
ST-WA	479M	66	IT SPECIALIST 5	\$5,010	\$6,575	\$662	7.65%	9.21%	\$6,517	\$8,346
State Simple Average				\$4,539	\$6,485	\$921	7.65%	17.79%	\$6,636	\$9,080
MARKET Simple Average				\$5,936	\$8,504	\$1,051	7.65%	12.28%	\$8,161	\$11,209

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max		
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%	
	AAON	AFSCME-DOC NON-SECURITY	I A	2	\$5,450	91.81%	\$7,901	92.91%	\$7,901	92.91%	\$1,261	7.65%	16.53%	\$8,029	98.38%	\$11,073	98.78%	\$11,073	98.78%	
	Corrections Simple Average				2	\$5,450	91.81%	\$7,901	92.91%	\$7,901	92.91%	\$1,261	7.65%	16.53%	\$8,029	98.38%	\$11,073	98.78%	\$11,073	98.78%
	MMC	MGT SVC NON-SUPV CONFIDENTIAL	I A		\$5,800	97.70%			\$8,003	94.10%	\$1,261	7.65%	16.53%	\$8,464	103.71%			\$11,200	99.91%	
	MMN	MGT SVC NON-SUPV	I A	6	\$5,800	97.70%	\$8,175	96.13%	\$8,003	94.10%	\$1,261	7.65%	16.53%	\$8,464	103.71%	\$11,413	101.82%	\$11,200	99.91%	
	Management Simple Average				6	\$5,800	97.70%	\$8,175	96.13%	\$8,003	94.10%	\$1,261	7.65%	16.53%	\$8,464	103.71%	\$11,413	101.82%	\$11,200	99.91%
	AB	AFSCME-CONST CONTR BRD	I A		\$5,429	91.45%			\$7,855	92.36%	\$1,261	7.65%	16.53%	\$8,003	98.06%			\$11,016	98.27%	
	AD	AFSCME-DEQ	I A	1	\$5,429	91.45%	\$6,234	73.30%	\$7,855	92.36%	\$1,261	7.65%	16.53%	\$8,003	98.06%	\$9,003	80.32%	\$11,016	98.27%	
	AF	AFSCME-FIRE MARSHAL	I A		\$5,429	91.45%			\$7,855	92.36%	\$1,261	7.65%	16.53%	\$8,003	98.06%			\$11,016	98.27%	

1488 INFO SYSTEMS SPECIALIST 8 (Continued)

Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
AG	AFSCME-DLCD	I A		\$5,429	91.45%			\$7,855	92.36%	\$1,261	7.65%	16.53%	\$8,003	98.06%			\$11,016	98.27%
AL	AFSCME-OLCC	I A	1	\$5,429	91.45%	\$7,855	92.36%	\$7,855	92.36%	\$1,261	7.65%	16.53%	\$8,003	98.06%	\$11,016	98.27%	\$11,016	98.27%
AO	AFSCME-OREGON STATE POLICE	I A	6	\$5,429	91.45%	\$7,339	86.30%	\$7,855	92.36%	\$1,261	7.65%	16.53%	\$8,003	98.06%	\$10,375	92.56%	\$11,016	98.27%
AR	AFSCME-REAL ESTATE	I A		\$5,429	91.45%			\$7,855	92.36%	\$1,261	7.65%	16.53%	\$8,003	98.06%			\$11,016	98.27%
AS	AFSCME-DEPT PUBLIC SAFE/STD/TRNG	I A		\$5,429	91.45%			\$7,855	92.36%	\$1,261	7.65%	16.53%	\$8,003	98.06%			\$11,016	98.27%
AT	AFSCME-DCBS BUILDING CODES	I A		\$5,429	91.45%			\$7,855	92.36%	\$1,261	7.65%	16.53%	\$8,003	98.06%			\$11,016	98.27%
AU	AFSCME-MILITARY	I A		\$5,429	91.45%			\$7,855	92.36%	\$1,261	7.65%	16.53%	\$8,003	98.06%			\$11,016	98.27%
E	AEE-ASSOC OF ENGINEER EMS	I A		\$5,430	91.47%			\$7,850	92.31%	\$1,261	7.65%	16.53%	\$8,004	98.08%			\$11,010	98.22%
OA	SEIU LOCAL 503 OPEU-STRIKEABLE	I A	218	\$5,430	91.47%	\$7,548	88.75%	\$7,850	92.31%	\$1,261	7.65%	16.53%	\$8,004	98.08%	\$10,634	94.87%	\$11,010	98.22%
UA	UNREPRESENTED	I A	5	\$5,429	91.45%	\$7,784	91.53%	\$7,855	92.36%	\$1,261	7.65%	16.53%	\$8,003	98.06%	\$10,928	97.49%	\$11,016	98.27%
Non-Corrections/Non-Mgmt Simple Average			231	\$5,429	91.46%	\$7,352	86.45%	\$7,854	92.36%	\$1,261	7.65%	16.53%	\$8,003	98.06%	\$10,391	92.70%	\$11,015	98.27%
STATEWIDE Simple Average			239	\$5,477	92.26%	\$7,548	88.75%	\$7,876	92.61%	\$1,261	7.65%	16.53%	\$8,063	98.79%	\$10,635	94.87%	\$11,042	98.50%

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1510 ADMINISTRATIVE LAW JUDGE 1

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	6071		ADMINISTRATIVE LAW JUDGE I, OFFICE OF ADMINISTF	\$7,494	\$9,426	\$1,116	7.65%	21.35%	\$10,783	\$13,275
ST-ID	06006	L	Hearing Officer	\$3,279	\$5,065	\$879	7.65%	14.19%	\$4,875	\$7,050
ST-NV	0000	00	No Match							
ST-WA	422I	54	HEARINGS EXAMINER 1	\$3,726	\$4,888	\$662	7.65%	9.21%	\$5,016	\$6,374
State Simple Average				\$4,833	\$6,460	\$886	7.65%	14.92%	\$6,891	\$8,900
MARKET Simple Average				\$4,833	\$6,460	\$886	7.65%	14.92%	\$6,891	\$8,900

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
	AW	AFSCME-EMPLOYMENT	A A	1	\$4,569	94.53%	\$4,569	70.73%	\$6,691	103.58%	\$1,261	7.65%	16.53%	\$6,935	100.64%	\$6,935	77.92%	\$9,570	107.53%
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	31	\$4,569	94.53%	\$6,206	96.08%	\$6,691	103.58%	\$1,261	7.65%	16.53%	\$6,935	100.64%	\$8,969	100.77%	\$9,570	107.53%
	UA	UNREPRESENTED	A A		\$4,571	94.58%			\$6,691	103.58%	\$1,261	7.65%	16.53%	\$6,938	100.67%			\$9,570	107.53%
Non-Corrections/Non-Mgmt Simple Average				32	\$4,570	94.55%	\$5,388	83.41%	\$6,691	103.58%	\$1,261	7.65%	16.53%	\$6,936	100.65%	\$7,952	89.35%	\$9,570	107.53%
STATEWIDE Simple Average				32	\$4,570	94.55%	\$5,388	83.41%	\$6,691	103.58%	\$1,261	7.65%	16.53%	\$6,936	100.65%	\$7,952	89.35%	\$9,570	107.53%

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1511 ADMINISTRATIVE LAW JUDGE 2

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	0000		No Match							
ST-ID	0000		No Match							
ST-NV	0000	00	No Match							
ST-WA	422J	62	HEARINGS EXAMINER 2	\$4,542	\$5,958	\$662	7.65%	9.21%	\$5,970	\$7,625
State Simple Average				Insufficient Market Data					Insufficient Market Data	
MARKET Simple Average				Insufficient Market Data					Insufficient Market Data	

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	AW	AFSCME-EMPLOYMENT	A A	1	\$5,028	- %	\$6,080	- %	\$7,358	- %	\$1,261	7.65%	16.53%	\$7,505	- %	\$8,812	- %	\$10,399	- %
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	16	\$5,028	- %	\$6,504	- %	\$7,358	- %	\$1,261	7.65%	16.53%	\$7,505	- %	\$9,338	- %	\$10,399	- %
	UA	UNREPRESENTED	A A		\$5,028	- %		- %	\$7,363	- %	\$1,261	7.65%	16.53%	\$7,505	- %		- %	\$10,405	- %
	Non-Corrections/Non-Mgmt Simple Average			17	\$5,028	- %	\$6,292	- %	\$7,360	- %	\$1,261	7.65%	16.53%	\$7,505	- %	\$9,075	- %	\$10,401	- %
	STATEWIDE Simple Average			17	\$5,028	- %	\$6,292	- %	\$7,360	- %	\$1,261	7.65%	16.53%	\$7,505	- %	\$9,075	- %	\$10,401	- %

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1512 ADMINISTRATIVE LAW JUDGE 3

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	6068	A	ADMINISTRATIVE LAW JUDGE II (SPECIALIST), OFFICE	\$7,858	\$9,889	\$1,116	7.65%	21.35%	\$11,252	\$13,872
ST-ID	0000		No Match							
ST-NV	0000	00	No Match							
ST-WA	422K	66	HEARINGS EXAMINER 3	\$5,010	\$6,575	\$662	7.65%	9.21%	\$6,517	\$8,346
State Simple Average				\$6,434	\$8,232	\$889	7.65%	15.28%	\$8,885	\$11,109
MARKET Simple Average				\$6,434	\$8,232	\$889	7.65%	15.28%	\$8,885	\$11,109

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
MMS	MGT SVC SUPERVISORY	A A	5	\$6,998	108.77%	\$8,199	99.60%	\$9,822	119.31%	\$1,261	7.65%	16.53%	\$9,952	112.01%	\$11,443	103.00%	\$13,458	121.15%	
Management Simple Average				5	\$6,998	108.77%	\$8,199	99.60%	\$9,822	119.31%	\$1,261	7.65%	16.53%	\$9,952	112.01%	\$11,443	103.00%	\$13,458	121.15%
AW	AFSCME-EMPLOYMENT	A A	1	\$6,380	99.16%	\$8,111	98.53%	\$9,359	113.69%	\$1,261	7.65%	16.53%	\$9,184	103.37%	\$11,334	102.02%	\$12,883	115.97%	
OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	9	\$6,380	99.16%	\$7,405	89.95%	\$9,363	113.74%	\$1,261	7.65%	16.53%	\$9,184	103.37%	\$10,457	94.13%	\$12,888	116.02%	
UA	UNREPRESENTED	A A	8	\$6,381	99.18%	\$8,339	101.30%	\$9,363	113.74%	\$1,261	7.65%	16.53%	\$9,185	103.39%	\$11,617	104.57%	\$12,888	116.02%	
Non-Corrections/Non-Mgmt Simple Average				18	\$6,380	99.17%	\$7,952	96.60%	\$9,362	113.72%	\$1,261	7.65%	16.53%	\$9,185	103.38%	\$11,136	100.24%	\$12,887	116.00%
STATEWIDE Simple Average				23	\$6,535	101.57%	\$8,013	97.35%	\$9,477	115.12%	\$1,261	7.65%	16.53%	\$9,376	105.53%	\$11,213	100.93%	\$13,030	117.29%

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1519 CORRECTIONAL HEARINGS OFFICER

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-JEFFERS	c		Corrections Officer/hearing Officer	\$2,845	\$4,170	\$1,010	7.65%	15.77%	\$4,521	\$6,157
CO-MULT			Corrections Hearings Officer	\$4,625	\$5,688	\$1,369	7.65%	15.87%	\$7,081	\$8,395
County Simple Average				\$3,735	\$4,929	\$1,189	7.65%	15.82%	\$5,801	\$7,276
ST-CA	0000		No Match							
ST-ID	06006	L	Hearing Officer	\$3,279	\$5,065	\$879	7.65%	14.19%	\$4,875	\$7,050
ST-NV	0000	00	No Match							
ST-WA	421C	57	CORRECTIONAL HEARINGS OFFICER 3	\$4,014	\$5,266	\$662	7.65%	9.21%	\$5,353	\$6,816
State Simple Average				\$3,647	\$5,165	\$771	7.65%	11.70%	\$5,114	\$6,933
MARKET Simple Average				\$3,691	\$5,047	\$980	7.65%	13.76%	\$5,458	\$7,104

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	AAON	AFSCME-DOC NON-SECURITY	A A	10	\$5,025	136.15%	\$6,486	128.50%	\$6,985	138.39%	\$1,261	7.65%	16.53%	\$7,501	137.45%	\$9,315	131.12%	\$9,935	139.85%
	Corrections Simple Average				10	\$5,025	136.15%	\$6,486	128.50%	\$6,985	138.39%	7.65%	16.53%	\$7,501	137.45%	\$9,315	131.12%	\$9,935	139.85%
	AP	AFSCME-PAROLE BOARD	A A	1	\$5,025	136.15%	\$5,821	115.33%	\$6,984	138.37%	\$1,261	7.65%	16.53%	\$7,501	137.45%	\$8,490	119.50%	\$9,934	139.83%
	Non-Corrections/Non-Mgmt Simple Average				1	\$5,025	136.15%	\$5,821	115.33%	\$6,984	138.37%	7.65%	16.53%	\$7,501	137.45%	\$8,490	119.50%	\$9,934	139.83%
	STATEWIDE Simple Average				11	\$5,025	136.15%	\$6,153	121.91%	\$6,985	138.38%	7.65%	16.53%	\$7,501	137.45%	\$8,903	125.31%	\$9,935	139.84%

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1520 LAW CLERK

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max

EXCLUDED-N 0000 No Budgeted Positions

Exclude Simple Average										
MARKET Simple Average				Excluded					Excluded	

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
		OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A	A	\$2,435	- %	- %	\$3,450	- %	\$1,261	7.65%	16.53%	\$4,285	- %	- %	\$5,546	- %	
	UA	UNREPRESENTED	A	A	\$2,433	- %	- %	\$3,450	- %	\$1,261	7.65%	16.53%	\$4,283	- %	- %	\$5,546	- %		
	Non-Corrections/Non-Mgmt Simple Average				\$2,434	- %	- %	\$3,450	- %	\$1,261	7.65%	16.53%	\$4,284	- %	- %	\$5,546	- %		
	STATEWIDE Simple Average				\$2,434	- %	- %	\$3,450	- %	\$1,261	7.65%	16.53%	\$4,284	- %	- %	\$5,546	- %		

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1524 PARALEGAL

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-CLACK			Paralegal	\$3,866	\$4,890	\$1,266	7.65%	16.43%	\$6,063	\$7,334
CO-DOUGLAS	1810		Paralegal	\$2,737	\$3,988	\$1,365	7.65%	18.05%	\$4,805	\$6,378
CO-LANE	A028		Paralegal	\$2,945	\$4,079	\$1,776	7.65%	14.91%	\$5,385	\$6,775
CO-LINCOLN			PARALEGAL	\$4,116	\$5,532	\$938	7.65%	16.83%	\$6,062	\$7,824
CO-MARION	015		Paralegal	\$3,555	\$5,257	\$1,346	7.65%	12.35%	\$5,612	\$7,655
CO-MULT			Paralegal	\$3,949	\$5,529	\$1,369	7.65%	15.87%	\$6,247	\$8,198
CO-WASH			LEGAL ASSISTANT	\$4,332	\$5,264	\$1,177	7.65%	22.22%	\$6,802	\$8,013
County Simple Average				\$3,643	\$4,934	\$1,320	7.65%	16.67%	\$5,854	\$7,454
MIL-OPES	8.03		Paralegal	\$4,027	\$5,510	\$1,267	7.65%	10.63%	\$6,030	\$7,784
OPES Simple Average				\$4,027	\$5,510	\$1,267	7.65%	10.63%	\$6,030	\$7,784
ST-CA	5237	A	LEGAL ANALYST	\$3,918	\$4,906	\$1,116	7.65%	21.35%	\$6,170	\$7,444
ST-ID	05910	J	Legal Assistant	\$2,595	\$4,006	\$879	7.65%	14.19%	\$4,041	\$5,760
ST-NV	7.752	35	Legal Research Assistant 2	\$3,363	\$4,997	\$785	7.65%	25.75%	\$5,272	\$7,452
ST-WA	426E	50	PARALEGAL 1	\$3,377	\$4,429	\$662	7.65%	9.21%	\$4,608	\$5,838
State Simple Average				\$3,313	\$4,585	\$861	7.65%	17.63%	\$5,023	\$6,623
MARKET Simple Average				\$3,565	\$4,866	\$1,162	7.65%	16.48%	\$5,591	\$7,205

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max			Insurance		SS		Retire		SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max		
					\$	%	\$	%	\$	%	\$	%	\$	%	\$	%	\$	%	\$	%	\$	%	\$	%
	MMC	MGT SVC NON-SUPV CONFIDENTIAL	A A		\$3,547	99.49%			\$4,979	102.33%	\$1,261	7.65%	16.53%	\$5,666	101.33%			\$7,444	103.33%			\$7,444	103.33%	
	MMN	MGT SVC NON-SUPV	A A		\$3,547	99.49%			\$4,979	102.33%	\$1,261	7.65%	16.53%	\$5,666	101.33%			\$7,444	103.33%			\$7,444	103.33%	
	Management Simple Average				\$3,547	99.49%			\$4,979	102.33%	\$1,261	7.65%	16.53%	\$5,666	101.33%			- %	\$7,444	103.33%			\$7,444	103.33%
	AX	AFSCME-STATE LANDS	A A	1	\$3,290	92.29%	\$4,791	98.47%	\$4,791	98.47%	\$1,261	7.65%	16.53%	\$5,347	95.63%	\$7,211	100.09%	\$7,211	100.09%			\$7,211	100.09%	
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	79	\$3,290	92.29%	\$4,244	87.23%	\$4,791	98.47%	\$1,261	7.65%	16.53%	\$5,347	95.63%	\$6,532	90.67%	\$7,211	100.09%			\$7,211	100.09%	
	UA	UNREPRESENTED	A A	4	\$3,291	92.31%	\$4,039	83.00%	\$4,791	98.47%	\$1,261	7.65%	16.53%	\$5,348	95.65%	\$6,276	87.12%	\$7,211	100.09%			\$7,211	100.09%	
	Non-Corrections/Non-Mgmt Simple Average				84	\$3,290	92.30%	\$4,358	89.57%	\$4,791	98.47%	\$1,261	7.65%	16.53%	\$5,347	95.63%	\$6,673	92.62%	\$7,211	100.09%			\$7,211	100.09%
	STATEWIDE Simple Average				84	\$3,393	95.18%	\$4,358	89.57%	\$4,866	100.01%	\$1,261	7.65%	16.53%	\$5,475	97.91%	\$6,673	92.62%	\$7,304	101.38%			\$7,304	101.38%

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1530 HEARINGS OFFICER 1

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max

EXCLUDED-N 0000 No Budgeted Positions

Exclude Simple Average										
MARKET Simple Average				Excluded					Excluded	

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min	Emp Avg to SR Max	SR Max to SR Max	Insurance	SS	Retire	SR Min to SR Min	Emp Avg to SR Max	POLICY POINT SR Max to SR Max
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1542 ERB MEDIATOR

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	0000		No Match							
ST-ID	0000		No Match							
ST-NV	0000	00	No Match							
ST-WA	422F	69	LABOR RELATIONS ADJUDICATOR/MEDIATOR 2	\$5,395	\$7,082	\$662	7.65%	9.21%	\$6,967	\$8,938
State Simple Average				Insufficient Market Data					Insufficient Market Data	
MARKET Simple Average				Insufficient Market Data					Insufficient Market Data	

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	UA	UNREPRESENTED	A A	2	\$5,028	- %	\$6,722	- %	\$7,363	- %	\$1,261	7.65%	16.53%	\$7,505	- %	\$9,609	- %	\$10,405	- %
	Non-Corrections/Non-Mgmt Simple Average			2	\$5,028	- %	\$6,722	- %	\$7,363	- %	\$1,261	7.65%	16.53%	\$7,505	- %	\$9,609	- %	\$10,405	- %
	STATEWIDE Simple Average			2	\$5,028	- %	\$6,722	- %	\$7,363	- %	\$1,261	7.65%	16.53%	\$7,505	- %	\$9,609	- %	\$10,405	- %

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1543 EAB LEGAL STAFF

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	5778	D	ATTORNEY	\$6,347	\$8,141	\$1,116	7.65%	21.35%	\$9,303	\$11,617
ST-ID	0000		No Match							
ST-NV	0000	00	No Match							
ST-WA	422Q	59	FINANCIAL LEGAL EXAMINER 2	\$4,214	\$5,535	\$662	7.65%	9.21%	\$5,586	\$7,130
State Simple Average				\$5,281	\$6,838	\$889	7.65%	15.28%	\$7,445	\$9,374
MARKET Simple Average				\$5,281	\$6,838	\$889	7.65%	15.28%	\$7,445	\$9,374

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%		
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	4	\$4,358	82.53%	\$5,291	77.38%	\$6,380	93.30%	\$1,261	7.65%	16.53%	\$6,673	89.63%	\$7,832	83.55%	\$9,184	97.98%
	Non-Corrections/Non-Mgmt Simple Average			4	\$4,358	82.53%	\$5,291	77.38%	\$6,380	93.30%	\$1,261	7.65%	16.53%	\$6,673	89.63%	\$7,832	83.55%	\$9,184	97.98%
	STATEWIDE Simple Average			4	\$4,358	82.53%	\$5,291	77.38%	\$6,380	93.30%	\$1,261	7.65%	16.53%	\$6,673	89.63%	\$7,832	83.55%	\$9,184	97.98%

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1545 WCB LEGAL STAFF

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	5778	D	ATTORNEY	\$6,347	\$8,141	\$1,116	7.65%	21.35%	\$9,303	\$11,617
ST-ID	0000		No Match							
ST-NV	0000	00	No Match							
ST-WA	422Q	59	FINANCIAL LEGAL EXAMINER 2	\$4,214	\$5,535	\$662	7.65%	9.21%	\$5,586	\$7,130
State Simple Average				\$5,281	\$6,838	\$889	7.65%	15.28%	\$7,445	\$9,374
MARKET Simple Average				\$5,281	\$6,838	\$889	7.65%	15.28%	\$7,445	\$9,374

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	UA	UNREPRESENTED	A A	8	\$5,028	95.22%	\$6,655	97.32%	\$7,363	107.68%	\$1,261	7.65%	16.53%	\$7,505	100.81%	\$9,525	101.62%	\$10,405	111.00%
	Non-Corrections/Non-Mgmt Simple Average			8	\$5,028	95.22%	\$6,655	97.32%	\$7,363	107.68%	\$1,261	7.65%	16.53%	\$7,505	100.81%	\$9,525	101.62%	\$10,405	111.00%
	STATEWIDE Simple Average			8	\$5,028	95.22%	\$6,655	97.32%	\$7,363	107.68%	\$1,261	7.65%	16.53%	\$7,505	100.81%	\$9,525	101.62%	\$10,405	111.00%

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1547 FINANCIAL ENFORCEMENT OFFICER

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-LANE	N4000		Professional/Technical Supervisor - (Financial)	\$4,819	\$7,228	\$1,776	7.65%	14.91%	\$7,682	\$10,635
County Simple Average				\$4,819	\$7,228	\$1,776	7.65%	14.91%	\$7,682	\$10,635
MIL-NWMGT	5.18b		Attorney	\$7,260	\$11,413	\$956	7.65%	6.15%	\$9,218	\$13,944
Purchased Simple Average				\$7,260	\$11,413	\$956	7.65%	6.15%	\$9,218	\$13,944
ST-CA	0000		No Match							
ST-ID	0000		No Match							
ST-NV	0000	00	No Match							
ST-WA	161G	64	FINANCIAL EXAMINER 3	\$4,770	\$6,257	\$662	7.65%	9.21%	\$6,236	\$7,974
State Simple Average				\$4,770	\$6,257	\$662	7.65%	9.21%	\$6,236	\$7,974
MARKET Simple Average				\$5,616	\$8,299	\$1,131	7.65%	10.09%	\$7,712	\$10,851

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max		
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	7	\$5,028	89.53%	\$6,299	75.90%	\$7,358	88.66%	\$1,261	7.65%	16.53%	\$7,505	97.32%	\$9,084	83.72%	\$10,399	95.83%	
	Non-Corrections/Non-Mgmt Simple Average				7	\$5,028	89.53%	\$6,299	75.90%	\$7,358	88.66%	\$1,261	7.65%	16.53%	\$7,505	97.32%	\$9,084	83.72%	\$10,399	95.83%
	STATEWIDE Simple Average				7	\$5,028	89.53%	\$6,299	75.90%	\$7,358	88.66%	\$1,261	7.65%	16.53%	\$7,505	97.32%	\$9,084	83.72%	\$10,399	95.83%

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1650 SECRETARY OF STATE

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max

EXCLUDED-N 0000 Non-ORS 240

Exclude Simple Average										
MARKET Simple Average				Excluded						Excluded

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min	Emp Avg to SR Max	SR Max to SR Max	Insurance	SS	Retire	SR Min to SR Min	Emp Avg to SR Max	POLICY POINT
													SR Max to SR Max

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1700 TREASURER

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS		
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max	
EXCLUDED-N	0000		Non-ORS 240								
Exclude Simple Average											
MARKET Simple Average				Excluded						Excluded	

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min	Emp Avg to SR Max	SR Max to SR Max	Insurance	SS	Retire	SR Min to SR Min	Emp Avg to SR Max	POLICY POINT
													SR Max to SR Max

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1960 DISTRICT ATTORNEY

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS			
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max		
EXCLUDED-N	0000		Non-ORS 240									
Exclude Simple Average												
MARKET Simple Average				Excluded						Excluded		

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
		MOD	EXEC BRANCH DISTRICT ATTORNEY	A B	26	\$8,274	- %	\$8,274	- %	\$8,274	- %	\$1,261	7.65%	16.53%	\$11,536	- %	\$11,536	- %	\$11,536
	MOD	EXEC BRANCH DISTRICT ATTORNEY	B B	10	\$9,739	- %	\$9,739	- %	\$9,739	- %	\$1,261	7.65%	16.53%	\$13,355	- %	\$13,355	- %	\$13,355	- %
	Management Simple Average			36	\$9,007	- %	\$9,007	- %	\$9,007	- %	\$1,261	7.65%	16.53%	\$12,446	- %	\$12,446	- %	\$12,446	- %
	STATEWIDE Simple Average			36	\$9,007	- %	\$9,007	- %	\$9,007	- %	\$1,261	7.65%	16.53%	\$12,446	- %	\$12,446	- %	\$12,446	- %

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1970 JUDGE PRO-TEM

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS		
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max	
EXCLUDED-N	0000		Non-ORS 240								
Exclude Simple Average											
MARKET Simple Average				Excluded						Excluded	

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min	Emp Avg to SR Max	SR Max to SR Max	Insurance	SS	Retire	SR Min to SR Min	Emp Avg to SR Max	POLICY POINT
													SR Max to SR Max

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1980 JUDGE PRO-TEM DISTRICT

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
EXCLUDED-N	0000		Non-ORS 240							

Exclude Simple Average										
MARKET Simple Average				Excluded						Excluded

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min	Emp Avg to SR Max	SR Max to SR Max	Insurance	SS	Retire	SR Min to SR Min	Emp Avg to SR Max	POLICY POINT
													SR Max to SR Max

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2112 PUBLIC INFO REPRESENTATIVE 2

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max

EXCLUDED-N 0000 No Budgeted Positions

Exclude Simple Average										
MARKET Simple Average				Excluded						Excluded

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min	Emp Avg to SR Max	SR Max to SR Max	Insurance	SS	Retire	SR Min to SR Min	Emp Avg to SR Max	POLICY POINT
													SR Max to SR Max

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2147 PUBLICATIONS EDITOR

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max

EXCLUDED-N 0000 No Budgeted Positions

Exclude Simple Average										
MARKET Simple Average				Excluded					Excluded	

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
		OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A	A	\$3,001	- %	- %	\$4,358	- %	\$1,261	7.65%	16.53%	\$4,988	- %	- %	\$6,673	- %	
	Non-Corrections/Non-Mgmt Simple Average				\$3,001	- %	- %	\$4,358	- %	\$1,261	7.65%	16.53%	\$4,988	- %	- %	\$6,673	- %		
	STATEWIDE Simple Average				\$3,001	- %	- %	\$4,358	- %	\$1,261	7.65%	16.53%	\$4,988	- %	- %	\$6,673	- %		

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2167 COMMUNICATIONS SYS ANALYST 1

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-CLACK			Electronics Technician 1	\$4,247	\$5,382	\$1,266	7.65%	16.43%	\$6,536	\$7,944
CO-LANE			Communications Specialist	\$3,747	\$5,016	\$1,776	7.65%	14.91%	\$6,369	\$7,924
CO-LINN	678		COMMUNICATIONS SUPERVISOR	\$3,727	\$4,693	\$1,823	7.65%	15.83%	\$6,425	\$7,618
County Simple Average				\$3,907	\$5,030	\$1,622	7.65%	15.72%	\$6,443	\$7,829
ST-CA	0000		No Match							
ST-ID	0000		No Match							
ST-NV	6.973	33	Communications System Spec 1	\$3,094	\$4,574	\$785	7.65%	25.75%	\$4,912	\$6,888
ST-WA	592J	37G	ELECTRONICS TECHNICIAN 1	\$2,855	\$3,213	\$662	7.65%	9.21%	\$3,998	\$4,417
State Simple Average				\$2,974	\$3,894	\$724	7.65%	17.48%	\$4,455	\$5,652
MARKET Simple Average				\$3,534	\$4,576	\$1,262	7.65%	16.43%	\$5,648	\$6,958

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max			Insurance		SS		Retire		SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
		AAON	AFSCME-DOC NON-SECURITY	A	A	\$3,814	107.92%			\$5,267	115.11%	\$1,261	7.65%	16.53%	\$5,998	106.19%							\$7,802
	Corrections Simple Average				\$3,814	107.92%			\$5,267	115.11%	\$1,261	7.65%	16.53%	\$5,998	106.19%			- %				\$7,802	112.13%
	AF	AFSCME-FIRE MARSHAL	A	A	\$3,292	93.15%			\$4,791	104.70%	\$1,261	7.65%	16.53%	\$5,349	94.71%							\$7,211	103.63%
	E	AEE-ASSOC OF ENGINEER EMS	A	A	2	\$3,449	97.59%	\$3,806	83.18%	\$5,094	111.33%	\$1,261	7.65%	16.53%	\$5,544	98.16%	\$5,988	86.06%				\$7,587	109.04%
	UA	UNREPRESENTED	A	A		\$2,874	81.32%			\$4,162	90.96%	\$1,261	7.65%	16.53%	\$4,830	85.52%						\$6,430	92.41%
	Non-Corrections/Non-Mgmt Simple Average				2	\$3,205	90.69%	\$3,806	83.18%	\$4,682	102.33%	\$1,261	7.65%	16.53%	\$5,241	92.80%	\$5,988	86.06%				\$7,076	101.70%
	STATEWIDE Simple Average				2	\$3,357	95.00%	\$3,806	83.18%	\$4,829	105.52%	\$1,261	7.65%	16.53%	\$5,430	96.15%	\$5,988	86.06%				\$7,257	104.30%

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2168 COMMUNICATIONS SYS ANALYST 2

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-CLACK			Electronics Technician 2	\$4,662	\$5,906	\$1,266	7.65%	16.43%	\$7,051	\$8,594
County Simple Average				\$4,662	\$5,906	\$1,266	7.65%	16.43%	\$7,051	\$8,594
ST-CA	6911		TELECOMMUNICATIONS TECHNICIAN	\$4,507	\$5,457	\$1,116	7.65%	21.35%	\$6,930	\$8,155
ST-ID	0000		No Match							
ST-NV	6.977	35	Communications System Spec 2	\$3,363	\$4,997	\$785	7.65%	25.75%	\$5,272	\$7,452
ST-WA	0000		No Match							
State Simple Average				\$3,935	\$5,227	\$950	7.65%	23.55%	\$6,101	\$7,803
MARKET Simple Average				\$4,178	\$5,453	\$1,056	7.65%	21.18%	\$6,418	\$8,067

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
	AAON	AFSCME-DOC NON-SECURITY	A A	1	\$4,170	99.82%	\$5,821	106.74%	\$5,821	106.74%	\$1,261	7.65%	16.53%	\$6,440	100.34%	\$8,490	105.24%	\$8,490	105.24%
Corrections Simple Average				1	\$4,170	99.82%	\$5,821	106.74%	\$5,821	106.74%	\$1,261	7.65%	16.53%	\$6,440	100.34%	\$8,490	105.24%	\$8,490	105.24%
AF	AFSCME-FIRE MARSHAL	A A		\$3,610	86.41%			\$5,277	96.77%	\$1,261	7.65%	16.53%	\$5,744	89.51%			\$7,814	96.87%	
E	AEE-ASSOC OF ENGINEER EMS	A A	5	\$3,804	91.06%	\$5,076	93.08%	\$5,615	102.96%	\$1,261	7.65%	16.53%	\$5,985	93.26%	\$7,565	93.78%	\$8,234	102.07%	
UA	UNREPRESENTED	A A		\$3,139	75.14%			\$4,571	83.82%	\$1,261	7.65%	16.53%	\$5,159	80.39%			\$6,938	86.00%	
Non-Corrections/Non-Mgmt Simple Average				5	\$3,518	84.20%	\$5,076	93.08%	\$5,154	94.52%	\$1,261	7.65%	16.53%	\$5,630	87.72%	\$7,565	93.78%	\$7,662	94.98%
STATEWIDE Simple Average				6	\$3,681	88.11%	\$5,449	99.91%	\$5,321	97.57%	\$1,261	7.65%	16.53%	\$5,832	90.88%	\$8,027	99.51%	\$7,869	97.55%

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2169 COMMUNICATIONS SYS ANALYST 3

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	3640		ASSOCIATE TELECOMMUNICATIONS ENGINEER	\$6,897	\$8,630	\$1,116	7.65%	21.35%	\$10,013	\$12,248
ST-ID	0000		No Match							
ST-NV	0000	00	No Match							
ST-WA	452E	63	COMMUNICATIONS SYSTEMS DESIGNER	\$4,653	\$6,105	\$662	7.65%	9.21%	\$6,099	\$7,796
State Simple Average				\$5,775	\$7,368	\$889	7.65%	15.28%	\$8,056	\$10,022
MARKET Simple Average				\$5,775	\$7,368	\$889	7.65%	15.28%	\$8,056	\$10,022

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	AAON	AFSCME-DOC NON-SECURITY	A A	2	\$4,361	75.52%	\$6,063	82.29%	\$6,063	82.29%	\$1,261	7.65%	16.53%	\$6,677	82.88%	\$8,790	87.71%	\$8,790	87.71%
	Corrections Simple Average			2	\$4,361	75.52%	\$6,063	82.29%	\$6,063	82.29%	\$1,261	7.65%	16.53%	\$6,677	82.88%	\$8,790	87.71%	\$8,790	87.71%
	AV	AFSCME-OR EMERGENCY MGMT	A A		\$4,162	72.07%			\$6,081	82.54%	\$1,261	7.65%	16.53%	\$6,430	79.81%			\$8,813	87.93%
	E	AEE-ASSOC OF ENGINEER EMS	A A	2	\$4,192	72.59%	\$6,190	84.02%	\$6,190	84.02%	\$1,261	7.65%	16.53%	\$6,467	80.28%	\$8,948	89.28%	\$8,948	89.28%
	UA	UNREPRESENTED	A A		\$3,609	62.49%			\$5,277	71.63%	\$1,261	7.65%	16.53%	\$5,743	71.29%			\$7,814	77.97%
	Non-Corrections/Non-Mgmt Simple Average			2	\$3,988	69.05%	\$6,190	84.02%	\$5,849	79.39%	\$1,261	7.65%	16.53%	\$6,213	77.13%	\$8,948	89.28%	\$8,525	85.06%
	STATEWIDE Simple Average			4	\$4,081	70.67%	\$6,127	83.16%	\$5,903	80.12%	\$1,261	7.65%	16.53%	\$6,329	78.56%	\$8,869	88.50%	\$8,591	85.72%

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2176 VIDEO PRODUCER

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	5583		MOTION PICTURE SPECIALIST	\$4,488	\$5,618	\$1,116	7.65%	21.35%	\$6,905	\$8,363
ST-ID	05344	J	PTV Director/Videographer	\$2,595	\$4,006	\$879	7.65%	14.19%	\$4,041	\$5,760
ST-NV	0000	00	No Match							
ST-WA	200F	47	ELECTRONIC MEDIA PRODUCER SPECIALIST	\$3,135	\$4,114	\$662	7.65%	9.21%	\$4,326	\$5,470
State Simple Average				\$3,406	\$4,579	\$886	7.65%	14.92%	\$5,090	\$6,531
MARKET Simple Average				\$3,406	\$4,579	\$886	7.65%	14.92%	\$5,090	\$6,531

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	AS	AFSCME-DEPT PUBLIC SAFE/STD/TRNG	A A		\$3,139	92.16%			\$4,571	99.82%	\$1,261	7.65%	16.53%	\$5,159	101.36%			\$6,938	106.23%
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	2	\$4,161	122.17%	\$5,802	126.70%	\$6,080	132.77%	\$1,261	7.65%	16.53%	\$6,429	126.29%	\$8,466	129.64%	\$8,812	134.92%
	Non-Corrections/Non-Mgmt Simple Average			2	\$3,650	107.17%	\$5,802	126.70%	\$5,326	116.30%	\$1,261	7.65%	16.53%	\$5,794	113.82%	\$8,466	129.64%	\$7,875	120.58%
	STATEWIDE Simple Average			2	\$3,650	107.17%	\$5,802	126.70%	\$5,326	116.30%	\$1,261	7.65%	16.53%	\$5,794	113.82%	\$8,466	129.64%	\$7,875	120.58%

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2202 RECORDS MANAGEMENT ANALYST 1

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-CLACK	001141		Records and Information Specialist	\$3,072	\$3,866	\$1,266	7.65%	16.43%	\$5,078	\$6,063
CO-LANE			Records Officer 1	\$2,785	\$3,732	\$1,776	7.65%	14.91%	\$5,190	\$6,350
CO-MULT			Records Administration Assistant	\$2,963	\$3,649	\$1,369	7.65%	15.87%	\$5,029	\$5,876
County Simple Average				\$2,940	\$3,749	\$1,470	7.65%	15.74%	\$5,099	\$6,096
ST-CA	5250		RECORDS MANAGEMENT ANALYST I	\$3,731	\$4,671	\$1,116	7.65%	21.35%	\$5,929	\$7,141
ST-ID	0000		No Match							
ST-NV	4.210	33	Records Analyst 2	\$3,094	\$4,574	\$785	7.65%	25.75%	\$4,912	\$6,888
ST-WA	112J	41	FORMS & RECORDS ANALYST 2	\$2,724	\$3,549	\$662	7.65%	9.21%	\$3,845	\$4,809
State Simple Average				\$3,183	\$4,265	\$854	7.65%	18.77%	\$4,895	\$6,279
MARKET Simple Average				\$3,062	\$4,007	\$1,162	7.65%	17.25%	\$4,997	\$6,188

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max			Insurance		SS		Retire		SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max		
		UA	UNREPRESENTED	A	A	\$3,291	107.49%	\$4,791	119.57%	\$1,261	7.65%	16.53%	\$5,348	107.03%									\$7,211	116.53%
	Non-Corrections/Non-Mgmt Simple Average				\$3,291	107.49%	\$4,791	119.57%	\$1,261	7.65%	16.53%	\$5,348	107.03%									- %	\$7,211	116.53%
	STATEWIDE Simple Average				\$3,291	107.49%	\$4,791	119.57%	\$1,261	7.65%	16.53%	\$5,348	107.03%									- %	\$7,211	116.53%

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2203 RECORDS MANAGEMENT ANALYST 2

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-CLACK	001047		Records and Information Technician	\$3,700	\$4,662	\$1,266	7.65%	16.43%	\$5,857	\$7,051
CO-LANE			Records Officer 2	\$2,999	\$4,018	\$1,776	7.65%	14.91%	\$5,451	\$6,700
CO-LINN	693		RECORDS MANAGER	\$3,727	\$4,693	\$1,823	7.65%	15.83%	\$6,425	\$7,618
County Simple Average				\$3,475	\$4,458	\$1,622	7.65%	15.72%	\$5,911	\$7,123
ST-CA	5265		RECORDS MANAGEMENT ANALYST II (SPECIALIST)	\$4,488	\$5,618	\$1,116	7.65%	21.35%	\$6,905	\$8,363
ST-ID	03839	L	Records Program Manager	\$3,279	\$5,065	\$879	7.65%	14.19%	\$4,875	\$7,050
ST-NV	0000	00	No Match							
ST-WA	112K	46	FORMS & RECORDS ANALYST 3	\$3,063	\$4,014	\$662	7.65%	9.21%	\$4,241	\$5,353
State Simple Average				\$3,610	\$4,899	\$886	7.65%	14.92%	\$5,340	\$6,922
MARKET Simple Average				\$3,543	\$4,678	\$1,254	7.65%	15.32%	\$5,626	\$7,022

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max	POLICY POINT SR Max to SR Max	
		UA	UNREPRESENTED	A	A	\$3,781	106.73%	\$5,530	118.20%	\$5,530	118.20%	\$1,261	7.65%	16.53%	\$5,957	105.88%	- %	\$8,129
	Non-Corrections/Non-Mgmt Simple Average				\$3,781	106.73%	\$5,530	118.20%	\$5,530	118.20%	\$1,261	7.65%	16.53%	\$5,957	105.88%	- %	\$8,129	115.75%
	STATEWIDE Simple Average				\$3,781	106.73%	\$5,530	118.20%	\$5,530	118.20%	\$1,261	7.65%	16.53%	\$5,957	105.88%	- %	\$8,129	115.75%

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2204 ARCHIVIST 1

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	2805	A	ARCHIVIST I	\$3,941	\$4,934	\$1,116	7.65%	21.35%	\$6,199	\$7,480
ST-ID	02744	K	Archivist	\$2,905	\$4,486	\$879	7.65%	14.19%	\$4,419	\$6,345
ST-NV	0000	00	No Match							
ST-WA	261B	48	LIBRARY & ARCHIVAL PROFESSIONAL 2	\$3,213	\$4,214	\$662	7.65%	9.21%	\$4,417	\$5,586
State Simple Average				\$3,353	\$4,545	\$886	7.65%	14.92%	\$5,012	\$6,471
MARKET Simple Average				\$3,353	\$4,545	\$886	7.65%	14.92%	\$5,012	\$6,471

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max			Insurance		SS		Retire		SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A	A	\$2,268	67.64%			\$3,139	69.07%			\$1,261	7.65%	16.53%	\$4,078	81.37%					\$5,159	79.74%
	UA	UNREPRESENTED	A	A	\$3,291	98.15%			\$4,791	105.42%			\$1,261	7.65%	16.53%	\$5,348	106.72%					\$7,211	111.44%
Non-Corrections/Non-Mgmt Simple Average					\$2,780	82.90%			\$3,965	87.24%			\$1,261	7.65%	16.53%	\$4,713	94.04%			- %		\$6,185	95.59%
STATEWIDE Simple Average					\$2,780	82.90%			\$3,965	87.24%			\$1,261	7.65%	16.53%	\$4,713	94.04%			- %		\$6,185	95.59%

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2205 ARCHIVIST 2

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	2804	A	ARCHIVIST II	\$4,524	\$5,660	\$1,116	7.65%	21.35%	\$6,952	\$8,417
ST-ID	02740	L	Archivist, State	\$3,279	\$5,065	\$879	7.65%	14.19%	\$4,875	\$7,050
ST-NV	4.225	33	Archivist 2	\$3,094	\$4,574	\$785	7.65%	25.75%	\$4,912	\$6,888
ST-WA	261C	53	LIBRARY & ARCHIVAL PROFESSIONAL 3	\$3,631	\$4,770	\$662	7.65%	9.21%	\$4,905	\$6,236
State Simple Average				\$3,632	\$5,017	\$861	7.65%	17.63%	\$5,411	\$7,148
MARKET Simple Average				\$3,632	\$5,017	\$861	7.65%	17.63%	\$5,411	\$7,148

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max			Insurance		SS		Retire		SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max		
					\$	%	\$	%	\$	%	\$	%	\$	%	\$	%	\$	%	\$	%	\$	%	\$	%
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A	A	\$2,636	72.58%	\$3,781	75.36%	\$1,261	7.65%	16.53%	\$4,535	83.81%					\$5,957	83.34%					
	UA	UNREPRESENTED	A	A	\$3,781	104.10%	\$5,530	110.22%	\$1,261	7.65%	16.53%	\$5,957	110.09%					\$8,129	113.72%					
	Non-Corrections/Non-Mgmt Simple Average				\$3,209	88.34%	\$4,656	92.79%	\$1,261	7.65%	16.53%	\$5,246	96.95%					- %	\$7,043	98.53%				
	STATEWIDE Simple Average				\$3,209	88.34%	\$4,656	92.79%	\$1,261	7.65%	16.53%	\$5,246	96.95%					- %	\$7,043	98.53%				

2219 CORRECTION LIBRARY COORDINATOR

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	0000		No Match							
ST-ID	0000		No Match							
ST-NV	12.517	26	Correctional Assistant	\$2,318	\$3,363	\$785	7.65%	25.75%	\$3,877	\$5,272
ST-WA	0000		No Match							
State Simple Average				Insufficient Market Data					Insufficient Market Data	
MARKET Simple Average				Insufficient Market Data					Insufficient Market Data	

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
		AAON	AFSCME-DOC NON-SECURITY	A A	11	\$3,038	- %	\$3,877	- %	\$4,170	- %	\$1,261	7.65%	16.53%	\$5,034	- %	\$6,076	- %	\$6,440
	Corrections Simple Average			11	\$3,038	- %	\$3,877	- %	\$4,170	- %	\$1,261	7.65%	16.53%	\$5,034	- %	\$6,076	- %	\$6,440	- %
	STATEWIDE Simple Average			11	\$3,038	- %	\$3,877	- %	\$4,170	- %	\$1,261	7.65%	16.53%	\$5,034	- %	\$6,076	- %	\$6,440	- %

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2220 LIBRARIAN

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-CLACK			Librarian	\$4,443	\$5,642	\$1,266	7.65%	16.43%	\$6,779	\$8,266
CO-DOUGLAS	3350		Librarian 1	\$2,737	\$3,988	\$1,365	7.65%	18.05%	\$4,805	\$6,378
CO-MULT			Librarian	\$4,353	\$5,357	\$1,369	7.65%	15.87%	\$6,746	\$7,986
CO-WASH			LIBRARIAN II	\$4,780	\$5,809	\$1,177	7.65%	22.22%	\$7,384	\$8,721
County Simple Average				\$4,078	\$5,199	\$1,294	7.65%	18.14%	\$6,429	\$7,838
MIL-OPES	9.04		Librarian	\$3,195	\$4,228	\$1,267	7.65%	10.63%	\$5,046	\$6,268
OPES Simple Average				\$3,195	\$4,228	\$1,267	7.65%	10.63%	\$5,046	\$6,268
ST-CA	2951	A	LIBRARIAN	\$4,279	\$5,355	\$1,116	7.65%	21.35%	\$6,636	\$8,024
ST-ID	02908	M	Library Consultant	\$3,708	\$5,726	\$879	7.65%	14.19%	\$5,396	\$7,855
ST-NV	4.112	33	Librarian 2	\$3,094	\$4,574	\$785	7.65%	25.75%	\$4,912	\$6,888
ST-WA	261A	41	LIBRARY & ARCHIVAL PROFESSIONAL 1	\$2,724	\$3,549	\$662	7.65%	9.21%	\$3,845	\$4,809
State Simple Average				\$3,451	\$4,801	\$861	7.65%	17.63%	\$5,197	\$6,894
MARKET Simple Average				\$3,701	\$4,914	\$1,098	7.65%	17.08%	\$5,728	\$7,244

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max		
		AD	AFSCME-DEQ	A	A	\$3,782	102.18%			\$5,530	112.53%	\$1,261	7.65%	16.53%	\$5,958	104.02%			\$8,129	112.21%
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A	A	13	\$3,781	102.15%	\$5,137	104.53%	\$5,529	112.51%	\$1,261	7.65%	16.53%	\$5,957	104.00%	\$7,641	105.48%	\$8,127	112.20%
	Non-Corrections/Non-Mgmt Simple Average				13	\$3,782	102.17%	\$5,137	104.53%	\$5,530	112.52%	\$1,261	7.65%	16.53%	\$5,957	104.01%	\$7,641	105.48%	\$8,128	112.20%
	STATEWIDE Simple Average				13	\$3,782	102.17%	\$5,137	104.53%	\$5,530	112.52%	\$1,261	7.65%	16.53%	\$5,957	104.01%	\$7,641	105.48%	\$8,128	112.20%

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2300 EDUCATION PROGRAM SPECIALIST 1

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	2655		EDUCATION PROGRAMS ASSISTANT	\$4,400	\$5,504	\$1,116	7.65%	21.35%	\$6,792	\$8,216
ST-ID	02362	K	Education Specialist	\$2,905	\$4,486	\$879	7.65%	14.19%	\$4,419	\$6,345
ST-NV	0000	00	No Match							
ST-WA	0000		No Match							
State Simple Average				\$3,653	\$4,995	\$997	7.65%	17.77%	\$5,605	\$7,280
MARKET Simple Average				\$3,653	\$4,995	\$997	7.65%	17.77%	\$5,605	\$7,280

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
	AS	AFSCME-DEPT PUBLIC SAFE/STD/TRNG	A A		\$4,571	125.15%			\$6,682	133.77%	\$1,261	7.65%	16.53%	\$6,938	123.77%			\$9,559	131.30%
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	4	\$4,569	125.09%	\$6,613	132.39%	\$6,691	133.95%	\$1,261	7.65%	16.53%	\$6,935	123.73%	\$9,474	130.13%	\$9,570	131.45%
	UA	UNREPRESENTED	A A		\$4,571	125.15%			\$6,691	133.95%	\$1,261	7.65%	16.53%	\$6,938	123.77%			\$9,570	131.45%
	Non-Corrections/Non-Mgmt Simple Average			4	\$4,570	125.13%	\$6,613	132.39%	\$6,688	133.89%	\$1,261	7.65%	16.53%	\$6,937	123.76%	\$9,474	130.13%	\$9,567	131.40%
	STATEWIDE Simple Average			4	\$4,570	125.13%	\$6,613	132.39%	\$6,688	133.89%	\$1,261	7.65%	16.53%	\$6,937	123.76%	\$9,474	130.13%	\$9,567	131.40%

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2301 EDUCATION PROGRAM SPECIALIST 2

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	2656	A	EDUCATION PROGRAMS CONSULTANT	\$5,838	\$7,306	\$1,116	7.65%	21.35%	\$8,647	\$10,540
ST-ID	0000		No Match							
ST-NV	5.232	39	Education Programs Professional	\$4,002	\$5,991	\$785	7.65%	25.75%	\$6,124	\$8,777
ST-WA	0000		No Match							
State Simple Average				\$4,920	\$6,648	\$950	7.65%	23.55%	\$7,385	\$9,659
MARKET Simple Average				\$4,920	\$6,648	\$950	7.65%	23.55%	\$7,385	\$9,659

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	MMN	MGT SVC NON-SUPV	A A	2	\$5,764	117.15%	\$7,522	113.14%	\$8,087	121.64%	\$1,261	7.65%	16.53%	\$8,419	114.00%	\$10,602	109.77%	\$11,304	117.03%
	Management Simple Average			2	\$5,764	117.15%	\$7,522	113.14%	\$8,087	121.64%	\$1,261	7.65%	16.53%	\$8,419	114.00%	\$10,602	109.77%	\$11,304	117.03%
	AS	AFSCME-DEPT PUBLIC SAFE/STD/TRNG	A A		\$5,277	107.26%			\$7,698	115.79%	\$1,261	7.65%	16.53%	\$7,814	105.81%			\$10,821	112.03%
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	70	\$5,277	107.26%	\$7,022	105.62%	\$7,721	116.13%	\$1,261	7.65%	16.53%	\$7,814	105.81%	\$9,982	103.34%	\$10,849	112.33%
	UA	UNREPRESENTED	A A		\$5,277	107.26%			\$7,728	116.24%	\$1,261	7.65%	16.53%	\$7,814	105.81%			\$10,858	112.42%
	Non-Corrections/Non-Mgmt Simple Average			70	\$5,277	107.26%	\$7,022	105.62%	\$7,716	116.05%	\$1,261	7.65%	16.53%	\$7,814	105.81%	\$9,982	103.34%	\$10,843	112.26%
	STATEWIDE Simple Average			72	\$5,399	109.73%	\$7,272	109.38%	\$7,809	117.45%	\$1,261	7.65%	16.53%	\$7,966	107.86%	\$10,292	106.56%	\$10,958	113.45%

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2302 TEACHING ASSISTANT

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	8244	A	TEACHING ASSISTANT, SCHOOL FOR THE BLIND	\$2,358	\$2,952	\$1,116	7.65%	21.35%	\$4,157	\$4,924
ST-ID	07822	G	Instruction Assistant	\$1,711	\$2,641	\$879	7.65%	14.19%	\$2,964	\$4,097
ST-NV	5.166	23	Teacher Assistant 1	\$2,060	\$2,961	\$785	7.65%	25.75%	\$3,534	\$4,736
ST-WA	255M	39	INSTRUCTION & CLASSROOM SUPPORT TECH 1	\$2,598	\$3,377	\$662	7.65%	9.21%	\$3,698	\$4,608
State Simple Average				\$2,182	\$2,983	\$861	7.65%	17.63%	\$3,588	\$4,591
MARKET Simple Average				\$2,182	\$2,983	\$861	7.65%	17.63%	\$3,588	\$4,591

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	19	\$2,188	100.29%	\$2,505	83.98%	\$3,001	100.61%	\$1,261	7.65%	16.53%	\$3,978	110.88%	\$4,372	95.23%	\$4,988	108.64%
	UA	UNREPRESENTED	A A		\$2,181	99.97%			\$2,999	100.54%	\$1,261	7.65%	16.53%	\$3,970	110.64%			\$4,986	108.59%
	Non-Corrections/Non-Mgmt Simple Average			19	\$2,185	100.13%	\$2,505	83.98%	\$3,000	100.58%	\$1,261	7.65%	16.53%	\$3,974	110.76%	\$4,372	95.23%	\$4,987	108.62%
	STATEWIDE Simple Average			19	\$2,185	100.13%	\$2,505	83.98%	\$3,000	100.58%	\$1,261	7.65%	16.53%	\$3,974	110.76%	\$4,372	95.23%	\$4,987	108.62%

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2304 MANUAL ARTS INSTRUCTOR

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	7593	B	VOCATIONAL INSTRUCTOR (CARPENTRY-SAFETY)	\$4,081	\$5,363	\$1,116	7.65%	21.35%	\$6,380	\$8,034
ST-ID	0000		No Match							
ST-NV	0000	00	No Match							
ST-WA	0000		No Match							
State Simple Average				Insufficient Market Data					Insufficient Market Data	
MARKET Simple Average				Insufficient Market Data					Insufficient Market Data	

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	AMG	AFSCME-COMMUNITY PGMS (SOCP)	A A		\$2,757	- %		- %	\$3,973	- %	\$1,261	7.65%	16.53%	\$4,685	- %		- %	\$6,195	- %
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	11	\$2,538	- %	\$3,363	- %	\$3,607	- %	\$1,261	7.65%	16.53%	\$4,413	- %	\$5,437	- %	\$5,741	- %
	UA	UNREPRESENTED	A A		\$2,539	- %		- %	\$3,609	- %	\$1,261	7.65%	16.53%	\$4,414	- %		- %	\$5,743	- %
	Non-Corrections/Non-Mgmt Simple Average			11	\$2,611	- %	\$3,363	- %	\$3,730	- %	\$1,261	7.65%	16.53%	\$4,504	- %	\$5,437	- %	\$5,893	- %
	STATEWIDE Simple Average			11	\$2,611	- %	\$3,363	- %	\$3,730	- %	\$1,261	7.65%	16.53%	\$4,504	- %	\$5,437	- %	\$5,893	- %

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2319 INSTITUTION TEACHER-BA

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	3074	B	TEACHER (HIGH SCHOOL-ENGLISH/LANGUAGE ARTS)	\$4,081	\$5,108	\$1,116	7.65%	21.35%	\$6,380	\$7,705
ST-ID	0000		No Match							
ST-NV	0000	00	No Match							
ST-WA	0000		No Match							
State Simple Average				Insufficient Market Data					Insufficient Market Data	
MARKET Simple Average				Insufficient Market Data					Insufficient Market Data	

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A		\$2,729	- %	- %	\$4,775	- %	\$1,261	7.65%	16.53%	\$4,650	- %	- %	\$7,191	- %		
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	B A		\$2,729	- %	- %	\$4,378	- %	\$1,261	7.65%	16.53%	\$4,650	- %	- %	\$6,698	- %		
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	C A		\$2,820	- %	- %	\$4,482	- %	\$1,261	7.65%	16.53%	\$4,763	- %	- %	\$6,827	- %		
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	D A		\$2,910	- %	- %	\$4,573	- %	\$1,261	7.65%	16.53%	\$4,875	- %	- %	\$6,940	- %		
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	E A		\$3,010	- %	- %	\$4,767	- %	\$1,261	7.65%	16.53%	\$4,999	- %	- %	\$7,181	- %		
	Non-Corrections/Non-Mgmt Simple Average				\$2,840	- %	- %	\$4,595	- %	\$1,261	7.65%	16.53%	\$4,788	- %	- %	\$6,967	- %		
	STATEWIDE Simple Average				\$2,840	- %	- %	\$4,595	- %	\$1,261	7.65%	16.53%	\$4,788	- %	- %	\$6,967	- %		

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2320 INSTITUTION TEACHER-MA

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	0000		No Match							
ST-ID	0000		No Match							
ST-NV	0000	00	No Match							
ST-WA	0000		No Match							

State Simple Average										
MARKET Simple Average										

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
						- %		- %		- %					- %		- %		- %
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A		\$3,103	- %		- %	\$5,222	- %	\$1,261	7.65%	16.53%	\$5,115	- %		- %	\$7,746	- %
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	D A		\$3,791	- %		- %	\$5,222	- %	\$1,261	7.65%	16.53%	\$5,969	- %		- %	\$7,746	- %
	Non-Corrections/Non-Mgmt Simple Average				\$3,447	- %		- %	\$5,222	- %	\$1,261	7.65%	16.53%	\$5,542	- %		- %	\$7,746	- %
	STATEWIDE Simple Average				\$3,447	- %		- %	\$5,222	- %	\$1,261	7.65%	16.53%	\$5,542	- %		- %	\$7,746	- %

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2320-B INSTITUTION TEACHER-MA

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
NO MATCHES	0000		NO MATCHES FOUND							

Exclude Simple Average										
MARKET Simple Average										

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
		OA	SEIU LOCAL 503 OPEU-STRIKEABLE	B A	4	\$3,103	- %	\$4,380	- %	\$4,767	- %	\$1,261	7.65%	16.53%	\$5,115	- %	\$6,701	- %	\$7,181
	Non-Corrections/Non-Mgmt Simple Average			4	\$3,103	- %	\$4,380	- %	\$4,767	- %	\$1,261	7.65%	16.53%	\$5,115	- %	\$6,701	- %	\$7,181	- %
	STATEWIDE Simple Average			4	\$3,103	- %	\$4,380	- %	\$4,767	- %	\$1,261	7.65%	16.53%	\$5,115	- %	\$6,701	- %	\$7,181	- %

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2320-C INSTITUTION TEACHER-MA

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
NO MATCHES	0000		NO MATCHES FOUND							

Exclude Simple Average										
MARKET Simple Average										

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
		OA	SEIU LOCAL 503 OPEU-STRIKEABLE	C A	1	\$3,491	- %	\$4,282	- %	\$4,894	- %	\$1,261	7.65%	16.53%	\$5,597	- %	\$6,579	- %	\$7,339
	Non-Corrections/Non-Mgmt Simple Average			1	\$3,491	- %	\$4,282	- %	\$4,894	- %	\$1,261	7.65%	16.53%	\$5,597	- %	\$6,579	- %	\$7,339	- %
	STATEWIDE Simple Average			1	\$3,491	- %	\$4,282	- %	\$4,894	- %	\$1,261	7.65%	16.53%	\$5,597	- %	\$6,579	- %	\$7,339	- %

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2327 PUBLIC HEALTH EDUCATOR 1

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-LANE			Public Health Educator	\$3,333	\$4,618	\$1,776	7.65%	14.91%	\$5,861	\$7,435
County Simple Average				\$3,333	\$4,618	\$1,776	7.65%	14.91%	\$5,861	\$7,435
ST-CA	8333	B	HEALTH EDUCATION CONSULTANT I	\$3,788	\$4,957	\$1,116	7.65%	21.35%	\$6,002	\$7,510
ST-ID	02355	K	Health Education Specialist	\$2,905	\$4,486	\$879	7.65%	14.19%	\$4,419	\$6,345
ST-NV	10.237	35	Health Program Specialist 1	\$3,363	\$4,997	\$785	7.65%	25.75%	\$5,272	\$7,452
ST-WA	283I	50	HEALTH SERVICES CONSULTANT 2	\$3,377	\$4,429	\$662	7.65%	9.21%	\$4,608	\$5,838
State Simple Average				\$3,358	\$4,717	\$861	7.65%	17.63%	\$5,075	\$6,786
MARKET Simple Average				\$3,353	\$4,697	\$1,044	7.65%	17.08%	\$5,232	\$6,916

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
		OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	1	\$3,450	102.88%	\$3,781	80.49%	\$5,028	107.04%	\$1,261	7.65%	16.53%	\$5,546	105.98%	\$5,957	86.13%	\$7,505
	UA	UNREPRESENTED	A A		\$3,450	102.88%			\$5,028	107.04%	\$1,261	7.65%	16.53%	\$5,546	105.98%			\$7,505	108.52%
	Non-Corrections/Non-Mgmt Simple Average			1	\$3,450	102.88%	\$3,781	80.49%	\$5,028	107.04%	\$1,261	7.65%	16.53%	\$5,546	105.98%	\$5,957	86.13%	\$7,505	108.52%
	STATEWIDE Simple Average			1	\$3,450	102.88%	\$3,781	80.49%	\$5,028	107.04%	\$1,261	7.65%	16.53%	\$5,546	105.98%	\$5,957	86.13%	\$7,505	108.52%

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2328 PUBLIC HEALTH EDUCATOR 2

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-WASH			PROGRAM COORDINATOR	\$5,278	\$6,413	\$1,177	7.65%	22.22%	\$8,032	\$9,505
County Simple Average				\$5,278	\$6,413	\$1,177	7.65%	22.22%	\$8,032	\$9,505
ST-CA	0000		No Match							
ST-ID	02356	L	Health Education Specialist, Senior	\$3,279	\$5,065	\$879	7.65%	14.19%	\$4,875	\$7,050
ST-NV	10.232	37	Health Program Manager 1	\$3,670	\$5,469	\$785	7.65%	25.75%	\$5,681	\$8,081
ST-WA	283I	50	HEALTH SERVICES CONSULTANT 2	\$3,377	\$4,429	\$662	7.65%	9.21%	\$4,608	\$5,838
State Simple Average				\$3,442	\$4,988	\$775	7.65%	16.38%	\$5,055	\$6,990
MARKET Simple Average				\$3,901	\$5,344	\$876	7.65%	17.84%	\$5,799	\$7,618

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
		OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	24	\$3,781	96.92%	\$4,805	89.91%	\$5,529	103.46%	\$1,261	7.65%	16.53%	\$5,957	102.72%	\$7,228	94.88%	\$8,127
	Non-Corrections/Non-Mgmt Simple Average			24	\$3,781	96.92%	\$4,805	89.91%	\$5,529	103.46%	\$1,261	7.65%	16.53%	\$5,957	102.72%	\$7,228	94.88%	\$8,127	106.68%
	STATEWIDE Simple Average			24	\$3,781	96.92%	\$4,805	89.91%	\$5,529	103.46%	\$1,261	7.65%	16.53%	\$5,957	102.72%	\$7,228	94.88%	\$8,127	106.68%

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2332 REHAB INST FOR THE BLIND-ENTRY

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	2329	B	TEACHER ORIENTATION AND MOBILITY FOR THE BLIND	\$4,081	\$5,363	\$1,116	7.65%	21.35%	\$6,380	\$8,034
ST-ID	09468	J	Instructor for the Blind	\$2,595	\$4,006	\$879	7.65%	14.19%	\$4,041	\$5,760
ST-NV	12.451	31	Orientation/Mobility Instr 1	\$2,845	\$4,181	\$785	7.65%	25.75%	\$4,580	\$6,363
ST-WA	357E	36	REHABILITATION TEACHER 1	\$2,426	\$3,135	\$662	7.65%	9.21%	\$3,497	\$4,326
State Simple Average				\$2,987	\$4,171	\$861	7.65%	17.63%	\$4,625	\$6,121
MARKET Simple Average				\$2,987	\$4,171	\$861	7.65%	17.63%	\$4,625	\$6,121

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%		
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	1	\$3,001	100.48%	\$3,139	75.25%	\$4,358	104.48%	\$1,261	7.65%	16.53%	\$4,988	107.86%	\$5,159	84.30%	\$6,673	109.03%
	Non-Corrections/Non-Mgmt Simple Average			1	\$3,001	100.48%	\$3,139	75.25%	\$4,358	104.48%	\$1,261	7.65%	16.53%	\$4,988	107.86%	\$5,159	84.30%	\$6,673	109.03%
	STATEWIDE Simple Average			1	\$3,001	100.48%	\$3,139	75.25%	\$4,358	104.48%	\$1,261	7.65%	16.53%	\$4,988	107.86%	\$5,159	84.30%	\$6,673	109.03%

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2333 REHAB INST FOR THE BLIND

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	2329	D	TEACHER ORIENTATION AND MOBILITY FOR THE BLIND	\$4,478	\$5,886	\$1,116	7.65%	21.35%	\$6,892	\$8,709
ST-ID	09470	K	Instructor for the Blind, Senior	\$2,905	\$4,486	\$879	7.65%	14.19%	\$4,419	\$6,345
ST-NV	12.450	34	Orientation/Mobility Instr 2	\$3,222	\$4,778	\$785	7.65%	25.75%	\$5,084	\$7,159
ST-WA	258F	band 0	TEACHER OF THE BLIND Band 01		\$4,808	\$662	7.65%	9.21%		\$6,280
State Simple Average				\$3,535	\$4,990	\$861	7.65%	17.63%	\$5,465	\$7,123
MARKET Simple Average				\$3,535	\$4,990	\$861	7.65%	17.63%	\$5,465	\$7,123

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	17	\$3,290	93.06%	\$4,320	86.59%	\$4,791	96.02%	\$1,261	7.65%	16.53%	\$5,347	97.84%	\$6,626	93.02%	\$7,211	101.23%
	Non-Corrections/Non-Mgmt Simple Average			17	\$3,290	93.06%	\$4,320	86.59%	\$4,791	96.02%	\$1,261	7.65%	16.53%	\$5,347	97.84%	\$6,626	93.02%	\$7,211	101.23%
	STATEWIDE Simple Average			17	\$3,290	93.06%	\$4,320	86.59%	\$4,791	96.02%	\$1,261	7.65%	16.53%	\$5,347	97.84%	\$6,626	93.02%	\$7,211	101.23%

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2350 DIAGNOSTICIAN

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max

EXCLUDED-N 0000 No Budgeted Positions

Exclude Simple Average										
MARKET Simple Average				Excluded					Excluded	

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
		AAON	AFSCME-DOC NON-SECURITY	A	A	\$3,814	- %	- %	\$5,267	- %	\$1,261	7.65%	16.53%	\$5,998	- %	- %	\$7,802	- %	
	Corrections Simple Average				\$3,814	- %	- %	\$5,267	- %	\$1,261	7.65%	16.53%	\$5,998	- %	- %	\$7,802	- %		
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A	A	\$3,001	- %	- %	\$4,358	- %	\$1,261	7.65%	16.53%	\$4,988	- %	- %	\$6,673	- %		
	Non-Corrections/Non-Mgmt Simple Average				\$3,001	- %	- %	\$4,358	- %	\$1,261	7.65%	16.53%	\$4,988	- %	- %	\$6,673	- %		
	STATEWIDE Simple Average				\$3,408	- %	- %	\$4,813	- %	\$1,261	7.65%	16.53%	\$5,493	- %	- %	\$7,238	- %		

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2355 BD OF NURSING CONSULTANT

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	8250	A	NURSING EDUCATION CONSULTANT	\$5,838	\$7,306	\$1,116	7.65%	21.35%	\$8,647	\$10,540
ST-ID	0000		No Match							
ST-NV	0000	00	No Match							
ST-WA	285T	60N	NURSING CONSULTANT, PUBLIC HEALTH	\$4,614	\$7,380	\$662	7.65%	9.21%	\$6,054	\$9,286
State Simple Average				\$5,226	\$7,343	\$889	7.65%	15.28%	\$7,350	\$9,913
MARKET Simple Average				\$5,226	\$7,343	\$889	7.65%	15.28%	\$7,350	\$9,913

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
	MMC	MGT SVC NON-SUPV CONFIDENTIAL	A	A	\$4,742	90.74%	\$6,663	90.74%	\$1,261	7.65%	16.53%	\$7,150	97.28%					\$9,536	96.19%
	MMN	MGT SVC NON-SUPV	A	A	\$4,742	90.74%	\$6,663	90.74%	\$1,261	7.65%	16.53%	\$7,150	97.28%					\$9,536	96.19%
	Management Simple Average				\$4,742	90.74%	\$6,663	90.74%	\$1,261	7.65%	16.53%	\$7,150	97.28%		- %			\$9,536	96.19%
	STATEWIDE Simple Average				\$4,742	90.74%	\$6,663	90.74%	\$1,261	7.65%	16.53%	\$7,150	97.28%		- %			\$9,536	96.19%

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2380 PASTORAL EDUCATION COORDINATOR

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	0000		No Match							
ST-ID	0000		No Match							
ST-NV	0000	00	No Match							
ST-WA	0000		No Match							

State Simple Average										
MARKET Simple Average										

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
		MMN	MGT SVC NON-SUPV	A A	1	\$3,915	- %	\$5,492	- %	\$5,492	- %	\$1,261	7.65%	16.53%	\$6,123	- %	\$8,081	- %	\$8,081
	MMS	MGT SVC SUPERVISORY	A A	1	\$3,915	- %	\$5,492	- %	\$5,492	- %	\$1,261	7.65%	16.53%	\$6,123	- %	\$8,081	- %	\$8,081	- %
	Management Simple Average			2	\$3,915	- %	\$5,492	- %	\$5,492	- %	\$1,261	7.65%	16.53%	\$6,123	- %	\$8,081	- %	\$8,081	- %
	STATEWIDE Simple Average			2	\$3,915	- %	\$5,492	- %	\$5,492	- %	\$1,261	7.65%	16.53%	\$6,123	- %	\$8,081	- %	\$8,081	- %

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2443 PRODUCTION SUPERVISOR

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
MIL-PACS	9.10		Production Supervisor	\$4,122	\$6,493	\$956	7.65%	6.15%	\$5,646	\$8,345
Purchased Simple Average				\$4,122	\$6,493	\$956	7.65%	6.15%	\$5,646	\$8,345
ST-CA	7225		PRINTING PROCESS AND OPERATIONS SUPERVISOR	\$4,909	\$6,102	\$1,116	7.65%	21.35%	\$7,448	\$8,987
ST-ID	01403	K	Printing Services Coordinator	\$2,905	\$4,486	\$879	7.65%	14.19%	\$4,419	\$6,345
ST-NV	0000	00	No Match							
ST-WA	207J	49G	PRINTING STOCKROOM SUPERVISOR	\$3,819	\$4,322	\$662	7.65%	9.21%	\$5,125	\$5,713
State Simple Average				\$3,878	\$4,970	\$886	7.65%	14.92%	\$5,664	\$7,015
MARKET Simple Average				\$3,939	\$5,351	\$903	7.65%	12.73%	\$5,660	\$7,348

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max	POLICY POINT SR Max to SR Max		
	MMS	MGT SVC SUPERVISORY	A A			\$3,072	78.00%			\$4,305	80.45%	\$1,261	7.65%	16.53%	\$5,076	89.69%			\$6,607
Management Simple Average					\$3,072	78.00%			\$4,305	80.45%	\$1,261	7.65%	16.53%	\$5,076	89.69%	- %		\$6,607	89.93%
STATEWIDE Simple Average					\$3,072	78.00%			\$4,305	80.45%	\$1,261	7.65%	16.53%	\$5,076	89.69%	- %		\$6,607	89.93%

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2446 PRINT SERVICES TECHNICIAN

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-WASH			DIGITAL PRINT SERVICES OPERATOR	\$3,468	\$4,217	\$1,177	7.65%	22.22%	\$5,681	\$6,654
County Simple Average				\$3,468	\$4,217	\$1,177	7.65%	22.22%	\$5,681	\$6,654
ST-CA	1487	B	PRINTING TRADES SPECIALIST I (GENERAL)	\$2,496	\$3,022	\$1,116	7.65%	21.35%	\$4,335	\$5,014
ST-ID	01404	I	Printing Technician	\$2,300	\$3,553	\$879	7.65%	14.19%	\$3,682	\$5,208
ST-NV	9.713	26	Offset Machine Operator 1	\$2,318	\$3,363	\$785	7.65%	25.75%	\$3,877	\$5,272
ST-WA	205F	27G	PRINTING & DUPLICATION SPECIALIST 2	\$2,266	\$2,542	\$662	7.65%	9.21%	\$3,310	\$3,633
State Simple Average				\$2,345	\$3,120	\$861	7.65%	17.63%	\$3,801	\$4,782
MARKET Simple Average				\$2,570	\$3,339	\$924	7.65%	18.54%	\$4,177	\$5,156

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
		OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	12	\$2,435	94.76%	\$3,450	103.31%	\$3,450	103.31%	\$1,261	7.65%	16.53%	\$4,285	102.59%	\$5,546	107.56%	\$5,546
	Non-Corrections/Non-Mgmt Simple Average			12	\$2,435	94.76%	\$3,450	103.31%	\$3,450	103.31%	\$1,261	7.65%	16.53%	\$4,285	102.59%	\$5,546	107.56%	\$5,546	107.56%
	STATEWIDE Simple Average			12	\$2,435	94.76%	\$3,450	103.31%	\$3,450	103.31%	\$1,261	7.65%	16.53%	\$4,285	102.59%	\$5,546	107.56%	\$5,546	107.56%

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2475 PRINTING PRODUCTION COORD

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-LINN	570		PRINTING & SUPPLIES SUPERVISOR	\$3,590	\$4,512	\$1,823	7.65%	15.83%	\$6,256	\$7,394
County Simple Average				\$3,590	\$4,512	\$1,823	7.65%	15.83%	\$6,256	\$7,394
ST-CA	1473		PRINTING TRADES PRODUCTION COORDINATOR	\$3,046	\$3,757	\$1,116	7.65%	21.35%	\$5,045	\$5,962
ST-ID	01403	K	Printing Services Coordinator	\$2,905	\$4,486	\$879	7.65%	14.19%	\$4,419	\$6,345
ST-NV	0000	00	No Match							
ST-WA	205G	35G	PRINTING & DUPLICATION SPECIALIST 3	\$2,724	\$3,063	\$662	7.65%	9.21%	\$3,845	\$4,241
State Simple Average				\$2,892	\$3,769	\$886	7.65%	14.92%	\$4,436	\$5,516
MARKET Simple Average				\$3,066	\$3,955	\$1,120	7.65%	15.15%	\$4,891	\$5,986

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max		
		MMS	MGT SVC SUPERVISORY	A	A	\$3,547	115.68%			\$4,979	125.91%	\$1,261	7.65%	16.53%	\$5,666	115.84%			\$7,444	124.37%
Management Simple Average					\$3,547	115.68%			\$4,979	125.91%	\$1,261	7.65%	16.53%	\$5,666	115.84%		- %	\$7,444	124.37%	
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A	A	3	\$3,290	107.30%	\$4,791	121.15%	\$4,791	121.15%	\$1,261	7.65%	16.53%	\$5,347	109.32%	\$7,211	120.47%	\$7,211	120.47%
Non-Corrections/Non-Mgmt Simple Average					3	\$3,290	107.30%	\$4,791	121.15%	\$4,791	121.15%	\$1,261	7.65%	16.53%	\$5,347	109.32%	\$7,211	120.47%	\$7,211	120.47%
STATEWIDE Simple Average					3	\$3,419	111.49%	\$4,791	121.15%	\$4,885	123.53%	\$1,261	7.65%	16.53%	\$5,507	112.58%	\$7,211	120.47%	\$7,328	122.42%

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2510 ELECTRONIC PUB DESIGN SPEC 1

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	2884	A	GRAPHIC DESIGNER I	\$3,292	\$4,121	\$1,116	7.65%	21.35%	\$5,362	\$6,432
ST-ID	0000		No Match							
ST-NV	0000	00	No Match							
ST-WA	198E	32	GRAPHICS ASSISTANT	\$2,212	\$2,855	\$662	7.65%	9.21%	\$3,247	\$3,998
State Simple Average				\$2,752	\$3,488	\$889	7.65%	15.28%	\$4,305	\$5,215
MARKET Simple Average				\$2,752	\$3,488	\$889	7.65%	15.28%	\$4,305	\$5,215

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max		
	AD	AFSCME-DEQ	A	A	\$2,539	92.26%	\$3,610	103.50%	\$3,610	103.50%	\$1,261	7.65%	16.53%	\$4,414	102.55%	\$5,382	103.21%	\$5,744	110.15%	
	E	AEE-ASSOC OF ENGINEER EMS	A	A	\$2,451	89.06%	\$3,620	103.78%	\$3,620	103.78%	\$1,261	7.65%	16.53%	\$4,305	100.01%	\$5,382	103.21%	\$5,757	110.39%	
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A	A	8	\$2,538	92.22%	\$3,318	95.14%	\$3,607	103.41%	\$1,261	7.65%	16.53%	\$4,413	102.52%	\$5,382	103.21%	\$5,741	110.08%
	UA	UNREPRESENTED	A	A	\$2,539	92.26%	\$3,609	103.47%	\$3,609	103.47%	\$1,261	7.65%	16.53%	\$4,414	102.55%	\$5,382	103.21%	\$5,743	110.13%	
Non-Corrections/Non-Mgmt Simple Average				8	\$2,517	91.45%	\$3,318	95.14%	\$3,612	103.54%	\$1,261	7.65%	16.53%	\$4,387	101.91%	\$5,382	103.21%	\$5,746	110.19%	
STATEWIDE Simple Average				8	\$2,517	91.45%	\$3,318	95.14%	\$3,612	103.54%	\$1,261	7.65%	16.53%	\$4,387	101.91%	\$5,382	103.21%	\$5,746	110.19%	

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2511 ELECTRONIC PUB DESIGN SPEC 2

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	2885	A	GRAPHIC DESIGNER II	\$3,779	\$4,731	\$1,116	7.65%	21.35%	\$5,991	\$7,219
ST-ID	02762	I	Graphic Design Specialist	\$2,300	\$3,553	\$879	7.65%	14.19%	\$3,682	\$5,208
ST-NV	7.864	29	Graphic Designer 1	\$2,619	\$3,830	\$785	7.65%	25.75%	\$4,279	\$5,894
ST-WA	198F	41	GRAPHIC DESIGNER	\$2,724	\$3,549	\$662	7.65%	9.21%	\$3,845	\$4,809
State Simple Average				\$2,855	\$3,916	\$861	7.65%	17.63%	\$4,449	\$5,782
MARKET Simple Average				\$2,855	\$3,916	\$861	7.65%	17.63%	\$4,449	\$5,782

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	AB	AFSCME-CONST CONTR BRD	A A		\$2,999	105.03%			\$4,359	111.32%	\$1,261	7.65%	16.53%	\$4,986	112.06%			\$6,674	115.43%
	AD	AFSCME-DEQ	A A	1	\$2,999	105.03%	\$3,292	84.07%	\$4,359	111.32%	\$1,261	7.65%	16.53%	\$4,986	112.06%	\$5,349	92.51%	\$6,674	115.43%
	AT	AFSCME-DCBS BUILDING CODES	A A		\$2,999	105.03%			\$4,359	111.32%	\$1,261	7.65%	16.53%	\$4,986	112.06%			\$6,674	115.43%
	E	AEE-ASSOC OF ENGINEER EMS	A A	1	\$2,979	104.33%	\$4,401	112.40%	\$4,401	112.40%	\$1,261	7.65%	16.53%	\$4,961	111.50%	\$6,727	116.33%	\$6,727	116.33%
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	11	\$3,001	105.10%	\$3,910	99.86%	\$4,358	111.30%	\$1,261	7.65%	16.53%	\$4,988	112.12%	\$6,117	105.78%	\$6,673	115.40%
	UA	UNREPRESENTED	A A		\$2,999	105.03%			\$4,359	111.32%	\$1,261	7.65%	16.53%	\$4,986	112.06%			\$6,674	115.43%
	Non-Corrections/Non-Mgmt Simple Average			13	\$2,996	104.92%	\$3,868	98.78%	\$4,366	111.50%	\$1,261	7.65%	16.53%	\$4,982	111.98%	\$6,064	104.87%	\$6,683	115.57%
	STATEWIDE Simple Average			13	\$2,996	104.92%	\$3,868	98.78%	\$4,366	111.50%	\$1,261	7.65%	16.53%	\$4,982	111.98%	\$6,064	104.87%	\$6,683	115.57%

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2512 ELECTRONIC PUB DESIGN SPEC 3

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-MULT			Graphic Designer	\$3,758	\$4,625	\$1,369	7.65%	15.87%	\$6,011	\$7,081
County Simple Average				\$3,758	\$4,625	\$1,369	7.65%	15.87%	\$6,011	\$7,081
ST-CA	2886	A	GRAPHIC DESIGNER III	\$4,454	\$5,577	\$1,116	7.65%	21.35%	\$6,861	\$8,310
ST-ID	0000		No Match							
ST-NV	7.862	31	Graphic Designer 2	\$2,845	\$4,181	\$785	7.65%	25.75%	\$4,580	\$6,363
ST-WA	198G	47	GRAPHIC DESIGNER SENIOR	\$3,135	\$4,114	\$662	7.65%	9.21%	\$4,326	\$5,470
State Simple Average				\$3,478	\$4,624	\$854	7.65%	18.77%	\$5,256	\$6,714
MARKET Simple Average				\$3,548	\$4,624	\$983	7.65%	18.05%	\$5,445	\$6,806

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max		
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%	
	AD	AFSCME-DEQ	A	A	1	\$3,292	92.78%	\$3,451	74.63%	\$4,791	103.61%	\$1,261	7.65%	16.53%	\$5,349	98.25%	\$5,547	81.50%	\$7,211	105.95%
	AMG	AFSCME-COMMUNITY PGMS (SOCP)	A	A	1	\$3,292	92.78%	\$4,571	98.85%	\$4,791	103.61%	\$1,261	7.65%	16.53%	\$5,349	98.25%	\$6,938	101.94%	\$7,211	105.95%
	AS	AFSCME-DEPT PUBLIC SAFE/STD/TRNG	A	A		\$3,291	92.75%			\$4,791	103.61%	\$1,261	7.65%	16.53%	\$5,348	98.23%			\$7,211	105.95%
	AT	AFSCME-DCBS BUILDING CODES	A	A	1	\$3,292	92.78%	\$3,782	81.79%	\$4,791	103.61%	\$1,261	7.65%	16.53%	\$5,349	98.25%	\$5,958	87.54%	\$7,211	105.95%
	E	AEE-ASSOC OF ENGINEER EMS	A	A	1	\$3,284	92.56%	\$3,449	74.58%	\$4,851	104.90%	\$1,261	7.65%	16.53%	\$5,339	98.07%	\$5,544	81.46%	\$7,285	107.04%
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A	A	22	\$3,290	92.73%	\$4,425	95.68%	\$4,791	103.61%	\$1,261	7.65%	16.53%	\$5,347	98.21%	\$6,756	99.26%	\$7,211	105.95%
	UA	UNREPRESENTED	A	A		\$3,291	92.75%			\$4,791	103.61%	\$1,261	7.65%	16.53%	\$5,348	98.23%			\$7,211	105.95%
	Non-Corrections/Non-Mgmt Simple Average				26	\$3,290	92.73%	\$3,936	85.11%	\$4,800	103.79%	\$1,261	7.65%	16.53%	\$5,347	98.21%	\$6,149	90.34%	\$7,222	106.11%
	STATEWIDE Simple Average				26	\$3,290	92.73%	\$3,936	85.11%	\$4,800	103.79%	\$1,261	7.65%	16.53%	\$5,347	98.21%	\$6,149	90.34%	\$7,222	106.11%

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2540 AERIAL PHOTOGRAPHER

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	2843		SENIOR PHOTOGRAPHER	\$3,565	\$4,463	\$1,116	7.65%	21.35%	\$5,714	\$6,873
ST-ID	0000		No Match							
ST-NV	7.815	31	Photographer 2	\$2,845	\$4,181	\$785	7.65%	25.75%	\$4,580	\$6,363
ST-WA	204R	58	PHOTOGRAPHER AERIAL	\$4,114	\$5,395	\$662	7.65%	9.21%	\$5,470	\$6,967
State Simple Average				\$3,508	\$4,680	\$854	7.65%	18.77%	\$5,255	\$6,734
MARKET Simple Average				\$3,508	\$4,680	\$854	7.65%	18.77%	\$5,255	\$6,734

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	1	\$3,450	98.35%	\$4,358	93.12%	\$5,028	107.44%	\$1,261	7.65%	16.53%	\$5,546	105.53%	\$6,673	99.09%	\$7,505	111.45%
	Non-Corrections/Non-Mgmt Simple Average			1	\$3,450	98.35%	\$4,358	93.12%	\$5,028	107.44%	\$1,261	7.65%	16.53%	\$5,546	105.53%	\$6,673	99.09%	\$7,505	111.45%
	STATEWIDE Simple Average			1	\$3,450	98.35%	\$4,358	93.12%	\$5,028	107.44%	\$1,261	7.65%	16.53%	\$5,546	105.53%	\$6,673	99.09%	\$7,505	111.45%

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3101 STUDENT ENGINEERING SPECIALIST

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-CLACK			Engineering Aide	\$2,676	\$3,368	\$1,266	7.65%	16.43%	\$4,587	\$5,445
County Simple Average				\$2,676	\$3,368	\$1,266	7.65%	16.43%	\$4,587	\$5,445
ST-CA	3012		STUDENT ENGINEERING AID	\$1,927	\$2,411	\$1,116	7.65%	21.35%	\$3,601	\$4,226
ST-ID	0000		No Match							
ST-NV	0000	00	No Match							
ST-WA	0000		No Match							
State Simple Average				\$1,927	\$2,411	\$1,116	7.65%	21.35%	\$3,601	\$4,226
MARKET Simple Average				\$2,302	\$2,890	\$1,191	7.65%	18.89%	\$4,094	\$4,835

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max	POLICY POINT SR Max to SR Max		
	E	AEE-ASSOC OF ENGINEER EMS	A A			\$1,922	83.51%			\$2,838	98.22%	\$1,261	7.65%	16.53%	\$3,648	89.11%			\$4,786
Non-Corrections/Non-Mgmt Simple Average					\$1,922	83.51%			\$2,838	98.22%	\$1,261	7.65%	16.53%	\$3,648	89.11%	- %		\$4,786	98.97%
STATEWIDE Simple Average					\$1,922	83.51%			\$2,838	98.22%	\$1,261	7.65%	16.53%	\$3,648	89.11%	- %		\$4,786	98.97%

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3103 ENGINEERING SPECIALIST/ENTRY

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-CLACK			Engineering Aide	\$2,676	\$3,368	\$1,266	7.65%	16.43%	\$4,587	\$5,445
County Simple Average				\$2,676	\$3,368	\$1,266	7.65%	16.43%	\$4,587	\$5,445
ST-CA	0000		No Match							
ST-ID	03636	G	Transportation Technician Apprentice	\$1,711	\$2,641	\$879	7.65%	14.19%	\$2,964	\$4,097
ST-NV	6.334	23	Engineering Technician 1	\$2,060	\$2,961	\$785	7.65%	25.75%	\$3,534	\$4,736
ST-WA	538L	37	ENGINEERING AIDE TRAINEE	\$2,482	\$3,213	\$662	7.65%	9.21%	\$3,562	\$4,417
State Simple Average				\$2,084	\$2,938	\$775	7.65%	16.38%	\$3,353	\$4,416
MARKET Simple Average				\$2,232	\$3,046	\$898	7.65%	16.40%	\$3,662	\$4,674

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max	POLICY POINT SR Max to SR Max		
	E	AEE-ASSOC OF ENGINEER EMS	A A			\$1,922	86.10%			\$2,838	93.18%	\$1,261	7.65%	16.53%	\$3,648	99.63%			\$4,786
Non-Corrections/Non-Mgmt Simple Average					\$1,922	86.10%			\$2,838	93.18%	\$1,261	7.65%	16.53%	\$3,648	99.63%	- %		\$4,786	102.40%
STATEWIDE Simple Average					\$1,922	86.10%			\$2,838	93.18%	\$1,261	7.65%	16.53%	\$3,648	99.63%	- %		\$4,786	102.40%

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3105 ENGINEERING SPECIALIST 1

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-CLACK			Engineering Technician 1	\$3,213	\$4,058	\$1,266	7.65%	16.43%	\$5,252	\$6,301
CO-DOUGLAS	4030		Engineering Technician 1	\$2,300	\$3,347	\$1,365	7.65%	18.05%	\$4,256	\$5,572
CO-LINN	270		ENGINEER TECH 1	\$3,197	\$4,085	\$1,823	7.65%	15.83%	\$5,770	\$6,867
County Simple Average				\$2,903	\$3,830	\$1,485	7.65%	16.77%	\$5,093	\$6,247
MIL-PACS	9.07		Engineering Technician (Entry)	\$3,370	\$4,540	\$956	7.65%	6.15%	\$4,791	\$6,122
Purchased Simple Average				\$3,370	\$4,540	\$956	7.65%	6.15%	\$4,791	\$6,122
ST-CA	3008	B	JUNIOR ENGINEERING TECHNICIAN	\$2,801	\$3,508	\$1,116	7.65%	21.35%	\$4,729	\$5,641
ST-ID	03638	H	Transportation Technician	\$1,969	\$3,041	\$879	7.65%	14.19%	\$3,278	\$4,585
ST-NV	6.328	27	Engineering Technician 2	\$2,412	\$3,515	\$785	7.65%	25.75%	\$4,002	\$5,474
ST-WA	0000		No Match							
State Simple Average				\$2,394	\$3,355	\$927	7.65%	20.43%	\$4,003	\$5,233
MARKET Simple Average				\$2,752	\$3,728	\$1,170	7.65%	16.82%	\$4,583	\$5,795

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
E	AEE-ASSOC OF ENGINEER EMS	A A	5	\$2,451	89.08%	\$2,968	79.63%	\$3,620	97.11%	\$1,261	7.65%	16.53%	\$4,305	93.94%	\$4,947	85.38%	\$5,757	99.35%	
OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A		\$2,435	88.49%			\$3,450	92.55%	\$1,261	7.65%	16.53%	\$4,285	93.51%			\$5,546	95.70%	
UA	UNREPRESENTED	A A		\$2,433	88.42%			\$3,450	92.55%	\$1,261	7.65%	16.53%	\$4,283	93.45%			\$5,546	95.70%	
Non-Corrections/Non-Mgmt Simple Average				5	\$2,440	88.66%	\$2,968	79.63%	\$3,507	94.07%	\$1,261	7.65%	16.53%	\$4,291	93.63%	\$4,947	85.38%	\$5,616	96.92%
STATEWIDE Simple Average				5	\$2,440	88.66%	\$2,968	79.63%	\$3,507	94.07%	\$1,261	7.65%	16.53%	\$4,291	93.63%	\$4,947	85.38%	\$5,616	96.92%

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3106 ENGINEERING SPECIALIST 2

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-CLACK			Engineering Technician 2	\$3,700	\$4,662	\$1,266	7.65%	16.43%	\$5,857	\$7,051
CO-DOUGLAS	4040		Engineering Technician 2	\$2,584	\$3,763	\$1,365	7.65%	18.05%	\$4,614	\$6,095
CO-LINCOLN			ENGINEERING TECHNICIAN 1	\$3,026	\$4,066	\$938	7.65%	16.83%	\$4,705	\$6,000
CO-LINN	271		ENGINEER TECH 2	\$3,528	\$4,503	\$1,823	7.65%	15.83%	\$6,179	\$7,383
County Simple Average				\$3,210	\$4,249	\$1,348	7.65%	16.79%	\$5,339	\$6,632
MIL-PACS	9.08		Engineering Technician (Intermediate)	\$4,008	\$5,562	\$956	7.65%	6.15%	\$5,517	\$7,286
Purchased Simple Average				\$4,008	\$5,562	\$956	7.65%	6.15%	\$5,517	\$7,286
ST-CA	3175	C	TRANSPORTATION ENGINEERING TECHNICIAN	\$4,000	\$5,007	\$1,116	7.65%	21.35%	\$6,276	\$7,575
ST-ID	03641	J	Transportation Technician Senior	\$2,595	\$4,006	\$879	7.65%	14.19%	\$4,041	\$5,760
ST-NV	6.313	30	Engineering Technician 3	\$2,725	\$4,002	\$785	7.65%	25.75%	\$4,420	\$6,124
ST-WA	538S	48	TRANSPORTATION TECHNICIAN 2	\$3,213	\$4,214	\$662	7.65%	9.21%	\$4,417	\$5,586
State Simple Average				\$3,133	\$4,307	\$861	7.65%	17.63%	\$4,788	\$6,261
MARKET Simple Average				\$3,264	\$4,421	\$1,088	7.65%	15.98%	\$5,114	\$6,540

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
	E	AEE-ASSOC OF ENGINEER EMS	A A	71	\$3,127	95.79%	\$4,066	91.97%	\$4,621	104.53%	\$1,261	7.65%	16.53%	\$5,145	100.60%	\$6,310	96.49%	\$7,000	107.03%
OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A		\$3,001	91.93%			\$4,358	98.58%	\$1,261	7.65%	16.53%	\$4,988	97.54%			\$6,673	102.04%	
UA	UNREPRESENTED	A A		\$2,999	91.87%			\$4,359	98.61%	\$1,261	7.65%	16.53%	\$4,986	97.49%			\$6,674	102.06%	
Non-Corrections/Non-Mgmt Simple Average				71	\$3,042	93.20%	\$4,066	91.97%	\$4,446	100.57%	\$1,261	7.65%	16.53%	\$5,039	98.54%	\$6,310	96.49%	\$6,782	103.71%
STATEWIDE Simple Average				71	\$3,042	93.20%	\$4,066	91.97%	\$4,446	100.57%	\$1,261	7.65%	16.53%	\$5,039	98.54%	\$6,310	96.49%	\$6,782	103.71%

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3107 ENGINEERING SPECIALIST 3

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-CLACK			Engineering Technician 4	\$4,662	\$5,906	\$1,266	7.65%	16.43%	\$7,051	\$8,594
CO-CLATSOP			Engineering Technician - Lead Worker	\$5,127	\$6,232	\$1,297	7.65%	14.48%	\$7,558	\$8,907
CO-DOUGLAS	4050		Engineering Technician 3	\$2,900	\$4,224	\$1,365	7.65%	18.05%	\$5,010	\$6,675
CO-LANE	N4304		Engineering Analyst	\$4,356	\$6,533	\$1,776	7.65%	14.91%	\$7,115	\$9,783
CO-LINCOLN			ENGINEERING TECHNICIAN 2	\$3,529	\$4,743	\$938	7.65%	16.83%	\$5,331	\$6,842
County Simple Average				\$4,115	\$5,527	\$1,328	7.65%	16.14%	\$6,413	\$8,160
MIL-PACS	9.09		Engineering Technician (Senior)	\$4,480	\$6,010	\$956	7.65%	6.15%	\$6,054	\$7,796
Purchased Simple Average				\$4,480	\$6,010	\$956	7.65%	6.15%	\$6,054	\$7,796
ST-CA	3129		CIVIL ENGINEERING TECHNICIAN II	\$3,813	\$4,774	\$1,116	7.65%	21.35%	\$6,034	\$7,274
ST-ID	03643	K	Transportation Technician Principal, Engineering	\$2,905	\$4,486	\$879	7.65%	14.19%	\$4,419	\$6,345
ST-NV	6.308	33	Engineering Technician 4	\$3,094	\$4,574	\$785	7.65%	25.75%	\$4,912	\$6,888
ST-WA	538T	53	TRANSPORTATION TECHNICIAN 3	\$3,631	\$4,770	\$662	7.65%	9.21%	\$4,905	\$6,236
State Simple Average				\$3,361	\$4,651	\$861	7.65%	17.63%	\$5,068	\$6,686
MARKET Simple Average				\$3,850	\$5,225	\$1,104	7.65%	15.74%	\$5,839	\$7,534

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max		
	E	AEE-ASSOC OF ENGINEER EMS	A	A	75	\$3,449	89.59%	\$4,879	93.36%	\$5,094	97.49%	\$1,261	7.65%	16.53%	\$5,544	94.96%	\$7,320	97.15%	\$7,587	100.71%
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A	A		\$3,290	85.46%			\$4,791	91.69%	\$1,261	7.65%	16.53%	\$5,347	91.57%			\$7,211	95.71%
	Non-Corrections/Non-Mgmt Simple Average				75	\$3,370	87.53%	\$4,879	93.36%	\$4,943	94.59%	\$1,261	7.65%	16.53%	\$5,446	93.26%	\$7,320	97.15%	\$7,399	98.21%
	STATEWIDE Simple Average				75	\$3,370	87.53%	\$4,879	93.36%	\$4,943	94.59%	\$1,261	7.65%	16.53%	\$5,446	93.26%	\$7,320	97.15%	\$7,399	98.21%

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3109 ENGINEERING TECHNICIAN 1

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	0000		No Match							
ST-ID	0000		No Match							
ST-NV	0000	00	No Match							
ST-WA	0000		No Match							

State Simple Average										
MARKET Simple Average										

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
		OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A	A	\$2,360	- %	- %	\$3,290	- %	\$1,261	7.65%	16.53%	\$4,192	- %	- %	\$5,347	- %	
	UA	UNREPRESENTED	A	A	\$2,359	- %	- %	\$3,291	- %	\$1,261	7.65%	16.53%	\$4,191	- %	- %	\$5,348	- %		
	Non-Corrections/Non-Mgmt Simple Average				\$2,360	- %	- %	\$3,291	- %	\$1,261	7.65%	16.53%	\$4,191	- %	- %	\$5,348	- %		
	STATEWIDE Simple Average				\$2,360	- %	- %	\$3,291	- %	\$1,261	7.65%	16.53%	\$4,191	- %	- %	\$5,348	- %		

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3110 ENGINEERING TECHNICIAN 2

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	0000		No Match							
ST-ID	0000		No Match							
ST-NV	0000	00	No Match							
ST-WA	0000		No Match							

State Simple Average										
MARKET Simple Average										

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
		OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	1	\$2,756	- %	\$2,756	- %	\$3,974	- %	\$1,261	7.65%	16.53%	\$4,684	- %	\$4,684	- %	\$6,196
	OB	SEIU LOCAL 503 OPEU-SEAS STRKE	A A		\$2,756	- %		- %	\$3,974	- %	\$1,261	7.65%	16.53%	\$4,684	- %		- %	\$6,196	- %
	UA	UNREPRESENTED	A A		\$2,756	- %		- %	\$3,973	- %	\$1,261	7.65%	16.53%	\$4,684	- %		- %	\$6,195	- %
	Non-Corrections/Non-Mgmt Simple Average			1	\$2,756	- %	\$2,756	- %	\$3,974	- %	\$1,261	7.65%	16.53%	\$4,684	- %	\$4,684	- %	\$6,196	- %
	STATEWIDE Simple Average			1	\$2,756	- %	\$2,756	- %	\$3,974	- %	\$1,261	7.65%	16.53%	\$4,684	- %	\$4,684	- %	\$6,196	- %

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3111 ENGINEERING TECHNICIAN 3

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	0000		No Match							
ST-ID	0000		No Match							
ST-NV	0000	00	No Match							
ST-WA	0000		No Match							

State Simple Average

MARKET Simple Average

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
		OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	2	\$3,001	- %	\$3,983	- %	\$4,358	- %	\$1,261	7.65%	16.53%	\$4,988	- %	\$6,207	- %	\$6,673
	UA	UNREPRESENTED	A A		\$2,999	- %		- %	\$4,359	- %	\$1,261	7.65%	16.53%	\$4,986	- %		- %	\$6,674	- %
	Non-Corrections/Non-Mgmt Simple Average			2	\$3,000	- %	\$3,983	- %	\$4,359	- %	\$1,261	7.65%	16.53%	\$4,987	- %	\$6,207	- %	\$6,674	- %
	STATEWIDE Simple Average			2	\$3,000	- %	\$3,983	- %	\$4,359	- %	\$1,261	7.65%	16.53%	\$4,987	- %	\$6,207	- %	\$6,674	- %

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3116 CARTOGRAPHER 1

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS			
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max		
EXCLUDED-C	0000		Class Abolish/Replace									
Exclude Simple Average												
MARKET Simple Average				Excluded						Excluded		

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
		AD	AFSCME-DEQ	A	A	\$2,194	- %	- %	\$2,999	- %	\$1,261	7.65%	16.53%	\$3,986	- %	- %	\$4,986	- %	
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A	A	\$2,538	- %	- %	\$3,607	- %	\$1,261	7.65%	16.53%	\$4,413	- %	- %	\$5,741	- %		
	Non-Corrections/Non-Mgmt Simple Average				\$2,366	- %	- %	\$3,303	- %	\$1,261	7.65%	16.53%	\$4,200	- %	- %	\$5,363	- %		
	STATEWIDE Simple Average				\$2,366	- %	- %	\$3,303	- %	\$1,261	7.65%	16.53%	\$4,200	- %	- %	\$5,363	- %		

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3117 CARTOGRAPHER 2

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
EXCLUDED-C	0000		Class Abolish/Replace							

Exclude Simple Average										
MARKET Simple Average				Excluded						Excluded

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
		AD	AFSCME-DEQ	A	A	\$2,539	- %	- %	\$3,610	- %	\$1,261	7.65%	16.53%	\$4,414	- %	- %	\$5,744	- %	
	AX	AFSCME-STATE LANDS	A	A	\$2,999	- %	- %	\$4,359	- %	\$1,261	7.65%	16.53%	\$4,986	- %	- %	\$6,674	- %		
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A	A	\$3,001	- %	- %	\$4,358	- %	\$1,261	7.65%	16.53%	\$4,988	- %	- %	\$6,673	- %		
	UA	UNREPRESENTED	A	A	\$2,999	- %	- %	\$4,359	- %	\$1,261	7.65%	16.53%	\$4,986	- %	- %	\$6,674	- %		
	Non-Corrections/Non-Mgmt Simple Average				\$2,885	- %	- %	\$4,172	- %	\$1,261	7.65%	16.53%	\$4,843	- %	- %	\$6,442	- %		
	STATEWIDE Simple Average				\$2,885	- %	- %	\$4,172	- %	\$1,261	7.65%	16.53%	\$4,843	- %	- %	\$6,442	- %		

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3118 CARTOGRAPHER 3

Market	Class	Rng	Class Title	SALARY			BENEFITS			SALARY AND BENEFITS				
				SR Min	SR Max		Insurance	SS	Retire	SR Min	SR Max			
EXCLUDED-C	0000		Class Abolish/Replace											
Exclude Simple Average														
MARKET Simple Average				Excluded						Excluded				
OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min	Emp Avg to SR Max	SR Max to SR Max	Insurance	SS	Retire	SR Min to SR Min	Emp Avg to SR Max	POLICY POINT SR Max to SR Max	
	AD	AFSCME-DEQ	A	A	\$2,757 - %	- %	\$3,973 - %	\$1,261	7.65%	16.53%	\$4,685 - %	- %	\$6,195 - %	
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A	A	\$3,290 - %	- %	\$4,791 - %	\$1,261	7.65%	16.53%	\$5,347 - %	- %	\$7,211 - %	
	UA	UNREPRESENTED	A	A	\$3,291 - %	- %	\$4,791 - %	\$1,261	7.65%	16.53%	\$5,348 - %	- %	\$7,211 - %	
	Non-Corrections/Non-Mgmt Simple Average					\$3,113 - %	- %	\$4,518 - %	\$1,261	7.65%	16.53%	\$5,127 - %	- %	\$6,872 - %
STATEWIDE Simple Average					\$3,113 - %	- %	\$4,518 - %	\$1,261	7.65%	16.53%	\$5,127 - %	- %	\$6,872 - %	

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3121 CARTOGRAPHIC PROGRAM SPEC

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS		
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max	
EXCLUDED-C	0000		Class Abolish/Replace								
Exclude Simple Average											
MARKET Simple Average				Excluded						Excluded	

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
		OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A	A	\$3,607	- %	- %	\$5,277	- %	\$1,261	7.65%	16.53%	\$5,741	- %	- %	\$7,814	- %	
	Non-Corrections/Non-Mgmt Simple Average				\$3,607	- %	- %	\$5,277	- %	\$1,261	7.65%	16.53%	\$5,741	- %	- %	\$7,814	- %		
	STATEWIDE Simple Average				\$3,607	- %	- %	\$5,277	- %	\$1,261	7.65%	16.53%	\$5,741	- %	- %	\$7,814	- %		

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3136 CIVIL ENGINEERING SPECIALIST 1

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS		
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max	
CO-LINN	273		CIVIL ENGINEERING ASSOC. 1	\$3,888	\$4,964	\$1,823	7.65%	15.83%	\$6,624	\$7,952	
County Simple Average				Insufficient Market Data						Insufficient Market Data	
ST-CA	0000		No Match								
ST-ID	0000		No Match								
ST-NV	0000	00	No Match								
ST-WA	0000		No Match								
State Simple Average				Insufficient Market Data						Insufficient Market Data	
MARKET Simple Average				Insufficient Market Data						Insufficient Market Data	

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	E	AEE-ASSOC OF ENGINEER EMS	A A	112	\$3,620	- %	\$5,191	- %	\$5,348	- %	\$1,261	7.65%	16.53%	\$5,757	- %	\$7,708	- %	\$7,903	- %
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A		\$3,607	- %		- %	\$5,277	- %	\$1,261	7.65%	16.53%	\$5,741	- %		- %	\$7,814	- %
Non-Corrections/Non-Mgmt Simple Average				112	\$3,614	- %	\$5,191	- %	\$5,313	- %	\$1,261	7.65%	16.53%	\$5,749	- %	\$7,708	- %	\$7,858	- %
STATEWIDE Simple Average				112	\$3,614	- %	\$5,191	- %	\$5,313	- %	\$1,261	7.65%	16.53%	\$5,749	- %	\$7,708	- %	\$7,858	- %

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3137 CIVIL ENGINEERING SPECIALIST 2

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-LINN	274		CIVIL ENGINEERING ASSOC. 2	\$4,288	\$5,475	\$1,823	7.65%	15.83%	\$7,117	\$8,583
CO-WASH			ENGINEERING TECHNICIAN II	\$4,302	\$5,209	\$1,177	7.65%	22.22%	\$6,764	\$7,941
County Simple Average				\$4,295	\$5,342	\$1,500	7.65%	19.03%	\$6,941	\$8,262
MIL-OPES	7.01		Engineering Tech - II	\$3,897	\$5,073	\$1,267	7.65%	10.63%	\$5,877	\$7,267
OPES Simple Average				\$3,897	\$5,073	\$1,267	7.65%	10.63%	\$5,877	\$7,267
ST-CA	3124		CIVIL ENGINEERING ASSOCIATE	\$5,059	\$6,332	\$1,116	7.65%	21.35%	\$7,642	\$9,284
ST-ID	03643	K	Transportation Technician Principal, Engineering	\$2,905	\$4,486	\$879	7.65%	14.19%	\$4,419	\$6,345
ST-NV	6.229	35	Staff 1, Associate Engineer	\$3,363	\$4,997	\$785	7.65%	25.75%	\$5,272	\$7,452
ST-WA	530L	57	TRANSPORTATION ENGINEER 2	\$4,014	\$5,266	\$662	7.65%	9.21%	\$5,353	\$6,816
State Simple Average				\$3,835	\$5,270	\$861	7.65%	17.63%	\$5,671	\$7,474
MARKET Simple Average				\$3,976	\$5,263	\$1,101	7.65%	17.03%	\$6,063	\$7,670

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	E	AEE-ASSOC OF ENGINEER EMS	A A	57	\$3,992	100.41%	\$5,658	107.51%	\$5,895	112.02%	\$1,261	7.65%	16.53%	\$6,219	102.56%	\$8,287	108.05%	\$8,582	111.89%
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A		\$3,974	99.96%			\$5,802	110.25%	\$1,261	7.65%	16.53%	\$6,196	102.19%			\$8,466	110.39%
	Non-Corrections/Non-Mgmt Simple Average			57	\$3,983	100.19%	\$5,658	107.51%	\$5,849	111.13%	\$1,261	7.65%	16.53%	\$6,208	102.38%	\$8,287	108.05%	\$8,524	111.14%
	STATEWIDE Simple Average			57	\$3,983	100.19%	\$5,658	107.51%	\$5,849	111.13%	\$1,261	7.65%	16.53%	\$6,208	102.38%	\$8,287	108.05%	\$8,524	111.14%

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3138 CIVIL ENGINEERING SPECIALIST 3

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-WASH			ENGINEERING TECHNICIAN III	\$4,601	\$5,729	\$1,177	7.65%	22.22%	\$7,152	\$8,617
County Simple Average				\$4,601	\$5,729	\$1,177	7.65%	22.22%	\$7,152	\$8,617
MIL-OPES	7.02		Engineering Tech - III	\$4,601	\$5,970	\$1,267	7.65%	10.63%	\$6,709	\$8,329
OPES Simple Average				\$4,601	\$5,970	\$1,267	7.65%	10.63%	\$6,709	\$8,329
ST-CA	3135	B	TRANSPORTATION ENGINEER (CIVIL)	\$5,276	\$6,601	\$1,116	7.65%	21.35%	\$7,922	\$9,631
ST-ID	03012	L	Engineering Assistant, Transportation Staff	\$3,279	\$5,065	\$879	7.65%	14.19%	\$4,875	\$7,050
ST-NV	6.228	37	Staff 2, Associate Engineer	\$3,670	\$5,469	\$785	7.65%	25.75%	\$5,681	\$8,081
ST-WA	530M	61	TRANSPORTATION ENGINEER 3	\$4,429	\$5,813	\$662	7.65%	9.21%	\$5,838	\$7,455
State Simple Average				\$4,164	\$5,737	\$861	7.65%	17.63%	\$6,079	\$8,054
MARKET Simple Average				\$4,309	\$5,774	\$981	7.65%	17.23%	\$6,363	\$8,194

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
E	AEE-ASSOC OF ENGINEER EMS	A A	54	\$4,621	107.23%	\$6,558	113.57%	\$6,824	118.18%	\$1,261	7.65%	16.53%	\$7,000	110.01%	\$9,405	114.78%	\$9,735	118.82%	
OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	1	\$4,569	106.02%	\$5,028	87.07%	\$6,691	115.87%	\$1,261	7.65%	16.53%	\$6,935	109.00%	\$7,505	91.60%	\$9,570	116.80%	
Non-Corrections/Non-Mgmt Simple Average				55	\$4,595	106.63%	\$5,793	100.32%	\$6,758	117.02%	\$1,261	7.65%	16.53%	\$6,967	109.51%	\$8,455	103.19%	\$9,653	117.81%
STATEWIDE Simple Average				55	\$4,595	106.63%	\$5,793	100.32%	\$6,758	117.02%	\$1,261	7.65%	16.53%	\$6,967	109.51%	\$8,455	103.19%	\$9,653	117.81%

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3144 PROFESSIONAL LAND SURVEYOR 1

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-CLACK			Land Surveyor	\$5,129	\$6,493	\$1,266	7.65%	16.43%	\$7,630	\$9,323
CO-DOUGLAS	4350		Land Surveyor	\$3,075	\$4,486	\$1,365	7.65%	18.05%	\$5,230	\$7,004
County Simple Average				\$4,102	\$5,490	\$1,316	7.65%	17.24%	\$6,430	\$8,163
MIL-OPES	7.06		Professional Land Surveyor	\$5,364	\$7,018	\$1,267	7.65%	10.63%	\$7,612	\$9,568
OPES Simple Average				\$5,364	\$7,018	\$1,267	7.65%	10.63%	\$7,612	\$9,568
ST-CA	3029	D	TRANSPORTATION SURVEYOR (CALTRANS)	\$6,897	\$8,630	\$1,116	7.65%	21.35%	\$10,013	\$12,248
ST-ID	03008	L	Land Surveyor, Transportation	\$3,279	\$5,065	\$879	7.65%	14.19%	\$4,875	\$7,050
ST-NV	0000	00	No Match							
ST-WA	527E	55	LAND SURVEYOR 2	\$3,819	\$5,010	\$662	7.65%	9.21%	\$5,125	\$6,517
State Simple Average				\$4,665	\$6,235	\$886	7.65%	14.92%	\$6,671	\$8,605
MARKET Simple Average				\$4,594	\$6,117	\$1,092	7.65%	14.98%	\$6,747	\$8,618

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	E	AEE-ASSOC OF ENGINEER EMS	A A	14	\$4,621	100.59%	\$6,181	101.05%	\$6,824	111.56%	\$1,261	7.65%	16.53%	\$7,000	103.74%	\$8,937	103.70%	\$9,735	112.96%
Non-Corrections/Non-Mgmt Simple Average				14	\$4,621	100.59%	\$6,181	101.05%	\$6,824	111.56%	\$1,261	7.65%	16.53%	\$7,000	103.74%	\$8,937	103.70%	\$9,735	112.96%
STATEWIDE Simple Average				14	\$4,621	100.59%	\$6,181	101.05%	\$6,824	111.56%	\$1,261	7.65%	16.53%	\$7,000	103.74%	\$8,937	103.70%	\$9,735	112.96%

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3145 PROFESSIONAL LAND SURVEYOR 2

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-CLACK			Land Surveyor, Senior	\$5,382	\$6,808	\$1,266	7.65%	16.43%	\$7,944	\$9,714
CO-CLATSOP			County Surveyor	\$5,007	\$6,676	\$1,297	7.65%	14.48%	\$7,412	\$9,450
County Simple Average				\$5,195	\$6,742	\$1,281	7.65%	15.46%	\$7,678	\$9,582
ST-CA	0000		No Match							
ST-ID	0000		No Match							
ST-NV	0000	00	No Match							
ST-WA	527F	61	LAND SURVEYOR 3	\$4,429	\$5,813	\$662	7.65%	9.21%	\$5,838	\$7,455
State Simple Average				\$4,429	\$5,813	\$662	7.65%	9.21%	\$5,838	\$7,455
MARKET Simple Average				\$4,939	\$6,433	\$1,075	7.65%	13.37%	\$7,065	\$8,873

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
	E	AEE-ASSOC OF ENGINEER EMS	A A	12	\$5,094	103.13%	\$7,410	115.19%	\$7,525	116.98%	\$1,261	7.65%	16.53%	\$7,587	107.40%	\$10,463	117.91%	\$10,606	119.53%
	Non-Corrections/Non-Mgmt Simple Average				12	\$5,094	103.13%	\$7,410	115.19%	\$7,525	116.98%	7.65%	16.53%	\$7,587	107.40%	\$10,463	117.91%	\$10,606	119.53%
	STATEWIDE Simple Average				12	\$5,094	103.13%	\$7,410	115.19%	\$7,525	116.98%	7.65%	16.53%	\$7,587	107.40%	\$10,463	117.91%	\$10,606	119.53%

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3146 ASSOCIATE IN ENGINEERING 1

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
MIL-OPES	7.03		Civil Engineering Associate	\$4,954	\$6,391	\$1,267	7.65%	10.63%	\$7,126	\$8,827
OPES Simple Average				\$4,954	\$6,391	\$1,267	7.65%	10.63%	\$7,126	\$8,827
MIL-NWMGT	6.12b		Civil Engineer- Entry	\$4,927	\$6,470	\$956	7.65%	6.15%	\$6,563	\$8,319
Purchased Simple Average				\$4,927	\$6,470	\$956	7.65%	6.15%	\$6,563	\$8,319
ST-CA	3132		JUNIOR CIVIL ENGINEER	\$4,608	\$5,494	\$1,116	7.65%	21.35%	\$7,060	\$8,203
ST-ID	03700	J	Engineer-In-Training	\$2,595	\$4,006	\$879	7.65%	14.19%	\$4,041	\$5,760
ST-NV	0000	00	No Match							
ST-WA	530K	53	TRANSPORTATION ENGINEER 1	\$3,631	\$4,770	\$662	7.65%	9.21%	\$4,905	\$6,236
State Simple Average				\$3,611	\$4,757	\$886	7.65%	14.92%	\$5,335	\$6,733
MARKET Simple Average				\$4,143	\$5,426	\$976	7.65%	12.31%	\$5,939	\$7,469

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
	E	AEE-ASSOC OF ENGINEER EMS	A A	48	\$3,620	87.38%	\$4,759	87.70%	\$5,348	98.56%	\$1,261	7.65%	16.53%	\$5,757	96.93%	\$7,171	96.01%	\$7,903	105.81%
Non-Corrections/Non-Mgmt Simple Average				48	\$3,620	87.38%	\$4,759	87.70%	\$5,348	98.56%	\$1,261	7.65%	16.53%	\$5,757	96.93%	\$7,171	96.01%	\$7,903	105.81%
STATEWIDE Simple Average				48	\$3,620	87.38%	\$4,759	87.70%	\$5,348	98.56%	\$1,261	7.65%	16.53%	\$5,757	96.93%	\$7,171	96.01%	\$7,903	105.81%

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3147 ASSOCIATE IN ENGINEERING 2

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	3126		ASSISTANT CIVIL ENGINEER	\$5,276	\$6,601	\$1,116	7.65%	21.35%	\$7,922	\$9,631
ST-ID	03702	L	Engineer, Associate	\$3,279	\$5,065	\$879	7.65%	14.19%	\$4,875	\$7,050
ST-NV	0000	00	No Match							
ST-WA	0000		No Match							
State Simple Average				\$4,278	\$5,833	\$997	7.65%	17.77%	\$6,398	\$8,341
MARKET Simple Average				\$4,278	\$5,833	\$997	7.65%	17.77%	\$6,398	\$8,341

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
E	AEE-ASSOC OF ENGINEER EMS	A A	75	\$3,992	93.32%	\$5,479	93.94%	\$5,895	101.06%	\$1,261	7.65%	16.53%	\$6,219	97.19%	\$8,066	96.71%	\$8,582	102.89%	
Non-Corrections/Non-Mgmt Simple Average				75	\$3,992	93.32%	\$5,479	93.94%	\$5,895	101.06%	\$1,261	7.65%	16.53%	\$6,219	97.19%	\$8,066	96.71%	\$8,582	102.89%
STATEWIDE Simple Average				75	\$3,992	93.32%	\$5,479	93.94%	\$5,895	101.06%	\$1,261	7.65%	16.53%	\$6,219	97.19%	\$8,066	96.71%	\$8,582	102.89%

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3148 PROFESSIONAL ENGINEER 1

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-CLACK			Civil Engineer	\$6,087	\$7,689	\$1,266	7.65%	16.43%	\$8,819	\$10,807
CO-MULT			Engineer 2	\$5,859	\$7,207	\$1,369	7.65%	15.87%	\$8,605	\$10,271
County Simple Average				\$5,973	\$7,448	\$1,317	7.65%	16.15%	\$8,712	\$10,539
MIL-OPES	7.04		Engineer, Civil (Professional)	\$5,688	\$7,364	\$1,267	7.65%	10.63%	\$7,995	\$9,977
OPES Simple Average				\$5,688	\$7,364	\$1,267	7.65%	10.63%	\$7,995	\$9,977
MIL-NWMGT	6.12a		Civil Engineer	\$5,748	\$7,919	\$956	7.65%	6.15%	\$7,497	\$9,968
Purchased Simple Average				\$5,748	\$7,919	\$956	7.65%	6.15%	\$7,497	\$9,968
ST-CA	3169	A	ASSOCIATE TRANSPORTATION ENGINEER, CALTRANS	\$6,927	\$8,670	\$1,116	7.65%	21.35%	\$10,051	\$12,300
ST-ID	03704	M	Engineer, Staff	\$3,708	\$5,726	\$879	7.65%	14.19%	\$5,396	\$7,855
ST-NV	6.226	40	Prof Engineer	\$4,181	\$6,274	\$785	7.65%	25.75%	\$6,363	\$9,155
ST-WA	530N	65	TRANSPORTATION ENGINEER 4	\$4,888	\$6,416	\$662	7.65%	9.21%	\$6,374	\$8,160
State Simple Average				\$4,926	\$6,772	\$861	7.65%	17.63%	\$7,046	\$9,368
MARKET Simple Average				\$5,386	\$7,158	\$1,037	7.65%	14.95%	\$7,638	\$9,812

