

CLASS & COMP PROJECT REPORT

Prepared for:

City of Cornelius, Oregon

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a program of Lane Council of Governments

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1 SCOPE OF STUDY

1.1 PROJECT SUMMARY

At the request of the City of Cornelius (City), Local Government Personnel Services (LGPS) performed a classification and compensation study for the city. LGPS engaged in discussions with the City Recorder and Assistant City Manager to obtain expectations and define project parameters. This was done via e-mail and telephone. Project inclusions are listed below:

- Job description updates
- Internal equity analysis
- Market compensation analysis
- Recommendations

1.2 POSITIONS INCLUDED

The city included thirty-three (33) positions in the project; three (3) of which were included for job description updates only. A list of the positions included in the project is provided below.

Position Title

Accountant

Accounting Technician

Assistant City Manager

City Manager

City Recorder

Communication & Community Engagement Manager

Community Development Director

Senior Planner

Position Title

Library Support Specialist I

Library Support Specialist II

Library Support Specialist III

City Engineer

Engineering Technician

Project Manager

Public Safety Support Specialist

Fire Captain (JD updates only)

Position Title

Fleet Maintenance Technician

Parks Maintenance Worker

Permit Specialist

Public Works Director

Public Works Foreman

Public Works Support Specialist I

Public Works Support Specialist II

Public Works Support Specialist III

Library Access Services Manager

Librarian - Supervising

Library Director

Fire Lieutenant (JD updates only)

Firefighter (JD updates only)

Facility Maintenance Technician

Utility Maintenance Worker I

Utility Maintenance Worker II

Water Technician

1.3 COMPARATORS INCLUDED

Ten (10) Oregon cities were selected as market comparators with consideration of population* and geographic proximity. Below is a summary of comparators selected for inclusion.

Entity	Population*	Participation
Sherwood	20,868	<i>Participated</i>
Canby	19,045	<i>Participated</i>
Dallas	17,989	<i>Participated</i>
Troutdale	17,005	<i>Participated</i>
St. Helens	15,009	<i>Participated</i>
Sandy	13,159	<i>Participated</i>
Gladstone	12,140	<i>Participated</i>
Cottage Grove	11,095	<i>Participated</i>
Newport	11,083	<i>Participated</i>
Monmouth	11,019	<i>Participated</i>

The City of Cornelius is estimated to have a population of 14,387*.

*PSU December 15, 2023 Certified Population Estimates.

2 METHODOLOGY

2.1 JOB DESCRIPTION UPDATES

LGPS gathered detailed information about the city's jobs via position analysis questionnaires, which were provided to and completed by the city's employees. In the questionnaires, City employees supplied detailed information about their current duties, responsibilities, and other aspects of their jobs. The questionnaires were then reviewed by supervisors, who provided any additional information/clarification needed.

LGPS worked with the city to develop a job description template to ensure all appropriate elements were included in job descriptions and that they were standardized across all city positions. Information acquired from employees via questionnaires was used to prepare up-to-date job descriptions. Draft job descriptions were provided to the city for review by employees and their supervisors. Any modifications were made, and final versions provided to the city electronically.

2.2 INTERNAL EQUITY ANALYSIS

LGPS utilized the information about job duties and responsibilities provided by employees on their position analysis questionnaires, to analyze internal equity using LGPS's internal equity methodology.

The methodology provides consistency in making classification placement decisions, guards against the growth of salary inequities, and allows the organization to make such decisions based on defined criteria, rather than a gut feeling. It allows for analysis and measurement of position requirements. It does not judge anyone personally, nor does it rate someone's ability to perform the job. In other words, it measures only positions, not people.

A position's responsibilities and duties were measured in terms of 11 factors. These 11 factors have a bearing on almost every type of work. Together, they view the full range of a position's requirements. All factors are subdivided into degrees, making it possible to measure the extent to which a given factor applies to a specific position. Because some factors are more important than others, they are weighted by means of a point system. Based on a factor's importance, a predetermined number of points are assigned to each of its degrees. The factors used in the various Units are:

Office, Professional, Technical, and Supervisory positions:

- Knowledge
- Complexity of Duties
- Effect of Probable Errors
- Confidential Data
- Experience
- Supervision Received
- Contacts with Others
- Manual Dexterity Requirements (includes Physical Demands)

-
- Character of Supervision Exercised
 - Scope of Supervision Exercised
 - Working Conditions (includes Hazards and Travel)

Maintenance, Service and Trades positions:

- Knowledge
- Initiative & Ingenuity
- Mental or Visual Demand
- Materials Responsibility
- Responsibility for Work of Others
- Hazards
- Experience
- Physical Demands
- Equipment Responsibility
- Safety of Others
- Working Conditions

Following preliminary internal equity grouping results, employees were invited to submit an appeal if desired.

2.3 MARKET COMPENSATION ANALYSIS

LGPS collected data from and conducted research into compensation practices of the comparator entities. Raw wage data tables were then prepared to show an abbreviated look at total compensation, including the core items of base monthly wages at the minimum, mid-point, and maximum of the salary range, employee deduction for insurance premiums, and PERS “pick-up”.

The raw wage data tables presented in Appendix A illustrate the city’s market position compared to similar jobs at the surveyed organizations.