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max			Insurance		SS		Retire		SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max		
	MMC	MGT SVC NON-SUPV CONFIDENTIAL	A	A	\$5,231	97.13%			\$7,343	102.58%	\$1,261	7.65%	16.53%	\$7,757	101.57%			\$10,380	105.79%					
	MMN	MGT SVC NON-SUPV	A	A	\$5,231	97.13%			\$7,343	102.58%	\$1,261	7.65%	16.53%	\$7,757	101.57%			\$10,380	105.79%					
	MMS	MGT SVC SUPERVISORY	A	A	\$5,231	97.13%			\$7,343	102.58%	\$1,261	7.65%	16.53%	\$7,757	101.57%			\$10,380	105.79%					
	Management Simple Average				\$5,231	97.13%			\$7,343	102.58%	\$1,261	7.65%	16.53%	\$7,757	101.57%			- %	\$10,380	105.79%				
	E	AEE-ASSOC OF ENGINEER EMS	A	A	133	\$4,851	90.07%	\$6,902	96.42%	\$7,166	100.11%	\$1,261	7.65%	16.53%	\$7,285	95.39%	\$9,832	100.21%	\$10,160	103.55%				
	UA	UNREPRESENTED	A	A	2	\$4,791	88.96%	\$7,025	98.14%	\$7,025	98.14%	\$1,261	7.65%	16.53%	\$7,211	94.41%	\$9,985	101.77%	\$9,985	101.77%				
	Non-Corrections/Non-Mgmt Simple Average				135	\$4,821	89.52%	\$6,964	97.28%	\$7,096	99.12%	\$1,261	7.65%	16.53%	\$7,248	94.90%	\$9,909	100.99%	\$10,073	102.66%				
	STATEWIDE Simple Average				135	\$5,067	94.08%	\$6,964	97.28%	\$7,244	101.20%	\$1,261	7.65%	16.53%	\$7,554	98.90%	\$9,909	100.99%	\$10,257	104.54%				

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3149 PROFESSIONAL ENGINEER 2

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-CLACK			Civil Engineer, Senior	\$6,683	\$8,454	\$1,266	7.65%	16.43%	\$9,559	\$11,756
CO-MULT			Engineer 3	\$6,595	\$8,110	\$1,369	7.65%	15.87%	\$9,514	\$11,386
CO-WASH			ENGINEER, SENIOR	\$6,274	\$7,624	\$1,177	7.65%	22.22%	\$9,325	\$11,078
County Simple Average				\$6,517	\$8,063	\$1,270	7.65%	18.17%	\$9,466	\$11,407
MIL-OPES	7.05		Engineer, Civil (Senior)	\$6,227	\$8,156	\$1,267	7.65%	10.63%	\$8,632	\$10,914
OPES Simple Average				\$6,227	\$8,156	\$1,267	7.65%	10.63%	\$8,632	\$10,914
MIL-NWMGT	6.11		Civil Engineer - Senior	\$6,390	\$9,120	\$956	7.65%	6.15%	\$8,228	\$11,334
Purchased Simple Average				\$6,390	\$9,120	\$956	7.65%	6.15%	\$8,228	\$11,334
ST-CA	3161	A	SENIOR TRANSPORTATION ENGINEER, CALTRANS	\$8,122	\$10,166	\$1,116	7.65%	21.35%	\$11,593	\$14,230
ST-ID	03708	O	Engineer, Technical 2	\$4,441	\$6,856	\$879	7.65%	14.19%	\$6,290	\$9,232
ST-NV	6.231	42	Prof. Engineering Specialist, P.E.	\$4,574	\$6,880	\$785	7.65%	25.75%	\$6,888	\$9,963
ST-WA	5300	69	TRANSPORTATION ENGINEER 5	\$5,395	\$7,082	\$662	7.65%	9.21%	\$6,967	\$8,938
State Simple Average				\$5,633	\$7,746	\$861	7.65%	17.63%	\$7,934	\$10,591
MARKET Simple Average				\$6,078	\$8,050	\$1,053	7.65%	15.76%	\$8,555	\$10,981

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max		
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%	
	MMC	MGT SVC NON-SUPV CONFIDENTIAL	A	A	\$6,046	99.47%			\$8,496	105.54%	\$1,261	7.65%	16.53%	\$8,769	102.51%			\$11,812	107.56%	
	MMN	MGT SVC NON-SUPV	A	A	5	\$6,046	99.47%	\$8,414	104.53%	\$8,496	105.54%	\$1,261	7.65%	16.53%	\$8,769	102.51%	\$11,710	106.64%	\$11,812	107.56%
	MMS	MGT SVC SUPERVISORY	A	A	14	\$6,046	99.47%	\$8,308	103.21%	\$8,496	105.54%	\$1,261	7.65%	16.53%	\$8,769	102.51%	\$11,579	105.44%	\$11,812	107.56%
	Management Simple Average				19	\$6,046	99.47%	\$8,361	103.87%	\$8,496	105.54%	\$1,261	7.65%	16.53%	\$8,769	102.51%	\$11,644	106.04%	\$11,812	107.56%
	E	AEE-ASSOC OF ENGINEER EMS	A	A	62	\$5,615	92.38%	\$8,178	101.59%	\$8,297	103.07%	\$1,261	7.65%	16.53%	\$8,234	96.25%	\$11,417	103.96%	\$11,565	105.31%
	Non-Corrections/Non-Mgmt Simple Average				62	\$5,615	92.38%	\$8,178	101.59%	\$8,297	103.07%	\$1,261	7.65%	16.53%	\$8,234	96.25%	\$11,417	103.96%	\$11,565	105.31%
	STATEWIDE Simple Average				81	\$5,938	97.70%	\$8,300	103.11%	\$8,446	104.93%	\$1,261	7.65%	16.53%	\$8,636	100.94%	\$11,568	105.35%	\$11,750	107.00%

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3150 ARCHITECTURAL SPACE PLANNER

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS		
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max	
EXCLUDED-N	0000		No Budgeted Positions								
Exclude Simple Average				Insufficient Market Data					Insufficient Market Data		
MARKET Simple Average				Excluded					Excluded		

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
		OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A		\$3,607	- %		- %	\$5,277	- %	\$1,261	7.65%	16.53%	\$5,741	- %		- %	\$7,814
	Non-Corrections/Non-Mgmt Simple Average				\$3,607	- %		- %	\$5,277	- %	\$1,261	7.65%	16.53%	\$5,741	- %		- %	\$7,814	- %
	STATEWIDE Simple Average				\$3,607	- %		- %	\$5,277	- %	\$1,261	7.65%	16.53%	\$5,741	- %		- %	\$7,814	- %

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3251 FACILITIES ENGINEER 1

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
MIL-NWMGT	6.22b		Mechanical Engineer - Entry	\$4,778	\$7,175	\$956	7.65%	6.15%	\$6,393	\$9,122
Purchased Simple Average				\$4,778	\$7,175	\$956	7.65%	6.15%	\$6,393	\$9,122
ST-CA	0000		No Match							
ST-ID	0000		No Match							
ST-NV	0000	00	No Match							
ST-WA	528A	50	FACILITIES ENGINEER 1	\$3,377	\$4,429	\$662	7.65%	9.21%	\$4,608	\$5,838
State Simple Average				\$3,377	\$4,429	\$662	7.65%	9.21%	\$4,608	\$5,838
MARKET Simple Average				\$4,077	\$5,802	\$809	7.65%	7.68%	\$5,501	\$7,480

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max		
		AO	AFSCME-OREGON STATE POLICE	A	A	\$3,610	88.54%			\$5,277	90.95%	\$1,261	7.65%	16.53%	\$5,744	104.43%			\$7,814	104.48%
	AU	AFSCME-MILITARY	A	A	1	\$3,609	88.51%	\$5,277	90.95%	\$5,277	90.95%	\$1,261	7.65%	16.53%	\$5,743	104.41%	\$7,814	104.48%	\$7,814	104.48%
	E	AEE-ASSOC OF ENGINEER EMS	A	A		\$3,992	97.91%			\$5,895	101.60%	\$1,261	7.65%	16.53%	\$6,219	113.05%			\$8,582	114.74%
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A	A		\$3,974	97.46%			\$5,802	100.00%	\$1,261	7.65%	16.53%	\$6,196	112.65%			\$8,466	113.19%
	UA	UNREPRESENTED	A	A		\$3,973	97.44%			\$5,802	100.00%	\$1,261	7.65%	16.53%	\$6,195	112.62%			\$8,466	113.19%
	Non-Corrections/Non-Mgmt Simple Average				1	\$3,832	93.97%	\$5,277	90.95%	\$5,611	96.70%	\$1,261	7.65%	16.53%	\$6,020	109.43%	\$7,814	104.48%	\$8,229	110.01%
	STATEWIDE Simple Average				1	\$3,832	93.97%	\$5,277	90.95%	\$5,611	96.70%	\$1,261	7.65%	16.53%	\$6,020	109.43%	\$7,814	104.48%	\$8,229	110.01%

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3252 FACILITIES ENGINEER 2

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
MIL-NWMGT	6.22a		Mechanical Engineer	\$5,455	\$8,068	\$956	7.65%	6.15%	\$7,164	\$10,137
Purchased Simple Average				\$5,455	\$8,068	\$956	7.65%	6.15%	\$7,164	\$10,137
ST-CA	3583	B	MECHANICAL ENGINEER	\$5,276	\$6,601	\$1,116	7.65%	21.35%	\$7,922	\$9,631
ST-ID	0000		No Match							
ST-NV	0000	00	No Match							
ST-WA	528B	56	FACILITIES ENGINEER 2	\$3,918	\$5,136	\$662	7.65%	9.21%	\$5,241	\$6,664
State Simple Average				\$4,597	\$5,869	\$889	7.65%	15.28%	\$6,581	\$8,147
MARKET Simple Average				\$4,883	\$6,602	\$911	7.65%	12.24%	\$6,775	\$8,811

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max		
		AO	AFSCME-OREGON STATE POLICE	A	A	\$3,973	81.36%			\$5,802	87.89%	\$1,261	7.65%	16.53%	\$6,195	91.44%			\$8,466	96.09%
	AU	AFSCME-MILITARY	A	A	1	\$3,973	81.36%	\$5,530	83.77%	\$5,802	87.89%	\$1,261	7.65%	16.53%	\$6,195	91.44%	\$8,129	92.26%	\$8,466	96.09%
	E	AEE-ASSOC OF ENGINEER EMS	A	A	2	\$4,401	90.13%	\$5,797	87.81%	\$6,499	98.45%	\$1,261	7.65%	16.53%	\$6,727	99.28%	\$8,460	96.02%	\$9,332	105.92%
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A	A		\$4,358	89.25%			\$6,380	96.64%	\$1,261	7.65%	16.53%	\$6,673	98.49%			\$9,184	104.24%
	UA	UNREPRESENTED	A	A		\$4,359	89.27%			\$6,381	96.66%	\$1,261	7.65%	16.53%	\$6,674	98.51%			\$9,185	104.25%
	Non-Corrections/Non-Mgmt Simple Average			3	\$4,213	86.27%	\$5,663	85.79%	\$6,173	93.51%	\$1,261	7.65%	16.53%	\$6,493	95.83%	\$8,294	94.14%	\$8,927	101.32%	
	STATEWIDE Simple Average			3	\$4,213	86.27%	\$5,663	85.79%	\$6,173	93.51%	\$1,261	7.65%	16.53%	\$6,493	95.83%	\$8,294	94.14%	\$8,927	101.32%	

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3253 FACILITIES ENGINEER 3

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
MIL-NWMGT	6.21		Mechanical Engineer - Senior	\$6,464	\$9,701	\$956	7.65%	6.15%	\$8,312	\$11,995
Purchased Simple Average				\$6,464	\$9,701	\$956	7.65%	6.15%	\$8,312	\$11,995
ST-CA	3345		STRUCTURAL ENGINEERING ASSOCIATE	\$6,897	\$8,630	\$1,116	7.65%	21.35%	\$10,013	\$12,248
ST-ID	0000		No Match							
ST-NV	0000	00	No Match							
ST-WA	528C	62	FACILITIES ENGINEER 3	\$4,542	\$5,958	\$662	7.65%	9.21%	\$5,970	\$7,625
State Simple Average				\$5,720	\$7,294	\$889	7.65%	15.28%	\$7,991	\$9,936
MARKET Simple Average				\$5,968	\$8,096	\$911	7.65%	12.24%	\$8,098	\$10,623

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max		
		MMC	MGT SVC NON-SUPV CONFIDENTIAL	A	A	\$5,231	87.66%			\$7,343	90.70%	\$1,261	7.65%	16.53%	\$7,757	95.79%			\$10,380	97.71%
	MMN	MGT SVC NON-SUPV	A	A	\$5,231	87.66%			\$7,343	90.70%	\$1,261	7.65%	16.53%	\$7,757	95.79%			\$10,380	97.71%	
	Management Simple Average				\$5,231	87.66%			\$7,343	90.70%	\$1,261	7.65%	16.53%	\$7,757	95.79%		- %	\$10,380	97.71%	
	AO	AFSCME-OREGON STATE POLICE	A	A	\$4,359	73.04%			\$6,381	78.81%	\$1,261	7.65%	16.53%	\$6,674	82.42%			\$9,185	86.47%	
	AT	AFSCME-DCBS BUILDING CODES	A	A	\$4,359	73.04%			\$6,381	78.81%	\$1,261	7.65%	16.53%	\$6,674	82.42%			\$9,185	86.47%	
	AU	AFSCME-MILITARY	A	A	\$4,359	73.04%			\$6,381	78.81%	\$1,261	7.65%	16.53%	\$6,674	82.42%			\$9,185	86.47%	
	AV	AFSCME-OR EMERGENCY MGMT	A	A	\$4,359	73.04%			\$6,381	78.81%	\$1,261	7.65%	16.53%	\$6,674	82.42%			\$9,185	86.47%	
	E	AEE-ASSOC OF ENGINEER EMS	A	A	\$4,851	81.29%			\$7,166	88.51%	\$1,261	7.65%	16.53%	\$7,285	89.96%			\$10,160	95.65%	
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A	A	7	\$4,791	80.28%	\$6,575	81.21%	\$7,023	86.74%	\$1,261	7.65%	16.53%	\$7,211	89.04%	\$9,426	88.73%	\$9,983	93.97%
	UA	UNREPRESENTED	A	A	4	\$4,791	80.28%	\$6,545	80.83%	\$7,025	86.77%	\$1,261	7.65%	16.53%	\$7,211	89.04%	\$9,388	88.38%	\$9,985	94.00%
	Non-Corrections/Non-Mgmt Simple Average				11	\$4,553	76.29%	\$6,560	81.02%	\$6,677	82.47%	\$1,261	7.65%	16.53%	\$6,915	85.39%	\$9,407	88.56%	\$9,553	89.93%
	STATEWIDE Simple Average				11	\$4,703	78.81%	\$6,560	81.02%	\$6,825	84.30%	\$1,261	7.65%	16.53%	\$7,102	87.70%	\$9,407	88.56%	\$9,737	91.66%

3255 FACILITIES ENGINEER SUPV

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	0000		No Match							
ST-ID	0000		No Match							
ST-NV	0000	00	No Match							
ST-WA	528D	66	FACILITIES ENGINEER 4	\$5,010	\$6,575	\$662	7.65%	9.21%	\$6,517	\$8,346
State Simple Average				Insufficient Market Data					Insufficient Market Data	
MARKET Simple Average				Insufficient Market Data					Insufficient Market Data	

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max			Insurance		SS		Retire		SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%	\$	%	\$	%	\$	%	\$	%	\$	%	\$	%	\$
	MMS	MGT SVC SUPERVISORY	A	A	\$5,492	- %	- %	\$7,701	- %	\$1,261	7.65%	16.53%	\$8,081	- %	- %	\$10,825	- %						
	Management Simple Average				\$5,492	- %	- %	\$7,701	- %	\$1,261	7.65%	16.53%	\$8,081	- %	- %	\$10,825	- %						
	STATEWIDE Simple Average				\$5,492	- %	- %	\$7,701	- %	\$1,261	7.65%	16.53%	\$8,081	- %	- %	\$10,825	- %						

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3265 CONSTRUCTION INSPECTOR

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-WASH			INSPECTION TECHNICIAN II	\$4,302	\$5,209	\$1,177	7.65%	22.22%	\$6,764	\$7,941
County Simple Average				\$4,302	\$5,209	\$1,177	7.65%	22.22%	\$6,764	\$7,941
MIL-OPES	10.20		Public Works Inspector	\$4,514	\$5,652	\$1,267	7.65%	10.63%	\$6,607	\$7,952
OPES Simple Average				\$4,514	\$5,652	\$1,267	7.65%	10.63%	\$6,607	\$7,952
ST-CA	4032		CONSTRUCTION INSPECTOR II	\$5,034	\$6,301	\$1,116	7.65%	21.35%	\$7,609	\$9,244
ST-ID	06502	J	DPW Construction Representative	\$2,595	\$4,006	\$879	7.65%	14.19%	\$4,041	\$5,760
ST-NV	6.754	37	Bldg Construction Insp 3	\$3,670	\$5,469	\$785	7.65%	25.75%	\$5,681	\$8,081
ST-WA	391S	57E	CONSTRUCTION COMPLIANCE INSPECTOR 1	\$4,429	\$5,266	\$662	7.65%	9.21%	\$5,838	\$6,816
State Simple Average				\$3,932	\$5,260	\$861	7.65%	17.63%	\$5,792	\$7,475
MARKET Simple Average				\$4,091	\$5,317	\$981	7.65%	17.23%	\$6,090	\$7,632

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max		
		AAON	AFSCME-DOC NON-SECURITY	A	A	\$4,803	117.41%			\$6,665	125.35%	\$1,261	7.65%	16.53%	\$7,226	118.65%			\$9,538	124.97%
	Corrections Simple Average				\$4,803	117.41%			\$6,665	125.35%	\$1,261	7.65%	16.53%	\$7,226	118.65%		- %	\$9,538	124.97%	
	AU	AFSCME-MILITARY	A	A	3	\$3,973	97.12%	\$4,949	93.08%	\$5,802	109.12%	\$1,261	7.65%	16.53%	\$6,195	101.73%	\$7,407	97.05%	\$8,466	110.93%
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A	A		\$3,974	97.15%			\$5,802	109.12%	\$1,261	7.65%	16.53%	\$6,196	101.75%			\$8,466	110.93%
	UA	UNREPRESENTED	A	A		\$3,973	97.12%			\$5,802	109.12%	\$1,261	7.65%	16.53%	\$6,195	101.73%			\$8,466	110.93%
	Non-Corrections/Non-Mgmt Simple Average				3	\$3,973	97.13%	\$4,949	93.08%	\$5,802	109.12%	\$1,261	7.65%	16.53%	\$6,196	101.74%	\$7,407	97.05%	\$8,466	110.93%
	STATEWIDE Simple Average				3	\$4,181	102.20%	\$4,949	93.08%	\$6,018	113.18%	\$1,261	7.65%	16.53%	\$6,453	105.96%	\$7,407	97.05%	\$8,734	114.44%

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3267 CONSTRUCTION PROJECT MANAGER 1

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-CLACK			Building Maintenance Coordinator	\$4,247	\$5,382	\$1,266	7.65%	16.43%	\$6,536	\$7,944
County Simple Average				\$4,247	\$5,382	\$1,266	7.65%	16.43%	\$6,536	\$7,944
ST-CA	0000		No Match							
ST-ID	0000		No Match							
ST-NV	6.760	33	Construction Project Coord 1	\$3,094	\$4,574	\$785	7.65%	25.75%	\$4,912	\$6,888
ST-WA	5371	50	CONSTRUCTION PROJECT COORDINATOR 1	\$3,377	\$4,429	\$662	7.65%	9.21%	\$4,608	\$5,838
State Simple Average				\$3,235	\$4,502	\$724	7.65%	17.48%	\$4,760	\$6,363
MARKET Simple Average				\$3,573	\$4,795	\$904	7.65%	17.13%	\$5,352	\$6,890

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
	AAON	AFSCME-DOC NON-SECURITY	A	A		\$4,803	134.44%			\$6,665	138.99%	\$1,261	7.65%	16.53%	\$7,226	135.00%			\$9,538
Corrections Simple Average					\$4,803	134.44%			\$6,665	138.99%	\$1,261	7.65%	16.53%	\$7,226	135.00%		- %	\$9,538	138.44%
MMC	MGT SVC NON-SUPV CONFIDENTIAL	A	A		\$4,305	120.50%			\$6,046	126.09%	\$1,261	7.65%	16.53%	\$6,607	123.45%			\$8,769	127.28%
MMN	MGT SVC NON-SUPV	A	A		\$4,305	120.50%			\$6,046	126.09%	\$1,261	7.65%	16.53%	\$6,607	123.45%			\$8,769	127.28%
MMS	MGT SVC SUPERVISORY	A	A		\$4,305	120.50%			\$6,046	126.09%	\$1,261	7.65%	16.53%	\$6,607	123.45%			\$8,769	127.28%
Management Simple Average					\$4,305	120.50%			\$6,046	126.09%	\$1,261	7.65%	16.53%	\$6,607	123.45%		- %	\$8,769	127.28%
AB	AFSCME-CONST CONTR BRD	A	A		\$3,973	111.20%			\$5,802	121.00%	\$1,261	7.65%	16.53%	\$6,195	115.75%			\$8,466	122.88%
AD	AFSCME-DEQ	A	A		\$3,973	111.20%			\$5,802	121.00%	\$1,261	7.65%	16.53%	\$6,195	115.75%			\$8,466	122.88%
AU	AFSCME-MILITARY	A	A		\$3,973	111.20%			\$5,802	121.00%	\$1,261	7.65%	16.53%	\$6,195	115.75%			\$8,466	122.88%
E	AEE-ASSOC OF ENGINEER EMS	A	A	3	\$3,992	111.74%	\$5,098	106.31%	\$5,895	122.94%	\$1,261	7.65%	16.53%	\$6,219	116.19%	\$7,592	110.19%	\$8,582	124.56%
OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A	A	2	\$3,974	111.23%	\$5,403	112.68%	\$5,802	121.00%	\$1,261	7.65%	16.53%	\$6,196	115.77%	\$7,971	115.69%	\$8,466	122.88%
UA	UNREPRESENTED	A	A		\$3,973	111.20%			\$5,802	121.00%	\$1,261	7.65%	16.53%	\$6,195	115.75%			\$8,466	122.88%
Non-Corrections/Non-Mgmt Simple Average				5	\$3,976	111.30%	\$5,250	109.49%	\$5,818	121.32%	\$1,261	7.65%	16.53%	\$6,199	115.82%	\$7,781	112.94%	\$8,486	123.16%
STATEWIDE Simple Average				5	\$4,158	116.37%	\$5,250	109.49%	\$5,971	124.52%	\$1,261	7.65%	16.53%	\$6,424	120.03%	\$7,781	112.94%	\$8,676	125.92%

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3268 CONSTRUCTION PROJECT MANAGER 2

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-CLACK			Building Construction Projects Coordinator	\$4,890	\$6,202	\$1,266	7.65%	16.43%	\$7,334	\$8,961
CO-WASH			CAPITAL IMPROVEMENT PROJECT MANAGER	\$5,970	\$7,256	\$1,177	7.65%	22.22%	\$8,930	\$10,600
County Simple Average				\$5,430	\$6,729	\$1,221	7.65%	19.33%	\$8,132	\$9,781
ST-CA	4031		CONSTRUCTION SUPERVISOR I	\$6,504	\$8,136	\$1,116	7.65%	21.35%	\$9,506	\$11,611
ST-ID	03016	L	Construction Manager 1	\$3,279	\$5,065	\$879	7.65%	14.19%	\$4,875	\$7,050
ST-NV	6.758	35	Construction Project Coord 2	\$3,363	\$4,997	\$785	7.65%	25.75%	\$5,272	\$7,452
ST-WA	537J	59	CONSTRUCTION PROJECT COORDINATOR 2	\$4,214	\$5,535	\$662	7.65%	9.21%	\$5,586	\$7,130
State Simple Average				\$4,340	\$5,933	\$861	7.65%	17.63%	\$6,310	\$8,311
MARKET Simple Average				\$4,704	\$6,198	\$981	7.65%	18.19%	\$6,917	\$8,801

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
	AAON	AFSCME-DOC NON-SECURITY	A A	5	\$5,516	117.27%	\$7,464	120.42%	\$7,672	123.77%	\$1,261	7.65%	16.53%	\$8,111	117.26%	\$10,531	119.66%	\$10,789	122.59%
Corrections Simple Average				5	\$5,516	117.27%	\$7,464	120.42%	\$7,672	123.77%	\$1,261	7.65%	16.53%	\$8,111	117.26%	\$10,531	119.66%	\$10,789	122.59%
MMC	MGT SVC NON-SUPV CONFIDENTIAL	A A		\$4,979	105.86%			\$6,998	112.90%	\$1,261	7.65%	16.53%	\$7,444	107.62%			\$9,952	113.08%	
MMN	MGT SVC NON-SUPV	A A		\$4,979	105.86%			\$6,998	112.90%	\$1,261	7.65%	16.53%	\$7,444	107.62%			\$9,952	113.08%	
MMS	MGT SVC SUPERVISORY	A A		\$4,979	105.86%			\$6,998	112.90%	\$1,261	7.65%	16.53%	\$7,444	107.62%			\$9,952	113.08%	
Management Simple Average					\$4,979	105.86%		\$6,998	112.90%	\$1,261	7.65%	16.53%	\$7,444	107.62%		- %	\$9,952	113.08%	
AD	AFSCME-DEQ	A A		\$4,571	97.18%			\$6,683	107.82%	\$1,261	7.65%	16.53%	\$6,938	100.30%			\$9,560	108.63%	
AU	AFSCME-MILITARY	A A	5	\$4,571	97.18%	\$5,654	91.22%	\$6,691	107.95%	\$1,261	7.65%	16.53%	\$6,938	100.30%	\$8,283	94.11%	\$9,570	108.74%	
E	AEE-ASSOC OF ENGINEER EMS	A A	2	\$4,621	98.25%	\$6,824	110.09%	\$6,824	110.09%	\$1,261	7.65%	16.53%	\$7,000	101.19%	\$9,735	110.62%	\$9,735	110.62%	
OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	9	\$4,569	97.14%	\$6,247	100.78%	\$6,691	107.95%	\$1,261	7.65%	16.53%	\$6,935	100.26%	\$9,019	102.47%	\$9,570	108.74%	
UA	UNREPRESENTED	A A		\$4,571	97.18%			\$6,691	107.95%	\$1,261	7.65%	16.53%	\$6,938	100.30%			\$9,570	108.74%	
Non-Corrections/Non-Mgmt Simple Average				16	\$4,581	97.39%	\$6,242	100.70%	\$6,716	108.35%	\$1,261	7.65%	16.53%	\$6,950	100.47%	\$9,012	102.40%	\$9,601	109.10%
STATEWIDE Simple Average				21	\$4,817	102.42%	\$6,547	105.63%	\$6,916	111.58%	\$1,261	7.65%	16.53%	\$7,244	104.72%	\$9,392	106.72%	\$9,850	111.92%

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3269 CONSTRUCTION PROJECT MANAGER 3

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	4030		CONSTRUCTION SUPERVISOR II	\$7,472	\$9,355	\$1,116	7.65%	21.35%	\$10,754	\$13,184
ST-ID	0000		No Match							
ST-NV	6.750	37	Construction Project Coord 3	\$3,670	\$5,469	\$785	7.65%	25.75%	\$5,681	\$8,081
ST-WA	537K	67	CONSTRUCTION PROJECT COORDINATOR 3	\$5,136	\$6,741	\$662	7.65%	9.21%	\$6,664	\$8,540
State Simple Average				\$5,426	\$7,188	\$854	7.65%	18.77%	\$7,700	\$9,935
MARKET Simple Average				\$5,426	\$7,188	\$854	7.65%	18.77%	\$7,700	\$9,935

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	MMC	MGT SVC NON-SUPV CONFIDENTIAL	A A		\$5,492	101.22%			\$7,701	107.13%	\$1,261	7.65%	16.53%	\$8,081	104.96%			\$10,825	108.96%
	MMN	MGT SVC NON-SUPV	A A	3	\$5,492	101.22%	\$7,467	103.87%	\$7,701	107.13%	\$1,261	7.65%	16.53%	\$8,081	104.96%	\$10,534	106.03%	\$10,825	108.96%
	MMS	MGT SVC SUPERVISORY	A A	4	\$5,492	101.22%	\$7,436	103.44%	\$7,701	107.13%	\$1,261	7.65%	16.53%	\$8,081	104.96%	\$10,495	105.64%	\$10,825	108.96%
	Management Simple Average			7	\$5,492	101.22%	\$7,451	103.66%	\$7,701	107.13%	\$1,261	7.65%	16.53%	\$8,081	104.96%	\$10,514	105.84%	\$10,825	108.96%
	AD	AFSCME-DEQ	A A		\$5,028	92.67%			\$7,329	101.96%	\$1,261	7.65%	16.53%	\$7,505	97.47%			\$10,363	104.31%
	AU	AFSCME-MILITARY	A A	2	\$5,028	92.67%	\$6,536	90.93%	\$7,357	102.35%	\$1,261	7.65%	16.53%	\$7,505	97.47%	\$9,378	94.40%	\$10,397	104.66%
	E	AEE-ASSOC OF ENGINEER EMS	A A	5	\$5,094	93.88%	\$7,385	102.73%	\$7,525	104.68%	\$1,261	7.65%	16.53%	\$7,587	98.54%	\$10,432	105.01%	\$10,606	106.76%
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A		\$5,028	92.67%			\$7,358	102.36%	\$1,261	7.65%	16.53%	\$7,505	97.47%			\$10,399	104.67%
	Non-Corrections/Non-Mgmt Simple Average			7	\$5,045	92.97%	\$6,960	96.83%	\$7,392	102.84%	\$1,261	7.65%	16.53%	\$7,526	97.74%	\$9,905	99.70%	\$10,441	105.10%
	STATEWIDE Simple Average			14	\$5,236	96.51%	\$7,206	100.24%	\$7,525	104.68%	\$1,261	7.65%	16.53%	\$7,764	100.83%	\$10,210	102.77%	\$10,605	106.75%

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3410 ENVIRONMENTAL ENGINEER 1

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	0000		No Match							
ST-ID	0000		No Match							
ST-NV	6.229	35	Staff 1, Associate Engineer	\$3,363	\$4,997	\$785	7.65%	25.75%	\$5,272	\$7,452
ST-WA	536E	55	ENVIRONMENTAL ENGINEER 1	\$3,819	\$5,010	\$662	7.65%	9.21%	\$5,125	\$6,517
State Simple Average				\$3,591	\$5,004	\$724	7.65%	17.48%	\$5,198	\$6,984
MARKET Simple Average				\$3,591	\$5,004	\$724	7.65%	17.48%	\$5,198	\$6,984

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max			Insurance		SS		Retire		SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
	AD	AFSCME-DEQ	A	A	\$3,610	100.52%			\$5,277	105.46%	\$1,261	7.65%	16.53%	\$5,744	110.50%			\$7,814	111.89%				
	E	AEE-ASSOC OF ENGINEER EMS	A	A	\$3,620	100.80%			\$5,348	106.88%	\$1,261	7.65%	16.53%	\$5,757	110.74%			\$7,903	113.15%				
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A	A	\$3,607	100.44%			\$5,277	105.46%	\$1,261	7.65%	16.53%	\$5,741	110.43%			\$7,814	111.89%				
	Non-Corrections/Non-Mgmt Simple Average				\$3,612	100.59%			\$5,301	105.94%	\$1,261	7.65%	16.53%	\$5,747	110.56%		- %	\$7,844	112.31%				
	STATEWIDE Simple Average				\$3,612	100.59%			\$5,301	105.94%	\$1,261	7.65%	16.53%	\$5,747	110.56%		- %	\$7,844	112.31%				

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3411 ENVIRONMENTAL ENGINEER 2

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-LANE	N4305		Engineering Analyst (Environmental Eng Spec)	\$3,813	\$5,722	\$1,776	7.65%	14.91%	\$6,450	\$8,789
County Simple Average				\$3,813	\$5,722	\$1,776	7.65%	14.91%	\$6,450	\$8,789
MIL-NWMGT	6.24		Environmental Engineer	\$5,846	\$8,442	\$956	7.65%	6.15%	\$7,609	\$10,563
Purchased Simple Average				\$5,846	\$8,442	\$956	7.65%	6.15%	\$7,609	\$10,563
ST-CA	0000		No Match							
ST-ID	0000		No Match							
ST-NV	6.228	37	Staff 2, Associate Engineer	\$3,670	\$5,469	\$785	7.65%	25.75%	\$5,681	\$8,081
ST-WA	536F	61	ENVIRONMENTAL ENGINEER 2	\$4,429	\$5,813	\$662	7.65%	9.21%	\$5,838	\$7,455
State Simple Average				\$4,049	\$5,641	\$724	7.65%	17.48%	\$5,759	\$7,768
MARKET Simple Average				\$4,440	\$6,361	\$1,045	7.65%	14.01%	\$6,394	\$8,722

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
	AD	AFSCME-DEQ	A A	13	\$4,571	102.96%	\$6,118	96.18%	\$6,683	105.06%	\$1,261	7.65%	16.53%	\$6,938	108.50%	\$8,859	101.57%	\$9,560	109.61%
OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A		\$4,569	102.92%			\$6,691	105.18%	\$1,261	7.65%	16.53%	\$6,935	108.46%			\$9,570	109.73%	
Non-Corrections/Non-Mgmt Simple Average				13	\$4,570	102.94%	\$6,118	96.18%	\$6,687	105.12%	\$1,261	7.65%	16.53%	\$6,936	108.48%	\$8,859	101.57%	\$9,565	109.67%
STATEWIDE Simple Average				13	\$4,570	102.94%	\$6,118	96.18%	\$6,687	105.12%	\$1,261	7.65%	16.53%	\$6,936	108.48%	\$8,859	101.57%	\$9,565	109.67%

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3412 ENVIRONMENTAL ENGINEER 3

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-MULT			Engineer 2	\$5,859	\$7,207	\$1,369	7.65%	15.87%	\$8,605	\$10,271
County Simple Average				\$5,859	\$7,207	\$1,369	7.65%	15.87%	\$8,605	\$10,271
MIL-NWMGT	6.23		Environmental Engineer - Senior	\$6,453	\$9,184	\$956	7.65%	6.15%	\$8,299	\$11,407
Purchased Simple Average				\$6,453	\$9,184	\$956	7.65%	6.15%	\$8,299	\$11,407
ST-CA	0000		No Match							
ST-ID	0000		No Match							
ST-NV	0000	00	No Match							
ST-WA	536G	67	ENVIRONMENTAL ENGINEER 3	\$5,136	\$6,741	\$662	7.65%	9.21%	\$6,664	\$8,540
State Simple Average				\$5,136	\$6,741	\$662	7.65%	9.21%	\$6,664	\$8,540
MARKET Simple Average				\$5,816	\$7,711	\$996	7.65%	10.41%	\$7,856	\$10,073

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max		
	AD	AFSCME-DEQ	A	A	22	\$5,028	86.45%	\$7,099	92.06%	\$7,329	95.05%	\$1,261	7.65%	16.53%	\$7,505	95.53%	\$10,077	100.04%	\$10,363	102.88%
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A	A	11	\$5,028	86.45%	\$6,859	88.96%	\$7,358	95.43%	\$1,261	7.65%	16.53%	\$7,505	95.53%	\$9,779	97.09%	\$10,399	103.24%
	Non-Corrections/Non-Mgmt Simple Average			33	\$5,028	86.45%	\$6,979	90.51%	\$7,344	95.24%	\$1,261	7.65%	16.53%	\$7,505	95.53%	\$9,928	98.56%	\$10,381	103.06%	
	STATEWIDE Simple Average			33	\$5,028	86.45%	\$6,979	90.51%	\$7,344	95.24%	\$1,261	7.65%	16.53%	\$7,505	95.53%	\$9,928	98.56%	\$10,381	103.06%	

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3432 PUBLIC HEALTH TOXICOLOGIST

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	7941	B	ASSOCIATE TOXICOLOGIST	\$5,309	\$6,596	\$1,116	7.65%	21.35%	\$7,964	\$9,624
ST-ID	0000		No Match							
ST-NV	0000	00	No Match							
ST-WA	303F	65	TOXICOLOGIST 2	\$4,888	\$6,416	\$662	7.65%	9.21%	\$6,374	\$8,160
State Simple Average				\$5,099	\$6,506	\$889	7.65%	15.28%	\$7,169	\$8,892
MARKET Simple Average				\$5,099	\$6,506	\$889	7.65%	15.28%	\$7,169	\$8,892

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max			Insurance		SS		Retire		SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max		
	MMC	MGT SVC NON-SUPV CONFIDENTIAL	A A		\$4,742	93.01%			\$6,663	102.41%	\$1,261	7.65%	16.53%	\$7,150	99.73%			\$9,536	107.24%					
	MMN	MGT SVC NON-SUPV	A A		\$4,742	93.01%			\$6,663	102.41%	\$1,261	7.65%	16.53%	\$7,150	99.73%			\$9,536	107.24%					
	Management Simple Average				\$4,742	93.01%			\$6,663	102.41%	\$1,261	7.65%	16.53%	\$7,150	99.73%		- %	\$9,536	107.24%					
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	1	\$4,358	85.48%	\$4,791	73.64%	\$6,380	98.06%	\$1,261	7.65%	16.53%	\$6,673	93.08%	\$7,211	81.09%	\$9,184	103.28%					
	Non-Corrections/Non-Mgmt Simple Average				1	\$4,358	85.48%	\$4,791	73.64%	\$6,380	98.06%	\$1,261	7.65%	16.53%	\$6,673	93.08%	\$7,211	81.09%	\$9,184	103.28%				
	STATEWIDE Simple Average				1	\$4,614	90.50%	\$4,791	73.64%	\$6,569	100.96%	\$1,261	7.65%	16.53%	\$6,991	97.52%	\$7,211	81.09%	\$9,418	105.92%				

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3520 GEOLOGIST 1

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	3722	B	ASSISTANT GEOLOGIST	\$3,922	\$4,865	\$1,116	7.65%	21.35%	\$6,175	\$7,391
ST-ID	03300	K	Geologist Engineering, Assistant	\$2,905	\$4,486	\$879	7.65%	14.19%	\$4,419	\$6,345
ST-NV	0000	00	No Match							
ST-WA	514E	52	HYDROGEOLOGIST 1	\$3,549	\$4,653	\$662	7.65%	9.21%	\$4,809	\$6,099
State Simple Average				\$3,459	\$4,668	\$886	7.65%	14.92%	\$5,134	\$6,612
MARKET Simple Average				\$3,459	\$4,668	\$886	7.65%	14.92%	\$5,134	\$6,612

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max			Insurance		SS		Retire		SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
	E	AEE-ASSOC OF ENGINEER EMS	A	A	\$3,127	90.41%			\$4,621	98.99%			\$1,261	7.65%	16.53%	\$5,145	100.20%					\$7,000	105.86%
	UA	UNREPRESENTED	A	A	\$3,139	90.76%			\$4,571	97.92%			\$1,261	7.65%	16.53%	\$5,159	100.49%					\$6,938	104.93%
Non-Corrections/Non-Mgmt Simple Average					\$3,133	90.58%			\$4,596	98.46%			\$1,261	7.65%	16.53%	\$5,152	100.34%			- %		\$6,969	105.39%
STATEWIDE Simple Average					\$3,133	90.58%			\$4,596	98.46%			\$1,261	7.65%	16.53%	\$5,152	100.34%			- %		\$6,969	105.39%

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3521 GEOLOGIST 2

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	3756B	B	ENGINEERING GEOLOGIST	\$5,276	\$6,601	\$1,116	7.65%	21.35%	\$7,922	\$9,631
ST-ID	03304	M	Geologist, Engineering	\$3,708	\$5,726	\$879	7.65%	14.19%	\$5,396	\$7,855
ST-NV	0000	00	No Match							
ST-WA	514F	58	HYDROGEOLOGIST 2	\$4,114	\$5,395	\$662	7.65%	9.21%	\$5,470	\$6,967
State Simple Average				\$4,366	\$5,907	\$886	7.65%	14.92%	\$6,263	\$8,151
MARKET Simple Average				\$4,366	\$5,907	\$886	7.65%	14.92%	\$6,263	\$8,151

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max		
	E	AEE-ASSOC OF ENGINEER EMS	A A	10	\$3,804	87.13%	\$5,325	90.14%	\$5,615	95.05%	\$1,261	7.65%	16.53%	\$5,985	95.57%	\$7,874	96.60%	\$8,234	101.02%	
	UA	UNREPRESENTED	A A	2	\$3,781	86.60%	\$4,681	79.24%	\$5,530	93.61%	\$1,261	7.65%	16.53%	\$5,957	95.12%	\$7,074	86.79%	\$8,129	99.73%	
	Non-Corrections/Non-Mgmt Simple Average				12	\$3,793	86.87%	\$5,003	84.69%	\$5,573	94.33%	\$1,261	7.65%	16.53%	\$5,971	95.34%	\$7,474	91.69%	\$8,181	100.37%
	STATEWIDE Simple Average				12	\$3,793	86.87%	\$5,003	84.69%	\$5,573	94.33%	\$1,261	7.65%	16.53%	\$5,971	95.34%	\$7,474	91.69%	\$8,181	100.37%

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3522 GEOLOGIST 3

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	3756D	D	ENGINEERING GEOLOGIST	\$6,927	\$8,675	\$1,116	7.65%	21.35%	\$10,051	\$12,306
ST-ID	07036	N	Scientist 4	\$4,098	\$6,326	\$879	7.65%	14.19%	\$5,872	\$8,587
ST-NV	0000	00	No Match							
ST-WA	0000		No Match							
State Simple Average				\$5,512	\$7,501	\$997	7.65%	17.77%	\$7,962	\$10,447
MARKET Simple Average				\$5,512	\$7,501	\$997	7.65%	17.77%	\$7,962	\$10,447

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%		
E	AEE-ASSOC OF ENGINEER EMS	A A	8	\$4,192	76.05%	\$6,190	82.53%	\$6,190	82.53%	\$1,261	7.65%	16.53%	\$6,467	81.23%	\$8,948	85.66%	\$8,948	85.66%	
UA	UNREPRESENTED	A A		\$4,162	75.50%			\$6,081	81.07%	\$1,261	7.65%	16.53%	\$6,430	80.76%			\$8,813	84.36%	
Non-Corrections/Non-Mgmt Simple Average				8	\$4,177	75.78%	\$6,190	82.53%	\$6,136	81.80%	\$1,261	7.65%	16.53%	\$6,448	80.99%	\$8,948	85.66%	\$8,880	85.01%
STATEWIDE Simple Average				8	\$4,177	75.78%	\$6,190	82.53%	\$6,136	81.80%	\$1,261	7.65%	16.53%	\$6,448	80.99%	\$8,948	85.66%	\$8,880	85.01%

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3523 GEOLOGIST 4

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	3751	A	SENIOR ENGINEERING GEOLOGIST	\$8,122	\$10,166	\$1,116	7.65%	21.35%	\$11,593	\$14,230
ST-ID	07038	O	Scientist 5	\$4,441	\$6,856	\$879	7.65%	14.19%	\$6,290	\$9,232
ST-NV	0000	00	No Match							
ST-WA	0000		No Match							
State Simple Average				\$6,281	\$8,511	\$997	7.65%	17.77%	\$8,941	\$11,731
MARKET Simple Average				\$6,281	\$8,511	\$997	7.65%	17.77%	\$8,941	\$11,731

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%		
	E	AEE-ASSOC OF ENGINEER EMS	A A	2	\$4,851	77.23%	\$6,499	76.36%	\$7,166	84.20%	\$1,261	7.65%	16.53%	\$7,285	81.48%	\$9,332	79.55%	\$10,160	86.61%
	Non-Corrections/Non-Mgmt Simple Average			2	\$4,851	77.23%	\$6,499	76.36%	\$7,166	84.20%	\$1,261	7.65%	16.53%	\$7,285	81.48%	\$9,332	79.55%	\$10,160	86.61%
	STATEWIDE Simple Average			2	\$4,851	77.23%	\$6,499	76.36%	\$7,166	84.20%	\$1,261	7.65%	16.53%	\$7,285	81.48%	\$9,332	79.55%	\$10,160	86.61%

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3611 LANDSCAPE ARCHITECT

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max

EXCLUDED-N 0000 No Budgeted Positions

Exclude Simple Average										
MARKET Simple Average				Excluded					Excluded	

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min	Emp Avg to SR Max	SR Max to SR Max	Insurance	SS	Retire	SR Min to SR Min	Emp Avg to SR Max	POLICY POINT SR Max to SR Max
		E	AEE-ASSOC OF ENGINEER EMS	A A		\$3,284 - %	- %	\$4,851 - %	\$1,261	7.65%	16.53%	\$5,339 - %	- %
	Non-Corrections/Non-Mgmt Simple Average				\$3,284 - %	- %	\$4,851 - %	\$1,261	7.65%	16.53%	\$5,339 - %	- %	\$7,285 - %
	STATEWIDE Simple Average				\$3,284 - %	- %	\$4,851 - %	\$1,261	7.65%	16.53%	\$5,339 - %	- %	\$7,285 - %

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3615 ARCHITECTURAL CONSULTANT

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max

EXCLUDED-N 0000 No Budgeted Positions

Exclude Simple Average										
MARKET Simple Average				Excluded					Excluded	

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
		OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A	A	\$4,358	- %	- %	\$6,380	- %	\$1,261	7.65%	16.53%	\$6,673	- %	- %	\$9,184	- %	
	Non-Corrections/Non-Mgmt Simple Average				\$4,358	- %	- %	\$6,380	- %	\$1,261	7.65%	16.53%	\$6,673	- %	- %	\$9,184	- %		
	STATEWIDE Simple Average				\$4,358	- %	- %	\$6,380	- %	\$1,261	7.65%	16.53%	\$6,673	- %	- %	\$9,184	- %		

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3618 HEALTH FACILITIES CONSULTANT

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	8052		HEALTH FACILITIES EVALUATOR II	\$4,488	\$5,618	\$1,116	7.65%	21.35%	\$6,905	\$8,363
ST-ID	0000		No Match							
ST-NV	10.509	35	Health Facilities Inspector II	\$3,363	\$4,997	\$785	7.65%	25.75%	\$5,272	\$7,452
ST-WA	0000		No Match							
State Simple Average				\$3,926	\$5,308	\$950	7.65%	23.55%	\$6,089	\$7,907
MARKET Simple Average				\$3,926	\$5,308	\$950	7.65%	23.55%	\$6,089	\$7,907

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max		
	MMC	MGT SVC NON-SUPV CONFIDENTIAL	A	A		\$4,742	120.79%			\$6,663	125.54%	\$1,261	7.65%	16.53%	\$7,150	117.43%			\$9,536	120.59%
	MMN	MGT SVC NON-SUPV	A	A	2	\$4,742	120.79%	\$6,355	119.72%	\$6,663	125.54%	\$1,261	7.65%	16.53%	\$7,150	117.43%	\$9,152	115.75%	\$9,536	120.59%
	Management Simple Average				2	\$4,742	120.79%	\$6,355	119.72%	\$6,663	125.54%	\$1,261	7.65%	16.53%	\$7,150	117.43%	\$9,152	115.75%	\$9,536	120.59%
STATEWIDE Simple Average				2	\$4,742	120.79%	\$6,355	119.72%	\$6,663	125.54%	\$1,261	7.65%	16.53%	\$7,150	117.43%	\$9,152	115.75%	\$9,536	120.59%	

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3715 CHEMIST 1

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	8060B	B	CHEMIST	\$3,986	\$5,037	\$1,116	7.65%	21.35%	\$6,258	\$7,613
ST-ID	07406	J	Chemist	\$2,595	\$4,006	\$879	7.65%	14.19%	\$4,041	\$5,760
ST-NV	10.713	32	Chemist 2	\$2,961	\$4,371	\$785	7.65%	25.75%	\$4,736	\$6,616
ST-WA	515P	48	CHEMIST 1	\$3,213	\$4,214	\$662	7.65%	9.21%	\$4,417	\$5,586
State Simple Average				\$3,189	\$4,407	\$861	7.65%	17.63%	\$4,863	\$6,394
MARKET Simple Average				\$3,189	\$4,407	\$861	7.65%	17.63%	\$4,863	\$6,394

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	AD	AFSCME-DEQ	A A	4	\$3,451	108.22%	\$3,570	81.01%	\$5,028	114.09%	\$1,261	7.65%	16.53%	\$5,547	114.07%	\$5,695	89.07%	\$7,505	117.38%
	E	AEE-ASSOC OF ENGINEER EMS	A A		\$3,449	108.16%			\$5,094	115.59%	\$1,261	7.65%	16.53%	\$5,544	114.02%			\$7,587	118.66%
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	3	\$3,450	108.19%	\$4,060	92.12%	\$5,028	114.09%	\$1,261	7.65%	16.53%	\$5,546	114.04%	\$6,303	98.57%	\$7,505	117.38%
	UA	UNREPRESENTED	A A		\$3,450	108.19%			\$5,028	114.09%	\$1,261	7.65%	16.53%	\$5,546	114.04%			\$7,505	117.38%
	Non-Corrections/Non-Mgmt Simple Average			7	\$3,450	108.19%	\$3,815	86.57%	\$5,045	114.47%	\$1,261	7.65%	16.53%	\$5,546	114.04%	\$5,999	93.82%	\$7,526	117.70%
	STATEWIDE Simple Average			7	\$3,450	108.19%	\$3,815	86.57%	\$5,045	114.47%	\$1,261	7.65%	16.53%	\$5,546	114.04%	\$5,999	93.82%	\$7,526	117.70%

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3716 CHEMIST 2

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	8060C	C	CHEMIST	\$4,560	\$5,773	\$1,116	7.65%	21.35%	\$6,998	\$8,563
ST-ID	07405	K	Chemist, Senior	\$2,905	\$4,486	\$879	7.65%	14.19%	\$4,419	\$6,345
ST-NV	10.712	34	Chemist 3	\$3,222	\$4,778	\$785	7.65%	25.75%	\$5,084	\$7,159
ST-WA	515Q	54	CHEMIST 2	\$3,726	\$4,888	\$662	7.65%	9.21%	\$5,016	\$6,374
State Simple Average				\$3,603	\$4,981	\$861	7.65%	17.63%	\$5,379	\$7,110
MARKET Simple Average				\$3,603	\$4,981	\$861	7.65%	17.63%	\$5,379	\$7,110

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	AD	AFSCME-DEQ	A A	8	\$3,782	104.96%	\$4,458	89.49%	\$5,530	111.01%	\$1,261	7.65%	16.53%	\$5,958	110.76%	\$6,797	95.60%	\$8,129	114.32%
	E	AEE-ASSOC OF ENGINEER EMS	A A		\$3,804	105.57%			\$5,615	112.72%	\$1,261	7.65%	16.53%	\$5,985	111.27%			\$8,234	115.81%
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	3	\$3,781	104.93%	\$4,036	81.03%	\$5,529	110.99%	\$1,261	7.65%	16.53%	\$5,957	110.73%	\$6,274	88.23%	\$8,127	114.30%
	UA	UNREPRESENTED	A A		\$3,781	104.93%			\$5,530	111.01%	\$1,261	7.65%	16.53%	\$5,957	110.73%			\$8,129	114.32%
	Non-Corrections/Non-Mgmt Simple Average			11	\$3,787	105.10%	\$4,247	85.26%	\$5,551	111.44%	\$1,261	7.65%	16.53%	\$5,964	110.87%	\$6,536	91.92%	\$8,155	114.69%
	STATEWIDE Simple Average			11	\$3,787	105.10%	\$4,247	85.26%	\$5,551	111.44%	\$1,261	7.65%	16.53%	\$5,964	110.87%	\$6,536	91.92%	\$8,155	114.69%

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3717 CHEMIST 3

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	8068		STAFF CHEMIST	\$4,993	\$6,325	\$1,116	7.65%	21.35%	\$7,557	\$9,275
ST-ID	07404	L	Chemist, Principal	\$3,279	\$5,065	\$879	7.65%	14.19%	\$4,875	\$7,050
ST-NV	10.708	36	Chemist 4	\$3,515	\$5,227	\$785	7.65%	25.75%	\$5,474	\$7,758
ST-WA	515R	60	CHEMIST 3	\$4,322	\$5,668	\$662	7.65%	9.21%	\$5,713	\$7,286
State Simple Average				\$4,027	\$5,571	\$861	7.65%	17.63%	\$5,905	\$7,842
MARKET Simple Average				\$4,027	\$5,571	\$861	7.65%	17.63%	\$5,905	\$7,842

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
AD	AFSCME-DEQ	A A	10	\$4,162	103.34%	\$5,752	103.24%	\$6,081	109.15%	\$1,261	7.65%	16.53%	\$6,430	108.90%	\$8,404	107.17%	\$8,813	112.38%	
E	AEE-ASSOC OF ENGINEER EMS	A A		\$4,192	104.09%			\$6,190	111.11%	\$1,261	7.65%	16.53%	\$6,467	109.53%			\$8,948	114.10%	
OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	8	\$4,161	103.32%	\$5,579	100.13%	\$6,080	109.13%	\$1,261	7.65%	16.53%	\$6,429	108.87%	\$8,189	104.42%	\$8,812	112.36%	
UA	UNREPRESENTED	A A		\$4,162	103.34%			\$6,081	109.15%	\$1,261	7.65%	16.53%	\$6,430	108.90%			\$8,813	112.38%	
Non-Corrections/Non-Mgmt Simple Average				18	\$4,169	103.52%	\$5,665	101.69%	\$6,108	109.63%	\$1,261	7.65%	16.53%	\$6,439	109.05%	\$8,297	105.79%	\$8,846	112.80%
STATEWIDE Simple Average				18	\$4,169	103.52%	\$5,665	101.69%	\$6,108	109.63%	\$1,261	7.65%	16.53%	\$6,439	109.05%	\$8,297	105.79%	\$8,846	112.80%

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3769 EXPERIMENTAL BIOLOGY AIDE

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	0835		FISH AND WILDLIFE SCIENTIFIC AID	\$2,047	\$2,428	\$1,116	7.65%	21.35%	\$3,756	\$4,248
ST-ID	0000		No Match							
ST-NV	1.791	21	Conservation Aid 2	\$1,912	\$2,725	\$785	7.65%	25.75%	\$3,336	\$4,420
ST-WA	522E	30	SCIENTIFIC TECHNICIAN 1	\$2,113	\$2,724	\$662	7.65%	9.21%	\$3,131	\$3,845
State Simple Average				\$2,024	\$2,626	\$854	7.65%	18.77%	\$3,408	\$4,171
MARKET Simple Average				\$2,024	\$2,626	\$854	7.65%	18.77%	\$3,408	\$4,171

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	92	\$2,110	104.24%	\$2,351	89.54%	\$2,873	109.42%	\$1,261	7.65%	16.53%	\$3,882	113.90%	\$4,181	100.24%	\$4,829	115.77%
	OB	SEIU LOCAL 503 OPEU-SEAS STRKE	A A	83	\$2,110	104.24%	\$2,297	87.49%	\$2,873	109.42%	\$1,261	7.65%	16.53%	\$3,882	113.90%	\$4,114	98.63%	\$4,829	115.77%
	UA	UNREPRESENTED	A A		\$2,103	103.90%			\$2,874	109.46%	\$1,261	7.65%	16.53%	\$3,873	113.64%			\$4,830	115.80%
	Non-Corrections/Non-Mgmt Simple Average				175	\$2,108	104.13%	\$2,324	88.52%	\$2,873	109.43%	\$1,261	7.65%	16.53%	\$3,879	113.81%	\$4,148	99.43%	\$4,830
STATEWIDE Simple Average				175	\$2,108	104.13%	\$2,324	88.52%	\$2,873	109.43%	\$1,261	7.65%	16.53%	\$3,879	113.81%	\$4,148	99.43%	\$4,830	115.78%

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3775 SUPV FISH/WILDLIFE BIOLOGIST

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	0000		No Match							
ST-ID	00945	M	Biologist, Wildlife Research Principal	\$3,708	\$5,726	\$879	7.65%	14.19%	\$5,396	\$7,855
ST-NV	1.724	37	Biologist 4	\$3,670	\$5,469	\$785	7.65%	25.75%	\$5,681	\$8,081
ST-WA	523O	55	FISH & WILDLIFE BIOLOGIST 4	\$3,819	\$5,010	\$662	7.65%	9.21%	\$5,125	\$6,517
State Simple Average				\$3,732	\$5,401	\$775	7.65%	16.38%	\$5,401	\$7,484
MARKET Simple Average				\$3,732	\$5,401	\$775	7.65%	16.38%	\$5,401	\$7,484

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
MMS	MGT SVC SUPERVISORY	A A	55	\$4,305	115.35%	\$5,653	104.66%	\$6,046	111.93%	\$1,261	7.65%	16.53%	\$6,607	122.34%	\$8,281	110.65%	\$8,769	117.17%	
Management Simple Average				55	\$4,305	115.35%	\$5,653	104.66%	\$6,046	111.93%	\$1,261	7.65%	16.53%	\$6,607	122.34%	\$8,281	110.65%	\$8,769	117.17%
STATEWIDE Simple Average				55	\$4,305	115.35%	\$5,653	104.66%	\$6,046	111.93%	\$1,261	7.65%	16.53%	\$6,607	122.34%	\$8,281	110.65%	\$8,769	117.17%

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3779 MICROBIOLOGIST 1

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	7954	B	PUBLIC HEALTH MICROBIOLOGIST I	\$4,126	\$5,533	\$1,116	7.65%	21.35%	\$6,438	\$8,253
ST-ID	07411	J	Microbiologist	\$2,595	\$4,006	\$879	7.65%	14.19%	\$4,041	\$5,760
ST-NV	10.717	32	Microbiologist 2	\$2,961	\$4,371	\$785	7.65%	25.75%	\$4,736	\$6,616
ST-WA	515J	48	MICROBIOLOGIST 1	\$3,213	\$4,214	\$662	7.65%	9.21%	\$4,417	\$5,586
State Simple Average				\$3,224	\$4,531	\$861	7.65%	17.63%	\$4,908	\$6,554
MARKET Simple Average				\$3,224	\$4,531	\$861	7.65%	17.63%	\$4,908	\$6,554

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	AD	AFSCME-DEQ	A A		\$2,999	93.03%			\$4,359	96.21%	\$1,261	7.65%	16.53%	\$4,986	101.58%			\$6,674	101.84%
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	5	\$3,290	102.05%	\$3,645	80.45%	\$4,791	105.74%	\$1,261	7.65%	16.53%	\$5,347	108.95%	\$5,788	88.31%	\$7,211	110.02%
	Non-Corrections/Non-Mgmt Simple Average			5	\$3,145	97.54%	\$3,645	80.45%	\$4,575	100.97%	\$1,261	7.65%	16.53%	\$5,166	105.27%	\$5,788	88.31%	\$6,943	105.93%
	STATEWIDE Simple Average			5	\$3,145	97.54%	\$3,645	80.45%	\$4,575	100.97%	\$1,261	7.65%	16.53%	\$5,166	105.27%	\$5,788	88.31%	\$6,943	105.93%

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3780 MICROBIOLOGIST 2

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	7948	A	PUBLIC HEALTH MICROBIOLOGIST II	\$4,700	\$6,323	\$1,116	7.65%	21.35%	\$7,179	\$9,272
ST-ID	07410	K	Microbiologist, Senior	\$2,905	\$4,486	\$879	7.65%	14.19%	\$4,419	\$6,345
ST-NV	10.715	34	Microbiologist 3	\$3,222	\$4,778	\$785	7.65%	25.75%	\$5,084	\$7,159
ST-WA	515K	54	MICROBIOLOGIST 2	\$3,726	\$4,888	\$662	7.65%	9.21%	\$5,016	\$6,374
State Simple Average				\$3,638	\$5,119	\$861	7.65%	17.63%	\$5,424	\$7,288
MARKET Simple Average				\$3,638	\$5,119	\$861	7.65%	17.63%	\$5,424	\$7,288

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max			Insurance		SS		Retire		SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
	AD	AFSCME-DEQ	A	A		\$3,292	90.48%		\$4,791	93.60%		\$1,261	7.65%	16.53%		\$5,349	98.62%		\$7,211	98.95%			
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A	A	21	\$3,607	99.14%	\$4,917	96.06%	\$5,277	103.09%	\$1,261	7.65%	16.53%		\$5,741	105.83%	\$7,367	101.09%	\$7,814	107.23%		
	UA	UNREPRESENTED	A	A		\$3,609	99.19%		\$5,277	103.09%		\$1,261	7.65%	16.53%		\$5,743	105.88%		\$7,814	107.23%			
	Non-Corrections/Non-Mgmt Simple Average				21	\$3,503	96.27%	\$4,917	96.06%	\$5,115	99.93%	\$1,261	7.65%	16.53%		\$5,611	103.44%	\$7,367	101.09%	\$7,613	104.47%		
	STATEWIDE Simple Average				21	\$3,503	96.27%	\$4,917	96.06%	\$5,115	99.93%	\$1,261	7.65%	16.53%		\$5,611	103.44%	\$7,367	101.09%	\$7,613	104.47%		

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3781 MICROBIOLOGIST 3

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	7940		PUBLIC HEALTH MICROBIOLOGIST SPECIALIST	\$5,133	\$6,915	\$1,116	7.65%	21.35%	\$7,737	\$10,036
ST-ID	07409	L	Microbiologist, Principal	\$3,279	\$5,065	\$879	7.65%	14.19%	\$4,875	\$7,050
ST-NV	10.711	36	Microbiologist 4	\$3,515	\$5,227	\$785	7.65%	25.75%	\$5,474	\$7,758
ST-WA	515L	60	MICROBIOLOGIST 3	\$4,322	\$5,668	\$662	7.65%	9.21%	\$5,713	\$7,286
State Simple Average				\$4,062	\$5,719	\$861	7.65%	17.63%	\$5,950	\$8,032
MARKET Simple Average				\$4,062	\$5,719	\$861	7.65%	17.63%	\$5,950	\$8,032

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	AD	AFSCME-DEQ	A A		\$3,610	88.87%			\$5,277	92.28%	\$1,261	7.65%	16.53%	\$5,744	96.55%			\$7,814	97.28%
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	11	\$3,974	97.83%	\$5,528	96.66%	\$5,802	101.46%	\$1,261	7.65%	16.53%	\$6,196	104.15%	\$8,126	101.16%	\$8,466	105.40%
	UA	UNREPRESENTED	A A		\$3,973	97.80%			\$5,802	101.46%	\$1,261	7.65%	16.53%	\$6,195	104.12%			\$8,466	105.40%
Non-Corrections/Non-Mgmt Simple Average				11	\$3,852	94.83%	\$5,528	96.66%	\$5,627	98.40%	\$1,261	7.65%	16.53%	\$6,045	101.61%	\$8,126	101.16%	\$8,249	102.70%
STATEWIDE Simple Average				11	\$3,852	94.83%	\$5,528	96.66%	\$5,627	98.40%	\$1,261	7.65%	16.53%	\$6,045	101.61%	\$8,126	101.16%	\$8,249	102.70%

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3786 FINGERPRINT TECHNICIAN

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-WASH			FINGERPRINT IDENTIFICATION TECHNICIAN	\$4,007	\$4,871	\$1,177	7.65%	22.22%	\$6,381	\$7,502
County Simple Average				\$4,007	\$4,871	\$1,177	7.65%	22.22%	\$6,381	\$7,502
ST-CA	8456		CRIMINAL IDENTIFICATION SPECIALIST II	\$3,424	\$4,238	\$1,116	7.65%	21.35%	\$5,533	\$6,583
ST-ID	08025	H	Fingerprint Technician	\$1,969	\$3,041	\$879	7.65%	14.19%	\$3,278	\$4,585
ST-NV	11.134	31	Fingerprint/Records Examiner 2	\$2,845	\$4,181	\$785	7.65%	25.75%	\$4,580	\$6,363
ST-WA	507I	43	FINGERPRINT TECHNICIAN 2	\$2,855	\$3,726	\$662	7.65%	9.21%	\$3,998	\$5,016
State Simple Average				\$2,773	\$3,797	\$861	7.65%	17.63%	\$4,347	\$5,637
MARKET Simple Average				\$3,020	\$4,011	\$924	7.65%	18.54%	\$4,754	\$6,010

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
		AO	AFSCME-OREGON STATE POLICE	A A	15	\$2,455	81.29%	\$2,853	71.12%	\$3,451	86.03%	\$1,261	7.65%	16.53%	\$4,310	90.66%	\$4,804	79.94%	\$5,547
	Non-Corrections/Non-Mgmt Simple Average			15	\$2,455	81.29%	\$2,853	71.12%	\$3,451	86.03%	\$1,261	7.65%	16.53%	\$4,310	90.66%	\$4,804	79.94%	\$5,547	92.30%
	STATEWIDE Simple Average			15	\$2,455	81.29%	\$2,853	71.12%	\$3,451	86.03%	\$1,261	7.65%	16.53%	\$4,310	90.66%	\$4,804	79.94%	\$5,547	92.30%

3788 QUESTIONED DOCUMENT EXAMINER

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
EXCLUDED-Ir	0000		Interest Arbitration							

Exclude Simple Average

MARKET Simple Average

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min	Emp Avg to SR Max	SR Max to SR Max	Insurance	SS	Retire	SR Min to SR Min	Emp Avg to SR Max	POLICY POINT
													SR Max to SR Max

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3789 LATENT PRINT EXAMINER

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS		
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max	
EXCLUDED-Ir	0000		Interest Arbitration								
Exclude Simple Average				Insufficient Market Data						Insufficient Market Data	
State Simple Average				Insufficient Market Data						Insufficient Market Data	
MARKET Simple Average				Insufficient Market Data						Insufficient Market Data	

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min	Emp Avg to SR Max	SR Max to SR Max	Insurance	SS	Retire	SR Min to SR Min	Emp Avg to SR Max	POLICY POINT
													SR Max to SR Max

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3790 FORENSIC SCIENTIST - ENTRY

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
EXCLUDED-Ir	0000		Interest Arbitration							

**OREGON
COMPARISON
TO
MARKET**

Repr	Repr Description	Opt	Emps	SR Min to SR Min	Emp Avg to SR Max	SR Max to SR Max	Insurance	SS	Retire	SR Min to SR Min	Emp Avg to SR Max	POLICY POINT SR Max to SR Max
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3791 FORENSIC SCIENTIST 1

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
EXCLUDED-Ir	0000		Interest Arbitration							

**OREGON
COMPARISON
TO
MARKET**

Repr	Repr Description	Opt	Emps	SR Min to SR Min	Emp Avg to SR Max	SR Max to SR Max	Insurance	SS	Retire	SR Min to SR Min	Emp Avg to SR Max	POLICY POINT SR Max to SR Max
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3792 FORENSIC SCIENTIST 2

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
EXCLUDED-Ir	0000		Interest Arbitration							

OREGON
COMPARISON
TO
MARKET

Repr	Repr Description	Opt	Emps	SR Min to SR Min	Emp Avg to SR Max	SR Max to SR Max	Insurance	SS	Retire	SR Min to SR Min	Emp Avg to SR Max	POLICY POINT SR Max to SR Max
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3807 VEHICLE EMISSION TECHNICIAN 1

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	0000		No Match							
ST-ID	0000		No Match							
ST-NV	0000	00	No Match							
ST-WA	0000		No Match							

State Simple Average										
MARKET Simple Average										

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
		AD	AFSCME-DEQ	A A	71	\$2,455	- %	\$2,925	- %	\$3,451	- %	\$1,261	7.65%	16.53%	\$4,310	- %	\$4,894	- %	\$5,547
	UA	UNREPRESENTED	A A		\$2,433	- %		- %	\$3,450	- %	\$1,261	7.65%	16.53%	\$4,283	- %		- %	\$5,546	- %
	Non-Corrections/Non-Mgmt Simple Average			71	\$2,444	- %	\$2,925	- %	\$3,451	- %	\$1,261	7.65%	16.53%	\$4,296	- %	\$4,894	- %	\$5,546	- %
	STATEWIDE Simple Average			71	\$2,444	- %	\$2,925	- %	\$3,451	- %	\$1,261	7.65%	16.53%	\$4,296	- %	\$4,894	- %	\$5,546	- %

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3808 VEHICLE EMISSION TECHNICIAN 2

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	0000		No Match							
ST-ID	0000		No Match							
ST-NV	0000	00	No Match							
ST-WA	0000		No Match							

State Simple Average										
MARKET Simple Average										

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
		AD	AFSCME-DEQ	A A	4	\$2,644	- %	\$3,656	- %	\$3,782	- %	\$1,261	7.65%	16.53%	\$4,545	- %	\$5,802	- %	\$5,958
	Non-Corrections/Non-Mgmt Simple Average			4	\$2,644	- %	\$3,656	- %	\$3,782	- %	\$1,261	7.65%	16.53%	\$4,545	- %	\$5,802	- %	\$5,958	- %
	STATEWIDE Simple Average			4	\$2,644	- %	\$3,656	- %	\$3,782	- %	\$1,261	7.65%	16.53%	\$4,545	- %	\$5,802	- %	\$5,958	- %

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3817 ENVIRONMENTAL HLTH SPECIALST 1

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-CLACK			Environmental Health Specialist 1	\$3,700	\$4,662	\$1,266	7.65%	16.43%	\$5,857	\$7,051
CO-CLATSOP			Environmental Health Specialist I	\$3,305	\$4,017	\$1,297	7.65%	14.48%	\$5,333	\$6,203
CO-DOUGLAS	7530		Environmental Health Specialist 1	\$2,584	\$3,763	\$1,365	7.65%	18.05%	\$4,614	\$6,095
CO-LANE	B028		Environmental Health Specialist 1	\$3,096	\$4,283	\$1,776	7.65%	14.91%	\$5,570	\$7,025
CO-LINCOLN	542		ENVIRONMENTAL HEALTH SPECIALIST-TRAINEE	\$3,529	\$4,743	\$938	7.65%	16.83%	\$5,331	\$6,842
CO-LINN	701		ENVIRONMENTAL HEALTH SPEC 1	\$3,197	\$4,085	\$1,823	7.65%	15.83%	\$5,770	\$6,867
CO-WASH			ENVIRONMENTAL HEALTH SPECIALIST I	\$4,122	\$5,011	\$1,177	7.65%	22.22%	\$6,530	\$7,685
County Simple Average				\$3,362	\$4,366	\$1,377	7.65%	16.96%	\$5,572	\$6,824
ST-CA	0762B	B	ENVIRONMENTAL SCIENTIST	\$3,738	\$4,638	\$1,116	7.65%	21.35%	\$5,938	\$7,099
ST-ID	07546	J	Environmental Health Specialist 1	\$2,595	\$4,006	\$879	7.65%	14.19%	\$4,041	\$5,760
ST-NV	10.535	32	Environmental Health Spec 1	\$2,961	\$4,371	\$785	7.65%	25.75%	\$4,736	\$6,616
ST-WA	0000		No Match							
State Simple Average				\$3,098	\$4,338	\$927	7.65%	20.43%	\$4,905	\$6,491
MARKET Simple Average				\$3,283	\$4,358	\$1,242	7.65%	18.00%	\$5,372	\$6,724

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max			Insurance		SS		Retire		SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max		
					\$	%	\$	%	\$	%	\$	%	\$	%	\$	%	\$	%	\$	%	\$	%	\$	%
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A	A	\$2,756	83.95%			\$3,974	91.19%	\$1,261	7.65%	16.53%	\$4,684	87.19%			\$6,196	92.15%					
	UA	UNREPRESENTED	A	A	\$2,756	83.95%			\$3,973	91.17%	\$1,261	7.65%	16.53%	\$4,684	87.19%			\$6,195	92.13%					
	Non-Corrections/Non-Mgmt Simple Average				\$2,756	83.95%			\$3,974	91.18%	\$1,261	7.65%	16.53%	\$4,684	87.19%			- %	\$6,196	92.14%				
	STATEWIDE Simple Average				\$2,756	83.95%			\$3,974	91.18%	\$1,261	7.65%	16.53%	\$4,684	87.19%			- %	\$6,196	92.14%				

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3818 ENVIRONMENTAL HLTH SPECIALST 2

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-CLACK	723		Environmental Health Specialist 2	\$4,247	\$5,382	\$1,266	7.65%	16.43%	\$6,536	\$7,944
CO-CLATSOP			Environmental Health Specialist II	\$4,961	\$6,030	\$1,297	7.65%	14.48%	\$7,355	\$8,661
CO-DOUGLAS	7540		Environmental Health Specialist 2	\$3,075	\$4,486	\$1,365	7.65%	18.05%	\$5,230	\$7,004
CO-LANE	B029		Environmental Health Specialist 2	\$3,500	\$4,850	\$1,776	7.65%	14.91%	\$6,065	\$7,720
CO-LINCOLN			ENVIRONMENTAL HEALTH SPECIALIST	\$4,446	\$5,975	\$938	7.65%	16.83%	\$6,473	\$8,376
CO-LINN	702		ENVIRONMENTAL HEALTH SPEC 2	\$3,704	\$4,732	\$1,823	7.65%	15.83%	\$6,396	\$7,666
CO-MALHEUF			Environmental Health Specialist II	\$3,411	\$4,513	\$1,144	7.65%	11.53%	\$5,209	\$6,522
CO-MULT			Environmental Health Specialist	\$4,233	\$5,206	\$1,369	7.65%	15.87%	\$6,598	\$7,799
CO-WASH			ENVIRONMENTAL HEALTH SPECIALIST II	\$4,781	\$5,810	\$1,177	7.65%	22.22%	\$7,385	\$8,722
County Simple Average				\$4,040	\$5,220	\$1,350	7.65%	16.24%	\$6,361	\$7,824
MIL-OPES	12.01		Environmental Health Specialist	\$4,585	\$6,079	\$1,267	7.65%	10.63%	\$6,691	\$8,458
OPES Simple Average				\$4,585	\$6,079	\$1,267	7.65%	10.63%	\$6,691	\$8,458
ST-CA	0762C	C	ENVIRONMENTAL SCIENTIST	\$4,730	\$5,882	\$1,116	7.65%	21.35%	\$7,217	\$8,703
ST-ID	07547	K	Environmental Health Specialist 2	\$2,905	\$4,486	\$879	7.65%	14.19%	\$4,419	\$6,345
ST-NV	10.532	34	Environmental Health Spec 2	\$3,222	\$4,778	\$785	7.65%	25.75%	\$5,084	\$7,159
ST-WA	283O	53	PUBLIC HEALTH ADVISOR 2	\$3,631	\$4,770	\$662	7.65%	9.21%	\$4,905	\$6,236
State Simple Average				\$3,622	\$4,979	\$861	7.65%	17.63%	\$5,406	\$7,111
MARKET Simple Average				\$3,959	\$5,213	\$1,204	7.65%	16.23%	\$6,112	\$7,665

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A	A	\$3,450	87.13%	\$5,028	96.45%	\$1,261	7.65%	16.53%	\$5,546	90.74%			\$7,505	97.91%		
	UA	UNREPRESENTED	A	A	\$3,450	87.13%	\$5,028	96.45%	\$1,261	7.65%	16.53%	\$5,546	90.74%			\$7,505	97.91%		
	Non-Corrections/Non-Mgmt Simple Average					\$3,450	87.13%	\$5,028	96.45%	\$1,261	7.65%	16.53%	\$5,546	90.74%	- %		\$7,505	97.91%	
	STATEWIDE Simple Average					\$3,450	87.13%	\$5,028	96.45%	\$1,261	7.65%	16.53%	\$5,546	90.74%	- %		\$7,505	97.91%	

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3819 ENVIRONMENTAL HLTH SPECIALST 3

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-LINN	703		ENVIRONMENTAL HEALTH SPEC 3	\$4,288	\$5,475	\$1,823	7.65%	15.83%	\$7,117	\$8,583
CO-MALHEUF	ehd		Environmental Health Director	\$4,292	\$5,678	\$1,144	7.65%	11.53%	\$6,259	\$7,911
CO-MULT			Environmental Health Specialist Senior	\$5,049	\$6,217	\$1,369	7.65%	15.87%	\$7,606	\$9,048
County Simple Average				\$4,543	\$5,790	\$1,445	7.65%	14.41%	\$6,994	\$8,514
ST-CA	0765		SENIOR ENVIRONMENTAL SCIENTIST(SPECIALIST)	\$5,445	\$6,772	\$1,116	7.65%	21.35%	\$8,140	\$9,851
ST-ID	07548	L	Environmental Health Specialist, Senior	\$3,279	\$5,065	\$879	7.65%	14.19%	\$4,875	\$7,050
ST-NV	10.529	36	Environmental Health Spec 3	\$3,515	\$5,227	\$785	7.65%	25.75%	\$5,474	\$7,758
ST-WA	283P	55	PUBLIC HEALTH ADVISOR 3	\$3,819	\$5,010	\$662	7.65%	9.21%	\$5,125	\$6,517
State Simple Average				\$4,015	\$5,518	\$861	7.65%	17.63%	\$5,903	\$7,794
MARKET Simple Average				\$4,241	\$5,635	\$1,111	7.65%	16.25%	\$6,371	\$8,103

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max		
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	17	\$3,974	93.70%	\$5,233	92.87%	\$5,802	102.97%	\$1,261	7.65%	16.53%	\$6,196	97.26%	\$7,760	95.77%	\$8,466	104.49%	
	UA	UNREPRESENTED	A A		\$3,973	93.68%			\$5,802	102.97%	\$1,261	7.65%	16.53%	\$6,195	97.24%			\$8,466	104.49%	
	Non-Corrections/Non-Mgmt Simple Average				17	\$3,974	93.69%	\$5,233	92.87%	\$5,802	102.97%	\$1,261	7.65%	16.53%	\$6,196	97.25%	\$7,760	95.77%	\$8,466	104.49%
	STATEWIDE Simple Average				17	\$3,974	93.69%	\$5,233	92.87%	\$5,802	102.97%	\$1,261	7.65%	16.53%	\$6,196	97.25%	\$7,760	95.77%	\$8,466	104.49%

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3820 ENVIRONMENTAL SPECIALIST 1

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-CLACK			Environmental Assistant	\$3,199	\$4,016	\$1,266	7.65%	16.43%	\$5,235	\$6,249
CO-LANE	B028		Environmental Health Specialist 1	\$3,096	\$4,283	\$1,776	7.65%	14.91%	\$5,570	\$7,025
County Simple Average				\$3,147	\$4,150	\$1,521	7.65%	15.67%	\$5,402	\$6,637
ST-CA	0762A	A	ENVIRONMENTAL SCIENTIST	\$3,077	\$3,809	\$1,116	7.65%	21.35%	\$5,085	\$6,029
ST-ID	0000		No Match							
ST-NV	0000	00	No Match							
ST-WA	523E	38	ENVIRONMENTAL SPECIALIST 1	\$2,542	\$3,293	\$662	7.65%	9.21%	\$3,633	\$4,510
State Simple Average				\$2,810	\$3,551	\$889	7.65%	15.28%	\$4,359	\$5,270
MARKET Simple Average				\$2,978	\$3,850	\$1,205	7.65%	15.48%	\$4,881	\$5,953

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
	AF	AFSCME-FIRE MARSHAL	A	A	1	\$2,874	96.50%	\$3,973	103.19%	\$4,162	108.10%	\$1,261	7.65%	16.53%	\$4,830	98.97%	\$6,195	104.06%	\$6,430
AX	AFSCME-STATE LANDS	A	A		\$2,874	96.50%			\$4,161	108.07%	\$1,261	7.65%	16.53%	\$4,830	98.97%			\$6,429	107.98%
E	AEE-ASSOC OF ENGINEER EMS	A	A		\$2,838	95.29%			\$4,192	108.87%	\$1,261	7.65%	16.53%	\$4,786	98.05%			\$6,467	108.63%
UA	UNREPRESENTED	A	A		\$2,874	96.50%			\$4,162	108.10%	\$1,261	7.65%	16.53%	\$4,830	98.97%			\$6,430	108.00%
Non-Corrections/Non-Mgmt Simple Average				1	\$2,865	96.19%	\$3,973	103.19%	\$4,169	108.28%	\$1,261	7.65%	16.53%	\$4,819	98.74%	\$6,195	104.06%	\$6,439	108.15%
STATEWIDE Simple Average				1	\$2,865	96.19%	\$3,973	103.19%	\$4,169	108.28%	\$1,261	7.65%	16.53%	\$4,819	98.74%	\$6,195	104.06%	\$6,439	108.15%

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3821 ENVIRONMENTAL SPECIALIST 2

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-LANE	B029		Environmental Health Specialist 2	\$3,500	\$4,850	\$1,776	7.65%	14.91%	\$6,065	\$7,720
County Simple Average				\$3,500	\$4,850	\$1,776	7.65%	14.91%	\$6,065	\$7,720
MIL-OPES	14.02		Environmental Technician - Intermediate	\$4,449	\$5,690	\$1,267	7.65%	10.63%	\$6,529	\$7,997
OPES Simple Average				\$4,449	\$5,690	\$1,267	7.65%	10.63%	\$6,529	\$7,997
ST-CA	0762B	B	ENVIRONMENTAL SCIENTIST	\$3,738	\$4,638	\$1,116	7.65%	21.35%	\$5,938	\$7,099
ST-ID	07551	J	Environmental Sciences Specialist	\$2,595	\$4,006	\$879	7.65%	14.19%	\$4,041	\$5,760
ST-NV	10.536	35	Environmental Scientist 2	\$3,363	\$4,997	\$785	7.65%	25.75%	\$5,272	\$7,452
ST-WA	523F	43	ENVIRONMENTAL SPECIALIST 2	\$2,855	\$3,726	\$662	7.65%	9.21%	\$3,998	\$5,016
State Simple Average				\$3,138	\$4,342	\$861	7.65%	17.63%	\$4,812	\$6,332
MARKET Simple Average				\$3,417	\$4,651	\$1,081	7.65%	16.01%	\$5,307	\$6,841

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max			Insurance		SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
		AF	AFSCME-FIRE MARSHAL	A	A	\$3,292	96.35%			\$4,791	103.01%			\$1,261	7.65%	16.53%	\$5,349	100.80%			\$7,211
	E	AEE-ASSOC OF ENGINEER EMS	A	A	\$3,284	96.12%			\$4,851	104.30%			\$1,261	7.65%	16.53%	\$5,339	100.61%			\$7,285	106.50%
	UA	UNREPRESENTED	A	A	\$3,291	96.32%			\$4,791	103.01%			\$1,261	7.65%	16.53%	\$5,348	100.77%			\$7,211	105.41%
	Non-Corrections/Non-Mgmt Simple Average				\$3,289	96.27%			\$4,811	103.44%			\$1,261	7.65%	16.53%	\$5,346	100.73%		- %	\$7,236	105.78%
	STATEWIDE Simple Average				\$3,289	96.27%			\$4,811	103.44%			\$1,261	7.65%	16.53%	\$5,346	100.73%		- %	\$7,236	105.78%

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3822 ENVIRONMENTAL SPECIALIST 3

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-LANE	N4002		Professional/Technical Supv (Environmental)	\$4,517	\$6,777	\$1,776	7.65%	14.91%	\$7,312	\$10,082
County Simple Average				\$4,517	\$6,777	\$1,776	7.65%	14.91%	\$7,312	\$10,082
MIL-OPES	14.03		Environmental Specialist - Intermediate	\$4,776	\$6,054	\$1,267	7.65%	10.63%	\$6,917	\$8,428
OPES Simple Average				\$4,776	\$6,054	\$1,267	7.65%	10.63%	\$6,917	\$8,428
ST-CA	0762C	C	ENVIRONMENTAL SCIENTIST	\$4,730	\$5,882	\$1,116	7.65%	21.35%	\$7,217	\$8,703
ST-ID	0000		No Match							
ST-NV	10.525	36	Environmental Scientist 3	\$3,515	\$5,227	\$785	7.65%	25.75%	\$5,474	\$7,758
ST-WA	523G	49	ENVIRONMENTAL SPECIALIST 3	\$3,293	\$4,322	\$662	7.65%	9.21%	\$4,510	\$5,713
State Simple Average				\$3,846	\$5,144	\$854	7.65%	18.77%	\$5,734	\$7,391
MARKET Simple Average				\$4,166	\$5,652	\$1,121	7.65%	16.37%	\$6,286	\$8,137

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max	POLICY POINT SR Max to SR Max	
	AF	AFSCME-FIRE MARSHAL	A	A	\$3,782	90.78%	\$5,530	97.83%	\$1,261	7.65%	16.53%	\$5,958	94.78%	\$8,129	99.90%			
E	AEE-ASSOC OF ENGINEER EMS	A	A	\$3,804	91.30%	\$5,615	99.34%	\$1,261	7.65%	16.53%	\$5,985	95.21%	\$8,234	101.20%				
UA	UNREPRESENTED	A	A	\$3,781	90.75%	\$5,530	97.83%	\$1,261	7.65%	16.53%	\$5,957	94.76%	\$8,129	99.90%				
Non-Corrections/Non-Mgmt Simple Average				\$3,789	90.94%	\$5,558	98.33%	\$1,261	7.65%	16.53%	\$5,967	94.92%	- %	\$8,164	100.33%			
STATEWIDE Simple Average				\$3,789	90.94%	\$5,558	98.33%	\$1,261	7.65%	16.53%	\$5,967	94.92%	- %	\$8,164	100.33%			

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3845 ENVIRONMENTAL PROGRAM COORD 1

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	4640	C	ENVIRONMENTAL PLANNER	\$3,918	\$4,906	\$1,116	7.65%	21.35%	\$6,170	\$7,444
ST-ID	0000		No Match							
ST-NV	0000	00	No Match							
ST-WA	542R	43	ENVIRONMENTAL PLANNER 1	\$2,855	\$3,726	\$662	7.65%	9.21%	\$3,998	\$5,016
State Simple Average				\$3,387	\$4,316	\$889	7.65%	15.28%	\$5,084	\$6,230
MARKET Simple Average				\$3,387	\$4,316	\$889	7.65%	15.28%	\$5,084	\$6,230

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	E	AEE-ASSOC OF ENGINEER EMS	A A	2	\$3,284	96.97%	\$3,804	88.14%	\$4,851	112.40%	\$1,261	7.65%	16.53%	\$5,339	105.02%	\$5,985	96.07%	\$7,285	116.94%
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A		\$3,001	88.62%			\$4,358	100.97%	\$1,261	7.65%	16.53%	\$4,988	98.11%			\$6,673	107.11%
	Non-Corrections/Non-Mgmt Simple Average			2	\$3,143	92.79%	\$3,804	88.14%	\$4,605	106.68%	\$1,261	7.65%	16.53%	\$5,164	101.57%	\$5,985	96.07%	\$6,979	112.02%
	STATEWIDE Simple Average			2	\$3,143	92.79%	\$3,804	88.14%	\$4,605	106.68%	\$1,261	7.65%	16.53%	\$5,164	101.57%	\$5,985	96.07%	\$6,979	112.02%

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3846 ENVIRONMENTAL PROGRAM COORD 2

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	4711		ASSOCIATE ENVIRONMENTAL PLANNER	\$4,711	\$5,900	\$1,116	7.65%	21.35%	\$7,193	\$8,727
ST-ID	03677	L	Planner, Environmental	\$3,279	\$5,065	\$879	7.65%	14.19%	\$4,875	\$7,050
ST-NV	10.536	35	Environmental Scientist 2	\$3,363	\$4,997	\$785	7.65%	25.75%	\$5,272	\$7,452
ST-WA	542S	49	ENVIRONMENTAL PLANNER 2	\$3,293	\$4,322	\$662	7.65%	9.21%	\$4,510	\$5,713
State Simple Average				\$3,662	\$5,071	\$861	7.65%	17.63%	\$5,462	\$7,235
MARKET Simple Average				\$3,662	\$5,071	\$861	7.65%	17.63%	\$5,462	\$7,235

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
E	AEE-ASSOC OF ENGINEER EMS	A A	24	\$4,192	114.48%	\$5,759	113.57%	\$6,190	122.07%	\$1,261	7.65%	16.53%	\$6,467	118.39%	\$8,413	116.28%	\$8,948	123.67%	
OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A		\$3,290	89.85%			\$4,791	94.48%	\$1,261	7.65%	16.53%	\$5,347	97.89%			\$7,211	99.66%	
Non-Corrections/Non-Mgmt Simple Average				24	\$3,741	102.17%	\$5,759	113.57%	\$5,491	108.27%	\$1,261	7.65%	16.53%	\$5,907	108.14%	\$8,413	116.28%	\$8,080	111.67%
STATEWIDE Simple Average				24	\$3,741	102.17%	\$5,759	113.57%	\$5,491	108.27%	\$1,261	7.65%	16.53%	\$5,907	108.14%	\$8,413	116.28%	\$8,080	111.67%

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3847 ENVIRONMENTAL PROGRAM COORD 3

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	4713		SENIOR ENVIRONMENTAL PLANNER	\$5,688	\$7,068	\$1,116	7.65%	21.35%	\$8,453	\$10,233
ST-ID	03675	M	Planner, Environmental Senior	\$3,708	\$5,726	\$879	7.65%	14.19%	\$5,396	\$7,855
ST-NV	10.525	36	Environmental Scientist 3	\$3,515	\$5,227	\$785	7.65%	25.75%	\$5,474	\$7,758
ST-WA	536G	67	ENVIRONMENTAL ENGINEER 3	\$5,136	\$6,741	\$662	7.65%	9.21%	\$6,664	\$8,540
State Simple Average				\$4,512	\$6,190	\$861	7.65%	17.63%	\$6,497	\$8,597
MARKET Simple Average				\$4,512	\$6,190	\$861	7.65%	17.63%	\$6,497	\$8,597

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
E	AEE-ASSOC OF ENGINEER EMS	A A	36	\$4,621	102.43%	\$6,586	106.38%	\$6,824	110.24%	\$1,261	7.65%	16.53%	\$7,000	107.74%	\$9,439	109.80%	\$9,735	113.25%	
Non-Corrections/Non-Mgmt Simple Average				36	\$4,621	102.43%	\$6,586	106.38%	\$6,824	110.24%	\$1,261	7.65%	16.53%	\$7,000	107.74%	\$9,439	109.80%	\$9,735	113.25%
STATEWIDE Simple Average				36	\$4,621	102.43%	\$6,586	106.38%	\$6,824	110.24%	\$1,261	7.65%	16.53%	\$7,000	107.74%	\$9,439	109.80%	\$9,735	113.25%

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4001 PAINTER

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	6526	B	PAINTER I	\$4,012	\$4,622	\$1,116	7.65%	21.35%	\$6,291	\$7,078
ST-ID	06556	G	Painter	\$1,711	\$2,641	\$879	7.65%	14.19%	\$2,964	\$4,097
ST-NV	9.429	30	Painter 1	\$2,725	\$4,002	\$785	7.65%	25.75%	\$4,420	\$6,124
ST-WA	619F	42G	PAINTER	\$3,213	\$3,631	\$662	7.65%	9.21%	\$4,417	\$4,905
State Simple Average				\$2,915	\$3,724	\$861	7.65%	17.63%	\$4,523	\$5,551
MARKET Simple Average				\$2,915	\$3,724	\$861	7.65%	17.63%	\$4,523	\$5,551

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
	AAON	AFSCME-DOC NON-SECURITY	A A	6	\$3,814	130.83%	\$5,111	137.26%	\$5,267	141.44%	\$1,261	7.65%	16.53%	\$5,998	132.61%	\$7,609	137.07%	\$7,802	140.55%
	Corrections Simple Average			6	\$3,814	130.83%	\$5,111	137.26%	\$5,267	141.44%	\$1,261	7.65%	16.53%	\$5,998	132.61%	\$7,609	137.07%	\$7,802	140.55%
	AU	AFSCME-MILITARY	A A	3	\$3,139	107.68%	\$4,571	122.75%	\$4,571	122.75%	\$1,261	7.65%	16.53%	\$5,159	114.07%	\$6,938	124.98%	\$6,938	124.98%
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	7	\$3,139	107.68%	\$4,368	117.30%	\$4,569	122.69%	\$1,261	7.65%	16.53%	\$5,159	114.07%	\$6,686	120.44%	\$6,935	124.94%
	Non-Corrections/Non-Mgmt Simple Average			10	\$3,139	107.68%	\$4,470	120.02%	\$4,570	122.72%	\$1,261	7.65%	16.53%	\$5,159	114.07%	\$6,812	122.71%	\$6,936	124.96%
	STATEWIDE Simple Average			16	\$3,364	115.40%	\$4,683	125.77%	\$4,802	128.96%	\$1,261	7.65%	16.53%	\$5,439	120.25%	\$7,077	127.50%	\$7,225	130.16%

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4003 CARPENTER

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-MULT			Carpenter	\$4,233	\$5,206	\$1,369	7.65%	15.87%	\$6,598	\$7,799
County Simple Average				\$4,233	\$5,206	\$1,369	7.65%	15.87%	\$6,598	\$7,799
MIL-OPES	10.03		Carpenter	\$3,973	\$4,870	\$1,267	7.65%	10.63%	\$5,966	\$7,028
OPES Simple Average				\$3,973	\$4,870	\$1,267	7.65%	10.63%	\$5,966	\$7,028
ST-CA	6476	B	CARPENTER I	\$4,012	\$4,622	\$1,116	7.65%	21.35%	\$6,291	\$7,078
ST-ID	06534	H	Carpenter	\$1,969	\$3,041	\$879	7.65%	14.19%	\$3,278	\$4,585
ST-NV	9.423	30	Carpenter 1	\$2,725	\$4,002	\$785	7.65%	25.75%	\$4,420	\$6,124
ST-WA	605E	42G	CARPENTER	\$3,213	\$3,631	\$662	7.65%	9.21%	\$4,417	\$4,905
State Simple Average				\$2,980	\$3,824	\$861	7.65%	17.63%	\$4,602	\$5,673
MARKET Simple Average				\$3,354	\$4,229	\$1,013	7.65%	16.17%	\$5,162	\$6,253

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max		
		AAON	AFSCME-DOC NON-SECURITY	A A	6	\$3,814	113.71%	\$5,039	119.15%	\$5,267	124.55%	\$1,261	7.65%	16.53%	\$5,998	116.19%	\$7,518	120.24%	\$7,802	124.77%
	Corrections Simple Average				6	\$3,814	113.71%	\$5,039	119.15%	\$5,267	124.55%	\$1,261	7.65%	16.53%	\$5,998	116.19%	\$7,518	120.24%	\$7,802	124.77%
	AS	AFSCME-DEPT PUBLIC SAFE/STD/TRNG	A A	1	\$3,139	93.58%	\$4,571	108.09%	\$4,571	108.09%	\$1,261	7.65%	16.53%	\$5,159	99.96%	\$6,938	110.95%	\$6,938	110.95%	
	AU	AFSCME-MILITARY	A A	5	\$3,139	93.58%	\$4,217	99.71%	\$4,571	108.09%	\$1,261	7.65%	16.53%	\$5,159	99.96%	\$6,498	103.91%	\$6,938	110.95%	
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	6	\$3,139	93.58%	\$4,272	101.01%	\$4,569	108.05%	\$1,261	7.65%	16.53%	\$5,159	99.96%	\$6,566	105.00%	\$6,935	110.91%	
	UA	UNREPRESENTED	A A		\$3,139	93.58%			\$4,571	108.09%	\$1,261	7.65%	16.53%	\$5,159	99.96%			\$6,938	110.95%	
	Non-Corrections/Non-Mgmt Simple Average				12	\$3,139	93.58%	\$4,353	102.94%	\$4,571	108.08%	\$1,261	7.65%	16.53%	\$5,159	99.96%	\$6,667	106.62%	\$6,937	110.94%
	STATEWIDE Simple Average				18	\$3,274	97.61%	\$4,524	106.99%	\$4,710	111.38%	\$1,261	7.65%	16.53%	\$5,327	103.20%	\$6,880	110.02%	\$7,110	113.70%

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4004 PLASTERER

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS		
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max	
ST-CA	0000		No Match								
ST-ID	0000		No Match								
ST-NV	0000	00	No Match								
ST-WA	617F	43G	MASON/PLASTERER	\$3,293	\$3,726	\$662	7.65%	9.21%	\$4,510	\$5,016	
State Simple Average				Insufficient Market Data				Insufficient Market Data			
MARKET Simple Average				Insufficient Market Data				Insufficient Market Data			

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	1	\$3,139	- %	\$4,569	- %	\$4,569	- %	\$1,261	7.65%	16.53%	\$5,159	- %	\$6,935	- %	\$6,935	- %
	Non-Corrections/Non-Mgmt Simple Average			1	\$3,139	- %	\$4,569	- %	\$4,569	- %	\$1,261	7.65%	16.53%	\$5,159	- %	\$6,935	- %	\$6,935	- %
	STATEWIDE Simple Average			1	\$3,139	- %	\$4,569	- %	\$4,569	- %	\$1,261	7.65%	16.53%	\$5,159	- %	\$6,935	- %	\$6,935	- %

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4005 PLUMBER

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	6549	B	PLUMBER I	\$4,201	\$4,844	\$1,116	7.65%	21.35%	\$6,535	\$7,364
ST-ID	06550	I	Plumber	\$2,300	\$3,553	\$879	7.65%	14.19%	\$3,682	\$5,208
ST-NV	9.432	31	Plumber 1	\$2,845	\$4,181	\$785	7.65%	25.75%	\$4,580	\$6,363
ST-WA	621F	46G	PLUMBER/PIPEFITTER/STEAMFITTER	\$3,549	\$4,014	\$662	7.65%	9.21%	\$4,809	\$5,353
State Simple Average				\$3,224	\$4,148	\$861	7.65%	17.63%	\$4,902	\$6,072
MARKET Simple Average				\$3,224	\$4,148	\$861	7.65%	17.63%	\$4,902	\$6,072

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	AAON	AFSCME-DOC NON-SECURITY	A A	10	\$4,170	129.35%	\$5,306	127.92%	\$5,821	140.33%	\$1,261	7.65%	16.53%	\$6,440	131.38%	\$7,850	129.29%	\$8,490	139.82%
	Corrections Simple Average			10	\$4,170	129.35%	\$5,306	127.92%	\$5,821	140.33%	\$1,261	7.65%	16.53%	\$6,440	131.38%	\$7,850	129.29%	\$8,490	139.82%
	AS	AFSCME-DEPT PUBLIC SAFE/STD/TRNG	A A		\$3,450	107.02%			\$5,028	121.22%	\$1,261	7.65%	16.53%	\$5,546	113.14%			\$7,505	123.60%
	AU	AFSCME-MILITARY	A A	4	\$3,450	107.02%	\$4,802	115.76%	\$5,028	121.22%	\$1,261	7.65%	16.53%	\$5,546	113.14%	\$7,224	118.97%	\$7,505	123.60%
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	5	\$3,450	107.02%	\$4,645	111.97%	\$5,028	121.22%	\$1,261	7.65%	16.53%	\$5,546	113.14%	\$7,029	115.76%	\$7,505	123.60%
	Non-Corrections/Non-Mgmt Simple Average			9	\$3,450	107.02%	\$4,723	113.86%	\$5,028	121.22%	\$1,261	7.65%	16.53%	\$5,546	113.14%	\$7,127	117.37%	\$7,505	123.60%
	STATEWIDE Simple Average			19	\$3,630	112.60%	\$4,917	118.55%	\$5,226	126.00%	\$1,261	7.65%	16.53%	\$5,769	117.70%	\$7,368	121.34%	\$7,751	127.66%

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4007 ELECTRICIAN 1

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	6533	B	ELECTRICIAN I	\$4,201	\$4,844	\$1,116	7.65%	21.35%	\$6,535	\$7,364
ST-ID	0000		No Match							
ST-NV	0000	00	No Match							
ST-WA	0000		No Match							
State Simple Average				Insufficient Market Data					Insufficient Market Data	
MARKET Simple Average				Insufficient Market Data					Insufficient Market Data	

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max	POLICY POINT SR Max to SR Max			
		AAON	AFSCME-DOC NON-SECURITY	A A		\$3,814	- %		- %	\$5,267	- %	\$1,261	7.65%	16.53%	\$5,998	- %		- %	\$7,802	- %
	Corrections Simple Average				\$3,814	- %		- %	\$5,267	- %	\$1,261	7.65%	16.53%	\$5,998	- %		- %	\$7,802	- %	
	AU	AFSCME-MILITARY	A A	1	\$3,139	- %	\$4,571	- %	\$4,571	- %	\$1,261	7.65%	16.53%	\$5,159	- %	\$6,938	- %	\$6,938	- %	
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	1	\$3,139	- %	\$4,569	- %	\$4,569	- %	\$1,261	7.65%	16.53%	\$5,159	- %	\$6,935	- %	\$6,935	- %	
	Non-Corrections/Non-Mgmt Simple Average				2	\$3,139	- %	\$4,570	- %	\$4,570	- %	\$1,261	7.65%	16.53%	\$5,159	- %	\$6,936	- %	\$6,936	- %
	STATEWIDE Simple Average				2	\$3,364	- %	\$4,570	- %	\$4,802	- %	\$1,261	7.65%	16.53%	\$5,439	- %	\$6,936	- %	\$7,225	- %

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4008 ELECTRICIAN 2

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-CLACK	905		Electrician	\$4,662	\$5,906	\$1,266	7.65%	16.43%	\$7,051	\$8,594
CO-LANE	I008		Electrician - Public Works	\$3,288	\$4,562	\$1,776	7.65%	14.91%	\$5,806	\$7,367
CO-MARION	496		Electrician 1	\$3,503	\$5,176	\$1,346	7.65%	12.35%	\$5,550	\$7,557
CO-WASH			GENERAL JOURNEY ELECTRICIAN	\$4,900	\$5,956	\$1,177	7.65%	22.22%	\$7,541	\$8,911
County Simple Average				\$4,088	\$5,400	\$1,391	7.65%	16.48%	\$6,487	\$8,107
MIL-OPES	10.04		Electrician	\$4,907	\$6,045	\$1,267	7.65%	10.63%	\$7,071	\$8,418
OPES Simple Average				\$4,907	\$6,045	\$1,267	7.65%	10.63%	\$7,071	\$8,418
MIL-PACS	4.14		Electrician	\$4,531	\$6,002	\$956	7.65%	6.15%	\$6,113	\$7,786
Purchased Simple Average				\$4,531	\$6,002	\$956	7.65%	6.15%	\$6,113	\$7,786
ST-CA	6532		ELECTRICIAN II	\$4,402	\$5,079	\$1,116	7.65%	21.35%	\$6,794	\$7,668
ST-ID	06538	1	Electrician	\$2,300	\$3,553	\$879	7.65%	14.19%	\$3,682	\$5,208
ST-NV	9.447	32	Electrician 2	\$2,961	\$4,371	\$785	7.65%	25.75%	\$4,736	\$6,616
ST-WA	608F	46G	ELECTRICIAN	\$3,549	\$4,014	\$662	7.65%	9.21%	\$4,809	\$5,353
State Simple Average				\$3,303	\$4,254	\$861	7.65%	17.63%	\$5,005	\$6,211
MARKET Simple Average				\$3,900	\$5,066	\$1,123	7.65%	15.32%	\$5,915	\$7,348

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max		
		AAON	AFSCME-DOC NON-SECURITY	A A	14	\$4,575	117.29%	\$5,939	117.23%	\$6,358	125.50%	\$1,261	7.65%	16.53%	\$6,943	117.37%	\$8,637	117.54%	\$9,157	124.62%
	Corrections Simple Average				14	\$4,575	117.29%	\$5,939	117.23%	\$6,358	125.50%	\$1,261	7.65%	16.53%	\$6,943	117.37%	\$8,637	117.54%	\$9,157	124.62%
	AU	AFSCME-MILITARY	A A	6	\$3,781	96.94%	\$5,281	104.24%	\$5,530	109.15%	\$1,261	7.65%	16.53%	\$5,957	100.70%	\$7,819	106.42%	\$8,129	110.63%	
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	40	\$3,781	96.94%	\$5,402	106.63%	\$5,529	109.13%	\$1,261	7.65%	16.53%	\$5,957	100.70%	\$7,970	108.47%	\$8,127	110.61%	
	UA	UNREPRESENTED	A A		\$3,781	96.94%			\$5,530	109.15%	\$1,261	7.65%	16.53%	\$5,957	100.70%			\$8,129	110.63%	
	Non-Corrections/Non-Mgmt Simple Average				46	\$3,781	96.94%	\$5,342	105.43%	\$5,530	109.15%	\$1,261	7.65%	16.53%	\$5,957	100.70%	\$7,895	107.44%	\$8,128	110.62%
	STATEWIDE Simple Average				60	\$3,980	102.03%	\$5,541	109.36%	\$5,737	113.23%	\$1,261	7.65%	16.53%	\$6,203	104.87%	\$8,142	110.81%	\$8,385	114.12%

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4009 ELECTRICIAN 3

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-CLACK			Supervising Electrician	\$5,129	\$6,493	\$1,266	7.65%	16.43%	\$7,630	\$9,323
CO-MULT			Electrician	\$5,918	\$6,097	\$1,369	7.65%	15.87%	\$8,678	\$8,900
CO-WASH			GENERAL SUPERVISING ELECTRICIAN	\$5,543	\$6,739	\$1,177	7.65%	22.22%	\$8,376	\$9,929
County Simple Average				\$5,530	\$6,443	\$1,270	7.65%	18.17%	\$8,228	\$9,384
ST-CA	6530	T	ELECTRICIAN SUPERVISOR	\$4,715	\$5,334	\$1,116	7.65%	21.35%	\$7,198	\$7,996
ST-ID	06280	K	Electrical Foreman	\$2,905	\$4,486	\$879	7.65%	14.19%	\$4,419	\$6,345
ST-NV	0000	00	No Match							
ST-WA	608J	53G	ELECTRICIAN SUPERVISOR	\$4,214	\$4,770	\$662	7.65%	9.21%	\$5,586	\$6,236
State Simple Average				\$3,945	\$4,863	\$886	7.65%	14.92%	\$5,734	\$6,859
MARKET Simple Average				\$4,737	\$5,653	\$1,078	7.65%	16.55%	\$6,981	\$8,122

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	AAON	AFSCME-DOC NON-SECURITY	A A	3	\$5,025	106.07%	\$6,495	114.89%	\$6,985	123.56%	\$1,261	7.65%	16.53%	\$7,501	107.45%	\$9,327	114.85%	\$9,935	122.33%
	Corrections Simple Average				3	\$5,025	106.07%	\$6,495	114.89%	\$6,985	123.56%	7.65%	16.53%	\$7,501	107.45%	\$9,327	114.85%	\$9,935	122.33%
	MMS	MGT SVC SUPERVISORY	A A	2	\$4,518	95.37%	\$6,351	112.34%	\$6,351	112.34%	\$1,261	7.65%	16.53%	\$6,872	98.44%	\$9,148	112.64%	\$9,148	112.64%
	Management Simple Average				2	\$4,518	95.37%	\$6,351	112.34%	\$6,351	112.34%	7.65%	16.53%	\$6,872	98.44%	\$9,148	112.64%	\$9,148	112.64%
	AS	AFSCME-DEPT PUBLIC SAFE/STD/TRNG	A A	1	\$4,162	87.86%	\$6,081	107.57%	\$6,081	107.57%	\$1,261	7.65%	16.53%	\$6,430	92.10%	\$8,813	108.51%	\$8,813	108.51%
	AU	AFSCME-MILITARY	A A	2	\$4,162	87.86%	\$6,081	107.57%	\$6,081	107.57%	\$1,261	7.65%	16.53%	\$6,430	92.10%	\$8,813	108.51%	\$8,813	108.51%
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	7	\$4,161	87.84%	\$5,930	104.89%	\$6,080	107.55%	\$1,261	7.65%	16.53%	\$6,429	92.08%	\$8,625	106.20%	\$8,812	108.50%
	UA	UNREPRESENTED	A A		\$4,162	87.86%			\$6,081	107.57%	\$1,261	7.65%	16.53%	\$6,430	92.10%			\$8,813	108.51%
	Non-Corrections/Non-Mgmt Simple Average				10	\$4,162	87.85%	\$6,031	106.67%	\$6,081	107.56%	7.65%	16.53%	\$6,429	92.10%	\$8,750	107.74%	\$8,812	108.51%
	STATEWIDE Simple Average				15	\$4,365	92.14%	\$6,188	109.45%	\$6,277	111.02%	7.65%	16.53%	\$6,682	95.71%	\$8,945	110.14%	\$9,056	111.50%

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4012 FACILITY MAINTENANCE SPEC

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-CLACK			Building Maintenance Specialist	\$3,530	\$4,443	\$1,266	7.65%	16.43%	\$5,646	\$6,779
CO-DOUGLAS	6660		Building Maintenance Technician 3	\$2,900	\$4,224	\$1,365	7.65%	18.05%	\$5,010	\$6,675
CO-JEFFERS			Maintenance Tech I	\$2,123	\$2,929	\$1,010	7.65%	15.77%	\$3,631	\$4,625
CO-LANE	D003		Maintenance Specialist 1	\$2,300	\$3,189	\$1,776	7.65%	14.91%	\$4,595	\$5,685
CO-LINCOLN			MAINTENANCE TECHNICIAN 1	\$2,802	\$3,765	\$938	7.65%	16.83%	\$4,426	\$5,625
CO-LINN	253		FACILITIES COORDINATOR	\$3,528	\$4,503	\$1,823	7.65%	15.83%	\$6,179	\$7,383
CO-MALHEUF			Maintenance Specialist	\$2,766	\$3,661	\$1,144	7.65%	11.53%	\$4,441	\$5,507
CO-MARION	481		Building Maintenance Trainee	\$2,517	\$3,721	\$1,346	7.65%	12.35%	\$4,366	\$5,812
CO-UNION			Lead Facilities Maintenance Worker	\$3,179	\$3,864	\$1,263	7.65%	10.25%	\$5,011	\$5,819
CO-WASH			FACILITIES MAINTENANCE TECHNICIAN II	\$4,021	\$4,888	\$1,177	7.65%	22.22%	\$6,399	\$7,525
County Simple Average				\$2,967	\$3,919	\$1,311	7.65%	15.42%	\$4,970	\$6,143
MIL-OPES	10.05		Facilities Maintenance Technician	\$3,445	\$4,528	\$1,267	7.65%	10.63%	\$5,341	\$6,622
OPES Simple Average				\$3,445	\$4,528	\$1,267	7.65%	10.63%	\$5,341	\$6,622
ST-CA	6215	B	BUILDING MAINTENANCE WORKER	\$3,497	\$4,019	\$1,116	7.65%	21.35%	\$5,627	\$6,300
ST-ID	06634	G	Maintenance Craftsman	\$1,711	\$2,641	\$879	7.65%	14.19%	\$2,964	\$4,097
ST-NV	9.487	25	Maintenance Repair Worker 2	\$2,229	\$3,222	\$785	7.65%	25.75%	\$3,759	\$5,084
ST-WA	626J	42G	MAINTENANCE MECHANIC 1	\$3,213	\$3,631	\$662	7.65%	9.21%	\$4,417	\$4,905
State Simple Average				\$2,662	\$3,378	\$861	7.65%	17.63%	\$4,191	\$5,097
MARKET Simple Average				\$2,917	\$3,815	\$1,188	7.65%	15.69%	\$4,787	\$5,896

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max		
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%	
	AAON	AFSCME-DOC NON-SECURITY	A A	48	\$3,173	108.76%	\$3,968	104.00%	\$4,361	114.30%	\$1,261	7.65%	16.53%	\$5,202	108.65%	\$6,189	104.96%	\$6,677	113.24%	
	Corrections Simple Average				48	\$3,173	108.76%	\$3,968	104.00%	\$4,361	114.30%	\$1,261	7.65%	16.53%	\$5,202	108.65%	\$6,189	104.96%	\$6,677	113.24%
	AD	AFSCME-DEQ	A A		\$2,644	90.63%			\$3,782	99.13%	\$1,261	7.65%	16.53%	\$4,545	94.93%			\$5,958	101.05%	
	AMG	AFSCME-COMMUNITY PGMS (SOCP)	A A	1	\$2,644	90.63%	\$3,139	82.27%	\$3,782	99.13%	\$1,261	7.65%	16.53%	\$4,545	94.93%	\$5,159	87.51%	\$5,958	101.05%	
	AS	AFSCME-DEPT PUBLIC SAFE/STD/TRNG	A A	2	\$2,635	90.32%	\$3,695	96.85%	\$3,781	99.10%	\$1,261	7.65%	16.53%	\$4,534	94.70%	\$5,850	99.22%	\$5,957	101.03%	
	AU	AFSCME-MILITARY	A A	44	\$2,635	90.32%	\$3,370	88.33%	\$3,781	99.10%	\$1,261	7.65%	16.53%	\$4,534	94.70%	\$5,446	92.37%	\$5,957	101.03%	
	AX	AFSCME-STATE LANDS	A A	1	\$2,634	90.29%	\$3,780	99.08%	\$3,780	99.08%	\$1,261	7.65%	16.53%	\$4,532	94.67%	\$5,955	101.01%	\$5,955	101.01%	
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	30	\$2,636	90.35%	\$3,376	88.50%	\$3,781	99.10%	\$1,261	7.65%	16.53%	\$4,535	94.72%	\$5,454	92.50%	\$5,957	101.03%	

4012 FACILITY MAINTENANCE SPEC (Continued)

Repr	Repr Description	Opt	Emps	SR Min to SR Min	Emp Avg to SR Max	SR Max to SR Max	Insurance	SS	Retire	SR Min to SR Min	Emp Avg to SR Max	POLICY POINT SR Max to SR Max	
OB	SEIU LOCAL 503 OPEU-SEAS STRKE	A A		\$2,636 90.35%		\$3,781 99.10%	\$1,261	7.65%	16.53%	\$4,535 94.72%		\$5,957	101.03%
UA	UNREPRESENTED	A A		\$2,635 90.32%		\$3,781 99.10%	\$1,261	7.65%	16.53%	\$4,534 94.70%		\$5,957	101.03%
Non-Corrections/Non-Mgmt Simple Average			78	\$2,637 90.40%	\$3,472 91.00%	\$3,781 99.11%	\$1,261	7.65%	16.53%	\$4,537 94.76%	\$5,573 94.52%	\$5,957	101.03%
STATEWIDE Simple Average			126	\$2,697 92.44%	\$3,555 93.17%	\$3,846 100.79%	\$1,261	7.65%	16.53%	\$4,610 96.30%	\$5,676 96.26%	\$6,037	102.39%

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4014 FACILITY OPERATIONS SPEC 1

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	0000		No Match							
ST-ID	0000		No Match							
ST-NV	0000	00	No Match							
ST-WA	598N	50	FACILITY SERVICES COORDINATOR	\$3,377	\$4,429	\$662	7.65%	9.21%	\$4,608	\$5,838
State Simple Average				Insufficient Market Data					Insufficient Market Data	
MARKET Simple Average				Insufficient Market Data					Insufficient Market Data	

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max	POLICY POINT SR Max to SR Max		
					\$	%	\$	%	\$	%				\$	%		\$	%	
	MMS	MGT SVC SUPERVISORY	A A		\$3,717	- %	- %	\$5,231	- %	\$1,261	7.65%	16.53%	\$5,877	- %	- %	\$7,757	- %		
	Management Simple Average				\$3,717	- %	- %	\$5,231	- %	\$1,261	7.65%	16.53%	\$5,877	- %	- %	\$7,757	- %		
	AD	AFSCME-DEQ	A A		\$3,451	- %	- %	\$5,028	- %	\$1,261	7.65%	16.53%	\$5,547	- %	- %	\$7,505	- %		
	AU	AFSCME-MILITARY	A A	2	\$3,450	- %	\$4,011	- %	\$5,028	- %	\$1,261	7.65%	16.53%	\$5,546	- %	\$6,242	- %	\$7,505	- %
	AX	AFSCME-STATE LANDS	A A	1	\$3,448	- %	\$4,161	- %	\$5,027	- %	\$1,261	7.65%	16.53%	\$5,543	- %	\$6,429	- %	\$7,504	- %
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	18	\$3,450	- %	\$4,529	- %	\$5,028	- %	\$1,261	7.65%	16.53%	\$5,546	- %	\$6,885	- %	\$7,505	- %
	Non-Corrections/Non-Mgmt Simple Average				21	\$3,450	- %	\$4,233	- %	\$5,028	- %	16.53%	\$5,545	- %	\$6,519	- %	\$7,505	- %	
	STATEWIDE Simple Average				21	\$3,503	- %	\$4,233	- %	\$5,068	- %	16.53%	\$5,612	- %	\$6,519	- %	\$7,555	- %	

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4015 FACILITY OPERATIONS SPEC 2

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
NO MATCHES	0000		NO MATCHES FOUND							

Exclude Simple Average										
MARKET Simple Average										

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
		AAON	AFSCME-DOC NON-SECURITY	A A	1	\$4,575	- %	\$6,358	- %	\$6,358	- %	\$1,261	7.65%	16.53%	\$6,943	- %	\$9,157	- %	\$9,157
	Corrections Simple Average			1	\$4,575	- %	\$6,358	- %	\$6,358	- %	\$1,261	7.65%	16.53%	\$6,943	- %	\$9,157	- %	\$9,157	- %
	MMC	MGT SVC NON-SUPV CONFIDENTIAL	A A		\$4,111	- %		- %	\$5,764	- %	\$1,261	7.65%	16.53%	\$6,366	- %		- %	\$8,419	- %
	MMN	MGT SVC NON-SUPV	A A		\$4,111	- %		- %	\$5,764	- %	\$1,261	7.65%	16.53%	\$6,366	- %		- %	\$8,419	- %
	MMS	MGT SVC SUPERVISORY	A A		\$4,111	- %		- %	\$5,764	- %	\$1,261	7.65%	16.53%	\$6,366	- %		- %	\$8,419	- %
	Management Simple Average				\$4,111	- %		- %	\$5,764	- %	\$1,261	7.65%	16.53%	\$6,366	- %		- %	\$8,419	- %
	AD	AFSCME-DEQ	A A	1	\$3,782	- %	\$5,530	- %	\$5,530	- %	\$1,261	7.65%	16.53%	\$5,958	- %	\$8,129	- %	\$8,129	- %
	AU	AFSCME-MILITARY	A A		\$3,781	- %		- %	\$5,530	- %	\$1,261	7.65%	16.53%	\$5,957	- %		- %	\$8,129	- %
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	15	\$3,781	- %	\$5,001	- %	\$5,529	- %	\$1,261	7.65%	16.53%	\$5,957	- %	\$7,471	- %	\$8,127	- %
	UA	UNREPRESENTED	A A		\$3,781	- %		- %	\$5,530	- %	\$1,261	7.65%	16.53%	\$5,957	- %		- %	\$8,129	- %
	Non-Corrections/Non-Mgmt Simple Average			16	\$3,781	- %	\$5,265	- %	\$5,530	- %	\$1,261	7.65%	16.53%	\$5,957	- %	\$7,800	- %	\$8,128	- %
	STATEWIDE Simple Average			17	\$4,004	- %	\$5,630	- %	\$5,721	- %	\$1,261	7.65%	16.53%	\$6,234	- %	\$8,252	- %	\$8,366	- %

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4018 MACHINIST

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
MIL-PACS	9.12		Machinist (Journey)	\$3,486	\$4,907	\$956	7.65%	6.15%	\$4,923	\$6,541
Purchased Simple Average				\$3,486	\$4,907	\$956	7.65%	6.15%	\$4,923	\$6,541
ST-CA	6802		MACHINIST AND EQUIPMENT FABRICATOR	\$4,012	\$4,622	\$1,116	7.65%	21.35%	\$6,291	\$7,078
ST-ID	0000		No Match							
ST-NV	9.407	33	Precision Machinist	\$3,094	\$4,574	\$785	7.65%	25.75%	\$4,912	\$6,888
ST-WA	0000		No Match							
State Simple Average				\$3,553	\$4,598	\$950	7.65%	23.55%	\$5,602	\$6,983
MARKET Simple Average				\$3,531	\$4,701	\$952	7.65%	17.75%	\$5,376	\$6,835

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%		
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	5	\$3,781	107.09%	\$4,805	102.20%	\$5,529	117.61%	\$1,261	7.65%	16.53%	\$5,957	110.81%	\$7,228	105.74%	\$8,127	118.90%
	UA	UNREPRESENTED	A A		\$3,781	107.09%			\$5,530	117.63%	\$1,261	7.65%	16.53%	\$5,957	110.81%			\$8,129	118.92%
Non-Corrections/Non-Mgmt Simple Average				5	\$3,781	107.09%	\$4,805	102.20%	\$5,530	117.62%	\$1,261	7.65%	16.53%	\$5,957	110.81%	\$7,228	105.74%	\$8,128	118.91%
STATEWIDE Simple Average				5	\$3,781	107.09%	\$4,805	102.20%	\$5,530	117.62%	\$1,261	7.65%	16.53%	\$5,957	110.81%	\$7,228	105.74%	\$8,128	118.91%

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4020 WELDER 1

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
MIL-PACS	9.14		Welder			\$956	7.65%	6.15%		
Purchased Simple Average						\$956	7.65%	6.15%		
ST-CA	6596	B	FUSION WELDER	\$4,106	\$4,732	\$1,116	7.65%	21.35%	\$6,412	\$7,220
ST-ID	06352	I	Welder/Machinist	\$2,300	\$3,553	\$879	7.65%	14.19%	\$3,682	\$5,208
ST-NV	9.417	30	Welder 1	\$2,725	\$4,002	\$785	7.65%	25.75%	\$4,420	\$6,124
ST-WA	630E	46G	WELDER - FABRICATOR	\$3,549	\$4,014	\$662	7.65%	9.21%	\$4,809	\$5,353
State Simple Average				\$3,170	\$4,075	\$861	7.65%	17.63%	\$4,831	\$5,976
MARKET Simple Average				\$3,170	\$4,075	\$880	7.65%	15.33%	\$4,831	\$5,976