In terms of mathematics, salary data in Appendix A is presented as a percentage difference from the average and median (at the minimum, mid-point, and maximum). This method is used to clearly communicate what percentage the city would apply to its data should the city choose to adjust wages up or down to match the market data.

Example 1: *If the city paid \$4,000 per month and the market average was \$5,000 per month, the percentage difference would be calculated as follows: $\$4,000 - \$5,000 = <\$1,000>$. The difference of $<\$1,000>$ would then be divided by \$4,000 to show the city as behind the market average by 25%. The city’s wages could then be increased by 25% to match the market average as follows: $\$4,000 \times 1.25 = \$5,000$.*

Example 2: *If the city paid \$5,000 per month and the market average was \$4,000 per month, the percentage difference would be calculated as follows: $\$5,000 - \$4,000 = \$1,000$. The difference of \$1,000 would then be divided by \$5,000 to show the city ahead of the market by 20%.*

This is a simple math method to provide clear and easily understandable information regarding how the city compares to the market.

This study was limited to an analysis of the core items of base monthly wages, employee deduction for insurance premiums, and PERS “pick-up” as described in this section – longevity incentives were not evaluated as part of this analysis.

3 FINDINGS AND ANALYSIS

3.1 OVERVIEW

LGPS collected job description information and salary and benefits data from the City of Cornelius and each comparator organization. Data was analyzed, compiled and presented in this report.

3.2 INSUFFICIENT JOB MATCHES

In most cases, no two jobs are exactly alike; therefore, LGPS evaluated job duties and qualifications to match the City's jobs with substantially similar jobs at comparator entities.

Because each entity has different structures for program delivery, staff size, and organizational philosophies, not all comparator entities have positions that can be matched with the City's positions. In these cases, no comparable class exists and is noted, where applicable, on the Raw Data Report (see Appendix A).

Each job should have at least three to four job matches to provide adequate market data for use in making compensation decisions, which is not the case for all surveyed positions. The following positions yielded an insufficient number of job matches:

Position Title	Matches
Library Access Services Manager	0

3.3 INTERNAL EQUITY ANALYSIS

Results of the internal equity analysis show how the city's positions place in relation to each other. The tables included in this section show the results of the internal equity analysis for each employee group.

3.3.1 GENERAL EMPLOYEE POSITIONS

The tables provided in this section show the results of the internal equity analysis for general employee unit positions, sorted by both current grade and internal equity group. As shown in the tables below, some positions (as they are currently organized) are placed on the city's general employee salary schedule at grades either higher or lower than other positions that are in the same internal equity grouping. Internal equity placement recommendations can be found later in this report.

Sorted by Current Grade

<i>Job Title</i>	<i>Internal Equity Group</i>	<i>Current Grade</i>
Public Works Support Specialist I	3	A5
Library Support Specialist I	4	A5
Parks Maintenance Worker	4	A5
Utility Maintenance Worker I	4	A5
Accounting Technician	4	A6
Public Works Support Specialist II	4	A6
Library Support Specialist II	5	A6
Engineering Technician	5	A6
Facility Maintenance Technician	6	A6
Fleet Maintenance Technician	6	A6
Utility Maintenance Worker II	6	A6
Water Technician	6	A6
Public Safety Support Specialist	5	A8
Permit Specialist	5	A8
Public Works Support Specialist III	5	A8
Library Support Specialist III	6	A8
Accountant	7	A9
Senior Planner	9	A9

Sorted by Internal Equity Group

<i>Job Title</i>	<i>Internal Equity Group</i>	<i>Current Grade</i>
Public Works Support Specialist I	3	A5
Library Support Specialist I	4	A5
Parks Maintenance Worker	4	A5
Utility Maintenance Worker I	4	A5
Accounting Technician	4	A6
Public Works Support Specialist II	4	A6
Library Support Specialist II	5	A6
Engineering Technician	5	A6
Public Safety Support Specialist	5	A8
Permit Specialist	5	A8
Public Works Support Specialist III	5	A8
Facility Maintenance Technician	6	A6
Fleet Maintenance Technician	6	A6
Utility Maintenance Worker II	6	A6
Water Technician	6	A6
Library Support Specialist III	6	A8
Accountant	7	A9
Senior Planner	9	A9

3.3.2 NON-REPRESENTED POSITIONS

The tables provided in this section show the results of the internal equity analysis for non-represented positions, sorted by both current grade and internal equity group. As shown in the tables below, some positions (as they are currently organized) are placed on the city's non-represented positions salary schedule at grades either higher or lower than other positions that are in the same internal equity grouping. Internal equity placement recommendations can be found later in this report.