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max	POLICY POINT SR Max to SR Max		
		AAON	AFSCME-DOC NON-SECURITY	A	A	\$3,475	109.62%			\$4,803	117.86%	\$1,261	7.65%	16.53%	\$5,577	115.44%			\$7,226
Corrections Simple Average					\$3,475	109.62%			\$4,803	117.86%	\$1,261	7.65%	16.53%	\$5,577	115.44%	- %		\$7,226	120.91%
	AU	AFSCME-MILITARY	A	A	\$2,874	90.66%			\$4,162	102.13%	\$1,261	7.65%	16.53%	\$4,830	99.99%			\$6,430	107.59%
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A	A	\$2,873	90.63%			\$4,161	102.11%	\$1,261	7.65%	16.53%	\$4,829	99.96%			\$6,429	107.57%
	OB	SEIU LOCAL 503 OPEU-SEAS STRKE	A	A	\$2,873	90.63%			\$4,161	102.11%	\$1,261	7.65%	16.53%	\$4,829	99.96%			\$6,429	107.57%
Non-Corrections/Non-Mgmt Simple Average					\$2,873	90.64%			\$4,161	102.12%	\$1,261	7.65%	16.53%	\$4,830	99.97%	- %		\$6,429	107.58%
STATEWIDE Simple Average					\$3,024	95.39%			\$4,322	106.05%	\$1,261	7.65%	16.53%	\$5,016	103.84%	- %		\$6,628	110.91%

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4021 WELDER 2

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-CLACK			Welder/Fabricator	\$4,016	\$4,614	\$1,266	7.65%	16.43%	\$6,249	\$6,992
County Simple Average				\$4,016	\$4,614	\$1,266	7.65%	16.43%	\$6,249	\$6,992
ST-CA	0000		No Match							
ST-ID	0000		No Match							
ST-NV	9.430	31	Welder 2	\$2,845	\$4,181	\$785	7.65%	25.75%	\$4,580	\$6,363
ST-WA	0000		No Match							
State Simple Average				\$2,845	\$4,181	\$785	7.65%	25.75%	\$4,580	\$6,363
MARKET Simple Average				\$3,431	\$4,398	\$1,026	7.65%	21.09%	\$5,415	\$6,677

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
	AAON	AFSCME-DOC NON-SECURITY	A A	6	\$4,170	121.56%	\$5,114	116.27%	\$5,821	132.36%	\$1,261	7.65%	16.53%	\$6,440	118.93%	\$7,611	113.99%	\$8,490	127.15%
Corrections Simple Average				6	\$4,170	121.56%	\$5,114	116.27%	\$5,821	132.36%	\$1,261	7.65%	16.53%	\$6,440	118.93%	\$7,611	113.99%	\$8,490	127.15%
AU	AFSCME-MILITARY	A A		\$3,450	100.57%			\$5,028	114.33%	\$1,261	7.65%	16.53%	\$5,546	102.42%			\$7,505	112.40%	
OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A		\$3,450	100.57%			\$5,028	114.33%	\$1,261	7.65%	16.53%	\$5,546	102.42%			\$7,505	112.40%	
Non-Corrections/Non-Mgmt Simple Average					\$3,450	100.57%		\$5,028	114.33%	\$1,261	7.65%	16.53%	\$5,546	102.42%	- %		\$7,505	112.40%	
STATEWIDE Simple Average				6	\$3,690	107.56%	\$5,114	116.27%	\$5,292	120.34%	\$1,261	7.65%	16.53%	\$5,844	107.92%	\$7,611	113.99%	\$7,833	117.31%

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4032 FACILITY ENERGY TECHNICIAN 1

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-JEFFERS			Maintenance Tech II	\$2,297	\$3,163	\$1,010	7.65%	15.77%	\$3,845	\$4,914
CO-LANE	N6020		Facility Technician	\$2,037	\$3,056	\$1,776	7.65%	14.91%	\$4,272	\$5,521
CO-MULT			HVAC Assistant	\$3,668	\$3,668	\$1,369	7.65%	15.87%	\$5,899	\$5,899
County Simple Average				\$2,667	\$3,296	\$1,385	7.65%	15.52%	\$4,672	\$5,445
ST-CA	0000		No Match							
ST-ID	0000		No Match							
ST-NV	0000	00	No Match							
ST-WA	0000		No Match							
State Simple Average										
MARKET Simple Average				\$2,667	\$3,296	\$1,385	7.65%	15.52%	\$4,672	\$5,445

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max			Insurance		SS		Retire		SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
	AL	AFSCME-OLCC	A	A		\$2,455	92.05%			\$3,451	104.71%		\$1,261	7.65%	16.53%		\$4,310	92.25%			\$5,547	101.87%	
	AU	AFSCME-MILITARY	A	A		\$2,435	91.30%			\$3,450	104.68%		\$1,261	7.65%	16.53%		\$4,285	91.72%			\$5,546	101.85%	
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A	A	1	\$2,435	91.30%	\$2,756	83.62%	\$3,450	104.68%		\$1,261	7.65%	16.53%		\$4,285	91.72%	\$4,684	86.02%	\$5,546	101.85%	
	Non-Corrections/Non-Mgmt Simple Average				1	\$2,442	91.55%	\$2,756	83.62%	\$3,450	104.69%		\$1,261	7.65%	16.53%		\$4,293	91.90%	\$4,684	86.02%	\$5,546	101.86%	
	STATEWIDE Simple Average				1	\$2,442	91.55%	\$2,756	83.62%	\$3,450	104.69%		\$1,261	7.65%	16.53%		\$4,293	91.90%	\$4,684	86.02%	\$5,546	101.86%	

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4033 FACILITY ENERGY TECHNICIAN 2

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-MULT			HVAC Engineer	\$5,109	\$5,109	\$1,369	7.65%	15.87%	\$7,679	\$7,679
County Simple Average				\$5,109	\$5,109	\$1,369	7.65%	15.87%	\$7,679	\$7,679
ST-CA	0000		No Match							
ST-ID	06616	I	HVAC Specialist	\$2,300	\$3,553	\$879	7.65%	14.19%	\$3,682	\$5,208
ST-NV	9.421	32	HVACR Specialist 1	\$2,961	\$4,371	\$785	7.65%	25.75%	\$4,736	\$6,616
ST-WA	621J	48E	HEATING, VENTILATION, & AIR COND TECH	\$3,549	\$4,214	\$662	7.65%	9.21%	\$4,809	\$5,586
State Simple Average				\$2,937	\$4,046	\$775	7.65%	16.38%	\$4,409	\$5,803
MARKET Simple Average				\$3,480	\$4,312	\$924	7.65%	16.26%	\$5,226	\$6,272

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
AAON	AFSCME-DOC NON-SECURITY	A A	18	\$3,475	99.86%	\$4,380	101.58%	\$4,803	111.40%	\$1,261	7.65%	16.53%	\$5,577	106.70%	\$6,700	106.82%	\$7,226	115.20%	
Corrections Simple Average				18	\$3,475	99.86%	\$4,380	101.58%	\$4,803	111.40%	\$1,261	7.65%	16.53%	\$5,577	106.70%	\$6,700	106.82%	\$7,226	115.20%
AL	AFSCME-OLCC	A A	2	\$2,874	82.59%	\$3,424	79.40%	\$4,162	96.53%	\$1,261	7.65%	16.53%	\$4,830	92.42%	\$5,513	87.89%	\$6,430	102.51%	
AU	AFSCME-MILITARY	A A	2	\$2,874	82.59%	\$3,727	86.43%	\$4,162	96.53%	\$1,261	7.65%	16.53%	\$4,830	92.42%	\$5,889	93.89%	\$6,430	102.51%	
OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	21	\$2,873	82.56%	\$3,947	91.54%	\$4,161	96.51%	\$1,261	7.65%	16.53%	\$4,829	92.40%	\$6,163	98.25%	\$6,429	102.49%	
Non-Corrections/Non-Mgmt Simple Average				25	\$2,874	82.58%	\$3,699	85.79%	\$4,162	96.52%	\$1,261	7.65%	16.53%	\$4,830	92.41%	\$5,855	93.34%	\$6,429	102.51%
STATEWIDE Simple Average				43	\$3,024	86.90%	\$3,869	89.74%	\$4,322	100.24%	\$1,261	7.65%	16.53%	\$5,017	95.99%	\$6,066	96.71%	\$6,628	105.68%

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4034 FACILITY ENERGY TECHNICIAN 3

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	0000		No Match							
ST-ID	06612	K	HVAC Systems Foreman	\$2,905	\$4,486	\$879	7.65%	14.19%	\$4,419	\$6,345
ST-NV	9.408	33	HVACR Specialist 2	\$3,094	\$4,574	\$785	7.65%	25.75%	\$4,912	\$6,888
ST-WA	0000		No Match							
State Simple Average				\$2,999	\$4,530	\$832	7.65%	19.97%	\$4,665	\$6,616
MARKET Simple Average				\$2,999	\$4,530	\$832	7.65%	19.97%	\$4,665	\$6,616

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	AAON	AFSCME-DOC NON-SECURITY	A A	10	\$4,170	139.03%	\$5,517	121.78%	\$5,821	128.49%	\$1,261	7.65%	16.53%	\$6,440	138.03%	\$8,112	122.61%	\$8,490	128.32%
	Corrections Simple Average			10	\$4,170	139.03%	\$5,517	121.78%	\$5,821	128.49%	\$1,261	7.65%	16.53%	\$6,440	138.03%	\$8,112	122.61%	\$8,490	128.32%
	AL	AFSCME-OLCC	A A		\$3,451	115.06%			\$5,028	110.99%	\$1,261	7.65%	16.53%	\$5,547	118.89%			\$7,505	113.43%
	AS	AFSCME-DEPT PUBLIC SAFE/STD/TRNG	A A	1	\$3,450	115.02%	\$3,973	87.70%	\$5,028	110.99%	\$1,261	7.65%	16.53%	\$5,546	118.87%	\$6,195	93.63%	\$7,505	113.43%
	AU	AFSCME-MILITARY	A A	3	\$3,450	115.02%	\$4,949	109.24%	\$5,028	110.99%	\$1,261	7.65%	16.53%	\$5,546	118.87%	\$7,407	111.95%	\$7,505	113.43%
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	9	\$3,450	115.02%	\$4,797	105.89%	\$5,028	110.99%	\$1,261	7.65%	16.53%	\$5,546	118.87%	\$7,219	109.10%	\$7,505	113.43%
	Non-Corrections/Non-Mgmt Simple Average			13	\$3,450	115.03%	\$4,573	100.94%	\$5,028	110.99%	\$1,261	7.65%	16.53%	\$5,546	118.87%	\$6,940	104.89%	\$7,505	113.43%
	STATEWIDE Simple Average			23	\$3,594	119.83%	\$4,809	106.15%	\$5,187	114.49%	\$1,261	7.65%	16.53%	\$5,725	122.70%	\$7,233	109.32%	\$7,702	116.41%

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4035 FACILITY ENERGY TECHNICIAN 4

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	0000		No Match							
ST-ID	0000		No Match							
ST-NV	9.413	34	HVACR Specialist 3	\$3,222	\$4,778	\$785	7.65%	25.75%	\$5,084	\$7,159
ST-WA	0000		No Match							
State Simple Average				Insufficient Market Data					Insufficient Market Data	
MARKET Simple Average				Insufficient Market Data					Insufficient Market Data	

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
		AL	AFSCME-OLCC	A A		\$3,782	- %	- %	\$5,530	- %	\$1,261	7.65%	16.53%	\$5,958	- %	- %	\$8,129	- %	
	AU	AFSCME-MILITARY	A A		\$3,781	- %	- %	\$5,530	- %	\$1,261	7.65%	16.53%	\$5,957	- %	- %	\$8,129	- %		
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	3	\$3,781	- %	\$5,445	- %	\$5,529	- %	\$1,261	7.65%	16.53%	\$5,957	- %	\$8,023	- %	\$8,127	- %
	Non-Corrections/Non-Mgmt Simple Average			3	\$3,781	- %	\$5,445	- %	\$5,530	- %	\$1,261	7.65%	16.53%	\$5,957	- %	\$8,023	- %	\$8,128	- %
	STATEWIDE Simple Average			3	\$3,781	- %	\$5,445	- %	\$5,530	- %	\$1,261	7.65%	16.53%	\$5,957	- %	\$8,023	- %	\$8,128	- %

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4037 PHYSCL/ELECTRNC SECRTY TECH 1

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-MULT			Electronic Technician Assistant	\$4,094	\$4,888	\$1,369	7.65%	15.87%	\$6,426	\$7,406
County Simple Average				\$4,094	\$4,888	\$1,369	7.65%	15.87%	\$6,426	\$7,406
ST-CA	6642	B	LOCKSMITH I	\$4,012	\$4,622	\$1,116	7.65%	21.35%	\$6,291	\$7,078
ST-ID	06572	H	Locksmith	\$1,969	\$3,041	\$879	7.65%	14.19%	\$3,278	\$4,585
ST-NV	0000	00	No Match							
ST-WA	0000		No Match							
State Simple Average				\$2,991	\$3,832	\$997	7.65%	17.77%	\$4,785	\$5,831
MARKET Simple Average				\$3,358	\$4,184	\$1,121	7.65%	17.14%	\$5,332	\$6,356

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
	AS	AFSCME-DEPT PUBLIC SAFE/STD/TRNG	A	A		\$2,539	75.60%			\$3,609	86.27%	\$1,261	7.65%	16.53%	\$4,414	82.79%			\$5,743
AU	AFSCME-MILITARY	A	A		\$2,539	75.60%			\$3,609	86.27%	\$1,261	7.65%	16.53%	\$4,414	82.79%			\$5,743	90.36%
OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A	A	2	\$2,756	82.06%	\$3,974	94.99%	\$3,974	94.99%	\$1,261	7.65%	16.53%	\$4,684	87.85%	\$6,196	97.49%	\$6,196	97.49%
Non-Corrections/Non-Mgmt Simple Average				2	\$2,611	77.75%	\$3,974	94.99%	\$3,731	89.17%	\$1,261	7.65%	16.53%	\$4,504	84.48%	\$6,196	97.49%	\$5,894	92.73%
STATEWIDE Simple Average				2	\$2,611	77.75%	\$3,974	94.99%	\$3,731	89.17%	\$1,261	7.65%	16.53%	\$4,504	84.48%	\$6,196	97.49%	\$5,894	92.73%

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4038 PHYSCL/ELECTRNC SECRTY TECH 2

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-MULT			Electronic Technician	\$5,918	\$6,097	\$1,369	7.65%	15.87%	\$8,678	\$8,900
County Simple Average				\$5,918	\$6,097	\$1,369	7.65%	15.87%	\$8,678	\$8,900
ST-CA	6916		ELECTRONICS TECHNICIAN -CORRECTIONAL FACILITY	\$3,580	\$4,748	\$1,116	7.65%	21.35%	\$5,734	\$7,241
ST-ID	0000		No Match							
ST-NV	6.981	31	Electronics Technician 2	\$2,845	\$4,181	\$785	7.65%	25.75%	\$4,580	\$6,363
ST-WA	592W	45E	ELECTRONICS TECHNICIAN	\$3,293	\$3,918	\$662	7.65%	9.21%	\$4,510	\$5,241
State Simple Average				\$3,239	\$4,282	\$854	7.65%	18.77%	\$4,941	\$6,281
MARKET Simple Average				\$3,909	\$4,736	\$983	7.65%	18.05%	\$5,876	\$6,936

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%		
	AS	AFSCME-DEPT PUBLIC SAFE/STD/TRNG	A A	1	\$2,999	76.72%	\$4,162	87.88%	\$4,359	92.04%	\$1,261	7.65%	16.53%	\$4,986	84.85%	\$6,430	92.70%	\$6,674	96.23%
	AU	AFSCME-MILITARY	A A	1	\$2,999	76.72%	\$3,450	72.85%	\$4,359	92.04%	\$1,261	7.65%	16.53%	\$4,986	84.85%	\$5,546	79.95%	\$6,674	96.23%
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	3	\$3,139	80.30%	\$4,569	96.47%	\$4,569	96.47%	\$1,261	7.65%	16.53%	\$5,159	87.81%	\$6,935	99.99%	\$6,935	99.99%
Non-Corrections/Non-Mgmt Simple Average				5	\$3,046	77.92%	\$4,060	85.73%	\$4,429	93.52%	\$1,261	7.65%	16.53%	\$5,044	85.84%	\$6,304	90.88%	\$6,761	97.48%
STATEWIDE Simple Average				5	\$3,046	77.92%	\$4,060	85.73%	\$4,429	93.52%	\$1,261	7.65%	16.53%	\$5,044	85.84%	\$6,304	90.88%	\$6,761	97.48%

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4039 PHYSCL/ELECTRNC SECRTY TECH 3

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-MULT	6144		Electronic Technician Chief	\$6,441	\$6,628	\$1,369	7.65%	15.87%	\$9,325	\$9,555
County Simple Average				\$6,441	\$6,628	\$1,369	7.65%	15.87%	\$9,325	\$9,555
ST-CA	0000		No Match							
ST-ID	0000		No Match							
ST-NV	6.987	33	Electronics Technician 3	\$3,094	\$4,574	\$785	7.65%	25.75%	\$4,912	\$6,888
ST-WA	0000		No Match							
State Simple Average				\$3,094	\$4,574	\$785	7.65%	25.75%	\$4,912	\$6,888
MARKET Simple Average				\$4,768	\$5,601	\$1,077	7.65%	20.81%	\$7,119	\$8,221

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
	AAON	AFSCME-DOC NON-SECURITY	A A	13	\$4,170	87.47%	\$5,138	91.74%	\$5,821	103.93%	\$1,261	7.65%	16.53%	\$6,440	90.46%	\$7,642	92.96%	\$8,490	103.27%
Corrections Simple Average				13	\$4,170	87.47%	\$5,138	91.74%	\$5,821	103.93%	\$1,261	7.65%	16.53%	\$6,440	90.46%	\$7,642	92.96%	\$8,490	103.27%
AS	AFSCME-DEPT PUBLIC SAFE/STD/TRNG	A A		\$3,291	69.03%			\$4,791	85.54%	\$1,261	7.65%	16.53%	\$5,348	75.13%			\$7,211	87.71%	
AU	AFSCME-MILITARY	A A	1	\$3,291	69.03%	\$4,791	85.54%	\$4,791	85.54%	\$1,261	7.65%	16.53%	\$5,348	75.13%	\$7,211	87.71%	\$7,211	87.71%	
OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	3	\$3,450	72.36%	\$4,949	88.36%	\$5,028	89.77%	\$1,261	7.65%	16.53%	\$5,546	77.90%	\$7,407	90.10%	\$7,505	91.29%	
Non-Corrections/Non-Mgmt Simple Average				4	\$3,344	70.14%	\$4,870	86.95%	\$4,870	86.95%	\$1,261	7.65%	16.53%	\$5,414	76.05%	\$7,309	88.90%	\$7,309	88.90%
STATEWIDE Simple Average				17	\$3,551	74.47%	\$4,959	88.55%	\$5,108	91.19%	\$1,261	7.65%	16.53%	\$5,670	79.65%	\$7,420	90.25%	\$7,604	92.49%

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4046 MAINTENANCE & OPERATIONS SUPV

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-JEFFERS			Buildings and Grounds Director	\$4,337	\$5,978	\$1,010	7.65%	15.77%	\$6,362	\$8,388
CO-LANE	N4320		Maintenance Supervisor	\$4,212	\$6,318	\$1,776	7.65%	14.91%	\$6,938	\$9,519
CO-WASH			FACILITIES OPERATIONS SUPERVISOR	\$5,150	\$6,259	\$1,177	7.65%	22.22%	\$7,865	\$9,305
County Simple Average				\$4,566	\$6,185	\$1,321	7.65%	17.63%	\$7,055	\$9,071
MIL-OPES	10.06		Facilities Maintenance Supervisor	\$4,725	\$6,334	\$1,267	7.65%	10.63%	\$6,856	\$8,759
OPES Simple Average				\$4,725	\$6,334	\$1,267	7.65%	10.63%	\$6,856	\$8,759
ST-CA	6753	B	SUPERVISOR OF BUILDING TRADES	\$4,706	\$5,580	\$1,116	7.65%	21.35%	\$7,186	\$8,314
ST-ID	06609	L	Maintenance and Operations Supervisor	\$3,279	\$5,065	\$879	7.65%	14.19%	\$4,875	\$7,050
ST-NV	9.606	35	Facility Supervisor 3	\$3,363	\$4,997	\$785	7.65%	25.75%	\$5,272	\$7,452
ST-WA	627G	56G	CONSTRUCTION & MAINTENANCE PROJECT SUPV	\$4,542	\$5,136	\$662	7.65%	9.21%	\$5,970	\$6,664
State Simple Average				\$3,973	\$5,195	\$861	7.65%	17.63%	\$5,826	\$7,370
MARKET Simple Average				\$4,289	\$5,708	\$1,084	7.65%	16.75%	\$6,416	\$8,182

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
MMS	MGT SVC SUPERVISORY	A A	28	\$4,305	100.37%	\$5,361	93.91%	\$6,046	105.91%	\$1,261	7.65%	16.53%	\$6,607	102.99%	\$7,919	96.79%	\$8,769	107.18%	
Management Simple Average				28	\$4,305	100.37%	\$5,361	93.91%	\$6,046	105.91%	\$1,261	7.65%	16.53%	\$6,607	102.99%	\$7,919	96.79%	\$8,769	107.18%
STATEWIDE Simple Average				28	\$4,305	100.37%	\$5,361	93.91%	\$6,046	105.91%	\$1,261	7.65%	16.53%	\$6,607	102.99%	\$7,919	96.79%	\$8,769	107.18%

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4101 CUSTODIAN

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-CLACK			Service Maintenance Worker	\$1,946	\$2,448	\$1,266	7.65%	16.43%	\$3,680	\$4,304
CO-CLATSOP			Custodian	\$2,631	\$3,199	\$1,297	7.65%	14.48%	\$4,510	\$5,203
CO-DOUGLAS	6610		Custodian	\$1,619	\$2,363	\$1,365	7.65%	18.05%	\$3,400	\$4,335
CO-LANE	D001		Custodian	\$1,934	\$2,678	\$1,776	7.65%	14.91%	\$4,147	\$5,058
CO-LINN	800		CUSTODIAL SERVICES WORKER	\$2,504	\$3,197	\$1,823	7.65%	15.83%	\$4,915	\$5,770
CO-MALHEUF			Custodian	\$2,219	\$2,936	\$1,144	7.65%	11.53%	\$3,788	\$4,643
CO-MARION	485		Custodial Worker 1	\$2,111	\$3,125	\$1,346	7.65%	12.35%	\$3,879	\$5,096
County Simple Average				\$2,138	\$2,849	\$1,431	7.65%	14.80%	\$4,046	\$4,916
MIL-OPES	10.02		Custodial Worker	\$2,407	\$3,191	\$1,267	7.65%	10.63%	\$4,114	\$5,042
OPES Simple Average				\$2,407	\$3,191	\$1,267	7.65%	10.63%	\$4,114	\$5,042
MIL-NWHCS	9.08		Housekeeper	\$2,021	\$2,917	\$956	7.65%	6.15%	\$3,255	\$4,275
MIL-PACS	4.08		Custodian	\$2,145	\$2,950	\$956	7.65%	6.15%	\$3,397	\$4,313
Purchased Simple Average				\$2,083	\$2,933	\$956	7.65%	6.15%	\$3,326	\$4,294
ST-CA	2011	A	CUSTODIAN	\$2,140	\$2,678	\$1,116	7.65%	21.35%	\$3,876	\$4,570
ST-ID	02010	E	Custodian	\$1,338	\$2,066	\$879	7.65%	14.19%	\$2,510	\$3,396
ST-NV	9.634	21	Custodial Worker 1	\$1,912	\$2,725	\$785	7.65%	25.75%	\$3,336	\$4,420
ST-WA	678I	26	CUSTODIAN 1	\$1,929	\$2,482	\$662	7.65%	9.21%	\$2,916	\$3,562
State Simple Average				\$1,830	\$2,488	\$861	7.65%	17.63%	\$3,160	\$3,987
MARKET Simple Average				\$2,061	\$2,782	\$1,188	7.65%	14.07%	\$3,695	\$4,571

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max		
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%	
	AAON	AFSCME-DOC NON-SECURITY	A	A	2	\$2,228	108.09%	\$2,746	98.67%	\$2,907	104.48%	\$1,261	7.65%	16.53%	\$4,028	109.03%	\$4,671	102.19%	\$4,871	106.58%
	Corrections Simple Average				2	\$2,228	108.09%	\$2,746	98.67%	\$2,907	104.48%	\$1,261	7.65%	16.53%	\$4,028	109.03%	\$4,671	102.19%	\$4,871	106.58%
	AD	AFSCME-DEQ	A	A		\$2,042	99.07%			\$2,644	95.03%	\$1,261	7.65%	16.53%	\$3,797	102.77%			\$4,545	99.43%
	AL	AFSCME-OLCC	A	A		\$2,042	99.07%			\$2,455	88.23%	\$1,261	7.65%	16.53%	\$3,797	102.77%			\$4,310	94.30%
	AS	AFSCME-DEPT PUBLIC SAFE/STD/TRNG	A	A	4	\$2,042	99.07%	\$2,324	83.52%	\$2,635	94.70%	\$1,261	7.65%	16.53%	\$3,797	102.77%	\$4,147	90.73%	\$4,534	99.19%
	AU	AFSCME-MILITARY	A	A	13	\$2,042	99.07%	\$2,305	82.86%	\$2,635	94.70%	\$1,261	7.65%	16.53%	\$3,797	102.77%	\$4,124	90.23%	\$4,534	99.19%
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A	A	121	\$2,043	99.12%	\$2,368	85.11%	\$2,636	94.74%	\$1,261	7.65%	16.53%	\$3,798	102.81%	\$4,202	91.94%	\$4,535	99.22%
	OB	SEIU LOCAL 503 OPEU-SEAS STRKE	A	A		\$2,043	99.12%			\$2,636	94.74%	\$1,261	7.65%	16.53%	\$3,798	102.81%			\$4,535	99.22%

4101 CUSTODIAN (Continued)

Repr	Repr Description	Opt	Emps	SR Min to SR Min	Emp Avg to SR Max	SR Max to SR Max	Insurance	SS	Retire	SR Min to SR Min	Emp Avg to SR Max	POLICY POINT SR Max to SR Max	
UA	UNREPRESENTED	A A		\$2,032 98.58%		\$2,635 94.70%	\$1,261	7.65%	16.53%	\$3,785 102.44%		\$4,534	99.19%
Non-Corrections/Non-Mgmt Simple Average			138	\$2,041 99.01%	\$2,332 83.83%	\$2,611 93.83%	\$1,261	7.65%	16.53%	\$3,796 102.74%	\$4,158 90.97%	\$4,504	98.53%
STATEWIDE Simple Average			140	\$2,064 100.15%	\$2,436 87.54%	\$2,648 95.16%	\$1,261	7.65%	16.53%	\$3,825 103.52%	\$4,286 93.78%	\$4,550	99.54%

4103 CUSTODIAL SERVICES COORDINATOR

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-DOUGLAS	6620		Custodian Leadworker	\$1,820	\$2,647	\$1,365	7.65%	18.05%	\$3,653	\$4,692
CO-LINN	810		CUSTODIAL SERVICES SUPERVISOR	\$3,272	\$4,116	\$1,823	7.65%	15.83%	\$5,863	\$6,905
CO-MARION	498		Custodial Supervisor	\$3,555	\$5,257	\$1,346	7.65%	12.35%	\$5,612	\$7,655
County Simple Average				\$2,882	\$4,007	\$1,511	7.65%	15.41%	\$5,043	\$6,417
ST-CA	2003		LEAD CUSTODIAN	\$2,297	\$2,875	\$1,116	7.65%	21.35%	\$4,079	\$4,824
ST-ID	02008	F	Custodian Leadworker	\$1,506	\$2,326	\$879	7.65%	14.19%	\$2,714	\$3,713
ST-NV	9.631	23	Custodial Worker 2	\$2,060	\$2,961	\$785	7.65%	25.75%	\$3,534	\$4,736
ST-WA	678K	32	CUSTODIAN 3	\$2,212	\$2,855	\$662	7.65%	9.21%	\$3,247	\$3,998
State Simple Average				\$2,019	\$2,754	\$861	7.65%	17.63%	\$3,393	\$4,318
MARKET Simple Average				\$2,389	\$3,291	\$1,139	7.65%	16.68%	\$4,100	\$5,218

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max			SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max			
					\$	%	\$	%	\$	%	\$	%	\$	%	\$	%			
	AAON	AFSCME-DOC NON-SECURITY	A A		\$2,584	108.17%			\$3,475	105.59%	\$1,261	7.65%	16.53%	\$4,470	109.02%		\$5,577	106.88%	
	Corrections Simple Average				\$2,584	108.17%			\$3,475	105.59%	\$1,261	7.65%	16.53%	\$4,470	109.02%	- %	\$5,577	106.88%	
	AL	AFSCME-OLCC	A A		\$2,194	91.84%			\$2,999	91.13%	\$1,261	7.65%	16.53%	\$3,986	97.21%		\$4,986	95.55%	
	AU	AFSCME-MILITARY	A A	5	\$2,187	91.55%	\$2,510	76.27%	\$2,999	91.13%	\$1,261	7.65%	16.53%	\$3,977	97.00%	\$4,378	83.91%	\$4,986	95.55%
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	3	\$2,188	91.59%	\$2,714	82.47%	\$3,001	91.19%	\$1,261	7.65%	16.53%	\$3,978	97.03%	\$4,632	88.77%	\$4,988	95.60%
	Non-Corrections/Non-Mgmt Simple Average				\$2,190	91.66%	\$2,612	79.37%	\$3,000	91.15%	\$1,261	7.65%	16.53%	\$3,981	97.08%	\$4,505	86.34%	\$4,986	95.57%
	STATEWIDE Simple Average				\$2,288	95.79%	\$2,612	79.37%	\$3,119	94.76%	\$1,261	7.65%	16.53%	\$4,103	100.07%	\$4,505	86.34%	\$5,134	98.40%

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4109 GROUNDS MAINTENANCE WORKER 1

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-LANE	D012		Landscape Technician	\$2,945	\$4,079	\$1,776	7.65%	14.91%	\$5,385	\$6,775
CO-LINN	805		GROUNDSKEEPER HELPER	\$2,631	\$3,364	\$1,823	7.65%	15.83%	\$5,071	\$5,977
CO-MARION	466		Groundskeeper	\$2,687	\$3,966	\$1,346	7.65%	12.35%	\$4,570	\$6,105
CO-WASH			GROUNDSKEEPER	\$3,385	\$4,115	\$1,177	7.65%	22.22%	\$5,573	\$6,521
County Simple Average				\$2,912	\$3,881	\$1,530	7.65%	16.33%	\$5,150	\$6,344
ST-CA	0731	B	GROUNDSKEEPER	\$2,929	\$3,505	\$1,116	7.65%	21.35%	\$4,894	\$5,637
ST-ID	06684	E	Landscape Technician	\$1,338	\$2,066	\$879	7.65%	14.19%	\$2,510	\$3,396
ST-NV	9.635	23	Grounds Maintenance Worker 3	\$2,060	\$2,961	\$785	7.65%	25.75%	\$3,534	\$4,736
ST-WA	591J	29	GROUNDS & NURSERY SERVICES SPECIALIST 2	\$2,068	\$2,663	\$662	7.65%	9.21%	\$3,079	\$3,774
State Simple Average				\$2,099	\$2,799	\$861	7.65%	17.63%	\$3,504	\$4,386
MARKET Simple Average				\$2,505	\$3,340	\$1,195	7.65%	16.98%	\$4,327	\$5,365

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max		
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%	
	AAON	AFSCME-DOC NON-SECURITY	A	A	\$2,680	106.97%			\$3,636	108.87%	\$1,261	7.65%	16.53%	\$4,589	106.07%			\$5,777	107.67%	
	Corrections Simple Average				\$2,680	106.97%			\$3,636	108.87%	\$1,261	7.65%	16.53%	\$4,589	106.07%	- %		\$5,777	107.67%	
	AS	AFSCME-DEPT PUBLIC SAFE/STD/TRNG	A	A	\$2,267	90.49%			\$3,139	93.99%	\$1,261	7.65%	16.53%	\$4,077	94.21%			\$5,159	96.17%	
	AU	AFSCME-MILITARY	A	A	3	\$2,267	90.49%	\$2,680	80.24%	\$3,139	93.99%	\$1,261	7.65%	16.53%	\$4,077	94.21%	\$4,589	85.54%	\$5,159	96.17%
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A	A	5	\$2,268	90.53%	\$2,646	79.21%	\$3,139	93.99%	\$1,261	7.65%	16.53%	\$4,078	94.24%	\$4,547	84.75%	\$5,159	96.17%
	UA	UNREPRESENTED	A	A		\$2,103	83.94%			\$2,874	86.05%	\$1,261	7.65%	16.53%	\$3,873	89.51%			\$4,830	90.03%
	Non-Corrections/Non-Mgmt Simple Average				8	\$2,226	88.86%	\$2,663	79.73%	\$3,073	92.00%	\$1,261	7.65%	16.53%	\$4,026	93.04%	\$4,568	85.15%	\$5,077	94.64%
	STATEWIDE Simple Average				8	\$2,317	92.48%	\$2,663	79.73%	\$3,185	95.38%	\$1,261	7.65%	16.53%	\$4,139	95.65%	\$4,568	85.15%	\$5,217	97.24%

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4110 GROUNDS MAINTENANCE WORKER 2

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-LINN	802		GROUNDSKEEPER	\$3,046	\$3,888	\$1,823	7.65%	15.83%	\$5,584	\$6,624
CO-WASH	443		GROUNDSKEEPER, SENIOR	\$3,735	\$4,541	\$1,177	7.65%	22.22%	\$6,028	\$7,075
County Simple Average				\$3,391	\$4,215	\$1,500	7.65%	19.03%	\$5,806	\$6,849
MIL-OPES	10.09		Grounds Maintenance Worker (Journey)	\$3,458	\$4,449	\$1,267	7.65%	10.63%	\$5,357	\$6,530
OPES Simple Average				\$3,458	\$4,449	\$1,267	7.65%	10.63%	\$5,357	\$6,530
ST-CA	0000		No Match							
ST-ID	06685	G	Landscape Technician, Senior	\$1,711	\$2,641	\$879	7.65%	14.19%	\$2,964	\$4,097
ST-NV	0000	00	No Match							
ST-WA	591K	33	GROUNDS & NURSERY SERVICES SPECIALIST 3	\$2,266	\$2,920	\$662	7.65%	9.21%	\$3,310	\$4,074
State Simple Average				\$1,988	\$2,780	\$771	7.65%	11.70%	\$3,137	\$4,085
MARKET Simple Average				\$2,843	\$3,688	\$1,162	7.65%	14.42%	\$4,648	\$5,680

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max		
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%	
	AAON	AFSCME-DOC NON-SECURITY	A A	5	\$3,038	106.85%	\$3,554	96.37%	\$4,170	113.07%	\$1,261	7.65%	16.53%	\$5,034	108.30%	\$5,675	99.91%	\$6,440	113.38%	
	Corrections Simple Average				5	\$3,038	106.85%	\$3,554	96.37%	\$4,170	113.07%	\$1,261	7.65%	16.53%	\$5,034	108.30%	\$5,675	99.91%	\$6,440	113.38%
	AL	AFSCME-OLCC	A A	1	\$2,539	89.30%	\$2,539	68.85%	\$3,610	97.89%	\$1,261	7.65%	16.53%	\$4,414	94.96%	\$4,414	77.72%	\$5,744	101.14%	
	AS	AFSCME-DEPT PUBLIC SAFE/STD/TRNG	A A	1	\$2,539	89.30%	\$3,450	93.55%	\$3,609	97.86%	\$1,261	7.65%	16.53%	\$4,414	94.96%	\$5,546	97.64%	\$5,743	101.12%	
	AU	AFSCME-MILITARY	A A	5	\$2,539	89.30%	\$3,144	85.26%	\$3,609	97.86%	\$1,261	7.65%	16.53%	\$4,414	94.96%	\$5,166	90.96%	\$5,743	101.12%	
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	9	\$2,538	89.27%	\$3,404	92.30%	\$3,607	97.81%	\$1,261	7.65%	16.53%	\$4,413	94.94%	\$5,489	96.63%	\$5,741	101.07%	
	OXS	SEIU LOCAL 503 OPEU-SEAS NSTRK	A A		\$2,750	96.72%			\$3,953	107.19%	\$1,261	7.65%	16.53%	\$4,676	100.60%			\$6,170	108.64%	
	UA	UNREPRESENTED	A A		\$2,262	79.56%			\$3,139	85.12%	\$1,261	7.65%	16.53%	\$4,070	87.56%			\$5,159	90.84%	
	Non-Corrections/Non-Mgmt Simple Average				16	\$2,528	88.91%	\$3,134	84.99%	\$3,588	97.29%	\$1,261	7.65%	16.53%	\$4,400	94.67%	\$5,154	90.74%	\$5,717	100.65%
	STATEWIDE Simple Average				21	\$2,601	91.47%	\$3,218	87.27%	\$3,671	99.54%	\$1,261	7.65%	16.53%	\$4,491	96.61%	\$5,258	92.57%	\$5,820	102.47%

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4116 LABORER/STUDENT WORKER

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-MARION	408		Public Works Aide	\$2,077	\$3,065	\$1,346	7.65%	12.35%	\$3,838	\$5,023
CO-MULT			Laborer	\$2,212	\$2,716	\$1,369	7.65%	15.87%	\$4,100	\$4,724
County Simple Average				\$2,144	\$2,890	\$1,357	7.65%	14.11%	\$3,969	\$4,874
MIL-OPES	10.07		Laborer	\$2,854	\$3,640	\$1,267	7.65%	10.63%	\$4,643	\$5,573
OPES Simple Average				\$2,854	\$3,640	\$1,267	7.65%	10.63%	\$4,643	\$5,573
ST-CA	6223		LABORER	\$2,687	\$3,075	\$1,116	7.65%	21.35%	\$4,582	\$5,082
ST-ID	0000		No Match							
ST-NV	9.484	20	Maintenance Repair Aid 1	\$1,837	\$2,619	\$785	7.65%	25.75%	\$3,236	\$4,279
ST-WA	521J	24	FOREST NURSERY LABORER	\$1,846	\$2,370	\$662	7.65%	9.21%	\$2,819	\$3,432
State Simple Average				\$2,123	\$2,688	\$854	7.65%	18.77%	\$3,546	\$4,264
MARKET Simple Average				\$2,252	\$2,914	\$1,091	7.65%	15.86%	\$3,870	\$4,685

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	AS	AFSCME-DEPT PUBLIC SAFE/STD/TRNG	A A	2	\$2,111	93.74%	\$2,227	76.42%	\$2,874	98.62%	\$1,261	7.65%	16.53%	\$3,883	100.34%	\$4,027	85.95%	\$4,830	103.09%
	AU	AFSCME-MILITARY	A A		\$2,111	93.74%			\$2,874	98.62%	\$1,261	7.65%	16.53%	\$3,883	100.34%			\$4,830	103.09%
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	17	\$2,110	93.69%	\$2,356	80.86%	\$2,873	98.59%	\$1,261	7.65%	16.53%	\$3,882	100.31%	\$4,188	89.38%	\$4,829	103.07%
	OB	SEIU LOCAL 503 OPEU-SEAS STRKE	A A	106	\$2,110	93.69%	\$2,261	77.60%	\$2,873	98.59%	\$1,261	7.65%	16.53%	\$3,882	100.31%	\$4,070	86.86%	\$4,829	103.07%
	OXN	SEIU LOCAL 503 OPEU-NONSTRIKE	A A		\$2,276	101.06%			\$3,134	107.55%	\$1,261	7.65%	16.53%	\$4,088	105.63%			\$5,153	109.98%
	OXS	SEIU LOCAL 503 OPEU-SEAS NSTRK	A A	2	\$2,276	101.06%	\$2,276	78.10%	\$3,134	107.55%	\$1,261	7.65%	16.53%	\$4,088	105.63%	\$4,088	87.24%	\$5,153	109.98%
	UA	UNREPRESENTED	A A		\$2,103	93.38%			\$2,874	98.62%	\$1,261	7.65%	16.53%	\$3,873	100.08%			\$4,830	103.09%
	Non-Corrections/Non-Mgmt Simple Average			127	\$2,157	95.77%	\$2,280	78.25%	\$2,948	101.16%	\$1,261	7.65%	16.53%	\$3,940	101.81%	\$4,093	87.36%	\$4,922	105.05%
	STATEWIDE Simple Average			127	\$2,157	95.77%	\$2,280	78.25%	\$2,948	101.16%	\$1,261	7.65%	16.53%	\$3,940	101.81%	\$4,093	87.36%	\$4,922	105.05%

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4125 LITTER PATROL WORKER

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
EXCLUDED-N	0000		No Budgeted Positions							

Exclude Simple Average										
MARKET Simple Average				Excluded						Excluded

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min	Emp Avg to SR Max	SR Max to SR Max	Insurance	SS	Retire	SR Min to SR Min	Emp Avg to SR Max	POLICY POINT SR Max to SR Max
		UA	UNREPRESENTED	A	A	\$1,969 - %	- %	\$2,181 - %	\$1,261	7.65%	16.53%	\$3,707 - %	- %
	Non-Corrections/Non-Mgmt Simple Average				\$1,969 - %	- %	\$2,181 - %	\$1,261	7.65%	16.53%	\$3,707 - %	- %	\$3,970 - %
	STATEWIDE Simple Average				\$1,969 - %	- %	\$2,181 - %	\$1,261	7.65%	16.53%	\$3,707 - %	- %	\$3,970 - %

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4130 SIGN TECHNICIAN ENTRY

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	0000		No Match							
ST-ID	0000		No Match							
ST-NV	0000	00	No Match							
ST-WA	0000		No Match							

State Simple Average										
MARKET Simple Average										

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
		OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A	A	\$2,360	- %	- %	\$3,290	- %	\$1,261	7.65%	16.53%	\$4,192	- %	- %	\$5,347	- %	
	Non-Corrections/Non-Mgmt Simple Average				\$2,360	- %	- %	\$3,290	- %	\$1,261	7.65%	16.53%	\$4,192	- %	- %	\$5,347	- %		
	STATEWIDE Simple Average				\$2,360	- %	- %	\$3,290	- %	\$1,261	7.65%	16.53%	\$4,192	- %	- %	\$5,347	- %		

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4131 SIGN TECHNICIAN 1

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-MULT			Sign Fabricator	\$4,931	\$4,931	\$1,369	7.65%	15.87%	\$7,460	\$7,460
CO-UNION			Sign Officer	\$3,482	\$4,233	\$1,263	7.65%	10.25%	\$5,368	\$6,254
County Simple Average				\$4,207	\$4,582	\$1,316	7.65%	13.06%	\$6,414	\$6,857
ST-CA	0000		No Match							
ST-ID	06254	H	Sign Fabricator	\$1,969	\$3,041	\$879	7.65%	14.19%	\$3,278	\$4,585
ST-NV	9.741	31	Sign Writer	\$2,845	\$4,181	\$785	7.65%	25.75%	\$4,580	\$6,363
ST-WA	619G	42G	SIGN PAINTER	\$3,213	\$3,631	\$662	7.65%	9.21%	\$4,417	\$4,905
State Simple Average				\$2,676	\$3,618	\$775	7.65%	16.38%	\$4,092	\$5,284
MARKET Simple Average				\$3,288	\$4,004	\$992	7.65%	15.05%	\$5,021	\$5,913

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
		OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	4	\$2,756	83.82%	\$3,281	81.96%	\$3,974	99.26%	\$1,261	7.65%	16.53%	\$4,684	93.29%	\$5,336	90.24%	\$6,196
	Non-Corrections/Non-Mgmt Simple Average			4	\$2,756	83.82%	\$3,281	81.96%	\$3,974	99.26%	\$1,261	7.65%	16.53%	\$4,684	93.29%	\$5,336	90.24%	\$6,196	104.79%
	STATEWIDE Simple Average			4	\$2,756	83.82%	\$3,281	81.96%	\$3,974	99.26%	\$1,261	7.65%	16.53%	\$4,684	93.29%	\$5,336	90.24%	\$6,196	104.79%

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4132 SIGN TECHNICIAN 2

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	0000		No Match							
ST-ID	06532	I	Sign Fabrication Coordinator	\$2,300	\$3,553	\$879	7.65%	14.19%	\$3,682	\$5,208
ST-NV	0000	00	No Match							
ST-WA	0000		No Match							
State Simple Average				Insufficient Market Data					Insufficient Market Data	
MARKET Simple Average				Insufficient Market Data					Insufficient Market Data	

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
		OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A	A	\$3,001	- %	- %	\$4,358	- %	\$1,261	7.65%	16.53%	\$4,988	- %	- %	\$6,673	- %	
	Non-Corrections/Non-Mgmt Simple Average				\$3,001	- %	- %	\$4,358	- %	\$1,261	7.65%	16.53%	\$4,988	- %	- %	\$6,673	- %		
	STATEWIDE Simple Average				\$3,001	- %	- %	\$4,358	- %	\$1,261	7.65%	16.53%	\$4,988	- %	- %	\$6,673	- %		

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4137 LIQUOR DISTRIBUTION WORKER 1

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
MIL-PACS	8.08		Material Handler (Entry)	\$2,338	\$3,314	\$956	7.65%	6.15%	\$3,616	\$4,727
Purchased Simple Average				\$2,338	\$3,314	\$956	7.65%	6.15%	\$3,616	\$4,727
ST-CA	0000		No Match							
ST-ID	0000		No Match							
ST-NV	9.210	26	Driver Warehouse Worker 1	\$2,318	\$3,363	\$785	7.65%	25.75%	\$3,877	\$5,272
ST-WA	117I	29G	WAREHOUSE OPERATOR 1	\$2,370	\$2,663	\$662	7.65%	9.21%	\$3,432	\$3,774
State Simple Average				\$2,344	\$3,013	\$724	7.65%	17.48%	\$3,654	\$4,523
MARKET Simple Average				\$2,342	\$3,114	\$801	7.65%	13.70%	\$3,642	\$4,591

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
		AL	AFSCME-OLCC	A A	16	\$2,362	100.86%	\$2,526	81.13%	\$3,292	105.73%	\$1,261	7.65%	16.53%	\$4,195	115.18%	\$4,398	95.80%	\$5,349
	Non-Corrections/Non-Mgmt Simple Average			16	\$2,362	100.86%	\$2,526	81.13%	\$3,292	105.73%	\$1,261	7.65%	16.53%	\$4,195	115.18%	\$4,398	95.80%	\$5,349	116.52%
	STATEWIDE Simple Average			16	\$2,362	100.86%	\$2,526	81.13%	\$3,292	105.73%	\$1,261	7.65%	16.53%	\$4,195	115.18%	\$4,398	95.80%	\$5,349	116.52%

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4138 LIQUOR DISTRIBUTION WORKER 2

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
MIL-PACS	8.09		Material Handler (Intermediate)	\$2,641	\$3,642	\$956	7.65%	6.15%	\$3,961	\$5,100
Purchased Simple Average				\$2,641	\$3,642	\$956	7.65%	6.15%	\$3,961	\$5,100
ST-CA	6220	B	WAREHOUSE WORKER	\$3,128	\$3,591	\$1,116	7.65%	21.35%	\$5,151	\$5,748
ST-ID	01550	G	Shipping and Receiving Materials Handler, Liquor Dispensa	\$1,711	\$2,641	\$879	7.65%	14.19%	\$2,964	\$4,097
ST-NV	9.211	28	Driver Warehouse Worker 2	\$2,514	\$3,670	\$785	7.65%	25.75%	\$4,139	\$5,681
ST-WA	117J	32G	WAREHOUSE OPERATOR 2	\$2,542	\$2,855	\$662	7.65%	9.21%	\$3,633	\$3,998
State Simple Average				\$2,474	\$3,189	\$861	7.65%	17.63%	\$3,972	\$4,881
MARKET Simple Average				\$2,507	\$3,280	\$880	7.65%	15.33%	\$3,969	\$4,925

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
		AL	AFSCME-OLCC	A A	14	\$2,539	101.27%	\$3,257	99.31%	\$3,610	110.07%	\$1,261	7.65%	16.53%	\$4,414	111.21%	\$5,306	107.74%	\$5,744
	Non-Corrections/Non-Mgmt Simple Average			14	\$2,539	101.27%	\$3,257	99.31%	\$3,610	110.07%	\$1,261	7.65%	16.53%	\$4,414	111.21%	\$5,306	107.74%	\$5,744	116.64%
	STATEWIDE Simple Average			14	\$2,539	101.27%	\$3,257	99.31%	\$3,610	110.07%	\$1,261	7.65%	16.53%	\$4,414	111.21%	\$5,306	107.74%	\$5,744	116.64%

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4139 LIQUOR DISTRIBUTION EQUIP OPER

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	6393		AUTOMOTIVE EQUIPMENT OPERATOR I	\$3,338	\$3,843	\$1,116	7.65%	21.35%	\$5,422	\$6,073
ST-ID	0000		No Match							
ST-NV	0000	00	No Match							
ST-WA	618S	45G	EQUIPMENT OPERATOR 2	\$3,459	\$3,918	\$662	7.65%	9.21%	\$4,704	\$5,241
State Simple Average				\$3,399	\$3,881	\$889	7.65%	15.28%	\$5,063	\$5,657
MARKET Simple Average				\$3,399	\$3,881	\$889	7.65%	15.28%	\$5,063	\$5,657

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	AL	AFSCME-OLCC	A A	11	\$2,455	72.24%	\$2,812	72.46%	\$3,451	88.93%	\$1,261	7.65%	16.53%	\$4,310	85.13%	\$4,753	84.02%	\$5,547	98.06%
	Non-Corrections/Non-Mgmt Simple Average			11	\$2,455	72.24%	\$2,812	72.46%	\$3,451	88.93%	\$1,261	7.65%	16.53%	\$4,310	85.13%	\$4,753	84.02%	\$5,547	98.06%
	STATEWIDE Simple Average			11	\$2,455	72.24%	\$2,812	72.46%	\$3,451	88.93%	\$1,261	7.65%	16.53%	\$4,310	85.13%	\$4,753	84.02%	\$5,547	98.06%

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4151 TRANSP MAINTENANCE SPECIALST 1

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-CLACK	395		Road Maintenance Worker (Skill-Based Pay)	\$3,503	\$4,405	\$1,266	7.65%	16.43%	\$5,612	\$6,732
CO-DOUGLAS	5030		Public Works Maintenance Worker 2A	\$2,226	\$2,980	\$1,365	7.65%	18.05%	\$4,163	\$5,110
CO-LINCOLN			ROAD MAINTENANCE WORKER 1	\$3,055	\$4,106	\$938	7.65%	16.83%	\$4,741	\$6,049
CO-MARION	401		Maintenance Worker	\$2,252	\$3,331	\$1,346	7.65%	12.35%	\$4,048	\$5,344
CO-MULT			Maintenance Specialist 1	\$3,242	\$3,990	\$1,369	7.65%	15.87%	\$5,373	\$6,297
CO-WASH	440		TRAFFIC MAINTENANCE WORKER I	\$3,359	\$4,058	\$1,177	7.65%	22.22%	\$5,539	\$6,447
County Simple Average				\$2,939	\$3,812	\$1,243	7.65%	16.96%	\$4,913	\$5,997
ST-CA	6297		CALTRANS LANDSCAPE MAINTENANCE WORKER	\$2,873	\$3,276	\$1,116	7.65%	21.35%	\$4,822	\$5,342
ST-ID	03636	G	Transportation Technician Apprentice	\$1,711	\$2,641	\$879	7.65%	14.19%	\$2,964	\$4,097
ST-NV	9.130	23	Hwy Maintenance Worker 1	\$2,060	\$2,961	\$785	7.65%	25.75%	\$3,534	\$4,736
ST-WA	596P	36E	MAINTENANCE TECHNICIAN 1	\$2,663	\$3,135	\$662	7.65%	9.21%	\$3,774	\$4,326
State Simple Average				\$2,327	\$3,003	\$861	7.65%	17.63%	\$3,773	\$4,625
MARKET Simple Average				\$2,694	\$3,488	\$1,090	7.65%	17.23%	\$4,457	\$5,448

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
	AU	AFSCME-MILITARY	A A	1	\$2,539	94.24%	\$3,291	94.34%	\$3,609	103.46%	\$1,261	7.65%	16.53%	\$4,414	99.05%	\$5,348	98.17%	\$5,743	105.42%
OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	28	\$2,538	94.20%	\$3,153	90.38%	\$3,607	103.40%	\$1,261	7.65%	16.53%	\$4,413	99.02%	\$5,176	95.02%	\$5,741	105.37%	
OB	SEIU LOCAL 503 OPEU-SEAS STRKE	A A		\$2,538	94.20%			\$3,607	103.40%	\$1,261	7.65%	16.53%	\$4,413	99.02%			\$5,741	105.37%	
UA	UNREPRESENTED	A A		\$2,539	94.24%			\$3,609	103.46%	\$1,261	7.65%	16.53%	\$4,414	99.05%			\$5,743	105.42%	
Non-Corrections/Non-Mgmt Simple Average				29	\$2,539	94.22%	\$3,222	92.36%	\$3,608	103.43%	\$1,261	7.65%	16.53%	\$4,414	99.03%	\$5,262	96.59%	\$5,742	105.40%
STATEWIDE Simple Average				29	\$2,539	94.22%	\$3,222	92.36%	\$3,608	103.43%	\$1,261	7.65%	16.53%	\$4,414	99.03%	\$5,262	96.59%	\$5,742	105.40%

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4152 TRANSP MAINTENANCE SPECIALST 2

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-CLACK	396		Road Operations Supervisor	\$4,614	\$4,825	\$1,266	7.65%	16.43%	\$6,992	\$7,253
CO-DOUGLAS	5040		Public Works Maintenance Worker 2B	\$2,331	\$3,122	\$1,365	7.65%	18.05%	\$4,295	\$5,289
CO-LINCOLN			ROAD MAINTENANCE WORKER 2	\$3,299	\$4,434	\$938	7.65%	16.83%	\$5,045	\$6,458
CO-MARION	402		Medium Equipment Operator	\$2,806	\$4,143	\$1,346	7.65%	12.35%	\$4,714	\$6,317
CO-MULT			Maintenance Specialist 2	\$3,758	\$4,625	\$1,369	7.65%	15.87%	\$6,011	\$7,081
County Simple Average				\$3,362	\$4,230	\$1,257	7.65%	15.91%	\$5,411	\$6,480
MIL-OPES	10.08		Maintenance Worker (Journey)	\$3,366	\$4,337	\$1,267	7.65%	10.63%	\$5,249	\$6,397
OPES Simple Average				\$3,366	\$4,337	\$1,267	7.65%	10.63%	\$5,249	\$6,397
ST-CA	6287		CALTRANS HIGHWAY MAINTENANCE WORKER	\$2,873	\$3,276	\$1,116	7.65%	21.35%	\$4,822	\$5,342
ST-ID	03638	H	Transportation Technician	\$1,969	\$3,041	\$879	7.65%	14.19%	\$3,278	\$4,585
ST-NV	9.120	29	Hwy Maintenance Worker 3	\$2,619	\$3,830	\$785	7.65%	25.75%	\$4,279	\$5,894
ST-WA	596Q	40E	MAINTENANCE TECHNICIAN 2	\$2,920	\$3,459	\$662	7.65%	9.21%	\$4,074	\$4,704
State Simple Average				\$2,595	\$3,401	\$861	7.65%	17.63%	\$4,113	\$5,131
MARKET Simple Average				\$3,056	\$3,909	\$1,099	7.65%	16.07%	\$4,876	\$5,932

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max		
	AU	AFSCME-MILITARY	A	A	8	\$2,756	90.19%	\$3,629	92.83%	\$3,973	101.63%	\$1,261	7.65%	16.53%	\$4,684	96.06%	\$5,768	97.23%	\$6,195	104.43%
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A	A	719	\$2,756	90.19%	\$3,622	92.65%	\$3,974	101.66%	\$1,261	7.65%	16.53%	\$4,684	96.06%	\$5,759	97.09%	\$6,196	104.46%
	OB	SEIU LOCAL 503 OPEU-SEAS STRKE	A	A		\$2,756	90.19%			\$3,974	101.66%	\$1,261	7.65%	16.53%	\$4,684	96.06%			\$6,196	104.46%
	UA	UNREPRESENTED	A	A		\$2,756	90.19%			\$3,973	101.63%	\$1,261	7.65%	16.53%	\$4,684	96.06%			\$6,195	104.43%
	Non-Corrections/Non-Mgmt Simple Average				727	\$2,756	90.19%	\$3,625	92.74%	\$3,974	101.65%	\$1,261	7.65%	16.53%	\$4,684	96.06%	\$5,763	97.16%	\$6,196	104.44%
	STATEWIDE Simple Average				727	\$2,756	90.19%	\$3,625	92.74%	\$3,974	101.65%	\$1,261	7.65%	16.53%	\$4,684	96.06%	\$5,763	97.16%	\$6,196	104.44%

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4160 TRANSPORTATION MAINTENANCE SPV

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-MULT			Maintenance Specialist Senior	\$3,990	\$4,905	\$1,369	7.65%	15.87%	\$6,297	\$7,427
County Simple Average				\$3,990	\$4,905	\$1,369	7.65%	15.87%	\$6,297	\$7,427
ST-CA	6301		CALTRANS MAINTENANCE SUPERVISOR	\$3,652	\$4,752	\$1,116	7.65%	21.35%	\$5,827	\$7,246
ST-ID	03642	K	Transportation Technician Principal, Maintenance	\$2,905	\$4,486	\$879	7.65%	14.19%	\$4,419	\$6,345
ST-NV	9.115	33	Hwy Maintenance Supervisor 1	\$3,094	\$4,574	\$785	7.65%	25.75%	\$4,912	\$6,888
ST-WA	596T	54	MAINTENANCE SUPERVISOR	\$3,726	\$4,888	\$662	7.65%	9.21%	\$5,016	\$6,374
State Simple Average				\$3,344	\$4,675	\$861	7.65%	17.63%	\$5,043	\$6,713
MARKET Simple Average				\$3,473	\$4,721	\$962	7.65%	17.27%	\$5,294	\$6,856

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
		MMC	MGT SVC NON-SUPV CONFIDENTIAL	A A		\$3,389	97.57%			\$4,742	100.44%	\$1,261	7.65%	16.53%	\$5,470	103.32%			\$7,150
	MMN	MGT SVC NON-SUPV	A A		\$3,389	97.57%			\$4,742	100.44%	\$1,261	7.65%	16.53%	\$5,470	103.32%			\$7,150	104.29%
	MMS	MGT SVC SUPERVISORY	A A	5	\$3,389	97.57%	\$4,742	100.44%	\$4,742	100.44%	\$1,261	7.65%	16.53%	\$5,470	103.32%	\$7,150	104.29%	\$7,150	104.29%
	Management Simple Average			5	\$3,389	97.57%	\$4,742	100.44%	\$4,742	100.44%	\$1,261	7.65%	16.53%	\$5,470	103.32%	\$7,150	104.29%	\$7,150	104.29%
	STATEWIDE Simple Average			5	\$3,389	97.57%	\$4,742	100.44%	\$4,742	100.44%	\$1,261	7.65%	16.53%	\$5,470	103.32%	\$7,150	104.29%	\$7,150	104.29%

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4161 TRANSP MAINTENANCE COORD 1

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	6285		CALTRANS HIGHWAY MAINTENANCE LEADWORKER	\$3,585	\$4,509	\$1,116	7.65%	21.35%	\$5,740	\$6,932
ST-ID	03640	I	Transportation Technician Senior, Maintenance	\$2,300	\$3,553	\$879	7.65%	14.19%	\$3,682	\$5,208
ST-NV	9.117	31	Hwy Maintenance Worker 4	\$2,845	\$4,181	\$785	7.65%	25.75%	\$4,580	\$6,363
ST-WA	596S	50E	MAINTENANCE LEAD TECHNICIAN	\$3,726	\$4,429	\$662	7.65%	9.21%	\$5,016	\$5,838
State Simple Average				\$3,114	\$4,168	\$861	7.65%	17.63%	\$4,755	\$6,085
MARKET Simple Average				\$3,114	\$4,168	\$861	7.65%	17.63%	\$4,755	\$6,085

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	71	\$3,001	96.37%	\$4,134	99.19%	\$4,358	104.56%	\$1,261	7.65%	16.53%	\$4,988	104.91%	\$6,395	105.09%	\$6,673	109.66%
	UA	UNREPRESENTED	A A		\$2,999	96.31%			\$4,359	104.58%	\$1,261	7.65%	16.53%	\$4,986	104.86%			\$6,674	109.68%
	Non-Corrections/Non-Mgmt Simple Average			71	\$3,000	96.34%	\$4,134	99.19%	\$4,359	104.57%	\$1,261	7.65%	16.53%	\$4,987	104.88%	\$6,395	105.09%	\$6,674	109.67%
	STATEWIDE Simple Average			71	\$3,000	96.34%	\$4,134	99.19%	\$4,359	104.57%	\$1,261	7.65%	16.53%	\$4,987	104.88%	\$6,395	105.09%	\$6,674	109.67%

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4162 TRANSP MAINTENANCE COORD 2

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	0000		No Match							
ST-ID	03642	K	Transportation Technician Principal, Maintenance	\$2,905	\$4,486	\$879	7.65%	14.19%	\$4,419	\$6,345
ST-NV	9.106	35	Hwy Maintenance Supervisor 2	\$3,363	\$4,997	\$785	7.65%	25.75%	\$5,272	\$7,452
ST-WA	0000		No Match							
State Simple Average				\$3,134	\$4,742	\$832	7.65%	19.97%	\$4,845	\$6,898
MARKET Simple Average				\$3,134	\$4,742	\$832	7.65%	19.97%	\$4,845	\$6,898

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%		
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	43	\$3,139	100.15%	\$4,393	92.64%	\$4,569	96.36%	\$1,261	7.65%	16.53%	\$5,159	106.48%	\$6,716	97.36%	\$6,935	100.53%
	UA	UNREPRESENTED	A A		\$3,139	100.15%			\$4,571	96.40%	\$1,261	7.65%	16.53%	\$5,159	106.48%			\$6,938	100.57%
	Non-Corrections/Non-Mgmt Simple Average			43	\$3,139	100.15%	\$4,393	92.64%	\$4,570	96.38%	\$1,261	7.65%	16.53%	\$5,159	106.48%	\$6,716	97.36%	\$6,936	100.55%
	STATEWIDE Simple Average			43	\$3,139	100.15%	\$4,393	92.64%	\$4,570	96.38%	\$1,261	7.65%	16.53%	\$5,159	106.48%	\$6,716	97.36%	\$6,936	100.55%

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4163 TRANSP OPERATIONS SPECIALIST

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	6287		CALTRANS HIGHWAY MAINTENANCE WORKER	\$2,873	\$3,276	\$1,116	7.65%	21.35%	\$4,822	\$5,342
ST-ID	03634	1	Incident Response Technician	\$2,300	\$3,553	\$879	7.65%	14.19%	\$3,682	\$5,208
ST-NV	9.120	29	Hwy Maintenance Worker 3	\$2,619	\$3,830	\$785	7.65%	25.75%	\$4,279	\$5,894
ST-WA	596Q	40E	MAINTENANCE TECHNICIAN 2	\$2,920	\$3,459	\$662	7.65%	9.21%	\$4,074	\$4,704
State Simple Average				\$2,678	\$3,529	\$861	7.65%	17.63%	\$4,214	\$5,287
MARKET Simple Average				\$2,678	\$3,529	\$861	7.65%	17.63%	\$4,214	\$5,287

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	55	\$2,873	107.28%	\$3,728	105.64%	\$4,161	117.90%	\$1,261	7.65%	16.53%	\$4,829	114.59%	\$5,891	111.43%	\$6,429	121.59%
	UA	UNREPRESENTED	A A		\$2,874	107.32%			\$4,162	117.93%	\$1,261	7.65%	16.53%	\$4,830	114.62%			\$6,430	121.62%
	Non-Corrections/Non-Mgmt Simple Average			55	\$2,874	107.30%	\$3,728	105.64%	\$4,162	117.91%	\$1,261	7.65%	16.53%	\$4,830	114.61%	\$5,891	111.43%	\$6,429	121.61%
	STATEWIDE Simple Average			55	\$2,874	107.30%	\$3,728	105.64%	\$4,162	117.91%	\$1,261	7.65%	16.53%	\$4,830	114.61%	\$5,891	111.43%	\$6,429	121.61%

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4240 GEOTECHNICAL DRILLING SPEC 1

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	6356		FOUNDATION DRILLER	\$3,338	\$3,843	\$1,116	7.65%	21.35%	\$5,422	\$6,073
ST-ID	0000		No Match							
ST-NV	0000	00	No Match							
ST-WA	0000		No Match							
State Simple Average				Insufficient Market Data					Insufficient Market Data	
MARKET Simple Average				Insufficient Market Data					Insufficient Market Data	

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min	Emp Avg to SR Max	SR Max to SR Max	Insurance	SS	Retire	SR Min to SR Min	Emp Avg to SR Max	POLICY POINT SR Max to SR Max
		E	AEE-ASSOC OF ENGINEER EMS	A A	1	\$2,573 - %	\$2,979 - %	\$3,804 - %	\$1,261	7.65%	16.53%	\$4,457 - %	\$4,961 - %
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A		\$2,268 - %	- %	\$3,139 - %	\$1,261	7.65%	16.53%	\$4,078 - %	- %	\$5,159 - %
	Non-Corrections/Non-Mgmt Simple Average			1	\$2,421 - %	\$2,979 - %	\$3,472 - %	\$1,261	7.65%	16.53%	\$4,267 - %	\$4,961 - %	\$5,572 - %
	STATEWIDE Simple Average			1	\$2,421 - %	\$2,979 - %	\$3,472 - %	\$1,261	7.65%	16.53%	\$4,267 - %	\$4,961 - %	\$5,572 - %

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4241 GEOTECHNICAL DRILLING SPEC 2

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	6355		FOUNDATION DRILLER LEADWORKER	\$3,845	\$4,815	\$1,116	7.65%	21.35%	\$6,076	\$7,327
ST-ID	03162	J	Driller	\$2,595	\$4,006	\$879	7.65%	14.19%	\$4,041	\$5,760
ST-NV	0000	00	No Match							
ST-WA	0000		No Match							
State Simple Average				\$3,220	\$4,410	\$997	7.65%	17.77%	\$5,058	\$6,543
MARKET Simple Average				\$3,220	\$4,410	\$997	7.65%	17.77%	\$5,058	\$6,543

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%		
E	AEE-ASSOC OF ENGINEER EMS	A A	1	\$2,838	88.14%	\$4,192	95.05%	\$4,192	95.05%	\$1,261	7.65%	16.53%	\$4,786	94.61%	\$6,467	98.83%	\$6,467	98.83%	
OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A		\$2,538	78.82%			\$3,607	81.78%	\$1,261	7.65%	16.53%	\$4,413	87.25%			\$5,741	87.73%	
Non-Corrections/Non-Mgmt Simple Average				1	\$2,688	83.48%	\$4,192	95.05%	\$3,900	88.42%	\$1,261	7.65%	16.53%	\$4,599	90.93%	\$6,467	98.83%	\$6,104	93.28%
STATEWIDE Simple Average				1	\$2,688	83.48%	\$4,192	95.05%	\$3,900	88.42%	\$1,261	7.65%	16.53%	\$4,599	90.93%	\$6,467	98.83%	\$6,104	93.28%

4248 ELECTRICAL/CONTROL SYSTEM TECH

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max

EXCLUDED-N 0000 No Budgeted Positions

Exclude Simple Average										
MARKET Simple Average				Excluded						Excluded

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min	Emp Avg to SR Max	SR Max to SR Max	Insurance	SS	Retire	SR Min to SR Min	Emp Avg to SR Max	POLICY POINT
													SR Max to SR Max

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4280 APPRENTICESHIP REPRESENTATIVE

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	9485		APPRENTICESHIP CONSULTANT	\$4,711	\$5,900	\$1,116	7.65%	21.35%	\$7,193	\$8,727
ST-ID	0000		No Match							
ST-NV	0000	00	No Match							
ST-WA	120B	49	APPRENTICESHIP CONSULTANT 2	\$3,293	\$4,322	\$662	7.65%	9.21%	\$4,510	\$5,713
State Simple Average				\$4,002	\$5,111	\$889	7.65%	15.28%	\$5,851	\$7,220
MARKET Simple Average				\$4,002	\$5,111	\$889	7.65%	15.28%	\$5,851	\$7,220

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	7	\$3,290	82.21%	\$4,490	87.84%	\$4,791	93.74%	\$1,261	7.65%	16.53%	\$5,347	91.38%	\$6,837	94.70%	\$7,211	99.88%
	Non-Corrections/Non-Mgmt Simple Average			7	\$3,290	82.21%	\$4,490	87.84%	\$4,791	93.74%	\$1,261	7.65%	16.53%	\$5,347	91.38%	\$6,837	94.70%	\$7,211	99.88%
	STATEWIDE Simple Average			7	\$3,290	82.21%	\$4,490	87.84%	\$4,791	93.74%	\$1,261	7.65%	16.53%	\$5,347	91.38%	\$6,837	94.70%	\$7,211	99.88%

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4309 TRAFFIC SYSTEMS TECH 1

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	6939		CALTRANS ELECTRICAL TECHNICIAN	\$3,186	\$3,843	\$1,116	7.65%	21.35%	\$5,226	\$6,073
ST-ID	06274	G	Traffic Signal Technician	\$1,711	\$2,641	\$879	7.65%	14.19%	\$2,964	\$4,097
ST-NV	0000	00	No Match							
ST-WA	594N	57E	TRANSPORTATION SYSTEMS TECHNICIAN B	\$4,429	\$5,266	\$662	7.65%	9.21%	\$5,838	\$6,816
State Simple Average				\$3,109	\$3,917	\$886	7.65%	14.92%	\$4,676	\$5,662
MARKET Simple Average				\$3,109	\$3,917	\$886	7.65%	14.92%	\$4,676	\$5,662

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
E	AEE-ASSOC OF ENGINEER EMS	A A	1	\$2,979	95.83%	\$4,401	112.37%	\$4,401	112.37%	\$1,261	7.65%	16.53%	\$4,961	106.10%	\$6,727	118.81%	\$6,727	118.81%	
Non-Corrections/Non-Mgmt Simple Average				1	\$2,979	95.83%	\$4,401	112.37%	\$4,401	112.37%	\$1,261	7.65%	16.53%	\$4,961	106.10%	\$6,727	118.81%	\$6,727	118.81%
STATEWIDE Simple Average				1	\$2,979	95.83%	\$4,401	112.37%	\$4,401	112.37%	\$1,261	7.65%	16.53%	\$4,961	106.10%	\$6,727	118.81%	\$6,727	118.81%

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4310 TRAFFIC SYSTEMS TECH 2

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	6938		CALTRANS ELECTRICIAN I	\$3,828	\$4,411	\$1,116	7.65%	21.35%	\$6,054	\$6,806
ST-ID	06276	I	Electrician, Traffic Signal	\$2,300	\$3,553	\$879	7.65%	14.19%	\$3,682	\$5,208
ST-NV	0000	00	No Match							
ST-WA	594O	59E	TRANSPORTATION SYSTEMS TECHNICIAN C	\$4,653	\$5,535	\$662	7.65%	9.21%	\$6,099	\$7,130
State Simple Average				\$3,594	\$4,500	\$886	7.65%	14.92%	\$5,278	\$6,381
MARKET Simple Average				\$3,594	\$4,500	\$886	7.65%	14.92%	\$5,278	\$6,381

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%		
	E	AEE-ASSOC OF ENGINEER EMS	A A	9	\$3,620	100.73%	\$5,215	115.89%	\$5,348	118.86%	\$1,261	7.65%	16.53%	\$5,757	109.06%	\$7,737	121.24%	\$7,903	123.84%
	Non-Corrections/Non-Mgmt Simple Average			9	\$3,620	100.73%	\$5,215	115.89%	\$5,348	118.86%	\$1,261	7.65%	16.53%	\$5,757	109.06%	\$7,737	121.24%	\$7,903	123.84%
	STATEWIDE Simple Average			9	\$3,620	100.73%	\$5,215	115.89%	\$5,348	118.86%	\$1,261	7.65%	16.53%	\$5,757	109.06%	\$7,737	121.24%	\$7,903	123.84%

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4311 TRAFFIC SYSTEMS TECH 3

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	6924		CALTRANS ELECTRICIAN II	\$4,012	\$4,844	\$1,116	7.65%	21.35%	\$6,291	\$7,364
ST-ID	06278	K	Electrician Foreman, Traffic Signal	\$2,905	\$4,486	\$879	7.65%	14.19%	\$4,419	\$6,345
ST-NV	0000	00	No Match							
ST-WA	594P	61E	TRANSPORTATION SYSTEMS TECHNICIAN D	\$4,888	\$5,813	\$662	7.65%	9.21%	\$6,374	\$7,455
State Simple Average				\$3,935	\$5,048	\$886	7.65%	14.92%	\$5,695	\$7,055
MARKET Simple Average				\$3,935	\$5,048	\$886	7.65%	14.92%	\$5,695	\$7,055

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
E	AEE-ASSOC OF ENGINEER EMS	A A	4	\$3,992	101.45%	\$5,895	116.78%	\$5,895	116.78%	\$1,261	7.65%	16.53%	\$6,219	109.20%	\$8,582	121.64%	\$8,582	121.64%	
Non-Corrections/Non-Mgmt Simple Average				4	\$3,992	101.45%	\$5,895	116.78%	\$5,895	116.78%	\$1,261	7.65%	16.53%	\$6,219	109.20%	\$8,582	121.64%	\$8,582	121.64%
STATEWIDE Simple Average				4	\$3,992	101.45%	\$5,895	116.78%	\$5,895	116.78%	\$1,261	7.65%	16.53%	\$6,219	109.20%	\$8,582	121.64%	\$8,582	121.64%

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4319 CORR ELECTRONIC SECURITY SPC 1

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max

EXCLUDED-N 0000 No Budgeted Positions

Exclude Simple Average										
MARKET Simple Average				Excluded						Excluded

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min	Emp Avg to SR Max	SR Max to SR Max	Insurance	SS	Retire	SR Min to SR Min	Emp Avg to SR Max	POLICY POINT
													SR Max to SR Max

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4339 SCIENTIFIC INSTRUMENT TECH

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	0000		No Match							
ST-ID	06724	1	Electronics Specialist	\$2,300	\$3,553	\$879	7.65%	14.19%	\$3,682	\$5,208
ST-NV	6.979	33	Development Technician 2	\$3,094	\$4,574	\$785	7.65%	25.75%	\$4,912	\$6,888
ST-WA	604F	50G	INSTRUMENT MAKER 2	\$3,918	\$4,429	\$662	7.65%	9.21%	\$5,241	\$5,838
State Simple Average				\$3,104	\$4,185	\$775	7.65%	16.38%	\$4,611	\$5,978
MARKET Simple Average				\$3,104	\$4,185	\$775	7.65%	16.38%	\$4,611	\$5,978

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	AD	AFSCME-DEQ	A A	5	\$2,999	96.62%	\$3,858	92.19%	\$4,359	104.15%	\$1,261	7.65%	16.53%	\$4,986	108.11%	\$6,053	101.26%	\$6,674	111.66%
	AO	AFSCME-OREGON STATE POLICE	A A	1	\$2,999	96.62%	\$4,359	104.15%	\$4,359	104.15%	\$1,261	7.65%	16.53%	\$4,986	108.11%	\$6,674	111.66%	\$6,674	111.66%
	AU	AFSCME-MILITARY	A A	1	\$2,999	96.62%	\$4,359	104.15%	\$4,359	104.15%	\$1,261	7.65%	16.53%	\$4,986	108.11%	\$6,674	111.66%	\$6,674	111.66%
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	1	\$3,001	96.68%	\$3,290	78.61%	\$4,358	104.13%	\$1,261	7.65%	16.53%	\$4,988	108.17%	\$5,347	89.45%	\$6,673	111.64%
	UA	UNREPRESENTED	A A		\$2,999	96.62%			\$4,359	104.15%	\$1,261	7.65%	16.53%	\$4,986	108.11%			\$6,674	111.66%
	Non-Corrections/Non-Mgmt Simple Average			8	\$2,999	96.63%	\$3,967	94.77%	\$4,359	104.14%	\$1,261	7.65%	16.53%	\$4,986	108.12%	\$6,187	103.50%	\$6,674	111.65%
	STATEWIDE Simple Average			8	\$2,999	96.63%	\$3,967	94.77%	\$4,359	104.14%	\$1,261	7.65%	16.53%	\$4,986	108.12%	\$6,187	103.50%	\$6,674	111.65%

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4401 TRUCK DRIVER 1

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	6381		TRUCK DRIVER	\$3,338	\$3,843	\$1,116	7.65%	21.35%	\$5,422	\$6,073
ST-ID	06334	F	Motor Vehicle Operator 2	\$1,506	\$2,326	\$879	7.65%	14.19%	\$2,714	\$3,713
ST-NV	0000	00	No Match							
ST-WA	632I	34G	TRUCK DRIVER 1	\$2,663	\$2,994	\$662	7.65%	9.21%	\$3,774	\$4,161
State Simple Average				\$2,502	\$3,054	\$886	7.65%	14.92%	\$3,970	\$4,649
MARKET Simple Average				\$2,502	\$3,054	\$886	7.65%	14.92%	\$3,970	\$4,649

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max			Insurance		SS		Retire		SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max		
	AAON	AFSCME-DOC NON-SECURITY	A	A		\$3,038	121.40%			\$4,170	136.53%			\$1,261	7.65%	16.53%			\$5,034	126.80%			\$6,440	138.52%
	Corrections Simple Average					\$3,038	121.40%			\$4,170	136.53%			\$1,261	7.65%	16.53%			\$5,034	126.80%		- %	\$6,440	138.52%
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A	A	3	\$2,538	101.42%	\$3,353	109.77%	\$3,607	118.10%			\$1,261	7.65%	16.53%			\$4,413	111.16%	\$5,425	116.69%	\$5,741	123.48%
	Non-Corrections/Non-Mgmt Simple Average				3	\$2,538	101.42%	\$3,353	109.77%	\$3,607	118.10%			\$1,261	7.65%	16.53%			\$4,413	111.16%	\$5,425	116.69%	\$5,741	123.48%
	STATEWIDE Simple Average				3	\$2,788	111.41%	\$3,353	109.77%	\$3,889	127.31%			\$1,261	7.65%	16.53%			\$4,724	118.98%	\$5,425	116.69%	\$6,090	131.00%

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4402 TRUCK DRIVER 2

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	6378		HEAVY TRUCK DRIVER	\$3,497	\$4,019	\$1,116	7.65%	21.35%	\$5,627	\$6,300
ST-ID	0000		No Match							
ST-NV	0000	00	No Match							
ST-WA	632J	38G	TRUCK DRIVER 2	\$2,920	\$3,293	\$662	7.65%	9.21%	\$4,074	\$4,510
State Simple Average				\$3,209	\$3,656	\$889	7.65%	15.28%	\$4,851	\$5,405
MARKET Simple Average				\$3,209	\$3,656	\$889	7.65%	15.28%	\$4,851	\$5,405

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	AAON	AFSCME-DOC NON-SECURITY	A A	7	\$3,475	108.31%	\$4,494	122.93%	\$4,803	131.37%	\$1,261	7.65%	16.53%	\$5,577	114.97%	\$6,842	126.59%	\$7,226	133.68%
	Corrections Simple Average			7	\$3,475	108.31%	\$4,494	122.93%	\$4,803	131.37%	\$1,261	7.65%	16.53%	\$5,577	114.97%	\$6,842	126.59%	\$7,226	133.68%
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	2	\$2,873	89.54%	\$3,971	108.62%	\$4,161	113.81%	\$1,261	7.65%	16.53%	\$4,829	99.56%	\$6,193	114.57%	\$6,429	118.93%
	Non-Corrections/Non-Mgmt Simple Average			2	\$2,873	89.54%	\$3,971	108.62%	\$4,161	113.81%	\$1,261	7.65%	16.53%	\$4,829	99.56%	\$6,193	114.57%	\$6,429	118.93%
	STATEWIDE Simple Average			9	\$3,174	98.92%	\$4,233	115.77%	\$4,482	122.59%	\$1,261	7.65%	16.53%	\$5,203	107.26%	\$6,517	120.58%	\$6,827	126.31%

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4403 TRANSPORTER

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
MIL-PACS	1.15		Courier	\$2,491	\$3,388	\$956	7.65%	6.15%	\$3,791	\$4,812
Purchased Simple Average				\$2,491	\$3,388	\$956	7.65%	6.15%	\$3,791	\$4,812
ST-CA	6393		AUTOMOTIVE EQUIPMENT OPERATOR I	\$3,338	\$3,843	\$1,116	7.65%	21.35%	\$5,422	\$6,073
ST-ID	06336	D	Motor Vehicle Operator 1	\$1,257	\$1,849	\$879	7.65%	14.19%	\$2,410	\$3,132
ST-NV	3.506	22	Driver - Van/Automobile	\$1,980	\$2,845	\$785	7.65%	25.75%	\$3,427	\$4,580
ST-WA	632I	34G	TRUCK DRIVER 1	\$2,663	\$2,994	\$662	7.65%	9.21%	\$3,774	\$4,161
State Simple Average				\$2,309	\$2,883	\$861	7.65%	17.63%	\$3,758	\$4,487
MARKET Simple Average				\$2,346	\$2,984	\$880	7.65%	15.33%	\$3,765	\$4,552

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%		
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	1	\$2,360	100.61%	\$2,360	79.09%	\$2,756	92.36%	\$1,261	7.65%	16.53%	\$4,192	111.35%	\$4,192	92.10%	\$4,684	102.90%
	UA	UNREPRESENTED	A A		\$2,359	100.56%			\$2,756	92.36%	\$1,261	7.65%	16.53%	\$4,191	111.32%			\$4,684	102.90%
	Non-Corrections/Non-Mgmt Simple Average			1	\$2,360	100.58%	\$2,360	79.09%	\$2,756	92.36%	\$1,261	7.65%	16.53%	\$4,191	111.33%	\$4,192	92.10%	\$4,684	102.90%
	STATEWIDE Simple Average			1	\$2,360	100.58%	\$2,360	79.09%	\$2,756	92.36%	\$1,261	7.65%	16.53%	\$4,191	111.33%	\$4,192	92.10%	\$4,684	102.90%

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4404 MAIL DELIVERY DRIVER

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-CLACK	293		Courier	\$2,557	\$3,213	\$1,266	7.65%	16.43%	\$4,439	\$5,252
CO-LINCOLN			MAIL CLERK	\$2,595	\$3,486	\$938	7.65%	16.83%	\$4,168	\$5,278
CO-MULT			Driver	\$2,716	\$3,341	\$1,369	7.65%	15.87%	\$4,724	\$5,495
CO-WASH			DELIVERY CLERK	\$2,817	\$3,423	\$1,177	7.65%	22.22%	\$4,835	\$5,623
County Simple Average				\$2,671	\$3,366	\$1,187	7.65%	17.84%	\$4,541	\$5,412
MIL-PACS	1.15		Courier	\$2,491	\$3,388	\$956	7.65%	6.15%	\$3,791	\$4,812
MIL-PACS	8.07		Driver	\$2,439	\$3,475	\$956	7.65%	6.15%	\$3,731	\$4,910
Purchased Simple Average				\$2,465	\$3,432	\$956	7.65%	6.15%	\$3,761	\$4,861
ST-CA	1697		INTERAGENCY MESSENGER	\$2,326	\$2,910	\$1,116	7.65%	21.35%	\$4,116	\$4,870
ST-ID	0000		No Match							
ST-NV	2.129	23	Mail Service Clerk 2	\$2,060	\$2,961	\$785	7.65%	25.75%	\$3,534	\$4,736
ST-WA	113I	28	MAIL CARRIER-DRIVER	\$2,016	\$2,598	\$662	7.65%	9.21%	\$3,018	\$3,698
State Simple Average				\$2,134	\$2,823	\$854	7.65%	18.77%	\$3,556	\$4,434
MARKET Simple Average				\$2,446	\$3,199	\$1,025	7.65%	15.55%	\$4,039	\$4,964

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	16	\$2,268	92.71%	\$2,820	88.13%	\$3,139	98.11%	\$1,261	7.65%	16.53%	\$4,078	100.95%	\$4,763	95.95%	\$5,159	103.94%
	Non-Corrections/Non-Mgmt Simple Average				16	\$2,268	92.71%	\$2,820	88.13%	\$3,139	98.11%	\$1,261	7.65%	16.53%	\$4,078	100.95%	\$4,763	95.95%	\$5,159
STATEWIDE Simple Average				16	\$2,268	92.71%	\$2,820	88.13%	\$3,139	98.11%	\$1,261	7.65%	16.53%	\$4,078	100.95%	\$4,763	95.95%	\$5,159	103.94%

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4409 GENERAL MAINTENANCE MECHANIC

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-LANE			Mechanic 1	\$2,697	\$3,741	\$1,776	7.65%	14.91%	\$5,082	\$6,360
County Simple Average				\$2,697	\$3,741	\$1,776	7.65%	14.91%	\$5,082	\$6,360
ST-CA	6940		MAINTENANCE MECHANIC	\$4,207	\$4,852	\$1,116	7.65%	21.35%	\$6,543	\$7,375
ST-ID	06347	I	Mechanic	\$2,300	\$3,553	\$879	7.65%	14.19%	\$3,682	\$5,208
ST-NV	9.485	28	Maintenance Repair Worker 4	\$2,514	\$3,670	\$785	7.65%	25.75%	\$4,139	\$5,681
ST-WA	596M	48G	FACILITIES OPERATIONS MAINT SPECIALIST	\$3,726	\$4,214	\$662	7.65%	9.21%	\$5,016	\$5,586
State Simple Average				\$3,187	\$4,072	\$861	7.65%	17.63%	\$4,845	\$5,962
MARKET Simple Average				\$3,089	\$4,006	\$1,044	7.65%	17.08%	\$4,892	\$6,042

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max		
		AAON	AFSCME-DOC NON-SECURITY	A	A	\$3,321	107.51%			\$4,575	114.21%	\$1,261	7.65%	16.53%	\$5,385	110.08%			\$6,943	114.91%
Corrections Simple Average					\$3,321	107.51%			\$4,575	114.21%	\$1,261	7.65%	16.53%	\$5,385	110.08%		- %	\$6,943	114.91%	
	AL	AFSCME-OLCC	A	A	1	\$3,068	99.32%	\$3,698	92.32%	\$3,698	92.32%	\$1,261	7.65%	16.53%	\$5,071	103.66%	\$5,854	96.88%	\$5,854	96.88%
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A	A		\$3,290	106.51%			\$3,974	99.21%	\$1,261	7.65%	16.53%	\$5,347	109.29%			\$6,196	102.56%
	OB	SEIU LOCAL 503 OPEU-SEAS STRKE	A	A		\$3,290	106.51%			\$3,974	99.21%	\$1,261	7.65%	16.53%	\$5,347	109.29%			\$6,196	102.56%
Non-Corrections/Non-Mgmt Simple Average					1	\$3,216	104.12%	\$3,698	92.32%	\$3,882	96.91%	\$1,261	7.65%	16.53%	\$5,255	107.42%	\$5,854	96.88%	\$6,082	100.66%
STATEWIDE Simple Average					1	\$3,242	104.96%	\$3,698	92.32%	\$4,055	101.24%	\$1,261	7.65%	16.53%	\$5,288	108.08%	\$5,854	96.88%	\$6,297	104.22%

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4417 AUTOMOTIVE SERVICE TECHNICIAN

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-LANE	1011		Mechanic 2	\$3,129	\$4,339	\$1,776	7.65%	14.91%	\$5,610	\$7,093
County Simple Average				\$3,129	\$4,339	\$1,776	7.65%	14.91%	\$5,610	\$7,093
ST-CA	6898		AUTOMOTIVE POOL ATTENDANT I	\$2,534	\$2,884	\$1,116	7.65%	21.35%	\$4,384	\$4,836
ST-ID	0000		No Match							
ST-NV	9.336	25	Fleet Service Worker 2	\$2,229	\$3,222	\$785	7.65%	25.75%	\$3,759	\$5,084
ST-WA	0000		No Match							
State Simple Average				\$2,381	\$3,053	\$950	7.65%	23.55%	\$4,072	\$4,960
MARKET Simple Average				\$2,631	\$3,482	\$1,226	7.65%	20.67%	\$4,585	\$5,671

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
	AAON	AFSCME-DOC NON-SECURITY	A	A		\$2,404	91.39%			\$3,173	91.13%	\$1,261	7.65%	16.53%	\$4,247	92.63%			\$5,202
Corrections Simple Average					\$2,404	91.39%			\$3,173	91.13%	\$1,261	7.65%	16.53%	\$4,247	92.63%	- %		\$5,202	91.72%
AU	AFSCME-MILITARY	A	A		\$2,042	77.63%			\$2,756	79.16%	\$1,261	7.65%	16.53%	\$3,797	82.83%			\$4,684	82.59%
OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A	A	5	\$2,043	77.66%	\$2,426	69.68%	\$2,756	79.16%	\$1,261	7.65%	16.53%	\$3,798	82.85%	\$4,274	75.36%	\$4,684	82.59%
UA	UNREPRESENTED	A	A		\$2,032	77.25%			\$2,756	79.16%	\$1,261	7.65%	16.53%	\$3,785	82.55%			\$4,684	82.59%
Non-Corrections/Non-Mgmt Simple Average				5	\$2,039	77.51%	\$2,426	69.68%	\$2,756	79.16%	\$1,261	7.65%	16.53%	\$3,793	82.74%	\$4,274	75.36%	\$4,684	82.59%
STATEWIDE Simple Average				5	\$2,130	80.98%	\$2,426	69.68%	\$2,860	82.15%	\$1,261	7.65%	16.53%	\$3,907	85.22%	\$4,274	75.36%	\$4,813	84.87%

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4418 AUTOMOTIVE TECHNICIAN 1

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-DOUGLAS	5510		Fleet Services Specialist	\$2,331	\$3,122	\$1,365	7.65%	18.05%	\$4,295	\$5,289
CO-LINCOLN			MECHANIC	\$3,848	\$5,172	\$938	7.65%	16.83%	\$5,728	\$7,376
CO-LINN	5262		Automotive Service Worker	\$3,541	\$4,067	\$1,823	7.65%	15.83%	\$6,195	\$6,845
CO-MULT			Fleet Maintenance Technician 1	\$2,796	\$3,442	\$1,369	7.65%	15.87%	\$4,822	\$5,620
CO-WASH			EQUIPMENT SERVICE WORKER	\$3,489	\$4,219	\$1,177	7.65%	22.22%	\$5,708	\$6,656
County Simple Average				\$3,201	\$4,004	\$1,334	7.65%	17.76%	\$5,350	\$6,357
ST-CA	6832		AUTOMOTIVE TECHNICIAN I	\$2,941	\$3,680	\$1,116	7.65%	21.35%	\$4,909	\$5,863
ST-ID	06349	G	Mechanic, General Repair	\$1,711	\$2,641	\$879	7.65%	14.19%	\$2,964	\$4,097
ST-NV	9.336	25	Fleet Service Worker 2	\$2,229	\$3,222	\$785	7.65%	25.75%	\$3,759	\$5,084
ST-WA	0000		No Match							
State Simple Average				\$2,294	\$3,181	\$927	7.65%	20.43%	\$3,877	\$5,015
MARKET Simple Average				\$2,861	\$3,696	\$1,181	7.65%	18.76%	\$4,798	\$5,854

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max		
		AAON	AFSCME-DOC NON-SECURITY	A	A	\$3,038	106.19%			\$4,170	112.84%	\$1,261	7.65%	16.53%	\$5,034	104.93%			\$6,440	110.01%
	Corrections Simple Average				\$3,038	106.19%			\$4,170	112.84%	\$1,261	7.65%	16.53%	\$5,034	104.93%		- %	\$6,440	110.01%	
	AO	AFSCME-OREGON STATE POLICE	A	A	4	\$2,539	88.75%	\$3,244	87.78%	\$3,610	97.68%	\$1,261	7.65%	16.53%	\$4,414	92.01%	\$5,290	90.37%	\$5,744	98.13%
	AU	AFSCME-MILITARY	A	A		\$2,539	88.75%			\$3,609	97.66%	\$1,261	7.65%	16.53%	\$4,414	92.01%			\$5,743	98.11%
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A	A	5	\$2,538	88.72%	\$2,988	80.86%	\$3,607	97.60%	\$1,261	7.65%	16.53%	\$4,413	91.98%	\$4,972	84.95%	\$5,741	98.07%
	Non-Corrections/Non-Mgmt Simple Average				9	\$2,539	88.74%	\$3,116	84.32%	\$3,609	97.65%	\$1,261	7.65%	16.53%	\$4,414	92.00%	\$5,131	87.66%	\$5,743	98.10%
	STATEWIDE Simple Average				9	\$2,664	93.10%	\$3,116	84.32%	\$3,749	101.45%	\$1,261	7.65%	16.53%	\$4,569	95.23%	\$5,131	87.66%	\$5,917	101.08%

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4419 AUTOMOTIVE TECHNICIAN 2

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-DOUGLAS	5550		Mechanic	\$2,765	\$3,709	\$1,365	7.65%	18.05%	\$4,840	\$6,028
CO-UNION			Mechanic	\$3,347	\$4,069	\$1,263	7.65%	10.25%	\$5,209	\$6,060
CO-WASH			EQUIPMENT MECHANIC	\$4,025	\$4,865	\$1,177	7.65%	22.22%	\$6,404	\$7,496
County Simple Average				\$3,379	\$4,215	\$1,268	7.65%	16.84%	\$5,484	\$6,528
MIL-OPES	10.11		Automotive Mechanic	\$3,717	\$4,682	\$1,267	7.65%	10.63%	\$5,664	\$6,805
OPES Simple Average				\$3,717	\$4,682	\$1,267	7.65%	10.63%	\$5,664	\$6,805
ST-CA	6851		AUTOMOBILE MECHANIC	\$3,660	\$4,213	\$1,116	7.65%	21.35%	\$5,837	\$6,550
ST-ID	06347	1	Mechanic	\$2,300	\$3,553	\$879	7.65%	14.19%	\$3,682	\$5,208
ST-NV	9.331	31	Equipment Mechanic 2	\$2,845	\$4,181	\$785	7.65%	25.75%	\$4,580	\$6,363
ST-WA	618M	42G	AUTOMOTIVE MECHANIC	\$3,213	\$3,631	\$662	7.65%	9.21%	\$4,417	\$4,905
State Simple Average				\$3,004	\$3,894	\$861	7.65%	17.63%	\$4,629	\$5,757
MARKET Simple Average				\$3,234	\$4,113	\$1,064	7.65%	16.46%	\$5,079	\$6,177

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max		
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%	
	AAON	AFSCME-DOC NON-SECURITY	A A	5	\$3,636	112.43%	\$4,559	110.85%	\$5,025	122.18%	\$1,261	7.65%	16.53%	\$5,777	113.73%	\$6,923	112.08%	\$7,501	121.45%	
	Corrections Simple Average				5	\$3,636	112.43%	\$4,559	110.85%	\$5,025	122.18%	7.65%	16.53%	\$5,777	113.73%	\$6,923	112.08%	\$7,501	121.45%	
	AU	AFSCME-MILITARY	A A		\$2,999	92.73%			\$4,359	105.98%	\$1,261	7.65%	16.53%	\$4,986	98.16%			\$6,674	108.06%	
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	13	\$3,001	92.80%	\$4,091	99.47%	\$4,358	105.96%	\$1,261	7.65%	16.53%	\$4,988	98.21%	\$6,342	102.67%	\$6,673	108.04%	
	Non-Corrections/Non-Mgmt Simple Average				13	\$3,000	92.77%	\$4,091	99.47%	\$4,359	105.97%	7.65%	16.53%	\$4,987	98.18%	\$6,342	102.67%	\$6,674	108.05%	
	STATEWIDE Simple Average				18	\$3,212	99.32%	\$4,325	105.16%	\$4,581	111.37%	\$1,261	7.65%	16.53%	\$5,250	103.37%	\$6,632	107.38%	\$6,950	112.51%

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4422 EQUIPMENT OPERATOR

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-DOUGLAS	5060		Heavy Equipment Operator	\$2,694	\$3,621	\$1,365	7.65%	18.05%	\$4,751	\$5,917
CO-MALHEUF			Heavy Equipment Operator	\$3,121	\$4,129	\$1,144	7.65%	11.53%	\$4,863	\$6,065
CO-MARION	402		Medium Equipment Operator	\$2,806	\$4,143	\$1,346	7.65%	12.35%	\$4,714	\$6,317
CO-UNION			Road Maintenance III	\$3,338	\$4,058	\$1,263	7.65%	10.25%	\$5,198	\$6,047
County Simple Average				\$2,990	\$3,988	\$1,279	7.65%	13.05%	\$4,882	\$6,086
MIL-OPES	10.10		Heavy / Construction Equipment Operator	\$3,762	\$4,538	\$1,267	7.65%	10.63%	\$5,717	\$6,634
OPES Simple Average				\$3,762	\$4,538	\$1,267	7.65%	10.63%	\$5,717	\$6,634
ST-CA	6286		CALTRANS EQUIPMENT OPERATOR II	\$3,419	\$4,125	\$1,116	7.65%	21.35%	\$5,526	\$6,437
ST-ID	06321	H	Lands Equipment Operator	\$1,969	\$3,041	\$879	7.65%	14.19%	\$3,278	\$4,585
ST-NV	9.203	28	Special Equipment Operator 2	\$2,514	\$3,670	\$785	7.65%	25.75%	\$4,139	\$5,681
ST-WA	618R	38E	EQUIPMENT OPERATOR 1	\$2,789	\$3,293	\$662	7.65%	9.21%	\$3,921	\$4,510
State Simple Average				\$2,673	\$3,532	\$861	7.65%	17.63%	\$4,216	\$5,303
MARKET Simple Average				\$2,935	\$3,846	\$1,092	7.65%	14.81%	\$4,679	\$5,799

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
	AU	AFSCME-MILITARY	A A		\$2,999	102.19%	\$4,359	113.33%	\$1,261	7.65%	16.53%	\$4,986	106.56%		\$6,674	115.09%			
OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	13	\$3,001	102.26%	\$3,866	100.51%	\$4,358	113.30%	\$1,261	7.65%	16.53%	\$4,988	106.61%	\$6,062	104.54%	\$6,673	115.07%	
OB	SEIU LOCAL 503 OPEU-SEAS STRKE	A A		\$3,001	102.26%	\$4,358	113.30%	\$1,261	7.65%	16.53%	\$4,988	106.61%		\$6,673	115.07%				
OXN	SEIU LOCAL 503 OPEU-NONSTRIKE	A A	4	\$3,284	111.90%	\$4,616	120.02%	\$4,774	124.12%	\$1,261	7.65%	16.53%	\$5,339	114.12%	\$6,994	120.60%	\$7,190	123.98%	
OXS	SEIU LOCAL 503 OPEU-SEAS NSTRK	A A	4	\$3,284	111.90%	\$3,616	94.00%	\$4,774	124.12%	\$1,261	7.65%	16.53%	\$5,339	114.12%	\$5,751	99.17%	\$7,190	123.98%	
Non-Corrections/Non-Mgmt Simple Average				21	\$3,114	106.10%	\$4,033	104.84%	\$4,525	117.63%	\$1,261	7.65%	16.53%	\$5,128	109.61%	\$6,269	108.10%	\$6,880	118.64%
STATEWIDE Simple Average				21	\$3,114	106.10%	\$4,033	104.84%	\$4,525	117.63%	\$1,261	7.65%	16.53%	\$5,128	109.61%	\$6,269	108.10%	\$6,880	118.64%

4431 HEAVY EQUIPMENT MECHANIC 1

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max

EXCLUDED-N 0000 No Budgeted Positions

Exclude Simple Average										
MARKET Simple Average				Excluded					Excluded	

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min	Emp Avg to SR Max	SR Max to SR Max	Insurance	SS	Retire	SR Min to SR Min	Emp Avg to SR Max	POLICY POINT
													SR Max to SR Max

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4436 HEAVY EQUIPMENT TECH ENTRY

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
EXCLUDED-E	0000		Entry Level							

Exclude Simple Average										
MARKET Simple Average										

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min	Emp Avg to SR Max	SR Max to SR Max	Insurance	SS	Retire	SR Min to SR Min	Emp Avg to SR Max	POLICY POINT
													SR Max to SR Max

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4437 HEAVY EQUIPMENT TECHNICIAN 1

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-DOUGLAS	5560		Mechanic Leadworker	\$2,945	\$4,080	\$1,365	7.65%	18.05%	\$5,067	\$6,494
CO-MALHEUF			Heavy Equipment Mechanic	\$3,121	\$4,129	\$1,144	7.65%	11.53%	\$4,863	\$6,065
CO-MULT			Fleet Maintenance Technician 2	\$3,242	\$3,990	\$1,369	7.65%	15.87%	\$5,373	\$6,297
County Simple Average				\$3,103	\$4,066	\$1,292	7.65%	15.15%	\$5,101	\$6,285
MIL-PACS	4.13		Heavy Equipment Mechanic	\$4,025	\$5,138	\$956	7.65%	6.15%	\$5,536	\$6,803
Purchased Simple Average				\$4,025	\$5,138	\$956	7.65%	6.15%	\$5,536	\$6,803
ST-CA	3713		CALTRANS HEAVY EQUIPMENT MECHANIC	\$3,740	\$4,311	\$1,116	7.65%	21.35%	\$5,940	\$6,677
ST-ID	06349	G	Mechanic, General Repair	\$1,711	\$2,641	\$879	7.65%	14.19%	\$2,964	\$4,097
ST-NV	9.321	33	Hwy Equipment Mechanic 1	\$3,094	\$4,574	\$785	7.65%	25.75%	\$4,912	\$6,888
ST-WA	600K	46G	EQUIPMENT TECHNICIAN 3	\$3,549	\$4,014	\$662	7.65%	9.21%	\$4,809	\$5,353
State Simple Average				\$3,023	\$3,885	\$861	7.65%	17.63%	\$4,656	\$5,753
MARKET Simple Average				\$3,178	\$4,110	\$1,034	7.65%	15.26%	\$4,933	\$6,084

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
AU	AFSCME-MILITARY	A A	1	\$3,291	103.55%	\$4,162	101.27%	\$4,791	116.58%	\$1,261	7.65%	16.53%	\$5,348	108.42%	\$6,430	105.68%	\$7,211	118.52%	
OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	36	\$4,112	129.38%	\$4,805	116.91%	\$4,958	120.64%	\$1,261	7.65%	16.53%	\$6,368	129.08%	\$7,228	118.80%	\$7,418	121.93%	
UA	UNREPRESENTED	A A		\$3,291	103.55%			\$4,791	116.58%	\$1,261	7.65%	16.53%	\$5,348	108.42%			\$7,211	118.52%	
Non-Corrections/Non-Mgmt Simple Average				37	\$3,565	112.16%	\$4,483	109.09%	\$4,847	117.93%	\$1,261	7.65%	16.53%	\$5,688	115.30%	\$6,829	112.24%	\$7,280	119.66%
STATEWIDE Simple Average				37	\$3,565	112.16%	\$4,483	109.09%	\$4,847	117.93%	\$1,261	7.65%	16.53%	\$5,688	115.30%	\$6,829	112.24%	\$7,280	119.66%

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4438 HEAVY EQUIPMENT TECHNICIAN 2

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-MULT			Fleet Maintenance Technician 3	\$3,873	\$4,762	\$1,369	7.65%	15.87%	\$6,153	\$7,251
CO-WASH			EQUIPMENT MECHANIC	\$4,025	\$4,865	\$1,177	7.65%	22.22%	\$6,404	\$7,496
County Simple Average				\$3,949	\$4,814	\$1,273	7.65%	19.05%	\$6,278	\$7,373
ST-CA	6831		CALTRANS HEAVY EQUIPMENT MECHANIC LEADWORK	\$4,106	\$4,732	\$1,116	7.65%	21.35%	\$6,412	\$7,220
ST-ID	06347	1	Mechanic	\$2,300	\$3,553	\$879	7.65%	14.19%	\$3,682	\$5,208
ST-NV	9.318	34	Hwy Equipment Mechanic 2	\$3,222	\$4,778	\$785	7.65%	25.75%	\$5,084	\$7,159
ST-WA	600L	49G	EQUIPMENT TECHNICIAN LEAD	\$3,819	\$4,322	\$662	7.65%	9.21%	\$5,125	\$5,713
State Simple Average				\$3,362	\$4,346	\$861	7.65%	17.63%	\$5,076	\$6,325
MARKET Simple Average				\$3,558	\$4,502	\$998	7.65%	18.10%	\$5,477	\$6,674

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
	AU	AFSCME-MILITARY	A A	1	\$3,781	106.28%	\$5,028	111.68%	\$5,530	122.83%	\$1,261	7.65%	16.53%	\$5,957	108.77%	\$7,505	112.45%	\$8,129	121.79%
OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	43	\$4,569	128.43%	\$5,299	117.70%	\$5,529	122.81%	\$1,261	7.65%	16.53%	\$6,935	126.63%	\$7,842	117.49%	\$8,127	121.77%	
Non-Corrections/Non-Mgmt Simple Average				44	\$4,175	117.35%	\$5,164	114.69%	\$5,530	122.82%	\$1,261	7.65%	16.53%	\$6,446	117.70%	\$7,673	114.97%	\$8,128	121.78%
STATEWIDE Simple Average				44	\$4,175	117.35%	\$5,164	114.69%	\$5,530	122.82%	\$1,261	7.65%	16.53%	\$6,446	117.70%	\$7,673	114.97%	\$8,128	121.78%

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4439 AUTO/HEAVY EQUIP REPAIR SUPRVR

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-DOUGLAS	5580		Fleet Maintenance Supervisor	\$3,260	\$4,755	\$1,365	7.65%	18.05%	\$5,463	\$7,341
CO-WASH	417		Mechanic, Supervisor	\$4,076	\$4,933	\$1,177	7.65%	22.22%	\$6,470	\$7,584
County Simple Average				\$3,668	\$4,844	\$1,271	7.65%	20.14%	\$5,967	\$7,463
ST-CA	6828		CALTRANS HIGHWAY MECHANIC SUPERVISOR	\$4,394	\$5,202	\$1,116	7.65%	21.35%	\$6,784	\$7,826
ST-ID	06346	K	Shop Foreman	\$2,905	\$4,486	\$879	7.65%	14.19%	\$4,419	\$6,345
ST-NV	9.315	37	Hwy Equipment Mechanic Supervisor 1	\$3,670	\$5,469	\$785	7.65%	25.75%	\$5,681	\$8,081
ST-WA	600M	54G	EQUIPMENT TECHNICIAN SUPERVISOR	\$4,322	\$4,888	\$662	7.65%	9.21%	\$5,713	\$6,374
State Simple Average				\$3,823	\$5,011	\$861	7.65%	17.63%	\$5,649	\$7,157
MARKET Simple Average				\$3,771	\$4,955	\$997	7.65%	18.46%	\$5,755	\$7,259

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
	MMS	MGT SVC SUPERVISORY	A A	6	\$4,518	119.81%	\$5,278	106.50%	\$6,351	128.16%	\$1,261	7.65%	16.53%	\$6,872	119.41%	\$7,815	107.67%	\$9,148	126.03%
Management Simple Average				6	\$4,518	119.81%	\$5,278	106.50%	\$6,351	128.16%	\$1,261	7.65%	16.53%	\$6,872	119.41%	\$7,815	107.67%	\$9,148	126.03%
STATEWIDE Simple Average				6	\$4,518	119.81%	\$5,278	106.50%	\$6,351	128.16%	\$1,261	7.65%	16.53%	\$6,872	119.41%	\$7,815	107.67%	\$9,148	126.03%

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5110 REVENUE AGENT 1

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
MIL-PACS	2.20		Collector	\$3,117	\$4,309	\$956	7.65%	6.15%	\$4,504	\$5,860
Purchased Simple Average				\$3,117	\$4,309	\$956	7.65%	6.15%	\$4,504	\$5,860
ST-CA	0000		No Match							
ST-ID	04326	I	Tax Compliance Technician	\$2,300	\$3,553	\$879	7.65%	14.19%	\$3,682	\$5,208
ST-NV	7.239	30	Revenue Officer 1	\$2,725	\$4,002	\$785	7.65%	25.75%	\$4,420	\$6,124
ST-WA	174E	42	REVENUE AGENT 1	\$2,789	\$3,631	\$662	7.65%	9.21%	\$3,921	\$4,905
State Simple Average				\$2,605	\$3,729	\$775	7.65%	16.38%	\$4,008	\$5,412
MARKET Simple Average				\$2,733	\$3,874	\$821	7.65%	13.83%	\$4,132	\$5,524

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
		AD	AFSCME-DEQ	A A		\$2,539	92.91%			\$3,610	93.19%	\$1,261	7.65%	16.53%	\$4,414	106.84%			\$5,744
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	187	\$2,538	92.87%	\$2,885	74.49%	\$3,607	93.12%	\$1,261	7.65%	16.53%	\$4,413	106.81%	\$4,844	87.70%	\$5,741	103.92%
	Non-Corrections/Non-Mgmt Simple Average			187	\$2,539	92.89%	\$2,885	74.49%	\$3,609	93.16%	\$1,261	7.65%	16.53%	\$4,414	106.83%	\$4,844	87.70%	\$5,742	103.95%
	STATEWIDE Simple Average			187	\$2,539	92.89%	\$2,885	74.49%	\$3,609	93.16%	\$1,261	7.65%	16.53%	\$4,414	106.83%	\$4,844	87.70%	\$5,742	103.95%

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5111 REVENUE AGENT 2

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	8632		COLLECTION AGENT	\$3,249	\$4,066	\$1,116	7.65%	21.35%	\$5,307	\$6,361
ST-ID	04346	J	Tax Compliance Officer 1	\$2,595	\$4,006	\$879	7.65%	14.19%	\$4,041	\$5,760
ST-NV	0000	00	No Match							
ST-WA	174F	50	REVENUE AGENT 2	\$3,377	\$4,429	\$662	7.65%	9.21%	\$4,608	\$5,838
State Simple Average				\$3,074	\$4,167	\$886	7.65%	14.92%	\$4,652	\$5,986
MARKET Simple Average				\$3,074	\$4,167	\$886	7.65%	14.92%	\$4,652	\$5,986

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max			Insurance		SS		Retire		SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
	AB	AFSCME-CONST CONTR BRD	A	A	\$2,757	89.70%			\$3,973	95.35%			\$1,261	7.65%	16.53%	\$4,685	100.71%			\$6,195	103.49%		
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A	A	41	\$2,756	89.67%	\$3,315	79.55%	\$3,974	95.37%		\$1,261	7.65%	16.53%	\$4,684	100.69%	\$5,377	89.83%	\$6,196	103.51%		
	UA	UNREPRESENTED	A	A		\$2,756	89.67%			\$3,973	95.35%		\$1,261	7.65%	16.53%	\$4,684	100.69%			\$6,195	103.49%		
	Non-Corrections/Non-Mgmt Simple Average				41	\$2,756	89.68%	\$3,315	79.55%	\$3,973	95.35%		\$1,261	7.65%	16.53%	\$4,684	100.69%	\$5,377	89.83%	\$6,196	103.50%		
	STATEWIDE Simple Average				41	\$2,756	89.68%	\$3,315	79.55%	\$3,973	95.35%		\$1,261	7.65%	16.53%	\$4,684	100.69%	\$5,377	89.83%	\$6,196	103.50%		

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5112 REVENUE AGENT 3

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	0000		No Match							
ST-ID	04344	K	Tax Compliance Officer 2	\$2,905	\$4,486	\$879	7.65%	14.19%	\$4,419	\$6,345
ST-NV	7.233	32	Revenue Officer 2	\$2,961	\$4,371	\$785	7.65%	25.75%	\$4,736	\$6,616
ST-WA	174G	54	REVENUE AGENT 3	\$3,726	\$4,888	\$662	7.65%	9.21%	\$5,016	\$6,374
State Simple Average				\$3,197	\$4,582	\$775	7.65%	16.38%	\$4,724	\$6,445
MARKET Simple Average				\$3,197	\$4,582	\$775	7.65%	16.38%	\$4,724	\$6,445

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max		
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	38	\$3,001	93.85%	\$3,892	84.95%	\$4,358	95.12%	\$1,261	7.65%	16.53%	\$4,988	105.60%	\$6,095	94.57%	\$6,673	103.54%	
	UA	UNREPRESENTED	A A		\$2,999	93.79%			\$4,359	95.14%	\$1,261	7.65%	16.53%	\$4,986	105.55%			\$6,674	103.56%	
	Non-Corrections/Non-Mgmt Simple Average				38	\$3,000	93.82%	\$3,892	84.95%	\$4,359	95.13%	\$1,261	7.65%	16.53%	\$4,987	105.57%	\$6,095	94.57%	\$6,674	103.55%
	STATEWIDE Simple Average				38	\$3,000	93.82%	\$3,892	84.95%	\$4,359	95.13%	\$1,261	7.65%	16.53%	\$4,987	105.57%	\$6,095	94.57%	\$6,674	103.55%

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5128 CHILD SUPPORT CASE MGR ENTRY

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	8623	B	CHILD SUPPORT TECHNICIAN, DEPARTMENT OF CHIL	\$2,873	\$3,600	\$1,116	7.65%	21.35%	\$4,822	\$5,760
ST-ID	0000		No Match							
ST-NV	12.376	31	Family Services Specialist 2	\$2,845	\$4,181	\$785	7.65%	25.75%	\$4,580	\$6,363
ST-WA	178F	42	SUPPORT ENFORCEMENT OFFICER 1	\$2,789	\$3,631	\$662	7.65%	9.21%	\$3,921	\$4,905
State Simple Average				\$2,836	\$3,804	\$854	7.65%	18.77%	\$4,441	\$5,676
MARKET Simple Average				\$2,836	\$3,804	\$854	7.65%	18.77%	\$4,441	\$5,676

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%		
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	41	\$2,756	97.19%	\$2,843	74.74%	\$3,974	104.47%	\$1,261	7.65%	16.53%	\$4,684	105.46%	\$4,792	84.42%	\$6,196	109.17%
	Non-Corrections/Non-Mgmt Simple Average			41	\$2,756	97.19%	\$2,843	74.74%	\$3,974	104.47%	\$1,261	7.65%	16.53%	\$4,684	105.46%	\$4,792	84.42%	\$6,196	109.17%
	STATEWIDE Simple Average			41	\$2,756	97.19%	\$2,843	74.74%	\$3,974	104.47%	\$1,261	7.65%	16.53%	\$4,684	105.46%	\$4,792	84.42%	\$6,196	109.17%

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5129 CHILD SUPPORT CASE MANAGER

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	8624	C	CHILD SUPPORT SPECIALIST, DEPARTMENT OF CHILD	\$3,918	\$4,906	\$1,116	7.65%	21.35%	\$6,170	\$7,444
ST-ID	0000		No Match							
ST-NV	0000	00	No Match							
ST-NV	12.374	32	Family Services Specialist 3	\$2,961	\$4,371	\$785	7.65%	25.75%	\$4,736	\$6,616
ST-WA	178G	47	SUPPORT ENFORCEMENT OFFICER 2	\$3,135	\$4,114	\$662	7.65%	9.21%	\$4,326	\$5,470
State Simple Average				\$3,338	\$4,464	\$854	7.65%	18.77%	\$5,077	\$6,510
MARKET Simple Average				\$3,338	\$4,464	\$854	7.65%	18.77%	\$5,077	\$6,510

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	257	\$3,001	89.90%	\$3,847	86.19%	\$4,358	97.63%	\$1,261	7.65%	16.53%	\$4,988	98.25%	\$6,039	92.76%	\$6,673	102.51%
	UA	UNREPRESENTED	A A		\$2,999	89.84%			\$4,359	97.66%	\$1,261	7.65%	16.53%	\$4,986	98.20%			\$6,674	102.53%
	Non-Corrections/Non-Mgmt Simple Average			257	\$3,000	89.87%	\$3,847	86.19%	\$4,359	97.64%	\$1,261	7.65%	16.53%	\$4,987	98.22%	\$6,039	92.76%	\$6,674	102.52%
	STATEWIDE Simple Average			257	\$3,000	89.87%	\$3,847	86.19%	\$4,359	97.64%	\$1,261	7.65%	16.53%	\$4,987	98.22%	\$6,039	92.76%	\$6,674	102.52%

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5132 CHILD SUPPORT SPECIALIST

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	8625		SENIOR CHILD SUPPORT ANALYST, DEPARTMENT OF	\$4,711	\$5,900	\$1,116	7.65%	21.35%	\$7,193	\$8,727
ST-ID	0000		No Match							
ST-NV	0000	00	No Match							
ST-WA	178H	50	SUPPORT ENFORCEMENT OFFICER 3	\$3,377	\$4,429	\$662	7.65%	9.21%	\$4,608	\$5,838
State Simple Average				\$4,044	\$5,165	\$889	7.65%	15.28%	\$5,901	\$7,282
MARKET Simple Average				\$4,044	\$5,165	\$889	7.65%	15.28%	\$5,901	\$7,282

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	24	\$3,290	81.36%	\$4,357	84.37%	\$4,791	92.77%	\$1,261	7.65%	16.53%	\$5,347	90.62%	\$6,672	91.62%	\$7,211	99.02%
	UA	UNREPRESENTED	A A		\$3,291	81.38%			\$4,791	92.77%	\$1,261	7.65%	16.53%	\$5,348	90.64%			\$7,211	99.02%
	Non-Corrections/Non-Mgmt Simple Average			24	\$3,291	81.37%	\$4,357	84.37%	\$4,791	92.77%	\$1,261	7.65%	16.53%	\$5,348	90.63%	\$6,672	91.62%	\$7,211	99.02%
	STATEWIDE Simple Average			24	\$3,291	81.37%	\$4,357	84.37%	\$4,791	92.77%	\$1,261	7.65%	16.53%	\$5,348	90.63%	\$6,672	91.62%	\$7,211	99.02%

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5207 CLAIMS REPRESENTATIVE 1

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	0000		No Match							
ST-ID	08940	I	Risk Management Claims Technician	\$2,300	\$3,553	\$879	7.65%	14.19%	\$3,682	\$5,208
ST-NV	0000	00	No Match							
ST-WA	0000		No Match							
State Simple Average				Insufficient Market Data					Insufficient Market Data	
MARKET Simple Average				Insufficient Market Data					Insufficient Market Data	

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
		OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	2	\$3,139	- %	\$4,088	- %	\$4,569	- %	\$1,261	7.65%	16.53%	\$5,159	- %	\$6,338	- %	\$6,935
	Non-Corrections/Non-Mgmt Simple Average			2	\$3,139	- %	\$4,088	- %	\$4,569	- %	\$1,261	7.65%	16.53%	\$5,159	- %	\$6,338	- %	\$6,935	- %
	STATEWIDE Simple Average			2	\$3,139	- %	\$4,088	- %	\$4,569	- %	\$1,261	7.65%	16.53%	\$5,159	- %	\$6,338	- %	\$6,935	- %

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5208 CLAIMS REPRESENTATIVE 2

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	0000		No Match							
ST-ID	08953	K	Risk Management Claims Adjudicator	\$2,905	\$4,486	\$879	7.65%	14.19%	\$4,419	\$6,345
ST-NV	11.412	36	Tort Claims Adjuster	\$3,515	\$5,227	\$785	7.65%	25.75%	\$5,474	\$7,758
ST-WA	430E	51	TORT CLAIMS INVESTIGATOR 1	\$3,459	\$4,542	\$662	7.65%	9.21%	\$4,704	\$5,970
State Simple Average				\$3,293	\$4,752	\$775	7.65%	16.38%	\$4,866	\$6,691
MARKET Simple Average				\$3,293	\$4,752	\$775	7.65%	16.38%	\$4,866	\$6,691

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	2	\$3,450	104.77%	\$4,595	96.69%	\$5,028	105.81%	\$1,261	7.65%	16.53%	\$5,546	113.98%	\$6,967	104.12%	\$7,505	112.17%
	Non-Corrections/Non-Mgmt Simple Average			2	\$3,450	104.77%	\$4,595	96.69%	\$5,028	105.81%	\$1,261	7.65%	16.53%	\$5,546	113.98%	\$6,967	104.12%	\$7,505	112.17%
	STATEWIDE Simple Average			2	\$3,450	104.77%	\$4,595	96.69%	\$5,028	105.81%	\$1,261	7.65%	16.53%	\$5,546	113.98%	\$6,967	104.12%	\$7,505	112.17%

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5218 CCB INVESTIGATOR/MEDIATOR

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
EXCLUDED-N	0000		No Budgeted Positions							

Exclude Simple Average										
MARKET Simple Average				Excluded						Excluded

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
		AB	AFSCME-CONST CONTR BRD	A	A	\$3,292	- %	- %	\$4,791	- %	\$1,261	7.65%	16.53%	\$5,349	- %	- %	\$7,211	- %	
	Non-Corrections/Non-Mgmt Simple Average				\$3,292	- %	- %	\$4,791	- %	\$1,261	7.65%	16.53%	\$5,349	- %	- %	\$7,211	- %		
	STATEWIDE Simple Average				\$3,292	- %	- %	\$4,791	- %	\$1,261	7.65%	16.53%	\$5,349	- %	- %	\$7,211	- %		

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5224 ASST CHF CRIMINAL INVESTIGATOR

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	8548		SUPERVISING SPECIAL INVESTIGATOR I	\$5,476	\$7,146	\$1,116	7.65%	21.35%	\$8,180	\$10,334
ST-ID	08964	N	Investigations Supervisor	\$4,098	\$6,326	\$879	7.65%	14.19%	\$5,872	\$8,587
ST-NV	13.242	42	Supvy Criminal Investigator 1	\$4,574	\$6,880	\$785	7.65%	25.75%	\$6,888	\$9,963
ST-WA	427R	57	INVESTIGATOR 3	\$4,014	\$5,266	\$662	7.65%	9.21%	\$5,353	\$6,816
State Simple Average				\$4,540	\$6,405	\$861	7.65%	17.63%	\$6,573	\$8,925
MARKET Simple Average				\$4,540	\$6,405	\$861	7.65%	17.63%	\$6,573	\$8,925

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max			Insurance		SS		Retire		SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
	MMS	MGT SVC SUPERVISORY	A	A	\$5,231	115.21%			\$7,343	114.65%			\$1,261	7.65%	16.53%	\$7,757	118.02%					\$10,380	116.30%
	Management Simple Average				\$5,231	115.21%			\$7,343	114.65%			\$1,261	7.65%	16.53%	\$7,757	118.02%			- %		\$10,380	116.30%
	STATEWIDE Simple Average				\$5,231	115.21%			\$7,343	114.65%			\$1,261	7.65%	16.53%	\$7,757	118.02%			- %		\$10,380	116.30%

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5225 CHIEF CRIMINAL INVESTIGATOR

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	8547		SUPERVISING SPECIAL INVESTIGATOR II	\$6,179	\$8,067	\$1,116	7.65%	21.35%	\$9,087	\$11,522
ST-ID	0000		No Match							
ST-NV	13.241	43	Supvy Criminal Investigator 2	\$4,778	\$7,205	\$785	7.65%	25.75%	\$7,159	\$10,397
ST-WA	427S	59	INVESTIGATOR 4	\$4,214	\$5,535	\$662	7.65%	9.21%	\$5,586	\$7,130
State Simple Average				\$5,057	\$6,936	\$854	7.65%	18.77%	\$7,277	\$9,683
MARKET Simple Average				\$5,057	\$6,936	\$854	7.65%	18.77%	\$7,277	\$9,683

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%		
	MMS	MGT SVC SUPERVISORY	A A	2	\$5,764	113.98%	\$8,087	116.60%	\$8,087	116.60%	\$1,261	7.65%	16.53%	\$8,419	115.69%	\$11,304	116.74%	\$11,304	116.74%
	Management Simple Average			2	\$5,764	113.98%	\$8,087	116.60%	\$8,087	116.60%	\$1,261	7.65%	16.53%	\$8,419	115.69%	\$11,304	116.74%	\$11,304	116.74%
	STATEWIDE Simple Average			2	\$5,764	113.98%	\$8,087	116.60%	\$8,087	116.60%	\$1,261	7.65%	16.53%	\$8,419	115.69%	\$11,304	116.74%	\$11,304	116.74%

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5228 DOJ SUPERVISOR INVESTIGATOR

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	8549		SUPERVISING SPECIAL INVESTIGATOR I (NON-PEACE	\$5,476	\$6,805	\$1,116	7.65%	21.35%	\$8,180	\$9,894
ST-ID	08964	N	Investigations Supervisor	\$4,098	\$6,326	\$879	7.65%	14.19%	\$5,872	\$8,587
ST-NV	11.354	34	Supervisory Compliance Investigator	\$3,222	\$4,778	\$785	7.65%	25.75%	\$5,084	\$7,159
ST-WA	427R	57	INVESTIGATOR 3	\$4,014	\$5,266	\$662	7.65%	9.21%	\$5,353	\$6,816
State Simple Average				\$4,203	\$5,794	\$861	7.65%	17.63%	\$6,122	\$8,114
MARKET Simple Average				\$4,203	\$5,794	\$861	7.65%	17.63%	\$6,122	\$8,114

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%		
	MMS	MGT SVC SUPERVISORY	A A	1	\$4,305	102.44%	\$6,046	104.35%	\$6,046	104.35%	\$1,261	7.65%	16.53%	\$6,607	107.93%	\$8,769	108.08%	\$8,769	108.08%
	Management Simple Average			1	\$4,305	102.44%	\$6,046	104.35%	\$6,046	104.35%	\$1,261	7.65%	16.53%	\$6,607	107.93%	\$8,769	108.08%	\$8,769	108.08%
	STATEWIDE Simple Average			1	\$4,305	102.44%	\$6,046	104.35%	\$6,046	104.35%	\$1,261	7.65%	16.53%	\$6,607	107.93%	\$8,769	108.08%	\$8,769	108.08%

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5231 INVESTIGATOR 1

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-JEFFERS			Criminal Investigator	\$3,524	\$4,588	\$1,010	7.65%	15.77%	\$5,359	\$6,673
CO-LANE	N4620		Investigator	\$3,616	\$5,424	\$1,776	7.65%	14.91%	\$6,207	\$8,423
County Simple Average				\$3,570	\$5,006	\$1,393	7.65%	15.34%	\$5,783	\$7,548
ST-CA	8611		SPECIAL INVESTIGATOR ASSISTANT	\$2,987	\$3,497	\$1,116	7.65%	21.35%	\$4,969	\$5,627
ST-ID	08510	J	Occupational Licenses Investigator	\$2,595	\$4,006	\$879	7.65%	14.19%	\$4,041	\$5,760
ST-NV	0000	00	No Match							
ST-WA	0000		No Match							
State Simple Average				\$2,791	\$3,751	\$997	7.65%	17.77%	\$4,505	\$5,693
MARKET Simple Average				\$3,180	\$4,379	\$1,195	7.65%	16.56%	\$5,144	\$6,621

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
	AAON	AFSCME-DOC NON-SECURITY	A	A		\$3,321	104.42%			\$4,575	104.49%	\$1,261	7.65%	16.53%	\$5,385	104.69%			\$6,943
Corrections Simple Average					\$3,321	104.42%			\$4,575	104.49%	\$1,261	7.65%	16.53%	\$5,385	104.69%	- %		\$6,943	104.86%
MMC	MGT SVC NON-SUPV CONFIDENTIAL	A	A		\$2,929	92.10%			\$4,111	93.89%	\$1,261	7.65%	16.53%	\$4,899	95.23%			\$6,366	96.16%
MMN	MGT SVC NON-SUPV	A	A		\$2,929	92.10%			\$4,111	93.89%	\$1,261	7.65%	16.53%	\$4,899	95.23%			\$6,366	96.16%
Management Simple Average					\$2,929	92.10%			\$4,111	93.89%	\$1,261	7.65%	16.53%	\$4,899	95.23%	- %		\$6,366	96.16%
AB	AFSCME-CONST CONTR BRD	A	A		\$2,757	86.69%			\$3,973	90.74%	\$1,261	7.65%	16.53%	\$4,685	91.08%			\$6,195	93.57%
AT	AFSCME-DCBS BUILDING CODES	A	A		\$2,757	86.69%			\$3,973	90.74%	\$1,261	7.65%	16.53%	\$4,685	91.08%			\$6,195	93.57%
AU	AFSCME-MILITARY	A	A		\$2,756	86.66%			\$3,973	90.74%	\$1,261	7.65%	16.53%	\$4,684	91.05%			\$6,195	93.57%
OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A	A	4	\$2,756	86.66%	\$3,529	80.59%	\$3,974	90.76%	\$1,261	7.65%	16.53%	\$4,684	91.05%	\$5,643	85.24%	\$6,196	93.59%
UA	UNREPRESENTED	A	A		\$2,756	86.66%			\$3,973	90.74%	\$1,261	7.65%	16.53%	\$4,684	91.05%			\$6,195	93.57%
Non-Corrections/Non-Mgmt Simple Average				4	\$2,756	86.67%	\$3,529	80.59%	\$3,973	90.74%	\$1,261	7.65%	16.53%	\$4,684	91.06%	\$5,643	85.24%	\$6,195	93.58%
STATEWIDE Simple Average				4	\$2,870	90.25%	\$3,529	80.59%	\$4,083	93.25%	\$1,261	7.65%	16.53%	\$4,826	93.81%	\$5,643	85.24%	\$6,332	95.63%

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5232 INVESTIGATOR 2

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	8612C		SPECIAL INVESTIGATOR	\$4,888	\$6,076	\$1,116	7.65%	21.35%	\$7,421	\$8,954
ST-ID	0000		No Match							
ST-NV	0900		INVESTIGATOR (EA)		\$4,850	\$785	7.65%	25.75%		\$7,255
ST-WA	427P	41	INVESTIGATOR 1	\$2,724	\$3,549	\$662	7.65%	9.21%	\$3,845	\$4,809
State Simple Average				\$3,806	\$4,825	\$854	7.65%	18.77%	\$5,633	\$7,006
MARKET Simple Average				\$3,806	\$4,825	\$854	7.65%	18.77%	\$5,633	\$7,006

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	AAON	AFSCME-DOC NON-SECURITY	A A	3	\$3,636	95.53%	\$4,608	95.50%	\$5,025	104.15%	\$1,261	7.65%	16.53%	\$5,777	102.55%	\$6,983	99.68%	\$7,501	107.07%
	Corrections Simple Average			3	\$3,636	95.53%	\$4,608	95.50%	\$5,025	104.15%	\$1,261	7.65%	16.53%	\$5,777	102.55%	\$6,983	99.68%	\$7,501	107.07%
	MMC	MGT SVC NON-SUPV CONFIDENTIAL	A A		\$3,222	84.66%			\$4,518	93.64%	\$1,261	7.65%	16.53%	\$5,262	93.42%			\$6,872	98.09%
	MMN	MGT SVC NON-SUPV	A A	1	\$3,222	84.66%	\$3,389	70.24%	\$4,518	93.64%	\$1,261	7.65%	16.53%	\$5,262	93.42%	\$5,470	78.07%	\$6,872	98.09%
	Management Simple Average			1	\$3,222	84.66%	\$3,389	70.24%	\$4,518	93.64%	\$1,261	7.65%	16.53%	\$5,262	93.42%	\$5,470	78.07%	\$6,872	98.09%
	AB	AFSCME-CONST CONTR BRD	A A		\$2,999	78.80%			\$4,359	90.34%	\$1,261	7.65%	16.53%	\$4,986	88.50%			\$6,674	95.27%
	AR	AFSCME-REAL ESTATE	A A		\$2,999	78.80%			\$4,359	90.34%	\$1,261	7.65%	16.53%	\$4,986	88.50%			\$6,674	95.27%
	AT	AFSCME-DCBS BUILDING CODES	A A		\$2,999	78.80%			\$4,359	90.34%	\$1,261	7.65%	16.53%	\$4,986	88.50%			\$6,674	95.27%
	AU	AFSCME-MILITARY	A A		\$2,999	78.80%			\$4,359	90.34%	\$1,261	7.65%	16.53%	\$4,986	88.50%			\$6,674	95.27%
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	14	\$3,001	78.85%	\$4,001	82.92%	\$4,358	90.32%	\$1,261	7.65%	16.53%	\$4,988	88.55%	\$6,230	88.92%	\$6,673	95.25%
	UA	UNREPRESENTED	A A	4	\$2,999	78.80%	\$3,891	80.64%	\$4,359	90.34%	\$1,261	7.65%	16.53%	\$4,986	88.50%	\$6,093	86.97%	\$6,674	95.27%
	Non-Corrections/Non-Mgmt Simple Average			18	\$2,999	78.81%	\$3,946	81.78%	\$4,359	90.34%	\$1,261	7.65%	16.53%	\$4,986	88.51%	\$6,161	87.95%	\$6,674	95.26%
	STATEWIDE Simple Average			22	\$3,120	81.96%	\$3,972	82.32%	\$4,468	92.61%	\$1,261	7.65%	16.53%	\$5,135	91.16%	\$6,194	88.41%	\$6,810	97.20%

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5233 INVESTIGATOR 3

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	0000		No Match							
ST-ID	0000		No Match							
ST-NV	0903		CHIEF INVESTIGATOR		\$6,455	\$785	7.65%	25.75%		\$9,396
ST-WA	427Q	49	INVESTIGATOR 2	\$3,293	\$4,322	\$662	7.65%	9.21%	\$4,510	\$5,713
State Simple Average				\$3,293	\$5,388	\$724	7.65%	17.48%	\$4,510	\$7,554
MARKET Simple Average				\$3,293	\$5,388	\$724	7.65%	17.48%	\$4,510	\$7,554

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max			Insurance		SS		Retire		SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
	AAON	AFSCME-DOC NON-SECURITY	A	A	\$4,361	132.43%			\$6,063	112.52%	\$1,261	7.65%	16.53%	\$6,677	148.04%							\$8,790	116.36%
	Corrections Simple Average				\$4,361	132.43%			\$6,063	112.52%	\$1,261	7.65%	16.53%	\$6,677	148.04%			- %				\$8,790	116.36%
	MESN	EXEC SVC SUPERVISORY	A	A	\$3,915	118.89%			\$5,492	101.92%	\$1,261	7.65%	16.53%	\$6,123	135.76%							\$8,081	106.98%
	MMC	MGT SVC NON-SUPV CONFIDENTIAL	A	A	\$3,915	118.89%			\$5,492	101.92%	\$1,261	7.65%	16.53%	\$6,123	135.76%							\$8,081	106.98%
	MMN	MGT SVC NON-SUPV	A	A	19	\$3,915	118.89%	\$4,687	86.99%	\$5,492	101.92%	\$1,261	7.65%	16.53%	\$6,123	135.76%	\$7,082	93.75%				\$8,081	106.98%
	MMS	MGT SVC SUPERVISORY	A	A	\$3,915	118.89%			\$5,492	101.92%	\$1,261	7.65%	16.53%	\$6,123	135.76%							\$8,081	106.98%
	Management Simple Average				19	\$3,915	118.89%	\$4,687	86.99%	\$5,492	101.92%	\$1,261	7.65%	16.53%	\$6,123	135.76%	\$7,082	93.75%				\$8,081	106.98%
	AB	AFSCME-CONST CONTR BRD	A	A	2	\$3,610	109.63%	\$4,166	77.31%	\$5,277	97.93%	\$1,261	7.65%	16.53%	\$5,744	127.36%	\$6,435	85.18%				\$7,814	103.44%
	AT	AFSCME-DCBS BUILDING CODES	A	A	\$3,610	109.63%			\$5,277	97.93%	\$1,261	7.65%	16.53%	\$5,744	127.36%							\$7,814	103.44%
	AU	AFSCME-MILITARY	A	A	\$3,609	109.60%			\$5,277	97.93%	\$1,261	7.65%	16.53%	\$5,743	127.34%							\$7,814	103.44%
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A	A	67	\$3,607	109.54%	\$4,759	88.32%	\$5,277	97.93%	\$1,261	7.65%	16.53%	\$5,741	127.28%	\$7,171	94.92%				\$7,814	103.44%
	UA	UNREPRESENTED	A	A	1	\$3,609	109.60%	\$4,162	77.24%	\$5,277	97.93%	\$1,261	7.65%	16.53%	\$5,743	127.34%	\$6,430	85.11%				\$7,814	103.44%
	Non-Corrections/Non-Mgmt Simple Average				70	\$3,609	109.60%	\$4,362	80.96%	\$5,277	97.93%	\$1,261	7.65%	16.53%	\$5,743	127.34%	\$6,678	88.41%				\$7,814	103.44%
	STATEWIDE Simple Average				89	\$3,807	115.60%	\$4,444	82.46%	\$5,442	100.99%	\$1,261	7.65%	16.53%	\$5,988	132.78%	\$6,779	89.74%				\$8,019	106.15%

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5234 CRIMINAL INVESTIGATOR

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
EXCLUDED-Ir	0000		Interest Arbitration							

OREGON
COMPARISON
TO
MARKET

Repr	Repr Description	Opt	Emps	SR Min to SR Min	Emp Avg to SR Max	SR Max to SR Max	Insurance	SS	Retire	SR Min to SR Min	Emp Avg to SR Max	POLICY POINT SR Max to SR Max
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5235 FINANCIAL INVESTIGATOR 1

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	0000		No Match							
ST-ID	04443	K	Financial Examiner / Investigator 1	\$2,905	\$4,486	\$879	7.65%	14.19%	\$4,419	\$6,345
ST-NV	11.366	30	Compliance/Audit Investigator 1	\$2,725	\$4,002	\$785	7.65%	25.75%	\$4,420	\$6,124
ST-WA	159A	45	BUSINESS & PROFESSIONS AUDITOR 1	\$2,994	\$3,918	\$662	7.65%	9.21%	\$4,161	\$5,241
State Simple Average				\$2,875	\$4,135	\$775	7.65%	16.38%	\$4,333	\$5,903
MARKET Simple Average				\$2,875	\$4,135	\$775	7.65%	16.38%	\$4,333	\$5,903

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max		
	MMC	MGT SVC NON-SUPV CONFIDENTIAL	A A		\$4,111	143.01%			\$5,764	139.38%	\$1,261	7.65%	16.53%	\$6,366	146.92%			\$8,419	142.62%	
	MMN	MGT SVC NON-SUPV	A A		\$4,111	143.01%			\$5,764	139.38%	\$1,261	7.65%	16.53%	\$6,366	146.92%			\$8,419	142.62%	
	Management Simple Average				\$4,111	143.01%			\$5,764	139.38%	\$1,261	7.65%	16.53%	\$6,366	146.92%	- %		\$8,419	142.62%	
	AR	AFSCME-REAL ESTATE	A A	7	\$3,782	131.57%	\$4,591	111.02%	\$5,530	133.72%	\$1,261	7.65%	16.53%	\$5,958	137.49%	\$6,963	117.95%	\$8,129	137.70%	
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	4	\$3,781	131.53%	\$5,236	126.62%	\$5,529	133.70%	\$1,261	7.65%	16.53%	\$5,957	137.47%	\$7,764	131.52%	\$8,127	137.68%	
	UA	UNREPRESENTED	A A	2	\$3,781	131.53%	\$5,382	130.14%	\$5,530	133.72%	\$1,261	7.65%	16.53%	\$5,957	137.47%	\$7,945	134.58%	\$8,129	137.70%	
	Non-Corrections/Non-Mgmt Simple Average				13	\$3,781	131.54%	\$5,070	122.59%	\$5,530	133.72%	\$1,261	7.65%	16.53%	\$5,957	137.47%	\$7,557	128.02%	\$8,128	137.69%
	STATEWIDE Simple Average				13	\$3,913	136.13%	\$5,070	122.59%	\$5,623	135.98%	\$1,261	7.65%	16.53%	\$6,121	141.25%	\$7,557	128.02%	\$8,245	139.66%

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5236 CRIMINAL FINANCIAL INVESTIGATR

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS		
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max	
EXCLUDED-Ir	0000		Interest Arbitration								
Exclude Simple Average				Insufficient Market Data						Insufficient Market Data	
State Simple Average				Insufficient Market Data						Insufficient Market Data	
MARKET Simple Average				Insufficient Market Data						Insufficient Market Data	

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min	Emp Avg to SR Max	SR Max to SR Max	Insurance	SS	Retire	SR Min to SR Min	Emp Avg to SR Max	POLICY POINT
													SR Max to SR Max
													SR Max to SR Max

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5237 DEPT/CORRECTIONS INSPECTOR 1

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	8612A		SPECIAL INVESTIGATOR	\$3,902	\$4,614	\$1,116	7.65%	21.35%	\$6,149	\$7,068
ST-ID	0000		No Match							
ST-NV	0000	00	No Match							
ST-WA	0000		No Match							
State Simple Average				Insufficient Market Data					Insufficient Market Data	
MARKET Simple Average				Insufficient Market Data					Insufficient Market Data	

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
		AAON	AFSCME-DOC NON-SECURITY	A	A	\$3,636	- %	- %	\$5,025	- %	\$1,261	7.65%	16.53%	\$5,777	- %	- %	\$7,501	- %	
	Corrections Simple Average				\$3,636	- %	- %	\$5,025	- %	\$1,261	7.65%	16.53%	\$5,777	- %	- %	\$7,501	- %		
	STATEWIDE Simple Average				\$3,636	- %	- %	\$5,025	- %	\$1,261	7.65%	16.53%	\$5,777	- %	- %	\$7,501	- %		

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5238 DEPT/CORRECTIONS INSPECTOR 2

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	8612B		SPECIAL INVESTIGATOR	\$4,454	\$5,524	\$1,116	7.65%	21.35%	\$6,861	\$8,242
ST-ID	09233	L	Investigator	\$3,279	\$5,065	\$879	7.65%	14.19%	\$4,875	\$7,050
ST-NV	0000	00	No Match							
ST-WA	427E	47	CORRECTIONAL INVESTIGATOR	\$3,135	\$4,114	\$662	7.65%	9.21%	\$4,326	\$5,470
State Simple Average				\$3,623	\$4,901	\$886	7.65%	14.92%	\$5,354	\$6,920
MARKET Simple Average				\$3,623	\$4,901	\$886	7.65%	14.92%	\$5,354	\$6,920

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%		
	AAON	AFSCME-DOC NON-SECURITY	A A	13	\$4,361	120.38%	\$5,620	114.66%	\$6,063	123.71%	\$1,261	7.65%	16.53%	\$6,677	124.71%	\$8,240	119.06%	\$8,790	127.02%
	Corrections Simple Average			13	\$4,361	120.38%	\$5,620	114.66%	\$6,063	123.71%	\$1,261	7.65%	16.53%	\$6,677	124.71%	\$8,240	119.06%	\$8,790	127.02%
	STATEWIDE Simple Average			13	\$4,361	120.38%	\$5,620	114.66%	\$6,063	123.71%	\$1,261	7.65%	16.53%	\$6,677	124.71%	\$8,240	119.06%	\$8,790	127.02%

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5239 DEPT/CORRECTIONS INSPECTOR 3

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	8612C		SPECIAL INVESTIGATOR	\$4,888	\$6,076	\$1,116	7.65%	21.35%	\$7,421	\$8,954
ST-ID	0000		No Match							
ST-NV	0000	00	No Match							
ST-WA	0000		No Match							
State Simple Average				Insufficient Market Data					Insufficient Market Data	
MARKET Simple Average				Insufficient Market Data					Insufficient Market Data	

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	MMC	MGT SVC NON-SUPV CONFIDENTIAL	A A		\$4,518	- %		- %	\$6,351	- %	\$1,261	7.65%	16.53%	\$6,872	- %		- %	\$9,148	- %
	MMN	MGT SVC NON-SUPV	A A	6	\$4,518	- %	\$5,902	- %	\$6,351	- %	\$1,261	7.65%	16.53%	\$6,872	- %	\$8,591	- %	\$9,148	- %
	MMS	MGT SVC SUPERVISORY	A A		\$4,518	- %		- %	\$6,351	- %	\$1,261	7.65%	16.53%	\$6,872	- %		- %	\$9,148	- %
	Management Simple Average			6	\$4,518	- %	\$5,902	- %	\$6,351	- %	\$1,261	7.65%	16.53%	\$6,872	- %	\$8,591	- %	\$9,148	- %
	STATEWIDE Simple Average			6	\$4,518	- %	\$5,902	- %	\$6,351	- %	\$1,261	7.65%	16.53%	\$6,872	- %	\$8,591	- %	\$9,148	- %

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5240 CIVIL RIGHTS FIELD REP 1

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	0000		No Match							
ST-ID	05927	K	Civil Rights Investigator	\$2,905	\$4,486	\$879	7.65%	14.19%	\$4,419	\$6,345
ST-NV	11.359	28	Compliance Investigator 1	\$2,514	\$3,670	\$785	7.65%	25.75%	\$4,139	\$5,681
ST-WA	0000		No Match							
State Simple Average				\$2,710	\$4,078	\$832	7.65%	19.97%	\$4,279	\$6,013
MARKET Simple Average				\$2,710	\$4,078	\$832	7.65%	19.97%	\$4,279	\$6,013

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%		
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	3	\$2,873	106.03%	\$3,434	84.20%	\$4,161	102.04%	\$1,261	7.65%	16.53%	\$4,829	112.86%	\$5,525	91.89%	\$6,429	106.91%
	Non-Corrections/Non-Mgmt Simple Average			3	\$2,873	106.03%	\$3,434	84.20%	\$4,161	102.04%	\$1,261	7.65%	16.53%	\$4,829	112.86%	\$5,525	91.89%	\$6,429	106.91%
	STATEWIDE Simple Average			3	\$2,873	106.03%	\$3,434	84.20%	\$4,161	102.04%	\$1,261	7.65%	16.53%	\$4,829	112.86%	\$5,525	91.89%	\$6,429	106.91%

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5241 CIVIL RIGHTS FIELD REP 2

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	9511		FAIR EMPLOYMENT AND HOUSING CONSULTANT II	\$4,488	\$5,618	\$1,116	7.65%	21.35%	\$6,905	\$8,363
ST-ID	05928	L	Civil Rights Investigator, Senior	\$3,279	\$5,065	\$879	7.65%	14.19%	\$4,875	\$7,050
ST-NV	11.358	32	Compliance Investigator 2	\$2,961	\$4,371	\$785	7.65%	25.75%	\$4,736	\$6,616
ST-WA	427Q	49	INVESTIGATOR 2	\$3,293	\$4,322	\$662	7.65%	9.21%	\$4,510	\$5,713
State Simple Average				\$3,505	\$4,844	\$861	7.65%	17.63%	\$5,257	\$6,935
MARKET Simple Average				\$3,505	\$4,844	\$861	7.65%	17.63%	\$5,257	\$6,935

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	14	\$3,290	93.85%	\$4,089	84.41%	\$4,791	98.91%	\$1,261	7.65%	16.53%	\$5,347	101.72%	\$6,339	91.39%	\$7,211	103.97%
	UA	UNREPRESENTED	A A		\$3,291	93.88%			\$4,791	98.91%	\$1,261	7.65%	16.53%	\$5,348	101.74%			\$7,211	103.97%
	Non-Corrections/Non-Mgmt Simple Average			14	\$3,291	93.87%	\$4,089	84.41%	\$4,791	98.91%	\$1,261	7.65%	16.53%	\$5,348	101.73%	\$6,339	91.39%	\$7,211	103.97%
	STATEWIDE Simple Average			14	\$3,291	93.87%	\$4,089	84.41%	\$4,791	98.91%	\$1,261	7.65%	16.53%	\$5,348	101.73%	\$6,339	91.39%	\$7,211	103.97%

5243 CIVIL RIGHTS INTAKE OFFICER

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	9513		FAIR EMPLOYMENT AND HOUSING CONSULTANT I	\$3,731	\$4,671	\$1,116	7.65%	21.35%	\$5,929	\$7,141
ST-ID	0000		No Match							
ST-NV	0000	00	No Match							
ST-WA	0000		No Match							
State Simple Average				Insufficient Market Data					Insufficient Market Data	
MARKET Simple Average				Insufficient Market Data					Insufficient Market Data	

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%		
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A	A	\$2,756	- %	- %	\$3,974	- %	\$1,261	7.65%	16.53%	\$4,684	- %	- %	\$6,196	- %		
	Non-Corrections/Non-Mgmt Simple Average				\$2,756	- %	- %	\$3,974	- %	\$1,261	7.65%	16.53%	\$4,684	- %	- %	\$6,196	- %		
	STATEWIDE Simple Average				\$2,756	- %	- %	\$3,974	- %	\$1,261	7.65%	16.53%	\$4,684	- %	- %	\$6,196	- %		

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5245 WAGE/HOUR COMPLIANCE SPEC

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	0000		No Match							
ST-ID	08515	K	Labor Compliance Officer	\$2,905	\$4,486	\$879	7.65%	14.19%	\$4,419	\$6,345
ST-NV	0000	00	No Match							
ST-WA	124B	49	INDUSTRIAL RELATIONS AGENT 2	\$3,293	\$4,322	\$662	7.65%	9.21%	\$4,510	\$5,713
State Simple Average				\$3,099	\$4,404	\$771	7.65%	11.70%	\$4,464	\$6,029
MARKET Simple Average				\$3,099	\$4,404	\$771	7.65%	11.70%	\$4,464	\$6,029

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	7	\$3,290	106.16%	\$4,216	95.73%	\$4,791	108.78%	\$1,261	7.65%	16.53%	\$5,347	119.77%	\$6,497	107.76%	\$7,211	119.60%
	UA	UNREPRESENTED	A A		\$3,291	106.20%			\$4,791	108.78%	\$1,261	7.65%	16.53%	\$5,348	119.80%			\$7,211	119.60%
	Non-Corrections/Non-Mgmt Simple Average			7	\$3,291	106.18%	\$4,216	95.73%	\$4,791	108.78%	\$1,261	7.65%	16.53%	\$5,348	119.78%	\$6,497	107.76%	\$7,211	119.60%
	STATEWIDE Simple Average			7	\$3,291	106.18%	\$4,216	95.73%	\$4,791	108.78%	\$1,261	7.65%	16.53%	\$5,348	119.78%	\$6,497	107.76%	\$7,211	119.60%

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5246 COMPLIANCE SPECIALIST 1

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-LANE	F037		Compliance Specialist	\$3,096	\$4,283	\$1,776	7.65%	14.91%	\$5,570	\$7,025
County Simple Average				\$3,096	\$4,283	\$1,776	7.65%	14.91%	\$5,570	\$7,025
ST-CA	9927	A	PROGRAM TECHNICIAN	\$2,326	\$3,125	\$1,116	7.65%	21.35%	\$4,116	\$5,147
ST-ID	07040	J	Analyst 1	\$2,595	\$4,006	\$879	7.65%	14.19%	\$4,041	\$5,760
ST-NV	7.649	31	Program Officer 1	\$2,845	\$4,181	\$785	7.65%	25.75%	\$4,580	\$6,363
ST-WA	108E	47	ADMINISTRATIVE REGULATIONS ANALYST 2	\$3,135	\$4,114	\$662	7.65%	9.21%	\$4,326	\$5,470
State Simple Average				\$2,725	\$3,856	\$861	7.65%	17.63%	\$4,266	\$5,685
MARKET Simple Average				\$2,799	\$3,942	\$1,044	7.65%	17.08%	\$4,527	\$5,953

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max		
		AF	AFSCME-FIRE MARSHAL	A	A	\$2,999	107.13%			\$4,359	110.58%	\$1,261	7.65%	16.53%	\$4,986	110.14%			\$6,674	112.12%
	AL	AFSCME-OLCC	A	A	1	\$2,999	107.13%	\$3,139	79.63%	\$4,359	110.58%	\$1,261	7.65%	16.53%	\$4,986	110.14%	\$5,159	86.67%	\$6,674	112.12%
	AO	AFSCME-OREGON STATE POLICE	A	A		\$2,999	107.13%			\$4,359	110.58%	\$1,261	7.65%	16.53%	\$4,986	110.14%			\$6,674	112.12%
	AR	AFSCME-REAL ESTATE	A	A	3	\$2,999	107.13%	\$3,915	99.32%	\$4,359	110.58%	\$1,261	7.65%	16.53%	\$4,986	110.14%	\$6,123	102.86%	\$6,674	112.12%
	AS	AFSCME-DEPT PUBLIC SAFE/STD/TRNG	A	A	2	\$2,999	107.13%	\$3,581	90.83%	\$4,359	110.58%	\$1,261	7.65%	16.53%	\$4,986	110.14%	\$5,708	95.88%	\$6,674	112.12%
	AT	AFSCME-DCBS BUILDING CODES	A	A		\$2,999	107.13%			\$4,359	110.58%	\$1,261	7.65%	16.53%	\$4,986	110.14%			\$6,674	112.12%
	E	AEE-ASSOC OF ENGINEER EMS	A	A		\$2,979	106.42%			\$4,401	111.65%	\$1,261	7.65%	16.53%	\$4,961	109.59%			\$6,727	113.00%
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A	A	35	\$3,001	107.21%	\$3,863	97.99%	\$4,358	110.56%	\$1,261	7.65%	16.53%	\$4,988	110.20%	\$6,058	101.76%	\$6,673	112.10%
	UA	UNREPRESENTED	A	A	25	\$2,999	107.13%	\$4,029	102.22%	\$4,359	110.58%	\$1,261	7.65%	16.53%	\$4,986	110.14%	\$6,265	105.25%	\$6,674	112.12%
	Non-Corrections/Non-Mgmt Simple Average				66	\$2,997	107.06%	\$3,705	94.00%	\$4,364	110.70%	\$1,261	7.65%	16.53%	\$4,983	110.09%	\$5,863	98.48%	\$6,680	112.22%
	STATEWIDE Simple Average				66	\$2,997	107.06%	\$3,705	94.00%	\$4,364	110.70%	\$1,261	7.65%	16.53%	\$4,983	110.09%	\$5,863	98.48%	\$6,680	112.22%

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5247 COMPLIANCE SPECIALIST 2

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-CLACK			Code Compliance Specialist	\$4,614	\$5,815	\$1,266	7.65%	16.43%	\$6,992	\$8,481
County Simple Average				\$4,614	\$5,815	\$1,266	7.65%	16.43%	\$6,992	\$8,481
ST-CA	9928		PROGRAM TECHNICIAN II	\$2,691	\$3,371	\$1,116	7.65%	21.35%	\$4,587	\$5,464
ST-ID	07042	L	Analyst 2	\$3,279	\$5,065	\$879	7.65%	14.19%	\$4,875	\$7,050
ST-NV	7.647	33	Program Officer 2	\$3,094	\$4,574	\$785	7.65%	25.75%	\$4,912	\$6,888
ST-WA	108F	54	ADMINISTRATIVE REGULATIONS ANALYST 3	\$3,726	\$4,888	\$662	7.65%	9.21%	\$5,016	\$6,374
State Simple Average				\$3,198	\$4,475	\$861	7.65%	17.63%	\$4,848	\$6,444
MARKET Simple Average				\$3,481	\$4,743	\$942	7.65%	17.39%	\$5,276	\$6,852

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
	MMC	MGT SVC NON-SUPV CONFIDENTIAL	A A		\$3,915	112.47%	\$5,492	115.80%	\$1,261	7.65%	16.53%	\$6,123	116.05%		\$8,081	117.95%			
MMN	MGT SVC NON-SUPV	A A		\$3,915	112.47%	\$5,492	115.80%	\$1,261	7.65%	16.53%	\$6,123	116.05%		\$8,081	117.95%				
MMS	MGT SVC SUPERVISORY	A A		\$3,915	112.47%	\$5,492	115.80%	\$1,261	7.65%	16.53%	\$6,123	116.05%		\$8,081	117.95%				
Management Simple Average				\$3,915	112.47%	\$5,492	115.80%	\$1,261	7.65%	16.53%	\$6,123	116.05%	- %	\$8,081	117.95%				
AB	AFSCME-CONST CONTR BRD	A A	18	\$3,610	103.71%	\$4,508	95.05%	\$5,277	111.27%	\$1,261	7.65%	16.53%	\$5,744	108.87%	\$6,859	100.12%	\$7,814	114.05%	
AF	AFSCME-FIRE MARSHAL	A A	7	\$3,610	103.71%	\$4,664	98.35%	\$5,277	111.27%	\$1,261	7.65%	16.53%	\$5,744	108.87%	\$7,054	102.95%	\$7,814	114.05%	
AL	AFSCME-OLCC	A A	1	\$3,610	103.71%	\$5,277	111.27%	\$5,277	111.27%	\$1,261	7.65%	16.53%	\$5,744	108.87%	\$7,814	114.05%	\$7,814	114.05%	
AO	AFSCME-OREGON STATE POLICE	A A		\$3,610	103.71%	\$5,277	111.27%	\$1,261	7.65%	16.53%	\$5,744	108.87%		\$7,814	114.05%				
AR	AFSCME-REAL ESTATE	A A	1	\$3,610	103.71%	\$3,610	76.12%	\$5,277	111.27%	\$1,261	7.65%	16.53%	\$5,744	108.87%	\$5,744	83.84%	\$7,814	114.05%	
AS	AFSCME-DEPT PUBLIC SAFE/STD/TRNG	A A	2	\$3,609	103.68%	\$4,818	101.59%	\$5,277	111.27%	\$1,261	7.65%	16.53%	\$5,743	108.85%	\$7,244	105.73%	\$7,814	114.05%	
AT	AFSCME-DCBS BUILDING CODES	A A	2	\$3,610	103.71%	\$4,818	101.59%	\$5,277	111.27%	\$1,261	7.65%	16.53%	\$5,744	108.87%	\$7,244	105.73%	\$7,814	114.05%	
AX	AFSCME-STATE LANDS	A A		\$3,609	103.68%	\$5,275	111.22%	\$1,261	7.65%	16.53%	\$5,743	108.85%		\$7,812	114.02%				
E	AEE-ASSOC OF ENGINEER EMS	A A		\$3,620	104.00%	\$5,348	112.76%	\$1,261	7.65%	16.53%	\$5,757	109.10%		\$7,903	115.34%				
OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	318	\$3,607	103.62%	\$4,694	98.98%	\$5,277	111.27%	\$1,261	7.65%	16.53%	\$5,741	108.80%	\$7,091	103.49%	\$7,814	114.05%	
UA	UNREPRESENTED	A A	63	\$3,609	103.68%	\$4,576	96.48%	\$5,277	111.27%	\$1,261	7.65%	16.53%	\$5,743	108.85%	\$6,944	101.35%	\$7,814	114.05%	
Non-Corrections/Non-Mgmt Simple Average				412	\$3,610	103.72%	\$4,621	97.43%	\$5,283	111.40%	\$1,261	7.65%	16.53%	\$5,745	108.88%	\$6,999	102.16%	\$7,822	114.17%
STATEWIDE Simple Average				412	\$3,676	105.59%	\$4,621	97.43%	\$5,328	112.34%	\$1,261	7.65%	16.53%	\$5,826	110.41%	\$6,999	102.16%	\$7,878	114.98%

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5248 COMPLIANCE SPECIALIST 3

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
MIL-OPES	4.10		Management Analyst (Senior)	\$5,161	\$7,297	\$1,267	7.65%	10.63%	\$7,371	\$9,898
OPES Simple Average				\$5,161	\$7,297	\$1,267	7.65%	10.63%	\$7,371	\$9,898
ST-CA	9929	A	PROGRAM TECHNICIAN III	\$3,010	\$3,770	\$1,116	7.65%	21.35%	\$4,999	\$5,979
ST-ID	07044	M	Analyst 3	\$3,708	\$5,726	\$879	7.65%	14.19%	\$5,396	\$7,855
ST-NV	7.643	35	Program Officer 3	\$3,363	\$4,997	\$785	7.65%	25.75%	\$5,272	\$7,452
ST-WA	108G	60	ADMINISTRATIVE REGULATIONS ANALYST 4	\$4,322	\$5,668	\$662	7.65%	9.21%	\$5,713	\$7,286
State Simple Average				\$3,601	\$5,040	\$861	7.65%	17.63%	\$5,345	\$7,143
MARKET Simple Average				\$3,913	\$5,491	\$942	7.65%	16.23%	\$5,750	\$7,694

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
		MMC	MGT SVC NON-SUPV CONFIDENTIAL	A A		\$4,742	121.19%			\$6,663	121.33%	\$1,261	7.65%	16.53%	\$7,150	124.34%			\$9,536
	MMN	MGT SVC NON-SUPV	A A	17	\$4,742	121.19%	\$5,860	106.71%	\$6,663	121.33%	\$1,261	7.65%	16.53%	\$7,150	124.34%	\$8,539	110.98%	\$9,536	123.94%
	MMS	MGT SVC SUPERVISORY	A A		\$4,742	121.19%			\$6,663	121.33%	\$1,261	7.65%	16.53%	\$7,150	124.34%			\$9,536	123.94%
	Management Simple Average			17	\$4,742	121.19%	\$5,860	106.71%	\$6,663	121.33%	\$1,261	7.65%	16.53%	\$7,150	124.34%	\$8,539	110.98%	\$9,536	123.94%
	AF	AFSCME-FIRE MARSHAL	A A	1	\$4,359	111.41%	\$6,663	121.33%	\$6,381	116.20%	\$1,261	7.65%	16.53%	\$6,674	116.07%	\$9,536	123.94%	\$9,185	119.39%
	AL	AFSCME-OLCC	A A	8	\$4,359	111.41%	\$5,605	102.07%	\$6,381	116.20%	\$1,261	7.65%	16.53%	\$6,674	116.07%	\$8,222	106.86%	\$9,185	119.39%
	AO	AFSCME-OREGON STATE POLICE	A A	1	\$4,359	111.41%	\$5,530	100.70%	\$6,381	116.20%	\$1,261	7.65%	16.53%	\$6,674	116.07%	\$8,129	105.65%	\$9,185	119.39%
	AR	AFSCME-REAL ESTATE	A A	1	\$4,359	111.41%	\$6,381	116.20%	\$6,381	116.20%	\$1,261	7.65%	16.53%	\$6,674	116.07%	\$9,185	119.39%	\$9,185	119.39%
	AS	AFSCME-DEPT PUBLIC SAFE/STD/TRNG	A A	5	\$4,359	111.41%	\$5,889	107.23%	\$6,374	116.07%	\$1,261	7.65%	16.53%	\$6,674	116.07%	\$8,574	111.44%	\$9,177	119.27%
	AT	AFSCME-DCBS BUILDING CODES	A A		\$4,359	111.41%			\$6,381	116.20%	\$1,261	7.65%	16.53%	\$6,674	116.07%			\$9,185	119.39%
	E	AEE-ASSOC OF ENGINEER EMS	A A	4	\$4,401	112.48%	\$5,952	108.39%	\$6,499	118.35%	\$1,261	7.65%	16.53%	\$6,727	116.98%	\$8,653	112.47%	\$9,332	121.29%
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	92	\$4,358	111.38%	\$5,593	101.85%	\$6,380	116.18%	\$1,261	7.65%	16.53%	\$6,673	116.05%	\$8,207	106.67%	\$9,184	119.37%
	UA	UNREPRESENTED	A A	16	\$4,359	111.41%	\$5,735	104.43%	\$6,381	116.20%	\$1,261	7.65%	16.53%	\$6,674	116.07%	\$8,383	108.95%	\$9,185	119.39%
	Non-Corrections/Non-Mgmt Simple Average			128	\$4,364	111.52%	\$5,918	107.78%	\$6,393	116.42%	\$1,261	7.65%	16.53%	\$6,680	116.17%	\$8,611	111.92%	\$9,201	119.58%
	STATEWIDE Simple Average			145	\$4,458	113.94%	\$5,912	107.66%	\$6,461	117.65%	\$1,261	7.65%	16.53%	\$6,798	118.21%	\$8,603	111.82%	\$9,284	120.67%

5315 NETWORK/SYSTEMS CONSULTANT

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max

EXCLUDED-N 0000 No Budgeted Positions

Exclude Simple Average										
MARKET Simple Average				Excluded					Excluded	

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min	Emp Avg to SR Max	SR Max to SR Max	Insurance	SS	Retire	SR Min to SR Min	Emp Avg to SR Max	POLICY POINT
													SR Max to SR Max

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5342 ELEVATOR INSPECTOR

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
MIL-OPES	6.03		Plans Examiner - Commercial	\$5,158	\$6,421	\$1,267	7.65%	10.63%	\$7,368	\$8,862
OPES Simple Average				\$5,158	\$6,421	\$1,267	7.65%	10.63%	\$7,368	\$8,862
ST-CA	0000		No Match							
ST-ID	0000		No Match							
ST-NV	11.538	37	Safety Specialist, Elevator - DIR	\$3,670	\$5,469	\$785	7.65%	25.75%	\$5,681	\$8,081
ST-WA	391N	57	ELEVATOR INSPECTOR 1	\$4,014	\$5,266	\$662	7.65%	9.21%	\$5,353	\$6,816
State Simple Average				\$3,842	\$5,367	\$724	7.65%	17.48%	\$5,517	\$7,448
MARKET Simple Average				\$4,281	\$5,719	\$905	7.65%	15.20%	\$6,134	\$7,920

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
		AT	AFSCME-DCBS BUILDING CODES	A A	9	\$3,610	84.34%	\$5,153	90.11%	\$5,277	92.28%	\$1,261	7.65%	16.53%	\$5,744	93.65%	\$7,661	96.73%	\$7,814
	Non-Corrections/Non-Mgmt Simple Average			9	\$3,610	84.34%	\$5,153	90.11%	\$5,277	92.28%	\$1,261	7.65%	16.53%	\$5,744	93.65%	\$7,661	96.73%	\$7,814	98.67%
	STATEWIDE Simple Average			9	\$3,610	84.34%	\$5,153	90.11%	\$5,277	92.28%	\$1,261	7.65%	16.53%	\$5,744	93.65%	\$7,661	96.73%	\$7,814	98.67%

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5343 PLANS EXAMINER 1

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS		
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max	
CO-DOUGLAS	3130		Plans Examiner	\$2,898	\$5,677	\$1,365	7.65%	18.05%	\$5,008	\$8,501	
CO-LANE			Plans Examiner 1	\$2,945	\$4,079	\$1,776	7.65%	14.91%	\$5,385	\$6,775	
CO-WASH			PLANS EXAMINER I	\$4,780	\$5,810	\$1,177	7.65%	22.22%	\$7,385	\$8,722	
County Simple Average				\$3,541	\$5,188	\$1,439	7.65%	18.39%	\$5,926	\$7,999	
EXCLUDED-N	0000		No Budgeted Positions								
Exclude Simple Average											
MARKET Simple Average				Excluded						Excluded	

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min	Emp Avg to SR Max	SR Max to SR Max	Insurance	SS	Retire	SR Min to SR Min	Emp Avg to SR Max	POLICY POINT SR Max to SR Max
		AT	AFSCME-DCBS BUILDING CODES	A A		\$3,292 - %	- %	\$4,791 - %	\$1,261	7.65%	16.53%	\$5,349 - %	- %
	Non-Corrections/Non-Mgmt Simple Average				\$3,292 - %	- %	\$4,791 - %	\$1,261	7.65%	16.53%	\$5,349 - %	- %	\$7,211 - %
	STATEWIDE Simple Average				\$3,292 - %	- %	\$4,791 - %	\$1,261	7.65%	16.53%	\$5,349 - %	- %	\$7,211 - %

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5344 PLANS EXAMINER 2

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-CLACK	906		Plans Examiner	\$5,296	\$6,683	\$1,266	7.65%	16.43%	\$7,837	\$9,559
CO-DOUGLAS	3135		Plans Examiner Engineer	\$2,898	\$5,677	\$1,365	7.65%	18.05%	\$5,008	\$8,501
CO-LANE			Plans Examiner 2	\$3,333	\$4,618	\$1,776	7.65%	14.91%	\$5,861	\$7,435
CO-MARION	107		Building Plans Examiner 2	\$3,985	\$5,886	\$1,346	7.65%	12.35%	\$6,128	\$8,410
CO-WASH			PLANS EXAMINER II	\$5,543	\$6,739	\$1,177	7.65%	22.22%	\$8,376	\$9,929
County Simple Average				\$4,211	\$5,921	\$1,386	7.65%	16.79%	\$6,642	\$8,767
ST-CA	0000		No Match							
ST-ID	08542	K	Building Plans Examiner	\$2,905	\$4,486	\$879	7.65%	14.19%	\$4,419	\$6,345
ST-NV	6.226	40	Prof Engineer	\$4,181	\$6,274	\$785	7.65%	25.75%	\$6,363	\$9,155
ST-WA	5390	57	BUILDING DESIGNER 2	\$4,014	\$5,266	\$662	7.65%	9.21%	\$5,353	\$6,816
State Simple Average				\$3,700	\$5,342	\$775	7.65%	16.38%	\$5,378	\$7,439
MARKET Simple Average				\$4,019	\$5,704	\$1,157	7.65%	16.64%	\$6,168	\$8,269

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
		AT	AFSCME-DCBS BUILDING CODES	A A	2	\$3,782	94.09%	\$5,034	88.26%	\$5,530	96.95%	\$1,261	7.65%	16.53%	\$5,958	96.59%	\$7,513	90.86%	\$8,129
	Non-Corrections/Non-Mgmt Simple Average			2	\$3,782	94.09%	\$5,034	88.26%	\$5,530	96.95%	\$1,261	7.65%	16.53%	\$5,958	96.59%	\$7,513	90.86%	\$8,129	98.31%
	STATEWIDE Simple Average			2	\$3,782	94.09%	\$5,034	88.26%	\$5,530	96.95%	\$1,261	7.65%	16.53%	\$5,958	96.59%	\$7,513	90.86%	\$8,129	98.31%

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5345 STRUCTURAL/MECHANICAL INSPECTO

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-CLACK	917		Structural/Mechanical Inspector	\$5,055	\$6,379	\$1,266	7.65%	16.43%	\$7,538	\$9,181
CO-DOUGLAS	3110		Building Inspector	\$2,898	\$5,677	\$1,365	7.65%	18.05%	\$5,008	\$8,501
CO-JEFFERS			Building Inspector	\$3,271	\$4,510	\$1,010	7.65%	15.77%	\$5,047	\$6,576
County Simple Average				\$3,741	\$5,522	\$1,214	7.65%	16.75%	\$5,864	\$8,086
MIL-OPES	6.05		Building Inspector	\$4,757	\$6,090	\$1,267	7.65%	10.63%	\$6,893	\$8,471
OPES Simple Average				\$4,757	\$6,090	\$1,267	7.65%	10.63%	\$6,893	\$8,471
ST-CA	4032		CONSTRUCTION INSPECTOR II	\$5,034	\$6,301	\$1,116	7.65%	21.35%	\$7,609	\$9,244
ST-ID	08521	K	Building Safety Inspector/Advisor	\$2,905	\$4,486	\$879	7.65%	14.19%	\$4,419	\$6,345
ST-NV	6.754	37	Bldg Construction Insp 3	\$3,670	\$5,469	\$785	7.65%	25.75%	\$5,681	\$8,081
ST-WA	391S	57E	CONSTRUCTION COMPLIANCE INSPECTOR 1	\$4,429	\$5,266	\$662	7.65%	9.21%	\$5,838	\$6,816
State Simple Average				\$4,009	\$5,381	\$861	7.65%	17.63%	\$5,887	\$7,621
MARKET Simple Average				\$4,002	\$5,522	\$1,044	7.65%	16.42%	\$6,004	\$7,902

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	AT	AFSCME-DCBS BUILDING CODES	A A	4	\$3,610	90.20%	\$4,877	88.31%	\$5,277	95.56%	\$1,261	7.65%	16.53%	\$5,744	95.67%	\$7,317	92.60%	\$7,814	98.89%
	Non-Corrections/Non-Mgmt Simple Average				4	\$3,610	90.20%	\$4,877	88.31%	\$5,277	95.56%	7.65%	16.53%	\$5,744	95.67%	\$7,317	92.60%	\$7,814	98.89%
	STATEWIDE Simple Average				4	\$3,610	90.20%	\$4,877	88.31%	\$5,277	95.56%	7.65%	16.53%	\$5,744	95.67%	\$7,317	92.60%	\$7,814	98.89%

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5346 RECREATIONAL VEH/PARKS INSPECT

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	8959		DISTRICT REPRESENTATIVE I, DIVISION OF CODES AN	\$4,555	\$5,652	\$1,116	7.65%	21.35%	\$6,992	\$8,407
ST-ID	08521	K	Building Safety Inspector/Advisor	\$2,905	\$4,486	\$879	7.65%	14.19%	\$4,419	\$6,345
ST-NV	0000	00	No Match							
ST-WA	391R	59E	FACTORY & MOBILE HOME PLAN EXAMINER	\$4,653	\$5,535	\$662	7.65%	9.21%	\$6,099	\$7,130
State Simple Average				\$4,038	\$5,224	\$886	7.65%	14.92%	\$5,837	\$7,294
MARKET Simple Average				\$4,038	\$5,224	\$886	7.65%	14.92%	\$5,837	\$7,294

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%		
	AT	AFSCME-DCBS BUILDING CODES	A A	3	\$3,451	85.47%	\$4,949	94.73%	\$5,028	96.24%	\$1,261	7.65%	16.53%	\$5,547	95.04%	\$7,407	101.55%	\$7,505	102.90%
	Non-Corrections/Non-Mgmt Simple Average			3	\$3,451	85.47%	\$4,949	94.73%	\$5,028	96.24%	\$1,261	7.65%	16.53%	\$5,547	95.04%	\$7,407	101.55%	\$7,505	102.90%
	STATEWIDE Simple Average			3	\$3,451	85.47%	\$4,949	94.73%	\$5,028	96.24%	\$1,261	7.65%	16.53%	\$5,547	95.04%	\$7,407	101.55%	\$7,505	102.90%

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5347 MANUFACTURED HOMES INSPECTOR

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max

EXCLUDED-N 0000 No Budgeted Positions

Exclude Simple Average										
MARKET Simple Average				Excluded						Excluded

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
		AT	AFSCME-DCBS BUILDING CODES	A	A	\$3,451	- %	- %	\$5,028	- %	\$1,261	7.65%	16.53%	\$5,547	- %	- %	\$7,505	- %	
	Non-Corrections/Non-Mgmt Simple Average				\$3,451	- %	- %	\$5,028	- %	\$1,261	7.65%	16.53%	\$5,547	- %	- %	\$7,505	- %		
	STATEWIDE Simple Average				\$3,451	- %	- %	\$5,028	- %	\$1,261	7.65%	16.53%	\$5,547	- %	- %	\$7,505	- %		

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5353 BOILER INSPECTOR

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	4037		MECHANICAL INSPECTOR II	\$4,593	\$5,750	\$1,116	7.65%	21.35%	\$7,041	\$8,533
ST-ID	08521	K	Building Safety Inspector/Advisor	\$2,905	\$4,486	\$879	7.65%	14.19%	\$4,419	\$6,345
ST-NV	11.537	37	Safety Specialist, Boiler - DIR	\$3,670	\$5,469	\$785	7.65%	25.75%	\$5,681	\$8,081
ST-WA	391F	57	PRESSURE VESSEL INSPECTOR 1	\$4,014	\$5,266	\$662	7.65%	9.21%	\$5,353	\$6,816
State Simple Average				\$3,795	\$5,243	\$861	7.65%	17.63%	\$5,623	\$7,444
MARKET Simple Average				\$3,795	\$5,243	\$861	7.65%	17.63%	\$5,623	\$7,444

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	AT	AFSCME-DCBS BUILDING CODES	A A	7	\$3,973	104.68%	\$5,438	103.72%	\$5,802	110.67%	\$1,261	7.65%	16.53%	\$6,195	110.17%	\$8,014	107.66%	\$8,466	113.74%
	Non-Corrections/Non-Mgmt Simple Average			7	\$3,973	104.68%	\$5,438	103.72%	\$5,802	110.67%	\$1,261	7.65%	16.53%	\$6,195	110.17%	\$8,014	107.66%	\$8,466	113.74%
	STATEWIDE Simple Average			7	\$3,973	104.68%	\$5,438	103.72%	\$5,802	110.67%	\$1,261	7.65%	16.53%	\$6,195	110.17%	\$8,014	107.66%	\$8,466	113.74%

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5354 PLUMBING INSPECTOR

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-CLACK	909		Plumbing Inspector	\$5,055	\$6,379	\$1,266	7.65%	16.43%	\$7,538	\$9,181
CO-LINN	317		PLUMBING INSPECTOR I	\$4,085	\$5,210	\$1,823	7.65%	15.83%	\$6,867	\$8,256
CO-MARION	112		Plumbing Inspector	\$3,985	\$5,886	\$1,346	7.65%	12.35%	\$6,128	\$8,410
CO-WASH			INSPECTOR II	\$5,150	\$6,259	\$1,177	7.65%	22.22%	\$7,865	\$9,305
County Simple Average				\$4,569	\$5,934	\$1,403	7.65%	16.71%	\$7,099	\$8,788
MIL-OPES	6.08		Plumbing Inspector	\$4,933	\$6,208	\$1,267	7.65%	10.63%	\$7,102	\$8,610
OPES Simple Average				\$4,933	\$6,208	\$1,267	7.65%	10.63%	\$7,102	\$8,610
ST-CA	4037		MECHANICAL INSPECTOR II	\$4,593	\$5,750	\$1,116	7.65%	21.35%	\$7,041	\$8,533
ST-ID	08521	K	Building Safety Inspector/Advisor	\$2,905	\$4,486	\$879	7.65%	14.19%	\$4,419	\$6,345
ST-NV	6.754	37	Bldg Construction Insp 3	\$3,670	\$5,469	\$785	7.65%	25.75%	\$5,681	\$8,081
ST-WA	391S	57E	CONSTRUCTION COMPLIANCE INSPECTOR 1	\$4,429	\$5,266	\$662	7.65%	9.21%	\$5,838	\$6,816
State Simple Average				\$3,899	\$5,243	\$861	7.65%	17.63%	\$5,744	\$7,444
MARKET Simple Average				\$4,312	\$5,657	\$1,147	7.65%	16.44%	\$6,497	\$8,171

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
		AT	AFSCME-DCBS BUILDING CODES	A A	2	\$3,782	87.72%	\$4,945	87.40%	\$5,530	97.75%	\$1,261	7.65%	16.53%	\$5,958	91.70%	\$7,402	90.58%	\$8,129
	Non-Corrections/Non-Mgmt Simple Average			2	\$3,782	87.72%	\$4,945	87.40%	\$5,530	97.75%	\$1,261	7.65%	16.53%	\$5,958	91.70%	\$7,402	90.58%	\$8,129	99.48%
	STATEWIDE Simple Average			2	\$3,782	87.72%	\$4,945	87.40%	\$5,530	97.75%	\$1,261	7.65%	16.53%	\$5,958	91.70%	\$7,402	90.58%	\$8,129	99.48%

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5355 ELECTRICAL INSPECTOR

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-CLACK	900		Electrical Inspector	\$5,055	\$6,379	\$1,266	7.65%	16.43%	\$7,538	\$9,181
CO-DOUGLAS	3150		Electrical Inspector	\$2,898	\$5,677	\$1,365	7.65%	18.05%	\$5,008	\$8,501
CO-LANE	J055		Electrical Inspector	\$3,676	\$5,094	\$1,776	7.65%	14.91%	\$6,282	\$8,020
CO-LINCOLN			ELECTRICAL INSPECTOR: A-Level	\$4,446	\$5,975	\$938	7.65%	16.83%	\$6,473	\$8,376
CO-LINN	311		ELECTRICAL INSPECTOR I	\$4,288	\$5,475	\$1,823	7.65%	15.83%	\$7,117	\$8,583
CO-MARION	109		Electrical Inspector	\$3,985	\$5,886	\$1,346	7.65%	12.35%	\$6,128	\$8,410
CO-WASH			INSPECTOR II	\$5,150	\$6,259	\$1,177	7.65%	22.22%	\$7,865	\$9,305
County Simple Average				\$4,214	\$5,821	\$1,384	7.65%	16.66%	\$6,630	\$8,625
MIL-OPES	6.07		Electrical Inspector	\$4,880	\$6,305	\$1,267	7.65%	10.63%	\$7,039	\$8,725
OPES Simple Average				\$4,880	\$6,305	\$1,267	7.65%	10.63%	\$7,039	\$8,725
ST-CA	4034		ELECTRICAL INSPECTOR II	\$4,593	\$5,750	\$1,116	7.65%	21.35%	\$7,041	\$8,533
ST-ID	08521	K	Building Safety Inspector/Advisor	\$2,905	\$4,486	\$879	7.65%	14.19%	\$4,419	\$6,345
ST-NV	6.754	37	Bldg Construction Insp 3	\$3,670	\$5,469	\$785	7.65%	25.75%	\$5,681	\$8,081
ST-WA	391I	59E	ELECTRICAL CONSTRUCTION INSPECTOR	\$4,653	\$5,535	\$662	7.65%	9.21%	\$6,099	\$7,130
State Simple Average				\$3,955	\$5,310	\$861	7.65%	17.63%	\$5,810	\$7,522
MARKET Simple Average				\$4,183	\$5,691	\$1,200	7.65%	16.48%	\$6,391	\$8,266

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max		
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%	
	AT	AFSCME-DCBS BUILDING CODES	A	A	4	\$3,782	90.41%	\$5,237	92.03%	\$5,530	97.17%	\$1,261	7.65%	16.53%	\$5,958	93.23%	\$7,765	93.94%	\$8,129	98.34%
	Non-Corrections/Non-Mgmt Simple Average				4	\$3,782	90.41%	\$5,237	92.03%	\$5,530	97.17%	\$1,261	7.65%	16.53%	\$5,958	93.23%	\$7,765	93.94%	\$8,129	98.34%
	STATEWIDE Simple Average				4	\$3,782	90.41%	\$5,237	92.03%	\$5,530	97.17%	\$1,261	7.65%	16.53%	\$5,958	93.23%	\$7,765	93.94%	\$8,129	98.34%

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5420 LIVESTOCK BRAND INSPECTOR

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	0303		BRAND INSPECTOR	\$2,963	\$3,633	\$1,116	7.65%	21.35%	\$4,938	\$5,802
ST-ID	00292	1	Brand Inspector	\$2,300	\$3,553	\$879	7.65%	14.19%	\$3,682	\$5,208
ST-NV	1.514	20	Dep. Brand Inspector (Non-commissioned)	\$1,837	\$2,619	\$785	7.65%	25.75%	\$3,236	\$4,279
ST-WA	566F	32	BRAND INSPECTOR 1	\$2,212	\$2,855	\$662	7.65%	9.21%	\$3,247	\$3,998
State Simple Average				\$2,328	\$3,165	\$861	7.65%	17.63%	\$3,776	\$4,822
MARKET Simple Average				\$2,328	\$3,165	\$861	7.65%	17.63%	\$3,776	\$4,822

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	1	\$2,188	93.98%	\$3,001	94.82%	\$3,001	94.82%	\$1,261	7.65%	16.53%	\$3,978	105.37%	\$4,988	103.45%	\$4,988	103.45%
	UA	UNREPRESENTED	A A	55	\$2,181	93.68%	\$2,582	81.59%	\$2,999	94.76%	\$1,261	7.65%	16.53%	\$3,970	105.14%	\$4,468	92.66%	\$4,986	103.40%
	Non-Corrections/Non-Mgmt Simple Average			56	\$2,185	93.83%	\$2,792	88.21%	\$3,000	94.79%	\$1,261	7.65%	16.53%	\$3,974	105.26%	\$4,728	98.06%	\$4,987	103.42%
	STATEWIDE Simple Average			56	\$2,185	93.83%	\$2,792	88.21%	\$3,000	94.79%	\$1,261	7.65%	16.53%	\$3,974	105.26%	\$4,728	98.06%	\$4,987	103.42%

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5423 SUPV LIVESTOCK BRAND INSPECTOR

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	4430		REGIONAL BRAND SUPERVISOR	\$3,825	\$4,751	\$1,116	7.65%	21.35%	\$6,050	\$7,244
ST-ID	0000		No Match							
ST-NV	0000	00	No Match							
ST-WA	566G	39	BRAND INSPECTOR 2	\$2,598	\$3,377	\$662	7.65%	9.21%	\$3,698	\$4,608
State Simple Average				\$3,212	\$4,064	\$889	7.65%	15.28%	\$4,874	\$5,926
MARKET Simple Average				\$3,212	\$4,064	\$889	7.65%	15.28%	\$4,874	\$5,926

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%		
MMS	MGT SVC SUPERVISORY	A A	3	\$3,072	95.66%	\$4,305	105.93%	\$4,305	105.93%	\$1,261	7.65%	16.53%	\$5,076	104.15%	\$6,607	111.49%	\$6,607	111.49%	
Management Simple Average				3	\$3,072	95.66%	\$4,305	105.93%	\$4,305	105.93%	\$1,261	7.65%	16.53%	\$5,076	104.15%	\$6,607	111.49%	\$6,607	111.49%
STATEWIDE Simple Average				3	\$3,072	95.66%	\$4,305	105.93%	\$4,305	105.93%	\$1,261	7.65%	16.53%	\$5,076	104.15%	\$6,607	111.49%	\$6,607	111.49%

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5430 METROLOGIST

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max

EXCLUDED-N 0000 No Budgeted Positions

Exclude Simple Average										
MARKET Simple Average				Excluded						Excluded

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
		OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A	A	\$3,781	- %	- %	\$5,529	- %	\$1,261	7.65%	16.53%	\$5,957	- %	- %	\$8,127	- %	
	Non-Corrections/Non-Mgmt Simple Average				\$3,781	- %	- %	\$5,529	- %	\$1,261	7.65%	16.53%	\$5,957	- %	- %	\$8,127	- %		
	STATEWIDE Simple Average				\$3,781	- %	- %	\$5,529	- %	\$1,261	7.65%	16.53%	\$5,957	- %	- %	\$8,127	- %		

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5450 SHIPPING POINT INSPECTOR 1

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	0034		AGRICULTURAL TECHNICIAN I (SEASONAL)	\$2,271	\$2,711	\$1,116	7.65%	21.35%	\$4,045	\$4,613
ST-ID	00371	1	Agriculture Investigator	\$2,300	\$3,553	\$879	7.65%	14.19%	\$3,682	\$5,208
ST-NV	1.139	23	Agricultural Inspector 2	\$2,060	\$2,961	\$785	7.65%	25.75%	\$3,534	\$4,736
ST-WA	568J	34	AGRICULTURAL INSPECTOR 2	\$2,317	\$2,994	\$662	7.65%	9.21%	\$3,370	\$4,161
State Simple Average				\$2,237	\$3,055	\$861	7.65%	17.63%	\$3,657	\$4,679
MARKET Simple Average				\$2,237	\$3,055	\$861	7.65%	17.63%	\$3,657	\$4,679

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%		
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A		\$2,360	105.50%			\$3,290	107.70%	\$1,261	7.65%	16.53%	\$4,192	114.62%			\$5,347	114.27%
	OB	SEIU LOCAL 503 OPEU-SEAS STRKE	A A	21	\$2,360	105.50%	\$2,727	89.26%	\$3,290	107.70%	\$1,261	7.65%	16.53%	\$4,192	114.62%	\$4,648	99.32%	\$5,347	114.27%
	Non-Corrections/Non-Mgmt Simple Average			21	\$2,360	105.50%	\$2,727	89.26%	\$3,290	107.70%	\$1,261	7.65%	16.53%	\$4,192	114.62%	\$4,648	99.32%	\$5,347	114.27%
	STATEWIDE Simple Average			21	\$2,360	105.50%	\$2,727	89.26%	\$3,290	107.70%	\$1,261	7.65%	16.53%	\$4,192	114.62%	\$4,648	99.32%	\$5,347	114.27%

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5451 SHIPPING POINT INSPECTOR 2

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	0032		AGRICULTURAL TECHNICIAN III (SEASONAL)	\$2,548	\$2,896	\$1,116	7.65%	21.35%	\$4,402	\$4,852
ST-ID	0000		No Match							
ST-NV	1.134	25	Agricultural Inspector 3	\$2,229	\$3,222	\$785	7.65%	25.75%	\$3,759	\$5,084
ST-WA	568K	38	AGRICULTURAL INSPECTOR 3	\$2,542	\$3,293	\$662	7.65%	9.21%	\$3,633	\$4,510
State Simple Average				\$2,440	\$3,137	\$854	7.65%	18.77%	\$3,931	\$4,815
MARKET Simple Average				\$2,440	\$3,137	\$854	7.65%	18.77%	\$3,931	\$4,815

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max			Insurance		SS		Retire		SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A		\$2,538	104.03%			\$3,607	114.97%	\$1,261	7.65%	16.53%	\$4,413	112.26%			\$5,741	119.21%				
	OB	SEIU LOCAL 503 OPEU-SEAS STRKE	A A	11	\$2,538	104.03%	\$3,335	106.29%	\$3,607	114.97%	\$1,261	7.65%	16.53%	\$4,413	112.26%	\$5,402	112.19%	\$5,741	119.21%				
	Non-Corrections/Non-Mgmt Simple Average			11	\$2,538	104.03%	\$3,335	106.29%	\$3,607	114.97%	\$1,261	7.65%	16.53%	\$4,413	112.26%	\$5,402	112.19%	\$5,741	119.21%				
	STATEWIDE Simple Average			11	\$2,538	104.03%	\$3,335	106.29%	\$3,607	114.97%	\$1,261	7.65%	16.53%	\$4,413	112.26%	\$5,402	112.19%	\$5,741	119.21%				

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5453 SHIPPING POINT INSP ASST MGR

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	1165		AGRICULTURE PROGRAM SUPERVISOR I	\$4,823	\$5,986	\$1,116	7.65%	21.35%	\$7,337	\$8,838
ST-ID	0000		No Match							
ST-NV	1.132	27	Agricultural Inspector 4	\$2,412	\$3,515	\$785	7.65%	25.75%	\$4,002	\$5,474
ST-WA	568L	46	AGRICULTURAL INSPECTOR 4	\$3,063	\$4,014	\$662	7.65%	9.21%	\$4,241	\$5,353
State Simple Average				\$3,433	\$4,505	\$854	7.65%	18.77%	\$5,194	\$6,555
MARKET Simple Average				\$3,433	\$4,505	\$854	7.65%	18.77%	\$5,194	\$6,555

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%		
	MMS	MGT SVC SUPERVISORY	A A	2	\$2,929	85.33%	\$3,816	84.71%	\$4,111	91.26%	\$1,261	7.65%	16.53%	\$4,899	94.32%	\$6,000	91.54%	\$6,366	97.13%
	Management Simple Average			2	\$2,929	85.33%	\$3,816	84.71%	\$4,111	91.26%	\$1,261	7.65%	16.53%	\$4,899	94.32%	\$6,000	91.54%	\$6,366	97.13%
	STATEWIDE Simple Average			2	\$2,929	85.33%	\$3,816	84.71%	\$4,111	91.26%	\$1,261	7.65%	16.53%	\$4,899	94.32%	\$6,000	91.54%	\$6,366	97.13%

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5519 FORCE PROTECTION OFFICER

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	1960		SECURITY OFFICER I, DEPARTMENT OF JUSTICE	\$3,155	\$4,036	\$1,116	7.65%	21.35%	\$5,186	\$6,322
ST-ID	01932	F	Security Officer	\$1,506	\$2,326	\$879	7.65%	14.19%	\$2,714	\$3,713
ST-NV	11.263	27	Security Officer	\$2,412	\$3,515	\$785	7.65%	25.75%	\$4,002	\$5,474
ST-WA	385K	39	SECURITY GUARD 1	\$2,598	\$3,377	\$662	7.65%	9.21%	\$3,698	\$4,608
State Simple Average				\$2,418	\$3,313	\$861	7.65%	17.63%	\$3,900	\$5,029
MARKET Simple Average				\$2,418	\$3,313	\$861	7.65%	17.63%	\$3,900	\$5,029

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	AU	AFSCME-MILITARY	A A	9	\$2,635	108.99%	\$3,456	104.29%	\$3,781	114.11%	\$1,261	7.65%	16.53%	\$4,534	116.24%	\$5,553	110.40%	\$5,957	118.44%
	Non-Corrections/Non-Mgmt Simple Average			9	\$2,635	108.99%	\$3,456	104.29%	\$3,781	114.11%	\$1,261	7.65%	16.53%	\$4,534	116.24%	\$5,553	110.40%	\$5,957	118.44%
	STATEWIDE Simple Average			9	\$2,635	108.99%	\$3,456	104.29%	\$3,781	114.11%	\$1,261	7.65%	16.53%	\$4,534	116.24%	\$5,553	110.40%	\$5,957	118.44%

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5521 FORCE PROTECTION LEADER

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	1961		SECURITY OFFICER II, DEPARTMENT OF JUSTICE	\$3,517	\$4,561	\$1,116	7.65%	21.35%	\$5,653	\$6,999
ST-ID	01934	G	Security Officer, Senior	\$1,711	\$2,641	\$879	7.65%	14.19%	\$2,964	\$4,097
ST-NV	0000	00	No Match							
ST-WA	385L	41	SECURITY GUARD 2	\$2,724	\$3,549	\$662	7.65%	9.21%	\$3,845	\$4,809
State Simple Average				\$2,651	\$3,584	\$886	7.65%	14.92%	\$4,154	\$5,302
MARKET Simple Average				\$2,651	\$3,584	\$886	7.65%	14.92%	\$4,154	\$5,302

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	AU	AFSCME-MILITARY	A A	2	\$2,874	108.43%	\$4,162	116.14%	\$4,162	116.14%	\$1,261	7.65%	16.53%	\$4,830	116.29%	\$6,430	121.28%	\$6,430	121.28%
	Non-Corrections/Non-Mgmt Simple Average			2	\$2,874	108.43%	\$4,162	116.14%	\$4,162	116.14%	\$1,261	7.65%	16.53%	\$4,830	116.29%	\$6,430	121.28%	\$6,430	121.28%
	STATEWIDE Simple Average			2	\$2,874	108.43%	\$4,162	116.14%	\$4,162	116.14%	\$1,261	7.65%	16.53%	\$4,830	116.29%	\$6,430	121.28%	\$6,430	121.28%

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5550 PARKING SERVICES REPRESENTATIV

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
MIL-NWHCS	9.13		Parking Attendant	\$2,122	\$2,916	\$956	7.65%	6.15%	\$3,370	\$4,274
Purchased Simple Average				\$2,122	\$2,916	\$956	7.65%	6.15%	\$3,370	\$4,274
ST-CA	8090		SATELLITE WAGERING FACILITYYY PARKING ATTENDAN	\$1,560	\$1,997	\$1,116	7.65%	21.35%	\$3,128	\$3,692
ST-ID	01930	F	Parking Specialist	\$1,506	\$2,326	\$879	7.65%	14.19%	\$2,714	\$3,713
ST-NV	11.271	25	University Parking Enforce Officer 2	\$2,229	\$3,222	\$785	7.65%	25.75%	\$3,759	\$5,084
ST-WA	386E	38	PARKING GUIDE	\$2,542	\$3,293	\$662	7.65%	9.21%	\$3,633	\$4,510
State Simple Average				\$1,959	\$2,710	\$861	7.65%	17.63%	\$3,308	\$4,250
MARKET Simple Average				\$1,992	\$2,751	\$880	7.65%	15.33%	\$3,321	\$4,255

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
		OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	2	\$2,188	109.85%	\$2,512	91.32%	\$3,001	109.10%	\$1,261	7.65%	16.53%	\$3,978	119.81%	\$4,381	102.97%	\$4,988
	Non-Corrections/Non-Mgmt Simple Average			2	\$2,188	109.85%	\$2,512	91.32%	\$3,001	109.10%	\$1,261	7.65%	16.53%	\$3,978	119.81%	\$4,381	102.97%	\$4,988	117.24%
	STATEWIDE Simple Average			2	\$2,188	109.85%	\$2,512	91.32%	\$3,001	109.10%	\$1,261	7.65%	16.53%	\$3,978	119.81%	\$4,381	102.97%	\$4,988	117.24%

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5554 DEPUTY FIRE CHIEF

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	0000		No Match							
ST-ID	0000		No Match							
ST-NV	11.701	38	Deputy Fire Chief-Air Nat'l Guard	\$3,830	\$5,726	\$785	7.65%	25.75%	\$5,894	\$8,424
ST-WA	0000		No Match							
State Simple Average				Insufficient Market Data					Insufficient Market Data	
MARKET Simple Average				Insufficient Market Data					Insufficient Market Data	

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
	MMS	MGT SVC SUPERVISORY	A A	2	\$6,998	- %	\$7,897	- %	\$8,088	- %	\$1,261	7.65%	16.53%	\$9,952	- %	\$11,068	- %	\$11,305	- %
Management Simple Average				2	\$6,998	- %	\$7,897	- %	\$8,088	- %	\$1,261	7.65%	16.53%	\$9,952	- %	\$11,068	- %	\$11,305	- %
STATEWIDE Simple Average				2	\$6,998	- %	\$7,897	- %	\$8,088	- %	\$1,261	7.65%	16.53%	\$9,952	- %	\$11,068	- %	\$11,305	- %

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5555 FIREFIGHTER

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
EXCLUDED-Ir	0000		Interest Arbitration							

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min	Emp Avg to SR Max	SR Max to SR Max	Insurance	SS	Retire	SR Min to SR Min	Emp Avg to SR Max	POLICY POINT SR Max to SR Max
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5556 LIEUTENANT

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
EXCLUDED-Ir	0000		Interest Arbitration							

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min	Emp Avg to SR Max	SR Max to SR Max	Insurance	SS	Retire	SR Min to SR Min	Emp Avg to SR Max	POLICY POINT
													SR Max to SR Max

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5557 CAPTAIN

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
EXCLUDED-Ir	0000		Interest Arbitration							

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min	Emp Avg to SR Max	SR Max to SR Max	Insurance	SS	Retire	SR Min to SR Min	Emp Avg to SR Max	POLICY POINT SR Max to SR Max
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5560 DEPUTY ST FIRE MARSHAL/ENTRY

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max

EXCLUDED-N 0000 No Budgeted Positions

Exclude Simple Average										
MARKET Simple Average				Excluded					Excluded	

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
		AF	AFSCME-FIRE MARSHAL	A	A	\$3,451	- %	- %	\$5,028	- %	\$1,261	7.65%	16.53%	\$5,547	- %	- %	\$7,505	- %	
	Non-Corrections/Non-Mgmt Simple Average				\$3,451	- %	- %	\$5,028	- %	\$1,261	7.65%	16.53%	\$5,547	- %	- %	\$7,505	- %		
	STATEWIDE Simple Average				\$3,451	- %	- %	\$5,028	- %	\$1,261	7.65%	16.53%	\$5,547	- %	- %	\$7,505	- %		

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5561 DEPUTY STATE FIRE MARSHAL

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	9013		DEPUTY STATE FIRE MARSHALL III (SPECIALIST)	\$5,487	\$7,097	\$1,116	7.65%	21.35%	\$8,194	\$10,271
ST-ID	08963	L	Fire Marshal, Deputy	\$3,279	\$5,065	\$879	7.65%	14.19%	\$4,875	\$7,050
ST-NV	0000	00	No Match							
ST-WA	396L	59	DEPUTY STATE FIRE MARSHAL	\$4,214	\$5,535	\$662	7.65%	9.21%	\$5,586	\$7,130
State Simple Average				\$4,327	\$5,899	\$886	7.65%	14.92%	\$6,218	\$8,150
MARKET Simple Average				\$4,327	\$5,899	\$886	7.65%	14.92%	\$6,218	\$8,150

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	AF	AFSCME-FIRE MARSHAL	A A	13	\$4,571	105.64%	\$6,306	106.90%	\$6,683	113.29%	\$1,261	7.65%	16.53%	\$6,938	111.57%	\$9,093	111.56%	\$9,560	117.30%
	Non-Corrections/Non-Mgmt Simple Average			13	\$4,571	105.64%	\$6,306	106.90%	\$6,683	113.29%	\$1,261	7.65%	16.53%	\$6,938	111.57%	\$9,093	111.56%	\$9,560	117.30%
	STATEWIDE Simple Average			13	\$4,571	105.64%	\$6,306	106.90%	\$6,683	113.29%	\$1,261	7.65%	16.53%	\$6,938	111.57%	\$9,093	111.56%	\$9,560	117.30%

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5562 SUPV DEPUTY STATE FIRE MARSHAL

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	8966		DIVISION CHIEF, CALIFORNIA STATE FIRE MARSHAL'S	\$6,793	\$8,100	\$1,116	7.65%	21.35%	\$9,879	\$11,565
ST-ID	08962	M	Fire Marshal, Chief Deputy	\$3,708	\$5,726	\$879	7.65%	14.19%	\$5,396	\$7,855
ST-NV	0000	00	No Match							
ST-WA	0000		No Match							
State Simple Average				\$5,250	\$6,913	\$997	7.65%	17.77%	\$7,637	\$9,710
MARKET Simple Average				\$5,250	\$6,913	\$997	7.65%	17.77%	\$7,637	\$9,710

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	MMS	MGT SVC SUPERVISORY	A A	1	\$5,492	104.60%	\$7,701	111.40%	\$7,701	111.40%	\$1,261	7.65%	16.53%	\$8,081	105.81%	\$10,825	111.48%	\$10,825	111.48%
	Management Simple Average			1	\$5,492	104.60%	\$7,701	111.40%	\$7,701	111.40%	\$1,261	7.65%	16.53%	\$8,081	105.81%	\$10,825	111.48%	\$10,825	111.48%
	STATEWIDE Simple Average			1	\$5,492	104.60%	\$7,701	111.40%	\$7,701	111.40%	\$1,261	7.65%	16.53%	\$8,081	105.81%	\$10,825	111.48%	\$10,825	111.48%

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5615 SUPV WORKERS COMP AUDITOR

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max

EXCLUDED-N 0000 No Budgeted Positions

Exclude Simple Average										
MARKET Simple Average				Excluded						Excluded

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min	Emp Avg to SR Max	SR Max to SR Max	Insurance	SS	Retire	SR Min to SR Min	Emp Avg to SR Max	POLICY POINT
													SR Max to SR Max

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5616 INTERNAL AUDITOR 1

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	5841	C	STAFF SERVICES MANAGEMENT AUDITOR	\$3,918	\$5,151	\$1,116	7.65%	21.35%	\$6,170	\$7,760
ST-ID	0000		No Match							
ST-NV	7.214	39	Executive Branch Auditor 1	\$4,002	\$5,991	\$785	7.65%	25.75%	\$6,124	\$8,777
ST-WA	0000		No Match							
State Simple Average				\$3,960	\$5,571	\$950	7.65%	23.55%	\$6,147	\$8,269
MARKET Simple Average				\$3,960	\$5,571	\$950	7.65%	23.55%	\$6,147	\$8,269

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max		
	MMC	MGT SVC NON-SUPV CONFIDENTIAL	A A		\$3,717	93.86%			\$5,231	93.90%	\$1,261	7.65%	16.53%	\$5,877	95.61%			\$7,757	93.81%	
	MMN	MGT SVC NON-SUPV	A A	1	\$3,717	93.86%	\$4,518	81.10%	\$5,231	93.90%	\$1,261	7.65%	16.53%	\$5,877	95.61%	\$6,872	83.11%	\$7,757	93.81%	
	Management Simple Average				1	\$3,717	93.86%	\$4,518	81.10%	\$5,231	93.90%	\$1,261	7.65%	16.53%	\$5,877	95.61%	\$6,872	83.11%	\$7,757	93.81%
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A		\$3,450	87.12%			\$5,028	90.25%	\$1,261	7.65%	16.53%	\$5,546	90.22%			\$7,505	90.77%	
	Non-Corrections/Non-Mgmt Simple Average					\$3,450	87.12%			\$5,028	90.25%	\$1,261	7.65%	16.53%	\$5,546	90.22%	- %		\$7,505	90.77%
	STATEWIDE Simple Average				1	\$3,628	91.62%	\$4,518	81.10%	\$5,163	92.68%	\$1,261	7.65%	16.53%	\$5,767	93.81%	\$6,872	83.11%	\$7,673	92.80%

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5617 INTERNAL AUDITOR 2

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-DOUGLAS	1360		Auditor	\$4,120	\$5,997	\$1,365	7.65%	18.05%	\$6,544	\$8,904
CO-WASH			PROGRAM AUDITOR	\$5,683	\$6,906	\$1,177	7.65%	22.22%	\$8,557	\$10,146
County Simple Average				\$4,901	\$6,452	\$1,271	7.65%	20.14%	\$7,550	\$9,525
MIL-PACS	2.09		Auditor	\$4,741	\$6,832	\$956	7.65%	6.15%	\$6,352	\$8,731
Purchased Simple Average				\$4,741	\$6,832	\$956	7.65%	6.15%	\$6,352	\$8,731
ST-CA	4159	A	ASSOCIATE MANAGEMENT AUDITOR	\$4,711	\$6,195	\$1,116	7.65%	21.35%	\$7,193	\$9,107
ST-ID	05202	L	Quality Assurance Auditor	\$3,279	\$5,065	\$879	7.65%	14.19%	\$4,875	\$7,050
ST-NV	7.213	41	Executive Branch Auditor 2	\$4,371	\$6,567	\$785	7.65%	25.75%	\$6,616	\$9,545
ST-WA	0000		No Match							
State Simple Average				\$4,120	\$5,942	\$927	7.65%	20.43%	\$6,228	\$8,568
MARKET Simple Average				\$4,484	\$6,260	\$1,046	7.65%	17.95%	\$6,689	\$8,914

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max			SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max				
	MMC	MGT SVC NON-SUPV CONFIDENTIAL	A A		\$4,518	100.75%			\$6,351	101.45%	\$1,261	7.65%	16.53%	\$6,872	102.73%		\$9,148	102.63%		
	MMN	MGT SVC NON-SUPV	A A	7	\$4,518	100.75%	\$5,471	87.40%	\$6,351	101.45%	\$1,261	7.65%	16.53%	\$6,872	102.73%	\$8,056	90.37%	\$9,148	102.63%	
	Management Simple Average				7	\$4,518	100.75%	\$5,471	87.40%	\$6,351	101.45%	\$1,261	7.65%	16.53%	\$6,872	102.73%	\$8,056	90.37%	\$9,148	102.63%
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A		\$4,161	92.79%			\$6,080	97.12%	\$1,261	7.65%	16.53%	\$6,429	96.10%		\$8,812	98.85%		
	Non-Corrections/Non-Mgmt Simple Average					\$4,161	92.79%			\$6,080	97.12%	\$1,261	7.65%	16.53%	\$6,429	96.10%	- %	\$8,812	98.85%	
	STATEWIDE Simple Average				7	\$4,399	98.10%	\$5,471	87.40%	\$6,261	100.00%	\$1,261	7.65%	16.53%	\$6,724	100.52%	\$8,056	90.37%	\$9,036	101.37%

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5618 INTERNAL AUDITOR 3

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
MIL-PACS	2.10		Auditor (Senior)	\$5,609	\$8,200	\$956	7.65%	6.15%	\$7,339	\$10,287
Purchased Simple Average				\$5,609	\$8,200	\$956	7.65%	6.15%	\$7,339	\$10,287
ST-CA	4160		STAFF MANAGEMENT AUDITOR	\$5,181	\$6,760	\$1,116	7.65%	21.35%	\$7,799	\$9,836
ST-ID	0000		No Match							
ST-NV	7.211	44	Executive Branch Auditor 4	\$4,997	\$7,548	\$785	7.65%	25.75%	\$7,452	\$10,855
ST-WA	0000		No Match							
State Simple Average				\$5,089	\$7,154	\$950	7.65%	23.55%	\$7,625	\$10,345
MARKET Simple Average				\$5,262	\$7,503	\$952	7.65%	17.75%	\$7,530	\$10,326

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max		
		AAON	AFSCME-DOC NON-SECURITY	A	A	\$5,821	110.62%	\$8,040	107.16%	\$8,040	107.16%	\$1,261	7.65%	16.53%	\$8,490	112.75%	- %		\$11,245	108.91%
Corrections Simple Average					\$5,821	110.62%	\$8,040	107.16%	\$8,040	107.16%	\$1,261	7.65%	16.53%	\$8,490	112.75%	- %		\$11,245	108.91%	
	MENC	EXEC SVC NON-SUPV CONFIDENTIAL	A	A	\$5,231	99.41%	\$7,343	97.87%	\$7,343	97.87%	\$1,261	7.65%	16.53%	\$7,757	103.02%			\$10,380	100.52%	
	MENN	EXEC SVC NON-SUPV	A	A	\$5,231	99.41%	\$7,343	97.87%	\$7,343	97.87%	\$1,261	7.65%	16.53%	\$7,757	103.02%			\$10,380	100.52%	
	MMC	MGT SVC NON-SUPV CONFIDENTIAL	A	A	\$5,231	99.41%	\$7,343	97.87%	\$7,343	97.87%	\$1,261	7.65%	16.53%	\$7,757	103.02%			\$10,380	100.52%	
	MMN	MGT SVC NON-SUPV	A	A	16	\$5,231	99.41%	\$6,759	90.09%	\$7,343	97.87%	\$1,261	7.65%	16.53%	\$7,757	103.02%	\$9,655	93.51%	\$10,380	100.52%
	MMS	MGT SVC SUPERVISORY	A	A	1	\$5,231	99.41%	\$6,351	84.65%	\$7,343	97.87%	\$1,261	7.65%	16.53%	\$7,757	103.02%	\$9,148	88.59%	\$10,380	100.52%
Management Simple Average					17	\$5,231	99.41%	\$6,555	87.37%	\$7,343	97.87%	\$1,261	7.65%	16.53%	\$7,757	103.02%	\$9,402	91.05%	\$10,380	100.52%
STATEWIDE Simple Average					17	\$5,329	101.27%	\$6,555	87.37%	\$7,459	99.42%	\$1,261	7.65%	16.53%	\$7,879	104.64%	\$9,402	91.05%	\$10,524	101.92%

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5630 TAX AUDITOR/ENTRY

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
EXCLUDED-E	0000		Entry Level							
Exclude Simple Average										
MARKET Simple Average										

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
		OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	41	\$2,873	- %	\$3,109	- %	\$4,161	- %	\$1,261	7.65%	16.53%	\$4,829	- %	\$5,122	- %	\$6,429
	Non-Corrections/Non-Mgmt Simple Average			41	\$2,873	- %	\$3,109	- %	\$4,161	- %	\$1,261	7.65%	16.53%	\$4,829	- %	\$5,122	- %	\$6,429	- %
	STATEWIDE Simple Average			41	\$2,873	- %	\$3,109	- %	\$4,161	- %	\$1,261	7.65%	16.53%	\$4,829	- %	\$5,122	- %	\$6,429	- %

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5631 TAX AUDITOR 1

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	4362	B	TAX AUDITOR, FRANCHISE TAX BOARD	\$3,918	\$5,151	\$1,116	7.65%	21.35%	\$6,170	\$7,760
ST-ID	04336	L	Tax Auditor 2	\$3,279	\$5,065	\$879	7.65%	14.19%	\$4,875	\$7,050
ST-NV	7.154	34	Auditor 2	\$3,222	\$4,778	\$785	7.65%	25.75%	\$5,084	\$7,159
ST-WA	155B	51	REVENUE AUDITOR 2	\$3,459	\$4,542	\$662	7.65%	9.21%	\$4,704	\$5,970
State Simple Average				\$3,470	\$4,884	\$861	7.65%	17.63%	\$5,208	\$6,985
MARKET Simple Average				\$3,470	\$4,884	\$861	7.65%	17.63%	\$5,208	\$6,985

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	62	\$3,607	103.96%	\$4,088	83.71%	\$5,277	108.05%	\$1,261	7.65%	16.53%	\$5,741	110.22%	\$6,338	90.74%	\$7,814	111.88%
	Non-Corrections/Non-Mgmt Simple Average			62	\$3,607	103.96%	\$4,088	83.71%	\$5,277	108.05%	\$1,261	7.65%	16.53%	\$5,741	110.22%	\$6,338	90.74%	\$7,814	111.88%
	STATEWIDE Simple Average			62	\$3,607	103.96%	\$4,088	83.71%	\$5,277	108.05%	\$1,261	7.65%	16.53%	\$5,741	110.22%	\$6,338	90.74%	\$7,814	111.88%

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5632 TAX AUDITOR 2

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	4361		ASSOCIATE TAX AUDITOR, FRANCHISE TAX BOARD	\$4,711	\$6,195	\$1,116	7.65%	21.35%	\$7,193	\$9,107
ST-ID	04334	M	Tax Auditor 3	\$3,708	\$5,726	\$879	7.65%	14.19%	\$5,396	\$7,855
ST-NV	7.148	36	Auditor 3	\$3,515	\$5,227	\$785	7.65%	25.75%	\$5,474	\$7,758
ST-WA	155C	56	REVENUE AUDITOR 3	\$3,918	\$5,136	\$662	7.65%	9.21%	\$5,241	\$6,664
State Simple Average				\$3,963	\$5,571	\$861	7.65%	17.63%	\$5,826	\$7,846
MARKET Simple Average				\$3,963	\$5,571	\$861	7.65%	17.63%	\$5,826	\$7,846

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	73	\$4,161	105.00%	\$5,293	95.01%	\$6,080	109.14%	\$1,261	7.65%	16.53%	\$6,429	110.34%	\$7,834	99.85%	\$8,812	112.31%
	Non-Corrections/Non-Mgmt Simple Average			73	\$4,161	105.00%	\$5,293	95.01%	\$6,080	109.14%	\$1,261	7.65%	16.53%	\$6,429	110.34%	\$7,834	99.85%	\$8,812	112.31%
	STATEWIDE Simple Average			73	\$4,161	105.00%	\$5,293	95.01%	\$6,080	109.14%	\$1,261	7.65%	16.53%	\$6,429	110.34%	\$7,834	99.85%	\$8,812	112.31%

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5640 FISCAL AUDITOR/ENTRY

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
EXCLUDED-E	0000		Entry Level							

Exclude Simple Average										
MARKET Simple Average										

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
		OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A		\$2,636	- %	- %	\$3,781	- %	\$1,261	7.65%	16.53%	\$4,535	- %	- %	\$5,957	- %	
	Non-Corrections/Non-Mgmt Simple Average				\$2,636	- %	- %	\$3,781	- %	\$1,261	7.65%	16.53%	\$4,535	- %	- %	\$5,957	- %		
	STATEWIDE Simple Average				\$2,636	- %	- %	\$3,781	- %	\$1,261	7.65%	16.53%	\$4,535	- %	- %	\$5,957	- %		

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5641 FISCAL AUDITOR 1

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	4287		GENERAL AUDITOR II	\$3,918	\$5,151	\$1,116	7.65%	21.35%	\$6,170	\$7,760
ST-ID	04246	K	Financial Specialist	\$2,905	\$4,486	\$879	7.65%	14.19%	\$4,419	\$6,345
ST-NV	7.154	34	Auditor 2	\$3,222	\$4,778	\$785	7.65%	25.75%	\$5,084	\$7,159
ST-WA	152I	42	AUDITOR 2	\$2,789	\$3,631	\$662	7.65%	9.21%	\$3,921	\$4,905
State Simple Average				\$3,209	\$4,512	\$861	7.65%	17.63%	\$4,898	\$6,542
MARKET Simple Average				\$3,209	\$4,512	\$861	7.65%	17.63%	\$4,898	\$6,542

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	AL	AFSCME-OLCC	A A	5	\$3,292	102.60%	\$4,502	99.78%	\$4,791	106.19%	\$1,261	7.65%	16.53%	\$5,349	109.21%	\$6,852	104.72%	\$7,211	110.22%
	AX	AFSCME-STATE LANDS	A A	1	\$3,290	102.54%	\$4,570	101.30%	\$4,791	106.19%	\$1,261	7.65%	16.53%	\$5,347	109.16%	\$6,936	106.02%	\$7,211	110.22%
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	2	\$3,290	102.54%	\$4,680	103.73%	\$4,791	106.19%	\$1,261	7.65%	16.53%	\$5,347	109.16%	\$7,073	108.11%	\$7,211	110.22%
	UA	UNREPRESENTED	A A		\$3,291	102.57%			\$4,791	106.19%	\$1,261	7.65%	16.53%	\$5,348	109.18%			\$7,211	110.22%
	Non-Corrections/Non-Mgmt Simple Average			8	\$3,291	102.56%	\$4,584	101.60%	\$4,791	106.19%	\$1,261	7.65%	16.53%	\$5,348	109.17%	\$6,954	106.28%	\$7,211	110.22%
	STATEWIDE Simple Average			8	\$3,291	102.56%	\$4,584	101.60%	\$4,791	106.19%	\$1,261	7.65%	16.53%	\$5,348	109.17%	\$6,954	106.28%	\$7,211	110.22%

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5642 FISCAL AUDITOR 2

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	4285		GENERAL AUDITOR III	\$4,711	\$6,195	\$1,116	7.65%	21.35%	\$7,193	\$9,107
ST-ID	04245	L	Financial Specialist, Senior	\$3,279	\$5,065	\$879	7.65%	14.19%	\$4,875	\$7,050
ST-NV	7.148	36	Auditor 3	\$3,515	\$5,227	\$785	7.65%	25.75%	\$5,474	\$7,758
ST-WA	152J	46	AUDITOR 3	\$3,063	\$4,014	\$662	7.65%	9.21%	\$4,241	\$5,353
State Simple Average				\$3,642	\$5,125	\$861	7.65%	17.63%	\$5,446	\$7,317
MARKET Simple Average				\$3,642	\$5,125	\$861	7.65%	17.63%	\$5,446	\$7,317

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max			Insurance		SS		Retire		SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
	MENC	EXEC SVC NON-SUPV CONFIDENTIAL	A	A	\$4,111	112.88%			\$5,764	112.46%			\$1,261	7.65%	16.53%	\$6,366	116.91%					\$8,419	115.06%
	MENN	EXEC SVC NON-SUPV	A	A	\$4,111	112.88%			\$5,764	112.46%			\$1,261	7.65%	16.53%	\$6,366	116.91%					\$8,419	115.06%
	MMC	MGT SVC NON-SUPV CONFIDENTIAL	A	A	\$4,111	112.88%			\$5,764	112.46%			\$1,261	7.65%	16.53%	\$6,366	116.91%					\$8,419	115.06%
	MMN	MGT SVC NON-SUPV	A	A	\$4,111	112.88%			\$5,764	112.46%			\$1,261	7.65%	16.53%	\$6,366	116.91%					\$8,419	115.06%
	Management Simple Average				\$4,111	112.88%			\$5,764	112.46%			\$1,261	7.65%	16.53%	\$6,366	116.91%			- %		\$8,419	115.06%
	AL	AFSCME-OLCC	A	A	\$3,782	103.84%			\$5,530	107.90%			\$1,261	7.65%	16.53%	\$5,958	109.40%					\$8,129	111.09%
	AX	AFSCME-STATE LANDS	A	A	\$3,780	103.79%			\$5,530	107.90%			\$1,261	7.65%	16.53%	\$5,955	109.36%					\$8,129	111.09%
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A	A	2	\$3,781	103.82%	\$5,529	107.88%	\$5,529	107.88%			\$1,261	7.65%	16.53%	\$5,957	109.38%	\$8,127	111.07%		\$8,127	111.07%
	UA	UNREPRESENTED	A	A		\$3,781	103.82%			\$5,530	107.90%			\$1,261	7.65%	16.53%	\$5,957	109.38%				\$8,129	111.09%
	Non-Corrections/Non-Mgmt Simple Average				2	\$3,781	103.82%	\$5,529	107.88%	\$5,530	107.89%			\$1,261	7.65%	16.53%	\$5,957	109.38%	\$8,127	111.07%		\$8,128	111.09%
	STATEWIDE Simple Average				2	\$3,946	108.35%	\$5,529	107.88%	\$5,647	110.18%			\$1,261	7.65%	16.53%	\$6,162	113.14%	\$8,127	111.07%		\$8,274	113.07%

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5645 GOVERNMENTAL AUDITOR (ENTRY)

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
EXCLUDED-E	0000		Entry Level							

Exclude Simple Average										
MARKET Simple Average										

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
		OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A		\$2,756	- %	- %	\$3,974	- %	\$1,261	7.65%	16.53%	\$4,684	- %	- %	\$6,196	- %	
	Non-Corrections/Non-Mgmt Simple Average				\$2,756	- %	- %	\$3,974	- %	\$1,261	7.65%	16.53%	\$4,684	- %	- %	\$6,196	- %		
	STATEWIDE Simple Average				\$2,756	- %	- %	\$3,974	- %	\$1,261	7.65%	16.53%	\$4,684	- %	- %	\$6,196	- %		

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5646 GOVERNMENTAL AUDITOR 1

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	4089		AUDITOR EVALUATOR II, BUREAU OF STATE AUDITS	\$4,324	\$5,681	\$1,116	7.65%	21.35%	\$6,694	\$8,444
ST-CA	4159	A	ASSOCIATE MANAGEMENT AUDITOR	\$4,711	\$6,195	\$1,116	7.65%	21.35%	\$7,193	\$9,107
ST-ID	0000		No Match							
ST-NV	0000	00	No Match							
ST-WA	156B	48	ASSISTANT STATE AUDITOR 2	\$3,213	\$4,214	\$662	7.65%	9.21%	\$4,417	\$5,586
State Simple Average				\$4,083	\$5,363	\$964	7.65%	17.30%	\$6,101	\$7,713
MARKET Simple Average				\$4,083	\$5,363	\$964	7.65%	17.30%	\$6,101	\$7,713

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max			Insurance		SS		Retire		SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max		
	MMC	MGT SVC NON-SUPV CONFIDENTIAL	A	A	\$3,547	86.88%			\$4,979	92.83%	\$1,261	7.65%	16.53%	\$5,666	92.87%			\$5,666	92.87%			\$7,444	96.52%	
	MMN	MGT SVC NON-SUPV	A	A	\$3,547	86.88%			\$4,979	92.83%	\$1,261	7.65%	16.53%	\$5,666	92.87%			\$5,666	92.87%			\$7,444	96.52%	
	Management Simple Average				\$3,547	86.88%			\$4,979	92.83%	\$1,261	7.65%	16.53%	\$5,666	92.87%		- %	\$5,666	92.87%			\$7,444	96.52%	
	AO	AFSCME-OREGON STATE POLICE	A	A	\$3,292	80.63%			\$4,791	89.33%	\$1,261	7.65%	16.53%	\$5,349	87.68%			\$5,349	87.68%			\$7,211	93.50%	
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A	A	4	\$3,290	80.58%	\$4,483	83.59%	\$4,791	89.33%	\$1,261	7.65%	16.53%	\$5,347	87.64%	\$6,828	88.54%	\$5,347	87.64%	\$6,828	88.54%	\$7,211	93.50%
	UA	UNREPRESENTED	A	A	\$3,291	80.61%			\$4,791	89.33%	\$1,261	7.65%	16.53%	\$5,348	87.66%			\$5,348	87.66%			\$7,211	93.50%	
	Non-Corrections/Non-Mgmt Simple Average				4	\$3,291	80.61%	\$4,483	83.59%	\$4,791	89.33%	\$1,261	7.65%	16.53%	\$5,348	87.66%	\$6,828	88.54%	\$5,348	87.66%	\$6,828	88.54%	\$7,211	93.50%
	STATEWIDE Simple Average				4	\$3,393	83.12%	\$4,483	83.59%	\$4,866	90.73%	\$1,261	7.65%	16.53%	\$5,475	89.74%	\$6,828	88.54%	\$5,475	89.74%	\$6,828	88.54%	\$7,304	94.71%

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5647 GOVERNMENTAL AUDITOR 2

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	4092	B	SENIOR AUDITOR EVALUATOR, BUREAU OF STATE AU	\$5,974	\$7,853	\$1,116	7.65%	21.35%	\$8,822	\$11,246
ST-CA	4160		STAFF MANAGEMENT AUDITOR	\$5,181	\$6,760	\$1,116	7.65%	21.35%	\$7,799	\$9,836
ST-ID	05202	L	Quality Assurance Auditor	\$3,279	\$5,065	\$879	7.65%	14.19%	\$4,875	\$7,050
ST-NV	7.154	34	Auditor 2	\$3,222	\$4,778	\$785	7.65%	25.75%	\$5,084	\$7,159
ST-WA	156C	57	ASSISTANT STATE AUDITOR 3	\$4,014	\$5,266	\$662	7.65%	9.21%	\$5,353	\$6,816
State Simple Average				\$4,334	\$5,944	\$912	7.65%	18.37%	\$6,387	\$8,421
MARKET Simple Average				\$4,334	\$5,944	\$912	7.65%	18.37%	\$6,387	\$8,421

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max		
		MMC	MGT SVC NON-SUPV CONFIDENTIAL	A	A	\$4,111	94.85%			\$5,764	96.97%	\$1,261	7.65%	16.53%	\$6,366	99.69%			\$8,419	99.97%
	MMN	MGT SVC NON-SUPV	A	A	\$4,111	94.85%			\$5,764	96.97%	\$1,261	7.65%	16.53%	\$6,366	99.69%			\$8,419	99.97%	
	Management Simple Average				\$4,111	94.85%			\$5,764	96.97%	\$1,261	7.65%	16.53%	\$6,366	99.69%	- %		\$8,419	99.97%	
	AO	AFSCME-OREGON STATE POLICE	A	A	5	\$3,782	87.26%	\$3,978	66.92%	\$5,530	93.03%	\$1,261	7.65%	16.53%	\$5,958	93.29%	\$6,201	73.64%	\$8,129	96.52%
	AT	AFSCME-DCBS BUILDING CODES	A	A		\$3,782	87.26%			\$5,530	93.03%	\$1,261	7.65%	16.53%	\$5,958	93.29%			\$8,129	96.52%
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A	A	13	\$3,781	87.24%	\$5,154	86.70%	\$5,529	93.01%	\$1,261	7.65%	16.53%	\$5,957	93.27%	\$7,661	90.97%	\$8,127	96.51%
	UA	UNREPRESENTED	A	A		\$3,781	87.24%			\$5,530	93.03%	\$1,261	7.65%	16.53%	\$5,957	93.27%			\$8,129	96.52%
	Non-Corrections/Non-Mgmt Simple Average				18	\$3,782	87.25%	\$4,566	76.81%	\$5,530	93.02%	\$1,261	7.65%	16.53%	\$5,957	93.28%	\$6,931	82.30%	\$8,128	96.52%
	STATEWIDE Simple Average				18	\$3,891	89.78%	\$4,566	76.81%	\$5,608	94.34%	\$1,261	7.65%	16.53%	\$6,094	95.41%	\$6,931	82.30%	\$8,225	97.67%

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5648 GOVERNMENTAL AUDITOR 3

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	4093		SENIOR AUDITOR EVALUATOR I, BUREAU OF STATE AI	\$5,181	\$6,811	\$1,116	7.65%	21.35%	\$7,799	\$9,902
ST-CA	4161		SENIOR MANAGEMENT AUDITOR	\$5,688	\$7,421	\$1,116	7.65%	21.35%	\$8,453	\$10,689
ST-ID	0000		No Match							
ST-NV	7.148	36	Auditor 3	\$3,515	\$5,227	\$785	7.65%	25.75%	\$5,474	\$7,758
ST-WA	156D	64	ASSISTANT STATE AUDITOR 4	\$4,770	\$6,257	\$662	7.65%	9.21%	\$6,236	\$7,974
State Simple Average				\$4,788	\$6,429	\$920	7.65%	19.42%	\$6,991	\$9,081
MARKET Simple Average				\$4,788	\$6,429	\$920	7.65%	19.42%	\$6,991	\$9,081

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
	MENC	EXEC SVC NON-SUPV CONFIDENTIAL	A A			\$4,742	99.03%			\$6,663	103.64%	\$1,261	7.65%	16.53%	\$7,150	102.28%			\$9,536
MENN	EXEC SVC NON-SUPV	A A			\$4,742	99.03%			\$6,663	103.64%	\$1,261	7.65%	16.53%	\$7,150	102.28%			\$9,536	105.01%
MMC	MGT SVC NON-SUPV CONFIDENTIAL	A A			\$4,742	99.03%			\$6,663	103.64%	\$1,261	7.65%	16.53%	\$7,150	102.28%			\$9,536	105.01%
MMN	MGT SVC NON-SUPV	A A		3	\$4,742	99.03%	\$5,632	87.61%	\$6,663	103.64%	\$1,261	7.65%	16.53%	\$7,150	102.28%	\$8,256	90.92%	\$9,536	105.01%
MMS	MGT SVC SUPERVISORY	A A		1	\$4,742	99.03%	\$5,492	85.43%	\$6,663	103.64%	\$1,261	7.65%	16.53%	\$7,150	102.28%	\$8,081	89.00%	\$9,536	105.01%
Management Simple Average				4	\$4,742	99.03%	\$5,562	86.52%	\$6,663	103.64%	\$1,261	7.65%	16.53%	\$7,150	102.28%	\$8,169	89.96%	\$9,536	105.01%
AO	AFSCME-OREGON STATE POLICE	A A			\$4,359	91.03%			\$6,381	99.25%	\$1,261	7.65%	16.53%	\$6,674	95.48%			\$9,185	101.15%
OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A		3	\$4,358	91.01%	\$6,187	96.24%	\$6,380	99.24%	\$1,261	7.65%	16.53%	\$6,673	95.46%	\$8,945	98.50%	\$9,184	101.14%
UA	UNREPRESENTED	A A			\$4,359	91.03%			\$6,381	99.25%	\$1,261	7.65%	16.53%	\$6,674	95.48%			\$9,185	101.15%
Non-Corrections/Non-Mgmt Simple Average				3	\$4,359	91.02%	\$6,187	96.24%	\$6,381	99.25%	\$1,261	7.65%	16.53%	\$6,674	95.47%	\$8,945	98.50%	\$9,185	101.15%
STATEWIDE Simple Average				7	\$4,598	96.03%	\$5,771	89.76%	\$6,557	101.99%	\$1,261	7.65%	16.53%	\$6,972	99.73%	\$8,427	92.81%	\$9,404	103.56%

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5671 SECURITIES EXAMINER

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	0000		No Match							
ST-ID	04432	M	Securities Investigator	\$3,708	\$5,726	\$879	7.65%	14.19%	\$5,396	\$7,855
ST-NV	7.186	39	Securities Registration Examiner	\$4,002	\$5,991	\$785	7.65%	25.75%	\$6,124	\$8,777
ST-WA	161F	58	FINANCIAL EXAMINER 2	\$4,114	\$5,395	\$662	7.65%	9.21%	\$5,470	\$6,967
State Simple Average				\$3,941	\$5,704	\$775	7.65%	16.38%	\$5,663	\$7,866
MARKET Simple Average				\$3,941	\$5,704	\$775	7.65%	16.38%	\$5,663	\$7,866

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%		
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	4	\$3,781	95.94%	\$4,752	83.30%	\$5,529	96.94%	\$1,261	7.65%	16.53%	\$5,957	105.18%	\$7,162	91.04%	\$8,127	103.32%
	Non-Corrections/Non-Mgmt Simple Average			4	\$3,781	95.94%	\$4,752	83.30%	\$5,529	96.94%	\$1,261	7.65%	16.53%	\$5,957	105.18%	\$7,162	91.04%	\$8,127	103.32%
	STATEWIDE Simple Average			4	\$3,781	95.94%	\$4,752	83.30%	\$5,529	96.94%	\$1,261	7.65%	16.53%	\$5,957	105.18%	\$7,162	91.04%	\$8,127	103.32%

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5675 FINANCIAL EXAMINER 1

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	4101B		FINANCIAL INSTITUTIONS EXAMINER	\$4,089	\$5,121	\$1,116	7.65%	21.35%	\$6,390	\$7,722
ST-ID	04423	K	Financial Institution Examiner 1	\$2,905	\$4,486	\$879	7.65%	14.19%	\$4,419	\$6,345
ST-NV	0000	00	No Match							
ST-WA	161E	40	FINANCIAL EXAMINER 1	\$2,663	\$3,459	\$662	7.65%	9.21%	\$3,774	\$4,704
State Simple Average				\$3,219	\$4,355	\$886	7.65%	14.92%	\$4,861	\$6,257
MARKET Simple Average				\$3,219	\$4,355	\$886	7.65%	14.92%	\$4,861	\$6,257

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%		
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	8	\$3,450	107.18%	\$4,365	100.22%	\$5,028	115.44%	\$1,261	7.65%	16.53%	\$5,546	114.08%	\$6,682	106.79%	\$7,505	119.95%
	Non-Corrections/Non-Mgmt Simple Average			8	\$3,450	107.18%	\$4,365	100.22%	\$5,028	115.44%	\$1,261	7.65%	16.53%	\$5,546	114.08%	\$6,682	106.79%	\$7,505	119.95%
	STATEWIDE Simple Average			8	\$3,450	107.18%	\$4,365	100.22%	\$5,028	115.44%	\$1,261	7.65%	16.53%	\$5,546	114.08%	\$6,682	106.79%	\$7,505	119.95%

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5676 FINANCIAL EXAMINER 2

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	4101C		FINANCIAL INSTITUTIONS EXAMINER	\$4,930	\$6,173	\$1,116	7.65%	21.35%	\$7,475	\$9,079
ST-ID	04421	L	Financial Institution Examiner 2	\$3,279	\$5,065	\$879	7.65%	14.19%	\$4,875	\$7,050
ST-NV	7.181	35	Financial Institutions Examiner 2	\$3,363	\$4,997	\$785	7.65%	25.75%	\$5,272	\$7,452
ST-WA	161F	58	FINANCIAL EXAMINER 2	\$4,114	\$5,395	\$662	7.65%	9.21%	\$5,470	\$6,967
State Simple Average				\$3,922	\$5,408	\$861	7.65%	17.63%	\$5,773	\$7,637
MARKET Simple Average				\$3,922	\$5,408	\$861	7.65%	17.63%	\$5,773	\$7,637

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%		
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	11	\$3,974	101.33%	\$5,102	94.34%	\$5,802	107.29%	\$1,261	7.65%	16.53%	\$6,196	107.33%	\$7,597	99.47%	\$8,466	110.86%
	Non-Corrections/Non-Mgmt Simple Average			11	\$3,974	101.33%	\$5,102	94.34%	\$5,802	107.29%	\$1,261	7.65%	16.53%	\$6,196	107.33%	\$7,597	99.47%	\$8,466	110.86%
	STATEWIDE Simple Average			11	\$3,974	101.33%	\$5,102	94.34%	\$5,802	107.29%	\$1,261	7.65%	16.53%	\$6,196	107.33%	\$7,597	99.47%	\$8,466	110.86%

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5677 FINANCIAL EXAMINER 3

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	4102		SENIOR FINANCIAL INSTITUTIONS EXAMINER	\$5,672	\$7,456	\$1,116	7.65%	21.35%	\$8,432	\$10,734
ST-ID	04413	P	Financial Institution Examiner, Commissioned Senior	\$4,855	\$7,496	\$879	7.65%	14.19%	\$6,794	\$10,013
ST-NV	7.182	36	Financial Institutions Examiner 3	\$3,515	\$5,227	\$785	7.65%	25.75%	\$5,474	\$7,758
ST-WA	161G	64	FINANCIAL EXAMINER 3	\$4,770	\$6,257	\$662	7.65%	9.21%	\$6,236	\$7,974
State Simple Average				\$4,703	\$6,609	\$861	7.65%	17.63%	\$6,734	\$9,120
MARKET Simple Average				\$4,703	\$6,609	\$861	7.65%	17.63%	\$6,734	\$9,120

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max		
	MMS	MGT SVC SUPERVISORY	A A	1	\$4,979	105.87%	\$6,998	105.88%	\$6,998	105.88%	\$1,261	7.65%	16.53%	\$7,444	110.54%	\$9,952	109.12%	\$9,952	109.12%	
	Management Simple Average				1	\$4,979	105.87%	\$6,998	105.88%	\$6,998	105.88%	\$1,261	7.65%	16.53%	\$7,444	110.54%	\$9,952	109.12%	\$9,952	109.12%
	AR	AFSCME-REAL ESTATE	A A		\$3,973	84.48%			\$5,802	87.79%	\$1,261	7.65%	16.53%	\$6,195	91.99%			\$8,466	92.84%	
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	8	\$4,569	97.15%	\$6,285	95.09%	\$6,691	101.24%	\$1,261	7.65%	16.53%	\$6,935	102.98%	\$9,066	99.41%	\$9,570	104.94%	
	Non-Corrections/Non-Mgmt Simple Average				8	\$4,271	90.82%	\$6,285	95.09%	\$6,247	94.51%	\$1,261	7.65%	16.53%	\$6,565	97.49%	\$9,066	99.41%	\$9,018	98.89%
	STATEWIDE Simple Average				9	\$4,507	95.83%	\$6,641	100.49%	\$6,497	98.30%	\$1,261	7.65%	16.53%	\$6,858	101.84%	\$9,509	104.26%	\$9,329	102.30%

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5681 STATE AUDITOR 1

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max

EXCLUDED-N 0000 Non-ORS 240

Exclude Simple Average										
MARKET Simple Average				Excluded						Excluded

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min	Emp Avg to SR Max	SR Max to SR Max	Insurance	SS	Retire	SR Min to SR Min	Emp Avg to SR Max	POLICY POINT
													SR Max to SR Max

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5682 STATE AUDITOR 2

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max

EXCLUDED-N 0000 Non-ORS 240

Exclude Simple Average										
MARKET Simple Average				Excluded						Excluded

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min	Emp Avg to SR Max	SR Max to SR Max	Insurance	SS	Retire	SR Min to SR Min	Emp Avg to SR Max	POLICY POINT
													SR Max to SR Max

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5683 STATE AUDITOR 3

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max

EXCLUDED-N 0000 Non-ORS 240

Exclude Simple Average										
MARKET Simple Average				Excluded					Excluded	

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min	Emp Avg to SR Max	SR Max to SR Max	Insurance	SS	Retire	SR Min to SR Min	Emp Avg to SR Max	POLICY POINT SR Max to SR Max
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5684 STATE AUDITOR 4

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
EXCLUDED-N	0000		Non-ORS 240							
Exclude Simple Average				Insufficient Market Data					Insufficient Market Data	
MARKET Simple Average				Excluded					Excluded	

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min	Emp Avg to SR Max	SR Max to SR Max	Insurance	SS	Retire	SR Min to SR Min	Emp Avg to SR Max	POLICY POINT
													SR Max to SR Max

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5687 STATE AUDIT MANAGER

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
EXCLUDED-N	0000		Non-ORS 240							

Exclude Simple Average										
MARKET Simple Average				Excluded						Excluded

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min	Emp Avg to SR Max	SR Max to SR Max	Insurance	SS	Retire	SR Min to SR Min	Emp Avg to SR Max	POLICY POINT
													SR Max to SR Max

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5705 INDUSTRIAL HYGIENIST 1

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	3824		JUNIOR INDUSTRIAL HYGIENIST	\$3,503	\$4,560	\$1,116	7.65%	21.35%	\$5,634	\$6,998
ST-ID	0000		No Match							
ST-NV	11.533	34	Industrial Hygienist 1 - DIR	\$3,222	\$4,778	\$785	7.65%	25.75%	\$5,084	\$7,159
ST-WA	0000		No Match							
State Simple Average				\$3,363	\$4,669	\$950	7.65%	23.55%	\$5,359	\$7,079
MARKET Simple Average				\$3,363	\$4,669	\$950	7.65%	23.55%	\$5,359	\$7,079

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max			Insurance		SS		Retire		SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A	A	\$3,139	93.35%			\$4,569	97.86%	\$1,261	7.65%	16.53%	\$5,159	96.27%							\$6,935	97.97%
	Non-Corrections/Non-Mgmt Simple Average				\$3,139	93.35%			\$4,569	97.86%	\$1,261	7.65%	16.53%	\$5,159	96.27%			- %				\$6,935	97.97%
	STATEWIDE Simple Average				\$3,139	93.35%			\$4,569	97.86%	\$1,261	7.65%	16.53%	\$5,159	96.27%			- %				\$6,935	97.97%

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5706 INDUSTRIAL HYGIENIST 2

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	0000		No Match							
ST-ID	0000		No Match							
ST-NV	0000	00	No Match							
ST-WA	394E	52	INDUSTRIAL HYGIENIST 2	\$3,549	\$4,653	\$662	7.65%	9.21%	\$4,809	\$6,099
State Simple Average				Insufficient Market Data					Insufficient Market Data	
MARKET Simple Average				Insufficient Market Data					Insufficient Market Data	

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
		OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	9	\$3,974	- %	\$4,753	- %	\$5,802	- %	\$1,261	7.65%	16.53%	\$6,196	- %	\$7,164	- %	\$8,466
	Non-Corrections/Non-Mgmt Simple Average			9	\$3,974	- %	\$4,753	- %	\$5,802	- %	\$1,261	7.65%	16.53%	\$6,196	- %	\$7,164	- %	\$8,466	- %
	STATEWIDE Simple Average			9	\$3,974	- %	\$4,753	- %	\$5,802	- %	\$1,261	7.65%	16.53%	\$6,196	- %	\$7,164	- %	\$8,466	- %

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5707 INDUSTRIAL HYGIENIST 3

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	3856	A	ASSOCIATE INDUSTRIAL HYGIENIST	\$4,960	\$6,774	\$1,116	7.65%	21.35%	\$7,514	\$9,854
ST-ID	0000		No Match							
ST-NV	11.53138	A, E	Industrial Hygienist 3 - DIR	\$3,830	\$5,726	\$785	7.65%	25.75%	\$5,894	\$8,424
ST-WA	394G	60	INDUSTRIAL HYGIENIST 4	\$4,322	\$5,668	\$662	7.65%	9.21%	\$5,713	\$7,286
State Simple Average				\$4,371	\$6,056	\$854	7.65%	18.77%	\$6,374	\$8,521
MARKET Simple Average				\$4,371	\$6,056	\$854	7.65%	18.77%	\$6,374	\$8,521

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	17	\$4,358	99.71%	\$5,931	97.93%	\$6,380	105.35%	\$1,261	7.65%	16.53%	\$6,673	104.70%	\$8,626	101.23%	\$9,184	107.78%
	Non-Corrections/Non-Mgmt Simple Average			17	\$4,358	99.71%	\$5,931	97.93%	\$6,380	105.35%	\$1,261	7.65%	16.53%	\$6,673	104.70%	\$8,626	101.23%	\$9,184	107.78%
	STATEWIDE Simple Average			17	\$4,358	99.71%	\$5,931	97.93%	\$6,380	105.35%	\$1,261	7.65%	16.53%	\$6,673	104.70%	\$8,626	101.23%	\$9,184	107.78%