Sorted by Current Grade

<i>Job Title</i>	<i>Internal Equity Group</i>	<i>Current Grade</i>
City Recorder	F	S09
Library Access Services Manager	G	S10
Project Manager	G	S10
Communication & Community Engagement Manager	I	S10
Librarian - Supervising	H	S11
Librarian	H	S11
Public Works Foreman	K	S12
City Engineer	K	S15
Community Development Director	L	S15
Library Director	M	S15
Public Works Director	N	S15
Assistant City Manager	N	S16
City Manager	S	Contract

Sorted by Internal Equity Group

<i>Job Title</i>	<i>Internal Equity Group</i>	<i>Current Grade</i>
City Recorder	F	S09
Library Access Services Manager	G	S10
Project Manager	G	S10
Librarian - Supervising	H	S11
Librarian	H	S11
Communication & Community Engagement Manager	I	S10
Public Works Foreman	K	S12
City Engineer	K	S15
Community Development Director	L	S15
Library Director	M	S15
Public Works Director	N	S15
Assistant City Manager	N	S16
City Manager	S	Contract

3.4 MARKET COMPENSATION ANALYSIS

Results of the market compensation analysis show how the city’s positions place in relation to the market – as reflected by the market average and the difference to the market average.

3.4.1 GENERAL EMPLOYEE POSITIONS

This section’s table shows a summary of the results of the market compensation analysis for general employee unit positions, depicting how these city positions place in relation to the market average.

This table shows that, of the 18 general unit positions included in the analysis:

- 11 positions place above market*
- 3 positions place below market*
- 4 positions place at market*

*LGPS defines “at market” as a range of +/- 5% to that of the market average.

<i>Job Title</i>	<i>Current Grade</i>	<i>Current Grade MAX</i>	<i>Market Average MAX</i>	<i>Current vs. Market Average</i>
Public Works Support Specialist I	A5	5,319.00	4,658.83	12.41%
Library Support Specialist I	A5	5,319.00	3,829.47	28.00%
Parks Maintenance Worker	A5	5,319.00	4,648.88	12.60%
Utility Maintenance Worker I	A5	5,319.00	5,145.44	3.26%
Accounting Technician	A6	5,689.00	5,150.66	9.46%
Public Works Support Specialist II	A6	5,689.00	5,170.19	9.12%
Library Support Specialist II	A6	5,689.00	4,701.60	17.36%
Engineering Technician	A6	5,689.00	5,799.62	-1.94%
Facility Maintenance Technician	A6	5,689.00	5,840.02	-2.65%
Fleet Maintenance Technician	A6	5,689.00	6,184.46	-8.71%
Utility Maintenance Worker II	A6	5,689.00	6,065.20	-6.61%
Water Technician	A6	5,689.00	5,592.17	1.70%
Public Safety Support Specialist	A8	6,512.00	5,529.85	15.08%
Permit Specialist	A8	6,512.00	5,409.25	16.93%
Public Works Support Specialist III	A8	6,512.00	5,645.08	13.31%
Library Support Specialist III	A8	6,512.00	4,507.23	30.79%
Accountant	A9	6,971.00	6,119.44	12.22%
Senior Planner	A9	6,971.00	7,374.42	-5.79%

3.4.2 NON-REPRESENTED POSITIONS

This section's table shows a summary of the results of the market compensation analysis for non-represented employee positions, depicting how these city positions place in relation to the market average.

This table shows that, of the 12 non-represented positions included in the analysis:

- 6 positions place above market*
- 2 positions place below market*
- 3 positions place at market*
- 1 position resulted in insufficient market data.

<i>Job Title</i>	<i>Current Grade</i>	<i>Current Grade MAX</i>	<i>Market Average MAX</i>	<i>Current vs. Market Average</i>
Library Access Services Manager	S10	7,568.00	Insufficient Data	Insufficient Data
Project Manager	S10	7,568.00	6,853.57	9.44%
Communication & Community Engagement Manager	S10	7,568.00	6,855.14	9.42%
Librarian - Supervising	S11	8,097.00	7,196.22	11.12%
Librarian	S11	8,097.00	6,331.00	21.81%
Public Works Foreman	S12	8,666.00	8,799.04	-1.54%
City Engineer	S15	10,488.00	11,473.38	-9.40%
Community Development Director	S15	11,215.00	11,423.99	-1.86%
Library Director	S15	11,215.00	10,380.83	7.44%
Public Works Director	S15	11,215.00	11,737.03	-4.65%
Assistant City Manager	S16	12,894.00	10,659.44	17.33%
City Manager	Contract	13,434.00	14,595.06	-8.64%

*LGPS defines "at market" as a range of +/- 5% to that of the market average.

4 RECOMMENDATIONS

This section contains recommendations for use by the city as it takes into account its own needs and unique characteristics; and should be considered in conjunction with the city's total compensation package. The city retains the ability to employ the use of these recommendations as it deems appropriate.

4.1 JOB DESCRIPTIONS

Job descriptions are the foundation for work conducted at any organization. LGPS recommends the city review its job descriptions once per year to ensure they are up-to-date and accurate; clearly outlining the demands, requirement, and needs of each position.

4.2 PROPOSED SALARY SCHEDULES

LGPS recommends the city maintain the overall structure of its current salary schedules. Recommended updates presented in this section include adjustments for alignment with external market comparators and allow for implementation of the results of the internal equity analysis. Suggested salary schedule updates are described in the subsections below.

4.2.1 GENERAL EMPLOYEE POSITIONS

The current salary schedule for general employee positions is a step-in-grade structure which includes eight base wage steps per grade at 3% each and a difference of 7% between each grade.

LGPS recommends the city maintain this standardized structure, adding grades sufficient to implement the results of the internal equity analysis and making additional adjustments for alignment with the market, as shown below.