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5708 INDUSTRIAL HYGIENIST 4

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	0000		No Match							
ST-ID	0000		No Match							
ST-NV	0000	00	No Match							
ST-WA	0000		No Match							

State Simple Average										
MARKET Simple Average										

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
		OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	17	\$4,791	- %	\$6,770	- %	\$7,023	- %	\$1,261	7.65%	16.53%	\$7,211	- %	\$9,668	- %	\$9,983
	Non-Corrections/Non-Mgmt Simple Average			17	\$4,791	- %	\$6,770	- %	\$7,023	- %	\$1,261	7.65%	16.53%	\$7,211	- %	\$9,668	- %	\$9,983	- %
	STATEWIDE Simple Average			17	\$4,791	- %	\$6,770	- %	\$7,023	- %	\$1,261	7.65%	16.53%	\$7,211	- %	\$9,668	- %	\$9,983	- %

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5709 OCCUPATIONAL SFTY SPECIALIST 1

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	0000		No Match							
ST-ID	0000		No Match							
ST-NV	11.528	34	Safety Representative, Training -DIR	\$3,222	\$4,778	\$785	7.65%	25.75%	\$5,084	\$7,159
ST-WA	392E	42	SAFETY & HEALTH SPECIALIST 1	\$2,789	\$3,631	\$662	7.65%	9.21%	\$3,921	\$4,905
State Simple Average				\$3,006	\$4,205	\$724	7.65%	17.48%	\$4,503	\$6,032
MARKET Simple Average				\$3,006	\$4,205	\$724	7.65%	17.48%	\$4,503	\$6,032

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max			Insurance		SS		Retire		SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A	A	\$3,139	104.43%			\$4,569	108.67%	\$1,261	7.65%	16.53%	\$5,159	114.59%							\$6,935	114.97%
	Non-Corrections/Non-Mgmt Simple Average				\$3,139	104.43%			\$4,569	108.67%	\$1,261	7.65%	16.53%	\$5,159	114.59%			- %				\$6,935	114.97%
	STATEWIDE Simple Average				\$3,139	104.43%			\$4,569	108.67%	\$1,261	7.65%	16.53%	\$5,159	114.59%			- %				\$6,935	114.97%

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5710 OCCUPATIONAL SFTY SPECIALIST 2

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	0000		No Match							
ST-ID	03386	L	Health and Safety Specialist	\$3,279	\$5,065	\$879	7.65%	14.19%	\$4,875	\$7,050
ST-NV	11.521	35	Safety Specialist, Consultation	\$3,363	\$4,997	\$785	7.65%	25.75%	\$5,272	\$7,452
ST-WA	392F	51	SAFETY & HEALTH SPECIALIST 2	\$3,459	\$4,542	\$662	7.65%	9.21%	\$4,704	\$5,970
State Simple Average				\$3,367	\$4,868	\$775	7.65%	16.38%	\$4,950	\$6,824
MARKET Simple Average				\$3,367	\$4,868	\$775	7.65%	16.38%	\$4,950	\$6,824

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%		
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	11	\$3,974	118.02%	\$4,434	91.09%	\$5,802	119.18%	\$1,261	7.65%	16.53%	\$6,196	125.17%	\$6,768	99.18%	\$8,466	124.07%
	Non-Corrections/Non-Mgmt Simple Average			11	\$3,974	118.02%	\$4,434	91.09%	\$5,802	119.18%	\$1,261	7.65%	16.53%	\$6,196	125.17%	\$6,768	99.18%	\$8,466	124.07%
	STATEWIDE Simple Average			11	\$3,974	118.02%	\$4,434	91.09%	\$5,802	119.18%	\$1,261	7.65%	16.53%	\$6,196	125.17%	\$6,768	99.18%	\$8,466	124.07%

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5711 OCCUPATIONAL SFTY SPECIALIST 3

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS		
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max	
ST-CA	0000		No Match								
ST-ID	0000		No Match								
ST-NV	0000	00	No Match								
ST-WA	392G	54	SAFETY & HEALTH SPECIALIST 3	\$3,726	\$4,888	\$662	7.65%	9.21%	\$5,016	\$6,374	
State Simple Average				Insufficient Market Data						Insufficient Market Data	
MARKET Simple Average				Insufficient Market Data						Insufficient Market Data	

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
	AD	AFSCME-DEQ	A A		\$3,973	- %		- %	\$5,802	- %	\$1,261	7.65%	16.53%	\$6,195	- %		- %	\$8,466	- %
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	52	\$4,358	- %	\$5,777	- %	\$6,380	- %	\$1,261	7.65%	16.53%	\$6,673	- %	\$8,435	- %	\$9,184	- %
	Non-Corrections/Non-Mgmt Simple Average			52	\$4,166	- %	\$5,777	- %	\$6,091	- %	\$1,261	7.65%	16.53%	\$6,434	- %	\$8,435	- %	\$8,825	- %
	STATEWIDE Simple Average			52	\$4,166	- %	\$5,777	- %	\$6,091	- %	\$1,261	7.65%	16.53%	\$6,434	- %	\$8,435	- %	\$8,825	- %

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5723 LIQUOR REGULATORY SPECIALIST

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	0000		No Match							
ST-ID	08510	J	Occupational Licenses Investigator	\$2,595	\$4,006	\$879	7.65%	14.19%	\$4,041	\$5,760
ST-NV	0000	00	No Match							
ST-WA	390G	52	LIQUOR ENFORCEMENT OFFICER 2	\$3,549	\$4,653	\$662	7.65%	9.21%	\$4,809	\$6,099
State Simple Average				\$3,072	\$4,329	\$771	7.65%	11.70%	\$4,425	\$5,930
MARKET Simple Average				\$3,072	\$4,329	\$771	7.65%	11.70%	\$4,425	\$5,930

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%		
	AL	AFSCME-OLCC	A A	54	\$3,610	117.52%	\$4,665	107.76%	\$5,277	121.89%	\$1,261	7.65%	16.53%	\$5,744	129.82%	\$7,055	118.98%	\$7,814	131.79%
	Non-Corrections/Non-Mgmt Simple Average			54	\$3,610	117.52%	\$4,665	107.76%	\$5,277	121.89%	\$1,261	7.65%	16.53%	\$5,744	129.82%	\$7,055	118.98%	\$7,814	131.79%
	STATEWIDE Simple Average			54	\$3,610	117.52%	\$4,665	107.76%	\$5,277	121.89%	\$1,261	7.65%	16.53%	\$5,744	129.82%	\$7,055	118.98%	\$7,814	131.79%

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5746 SUPERVISING INSURANCE EXAMINR

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	4411	A	SENIOR INSURANCE EXAMINER (SUPERVISOR)	\$5,719	\$7,462	\$1,116	7.65%	21.35%	\$8,493	\$10,742
ST-ID	08928	N	Insurance Consumer Affairs Supervisor	\$4,098	\$6,326	\$879	7.65%	14.19%	\$5,872	\$8,587
ST-NV	11.406	41	Assistant Chief Insurance Examiner	\$4,371	\$6,567	\$785	7.65%	25.75%	\$6,616	\$9,545
ST-WA	162J	59	FUNCTIONAL PROGRAM ANALYST 4	\$4,214	\$5,535	\$662	7.65%	9.21%	\$5,586	\$7,130
State Simple Average				\$4,600	\$6,472	\$861	7.65%	17.63%	\$6,642	\$9,001
MARKET Simple Average				\$4,600	\$6,472	\$861	7.65%	17.63%	\$6,642	\$9,001

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max			Insurance		SS		Retire		SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
MMS	MGT SVC SUPERVISORY	A	A		\$5,492	119.38%			\$7,701	118.98%	\$1,261	7.65%	16.53%	\$8,081	121.67%							\$10,825	120.26%
Management Simple Average					\$5,492	119.38%			\$7,701	118.98%	\$1,261	7.65%	16.53%	\$8,081	121.67%	- %						\$10,825	120.26%
STATEWIDE Simple Average					\$5,492	119.38%			\$7,701	118.98%	\$1,261	7.65%	16.53%	\$8,081	121.67%	- %						\$10,825	120.26%

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5748 INSURANCE EXAMINER

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	4412	A	ASSOCIATE INSURANCE EXAMINER	\$4,711	\$6,195	\$1,116	7.65%	21.35%	\$7,193	\$9,107
ST-ID	08932	M	Insurance Analyst, Senior	\$3,708	\$5,726	\$879	7.65%	14.19%	\$5,396	\$7,855
ST-NV	11.409	37	Insurance Examiner 1	\$3,670	\$5,469	\$785	7.65%	25.75%	\$5,681	\$8,081
ST-WA	162I	55	FUNCTIONAL PROGRAM ANALYST 3	\$3,819	\$5,010	\$662	7.65%	9.21%	\$5,125	\$6,517
State Simple Average				\$3,977	\$5,600	\$861	7.65%	17.63%	\$5,849	\$7,890
MARKET Simple Average				\$3,977	\$5,600	\$861	7.65%	17.63%	\$5,849	\$7,890

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	15	\$4,569	114.89%	\$6,552	117.00%	\$6,691	119.49%	\$1,261	7.65%	16.53%	\$6,935	118.58%	\$9,397	119.10%	\$9,570	121.30%
	Non-Corrections/Non-Mgmt Simple Average			15	\$4,569	114.89%	\$6,552	117.00%	\$6,691	119.49%	\$1,261	7.65%	16.53%	\$6,935	118.58%	\$9,397	119.10%	\$9,570	121.30%
	STATEWIDE Simple Average			15	\$4,569	114.89%	\$6,552	117.00%	\$6,691	119.49%	\$1,261	7.65%	16.53%	\$6,935	118.58%	\$9,397	119.10%	\$9,570	121.30%

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5750 ENVIRONMENTAL LAW SPECIALIST

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	0000		No Match							
ST-ID	0000		No Match							
ST-NV	7.752	35	Legal Research Assistant 2	\$3,363	\$4,997	\$785	7.65%	25.75%	\$5,272	\$7,452
ST-WA	0000		No Match							
State Simple Average				Insufficient Market Data					Insufficient Market Data	
MARKET Simple Average				Insufficient Market Data					Insufficient Market Data	

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
		AD	AFSCME-DEQ	A A	8	\$4,571	- %	\$5,985	- %	\$6,683	- %	\$1,261	7.65%	16.53%	\$6,938	- %	\$8,694	- %	\$9,560
	Non-Corrections/Non-Mgmt Simple Average			8	\$4,571	- %	\$5,985	- %	\$6,683	- %	\$1,261	7.65%	16.53%	\$6,938	- %	\$8,694	- %	\$9,560	- %
	STATEWIDE Simple Average			8	\$4,571	- %	\$5,985	- %	\$6,683	- %	\$1,261	7.65%	16.53%	\$6,938	- %	\$8,694	- %	\$9,560	- %

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5831 RAIL COMPLIANCE SPEC ENTRY

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	0000		No Match							
ST-ID	0000		No Match							
ST-NV	0000	00	No Match							
ST-WA	0000		No Match							

State Simple Average										
MARKET Simple Average										

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
		E	AEE-ASSOC OF ENGINEER EMS	A	A	\$3,620	- %	- %	\$5,348	- %	\$1,261	7.65%	16.53%	\$5,757	- %	- %	\$7,903	- %	
	Non-Corrections/Non-Mgmt Simple Average				\$3,620	- %	- %	\$5,348	- %	\$1,261	7.65%	16.53%	\$5,757	- %	- %	\$7,903	- %		
	STATEWIDE Simple Average				\$3,620	- %	- %	\$5,348	- %	\$1,261	7.65%	16.53%	\$5,757	- %	- %	\$7,903	- %		

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5832 RAIL COMPLIANCE SPECIALIST

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	3941		ASSOCIATE RAILROAD TRACK INSPECTOR, PUBLIC UT	\$5,059	\$6,332	\$1,116	7.65%	21.35%	\$7,642	\$9,284
ST-ID	04520	L	Safety Inspector Regulated Utilities	\$3,279	\$5,065	\$879	7.65%	14.19%	\$4,875	\$7,050
ST-NV	11.540	35	Safety Specialist, Railway - Tracks	\$3,363	\$4,997	\$785	7.65%	25.75%	\$5,272	\$7,452
ST-WA	454I	54	RAIL CARRIER COMPLIANCE SPECIALIST	\$3,726	\$4,888	\$662	7.65%	9.21%	\$5,016	\$6,374
State Simple Average				\$3,857	\$5,321	\$861	7.65%	17.63%	\$5,701	\$7,540
MARKET Simple Average				\$3,857	\$5,321	\$861	7.65%	17.63%	\$5,701	\$7,540

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
E	AEE-ASSOC OF ENGINEER EMS	A A	13	\$4,401	114.11%	\$5,645	106.09%	\$6,499	122.15%	\$1,261	7.65%	16.53%	\$6,727	117.99%	\$8,271	109.69%	\$9,332	123.77%	
Non-Corrections/Non-Mgmt Simple Average				13	\$4,401	114.11%	\$5,645	106.09%	\$6,499	122.15%	\$1,261	7.65%	16.53%	\$6,727	117.99%	\$8,271	109.69%	\$9,332	123.77%
STATEWIDE Simple Average				13	\$4,401	114.11%	\$5,645	106.09%	\$6,499	122.15%	\$1,261	7.65%	16.53%	\$6,727	117.99%	\$8,271	109.69%	\$9,332	123.77%

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5857 MOTOR CARRIER ENFORCMNT OFCR 1

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	6854		COMMERCIAL VEHICLE INSPECTION SPECIALIST	\$3,264	\$4,120	\$1,116	7.65%	21.35%	\$5,326	\$6,430
ST-ID	08552	I	Port-Of-Entry Inspector	\$2,300	\$3,553	\$879	7.65%	14.19%	\$3,682	\$5,208
ST-NV	0000	00	No Match							
ST-WA	457K	38SP	COMMERCIAL VEHICLE ENFORCEMENT OFFICER 1	\$2,912	\$3,773	\$662	7.65%	9.21%	\$4,065	\$5,071
State Simple Average				\$2,825	\$3,815	\$886	7.65%	14.92%	\$4,358	\$5,570
MARKET Simple Average				\$2,825	\$3,815	\$886	7.65%	14.92%	\$4,358	\$5,570

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	60	\$2,756	97.54%	\$3,500	91.73%	\$3,974	104.16%	\$1,261	7.65%	16.53%	\$4,684	107.49%	\$5,607	100.68%	\$6,196	111.25%
	UA	UNREPRESENTED	A A		\$2,756	97.54%			\$3,973	104.14%	\$1,261	7.65%	16.53%	\$4,684	107.49%			\$6,195	111.23%
	Non-Corrections/Non-Mgmt Simple Average			60	\$2,756	97.54%	\$3,500	91.73%	\$3,974	104.15%	\$1,261	7.65%	16.53%	\$4,684	107.49%	\$5,607	100.68%	\$6,196	111.24%
	STATEWIDE Simple Average			60	\$2,756	97.54%	\$3,500	91.73%	\$3,974	104.15%	\$1,261	7.65%	16.53%	\$4,684	107.49%	\$5,607	100.68%	\$6,196	111.24%

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5858 MOTOR CARRIER ENFORCMNT OFCR 2

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	0000		No Match							
ST-ID	08551	J	Port-Of-Entry Inspector, Senior	\$2,595	\$4,006	\$879	7.65%	14.19%	\$4,041	\$5,760
ST-NV	11.553	33	Commercial Vehicle Safety Inspector 2	\$3,094	\$4,574	\$785	7.65%	25.75%	\$4,912	\$6,888
ST-WA	457L	42SP	COMMERCIAL VEHICLE ENFORCEMENT OFFICER 2	\$3,193	\$4,163	\$662	7.65%	9.21%	\$4,393	\$5,527
State Simple Average				\$2,960	\$4,248	\$775	7.65%	16.38%	\$4,449	\$6,058
MARKET Simple Average				\$2,960	\$4,248	\$775	7.65%	16.38%	\$4,449	\$6,058

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	13	\$2,873	97.04%	\$4,104	96.61%	\$4,161	97.96%	\$1,261	7.65%	16.53%	\$4,829	108.55%	\$6,357	104.94%	\$6,429	106.12%
	Non-Corrections/Non-Mgmt Simple Average			13	\$2,873	97.04%	\$4,104	96.61%	\$4,161	97.96%	\$1,261	7.65%	16.53%	\$4,829	108.55%	\$6,357	104.94%	\$6,429	106.12%
	STATEWIDE Simple Average			13	\$2,873	97.04%	\$4,104	96.61%	\$4,161	97.96%	\$1,261	7.65%	16.53%	\$4,829	108.55%	\$6,357	104.94%	\$6,429	106.12%

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5902 COMM DISEASE INVESTIGATOR

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	0564		ASSOCIATE PUBLIC HEALTH BIOLOGIST	\$4,521	\$5,889	\$1,116	7.65%	21.35%	\$6,948	\$8,712
ST-ID	07030	J	Scientist 1	\$2,595	\$4,006	\$879	7.65%	14.19%	\$4,041	\$5,760
ST-NV	10.223	33	Disease Control Specialist 2	\$3,094	\$4,574	\$785	7.65%	25.75%	\$4,912	\$6,888
ST-WA	0000		No Match							
State Simple Average				\$3,403	\$4,823	\$927	7.65%	20.43%	\$5,300	\$7,120
MARKET Simple Average				\$3,403	\$4,823	\$927	7.65%	20.43%	\$5,300	\$7,120

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%		
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	4	\$3,139	92.24%	\$4,569	94.73%	\$4,569	94.73%	\$1,261	7.65%	16.53%	\$5,159	97.34%	\$6,935	97.41%	\$6,935	97.41%
	Non-Corrections/Non-Mgmt Simple Average			4	\$3,139	92.24%	\$4,569	94.73%	\$4,569	94.73%	\$1,261	7.65%	16.53%	\$5,159	97.34%	\$6,935	97.41%	\$6,935	97.41%
	STATEWIDE Simple Average			4	\$3,139	92.24%	\$4,569	94.73%	\$4,569	94.73%	\$1,261	7.65%	16.53%	\$5,159	97.34%	\$6,935	97.41%	\$6,935	97.41%

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5911 HEALTH CARE INVESTIGTR/ADVISR

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	8876		INSPECTOR BOARD OF PHARMACY	\$6,030	\$7,911	\$1,116	7.65%	21.35%	\$8,894	\$11,321
ST-ID	08479	L	Pharmacy/Drug Compliance Officer, Senior	\$3,279	\$5,065	\$879	7.65%	14.19%	\$4,875	\$7,050
ST-NV	10.510	36	Health Facilities Inspector III	\$3,515	\$5,227	\$785	7.65%	25.75%	\$5,474	\$7,758
ST-WA	428G	55	HEALTH CARE INVESTIGATOR 3	\$3,819	\$5,010	\$662	7.65%	9.21%	\$5,125	\$6,517
State Simple Average				\$4,161	\$5,803	\$861	7.65%	17.63%	\$6,092	\$8,161
MARKET Simple Average				\$4,161	\$5,803	\$861	7.65%	17.63%	\$6,092	\$8,161

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max			Insurance		SS		Retire		SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max		
					\$	%	\$	%	\$	%	\$	%	\$	%	\$	%	\$	%	\$	%	\$	%	\$	%
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A	A	\$3,781	90.87%			\$5,529	95.27%	\$1,261	7.65%	16.53%	\$5,957	97.78%			\$8,127	99.58%			\$8,127	99.58%	
	Non-Corrections/Non-Mgmt Simple Average				\$3,781	90.87%			\$5,529	95.27%	\$1,261	7.65%	16.53%	\$5,957	97.78%			- %	\$8,127	99.58%			\$8,127	99.58%
	STATEWIDE Simple Average				\$3,781	90.87%			\$5,529	95.27%	\$1,261	7.65%	16.53%	\$5,957	97.78%			- %	\$8,127	99.58%			\$8,127	99.58%

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5911-B HEALTH CARE INVESTIGTR/ADVISR

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
NO MATCHES	0000		NO MATCHES FOUND							

Exclude Simple Average										
MARKET Simple Average										

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
		OA	SEIU LOCAL 503 OPEU-STRIKEABLE	B A	3	\$4,256	- %	\$6,060	- %	\$6,153	- %	\$1,261	7.65%	16.53%	\$6,547	- %	\$8,786	- %	\$8,902
	UA	UNREPRESENTED	B A	1	\$4,256	- %	\$6,153	- %	\$6,153	- %	\$1,261	7.65%	16.53%	\$6,547	- %	\$8,902	- %	\$8,902	- %
	Non-Corrections/Non-Mgmt Simple Average			4	\$4,256	- %	\$6,106	- %	\$6,153	- %	\$1,261	7.65%	16.53%	\$6,547	- %	\$8,844	- %	\$8,902	- %
	STATEWIDE Simple Average			4	\$4,256	- %	\$6,106	- %	\$6,153	- %	\$1,261	7.65%	16.53%	\$6,547	- %	\$8,844	- %	\$8,902	- %

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5911-C HEALTH CARE INVESTIGTR/ADVISR

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
NO MATCHES	0000		NO MATCHES FOUND							

Exclude Simple Average										
MARKET Simple Average										

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
		OA	SEIU LOCAL 503 OPEU-STRIKEABLE	C A		\$4,161	- %	- %	\$6,067	- %	\$1,261	7.65%	16.53%	\$6,429	- %	- %	\$8,795	- %	
	Non-Corrections/Non-Mgmt Simple Average				\$4,161	- %	- %	\$6,067	- %	\$1,261	7.65%	16.53%	\$6,429	- %	- %	\$8,795	- %		
	STATEWIDE Simple Average				\$4,161	- %	- %	\$6,067	- %	\$1,261	7.65%	16.53%	\$6,429	- %	- %	\$8,795	- %		

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5911-D HEALTH CARE INVESTIGTR/ADVISR

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
NO MATCHES	0000		NO MATCHES FOUND							

Exclude Simple Average										
MARKET Simple Average										

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
		OA	SEIU LOCAL 503 OPEU-STRIKEABLE	D A		\$4,569	- %	- %	\$6,678	- %	\$1,261	7.65%	16.53%	\$6,935	- %	- %	\$9,554	- %	
	Non-Corrections/Non-Mgmt Simple Average				\$4,569	- %	- %	\$6,678	- %	\$1,261	7.65%	16.53%	\$6,935	- %	- %	\$9,554	- %		
	STATEWIDE Simple Average				\$4,569	- %	- %	\$6,678	- %	\$1,261	7.65%	16.53%	\$6,935	- %	- %	\$9,554	- %		

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5911-E HEALTH CARE INVESTIGTR/ADVISR

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
NO MATCHES	0000		NO MATCHES FOUND							

Exclude Simple Average										
MARKET Simple Average										

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max		
		MENC	EXEC SVC NON-SUPV CONFIDENTIAL	E A		\$7,701	- %		- %	\$10,826	- %	\$1,261	7.65%	16.53%	\$10,825	- %		- %	\$14,705	- %
	MENN	EXEC SVC NON-SUPV	E A		\$7,701	- %		- %	\$10,826	- %	\$1,261	7.65%	16.53%	\$10,825	- %		- %	\$14,705	- %	
	Management Simple Average				\$7,701	- %		- %	\$10,826	- %	\$1,261	7.65%	16.53%	\$10,825	- %		- %	\$14,705	- %	
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	E A	7	\$7,023	- %	\$9,470	- %	\$10,309	- %	\$1,261	7.65%	16.53%	\$9,983	- %	\$13,021	- %	\$14,063	- %	
	Non-Corrections/Non-Mgmt Simple Average				7	\$7,023	- %	\$9,470	- %	\$10,309	- %	\$1,261	7.65%	16.53%	\$9,983	- %	\$13,021	- %	\$14,063	- %
	STATEWIDE Simple Average				7	\$7,475	- %	\$9,470	- %	\$10,654	- %	\$1,261	7.65%	16.53%	\$10,544	- %	\$13,021	- %	\$14,491	- %

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5923 DOJ CLAIMS EXAMINER

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	9247	C	VICTIM COMPENSATION SPECIALIST	\$3,574	\$4,475	\$1,116	7.65%	21.35%	\$5,726	\$6,888
ST-ID	08966	1	Crime Victims Claims Examiner	\$2,300	\$3,553	\$879	7.65%	14.19%	\$3,682	\$5,208
ST-NV	12.368	32	Crime Victim Compensation Spec	\$2,961	\$4,371	\$785	7.65%	25.75%	\$4,736	\$6,616
ST-WA	0000		No Match							
State Simple Average				\$2,945	\$4,133	\$927	7.65%	20.43%	\$4,715	\$6,237
MARKET Simple Average				\$2,945	\$4,133	\$927	7.65%	20.43%	\$4,715	\$6,237

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	6	\$3,139	106.58%	\$4,257	103.00%	\$4,569	110.55%	\$1,261	7.65%	16.53%	\$5,159	109.44%	\$6,547	104.97%	\$6,935	111.19%
	UA	UNREPRESENTED	A A		\$3,139	106.58%			\$4,571	110.60%	\$1,261	7.65%	16.53%	\$5,159	109.44%			\$6,938	111.23%
	Non-Corrections/Non-Mgmt Simple Average			6	\$3,139	106.58%	\$4,257	103.00%	\$4,570	110.58%	\$1,261	7.65%	16.53%	\$5,159	109.44%	\$6,547	104.97%	\$6,936	111.21%
	STATEWIDE Simple Average			6	\$3,139	106.58%	\$4,257	103.00%	\$4,570	110.58%	\$1,261	7.65%	16.53%	\$5,159	109.44%	\$6,547	104.97%	\$6,936	111.21%

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5925 DISABILITY ANALYST/ENTRY

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	5365		DISABILITY EVALUATION ANALYST	\$3,731	\$4,671	\$1,116	7.65%	21.35%	\$5,929	\$7,141
ST-ID	09454	J	Disability Claims Adjudicator Trainee	\$2,595	\$4,006	\$879	7.65%	14.19%	\$4,041	\$5,760
ST-NV	12.403	28	Disability Adjudicator Trainee	\$2,514	\$3,670	\$785	7.65%	25.75%	\$4,139	\$5,681
ST-WA	0000		No Match							
State Simple Average				\$2,947	\$4,115	\$927	7.65%	20.43%	\$4,703	\$6,194
MARKET Simple Average				\$2,947	\$4,115	\$927	7.65%	20.43%	\$4,703	\$6,194

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max			Insurance		SS		Retire		SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A	A	\$2,756	93.53%			\$3,974	96.56%	\$1,261	7.65%	16.53%	\$4,684	99.60%			\$4,684	99.60%			\$6,196	100.04%
	Non-Corrections/Non-Mgmt Simple Average				\$2,756	93.53%			\$3,974	96.56%	\$1,261	7.65%	16.53%	\$4,684	99.60%			\$4,684	99.60%			\$6,196	100.04%
	STATEWIDE Simple Average				\$2,756	93.53%			\$3,974	96.56%	\$1,261	7.65%	16.53%	\$4,684	99.60%			\$4,684	99.60%			\$6,196	100.04%

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5926 DISABILITY ANALYST 1

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	8392		DISABILITY EVALUATION ANALYST II	\$4,089	\$5,120	\$1,116	7.65%	21.35%	\$6,390	\$7,720
ST-ID	09450	K	Disability Claims Adjudicator	\$2,905	\$4,486	\$879	7.65%	14.19%	\$4,419	\$6,345
ST-NV	12.425	30	Disability Adjudicator 1	\$2,725	\$4,002	\$785	7.65%	25.75%	\$4,420	\$6,124
ST-WA	168I	43	DDS ADJUDICATOR 1	\$2,855	\$3,726	\$662	7.65%	9.21%	\$3,998	\$5,016
State Simple Average				\$3,143	\$4,334	\$861	7.65%	17.63%	\$4,807	\$6,301
MARKET Simple Average				\$3,143	\$4,334	\$861	7.65%	17.63%	\$4,807	\$6,301

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	39	\$3,290	104.66%	\$3,793	87.52%	\$4,791	110.56%	\$1,261	7.65%	16.53%	\$5,347	111.23%	\$5,971	94.76%	\$7,211	114.43%
	UA	UNREPRESENTED	A A		\$3,291	104.69%			\$4,791	110.56%	\$1,261	7.65%	16.53%	\$5,348	111.26%			\$7,211	114.43%
	Non-Corrections/Non-Mgmt Simple Average			39	\$3,291	104.68%	\$3,793	87.52%	\$4,791	110.56%	\$1,261	7.65%	16.53%	\$5,348	111.25%	\$5,971	94.76%	\$7,211	114.43%
	STATEWIDE Simple Average			39	\$3,291	104.68%	\$3,793	87.52%	\$4,791	110.56%	\$1,261	7.65%	16.53%	\$5,348	111.25%	\$5,971	94.76%	\$7,211	114.43%

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5927 DISABILITY ANALYST 2

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	5367		DISABILITY EVALUATION ANALYST III	\$4,488	\$5,618	\$1,116	7.65%	21.35%	\$6,905	\$8,363
ST-ID	09452	L	Disability Claims Adjudicator, Senior	\$3,279	\$5,065	\$879	7.65%	14.19%	\$4,875	\$7,050
ST-NV	12.456	33	Disability Adjudicator 3	\$3,094	\$4,574	\$785	7.65%	25.75%	\$4,912	\$6,888
ST-WA	168J	49	DDS ADJUDICATOR 2	\$3,293	\$4,322	\$662	7.65%	9.21%	\$4,510	\$5,713
State Simple Average				\$3,539	\$4,895	\$861	7.65%	17.63%	\$5,301	\$7,003
MARKET Simple Average				\$3,539	\$4,895	\$861	7.65%	17.63%	\$5,301	\$7,003

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%		
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	99	\$3,607	101.93%	\$4,631	94.61%	\$5,277	107.81%	\$1,261	7.65%	16.53%	\$5,741	108.30%	\$7,012	100.13%	\$7,814	111.58%
	UA	UNREPRESENTED	A A		\$3,609	101.99%			\$5,277	107.81%	\$1,261	7.65%	16.53%	\$5,743	108.35%			\$7,814	111.58%
	Non-Corrections/Non-Mgmt Simple Average			99	\$3,608	101.96%	\$4,631	94.61%	\$5,277	107.81%	\$1,261	7.65%	16.53%	\$5,742	108.32%	\$7,012	100.13%	\$7,814	111.58%
	STATEWIDE Simple Average			99	\$3,608	101.96%	\$4,631	94.61%	\$5,277	107.81%	\$1,261	7.65%	16.53%	\$5,742	108.32%	\$7,012	100.13%	\$7,814	111.58%

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5937 MEDICAL RECORDS CONSULTANT

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	1863		MEDICAL RECORD CONSULTANT	\$4,660	\$5,837	\$1,116	7.65%	21.35%	\$7,127	\$8,645
ST-ID	0000		No Match							
ST-NV	0000	00	No Match							
ST-WA	112K	46	FORMS & RECORDS ANALYST 3	\$3,063	\$4,014	\$662	7.65%	9.21%	\$4,241	\$5,353
State Simple Average				\$3,862	\$4,926	\$889	7.65%	15.28%	\$5,684	\$6,999
MARKET Simple Average				\$3,862	\$4,926	\$889	7.65%	15.28%	\$5,684	\$6,999

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	2	\$3,001	77.72%	\$3,749	76.10%	\$4,358	88.48%	\$1,261	7.65%	16.53%	\$4,988	87.75%	\$5,916	84.53%	\$6,673	95.34%
	Non-Corrections/Non-Mgmt Simple Average			2	\$3,001	77.72%	\$3,749	76.10%	\$4,358	88.48%	\$1,261	7.65%	16.53%	\$4,988	87.75%	\$5,916	84.53%	\$6,673	95.34%
	STATEWIDE Simple Average			2	\$3,001	77.72%	\$3,749	76.10%	\$4,358	88.48%	\$1,261	7.65%	16.53%	\$4,988	87.75%	\$5,916	84.53%	\$6,673	95.34%

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5950 CHILD NUTRITION SPECLST

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-LINN	722		NUTRITIONIST	\$3,528	\$4,503	\$1,823	7.65%	15.83%	\$6,179	\$7,383
County Simple Average				\$3,528	\$4,503	\$1,823	7.65%	15.83%	\$6,179	\$7,383
ST-CA	2160		CHILD NUTRITION CONSULTANT	\$4,338	\$5,695	\$1,116	7.65%	21.35%	\$6,712	\$8,462
ST-ID	02136	M	Nutrition Specialist, WIC	\$3,708	\$5,726	\$879	7.65%	14.19%	\$5,396	\$7,855
ST-NV	0000	00	No Match							
ST-WA	349F	52	SOCIAL & HEALTH PROGRAM CONSULTANT 2	\$3,549	\$4,653	\$662	7.65%	9.21%	\$4,809	\$6,099
State Simple Average				\$3,865	\$5,358	\$886	7.65%	14.92%	\$5,639	\$7,472
MARKET Simple Average				\$3,781	\$5,144	\$1,120	7.65%	15.15%	\$5,774	\$7,450

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%		
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	16	\$4,161	110.06%	\$5,381	104.60%	\$6,080	118.19%	\$1,261	7.65%	16.53%	\$6,429	111.33%	\$7,944	106.63%	\$8,812	118.28%
	UA	UNREPRESENTED	A A		\$4,162	110.09%			\$6,081	118.21%	\$1,261	7.65%	16.53%	\$6,430	111.36%			\$8,813	118.29%
	Non-Corrections/Non-Mgmt Simple Average			16	\$4,162	110.07%	\$5,381	104.60%	\$6,081	118.20%	\$1,261	7.65%	16.53%	\$6,429	111.34%	\$7,944	106.63%	\$8,812	118.28%
	STATEWIDE Simple Average			16	\$4,162	110.07%	\$5,381	104.60%	\$6,081	118.20%	\$1,261	7.65%	16.53%	\$6,429	111.34%	\$7,944	106.63%	\$8,812	118.28%

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5955 NUTRITION CONSULTANT

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
MIL-NWHCS	16.03		Health Educator - Non RN	\$4,083	\$5,931	\$956	7.65%	6.15%	\$5,603	\$7,705
Purchased Simple Average				\$4,083	\$5,931	\$956	7.65%	6.15%	\$5,603	\$7,705
ST-CA	2162		PUBLIC HEALTH NUTRITION CONSULTANT II	\$4,556	\$5,981	\$1,116	7.65%	21.35%	\$6,993	\$8,831
ST-ID	02136	M	Nutrition Specialist, WIC	\$3,708	\$5,726	\$879	7.65%	14.19%	\$5,396	\$7,855
ST-NV	0000	00	No Match							
ST-WA	283I	50	HEALTH SERVICES CONSULTANT 2	\$3,377	\$4,429	\$662	7.65%	9.21%	\$4,608	\$5,838
State Simple Average				\$3,880	\$5,379	\$886	7.65%	14.92%	\$5,666	\$7,508
MARKET Simple Average				\$3,931	\$5,517	\$903	7.65%	12.73%	\$5,650	\$7,557

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
		OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	9	\$4,358	110.86%	\$6,285	113.94%	\$6,380	115.65%	\$1,261	7.65%	16.53%	\$6,673	118.11%	\$9,067	119.97%	\$9,184
	Non-Corrections/Non-Mgmt Simple Average			9	\$4,358	110.86%	\$6,285	113.94%	\$6,380	115.65%	\$1,261	7.65%	16.53%	\$6,673	118.11%	\$9,067	119.97%	\$9,184	121.52%
	STATEWIDE Simple Average			9	\$4,358	110.86%	\$6,285	113.94%	\$6,380	115.65%	\$1,261	7.65%	16.53%	\$6,673	118.11%	\$9,067	119.97%	\$9,184	121.52%

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6101 TRANSPORTING MENTAL HLTH AIDE

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS		
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max	
CO-LINN	670		TRANSPORTATION AIDE	\$2,814	\$3,527	\$1,823	7.65%	15.83%	\$5,297	\$6,178	
County Simple Average				Insufficient Market Data						Insufficient Market Data	
ST-CA	0000		No Match								
ST-ID	0000		No Match								
ST-NV	0000	00	No Match								
ST-WA	0000		No Match								
State Simple Average				Insufficient Market Data						Insufficient Market Data	
MARKET Simple Average				Insufficient Market Data						Insufficient Market Data	

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min	Emp Avg to SR Max	SR Max to SR Max	Insurance	SS	Retire	SR Min to SR Min	Emp Avg to SR Max	POLICY POINT SR Max to SR Max
		OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A		\$2,538 - %	- %	\$3,607 - %	\$1,261	7.65%	16.53%	\$4,413 - %	- %
	OXN	SEIU LOCAL 503 OPEU-NONSTRIKE	A A	29	\$2,750 - %	\$3,330 - %	\$3,953 - %	\$1,261	7.65%	16.53%	\$4,676 - %	\$5,397 - %	\$6,170 - %
	Non-Corrections/Non-Mgmt Simple Average			29	\$2,644 - %	\$3,330 - %	\$3,780 - %	\$1,261	7.65%	16.53%	\$4,545 - %	\$5,397 - %	\$5,955 - %
	STATEWIDE Simple Average			29	\$2,644 - %	\$3,330 - %	\$3,780 - %	\$1,261	7.65%	16.53%	\$4,545 - %	\$5,397 - %	\$5,955 - %

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6135 LICENSED PRACTICAL NURSE

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-DOUGLAS	2440		Corrections Nurse/LPN	\$2,716	\$3,470	\$1,365	7.65%	18.05%	\$4,779	\$5,727
CO-LANE	B021		Licensed Practical Nurse	\$3,139	\$4,349	\$1,776	7.65%	14.91%	\$5,623	\$7,106
CO-LINCOLN			LICENSED PRACTICAL NURSE	\$3,328	\$4,367	\$938	7.65%	16.83%	\$5,081	\$6,374
CO-LINN	739		LICENSED PRACTICAL NURSE	\$3,704	\$4,732	\$1,823	7.65%	15.83%	\$6,396	\$7,666
CO-MARION	501		Licensed Practical Nurse	\$2,631	\$3,884	\$1,346	7.65%	12.35%	\$4,503	\$6,007
CO-MULT			Licensed Community Practical Nurse	\$3,694	\$4,816	\$1,369	7.65%	15.87%	\$5,931	\$7,318
County Simple Average				\$3,202	\$4,270	\$1,436	7.65%	15.64%	\$5,386	\$6,700
MIL-NWHCS	4.02		Skilled Nursing LPN	\$3,098	\$4,406	\$956	7.65%	6.15%	\$4,481	\$5,970
Purchased Simple Average				\$3,098	\$4,406	\$956	7.65%	6.15%	\$4,481	\$5,970
ST-CA	8249	T	LICENSED VOCATIONAL NURSE	\$3,400	\$4,256	\$1,116	7.65%	21.35%	\$5,502	\$6,606
ST-ID	07676	I	Nurse, Licensed Practical	\$2,300	\$3,553	\$879	7.65%	14.19%	\$3,682	\$5,208
ST-NV	10.360	31	Licensed Practical Nurse 2	\$2,845	\$4,181	\$785	7.65%	25.75%	\$4,580	\$6,363
ST-WA	286B	41	LICENSED PRACTICAL NURSE 2	\$2,724	\$3,549	\$662	7.65%	9.21%	\$3,845	\$4,809
State Simple Average				\$2,817	\$3,885	\$861	7.65%	17.63%	\$4,402	\$5,746
MARKET Simple Average				\$3,053	\$4,142	\$1,183	7.65%	15.50%	\$4,946	\$6,287

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	AMG	AFSCME-COMMUNITY PGMS (SOCP)	B A	1	\$2,873	94.12%	\$4,155	100.31%	\$4,155	100.31%	\$1,261	7.65%	16.53%	\$4,829	97.64%	\$6,421	102.14%	\$6,421	102.14%
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	85	\$3,271	107.15%	\$3,852	92.99%	\$4,758	114.87%	\$1,261	7.65%	16.53%	\$5,323	107.63%	\$6,045	96.15%	\$7,170	114.05%
	OXN	SEIU LOCAL 503 OPEU-NONSTRIKE	A A		\$3,269	107.09%			\$4,526	109.27%	\$1,261	7.65%	16.53%	\$5,321	107.58%			\$6,882	109.47%
	UA	UNREPRESENTED	A A		\$2,874	94.15%			\$4,162	100.48%	\$1,261	7.65%	16.53%	\$4,830	97.66%			\$6,430	102.28%
	Non-Corrections/Non-Mgmt Simple Average			86	\$3,072	100.63%	\$4,003	96.65%	\$4,400	106.23%	\$1,261	7.65%	16.53%	\$5,076	102.63%	\$6,233	99.14%	\$6,726	106.98%
	STATEWIDE Simple Average			86	\$3,072	100.63%	\$4,003	96.65%	\$4,400	106.23%	\$1,261	7.65%	16.53%	\$5,076	102.63%	\$6,233	99.14%	\$6,726	106.98%

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6138 HEALTH SERVICES TECHNICIAN

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	8274	T	LICENSED VOCATIONAL NURSE (SAFETY)	\$3,400	\$4,256	\$1,116	7.65%	21.35%	\$5,502	\$6,606
ST-ID	0000		No Match							
ST-NV	10.360	31	Licensed Practical Nurse 2	\$2,845	\$4,181	\$785	7.65%	25.75%	\$4,580	\$6,363
ST-WA	0000		No Match							
State Simple Average				\$3,122	\$4,219	\$950	7.65%	23.55%	\$5,041	\$6,484
MARKET Simple Average				\$3,122	\$4,219	\$950	7.65%	23.55%	\$5,041	\$6,484

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
	AAON	AFSCME-DOC NON-SECURITY	A A	15	\$3,038	97.30%	\$4,052	96.06%	\$4,170	98.85%	\$1,261	7.65%	16.53%	\$5,034	99.86%	\$6,294	97.06%	\$6,440	99.31%
	Corrections Simple Average			15	\$3,038	97.30%	\$4,052	96.06%	\$4,170	98.85%	\$1,261	7.65%	16.53%	\$5,034	99.86%	\$6,294	97.06%	\$6,440	99.31%
	AU	AFSCME-MILITARY	A A		\$2,539	81.31%			\$3,609	85.55%	\$1,261	7.65%	16.53%	\$4,414	87.57%			\$5,743	88.57%
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A		\$2,538	81.28%			\$3,607	85.50%	\$1,261	7.65%	16.53%	\$4,413	87.54%			\$5,741	88.53%
	Non-Corrections/Non-Mgmt Simple Average				\$2,539	81.30%			\$3,608	85.53%	\$1,261	7.65%	16.53%	\$4,414	87.56%		- %	\$5,742	88.55%
	STATEWIDE Simple Average			15	\$2,705	86.63%	\$4,052	96.06%	\$3,795	89.97%	\$1,261	7.65%	16.53%	\$4,620	91.66%	\$6,294	97.06%	\$5,974	92.14%

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6200 SPEECH/LANGUAGE PATHOLOGIST

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max

EXCLUDED-N 0000 No Budgeted Positions

Exclude Simple Average										
MARKET Simple Average				Excluded					Excluded	

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
		OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A	A	\$3,974	- %	- %	\$5,802	- %	\$1,261	7.65%	16.53%	\$6,196	- %	- %	\$8,466	- %	
	Non-Corrections/Non-Mgmt Simple Average				\$3,974	- %	- %	\$5,802	- %	\$1,261	7.65%	16.53%	\$6,196	- %	- %	\$8,466	- %		
	STATEWIDE Simple Average				\$3,974	- %	- %	\$5,802	- %	\$1,261	7.65%	16.53%	\$6,196	- %	- %	\$8,466	- %		

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6208 MENTAL HEALTH REGISTERED NURSE

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-LANE			Mental Health Nurse	\$4,221	\$5,852	\$1,776	7.65%	14.91%	\$6,949	\$8,948
CO-LINCOLN			MENTAL HEALTH REGISTERED NURSE	\$4,446	\$5,975	\$938	7.65%	16.83%	\$6,473	\$8,376
County Simple Average				\$4,333	\$5,913	\$1,357	7.65%	15.87%	\$6,711	\$8,662
ST-CA	8094	A	REGISTERED NURSE (SAFETY)	\$4,747	\$6,162	\$1,116	7.65%	21.35%	\$7,239	\$9,065
ST-ID	07606	L	Nurse, Registered	\$3,279	\$5,065	\$879	7.65%	14.19%	\$4,875	\$7,050
ST-NV	10.307	39	Psychiatric Nurse 2	\$4,002	\$5,991	\$785	7.65%	25.75%	\$6,124	\$8,777
ST-WA	285F	54N	REGISTERED NURSE 2	\$3,979	\$6,366	\$662	7.65%	9.21%	\$5,312	\$8,101
State Simple Average				\$4,002	\$5,896	\$861	7.65%	17.63%	\$5,887	\$8,248
MARKET Simple Average				\$4,112	\$5,902	\$1,026	7.65%	17.04%	\$6,162	\$8,386

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
	AMH	AFSCME-OSH NURSES	A A	278	\$5,354	130.19%	\$6,136	103.97%	\$7,072	119.83%	\$1,261	7.65%	16.53%	\$7,910	128.37%	\$8,881	105.90%	\$10,043	119.76%
NME	ONA AT DHS BLUE MTN RCOVRY CTR	A A		\$5,354	130.19%			\$7,072	119.83%	\$1,261	7.65%	16.53%	\$7,910	128.37%			\$10,043	119.76%	
NMG	ONA-COMMUNITY PGMS (SOCP)	A A	19	\$5,354	130.19%	\$6,679	113.17%	\$7,072	119.83%	\$1,261	7.65%	16.53%	\$7,910	128.37%	\$9,556	113.94%	\$10,043	119.76%	
NMP	ONA-DHS PENDLETON COTTAGE	A A	7	\$5,354	130.19%	\$6,010	101.83%	\$7,072	119.83%	\$1,261	7.65%	16.53%	\$7,910	128.37%	\$8,724	104.03%	\$10,043	119.76%	
UA	UNREPRESENTED	A A		\$4,885	118.79%			\$7,071	119.81%	\$1,261	7.65%	16.53%	\$7,328	118.92%			\$10,042	119.75%	
Non-Corrections/Non-Mgmt Simple Average			304	\$5,260	127.91%	\$6,275	106.32%	\$7,072	119.83%	\$1,261	7.65%	16.53%	\$7,794	126.48%	\$9,054	107.96%	\$10,043	119.76%	
STATEWIDE Simple Average			304	\$5,260	127.91%	\$6,275	106.32%	\$7,072	119.83%	\$1,261	7.65%	16.53%	\$7,794	126.48%	\$9,054	107.96%	\$10,043	119.76%	

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6209 MENTAL HEALTH SUPERVISING RN

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-LANE	N4002		Professional/Technical Supv (Mental Health)	\$4,517	\$6,777	\$1,776	7.65%	14.91%	\$7,312	\$10,082
County Simple Average				\$4,517	\$6,777	\$1,776	7.65%	14.91%	\$7,312	\$10,082
ST-CA	8161	A	SUPERVISING REGISTERED NURSE	\$5,161	\$6,883	\$1,116	7.65%	21.35%	\$7,773	\$9,995
ST-ID	07572	N	Nurse, Registered Manager	\$4,098	\$6,326	\$879	7.65%	14.19%	\$5,872	\$8,587
ST-NV	10.305	41	Psychiatric Nurse 3	\$4,371	\$6,567	\$785	7.65%	25.75%	\$6,616	\$9,545
ST-WA	285G	58N	REGISTERED NURSE 3	\$4,393	\$7,022	\$662	7.65%	9.21%	\$5,796	\$8,868
State Simple Average				\$4,506	\$6,699	\$861	7.65%	17.63%	\$6,514	\$9,249
MARKET Simple Average				\$4,508	\$6,715	\$1,044	7.65%	17.08%	\$6,674	\$9,415

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
	MMS	MGT SVC SUPERVISORY	A A	42	\$5,492	121.83%	\$6,942	103.38%	\$7,701	114.68%	\$1,261	7.65%	16.53%	\$8,081	121.09%	\$9,882	104.96%	\$10,825	114.97%
Management Simple Average			42	\$5,492	121.83%	\$6,942	103.38%	\$7,701	114.68%	\$1,261	7.65%	16.53%	\$8,081	121.09%	\$9,882	104.96%	\$10,825	114.97%	
STATEWIDE Simple Average			42	\$5,492	121.83%	\$6,942	103.38%	\$7,701	114.68%	\$1,261	7.65%	16.53%	\$8,081	121.09%	\$9,882	104.96%	\$10,825	114.97%	

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6210 MEDICAL REVIEW COORDINATOR

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	0000		No Match							
ST-ID	0000		No Match							
ST-NV	0000	00	No Match							
ST-WA	0000		No Match							

State Simple Average										
MARKET Simple Average										

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
		OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	7	\$4,256	- %	\$6,153	- %	\$6,153	- %	\$1,261	7.65%	16.53%	\$6,547	- %	\$8,902	- %	\$8,902
	UA	UNREPRESENTED	A A		\$4,256	- %		- %	\$6,153	- %	\$1,261	7.65%	16.53%	\$6,547	- %		- %	\$8,902	- %
	Non-Corrections/Non-Mgmt Simple Average			7	\$4,256	- %	\$6,153	- %	\$6,153	- %	\$1,261	7.65%	16.53%	\$6,547	- %	\$8,902	- %	\$8,902	- %
	STATEWIDE Simple Average			7	\$4,256	- %	\$6,153	- %	\$6,153	- %	\$1,261	7.65%	16.53%	\$6,547	- %	\$8,902	- %	\$8,902	- %

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6211 QUALITY ASSURANCE COORDINATOR

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS		
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max	
EXCLUDED-N	0000		No Budgeted Positions								
Exclude Simple Average				Insufficient Market Data					Insufficient Market Data		
MARKET Simple Average				Excluded					Excluded		

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
		MMC	MGT SVC NON-SUPV CONFIDENTIAL	A	A	\$3,915	- %	- %	\$5,492	- %	\$1,261	7.65%	16.53%	\$6,123	- %	- %	\$8,081	- %	
	MMN	MGT SVC NON-SUPV	A	A	\$3,915	- %	- %	\$5,492	- %	\$1,261	7.65%	16.53%	\$6,123	- %	- %	\$8,081	- %		
	Management Simple Average				\$3,915	- %	- %	\$5,492	- %	\$1,261	7.65%	16.53%	\$6,123	- %	- %	\$8,081	- %		
	NME	ONA AT DHS BLUE MTN RCOVRY CTR	A	A	\$4,256	- %	- %	\$6,153	- %	\$1,261	7.65%	16.53%	\$6,547	- %	- %	\$8,902	- %		
	Non-Corrections/Non-Mgmt Simple Average				\$4,256	- %	- %	\$6,153	- %	\$1,261	7.65%	16.53%	\$6,547	- %	- %	\$8,902	- %		
	STATEWIDE Simple Average				\$4,029	- %	- %	\$5,712	- %	\$1,261	7.65%	16.53%	\$6,264	- %	- %	\$8,355	- %		

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6214 INSTITUTION REGISTERED NURSE

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-CLACK	717		Community Health Nurse 2	\$4,662	\$5,906	\$1,266	7.65%	16.43%	\$7,051	\$8,594
CO-DOUGLAS	2430		Corrections Nurse/RN	\$3,782	\$4,815	\$1,365	7.65%	18.05%	\$6,119	\$7,418
CO-LINCOLN			CORRECTIONS HEALTH NURSE	\$4,528	\$5,942	\$938	7.65%	16.83%	\$6,575	\$8,335
CO-MALHEUF	jrn		Jail RN	\$3,761	\$4,976	\$1,144	7.65%	11.53%	\$5,626	\$7,074
CO-MARION	195		Corrections Nurse	\$4,342	\$6,108	\$1,346	7.65%	12.35%	\$6,556	\$8,676
CO-MULT			Community Health Nurse	\$5,152	\$6,760	\$1,369	7.65%	15.87%	\$7,733	\$9,718
County Simple Average				\$4,371	\$5,751	\$1,238	7.65%	15.18%	\$6,610	\$8,302
MIL-NWHCS	4.03		Skilled Nursing RN	\$4,863	\$7,967	\$956	7.65%	6.15%	\$6,490	\$10,022
Purchased Simple Average				\$4,863	\$7,967	\$956	7.65%	6.15%	\$6,490	\$10,022
ST-CA	9275	B	REGISTERED NURSE, CORRECTIONAL FACILITY	\$5,031	\$6,555	\$1,116	7.65%	21.35%	\$7,606	\$9,572
ST-ID	07606	L	Nurse, Registered	\$3,279	\$5,065	\$879	7.65%	14.19%	\$4,875	\$7,050
ST-NV	10.318	39	Correctional Nurse 2	\$4,002	\$5,991	\$785	7.65%	25.75%	\$6,124	\$8,777
ST-WA	285F	54N	REGISTERED NURSE 2	\$3,979	\$6,366	\$662	7.65%	9.21%	\$5,312	\$8,101
State Simple Average				\$4,073	\$5,994	\$861	7.65%	17.63%	\$5,979	\$8,375
MARKET Simple Average				\$4,307	\$6,041	\$1,075	7.65%	15.25%	\$6,370	\$8,485

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	AAON	AFSCME-DOC NON-SECURITY	A A	175	\$4,885	113.41%	\$6,239	103.28%	\$7,072	117.07%	\$1,261	7.65%	16.53%	\$7,328	115.04%	\$9,009	106.17%	\$10,043	118.36%
	Corrections Simple Average				175	\$4,885	113.41%	\$6,239	103.28%	\$7,072	117.07%	7.65%	16.53%	\$7,328	115.04%	\$9,009	106.17%	\$10,043	118.36%
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	23	\$4,885	113.41%	\$6,302	104.33%	\$7,072	117.07%	\$1,261	7.65%	16.53%	\$7,328	115.04%	\$9,088	107.10%	\$10,043	118.36%
	Non-Corrections/Non-Mgmt Simple Average				23	\$4,885	113.41%	\$6,302	104.33%	\$7,072	117.07%	7.65%	16.53%	\$7,328	115.04%	\$9,088	107.10%	\$10,043	118.36%
	STATEWIDE Simple Average				198	\$4,885	113.41%	\$6,271	103.80%	\$7,072	117.07%	7.65%	16.53%	\$7,328	115.04%	\$9,048	106.64%	\$10,043	118.36%

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6216 EPIDEMIOLOGIST 1

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	5582		RESEARCH SCIENTIST II (EPIDEMIOLOGY/BIOSTATISTI	\$5,309	\$6,596	\$1,116	7.65%	21.35%	\$7,964	\$9,624
ST-ID	07232	L	Epidemiologist, Staff	\$3,279	\$5,065	\$879	7.65%	14.19%	\$4,875	\$7,050
ST-NV	10.223	33	Disease Control Specialist 2	\$3,094	\$4,574	\$785	7.65%	25.75%	\$4,912	\$6,888
ST-WA	303K	67	EPIDEMIOLOGIST 2 (NON-MEDICAL)	\$5,136	\$6,741	\$662	7.65%	9.21%	\$6,664	\$8,540
State Simple Average				\$4,205	\$5,744	\$861	7.65%	17.63%	\$6,104	\$8,025
MARKET Simple Average				\$4,205	\$5,744	\$861	7.65%	17.63%	\$6,104	\$8,025

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	4	\$3,974	94.52%	\$5,133	89.36%	\$5,802	101.01%	\$1,261	7.65%	16.53%	\$6,196	101.52%	\$7,635	95.14%	\$8,466	105.49%
	Non-Corrections/Non-Mgmt Simple Average			4	\$3,974	94.52%	\$5,133	89.36%	\$5,802	101.01%	\$1,261	7.65%	16.53%	\$6,196	101.52%	\$7,635	95.14%	\$8,466	105.49%
	STATEWIDE Simple Average			4	\$3,974	94.52%	\$5,133	89.36%	\$5,802	101.01%	\$1,261	7.65%	16.53%	\$6,196	101.52%	\$7,635	95.14%	\$8,466	105.49%

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6217 EPIDEMIOLOGIST 2

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	5594		RESEARCH SCIENTIST III (EPIDEMIOLOGY/BIOSTATIST	\$5,796	\$7,255	\$1,116	7.65%	21.35%	\$8,592	\$10,475
ST-ID	0000		No Match							
ST-NV	0000	00	No Match							
ST-WA	303L	71	EPIDEMIOLOGIST 3 (NON-MEDICAL)	\$5,668	\$7,440	\$662	7.65%	9.21%	\$7,286	\$9,356
State Simple Average				\$5,732	\$7,348	\$889	7.65%	15.28%	\$7,939	\$9,915
MARKET Simple Average				\$5,732	\$7,348	\$889	7.65%	15.28%	\$7,939	\$9,915

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	16	\$4,358	76.03%	\$5,779	78.65%	\$6,380	86.83%	\$1,261	7.65%	16.53%	\$6,673	84.06%	\$8,438	85.10%	\$9,184	92.62%
	UA	UNREPRESENTED	A A		\$4,359	76.05%			\$6,381	86.85%	\$1,261	7.65%	16.53%	\$6,674	84.07%			\$9,185	92.64%
	Non-Corrections/Non-Mgmt Simple Average			16	\$4,359	76.04%	\$5,779	78.65%	\$6,381	86.84%	\$1,261	7.65%	16.53%	\$6,674	84.06%	\$8,438	85.10%	\$9,185	92.63%
	STATEWIDE Simple Average			16	\$4,359	76.04%	\$5,779	78.65%	\$6,381	86.84%	\$1,261	7.65%	16.53%	\$6,674	84.06%	\$8,438	85.10%	\$9,185	92.63%

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6218 CLINICAL EPIDEMIOLOGIST

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS		
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max	
CO-WASH	028A		RESEARCH & EVALUATION ANALYST	\$6,431	\$7,814	\$1,177	7.65%	22.22%	\$9,529	\$11,325	
County Simple Average				Insufficient Market Data						Insufficient Market Data	
ST-CA	0000		No Match								
ST-ID	0000		No Match								
ST-NV	0000	00	No Match								
ST-WA	0000		No Match								
State Simple Average				Insufficient Market Data						Insufficient Market Data	
MARKET Simple Average				Insufficient Market Data						Insufficient Market Data	

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min	Emp Avg to SR Max	SR Max to SR Max	Insurance	SS	Retire	SR Min to SR Min	Emp Avg to SR Max	POLICY POINT SR Max to SR Max
		OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	2	\$4,358 - %	\$6,380 - %	\$6,380 - %	\$1,261	7.65%	16.53%	\$6,673 - %	\$9,184 - %
	UA	UNREPRESENTED	A A		\$4,359 - %	- %	\$6,381 - %	\$1,261	7.65%	16.53%	\$6,674 - %	- %	\$9,185 - %
	Non-Corrections/Non-Mgmt Simple Average			2	\$4,359 - %	\$6,380 - %	\$6,381 - %	\$1,261	7.65%	16.53%	\$6,674 - %	\$9,184 - %	\$9,185 - %
	STATEWIDE Simple Average			2	\$4,359 - %	\$6,380 - %	\$6,381 - %	\$1,261	7.65%	16.53%	\$6,674 - %	\$9,184 - %	\$9,185 - %

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6219 RN EPIDEMIOLOGIST

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
MIL-NWHCS	14.06		Epidemiologist - Infection Control Nurse (non-MD)	\$5,755	\$8,632	\$956	7.65%	6.15%	\$7,505	\$10,780
Purchased Simple Average				\$5,755	\$8,632	\$956	7.65%	6.15%	\$7,505	\$10,780
ST-CA	0000		No Match							
ST-ID	0000		No Match							
ST-NV	0000	00	No Match							
ST-WA	285G	58N	REGISTERED NURSE 3	\$4,393	\$7,022	\$662	7.65%	9.21%	\$5,796	\$8,868
State Simple Average				\$4,393	\$7,022	\$662	7.65%	9.21%	\$5,796	\$8,868
MARKET Simple Average				\$5,074	\$7,827	\$809	7.65%	7.68%	\$6,650	\$9,824

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	MMC	MGT SVC NON-SUPV CONFIDENTIAL	A A		\$5,197	102.43%	\$7,190	91.86%	\$7,190	91.86%	\$1,261	7.65%	16.53%	\$7,715	116.01%	\$10,190	103.73%	\$10,190	103.73%
	MMN	MGT SVC NON-SUPV	A A	1	\$5,197	102.43%	\$7,190	91.86%	\$7,190	91.86%	\$1,261	7.65%	16.53%	\$7,715	116.01%	\$10,190	103.73%	\$10,190	103.73%
Management Simple Average				1	\$5,197	102.43%	\$7,190	91.86%	\$7,190	91.86%	\$1,261	7.65%	16.53%	\$7,715	116.01%	\$10,190	103.73%	\$10,190	103.73%
	AMH	AFSCME-OSH NURSES	A A	2	\$5,873	115.75%	\$7,415	94.73%	\$7,757	99.10%	\$1,261	7.65%	16.53%	\$8,555	128.63%	\$10,469	106.57%	\$10,894	110.90%
Non-Corrections/Non-Mgmt Simple Average				2	\$5,873	115.75%	\$7,415	94.73%	\$7,757	99.10%	\$1,261	7.65%	16.53%	\$8,555	128.63%	\$10,469	106.57%	\$10,894	110.90%
STATEWIDE Simple Average				3	\$5,422	106.87%	\$7,302	93.29%	\$7,379	94.27%	\$1,261	7.65%	16.53%	\$7,995	120.22%	\$10,329	105.15%	\$10,425	106.12%

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6220 VOC REHAB EVALUATION CENTER RN

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
EXCLUDED-N	0000		No Budgeted Positions							

Exclude Simple Average										
MARKET Simple Average				Excluded						Excluded

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
		OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A	A	\$3,139	- %	- %	\$4,569	- %	\$1,261	7.65%	16.53%	\$5,159	- %	- %	\$6,935	- %	
	Non-Corrections/Non-Mgmt Simple Average				\$3,139	- %	- %	\$4,569	- %	\$1,261	7.65%	16.53%	\$5,159	- %	- %	\$6,935	- %		
	STATEWIDE Simple Average				\$3,139	- %	- %	\$4,569	- %	\$1,261	7.65%	16.53%	\$5,159	- %	- %	\$6,935	- %		

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6226 STAFF DEVELOPMENT NURSE

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	0000		No Match							
ST-ID	0000		No Match							
ST-NV	0000	00	No Match							
ST-WA	0000		No Match							

State Simple Average										
MARKET Simple Average										

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
		NME	ONA AT DHS BLUE MTN RCOVRY CTR	A	A	\$4,256	- %	- %	\$6,153	- %	\$1,261	7.65%	16.53%	\$6,547	- %	- %	\$8,902	- %	
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A	A	\$3,781	- %	- %	\$5,529	- %	\$1,261	7.65%	16.53%	\$5,957	- %	- %	\$8,127	- %		
	UA	UNREPRESENTED	A	A	\$3,781	- %	- %	\$5,530	- %	\$1,261	7.65%	16.53%	\$5,957	- %	- %	\$8,129	- %		
	Non-Corrections/Non-Mgmt Simple Average				\$3,939	- %	- %	\$5,737	- %	\$1,261	7.65%	16.53%	\$6,153	- %	- %	\$8,386	- %		
	STATEWIDE Simple Average				\$3,939	- %	- %	\$5,737	- %	\$1,261	7.65%	16.53%	\$6,153	- %	- %	\$8,386	- %		

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6228 PUBLIC HEALTH NURSE 1

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-CLATSOP			Public Health Nurse I	\$4,361	\$5,302	\$1,297	7.65%	14.48%	\$6,623	\$7,772
CO-JEFFERS			Public Health Nurse	\$3,650	\$5,003	\$1,010	7.65%	15.77%	\$5,515	\$7,185
CO-LANE	B022		Public Health Nurse	\$3,212	\$4,453	\$1,776	7.65%	14.91%	\$5,712	\$7,234
CO-LINN	736		PUBLIC HEALTH NURSE	\$3,888	\$4,964	\$1,823	7.65%	15.83%	\$6,624	\$7,952
CO-WASH	506		COMMUNITY HEALTH NURSE I		\$4,905	\$1,177	7.65%	22.22%		\$7,547
County Simple Average				\$3,778	\$4,926	\$1,416	7.65%	16.64%	\$6,119	\$7,538
ST-CA	0000		No Match							
ST-ID	0000		No Match							
ST-NV	0000 00		No Match							
ST-WA	0000		No Match							
State Simple Average										
MARKET Simple Average				\$3,778	\$4,926	\$1,416	7.65%	16.64%	\$6,119	\$7,538

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max	POLICY POINT SR Max to SR Max		
		OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A	A	\$4,161	110.14%			\$6,080	123.44%	\$1,261	7.65%	16.53%	\$6,429	105.07%			\$8,812
	Non-Corrections/Non-Mgmt Simple Average				\$4,161	110.14%			\$6,080	123.44%	\$1,261	7.65%	16.53%	\$6,429	105.07%	- %		\$8,812	116.89%
	STATEWIDE Simple Average				\$4,161	110.14%			\$6,080	123.44%	\$1,261	7.65%	16.53%	\$6,429	105.07%	- %		\$8,812	116.89%

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6229 PUBLIC HEALTH NURSE 2

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-CLATSOP			Public Health Nurse II	\$4,810	\$5,846	\$1,297	7.65%	14.48%	\$7,171	\$8,437
CO-WASH	507		COMMUNITY HEALTH NURSE II	\$5,164	\$6,276	\$1,177	7.65%	22.22%	\$7,883	\$9,328
County Simple Average				\$4,987	\$6,061	\$1,237	7.65%	18.35%	\$7,527	\$8,882
ST-CA	0000		No Match							
ST-ID	0000		No Match							
ST-NV	0000	00	No Match							
ST-WA	285T	60N	NURSING CONSULTANT, PUBLIC HEALTH	\$4,614	\$7,380	\$662	7.65%	9.21%	\$6,054	\$9,286
State Simple Average				\$4,614	\$7,380	\$662	7.65%	9.21%	\$6,054	\$9,286
MARKET Simple Average				\$4,863	\$6,501	\$1,045	7.65%	15.30%	\$7,036	\$9,017

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
		OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	13	\$4,791	98.53%	\$6,833	105.11%	\$7,023	108.03%	\$1,261	7.65%	16.53%	\$7,211	102.49%	\$9,747	108.09%	\$9,983
	UA	UNREPRESENTED	A A		\$4,983	102.48%			\$7,195	110.68%	\$1,261	7.65%	16.53%	\$7,449	105.88%			\$10,196	113.08%
	Non-Corrections/Non-Mgmt Simple Average			13	\$4,887	100.50%	\$6,833	105.11%	\$7,109	109.35%	\$1,261	7.65%	16.53%	\$7,330	104.18%	\$9,747	108.09%	\$10,089	111.89%
	STATEWIDE Simple Average			13	\$4,887	100.50%	\$6,833	105.11%	\$7,109	109.35%	\$1,261	7.65%	16.53%	\$7,330	104.18%	\$9,747	108.09%	\$10,089	111.89%

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6240 SUPERVISING RN

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-LINN	740		SUPERVISING PH NURSE	\$4,308	\$5,435	\$1,823	7.65%	15.83%	\$7,142	\$8,534
CO-MULT			Nursing Supervisor	\$5,318	\$7,977	\$1,369	7.65%	15.87%	\$7,937	\$11,221
County Simple Average				\$4,813	\$6,706	\$1,596	7.65%	15.85%	\$7,540	\$9,878
ST-CA	8161	A	SUPERVISING REGISTERED NURSE	\$5,161	\$6,883	\$1,116	7.65%	21.35%	\$7,773	\$9,995
ST-ID	07574	M	Nurse, Registered Senior	\$3,708	\$5,726	\$879	7.65%	14.19%	\$5,396	\$7,855
ST-NV	10.352	41	Registered Nurse 5	\$4,371	\$6,567	\$785	7.65%	25.75%	\$6,616	\$9,545
ST-WA	285G	58N	REGISTERED NURSE 3	\$4,393	\$7,022	\$662	7.65%	9.21%	\$5,796	\$8,868
State Simple Average				\$4,408	\$6,549	\$861	7.65%	17.63%	\$6,395	\$9,066
MARKET Simple Average				\$4,543	\$6,601	\$1,106	7.65%	17.03%	\$6,777	\$9,336

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
	MMS	MGT SVC SUPERVISORY	A A	2	\$5,492	120.89%	\$7,026	106.43%	\$7,701	116.66%	\$1,261	7.65%	16.53%	\$8,081	119.25%	\$9,986	106.96%	\$10,825	115.94%
Management Simple Average				2	\$5,492	120.89%	\$7,026	106.43%	\$7,701	116.66%	\$1,261	7.65%	16.53%	\$8,081	119.25%	\$9,986	106.96%	\$10,825	115.94%
STATEWIDE Simple Average				2	\$5,492	120.89%	\$7,026	106.43%	\$7,701	116.66%	\$1,261	7.65%	16.53%	\$8,081	119.25%	\$9,986	106.96%	\$10,825	115.94%

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6241 NURSE MANAGER

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
MIL-NWHCS	4.04		Skilled Nursing Clinical Manager			\$956	7.65%	6.15%		
Purchased Simple Average						\$956	7.65%	6.15%		
ST-CA	8129	T	SUPERVISING NURSE II	\$7,258	\$9,089	\$1,116	7.65%	21.35%	\$10,478	\$12,840
ST-ID	0000		No Match							
ST-NV	10.300	45	Director Of Nursing Services 2	\$5,227	\$7,908	\$785	7.65%	25.75%	\$7,758	\$11,335
ST-WA	285H	62N	REGISTERED NURSE 4	\$4,849	\$7,755	\$662	7.65%	9.21%	\$6,329	\$9,724
State Simple Average				\$5,778	\$8,251	\$854	7.65%	18.77%	\$8,188	\$11,300
MARKET Simple Average				\$5,778	\$8,251	\$880	7.65%	15.62%	\$8,188	\$11,300

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
	MMS	MGT SVC SUPERVISORY	A A	57	\$6,663	115.32%	\$7,749	93.92%	\$9,354	113.37%	\$1,261	7.65%	16.53%	\$9,536	116.45%	\$10,884	96.32%	\$12,877	113.96%
Management Simple Average				57	\$6,663	115.32%	\$7,749	93.92%	\$9,354	113.37%	\$1,261	7.65%	16.53%	\$9,536	116.45%	\$10,884	96.32%	\$12,877	113.96%
STATEWIDE Simple Average				57	\$6,663	115.32%	\$7,749	93.92%	\$9,354	113.37%	\$1,261	7.65%	16.53%	\$9,536	116.45%	\$10,884	96.32%	\$12,877	113.96%

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6255 NURSE PRACTITIONER

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-CLACK			Nurse Practitioner	\$6,808	\$8,661	\$1,266	7.65%	16.43%	\$9,714	\$12,012
CO-DOUGLAS	7160		Nurse Practitioner	\$4,363	\$6,360	\$1,365	7.65%	18.05%	\$6,849	\$9,359
CO-LANE	B023		Nurse Practitioner	\$5,956	\$8,261	\$1,776	7.65%	14.91%	\$9,075	\$11,901
CO-LINCOLN			FAMILY NURSE PRACTITIONER	\$6,532	\$8,779	\$938	7.65%	16.83%	\$9,069	\$11,866
CO-LINN	738		NURSE PRACTITIONER	\$5,210	\$6,653	\$1,823	7.65%	15.83%	\$8,256	\$10,038
CO-MARION	509		Nurse Practitioner	\$5,890	\$8,285	\$1,346	7.65%	12.35%	\$8,414	\$11,288
CO-MULT			Nurse Practitioner	\$7,238	\$9,349	\$1,369	7.65%	15.87%	\$10,310	\$12,917
CO-WASH			NURSE PRACTITIONER	\$6,997	\$8,505	\$1,177	7.65%	22.22%	\$10,264	\$12,223
County Simple Average				\$6,124	\$8,107	\$1,382	7.65%	16.56%	\$8,994	\$11,450
MIL-OPES	12.06		Nurse Practitioner	\$6,426	\$8,504	\$1,267	7.65%	10.63%	\$8,868	\$11,326
OPES Simple Average				\$6,426	\$8,504	\$1,267	7.65%	10.63%	\$8,868	\$11,326
ST-CA	9278	B	NURSE PRACTITIONER, CORRECTIONAL FACILITY	\$6,915	\$8,958	\$1,116	7.65%	21.35%	\$10,036	\$12,671
ST-ID	07203	N	Clinical Specialist	\$4,098	\$6,326	\$879	7.65%	14.19%	\$5,872	\$8,587
ST-NV	10.229	43	Mid-Level Medical Practitioner	\$4,778	\$7,205	\$785	7.65%	25.75%	\$7,159	\$10,397
ST-WA	291E	60N	PHYSICIAN ASST/ADV REG NURSE PRACT	\$4,614	\$7,380	\$662	7.65%	9.21%	\$6,054	\$9,286
State Simple Average				\$5,101	\$7,467	\$861	7.65%	17.63%	\$7,280	\$10,235
MARKET Simple Average				\$5,833	\$7,941	\$1,213	7.65%	16.43%	\$8,457	\$11,067

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	AAON	AFSCME-DOC NON-SECURITY	A A	18	\$6,358	109.01%	\$7,785	98.04%	\$8,831	111.21%	\$1,261	7.65%	16.53%	\$9,157	108.28%	\$10,929	98.75%	\$12,228	110.49%
	Corrections Simple Average				18	\$6,358	109.01%	\$7,785	98.04%	\$8,831	111.21%	7.65%	16.53%	\$9,157	108.28%	\$10,929	98.75%	\$12,228	110.49%
	AMH	AFSCME-OSH NURSES	A A	5	\$6,444	110.48%	\$8,510	107.17%	\$8,510	107.17%	\$1,261	7.65%	16.53%	\$9,264	109.54%	\$11,829	106.89%	\$11,829	106.89%
	NMG	ONA-COMMUNITY PGMS (SOCP)	A A		\$5,065	86.84%			\$6,684	84.18%	\$1,261	7.65%	16.53%	\$7,551	89.29%			\$9,562	86.40%
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A		\$5,802	99.47%			\$8,504	107.10%	\$1,261	7.65%	16.53%	\$8,466	100.11%			\$11,822	106.82%
	Non-Corrections/Non-Mgmt Simple Average				5	\$5,770	98.93%	\$8,510	107.17%	\$7,899	99.48%	7.65%	16.53%	\$8,427	99.65%	\$11,829	106.89%	\$11,071	100.03%
	STATEWIDE Simple Average				23	\$5,917	101.45%	\$8,147	102.61%	\$8,132	102.41%	7.65%	16.53%	\$8,609	101.80%	\$11,379	102.82%	\$11,360	102.65%

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6257 PHYSICIAN'S ASSISTANT

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-LANE	B078		Physician Assistant	\$5,812	\$8,063	\$1,776	7.65%	14.91%	\$8,899	\$11,659
County Simple Average				\$5,812	\$8,063	\$1,776	7.65%	14.91%	\$8,899	\$11,659
MIL-NWHCS	2.16a		Physician Assistant - Primary Care**	\$6,557	\$9,771	\$956	7.65%	6.15%	\$8,418	\$12,076
Purchased Simple Average				\$6,557	\$9,771	\$956	7.65%	6.15%	\$8,418	\$12,076
ST-CA	8016	A	PHYSICIAN ASSISTANT, CORRECTIONAL FACILITY	\$6,881	\$8,454	\$1,116	7.65%	21.35%	\$9,992	\$12,021
ST-ID	0000		No Match							
ST-NV	10.229	43	Mid-Level Medical Practitioner	\$4,778	\$7,205	\$785	7.65%	25.75%	\$7,159	\$10,397
ST-WA	291E	60N	PHYSICIAN ASST/ADV REG NURSE PRACT	\$4,614	\$7,380	\$662	7.65%	9.21%	\$6,054	\$9,286
State Simple Average				\$5,424	\$7,680	\$854	7.65%	18.77%	\$7,735	\$10,568
MARKET Simple Average				\$5,728	\$8,175	\$1,059	7.65%	15.47%	\$8,104	\$11,088

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min	Emp Avg to SR Max	SR Max to SR Max	Insurance	SS	Retire	SR Min to SR Min	Emp Avg to SR Max	POLICY POINT SR Max to SR Max			
		AAON	AFSCME-DOC NON-SECURITY	A	A	\$6,358	110.99%	\$8,831	108.03%	\$1,261	7.65%	16.53%	\$9,157	112.98%	\$12,228	110.28%
	Corrections Simple Average				\$6,358	110.99%	\$8,831	108.03%	\$1,261	7.65%	16.53%	\$9,157	112.98%	- %	\$12,228	110.28%
	STATEWIDE Simple Average				\$6,358	110.99%	\$8,831	108.03%	\$1,261	7.65%	16.53%	\$9,157	112.98%	- %	\$12,228	110.28%

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6260 PHARMACIST

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
MIL-NWHCS	7.05		Pharmacist	\$8,208	\$11,550	\$956	7.65%	6.15%	\$10,297	\$14,100
Purchased Simple Average				\$8,208	\$11,550	\$956	7.65%	6.15%	\$10,297	\$14,100
ST-CA	7982	P	PHARMACIST I	\$9,385	\$10,346	\$1,116	7.65%	21.35%	\$13,222	\$14,462
ST-ID	07476	Q	Pharmacist, Clinical	\$5,344	\$8,252	\$879	7.65%	14.19%	\$7,390	\$10,933
ST-NV	0000	00	No Match							
ST-WA	295F	71G	PHARMACIST 2	\$6,575	\$7,440	\$662	7.65%	9.21%	\$8,346	\$9,356
State Simple Average				\$7,101	\$8,679	\$886	7.65%	14.92%	\$9,653	\$11,584
MARKET Simple Average				\$7,378	\$9,397	\$903	7.65%	12.73%	\$9,814	\$12,213

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
	AAON	AFSCME-DOC NON-SECURITY	A A	7	\$7,672	103.99%	\$10,657	113.41%	\$10,657	113.41%	\$1,261	7.65%	16.53%	\$10,789	109.93%	\$14,495	118.69%	\$14,495	118.69%
Corrections Simple Average				7	\$7,672	103.99%	\$10,657	113.41%	\$10,657	113.41%	\$1,261	7.65%	16.53%	\$10,789	109.93%	\$14,495	118.69%	\$14,495	118.69%
OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	16	\$7,023	95.19%	\$9,859	104.91%	\$10,309	109.71%	\$1,261	7.65%	16.53%	\$9,983	101.72%	\$13,504	110.57%	\$14,063	115.15%	
Non-Corrections/Non-Mgmt Simple Average				16	\$7,023	95.19%	\$9,859	104.91%	\$10,309	109.71%	\$1,261	7.65%	16.53%	\$9,983	101.72%	\$13,504	110.57%	\$14,063	115.15%
STATEWIDE Simple Average				23	\$7,348	99.59%	\$10,258	109.16%	\$10,483	111.56%	\$1,261	7.65%	16.53%	\$10,386	105.83%	\$14,000	114.63%	\$14,279	116.92%

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6264 PHARMACY MANAGER 1

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
MIL-NWHCS	15.50		Pharmacy Manager	\$9,056	\$13,515	\$956	7.65%	6.15%	\$11,261	\$16,336
Purchased Simple Average				\$9,056	\$13,515	\$956	7.65%	6.15%	\$11,261	\$16,336
ST-CA	7981	P	PHARMACIST II	\$10,373	\$11,219	\$1,116	7.65%	21.35%	\$14,497	\$15,588
ST-ID	07474	R	Pharmacy Services Supervisor	\$5,928	\$9,154	\$879	7.65%	14.19%	\$8,102	\$12,033
ST-NV	0000	00	No Match							
ST-WA	295N	76G	PHARMACIST SUPERVISOR	\$7,440	\$8,417	\$662	7.65%	9.21%	\$9,356	\$10,498
State Simple Average				\$7,914	\$9,597	\$886	7.65%	14.92%	\$10,652	\$12,706
MARKET Simple Average				\$8,199	\$10,576	\$903	7.65%	12.73%	\$10,804	\$13,614

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
	MMS	MGT SVC SUPERVISORY	A A	3	\$8,496	103.62%	\$10,523	99.50%	\$11,925	112.75%	\$1,261	7.65%	16.53%	\$11,812	109.33%	\$14,329	105.25%	\$16,070	118.04%
Management Simple Average				3	\$8,496	103.62%	\$10,523	99.50%	\$11,925	112.75%	\$1,261	7.65%	16.53%	\$11,812	109.33%	\$14,329	105.25%	\$16,070	118.04%
STATEWIDE Simple Average				3	\$8,496	103.62%	\$10,523	99.50%	\$11,925	112.75%	\$1,261	7.65%	16.53%	\$11,812	109.33%	\$14,329	105.25%	\$16,070	118.04%

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6265 PHARMACY MANAGER 2

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
MIL-NWHCS	15.49		Pharmacy Director	\$9,994	\$15,264	\$956	7.65%	6.15%	\$12,329	\$18,326
Purchased Simple Average				\$9,994	\$15,264	\$956	7.65%	6.15%	\$12,329	\$18,326
ST-CA	7996	P	PHARMACY SERVICES MANAGER	\$10,373	\$11,219	\$1,116	7.65%	21.35%	\$14,497	\$15,588
ST-ID	0000		No Match							
ST-NV	0000	00	No Match							
ST-WA	0000		No Match							
State Simple Average				\$10,373	\$11,219	\$1,116	7.65%	21.35%	\$14,497	\$15,588
MARKET Simple Average				\$10,183	\$13,241	\$1,036	7.65%	13.75%	\$13,413	\$16,957

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
	MMS	MGT SVC SUPERVISORY	A A	1	\$9,354	91.86%	\$13,147	99.29%	\$13,147	99.29%	\$1,261	7.65%	16.53%	\$12,877	96.01%	\$17,587	103.72%	\$17,587	103.72%
Management Simple Average				1	\$9,354	91.86%	\$13,147	99.29%	\$13,147	99.29%	\$1,261	7.65%	16.53%	\$12,877	96.01%	\$17,587	103.72%	\$17,587	103.72%
STATEWIDE Simple Average				1	\$9,354	91.86%	\$13,147	99.29%	\$13,147	99.29%	\$1,261	7.65%	16.53%	\$12,877	96.01%	\$17,587	103.72%	\$17,587	103.72%

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6268 CLINICAL DIETITIAN

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
MIL-NWHCS	10.07		Dietitian - (Registered)	\$4,150	\$6,073	\$956	7.65%	6.15%	\$5,679	\$7,867
Purchased Simple Average				\$4,150	\$6,073	\$956	7.65%	6.15%	\$5,679	\$7,867
ST-CA	2167	T	REGISTERED DIETITIAN	\$4,053	\$5,173	\$1,116	7.65%	21.35%	\$6,344	\$7,789
ST-ID	02150	K	Dietitian, Clinical	\$2,905	\$4,486	\$879	7.65%	14.19%	\$4,419	\$6,345
ST-NV	10.226	33	Registered Dietitian 2	\$3,094	\$4,574	\$785	7.65%	25.75%	\$4,912	\$6,888
ST-WA	311E	46	DIETITIAN 1	\$3,063	\$4,014	\$662	7.65%	9.21%	\$4,241	\$5,353
State Simple Average				\$3,279	\$4,562	\$861	7.65%	17.63%	\$4,979	\$6,594
MARKET Simple Average				\$3,453	\$4,864	\$880	7.65%	15.33%	\$5,119	\$6,848

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max		
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%	
	AAON	AFSCME-DOC NON-SECURITY	A A	1	\$3,995	115.70%	\$5,516	113.40%	\$5,516	113.40%	\$1,261	7.65%	16.53%	\$6,222	121.55%	\$8,111	118.44%	\$8,111	118.44%	
	Corrections Simple Average				1	\$3,995	115.70%	\$5,516	113.40%	\$5,516	113.40%	7.65%	16.53%	\$6,222	121.55%	\$8,111	118.44%	\$8,111	118.44%	
	MMS	MGT SVC SUPERVISORY	A A		\$3,547	102.72%			\$4,979	102.36%	\$1,261	7.65%	16.53%	\$5,666	110.69%			\$7,444	108.70%	
	Management Simple Average					\$3,547	102.72%		\$4,979	102.36%	\$1,261	7.65%	16.53%	\$5,666	110.69%		- %	\$7,444	108.70%	
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	9	\$3,290	95.28%	\$4,044	83.15%	\$4,791	98.50%	\$1,261	7.65%	16.53%	\$5,347	104.45%	\$6,284	91.76%	\$7,211	105.29%	
	Non-Corrections/Non-Mgmt Simple Average				9	\$3,290	95.28%	\$4,044	83.15%	\$4,791	98.50%	\$1,261	7.65%	16.53%	\$5,347	104.45%	\$6,284	91.76%	\$7,211	105.29%
	STATEWIDE Simple Average				10	\$3,611	104.57%	\$4,780	98.27%	\$5,095	104.75%	\$1,261	7.65%	16.53%	\$5,745	112.23%	\$7,197	105.10%	\$7,589	110.81%

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6269 CHIEF CLINICAL DIETICIAN

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
MIL-NWHCS	10.08		Chief Clinical Dietitian	\$5,583	\$8,313	\$956	7.65%	6.15%	\$7,309	\$10,416
Purchased Simple Average				\$5,583	\$8,313	\$956	7.65%	6.15%	\$7,309	\$10,416
ST-CA	2146		DIRECTOR OF DIETETICS	\$5,168	\$6,472	\$1,116	7.65%	21.35%	\$7,782	\$9,464
ST-ID	02148	N	Dietary Services Manager	\$4,098	\$6,326	\$879	7.65%	14.19%	\$5,872	\$8,587
ST-NV	10.222	35	Registered Dietitian 3	\$3,363	\$4,997	\$785	7.65%	25.75%	\$5,272	\$7,452
ST-WA	311F	50	DIETITIAN 2	\$3,377	\$4,429	\$662	7.65%	9.21%	\$4,608	\$5,838
State Simple Average				\$4,001	\$5,556	\$861	7.65%	17.63%	\$5,884	\$7,835
MARKET Simple Average				\$4,318	\$6,108	\$880	7.65%	15.33%	\$6,169	\$8,351

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
	MMS	MGT SVC SUPERVISORY	A A	1	\$3,915	90.67%	\$4,305	70.49%	\$5,492	89.92%	\$1,261	7.65%	16.53%	\$6,123	99.26%	\$6,607	79.12%	\$8,081	96.77%
Management Simple Average				1	\$3,915	90.67%	\$4,305	70.49%	\$5,492	89.92%	\$1,261	7.65%	16.53%	\$6,123	99.26%	\$6,607	79.12%	\$8,081	96.77%
STATEWIDE Simple Average				1	\$3,915	90.67%	\$4,305	70.49%	\$5,492	89.92%	\$1,261	7.65%	16.53%	\$6,123	99.26%	\$6,607	79.12%	\$8,081	96.77%

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6294 CLINICAL PSYCHOLOGIST 1

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
MIL-NWHCS	5.07		Psychologist	\$6,524	\$9,553	\$956	7.65%	6.15%	\$8,381	\$11,827
Purchased Simple Average				\$6,524	\$9,553	\$956	7.65%	6.15%	\$8,381	\$11,827
ST-CA	9878	A	PSYCHOLOGIST (HEALTH FACILITY-CLINICAL), DEPAR	\$4,885	\$7,072	\$1,116	7.65%	21.35%	\$7,417	\$10,238
ST-ID	09406	M	Psychologist	\$3,708	\$5,726	\$879	7.65%	14.19%	\$5,396	\$7,855
ST-NV	10.170	44	Licensed Psychologist 1	\$4,997	\$7,548	\$785	7.65%	25.75%	\$7,452	\$10,855
ST-WA	0000		No Match							
State Simple Average				\$4,530	\$6,782	\$927	7.65%	20.43%	\$6,755	\$9,649
MARKET Simple Average				\$5,028	\$7,475	\$934	7.65%	16.86%	\$7,161	\$10,194

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
		OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	9	\$5,028	99.99%	\$5,641	75.46%	\$7,358	98.44%	\$1,261	7.65%	16.53%	\$7,505	104.80%	\$8,266	81.09%	\$10,399
	Non-Corrections/Non-Mgmt Simple Average			9	\$5,028	99.99%	\$5,641	75.46%	\$7,358	98.44%	\$1,261	7.65%	16.53%	\$7,505	104.80%	\$8,266	81.09%	\$10,399	102.01%
	STATEWIDE Simple Average			9	\$5,028	99.99%	\$5,641	75.46%	\$7,358	98.44%	\$1,261	7.65%	16.53%	\$7,505	104.80%	\$8,266	81.09%	\$10,399	102.01%

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6295 CLINICAL PSYCHOLOGIST 2

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	9847	A	STAFF PSYCHOLOGIST -CLINICAL-	\$4,885	\$7,072	\$1,116	7.65%	21.35%	\$7,417	\$10,238
ST-ID	0000		No Match							
ST-NV	10.168	45	Licensed Psychologist 2	\$5,227	\$7,908	\$785	7.65%	25.75%	\$7,758	\$11,335
ST-WA	0000		No Match							
State Simple Average				\$5,056	\$7,490	\$950	7.65%	23.55%	\$7,588	\$10,787
MARKET Simple Average				\$5,056	\$7,490	\$950	7.65%	23.55%	\$7,588	\$10,787

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%		
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	31	\$5,529	109.36%	\$6,736	89.94%	\$8,111	108.29%	\$1,261	7.65%	16.53%	\$8,127	107.11%	\$9,627	89.25%	\$11,334	105.07%
	Non-Corrections/Non-Mgmt Simple Average			31	\$5,529	109.36%	\$6,736	89.94%	\$8,111	108.29%	\$1,261	7.65%	16.53%	\$8,127	107.11%	\$9,627	89.25%	\$11,334	105.07%
	STATEWIDE Simple Average			31	\$5,529	109.36%	\$6,736	89.94%	\$8,111	108.29%	\$1,261	7.65%	16.53%	\$8,127	107.11%	\$9,627	89.25%	\$11,334	105.07%

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6296 BEHAVIOR/VOCATIONAL SPEC 1

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-LINN	783		VOCATIONAL COUSELOR	\$3,888	\$4,964	\$1,823	7.65%	15.83%	\$6,624	\$7,952
County Simple Average				\$3,888	\$4,964	\$1,823	7.65%	15.83%	\$6,624	\$7,952
ST-CA	9806	A	SENIOR VOCATIONAL REHABILITATION COUNSELOR	\$2,779	\$3,427	\$1,116	7.65%	21.35%	\$4,701	\$5,536
ST-ID	07740	K	Developmental Disabilities Vocational Specialist	\$2,905	\$4,486	\$879	7.65%	14.19%	\$4,419	\$6,345
ST-NV	0000	00	No Match							
ST-WA	0000		No Match							
State Simple Average				\$2,842	\$3,957	\$997	7.65%	17.77%	\$4,560	\$5,941
MARKET Simple Average				\$3,191	\$4,292	\$1,272	7.65%	17.12%	\$5,248	\$6,611

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
		AMG	AFSCME-COMMUNITY PGMS (SOCP)	A A	21	\$2,874	90.08%	\$3,882	90.44%	\$4,162	96.96%	\$1,261	7.65%	16.53%	\$4,830	92.05%	\$6,082	91.99%	\$6,430
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A		\$2,873	90.04%			\$4,161	96.94%	\$1,261	7.65%	16.53%	\$4,829	92.03%			\$6,429	97.24%
	Non-Corrections/Non-Mgmt Simple Average			21	\$2,874	90.06%	\$3,882	90.44%	\$4,162	96.95%	\$1,261	7.65%	16.53%	\$4,830	92.04%	\$6,082	91.99%	\$6,429	97.25%
	STATEWIDE Simple Average			21	\$2,874	90.06%	\$3,882	90.44%	\$4,162	96.95%	\$1,261	7.65%	16.53%	\$4,830	92.04%	\$6,082	91.99%	\$6,429	97.25%

6297 BEHAVIOR/VOCATIONAL SPEC 2

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS		
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max	
ST-CA	0000		No Match								
ST-ID	0000		No Match								
ST-NV	0000	00	No Match								
ST-WA	0000		No Match								
State Simple Average				Insufficient Market Data						Insufficient Market Data	
MARKET Simple Average				Insufficient Market Data						Insufficient Market Data	

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
		AMG	AFSCME-COMMUNITY PGMS (SOCP)	A A	17	\$3,292	- %	\$3,970	- %	\$4,791	- %	\$1,261	7.65%	16.53%	\$5,349	- %	\$6,192	- %	\$7,211
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A		\$3,290	- %		- %	\$4,791	- %	\$1,261	7.65%	16.53%	\$5,347	- %		- %	\$7,211	- %
	Non-Corrections/Non-Mgmt Simple Average			17	\$3,291	- %	\$3,970	- %	\$4,791	- %	\$1,261	7.65%	16.53%	\$5,348	- %	\$6,192	- %	\$7,211	- %
	STATEWIDE Simple Average			17	\$3,291	- %	\$3,970	- %	\$4,791	- %	\$1,261	7.65%	16.53%	\$5,348	- %	\$6,192	- %	\$7,211	- %

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6298 TEST COORDINATOR

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	0000		No Match							
ST-ID	0000		No Match							
ST-NV	0000	00	No Match							
ST-WA	0000		No Match							

State Simple Average										
MARKET Simple Average										

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
		AAON	AFSCME-DOC NON-SECURITY	A A	3	\$2,907	- %	\$3,556	- %	\$3,995	- %	\$1,261	7.65%	16.53%	\$4,871	- %	\$5,678	- %	\$6,222
	Corrections Simple Average			3	\$2,907	- %	\$3,556	- %	\$3,995	- %	\$1,261	7.65%	16.53%	\$4,871	- %	\$5,678	- %	\$6,222	- %
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A		\$2,435	- %		- %	\$3,450	- %	\$1,261	7.65%	16.53%	\$4,285	- %		- %	\$5,546	- %
	Non-Corrections/Non-Mgmt Simple Average				\$2,435	- %		- %	\$3,450	- %	\$1,261	7.65%	16.53%	\$4,285	- %		- %	\$5,546	- %
	STATEWIDE Simple Average			3	\$2,671	- %	\$3,556	- %	\$3,723	- %	\$1,261	7.65%	16.53%	\$4,578	- %	\$5,678	- %	\$5,884	- %

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6348 RADIOLOGIC TECHNOLOGIST

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
MIL-NWHCS	1.03		Radiology Technologist (Registered)	\$4,075	\$5,997	\$956	7.65%	6.15%	\$5,594	\$7,780
Purchased Simple Average				\$4,075	\$5,997	\$956	7.65%	6.15%	\$5,594	\$7,780
ST-CA	7989	S	RADIOLOGIC TECHNOLOGIST	\$4,204	\$5,384	\$1,116	7.65%	21.35%	\$6,539	\$8,061
ST-ID	07482	I	Radiologic Technologist	\$2,300	\$3,553	\$879	7.65%	14.19%	\$3,682	\$5,208
ST-NV	10.740	29	Radiological Technologist	\$2,619	\$3,830	\$785	7.65%	25.75%	\$4,279	\$5,894
ST-WA	300F	46	IMAGING TECHNOLOGIST 1	\$3,063	\$4,014	\$662	7.65%	9.21%	\$4,241	\$5,353
State Simple Average				\$3,046	\$4,195	\$861	7.65%	17.63%	\$4,685	\$6,129
MARKET Simple Average				\$3,252	\$4,555	\$880	7.65%	15.33%	\$4,867	\$6,459

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%		
	AAON	AFSCME-DOC NON-SECURITY	A A	2	\$3,173	97.56%	\$4,361	95.73%	\$4,361	95.73%	\$1,261	7.65%	16.53%	\$5,202	106.88%	\$6,677	103.37%	\$6,677	103.37%
Corrections Simple Average				2	\$3,173	97.56%	\$4,361	95.73%	\$4,361	95.73%	\$1,261	7.65%	16.53%	\$5,202	106.88%	\$6,677	103.37%	\$6,677	103.37%
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	2	\$2,756	84.74%	\$3,557	78.07%	\$3,974	87.24%	\$1,261	7.65%	16.53%	\$4,684	96.24%	\$5,678	87.90%	\$6,196	95.93%
Non-Corrections/Non-Mgmt Simple Average				2	\$2,756	84.74%	\$3,557	78.07%	\$3,974	87.24%	\$1,261	7.65%	16.53%	\$4,684	96.24%	\$5,678	87.90%	\$6,196	95.93%
STATEWIDE Simple Average				4	\$2,965	91.15%	\$3,959	86.90%	\$4,168	91.48%	\$1,261	7.65%	16.53%	\$4,943	101.56%	\$6,177	95.64%	\$6,437	99.65%

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6380 DIETETIC TECHNICIAN

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
MIL-NWHCS	10.06		Diet Technician	\$2,686	\$3,928	\$956	7.65%	6.15%	\$4,013	\$5,426
Purchased Simple Average				\$2,686	\$3,928	\$956	7.65%	6.15%	\$4,013	\$5,426
ST-CA	2169		DIETETIC TECHNICIAN	\$2,801	\$3,508	\$1,116	7.65%	21.35%	\$4,729	\$5,641
ST-ID	0000		No Match							
ST-NV	0000	00	No Match							
ST-WA	312G	36	DIETETIC TECHNICIAN	\$2,426	\$3,135	\$662	7.65%	9.21%	\$3,497	\$4,326
State Simple Average				\$2,614	\$3,322	\$889	7.65%	15.28%	\$4,113	\$4,983
MARKET Simple Average				\$2,638	\$3,524	\$911	7.65%	12.24%	\$4,079	\$5,131

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
		OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	1	\$2,188	82.95%	\$2,268	64.37%	\$3,001	85.17%	\$1,261	7.65%	16.53%	\$3,978	97.52%	\$4,078	79.48%	\$4,988
	Non-Corrections/Non-Mgmt Simple Average			1	\$2,188	82.95%	\$2,268	64.37%	\$3,001	85.17%	\$1,261	7.65%	16.53%	\$3,978	97.52%	\$4,078	79.48%	\$4,988	97.22%
	STATEWIDE Simple Average			1	\$2,188	82.95%	\$2,268	64.37%	\$3,001	85.17%	\$1,261	7.65%	16.53%	\$3,978	97.52%	\$4,078	79.48%	\$4,988	97.22%

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6385 PHARMACY TECHNICIAN 1

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	0000		No Match							
ST-ID	0000		No Match							
ST-NV	10.728	25	Pharmacy Technician 1	\$2,229	\$3,222	\$785	7.65%	25.75%	\$3,759	\$5,084
ST-WA	296F	47	PHARMACY TECHNICIAN	\$3,135	\$4,114	\$662	7.65%	9.21%	\$4,326	\$5,470
State Simple Average				\$2,682	\$3,668	\$724	7.65%	17.48%	\$4,042	\$5,277
MARKET Simple Average				\$2,682	\$3,668	\$724	7.65%	17.48%	\$4,042	\$5,277

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	AAON	AFSCME-DOC NON-SECURITY	A A	10	\$2,487	92.73%	\$3,009	82.03%	\$3,321	90.53%	\$1,261	7.65%	16.53%	\$4,350	107.61%	\$4,998	94.72%	\$5,385	102.06%
	Corrections Simple Average			10	\$2,487	92.73%	\$3,009	82.03%	\$3,321	90.53%	\$1,261	7.65%	16.53%	\$4,350	107.61%	\$4,998	94.72%	\$5,385	102.06%
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A		\$2,110	78.67%			\$2,873	78.32%	\$1,261	7.65%	16.53%	\$3,882	96.03%			\$4,829	91.51%
	Non-Corrections/Non-Mgmt Simple Average				\$2,110	78.67%			\$2,873	78.32%	\$1,261	7.65%	16.53%	\$3,882	96.03%	- %		\$4,829	91.51%
	STATEWIDE Simple Average			10	\$2,299	85.70%	\$3,009	82.03%	\$3,097	84.43%	\$1,261	7.65%	16.53%	\$4,116	101.82%	\$4,998	94.72%	\$5,107	96.79%

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6386 PHARMACY TECHNICIAN 2

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-MULT			Pharmacy Technician	\$2,963	\$3,649	\$1,369	7.65%	15.87%	\$5,029	\$5,876
County Simple Average				\$2,963	\$3,649	\$1,369	7.65%	15.87%	\$5,029	\$5,876
MIL-NWHCS	7.02		Pharmacy Technician	\$2,798	\$4,116	\$956	7.65%	6.15%	\$4,140	\$5,640
Purchased Simple Average				\$2,798	\$4,116	\$956	7.65%	6.15%	\$4,140	\$5,640
ST-CA	7979	A	PHARMACY TECHNICIAN	\$2,691	\$3,371	\$1,116	7.65%	21.35%	\$4,587	\$5,464
ST-ID	07461	F	Pharmacy Assistant, Senior	\$1,506	\$2,326	\$879	7.65%	14.19%	\$2,714	\$3,713
ST-NV	10.723	27	Pharmacy Technician 2	\$2,412	\$3,515	\$785	7.65%	25.75%	\$4,002	\$5,474
ST-WA	296H	51	PHARMACY TECHNICIAN 1	\$3,459	\$4,542	\$662	7.65%	9.21%	\$4,704	\$5,970
State Simple Average				\$2,517	\$3,438	\$861	7.65%	17.63%	\$4,002	\$5,155
MARKET Simple Average				\$2,638	\$3,586	\$961	7.65%	15.42%	\$4,196	\$5,356

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max		
		AAON	AFSCME-DOC NON-SECURITY	A A	10	\$2,680	101.58%	\$3,340	93.11%	\$3,636	101.38%	\$1,261	7.65%	16.53%	\$4,589	109.37%	\$5,408	100.97%	\$5,777	107.85%
	Corrections Simple Average				10	\$2,680	101.58%	\$3,340	93.11%	\$3,636	101.38%	\$1,261	7.65%	16.53%	\$4,589	109.37%	\$5,408	100.97%	\$5,777	107.85%
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	21	\$2,268	85.97%	\$3,000	83.64%	\$3,139	87.52%	\$1,261	7.65%	16.53%	\$4,078	97.18%	\$4,986	93.09%	\$5,159	96.33%	
	Non-Corrections/Non-Mgmt Simple Average				21	\$2,268	85.97%	\$3,000	83.64%	\$3,139	87.52%	\$1,261	7.65%	16.53%	\$4,078	97.18%	\$4,986	93.09%	\$5,159	96.33%
	STATEWIDE Simple Average				31	\$2,474	93.78%	\$3,170	88.37%	\$3,388	94.45%	\$1,261	7.65%	16.53%	\$4,334	103.28%	\$5,197	97.03%	\$5,468	102.09%

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6391 DENTAL ASSISTANT

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
MIL-NWHCS	1.34a		Dental Assistant	\$2,470	\$3,507	\$956	7.65%	6.15%	\$3,766	\$4,947
Purchased Simple Average				\$2,470	\$3,507	\$956	7.65%	6.15%	\$3,766	\$4,947
ST-CA	7911	U	DENTAL ASSISTANT	\$2,759	\$4,085	\$1,116	7.65%	21.35%	\$4,675	\$6,385
ST-ID	07340	H	Dental Assistant 2	\$1,969	\$3,041	\$879	7.65%	14.19%	\$3,278	\$4,585
ST-NV	10.263	25	Dental Assistant 2	\$2,229	\$3,222	\$785	7.65%	25.75%	\$3,759	\$5,084
ST-WA	294F	47	DENTAL ASSISTANT	\$3,135	\$4,114	\$662	7.65%	9.21%	\$4,326	\$5,470
State Simple Average				\$2,523	\$3,616	\$861	7.65%	17.63%	\$4,009	\$5,381
MARKET Simple Average				\$2,512	\$3,594	\$880	7.65%	15.33%	\$3,961	\$5,294

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
	AAON	AFSCME-DOC NON-SECURITY	A A	27	\$2,786	110.89%	\$3,461	96.31%	\$3,814	106.13%	\$1,261	7.65%	16.53%	\$4,721	119.20%	\$5,560	105.02%	\$5,998	113.29%
Corrections Simple Average				27	\$2,786	110.89%	\$3,461	96.31%	\$3,814	106.13%	\$1,261	7.65%	16.53%	\$4,721	119.20%	\$5,560	105.02%	\$5,998	113.29%
OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	4	\$2,360	93.94%	\$3,157	87.83%	\$3,290	91.54%	\$1,261	7.65%	16.53%	\$4,192	105.84%	\$5,181	97.87%	\$5,347	101.00%	
Non-Corrections/Non-Mgmt Simple Average				4	\$2,360	93.94%	\$3,157	87.83%	\$3,290	91.54%	\$1,261	7.65%	16.53%	\$4,192	105.84%	\$5,181	97.87%	\$5,347	101.00%
STATEWIDE Simple Average				31	\$2,573	102.42%	\$3,309	92.07%	\$3,552	98.84%	\$1,261	7.65%	16.53%	\$4,457	112.52%	\$5,370	101.44%	\$5,672	107.15%

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6393 DENTAL TECHNICIAN

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max

EXCLUDED-N 0000 No Budgeted Positions

Exclude Simple Average										
MARKET Simple Average				Excluded					Excluded	

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min	Emp Avg to SR Max	SR Max to SR Max	Insurance	SS	Retire	SR Min to SR Min	Emp Avg to SR Max	POLICY POINT SR Max to SR Max
		AAON	AFSCME-DOC NON-SECURITY	A	A	\$2,786 - %	- %	\$3,814 - %	\$1,261	7.65%	16.53%	\$4,721 - %	- %
	Corrections Simple Average				\$2,786 - %	- %	\$3,814 - %	\$1,261	7.65%	16.53%	\$4,721 - %	- %	\$5,998 - %
	STATEWIDE Simple Average				\$2,786 - %	- %	\$3,814 - %	\$1,261	7.65%	16.53%	\$4,721 - %	- %	\$5,998 - %

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6396 DENTAL HYGIENIST

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-LANE			Dental Hygienist	\$4,113	\$5,706	\$1,776	7.65%	14.91%	\$6,817	\$8,769
County Simple Average				\$4,113	\$5,706	\$1,776	7.65%	14.91%	\$6,817	\$8,769
MIL-NWHCS	1.35		Dental Hygienist	\$5,069	\$7,067	\$956	7.65%	6.15%	\$6,725	\$8,998
Purchased Simple Average				\$5,069	\$7,067	\$956	7.65%	6.15%	\$6,725	\$8,998
ST-CA	8128	T	DENTAL HYGIENIST	\$5,473	\$6,854	\$1,116	7.65%	21.35%	\$8,176	\$9,957
ST-ID	07309	K	Dental Hygienist	\$2,905	\$4,486	\$879	7.65%	14.19%	\$4,419	\$6,345
ST-NV	0000	00	No Match							
ST-WA	292E	52	DENTAL HYGIENIST 1	\$3,549	\$4,653	\$662	7.65%	9.21%	\$4,809	\$6,099
State Simple Average				\$3,976	\$5,331	\$886	7.65%	14.92%	\$5,801	\$7,467
MARKET Simple Average				\$4,222	\$5,753	\$1,078	7.65%	13.16%	\$6,189	\$8,034

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max		
		AAON	AFSCME-DOC NON-SECURITY	A	A	\$4,575	108.37%			\$6,358	110.51%	\$1,261	7.65%	16.53%	\$6,943	112.18%			\$9,157	113.98%
	Corrections Simple Average				\$4,575	108.37%			\$6,358	110.51%	\$1,261	7.65%	16.53%	\$6,943	112.18%	- %		\$9,157	113.98%	
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A	A	1	\$4,358	103.23%	\$5,028	87.39%	\$6,380	110.89%	\$1,261	7.65%	16.53%	\$6,673	107.82%	\$7,505	93.42%	\$9,184	114.32%
	Non-Corrections/Non-Mgmt Simple Average				1	\$4,358	103.23%	\$5,028	87.39%	\$6,380	110.89%	\$1,261	7.65%	16.53%	\$6,673	107.82%	\$7,505	93.42%	\$9,184	114.32%
	STATEWIDE Simple Average				1	\$4,467	105.80%	\$5,028	87.39%	\$6,369	110.70%	\$1,261	7.65%	16.53%	\$6,808	110.00%	\$7,505	93.42%	\$9,170	114.15%

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6440 DISTRICT VETERINARIAN

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	0177	A	VETERINARIAN (GENERAL)	\$4,949	\$6,464	\$1,116	7.65%	21.35%	\$7,500	\$9,454
ST-ID	00260	N	Veterinarian, Medical Officer	\$4,098	\$6,326	\$879	7.65%	14.19%	\$5,872	\$8,587
ST-NV	0000	00	No Match							
ST-WA	524D	56	VETERINARY SPECIALIST 4	\$3,918	\$5,136	\$662	7.65%	9.21%	\$5,241	\$6,664
State Simple Average				\$4,322	\$5,975	\$886	7.65%	14.92%	\$6,204	\$8,235
MARKET Simple Average				\$4,322	\$5,975	\$886	7.65%	14.92%	\$6,204	\$8,235

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	3	\$3,974	91.96%	\$5,711	95.58%	\$5,802	97.10%	\$1,261	7.65%	16.53%	\$6,196	99.88%	\$8,353	101.44%	\$8,466	102.81%
	Non-Corrections/Non-Mgmt Simple Average			3	\$3,974	91.96%	\$5,711	95.58%	\$5,802	97.10%	\$1,261	7.65%	16.53%	\$6,196	99.88%	\$8,353	101.44%	\$8,466	102.81%
	STATEWIDE Simple Average			3	\$3,974	91.96%	\$5,711	95.58%	\$5,802	97.10%	\$1,261	7.65%	16.53%	\$6,196	99.88%	\$8,353	101.44%	\$8,466	102.81%

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6441 STATE VETERINARIAN

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	0174		MANAGING VETERINARIAN (GENERAL)	\$7,431	\$8,864	\$1,116	7.65%	21.35%	\$10,702	\$12,550
ST-ID	00262	O	Veterinarian, Medical Officer, Senior	\$4,441	\$6,856	\$879	7.65%	14.19%	\$6,290	\$9,232
ST-NV	0000	00	No Match							
ST-WA	0000		No Match							
State Simple Average				\$5,936	\$7,860	\$997	7.65%	17.77%	\$8,496	\$10,891
MARKET Simple Average				\$5,936	\$7,860	\$997	7.65%	17.77%	\$8,496	\$10,891

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%		
	MMC	MGT SVC NON-SUPV CONFIDENTIAL	A A		\$5,231	88.13%	\$7,343	93.42%	\$7,343	93.42%	\$1,261	7.65%	16.53%	\$7,757	91.31%	\$10,380	95.31%	\$10,380	95.31%
	MMN	MGT SVC NON-SUPV	A A	2	\$5,231	88.13%	\$7,343	93.42%	\$7,343	93.42%	\$1,261	7.65%	16.53%	\$7,757	91.31%	\$10,380	95.31%	\$10,380	95.31%
	MMS	MGT SVC SUPERVISORY	A A		\$5,231	88.13%	\$7,343	93.42%	\$7,343	93.42%	\$1,261	7.65%	16.53%	\$7,757	91.31%	\$10,380	95.31%	\$10,380	95.31%
	Management Simple Average			2	\$5,231	88.13%	\$7,343	93.42%	\$7,343	93.42%	\$1,261	7.65%	16.53%	\$7,757	91.31%	\$10,380	95.31%	\$10,380	95.31%
	STATEWIDE Simple Average			2	\$5,231	88.13%	\$7,343	93.42%	\$7,343	93.42%	\$1,261	7.65%	16.53%	\$7,757	91.31%	\$10,380	95.31%	\$10,380	95.31%

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6445 PUBLIC HEALTH VETERINARIAN

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS		
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max	
CO-WASH	155		VETERINARIAN	\$6,121	\$7,438	\$1,177	7.65%	22.22%	\$9,127	\$10,836	
County Simple Average				Insufficient Market Data						Insufficient Market Data	
ST-CA	0000		No Match								
ST-ID	0000		No Match								
ST-NV	0000	00	No Match								
ST-WA	0000		No Match								
State Simple Average				Insufficient Market Data						Insufficient Market Data	
MARKET Simple Average				Insufficient Market Data						Insufficient Market Data	

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max		
		MMC	MGT SVC NON-SUPV CONFIDENTIAL	A A		\$4,979	- %		- %	\$6,998	- %	\$1,261	7.65%	16.53%	\$7,444	- %		- %	\$9,952	- %
	MMN	MGT SVC NON-SUPV	A A	1	\$4,979	- %	\$6,998	- %	\$6,998	- %	\$1,261	7.65%	16.53%	\$7,444	- %	\$9,952	- %	\$9,952	- %	
	Management Simple Average				1	\$4,979	- %	\$6,998	- %	\$6,998	- %	\$1,261	7.65%	16.53%	\$7,444	- %	\$9,952	- %	\$9,952	- %
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A		\$4,569	- %		- %	\$6,691	- %	\$1,261	7.65%	16.53%	\$6,935	- %		- %	\$9,570	- %	
	Non-Corrections/Non-Mgmt Simple Average					\$4,569	- %		- %	\$6,691	- %	\$1,261	7.65%	16.53%	\$6,935	- %		- %	\$9,570	- %
	STATEWIDE Simple Average				1	\$4,842	- %	\$6,998	- %	\$6,896	- %	\$1,261	7.65%	16.53%	\$7,275	- %	\$9,952	- %	\$9,824	- %

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6502 LICENSED PHYSICAL THERAPY ASST

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	8272		PHYSICAL THERAPY ASSISTANT	\$2,593	\$3,248	\$1,116	7.65%	21.35%	\$4,461	\$5,306
ST-ID	0000		No Match							
ST-NV	0000	00	No Match							
ST-WA	310E	46	PHYSICAL THERAPY ASSISTANT 1	\$3,063	\$4,014	\$662	7.65%	9.21%	\$4,241	\$5,353
State Simple Average				\$2,828	\$3,631	\$889	7.65%	15.28%	\$4,351	\$5,329
MARKET Simple Average				\$2,828	\$3,631	\$889	7.65%	15.28%	\$4,351	\$5,329

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	1	\$2,636	93.21%	\$3,781	104.13%	\$3,781	104.13%	\$1,261	7.65%	16.53%	\$4,535	104.22%	\$5,957	111.78%	\$5,957	111.78%
	Non-Corrections/Non-Mgmt Simple Average			1	\$2,636	93.21%	\$3,781	104.13%	\$3,781	104.13%	\$1,261	7.65%	16.53%	\$4,535	104.22%	\$5,957	111.78%	\$5,957	111.78%
	STATEWIDE Simple Average			1	\$2,636	93.21%	\$3,781	104.13%	\$3,781	104.13%	\$1,261	7.65%	16.53%	\$4,535	104.22%	\$5,957	111.78%	\$5,957	111.78%

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6503 PHYSICAL THERAPIST

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
MIL-NWHCS	1.23		Physical Therapist	\$5,576	\$8,222	\$956	7.65%	6.15%	\$7,301	\$10,313
Purchased Simple Average				\$5,576	\$8,222	\$956	7.65%	6.15%	\$7,301	\$10,313
ST-CA	8280		PHYSICAL THERAPIST I	\$3,607	\$4,956	\$1,116	7.65%	21.35%	\$5,769	\$7,509
ST-ID	0000		No Match							
ST-NV	0000	00	No Match							
ST-WA	306U	55	PHYSICAL THERAPIST 2	\$3,819	\$5,010	\$662	7.65%	9.21%	\$5,125	\$6,517
State Simple Average				\$3,713	\$4,983	\$889	7.65%	15.28%	\$5,447	\$7,013
MARKET Simple Average				\$4,334	\$6,063	\$911	7.65%	12.24%	\$6,065	\$8,113

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	1	\$4,358	100.56%	\$6,380	105.23%	\$6,380	105.23%	\$1,261	7.65%	16.53%	\$6,673	110.03%	\$9,184	113.20%	\$9,184	113.20%
	UA	UNREPRESENTED	A A		\$3,609	83.27%			\$5,277	87.04%	\$1,261	7.65%	16.53%	\$5,743	94.69%			\$7,814	96.32%
	Non-Corrections/Non-Mgmt Simple Average			1	\$3,984	91.92%	\$6,380	105.23%	\$5,829	96.14%	\$1,261	7.65%	16.53%	\$6,208	102.36%	\$9,184	113.20%	\$8,499	104.76%
	STATEWIDE Simple Average			1	\$3,984	91.92%	\$6,380	105.23%	\$5,829	96.14%	\$1,261	7.65%	16.53%	\$6,208	102.36%	\$9,184	113.20%	\$8,499	104.76%

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6505 PHYSICAL THERAPY PROGRAM MGR

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	8277		PHYSICAL THERAPIST II	\$4,141	\$5,704	\$1,116	7.65%	21.35%	\$6,457	\$8,474
ST-ID	0000		No Match							
ST-NV	0000	00	No Match							
ST-WA	306X	66	PHYSICAL THERAPIST SUPERVISOR	\$5,010	\$6,575	\$662	7.65%	9.21%	\$6,517	\$8,346
State Simple Average				\$4,576	\$6,140	\$889	7.65%	15.28%	\$6,487	\$8,410
MARKET Simple Average				\$4,576	\$6,140	\$889	7.65%	15.28%	\$6,487	\$8,410

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max			Insurance		SS		Retire		SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
	MMS	MGT SVC SUPERVISORY	A	A	\$4,518	98.74%			\$6,351	103.44%	\$1,261	7.65%	16.53%	\$6,872	105.93%							\$9,148	108.78%
	Management Simple Average				\$4,518	98.74%			\$6,351	103.44%	\$1,261	7.65%	16.53%	\$6,872	105.93%			- %				\$9,148	108.78%
	STATEWIDE Simple Average				\$4,518	98.74%			\$6,351	103.44%	\$1,261	7.65%	16.53%	\$6,872	105.93%			- %				\$9,148	108.78%

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6506 CERT OCCUPATION THERAPIST ASST

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
MIL-NWHCS	1.20		Occupational Therapy Assistant (Certified)	\$3,626	\$5,311	\$956	7.65%	6.15%	\$5,083	\$7,000
Purchased Simple Average				\$3,626	\$5,311	\$956	7.65%	6.15%	\$5,083	\$7,000
ST-CA	8292		OCCUPATIONAL THERAPY ASSISTANT	\$2,496	\$3,124	\$1,116	7.65%	21.35%	\$4,335	\$5,146
ST-ID	07763	I	Therapy Technician	\$2,300	\$3,553	\$879	7.65%	14.19%	\$3,682	\$5,208
ST-NV	0000	00	No Match							
ST-WA	310H	39	OCCUPATIONAL THERAPY ASSISTANT 1	\$2,598	\$3,377	\$662	7.65%	9.21%	\$3,698	\$4,608
State Simple Average				\$2,465	\$3,351	\$886	7.65%	14.92%	\$3,905	\$4,987
MARKET Simple Average				\$2,755	\$3,841	\$903	7.65%	12.73%	\$4,199	\$5,490

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
		OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	3	\$2,636	95.68%	\$3,781	98.43%	\$3,781	98.43%	\$1,261	7.65%	16.53%	\$4,535	107.99%	\$5,957	108.49%	\$5,957
	Non-Corrections/Non-Mgmt Simple Average			3	\$2,636	95.68%	\$3,781	98.43%	\$3,781	98.43%	\$1,261	7.65%	16.53%	\$4,535	107.99%	\$5,957	108.49%	\$5,957	108.49%
	STATEWIDE Simple Average			3	\$2,636	95.68%	\$3,781	98.43%	\$3,781	98.43%	\$1,261	7.65%	16.53%	\$4,535	107.99%	\$5,957	108.49%	\$5,957	108.49%

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6508 OCCUPATIONAL THERAPIST

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
MIL-NWHCS	1.21		Occupational Therapist (Registered)	\$5,529	\$8,063	\$956	7.65%	6.15%	\$7,248	\$10,131
Purchased Simple Average				\$5,529	\$8,063	\$956	7.65%	6.15%	\$7,248	\$10,131
ST-CA	8287	S	SENIOR OCCUPATIONAL THERAPIST	\$5,062	\$7,110	\$1,116	7.65%	21.35%	\$7,646	\$10,288
ST-ID	07704	L	Occupational Therapist, SWITC	\$3,279	\$5,065	\$879	7.65%	14.19%	\$4,875	\$7,050
ST-NV	10.609	34	Occupational Therapist 2	\$3,222	\$4,778	\$785	7.65%	25.75%	\$5,084	\$7,159
ST-WA	306O	52	OCCUPATIONAL THERAPIST 2	\$3,549	\$4,653	\$662	7.65%	9.21%	\$4,809	\$6,099
State Simple Average				\$3,778	\$5,402	\$861	7.65%	17.63%	\$5,603	\$7,649
MARKET Simple Average				\$4,128	\$5,934	\$880	7.65%	15.33%	\$5,932	\$8,146

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	16	\$4,358	105.56%	\$5,471	92.20%	\$6,380	107.52%	\$1,261	7.65%	16.53%	\$6,673	112.49%	\$8,055	98.89%	\$9,184	112.75%
	UA	UNREPRESENTED	A A		\$3,609	87.42%			\$5,277	88.93%	\$1,261	7.65%	16.53%	\$5,743	96.81%			\$7,814	95.93%
	Non-Corrections/Non-Mgmt Simple Average			16	\$3,984	96.49%	\$5,471	92.20%	\$5,829	98.23%	\$1,261	7.65%	16.53%	\$6,208	104.65%	\$8,055	98.89%	\$8,499	104.34%
	STATEWIDE Simple Average			16	\$3,984	96.49%	\$5,471	92.20%	\$5,829	98.23%	\$1,261	7.65%	16.53%	\$6,208	104.65%	\$8,055	98.89%	\$8,499	104.34%