Grade	Base Pay Performance-Based Steps - Proposed (7% per grade, 3% per step)							
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
A3	4,058	4,180	4,305	4,434	4,567	4,704	4,845	4,991
A4	4,342	4,472	4,606	4,745	4,887	5,034	5,185	5,340
A5	4,646	4,785	4,929	5,077	5,229	5,386	5,548	5,714
A6	4,971	5,120	5,274	5,432	5,595	5,763	5,936	6,114
A7	5,319	5,479	5,643	5,812	5,987	6,166	6,351	6,542
A8	5,692	5,862	6,038	6,219	6,406	6,598	6,796	7,000
A9	6,090	6,273	6,461	6,655	6,854	7,060	7,272	7,490

Longevity Grade	Longevity Steps at 1% per step							
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
AL3	5,041	5,091	5,142	5,193	5,245	5,298	5,351	5,404
AL4	5,394	5,447	5,502	5,557	5,613	5,669	5,725	5,783
AL5	5,771	5,829	5,887	5,946	6,005	6,065	6,126	6,187
AL6	6,175	6,237	6,299	6,362	6,426	6,490	6,555	6,621
AL7	6,607	6,673	6,740	6,808	6,876	6,944	7,014	7,084
AL8	7,070	7,141	7,212	7,284	7,357	7,430	7,505	7,580
AL9	7,565	7,640	7,717	7,794	7,872	7,951	8,030	8,110

Note that longevity is presented for consistency with the full salary schedule provided by the city of Cornelius; however, it was not included as part of the analysis.

4.2.2 NON-REPRESENTED POSITIONS

The current salary schedule for non-represented positions is a step-in-grade structure which includes eight base wage steps per grade at 2% each. The difference between grades is graduated starting at 7% between the lower grades, 10% between middle grades, and 15% between higher grades.

LGPS recommends modifying the difference between grades to 5% between grades S08 through S10, 7% between grades S10 through grade S14, and 10% between grades S14 through S16 – while maintaining a 2% increase per step. The proposed salary structure is shown below.

Grade	Base Pay Performance-Based Steps - Proposed (5%, 7%, 10% per grade; 2% per step)							
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
S08 -F	6,283	6,409	6,537	6,668	6,801	6,937	7,076	7,218
S09 -G	6,598	6,730	6,864	7,001	7,141	7,284	7,430	7,579
S10 -H	6,928	7,066	7,207	7,352	7,499	7,649	7,801	7,958
S11 -I	7,412	7,561	7,712	7,866	8,023	8,184	8,348	8,515
S12 -J	7,931	8,090	8,252	8,417	8,585	8,757	8,932	9,111
S13 -K	8,486	8,656	8,829	9,006	9,186	9,370	9,557	9,748
S14 -L	9,081	9,262	9,447	9,636	9,829	10,026	10,226	10,431
S15 -M	9,989	10,188	10,392	10,600	10,812	11,028	11,249	11,474
S16 -N	10,987	11,207	11,431	11,660	11,893	12,131	12,374	12,621

Note that: letters to the right of the grade numbers indicate matching internal equity group numbers for non-represented positions and,

As with section 4.2.1, above, longevity is presented for consistency with Cornelius's full salary schedule but was not included as part of the analysis.

Longevity Grade	Longevity Steps at 1% per step							
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
LS08 -F	7,290	7,363	7,436	7,511	7,586	7,662	7,738	7,816
LS09 -G	7,654	7,731	7,808	7,886	7,965	8,045	8,125	8,207
LS10 -H	8,037	8,117	8,199	8,281	8,363	8,447	8,532	8,617
LS11 -I	8,600	8,686	8,773	8,860	8,949	9,038	9,129	9,220
LS12 -J	9,202	9,294	9,387	9,480	9,575	9,671	9,768	9,865
LS13 -K	9,846	9,944	10,044	10,144	10,246	10,348	10,452	10,556
LS14 -L	10,535	10,640	10,747	10,854	10,963	11,072	11,183	11,295
LS15 -M	11,589	11,704	11,821	11,940	12,059	12,180	12,301	12,424
LS16 -N	12,747	12,875	13,004	13,134	13,265	13,398	13,532	13,667

4.3 CLASSIFICATION PLACEMENT

LGPS recommends the city utilize LGPS’s internal equity position evaluation plan for maintaining internal equity and ensuring compliance with Oregon’s Equal Pay Act and place positions in the salary grade supported by the internal equity group scoring outcomes.

4.3.1 GENERAL EMPLOYEE POSITIONS

The table in this section shows where each general employee position should be placed on the recommended salary grades for maintenance of internal equity.

Grade	Job Titles	Base Pay Performance-Based Steps - Proposed (7% per grade, 3% per step)							
		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
A3	Public Works Support Specialist I	4,058	4,180	4,305	4,434	4,567	4,704	4,845	4,991
A4	Library Support Specialist I Parks Maintenance Worker Utility Maintenance Worker I Accounting Technician Public Works Support Specialist II	4,342	4,472	4,606	4,745	4,887	5,034	5,185	5,340
A5	Library Support Specialist II Engineering Technician Public Safety Support Specialist Permit Specialist Public Works Support Specialist III	4,646	4,785	4,929	5,077	5,229	5,386	5,548	5,714
A6	Facility Maintenance Technician Fleet Maintenance Technician Utility Maintenance Worker II Water Technician Library Support Specialist III	4,971	5,120	5,274	5,432	5,595	5,763	5,936	6,114
A7	Accountant	5,319	5,479	5,643	5,812	5,987	6,166	6,351	6,542
A8		5,692	5,862	6,038	6,219	6,406	6,598	6,796	7,000
A9	Senior Planner	6,090	6,273	6,461	6,655	6,854	7,060	7,272	7,490

Longevity Grade	Job Titles	Longevity Steps at 1% per step							
		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
AL3	<i>Same as above</i>	5,041	5,091	5,142	5,193	5,245	5,298	5,351	5,404
AL4		5,394	5,447	5,502	5,557	5,613	5,669	5,725	5,783
AL5		5,771	5,829	5,887	5,946	6,005	6,065	6,126	6,187
AL6		6,175	6,237	6,299	6,362	6,426	6,490	6,555	6,621
AL7		6,607	6,673	6,740	6,808	6,876	6,944	7,014	7,084
AL8		7,070	7,141	7,212	7,284	7,357	7,430	7,505	7,580
AL9		7,565	7,640	7,717	7,794	7,872	7,951	8,030	8,110

4.3.2 NON-REPRESENTED POSITIONS

The table in this section show where each non-represented position should be placed on the recommended salary grades for maintenance of internal equity.

Grade	Job Titles	Base Pay Performance-Based Steps - Proposed (5%, 7%, 10% per grade; 2% per step)							
		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
S08 -F	City Recorder	6,283	6,409	6,537	6,668	6,801	6,937	7,076	7,218
S09 -G	Library Access Services Manager Project Manager	6,598	6,730	6,864	7,001	7,141	7,284	7,430	7,579
S10 -H	Librarian - Supervising	6,928	7,066	7,207	7,352	7,499	7,649	7,801	7,958
S11 -I	Communication & Community Engagement Manager	7,412	7,561	7,712	7,866	8,023	8,184	8,348	8,515
S12 -J		7,931	8,090	8,252	8,417	8,585	8,757	8,932	9,111
S13 -K	Public Works Foreman City Engineer	8,486	8,656	8,829	9,006	9,186	9,370	9,557	9,748
S14 -L	Community Development Director	9,081	9,262	9,447	9,636	9,829	10,026	10,226	10,431
S15 -M	Library Director	9,989	10,188	10,392	10,600	10,812	11,028	11,249	11,474
S16 -N	Public Works Director Assistant City Manager	10,987	11,207	11,431	11,660	11,893	12,131	12,374	12,621

Longevity Grade	Job Titles	Longevity Steps at 1% per step							
		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
LS08 -F	<i>Same as above</i>	7,290	7,363	7,436	7,511	7,586	7,662	7,738	7,816
LS09 -G		7,654	7,731	7,808	7,886	7,965	8,045	8,125	8,207
LS10 -H		8,037	8,117	8,199	8,281	8,363	8,447	8,532	8,617
LS11 -I		8,600	8,686	8,773	8,860	8,949	9,038	9,129	9,220
LS12 -J		9,202	9,294	9,387	9,480	9,575	9,671	9,768	9,865
LS13 -K		9,846	9,944	10,044	10,144	10,246	10,348	10,452	10,556
LS14 -L		10,535	10,640	10,747	10,854	10,963	11,072	11,183	11,295
LS15 -M		11,589	11,704	11,821	11,940	12,059	12,180	12,301	12,424
LS16 -N		12,747	12,875	13,004	13,134	13,265	13,398	13,532	13,667

4.4 RESULTS OF IMPLEMENTING RECOMMENDED SALARY SCHEDULES

This section includes tables to depict the results – on individual classifications – should the city implement the proposed salary schedules.

4.4.1 GENERAL EMPLOYEE POSITIONS

Should the city implement the recommended salary schedule for general employee positions:

- 8 positions would place above market*
- 10 positions would place at market*
- No positions would place below market*

<i>Job Title</i>	<i>Internal Equity Group</i>	<i>Current Grade MAX</i>	<i>Market Average MAX</i>	<i>Proposed</i>	<i>Proposed vs. Current</i>	<i>Proposed vs. Market Average</i>
Public Works Support Specialist I	3	5,319.00	4,658.83	4,991.00	-6.57%	6.66%
Library Support Specialist I	4	5,319.00	3,829.47	5,340.00	0.39%	28.29%
Parks Maintenance Worker	4	5,319.00	4,648.88	5,340.00	0.39%	12.94%
Utility Maintenance Worker I	4	5,319.00	5,145.44	5,340.00	0.39%	3.64%
Accounting Technician	4	5,689.00	5,150.66	5,340.00	-6.54%	3.55%
Public Works Support Specialist II	4	5,689.00	5,170.19	5,340.00	-6.54%	3.18%
Library Support Specialist II	5	5,689.00	4,701.60	5,714.00	0.44%	17.72%
Engineering Technician	5	5,689.00	5,799.62	5,714.00	0.44%	-1.50%
Public Safety Support Specialist	5	6,512.00	5,529.85	5,714.00	-13.97%	3.22%
Permit Specialist	5	6,512.00	5,409.25	5,714.00	-13.97%	5.33%
Public Works Support Specialist III	5	6,512.00	5,645.08	5,714.00	-13.97%	1.21%
Facility Maintenance Technician	6	5,689.00	5,840.02	6,114.00	6.95%	4.48%
Fleet Maintenance Technician	6	5,689.00	6,184.46	6,114.00	6.95%	-1.15%
Utility Maintenance Worker II	6	5,689.00	6,065.20	6,114.00	6.95%	0.80%
Water Technician	6	5,689.00	5,592.17	6,114.00	6.95%	8.54%
Library Support Specialist III	6	6,512.00	4,507.23	6,114.00	-6.51%	26.28%
Accountant	7	6,971.00	6,119.44	6,542.00	-6.56%	6.46%
Senior Planner	9	6,971.00	7,374.42	7,507.00	7.14%	1.77%