6518 CORRECTIONS RECREATION SPEC 1

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	0000		No Match							
ST-ID	0000		No Match							
ST-NV	10.616	32	Athletic & Recreation Spec 1	\$2,961	\$4,371	\$785	7.65%	25.75%	\$4,736	\$6,616
ST-WA	0000		No Match							
State Simple Average				Insufficient Market Data					Insufficient Market Data	
MARKET Simple Average				Insufficient Market Data					Insufficient Market Data	

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
		AAON	AFSCME-DOC NON-SECURITY	A	A	\$3,038	- %	- %	\$4,170	- %	\$1,261	7.65%	16.53%	\$5,034	- %	- %	\$6,440	- %	
	Corrections Simple Average				\$3,038	- %	- %	\$4,170	- %	\$1,261	7.65%	16.53%	\$5,034	- %	- %	\$6,440	- %		
	STATEWIDE Simple Average				\$3,038	- %	- %	\$4,170	- %	\$1,261	7.65%	16.53%	\$5,034	- %	- %	\$6,440	- %		

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6519 CORRECTIONS RECREATION SPEC 2

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	9286	P	RECREATION THERAPIST, CORRECTIONAL FACILITY	\$5,764	\$6,785	\$1,116	7.65%	21.35%	\$8,551	\$9,868
ST-ID	09240	J	Recreation Coordinator, Correction	\$2,595	\$4,006	\$879	7.65%	14.19%	\$4,041	\$5,760
ST-NV	10.617	34	Athletic & Recreation Spec 2	\$3,222	\$4,778	\$785	7.65%	25.75%	\$5,084	\$7,159
ST-WA	0000		No Match							
State Simple Average				\$3,860	\$5,190	\$927	7.65%	20.43%	\$5,892	\$7,596
MARKET Simple Average				\$3,860	\$5,190	\$927	7.65%	20.43%	\$5,892	\$7,596

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%		
	AAON	AFSCME-DOC NON-SECURITY	A A	12	\$3,321	86.03%	\$4,342	83.66%	\$4,575	88.16%	\$1,261	7.65%	16.53%	\$5,385	91.40%	\$6,653	87.59%	\$6,943	91.40%
	Corrections Simple Average			12	\$3,321	86.03%	\$4,342	83.66%	\$4,575	88.16%	\$1,261	7.65%	16.53%	\$5,385	91.40%	\$6,653	87.59%	\$6,943	91.40%
	STATEWIDE Simple Average			12	\$3,321	86.03%	\$4,342	83.66%	\$4,575	88.16%	\$1,261	7.65%	16.53%	\$5,385	91.40%	\$6,653	87.59%	\$6,943	91.40%

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6520 RECREATIONAL SPECIALIST

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
MIL-OPES	11.05		Recreation Specialist	\$3,591	\$4,684	\$1,267	7.65%	10.63%	\$5,514	\$6,808
OPES Simple Average				\$3,591	\$4,684	\$1,267	7.65%	10.63%	\$5,514	\$6,808
ST-CA	8317	A	RECREATION THERAPIST	\$3,140	\$4,106	\$1,116	7.65%	21.35%	\$5,166	\$6,412
ST-ID	0000		No Match							
ST-NV	0000	00	No Match							
ST-WA	701F	42	RECREATION & ATHLETICS SPECIALIST 2	\$2,789	\$3,631	\$662	7.65%	9.21%	\$3,921	\$4,905
State Simple Average				\$2,965	\$3,869	\$889	7.65%	15.28%	\$4,544	\$5,659
MARKET Simple Average				\$3,173	\$4,140	\$1,015	7.65%	13.73%	\$4,867	\$6,042

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
		OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	35	\$2,538	79.98%	\$2,968	71.69%	\$3,607	87.12%	\$1,261	7.65%	16.53%	\$4,413	90.67%	\$4,947	81.89%	\$5,741
	UA	UNREPRESENTED	A A		\$2,539	80.01%			\$3,609	87.16%	\$1,261	7.65%	16.53%	\$4,414	90.70%			\$5,743	95.06%
	Non-Corrections/Non-Mgmt Simple Average			35	\$2,539	80.00%	\$2,968	71.69%	\$3,608	87.14%	\$1,261	7.65%	16.53%	\$4,414	90.68%	\$4,947	81.89%	\$5,742	95.04%
	STATEWIDE Simple Average			35	\$2,539	80.00%	\$2,968	71.69%	\$3,608	87.14%	\$1,261	7.65%	16.53%	\$4,414	90.68%	\$4,947	81.89%	\$5,742	95.04%

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6521 REHABILITATION THERAPIST

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	8312	U	REHABILITATION THERAPIST, STATE FACILITIES (RECF	\$5,489	\$6,463	\$1,116	7.65%	21.35%	\$8,196	\$9,453
ST-ID	07756	K	Recreation Specialist, Therapeutic	\$2,905	\$4,486	\$879	7.65%	14.19%	\$4,419	\$6,345
ST-NV	10.621	32	Therapeutic Recreation Spec 1	\$2,961	\$4,371	\$785	7.65%	25.75%	\$4,736	\$6,616
ST-WA	0000		No Match							
State Simple Average				\$3,785	\$5,107	\$927	7.65%	20.43%	\$5,784	\$7,471
MARKET Simple Average				\$3,785	\$5,107	\$927	7.65%	20.43%	\$5,784	\$7,471

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	30	\$3,450	91.15%	\$4,378	85.72%	\$5,028	98.46%	\$1,261	7.65%	16.53%	\$5,546	95.88%	\$6,698	89.64%	\$7,505	100.45%
	UA	UNREPRESENTED	A A		\$3,450	91.15%			\$5,028	98.46%	\$1,261	7.65%	16.53%	\$5,546	95.88%			\$7,505	100.45%
	Non-Corrections/Non-Mgmt Simple Average			30	\$3,450	91.15%	\$4,378	85.72%	\$5,028	98.46%	\$1,261	7.65%	16.53%	\$5,546	95.88%	\$6,698	89.64%	\$7,505	100.45%
	STATEWIDE Simple Average			30	\$3,450	91.15%	\$4,378	85.72%	\$5,028	98.46%	\$1,261	7.65%	16.53%	\$5,546	95.88%	\$6,698	89.64%	\$7,505	100.45%

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6523 REHABILITATION THERAPY SUPV

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	8316	U	SUPERVISING REHABILITATION THERAPIST	\$5,793	\$6,689	\$1,116	7.65%	21.35%	\$8,589	\$9,744
ST-ID	07752	M	Recreation Supervisor, Therapeutic	\$3,708	\$5,726	\$879	7.65%	14.19%	\$5,396	\$7,855
ST-NV	10.614	34	Therapeutic Recreation Spec 2	\$3,222	\$4,778	\$785	7.65%	25.75%	\$5,084	\$7,159
ST-WA	0000		No Match							
State Simple Average				\$4,241	\$5,731	\$927	7.65%	20.43%	\$6,356	\$8,253
MARKET Simple Average				\$4,241	\$5,731	\$927	7.65%	20.43%	\$6,356	\$8,253

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max			Insurance		SS		Retire		SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
	MMS	MGT SVC SUPERVISORY	A	A	\$4,111	96.93%			\$5,764	100.58%			\$1,261	7.65%	16.53%	\$6,366	100.16%					\$8,419	102.01%
	Management Simple Average				\$4,111	96.93%			\$5,764	100.58%			\$1,261	7.65%	16.53%	\$6,366	100.16%			- %		\$8,419	102.01%
	STATEWIDE Simple Average				\$4,111	96.93%			\$5,764	100.58%			\$1,261	7.65%	16.53%	\$6,366	100.16%			- %		\$8,419	102.01%

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6524 REHABILITATION THERAPY PRG MGR

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	0000		No Match							
ST-ID	0000		No Match							
ST-NV	0000	00	No Match							
ST-WA	0000		No Match							

State Simple Average										
MARKET Simple Average										

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
		MMS	MGT SVC SUPERVISORY	A A	1	\$4,518	- %	\$5,231	- %	\$6,351	- %	\$1,261	7.65%	16.53%	\$6,872	- %	\$7,757	- %	\$9,148
	Management Simple Average			1	\$4,518	- %	\$5,231	- %	\$6,351	- %	\$1,261	7.65%	16.53%	\$6,872	- %	\$7,757	- %	\$9,148	- %
	STATEWIDE Simple Average			1	\$4,518	- %	\$5,231	- %	\$6,351	- %	\$1,261	7.65%	16.53%	\$6,872	- %	\$7,757	- %	\$9,148	- %

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6531 MENTAL HEALTH SPECIALIST

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-CLACK	592		Mental Health Specialist 2	\$4,890	\$6,202	\$1,266	7.65%	16.43%	\$7,334	\$8,961
CO-DOUGLAS	7330		Mental Health Specialist 1	\$2,584	\$3,763	\$1,365	7.65%	18.05%	\$4,614	\$6,095
CO-LINN	771		MENTAL HEALTH SPECIALIST 1	\$3,528	\$4,503	\$1,823	7.65%	15.83%	\$6,179	\$7,383
CO-MARION	554		Mental Health Specialist 2	\$3,860	\$5,708	\$1,346	7.65%	12.35%	\$5,978	\$8,195
CO-MULT			Addictions Specialist	\$3,758	\$4,625	\$1,369	7.65%	15.87%	\$6,011	\$7,081
County Simple Average				\$3,724	\$4,960	\$1,434	7.65%	15.71%	\$6,023	\$7,543
NO MATCHES	0000		NO MATCHES FOUND							
Exclude Simple Average										
MIL-NWHCS	5.09		Chemical Dependency Counselor	\$3,741	\$5,732	\$956	7.65%	6.15%	\$5,214	\$7,479
Purchased Simple Average				\$3,741	\$5,732	\$956	7.65%	6.15%	\$5,214	\$7,479
ST-CA	9933		ALCOHOL TREATMENT COUNSELOR, VETERANS HOMI	\$3,607	\$4,722	\$1,116	7.65%	21.35%	\$5,769	\$7,207
ST-ID	09284	K	Drug and Alcohol Rehabilitation Specialist	\$2,905	\$4,486	\$879	7.65%	14.19%	\$4,419	\$6,345
ST-NV	12.469	33	Substance Abuse Counselor 2	\$3,094	\$4,574	\$785	7.65%	25.75%	\$4,912	\$6,888
ST-WA	359E	52	ALCOHOLISM THERAPIST 1	\$3,549	\$4,653	\$662	7.65%	9.21%	\$4,809	\$6,099
State Simple Average				\$3,289	\$4,609	\$861	7.65%	17.63%	\$4,977	\$6,635
MARKET Simple Average				\$3,552	\$4,897	\$1,157	7.65%	15.52%	\$5,524	\$7,173

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max		
	AAON	AFSCME-DOC NON-SECURITY	A A	2	\$3,995	112.48%	\$5,392	110.10%	\$5,516	112.64%	\$1,261	7.65%	16.53%	\$6,222	112.65%	\$7,957	110.92%	\$8,111	113.07%	
	Corrections Simple Average				2	\$3,995	112.48%	\$5,392	110.10%	\$5,516	112.64%	7.65%	16.53%	\$6,222	112.65%	\$7,957	110.92%	\$8,111	113.07%	
	AU	AFSCME-MILITARY	A A		\$3,450	97.14%			\$5,028	102.68%	\$1,261	7.65%	16.53%	\$5,546	100.39%			\$7,505	104.62%	
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	26	\$3,450	97.14%	\$4,293	87.66%	\$5,028	102.68%	\$1,261	7.65%	16.53%	\$5,546	100.39%	\$6,592	91.89%	\$7,505	104.62%	
	UA	UNREPRESENTED	A A		\$3,450	97.14%			\$5,028	102.68%	\$1,261	7.65%	16.53%	\$5,546	100.39%			\$7,505	104.62%	
	Non-Corrections/Non-Mgmt Simple Average				26	\$3,450	97.14%	\$4,293	87.66%	\$5,028	102.68%	\$1,261	7.65%	16.53%	\$5,546	100.39%	\$6,592	91.89%	\$7,505	104.62%
	STATEWIDE Simple Average				28	\$3,586	100.97%	\$4,842	98.88%	\$5,150	105.17%	\$1,261	7.65%	16.53%	\$5,715	103.46%	\$7,274	101.41%	\$7,657	106.74%

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6550 LICENSED RESPIRATORY CARE TECH

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
MIL-NWHCS	1.17		Respiratory Care Practitioner (Registered)	\$4,200	\$6,167	\$956	7.65%	6.15%	\$5,735	\$7,974
Purchased Simple Average				\$4,200	\$6,167	\$956	7.65%	6.15%	\$5,735	\$7,974
ST-CA	8276	C	RESPIRATORY CARE PRACTITIONER	\$3,395	\$4,674	\$1,116	7.65%	21.35%	\$5,495	\$7,145
ST-ID	07725	I	Respiratory Therapist	\$2,300	\$3,553	\$879	7.65%	14.19%	\$3,682	\$5,208
ST-NV	0000	00	No Match							
ST-WA	309E	47	RESPIRATORY CARE ASSOCIATE	\$3,135	\$4,114	\$662	7.65%	9.21%	\$4,326	\$5,470
State Simple Average				\$2,943	\$4,114	\$886	7.65%	14.92%	\$4,501	\$5,941
MARKET Simple Average				\$3,257	\$4,627	\$903	7.65%	12.73%	\$4,809	\$6,449

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%		
	AMG	AFSCME-COMMUNITY PGMS (SOCP)	A A	2	\$3,139	96.36%	\$4,571	98.79%	\$4,571	98.79%	\$1,261	7.65%	16.53%	\$5,159	107.28%	\$6,938	107.58%	\$6,938	107.58%
	Non-Corrections/Non-Mgmt Simple Average			2	\$3,139	96.36%	\$4,571	98.79%	\$4,571	98.79%	\$1,261	7.65%	16.53%	\$5,159	107.28%	\$6,938	107.58%	\$6,938	107.58%
	STATEWIDE Simple Average			2	\$3,139	96.36%	\$4,571	98.79%	\$4,571	98.79%	\$1,261	7.65%	16.53%	\$5,159	107.28%	\$6,938	107.58%	\$6,938	107.58%

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6605 HUMAN SERVICES ASSISTANT 1

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS		
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max	
ST-CA	0000		No Match								
ST-ID	0000		No Match								
ST-NV	0000	00	No Match								
ST-WA	284E	34	PATIENT SERVICES REPRESENTATIVE	\$2,317	\$2,994	\$662	7.65%	9.21%	\$3,370	\$4,161	
State Simple Average				Insufficient Market Data				Insufficient Market Data			
MARKET Simple Average				Insufficient Market Data				Insufficient Market Data			

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%		
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A	A	\$2,110	- %	- %	\$2,873	- %	\$1,261	7.65%	16.53%	\$3,882	- %	- %	\$4,829	- %		
	Non-Corrections/Non-Mgmt Simple Average				\$2,110	- %	- %	\$2,873	- %	\$1,261	7.65%	16.53%	\$3,882	- %	- %	\$4,829	- %		
	STATEWIDE Simple Average				\$2,110	- %	- %	\$2,873	- %	\$1,261	7.65%	16.53%	\$3,882	- %	- %	\$4,829	- %		

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6606 HUMAN SERVICES ASSISTANT 2

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	0000		No Match							
ST-ID	0000		No Match							
ST-NV	0000	00	No Match							
ST-WA	284F	37	PATIENT SERVICES COORDINATOR	\$2,482	\$3,213	\$662	7.65%	9.21%	\$3,562	\$4,417
State Simple Average				Insufficient Market Data					Insufficient Market Data	
MARKET Simple Average				Insufficient Market Data					Insufficient Market Data	

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max	POLICY POINT SR Max to SR Max		
		AAON	AFSCME-DOC NON-SECURITY	A A		\$2,680	- %	- %	\$3,636	- %	\$1,261	7.65%	16.53%	\$4,589	- %	- %	\$5,777	- %	
	Corrections Simple Average				\$2,680	- %	- %	\$3,636	- %	\$1,261	7.65%	16.53%	\$4,589	- %	- %	\$5,777	- %		
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	66	\$2,360	- %	\$2,899	- %	\$3,290	- %	\$1,261	7.65%	16.53%	\$4,192	- %	\$4,861	- %	\$5,347	- %
	UA	UNREPRESENTED	A A		\$2,359	- %	- %	\$3,291	- %	\$1,261	7.65%	16.53%	\$4,191	- %	- %	\$5,348	- %		
	Non-Corrections/Non-Mgmt Simple Average				66	\$2,360	- %	\$2,899	- %	\$3,291	- %	7.65%	16.53%	\$4,191	- %	\$4,861	- %	\$5,348	- %
	STATEWIDE Simple Average				66	\$2,466	- %	\$2,899	- %	\$3,406	- %	7.65%	16.53%	\$4,324	- %	\$4,861	- %	\$5,491	- %

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6609 SOCIAL SERVICE ASSISTANT

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	0000		No Match							
ST-ID	0000		No Match							
ST-NV	0000	00	No Match							
ST-WA	0000		No Match							

State Simple Average

MARKET Simple Average

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
		OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	189	\$2,538	- %	\$3,170	- %	\$3,607	- %	\$1,261	7.65%	16.53%	\$4,413	- %	\$5,197	- %	\$5,741
	UA	UNREPRESENTED	A A		\$2,539	- %		- %	\$3,609	- %	\$1,261	7.65%	16.53%	\$4,414	- %		- %	\$5,743	- %
	Non-Corrections/Non-Mgmt Simple Average			189	\$2,539	- %	\$3,170	- %	\$3,608	- %	\$1,261	7.65%	16.53%	\$4,414	- %	\$5,197	- %	\$5,742	- %
	STATEWIDE Simple Average			189	\$2,539	- %	\$3,170	- %	\$3,608	- %	\$1,261	7.65%	16.53%	\$4,414	- %	\$5,197	- %	\$5,742	- %

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6611 SOCIAL SERVICES SPECIALIST/ENT

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-LANE	B001		Community Service Worker 1	\$2,605	\$3,611	\$1,776	7.65%	14.91%	\$4,969	\$6,201
County Simple Average				\$2,605	\$3,611	\$1,776	7.65%	14.91%	\$4,969	\$6,201
ST-CA	0000		No Match							
ST-ID	09425	K	Child Welfare Social Worker 1	\$2,905	\$4,486	\$879	7.65%	14.19%	\$4,419	\$6,345
ST-NV	12.377	32	Social Worker 1	\$2,961	\$4,371	\$785	7.65%	25.75%	\$4,736	\$6,616
ST-WA	3510	41	SOCIAL SERVICE SPECIALIST 1	\$2,724	\$3,549	\$662	7.65%	9.21%	\$3,845	\$4,809
State Simple Average				\$2,863	\$4,135	\$775	7.65%	16.38%	\$4,333	\$5,924
MARKET Simple Average				\$2,799	\$4,004	\$1,026	7.65%	16.02%	\$4,492	\$5,993

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max	POLICY POINT SR Max to SR Max	
		OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A		\$2,873	102.65%		\$4,161	103.92%	\$1,261	7.65%	16.53%	\$4,829	107.50%			\$6,429
	Non-Corrections/Non-Mgmt Simple Average				\$2,873	102.65%		\$4,161	103.92%	\$1,261	7.65%	16.53%	\$4,829	107.50%	- %		\$6,429	107.27%
	STATEWIDE Simple Average				\$2,873	102.65%		\$4,161	103.92%	\$1,261	7.65%	16.53%	\$4,829	107.50%	- %		\$6,429	107.27%

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6612 SOCIAL SERVICES SPECIALIST 1

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-CLACK	238		Case Manager	\$3,700	\$4,662	\$1,266	7.65%	16.43%	\$5,857	\$7,051
County Simple Average				\$3,700	\$4,662	\$1,266	7.65%	16.43%	\$5,857	\$7,051
ST-CA	0000		No Match							
ST-ID	09426	L	Child Welfare Social Worker 2	\$3,279	\$5,065	\$879	7.65%	14.19%	\$4,875	\$7,050
ST-NV	12.361	34	Social Worker 2	\$3,222	\$4,778	\$785	7.65%	25.75%	\$5,084	\$7,159
ST-WA	351P	49	SOCIAL SERVICE SPECIALIST 2	\$3,293	\$4,322	\$662	7.65%	9.21%	\$4,510	\$5,713
State Simple Average				\$3,265	\$4,722	\$775	7.65%	16.38%	\$4,823	\$6,641
MARKET Simple Average				\$3,374	\$4,707	\$898	7.65%	16.40%	\$5,082	\$6,743

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	1,398	\$3,450	102.26%	\$4,165	88.48%	\$5,028	106.82%	\$1,261	7.65%	16.53%	\$5,546	109.13%	\$6,433	95.40%	\$7,505	111.30%
	UA	UNREPRESENTED	A A		\$3,450	102.26%			\$5,028	106.82%	\$1,261	7.65%	16.53%	\$5,546	109.13%			\$7,505	111.30%
	Non-Corrections/Non-Mgmt Simple Average			1,398	\$3,450	102.26%	\$4,165	88.48%	\$5,028	106.82%	\$1,261	7.65%	16.53%	\$5,546	109.13%	\$6,433	95.40%	\$7,505	111.30%
	STATEWIDE Simple Average			1,398	\$3,450	102.26%	\$4,165	88.48%	\$5,028	106.82%	\$1,261	7.65%	16.53%	\$5,546	109.13%	\$6,433	95.40%	\$7,505	111.30%

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6613 SOCIAL SERVICES SPECIALIST 2

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	0000		No Match							
ST-ID	09427	L	Child Welfare Social Worker 3	\$3,279	\$5,065	\$879	7.65%	14.19%	\$4,875	\$7,050
ST-NV	12.363	35	Social Worker 3	\$3,363	\$4,997	\$785	7.65%	25.75%	\$5,272	\$7,452
ST-WA	351Q	51	SOCIAL SERVICE SPECIALIST 3	\$3,459	\$4,542	\$662	7.65%	9.21%	\$4,704	\$5,970
State Simple Average				\$3,367	\$4,868	\$775	7.65%	16.38%	\$4,950	\$6,824
MARKET Simple Average				\$3,367	\$4,868	\$775	7.65%	16.38%	\$4,950	\$6,824

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%		
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	24	\$3,781	112.29%	\$4,979	102.28%	\$5,529	113.58%	\$1,261	7.65%	16.53%	\$5,957	120.33%	\$7,444	109.09%	\$8,127	119.10%
	UA	UNREPRESENTED	A A		\$3,781	112.29%			\$5,530	113.60%	\$1,261	7.65%	16.53%	\$5,957	120.33%			\$8,129	119.12%
	Non-Corrections/Non-Mgmt Simple Average			24	\$3,781	112.29%	\$4,979	102.28%	\$5,530	113.59%	\$1,261	7.65%	16.53%	\$5,957	120.33%	\$7,444	109.09%	\$8,128	119.11%
	STATEWIDE Simple Average			24	\$3,781	112.29%	\$4,979	102.28%	\$5,530	113.59%	\$1,261	7.65%	16.53%	\$5,957	120.33%	\$7,444	109.09%	\$8,128	119.11%

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6614 COMMUNITY OUTREACH SPECIALIST

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-LINN	661		COMMUNITY SERVICES SPECIALIST	\$3,692	\$4,641	\$1,823	7.65%	15.83%	\$6,382	\$7,553
County Simple Average				\$3,692	\$4,641	\$1,823	7.65%	15.83%	\$6,382	\$7,553
ST-CA	8329		ASSOCIATE MENTAL HEALTH SPECIALIST	\$4,488	\$5,618	\$1,116	7.65%	21.35%	\$6,905	\$8,363
ST-ID	0000		No Match							
ST-NV	10.129	38	Clinical Program Planner 1	\$3,830	\$5,726	\$785	7.65%	25.75%	\$5,894	\$8,424
ST-WA	0000		No Match							
State Simple Average				\$4,159	\$5,672	\$950	7.65%	23.55%	\$6,400	\$8,394
MARKET Simple Average				\$4,003	\$5,328	\$1,241	7.65%	20.98%	\$6,394	\$8,113

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
		OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	1	\$3,781	94.45%	\$4,358	81.79%	\$5,529	103.76%	\$1,261	7.65%	16.53%	\$5,957	93.17%	\$6,673	82.25%	\$8,127
	Non-Corrections/Non-Mgmt Simple Average			1	\$3,781	94.45%	\$4,358	81.79%	\$5,529	103.76%	\$1,261	7.65%	16.53%	\$5,957	93.17%	\$6,673	82.25%	\$8,127	100.17%
	STATEWIDE Simple Average			1	\$3,781	94.45%	\$4,358	81.79%	\$5,529	103.76%	\$1,261	7.65%	16.53%	\$5,957	93.17%	\$6,673	82.25%	\$8,127	100.17%

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6616 ADULT PROTECTIVE SERVICE SPEC

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	0000		No Match							
ST-ID	0000		No Match							
ST-NV	0000	00	No Match							
ST-WA	0000		No Match							

State Simple Average										
MARKET Simple Average										

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
		OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	65	\$3,450	- %	\$4,293	- %	\$5,028	- %	\$1,261	7.65%	16.53%	\$5,546	- %	\$6,593	- %	\$7,505
	Non-Corrections/Non-Mgmt Simple Average			65	\$3,450	- %	\$4,293	- %	\$5,028	- %	\$1,261	7.65%	16.53%	\$5,546	- %	\$6,593	- %	\$7,505	- %
	STATEWIDE Simple Average			65	\$3,450	- %	\$4,293	- %	\$5,028	- %	\$1,261	7.65%	16.53%	\$5,546	- %	\$6,593	- %	\$7,505	- %

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6630 HUMAN SERVICES CASE MANAGER

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-CLACK	238		Case Manager	\$3,700	\$4,662	\$1,266	7.65%	16.43%	\$5,857	\$7,051
CO-MULT			Case Manager 2	\$3,758	\$4,625	\$1,369	7.65%	15.87%	\$6,011	\$7,081
County Simple Average				\$3,729	\$4,644	\$1,317	7.65%	16.15%	\$5,934	\$7,066
ST-CA	0000		No Match							
ST-ID	0000		No Match							
ST-NV	0000	00	No Match							
ST-WA	343I	45	SOCIAL WORK ASSISTANT 2	\$2,994	\$3,918	\$662	7.65%	9.21%	\$4,161	\$5,241
State Simple Average				\$2,994	\$3,918	\$662	7.65%	9.21%	\$4,161	\$5,241
MARKET Simple Average				\$3,484	\$4,402	\$1,099	7.65%	13.84%	\$5,343	\$6,458

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
		OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	613	\$3,001	86.13%	\$3,764	85.50%	\$4,358	99.01%	\$1,261	7.65%	16.53%	\$4,988	93.36%	\$5,935	91.91%	\$6,673
	UA	UNREPRESENTED	A A		\$2,999	86.07%			\$4,359	99.03%	\$1,261	7.65%	16.53%	\$4,986	93.31%			\$6,674	103.36%
	Non-Corrections/Non-Mgmt Simple Average			613	\$3,000	86.10%	\$3,764	85.50%	\$4,359	99.02%	\$1,261	7.65%	16.53%	\$4,987	93.33%	\$5,935	91.91%	\$6,674	103.35%
	STATEWIDE Simple Average			613	\$3,000	86.10%	\$3,764	85.50%	\$4,359	99.02%	\$1,261	7.65%	16.53%	\$4,987	93.33%	\$5,935	91.91%	\$6,674	103.35%

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6632 JV PROB/SOC SV OF/JV COR COUNS

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	9581	C	YOUTH CORRECTIONAL COUNSELOR	\$5,282	\$6,679	\$1,116	7.65%	21.35%	\$7,929	\$9,732
ST-ID	0000		No Match							
ST-NV	12.562	35	Youth Training Center Counselor	\$3,363	\$4,997	\$785	7.65%	25.75%	\$5,272	\$7,452
ST-WA	355H	47	JUVENILE REHABILITATION RESIDENT CNSLR	\$3,135	\$4,114	\$662	7.65%	9.21%	\$4,326	\$5,470
State Simple Average				\$3,927	\$5,263	\$854	7.65%	18.77%	\$5,842	\$7,551
MARKET Simple Average				\$3,927	\$5,263	\$854	7.65%	18.77%	\$5,842	\$7,551

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	AU	AFSCME-MILITARY	A A		\$3,450	87.86%	\$4,731	89.87%	\$5,028	95.53%	\$1,261	7.65%	16.53%	\$5,546	94.92%	\$7,136	94.50%	\$7,505	99.39%
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	8	\$3,450	87.86%	\$4,731	89.87%	\$5,028	95.53%	\$1,261	7.65%	16.53%	\$5,546	94.92%	\$7,136	94.50%	\$7,505	99.39%
	Non-Corrections/Non-Mgmt Simple Average			8	\$3,450	87.86%	\$4,731	89.87%	\$5,028	95.53%	\$1,261	7.65%	16.53%	\$5,546	94.92%	\$7,136	94.50%	\$7,505	99.39%
	STATEWIDE Simple Average			8	\$3,450	87.86%	\$4,731	89.87%	\$5,028	95.53%	\$1,261	7.65%	16.53%	\$5,546	94.92%	\$7,136	94.50%	\$7,505	99.39%

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6633 JUVENILE PAROLE/PROB ASSISTNT

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	0000		No Match							
ST-ID	0000		No Match							
ST-NV	0000	00	No Match							
ST-WA	355E	38	JUVENILE REHABILITATION COUNSELOR ASST	\$2,542	\$3,293	\$662	7.65%	9.21%	\$3,633	\$4,510
State Simple Average				Insufficient Market Data					Insufficient Market Data	
MARKET Simple Average				Insufficient Market Data					Insufficient Market Data	

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
		ACC	AFSCME-OYA	A A	12	\$2,994	- %	\$4,250	- %	\$4,398	- %	\$1,261	7.65%	16.53%	\$4,979	- %	\$6,539	- %	\$6,723
	Non-Corrections/Non-Mgmt Simple Average			12	\$2,994	- %	\$4,250	- %	\$4,398	- %	\$1,261	7.65%	16.53%	\$4,979	- %	\$6,539	- %	\$6,723	- %
	STATEWIDE Simple Average			12	\$2,994	- %	\$4,250	- %	\$4,398	- %	\$1,261	7.65%	16.53%	\$4,979	- %	\$6,539	- %	\$6,723	- %

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6634 JUVENILE PAROLE/PROB OFFICER

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	9701	B	PAROLE AGENT I YOUTH AUTHORITY	\$6,115	\$7,366	\$1,116	7.65%	21.35%	\$9,004	\$10,618
ST-ID	0000		No Match							
ST-NV	13.266	39	Youth Parole Counselor 2	\$4,002	\$5,991	\$785	7.65%	25.75%	\$6,124	\$8,777
ST-WA	355G	47	JUVENILE REHABILITATION COMMUNITY CNSLR	\$3,135	\$4,114	\$662	7.65%	9.21%	\$4,326	\$5,470
State Simple Average				\$4,417	\$5,824	\$854	7.65%	18.77%	\$6,484	\$8,288
MARKET Simple Average				\$4,417	\$5,824	\$854	7.65%	18.77%	\$6,484	\$8,288

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%		
	ACC	AFSCME-OYA	A A	70	\$3,958	89.60%	\$5,601	96.18%	\$5,927	101.78%	\$1,261	7.65%	16.53%	\$6,176	95.25%	\$8,217	99.14%	\$8,622	104.02%
	Non-Corrections/Non-Mgmt Simple Average			70	\$3,958	89.60%	\$5,601	96.18%	\$5,927	101.78%	\$1,261	7.65%	16.53%	\$6,176	95.25%	\$8,217	99.14%	\$8,622	104.02%
	STATEWIDE Simple Average			70	\$3,958	89.60%	\$5,601	96.18%	\$5,927	101.78%	\$1,261	7.65%	16.53%	\$6,176	95.25%	\$8,217	99.14%	\$8,622	104.02%

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6638 DIVERSION SPECIALIST

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max

EXCLUDED-N 0000 No Budgeted Positions

Exclude Simple Average										
MARKET Simple Average				Excluded						Excluded

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
		OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A	A	\$3,290	- %	- %	\$4,791	- %	\$1,261	7.65%	16.53%	\$5,347	- %	- %	\$7,211	- %	
	Non-Corrections/Non-Mgmt Simple Average				\$3,290	- %	- %	\$4,791	- %	\$1,261	7.65%	16.53%	\$5,347	- %	- %	\$7,211	- %		
	STATEWIDE Simple Average				\$3,290	- %	- %	\$4,791	- %	\$1,261	7.65%	16.53%	\$5,347	- %	- %	\$7,211	- %		

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6646 VOC REHAB COUNSELOR-ENTRY

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	0000		No Match							
ST-ID	0000		No Match							
ST-NV	12.431	32	Rehabilitation Counselor 1	\$2,961	\$4,371	\$785	7.65%	25.75%	\$4,736	\$6,616
ST-WA	353K	44	VOCATIONAL REHAB COUNSELOR 1	\$2,920	\$3,819	\$662	7.65%	9.21%	\$4,074	\$5,125
State Simple Average				\$2,941	\$4,095	\$724	7.65%	17.48%	\$4,405	\$5,870
MARKET Simple Average				\$2,941	\$4,095	\$724	7.65%	17.48%	\$4,405	\$5,870

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	3	\$2,873	97.70%	\$3,441	84.04%	\$4,161	101.61%	\$1,261	7.65%	16.53%	\$4,829	109.63%	\$5,535	94.28%	\$6,429	109.51%
	Non-Corrections/Non-Mgmt Simple Average			3	\$2,873	97.70%	\$3,441	84.04%	\$4,161	101.61%	\$1,261	7.65%	16.53%	\$4,829	109.63%	\$5,535	94.28%	\$6,429	109.51%
	STATEWIDE Simple Average			3	\$2,873	97.70%	\$3,441	84.04%	\$4,161	101.61%	\$1,261	7.65%	16.53%	\$4,829	109.63%	\$5,535	94.28%	\$6,429	109.51%

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6647 VOC REHABILITATION COUNSELOR

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	0000		No Match							
ST-ID	0000		No Match							
ST-NV	12.427	34	Rehabilitation Counselor 2	\$3,222	\$4,778	\$785	7.65%	25.75%	\$5,084	\$7,159
ST-WA	353L	48	VOCATIONAL REHAB COUNSELOR 2	\$3,213	\$4,214	\$662	7.65%	9.21%	\$4,417	\$5,586
State Simple Average				\$3,218	\$4,496	\$724	7.65%	17.48%	\$4,750	\$6,373
MARKET Simple Average				\$3,218	\$4,496	\$724	7.65%	17.48%	\$4,750	\$6,373

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	131	\$3,607	112.10%	\$4,576	101.77%	\$5,277	117.37%	\$1,261	7.65%	16.53%	\$5,741	120.84%	\$6,943	108.95%	\$7,814	122.62%
	UA	UNREPRESENTED	A A		\$3,609	112.16%			\$5,277	117.37%	\$1,261	7.65%	16.53%	\$5,743	120.90%			\$7,814	122.62%
	Non-Corrections/Non-Mgmt Simple Average			131	\$3,608	112.13%	\$4,576	101.77%	\$5,277	117.37%	\$1,261	7.65%	16.53%	\$5,742	120.87%	\$6,943	108.95%	\$7,814	122.62%
	STATEWIDE Simple Average			131	\$3,608	112.13%	\$4,576	101.77%	\$5,277	117.37%	\$1,261	7.65%	16.53%	\$5,742	120.87%	\$6,943	108.95%	\$7,814	122.62%

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6648 VOC REHABILITATION SPECIALIST

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
MIL-NWHCS	1.24		Vocational Rehabilitation Counselor	\$4,218	\$6,194	\$956	7.65%	6.15%	\$5,756	\$8,004
Purchased Simple Average				\$4,218	\$6,194	\$956	7.65%	6.15%	\$5,756	\$8,004
ST-CA	0000		No Match							
ST-CA	9818	C	SENIOR VOCATIONAL REHABILITATION COUNSELOR, C	\$4,050	\$5,314	\$1,116	7.65%	21.35%	\$6,340	\$7,971
ST-ID	07740	K	Developmental Disabilities Vocational Specialist	\$2,905	\$4,486	\$879	7.65%	14.19%	\$4,419	\$6,345
ST-NV	0000	00	No Match							
ST-WA	353M	50	VOCATIONAL REHAB COUNSELOR 3	\$3,377	\$4,429	\$662	7.65%	9.21%	\$4,608	\$5,838
State Simple Average				\$3,444	\$4,743	\$886	7.65%	14.92%	\$5,122	\$6,718
MARKET Simple Average				\$3,638	\$5,106	\$903	7.65%	12.73%	\$5,281	\$7,039

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
		OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	11	\$3,781	103.94%	\$5,416	106.08%	\$5,529	108.29%	\$1,261	7.65%	16.53%	\$5,957	112.80%	\$7,987	113.46%	\$8,127
	UA	UNREPRESENTED	A A		\$3,781	103.94%			\$5,530	108.31%	\$1,261	7.65%	16.53%	\$5,957	112.80%			\$8,129	115.47%
	Non-Corrections/Non-Mgmt Simple Average			11	\$3,781	103.94%	\$5,416	106.08%	\$5,530	108.30%	\$1,261	7.65%	16.53%	\$5,957	112.80%	\$7,987	113.46%	\$8,128	115.46%
	STATEWIDE Simple Average			11	\$3,781	103.94%	\$5,416	106.08%	\$5,530	108.30%	\$1,261	7.65%	16.53%	\$5,957	112.80%	\$7,987	113.46%	\$8,128	115.46%

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6657 HUMAN SERVICES SPECIALIST 1

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS		
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max	
ST-CA	0000		No Match								
ST-ID	0000		No Match								
ST-NV	0000	00	No Match								
ST-WA	0000		No Match								
State Simple Average				Insufficient Market Data						Insufficient Market Data	
MARKET Simple Average				Insufficient Market Data						Insufficient Market Data	

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min	Emp Avg to SR Max	SR Max to SR Max	Insurance	SS	Retire	SR Min to SR Min	Emp Avg to SR Max	POLICY POINT SR Max to SR Max
		OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	461	\$2,360 - %	\$2,664 - %	\$3,290 - %	\$1,261	7.65%	16.53%	\$4,192 - %	\$4,569 - %
	UA	UNREPRESENTED	A A		\$2,359 - %	- %	\$3,291 - %	\$1,261	7.65%	16.53%	\$4,191 - %	- %	\$5,348 - %
	Non-Corrections/Non-Mgmt Simple Average			461	\$2,360 - %	\$2,664 - %	\$3,291 - %	\$1,261	7.65%	16.53%	\$4,191 - %	\$4,569 - %	\$5,348 - %
	STATEWIDE Simple Average			461	\$2,360 - %	\$2,664 - %	\$3,291 - %	\$1,261	7.65%	16.53%	\$4,191 - %	\$4,569 - %	\$5,348 - %

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6658 HUMAN SERVICES SPECIALIST 2

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-CLACK			Case Manager Aide	\$3,213	\$4,058	\$1,266	7.65%	16.43%	\$5,252	\$6,301
County Simple Average				\$3,213	\$4,058	\$1,266	7.65%	16.43%	\$5,252	\$6,301
ST-CA	0000		No Match							
ST-ID	07000	J	Self-Reliance Specialist	\$2,595	\$4,006	\$879	7.65%	14.19%	\$4,041	\$5,760
ST-NV	12.379	28	Family Services Specialist 1	\$2,514	\$3,670	\$785	7.65%	25.75%	\$4,139	\$5,681
ST-WA	0000		No Match							
State Simple Average				\$2,555	\$3,838	\$832	7.65%	19.97%	\$4,090	\$5,720
MARKET Simple Average				\$2,774	\$3,911	\$977	7.65%	18.79%	\$4,477	\$5,914

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%		
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	54	\$2,538	91.50%	\$3,218	82.27%	\$3,607	92.23%	\$1,261	7.65%	16.53%	\$4,413	98.56%	\$5,257	88.89%	\$5,741	97.07%
	UA	UNREPRESENTED	A A		\$2,539	91.53%			\$3,609	92.28%	\$1,261	7.65%	16.53%	\$4,414	98.59%			\$5,743	97.11%
	Non-Corrections/Non-Mgmt Simple Average			54	\$2,539	91.51%	\$3,218	82.27%	\$3,608	92.25%	\$1,261	7.65%	16.53%	\$4,414	98.58%	\$5,257	88.89%	\$5,742	97.09%
	STATEWIDE Simple Average			54	\$2,539	91.51%	\$3,218	82.27%	\$3,608	92.25%	\$1,261	7.65%	16.53%	\$4,414	98.58%	\$5,257	88.89%	\$5,742	97.09%

6659 HUMAN SERVICES SPECIALIST 3

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-CLACK	238		Case Manager	\$3,700	\$4,662	\$1,266	7.65%	16.43%	\$5,857	\$7,051
CO-DOUGLAS	7030		Senior Services Case Manager	\$2,584	\$3,763	\$1,365	7.65%	18.05%	\$4,614	\$6,095
CO-MULT			Eligibility Specialist	\$3,242	\$3,990	\$1,369	7.65%	15.87%	\$5,373	\$6,297
County Simple Average				\$3,175	\$4,138	\$1,333	7.65%	16.78%	\$5,281	\$6,481
ST-CA	0000		No Match							
ST-ID	0000		No Match							
ST-NV	0000	00	No Match							
ST-WA	165I	45	FINANCIAL SERVICES SPECIALIST 3	\$2,994	\$3,918	\$662	7.65%	9.21%	\$4,161	\$5,241
State Simple Average				\$2,994	\$3,918	\$662	7.65%	9.21%	\$4,161	\$5,241
MARKET Simple Average				\$3,130	\$4,083	\$1,165	7.65%	14.89%	\$5,001	\$6,171

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max			SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max			
					\$	%	\$	%	\$	%	\$	%	\$	%	\$	%			
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	880	\$2,756	88.05%	\$3,276	80.23%	\$3,974	97.32%	\$1,261	7.65%	16.53%	\$4,684	93.66%	\$5,330	86.37%	\$6,196	100.41%
	UA	UNREPRESENTED	A A		\$2,756	88.05%			\$3,973	97.30%	\$1,261	7.65%	16.53%	\$4,684	93.66%			\$6,195	100.39%
	Non-Corrections/Non-Mgmt Simple Average			880	\$2,756	88.05%	\$3,276	80.23%	\$3,974	97.31%	\$1,261	7.65%	16.53%	\$4,684	93.66%	\$5,330	86.37%	\$6,196	100.40%
	STATEWIDE Simple Average			880	\$2,756	88.05%	\$3,276	80.23%	\$3,974	97.31%	\$1,261	7.65%	16.53%	\$4,684	93.66%	\$5,330	86.37%	\$6,196	100.40%

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6660 HUMAN SERVICES SPECIALIST 4

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-CLACK			Case Manager, Senior	\$4,058	\$5,129	\$1,266	7.65%	16.43%	\$6,301	\$7,630
CO-LINCOLN			DEVELOPMENTAL DISABILITIES SERVICE COORDINATOR	\$3,811	\$5,122	\$938	7.65%	16.83%	\$5,682	\$7,314
County Simple Average				\$3,934	\$5,125	\$1,102	7.65%	16.63%	\$5,992	\$7,472
ST-CA	0000		No Match							
ST-ID	07008	K	Self-Reliance Specialist, Principal	\$2,905	\$4,486	\$879	7.65%	14.19%	\$4,419	\$6,345
ST-NV	12.374	32	Family Services Specialist 3	\$2,961	\$4,371	\$785	7.65%	25.75%	\$4,736	\$6,616
ST-WA	165J	47	FINANCIAL SERVICES SPECIALIST 4	\$3,135	\$4,114	\$662	7.65%	9.21%	\$4,326	\$5,470
State Simple Average				\$3,000	\$4,324	\$775	7.65%	16.38%	\$4,493	\$6,144
MARKET Simple Average				\$3,374	\$4,644	\$906	7.65%	16.48%	\$5,093	\$6,675

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
		OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	82	\$3,139	93.03%	\$4,087	88.00%	\$4,569	98.38%	\$1,261	7.65%	16.53%	\$5,159	101.31%	\$6,337	94.93%	\$6,935
	UA	UNREPRESENTED	A A		\$3,139	93.03%			\$4,571	98.42%	\$1,261	7.65%	16.53%	\$5,159	101.31%			\$6,938	103.94%
	Non-Corrections/Non-Mgmt Simple Average			82	\$3,139	93.03%	\$4,087	88.00%	\$4,570	98.40%	\$1,261	7.65%	16.53%	\$5,159	101.31%	\$6,337	94.93%	\$6,936	103.92%
	STATEWIDE Simple Average			82	\$3,139	93.03%	\$4,087	88.00%	\$4,570	98.40%	\$1,261	7.65%	16.53%	\$5,159	101.31%	\$6,337	94.93%	\$6,936	103.92%

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6680 CHAPLAIN

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	9916		CATHOLIC CHAPLAIN	\$3,952	\$5,187	\$1,116	7.65%	21.35%	\$6,214	\$7,807
ST-ID	09484	L	Religious Activities Coordinator	\$3,279	\$5,065	\$879	7.65%	14.19%	\$4,875	\$7,050
ST-NV	12.583	34	Institutional Chaplain	\$3,222	\$4,778	\$785	7.65%	25.75%	\$5,084	\$7,159
ST-WA	363I	51	CHAPLAIN	\$3,459	\$4,542	\$662	7.65%	9.21%	\$4,704	\$5,970
State Simple Average				\$3,478	\$4,893	\$861	7.65%	17.63%	\$5,219	\$6,997
MARKET Simple Average				\$3,478	\$4,893	\$861	7.65%	17.63%	\$5,219	\$6,997

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	AAON	AFSCME-DOC NON-SECURITY	A A	18	\$3,995	114.86%	\$5,386	110.08%	\$5,516	112.73%	\$1,261	7.65%	16.53%	\$6,222	119.22%	\$7,950	113.63%	\$8,111	115.93%
	Corrections Simple Average			18	\$3,995	114.86%	\$5,386	110.08%	\$5,516	112.73%	\$1,261	7.65%	16.53%	\$6,222	119.22%	\$7,950	113.63%	\$8,111	115.93%
	MMC	MGT SVC NON-SUPV CONFIDENTIAL	A A		\$3,547	101.98%			\$4,979	101.76%	\$1,261	7.65%	16.53%	\$5,666	108.56%			\$7,444	106.40%
	MMN	MGT SVC NON-SUPV	A A		\$3,547	101.98%			\$4,979	101.76%	\$1,261	7.65%	16.53%	\$5,666	108.56%			\$7,444	106.40%
	MMS	MGT SVC SUPERVISORY	A A		\$3,547	101.98%			\$4,979	101.76%	\$1,261	7.65%	16.53%	\$5,666	108.56%			\$7,444	106.40%
	Management Simple Average				\$3,547	101.98%			\$4,979	101.76%	\$1,261	7.65%	16.53%	\$5,666	108.56%		- %	\$7,444	106.40%
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	4	\$3,290	94.59%	\$3,719	76.00%	\$4,791	97.92%	\$1,261	7.65%	16.53%	\$5,347	102.45%	\$5,879	84.03%	\$7,211	103.06%
	Non-Corrections/Non-Mgmt Simple Average			4	\$3,290	94.59%	\$3,719	76.00%	\$4,791	97.92%	\$1,261	7.65%	16.53%	\$5,347	102.45%	\$5,879	84.03%	\$7,211	103.06%
	STATEWIDE Simple Average			22	\$3,585	103.08%	\$4,553	93.04%	\$5,049	103.18%	\$1,261	7.65%	16.53%	\$5,714	109.47%	\$6,915	98.83%	\$7,531	107.64%

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6684 PREADMISSIONS SCREENING SPEC

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	0000		No Match							
ST-ID	0000		No Match							
ST-NV	0000	00	No Match							
ST-WA	0000		No Match							

State Simple Average										
MARKET Simple Average										

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	44	\$3,450	- %	\$4,391	- %	\$5,028	- %	\$1,261	7.65%	16.53%	\$5,546	- %	\$6,714	- %	\$7,505	- %
	UA	UNREPRESENTED	A A		\$3,450	- %		- %	\$5,028	- %	\$1,261	7.65%	16.53%	\$5,546	- %		- %	\$7,505	- %
	Non-Corrections/Non-Mgmt Simple Average			44	\$3,450	- %	\$4,391	- %	\$5,028	- %	\$1,261	7.65%	16.53%	\$5,546	- %	\$6,714	- %	\$7,505	- %
	STATEWIDE Simple Average			44	\$3,450	- %	\$4,391	- %	\$5,028	- %	\$1,261	7.65%	16.53%	\$5,546	- %	\$6,714	- %	\$7,505	- %

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6685 CLIENT CARE SURVEYOR

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	8001		HEALTH FACILITIES EVALUATOR I	\$3,926	\$4,915	\$1,116	7.65%	21.35%	\$6,180	\$7,456
ST-ID	07931	L	Health Facility Surveyor	\$3,279	\$5,065	\$879	7.65%	14.19%	\$4,875	\$7,050
ST-NV	10.509	35	Health Facilities Inspector II	\$3,363	\$4,997	\$785	7.65%	25.75%	\$5,272	\$7,452
ST-WA	283E	53	LONG TERM CARE SURVEYOR	\$3,631	\$4,770	\$662	7.65%	9.21%	\$4,905	\$6,236
State Simple Average				\$3,550	\$4,937	\$861	7.65%	17.63%	\$5,308	\$7,049
MARKET Simple Average				\$3,550	\$4,937	\$861	7.65%	17.63%	\$5,308	\$7,049

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	71	\$4,161	117.21%	\$5,590	113.23%	\$6,080	123.16%	\$1,261	7.65%	16.53%	\$6,429	121.11%	\$8,203	116.38%	\$8,812	125.01%
	UA	UNREPRESENTED	A A		\$4,162	117.24%			\$6,081	123.18%	\$1,261	7.65%	16.53%	\$6,430	121.13%			\$8,813	125.03%
	Non-Corrections/Non-Mgmt Simple Average			71	\$4,162	117.23%	\$5,590	113.23%	\$6,081	123.17%	\$1,261	7.65%	16.53%	\$6,429	121.12%	\$8,203	116.38%	\$8,812	125.02%
	STATEWIDE Simple Average			71	\$4,162	117.23%	\$5,590	113.23%	\$6,081	123.17%	\$1,261	7.65%	16.53%	\$6,429	121.12%	\$8,203	116.38%	\$8,812	125.02%

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6693 EMPLOYMENT ADJUDICATOR

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	0000		No Match							
ST-ID	08828	K	UI Claims Investigator	\$2,905	\$4,486	\$879	7.65%	14.19%	\$4,419	\$6,345
ST-NV	0000	00	No Match							
ST-WA	164G	44	UI SPECIALIST 3	\$2,920	\$3,819	\$662	7.65%	9.21%	\$4,074	\$5,125
State Simple Average				\$2,913	\$4,153	\$771	7.65%	11.70%	\$4,246	\$5,735
MARKET Simple Average				\$2,913	\$4,153	\$771	7.65%	11.70%	\$4,246	\$5,735

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	103	\$3,290	112.96%	\$4,283	103.14%	\$4,791	115.37%	\$1,261	7.65%	16.53%	\$5,347	125.92%	\$6,580	114.73%	\$7,211	125.73%
	UA	UNREPRESENTED	A A		\$3,291	113.00%			\$4,791	115.37%	\$1,261	7.65%	16.53%	\$5,348	125.94%			\$7,211	125.73%
	Non-Corrections/Non-Mgmt Simple Average			103	\$3,291	112.98%	\$4,283	103.14%	\$4,791	115.37%	\$1,261	7.65%	16.53%	\$5,348	125.93%	\$6,580	114.73%	\$7,211	125.73%
	STATEWIDE Simple Average			103	\$3,291	112.98%	\$4,283	103.14%	\$4,791	115.37%	\$1,261	7.65%	16.53%	\$5,348	125.93%	\$6,580	114.73%	\$7,211	125.73%

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6698 BUSINESS & EMPLOYMENT SPEC 1

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-LANE	M003		Employment Specialist 1	\$2,945	\$4,079	\$1,776	7.65%	14.91%	\$5,385	\$6,775
County Simple Average				\$2,945	\$4,079	\$1,776	7.65%	14.91%	\$5,385	\$6,775
ST-CA	9194	A	EMPLOYMENT PROGRAM REPRESENTATIVE	\$2,873	\$3,428	\$1,116	7.65%	21.35%	\$4,822	\$5,538
ST-ID	08856	I	Workforce Consultant	\$2,300	\$3,553	\$879	7.65%	14.19%	\$3,682	\$5,208
ST-NV	12.159	26	Workforce Services Rep 1	\$2,318	\$3,363	\$785	7.65%	25.75%	\$3,877	\$5,272
ST-WA	358F	41	WORKSOURCE SPECIALIST 2	\$2,724	\$3,549	\$662	7.65%	9.21%	\$3,845	\$4,809
State Simple Average				\$2,554	\$3,473	\$861	7.65%	17.63%	\$4,056	\$5,207
MARKET Simple Average				\$2,632	\$3,594	\$1,044	7.65%	17.08%	\$4,322	\$5,520

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
		OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	46	\$2,756	104.71%	\$2,896	80.57%	\$3,974	110.56%	\$1,261	7.65%	16.53%	\$4,684	108.37%	\$4,858	88.00%	\$6,196
	UA	UNREPRESENTED	A A		\$2,756	104.71%			\$3,973	110.54%	\$1,261	7.65%	16.53%	\$4,684	108.37%			\$6,195	112.22%
	Non-Corrections/Non-Mgmt Simple Average			46	\$2,756	104.71%	\$2,896	80.57%	\$3,974	110.55%	\$1,261	7.65%	16.53%	\$4,684	108.37%	\$4,858	88.00%	\$6,196	112.24%
	STATEWIDE Simple Average			46	\$2,756	104.71%	\$2,896	80.57%	\$3,974	110.55%	\$1,261	7.65%	16.53%	\$4,684	108.37%	\$4,858	88.00%	\$6,196	112.24%

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6699 BUSINESS & EMPLOYMENT SPEC 2

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-LANE	M004		Employment Specialist 2	\$3,252	\$4,505	\$1,776	7.65%	14.91%	\$5,761	\$7,297
County Simple Average				\$3,252	\$4,505	\$1,776	7.65%	14.91%	\$5,761	\$7,297
ST-CA	9194	C	EMPLOYMENT PROGRAM REPRESENTATIVE	\$3,573	\$4,472	\$1,116	7.65%	21.35%	\$5,725	\$6,884
ST-ID	08854	J	Workforce Consultant, Senior	\$2,595	\$4,006	\$879	7.65%	14.19%	\$4,041	\$5,760
ST-NV	12.15730 A, E		Workforce Services Rep 3	\$2,725	\$4,002	\$785	7.65%	25.75%	\$4,420	\$6,124
ST-WA	358G	44	WORKSOURCE SPECIALIST 3	\$2,920	\$3,819	\$662	7.65%	9.21%	\$4,074	\$5,125
State Simple Average				\$2,953	\$4,075	\$861	7.65%	17.63%	\$4,565	\$5,973
MARKET Simple Average				\$3,013	\$4,161	\$1,044	7.65%	17.08%	\$4,804	\$6,238

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	397	\$3,001	99.61%	\$3,786	91.00%	\$4,358	104.74%	\$1,261	7.65%	16.53%	\$4,988	103.83%	\$5,963	95.60%	\$6,673	106.98%
	UA	UNREPRESENTED	A A		\$2,999	99.54%			\$4,359	104.77%	\$1,261	7.65%	16.53%	\$4,986	103.77%			\$6,674	107.00%
Non-Corrections/Non-Mgmt Simple Average				397	\$3,000	99.57%	\$3,786	91.00%	\$4,359	104.75%	\$1,261	7.65%	16.53%	\$4,987	103.80%	\$5,963	95.60%	\$6,674	106.99%
STATEWIDE Simple Average				397	\$3,000	99.57%	\$3,786	91.00%	\$4,359	104.75%	\$1,261	7.65%	16.53%	\$4,987	103.80%	\$5,963	95.60%	\$6,674	106.99%

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6701 STUDENT HUMAN SERVICE WORKER

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	0000		No Match							
ST-ID	0000		No Match							
ST-NV	0000	00	No Match							
ST-WA	0000		No Match							

State Simple Average										
MARKET Simple Average										

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A	A	\$2,043	- %	- %	\$2,756	- %	\$1,261	7.65%	16.53%	\$3,798	- %	- %	\$4,684	- %		
	UA	UNREPRESENTED	A	A	\$2,032	- %	- %	\$2,756	- %	\$1,261	7.65%	16.53%	\$3,785	- %	- %	\$4,684	- %		
	Non-Corrections/Non-Mgmt Simple Average				\$2,038	- %	- %	\$2,756	- %	\$1,261	7.65%	16.53%	\$3,792	- %	- %	\$4,684	- %		
	STATEWIDE Simple Average				\$2,038	- %	- %	\$2,756	- %	\$1,261	7.65%	16.53%	\$3,792	- %	- %	\$4,684	- %		

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6708 MENTAL HEALTH SECURITY TECH

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	8253	B	PSYCHIATRIC TECHNICIAN (SAFETY)	\$3,218	\$4,078	\$1,116	7.65%	21.35%	\$5,267	\$6,376
ST-ID	0000		No Match							
ST-NV	0000	00	No Match							
ST-WA	347J	37	PSYCHIATRIC SECURITY ATTENDANT	\$2,482	\$3,213	\$662	7.65%	9.21%	\$3,562	\$4,417
State Simple Average				\$2,850	\$3,646	\$889	7.65%	15.28%	\$4,415	\$5,396
MARKET Simple Average				\$2,850	\$3,646	\$889	7.65%	15.28%	\$4,415	\$5,396

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A		\$2,538	89.05%	\$3,607	98.94%	\$3,607	98.94%	\$1,261	7.65%	16.53%	\$4,413	99.97%	\$5,565	103.12%	\$5,741	106.38%
	OXN	SEIU LOCAL 503 OPEU-NONSTRIKE	A A	40	\$2,750	96.49%	\$3,465	95.06%	\$3,953	108.44%	\$1,261	7.65%	16.53%	\$4,676	105.93%	\$5,565	103.12%	\$6,170	114.34%
	Non-Corrections/Non-Mgmt Simple Average			40	\$2,644	92.77%	\$3,465	95.06%	\$3,780	103.69%	\$1,261	7.65%	16.53%	\$4,545	102.95%	\$5,565	103.12%	\$5,955	110.36%
	STATEWIDE Simple Average			40	\$2,644	92.77%	\$3,465	95.06%	\$3,780	103.69%	\$1,261	7.65%	16.53%	\$4,545	102.95%	\$5,565	103.12%	\$5,955	110.36%

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6710 MENTAL HEALTH THERAPY TECH

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	7425		PSYCHIATRIC TECHNICIAN ASSISTANT	\$2,502	\$3,074	\$1,116	7.65%	21.35%	\$4,343	\$5,081
ST-ID	0000		No Match							
ST-NV	0000	00	No Match							
ST-WA	347L	34	MENTAL HEALTH TECHNICIAN 1	\$2,317	\$2,994	\$662	7.65%	9.21%	\$3,370	\$4,161
State Simple Average				\$2,410	\$3,034	\$889	7.65%	15.28%	\$3,856	\$4,621
MARKET Simple Average				\$2,410	\$3,034	\$889	7.65%	15.28%	\$3,856	\$4,621

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	AMG	AFSCME-COMMUNITY PGMS (SOCP)	A A	419	\$2,553	105.96%	\$3,143	103.58%	\$3,602	118.72%	\$1,261	7.65%	16.53%	\$4,432	114.92%	\$5,164	111.75%	\$5,734	124.10%
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A		\$2,553	105.96%			\$3,601	118.69%	\$1,261	7.65%	16.53%	\$4,432	114.92%			\$5,733	124.07%
	OXN	SEIU LOCAL 503 OPEU-NONSTRIKE	A A	417	\$2,553	105.96%	\$2,855	94.11%	\$3,601	118.69%	\$1,261	7.65%	16.53%	\$4,432	114.92%	\$4,807	104.03%	\$5,733	124.07%
	UA	UNREPRESENTED	A A		\$2,553	105.96%			\$3,601	118.69%	\$1,261	7.65%	16.53%	\$4,432	114.92%			\$5,733	124.07%
	Non-Corrections/Non-Mgmt Simple Average			836	\$2,553	105.96%	\$2,999	98.85%	\$3,601	118.70%	\$1,261	7.65%	16.53%	\$4,432	114.92%	\$4,986	107.89%	\$5,733	124.08%
	STATEWIDE Simple Average			836	\$2,553	105.96%	\$2,999	98.85%	\$3,601	118.70%	\$1,261	7.65%	16.53%	\$4,432	114.92%	\$4,986	107.89%	\$5,733	124.08%

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6711 MENTAL HEALTH THERAPIST 1

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-LANE			Mental Health Specialist 2	\$3,333	\$4,618	\$1,776	7.65%	14.91%	\$5,861	\$7,435
County Simple Average				\$3,333	\$4,618	\$1,776	7.65%	14.91%	\$5,861	\$7,435
MIL-NWHCS	5.06		Mental Health Specialist	\$3,420	\$4,974	\$956	7.65%	6.15%	\$4,848	\$6,617
Purchased Simple Average				\$3,420	\$4,974	\$956	7.65%	6.15%	\$4,848	\$6,617
ST-CA	8232	B	PSYCHIATRIC TECHNICIAN	\$3,218	\$4,078	\$1,116	7.65%	21.35%	\$5,267	\$6,376
ST-ID	07779	I	Psychiatric Technician	\$2,300	\$3,553	\$879	7.65%	14.19%	\$3,682	\$5,208
ST-NV	10.356	25	Mental Health Technician 2	\$2,229	\$3,222	\$785	7.65%	25.75%	\$3,759	\$5,084
ST-WA	347M	36	MENTAL HEALTH TECHNICIAN 2	\$2,426	\$3,135	\$662	7.65%	9.21%	\$3,497	\$4,326
State Simple Average				\$2,543	\$3,497	\$861	7.65%	17.63%	\$4,051	\$5,248
MARKET Simple Average				\$2,821	\$3,930	\$1,029	7.65%	15.26%	\$4,486	\$5,841

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
		OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A		\$2,750	97.48%			\$3,953	100.59%	\$1,261	7.65%	16.53%	\$4,676	104.25%			\$6,170
	OXN	SEIU LOCAL 503 OPEU-NONSTRIKE	A A	94	\$2,750	97.48%	\$3,543	90.16%	\$3,953	100.59%	\$1,261	7.65%	16.53%	\$4,676	104.25%	\$5,662	96.93%	\$6,170	105.64%
	UA	UNREPRESENTED	A A		\$2,750	97.48%			\$3,956	100.66%	\$1,261	7.65%	16.53%	\$4,676	104.25%			\$6,174	105.70%
	Non-Corrections/Non-Mgmt Simple Average			94	\$2,750	97.48%	\$3,543	90.16%	\$3,954	100.61%	\$1,261	7.65%	16.53%	\$4,676	104.25%	\$5,662	96.93%	\$6,171	105.66%
	STATEWIDE Simple Average			94	\$2,750	97.48%	\$3,543	90.16%	\$3,954	100.61%	\$1,261	7.65%	16.53%	\$4,676	104.25%	\$5,662	96.93%	\$6,171	105.66%

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6712 MENTAL HEALTH THERAPIST 2

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-LANE	B013		Mental Health Specialist, Senior	\$3,676	\$5,094	\$1,776	7.65%	14.91%	\$6,282	\$8,020
County Simple Average				\$3,676	\$5,094	\$1,776	7.65%	14.91%	\$6,282	\$8,020
ST-CA	0000		No Match							
ST-ID	07776	J	Psychiatric Treatment Coordinator	\$2,595	\$4,006	\$879	7.65%	14.19%	\$4,041	\$5,760
ST-NV	10.346	27	Mental Health Technician 3	\$2,412	\$3,515	\$785	7.65%	25.75%	\$4,002	\$5,474
ST-WA	347N	39	MENTAL HEALTH TECHNICIAN 3	\$2,598	\$3,377	\$662	7.65%	9.21%	\$3,698	\$4,608
State Simple Average				\$2,535	\$3,633	\$775	7.65%	16.38%	\$3,914	\$5,281
MARKET Simple Average				\$2,820	\$3,998	\$1,026	7.65%	16.02%	\$4,506	\$5,965

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A		\$2,994	106.16%			\$4,334	108.41%	\$1,261	7.65%	16.53%	\$4,979	110.51%			\$6,643	111.36%
	OXN	SEIU LOCAL 503 OPEU-NONSTRIKE	A A	211	\$2,994	106.16%	\$3,676	91.93%	\$4,349	108.78%	\$1,261	7.65%	16.53%	\$4,979	110.51%	\$5,826	97.66%	\$6,662	111.68%
Non-Corrections/Non-Mgmt Simple Average				211	\$2,994	106.16%	\$3,676	91.93%	\$4,342	108.59%	\$1,261	7.65%	16.53%	\$4,979	110.51%	\$5,826	97.66%	\$6,653	111.52%
STATEWIDE Simple Average				211	\$2,994	106.16%	\$3,676	91.93%	\$4,342	108.59%	\$1,261	7.65%	16.53%	\$4,979	110.51%	\$5,826	97.66%	\$6,653	111.52%

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6715 MENTAL HEALTH THERAPIST SUPV

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max

EXCLUDED-N 0000 No Budgeted Positions

Exclude Simple Average										
MARKET Simple Average				Excluded					Excluded	

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
		MMS	MGT SVC SUPERVISORY	A	A	\$3,389	- %	- %	\$4,742	- %	\$1,261	7.65%	16.53%	\$5,470	- %	- %	\$7,150	- %	
	Management Simple Average				\$3,389	- %	- %	\$4,742	- %	\$1,261	7.65%	16.53%	\$5,470	- %	- %	\$7,150	- %		
	STATEWIDE Simple Average				\$3,389	- %	- %	\$4,742	- %	\$1,261	7.65%	16.53%	\$5,470	- %	- %	\$7,150	- %		

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6717 MTL HLTH THERAPY SHIFT COORD

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	8231	B	SENIOR PSYCHIATRIC TECHNICIAN	\$3,628	\$4,626	\$1,116	7.65%	21.35%	\$5,796	\$7,083
ST-ID	0000		No Match							
ST-NV	10.338	29	Mental Health Technician 4	\$2,619	\$3,830	\$785	7.65%	25.75%	\$4,279	\$5,894
ST-WA	347P	45	MENTAL HEALTH TECHNICIAN 5	\$2,994	\$3,918	\$662	7.65%	9.21%	\$4,161	\$5,241
State Simple Average				\$3,080	\$4,125	\$854	7.65%	18.77%	\$4,745	\$6,073
MARKET Simple Average				\$3,080	\$4,125	\$854	7.65%	18.77%	\$4,745	\$6,073

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max			Insurance		SS		Retire		SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A	A	\$2,772	89.99%			\$3,995	96.86%	\$1,261	7.65%	16.53%	\$4,704	99.13%			\$6,222	102.47%				
	OXN	SEIU LOCAL 503 OPEU-NONSTRIKE	B	A	\$2,772	89.99%			\$3,995	96.86%	\$1,261	7.65%	16.53%	\$4,704	99.13%			\$6,222	102.47%				
	Non-Corrections/Non-Mgmt Simple Average				\$2,772	89.99%			\$3,995	96.86%	\$1,261	7.65%	16.53%	\$4,704	99.13%		- %	\$6,222	102.47%				
	STATEWIDE Simple Average				\$2,772	89.99%			\$3,995	96.86%	\$1,261	7.65%	16.53%	\$4,704	99.13%		- %	\$6,222	102.47%				

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6718 MENTAL HEALTH THERAPY COORD

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS		
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max	
CO-LANE	B070		MHO Care Coordination Specialist	\$3,676	\$5,094	\$1,776	7.65%	14.91%	\$6,282	\$8,020	
County Simple Average				Insufficient Market Data						Insufficient Market Data	
ST-CA	0000		No Match								
ST-ID	0000		No Match								
ST-NV	0000	00	No Match								
ST-WA	0000		No Match								
State Simple Average				Insufficient Market Data						Insufficient Market Data	
MARKET Simple Average				Insufficient Market Data						Insufficient Market Data	

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min	Emp Avg to SR Max	SR Max to SR Max	Insurance	SS	Retire	SR Min to SR Min	Emp Avg to SR Max	POLICY POINT SR Max to SR Max
		OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A		\$3,022 - %	- %	\$4,396 - %	\$1,261	7.65%	16.53%	\$5,014 - %	- %
	OXN	SEIU LOCAL 503 OPEU-NONSTRIKE	B A	12	\$3,022 - %	\$4,299 - %	\$4,396 - %	\$1,261	7.65%	16.53%	\$5,014 - %	\$6,600 - %	\$6,720 - %
	Non-Corrections/Non-Mgmt Simple Average			12	\$3,022 - %	\$4,299 - %	\$4,396 - %	\$1,261	7.65%	16.53%	\$5,014 - %	\$6,600 - %	\$6,720 - %
	STATEWIDE Simple Average			12	\$3,022 - %	\$4,299 - %	\$4,396 - %	\$1,261	7.65%	16.53%	\$5,014 - %	\$6,600 - %	\$6,720 - %

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6720 PSYCHIATRIC SOCIAL WORKER

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
MIL-NWHCS	5.05		Mental Health Practitioner	\$4,442	\$6,655	\$956	7.65%	6.15%	\$6,011	\$8,529
Purchased Simple Average				\$4,442	\$6,655	\$956	7.65%	6.15%	\$6,011	\$8,529
ST-CA	9870		PSYCHIATRIC SOCIAL WORKER	\$3,607	\$4,722	\$1,116	7.65%	21.35%	\$5,769	\$7,207
ST-ID	0000		No Match							
ST-NV	10.144	37	Clinical Social Worker 2	\$3,670	\$5,469	\$785	7.65%	25.75%	\$5,681	\$8,081
ST-WA	352J	46	PSYCHIATRIC SOCIAL WORKER 2	\$3,063	\$4,014	\$662	7.65%	9.21%	\$4,241	\$5,353
State Simple Average				\$3,447	\$4,735	\$854	7.65%	18.77%	\$5,230	\$6,880
MARKET Simple Average				\$3,695	\$5,215	\$880	7.65%	15.62%	\$5,425	\$7,292

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%		
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	65	\$4,161	112.60%	\$5,106	97.91%	\$6,080	116.59%	\$1,261	7.65%	16.53%	\$6,429	118.49%	\$7,602	104.25%	\$8,812	120.83%
	OXN	SEIU LOCAL 503 OPEU-NONSTRIKE	A A		\$4,557	123.32%			\$6,629	127.12%	\$1,261	7.65%	16.53%	\$6,920	127.55%			\$9,493	130.18%
	UA	UNREPRESENTED	A A		\$4,162	112.63%			\$6,081	116.61%	\$1,261	7.65%	16.53%	\$6,430	118.51%			\$8,813	120.85%
	Non-Corrections/Non-Mgmt Simple Average			65	\$4,293	116.18%	\$5,106	97.91%	\$6,263	120.10%	\$1,261	7.65%	16.53%	\$6,593	121.52%	\$7,602	104.25%	\$9,039	123.95%
	STATEWIDE Simple Average			65	\$4,293	116.18%	\$5,106	97.91%	\$6,263	120.10%	\$1,261	7.65%	16.53%	\$6,593	121.52%	\$7,602	104.25%	\$9,039	123.95%

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6720-W PSYCHIATRIC SOCIAL WORKER

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
MIL-NWHCS	5.05		Mental Health Practitioner	\$4,442	\$6,655	\$956	7.65%	6.15%	\$6,011	\$8,529
Purchased Simple Average				\$4,442	\$6,655	\$956	7.65%	6.15%	\$6,011	\$8,529
ST-CA	0000		No Match							
ST-CA	9870		PSYCHIATRIC SOCIAL WORKER	\$3,607	\$4,722	\$1,116	7.65%	21.35%	\$5,769	\$7,207
ST-ID	0000		No Match							
ST-NV	10.144	37	Clinical Social Worker 2	\$3,670	\$5,469	\$785	7.65%	25.75%	\$5,681	\$8,081
ST-WA	352J	46	PSYCHIATRIC SOCIAL WORKER 2	\$3,063	\$4,014	\$662	7.65%	9.21%	\$4,241	\$5,353
State Simple Average				\$3,447	\$4,735	\$854	7.65%	18.77%	\$5,230	\$6,880
MARKET Simple Average				\$3,695	\$5,215	\$880	7.65%	15.62%	\$5,425	\$7,292

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
	AAON	AFSCME-DOC NON-SECURITY	W A	38	\$4,575	123.80%	\$4,990	95.68%	\$6,665	127.81%	\$1,261	7.65%	16.53%	\$6,943	127.97%	\$7,458	102.27%	\$9,538	130.79%
Corrections Simple Average				38	\$4,575	123.80%	\$4,990	95.68%	\$6,665	127.81%	\$1,261	7.65%	16.53%	\$6,943	127.97%	\$7,458	102.27%	\$9,538	130.79%
STATEWIDE Simple Average				38	\$4,575	123.80%	\$4,990	95.68%	\$6,665	127.81%	\$1,261	7.65%	16.53%	\$6,943	127.97%	\$7,458	102.27%	\$9,538	130.79%

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6725 HABILITATIVE TRAINING TECH 1

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	0000		No Match							
ST-ID	0000		No Match							
ST-NV	0000	00	No Match							
ST-WA	345F	32	ATTENDANT COUNSELOR 1	\$2,212	\$2,855	\$662	7.65%	9.21%	\$3,247	\$3,998
State Simple Average				Insufficient Market Data					Insufficient Market Data	
MARKET Simple Average				Insufficient Market Data					Insufficient Market Data	

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max			Insurance		SS		Retire		SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
	AMG	AFSCME-COMMUNITY PGMS (SOCP)	A A		\$2,273	- %	- %	\$3,139	- %	\$1,261	7.65%	16.53%	\$4,084	- %	- %	\$5,159	- %						
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A		\$2,316	- %	- %	\$3,191	- %	\$1,261	7.65%	16.53%	\$4,137	- %	- %	\$5,224	- %						
	OXN	SEIU LOCAL 503 OPEU-NONSTRIKE	A A		\$2,502	- %	- %	\$3,519	- %	\$1,261	7.65%	16.53%	\$4,368	- %	- %	\$5,631	- %						
	Non-Corrections/Non-Mgmt Simple Average				\$2,364	- %	- %	\$3,283	- %	\$1,261	7.65%	16.53%	\$4,197	- %	- %	\$5,338	- %						
	STATEWIDE Simple Average				\$2,364	- %	- %	\$3,283	- %	\$1,261	7.65%	16.53%	\$4,197	- %	- %	\$5,338	- %						

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6726 HABILITATIVE TRAINING TECH 2

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	0000		No Match							
ST-ID	07798	H	Developmental Disabilities Technician, SWITC	\$1,969	\$3,041	\$879	7.65%	14.19%	\$3,278	\$4,585
ST-NV	10.347	27	Developmental Support Tech 3	\$2,412	\$3,515	\$785	7.65%	25.75%	\$4,002	\$5,474
ST-WA	345G	34	ATTENDANT COUNSELOR 2	\$2,317	\$2,994	\$662	7.65%	9.21%	\$3,370	\$4,161
State Simple Average				\$2,233	\$3,183	\$775	7.65%	16.38%	\$3,550	\$4,740
MARKET Simple Average				\$2,233	\$3,183	\$775	7.65%	16.38%	\$3,550	\$4,740

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
AMG	AFSCME-COMMUNITY PGMS (SOCP)	A A	45	\$2,455	109.96%	\$3,228	101.40%	\$3,451	108.41%	\$1,261	7.65%	16.53%	\$4,310	121.41%	\$5,270	111.19%	\$5,547	117.03%	
OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A		\$2,360	105.71%			\$3,290	103.35%	\$1,261	7.65%	16.53%	\$4,192	118.08%			\$5,347	112.81%	
OXN	SEIU LOCAL 503 OPEU-NONSTRIKE	A A		\$2,553	114.35%			\$3,601	113.12%	\$1,261	7.65%	16.53%	\$4,432	124.83%			\$5,733	120.96%	
UA	UNREPRESENTED	A A		\$2,359	105.66%			\$3,291	103.38%	\$1,261	7.65%	16.53%	\$4,191	118.05%			\$5,348	112.84%	
Non-Corrections/Non-Mgmt Simple Average				45	\$2,432	108.92%	\$3,228	101.40%	\$3,408	107.07%	\$1,261	7.65%	16.53%	\$4,281	120.59%	\$5,270	111.19%	\$5,494	115.91%
STATEWIDE Simple Average				45	\$2,432	108.92%	\$3,228	101.40%	\$3,408	107.07%	\$1,261	7.65%	16.53%	\$4,281	120.59%	\$5,270	111.19%	\$5,494	115.91%

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6727 HABILITATIVE TRAINING TECH 3

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	8247		DEVELOPMENTAL SPECIALIST	\$2,569	\$4,556	\$1,116	7.65%	21.35%	\$4,430	\$6,993
ST-ID	07797	1	Developmental Disabilities Technician, Lead, SWITC	\$2,300	\$3,553	\$879	7.65%	14.19%	\$3,682	\$5,208
ST-NV	10.339	29	Developmental Support Tech 4	\$2,619	\$3,830	\$785	7.65%	25.75%	\$4,279	\$5,894
ST-WA	345H	37	ATTENDANT COUNSELOR 3	\$2,482	\$3,213	\$662	7.65%	9.21%	\$3,562	\$4,417
State Simple Average				\$2,492	\$3,788	\$861	7.65%	17.63%	\$3,988	\$5,628
MARKET Simple Average				\$2,492	\$3,788	\$861	7.65%	17.63%	\$3,988	\$5,628

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max			Insurance		SS		Retire		SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A	A	\$2,538	101.83%			\$3,607	95.23%			\$1,261	7.65%	16.53%	\$4,413	110.66%			\$5,741	102.00%		
	OXN	SEIU LOCAL 503 OPEU-NONSTRIKE	A	A	\$2,750	110.33%			\$3,953	104.36%			\$1,261	7.65%	16.53%	\$4,676	117.26%			\$6,170	109.64%		
	UA	UNREPRESENTED	A	A	\$2,539	101.87%			\$3,609	95.28%			\$1,261	7.65%	16.53%	\$4,414	110.69%			\$5,743	102.05%		
Non-Corrections/Non-Mgmt Simple Average					\$2,609	104.68%			\$3,723	98.29%			\$1,261	7.65%	16.53%	\$4,501	112.87%		- %	\$5,885	104.56%		
STATEWIDE Simple Average					\$2,609	104.68%			\$3,723	98.29%			\$1,261	7.65%	16.53%	\$4,501	112.87%		- %	\$5,885	104.56%		

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6750 GROUP LIFE COORDINATOR 1

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-WASH			JUVENILE COUNSELOR I	\$4,021	\$4,888	\$1,177	7.65%	22.22%	\$6,399	\$7,525
County Simple Average				\$4,021	\$4,888	\$1,177	7.65%	22.22%	\$6,399	\$7,525
ST-CA	0000		No Match							
ST-ID	0000		No Match							
ST-NV	12.541	29	Group Supervisor 1	\$2,619	\$3,830	\$785	7.65%	25.75%	\$4,279	\$5,894
ST-WA	0000		No Match							
State Simple Average				\$2,619	\$3,830	\$785	7.65%	25.75%	\$4,279	\$5,894
MARKET Simple Average				\$3,320	\$4,359	\$981	7.65%	23.99%	\$5,339	\$6,709

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%		
	AU	AFSCME-MILITARY	A A	2	\$2,435	73.34%	\$2,535	58.16%	\$3,450	79.15%	\$1,261	7.65%	16.53%	\$4,285	80.26%	\$4,409	65.72%	\$5,546	82.65%
	OXN	SEIU LOCAL 503 OPEU-NONSTRIKE	A A		\$2,553	76.90%			\$3,601	82.61%	\$1,261	7.65%	16.53%	\$4,432	83.01%			\$5,733	85.45%
	Non-Corrections/Non-Mgmt Simple Average			2	\$2,494	75.12%	\$2,535	58.16%	\$3,526	80.88%	\$1,261	7.65%	16.53%	\$4,358	81.64%	\$4,409	65.72%	\$5,639	84.05%
	STATEWIDE Simple Average			2	\$2,494	75.12%	\$2,535	58.16%	\$3,526	80.88%	\$1,261	7.65%	16.53%	\$4,358	81.64%	\$4,409	65.72%	\$5,639	84.05%

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6751 GROUP LIFE COORDINATOR 2

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-WASH			JUVENILE COUNSELOR II	\$4,666	\$5,671	\$1,177	7.65%	22.22%	\$7,237	\$8,542
County Simple Average				\$4,666	\$5,671	\$1,177	7.65%	22.22%	\$7,237	\$8,542
ST-CA	0000		No Match							
ST-ID	0000		No Match							
ST-NV	12.538	31	Group Supervisor 2	\$2,845	\$4,181	\$785	7.65%	25.75%	\$4,580	\$6,363
ST-WA	385P	37	JUVENILE REHABILITATION SECURITY OFR 1	\$2,482	\$3,213	\$662	7.65%	9.21%	\$3,562	\$4,417
State Simple Average				\$2,663	\$3,697	\$724	7.65%	17.48%	\$4,071	\$5,390
MARKET Simple Average				\$3,331	\$4,355	\$875	7.65%	19.06%	\$5,127	\$6,441

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
	AU	AFSCME-MILITARY	A A	14	\$2,874	86.28%	\$3,308	75.94%	\$4,162	95.56%	\$1,261	7.65%	16.53%	\$4,830	94.22%	\$5,369	83.36%	\$6,430	99.83%
OXN	SEIU LOCAL 503 OPEU-NONSTRIKE	A A	432	\$2,994	89.88%	\$3,801	87.28%	\$4,349	99.86%	\$1,261	7.65%	16.53%	\$4,979	97.13%	\$5,982	92.87%	\$6,662	103.44%	
UA	UNREPRESENTED	A A		\$2,756	82.74%			\$3,973	91.22%	\$1,261	7.65%	16.53%	\$4,684	91.36%			\$6,195	96.19%	
Non-Corrections/Non-Mgmt Simple Average				446	\$2,875	86.30%	\$3,554	81.61%	\$4,161	95.55%	\$1,261	7.65%	16.53%	\$4,831	94.24%	\$5,675	88.11%	\$6,429	99.82%
STATEWIDE Simple Average				446	\$2,875	86.30%	\$3,554	81.61%	\$4,161	95.55%	\$1,261	7.65%	16.53%	\$4,831	94.24%	\$5,675	88.11%	\$6,429	99.82%

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6752 GROUP LIFE COORDINATOR 3

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-WASH			JUVENILE COUNSELOR, SENIOR	\$5,150	\$6,259	\$1,177	7.65%	22.22%	\$7,865	\$9,305
County Simple Average				\$5,150	\$6,259	\$1,177	7.65%	22.22%	\$7,865	\$9,305
ST-CA	9579	C	YOUTH CORRECTIONAL OFFICER	\$4,814	\$6,085	\$1,116	7.65%	21.35%	\$7,326	\$8,965
ST-ID	09444	N	Youth Programs Manager, DJC	\$4,098	\$6,326	\$879	7.65%	14.19%	\$5,872	\$8,587
ST-NV	12.535	34	Group Supervisor 4	\$3,222	\$4,778	\$785	7.65%	25.75%	\$5,084	\$7,159
ST-WA	385Q	40	JUVENILE REHABILITATION SECURITY OFR 2	\$2,663	\$3,459	\$662	7.65%	9.21%	\$3,774	\$4,704
State Simple Average				\$3,699	\$5,162	\$861	7.65%	17.63%	\$5,514	\$7,354
MARKET Simple Average				\$3,989	\$5,381	\$924	7.65%	18.54%	\$5,984	\$7,744

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%		
	AU	AFSCME-MILITARY	A A	6	\$3,139	78.68%	\$3,827	71.11%	\$4,571	84.94%	\$1,261	7.65%	16.53%	\$5,159	86.22%	\$6,014	77.66%	\$6,938	89.59%
	OXN	SEIU LOCAL 503 OPEU-NONSTRIKE	A A		\$3,284	82.32%			\$4,774	88.71%	\$1,261	7.65%	16.53%	\$5,339	89.23%			\$7,190	92.84%
	Non-Corrections/Non-Mgmt Simple Average			6	\$3,212	80.50%	\$3,827	71.11%	\$4,673	86.83%	\$1,261	7.65%	16.53%	\$5,249	87.72%	\$6,014	77.66%	\$7,064	91.21%
	STATEWIDE Simple Average			6	\$3,212	80.50%	\$3,827	71.11%	\$4,673	86.83%	\$1,261	7.65%	16.53%	\$5,249	87.72%	\$6,014	77.66%	\$7,064	91.21%

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6754 GROUP LIFE SUPERVISOR

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-WASH			JUVENILE SERVICES SUPERVISOR	\$5,972	\$7,256	\$1,177	7.65%	22.22%	\$8,933	\$10,600
County Simple Average				\$5,972	\$7,256	\$1,177	7.65%	22.22%	\$8,933	\$10,600
ST-CA	0000		No Match							
ST-ID	0000		No Match							
ST-NV	12.534	36	Asst Head Group Supervisor	\$3,515	\$5,227	\$785	7.65%	25.75%	\$5,474	\$7,758
ST-WA	355K	49	JUVENILE REHABILITATION SUPERVISOR	\$3,293	\$4,322	\$662	7.65%	9.21%	\$4,510	\$5,713
State Simple Average				\$3,404	\$4,774	\$724	7.65%	17.48%	\$4,992	\$6,735
MARKET Simple Average				\$4,260	\$5,602	\$875	7.65%	19.06%	\$6,306	\$8,024

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
	MMS	MGT SVC SUPERVISORY	A A	5	\$3,717	87.25%	\$4,313	76.99%	\$5,231	93.38%	\$1,261	7.65%	16.53%	\$5,877	93.21%	\$6,617	82.47%	\$7,757	96.68%
Management Simple Average				5	\$3,717	87.25%	\$4,313	76.99%	\$5,231	93.38%	\$1,261	7.65%	16.53%	\$5,877	93.21%	\$6,617	82.47%	\$7,757	96.68%
STATEWIDE Simple Average				5	\$3,717	87.25%	\$4,313	76.99%	\$5,231	93.38%	\$1,261	7.65%	16.53%	\$5,877	93.21%	\$6,617	82.47%	\$7,757	96.68%

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6755 YOUTH CORRECTIONS UNIT COORD

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS		
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max	
EXCLUDED-N	0000		No Budgeted Positions								
Exclude Simple Average				Insufficient Market Data					Insufficient Market Data		
MARKET Simple Average				Excluded					Excluded		

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
		OXN	SEIU LOCAL 503 OPEU-NONSTRIKE	A A	28	\$3,601	- %	\$5,068	- %	\$5,245	- %	\$1,261	7.65%	16.53%	\$5,733	- %	\$7,554	- %	\$7,775
	UA	UNREPRESENTED	A A		\$3,601	- %		- %	\$5,245	- %	\$1,261	7.65%	16.53%	\$5,733	- %		- %	\$7,775	- %
	Non-Corrections/Non-Mgmt Simple Average			28	\$3,601	- %	\$5,068	- %	\$5,245	- %	\$1,261	7.65%	16.53%	\$5,733	- %	\$7,554	- %	\$7,775	- %
	STATEWIDE Simple Average			28	\$3,601	- %	\$5,068	- %	\$5,245	- %	\$1,261	7.65%	16.53%	\$5,733	- %	\$7,554	- %	\$7,775	- %

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6766 DORMITORY COUNSELOR ENTRY

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max

EXCLUDED-N 0000 No Budgeted Positions

Exclude Simple Average										
MARKET Simple Average				Excluded						Excluded

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
		OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A	A	\$2,110	- %	- %	\$2,873	- %	\$1,261	7.65%	16.53%	\$3,882	- %	- %	\$4,829	- %	
	Non-Corrections/Non-Mgmt Simple Average				\$2,110	- %	- %	\$2,873	- %	\$1,261	7.65%	16.53%	\$3,882	- %	- %	\$4,829	- %		
	STATEWIDE Simple Average				\$2,110	- %	- %	\$2,873	- %	\$1,261	7.65%	16.53%	\$3,882	- %	- %	\$4,829	- %		

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6767 DORMITORY COUNSELOR 1

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	9663	A	NIGHT ATTENDANT, SCHOOL FOR THE DEAF	\$2,348	\$2,942	\$1,116	7.65%	21.35%	\$4,145	\$4,911
ST-ID	07762	H	Cottage Supervisor, Assistant	\$1,969	\$3,041	\$879	7.65%	14.19%	\$3,278	\$4,585
ST-NV	0000	00	No Match							
ST-WA	0000		No Match							
State Simple Average				\$2,159	\$2,992	\$997	7.65%	17.77%	\$3,711	\$4,748
MARKET Simple Average				\$2,159	\$2,992	\$997	7.65%	17.77%	\$3,711	\$4,748

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%		
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	6	\$2,435	112.81%	\$2,858	95.52%	\$3,450	115.32%	\$1,261	7.65%	16.53%	\$4,285	115.46%	\$4,810	101.31%	\$5,546	116.81%
	UA	UNREPRESENTED	A A		\$2,433	112.72%			\$3,450	115.32%	\$1,261	7.65%	16.53%	\$4,283	115.39%			\$5,546	116.81%
	Non-Corrections/Non-Mgmt Simple Average			6	\$2,434	112.76%	\$2,858	95.52%	\$3,450	115.32%	\$1,261	7.65%	16.53%	\$4,284	115.43%	\$4,810	101.31%	\$5,546	116.81%
	STATEWIDE Simple Average			6	\$2,434	112.76%	\$2,858	95.52%	\$3,450	115.32%	\$1,261	7.65%	16.53%	\$4,284	115.43%	\$4,810	101.31%	\$5,546	116.81%

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6768 DORMITORY COUNSELOR 2

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	9713	C	COUNSELOR, SCHOOL FOR THE BLIND	\$3,199	\$4,004	\$1,116	7.65%	21.35%	\$5,242	\$6,281
ST-ID	07761	J	Cottage Supervisor	\$2,595	\$4,006	\$879	7.65%	14.19%	\$4,041	\$5,760
ST-NV	0000	00	No Match							
ST-WA	257J	37	RESIDENTIAL/STUDENT LIFE COUNSELOR	\$2,482	\$3,213	\$662	7.65%	9.21%	\$3,562	\$4,417
State Simple Average				\$2,759	\$3,741	\$886	7.65%	14.92%	\$4,282	\$5,486
MARKET Simple Average				\$2,759	\$3,741	\$886	7.65%	14.92%	\$4,282	\$5,486

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	11	\$2,873	104.15%	\$3,578	95.65%	\$4,161	111.23%	\$1,261	7.65%	16.53%	\$4,829	112.78%	\$5,705	104.00%	\$6,429	117.19%
	Non-Corrections/Non-Mgmt Simple Average			11	\$2,873	104.15%	\$3,578	95.65%	\$4,161	111.23%	\$1,261	7.65%	16.53%	\$4,829	112.78%	\$5,705	104.00%	\$6,429	117.19%
	STATEWIDE Simple Average			11	\$2,873	104.15%	\$3,578	95.65%	\$4,161	111.23%	\$1,261	7.65%	16.53%	\$4,829	112.78%	\$5,705	104.00%	\$6,429	117.19%

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6769 DORMITORY COUNSELOR SUPERVISOR

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	9714	A	SUPERVISING COUNSELOR, SCHOOL FOR THE BLIND	\$3,497	\$4,331	\$1,116	7.65%	21.35%	\$5,627	\$6,703
ST-ID	0000		No Match							
ST-NV	0000	00	No Match							
ST-WA	257L	42	STUDENT LIFE DEAN	\$2,789	\$3,631	\$662	7.65%	9.21%	\$3,921	\$4,905
State Simple Average				\$3,143	\$3,981	\$889	7.65%	15.28%	\$4,774	\$5,804
MARKET Simple Average				\$3,143	\$3,981	\$889	7.65%	15.28%	\$4,774	\$5,804

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%		
	MMS	MGT SVC SUPERVISORY	A A	2	\$3,717	118.26%	\$4,861	122.09%	\$5,231	131.40%	\$1,261	7.65%	16.53%	\$5,877	123.11%	\$7,297	125.73%	\$7,757	133.66%
	Management Simple Average			2	\$3,717	118.26%	\$4,861	122.09%	\$5,231	131.40%	\$1,261	7.65%	16.53%	\$5,877	123.11%	\$7,297	125.73%	\$7,757	133.66%
	STATEWIDE Simple Average			2	\$3,717	118.26%	\$4,861	122.09%	\$5,231	131.40%	\$1,261	7.65%	16.53%	\$5,877	123.11%	\$7,297	125.73%	\$7,757	133.66%

6775 CORRECTIONAL OFFICER

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
EXCLUDED-Ir	0000		Interest Arbitration							

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min	Emp Avg to SR Max	SR Max to SR Max	Insurance	SS	Retire	SR Min to SR Min	Emp Avg to SR Max	POLICY POINT SR Max to SR Max
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6776 CORRECTIONAL CORPORAL

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
EXCLUDED-Ir	0000		Interest Arbitration							

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min	Emp Avg to SR Max	SR Max to SR Max	Insurance	SS	Retire	SR Min to SR Min	Emp Avg to SR Max	POLICY POINT SR Max to SR Max
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6777 CORRECTIONAL SERGEANT

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
EXCLUDED-Ir	0000		Interest Arbitration							

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min	Emp Avg to SR Max	SR Max to SR Max	Insurance	SS	Retire	SR Min to SR Min	Emp Avg to SR Max	POLICY POINT SR Max to SR Max
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6779 CORRECTIONAL LIEUTENANT

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	9656		CORRECTIONAL LIEUTENANT	\$6,389	\$8,072	\$1,116	7.65%	21.35%	\$9,357	\$11,528
ST-ID	09201	M	Correctional Manager 1	\$3,708	\$5,726	\$879	7.65%	14.19%	\$5,396	\$7,855
ST-NV	13.310	39	Correctional Lieutenant	\$4,002	\$5,991	\$785	7.65%	25.75%	\$6,124	\$8,777
ST-WA	0000		No Match							
State Simple Average				\$4,700	\$6,596	\$927	7.65%	20.43%	\$6,959	\$9,387
MARKET Simple Average				\$4,700	\$6,596	\$927	7.65%	20.43%	\$6,959	\$9,387

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	MMN	MGT SVC NON-SUPV	A A	5	\$4,518	96.14%	\$5,890	89.29%	\$6,351	96.28%	\$1,261	7.65%	16.53%	\$6,872	98.74%	\$8,576	91.36%	\$9,148	97.46%
	MMS	MGT SVC SUPERVISORY	A A	100	\$4,518	96.14%	\$5,921	89.76%	\$6,351	96.28%	\$1,261	7.65%	16.53%	\$6,872	98.74%	\$8,614	91.77%	\$9,148	97.46%
	Management Simple Average			105	\$4,518	96.14%	\$5,905	89.53%	\$6,351	96.28%	\$1,261	7.65%	16.53%	\$6,872	98.74%	\$8,595	91.56%	\$9,148	97.46%
	STATEWIDE Simple Average			105	\$4,518	96.14%	\$5,905	89.53%	\$6,351	96.28%	\$1,261	7.65%	16.53%	\$6,872	98.74%	\$8,595	91.56%	\$9,148	97.46%

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6780 CORRECTIONAL CAPTAIN

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	0000		No Match							
ST-ID	09202	N	Correctional Manager 2	\$4,098	\$6,326	\$879	7.65%	14.19%	\$5,872	\$8,587
ST-NV	13.309	41	Correctional Captain	\$4,371	\$6,567	\$785	7.65%	25.75%	\$6,616	\$9,545
ST-WA	0000		No Match							
State Simple Average				\$4,234	\$6,446	\$832	7.65%	19.97%	\$6,244	\$9,066
MARKET Simple Average				\$4,234	\$6,446	\$832	7.65%	19.97%	\$6,244	\$9,066

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
	MMS	MGT SVC SUPERVISORY	A A	44	\$5,492	129.71%	\$6,816	105.73%	\$7,701	119.46%	\$1,261	7.65%	16.53%	\$8,081	129.43%	\$9,725	107.27%	\$10,825	119.39%
Management Simple Average			44	\$5,492	129.71%	\$6,816	105.73%	\$7,701	119.46%	\$1,261	7.65%	16.53%	\$8,081	129.43%	\$9,725	107.27%	\$10,825	119.39%	
STATEWIDE Simple Average			44	\$5,492	129.71%	\$6,816	105.73%	\$7,701	119.46%	\$1,261	7.65%	16.53%	\$8,081	129.43%	\$9,725	107.27%	\$10,825	119.39%	

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6781 CORRECTIONAL COUNSELOR/ENTRY

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max

EXCLUDED-N 0000 No Budgeted Positions

Exclude Simple Average										
MARKET Simple Average				Excluded					Excluded	

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
		AAON	AFSCME-DOC NON-SECURITY	A	A	\$3,321	- %	- %	\$4,575	- %	\$1,261	7.65%	16.53%	\$5,385	- %	- %	\$6,943	- %	
	Corrections Simple Average				\$3,321	- %	- %	\$4,575	- %	\$1,261	7.65%	16.53%	\$5,385	- %	- %	\$6,943	- %		
	STATEWIDE Simple Average				\$3,321	- %	- %	\$4,575	- %	\$1,261	7.65%	16.53%	\$5,385	- %	- %	\$6,943	- %		

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6783 CORRECTIONAL COUNSELOR

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-CLACK			Corrections Counselor	\$3,700	\$4,662	\$1,266	7.65%	16.43%	\$5,857	\$7,051
CO-LANE			Correctional Services Technician	\$2,945	\$4,079	\$1,776	7.65%	14.91%	\$5,385	\$6,775
CO-MALHEUF			Probation Officer	\$3,277	\$4,335	\$1,144	7.65%	11.53%	\$5,049	\$6,310
CO-MULT			Corrections Counselor	\$4,353	\$5,357	\$1,369	7.65%	15.87%	\$6,746	\$7,986
County Simple Average				\$3,569	\$4,608	\$1,389	7.65%	14.69%	\$5,759	\$7,031
ST-CA	9901	A	CORRECTIONAL COUNSELOR II (SPECIALIST)	\$6,686	\$8,446	\$1,116	7.65%	21.35%	\$9,741	\$12,011
ST-ID	0000		No Match							
ST-NV	12.565	36	Correctional Case Work Spec 1	\$3,515	\$5,227	\$785	7.65%	25.75%	\$5,474	\$7,758
ST-WA	354G	45	CLASSIFICATION COUNSELOR 2	\$2,994	\$3,918	\$662	7.65%	9.21%	\$4,161	\$5,241
State Simple Average				\$4,398	\$5,864	\$854	7.65%	18.77%	\$6,458	\$8,337
MARKET Simple Average				\$3,924	\$5,146	\$1,160	7.65%	16.44%	\$6,059	\$7,590

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	AAON	AFSCME-DOC NON-SECURITY	A A	100	\$4,361	111.13%	\$5,551	107.86%	\$6,063	117.81%	\$1,261	7.65%	16.53%	\$6,677	110.20%	\$8,154	107.43%	\$8,790	115.81%
	Corrections Simple Average			100	\$4,361	111.13%	\$5,551	107.86%	\$6,063	117.81%	\$1,261	7.65%	16.53%	\$6,677	110.20%	\$8,154	107.43%	\$8,790	115.81%
	STATEWIDE Simple Average			100	\$4,361	111.13%	\$5,551	107.86%	\$6,063	117.81%	\$1,261	7.65%	16.53%	\$6,677	110.20%	\$8,154	107.43%	\$8,790	115.81%

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6786 CORRECTIONAL COUNSELOR SUPV

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS		
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max	
ST-CA	0000		No Match								
ST-ID	0000		No Match								
ST-NV	0000	00	No Match								
ST-WA	354I	47	CLASSIFICATION COUNSELOR 3	\$3,135	\$4,114	\$662	7.65%	9.21%	\$4,326	\$5,470	
State Simple Average				Insufficient Market Data						Insufficient Market Data	
MARKET Simple Average				Insufficient Market Data						Insufficient Market Data	

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	MMS	MGT SVC SUPERVISORY	A	A	\$4,111	- %	- %	\$5,764	- %	\$1,261	7.65%	16.53%	\$6,366	- %	- %	\$8,419	- %		
	Management Simple Average				\$4,111	- %	- %	\$5,764	- %	\$1,261	7.65%	16.53%	\$6,366	- %	- %	\$8,419	- %		
	STATEWIDE Simple Average				\$4,111	- %	- %	\$5,764	- %	\$1,261	7.65%	16.53%	\$6,366	- %	- %	\$8,419	- %		

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6787 ADULT PAROLE/PROBATION OFFICER

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
MIL-OPES	13.14		Probation and Parole Officer	\$4,338	\$5,818	\$1,267	7.65%	10.63%	\$6,398	\$8,148
OPES Simple Average				\$4,338	\$5,818	\$1,267	7.65%	10.63%	\$6,398	\$8,148
ST-CA	9765	B	PAROLE AGENT I ADULT PAROLE	\$6,115	\$7,366	\$1,116	7.65%	21.35%	\$9,004	\$10,618
ST-ID	09360	J	Probation and Parole Officer	\$2,595	\$4,006	\$879	7.65%	14.19%	\$4,041	\$5,760
ST-NV	0000	00	No Match							
ST-WA	0000		No Match							
State Simple Average				\$4,355	\$5,686	\$997	7.65%	17.77%	\$6,522	\$8,189
MARKET Simple Average				\$4,349	\$5,730	\$1,087	7.65%	15.39%	\$6,481	\$8,175

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
	AQ	AFSCME-PAROLE/PROBATION OFFCRS	A A	36	\$4,575	105.19%	\$5,716	99.75%	\$6,358	110.96%	\$1,261	7.65%	16.53%	\$6,943	107.13%	\$8,359	102.25%	\$9,157	112.01%
UA	UNREPRESENTED	A A		\$3,973	91.35%			\$5,802	101.26%	\$1,261	7.65%	16.53%	\$6,195	95.59%			\$8,466	103.56%	
Non-Corrections/Non-Mgmt Simple Average				36	\$4,274	98.27%	\$5,716	99.75%	\$6,080	106.11%	\$1,261	7.65%	16.53%	\$6,569	101.36%	\$8,359	102.25%	\$8,812	107.78%
STATEWIDE Simple Average				36	\$4,274	98.27%	\$5,716	99.75%	\$6,080	106.11%	\$1,261	7.65%	16.53%	\$6,569	101.36%	\$8,359	102.25%	\$8,812	107.78%

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6810 LABORATORY TECHNICIAN 1

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
MIL-NWHCS	6.02		Lab Assistant	\$2,546	\$3,652	\$956	7.65%	6.15%	\$3,853	\$5,112
Purchased Simple Average				\$2,546	\$3,652	\$956	7.65%	6.15%	\$3,853	\$5,112
ST-CA	0000		No Match							
ST-ID	0000		No Match							
ST-NV	10.733	25	Laboratory Technician 1	\$2,229	\$3,222	\$785	7.65%	25.75%	\$3,759	\$5,084
ST-WA	510G	42	LABORATORY TECHNICIAN 1	\$2,789	\$3,631	\$662	7.65%	9.21%	\$3,921	\$4,905
State Simple Average				\$2,509	\$3,427	\$724	7.65%	17.48%	\$3,840	\$4,995
MARKET Simple Average				\$2,521	\$3,502	\$801	7.65%	13.70%	\$3,844	\$5,034

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max		
		AD	AFSCME-DEQ	A	A	\$2,194	87.02%			\$2,999	85.64%	\$1,261	7.65%	16.53%	\$3,986	103.68%			\$4,986	99.04%
	AU	AFSCME-MILITARY	A	A	\$2,187	86.74%			\$2,999	85.64%	\$1,261	7.65%	16.53%	\$3,977	103.46%			\$4,986	99.04%	
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A	A	1	\$2,188	86.78%	\$2,538	72.48%	\$3,001	85.70%	\$1,261	7.65%	16.53%	\$3,978	103.49%	\$4,413	87.67%	\$4,988	99.09%
	UA	UNREPRESENTED	A	A		\$2,181	86.50%			\$2,999	85.64%	\$1,261	7.65%	16.53%	\$3,970	103.26%			\$4,986	99.04%
	Non-Corrections/Non-Mgmt Simple Average			1	\$2,188	86.76%	\$2,538	72.48%	\$3,000	85.66%	\$1,261	7.65%	16.53%	\$3,978	103.47%	\$4,413	87.67%	\$4,986	99.06%	
	STATEWIDE Simple Average			1	\$2,188	86.76%	\$2,538	72.48%	\$3,000	85.66%	\$1,261	7.65%	16.53%	\$3,978	103.47%	\$4,413	87.67%	\$4,986	99.06%	

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6811 LABORATORY TECHNICIAN 2

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-CLACK	789		Laboratory Technician	\$3,368	\$4,247	\$1,266	7.65%	16.43%	\$5,445	\$6,536
County Simple Average				\$3,368	\$4,247	\$1,266	7.65%	16.43%	\$5,445	\$6,536
ST-CA	7878		SENIOR LABORATORY ASSISTANT	\$2,545	\$3,184	\$1,116	7.65%	21.35%	\$4,399	\$5,223
ST-ID	07426	H	Laboratory Technician	\$1,969	\$3,041	\$879	7.65%	14.19%	\$3,278	\$4,585
ST-NV	10.726	27	Laboratory Technician 2	\$2,412	\$3,515	\$785	7.65%	25.75%	\$4,002	\$5,474
ST-WA	510H	45	LABORATORY TECHNICIAN 2	\$2,994	\$3,918	\$662	7.65%	9.21%	\$4,161	\$5,241
State Simple Average				\$2,480	\$3,414	\$861	7.65%	17.63%	\$3,960	\$5,131
MARKET Simple Average				\$2,658	\$3,581	\$942	7.65%	17.39%	\$4,257	\$5,412

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	AD	AFSCME-DEQ	A A	1	\$2,539	95.54%	\$2,644	73.83%	\$3,610	100.81%	\$1,261	7.65%	16.53%	\$4,414	103.70%	\$4,545	83.98%	\$5,744	106.15%
	AO	AFSCME-OREGON STATE POLICE	A A	8	\$2,539	95.54%	\$2,885	80.57%	\$3,610	100.81%	\$1,261	7.65%	16.53%	\$4,414	103.70%	\$4,844	89.51%	\$5,744	106.15%
	AU	AFSCME-MILITARY	A A		\$2,539	95.54%			\$3,609	100.78%	\$1,261	7.65%	16.53%	\$4,414	103.70%			\$5,743	106.12%
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	5	\$2,538	95.50%	\$3,045	85.02%	\$3,607	100.72%	\$1,261	7.65%	16.53%	\$4,413	103.67%	\$5,042	93.18%	\$5,741	106.08%
	UA	UNREPRESENTED	A A		\$2,539	95.54%			\$3,609	100.78%	\$1,261	7.65%	16.53%	\$4,414	103.70%			\$5,743	106.12%
	Non-Corrections/Non-Mgmt Simple Average			14	\$2,539	95.53%	\$2,858	79.81%	\$3,609	100.78%	\$1,261	7.65%	16.53%	\$4,414	103.69%	\$4,810	88.89%	\$5,743	106.12%
	STATEWIDE Simple Average			14	\$2,539	95.53%	\$2,858	79.81%	\$3,609	100.78%	\$1,261	7.65%	16.53%	\$4,414	103.69%	\$4,810	88.89%	\$5,743	106.12%

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6820 MEDICAL LABORATORY TECH 1

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	0000		No Match							
ST-ID	0000		No Match							
ST-NV	0000	00	No Match							
ST-WA	0000		No Match							

State Simple Average										
MARKET Simple Average										

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
		OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	5	\$2,538	- %	\$3,304	- %	\$3,607	- %	\$1,261	7.65%	16.53%	\$4,413	- %	\$5,365	- %	\$5,741
	UA	UNREPRESENTED	A A		\$2,539	- %		- %	\$3,609	- %	\$1,261	7.65%	16.53%	\$4,414	- %		- %	\$5,743	- %
	Non-Corrections/Non-Mgmt Simple Average			5	\$2,539	- %	\$3,304	- %	\$3,608	- %	\$1,261	7.65%	16.53%	\$4,414	- %	\$5,365	- %	\$5,742	- %
	STATEWIDE Simple Average			5	\$2,539	- %	\$3,304	- %	\$3,608	- %	\$1,261	7.65%	16.53%	\$4,414	- %	\$5,365	- %	\$5,742	- %

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6821 MEDICAL LABORATORY TECH 2

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-MULT			Medical Laboratory Technician	\$3,758	\$4,625	\$1,369	7.65%	15.87%	\$6,011	\$7,081
County Simple Average				\$3,758	\$4,625	\$1,369	7.65%	15.87%	\$6,011	\$7,081
MIL-NWHCS	6.06		Medical Lab Technician	\$3,483	\$5,130	\$956	7.65%	6.15%	\$4,920	\$6,794
Purchased Simple Average				\$3,483	\$5,130	\$956	7.65%	6.15%	\$4,920	\$6,794
ST-CA	0000		No Match							
ST-ID	0000		No Match							
ST-NV	0000	00	No Match							
ST-WA	0000		No Match							
State Simple Average										
MARKET Simple Average				\$3,621	\$4,877	\$1,162	7.65%	11.01%	\$5,465	\$6,938

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
		OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	6	\$2,873	79.35%	\$3,656	74.96%	\$4,161	85.31%	\$1,261	7.65%	16.53%	\$4,829	88.36%	\$5,801	83.62%	\$6,429
	Non-Corrections/Non-Mgmt Simple Average			6	\$2,873	79.35%	\$3,656	74.96%	\$4,161	85.31%	\$1,261	7.65%	16.53%	\$4,829	88.36%	\$5,801	83.62%	\$6,429	92.66%
	STATEWIDE Simple Average			6	\$2,873	79.35%	\$3,656	74.96%	\$4,161	85.31%	\$1,261	7.65%	16.53%	\$4,829	88.36%	\$5,801	83.62%	\$6,429	92.66%

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6823 MEDICAL LAB TECHNOLOGIST

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-LANE			Medical Laboratory Technologist	\$3,172	\$4,394	\$1,776	7.65%	14.91%	\$5,664	\$7,161
CO-MULT			Medical Technologist	\$3,873	\$4,762	\$1,369	7.65%	15.87%	\$6,153	\$7,251
County Simple Average				\$3,523	\$4,578	\$1,572	7.65%	15.39%	\$5,908	\$7,206
MIL-NWHCS	6.05		Medical Technologist (ASCP)	\$4,377	\$6,407	\$956	7.65%	6.15%	\$5,937	\$8,247
Purchased Simple Average				\$4,377	\$6,407	\$956	7.65%	6.15%	\$5,937	\$8,247
ST-CA	7928	B	CLINICAL LABORATORY TECHNOLOGIST	\$4,497	\$5,631	\$1,116	7.65%	21.35%	\$6,917	\$8,380
ST-ID	07421	K	Medical Technologist	\$2,905	\$4,486	\$879	7.65%	14.19%	\$4,419	\$6,345
ST-NV	10.715	34	Microbiologist 3	\$3,222	\$4,778	\$785	7.65%	25.75%	\$5,084	\$7,159
ST-WA	508F	52	CLINICAL/MEDICAL TECHNOLOGIST 2	\$3,549	\$4,653	\$662	7.65%	9.21%	\$4,809	\$6,099
State Simple Average				\$3,543	\$4,887	\$861	7.65%	17.63%	\$5,307	\$6,996
MARKET Simple Average				\$3,657	\$5,016	\$1,078	7.65%	15.35%	\$5,569	\$7,235

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%		
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	3	\$3,450	94.35%	\$4,502	89.75%	\$5,028	100.24%	\$1,261	7.65%	16.53%	\$5,546	99.58%	\$6,852	94.71%	\$7,505	103.74%
	Non-Corrections/Non-Mgmt Simple Average			3	\$3,450	94.35%	\$4,502	89.75%	\$5,028	100.24%	\$1,261	7.65%	16.53%	\$5,546	99.58%	\$6,852	94.71%	\$7,505	103.74%
	STATEWIDE Simple Average			3	\$3,450	94.35%	\$4,502	89.75%	\$5,028	100.24%	\$1,261	7.65%	16.53%	\$5,546	99.58%	\$6,852	94.71%	\$7,505	103.74%

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7000 PRINCIPAL EXECUTIVE/MANAGER A

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
MIL-NWMGT	5.10		Groundskeeping Supervisor	\$4,263	\$6,046	\$956	7.65%	6.15%	\$5,807	\$7,836
Purchased Simple Average				\$4,263	\$6,046	\$956	7.65%	6.15%	\$5,807	\$7,836
ST-CA	0717	B	SUPERVISING GROUNDSKEEPER II	\$3,906	\$4,847	\$1,116	7.65%	21.35%	\$6,154	\$7,368
ST-CA	1662		PUBLIC SAFETY DISPATCH SUPERVISOR I, CALIFORNI.	\$3,948	\$5,436	\$1,116	7.65%	21.35%	\$6,209	\$8,128
ST-CA	2001		CUSTODIAN SUPERVISOR III	\$2,768	\$3,466	\$1,116	7.65%	21.35%	\$4,686	\$5,587
ST-ID	02006	H	Custodian Foreman	\$1,969	\$3,041	\$879	7.65%	14.19%	\$3,278	\$4,585
ST-ID	02914	M	Administrative Services Manager	\$3,708	\$5,726	\$879	7.65%	14.19%	\$5,396	\$7,855
ST-ID	06609	L	Maintenance and Operations Supervisor	\$3,279	\$5,065	\$879	7.65%	14.19%	\$4,875	\$7,050
ST-NV	11.120	33	Public Safety Dispatcher 4	\$3,094	\$4,574	\$785	7.65%	25.75%	\$4,912	\$6,888
ST-NV	2.124	28	Mail Service Supervisor	\$2,514	\$3,670	\$785	7.65%	25.75%	\$4,139	\$5,681
ST-NV	9.617	30	Custodial Supervisor 3	\$2,725	\$4,002	\$785	7.65%	25.75%	\$4,420	\$6,124
ST-NV	9.620	30	Grounds Supervisor 2	\$2,725	\$4,002	\$785	7.65%	25.75%	\$4,420	\$6,124
ST-WA	113L	40	MAIL PROCESSING MANAGER	\$2,663	\$3,459	\$662	7.65%	9.21%	\$3,774	\$4,704
ST-WA	591N	45	GROUNDS & NURSERY SERVICES SPECIALIST 6	\$2,994	\$3,918	\$662	7.65%	9.21%	\$4,161	\$5,241
ST-WA	678M	40	CUSTODIAN 5	\$2,663	\$3,459	\$662	7.65%	9.21%	\$3,774	\$4,704
State Simple Average				\$2,997	\$4,205	\$855	7.65%	18.25%	\$4,631	\$6,157
MARKET Simple Average				\$3,087	\$4,336	\$862	7.65%	17.39%	\$4,715	\$6,277

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max			Insurance		SS		Retire		SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%	\$	%	\$	%	\$	%	\$	%	\$	%	\$	%	\$
	MENC	EXEC SVC NON-SUPV CONFIDENTIAL	A	A	\$3,547	114.90%	\$5,231	120.63%	\$1,261	7.65%	16.53%	\$5,666	120.18%	\$7,757	123.59%								
	MENN	EXEC SVC NON-SUPV	A	A	\$3,547	114.90%	\$5,231	120.63%	\$1,261	7.65%	16.53%	\$5,666	120.18%	\$7,757	123.59%								
	MESN	EXEC SVC SUPERVISORY	A	A	\$3,547	114.90%	\$5,231	120.63%	\$1,261	7.65%	16.53%	\$5,666	120.18%	\$7,757	123.59%								
	MMC	MGT SVC NON-SUPV CONFIDENTIAL	A	A	\$3,547	114.90%	\$5,231	120.63%	\$1,261	7.65%	16.53%	\$5,666	120.18%	\$7,757	123.59%								
	MMN	MGT SVC NON-SUPV	A	A	3	\$3,547	114.90%	\$5,231	120.63%	\$5,231	120.63%	\$1,261	7.65%	16.53%	\$5,666	120.18%	\$7,757	123.59%					
	MMS	MGT SVC SUPERVISORY	A	A	89	\$3,547	114.90%	\$4,569	105.37%	\$5,231	120.63%	\$1,261	7.65%	16.53%	\$5,666	120.18%	\$6,936	110.50%	\$7,757	123.59%			
	Management Simple Average			92	\$3,547	114.90%	\$4,900	113.00%	\$5,231	120.63%	\$1,261	7.65%	16.53%	\$5,666	120.18%	\$7,347	117.04%	\$7,757	123.59%				
	STATEWIDE Simple Average			92	\$3,547	114.90%	\$4,900	113.00%	\$5,231	120.63%	\$1,261	7.65%	16.53%	\$5,666	120.18%	\$7,347	117.04%	\$7,757	123.59%				

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7000-I PRINCIPAL EXECUTIVE/MANAGER A

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
NO MATCHES	0000		NO MATCHES FOUND							

Exclude Simple Average										
MARKET Simple Average										

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
		MESN	EXEC SVC SUPERVISORY	I	A	\$4,111	- %	- %	\$6,046	- %	\$1,261	7.65%	16.53%	\$6,366	- %	- %	\$8,769	- %	
	MMC	MGT SVC NON-SUPV CONFIDENTIAL	I	A	\$4,111	- %	- %	\$6,046	- %	\$1,261	7.65%	16.53%	\$6,366	- %	- %	\$8,769	- %		
	MMN	MGT SVC NON-SUPV	I	A	\$4,111	- %	- %	\$6,046	- %	\$1,261	7.65%	16.53%	\$6,366	- %	- %	\$8,769	- %		
	MMS	MGT SVC SUPERVISORY	I	A	\$4,111	- %	- %	\$6,046	- %	\$1,261	7.65%	16.53%	\$6,366	- %	- %	\$8,769	- %		
	Management Simple Average				\$4,111	- %	- %	\$6,046	- %	\$1,261	7.65%	16.53%	\$6,366	- %	- %	\$8,769	- %		
	STATEWIDE Simple Average				\$4,111	- %	- %	\$6,046	- %	\$1,261	7.65%	16.53%	\$6,366	- %	- %	\$8,769	- %		

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7002 PRINCIPAL EXECUTIVE/MANAGER B

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	4569		SENIOR ACCOUNTING OFFICER (SUPERVISOR)	\$4,714	\$5,858	\$1,116	7.65%	21.35%	\$7,197	\$8,672
ST-CA	9197		EMPLOYMENT PROGRAM MANAGER II	\$4,934	\$6,175	\$1,116	7.65%	21.35%	\$7,480	\$9,081
ST-ID	04247	I	Financial Unit Supervisor	\$2,300	\$3,553	\$879	7.65%	14.19%	\$3,682	\$5,208
ST-ID	08850	M	Manager 1, Labor	\$3,708	\$5,726	\$879	7.65%	14.19%	\$5,396	\$7,855
ST-NV	12.139	36	ESD Manager 1	\$3,515	\$5,227	\$785	7.65%	25.75%	\$5,474	\$7,758
ST-NV	12.357	37	Social Services Manager 1	\$3,670	\$5,469	\$785	7.65%	25.75%	\$5,681	\$8,081
ST-WA	148H	45	PAYROLL SUPERVISOR	\$2,994	\$3,918	\$662	7.65%	9.21%	\$4,161	\$5,241
ST-WA	358J	52	WORKSOURCE SPECIALIST 6	\$3,549	\$4,653	\$662	7.65%	9.21%	\$4,809	\$6,099
State Simple Average				\$3,673	\$5,072	\$861	7.65%	17.63%	\$5,485	\$7,249
MARKET Simple Average				\$3,673	\$5,072	\$861	7.65%	17.63%	\$5,485	\$7,249

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
	MENC	EXEC SVC NON-SUPV CONFIDENTIAL	A	A		\$3,915	106.59%			\$5,764	113.64%	\$1,261	7.65%	16.53%	\$6,123	111.63%			\$8,419
MENN	EXEC SVC NON-SUPV	A	A		\$3,915	106.59%			\$5,764	113.64%	\$1,261	7.65%	16.53%	\$6,123	111.63%			\$8,419	116.14%
MESN	EXEC SVC SUPERVISORY	A	A	1	\$3,915	106.59%	\$5,764	113.64%	\$5,764	113.64%	\$1,261	7.65%	16.53%	\$6,123	111.63%	\$8,419	116.14%	\$8,419	116.14%
MMC	MGT SVC NON-SUPV CONFIDENTIAL	A	A		\$3,915	106.59%			\$5,764	113.64%	\$1,261	7.65%	16.53%	\$6,123	111.63%			\$8,419	116.14%
MMN	MGT SVC NON-SUPV	A	A	3	\$3,915	106.59%	\$5,008	98.73%	\$5,764	113.64%	\$1,261	7.65%	16.53%	\$6,123	111.63%	\$7,480	103.19%	\$8,419	116.14%
MMS	MGT SVC SUPERVISORY	A	A	315	\$3,915	106.59%	\$5,010	98.78%	\$5,764	113.64%	\$1,261	7.65%	16.53%	\$6,123	111.63%	\$7,483	103.22%	\$8,419	116.14%
Management Simple Average				319	\$3,915	106.59%	\$5,261	103.72%	\$5,764	113.64%	\$1,261	7.65%	16.53%	\$6,123	111.63%	\$7,794	107.51%	\$8,419	116.14%
STATEWIDE Simple Average				319	\$3,915	106.59%	\$5,261	103.72%	\$5,764	113.64%	\$1,261	7.65%	16.53%	\$6,123	111.63%	\$7,794	107.51%	\$8,419	116.14%

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7004 PRINCIPAL EXECUTIVE/MANAGER C

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
MIL-OPES	10.06		Facilities Maintenance Supervisor	\$4,725	\$6,334	\$1,267	7.65%	10.63%	\$6,856	\$8,759
OPES Simple Average				\$4,725	\$6,334	\$1,267	7.65%	10.63%	\$6,856	\$8,759
MIL-NWMGT	5.12		Facilities Maintenance Manager	\$5,992	\$8,951	\$956	7.65%	6.15%	\$7,775	\$11,142
Purchased Simple Average				\$5,992	\$8,951	\$956	7.65%	6.15%	\$7,775	\$11,142
ST-CA	5476		CORRECTIONAL FOOD MANAGER II (DEPARTMENT OF	\$5,435	\$6,805	\$1,116	7.65%	21.35%	\$8,127	\$9,894
ST-CA	6282		CALTRANS MAINTENANCE AREA SUPERINTENDENT	\$4,823	\$5,986	\$1,116	7.65%	21.35%	\$7,337	\$8,838
ST-CA	9198		EMPLOYMENT PROGRAM MANAGER III	\$5,418	\$6,784	\$1,116	7.65%	21.35%	\$8,105	\$9,867
ST-ID	02142	L	Food Service Operations Manager	\$3,279	\$5,065	\$879	7.65%	14.19%	\$4,875	\$7,050
ST-ID	03642	K	Transportation Technician Principal, Maintenance	\$2,905	\$4,486	\$879	7.65%	14.19%	\$4,419	\$6,345
ST-NV	12.138	37	ESD Manager 2	\$3,670	\$5,469	\$785	7.65%	25.75%	\$5,681	\$8,081
ST-NV	3.108	34	Food Service Manager 2	\$3,222	\$4,778	\$785	7.65%	25.75%	\$5,084	\$7,159
ST-NV	9.106	35	Hwy Maintenance Supervisor 2	\$3,363	\$4,997	\$785	7.65%	25.75%	\$5,272	\$7,452
ST-NV	9.606	35	Facility Supervisor 3	\$3,363	\$4,997	\$785	7.65%	25.75%	\$5,272	\$7,452
ST-WA	0000		No Match							
State Simple Average				\$3,942	\$5,485	\$916	7.65%	21.71%	\$6,019	\$8,015
MARKET Simple Average				\$4,200	\$5,878	\$952	7.65%	19.29%	\$6,255	\$8,367

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	MENC	EXEC SVC NON-SUPV CONFIDENTIAL	A A		\$4,305	102.51%			\$6,351	108.06%	\$1,261	7.65%	16.53%	\$6,607	105.64%			\$9,148	109.33%
	MENN	EXEC SVC NON-SUPV	A A	2	\$4,305	102.51%	\$6,199	105.46%	\$6,351	108.06%	\$1,261	7.65%	16.53%	\$6,607	105.64%	\$8,959	107.07%	\$9,148	109.33%
	MESN	EXEC SVC SUPERVISORY	A A	2	\$4,305	102.51%	\$5,922	100.75%	\$6,351	108.06%	\$1,261	7.65%	16.53%	\$6,607	105.64%	\$8,615	102.96%	\$9,148	109.33%
	MMC	MGT SVC NON-SUPV CONFIDENTIAL	A A		\$4,305	102.51%			\$6,351	108.06%	\$1,261	7.65%	16.53%	\$6,607	105.64%			\$9,148	109.33%
	MMN	MGT SVC NON-SUPV	A A	7	\$4,305	102.51%	\$5,615	95.54%	\$6,351	108.06%	\$1,261	7.65%	16.53%	\$6,607	105.64%	\$8,235	98.42%	\$9,148	109.33%
	MMS	MGT SVC SUPERVISORY	A A	481	\$4,305	102.51%	\$5,677	96.59%	\$6,351	108.06%	\$1,261	7.65%	16.53%	\$6,607	105.64%	\$8,311	99.33%	\$9,148	109.33%
	MNSN	UNCLASS EXCLUDED SUPERVISORY	A A		\$4,305	102.51%			\$6,351	108.06%	\$1,261	7.65%	16.53%	\$6,607	105.64%			\$9,148	109.33%
	Management Simple Average			492	\$4,305	102.51%	\$5,853	99.59%	\$6,351	108.06%	\$1,261	7.65%	16.53%	\$6,607	105.64%	\$8,530	101.94%	\$9,148	109.33%
	STATEWIDE Simple Average			492	\$4,305	102.51%	\$5,853	99.59%	\$6,351	108.06%	\$1,261	7.65%	16.53%	\$6,607	105.64%	\$8,530	101.94%	\$9,148	109.33%

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7004-I PRINCIPAL EXECUTIVE/MANAGER C

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-LINN	91		DIRECTOR I.T.S.	\$6,252	\$7,916	\$1,823	7.65%	15.83%	\$9,543	\$11,597
County Simple Average				\$6,252	\$7,916	\$1,823	7.65%	15.83%	\$9,543	\$11,597
MIL-OPES	3.17		Applications Manager	\$6,614	\$9,209	\$1,267	7.65%	10.63%	\$9,090	\$12,160
OPES Simple Average				\$6,614	\$9,209	\$1,267	7.65%	10.63%	\$9,090	\$12,160
MIL-NWMGT	3.23		Help Desk Manager	\$5,604	\$8,380	\$956	7.65%	6.15%	\$7,333	\$10,492
MIL-NWMGT	3.25		Web Manager	\$6,212	\$9,262	\$956	7.65%	6.15%	\$8,026	\$11,496
Purchased Simple Average				\$5,908	\$8,821	\$956	7.65%	6.15%	\$7,679	\$10,994
ST-CA	1384		DATA PROCESSING MANAGER II	\$5,966	\$7,842	\$1,116	7.65%	21.35%	\$8,812	\$11,232
ST-ID	01607	O	IT Information Services Manager	\$4,441	\$6,856	\$879	7.65%	14.19%	\$6,290	\$9,232
ST-ID	01608	N	IT Manager	\$4,098	\$6,326	\$879	7.65%	14.19%	\$5,872	\$8,587
ST-ID	01610	N	IT Resource Manager	\$4,098	\$6,326	\$879	7.65%	14.19%	\$5,872	\$8,587
ST-ID	03317	N	Geographic Information Systems Manager	\$4,098	\$6,326	\$879	7.65%	14.19%	\$5,872	\$8,587
ST-NV	7.906	42	IT Manager 2	\$4,574	\$6,880	\$785	7.65%	25.75%	\$6,888	\$9,963
State Simple Average				\$4,546	\$6,759	\$903	7.65%	17.31%	\$6,601	\$9,365
MARKET Simple Average				\$5,196	\$7,532	\$1,042	7.65%	14.26%	\$7,360	\$10,193

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
	MESN	EXEC SVC SUPERVISORY	I	A	\$4,979	95.83%	\$7,343	97.49%	\$1,261	7.65%	16.53%	\$7,444	101.15%	\$10,380	101.83%				
MMC	MGT SVC NON-SUPV CONFIDENTIAL	I	A	\$4,979	95.83%	\$7,343	97.49%	\$1,261	7.65%	16.53%	\$7,444	101.15%	\$10,380	101.83%					
MMN	MGT SVC NON-SUPV	I	A	\$4,979	95.83%	\$7,343	97.49%	\$1,261	7.65%	16.53%	\$7,444	101.15%	\$10,380	101.83%					
MMS	MGT SVC SUPERVISORY	I	A	5	\$4,979	95.83%	\$6,467	85.85%	\$7,343	97.49%	\$1,261	7.65%	16.53%	\$7,444	101.15%	\$9,292	91.16%	\$10,380	101.83%
Management Simple Average				5	\$4,979	95.83%	\$6,467	85.85%	\$7,343	97.49%	\$1,261	7.65%	16.53%	\$7,444	101.15%	\$9,292	91.16%	\$10,380	101.83%
STATEWIDE Simple Average				5	\$4,979	95.83%	\$6,467	85.85%	\$7,343	97.49%	\$1,261	7.65%	16.53%	\$7,444	101.15%	\$9,292	91.16%	\$10,380	101.83%

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7006 PRINCIPAL EXECUTIVE/MANAGER D

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
MIL-OPES	4.15		Purchasing Manager	\$6,103	\$8,511	\$1,267	7.65%	10.63%	\$8,486	\$11,334
OPES Simple Average				\$6,103	\$8,511	\$1,267	7.65%	10.63%	\$8,486	\$11,334
ST-CA	3451		CONSTRUCTION MANAGEMENT SUPERVISOR	\$6,927	\$8,674	\$1,116	7.65%	21.35%	\$10,051	\$12,305
ST-ID	01504	N	Purchasing and Supply Support Manager	\$4,098	\$6,326	\$879	7.65%	14.19%	\$5,872	\$8,587
ST-NV	7.217	39	Admin Services Officer 2	\$4,002	\$5,991	\$785	7.65%	25.75%	\$6,124	\$8,777
ST-NV	7.304	39	Purchasing Officer 3	\$4,002	\$5,991	\$785	7.65%	25.75%	\$6,124	\$8,777
ST-NV	9.603	37	Facility Manager	\$3,670	\$5,469	\$785	7.65%	25.75%	\$5,681	\$8,081
ST-WA	MB01		Mgmt Pay Band 01	\$3,333	\$6,800	\$662	7.65%	9.21%	\$4,557	\$8,608
State Simple Average				\$4,339	\$6,542	\$835	7.65%	20.33%	\$6,401	\$9,189
MARKET Simple Average				\$4,591	\$6,823	\$897	7.65%	18.95%	\$6,699	\$9,496

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	MENC	EXEC SVC NON-SUPV CONFIDENTIAL	A A		\$4,979	108.46%			\$7,343	107.62%	\$1,261	7.65%	16.53%	\$7,444	111.12%			\$10,380	109.31%
	MENN	EXEC SVC NON-SUPV	A A	2	\$4,979	108.46%	\$7,171	105.09%	\$7,343	107.62%	\$1,261	7.65%	16.53%	\$7,444	111.12%	\$10,166	107.06%	\$10,380	109.31%
	MESN	EXEC SVC SUPERVISORY	A A	10	\$4,979	108.46%	\$4,972	72.86%	\$7,343	107.62%	\$1,261	7.65%	16.53%	\$7,444	111.12%	\$7,435	78.30%	\$10,380	109.31%
	MMC	MGT SVC NON-SUPV CONFIDENTIAL	A A	1	\$4,979	108.46%	\$7,343	107.62%	\$7,343	107.62%	\$1,261	7.65%	16.53%	\$7,444	111.12%	\$10,380	109.31%	\$10,380	109.31%
	MMN	MGT SVC NON-SUPV	A A	15	\$4,979	108.46%	\$6,730	98.64%	\$7,343	107.62%	\$1,261	7.65%	16.53%	\$7,444	111.12%	\$9,619	101.30%	\$10,380	109.31%
	MMS	MGT SVC SUPERVISORY	A A	399	\$4,979	108.46%	\$6,741	98.79%	\$7,343	107.62%	\$1,261	7.65%	16.53%	\$7,444	111.12%	\$9,632	101.44%	\$10,380	109.31%
	MNNP	UNCLASS EXCLUDED NSUPV AT OSP	A A		\$4,979	108.46%			\$7,343	107.62%	\$1,261	7.65%	16.53%	\$7,444	111.12%			\$10,380	109.31%
	MNPC	UNCL EXCL NSUPV CONFNTL OSP	A A		\$4,809	104.76%			\$7,093	103.96%	\$1,261	7.65%	16.53%	\$7,233	107.97%			\$10,070	106.04%
	MNSN	UNCLASS EXCLUDED SUPERVISORY	A A		\$4,979	108.46%			\$7,343	107.62%	\$1,261	7.65%	16.53%	\$7,444	111.12%			\$10,380	109.31%
	MNSP	UNCLASS EXCLUDED SUPV AT OSP	A A		\$4,979	108.46%			\$7,343	107.62%	\$1,261	7.65%	16.53%	\$7,444	111.12%			\$10,380	109.31%
	Management Simple Average			427	\$4,962	108.09%	\$6,591	96.60%	\$7,318	107.25%	\$1,261	7.65%	16.53%	\$7,423	110.81%	\$9,446	99.48%	\$10,349	108.99%
	STATEWIDE Simple Average			427	\$4,962	108.09%	\$6,591	96.60%	\$7,318	107.25%	\$1,261	7.65%	16.53%	\$7,423	110.81%	\$9,446	99.48%	\$10,349	108.99%

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7006-I PRINCIPAL EXECUTIVE/MANAGER D

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-LINCOLN	050		DIRECTOR - INFORMATION TECHNOLOGY	\$6,291	\$8,493	\$938	7.65%	16.83%	\$8,769	\$11,510
CO-MARION	654		Information Technology Manager	\$6,380	\$9,435	\$1,346	7.65%	12.35%	\$9,002	\$12,667
County Simple Average				\$6,336	\$8,964	\$1,142	7.65%	14.59%	\$8,886	\$12,089
MIL-OPES	3.18		Information Systems Manager	\$6,790	\$9,666	\$1,267	7.65%	10.63%	\$9,298	\$12,700
OPES Simple Average				\$6,790	\$9,666	\$1,267	7.65%	10.63%	\$9,298	\$12,700
MIL-NWMGT	3.09		PC Systems Manager	\$6,486	\$9,766	\$956	7.65%	6.15%	\$8,337	\$12,070
MIL-NWMGT	3.15		IT Operations Manager	\$6,790	\$10,493	\$956	7.65%	6.15%	\$8,682	\$12,897
Purchased Simple Average				\$6,638	\$10,130	\$956	7.65%	6.15%	\$8,510	\$12,483
ST-CA	1387		DATA PROCESSING MANAGER IV	\$7,982	\$9,518	\$1,116	7.65%	21.35%	\$11,412	\$13,394
ST-CA	1393		DATA PROCESSING MANAGER III	\$7,260	\$8,656	\$1,116	7.65%	21.35%	\$10,481	\$12,282
ST-CA	9014		CHIEF, INFORMATION SYSTEMS, STATE CONTROLLER	\$9,657	\$10,964	\$1,116	7.65%	21.35%	\$13,573	\$15,259
ST-CA	9446		INFORMATION SYSTEMS SUPERVISOR III	\$5,468	\$7,135	\$1,116	7.65%	21.35%	\$8,169	\$10,320
ST-ID	01604	Q	IT Services Administrator, Deputy-DHW	\$5,344	\$8,252	\$879	7.65%	14.19%	\$7,390	\$10,933
ST-ID	01605	Q	IT Information Services Manager - ITD/DOL	\$5,344	\$8,252	\$879	7.65%	14.19%	\$7,390	\$10,933
ST-ID	01606	P	IT Information Services Manager, Senior	\$4,855	\$7,496	\$879	7.65%	14.19%	\$6,794	\$10,013
ST-NV	7.901	44	Chief IT Manager	\$4,997	\$7,548	\$785	7.65%	25.75%	\$7,452	\$10,855
State Simple Average				\$6,363	\$8,478	\$986	7.65%	19.22%	\$9,083	\$11,749
MARKET Simple Average				\$6,434	\$8,898	\$1,027	7.65%	15.83%	\$8,981	\$11,987

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min	Emp Avg to SR Max	SR Max to SR Max	Insurance	SS	Retire	SR Min to SR Min	Emp Avg to SR Max	POLICY POINT SR Max to SR Max						
	MESN	EXEC SVC SUPERVISORY	I A		\$5,764	89.59%	\$8,496	95.48%	\$1,261	7.65%	16.53%	\$8,419	93.75%	\$11,812	98.54%				
MMC	MGT SVC NON-SUPV CONFIDENTIAL	I A		\$5,764	89.59%	\$8,496	95.48%	\$1,261	7.65%	16.53%	\$8,419	93.75%	\$11,812	98.54%					
MMN	MGT SVC NON-SUPV	I A		\$5,764	89.59%	\$8,496	95.48%	\$1,261	7.65%	16.53%	\$8,419	93.75%	\$11,812	98.54%					
MMS	MGT SVC SUPERVISORY	I A	36	\$5,764	89.59%	\$7,883	88.59%	\$8,496	95.48%	\$1,261	7.65%	16.53%	\$8,419	93.75%	\$11,050	92.19%	\$11,812	98.54%	
Management Simple Average				36	\$5,764	89.59%	\$7,883	88.59%	\$8,496	95.48%	\$1,261	7.65%	16.53%	\$8,419	93.75%	\$11,050	92.19%	\$11,812	98.54%
STATEWIDE Simple Average				36	\$5,764	89.59%	\$7,883	88.59%	\$8,496	95.48%	\$1,261	7.65%	16.53%	\$8,419	93.75%	\$11,050	92.19%	\$11,812	98.54%

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7008 PRINCIPAL EXECUTIVE/MANAGER E

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
MIL-OPES	2.08		Accounting Manager	\$6,381	\$8,817	\$1,267	7.65%	10.63%	\$8,814	\$11,696
MIL-OPES	4.08		Program Manager	\$5,135	\$7,174	\$1,267	7.65%	10.63%	\$7,341	\$9,752
OPES Simple Average				\$5,758	\$7,995	\$1,267	7.65%	10.63%	\$8,077	\$10,724
MIL-NWMGT	1.04a		Accounting Manager	\$6,251	\$9,478	\$956	7.65%	6.15%	\$8,070	\$11,742
MIL-NWMGT	1.13		Payroll Manager	\$5,307	\$7,959	\$956	7.65%	6.15%	\$6,995	\$10,014
MIL-NWMGT	4.01b		Human Resources Manager	\$7,008	\$10,715	\$956	7.65%	6.15%	\$8,932	\$13,150
MIL-PACS	2.07b		Accounting Manager	\$6,318	\$9,472	\$956	7.65%	6.15%	\$8,146	\$11,735
MIL-PACS	5.13		Human Resources Manager	\$6,554	\$9,684	\$956	7.65%	6.15%	\$8,415	\$11,976
Purchased Simple Average				\$6,288	\$9,461	\$956	7.65%	6.15%	\$8,111	\$11,723
NCASG-4	3040		Human Resources Manager	\$4,810	\$8,040	\$861	7.65%	17.63%	\$6,886	\$10,933
ST-CA	4542		ACCOUNTING ADMINISTRATOR II	\$5,688	\$7,068	\$1,116	7.65%	21.35%	\$8,453	\$10,233
ST-CA	4969		STAFF SERVICES MANAGER II (MANAGERIAL)	\$6,296	\$7,152	\$1,116	7.65%	21.35%	\$9,237	\$10,342
ST-CA	8428		HEALTH PROGRAM MANAGER II	\$5,688	\$7,068	\$1,116	7.65%	21.35%	\$8,453	\$10,233
ST-ID	05130	P	Human Resource Manager	\$4,855	\$7,496	\$879	7.65%	14.19%	\$6,794	\$10,013
ST-ID	07640	M	Health Program Manager	\$3,708	\$5,726	\$879	7.65%	14.19%	\$5,396	\$7,855
ST-NV	7.103	41	Chief Accountant	\$4,371	\$6,567	\$785	7.65%	25.75%	\$6,616	\$9,545
ST-NV	7.509	41	Personnel Officer 3	\$4,371	\$6,567	\$785	7.65%	25.75%	\$6,616	\$9,545
ST-WA	0000		No Match							
State Simple Average				\$4,973	\$6,960	\$942	7.65%	20.20%	\$7,307	\$9,838
MARKET Simple Average				\$5,516	\$7,932	\$990	7.65%	14.24%	\$7,678	\$10,584

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	MENC	EXEC SVC NON-SUPV CONFIDENTIAL	A	A	\$5,492	99.56%			\$8,087	101.95%	\$1,261	7.65%	16.53%	\$8,081	105.26%			\$11,304	106.80%
	MENN	EXEC SVC NON-SUPV	A	A	\$5,492	99.56%	\$7,755	97.77%	\$8,087	101.95%	\$1,261	7.65%	16.53%	\$8,081	105.26%	\$10,892	102.91%	\$11,304	106.80%
	MESN	EXEC SVC SUPERVISORY	A	A	\$5,492	99.56%	\$7,614	95.98%	\$8,087	101.95%	\$1,261	7.65%	16.53%	\$8,081	105.26%	\$10,716	101.24%	\$11,304	106.80%
	MMC	MGT SVC NON-SUPV CONFIDENTIAL	A	A	\$5,492	99.56%			\$8,087	101.95%	\$1,261	7.65%	16.53%	\$8,081	105.26%			\$11,304	106.80%
	MMN	MGT SVC NON-SUPV	A	A	\$5,492	99.56%	\$7,612	95.97%	\$8,087	101.95%	\$1,261	7.65%	16.53%	\$8,081	105.26%	\$10,714	101.23%	\$11,304	106.80%
	MMS	MGT SVC SUPERVISORY	A	A	\$5,492	99.56%	\$7,543	95.10%	\$8,087	101.95%	\$1,261	7.65%	16.53%	\$8,081	105.26%	\$10,629	100.42%	\$11,304	106.80%
	MNNP	UNCLASS EXCLUDED NSUPV AT OSP	A	A	\$5,492	99.56%			\$8,087	101.95%	\$1,261	7.65%	16.53%	\$8,081	105.26%			\$11,304	106.80%

7008 PRINCIPAL EXECUTIVE/MANAGER E (Continued)

Repr	Repr Description	Opt	Emps	SR Min to SR Min	Emp Avg to SR Max	SR Max to SR Max	Insurance	SS	Retire	SR Min to SR Min	Emp Avg to SR Max	POLICY POINT SR Max to SR Max	
MNPC	UNCL EXCL NSUPV CONFNTL OSP	A A		\$5,304 96.16%		\$7,811 98.47%	\$1,261	7.65%	16.53%	\$7,848 102.22%		\$10,961	103.56%
MNSN	UNCLASS EXCLUDED SUPERVISORY	A A		\$5,492 99.56%		\$8,087 101.95%	\$1,261	7.65%	16.53%	\$8,081 105.26%		\$11,304	106.80%
MNSP	UNCLASS EXCLUDED SUPV AT OSP	A A	1	\$5,492 99.56%	\$8,087 101.95%	\$8,087 101.95%	\$1,261	7.65%	16.53%	\$8,081 105.26%	\$11,304 106.80%	\$11,304	106.80%
Management Simple Average			418	\$5,473 99.22%	\$7,722 97.35%	\$8,059 101.60%	\$1,261	7.65%	16.53%	\$8,058 104.95%	\$10,851 102.52%	\$11,270	106.47%
STATEWIDE Simple Average			418	\$5,473 99.22%	\$7,722 97.35%	\$8,059 101.60%	\$1,261	7.65%	16.53%	\$8,058 104.95%	\$10,851 102.52%	\$11,270	106.47%

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7008-I PRINCIPAL EXECUTIVE/MANAGER E

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-CLACK	689		Information Services Manager	\$7,741	\$10,451	\$1,266	7.65%	16.43%	\$10,872	\$14,233
CO-MARION	602		Information Technology Program Manager	\$6,717	\$9,920	\$1,346	7.65%	12.35%	\$9,406	\$13,250
CO-MULT	9452		IT Manager 1	\$6,575	\$9,863	\$1,369	7.65%	15.87%	\$9,490	\$13,551
CO-WASH	066		TECHNICAL SERVICES MANAGER	\$8,218	\$9,985	\$1,177	7.65%	22.22%	\$11,849	\$14,145
County Simple Average				\$7,313	\$10,055	\$1,289	7.65%	16.72%	\$10,404	\$13,795
MIL-OPES	3.19		Information Systems Director	\$8,244	\$11,346	\$1,267	7.65%	10.63%	\$11,018	\$14,687
OPES Simple Average				\$8,244	\$11,346	\$1,267	7.65%	10.63%	\$11,018	\$14,687
MIL-NWIT	12-206		IT, Manager	\$7,229	\$11,113	\$956	7.65%	6.15%	\$9,182	\$13,602
MIL-NWIT	12-306		Applications Engineer, Manager	\$7,681	\$11,668	\$956	7.65%	6.15%	\$9,697	\$14,234
MIL-NWMGT	3.01b		IT Manager	\$7,486	\$11,448	\$956	7.65%	6.15%	\$9,476	\$13,983
MIL-NWMGT	3.02		Applications Manager	\$7,663	\$11,582	\$956	7.65%	6.15%	\$9,677	\$14,136
MIL-NWMGT	3.10		Network Manager	\$7,057	\$10,811	\$956	7.65%	6.15%	\$8,986	\$13,259
MIL-NWMGT	3.19		Network Communications Manager	\$7,121	\$11,074	\$956	7.65%	6.15%	\$9,060	\$13,558
Purchased Simple Average				\$7,373	\$11,282	\$956	7.65%	6.15%	\$9,346	\$13,795
MARKET Simple Average				\$7,430	\$10,842	\$1,106	7.65%	10.40%	\$9,883	\$13,876

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	MESN	EXEC SVC SUPERVISORY	I A	3	\$6,351	85.47%	\$8,252	76.11%	\$9,354	86.28%	\$1,261	7.65%	16.53%	\$9,148	92.56%	\$11,509	82.94%	\$12,877	92.80%
	MMC	MGT SVC NON-SUPV CONFIDENTIAL	I A		\$6,351	85.47%			\$9,354	86.28%	\$1,261	7.65%	16.53%	\$9,148	92.56%			\$12,877	92.80%
	MMN	MGT SVC NON-SUPV	I A	2	\$6,351	85.47%	\$7,634	70.41%	\$9,354	86.28%	\$1,261	7.65%	16.53%	\$9,148	92.56%	\$10,741	77.41%	\$12,877	92.80%
	MMS	MGT SVC SUPERVISORY	I A	66	\$6,351	85.47%	\$8,747	80.68%	\$9,354	86.28%	\$1,261	7.65%	16.53%	\$9,148	92.56%	\$12,124	87.37%	\$12,877	92.80%
	Management Simple Average			71	\$6,351	85.47%	\$8,211	75.74%	\$9,354	86.28%	\$1,261	7.65%	16.53%	\$9,148	92.56%	\$11,458	82.57%	\$12,877	92.80%
	STATEWIDE Simple Average			71	\$6,351	85.47%	\$8,211	75.74%	\$9,354	86.28%	\$1,261	7.65%	16.53%	\$9,148	92.56%	\$11,458	82.57%	\$12,877	92.80%

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7010 PRINCIPAL EXECUTIVE/MANAGER F

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
MIL-OPES	2.11		Budget Manager	\$6,848	\$9,842	\$1,267	7.65%	10.63%	\$9,367	\$12,908
MIL-OPES	7.08		Engineering Division Manager	\$7,407	\$9,919	\$1,267	7.65%	10.63%	\$10,028	\$12,999
OPES Simple Average				\$7,127	\$9,880	\$1,267	7.65%	10.63%	\$9,697	\$12,953
MIL-NWMGT	1.03		Assistant Controller	\$7,082	\$10,782	\$956	7.65%	6.15%	\$9,016	\$13,226
MIL-NWMGT	1.14		Budget Manager	\$7,232	\$10,958	\$956	7.65%	6.15%	\$9,186	\$13,427
MIL-NWMGT	4.08		Compensation Manager	\$7,560	\$11,293	\$956	7.65%	6.15%	\$9,559	\$13,807
MIL-NWMGT	6.02		Project Engineering Manager	\$7,459	\$11,228	\$956	7.65%	6.15%	\$9,444	\$13,733
MIL-PACS	8.04		Purchasing Manager	\$5,861	\$8,706	\$956	7.65%	6.15%	\$7,626	\$10,864
Purchased Simple Average				\$7,039	\$10,594	\$956	7.65%	6.15%	\$8,966	\$13,011
NCASG-4	3010		Chief of Classification and Compensation		\$8,529	\$861	7.65%	17.63%		\$11,546
ST-ID	01530	N	Purchasing Manager, State	\$4,098	\$6,326	\$879	7.65%	14.19%	\$5,872	\$8,587
ST-ID	03712	P	Engineer, Manager 2	\$4,855	\$7,496	\$879	7.65%	14.19%	\$6,794	\$10,013
ST-ID	04240	P	Financial Executive Officer	\$4,855	\$7,496	\$879	7.65%	14.19%	\$6,794	\$10,013
ST-ID	05932	N	Human Resources Program Manager	\$4,098	\$6,326	\$879	7.65%	14.19%	\$5,872	\$8,587
ST-NV	6.202	44	Mgr 2, Prof Engineer	\$4,997	\$7,548	\$785	7.65%	25.75%	\$7,452	\$10,855
ST-WA	MB02		Mgmt Pay Band 02	\$4,400	\$8,075	\$662	7.65%	9.21%	\$5,804	\$10,098
State Simple Average				\$4,550	\$7,400	\$832	7.65%	15.62%	\$6,431	\$9,957
MARKET Simple Average				\$5,904	\$8,895	\$938	7.65%	11.53%	\$7,909	\$11,476

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max		
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%	
	MENC	EXEC SVC NON-SUPV CONFIDENTIAL	A	A	\$6,046	102.41%			\$8,917	100.25%	\$1,261	7.65%	16.53%	\$8,769	110.88%	\$11,583	100.93%	\$12,335	107.48%	
	MENN	EXEC SVC NON-SUPV	A	A	19	\$6,046	102.41%	\$8,312	93.45%	\$8,917	100.25%	\$1,261	7.65%	16.53%	\$8,769	110.88%	\$11,583	100.93%	\$12,335	107.48%
	MESN	EXEC SVC SUPERVISORY	A	A	85	\$6,046	102.41%	\$8,457	95.08%	\$8,917	100.25%	\$1,261	7.65%	16.53%	\$8,769	110.88%	\$11,764	102.51%	\$12,335	107.48%
	MESP	EXEC SVC SUPERVISORY AT OSP	A	A		\$6,046	102.41%			\$8,917	100.25%	\$1,261	7.65%	16.53%	\$8,769	110.88%			\$12,335	107.48%
	MMC	MGT SVC NON-SUPV CONFIDENTIAL	A	A		\$6,046	102.41%			\$8,917	100.25%	\$1,261	7.65%	16.53%	\$8,769	110.88%			\$12,335	107.48%
	MMN	MGT SVC NON-SUPV	A	A	20	\$6,046	102.41%	\$8,358	93.96%	\$8,917	100.25%	\$1,261	7.65%	16.53%	\$8,769	110.88%	\$11,640	101.43%	\$12,335	107.48%
	MMS	MGT SVC SUPERVISORY	A	A	209	\$6,046	102.41%	\$8,348	93.85%	\$8,917	100.25%	\$1,261	7.65%	16.53%	\$8,769	110.88%	\$11,628	101.32%	\$12,335	107.48%
	MNNP	UNCLASS EXCLUDED NSUPV AT OSP	A	A	1	\$6,046	102.41%	\$8,496	95.52%	\$8,917	100.25%	\$1,261	7.65%	16.53%	\$8,769	110.88%	\$11,812	102.93%	\$12,335	107.48%
	MNPC	UNCL EXCL NSUPV CONFDTNL OSP	A	A		\$5,839	98.90%			\$8,613	96.83%	\$1,261	7.65%	16.53%	\$8,512	107.63%			\$11,957	104.19%

7010 PRINCIPAL EXECUTIVE/MANAGER F (Continued)

Repr	Repr Description	Opt	Emps	SR Min to SR Min	Emp Avg to SR Max	SR Max to SR Max	Insurance	SS	Retire	SR Min to SR Min	Emp Avg to SR Max	POLICY POINT SR Max to SR Max	
MNSN	UNCLASS EXCLUDED SUPERVISORY	A A		\$6,046 102.41%		\$8,917 100.25%	\$1,261	7.65%	16.53%	\$8,769 110.88%		\$12,335	107.48%
MNSP	UNCLASS EXCLUDED SUPV AT OSP	A A		\$6,046 102.41%		\$8,917 100.25%	\$1,261	7.65%	16.53%	\$8,769 110.88%		\$12,335	107.48%
Management Simple Average			334	\$6,027 102.09%	\$8,394 94.37%	\$8,889 99.94%	\$1,261	7.65%	16.53%	\$8,746 110.59%	\$11,685 101.82%	\$12,300	107.18%
STATEWIDE Simple Average			334	\$6,027 102.09%	\$8,394 94.37%	\$8,889 99.94%	\$1,261	7.65%	16.53%	\$8,746 110.59%	\$11,685 101.82%	\$12,300	107.18%

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7010-I PRINCIPAL EXECUTIVE/MANAGER F

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-CLACK	710		Information Services Assistant Director	\$8,535	\$11,522	\$1,266	7.65%	16.43%	\$11,856	\$15,563
CO-MARION	600		Information Technology Director	\$7,129	\$10,532	\$1,346	7.65%	12.35%	\$9,901	\$13,984
CO-MULT	9453		IT Manager 2	\$7,375	\$11,799	\$1,369	7.65%	15.87%	\$10,478	\$15,943
CO-WASH	065		CHIEF INFORMATION SERVICES OFFICER	\$9,087	\$11,041	\$1,177	7.65%	22.22%	\$12,978	\$15,516
County Simple Average				\$8,031	\$11,224	\$1,289	7.65%	16.72%	\$11,303	\$15,251
MIL-NWIT	12-207		IT, Director	\$8,951	\$14,002	\$956	7.65%	6.15%	\$11,142	\$16,890
MIL-NWMGT	3.01a		Director of IT	\$9,809	\$15,143	\$956	7.65%	6.15%	\$12,119	\$18,188
Purchased Simple Average				\$9,380	\$14,572	\$956	7.65%	6.15%	\$11,631	\$17,539
MARKET Simple Average				\$8,481	\$12,340	\$1,178	7.65%	13.20%	\$11,412	\$16,014

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
	MESN	EXEC SVC SUPERVISORY	I A	5	\$6,998	82.51%	\$10,306	83.52%	\$10,306	83.52%	\$1,261	7.65%	16.53%	\$9,952	87.20%	\$14,059	87.79%	\$14,059	87.79%
MMC	MGT SVC NON-SUPV CONFIDENTIAL	I A		\$6,998	82.51%	\$10,306	83.52%	\$1,261	7.65%	16.53%	\$9,952	87.20%	\$14,059	87.79%	\$14,059	87.79%			
MMN	MGT SVC NON-SUPV	I A		\$6,998	82.51%	\$10,306	83.52%	\$1,261	7.65%	16.53%	\$9,952	87.20%	\$14,059	87.79%	\$14,059	87.79%			
MMS	MGT SVC SUPERVISORY	I A	26	\$6,998	82.51%	\$10,160	82.34%	\$10,306	83.52%	\$1,261	7.65%	16.53%	\$9,952	87.20%	\$13,878	86.66%	\$14,059	87.79%	
Management Simple Average				31	\$6,998	82.51%	\$10,233	82.93%	\$10,306	83.52%	\$1,261	7.65%	16.53%	\$9,952	87.20%	\$13,969	87.23%	\$14,059	87.79%
STATEWIDE Simple Average				31	\$6,998	82.51%	\$10,233	82.93%	\$10,306	83.52%	\$1,261	7.65%	16.53%	\$9,952	87.20%	\$13,969	87.23%	\$14,059	87.79%

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7012 PRINCIPAL EXECUTIVE/MANAGER G

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
MIL-OPES	5.11		Labor Relations Manager	\$7,096	\$10,414	\$1,267	7.65%	10.63%	\$9,660	\$13,585
OPES Simple Average				\$7,096	\$10,414	\$1,267	7.65%	10.63%	\$9,660	\$13,585
MIL-PACS	5.12		Labor Relations Manager	\$7,204	\$11,253	\$956	7.65%	6.15%	\$9,154	\$13,762
Purchased Simple Average				\$7,204	\$11,253	\$956	7.65%	6.15%	\$9,154	\$13,762
NCASG-4	650		Workers' Compensation		\$9,551	\$861	7.65%	17.63%		\$12,826
ST-CA	0805		Deputy Director of Labor Relations	\$8,961	\$9,830	\$1,116	7.65%	21.35%	\$12,675	\$13,796
ST-CA	9625		Warden, Department of Corrections	\$10,759	\$11,189	\$1,116	7.65%	21.35%	\$14,995	\$15,549
ST-ID	05226	P	Economist, Chief - DFM	\$4,855	\$7,496	\$879	7.65%	14.19%	\$6,794	\$10,013
State Simple Average				\$8,192	\$9,517	\$993	7.65%	18.63%	\$11,488	\$13,046
MARKET Simple Average				\$7,775	\$9,956	\$1,032	7.65%	15.22%	\$10,656	\$13,255

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max		
		MENC	EXEC SVC NON-SUPV CONFIDENTIAL	A	A	\$6,998	90.01%			\$10,306	103.52%	\$1,261	7.65%	16.53%	\$9,952	93.39%			\$14,059	106.07%
	MENN	EXEC SVC NON-SUPV	A	A	14	\$6,998	90.01%	\$9,294	93.35%	\$10,306	103.52%	\$1,261	7.65%	16.53%	\$9,952	93.39%	\$12,803	96.59%	\$14,059	106.07%
	MESN	EXEC SVC SUPERVISORY	A	A	115	\$6,998	90.01%	\$9,678	97.21%	\$10,306	103.52%	\$1,261	7.65%	16.53%	\$9,952	93.39%	\$13,279	100.18%	\$14,059	106.07%
	MESN	EXEC SVC SUPERVISORY	B	A		\$6,998	90.01%			\$9,822	98.66%	\$1,261	7.65%	16.53%	\$9,952	93.39%			\$13,458	101.53%
	MESP	EXEC SVC SUPERVISORY AT OSP	A	A	1	\$6,998	90.01%	\$10,306	103.52%	\$10,306	103.52%	\$1,261	7.65%	16.53%	\$9,952	93.39%	\$14,059	106.07%	\$14,059	106.07%
	MMS	MGT SVC SUPERVISORY	A	A	31	\$6,998	90.01%	\$9,330	93.72%	\$10,306	103.52%	\$1,261	7.65%	16.53%	\$9,952	93.39%	\$12,847	96.92%	\$14,059	106.07%
	MNNC	UNCL EXCL NSUPV CONFIDENTIAL	A	A		\$6,998	90.01%			\$10,306	103.52%	\$1,261	7.65%	16.53%	\$9,952	93.39%			\$14,059	106.07%
	MNNN	UNCLASS EXCLUDED NONSUPVSORY	A	A		\$6,998	90.01%			\$10,306	103.52%	\$1,261	7.65%	16.53%	\$9,952	93.39%			\$14,059	106.07%
	MNSN	UNCLASS EXCLUDED SUPERVISORY	A	A		\$6,998	90.01%			\$10,306	103.52%	\$1,261	7.65%	16.53%	\$9,952	93.39%			\$14,059	106.07%
	MNSP	UNCLASS EXCLUDED SUPV AT OSP	A	A		\$6,998	90.01%			\$10,306	103.52%	\$1,261	7.65%	16.53%	\$9,952	93.39%			\$14,059	106.07%
	Management Simple Average				161	\$6,998	90.01%	\$9,652	96.95%	\$10,258	103.03%	\$1,261	7.65%	16.53%	\$9,952	93.39%	\$13,247	99.94%	\$13,999	105.61%
	STATEWIDE Simple Average				161	\$6,998	90.01%	\$9,652	96.95%	\$10,258	103.03%	\$1,261	7.65%	16.53%	\$9,952	93.39%	\$13,247	99.94%	\$13,999	105.61%

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7012-I PRINCIPAL EXECUTIVE/MANAGER G

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-CLACK	699		Information Services Director	\$9,410	\$12,703	\$1,266	7.65%	16.43%	\$12,942	\$17,028
CO-MULT	9454		IT Manager Senior	\$7,964	\$12,743	\$1,369	7.65%	15.87%	\$11,206	\$17,109
County Simple Average				\$8,687	\$12,723	\$1,317	7.65%	16.15%	\$12,074	\$17,069
MIL-NWIT	10-250		Multi-Function Head / Director	\$9,800	\$15,884	\$956	7.65%	6.15%	\$12,109	\$19,032
Purchased Simple Average				\$9,800	\$15,884	\$956	7.65%	6.15%	\$12,109	\$19,032
MARKET Simple Average				\$9,058	\$13,777	\$1,197	7.65%	12.82%	\$12,085	\$17,723

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max			Insurance		SS		Retire		SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max		
					\$	%	\$	%	\$	%	\$	%	\$	%	\$	%	\$	%	\$	%	\$	%	\$	%
	MENN	EXEC SVC NON-SUPV	I A		\$8,496	93.79%			\$12,523	90.90%	\$1,261	7.65%	16.53%	\$11,812	97.73%			\$16,812	94.86%			\$16,812	94.86%	
	MESN	EXEC SVC SUPERVISORY	I A	4	\$8,496	93.79%	\$12,083	87.71%	\$12,523	90.90%	\$1,261	7.65%	16.53%	\$11,812	97.73%	\$16,266	91.78%	\$16,812	94.86%			\$16,812	94.86%	
	MMC	MGT SVC NON-SUPV CONFIDENTIAL	I A		\$8,496	93.79%			\$12,523	90.90%	\$1,261	7.65%	16.53%	\$11,812	97.73%			\$16,812	94.86%			\$16,812	94.86%	
	MMN	MGT SVC NON-SUPV	I A		\$8,496	93.79%			\$12,523	90.90%	\$1,261	7.65%	16.53%	\$11,812	97.73%			\$16,812	94.86%			\$16,812	94.86%	
	MMS	MGT SVC SUPERVISORY	I A	2	\$8,496	93.79%	\$11,415	82.85%	\$12,523	90.90%	\$1,261	7.65%	16.53%	\$11,812	97.73%	\$15,436	87.10%	\$16,812	94.86%			\$16,812	94.86%	
	Management Simple Average				6	\$8,496	93.79%	\$11,749	85.28%	\$12,523	90.90%	\$1,261	7.65%	16.53%	\$11,812	97.73%	\$15,851	89.44%	\$16,812	94.86%			\$16,812	94.86%
	STATEWIDE Simple Average				6	\$8,496	93.79%	\$11,749	85.28%	\$12,523	90.90%	\$1,261	7.65%	16.53%	\$11,812	97.73%	\$15,851	89.44%	\$16,812	94.86%			\$16,812	94.86%

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7014 PRINCIPAL EXECUTIVE/MANAGER H

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
MIL-NWHEX	1.13		Top Human Resources Position	\$7,801	\$12,340	\$956	7.65%	6.15%	\$9,834	\$14,999
MIL-NWIT	10-721		Top Human Resources Executive*	\$10,872	\$17,242	\$956	7.65%	6.15%	\$13,328	\$20,578
Purchased Simple Average				\$9,336	\$14,791	\$956	7.65%	6.15%	\$11,581	\$17,788
NCASG-4	370		Human Resources		\$9,481	\$861	7.65%	17.63%		\$12,738
State Simple Average					\$9,481	\$861	7.65%	17.63%		\$12,738
MARKET Simple Average				\$9,336	\$13,021	\$924	7.65%	9.98%	\$11,581	\$16,105

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%		
	MENC	EXEC SVC NON-SUPV CONFIDENTIAL	A A		\$7,701	82.48%			\$11,362	87.26%	\$1,261	7.65%	16.53%	\$10,825	93.47%			\$15,371	95.44%
	MENC	EXEC SVC NON-SUPV CONFIDENTIAL	B B		\$9,517	101.93%			\$9,517	73.09%	\$1,261	7.65%	16.53%	\$13,080	112.94%			\$13,080	81.21%
	MENN	EXEC SVC NON-SUPV	A A	4	\$7,701	82.48%	\$10,512	80.73%	\$11,362	87.26%	\$1,261	7.65%	16.53%	\$10,825	93.47%	\$14,315	88.88%	\$15,371	95.44%
	MENN	EXEC SVC NON-SUPV	B B	2	\$9,517	101.93%	\$9,517	73.09%	\$9,517	73.09%	\$1,261	7.65%	16.53%	\$13,080	112.94%	\$13,080	81.21%	\$13,080	81.21%
	MESN	EXEC SVC SUPERVISORY	A A	58	\$7,701	82.48%	\$11,094	85.20%	\$11,362	87.26%	\$1,261	7.65%	16.53%	\$10,825	93.47%	\$15,039	93.38%	\$15,371	95.44%
	MESN	EXEC SVC SUPERVISORY	B B		\$9,517	101.93%			\$9,517	73.09%	\$1,261	7.65%	16.53%	\$13,080	112.94%			\$13,080	81.21%
	MESP	EXEC SVC SUPERVISORY AT OSP	A A		\$7,701	82.48%			\$11,362	87.26%	\$1,261	7.65%	16.53%	\$10,825	93.47%			\$15,371	95.44%
	MMN	MGT SVC NON-SUPV	A A		\$7,701	82.48%			\$11,362	87.26%	\$1,261	7.65%	16.53%	\$10,825	93.47%			\$15,371	95.44%
	MMS	MGT SVC SUPERVISORY	A A		\$7,701	82.48%			\$11,362	87.26%	\$1,261	7.65%	16.53%	\$10,825	93.47%			\$15,371	95.44%
	MNNC	UNCL EXCL NSUPV CONFIDENTIAL	A A		\$7,701	82.48%			\$11,362	87.26%	\$1,261	7.65%	16.53%	\$10,825	93.47%			\$15,371	95.44%
	MNNN	UNCLASS EXCLUDED NONSUPV SORY	A A	1	\$7,701	82.48%	\$8,496	65.25%	\$11,362	87.26%	\$1,261	7.65%	16.53%	\$10,825	93.47%	\$11,812	73.34%	\$15,371	95.44%
	MNSN	UNCLASS EXCLUDED SUPERVISORY	A A	23	\$7,701	82.48%	\$10,364	79.59%	\$11,362	87.26%	\$1,261	7.65%	16.53%	\$10,825	93.47%	\$14,131	87.74%	\$15,371	95.44%
	Management Simple Average			88	\$8,155	87.35%	\$9,997	76.77%	\$10,901	83.72%	\$1,261	7.65%	16.53%	\$11,388	98.34%	\$13,675	84.91%	\$14,798	91.88%
	STATEWIDE Simple Average			88	\$8,155	87.35%	\$9,997	76.77%	\$10,901	83.72%	\$1,261	7.65%	16.53%	\$11,388	98.34%	\$13,675	84.91%	\$14,798	91.88%

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7014-H PRINCIPAL EXECUTIVE/MANAGER H

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
NCASG-4	120		Agriculture		\$11,396	\$861	7.65%	17.63%		\$15,137
NCASG-4	300		Fish and Game Administrator		\$11,424	\$861	7.65%	17.63%		\$15,173
NCASG-4	440		Parks Administrator		\$10,375	\$861	7.65%	17.63%		\$13,858
NCASG-4	560		State Forester		\$12,221	\$861	7.65%	17.63%		\$16,171
State Simple Average					\$11,354	\$861	7.65%	17.63%		\$15,085
MARKET Simple Average					\$11,354	\$861	7.65%	17.63%		\$15,085

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%		
	MEAH	EXEC SVC SUPV-AGENCY HEADS	H A	13	\$8,209	- %	\$12,109	106.65%	\$12,109	106.65%	\$1,261	7.65%	16.53%	\$11,455	- %	\$16,298	108.04%	\$16,298	108.04%
	Management Simple Average			13	\$8,209	- %	\$12,109	106.65%	\$12,109	106.65%	\$1,261	7.65%	16.53%	\$11,455	- %	\$16,298	108.04%	\$16,298	108.04%
	STATEWIDE Simple Average			13	\$8,209	- %	\$12,109	106.65%	\$12,109	106.65%	\$1,261	7.65%	16.53%	\$11,455	- %	\$16,298	108.04%	\$16,298	108.04%

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7014-I PRINCIPAL EXECUTIVE/MANAGER H

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
MIL-NWHEX	1.04a		Chief Information Officer (CIO)	\$12,417	\$19,079	\$956	7.65%	6.15%	\$15,087	\$22,668
MIL-NWIT	10-220		Chief Information Officer (CIO)	\$13,455	\$21,474	\$956	7.65%	6.15%	\$16,268	\$25,393
MIL-NWIT	10-240		Chief Technical Officer (CTO)	\$11,737	\$18,650	\$956	7.65%	6.15%	\$14,313	\$22,180
Purchased Simple Average				\$12,536	\$19,734	\$956	7.65%	6.15%	\$15,223	\$23,414
NCASG-4	170		Chief Information Officer		\$10,883	\$861	7.65%	17.63%		\$14,495
State Simple Average					\$10,883	\$861	7.65%	17.63%		\$14,495
MARKET Simple Average				\$12,536	\$17,522	\$932	7.65%	9.02%	\$15,223	\$21,184

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	MESN	EXEC SVC SUPERVISORY	I A	4	\$10,306	82.21%	\$14,040	80.13%	\$15,214	86.83%	\$1,261	7.65%	16.53%	\$14,059	92.36%	\$18,696	88.25%	\$20,154	95.14%
	MMC	MGT SVC NON-SUPV CONFIDENTIAL	I A		\$10,306	82.21%			\$15,214	86.83%	\$1,261	7.65%	16.53%	\$14,059	92.36%			\$20,154	95.14%
	MMN	MGT SVC NON-SUPV	I A		\$10,306	82.21%			\$15,214	86.83%	\$1,261	7.65%	16.53%	\$14,059	92.36%			\$20,154	95.14%
	MMS	MGT SVC SUPERVISORY	I A		\$10,306	82.21%			\$15,214	86.83%	\$1,261	7.65%	16.53%	\$14,059	92.36%			\$20,154	95.14%
	Management Simple Average			4	\$10,306	82.21%	\$14,040	80.13%	\$15,214	86.83%	\$1,261	7.65%	16.53%	\$14,059	92.36%	\$18,696	88.25%	\$20,154	95.14%
	STATEWIDE Simple Average			4	\$10,306	82.21%	\$14,040	80.13%	\$15,214	86.83%	\$1,261	7.65%	16.53%	\$14,059	92.36%	\$18,696	88.25%	\$20,154	95.14%

7016 PRINCIPAL EXECUTIVE/MANAGER I

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
MIL-NWHEX	1.02		Chief Financial Officer (CFO)	\$11,455	\$17,274	\$956	7.65%	6.15%	\$13,992	\$20,614
MIL-NWIT	10-421		Chief Financial Officer (CFO)*	\$16,381	\$26,701	\$956	7.65%	6.15%	\$19,598	\$31,342
Purchased Simple Average				\$13,918	\$21,988	\$956	7.65%	6.15%	\$16,795	\$25,978
NCASG-4	150		Budget Director		\$11,812	\$861	7.65%	17.63%		\$15,659
State Simple Average					\$11,812	\$861	7.65%	17.63%		\$15,659
MARKET Simple Average				\$13,918	\$18,596	\$924	7.65%	9.98%	\$16,795	\$22,538

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
	MENN	EXEC SVC NON-SUPV	A A			\$8,496	61.04%			\$12,523	67.34%	\$1,261	7.65%	16.53%	\$11,812	70.33%			\$16,812
MESN	EXEC SVC SUPERVISORY	A A	17		\$8,496	61.04%	\$12,388	66.62%	\$12,523	67.34%	\$1,261	7.65%	16.53%	\$11,812	70.33%	\$16,645	73.85%	\$16,812	74.60%
MESP	EXEC SVC SUPERVISORY AT OSP	A A			\$8,496	61.04%			\$12,523	67.34%	\$1,261	7.65%	16.53%	\$11,812	70.33%			\$16,812	74.60%
MNSN	UNCLASS EXCLUDED SUPERVISORY	A A			\$8,496	61.04%			\$12,523	67.34%	\$1,261	7.65%	16.53%	\$11,812	70.33%			\$16,812	74.60%
Management Simple Average				17	\$8,496	61.04%	\$12,388	66.62%	\$12,523	67.34%	\$1,261	7.65%	16.53%	\$11,812	70.33%	\$16,645	73.85%	\$16,812	74.60%
STATEWIDE Simple Average				17	\$8,496	61.04%	\$12,388	66.62%	\$12,523	67.34%	\$1,261	7.65%	16.53%	\$11,812	70.33%	\$16,645	73.85%	\$16,812	74.60%

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7016-H PRINCIPAL EXECUTIVE/MANAGER I

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
NCASG-4	180		Chief of Staff		\$11,766	\$861	7.65%	17.63%		\$15,601
NCASG-4	210		Corrections		\$13,561	\$861	7.65%	17.63%		\$17,850
NCASG-4	510		Revenue		\$10,045	\$861	7.65%	17.63%		\$13,445
NCASG-4	610		Transportation		\$13,616	\$861	7.65%	17.63%		\$17,919
NCASG-4	620		Unemployment Insurance		\$11,059	\$861	7.65%	17.63%		\$14,715
State Simple Average					\$12,009	\$861	7.65%	17.63%		\$15,906
MARKET Simple Average					\$12,009	\$861	7.65%	17.63%		\$15,906

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
		MEAH	EXEC SVC SUPV-AGENCY HEADS	H A	8	\$9,055	- %	\$13,131	109.34%	\$13,348	111.15%	\$1,261	7.65%	16.53%	\$12,506	- %	\$17,568	110.45%	\$17,837
	Management Simple Average			8	\$9,055	- %	\$13,131	109.34%	\$13,348	111.15%	\$1,261	7.65%	16.53%	\$12,506	- %	\$17,568	110.45%	\$17,837	112.14%
	STATEWIDE Simple Average			8	\$9,055	- %	\$13,131	109.34%	\$13,348	111.15%	\$1,261	7.65%	16.53%	\$12,506	- %	\$17,568	110.45%	\$17,837	112.14%

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7018-H PRINCIPAL EXECUTIVE/MANAGER J

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
MIL-NWHEX	1.01		Chief Executive Officer (CEO)	\$18,541	\$29,115	\$956	7.65%	6.15%	\$22,055	\$34,089
Purchased Simple Average				\$18,541	\$29,115	\$956	7.65%	6.15%	\$22,055	\$34,089
NCASG-4	100		Administration		\$12,280	\$861	7.65%	17.63%		\$16,245
NCASG-4	260		Education		\$11,124	\$861	7.65%	17.63%		\$14,797
NCASG-4	320		Health Services	\$9,215	\$13,275	\$861	7.65%	17.63%	\$12,405	\$17,491
State Simple Average				\$9,215	\$12,226	\$861	7.65%	17.63%	\$12,405	\$16,178
MARKET Simple Average				\$13,878	\$16,449	\$884	7.65%	14.76%	\$17,230	\$20,656

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	MEAH	EXEC SVC SUPV-AGENCY HEADS	H A	3	\$9,969	71.83%	\$15,087	91.72%	\$14,714	89.45%	\$1,261	7.65%	16.53%	\$13,641	79.17%	\$19,996	96.81%	\$19,533	94.57%
	Management Simple Average			3	\$9,969	71.83%	\$15,087	91.72%	\$14,714	89.45%	\$1,261	7.65%	16.53%	\$13,641	79.17%	\$19,996	96.81%	\$19,533	94.57%
	STATEWIDE Simple Average			3	\$9,969	71.83%	\$15,087	91.72%	\$14,714	89.45%	\$1,261	7.65%	16.53%	\$13,641	79.17%	\$19,996	96.81%	\$19,533	94.57%

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7500 BOARD AND COMMISSION MEMBER

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max

EXCLUDED-N 0000 Non-ORS 240

Exclude Simple Average										
MARKET Simple Average				Excluded						Excluded

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min	Emp Avg to SR Max	SR Max to SR Max	Insurance	SS	Retire	SR Min to SR Min	Emp Avg to SR Max	POLICY POINT
													SR Max to SR Max

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7504 ASSISTANT ATTORNEY GENERAL

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
MIL-NWMGT	5.18b		Attorney	\$7,260	\$11,413	\$956	7.65%	6.15%	\$9,218	\$13,944
MIL-PACS	4.23		Attorney	\$8,125	\$12,034	\$956	7.65%	6.15%	\$10,202	\$14,651
Purchased Simple Average				\$7,692	\$11,723	\$956	7.65%	6.15%	\$9,710	\$14,297
ST-CA	5706		DEPUTY ATTORNEY GENERAL III	\$7,682	\$9,857	\$1,116	7.65%	21.35%	\$11,025	\$13,831
ST-ID	05912	N	Attorney 2	\$4,098	\$6,326	\$879	7.65%	14.19%	\$5,872	\$8,587
ST-NV	0963		UDEP ATTY GENERAL (EA)		\$7,861	\$785	7.65%	25.75%		\$11,271
ST-WA	0000		No Match							
State Simple Average				\$5,890	\$8,015	\$927	7.65%	20.43%	\$8,448	\$11,230
MARKET Simple Average				\$6,791	\$9,498	\$938	7.65%	14.72%	\$9,079	\$12,457

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
	MNJC	UNCL EX NSPV CONF DOJ L&E ATYS	A A			\$5,554	81.78%			\$7,414	78.06%	\$1,261	7.65%	16.53%	\$8,158	89.86%	\$10,049	80.67%	\$10,468
MNJN	UNCL EXL NSUPV DOJ L&E ATTNYS	A A	3		\$5,658	83.32%	\$7,077	74.51%	\$7,518	79.15%	\$1,261	7.65%	16.53%	\$8,288	91.28%	\$10,049	80.67%	\$10,597	85.07%
Management Simple Average				3	\$5,606	82.55%	\$7,077	74.51%	\$7,466	78.61%	\$1,261	7.65%	16.53%	\$8,223	90.57%	\$10,049	80.67%	\$10,533	84.55%
AJ	AFSCME-JUSTICE ATTORNEYS (OAJA)	A A	66		\$5,658	83.32%	\$6,791	71.50%	\$7,518	79.15%	\$1,261	7.65%	16.53%	\$8,288	91.28%	\$9,694	77.83%	\$10,597	85.07%
UJ	UNREPRESENTED-DOJ ATTORNEYS	A A	9		\$5,658	83.32%	\$5,998	63.15%	\$7,518	79.15%	\$1,261	7.65%	16.53%	\$8,288	91.28%	\$8,710	69.92%	\$10,597	85.07%
Non-Corrections/Non-Mgmt Simple Average				75	\$5,658	83.32%	\$6,395	67.33%	\$7,518	79.15%	\$1,261	7.65%	16.53%	\$8,288	91.28%	\$9,202	73.87%	\$10,597	85.07%
STATEWIDE Simple Average				78	\$5,632	82.93%	\$6,622	69.72%	\$7,492	78.88%	\$1,261	7.65%	16.53%	\$8,255	90.92%	\$9,485	76.14%	\$10,565	84.81%

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7505 SR ASSISTANT ATTORNEY GENERAL

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
MIL-OPES	8.06		Attorney (Senior)	\$7,496	\$10,437	\$1,267	7.65%	10.63%	\$10,133	\$13,612
OPES Simple Average				\$7,496	\$10,437	\$1,267	7.65%	10.63%	\$10,133	\$13,612
MIL-NWMGT	5.18a		Attorney - Senior	\$9,166	\$14,079	\$956	7.65%	6.15%	\$11,386	\$16,978
Purchased Simple Average				\$9,166	\$14,079	\$956	7.65%	6.15%	\$11,386	\$16,978
ST-CA	5705	A	DEPUTY ATTORNEY GENERAL IV	\$8,486	\$10,896	\$1,116	7.65%	21.35%	\$12,063	\$15,171
ST-ID	0000		No Match							
ST-NV	0934		SR DEPUTY AATY GENERAL (EA)		\$7,861	\$785	7.65%	25.75%		\$11,271
ST-NV	SrAAG		Sr Assistant Attorney General	\$8,034	\$8,909	\$785	7.65%	25.75%	\$11,502	\$12,669
State Simple Average				\$8,260	\$9,222	\$895	7.65%	24.28%	\$11,782	\$13,037
MARKET Simple Average				\$8,295	\$10,436	\$982	7.65%	17.93%	\$11,271	\$13,941

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
	MNJC	UNCL EX NSPV CONF DOJ L&E ATYS	A A			\$7,809	94.14%			\$10,992	105.32%	\$1,261	7.65%	16.53%	\$10,959	97.23%			\$14,911
MNJN	UNCL EXL NSUPV DOJ L&E ATTNYS	A A	2		\$7,913	95.39%	\$9,700	92.94%	\$11,096	106.32%	\$1,261	7.65%	16.53%	\$11,088	98.37%	\$13,307	95.45%	\$15,040	107.89%
Management Simple Average				2	\$7,861	94.77%	\$9,700	92.94%	\$11,044	105.82%	\$1,261	7.65%	16.53%	\$11,023	97.80%	\$13,307	95.45%	\$14,976	107.43%
AJ	AFSCME-JUSTICE ATTORNEYS (OAJA)	A A	165		\$7,913	95.39%	\$9,999	95.81%	\$11,096	106.32%	\$1,261	7.65%	16.53%	\$11,088	98.37%	\$13,678	98.12%	\$15,040	107.89%
UJ	UNREPRESENTED-DOJ ATTORNEYS	A A			\$7,913	95.39%			\$11,096	106.32%	\$1,261	7.65%	16.53%	\$11,088	98.37%			\$15,040	107.89%
Non-Corrections/Non-Mgmt Simple Average				165	\$7,913	95.39%	\$9,999	95.81%	\$11,096	106.32%	\$1,261	7.65%	16.53%	\$11,088	98.37%	\$13,678	98.12%	\$15,040	107.89%
STATEWIDE Simple Average				167	\$7,887	95.08%	\$9,849	94.38%	\$11,070	106.07%	\$1,261	7.65%	16.53%	\$11,055	98.09%	\$13,492	96.79%	\$15,008	107.66%

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7506 FOREIGN OFFICER

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max

EXCLUDED-N 0000 No Budgeted Positions

Exclude Simple Average										
MARKET Simple Average				Excluded						Excluded

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min	Emp Avg to SR Max	SR Max to SR Max	Insurance	SS	Retire	SR Min to SR Min	Emp Avg to SR Max	POLICY POINT
													SR Max to SR Max

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7507 DEPUTY STATE MEDICAL EXAMINER

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	0000		No Match							
ST-ID	0000		No Match							
ST-NV	0000	00	No Match							
ST-WA	0000		No Match							

State Simple Average										
MARKET Simple Average										

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
		MNNC	UNCL EXCL NSUPV CONFIDENTIAL	A A		\$10,826	- %		- %	\$15,214	- %	\$1,261	7.65%	16.53%	\$14,705	- %		- %	\$20,154
	MNNN	UNCLASS EXCLUDED NONSUPVSORY	A A	3	\$10,826	- %	\$15,214	- %	\$15,214	- %	\$1,261	7.65%	16.53%	\$14,705	- %	\$20,154	- %	\$20,154	- %
	Management Simple Average			3	\$10,826	- %	\$15,214	- %	\$15,214	- %	\$1,261	7.65%	16.53%	\$14,705	- %	\$20,154	- %	\$20,154	- %
	STATEWIDE Simple Average			3	\$10,826	- %	\$15,214	- %	\$15,214	- %	\$1,261	7.65%	16.53%	\$14,705	- %	\$20,154	- %	\$20,154	- %

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7508 STATE MEDICAL EXAMINER

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	0000		No Match							
ST-ID	0000		No Match							
ST-NV	0000	00	No Match							
ST-WA	0000		No Match							

State Simple Average										
MARKET Simple Average										

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
		MNNC	UNCL EXCL NSUPV CONFIDENTIAL	A B		\$17,606	- %		- %	\$17,606	- %	\$1,261	7.65%	16.53%	\$23,125	- %		- %	\$23,125
	MNNN	UNCLASS EXCLUDED NONSUPVSORY	A B		\$17,606	- %		- %	\$17,606	- %	\$1,261	7.65%	16.53%	\$23,125	- %		- %	\$23,125	- %
	MNSN	UNCLASS EXCLUDED SUPERVISORY	A B	1	\$17,606	- %	\$17,606	- %	\$17,606	- %	\$1,261	7.65%	16.53%	\$23,125	- %	\$23,125	- %	\$23,125	- %
	MNSP	UNCLASS EXCLUDED SUPV AT OSP	A B		\$17,606	- %		- %	\$17,606	- %	\$1,261	7.65%	16.53%	\$23,125	- %		- %	\$23,125	- %
	Management Simple Average			1	\$17,606	- %	\$17,606	- %	\$17,606	- %	\$1,261	7.65%	16.53%	\$23,125	- %	\$23,125	- %	\$23,125	- %
	STATEWIDE Simple Average			1	\$17,606	- %	\$17,606	- %	\$17,606	- %	\$1,261	7.65%	16.53%	\$23,125	- %	\$23,125	- %	\$23,125	- %

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7510 DENTIST

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
MIL-NWHCS	2.30		Dentist	\$9,251	\$13,886	\$956	7.65%	6.15%	\$11,484	\$16,758
Purchased Simple Average				\$9,251	\$13,886	\$956	7.65%	6.15%	\$11,484	\$16,758
ST-CA	9268	B	DENTIST, CORRECTIONAL FACILITY	\$8,652	\$11,871	\$1,116	7.65%	21.35%	\$12,277	\$16,429
ST-ID	0000		No Match							
ST-NV	0000	00	No Match							
ST-WA	288E	80E	DENTIST	\$7,818	\$9,289	\$662	7.65%	9.21%	\$9,798	\$11,517
State Simple Average				\$8,235	\$10,580	\$889	7.65%	15.28%	\$11,037	\$13,973
MARKET Simple Average				\$8,574	\$11,682	\$911	7.65%	12.24%	\$11,186	\$14,901

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
	AE	AFSCME-DOC DENTISTS	A A	23	\$11,129	129.80%	\$13,495	115.52%	\$14,696	125.80%	\$1,261	7.65%	16.53%	\$15,081	134.82%	\$18,019	120.92%	\$19,511	130.93%
Corrections Simple Average				23	\$11,129	129.80%	\$13,495	115.52%	\$14,696	125.80%	\$1,261	7.65%	16.53%	\$15,081	134.82%	\$18,019	120.92%	\$19,511	130.93%
	UA	UNREPRESENTED	A A	2	\$10,304	120.18%	\$13,772	117.89%	\$15,181	129.95%	\$1,261	7.65%	16.53%	\$14,057	125.66%	\$18,363	123.23%	\$20,113	134.98%
Non-Corrections/Non-Mgmt Simple Average				2	\$10,304	120.18%	\$13,772	117.89%	\$15,181	129.95%	\$1,261	7.65%	16.53%	\$14,057	125.66%	\$18,363	123.23%	\$20,113	134.98%
STATEWIDE Simple Average				25	\$10,717	124.99%	\$13,633	116.70%	\$14,939	127.88%	\$1,261	7.65%	16.53%	\$14,569	130.24%	\$18,191	122.08%	\$19,812	132.95%

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7511 SUPERVISING DENTIST A

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	9371	A	SUPERVISING DENTIST, CORRECTIONAL FACILITY	\$9,287	\$12,499	\$1,116	7.65%	21.35%	\$13,096	\$17,239
ST-ID	0000		No Match							
ST-NV	9086		SR INSTITUTIONAL DENTIST (B) (EA)		\$10,181	\$785	7.65%	25.75%		\$14,367
ST-WA	0000		No Match							
State Simple Average				\$9,287	\$11,340	\$950	7.65%	23.55%	\$13,096	\$15,803
MARKET Simple Average				\$9,287	\$11,340	\$950	7.65%	23.55%	\$13,096	\$15,803

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	MNSN	UNCLASS EXCLUDED SUPERVISORY	A A	1	\$6,046	65.10%	\$8,496	74.92%	\$8,496	74.92%	\$1,261	7.65%	16.53%	\$8,769	66.96%	\$11,812	74.74%	\$11,812	74.74%
	Management Simple Average			1	\$6,046	65.10%	\$8,496	74.92%	\$8,496	74.92%	\$1,261	7.65%	16.53%	\$8,769	66.96%	\$11,812	74.74%	\$11,812	74.74%
	STATEWIDE Simple Average			1	\$6,046	65.10%	\$8,496	74.92%	\$8,496	74.92%	\$1,261	7.65%	16.53%	\$8,769	66.96%	\$11,812	74.74%	\$11,812	74.74%

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7512 SUPERVISING DENTIST B

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max

EXCLUDED-N 0000 No Budgeted Positions

Exclude Simple Average										
MARKET Simple Average				Excluded					Excluded	

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
		MNSN	UNCLASS EXCLUDED SUPERVISORY	A	A	\$6,663	- %	- %	\$9,354	- %	\$1,261	7.65%	16.53%	\$9,536	- %	- %	\$12,877	- %	
	Management Simple Average				\$6,663	- %	- %	\$9,354	- %	\$1,261	7.65%	16.53%	\$9,536	- %	- %	\$12,877	- %		
	STATEWIDE Simple Average				\$6,663	- %	- %	\$9,354	- %	\$1,261	7.65%	16.53%	\$9,536	- %	- %	\$12,877	- %		

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7513 DIRECTOR-COUNCIL ON COURT PROC

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
EXCLUDED-N	0000		No Budgeted Positions							

Exclude Simple Average										
MARKET Simple Average				Excluded						Excluded

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
		MESN	EXEC SVC SUPERVISORY	A	B	\$7,368	- %	- %	\$7,368	- %	\$1,261	7.65%	16.53%	\$10,411	- %	- %	\$10,411	- %	\$10,411
	Management Simple Average				\$7,368	- %	- %	\$7,368	- %	\$1,261	7.65%	16.53%	\$10,411	- %	- %	\$10,411	- %	\$10,411	- %
	STATEWIDE Simple Average				\$7,368	- %	- %	\$7,368	- %	\$1,261	7.65%	16.53%	\$10,411	- %	- %	\$10,411	- %	\$10,411	- %

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7514 CORRECTIONS PHYSICIAN SPECIALI

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	9263	P	PHYSICIAN AND SURGEON, CORRECTIONAL FACILITY	\$18,984	\$19,934	\$1,116	7.65%	21.35%	\$25,605	\$26,830
ST-CA	9269	B	PHYSICIAN AND SURGEON, CORRECTIONAL FACILITY	\$9,309	\$12,772	\$1,116	7.65%	21.35%	\$13,124	\$17,591
ST-ID	07207	V	Physician, Medical Clinic - Institution	\$9,755	\$15,064	\$879	7.65%	14.19%	\$12,765	\$19,233
ST-NV	0000	00	No Match							
ST-WA	288H	81E	PHYSICIAN 2	\$8,012	\$9,521	\$662	7.65%	9.21%	\$10,025	\$11,788
State Simple Average				\$11,515	\$14,323	\$943	7.65%	16.53%	\$15,380	\$18,861
MARKET Simple Average				\$11,515	\$14,323	\$943	7.65%	16.53%	\$15,380	\$18,861

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
	MNNC	UNCL EXCL NSUPV CONFIDENTIAL	A A			\$13,147	114.17%			\$18,483	129.05%	\$1,261	7.65%	16.53%	\$17,587	114.35%			\$24,214
MNNN	UNCLASS EXCLUDED NONSUPVORY	A A	17		\$13,147	114.17%	\$18,078	126.22%	\$18,483	129.05%	\$1,261	7.65%	16.53%	\$17,587	114.35%	\$23,710	125.71%	\$24,214	128.38%
MNSN	UNCLASS EXCLUDED SUPERVISORY	A A			\$13,147	114.17%			\$18,483	129.05%	\$1,261	7.65%	16.53%	\$17,587	114.35%			\$24,214	128.38%
Management Simple Average				17	\$13,147	114.17%	\$18,078	126.22%	\$18,483	129.05%	\$1,261	7.65%	16.53%	\$17,587	114.35%	\$23,710	125.71%	\$24,214	128.38%
STATEWIDE Simple Average				17	\$13,147	114.17%	\$18,078	126.22%	\$18,483	129.05%	\$1,261	7.65%	16.53%	\$17,587	114.35%	\$23,710	125.71%	\$24,214	128.38%

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7517 PHYSICIAN SPECIALIST

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	7644	S	PHYSICIAN AND SURGEON, DEPARTMENTS OF MENTA	\$12,747	\$15,820	\$1,116	7.65%	21.35%	\$17,559	\$21,523
ST-ID	07206	V	Physician, Psychiatric Specialty	\$9,755	\$15,064	\$879	7.65%	14.19%	\$12,765	\$19,233
ST-NV	0000	00	No Match							
ST-WA	0000		No Match							
State Simple Average				\$11,251	\$15,442	\$997	7.65%	17.77%	\$15,162	\$20,378
MARKET Simple Average				\$11,251	\$15,442	\$997	7.65%	17.77%	\$15,162	\$20,378

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
MNNC	UNCL EXCL NSUPV CONFIDENTIAL	A A			\$9,822	87.30%			\$13,805	89.40%	\$1,261	7.65%	16.53%	\$13,458	88.76%			\$18,404	90.31%
MNNN	UNCLASS EXCLUDED NONSUPVSORY	A A		1	\$9,822	87.30%	\$12,523	81.10%	\$13,805	89.40%	\$1,261	7.65%	16.53%	\$13,458	88.76%	\$16,812	82.50%	\$18,404	90.31%
MNSN	UNCLASS EXCLUDED SUPERVISORY	A A			\$9,822	87.30%			\$13,805	89.40%	\$1,261	7.65%	16.53%	\$13,458	88.76%			\$18,404	90.31%
Management Simple Average				1	\$9,822	87.30%	\$12,523	81.10%	\$13,805	89.40%	\$1,261	7.65%	16.53%	\$13,458	88.76%	\$16,812	82.50%	\$18,404	90.31%
AMP	AFSCME-DHS PHYSICIANS	A A		25	\$12,681	112.71%	\$16,632	107.71%	\$17,833	115.48%	\$1,261	7.65%	16.53%	\$17,009	112.18%	\$21,915	107.54%	\$23,406	114.86%
Non-Corrections/Non-Mgmt Simple Average				25	\$12,681	112.71%	\$16,632	107.71%	\$17,833	115.48%	\$1,261	7.65%	16.53%	\$17,009	112.18%	\$21,915	107.54%	\$23,406	114.86%
STATEWIDE Simple Average				26	\$10,537	93.65%	\$14,578	94.40%	\$14,812	95.92%	\$1,261	7.65%	16.53%	\$14,346	94.62%	\$19,364	95.02%	\$19,655	96.45%

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7518 SUPERVISING PHYSICIAN

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	7561	S	CHIEF PHYSICIAN AND SURGEON	\$12,844	\$15,636	\$1,116	7.65%	21.35%	\$17,684	\$21,286
ST-ID	07208	V	Physician, Medical Director - Institution	\$9,755	\$15,064	\$879	7.65%	14.19%	\$12,765	\$19,233
ST-NV	4717		Medical Director		\$14,074	\$785	7.65%	25.75%		\$19,561
ST-NV	9087		SR PHYSICIAN (RANGE C) (EA)		\$11,445	\$785	7.65%	25.75%		\$16,053
ST-WA	288I	92	PHYSICIAN 3	\$9,521	\$12,496	\$662	7.65%	9.21%	\$11,788	\$15,265
State Simple Average				\$10,707	\$13,743	\$845	7.65%	19.25%	\$14,079	\$18,279
MARKET Simple Average				\$10,707	\$13,743	\$845	7.65%	19.25%	\$14,079	\$18,279

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
	MESN	EXEC SVC SUPERVISORY	A A	2	\$13,147	122.79%	\$15,993	116.37%	\$18,483	134.49%	\$1,261	7.65%	16.53%	\$17,587	124.92%	\$21,121	115.54%	\$24,214	132.46%
MNNC	UNCL EXCL NSUPV CONFIDENTIAL	A A		\$13,147	122.79%			\$18,483	134.49%	\$1,261	7.65%	16.53%	\$17,587	124.92%			\$24,214	132.46%	
MNNN	UNCLASS EXCLUDED NONSUPVSORY	A A	1	\$13,147	122.79%	\$15,214	110.70%	\$18,483	134.49%	\$1,261	7.65%	16.53%	\$17,587	124.92%	\$20,154	110.26%	\$24,214	132.46%	
MNSN	UNCLASS EXCLUDED SUPERVISORY	A A	4	\$13,147	122.79%	\$17,408	126.67%	\$18,483	134.49%	\$1,261	7.65%	16.53%	\$17,587	124.92%	\$22,878	125.16%	\$24,214	132.46%	
Management Simple Average			7	\$13,147	122.79%	\$16,205	117.91%	\$18,483	134.49%	\$1,261	7.65%	16.53%	\$17,587	124.92%	\$21,384	116.99%	\$24,214	132.46%	
STATEWIDE Simple Average			7	\$13,147	122.79%	\$16,205	117.91%	\$18,483	134.49%	\$1,261	7.65%	16.53%	\$17,587	124.92%	\$21,384	116.99%	\$24,214	132.46%	

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7519 CLINCIAL DIRECTOR

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	0000		No Match							
ST-ID	07209	V	Physician, Clinical Director - Community	\$9,755	\$15,064	\$879	7.65%	14.19%	\$12,765	\$19,233
ST-NV	0000	00	No Match							
ST-WA	0000		No Match							
State Simple Average				Insufficient Market Data					Insufficient Market Data	
MARKET Simple Average				Insufficient Market Data					Insufficient Market Data	

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
		MNSN	UNCLASS EXCLUDED SUPERVISORY	A A	1	\$14,492	- %	\$20,373	- %	\$20,373	- %	\$1,261	7.65%	16.53%	\$19,258	- %	\$26,561	- %	\$26,561
	Management Simple Average			1	\$14,492	- %	\$20,373	- %	\$20,373	- %	\$1,261	7.65%	16.53%	\$19,258	- %	\$26,561	- %	\$26,561	- %
	STATEWIDE Simple Average			1	\$14,492	- %	\$20,373	- %	\$20,373	- %	\$1,261	7.65%	16.53%	\$19,258	- %	\$26,561	- %	\$26,561	- %

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7520 CONSULTING PHYSICIAN

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	7787	C	MEDICAL CONSULTANT I, DEPARTMENT OF HEALTH SI	\$9,586	\$13,152	\$1,116	7.65%	21.35%	\$13,482	\$18,082
ST-ID	07211	V	Physician, Epidemiologist - State	\$9,755	\$15,064	\$879	7.65%	14.19%	\$12,765	\$19,233
ST-NV	0000	00	No Match							
ST-WA	288H	81E	PHYSICIAN 2	\$8,012	\$9,521	\$662	7.65%	9.21%	\$10,025	\$11,788
State Simple Average				\$9,118	\$12,579	\$886	7.65%	14.92%	\$12,090	\$16,368
MARKET Simple Average				\$9,118	\$12,579	\$886	7.65%	14.92%	\$12,090	\$16,368

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	UA	UNREPRESENTED	A A	1	\$9,821	107.71%	\$14,459	114.95%	\$14,459	114.95%	\$1,261	7.65%	16.53%	\$13,457	111.30%	\$19,217	117.41%	\$19,217	117.41%
	Non-Corrections/Non-Mgmt Simple Average			1	\$9,821	107.71%	\$14,459	114.95%	\$14,459	114.95%	\$1,261	7.65%	16.53%	\$13,457	111.30%	\$19,217	117.41%	\$19,217	117.41%
	STATEWIDE Simple Average			1	\$9,821	107.71%	\$14,459	114.95%	\$14,459	114.95%	\$1,261	7.65%	16.53%	\$13,457	111.30%	\$19,217	117.41%	\$19,217	117.41%

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7521 WORKERS COMP BOARD MEMBER

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	0000		No Match							
ST-ID	0000		No Match							
ST-NV	0000	00	No Match							
ST-WA	0000		No Match							

State Simple Average										
MARKET Simple Average										

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	MENC	EXEC SVC NON-SUPV CONFIDENTIAL	A A		\$7,343	- %		- %	\$10,306	- %	\$1,261	7.65%	16.53%	\$10,380	- %		- %	\$14,059	- %
	MENN	EXEC SVC NON-SUPV	A A	4	\$7,343	- %	\$10,306	- %	\$10,306	- %	\$1,261	7.65%	16.53%	\$10,380	- %	\$14,059	- %	\$14,059	- %
	MESN	EXEC SVC SUPERVISORY	A A	1	\$7,343	- %	\$10,306	- %	\$10,306	- %	\$1,261	7.65%	16.53%	\$10,380	- %	\$14,059	- %	\$14,059	- %
	Management Simple Average			5	\$7,343	- %	\$10,306	- %	\$10,306	- %	\$1,261	7.65%	16.53%	\$10,380	- %	\$14,059	- %	\$14,059	- %
	STATEWIDE Simple Average			5	\$7,343	- %	\$10,306	- %	\$10,306	- %	\$1,261	7.65%	16.53%	\$10,380	- %	\$14,059	- %	\$14,059	- %

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7522 WCB ADMIN LAW JUDGE

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	6116		WORKERS' COMPENSATION JUDGE	\$7,494	\$9,426	\$1,116	7.65%	21.35%	\$10,783	\$13,275
ST-ID	0000		No Match							
ST-NV	4140		Administrative LawJudge		\$7,861	\$785	7.65%	25.75%		\$11,271
ST-WA	423D	71	INDUSTRIAL INSUR APPEALS JUDGE 4	\$5,668	\$7,440	\$662	7.65%	9.21%	\$7,286	\$9,356
State Simple Average				\$6,581	\$8,242	\$854	7.65%	18.77%	\$9,034	\$11,301
MARKET Simple Average				\$6,581	\$8,242	\$854	7.65%	18.77%	\$9,034	\$11,301

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%		
	UA	UNREPRESENTED	A A	24	\$6,691	101.67%	\$9,250	112.22%	\$9,816	119.09%	\$1,261	7.65%	16.53%	\$9,570	105.93%	\$12,747	112.80%	\$13,451	119.03%
	Non-Corrections/Non-Mgmt Simple Average			24	\$6,691	101.67%	\$9,250	112.22%	\$9,816	119.09%	\$1,261	7.65%	16.53%	\$9,570	105.93%	\$12,747	112.80%	\$13,451	119.03%
	STATEWIDE Simple Average			24	\$6,691	101.67%	\$9,250	112.22%	\$9,816	119.09%	\$1,261	7.65%	16.53%	\$9,570	105.93%	\$12,747	112.80%	\$13,451	119.03%

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7537 EXC ASST-COUNCIL ON COURT PROC

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS		
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max	
EXCLUDED-N	0000		Non-ORS 240								
Exclude Simple Average											
MARKET Simple Average				Excluded						Excluded	

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min	Emp Avg to SR Max	SR Max to SR Max	Insurance	SS	Retire	SR Min to SR Min	Emp Avg to SR Max	POLICY POINT SR Max to SR Max
		UA	UNREPRESENTED	A	A	\$2,757 - %	- %	\$3,827 - %	\$1,261	7.65%	16.53%	\$4,685 - %	- %
	Non-Corrections/Non-Mgmt Simple Average				\$2,757 - %	- %	\$3,827 - %	\$1,261	7.65%	16.53%	\$4,685 - %	- %	\$6,014 - %
	STATEWIDE Simple Average				\$2,757 - %	- %	\$3,827 - %	\$1,261	7.65%	16.53%	\$4,685 - %	- %	\$6,014 - %

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7538 MEDICAL CONSULTANT

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	9748		MEDICAL CONSULTANT (ADVISORY), MEDICAL BOARD	\$10,813	\$12,917	\$1,116	7.65%	21.35%	\$15,064	\$17,779
ST-ID	0000		No Match							
ST-NV	0000	00	No Match							
ST-WA	0000		No Match							
State Simple Average				Insufficient Market Data					Insufficient Market Data	
MARKET Simple Average				Insufficient Market Data					Insufficient Market Data	

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%		
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	22	\$7,023	- %	\$9,741	- %	\$10,309	- %	\$1,261	7.65%	16.53%	\$9,983	- %	\$13,358	- %	\$14,063	- %
	UA	UNREPRESENTED	A A		\$7,025	- %	- %	\$10,304	- %	\$1,261	7.65%	16.53%	\$9,985	- %	- %	- %	\$14,057	- %	
	Non-Corrections/Non-Mgmt Simple Average			22	\$7,024	- %	\$9,741	- %	\$10,307	- %	\$1,261	7.65%	16.53%	\$9,984	- %	\$13,358	- %	\$14,060	- %
	STATEWIDE Simple Average			22	\$7,024	- %	\$9,741	- %	\$10,307	- %	\$1,261	7.65%	16.53%	\$9,984	- %	\$13,358	- %	\$14,060	- %

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7539 SR MEDICAL CONSULTANT

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max

EXCLUDED-N 0000 No Budgeted Positions

Exclude Simple Average										
MARKET Simple Average				Excluded					Excluded	

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
		MNSN	UNCLASS EXCLUDED SUPERVISORY	A	A	\$8,496	- %	- %	\$11,925	- %	\$1,261	7.65%	16.53%	\$11,812	- %	- %	\$16,070	- %	
	Management Simple Average				\$8,496	- %	- %	\$11,925	- %	\$1,261	7.65%	16.53%	\$11,812	- %	- %	\$16,070	- %		
	STATEWIDE Simple Average				\$8,496	- %	- %	\$11,925	- %	\$1,261	7.65%	16.53%	\$11,812	- %	- %	\$16,070	- %		

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7540 PUBLIC SERVICE PHYSICIAN

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	7561	S	CHIEF PHYSICIAN AND SURGEON	\$12,844	\$15,636	\$1,116	7.65%	21.35%	\$17,684	\$21,286
ST-ID	07205	V	Physician, Public Health	\$9,755	\$15,064	\$879	7.65%	14.19%	\$12,765	\$19,233
ST-NV	0000	00	No Match							
ST-WA	289D	87	PUBLIC HEALTH & EPIDEMIOLOGIST 4	\$8,417	\$11,044	\$662	7.65%	9.21%	\$10,498	\$13,568
State Simple Average				\$10,339	\$13,915	\$886	7.65%	14.92%	\$13,649	\$18,029
MARKET Simple Average				\$10,339	\$13,915	\$886	7.65%	14.92%	\$13,649	\$18,029

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%		
MENC	EXEC SVC NON-SUPV CONFIDENTIAL	A A			\$8,087	78.22%	\$11,362	81.66%	\$11,362	81.66%	\$1,261	7.65%	16.53%	\$11,304	82.82%	\$15,371	85.26%	\$15,371	85.26%
MENN	EXEC SVC NON-SUPV	A A	1		\$8,087	78.22%	\$11,362	81.66%	\$11,362	81.66%	\$1,261	7.65%	16.53%	\$11,304	82.82%	\$15,371	85.26%	\$15,371	85.26%
Management Simple Average				1	\$8,087	78.22%	\$11,362	81.66%	\$11,362	81.66%	\$1,261	7.65%	16.53%	\$11,304	82.82%	\$15,371	85.26%	\$15,371	85.26%
STATEWIDE Simple Average				1	\$8,087	78.22%	\$11,362	81.66%	\$11,362	81.66%	\$1,261	7.65%	16.53%	\$11,304	82.82%	\$15,371	85.26%	\$15,371	85.26%

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7544 SUPV TEACHER SPEC SCHOOLS-MA

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	0000		No Match							
ST-ID	0000		No Match							
ST-NV	0000	00	No Match							
ST-WA	0000		No Match							

State Simple Average										
MARKET Simple Average										

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
		MNSN	UNCLASS EXCLUDED SUPERVISORY	C A		\$4,394	- %	- %	\$5,955	- %	\$1,261	7.65%	16.53%	\$6,718	- %	- %	\$8,656	- %	
	Management Simple Average				\$4,394	- %	- %	\$5,955	- %	\$1,261	7.65%	16.53%	\$6,718	- %	- %	\$8,656	- %		
	STATEWIDE Simple Average				\$4,394	- %	- %	\$5,955	- %	\$1,261	7.65%	16.53%	\$6,718	- %	- %	\$8,656	- %		

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7544-B SUPV TEACHER SPEC SCHOOLS-MA

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max

EXCLUDED-N 0000 No Budgeted Positions

Exclude Simple Average										
MARKET Simple Average				Excluded					Excluded	

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
		MNSN	UNCLASS EXCLUDED SUPERVISORY	B A	1	\$3,919	- %	\$5,844	- %	\$5,844	- %	\$1,261	7.65%	16.53%	\$6,128	- %	\$8,518	- %	\$8,518
	Management Simple Average			1	\$3,919	- %	\$5,844	- %	\$5,844	- %	\$1,261	7.65%	16.53%	\$6,128	- %	\$8,518	- %	\$8,518	- %
	STATEWIDE Simple Average			1	\$3,919	- %	\$5,844	- %	\$5,844	- %	\$1,261	7.65%	16.53%	\$6,128	- %	\$8,518	- %	\$8,518	- %

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7544-D SUPV TEACHER SPEC SCHOOLS-MA

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max

EXCLUDED-N 0000 No Budgeted Positions

Exclude Simple Average										
MARKET Simple Average				Excluded						Excluded

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
		MNSN	UNCLASS EXCLUDED SUPERVISORY	D A	1	\$4,757	- %	\$6,578	- %	\$6,212	- %	\$1,261	7.65%	16.53%	\$7,169	- %	\$9,430	- %	\$8,975
	Management Simple Average			1	\$4,757	- %	\$6,578	- %	\$6,212	- %	\$1,261	7.65%	16.53%	\$7,169	- %	\$9,430	- %	\$8,975	- %
	STATEWIDE Simple Average			1	\$4,757	- %	\$6,578	- %	\$6,212	- %	\$1,261	7.65%	16.53%	\$7,169	- %	\$9,430	- %	\$8,975	- %

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7545 TEACHER SPECIAL SCHOOLS-BA

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	2328	B	TEACHER ORIENTATION CENTER FOR THE BLIND -TYF	\$4,081	\$5,363	\$1,116	7.65%	21.35%	\$6,380	\$8,034
ST-ID	0000		No Match							
ST-NV	0000	00	No Match							
ST-WA	258E	band 0	TEACHER OF THE DEAF Band 01		\$4,808	\$662	7.65%	9.21%		\$6,280
ST-WA	258F	band 0	TEACHER OF THE BLIND Band 01		\$4,808	\$662	7.65%	9.21%		\$6,280
State Simple Average				\$4,081	\$4,993	\$813	7.65%	13.26%	\$6,380	\$6,865
MARKET Simple Average				\$4,081	\$4,993	\$813	7.65%	13.26%	\$6,380	\$6,865

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
	RE	STE A OR SCHOOLS BLIND AND DEAF	A A			\$2,805	68.73%			\$5,148	103.11%	\$1,261	7.65%	16.53%	\$4,745	74.37%			\$7,654
RE	STE A OR SCHOOLS BLIND AND DEAF	B A			\$2,805	68.73%			\$4,746	95.06%	\$1,261	7.65%	16.53%	\$4,745	74.37%			\$7,155	104.23%
RE	STE A OR SCHOOLS BLIND AND DEAF	C A		1	\$3,021	74.03%	\$4,746	95.06%	\$4,880	97.74%	\$1,261	7.65%	16.53%	\$5,013	78.57%	\$7,155	104.23%	\$7,321	106.65%
RE	STE A OR SCHOOLS BLIND AND DEAF	D A			\$3,128	76.65%			\$5,014	100.42%	\$1,261	7.65%	16.53%	\$5,146	80.65%			\$7,488	109.07%
RE	STE A OR SCHOOLS BLIND AND DEAF	E A			\$3,237	79.32%			\$5,151	103.17%	\$1,261	7.65%	16.53%	\$5,281	82.78%			\$7,658	111.55%
UA	UNREPRESENTED	B A			\$2,198	53.86%			\$2,272	45.51%	\$1,261	7.65%	16.53%	\$3,991	62.55%			\$4,083	59.47%
UA	UNREPRESENTED	C A			\$2,272	55.67%			\$2,346	46.99%	\$1,261	7.65%	16.53%	\$4,083	63.99%			\$4,175	60.81%
UA	UNREPRESENTED	D A			\$2,346	57.49%			\$2,420	48.47%	\$1,261	7.65%	16.53%	\$4,175	65.43%			\$4,267	62.15%
UA	UNREPRESENTED	E A			\$2,499	61.23%			\$2,730	54.68%	\$1,261	7.65%	16.53%	\$4,365	68.41%			\$4,652	67.76%
Non-Corrections/Non-Mgmt Simple Average				1	\$2,701	66.19%	\$4,746	95.06%	\$3,856	77.24%	\$1,261	7.65%	16.53%	\$4,616	72.35%	\$7,155	104.23%	\$6,050	88.13%
STATEWIDE Simple Average				1	\$2,701	66.19%	\$4,746	95.06%	\$3,856	77.24%	\$1,261	7.65%	16.53%	\$4,616	72.35%	\$7,155	104.23%	\$6,050	88.13%

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7546 TEACHER SPECIAL SCHOOLS-MA

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS		
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max	
ST-CA	0000		No Match								
ST-ID	0000		No Match								
ST-NV	0000	00	No Match								
ST-WA	259C	58T	INSTITUTION TEACHER 3	\$3,377	\$5,535	\$662	7.65%	9.21%	\$4,608	\$7,130	
State Simple Average				Insufficient Market Data						Insufficient Market Data	
MARKET Simple Average				Insufficient Market Data						Insufficient Market Data	

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	RE	STEA OR SCHOOLS BLIND AND DEAF	A A		\$3,344	- %		- %	\$5,821	- %	\$1,261	7.65%	16.53%	\$5,414	- %		- %	\$8,490	- %
	RE	STEA OR SCHOOLS BLIND AND DEAF	D A	8	\$3,560	- %	\$4,586	- %	\$5,821	- %	\$1,261	7.65%	16.53%	\$5,682	- %	\$6,956	- %	\$8,490	- %
	Non-Corrections/Non-Mgmt Simple Average			8	\$3,452	- %	\$4,586	- %	\$5,821	- %	\$1,261	7.65%	16.53%	\$5,548	- %	\$6,956	- %	\$8,490	- %
	STATEWIDE Simple Average			8	\$3,452	- %	\$4,586	- %	\$5,821	- %	\$1,261	7.65%	16.53%	\$5,548	- %	\$6,956	- %	\$8,490	- %

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7546-B TEACHER SPECIAL SCHOOLS-MA

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS		
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max	
EXCLUDED-N	0000		No Budgeted Positions								
Exclude Simple Average				Insufficient Market Data					Insufficient Market Data		
MARKET Simple Average				Excluded					Excluded		

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
		RE	STEA OR SCHOOLS BLIND AND DEAF	B A	13	\$3,344	- %	\$4,450	- %	\$5,420	- %	\$1,261	7.65%	16.53%	\$5,414	- %	\$6,787	- %	\$7,992
	UA	UNREPRESENTED	B A	4	\$2,573	- %	\$3,789	- %	\$2,810	- %	\$1,261	7.65%	16.53%	\$4,457	- %	\$5,966	- %	\$4,751	- %
	Non-Corrections/Non-Mgmt Simple Average			17	\$2,959	- %	\$4,119	- %	\$4,115	- %	\$1,261	7.65%	16.53%	\$4,935	- %	\$6,377	- %	\$6,371	- %
	STATEWIDE Simple Average			17	\$2,959	- %	\$4,119	- %	\$4,115	- %	\$1,261	7.65%	16.53%	\$4,935	- %	\$6,377	- %	\$6,371	- %

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7546-C TEACHER SPECIAL SCHOOLS-MA

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS		
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max	
EXCLUDED-N	0000		No Budgeted Positions								
Exclude Simple Average				Insufficient Market Data					Insufficient Market Data		
MARKET Simple Average				Excluded					Excluded		

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
		RE	STEA OR SCHOOLS BLIND AND DEAF	C A	3	\$3,453	- %	\$4,708	- %	\$5,552	- %	\$1,261	7.65%	16.53%	\$5,549	- %	\$7,107	- %	\$8,156
	Non-Corrections/Non-Mgmt Simple Average			3	\$3,453	- %	\$4,708	- %	\$5,552	- %	\$1,261	7.65%	16.53%	\$5,549	- %	\$7,107	- %	\$8,156	- %
	STATEWIDE Simple Average			3	\$3,453	- %	\$4,708	- %	\$5,552	- %	\$1,261	7.65%	16.53%	\$5,549	- %	\$7,107	- %	\$8,156	- %

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7547 SUPV TEACHER SPEC SCHOOLS-BA

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max

EXCLUDED-N 0000 No Budgeted Positions

Exclude Simple Average										
MARKET Simple Average				Excluded					Excluded	

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max	SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max	POLICY POINT SR Max to SR Max	
		MNSN	UNCLASS EXCLUDED SUPERVISORY	B A		\$3,438	- %	- %	\$5,345	- %	\$1,261	7.65%	16.53%	\$5,531	- %	- %	\$7,899
	MNSN	UNCLASS EXCLUDED SUPERVISORY	C A		\$3,556	- %	- %	\$5,478	- %	\$1,261	7.65%	16.53%	\$5,677	- %	- %	\$8,064	- %
	MNSN	UNCLASS EXCLUDED SUPERVISORY	D A		\$3,683	- %	- %	\$5,592	- %	\$1,261	7.65%	16.53%	\$5,835	- %	- %	\$8,206	- %
	MNSN	UNCLASS EXCLUDED SUPERVISORY	E A		\$3,798	- %	- %	\$5,736	- %	\$1,261	7.65%	16.53%	\$5,978	- %	- %	\$8,384	- %
	Management Simple Average				\$3,619	- %	- %	\$5,538	- %	\$1,261	7.65%	16.53%	\$5,755	- %	- %	\$8,138	- %
	STATEWIDE Simple Average				\$3,619	- %	- %	\$5,538	- %	\$1,261	7.65%	16.53%	\$5,755	- %	- %	\$8,138	- %

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7550 SENIOR TROOPER

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
EXCLUDED-Ir	0000		Interest Arbitration							

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min	Emp Avg to SR Max	SR Max to SR Max	Insurance	SS	Retire	SR Min to SR Min	Emp Avg to SR Max	POLICY POINT SR Max to SR Max
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7551 TROOPER

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
EXCLUDED-Ir	0000		Interest Arbitration							

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min	Emp Avg to SR Max	SR Max to SR Max	Insurance	SS	Retire	SR Min to SR Min	Emp Avg to SR Max	POLICY POINT SR Max to SR Max
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7552 RECRUIT-STATE POLICE

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
EXCLUDED-Ir	0000		Interest Arbitration							

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min	Emp Avg to SR Max	SR Max to SR Max	Insurance	SS	Retire	SR Min to SR Min	Emp Avg to SR Max	POLICY POINT SR Max to SR Max
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7553 CADET

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
EXCLUDED-Ir	0000		Interest Arbitration							

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
	UA	UNREPRESENTED	A	A	\$2,136	- %	- %	\$2,421	- %	\$1,261	7.65%	16.53%	\$3,914	- %	- %	\$4,268	- %		
	Non-Corrections/Non-Mgmt Simple Average					\$2,136	- %	- %	\$2,421	- %	\$1,261	7.65%	16.53%	\$3,914	- %	- %	\$4,268	- %	
	STATEWIDE Simple Average					\$2,136	- %	- %	\$2,421	- %	\$1,261	7.65%	16.53%	\$3,914	- %	- %	\$4,268	- %	

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7555 OSP TROOPER

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
EXCLUDED-Ir	0000		Interest Arbitration							

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
	UA	UNREPRESENTED	A A		\$3,973	- %		- %	\$4,162	- %	\$1,261	7.65%	16.53%	\$6,195	- %		- %	\$6,430	- %
	UR	DIGNITARY PROTECTION AT OSP	A D	34	\$2,999	- %	\$3,979	- %	\$4,162	- %	\$1,261	7.65%	16.53%	\$4,986	- %	\$6,202	- %	\$6,430	- %
	Non-Corrections/Non-Mgmt Simple Average				34	\$3,486	- %	\$3,979	- %	\$4,162	- %	\$1,261	7.65%	16.53%	\$5,590	- %	\$6,202	- %	\$6,430
STATEWIDE Simple Average				34	\$3,486	- %	\$3,979	- %	\$4,162	- %	\$1,261	7.65%	16.53%	\$5,590	- %	\$6,202	- %	\$6,430	- %

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7556 SERGEANT

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
EXCLUDED-Ir	0000		Interest Arbitration							

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
	MNNP	UNCLASS EXCLUDED NSUPV AT OSP	A A		\$5,439	- %	- %	\$8,008	- %	\$1,261	7.65%	16.53%	\$8,016	- %	- %	\$11,206	- %		
	MNPC	UNCL EXCL NSUPV CONFDTL OSP	A A		\$5,253	- %	- %	\$7,735	- %	\$1,261	7.65%	16.53%	\$7,785	- %	- %	\$10,867	- %		
	MNSP	UNCLASS EXCLUDED SUPV AT OSP	A A		\$5,439	- %	- %	\$8,008	- %	\$1,261	7.65%	16.53%	\$8,016	- %	- %	\$11,206	- %		
	Management Simple Average				\$5,377	- %	- %	\$7,917	- %	\$1,261	7.65%	16.53%	\$7,939	- %	- %	\$11,093	- %		
	UR	DIGNITARY PROTECTION AT OSP	A A	1	\$4,508	- %	- %	\$7,266	- %	\$6,968	- %	16.53%	\$6,859	- %	\$10,284	- %	\$9,914	- %	
	Non-Corrections/Non-Mgmt Simple Average				1	\$4,508	- %	\$7,266	- %	\$6,968	- %	7.65%	16.53%	\$6,859	- %	\$10,284	- %	\$9,914	- %
	STATEWIDE Simple Average				1	\$5,160	- %	\$7,266	- %	\$7,680	- %	7.65%	16.53%	\$7,669	- %	\$10,284	- %	\$10,798	- %

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7560 WCB PRESID ADMIN LAW JUDGE

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	6117		PRESIDING WORKERS' COMPENSATION JUDGE	\$8,022	\$9,997	\$1,116	7.65%	21.35%	\$11,464	\$14,012
ST-ID	0000		No Match							
ST-NV	4140		Administrative LawJudge		\$7,861	\$785	7.65%	25.75%		\$11,271
ST-WA	422M	69	REVIEW JUDGE	\$5,395	\$7,082	\$662	7.65%	9.21%	\$6,967	\$8,938
State Simple Average				\$6,709	\$8,313	\$854	7.65%	18.77%	\$9,215	\$11,407
MARKET Simple Average				\$6,709	\$8,313	\$854	7.65%	18.77%	\$9,215	\$11,407

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%		
	MESN	EXEC SVC SUPERVISORY	A A	1	\$7,343	109.46%	\$10,306	123.97%	\$10,306	123.97%	\$1,261	7.65%	16.53%	\$10,380	112.64%	\$14,059	123.25%	\$14,059	123.25%
	Management Simple Average			1	\$7,343	109.46%	\$10,306	123.97%	\$10,306	123.97%	\$1,261	7.65%	16.53%	\$10,380	112.64%	\$14,059	123.25%	\$14,059	123.25%
	STATEWIDE Simple Average			1	\$7,343	109.46%	\$10,306	123.97%	\$10,306	123.97%	\$1,261	7.65%	16.53%	\$10,380	112.64%	\$14,059	123.25%	\$14,059	123.25%

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7562 CRIMINALIST 3-LTD

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS		
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max	
EXCLUDED-N	0000		No Budgeted Positions								
Exclude Simple Average											
ST-CA	8478		SENIOR CRIMINALIST	\$5,458	\$7,307	\$1,116	7.65%	21.35%	\$8,156	\$10,542	
ST-ID	07434	M	ISP Forensic Scientist 3	\$3,708	\$5,726	\$879	7.65%	14.19%	\$5,396	\$7,855	
ST-NV	13.243	40	Criminal Investigator 3	\$4,181	\$6,274	\$785	7.65%	25.75%	\$6,363	\$9,155	
ST-WA	505C	60	FORENSIC SCIENTIST 3	\$4,322	\$5,668	\$662	7.65%	9.21%	\$5,713	\$7,286	
State Simple Average				\$4,417	\$6,244	\$861	7.65%	17.63%	\$6,407	\$8,709	
MARKET Simple Average				Excluded						Excluded	

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min	Emp Avg to SR Max	SR Max to SR Max	Insurance	SS	Retire	SR Min to SR Min	Emp Avg to SR Max	POLICY POINT
													SR Max to SR Max

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7571 PUBLIC HEALTH PHYSICIAN 1

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	7551	S	PHYSICIAN AND SURGEON	\$9,309	\$12,772	\$1,116	7.65%	21.35%	\$13,124	\$17,591
ST-ID	0000		No Match							
ST-NV	0000	00	No Match							
ST-WA	289B	81	PUBLIC HEALTH & EPIDEMIOLOGIST 2	\$7,258	\$9,521	\$662	7.65%	9.21%	\$9,144	\$11,788
State Simple Average				\$8,284	\$11,147	\$889	7.65%	15.28%	\$11,134	\$14,690
MARKET Simple Average				\$8,284	\$11,147	\$889	7.65%	15.28%	\$11,134	\$14,690

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max		
	MNNC	UNCL EXCL NSUPV CONFIDENTIAL	A A		\$7,343	88.65%			\$10,306	92.46%	\$1,261	7.65%	16.53%	\$10,380	93.23%			\$14,059	95.71%	
	MNNN	UNCLASS EXCLUDED NONSUPVSORY	A A	1	\$7,343	88.65%	\$7,701	69.09%	\$10,306	92.46%	\$1,261	7.65%	16.53%	\$10,380	93.23%	\$10,825	73.69%	\$14,059	95.71%	
	Management Simple Average				1	\$7,343	88.65%	\$7,701	69.09%	\$10,306	92.46%	\$1,261	7.65%	16.53%	\$10,380	93.23%	\$10,825	73.69%	\$14,059	95.71%
	STATEWIDE Simple Average				1	\$7,343	88.65%	\$7,701	69.09%	\$10,306	92.46%	\$1,261	7.65%	16.53%	\$10,380	93.23%	\$10,825	73.69%	\$14,059	95.71%

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7572 PUBLIC HEALTH PHYSICIAN 2

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	7561	S	CHIEF PHYSICIAN AND SURGEON	\$12,844	\$15,636	\$1,116	7.65%	21.35%	\$17,684	\$21,286
ST-ID	07205	V	Physician, Public Health	\$9,755	\$15,064	\$879	7.65%	14.19%	\$12,765	\$19,233
ST-NV	9087		SR PHYSICIAN (RANGE C) (EA)		\$11,445	\$785	7.65%	25.75%		\$16,053
ST-WA	289D	87	PUBLIC HEALTH & EPIDEMIOLOGIST 4	\$8,417	\$11,044	\$662	7.65%	9.21%	\$10,498	\$13,568
State Simple Average				\$10,339	\$13,297	\$861	7.65%	17.63%	\$13,649	\$17,535
MARKET Simple Average				\$10,339	\$13,297	\$861	7.65%	17.63%	\$13,649	\$17,535

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
MNNC	UNCL EXCL NSUPV CONFIDENTIAL	A A			\$8,087	78.22%			\$11,362	85.45%	\$1,261	7.65%	16.53%	\$11,304	82.82%			\$15,371	87.66%
MNNN	UNCLASS EXCLUDED NONSUPV SORY	A A	8		\$8,087	78.22%	\$11,170	84.00%	\$11,362	85.45%	\$1,261	7.65%	16.53%	\$11,304	82.82%	\$15,132	86.29%	\$15,371	87.66%
MNSN	UNCLASS EXCLUDED SUPERVISORY	A A	1		\$8,087	78.22%	\$11,362	85.45%	\$11,362	85.45%	\$1,261	7.65%	16.53%	\$11,304	82.82%	\$15,371	87.66%	\$15,371	87.66%
Management Simple Average				9	\$8,087	78.22%	\$11,266	84.72%	\$11,362	85.45%	\$1,261	7.65%	16.53%	\$11,304	82.82%	\$15,251	86.98%	\$15,371	87.66%
STATEWIDE Simple Average				9	\$8,087	78.22%	\$11,266	84.72%	\$11,362	85.45%	\$1,261	7.65%	16.53%	\$11,304	82.82%	\$15,251	86.98%	\$15,371	87.66%

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7573 OSP LIEUTENANT

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
MIL-OPES	13.22		Police Lieutenant	\$7,061	\$8,915	\$1,267	7.65%	10.63%	\$9,619	\$11,811
OPES Simple Average				\$7,061	\$8,915	\$1,267	7.65%	10.63%	\$9,619	\$11,811
ST-CA	8398		LIEUTENANT, CALIFORNIA HIGHWAY PATROL	\$10,985	\$12,972	\$1,116	7.65%	21.35%	\$15,286	\$17,849
ST-ID	08013	N	ISP Lieutenant	\$4,098	\$6,326	\$879	7.65%	14.19%	\$5,872	\$8,587
ST-NV	13.204	44	DPS Lieutenant	\$4,997	\$7,548	\$785	7.65%	25.75%	\$7,452	\$10,855
ST-WA	0000		No Match							
State Simple Average				\$6,693	\$8,949	\$927	7.65%	20.43%	\$9,537	\$12,430
MARKET Simple Average				\$6,785	\$8,940	\$1,012	7.65%	17.98%	\$9,557	\$12,276

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	MNNP	UNCLASS EXCLUDED NSUPV AT OSP	A A	7	\$6,046	89.11%	\$8,087	90.46%	\$8,917	99.74%	\$1,261	7.65%	16.53%	\$8,769	91.76%	\$11,304	92.08%	\$12,335	100.48%
	MNPC	UNCL EXCL NSUPV CONFDNTL OSP	A A		\$5,839	86.05%			\$8,613	96.34%	\$1,261	7.65%	16.53%	\$8,512	89.07%			\$11,957	97.40%
	MNSP	UNCLASS EXCLUDED SUPV AT OSP	A A	28	\$6,046	89.11%	\$8,298	92.81%	\$8,917	99.74%	\$1,261	7.65%	16.53%	\$8,769	91.76%	\$11,565	94.21%	\$12,335	100.48%
	Management Simple Average			35	\$5,977	88.09%	\$8,192	91.63%	\$8,816	98.61%	\$1,261	7.65%	16.53%	\$8,684	90.86%	\$11,435	93.15%	\$12,209	99.46%
	UR	DIGNITARY PROTECTION AT OSP	A A		\$5,016	73.93%			\$7,759	86.79%	\$1,261	7.65%	16.53%	\$7,490	78.37%			\$10,897	88.77%
	Non-Corrections/Non-Mgmt Simple Average				\$5,016	73.93%			\$7,759	86.79%	\$1,261	7.65%	16.53%	\$7,490	78.37%	- %		\$10,897	88.77%
	STATEWIDE Simple Average			35	\$5,737	84.55%	\$8,192	91.63%	\$8,552	95.65%	\$1,261	7.65%	16.53%	\$8,385	87.74%	\$11,435	93.15%	\$11,881	96.78%

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7574 OSP CAPTAIN

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
MIL-OPES	13.23		Police Captain	\$7,841	\$9,930	\$1,267	7.65%	10.63%	\$10,542	\$13,012
OPES Simple Average				\$7,841	\$9,930	\$1,267	7.65%	10.63%	\$10,542	\$13,012
ST-CA	8388		CAPTAIN, CALIFORNIA HIGHWAY PATROL	\$12,579	\$14,576	\$1,116	7.65%	21.35%	\$17,343	\$19,919
ST-ID	08011	O	ISP Captain	\$4,441	\$6,856	\$879	7.65%	14.19%	\$6,290	\$9,232
ST-NV	13.203	46	DPS Captain	\$5,469	\$8,289	\$785	7.65%	25.75%	\$8,081	\$11,843
ST-WA	0000		No Match							
State Simple Average				\$7,496	\$9,907	\$927	7.65%	20.43%	\$10,571	\$13,665
MARKET Simple Average				\$7,583	\$9,913	\$1,012	7.65%	17.98%	\$10,564	\$13,502

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
		MESP	EXEC SVC SUPERVISORY AT OSP	A A	10	\$6,998	92.29%	\$9,090	91.70%	\$10,306	103.97%	\$1,261	7.65%	16.53%	\$9,952	94.20%	\$12,550	92.95%	\$14,059
	Management Simple Average			10	\$6,998	92.29%	\$9,090	91.70%	\$10,306	103.97%	\$1,261	7.65%	16.53%	\$9,952	94.20%	\$12,550	92.95%	\$14,059	104.13%
	STATEWIDE Simple Average			10	\$6,998	92.29%	\$9,090	91.70%	\$10,306	103.97%	\$1,261	7.65%	16.53%	\$9,952	94.20%	\$12,550	92.95%	\$14,059	104.13%

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7575 OSP MAJOR

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	0000		No Match							
ST-ID	08010	P	ISP Major	\$4,855	\$7,496	\$879	7.65%	14.19%	\$6,794	\$10,013
ST-NV	13.202	48	DPS Major	\$5,991	\$9,102	\$785	7.65%	25.75%	\$8,777	\$12,927
ST-WA	0000		No Match							
State Simple Average				\$5,423	\$8,299	\$832	7.65%	19.97%	\$7,786	\$11,470
MARKET Simple Average				\$5,423	\$8,299	\$832	7.65%	19.97%	\$7,786	\$11,470

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%		
	MESP	EXEC SVC SUPERVISORY AT OSP	A A	4	\$7,701	142.01%	\$10,713	129.08%	\$11,362	136.90%	\$1,261	7.65%	16.53%	\$10,825	139.03%	\$14,565	126.98%	\$15,371	134.01%
	Management Simple Average			4	\$7,701	142.01%	\$10,713	129.08%	\$11,362	136.90%	\$1,261	7.65%	16.53%	\$10,825	139.03%	\$14,565	126.98%	\$15,371	134.01%
	STATEWIDE Simple Average			4	\$7,701	142.01%	\$10,713	129.08%	\$11,362	136.90%	\$1,261	7.65%	16.53%	\$10,825	139.03%	\$14,565	126.98%	\$15,371	134.01%

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7576 OSP DEPUTY SUPERINTENDENT

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	0000		No Match							
ST-ID	0000		No Match							
ST-NV	13.201	49	DPS Lieutenant Colonel	\$6,274	\$9,540	\$785	7.65%	25.75%	\$9,155	\$13,512
ST-WA	0000		No Match							
State Simple Average				Insufficient Market Data					Insufficient Market Data	
MARKET Simple Average				Insufficient Market Data					Insufficient Market Data	

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
		MESP	EXEC SVC SUPERVISORY AT OSP	A A	1	\$7,701	- %	\$10,826	- %	\$11,362	- %	\$1,261	7.65%	16.53%	\$10,825	- %	\$14,705	- %	\$15,371
	Management Simple Average			1	\$7,701	- %	\$10,826	- %	\$11,362	- %	\$1,261	7.65%	16.53%	\$10,825	- %	\$14,705	- %	\$15,371	- %
	STATEWIDE Simple Average			1	\$7,701	- %	\$10,826	- %	\$11,362	- %	\$1,261	7.65%	16.53%	\$10,825	- %	\$14,705	- %	\$15,371	- %

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7577 OSP SUPERINTENDENT

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	8373		Commissioner		\$19,861	\$1,116	7.65%	21.35%		\$26,736
ST-ID	0000		No Match							
ST-NV	9010		CHIEF, NEVADA HIGHWAY PATROL		\$9,103	\$785	7.65%	25.75%		\$12,929
ST-WA	0000		No Match							
State Simple Average					\$14,482	\$950	7.65%	23.55%		\$19,833
MARKET Simple Average					\$14,482	\$950	7.65%	23.55%		\$19,833

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min	Emp Avg to SR Max	SR Max to SR Max	Insurance	SS	Retire	SR Min to SR Min	Emp Avg to SR Max	POLICY POINT SR Max to SR Max	
		MESP	EXEC SVC SUPERVISORY AT OSP	A	A	\$8,496 - %		\$12,523 86.47%	\$1,261	7.65%	16.53%	\$11,812 - %		\$16,812 84.77%
	Management Simple Average				\$8,496 - %		\$12,523 86.47%	\$1,261	7.65%	16.53%	\$11,812 - %	- %	\$16,812 84.77%	
	STATEWIDE Simple Average				\$8,496 - %		\$12,523 86.47%	\$1,261	7.65%	16.53%	\$11,812 - %	- %	\$16,812 84.77%	

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8120 BIOLOGICAL TECHNICIAN

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	7891		AGRICULTURAL BIOLOGICAL TECHNICIAN	\$3,181	\$3,981	\$1,116	7.65%	21.35%	\$5,219	\$6,251
ST-ID	07426	H	Laboratory Technician	\$1,969	\$3,041	\$879	7.65%	14.19%	\$3,278	\$4,585
ST-NV	10.733	25	Laboratory Technician 1	\$2,229	\$3,222	\$785	7.65%	25.75%	\$3,759	\$5,084
ST-WA	570E	35	AGRICULTURAL RESEARCH TECHNOLOGIST 1	\$2,370	\$3,063	\$662	7.65%	9.21%	\$3,432	\$4,241
State Simple Average				\$2,437	\$3,327	\$861	7.65%	17.63%	\$3,922	\$5,040
MARKET Simple Average				\$2,437	\$3,327	\$861	7.65%	17.63%	\$3,922	\$5,040

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max			Insurance		SS		Retire		SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A	A	\$2,435	99.91%			\$3,450	103.70%			\$1,261	7.65%	16.53%	\$4,285	109.26%					\$5,546	110.03%
	OB	SEIU LOCAL 503 OPEU-SEAS STRKE	A	A	\$2,435	99.91%			\$3,450	103.70%			\$1,261	7.65%	16.53%	\$4,285	109.26%					\$5,546	110.03%
Non-Corrections/Non-Mgmt Simple Average					\$2,435	99.91%			\$3,450	103.70%			\$1,261	7.65%	16.53%	\$4,285	109.26%			- %		\$5,546	110.03%
STATEWIDE Simple Average					\$2,435	99.91%			\$3,450	103.70%			\$1,261	7.65%	16.53%	\$4,285	109.26%			- %		\$5,546	110.03%

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8125 AGRICULTURAL WORKER

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	0365		AGRICULTURAL AIDE (SEASONAL)	\$1,922	\$2,128	\$1,116	7.65%	21.35%	\$3,595	\$3,861
ST-ID	0000		No Match							
ST-NV	1.135	21	Agricultural Inspector 1	\$1,912	\$2,725	\$785	7.65%	25.75%	\$3,336	\$4,420
ST-WA	0000		No Match							
State Simple Average				\$1,917	\$2,427	\$950	7.65%	23.55%	\$3,466	\$4,141
MARKET Simple Average				\$1,917	\$2,427	\$950	7.65%	23.55%	\$3,466	\$4,141

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A		\$2,047	106.77%			\$2,188	90.16%	\$1,261	7.65%	16.53%	\$3,803	109.74%			\$3,978	96.08%
	OB	SEIU LOCAL 503 OPEU-SEAS STRKE	A A	22	\$2,047	106.77%	\$2,087	86.02%	\$2,188	90.16%	\$1,261	7.65%	16.53%	\$3,803	109.74%	\$3,854	93.06%	\$3,978	96.08%
	UA	UNREPRESENTED	A A		\$1,969	102.70%			\$2,181	89.88%	\$1,261	7.65%	16.53%	\$3,707	106.95%			\$3,970	95.87%
	Non-Corrections/Non-Mgmt Simple Average			22	\$2,021	105.41%	\$2,087	86.02%	\$2,186	90.07%	\$1,261	7.65%	16.53%	\$3,771	108.81%	\$3,854	93.06%	\$3,976	96.01%
	STATEWIDE Simple Average			22	\$2,021	105.41%	\$2,087	86.02%	\$2,186	90.07%	\$1,261	7.65%	16.53%	\$3,771	108.81%	\$3,854	93.06%	\$3,976	96.01%

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8201 FORESTRY NURSERY WORKER 1

Market	Class	Rng	Class Title	SALARY			BENEFITS			SALARY AND BENEFITS				
				SR Min	SR Max		Insurance	SS	Retire	SR Min	SR Max			
EXCLUDED-C	0000		Class Abolish/Replace											
Exclude Simple Average														
MARKET Simple Average				Excluded						Excluded				
OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min	Emp Avg to SR Max	SR Max to SR Max	Insurance	SS	Retire	SR Min to SR Min	Emp Avg to SR Max	POLICY POINT SR Max to SR Max	
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A		\$2,047 - %	- %	\$2,360 - %	\$1,261	7.65%	16.53%	\$3,803 - %	- %	\$4,192 - %	
	OB	SEIU LOCAL 503 OPEU-SEAS STRKE	A A		\$2,047 - %	- %	\$2,360 - %	\$1,261	7.65%	16.53%	\$3,803 - %	- %	\$4,192 - %	
	Non-Corrections/Non-Mgmt Simple Average				\$2,047 - %	- %	\$2,360 - %	\$1,261	7.65%	16.53%	\$3,803 - %	- %	\$4,192 - %	
	STATEWIDE Simple Average				\$2,047 - %	- %	\$2,360 - %	\$1,261	7.65%	16.53%	\$3,803 - %	- %	\$4,192 - %	

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8202 FORESTRY NURSERY WORKER 2

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS			
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max		
EXCLUDED-C	0000		Class Abolish/Replace									
Exclude Simple Average												
MARKET Simple Average				Excluded						Excluded		

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
		OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A	A	\$2,043	- %	- %	\$2,636	- %	\$1,261	7.65%	16.53%	\$3,798	- %	- %	\$4,535	- %	
	OB	SEIU LOCAL 503 OPEU-SEAS STRKE	A	A	\$2,043	- %	- %	\$2,636	- %	\$1,261	7.65%	16.53%	\$3,798	- %	- %	\$4,535	- %		
	Non-Corrections/Non-Mgmt Simple Average				\$2,043	- %	- %	\$2,636	- %	\$1,261	7.65%	16.53%	\$3,798	- %	- %	\$4,535	- %		
	STATEWIDE Simple Average				\$2,043	- %	- %	\$2,636	- %	\$1,261	7.65%	16.53%	\$3,798	- %	- %	\$4,535	- %		