*LGPS defines “at market” as a range of +/- 5% to that of the market average.

4.4.2 NON-REPRESENTED POSITIONS

Should the city implement the recommended salary schedule for non-represented positions:

- 8 positions would place above market*
- 1 position would place at market*
- 2 positions would place below market*
- 1 position resulted in insufficient market data with which to make a comparison

<i>Job Title</i>	<i>Internal Equity Group</i>	<i>Current Grade MAX</i>	<i>Market Average MAX</i>	<i>Proposed</i>	<i>Proposed vs. Current</i>	<i>Proposed vs. Market Average</i>
City Recorder	F	7,073.00	7,327.02	7,218.00	2.01%	-1.51%
Library Access Services Manager	G	7,568.00	Insufficient Data	7,579.00	0.15%	Insufficient Data
Project Manager	G	7,568.00	6,853.57	7,579.00	0.15%	9.57%
Librarian - Supervising	H	8,097.00	7,196.22	7,958.00	-1.75%	9.57%
Librarian	H	8,097.00	6,331.00	7,958.00	-1.75%	20.44%
Communication & Community Engagement Manager	I	7,568.00	6,855.14	8,515.00	11.12%	19.49%
Public Works Foreman	K	8,666.00	8,799.04	9,748.00	11.10%	9.73%
City Engineer	K	10,488.00	11,327.95	9,748.00	-7.59%	-16.21%
Community Development Director	L	11,215.00	11,423.99	10,431.00	-7.52%	-9.52%
Library Director	M	11,215.00	10,380.83	11,474.00	2.26%	9.53%
Public Works Director	N	11,215.00	11,737.03	12,621.00	11.14%	7.00%
Assistant City Manager	N	12,894.00	10,659.44	12,621.00	-2.16%	15.54%
City Manager	S	13,434.00	14,595.06	Contract	By Contract	By Contract

*LGPS defines “at market” as a range of +/- 5% to that of the market average.

4.5 EMPLOYEE PLACEMENT

Once classifications have been assigned to the appropriate grades, LGPS recommends placing employees within their classification's assigned grade as follows:

- For employees whose current salary falls below the minimum of their classification's assigned grade, place employees at step 1.
- When an employee's current salary exceeds the maximum of their classification's assigned grade, "freeze" the employee's pay until such time as cost-of-living adjustments made to their position's assigned grade meets or exceeds their pay, at which time the employee would be eligible to receive any cost-of-living adjustments made to their position's assigned grade
- Place all other employees within their classification's assigned grade at the step nearest to, but not lower than, the employee's current rate of pay.

5 FUTURE CONSIDERATIONS

5.1 INTERNAL EQUITY & TOTAL COMPENSATION

The city should maintain use of LGPS's internal equity position evaluation system. The system provides a structure for evaluating a position, not the individual, based on predetermined criteria that can be applied to any position at the city. The system reduces internal bias, is equitable, and is non-discriminatory.

Going forward, when a new position is implemented or a request for reclassification is received, a PAQ should be completed and forwarded to LGPS for evaluation and determination of grade placement.

In addition, the city should consider the impact of additional pieces of compensation on the competitiveness of its jobs. The analysis and recommendations within this report represent base wages, in addition to employee paid insurance premiums and employer paid PERS contributions.

Additional compensation factors (i.e., paid leave, longevity pay, certification pay, and other compensable benefits) have not been evaluated and should be considered with regard to internal equity and total compensation.

5.2 MAINTENANCE AND CONTINUATION

Individual classifications should be monitored and tracked as part of the city's regular salary review process. In cases where a new position is implemented or a position is modified/reorganized, the city should ensure an internal equity analysis is conducted to ensure appropriate placement for compliance with Oregon's Equal Pay Act.

At minimum all job classifications and the compensation structure should be reviewed every four to six years. Some individual job classifications may require closer monitoring and be reviewed on a more frequent basis as described above.

On-going, the city should ensure compensation practices are consistent with policies and state/federal regulations. Where inconsistencies exist, the city should make and maintain adjustment(s) appropriate for compliance.

Additionally, to ensure the city maintains its position in the market, it should consider making non-merit-based Cost of Living Adjustments (COLAs) to the adopted salary schedule on an annual basis. The city should consider several factors when discussing COLAs, such as the Consumer Price Index, the state of the local economy, the city's ability to fund such increases, and/or its comparator's COLAs. Each year, if the city determines a COLA is to be made, the amount of the COLA should be applied to the entire salary schedule and all employees should receive the adjustment in accordance with their current grade and step.

In consideration of the above, employees who *have not* reached the top step of their classification's assigned range, would be eligible to receive any COLA applied to the salary schedule, as well as a performance-based step increase in accordance with the city's policies and practices. Employees who *have* reached the top step of their classification's assigned range would be eligible to receive any COLA applied to the salary schedule, but not a step increase.

APPENDIX A: RAW SURVEY DATA

**INDEX OF POSITIONS INCLUDED IN THE RAW DATA, APPENDIX A
LISTED IN ALPHABETICAL ORDER**

Position Title	Page	Position Title	Page
Accountant	1	Engineering Technician	16
Accounting Technician	1	Project Manager	17
Assistant City Manager	3	Public Safety Support Specialist	18
City Manager	4	Facility Maintenance Technician	19
City Recorder	5	Fleet Maintenance Technician	20
Communication & Community Engagement Manager	6	Parks Maintenance Worker	21
Community Development Director	7	Permit Specialist	22
Senior Planner	8	Public Works Director	23
Library Access Services Manager	9	Public Works Foreman	24
Librarian – Supervising	10	Public Works Support Specialist I	25
Library Director	11	Public Works Support Specialist II	26
Library Support Specialist I	12	Public Works Support Specialist III	27
Library Support Specialist II	13	Utility Maintenance Worker I	28
Library Support Specialist III	14	Utility Maintenance Worker II	29
City Engineer	15	Water Technician	30

Raw Data Report

Accountant												
Organization	population	Title	MONTHLY SALARY (PER 1.0 FTE)					ADJUSTED COMPENSATION				Comments
			MIN	MID	MAX	PERS	EE Ins Cost	MIN	MID	MAX		
Sherwood	20,868	Finance Technician II	5,012.80	5,685.33	6,357.87	6%	-245.26	5,068.31	5,781.19	6,494.08		
Canby	19,045	Contracting and Payroll Specialist	4,950.40	5,667.13	6,383.87	6%	-244.65	5,002.77	5,762.51	6,522.25		
Dallas	17,989	Accounting Assistant	4,290.00	4,754.53	5,219.07	6%	-124.69	4,422.71	4,915.12	5,407.52		
Troutdale	17,005	Accounting Technician III	5,139.33	5,693.13	6,246.93	6%	-227.44	5,220.25	5,807.28	6,394.31		
St. Helens	15,009	Accountant II	5,497.80	6,115.20	6,732.60	6%	-46.30	5,781.37	6,435.81	7,090.26		
Sandy	13,159	Accounting Specialist II	4,659.20	5,362.93	6,066.67	6%	-228.06	4,710.69	5,456.65	6,202.61		
Gladstone	12,140	Account Clerk III	5,228.00	5,791.00	6,354.00	6%	-225.56	5,316.12	5,912.90	6,509.68	High match	
Cottage Grove	11,095	Accounting / Payroll Technician	4,571.00	5,202.50	5,834.00	6%	-120.26	4,725.00	5,394.39	6,063.78		
Newport	11,083	Accounting Technician - Payroll	4,486.00	5,183.00	5,880.00	0%	-207.43	4,278.57	4,975.57	5,672.57	Not A/P, etc	
Monmouth	11,019	NCC										
		Average	4,870.50	5,494.97	6,119.44		-185.52	4,947.31	5,604.60	6,261.89	9	
		Median	4,950.40	5,667.13	6,246.93		-225.56	5,002.77	5,762.51	6,394.31	# of position matches	
Cornelius	14,387	Accountant	5,668.00	6,319.50	6,971.00	0%	-241.17	5,426.83	6,078.33	6,729.83		
		% difference from average	14.07%	13.05%	12.22%		23.08%	8.84%	7.79%	6.95%	NCC: No Comparable Class	
		% difference from median	12.66%	10.32%	10.39%		6.47%	7.81%	5.20%	4.99%	NR: No Response Received	

Raw Data Report

Accounting Technician											
Organization	population	Title	MONTHLY SALARY (PER 1.0 FTE)					ADJUSTED COMPENSATION			Comments
			MIN	MID	MAX	PERS	EE Ins Cost	MIN	MID	MAX	
Sherwood	20,868	NCC									
Canby	19,045	Finance Technician	3,903.47	4,468.53	5,033.60	6%	-244.65	3,893.02	4,492.00	5,090.97	
Dallas	17,989	NCC									
Troutdale	17,005	City Hall Admin Specialist	4,440.80	4,919.20	5,397.60	6%	-227.44	4,479.81	4,986.91	5,494.02	
St. Helens	15,009	Administrative Billing Specialist	4,049.49	4,485.84	4,922.18	6%	-46.30	4,246.16	4,708.69	5,171.21	
Sandy	13,159	Utility Specialist I	4,137.47	4,762.33	5,387.20	6%	-228.06	4,157.65	4,820.01	5,482.37	
Gladstone	12,140	Office Assistant II	4,742.00	5,252.50	5,763.00	6%	-225.56	4,800.96	5,342.09	5,883.22	
Cottage Grove	11,095	Finance Clerk	3,359.20	3,823.73	4,288.27	6%	-120.26	3,440.49	3,932.90	4,425.30	
Newport	11,083	Accounting Technician - Front Desk, Cash Rece	4,068.00	4,700.50	5,333.00	0%	-207.43	3,860.57	4,493.07	5,125.57	
Monmouth	11,019	Accounting Clerk	3,766.53	4,423.47	5,080.40	6%	-67.67	3,924.86	4,621.20	5,317.55	
		Average	4,058.37	4,604.51	5,150.66		-170.92	4,100.44	4,674.61	5,248.78	8
		Median	4,058.75	4,593.17	5,206.70		-216.50	4,041.26	4,664.94	5,244.38	# of position matches
Cornelius	14,387	Accounting Technician	4,628.00	5,158.50	5,689.00	0%	-241.17	4,386.83	4,917.33	5,447.83	
		% difference from average	12.31%	10.74%	9.46%		29.13%	6.53%	4.94%	3.65%	NCC: No Comparable Class
		% difference from median	12.30%	10.96%	8.48%		10.23%	7.88%	5.13%	3.73%	NR: No Response Received