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8203 FORESTRY NURSERY WORKER 3

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
EXCLUDED-C	0000		Class Abolish/Replace							

Exclude Simple Average										
MARKET Simple Average				Excluded						Excluded

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
		OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	2	\$2,268	- %	\$2,403	- %	\$3,139	- %	\$1,261	7.65%	16.53%	\$4,078	- %	\$4,245	- %	\$5,159
	OB	SEIU LOCAL 503 OPEU-SEAS STRKE	A A		\$2,268	- %		- %	\$3,139	- %	\$1,261	7.65%	16.53%	\$4,078	- %		- %	\$5,159	- %
	Non-Corrections/Non-Mgmt Simple Average			2	\$2,268	- %	\$2,403	- %	\$3,139	- %	\$1,261	7.65%	16.53%	\$4,078	- %	\$4,245	- %	\$5,159	- %
	STATEWIDE Simple Average			2	\$2,268	- %	\$2,403	- %	\$3,139	- %	\$1,261	7.65%	16.53%	\$4,078	- %	\$4,245	- %	\$5,159	- %

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8204 FORESTRY NURSERY TECHNICIAN

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
EXCLUDED-C	0000		Class Abolish/Replace							

Exclude Simple Average										
MARKET Simple Average				Excluded						Excluded

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
		OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A	A	\$2,110	- %	- %	\$2,873	- %	\$1,261	7.65%	16.53%	\$3,882	- %	- %	\$4,829	- %	
	OB	SEIU LOCAL 503 OPEU-SEAS STRKE	A	A	\$2,110	- %	- %	\$2,873	- %	\$1,261	7.65%	16.53%	\$3,882	- %	- %	\$4,829	- %		
	Non-Corrections/Non-Mgmt Simple Average				\$2,110	- %	- %	\$2,873	- %	\$1,261	7.65%	16.53%	\$3,882	- %	- %	\$4,829	- %		
	STATEWIDE Simple Average				\$2,110	- %	- %	\$2,873	- %	\$1,261	7.65%	16.53%	\$3,882	- %	- %	\$4,829	- %		

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8205 FORESTRY NURSERY SUPERVISOR

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
EXCLUDED-C	0000		Class Abolish/Replace							

Exclude Simple Average										
MARKET Simple Average				Excluded						Excluded

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max			Insurance		SS		Retire		SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
		MMS	MGT SVC SUPERVISORY	A	A	\$2,683	- %	- %	\$3,717	- %	\$1,261	7.65%	16.53%	\$4,593	- %	- %	\$5,877	- %					
	Management Simple Average				\$2,683	- %	- %	\$3,717	- %	\$1,261	7.65%	16.53%	\$4,593	- %	- %	\$5,877	- %						
	STATEWIDE Simple Average				\$2,683	- %	- %	\$3,717	- %	\$1,261	7.65%	16.53%	\$4,593	- %	- %	\$5,877	- %						

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8211 FOREST MANAGEMENT TECHNICIAN

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	1086	B	FORESTRY ASSISTANT I	\$3,721	\$4,703	\$1,116	7.65%	21.35%	\$5,916	\$7,182
ST-ID	0000		No Match							
ST-NV	1.790	23	Conservation Aid 3	\$2,060	\$2,961	\$785	7.65%	25.75%	\$3,534	\$4,736
ST-WA	519G	37	FOREST TECHNICIAN	\$2,482	\$3,213	\$662	7.65%	9.21%	\$3,562	\$4,417
State Simple Average				\$2,754	\$3,626	\$854	7.65%	18.77%	\$4,337	\$5,445
MARKET Simple Average				\$2,754	\$3,626	\$854	7.65%	18.77%	\$4,337	\$5,445

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	5	\$2,435	88.40%	\$2,924	80.63%	\$3,450	95.15%	\$1,261	7.65%	16.53%	\$4,285	98.80%	\$4,892	89.84%	\$5,546	101.85%
	OB	SEIU LOCAL 503 OPEU-SEAS STRKE	A A	3	\$2,435	88.40%	\$3,042	83.91%	\$3,450	95.15%	\$1,261	7.65%	16.53%	\$4,285	98.80%	\$5,039	92.55%	\$5,546	101.85%
	OXN	SEIU LOCAL 503 OPEU-NONSTRIKE	A A		\$2,635	95.67%			\$3,774	104.09%	\$1,261	7.65%	16.53%	\$4,534	104.53%			\$5,948	109.24%
	OXS	SEIU LOCAL 503 OPEU-SEAS NSTRK	A A		\$2,635	95.67%			\$3,774	104.09%	\$1,261	7.65%	16.53%	\$4,534	104.53%			\$5,948	109.24%
	Non-Corrections/Non-Mgmt Simple Average			8	\$2,535	92.04%	\$2,983	82.27%	\$3,612	99.62%	\$1,261	7.65%	16.53%	\$4,409	101.66%	\$4,966	91.20%	\$5,747	105.54%
	STATEWIDE Simple Average			8	\$2,535	92.04%	\$2,983	82.27%	\$3,612	99.62%	\$1,261	7.65%	16.53%	\$4,409	101.66%	\$4,966	91.20%	\$5,747	105.54%

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8218 FOREST INMATE CREW COORDINATOR

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	0000		No Match							
ST-ID	0000		No Match							
ST-NV	1.817	1 A-1	Conservation Crew Supervisor 3	\$2,845	\$4,181	\$785	7.65%	25.75%	\$4,580	\$6,363
ST-WA	521S	44	FOREST CREW SUPERVISOR, CORR FACILITIES	\$2,920	\$3,819	\$662	7.65%	9.21%	\$4,074	\$5,125
State Simple Average				\$2,882	\$4,000	\$724	7.65%	17.48%	\$4,327	\$5,744
MARKET Simple Average				\$2,882	\$4,000	\$724	7.65%	17.48%	\$4,327	\$5,744

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%		
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	15	\$2,756	95.61%	\$3,510	87.75%	\$3,974	99.35%	\$1,261	7.65%	16.53%	\$4,684	108.24%	\$5,620	97.85%	\$6,196	107.88%
	OB	SEIU LOCAL 503 OPEU-SEAS STRKE	A A		\$2,756	95.61%			\$3,974	99.35%	\$1,261	7.65%	16.53%	\$4,684	108.24%			\$6,196	107.88%
	Non-Corrections/Non-Mgmt Simple Average			15	\$2,756	95.61%	\$3,510	87.75%	\$3,974	99.35%	\$1,261	7.65%	16.53%	\$4,684	108.24%	\$5,620	97.85%	\$6,196	107.88%
	STATEWIDE Simple Average			15	\$2,756	95.61%	\$3,510	87.75%	\$3,974	99.35%	\$1,261	7.65%	16.53%	\$4,684	108.24%	\$5,620	97.85%	\$6,196	107.88%

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8222 AIRCRAFT PILOT

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	1046		FORESTRY FIRE PILOT	\$5,141	\$6,611	\$1,116	7.65%	21.35%	\$7,747	\$9,644
ST-ID	08592	N	Pilot 2	\$4,098	\$6,326	\$879	7.65%	14.19%	\$5,872	\$8,587
ST-NV	9.355	37 A, E	Pilot 2	\$3,670	\$5,469	\$785	7.65%	25.75%	\$5,681	\$8,081
ST-WA	654F	52	AIRCRAFT PILOT 2	\$3,549	\$4,653	\$662	7.65%	9.21%	\$4,809	\$6,099
State Simple Average				\$4,114	\$5,765	\$861	7.65%	17.63%	\$6,027	\$8,103
MARKET Simple Average				\$4,114	\$5,765	\$861	7.65%	17.63%	\$6,027	\$8,103

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	1	\$3,974	96.59%	\$5,802	100.65%	\$5,802	100.65%	\$1,261	7.65%	16.53%	\$6,196	102.81%	\$8,466	104.49%	\$8,466	104.49%
	OB	SEIU LOCAL 503 OPEU-SEAS STRKE	A A		\$3,974	96.59%	\$5,802	100.65%	\$5,802	100.65%	\$1,261	7.65%	16.53%	\$6,196	102.81%	\$8,466	104.49%	\$8,466	104.49%
	UA	UNREPRESENTED	A A		\$3,973	96.57%	\$5,802	100.65%	\$5,802	100.65%	\$1,261	7.65%	16.53%	\$6,195	102.78%	\$8,466	104.49%	\$8,466	104.49%
	Non-Corrections/Non-Mgmt Simple Average			1	\$3,974	96.58%	\$5,802	100.65%	\$5,802	100.65%	\$1,261	7.65%	16.53%	\$6,196	102.80%	\$8,466	104.49%	\$8,466	104.49%
	STATEWIDE Simple Average			1	\$3,974	96.58%	\$5,802	100.65%	\$5,802	100.65%	\$1,261	7.65%	16.53%	\$6,196	102.80%	\$8,466	104.49%	\$8,466	104.49%

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8231 FOREST UNIT SUPERVISOR 1

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max

EXCLUDED-C 0000 Class Abolish/Replace

Exclude Simple Average										
MARKET Simple Average				Excluded						Excluded

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min	Emp Avg to SR Max	SR Max to SR Max	Insurance	SS	Retire	SR Min to SR Min	Emp Avg to SR Max	POLICY POINT
													SR Max to SR Max

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8232 FOREST UNIT SUPERVISOR 2

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max

EXCLUDED-C 0000 Class Abolish/Replace

Exclude Simple Average										
MARKET Simple Average				Excluded					Excluded	

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min	Emp Avg to SR Max	SR Max to SR Max	Insurance	SS	Retire	SR Min to SR Min	Emp Avg to SR Max	POLICY POINT
													SR Max to SR Max

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8235 STUDENT/PROF FORESTER WORKER

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	1060		FORESTRY AIDE	\$2,683	\$3,231	\$1,116	7.65%	21.35%	\$4,577	\$5,284
ST-ID	0000		No Match							
ST-NV	0000	00	No Match							
ST-WA	521G	24	NATURAL RESOURCE WORKER 1	\$1,846	\$2,370	\$662	7.65%	9.21%	\$2,819	\$3,432
State Simple Average				\$2,265	\$2,801	\$889	7.65%	15.28%	\$3,698	\$4,358
MARKET Simple Average				\$2,265	\$2,801	\$889	7.65%	15.28%	\$3,698	\$4,358

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max			Insurance		SS		Retire		SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A	A	\$2,043	90.22%			\$2,756	98.41%	\$1,261	7.65%	16.53%	\$3,798	102.72%			\$4,684	107.49%				
	OB	SEIU LOCAL 503 OPEU-SEAS STRKE	A	A	\$2,043	90.22%			\$2,756	98.41%	\$1,261	7.65%	16.53%	\$3,798	102.72%			\$4,684	107.49%				
	UA	UNREPRESENTED	A	A	\$2,032	89.73%			\$2,756	98.41%	\$1,261	7.65%	16.53%	\$3,785	102.35%			\$4,684	107.49%				
	Non-Corrections/Non-Mgmt Simple Average				\$2,039	90.06%			\$2,756	98.41%	\$1,261	7.65%	16.53%	\$3,794	102.59%		- %	\$4,684	107.49%				
	STATEWIDE Simple Average				\$2,039	90.06%			\$2,756	98.41%	\$1,261	7.65%	16.53%	\$3,794	102.59%		- %	\$4,684	107.49%				

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8253 FOREST LOOKOUT

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	1080		FIRE LOOKOUT -SEASONAL-	\$2,806	\$3,441	\$1,116	7.65%	21.35%	\$4,735	\$5,554
ST-ID	0000		No Match							
ST-NV	0000	00	No Match							
ST-WA	0000		No Match							
State Simple Average				Insufficient Market Data					Insufficient Market Data	
MARKET Simple Average				Insufficient Market Data					Insufficient Market Data	

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min	Emp Avg to SR Max	SR Max to SR Max	Insurance	SS	Retire	SR Min to SR Min	Emp Avg to SR Max	POLICY POINT SR Max to SR Max
		OXS	SEIU LOCAL 503 OPEU-SEAS NSTRK	A A	16	\$2,204 - %	\$2,400 - %	\$2,994 - %	\$1,261	7.65%	16.53%	\$3,998 - %	\$4,242 - %
	Non-Corrections/Non-Mgmt Simple Average			16	\$2,204 - %	\$2,400 - %	\$2,994 - %	\$1,261	7.65%	16.53%	\$3,998 - %	\$4,242 - %	\$4,979 - %
	STATEWIDE Simple Average			16	\$2,204 - %	\$2,400 - %	\$2,994 - %	\$1,261	7.65%	16.53%	\$3,998 - %	\$4,242 - %	\$4,979 - %

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8254 WILDLAND FIRE SUPP SPEC ENTRY

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
EXCLUDED-N	0000		No Budgeted Positions							

Exclude Simple Average										
MARKET Simple Average				Excluded						Excluded

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max		
		AU	AFSCME-MILITARY	A	A	\$2,187	- %	- %	\$2,999	- %	\$1,261	7.65%	16.53%	\$3,977	- %	- %	\$4,986	- %		
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A	A	\$2,188	- %	- %	\$3,001	- %	\$1,261	7.65%	16.53%	\$3,978	- %	- %	\$4,988	- %			
	OB	SEIU LOCAL 503 OPEU-SEAS STRKE	A	A	\$2,188	- %	- %	\$3,001	- %	\$1,261	7.65%	16.53%	\$3,978	- %	- %	\$4,988	- %			
	OXN	SEIU LOCAL 503 OPEU-NONSTRIKE	A	A	\$2,362	- %	- %	\$3,284	- %	\$1,261	7.65%	16.53%	\$4,195	- %	- %	\$5,339	- %			
	OXS	SEIU LOCAL 503 OPEU-SEAS NSTRK	A	A	91	\$2,362	- %	\$2,379	- %	\$3,284	- %	\$1,261	7.65%	16.53%	\$4,195	- %	\$4,216	- %	\$5,339	- %
	Non-Corrections/Non-Mgmt Simple Average			91	\$2,257	- %	\$2,379	- %	\$3,114	- %	\$1,261	7.65%	16.53%	\$4,065	- %	\$4,216	- %	\$5,128	- %	
	STATEWIDE Simple Average			91	\$2,257	- %	\$2,379	- %	\$3,114	- %	\$1,261	7.65%	16.53%	\$4,065	- %	\$4,216	- %	\$5,128	- %	

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8255 WILDLAND FIRE SUPPRESSION SPEC

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	1082		FIRE FIGHTER II	\$2,777	\$3,509	\$1,116	7.65%	21.35%	\$4,698	\$5,642
ST-ID	0000		No Match							
ST-NV	1.819	31	Firefighter 2	\$2,845	\$4,181	\$785	7.65%	25.75%	\$4,580	\$6,363
ST-WA	0000		No Match							
State Simple Average				\$2,811	\$3,845	\$950	7.65%	23.55%	\$4,639	\$6,003
MARKET Simple Average				\$2,811	\$3,845	\$950	7.65%	23.55%	\$4,639	\$6,003

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
AU	AFSCME-MILITARY	A A	4	\$2,539	90.33%	\$2,617	68.07%	\$3,609	93.86%	\$1,261	7.65%	16.53%	\$4,414	95.15%	\$4,512	75.16%	\$5,743	95.68%	
OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A		\$2,538	90.29%			\$3,607	93.81%	\$1,261	7.65%	16.53%	\$4,413	95.13%			\$5,741	95.63%	
OB	SEIU LOCAL 503 OPEU-SEAS STRKE	A A		\$2,538	90.29%			\$3,607	93.81%	\$1,261	7.65%	16.53%	\$4,413	95.13%			\$5,741	95.63%	
OXN	SEIU LOCAL 503 OPEU-NONSTRIKE	A A		\$2,750	97.83%			\$3,953	102.81%	\$1,261	7.65%	16.53%	\$4,676	100.80%			\$6,170	102.79%	
OXS	SEIU LOCAL 503 OPEU-SEAS NSTRK	A A	114	\$2,750	97.83%	\$2,926	76.10%	\$3,953	102.81%	\$1,261	7.65%	16.53%	\$4,676	100.80%	\$4,895	81.55%	\$6,170	102.79%	
Non-Corrections/Non-Mgmt Simple Average				118	\$2,623	93.31%	\$2,772	72.09%	\$3,746	97.42%	\$1,261	7.65%	16.53%	\$4,519	97.40%	\$4,703	78.36%	\$5,913	98.51%
STATEWIDE Simple Average				118	\$2,623	93.31%	\$2,772	72.09%	\$3,746	97.42%	\$1,261	7.65%	16.53%	\$4,519	97.40%	\$4,703	78.36%	\$5,913	98.51%

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8256 FOREST OFFICER ENTRY

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max

EXCLUDED-N 0000 No Budgeted Positions

Exclude Simple Average											
MARKET Simple Average				Excluded				Excluded			

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
		AU	AFSCME-MILITARY	A A		\$2,756	- %		- %	\$3,973	- %	\$1,261	7.65%	16.53%	\$4,684	- %		- %	\$6,195
	OXN	SEIU LOCAL 503 OPEU-NONSTRIKE	A A		\$2,994	- %		- %	\$4,349	- %	\$1,261	7.65%	16.53%	\$4,979	- %		- %	\$6,662	- %
	OXS	SEIU LOCAL 503 OPEU-SEAS NSTRK	A A	1	\$2,994	- %	\$2,994	- %	\$4,349	- %	\$1,261	7.65%	16.53%	\$4,979	- %	\$4,979	- %	\$6,662	- %
	Non-Corrections/Non-Mgmt Simple Average			1	\$2,915	- %	\$2,994	- %	\$4,224	- %	\$1,261	7.65%	16.53%	\$4,881	- %	\$4,979	- %	\$6,506	- %
	STATEWIDE Simple Average			1	\$2,915	- %	\$2,994	- %	\$4,224	- %	\$1,261	7.65%	16.53%	\$4,881	- %	\$4,979	- %	\$6,506	- %

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8257 FOREST OFFICER

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	1093	B	FORESTRY ASSISTANT II	\$4,285	\$5,414	\$1,116	7.65%	21.35%	\$6,643	\$8,100
ST-ID	0000		No Match							
ST-NV	1.813	33	Forester 2	\$3,094	\$4,574	\$785	7.65%	25.75%	\$4,912	\$6,888
ST-WA	523U	52	NATURAL RESOURCE SPECIALIST 3	\$3,549	\$4,653	\$662	7.65%	9.21%	\$4,809	\$6,099
State Simple Average				\$3,643	\$4,880	\$854	7.65%	18.77%	\$5,455	\$7,029
MARKET Simple Average				\$3,643	\$4,880	\$854	7.65%	18.77%	\$5,455	\$7,029

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
AU	AFSCME-MILITARY	A A	2	\$3,291	90.35%	\$3,609	73.95%	\$4,791	98.17%	\$1,261	7.65%	16.53%	\$5,348	98.04%	\$5,743	81.71%	\$7,211	102.59%	
OXN	SEIU LOCAL 503 OPEU-NONSTRIKE	A A	24	\$3,601	98.86%	\$4,112	84.26%	\$5,245	107.47%	\$1,261	7.65%	16.53%	\$5,733	105.10%	\$6,368	90.60%	\$7,775	110.61%	
OXS	SEIU LOCAL 503 OPEU-SEAS NSTRK	A A	74	\$3,601	98.86%	\$3,887	79.64%	\$5,245	107.47%	\$1,261	7.65%	16.53%	\$5,733	105.10%	\$6,088	86.62%	\$7,775	110.61%	
Non-Corrections/Non-Mgmt Simple Average				100	\$3,498	96.02%	\$3,869	79.28%	\$5,094	104.37%	\$1,261	7.65%	16.53%	\$5,605	102.75%	\$6,066	86.31%	\$7,587	107.94%
STATEWIDE Simple Average				100	\$3,498	96.02%	\$3,869	79.28%	\$5,094	104.37%	\$1,261	7.65%	16.53%	\$5,605	102.75%	\$6,066	86.31%	\$7,587	107.94%

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8258 WILDLAND FIRE SUPERVISOR

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	8977		FIRE CHIEF	\$4,340	\$5,655	\$1,116	7.65%	21.35%	\$6,714	\$8,411
ST-ID	01038	M	Lands Resource Supervisor	\$3,708	\$5,726	\$879	7.65%	14.19%	\$5,396	\$7,855
ST-NV	1.814	36	Fire Management Officer 1	\$3,515	\$5,227	\$785	7.65%	25.75%	\$5,474	\$7,758
ST-WA	0000		No Match							
State Simple Average				\$3,854	\$5,536	\$927	7.65%	20.43%	\$5,862	\$8,008
MARKET Simple Average				\$3,854	\$5,536	\$927	7.65%	20.43%	\$5,862	\$8,008

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
MMS	MGT SVC SUPERVISORY	A A	38	\$3,915	101.58%	\$4,742	85.67%	\$5,492	99.21%	\$1,261	7.65%	16.53%	\$6,123	104.46%	\$7,151	89.29%	\$8,081	100.92%	
Management Simple Average				38	\$3,915	101.58%	\$4,742	85.67%	\$5,492	99.21%	\$1,261	7.65%	16.53%	\$6,123	104.46%	\$7,151	89.29%	\$8,081	100.92%
STATEWIDE Simple Average				38	\$3,915	101.58%	\$4,742	85.67%	\$5,492	99.21%	\$1,261	7.65%	16.53%	\$6,123	104.46%	\$7,151	89.29%	\$8,081	100.92%

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8259 FOREST MANAGER 1

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	1054		FORESTER I (NONSUPERVISORY)	\$4,966	\$6,280	\$1,116	7.65%	21.35%	\$7,522	\$9,217
ST-ID	01074	L	Lands Resource Specialist, Senior	\$3,279	\$5,065	\$879	7.65%	14.19%	\$4,875	\$7,050
ST-NV	1.811	35	Forester 3	\$3,363	\$4,997	\$785	7.65%	25.75%	\$5,272	\$7,452
ST-WA	0000		No Match							
State Simple Average				\$3,870	\$5,447	\$927	7.65%	20.43%	\$5,890	\$7,906
MARKET Simple Average				\$3,870	\$5,447	\$927	7.65%	20.43%	\$5,890	\$7,906

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%		
	MMS	MGT SVC SUPERVISORY	A A	21	\$4,111	106.24%	\$5,447	99.99%	\$6,046	110.99%	\$1,261	7.65%	16.53%	\$6,366	108.10%	\$8,025	101.51%	\$8,769	110.92%
	Management Simple Average			21	\$4,111	106.24%	\$5,447	99.99%	\$6,046	110.99%	\$1,261	7.65%	16.53%	\$6,366	108.10%	\$8,025	101.51%	\$8,769	110.92%
	STATEWIDE Simple Average			21	\$4,111	106.24%	\$5,447	99.99%	\$6,046	110.99%	\$1,261	7.65%	16.53%	\$6,366	108.10%	\$8,025	101.51%	\$8,769	110.92%

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8260 FOREST MANAGER 2

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	1042		FORESTER II (SUPERVISORY)	\$5,987	\$7,567	\$1,116	7.65%	21.35%	\$8,839	\$10,877
ST-ID	01038	M	Lands Resource Supervisor	\$3,708	\$5,726	\$879	7.65%	14.19%	\$5,396	\$7,855
ST-NV	1.805	A, B, C	Forestry Program Manager	\$4,002	\$5,991	\$785	7.65%	25.75%	\$6,124	\$8,777
ST-WA	0000		No Match							
State Simple Average				\$4,566	\$6,428	\$927	7.65%	20.43%	\$6,786	\$9,170
MARKET Simple Average				\$4,566	\$6,428	\$927	7.65%	20.43%	\$6,786	\$9,170

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	MMS	MGT SVC SUPERVISORY	A A	28	\$4,742	103.87%	\$5,988	93.15%	\$6,998	108.87%	\$1,261	7.65%	16.53%	\$7,150	105.36%	\$8,697	94.84%	\$9,952	108.53%
	Management Simple Average			28	\$4,742	103.87%	\$5,988	93.15%	\$6,998	108.87%	\$1,261	7.65%	16.53%	\$7,150	105.36%	\$8,697	94.84%	\$9,952	108.53%
	STATEWIDE Simple Average			28	\$4,742	103.87%	\$5,988	93.15%	\$6,998	108.87%	\$1,261	7.65%	16.53%	\$7,150	105.36%	\$8,697	94.84%	\$9,952	108.53%

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8261 DISTRICT FOREST MANAGER

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	1041		FORESTER III	\$6,194	\$7,832	\$1,116	7.65%	21.35%	\$9,106	\$11,219
ST-ID	01063	N	Lands Program Manager	\$4,098	\$6,326	\$879	7.65%	14.19%	\$5,872	\$8,587
ST-NV	0000	00	No Match							
ST-WA	0000		No Match							
State Simple Average				\$5,146	\$7,079	\$997	7.65%	17.77%	\$7,489	\$9,903
MARKET Simple Average				\$5,146	\$7,079	\$997	7.65%	17.77%	\$7,489	\$9,903

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
MMS	MGT SVC SUPERVISORY	A A	11	\$5,492	106.73%	\$7,208	101.82%	\$8,087	114.24%	\$1,261	7.65%	16.53%	\$8,081	107.91%	\$10,212	103.12%	\$11,304	114.15%	
Management Simple Average				11	\$5,492	106.73%	\$7,208	101.82%	\$8,087	114.24%	\$1,261	7.65%	16.53%	\$8,081	107.91%	\$10,212	103.12%	\$11,304	114.15%
STATEWIDE Simple Average				11	\$5,492	106.73%	\$7,208	101.82%	\$8,087	114.24%	\$1,261	7.65%	16.53%	\$8,081	107.91%	\$10,212	103.12%	\$11,304	114.15%

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8262 AREA FOREST MANAGER

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	1031		FORESTRY AND FIRE PROTECTION ADMINISTRATOR	\$6,765	\$8,531	\$1,116	7.65%	21.35%	\$9,842	\$12,121
ST-ID	01033	O	Lands Area Manager	\$4,441	\$6,856	\$879	7.65%	14.19%	\$6,290	\$9,232
ST-NV	1.803	42	Deputy State Forester	\$4,574	\$6,880	\$785	7.65%	25.75%	\$6,888	\$9,963
ST-WA	0000		No Match							
State Simple Average				\$5,260	\$7,422	\$927	7.65%	20.43%	\$7,673	\$10,439
MARKET Simple Average				\$5,260	\$7,422	\$927	7.65%	20.43%	\$7,673	\$10,439

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%		
	MMS	MGT SVC SUPERVISORY	A A	3	\$6,046	114.94%	\$8,223	110.79%	\$8,917	120.14%	\$1,261	7.65%	16.53%	\$8,769	114.28%	\$11,473	109.91%	\$12,335	118.16%
	Management Simple Average			3	\$6,046	114.94%	\$8,223	110.79%	\$8,917	120.14%	\$1,261	7.65%	16.53%	\$8,769	114.28%	\$11,473	109.91%	\$12,335	118.16%
	STATEWIDE Simple Average			3	\$6,046	114.94%	\$8,223	110.79%	\$8,917	120.14%	\$1,261	7.65%	16.53%	\$8,769	114.28%	\$11,473	109.91%	\$12,335	118.16%

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8264 WILDLAND FIRE DISPATCHER

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	0000		No Match							
ST-ID	0000		No Match							
ST-NV	1.827	29	Fire Control Dispatcher 1	\$2,619	\$3,830	\$785	7.65%	25.75%	\$4,279	\$5,894
ST-WA	0000		No Match							
State Simple Average				Insufficient Market Data					Insufficient Market Data	
MARKET Simple Average				Insufficient Market Data					Insufficient Market Data	

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A		\$2,360	- %		- %	\$3,290	- %	\$1,261	7.65%	16.53%	\$4,192	- %		- %	\$5,347	- %
	OB	SEIU LOCAL 503 OPEU-SEAS STRKE	A A		\$2,360	- %		- %	\$3,290	- %	\$1,261	7.65%	16.53%	\$4,192	- %		- %	\$5,347	- %
	OXN	SEIU LOCAL 503 OPEU-NONSTRIKE	A A	2	\$2,553	- %	\$2,855	- %	\$3,601	- %	\$1,261	7.65%	16.53%	\$4,432	- %	\$4,807	- %	\$5,733	- %
	OXS	SEIU LOCAL 503 OPEU-SEAS NSTRK	A A	18	\$2,553	- %	\$2,628	- %	\$3,601	- %	\$1,261	7.65%	16.53%	\$4,432	- %	\$4,525	- %	\$5,733	- %
	Non-Corrections/Non-Mgmt Simple Average			20	\$2,457	- %	\$2,741	- %	\$3,446	- %	\$1,261	7.65%	16.53%	\$4,312	- %	\$4,666	- %	\$5,540	- %
	STATEWIDE Simple Average			20	\$2,457	- %	\$2,741	- %	\$3,446	- %	\$1,261	7.65%	16.53%	\$4,312	- %	\$4,666	- %	\$5,540	- %

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8265 WILDLAND FIRE DISPATCH SUPV

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	0000		No Match							
ST-ID	0000		No Match							
ST-NV	0000	00	No Match							
ST-WA	0000		No Match							

State Simple Average										
MARKET Simple Average										

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
		MMS	MGT SVC SUPERVISORY	A A	1	\$2,929	- %	\$3,915	- %	\$4,111	- %	\$1,261	7.65%	16.53%	\$4,899	- %	\$6,123	- %	\$6,366
	Management Simple Average			1	\$2,929	- %	\$3,915	- %	\$4,111	- %	\$1,261	7.65%	16.53%	\$4,899	- %	\$6,123	- %	\$6,366	- %
	STATEWIDE Simple Average			1	\$2,929	- %	\$3,915	- %	\$4,111	- %	\$1,261	7.65%	16.53%	\$4,899	- %	\$6,123	- %	\$6,366	- %

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8341 FISH & WILDLIFE TECHNICIAN

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-CLATSOP			Fisheries Biological Aide	\$3,305	\$4,017	\$1,297	7.65%	14.48%	\$5,333	\$6,203
County Simple Average				\$3,305	\$4,017	\$1,297	7.65%	14.48%	\$5,333	\$6,203
ST-CA	0916		FISH AND WILDLIFE TECHNICIAN	\$2,942	\$3,683	\$1,116	7.65%	21.35%	\$4,911	\$5,867
ST-ID	00794	H	Wildlife Technician	\$1,969	\$3,041	\$879	7.65%	14.19%	\$3,278	\$4,585
ST-ID	00798	H	Fishery Technician	\$1,969	\$3,041	\$879	7.65%	14.19%	\$3,278	\$4,585
ST-NV	1.778	29	Fish Hatchery Technician 2	\$2,619	\$3,830	\$785	7.65%	25.75%	\$4,279	\$5,894
ST-NV	1.786	29	Wildlife Area Technician 2	\$2,619	\$3,830	\$785	7.65%	25.75%	\$4,279	\$5,894
ST-WA	520G	36	FISH HATCHERY SPECIALIST 2	\$2,426	\$3,135	\$662	7.65%	9.21%	\$3,497	\$4,326
State Simple Average				\$2,424	\$3,427	\$851	7.65%	18.41%	\$3,920	\$5,192
MARKET Simple Average				\$2,550	\$3,511	\$915	7.65%	17.85%	\$4,122	\$5,336

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	134	\$2,538	99.54%	\$3,106	88.47%	\$3,607	102.73%	\$1,261	7.65%	16.53%	\$4,413	107.06%	\$5,119	95.93%	\$5,741	107.58%
	OB	SEIU LOCAL 503 OPEU-SEAS STRKE	A A	14	\$2,538	99.54%	\$2,723	77.55%	\$3,607	102.73%	\$1,261	7.65%	16.53%	\$4,413	107.06%	\$4,643	87.01%	\$5,741	107.58%
	UA	UNREPRESENTED	A A		\$2,539	99.58%			\$3,609	102.79%	\$1,261	7.65%	16.53%	\$4,414	107.09%			\$5,743	107.63%
	Non-Corrections/Non-Mgmt Simple Average			148	\$2,538	99.55%	\$2,915	83.01%	\$3,608	102.75%	\$1,261	7.65%	16.53%	\$4,414	107.07%	\$4,881	91.47%	\$5,741	107.60%
	STATEWIDE Simple Average			148	\$2,538	99.55%	\$2,915	83.01%	\$3,608	102.75%	\$1,261	7.65%	16.53%	\$4,414	107.07%	\$4,881	91.47%	\$5,741	107.60%

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8342 FISH & W/L TECH SENIOR

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-CLATSOP			Fisheries Biologist	\$3,470	\$4,218	\$1,297	7.65%	14.48%	\$5,535	\$6,448
County Simple Average				\$3,470	\$4,218	\$1,297	7.65%	14.48%	\$5,535	\$6,448
ST-CA	0780		FISH HABITAT ASSISTANT	\$3,199	\$4,000	\$1,116	7.65%	21.35%	\$5,242	\$6,276
ST-CA	0904		WILDLIFE HABITAT ASSISTANT	\$3,199	\$4,000	\$1,116	7.65%	21.35%	\$5,242	\$6,276
ST-ID	0000		No Match							
ST-NV	0000	00	No Match							
ST-WA	520H	42	FISH HATCHERY SPECIALIST 3	\$2,789	\$3,631	\$662	7.65%	9.21%	\$3,921	\$4,905
State Simple Average				\$3,062	\$3,877	\$964	7.65%	17.30%	\$4,802	\$5,819
MARKET Simple Average				\$3,164	\$3,962	\$1,047	7.65%	16.60%	\$4,985	\$5,976

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
		OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	61	\$2,756	87.10%	\$3,616	91.27%	\$3,974	100.30%	\$1,261	7.65%	16.53%	\$4,684	93.96%	\$5,752	96.25%	\$6,196
	OB	SEIU LOCAL 503 OPEU-SEAS STRKE	A A		\$2,756	87.10%			\$3,974	100.30%	\$1,261	7.65%	16.53%	\$4,684	93.96%			\$6,196	103.68%
	UA	UNREPRESENTED	A A		\$2,756	87.10%			\$3,973	100.27%	\$1,261	7.65%	16.53%	\$4,684	93.96%			\$6,195	103.66%
	Non-Corrections/Non-Mgmt Simple Average			61	\$2,756	87.10%	\$3,616	91.27%	\$3,974	100.29%	\$1,261	7.65%	16.53%	\$4,684	93.96%	\$5,752	96.25%	\$6,196	103.68%
	STATEWIDE Simple Average			61	\$2,756	87.10%	\$3,616	91.27%	\$3,974	100.29%	\$1,261	7.65%	16.53%	\$4,684	93.96%	\$5,752	96.25%	\$6,196	103.68%

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8343 FISH & WILDLIFE SUPERVISOR

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	0903		WILDLIFE HABITAT SUPERVISOR I	\$3,659	\$4,580	\$1,116	7.65%	21.35%	\$5,836	\$7,024
ST-ID	00792	J	Wildlife Technician, Senior	\$2,595	\$4,006	\$879	7.65%	14.19%	\$4,041	\$5,760
ST-ID	00796	J	Fishery Technician, Senior	\$2,595	\$4,006	\$879	7.65%	14.19%	\$4,041	\$5,760
ST-NV	1.785	31	Wildlife Area Technician 3	\$2,845	\$4,181	\$785	7.65%	25.75%	\$4,580	\$6,363
ST-WA	520I	48	FISH HATCHERY SPECIALIST 4	\$3,213	\$4,214	\$662	7.65%	9.21%	\$4,417	\$5,586
State Simple Average				\$2,981	\$4,197	\$864	7.65%	16.94%	\$4,583	\$6,099
MARKET Simple Average				\$2,981	\$4,197	\$864	7.65%	16.94%	\$4,583	\$6,099

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%		
	MMS	MGT SVC SUPERVISORY	A A	11	\$3,222	108.07%	\$4,028	95.98%	\$4,518	107.64%	\$1,261	7.65%	16.53%	\$5,262	114.83%	\$6,264	102.71%	\$6,872	112.68%
	Management Simple Average			11	\$3,222	108.07%	\$4,028	95.98%	\$4,518	107.64%	\$1,261	7.65%	16.53%	\$5,262	114.83%	\$6,264	102.71%	\$6,872	112.68%
	STATEWIDE Simple Average			11	\$3,222	108.07%	\$4,028	95.98%	\$4,518	107.64%	\$1,261	7.65%	16.53%	\$5,262	114.83%	\$6,264	102.71%	\$6,872	112.68%

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8344 FISH AND WILDLIFE MANAGER 1

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	0903		WILDLIFE HABITAT SUPERVISOR I	\$3,659	\$4,580	\$1,116	7.65%	21.35%	\$5,836	\$7,024
ST-ID	00783	L	Fish Hatchery Manager 2	\$3,279	\$5,065	\$879	7.65%	14.19%	\$4,875	\$7,050
ST-NV	1.771	34	Wildlife Area Supervisor 1	\$3,222	\$4,778	\$785	7.65%	25.75%	\$5,084	\$7,159
ST-NV	1.774	34	Fish Hatchery Supervisor 1	\$3,222	\$4,778	\$785	7.65%	25.75%	\$5,084	\$7,159
ST-WA	0000		No Match							
State Simple Average				\$3,346	\$4,800	\$891	7.65%	21.76%	\$5,220	\$7,098
MARKET Simple Average				\$3,346	\$4,800	\$891	7.65%	21.76%	\$5,220	\$7,098

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%		
	MMS	MGT SVC SUPERVISORY	A A	27	\$3,717	111.09%	\$4,748	98.91%	\$5,231	108.97%	\$1,261	7.65%	16.53%	\$5,877	112.60%	\$7,157	100.84%	\$7,757	109.29%
	Management Simple Average			27	\$3,717	111.09%	\$4,748	98.91%	\$5,231	108.97%	\$1,261	7.65%	16.53%	\$5,877	112.60%	\$7,157	100.84%	\$7,757	109.29%
	STATEWIDE Simple Average			27	\$3,717	111.09%	\$4,748	98.91%	\$5,231	108.97%	\$1,261	7.65%	16.53%	\$5,877	112.60%	\$7,157	100.84%	\$7,757	109.29%

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8345 FISH AND WILDLIFE MANAGER 2

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	0902		WILDLIFE HABITAT SUPERVISOR II	\$4,398	\$5,504	\$1,116	7.65%	21.35%	\$6,789	\$8,216
ST-ID	00788	M	Fish Hatcheries Supervisor	\$3,708	\$5,726	\$879	7.65%	14.19%	\$5,396	\$7,855
ST-NV	1.770	36	Wildlife Area Supervisor 2	\$3,515	\$5,227	\$785	7.65%	25.75%	\$5,474	\$7,758
ST-NV	1.772	36	Fish Hatchery Supervisor 2	\$3,515	\$5,227	\$785	7.65%	25.75%	\$5,474	\$7,758
ST-WA	0000		No Match							
State Simple Average				\$3,784	\$5,421	\$891	7.65%	21.76%	\$5,783	\$7,897
MARKET Simple Average				\$3,784	\$5,421	\$891	7.65%	21.76%	\$5,783	\$7,897

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%		
	MMS	MGT SVC SUPERVISORY	A A	15	\$4,518	119.40%	\$5,469	100.88%	\$6,351	117.16%	\$1,261	7.65%	16.53%	\$6,872	118.82%	\$8,052	101.97%	\$9,148	115.85%
	Management Simple Average			15	\$4,518	119.40%	\$5,469	100.88%	\$6,351	117.16%	\$1,261	7.65%	16.53%	\$6,872	118.82%	\$8,052	101.97%	\$9,148	115.85%
	STATEWIDE Simple Average			15	\$4,518	119.40%	\$5,469	100.88%	\$6,351	117.16%	\$1,261	7.65%	16.53%	\$6,872	118.82%	\$8,052	101.97%	\$9,148	115.85%

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8346 FISH & WILDLIFE TECH COORD

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	0000		No Match							
ST-ID	0000		No Match							
ST-NV	0000	00	No Match							
ST-WA	0000		No Match							

State Simple Average										
MARKET Simple Average										

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
		OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	1	\$3,001	- %	\$3,139	- %	\$4,358	- %	\$1,261	7.65%	16.53%	\$4,988	- %	\$5,159	- %	\$6,673
	Non-Corrections/Non-Mgmt Simple Average			1	\$3,001	- %	\$3,139	- %	\$4,358	- %	\$1,261	7.65%	16.53%	\$4,988	- %	\$5,159	- %	\$6,673	- %
	STATEWIDE Simple Average			1	\$3,001	- %	\$3,139	- %	\$4,358	- %	\$1,261	7.65%	16.53%	\$4,988	- %	\$5,159	- %	\$6,673	- %

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8390 LABOR COMMISSIONER

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
EXCLUDED-N	0000		Non-ORS 240							

Exclude Simple Average										
MARKET Simple Average				Excluded						Excluded

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min	Emp Avg to SR Max	SR Max to SR Max	Insurance	SS	Retire	SR Min to SR Min	Emp Avg to SR Max	POLICY POINT
													SR Max to SR Max

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8433 PARK RANGER ASSISTANT

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	6766		PARK MAINTENANCE ASSISTANT	\$2,687	\$3,075	\$1,116	7.65%	21.35%	\$4,582	\$5,082
ST-ID	0000		No Match							
ST-NV	1.955	21	Park Aid 2 (Seasonal)	\$1,912	\$2,725	\$785	7.65%	25.75%	\$3,336	\$4,420
ST-WA	678N	18	PARK AIDE	\$1,622	\$2,068	\$662	7.65%	9.21%	\$2,557	\$3,079
State Simple Average				\$2,074	\$2,623	\$854	7.65%	18.77%	\$3,492	\$4,194
MARKET Simple Average				\$2,074	\$2,623	\$854	7.65%	18.77%	\$3,492	\$4,194

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	AX	AFSCME-STATE LANDS	A A	1	\$2,111	101.80%	\$2,539	96.81%	\$2,874	109.59%	\$1,261	7.65%	16.53%	\$3,883	111.20%	\$4,414	105.26%	\$4,830	115.18%
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A		\$2,110	101.75%			\$2,873	109.55%	\$1,261	7.65%	16.53%	\$3,882	111.16%			\$4,829	115.15%
	OB	SEIU LOCAL 503 OPEU-SEAS STRKE	A A	59	\$2,110	101.75%	\$2,449	93.37%	\$2,873	109.55%	\$1,261	7.65%	16.53%	\$3,882	111.16%	\$4,302	102.59%	\$4,829	115.15%
	Non-Corrections/Non-Mgmt Simple Average			60	\$2,110	101.76%	\$2,494	95.09%	\$2,873	109.56%	\$1,261	7.65%	16.53%	\$3,882	111.17%	\$4,358	103.92%	\$4,830	115.16%
	STATEWIDE Simple Average			60	\$2,110	101.76%	\$2,494	95.09%	\$2,873	109.56%	\$1,261	7.65%	16.53%	\$3,882	111.17%	\$4,358	103.92%	\$4,830	115.16%

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8434 PARK RANGER 1

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-LINN	835		PARK RANGER	\$3,364	\$4,288	\$1,823	7.65%	15.83%	\$5,977	\$7,117
County Simple Average				\$3,364	\$4,288	\$1,823	7.65%	15.83%	\$5,977	\$7,117
ST-CA	6767		PARK MAINTENANCE WORKER I	\$2,929	\$3,672	\$1,116	7.65%	21.35%	\$4,894	\$5,852
ST-ID	0000		No Match							
ST-NV	1.923	30	Park Ranger 1 (Non-commissioned)	\$2,725	\$4,002	\$785	7.65%	25.75%	\$4,420	\$6,124
ST-WA	389A	43	PARK	\$2,855	\$3,726	\$662	7.65%	9.21%	\$3,998	\$5,016
State Simple Average				\$2,836	\$3,800	\$854	7.65%	18.77%	\$4,438	\$5,664
MARKET Simple Average				\$2,968	\$3,922	\$1,096	7.65%	18.04%	\$4,822	\$6,028

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	77	\$2,756	92.85%	\$3,195	81.45%	\$3,781	96.40%	\$1,261	7.65%	16.53%	\$4,684	97.13%	\$5,228	86.74%	\$5,957	98.82%
	OB	SEIU LOCAL 503 OPEU-SEAS STRKE	A A	34	\$2,756	92.85%	\$2,999	76.46%	\$3,781	96.40%	\$1,261	7.65%	16.53%	\$4,684	97.13%	\$4,985	82.71%	\$5,957	98.82%
Non-Corrections/Non-Mgmt Simple Average				111	\$2,756	92.85%	\$3,097	78.96%	\$3,781	96.40%	\$1,261	7.65%	16.53%	\$4,684	97.13%	\$5,107	84.73%	\$5,957	98.82%
STATEWIDE Simple Average				111	\$2,756	92.85%	\$3,097	78.96%	\$3,781	96.40%	\$1,261	7.65%	16.53%	\$4,684	97.13%	\$5,107	84.73%	\$5,957	98.82%

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8435 PARK RANGER 2

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-CLACK	389		Park Ranger	\$3,503	\$4,405	\$1,266	7.65%	16.43%	\$5,612	\$6,732
CO-CLATSOP			Maintenance Assistant/Park Ranger	\$2,900	\$3,525	\$1,297	7.65%	14.48%	\$4,839	\$5,602
CO-LINN	836		PARK RANGER II	\$3,704	\$4,732	\$1,823	7.65%	15.83%	\$6,396	\$7,666
CO-WASH	434		PARK RANGER	\$3,735	\$4,541	\$1,177	7.65%	22.22%	\$6,028	\$7,075
County Simple Average				\$3,461	\$4,301	\$1,391	7.65%	17.24%	\$5,719	\$6,769
MIL-OPES	11.10		Park Ranger	\$3,357	\$4,478	\$1,267	7.65%	10.63%	\$5,238	\$6,563
OPES Simple Average				\$3,357	\$4,478	\$1,267	7.65%	10.63%	\$5,238	\$6,563
ST-CA	6768		PARK MAINTENANCE WORKER II	\$3,186	\$4,019	\$1,116	7.65%	21.35%	\$5,226	\$6,300
ST-ID	00984	J	P & R Ranger	\$2,595	\$4,006	\$879	7.65%	14.19%	\$4,041	\$5,760
ST-NV	1.922	33	Park Ranger 2 (Non-commissioned)	\$3,094	\$4,574	\$785	7.65%	25.75%	\$4,912	\$6,888
ST-WA	389B	48	PARK	\$3,213	\$4,214	\$662	7.65%	9.21%	\$4,417	\$5,586
State Simple Average				\$3,022	\$4,203	\$861	7.65%	17.63%	\$4,649	\$6,133
MARKET Simple Average				\$3,254	\$4,277	\$1,141	7.65%	16.68%	\$5,190	\$6,464

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	63	\$2,873	88.29%	\$3,602	84.21%	\$4,161	97.28%	\$1,261	7.65%	16.53%	\$4,829	93.05%	\$5,734	88.72%	\$6,429	99.46%
	OB	SEIU LOCAL 503 OPEU-SEAS STRKE	A A	1	\$2,873	88.29%	\$3,139	73.39%	\$4,161	97.28%	\$1,261	7.65%	16.53%	\$4,829	93.05%	\$5,159	79.82%	\$6,429	99.46%
	UA	UNREPRESENTED	A A		\$2,874	88.32%			\$4,162	97.31%	\$1,261	7.65%	16.53%	\$4,830	93.07%			\$6,430	99.48%
	Non-Corrections/Non-Mgmt Simple Average			64	\$2,873	88.30%	\$3,370	78.80%	\$4,161	97.29%	\$1,261	7.65%	16.53%	\$4,830	93.06%	\$5,447	84.27%	\$6,429	99.46%
	STATEWIDE Simple Average			64	\$2,873	88.30%	\$3,370	78.80%	\$4,161	97.29%	\$1,261	7.65%	16.53%	\$4,830	93.06%	\$5,447	84.27%	\$6,429	99.46%

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8436 PARK RANGER 3

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	0000		No Match							
ST-ID	0000		No Match							
ST-NV	1.921	34	Park Ranger 3 (Non-commissioned)	\$3,222	\$4,778	\$785	7.65%	25.75%	\$5,084	\$7,159
ST-WA	389C	55	PARK	\$3,819	\$5,010	\$662	7.65%	9.21%	\$5,125	\$6,517
State Simple Average				\$3,521	\$4,894	\$724	7.65%	17.48%	\$5,104	\$6,838
MARKET Simple Average				\$3,521	\$4,894	\$724	7.65%	17.48%	\$5,104	\$6,838

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max		
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	21	\$3,139	89.16%	\$3,973	81.18%	\$4,569	93.36%	\$1,261	7.65%	16.53%	\$5,159	101.08%	\$6,195	90.60%	\$6,935	101.42%	
	OB	SEIU LOCAL 503 OPEU-SEAS STRKE	A A		\$3,139	89.16%			\$4,569	93.36%	\$1,261	7.65%	16.53%	\$5,159	101.08%			\$6,935	101.42%	
	Non-Corrections/Non-Mgmt Simple Average				21	\$3,139	89.16%	\$3,973	81.18%	\$4,569	93.36%	\$1,261	7.65%	16.53%	\$5,159	101.08%	\$6,195	90.60%	\$6,935	101.42%
	STATEWIDE Simple Average				21	\$3,139	89.16%	\$3,973	81.18%	\$4,569	93.36%	\$1,261	7.65%	16.53%	\$5,159	101.08%	\$6,195	90.60%	\$6,935	101.42%

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8437 PARK DISTRICT MANAGER 1

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	0000		No Match							
ST-ID	0000		No Match							
ST-NV	0000	00	No Match							
ST-WA	0000		No Match							

State Simple Average										
MARKET Simple Average										

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
		MMN	MGT SVC NON-SUPV	A	A	\$4,742	- %	- %	\$6,998	- %	\$1,261	7.65%	16.53%	\$7,150	- %	- %	\$9,952	- %	
	MMS	MGT SVC SUPERVISORY	A	A	\$4,742	- %	- %	\$6,998	- %	\$1,261	7.65%	16.53%	\$7,150	- %	- %	\$9,952	- %		
	Management Simple Average				\$4,742	- %	- %	\$6,998	- %	\$1,261	7.65%	16.53%	\$7,150	- %	- %	\$9,952	- %		
	STATEWIDE Simple Average				\$4,742	- %	- %	\$6,998	- %	\$1,261	7.65%	16.53%	\$7,150	- %	- %	\$9,952	- %		

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8438 PARK DISTRICT MANAGER 2

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	0000		No Match							
ST-ID	0000		No Match							
ST-NV	0000	00	No Match							
ST-WA	0000		No Match							

State Simple Average										
MARKET Simple Average										

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
		MMN	MGT SVC NON-SUPV	A A	2	\$4,979	- %	\$6,554	- %	\$7,343	- %	\$1,261	7.65%	16.53%	\$7,444	- %	\$9,400	- %	\$10,380
	MMS	MGT SVC SUPERVISORY	A A	9	\$4,979	- %	\$7,194	- %	\$7,343	- %	\$1,261	7.65%	16.53%	\$7,444	- %	\$10,195	- %	\$10,380	- %
	Management Simple Average			11	\$4,979	- %	\$6,874	- %	\$7,343	- %	\$1,261	7.65%	16.53%	\$7,444	- %	\$9,798	- %	\$10,380	- %
	STATEWIDE Simple Average			11	\$4,979	- %	\$6,874	- %	\$7,343	- %	\$1,261	7.65%	16.53%	\$7,444	- %	\$9,798	- %	\$10,380	- %

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8439 PARK REGION MANAGER

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	0000		No Match							
ST-ID	00970	O	P & R Regional Manager	\$4,441	\$6,856	\$879	7.65%	14.19%	\$6,290	\$9,232
ST-NV	1.907	39	Parks Regional Manager (Non-commissioned)	\$4,002	\$5,991	\$785	7.65%	25.75%	\$6,124	\$8,777
ST-WA	0000		No Match							
State Simple Average				\$4,221	\$6,423	\$832	7.65%	19.97%	\$6,207	\$9,005
MARKET Simple Average				\$4,221	\$6,423	\$832	7.65%	19.97%	\$6,207	\$9,005

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%		
	MMS	MGT SVC SUPERVISORY	A A	3	\$5,492	130.10%	\$8,087	125.90%	\$8,087	125.90%	\$1,261	7.65%	16.53%	\$8,081	130.20%	\$11,304	125.53%	\$11,304	125.53%
	Management Simple Average			3	\$5,492	130.10%	\$8,087	125.90%	\$8,087	125.90%	\$1,261	7.65%	16.53%	\$8,081	130.20%	\$11,304	125.53%	\$11,304	125.53%
	STATEWIDE Simple Average			3	\$5,492	130.10%	\$8,087	125.90%	\$8,087	125.90%	\$1,261	7.65%	16.53%	\$8,081	130.20%	\$11,304	125.53%	\$11,304	125.53%

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8440 PARK RANGER SUPERVISOR

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	6229		PARK MAINTENANCE SUPERVISOR	\$3,652	\$4,526	\$1,116	7.65%	21.35%	\$5,827	\$6,954
ST-ID	00982	K	P & R Manager, Assistant	\$2,905	\$4,486	\$879	7.65%	14.19%	\$4,419	\$6,345
ST-NV	0000	00	No Match							
ST-WA	0000		No Match							
State Simple Average				\$3,279	\$4,506	\$997	7.65%	17.77%	\$5,123	\$6,650
MARKET Simple Average				\$3,279	\$4,506	\$997	7.65%	17.77%	\$5,123	\$6,650

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%		
MMS	MGT SVC SUPERVISORY	A A	7	\$3,717	113.37%	\$4,370	96.98%	\$5,231	116.09%	\$1,261	7.65%	16.53%	\$5,877	114.73%	\$6,688	100.58%	\$7,757	116.66%	
Management Simple Average				7	\$3,717	113.37%	\$4,370	96.98%	\$5,231	116.09%	\$1,261	7.65%	16.53%	\$5,877	114.73%	\$6,688	100.58%	\$7,757	116.66%
STATEWIDE Simple Average				7	\$3,717	113.37%	\$4,370	96.98%	\$5,231	116.09%	\$1,261	7.65%	16.53%	\$5,877	114.73%	\$6,688	100.58%	\$7,757	116.66%

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8441 PARK MANAGER 1

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-LINN	840		PARKS OPERATIONS SUPERVISOR	\$4,724	\$5,963	\$1,823	7.65%	15.83%	\$7,656	\$9,186
County Simple Average				\$4,724	\$5,963	\$1,823	7.65%	15.83%	\$7,656	\$9,186
ST-CA	0000		No Match							
ST-ID	0000		No Match							
ST-NV	1.969	34	Park Supervisor 1 (Non-commissioned)	\$3,222	\$4,778	\$785	7.65%	25.75%	\$5,084	\$7,159
ST-WA	0000		No Match							
State Simple Average				\$3,222	\$4,778	\$785	7.65%	25.75%	\$5,084	\$7,159
MARKET Simple Average				\$3,973	\$5,371	\$1,304	7.65%	20.79%	\$6,370	\$8,172

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
	MMS	MGT SVC SUPERVISORY	A A	11	\$3,915	98.53%	\$4,527	84.30%	\$5,764	107.33%	\$1,261	7.65%	16.53%	\$6,123	96.12%	\$6,883	84.22%	\$8,419	103.02%
Management Simple Average				11	\$3,915	98.53%	\$4,527	84.30%	\$5,764	107.33%	\$1,261	7.65%	16.53%	\$6,123	96.12%	\$6,883	84.22%	\$8,419	103.02%
STATEWIDE Simple Average				11	\$3,915	98.53%	\$4,527	84.30%	\$5,764	107.33%	\$1,261	7.65%	16.53%	\$6,123	96.12%	\$6,883	84.22%	\$8,419	103.02%

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8442 PARK MANAGER 2

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-WASH	435		PARKS SUPERVISOR	\$5,149	\$6,257	\$1,177	7.65%	22.22%	\$7,864	\$9,303
County Simple Average				\$5,149	\$6,257	\$1,177	7.65%	22.22%	\$7,864	\$9,303
ST-CA	0000		No Match							
ST-ID	00980	L	P & R Manager 2	\$3,279	\$5,065	\$879	7.65%	14.19%	\$4,875	\$7,050
ST-NV	1.968	35	Park Supervisor 2 (Non-commissioned)	\$3,363	\$4,997	\$785	7.65%	25.75%	\$5,272	\$7,452
ST-WA	0000		No Match							
State Simple Average				\$3,321	\$5,031	\$832	7.65%	19.97%	\$5,073	\$7,251
MARKET Simple Average				\$3,931	\$5,440	\$947	7.65%	20.72%	\$6,004	\$7,935

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
	MMS	MGT SVC SUPERVISORY	A A	16	\$4,305	109.52%	\$5,414	99.53%	\$6,351	116.75%	\$1,261	7.65%	16.53%	\$6,607	110.06%	\$7,985	100.63%	\$9,148	115.29%
Management Simple Average				16	\$4,305	109.52%	\$5,414	99.53%	\$6,351	116.75%	\$1,261	7.65%	16.53%	\$6,607	110.06%	\$7,985	100.63%	\$9,148	115.29%
STATEWIDE Simple Average				16	\$4,305	109.52%	\$5,414	99.53%	\$6,351	116.75%	\$1,261	7.65%	16.53%	\$6,607	110.06%	\$7,985	100.63%	\$9,148	115.29%

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8443 PARK MANAGER 3

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	0000		No Match							
ST-ID	00978	M	P & R Manager 3	\$3,708	\$5,726	\$879	7.65%	14.19%	\$5,396	\$7,855
ST-NV	1.967	36	Park Supervisor 3 (Non-commissioned)	\$3,515	\$5,227	\$785	7.65%	25.75%	\$5,474	\$7,758
ST-WA	0000		No Match							
State Simple Average				\$3,611	\$5,476	\$832	7.65%	19.97%	\$5,435	\$7,807
MARKET Simple Average				\$3,611	\$5,476	\$832	7.65%	19.97%	\$5,435	\$7,807

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	MMS	MGT SVC SUPERVISORY	A A	8	\$4,742	131.31%	\$5,824	106.36%	\$6,998	127.79%	\$1,261	7.65%	16.53%	\$7,150	131.55%	\$8,494	108.81%	\$9,952	127.47%
	Management Simple Average			8	\$4,742	131.31%	\$5,824	106.36%	\$6,998	127.79%	\$1,261	7.65%	16.53%	\$7,150	131.55%	\$8,494	108.81%	\$9,952	127.47%
	STATEWIDE Simple Average			8	\$4,742	131.31%	\$5,824	106.36%	\$6,998	127.79%	\$1,261	7.65%	16.53%	\$7,150	131.55%	\$8,494	108.81%	\$9,952	127.47%

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8501 NATURAL RESOURCE SPECIALIST 1

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	0762A	A	ENVIRONMENTAL SCIENTIST	\$3,077	\$3,809	\$1,116	7.65%	21.35%	\$5,085	\$6,029
ST-ID	00944	K	Biologist, Wildlife Research	\$2,905	\$4,486	\$879	7.65%	14.19%	\$4,419	\$6,345
ST-ID	00948	K	Biologist, Fishery Research	\$2,905	\$4,486	\$879	7.65%	14.19%	\$4,419	\$6,345
ST-ID	07030	J	Scientist 1	\$2,595	\$4,006	\$879	7.65%	14.19%	\$4,041	\$5,760
ST-ID	07551	J	Environmental Sciences Specialist	\$2,595	\$4,006	\$879	7.65%	14.19%	\$4,041	\$5,760
ST-NV	1.734	33	Biologist 2	\$3,094	\$4,574	\$785	7.65%	25.75%	\$4,912	\$6,888
ST-NV	1.818	30	Forester 1	\$2,725	\$4,002	\$785	7.65%	25.75%	\$4,420	\$6,124
ST-NV	10.548	32	Environmental Scientist 1	\$2,961	\$4,371	\$785	7.65%	25.75%	\$4,736	\$6,616
ST-WA	516K	44	NATURAL RESOURCE SCIENTIST 1	\$2,920	\$3,819	\$662	7.65%	9.21%	\$4,074	\$5,125
ST-WA	523F	43	ENVIRONMENTAL SPECIALIST 2	\$2,855	\$3,726	\$662	7.65%	9.21%	\$3,998	\$5,016
ST-WA	523S	43	NATURAL RESOURCE SPECIALIST 1	\$2,855	\$3,726	\$662	7.65%	9.21%	\$3,998	\$5,016
ST-WA	523Y	40	FISH & WILDLIFE BIOLOGIST 1	\$2,663	\$3,459	\$662	7.65%	9.21%	\$3,774	\$4,704
State Simple Average				\$2,846	\$4,039	\$803	7.65%	16.02%	\$4,326	\$5,811
MARKET Simple Average				\$2,846	\$4,039	\$803	7.65%	16.02%	\$4,326	\$5,811

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max			Insurance		SS		Retire		SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max		
					\$	%	\$	%	\$	%	\$	%	\$	%	\$	%	\$	%	\$	%	\$	%	\$	%
	MMC	MGT SVC NON-SUPV CONFIDENTIAL	A	A	\$3,222	113.22%			\$4,518	111.85%	\$1,261	7.65%	16.53%	\$5,262	121.64%			\$6,872	118.26%			\$6,872	118.26%	
	MMN	MGT SVC NON-SUPV	A	A	\$3,222	113.22%			\$4,518	111.85%	\$1,261	7.65%	16.53%	\$5,262	121.64%			\$6,872	118.26%			\$6,872	118.26%	
	Management Simple Average				\$3,222	113.22%			\$4,518	111.85%	\$1,261	7.65%	16.53%	\$5,262	121.64%		- %	\$6,872	118.26%			\$6,872	118.26%	
	AD	AFSCME-DEQ	A	A	12	\$2,999	105.38%	\$3,903	96.62%	\$4,359	107.92%	\$1,261	7.65%	16.53%	\$4,986	115.24%	\$6,108	105.11%	\$6,674	114.86%			\$6,674	114.86%
	AG	AFSCME-DLCD	A	A		\$2,999	105.38%			\$4,359	107.92%	\$1,261	7.65%	16.53%	\$4,986	115.24%			\$6,674	114.86%			\$6,674	114.86%
	AU	AFSCME-MILITARY	A	A	3	\$2,999	105.38%	\$3,806	94.23%	\$4,359	107.92%	\$1,261	7.65%	16.53%	\$4,986	115.24%	\$5,988	103.05%	\$6,674	114.86%			\$6,674	114.86%
	AX	AFSCME-STATE LANDS	A	A	3	\$2,999	105.38%	\$3,403	84.24%	\$4,359	107.92%	\$1,261	7.65%	16.53%	\$4,986	115.24%	\$5,487	94.43%	\$6,674	114.86%			\$6,674	114.86%
	E	AEE-ASSOC OF ENGINEER EMS	A	A		\$2,979	104.68%			\$4,401	108.96%	\$1,261	7.65%	16.53%	\$4,961	114.66%			\$6,727	115.76%			\$6,727	115.76%
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A	A	126	\$3,001	105.45%	\$3,701	91.62%	\$4,358	107.89%	\$1,261	7.65%	16.53%	\$4,988	115.29%	\$5,857	100.80%	\$6,673	114.84%			\$6,673	114.84%
	OB	SEIU LOCAL 503 OPEU-SEAS STRKE	A	A	7	\$3,001	105.45%	\$3,143	77.81%	\$4,358	107.89%	\$1,261	7.65%	16.53%	\$4,988	115.29%	\$5,164	88.87%	\$6,673	114.84%			\$6,673	114.84%
	UA	UNREPRESENTED	A	A		\$2,999	105.38%			\$4,359	107.92%	\$1,261	7.65%	16.53%	\$4,986	115.24%			\$6,674	114.86%			\$6,674	114.86%
	Non-Corrections/Non-Mgmt Simple Average				151	\$2,997	105.31%	\$3,591	88.90%	\$4,364	108.04%	\$1,261	7.65%	16.53%	\$4,983	115.18%	\$5,721	98.45%	\$6,681	114.97%			\$6,681	114.97%

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STATEWIDE Simple Average	151	\$3,042	106.89%	\$3,591	88.90%	\$4,395	108.80%	\$1,261	7.65%	16.53%	\$5,039	116.47%	\$5,721	98.45%	\$6,719	115.63%
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8502 NATURAL RESOURCE SPECIALIST 2

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	0751	B	ASSOCIATE AGRICULTURAL BIOLOGIST	\$4,619	\$5,740	\$1,116	7.65%	21.35%	\$7,074	\$8,520
ST-CA	0762B	B	ENVIRONMENTAL SCIENTIST	\$3,738	\$4,638	\$1,116	7.65%	21.35%	\$5,938	\$7,099
ST-CA	1054		FORESTER I (NONSUPERVISORY)	\$4,966	\$6,280	\$1,116	7.65%	21.35%	\$7,522	\$9,217
ST-ID	00803	L	Biologist, Fishery Regional	\$3,279	\$5,065	\$879	7.65%	14.19%	\$4,875	\$7,050
ST-ID	00835	L	Biologist, Wildlife Regional	\$3,279	\$5,065	\$879	7.65%	14.19%	\$4,875	\$7,050
ST-ID	07032	L	Scientist 2	\$3,279	\$5,065	\$879	7.65%	14.19%	\$4,875	\$7,050
ST-NV	1.729	35	Biologist 3	\$3,363	\$4,997	\$785	7.65%	25.75%	\$5,272	\$7,452
ST-NV	1.809	35	Conservation Staff Specialist 1	\$3,363	\$4,997	\$785	7.65%	25.75%	\$5,272	\$7,452
ST-NV	1.813	33	Forester 2	\$3,094	\$4,574	\$785	7.65%	25.75%	\$4,912	\$6,888
ST-NV	10.536	35	Environmental Scientist 2	\$3,363	\$4,997	\$785	7.65%	25.75%	\$5,272	\$7,452
ST-WA	516L	52	NATURAL RESOURCE SCIENTIST 2	\$3,549	\$4,653	\$662	7.65%	9.21%	\$4,809	\$6,099
ST-WA	523G	49	ENVIRONMENTAL SPECIALIST 3	\$3,293	\$4,322	\$662	7.65%	9.21%	\$4,510	\$5,713
ST-WA	523T	48	NATURAL RESOURCE SPECIALIST 2	\$3,213	\$4,214	\$662	7.65%	9.21%	\$4,417	\$5,586
ST-WA	523Z	48	FISH & WILDLIFE BIOLOGIST 2	\$3,213	\$4,214	\$662	7.65%	9.21%	\$4,417	\$5,586
State Simple Average				\$3,544	\$4,916	\$841	7.65%	17.60%	\$5,289	\$7,015
MARKET Simple Average				\$3,544	\$4,916	\$841	7.65%	17.60%	\$5,289	\$7,015

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max		
		MMC	MGT SVC NON-SUPV CONFIDENTIAL	A	A	\$3,717	104.89%			\$5,231	106.41%	\$1,261	7.65%	16.53%	\$5,877	111.13%			\$7,757	110.58%
	MMN	MGT SVC NON-SUPV	A	A	\$3,717	104.89%			\$5,231	106.41%	\$1,261	7.65%	16.53%	\$5,877	111.13%			\$7,757	110.58%	
	Management Simple Average				\$3,717	104.89%			\$5,231	106.41%	\$1,261	7.65%	16.53%	\$5,877	111.13%		- %	\$7,757	110.58%	
	AD	AFSCME-DEQ	A	A	17	\$3,451	97.38%	\$4,143	84.28%	\$5,028	102.28%	\$1,261	7.65%	16.53%	\$5,547	104.88%	\$6,406	91.32%	\$7,505	106.98%
	AG	AFSCME-DLCD	A	A		\$3,451	97.38%			\$5,028	102.28%	\$1,261	7.65%	16.53%	\$5,547	104.88%			\$7,505	106.98%
	AU	AFSCME-MILITARY	A	A	2	\$3,450	97.35%	\$5,028	102.28%	\$5,028	102.28%	\$1,261	7.65%	16.53%	\$5,546	104.86%	\$7,505	106.98%	\$7,505	106.98%
	AX	AFSCME-STATE LANDS	A	A	3	\$3,448	97.30%	\$4,082	83.03%	\$5,027	102.26%	\$1,261	7.65%	16.53%	\$5,543	104.81%	\$6,330	90.23%	\$7,504	106.97%
	E	AEE-ASSOC OF ENGINEER EMS	A	A	7	\$3,449	97.32%	\$4,236	86.16%	\$5,094	103.62%	\$1,261	7.65%	16.53%	\$5,544	104.84%	\$6,521	92.96%	\$7,587	108.15%
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A	A	273	\$3,450	97.35%	\$4,496	91.46%	\$5,028	102.28%	\$1,261	7.65%	16.53%	\$5,546	104.86%	\$6,844	97.56%	\$7,505	106.98%
	OB	SEIU LOCAL 503 OPEU-SEAS STRKE	A	A	2	\$3,450	97.35%	\$4,068	82.74%	\$5,028	102.28%	\$1,261	7.65%	16.53%	\$5,546	104.86%	\$6,312	89.98%	\$7,505	106.98%

8502 NATURAL RESOURCE SPECIALIST 2 (Continued)

Repr	Repr Description	Opt	Emps	SR Min to SR Min	Emp Avg to SR Max	SR Max to SR Max	Insurance	SS	Retire	SR Min to SR Min	Emp Avg to SR Max	POLICY POINT SR Max to SR Max	
UA	UNREPRESENTED	A A	1	\$3,450 97.35%	\$4,571 92.98%	\$5,028 102.28%	\$1,261	7.65%	16.53%	\$5,546 104.86%	\$6,938 98.89%	\$7,505	106.98%
Non-Corrections/Non-Mgmt Simple Average			305	\$3,450 97.35%	\$4,375 88.99%	\$5,036 102.45%	\$1,261	7.65%	16.53%	\$5,545 104.86%	\$6,694 95.42%	\$7,515	107.13%
STATEWIDE Simple Average			305	\$3,503 98.86%	\$4,375 88.99%	\$5,075 103.24%	\$1,261	7.65%	16.53%	\$5,612 106.11%	\$6,694 95.42%	\$7,564	107.82%

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8503 NATURAL RESOURCE SPECIALIST 3

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
MIL-OPES	14.01		Natural Resources Specialist	\$4,774	\$6,150	\$1,267	7.65%	10.63%	\$6,914	\$8,541
OPES Simple Average				\$4,774	\$6,150	\$1,267	7.65%	10.63%	\$6,914	\$8,541
ST-CA	0762C	C	ENVIRONMENTAL SCIENTIST	\$4,730	\$5,882	\$1,116	7.65%	21.35%	\$7,217	\$8,703
ST-ID	00943	L	Biologist, Wildlife Research Senior	\$3,279	\$5,065	\$879	7.65%	14.19%	\$4,875	\$7,050
ST-ID	00946	L	Biologist, Fishery Research Senior	\$3,279	\$5,065	\$879	7.65%	14.19%	\$4,875	\$7,050
ST-ID	07034	M	Scientist 3	\$3,708	\$5,726	\$879	7.65%	14.19%	\$5,396	\$7,855
ST-NV	1.810	36	Conservation Staff Specialist 2	\$3,515	\$5,227	\$785	7.65%	25.75%	\$5,474	\$7,758
ST-NV	1.811	35	Forester 3	\$3,363	\$4,997	\$785	7.65%	25.75%	\$5,272	\$7,452
ST-NV	10.525	36	Environmental Scientist 3	\$3,515	\$5,227	\$785	7.65%	25.75%	\$5,474	\$7,758
ST-WA	523H	55	ENVIRONMENTAL SPECIALIST 4	\$3,819	\$5,010	\$662	7.65%	9.21%	\$5,125	\$6,517
ST-WA	523N	53	FISH & WILDLIFE BIOLOGIST 3	\$3,631	\$4,770	\$662	7.65%	9.21%	\$4,905	\$6,236
ST-WA	523U	52	NATURAL RESOURCE SPECIALIST 3	\$3,549	\$4,653	\$662	7.65%	9.21%	\$4,809	\$6,099
State Simple Average				\$3,639	\$5,162	\$810	7.65%	16.88%	\$5,342	\$7,248
MARKET Simple Average				\$3,742	\$5,252	\$851	7.65%	16.31%	\$5,485	\$7,366

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max			Insurance		SS		Retire		SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max		
	MMC	MGT SVC NON-SUPV CONFIDENTIAL	A A		\$4,305	115.04%			\$6,046	115.12%	\$1,261	7.65%	16.53%	\$6,607	120.46%			\$6,607	120.46%			\$8,769	119.06%	
	MMN	MGT SVC NON-SUPV	A A		\$4,305	115.04%			\$6,046	115.12%	\$1,261	7.65%	16.53%	\$6,607	120.46%			\$6,607	120.46%			\$8,769	119.06%	
	MMS	MGT SVC SUPERVISORY	A A		\$4,305	115.04%			\$6,046	115.12%	\$1,261	7.65%	16.53%	\$6,607	120.46%			\$6,607	120.46%			\$8,769	119.06%	
	Management Simple Average				\$4,305	115.04%			\$6,046	115.12%	\$1,261	7.65%	16.53%	\$6,607	120.46%			\$6,607	120.46%			- %	\$8,769	119.06%
	AD	AFSCME-DEQ	A A	81	\$3,973	106.17%	\$5,221	99.42%	\$5,802	110.47%	\$1,261	7.65%	16.53%	\$6,195	112.94%	\$7,745	105.16%	\$6,195	112.94%			\$8,466	114.95%	
	AG	AFSCME-DLCD	A A		\$3,973	106.17%			\$5,802	110.47%	\$1,261	7.65%	16.53%	\$6,195	112.94%			\$6,195	112.94%			\$8,466	114.95%	
	AU	AFSCME-MILITARY	A A		\$3,973	106.17%			\$5,802	110.47%	\$1,261	7.65%	16.53%	\$6,195	112.94%			\$6,195	112.94%			\$8,466	114.95%	
	AX	AFSCME-STATE LANDS	A A	26	\$3,971	106.12%	\$4,887	93.06%	\$5,801	110.45%	\$1,261	7.65%	16.53%	\$6,193	112.90%	\$7,330	99.52%	\$6,193	112.90%			\$8,465	114.93%	
	E	AEE-ASSOC OF ENGINEER EMS	A A	7	\$3,992	106.68%	\$5,484	104.42%	\$5,895	112.24%	\$1,261	7.65%	16.53%	\$6,219	113.37%	\$8,072	109.59%	\$6,219	113.37%			\$8,582	116.51%	
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	210	\$3,974	106.20%	\$5,251	99.97%	\$5,802	110.47%	\$1,261	7.65%	16.53%	\$6,196	112.96%	\$7,782	105.65%	\$6,196	112.96%			\$8,466	114.95%	
	OB	SEIU LOCAL 503 OPEU-SEAS STRKE	A A		\$3,974	106.20%			\$5,802	110.47%	\$1,261	7.65%	16.53%	\$6,196	112.96%			\$6,196	112.96%			\$8,466	114.95%	
	UA	UNREPRESENTED	A A	4	\$3,973	106.17%	\$5,356	101.98%	\$5,802	110.47%	\$1,261	7.65%	16.53%	\$6,195	112.94%	\$7,912	107.42%	\$6,195	112.94%			\$8,466	114.95%	

8503 NATURAL RESOURCE SPECIALIST 3 (Continued)

Repr	Repr Description	Opt	Emps	SR Min to SR Min	Emp Avg to SR Max	SR Max to SR Max	Insurance	SS	Retire	SR Min to SR Min	Emp Avg to SR Max	POLICY POINT SR Max to SR Max	
	Non-Corrections/Non-Mgmt Simple Average		328	\$3,975 106.24%	\$5,240 99.77%	\$5,814 110.69%	\$1,261	7.65%	16.53%	\$6,198 113.00%	\$7,768 105.47%	\$8,481	115.14%
	STATEWIDE Simple Average		328	\$4,065 108.64%	\$5,240 99.77%	\$5,877 111.90%	\$1,261	7.65%	16.53%	\$6,310 115.03%	\$7,768 105.47%	\$8,559	116.21%

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8503-B NATURAL RESOURCE SPECIALIST 3

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	0000		No Match							
ST-ID	03312	L	Hydrogeologist, Staff	\$3,279	\$5,065	\$879	7.65%	14.19%	\$4,875	\$7,050
ST-ID	03328	L	Hydrologist, Staff	\$3,279	\$5,065	\$879	7.65%	14.19%	\$4,875	\$7,050
ST-NV	0000	00	No Match							
ST-WA	514G	62	HYDROGEOLOGIST 3	\$4,542	\$5,958	\$662	7.65%	9.21%	\$5,970	\$7,625
State Simple Average				\$3,700	\$5,363	\$807	7.65%	12.53%	\$5,240	\$7,242
MARKET Simple Average				\$3,700	\$5,363	\$807	7.65%	12.53%	\$5,240	\$7,242

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	AD	AFSCME-DEQ	B A	2	\$4,162	112.48%	\$6,081	113.40%	\$6,081	113.40%	\$1,261	7.65%	16.53%	\$6,430	122.71%	\$8,813	121.70%	\$8,813	121.70%
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	B A	10	\$4,161	112.45%	\$5,001	93.25%	\$6,080	113.38%	\$1,261	7.65%	16.53%	\$6,429	122.69%	\$7,471	103.17%	\$8,812	121.68%
	OB	SEIU LOCAL 503 OPEU-SEAS STRKE	B A		\$4,161	112.45%			\$6,080	113.38%	\$1,261	7.65%	16.53%	\$6,429	122.69%			\$8,812	121.68%
	Non-Corrections/Non-Mgmt Simple Average			12	\$4,161	112.46%	\$5,541	103.32%	\$6,080	113.38%	\$1,261	7.65%	16.53%	\$6,429	122.70%	\$8,142	112.43%	\$8,812	121.68%
	STATEWIDE Simple Average			12	\$4,161	112.46%	\$5,541	103.32%	\$6,080	113.38%	\$1,261	7.65%	16.53%	\$6,429	122.70%	\$8,142	112.43%	\$8,812	121.68%

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8503-D NATURAL RESOURCE SPECIALIST 3

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	0000		No Match							
ST-ID	0000		No Match							
ST-NV	0000	00	No Match							
ST-WA	0000		No Match							

State Simple Average										
MARKET Simple Average										

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
		AD	AFSCME-DEQ	D A	3	\$4,162	- %	\$5,578	- %	\$6,081	- %	\$1,261	7.65%	16.53%	\$6,430	- %	\$8,188	- %	\$8,813
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	D A	25	\$4,161	- %	\$5,377	- %	\$6,080	- %	\$1,261	7.65%	16.53%	\$6,429	- %	\$7,939	- %	\$8,812	- %
	OB	SEIU LOCAL 503 OPEU-SEAS STRKE	D A		\$4,161	- %		- %	\$6,080	- %	\$1,261	7.65%	16.53%	\$6,429	- %		- %	\$8,812	- %
	Non-Corrections/Non-Mgmt Simple Average			28	\$4,161	- %	\$5,477	- %	\$6,080	- %	\$1,261	7.65%	16.53%	\$6,429	- %	\$8,063	- %	\$8,812	- %
	STATEWIDE Simple Average			28	\$4,161	- %	\$5,477	- %	\$6,080	- %	\$1,261	7.65%	16.53%	\$6,429	- %	\$8,063	- %	\$8,812	- %

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8504 NATURAL RESOURCE SPECIALIST 4

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	0765		SENIOR ENVIRONMENTAL SCIENTIST(SPECIALIST)	\$5,445	\$6,772	\$1,116	7.65%	21.35%	\$8,140	\$9,851
ST-CA	0770	A	SENIOR AGRICULTURAL BIOLOGIST	\$5,303	\$6,592	\$1,116	7.65%	21.35%	\$7,956	\$9,619
ST-CA	1041		FORESTER III	\$6,194	\$7,832	\$1,116	7.65%	21.35%	\$9,106	\$11,219
ST-CA	6167		SENIOR ENVIRONMENTAL RESEARCH SCIENTIST (SPE	\$5,188	\$6,450	\$1,116	7.65%	21.35%	\$7,808	\$9,436
ST-ID	00836	M	Biologist, Staff	\$3,708	\$5,726	\$879	7.65%	14.19%	\$5,396	\$7,855
ST-ID	07036	N	Scientist 4	\$4,098	\$6,326	\$879	7.65%	14.19%	\$5,872	\$8,587
ST-ID	07548	L	Environmental Health Specialist, Senior	\$3,279	\$5,065	\$879	7.65%	14.19%	\$4,875	\$7,050
ST-NV	10.545	38	Environmental Scientist 4	\$3,830	\$5,726	\$785	7.65%	25.75%	\$5,894	\$8,424
ST-WA	523O	55	FISH & WILDLIFE BIOLOGIST 4	\$3,819	\$5,010	\$662	7.65%	9.21%	\$5,125	\$6,517
ST-WA	523X	59	ENVIRONMENTAL SPECIALIST 5	\$4,214	\$5,535	\$662	7.65%	9.21%	\$5,586	\$7,130
State Simple Average				\$4,508	\$6,103	\$921	7.65%	17.21%	\$6,576	\$8,569
MARKET Simple Average				\$4,508	\$6,103	\$921	7.65%	17.21%	\$6,576	\$8,569

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
	MENC	EXEC SVC NON-SUPV CONFIDENTIAL	A	A	\$4,979	110.45%	\$6,998	114.66%	\$1,261	7.65%	16.53%	\$7,444	113.21%	\$9,952	116.13%				
MENN	EXEC SVC NON-SUPV	A	A	\$4,979	110.45%	\$6,998	114.66%	\$1,261	7.65%	16.53%	\$7,444	113.21%	\$9,952	116.13%					
MMC	MGT SVC NON-SUPV CONFIDENTIAL	A	A	\$4,979	110.45%	\$6,998	114.66%	\$1,261	7.65%	16.53%	\$7,444	113.21%	\$9,952	116.13%					
MMN	MGT SVC NON-SUPV	A	A	3	\$4,979	110.45%	\$6,712	109.98%	\$6,998	114.66%	\$1,261	7.65%	16.53%	\$7,444	113.21%	\$9,597	112.00%	\$9,952	116.13%
MMS	MGT SVC SUPERVISORY	A	A	8	\$4,979	110.45%	\$6,345	103.95%	\$6,998	114.66%	\$1,261	7.65%	16.53%	\$7,444	113.21%	\$9,140	106.66%	\$9,952	116.13%
Management Simple Average				11	\$4,979	110.45%	\$6,528	106.96%	\$6,998	114.66%	\$1,261	7.65%	16.53%	\$7,444	113.21%	\$9,368	109.33%	\$9,952	116.13%
AD	AFSCME-DEQ	A	A	115	\$4,571	101.40%	\$6,401	104.87%	\$6,683	109.50%	\$1,261	7.65%	16.53%	\$6,938	105.50%	\$9,210	107.48%	\$9,560	111.57%
AG	AFSCME-DLCD	A	A	3	\$4,571	101.40%	\$5,921	97.01%	\$6,683	109.50%	\$1,261	7.65%	16.53%	\$6,938	105.50%	\$8,614	100.52%	\$9,560	111.57%
AU	AFSCME-MILITARY	A	A	5	\$4,571	101.40%	\$6,569	107.63%	\$6,691	109.63%	\$1,261	7.65%	16.53%	\$6,938	105.50%	\$9,419	109.92%	\$9,570	111.69%
AX	AFSCME-STATE LANDS	A	A	5	\$4,570	101.38%	\$5,967	97.77%	\$6,695	109.69%	\$1,261	7.65%	16.53%	\$6,936	105.48%	\$8,671	101.20%	\$9,575	111.74%
E	AEE-ASSOC OF ENGINEER EMS	A	A	1	\$4,621	102.51%	\$5,615	92.00%	\$6,824	111.81%	\$1,261	7.65%	16.53%	\$7,000	106.45%	\$8,234	96.09%	\$9,735	113.61%
OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A	A	67	\$4,569	101.36%	\$6,059	99.28%	\$6,691	109.63%	\$1,261	7.65%	16.53%	\$6,935	105.46%	\$8,786	102.53%	\$9,570	111.69%
OB	SEIU LOCAL 503 OPEU-SEAS STRKE	A	A		\$4,569	101.36%			\$6,691	109.63%	\$1,261	7.65%	16.53%	\$6,935	105.46%			\$9,570	111.69%
UA	UNREPRESENTED	A	A	13	\$4,571	101.40%	\$6,502	106.52%	\$6,691	109.63%	\$1,261	7.65%	16.53%	\$6,938	105.50%	\$9,335	108.94%	\$9,570	111.69%

8504 NATURAL RESOURCE SPECIALIST 4 (Continued)

Repr	Repr Description	Opt	Emps	SR Min to SR Min	Emp Avg to SR Max	SR Max to SR Max	Insurance	SS	Retire	SR Min to SR Min	Emp Avg to SR Max	POLICY POINT SR Max to SR Max	
	Non-Corrections/Non-Mgmt Simple Average		209	\$4,577 101.53%	\$6,148 100.73%	\$6,706 109.88%	\$1,261	7.65%	16.53%	\$6,945 105.61%	\$8,896 103.81%	\$9,589	111.91%
	STATEWIDE Simple Average		220	\$4,731 104.96%	\$6,232 102.11%	\$6,818 111.71%	\$1,261	7.65%	16.53%	\$7,137 108.53%	\$9,001 105.04%	\$9,728	113.53%

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8504-B NATURAL RESOURCE SPECIALIST 4

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	0000		No Match							
ST-ID	03310	M	Hydrogeologist, Technical	\$3,708	\$5,726	\$879	7.65%	14.19%	\$5,396	\$7,855
ST-ID	03332	M	Hydrologist, Technical	\$3,708	\$5,726	\$879	7.65%	14.19%	\$5,396	\$7,855
ST-NV	0000	00	No Match							
ST-WA	514H	66	HYDROGEOLOGIST 4	\$5,010	\$6,575	\$662	7.65%	9.21%	\$6,517	\$8,346
State Simple Average				\$4,142	\$6,009	\$807	7.65%	12.53%	\$5,770	\$8,019
MARKET Simple Average				\$4,142	\$6,009	\$807	7.65%	12.53%	\$5,770	\$8,019

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	AD	AFSCME-DEQ	B A	16	\$4,791	115.68%	\$6,887	114.61%	\$6,998	116.46%	\$1,261	7.65%	16.53%	\$7,211	124.98%	\$9,813	122.38%	\$9,952	124.10%
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	B A	6	\$4,791	115.68%	\$6,199	103.16%	\$7,023	116.88%	\$1,261	7.65%	16.53%	\$7,211	124.98%	\$8,959	111.72%	\$9,983	124.49%
	OB	SEIU LOCAL 503 OPEU-SEAS STRKE	B A		\$4,791	115.68%			\$7,023	116.88%	\$1,261	7.65%	16.53%	\$7,211	124.98%			\$9,983	124.49%
	Non-Corrections/Non-Mgmt Simple Average			22	\$4,791	115.68%	\$6,543	108.88%	\$7,015	116.74%	\$1,261	7.65%	16.53%	\$7,211	124.98%	\$9,386	117.05%	\$9,972	124.36%
	STATEWIDE Simple Average			22	\$4,791	115.68%	\$6,543	108.88%	\$7,015	116.74%	\$1,261	7.65%	16.53%	\$7,211	124.98%	\$9,386	117.05%	\$9,972	124.36%

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8504-C NATURAL RESOURCE SPECIALIST 4

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	7978		STAFF TOXICOLOGIST (SPECIALIST)	\$6,404	\$7,979	\$1,116	7.65%	21.35%	\$9,377	\$11,409
ST-ID	07227	O	Toxicologist/Assessor, Public Health	\$4,441	\$6,856	\$879	7.65%	14.19%	\$6,290	\$9,232
ST-NV	0000	00	No Match							
ST-WA	303G	69	TOXICOLOGIST 3	\$5,395	\$7,082	\$662	7.65%	9.21%	\$6,967	\$8,938
State Simple Average				\$5,413	\$7,306	\$886	7.65%	14.92%	\$7,544	\$9,860
MARKET Simple Average				\$5,413	\$7,306	\$886	7.65%	14.92%	\$7,544	\$9,860

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	AD	AFSCME-DEQ	C A	4	\$5,028	92.88%	\$6,710	91.85%	\$7,329	100.32%	\$1,261	7.65%	16.53%	\$7,505	99.48%	\$9,594	97.31%	\$10,363	105.10%
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	C A		\$4,791	88.51%			\$7,023	96.13%	\$1,261	7.65%	16.53%	\$7,211	95.58%			\$9,983	101.25%
	OB	SEIU LOCAL 503 OPEU-SEAS STRKE	C A		\$4,791	88.51%			\$7,023	96.13%	\$1,261	7.65%	16.53%	\$7,211	95.58%			\$9,983	101.25%
	Non-Corrections/Non-Mgmt Simple Average			4	\$4,870	89.96%	\$6,710	91.85%	\$7,125	97.53%	\$1,261	7.65%	16.53%	\$7,309	96.88%	\$9,594	97.31%	\$10,109	102.53%
	STATEWIDE Simple Average			4	\$4,870	89.96%	\$6,710	91.85%	\$7,125	97.53%	\$1,261	7.65%	16.53%	\$7,309	96.88%	\$9,594	97.31%	\$10,109	102.53%

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8504-D NATURAL RESOURCE SPECIALIST 4

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	0000		No Match							
ST-ID	0000		No Match							
ST-NV	0000	00	No Match							
ST-WA	0000		No Match							

State Simple Average										
MARKET Simple Average										

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	AD	AFSCME-DEQ	D A	4	\$4,791	- %	\$6,998	- %	\$6,998	- %	\$1,261	7.65%	16.53%	\$7,211	- %	\$9,952	- %	\$9,952	- %
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	D A	5	\$4,791	- %	\$6,650	- %	\$7,023	- %	\$1,261	7.65%	16.53%	\$7,211	- %	\$9,520	- %	\$9,983	- %
	OB	SEIU LOCAL 503 OPEU-SEAS STRKE	D A		\$4,791	- %		- %	\$7,023	- %	\$1,261	7.65%	16.53%	\$7,211	- %		- %	\$9,983	- %
	Non-Corrections/Non-Mgmt Simple Average			9	\$4,791	- %	\$6,824	- %	\$7,015	- %	\$1,261	7.65%	16.53%	\$7,211	- %	\$9,736	- %	\$9,972	- %
	STATEWIDE Simple Average			9	\$4,791	- %	\$6,824	- %	\$7,015	- %	\$1,261	7.65%	16.53%	\$7,211	- %	\$9,736	- %	\$9,972	- %

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8505 NATURAL RESOURCE SPECIALIST 5

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	0000		No Match							
ST-ID	00850	N	Natural Resource Program Coordinator	\$4,098	\$6,326	\$879	7.65%	14.19%	\$5,872	\$8,587
ST-NV	0000	00	No Match							
ST-WA	0000		No Match							

State Simple Average				Insufficient Market Data					Insufficient Market Data	
MARKET Simple Average				Insufficient Market Data					Insufficient Market Data	

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	MMC	MGT SVC NON-SUPV CONFIDENTIAL	A A		\$5,492	- %		- %	\$7,701	- %	\$1,261	7.65%	16.53%	\$8,081	- %		- %	\$10,825	- %
	MMN	MGT SVC NON-SUPV	A A	4	\$5,492	- %	\$7,364	- %	\$7,701	- %	\$1,261	7.65%	16.53%	\$8,081	- %	\$10,405	- %	\$10,825	- %
	MMS	MGT SVC SUPERVISORY	A A		\$5,492	- %		- %	\$7,701	- %	\$1,261	7.65%	16.53%	\$8,081	- %		- %	\$10,825	- %
	Management Simple Average			4	\$5,492	- %	\$7,364	- %	\$7,701	- %	\$1,261	7.65%	16.53%	\$8,081	- %	\$10,405	- %	\$10,825	- %
	AD	AFSCME-DEQ	A A	9	\$5,028	- %	\$7,187	- %	\$7,329	- %	\$1,261	7.65%	16.53%	\$7,505	- %	\$10,186	- %	\$10,363	- %
	AG	AFSCME-DLCD	A A	1	\$5,028	- %	\$7,329	- %	\$7,329	- %	\$1,261	7.65%	16.53%	\$7,505	- %	\$10,363	- %	\$10,363	- %
	AU	AFSCME-MILITARY	A A		\$5,028	- %		- %	\$7,357	- %	\$1,261	7.65%	16.53%	\$7,505	- %		- %	\$10,397	- %
	E	AEE-ASSOC OF ENGINEER EMS	A A		\$5,094	- %		- %	\$7,525	- %	\$1,261	7.65%	16.53%	\$7,587	- %		- %	\$10,606	- %
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	4	\$5,028	- %	\$7,191	- %	\$7,358	- %	\$1,261	7.65%	16.53%	\$7,505	- %	\$10,192	- %	\$10,399	- %
	OB	SEIU LOCAL 503 OPEU-SEAS STRKE	A A		\$5,028	- %		- %	\$7,370	- %	\$1,261	7.65%	16.53%	\$7,505	- %		- %	\$10,413	- %
	UA	UNREPRESENTED	A A	1	\$5,028	- %	\$7,363	- %	\$7,363	- %	\$1,261	7.65%	16.53%	\$7,505	- %	\$10,405	- %	\$10,405	- %
	Non-Corrections/Non-Mgmt Simple Average			15	\$5,037	- %	\$7,268	- %	\$7,376	- %	\$1,261	7.65%	16.53%	\$7,517	- %	\$10,286	- %	\$10,421	- %
	STATEWIDE Simple Average			19	\$5,174	- %	\$7,287	- %	\$7,473	- %	\$1,261	7.65%	16.53%	\$7,686	- %	\$10,310	- %	\$10,542	- %

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8505-B NATURAL RESOURCE SPECIALIST 5

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS		
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max	
ST-CA	0000		No Match								
ST-ID	0000		No Match								
ST-NV	0000	00	No Match								
ST-WA	514I	70	HYDROGEOLOGIST 5	\$5,535	\$7,258	\$662	7.65%	9.21%	\$7,130	\$9,144	
State Simple Average				Insufficient Market Data						Insufficient Market Data	
MARKET Simple Average				Insufficient Market Data						Insufficient Market Data	

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	AD	AFSCME-DEQ	B A	2	\$5,277	- %	\$7,670	- %	\$7,670	- %	\$1,261	7.65%	16.53%	\$7,814	- %	\$10,786	- %	\$10,786	- %
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	B A	1	\$5,277	- %	\$7,023	- %	\$7,721	- %	\$1,261	7.65%	16.53%	\$7,814	- %	\$9,983	- %	\$10,849	- %
	OB	SEIU LOCAL 503 OPEU-SEAS STRKE	B A		\$5,277	- %		- %	\$7,721	- %	\$1,261	7.65%	16.53%	\$7,814	- %		- %	\$10,849	- %
	Non-Corrections/Non-Mgmt Simple Average			3	\$5,277	- %	\$7,347	- %	\$7,704	- %	\$1,261	7.65%	16.53%	\$7,814	- %	\$10,384	- %	\$10,828	- %
	STATEWIDE Simple Average			3	\$5,277	- %	\$7,347	- %	\$7,704	- %	\$1,261	7.65%	16.53%	\$7,814	- %	\$10,384	- %	\$10,828	- %

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8510 WATER RESOURCE DATA TECH 1

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	3044		WATER RESOURCES TECHNICIAN I	\$3,327	\$4,164	\$1,116	7.65%	21.35%	\$5,407	\$6,487
ST-ID	0000		No Match							
ST-NV	0000	00	No Match							
ST-WA	0000		No Match							
State Simple Average				Insufficient Market Data					Insufficient Market Data	
MARKET Simple Average				Insufficient Market Data					Insufficient Market Data	

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min	Emp Avg to SR Max	SR Max to SR Max	Insurance	SS	Retire	SR Min to SR Min	Emp Avg to SR Max	POLICY POINT SR Max to SR Max
		OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	2	\$2,756 - %	\$2,879 - %	\$3,974 - %	\$1,261	7.65%	16.53%	\$4,684 - %	\$4,836 - %
	Non-Corrections/Non-Mgmt Simple Average			2	\$2,756 - %	\$2,879 - %	\$3,974 - %	\$1,261	7.65%	16.53%	\$4,684 - %	\$4,836 - %	\$6,196 - %
	STATEWIDE Simple Average			2	\$2,756 - %	\$2,879 - %	\$3,974 - %	\$1,261	7.65%	16.53%	\$4,684 - %	\$4,836 - %	\$6,196 - %

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8511 WATER RESOURCE DATA TECH 2

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	3043		WATER RESOURCES TECHNICIAN II	\$4,000	\$5,007	\$1,116	7.65%	21.35%	\$6,276	\$7,575
ST-ID	0000		No Match							
ST-NV	9.580	28	Research Technician	\$2,514	\$3,670	\$785	7.65%	25.75%	\$4,139	\$5,681
ST-WA	0000		No Match							
State Simple Average				\$3,257	\$4,338	\$950	7.65%	23.55%	\$5,207	\$6,628
MARKET Simple Average				\$3,257	\$4,338	\$950	7.65%	23.55%	\$5,207	\$6,628

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%		
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	1	\$3,001	92.14%	\$3,607	83.14%	\$4,358	100.45%	\$1,261	7.65%	16.53%	\$4,988	95.79%	\$5,741	86.62%	\$6,673	100.69%
	Non-Corrections/Non-Mgmt Simple Average			1	\$3,001	92.14%	\$3,607	83.14%	\$4,358	100.45%	\$1,261	7.65%	16.53%	\$4,988	95.79%	\$5,741	86.62%	\$6,673	100.69%
	STATEWIDE Simple Average			1	\$3,001	92.14%	\$3,607	83.14%	\$4,358	100.45%	\$1,261	7.65%	16.53%	\$4,988	95.79%	\$5,741	86.62%	\$6,673	100.69%

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8621 RACING WORKER

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS		
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max	
EXCLUDED-N	0000		Non-ORS 240								
Exclude Simple Average											
MARKET Simple Average				Excluded				Excluded			

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
		UA	UNREPRESENTED	A A	3	\$2,667	- %	\$2,667	- %	\$2,890	- %	\$1,261	7.65%	16.53%	\$4,573	- %	\$4,573	- %	\$4,850
	Non-Corrections/Non-Mgmt Simple Average			3	\$2,667	- %	\$2,667	- %	\$2,890	- %	\$1,261	7.65%	16.53%	\$4,573	- %	\$4,573	- %	\$4,850	- %
	STATEWIDE Simple Average			3	\$2,667	- %	\$2,667	- %	\$2,890	- %	\$1,261	7.65%	16.53%	\$4,573	- %	\$4,573	- %	\$4,850	- %

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9100 FOOD SERVICE WORKER 1

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-DOUGLAS	7010		Food Service Worker	\$1,577	\$2,302	\$1,365	7.65%	18.05%	\$3,348	\$4,258
County Simple Average				\$1,577	\$2,302	\$1,365	7.65%	18.05%	\$3,348	\$4,258
MIL-NWHCS	10.02		Food Service Worker	\$1,957	\$2,850	\$956	7.65%	6.15%	\$3,183	\$4,199
Purchased Simple Average				\$1,957	\$2,850	\$956	7.65%	6.15%	\$3,183	\$4,199
ST-CA	2197		SERVICE ASSISTANT (FOOD)	\$1,947	\$2,438	\$1,116	7.65%	21.35%	\$3,627	\$4,261
ST-ID	02186	D	Dietary Aide	\$1,257	\$1,849	\$879	7.65%	14.19%	\$2,410	\$3,132
ST-NV	0000	00	No Match							
ST-WA	0000		No Match							
State Simple Average				\$1,602	\$2,144	\$997	7.65%	17.77%	\$3,019	\$3,696
MARKET Simple Average				\$1,684	\$2,360	\$1,079	7.65%	14.94%	\$3,142	\$3,963

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max		
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	3	\$2,043	121.29%	\$2,043	86.58%	\$2,435	103.19%	\$1,261	7.65%	16.53%	\$3,798	120.89%	\$3,798	95.86%	\$4,285	108.14%	
	Non-Corrections/Non-Mgmt Simple Average				3	\$2,043	121.29%	\$2,043	86.58%	\$2,435	103.19%	\$1,261	7.65%	16.53%	\$3,798	120.89%	\$3,798	95.86%	\$4,285	108.14%
	STATEWIDE Simple Average				3	\$2,043	121.29%	\$2,043	86.58%	\$2,435	103.19%	\$1,261	7.65%	16.53%	\$3,798	120.89%	\$3,798	95.86%	\$4,285	108.14%

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9101 FOOD SERVICE WORKER 2

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-MULT			Food Service Worker	\$2,145	\$2,640	\$1,369	7.65%	15.87%	\$4,019	\$4,629
County Simple Average				\$2,145	\$2,640	\$1,369	7.65%	15.87%	\$4,019	\$4,629
MIL-NWHCS	10.03		Food Preparer	\$2,162	\$3,068	\$956	7.65%	6.15%	\$3,416	\$4,447
Purchased Simple Average				\$2,162	\$3,068	\$956	7.65%	6.15%	\$3,416	\$4,447
ST-CA	2194	A	FOOD SERVICE TECHNICIAN I	\$2,106	\$2,634	\$1,116	7.65%	21.35%	\$3,832	\$4,513
ST-ID	02188	E	Dietary Aide, Senior	\$1,338	\$2,066	\$879	7.65%	14.19%	\$2,510	\$3,396
ST-NV	3.218	20	Food Service Worker 1	\$1,837	\$2,619	\$785	7.65%	25.75%	\$3,236	\$4,279
ST-WA	675F	25	FOOD SERVICE WORKER	\$1,885	\$2,426	\$662	7.65%	9.21%	\$2,865	\$3,497
State Simple Average				\$1,792	\$2,436	\$861	7.65%	17.63%	\$3,111	\$3,921
MARKET Simple Average				\$1,912	\$2,575	\$961	7.65%	15.42%	\$3,313	\$4,127

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
		OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	45	\$2,043	106.84%	\$2,234	86.74%	\$2,636	102.36%	\$1,261	7.65%	16.53%	\$3,798	114.65%	\$4,035	97.78%	\$4,535
	UA	UNREPRESENTED	A A		\$2,032	106.26%			\$2,635	102.32%	\$1,261	7.65%	16.53%	\$3,785	114.24%			\$4,534	109.85%
	Non-Corrections/Non-Mgmt Simple Average			45	\$2,038	106.55%	\$2,234	86.74%	\$2,636	102.34%	\$1,261	7.65%	16.53%	\$3,792	114.45%	\$4,035	97.78%	\$4,534	109.87%
	STATEWIDE Simple Average			45	\$2,038	106.55%	\$2,234	86.74%	\$2,636	102.34%	\$1,261	7.65%	16.53%	\$3,792	114.45%	\$4,035	97.78%	\$4,534	109.87%

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9102 FOOD SERVICE WORKER 3

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	2193	A	FOOD SERVICE TECHNICIAN II	\$2,259	\$2,829	\$1,116	7.65%	21.35%	\$4,030	\$4,765
ST-ID	0000		No Match							
ST-NV	3.213	22	Food Service Worker 2	\$1,980	\$2,845	\$785	7.65%	25.75%	\$3,427	\$4,580
ST-WA	675G	29	FOOD SERVICE WORKER LEAD	\$2,068	\$2,663	\$662	7.65%	9.21%	\$3,079	\$3,774
State Simple Average				\$2,102	\$2,779	\$854	7.65%	18.77%	\$3,512	\$4,373
MARKET Simple Average				\$2,102	\$2,779	\$854	7.65%	18.77%	\$3,512	\$4,373

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	8	\$2,188	104.07%	\$2,479	89.21%	\$3,001	107.99%	\$1,261	7.65%	16.53%	\$3,978	113.29%	\$4,340	99.24%	\$4,988	114.06%
	UA	UNREPRESENTED	A A		\$2,181	103.74%			\$2,999	107.92%	\$1,261	7.65%	16.53%	\$3,970	113.04%			\$4,986	114.00%
	Non-Corrections/Non-Mgmt Simple Average			8	\$2,185	103.91%	\$2,479	89.21%	\$3,000	107.95%	\$1,261	7.65%	16.53%	\$3,974	113.17%	\$4,340	99.24%	\$4,987	114.03%
	STATEWIDE Simple Average			8	\$2,185	103.91%	\$2,479	89.21%	\$3,000	107.95%	\$1,261	7.65%	16.53%	\$3,974	113.17%	\$4,340	99.24%	\$4,987	114.03%

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9105 FOOD SERVICE MANAGER 1

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-LANE	N5020		Public Safety Support Supervisor - (Food Services Supv)	\$3,867	\$5,800	\$1,776	7.65%	14.91%	\$6,515	\$8,884
County Simple Average				\$3,867	\$5,800	\$1,776	7.65%	14.91%	\$6,515	\$8,884
MIL-NWHCS	15.24		Food Services Supervisor	\$3,436	\$5,163	\$956	7.65%	6.15%	\$4,866	\$6,831
Purchased Simple Average				\$3,436	\$5,163	\$956	7.65%	6.15%	\$4,866	\$6,831
ST-CA	2256		FOOD SERVICE SUPERVISOR II	\$3,123	\$3,910	\$1,116	7.65%	21.35%	\$5,144	\$6,160
ST-ID	02140	1	Food Service Supervisor	\$2,300	\$3,553	\$879	7.65%	14.19%	\$3,682	\$5,208
ST-NV	3.110	32	Food Service Manager 1	\$2,961	\$4,371	\$785	7.65%	25.75%	\$4,736	\$6,616
ST-WA	677E	41	FOOD SERVICE MANAGER 1	\$2,724	\$3,549	\$662	7.65%	9.21%	\$3,845	\$4,809
State Simple Average				\$2,777	\$3,846	\$861	7.65%	17.63%	\$4,352	\$5,698
MARKET Simple Average				\$3,069	\$4,391	\$1,029	7.65%	15.26%	\$4,798	\$6,418

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
	MMS	MGT SVC SUPERVISORY	A A	8	\$3,072	100.11%	\$4,023	91.63%	\$4,305	98.05%	\$1,261	7.65%	16.53%	\$5,076	105.80%	\$6,258	97.50%	\$6,607	102.95%
Management Simple Average				8	\$3,072	100.11%	\$4,023	91.63%	\$4,305	98.05%	\$1,261	7.65%	16.53%	\$5,076	105.80%	\$6,258	97.50%	\$6,607	102.95%
STATEWIDE Simple Average				8	\$3,072	100.11%	\$4,023	91.63%	\$4,305	98.05%	\$1,261	7.65%	16.53%	\$5,076	105.80%	\$6,258	97.50%	\$6,607	102.95%

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9107 FOOD SERVICE MANAGER 2

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	2149	B	FOOD MANAGER	\$4,751	\$5,950	\$1,116	7.65%	21.35%	\$7,244	\$8,791
ST-ID	02142	L	Food Service Operations Manager	\$3,279	\$5,065	\$879	7.65%	14.19%	\$4,875	\$7,050
ST-NV	3.108	34	Food Service Manager 2	\$3,222	\$4,778	\$785	7.65%	25.75%	\$5,084	\$7,159
ST-WA	677F	44	FOOD SERVICE MANAGER 2	\$2,920	\$3,819	\$662	7.65%	9.21%	\$4,074	\$5,125
State Simple Average				\$3,543	\$4,903	\$861	7.65%	17.63%	\$5,319	\$7,031
MARKET Simple Average				\$3,543	\$4,903	\$861	7.65%	17.63%	\$5,319	\$7,031

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%		
	MMS	MGT SVC SUPERVISORY	A A	3	\$3,717	104.90%	\$4,759	97.07%	\$5,231	106.69%	\$1,261	7.65%	16.53%	\$5,877	110.49%	\$7,172	101.99%	\$7,757	110.32%
	Management Simple Average			3	\$3,717	104.90%	\$4,759	97.07%	\$5,231	106.69%	\$1,261	7.65%	16.53%	\$5,877	110.49%	\$7,172	101.99%	\$7,757	110.32%
	STATEWIDE Simple Average			3	\$3,717	104.90%	\$4,759	97.07%	\$5,231	106.69%	\$1,261	7.65%	16.53%	\$5,877	110.49%	\$7,172	101.99%	\$7,757	110.32%

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9116 COOK 1

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-DOUGLAS	2420		Corrections Cook	\$1,936	\$2,468	\$1,365	7.65%	18.05%	\$3,799	\$4,468
CO-JEFFERS			Jail Cook	\$2,323	\$2,993	\$1,010	7.65%	15.77%	\$3,877	\$4,704
CO-LANE	F021		Cook - Corrections	\$2,525	\$3,383	\$1,776	7.65%	14.91%	\$4,871	\$5,923
County Simple Average				\$2,262	\$2,948	\$1,384	7.65%	16.24%	\$4,182	\$5,031
ST-CA	2185	A	COOK SPECIALIST I	\$2,426	\$3,038	\$1,116	7.65%	21.35%	\$4,245	\$5,035
ST-ID	02182	F	Cook	\$1,506	\$2,326	\$879	7.65%	14.19%	\$2,714	\$3,713
ST-NV	0000	00	No Match							
ST-WA	674G	30	COOK 1	\$2,113	\$2,724	\$662	7.65%	9.21%	\$3,131	\$3,845
State Simple Average				\$2,015	\$2,696	\$886	7.65%	14.92%	\$3,364	\$4,198
MARKET Simple Average				\$2,138	\$2,822	\$1,135	7.65%	15.58%	\$3,773	\$4,615

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	AU	AFSCME-MILITARY	A A	3	\$2,187	102.28%	\$2,270	80.42%	\$2,999	106.27%	\$1,261	7.65%	16.53%	\$3,977	105.41%	\$4,080	88.41%	\$4,986	108.04%
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	21	\$2,188	102.32%	\$2,415	85.57%	\$3,001	106.34%	\$1,261	7.65%	16.53%	\$3,978	105.45%	\$4,260	92.32%	\$4,988	108.09%
	UA	UNREPRESENTED	A A		\$2,181	102.00%			\$2,999	106.27%	\$1,261	7.65%	16.53%	\$3,970	105.22%			\$4,986	108.04%
	Non-Corrections/Non-Mgmt Simple Average			24	\$2,185	102.20%	\$2,342	83.00%	\$3,000	106.29%	\$1,261	7.65%	16.53%	\$3,975	105.36%	\$4,170	90.37%	\$4,986	108.06%
	STATEWIDE Simple Average			24	\$2,185	102.20%	\$2,342	83.00%	\$3,000	106.29%	\$1,261	7.65%	16.53%	\$3,975	105.36%	\$4,170	90.37%	\$4,986	108.06%

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9117 COOK 2

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-CLACK	219		Cook	\$2,806	\$3,530	\$1,266	7.65%	16.43%	\$4,748	\$5,646
CO-LINCOLN			COOK	\$2,642	\$3,433	\$938	7.65%	16.83%	\$4,227	\$5,212
County Simple Average				\$2,724	\$3,481	\$1,102	7.65%	16.63%	\$4,487	\$5,429
MIL-OPES	10.01		Cook	\$2,784	\$3,658	\$1,267	7.65%	10.63%	\$4,560	\$5,594
OPES Simple Average				\$2,784	\$3,658	\$1,267	7.65%	10.63%	\$4,560	\$5,594
ST-CA	2184	A	COOK SPECIALIST II	\$2,712	\$3,397	\$1,116	7.65%	21.35%	\$4,614	\$5,498
ST-ID	02180	H	Cook, Senior	\$1,969	\$3,041	\$879	7.65%	14.19%	\$3,278	\$4,585
ST-NV	0000	00	No Match							
ST-WA	674H	34	COOK 2	\$2,317	\$2,994	\$662	7.65%	9.21%	\$3,370	\$4,161
State Simple Average				\$2,333	\$3,144	\$886	7.65%	14.92%	\$3,754	\$4,748
MARKET Simple Average				\$2,538	\$3,342	\$1,021	7.65%	14.77%	\$4,133	\$5,116

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max			SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max				
	AU	AFSCME-MILITARY	A	A	\$2,539	100.03%			\$3,609	107.98%	\$1,261	7.65%	16.53%	\$4,414	106.81%		\$5,743	112.26%		
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A	A	35	\$2,538	99.99%	\$3,125	93.51%	\$3,607	107.92%	\$1,261	7.65%	16.53%	\$4,413	106.78%	\$5,142	100.52%	\$5,741	112.21%
	UA	UNREPRESENTED	A	A		\$2,539	100.03%			\$3,609	107.98%	\$1,261	7.65%	16.53%	\$4,414	106.81%		\$5,743	112.26%	
	Non-Corrections/Non-Mgmt Simple Average			35	\$2,539	100.02%	\$3,125	93.51%	\$3,608	107.96%	\$1,261	7.65%	16.53%	\$4,414	106.80%	\$5,142	100.52%	\$5,742	112.25%	
	STATEWIDE Simple Average			35	\$2,539	100.02%	\$3,125	93.51%	\$3,608	107.96%	\$1,261	7.65%	16.53%	\$4,414	106.80%	\$5,142	100.52%	\$5,742	112.25%	

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9119 SUPERVISING COOK

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-CLACK			Cook, Senior	\$3,213	\$4,058	\$1,266	7.65%	16.43%	\$5,252	\$6,301
County Simple Average				\$3,213	\$4,058	\$1,266	7.65%	16.43%	\$5,252	\$6,301
ST-CA	2181	A	SUPERVISING COOK I	\$2,959	\$3,705	\$1,116	7.65%	21.35%	\$4,933	\$5,895
ST-ID	0000		No Match							
ST-NV	3.207	29	Food Service Cook/Supervisor 3	\$2,619	\$3,830	\$785	7.65%	25.75%	\$4,279	\$5,894
ST-WA	674I	36	COOK 3	\$2,426	\$3,135	\$662	7.65%	9.21%	\$3,497	\$4,326
State Simple Average				\$2,668	\$3,557	\$854	7.65%	18.77%	\$4,236	\$5,372
MARKET Simple Average				\$2,804	\$3,682	\$957	7.65%	18.19%	\$4,490	\$5,604

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
	MMS	MGT SVC SUPERVISORY	A A	10	\$2,804	100.00%	\$3,449	93.67%	\$3,915	106.33%	\$1,261	7.65%	16.53%	\$4,743	105.64%	\$5,544	98.93%	\$6,123	109.26%
Management Simple Average				10	\$2,804	100.00%	\$3,449	93.67%	\$3,915	106.33%	\$1,261	7.65%	16.53%	\$4,743	105.64%	\$5,544	98.93%	\$6,123	109.26%
STATEWIDE Simple Average				10	\$2,804	100.00%	\$3,449	93.67%	\$3,915	106.33%	\$1,261	7.65%	16.53%	\$4,743	105.64%	\$5,544	98.93%	\$6,123	109.26%

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9120 CORRECTIONS FOOD SERV COORD

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
CO-MALHEUF	fsm		Food Services Manager	\$2,445	\$3,235	\$1,144	7.65%	11.53%	\$4,058	\$4,999
CO-UNION			Food Services Coordinator	\$2,372	\$2,883	\$1,263	7.65%	10.25%	\$4,059	\$4,662
County Simple Average				\$2,409	\$3,059	\$1,203	7.65%	10.89%	\$4,059	\$4,831
ST-CA	2183	U	CORRECTIONAL SUPERVISING COOK (CORRECTIONAL	\$3,267	\$4,091	\$1,116	7.65%	21.35%	\$5,330	\$6,393
ST-ID	09258	J	Food Service Officer, Correction	\$2,595	\$4,006	\$879	7.65%	14.19%	\$4,041	\$5,760
ST-NV	3.207	29	Food Service Cook/Supervisor 3	\$2,619	\$3,830	\$785	7.65%	25.75%	\$4,279	\$5,894
ST-WA	674J	39	COOK, AC	\$2,598	\$3,377	\$662	7.65%	9.21%	\$3,698	\$4,608
State Simple Average				\$2,770	\$3,826	\$861	7.65%	17.63%	\$4,337	\$5,664
MARKET Simple Average				\$2,649	\$3,570	\$975	7.65%	15.38%	\$4,244	\$5,386

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
	AAON	AFSCME-DOC NON-SECURITY	A A	98	\$3,173	119.77%	\$3,946	110.52%	\$4,361	122.15%	\$1,261	7.65%	16.53%	\$5,202	122.56%	\$6,161	114.40%	\$6,677	123.97%
Corrections Simple Average				98	\$3,173	119.77%	\$3,946	110.52%	\$4,361	122.15%	\$1,261	7.65%	16.53%	\$5,202	122.56%	\$6,161	114.40%	\$6,677	123.97%
STATEWIDE Simple Average				98	\$3,173	119.77%	\$3,946	110.52%	\$4,361	122.15%	\$1,261	7.65%	16.53%	\$5,202	122.56%	\$6,161	114.40%	\$6,677	123.97%

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9201 SEAMSTER

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	2076	A	SEAMER	\$2,610	\$3,265	\$1,116	7.65%	21.35%	\$4,483	\$5,327
ST-ID	0000		No Match							
ST-NV	0000	00	No Match							
ST-WA	681G	39	SEWING & ALTERATIONS SPECIALIST 3	\$2,598	\$3,377	\$662	7.65%	9.21%	\$3,698	\$4,608
State Simple Average				\$2,604	\$3,321	\$889	7.65%	15.28%	\$4,090	\$4,968
MARKET Simple Average				\$2,604	\$3,321	\$889	7.65%	15.28%	\$4,090	\$4,968

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%	\$	%
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	2	\$2,360	90.63%	\$3,290	99.07%	\$3,290	99.07%	\$1,261	7.65%	16.53%	\$4,192	102.49%	\$5,347	107.63%	\$5,347	107.63%
	Non-Corrections/Non-Mgmt Simple Average			2	\$2,360	90.63%	\$3,290	99.07%	\$3,290	99.07%	\$1,261	7.65%	16.53%	\$4,192	102.49%	\$5,347	107.63%	\$5,347	107.63%
	STATEWIDE Simple Average			2	\$2,360	90.63%	\$3,290	99.07%	\$3,290	99.07%	\$1,261	7.65%	16.53%	\$4,192	102.49%	\$5,347	107.63%	\$5,347	107.63%

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9300 HAIRDRESSER

Market	Class	Rng	Class Title	SALARY		BENEFITS			SALARY AND BENEFITS	
				SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max
ST-CA	2086		BARBER -CORRECTIONAL FACILITY-	\$2,520	\$3,154	\$1,116	7.65%	21.35%	\$4,366	\$5,184
ST-ID	02068	G	Cosmetologist, H&W	\$1,711	\$2,641	\$879	7.65%	14.19%	\$2,964	\$4,097
ST-NV	0000	00	No Match							
ST-WA	680B	34	PERSONAL SERVICES SPECIALIST 2	\$2,317	\$2,994	\$662	7.65%	9.21%	\$3,370	\$4,161
State Simple Average				\$2,183	\$2,930	\$886	7.65%	14.92%	\$3,567	\$4,481
MARKET Simple Average				\$2,183	\$2,930	\$886	7.65%	14.92%	\$3,567	\$4,481

OREGON COMPARISON TO MARKET	Repr	Repr Description	Opt	Emps	SR Min to SR Min		Emp Avg to SR Max		SR Max to SR Max		Insurance	SS	Retire	SR Min to SR Min		Emp Avg to SR Max		POLICY POINT SR Max to SR Max	
					\$	%	\$	%	\$	%				\$	%	\$	%		
	OA	SEIU LOCAL 503 OPEU-STRIKEABLE	A A	2	\$2,636	120.77%	\$2,819	96.21%	\$3,139	107.15%	\$1,261	7.65%	16.53%	\$4,535	127.15%	\$4,761	106.27%	\$5,159	115.15%
	Non-Corrections/Non-Mgmt Simple Average			2	\$2,636	120.77%	\$2,819	96.21%	\$3,139	107.15%	\$1,261	7.65%	16.53%	\$4,535	127.15%	\$4,761	106.27%	\$5,159	115.15%
	STATEWIDE Simple Average			2	\$2,636	120.77%	\$2,819	96.21%	\$3,139	107.15%	\$1,261	7.65%	16.53%	\$4,535	127.15%	\$4,761	106.27%	\$5,159	115.15%

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	SALARY		BENEFITS			SALARY AND BENEFITS				
	SR Min	SR Max	Insurance	SS	Retire	SR Min	SR Max			
County Simple Average	\$3,968	\$5,200	\$1,358	7.65%	16.39%	\$6,289	\$7,814			
OPES Simple Average	\$4,740	\$6,358	\$1,267	7.65%	10.63%	\$6,873	\$8,787			
Purchased Simple Average	\$5,097	\$7,611	\$956	7.65%	6.15%	\$6,756	\$9,617			
State Simple Average	\$3,632	\$5,075	\$867	7.65%	17.55%	\$5,424	\$7,238			
Overall MARKET Simple Average	\$3,930	\$5,442	\$1,019	7.65%	15.68%	\$5,857	\$7,714			
OREGON COMPARISON TO STATEWIDE MARKET										
	SALARY				BENEFITS			SALARY AND BENEFITS		POLICY POINT SR Max to SR Max
	Emps	SR Min to SR Min	Emp Avg to SR Max	SR Max to SR Max	Insurance	SS	Retire	SR Min to SR Min	Emp Avg to SR Max	
STATEWIDE Simple Average	28,588	\$3,839 97.69%	\$5,004 91.95%	\$5,492 100.92%	\$1,261	7.65%	16.53%	\$6,029 102.93%	\$7,475 96.90%	\$8,082 104.77%