Raw Data Report

Assistant City Manager												
Organization	population	Title	MONTHLY SALARY (PER 1.0 FTE)					ADJUSTED COMPENSATION				Comments
			MIN	MID	MAX	PERS	EE Ins Cost	MIN	MID	MAX		
Sherwood	20,868	Assistant City Manager	11,793.60	13,374.40	14,955.20	0%	-245.26	11,548.34	13,129.14	14,709.94	Not Finance, implements council objectives, FD = 11,12	
Canby	19,045	NCC									FD = 9,701-12,885/mo	
Dallas	17,989	Assistant City Manager	7,736.74	9,399.18	11,061.62	6%	-178.13	8,022.81	9,785.00	11,547.19	Not Finance, HR+other depts/div, FD = 7,736-11,061/mo	
Troutdale	17,005	NCC									FD = 10,686-12,989/mo	
St. Helens	15,009	NCC									FD = 10,094-12,361/mo	
Sandy	13,159	Deputy City Manager	8,838.27	10,173.80	11,509.33	6%	-228.06	9,140.50	10,556.17	11,971.83	Not Finance, city recorder+oversees Dev Svs & Comms.	
Gladstone	12,140	NCC									FD = 10,336-12,564/mo	
Cottage Grove	11,095	Assistant City Manager	6,771.00	7,706.50	8,642.00	6%	-120.26	7,057.00	8,048.63	9,040.26	Not Finance, manages citywide projects/programs, FD =	
Newport	11,083	Assistant City Manager / City Recorder	7,023.00	8,114.00	9,205.00	0%	-207.43	6,815.57	7,906.57	8,997.57	Not Finance, city recorder+other areas assigned, FD = 7	
Monmouth	11,019	Assistant City Manager	6,364.80	7,474.13	8,583.47	6%	-67.67	6,679.02	7,854.91	9,030.80	Not Finance, HR & Fleet, FD = 8,034-10,836/mo	
		Average	8,087.90	9,373.67	10,659.44		-174.47	8,210.54	9,546.74	10,882.93	6	
		Median	7,379.87	8,756.59	10,133.31		-192.78	7,539.91	8,916.82	10,293.72	# of position matches	
Cornelius	14,387	Assistant City Manager	11,227.00	12,060.50	12,894.00	0%	-241.17	10,985.83	11,819.33	12,652.83		
		% difference from average	27.96%	22.28%	17.33%		27.66%	25.26%	19.23%	13.99%	NCC: No Comparable Class	
		% difference from median	34.27%	27.39%	21.41%		20.06%	31.37%	24.56%	18.64%	NR: No Response Received	

Raw Data Report

City Manager												
Organization	population	Title	MONTHLY SALARY (PER 1.0 FTE)			PERS	EE Ins Cost	ADJUSTED COMPENSATION			Comments	
			MIN	MID	MAX			MIN	MID	MAX		
Sherwood	20,868	City Manager	12,166.67	13,791.67	15,416.67	0%	-245.26	11,921.41	13,546.41	15,171.41		
Canby	19,045	City Administrator	15,621.33	15,621.33	15,621.33	6%	-244.65	16,313.96	16,313.96	16,313.96		
Dallas	17,989	City Manager	14,060.78	14,060.78	14,060.78	6%	-178.13	14,726.30	14,726.30	14,726.30		
Troutdale	17,005	City Manager	15,346.93	15,346.93	15,346.93	6%	-214.09	16,053.66	16,053.66	16,053.66		
St. Helens	15,009	City Administrator	11,750.55	13,069.88	14,389.20	6%	-46.30	12,409.28	13,807.77	15,206.25		
Sandy	13,159	City Manager	13,583.33	13,583.33	13,583.33	6%	-228.06	14,170.27	14,170.27	14,170.27		
Gladstone	12,140	City Administrator	16,845.82	16,845.82	16,845.82	6%	-225.56	17,631.01	17,631.01	17,631.01		
Cottage Grove	11,095	City Manager	14,583.33	14,583.33	14,583.33	6%	-120.26	15,338.07	15,338.07	15,338.07		
Newport	11,083	City Manager	13,257.00	13,257.00	13,257.00	0%	-207.43	13,049.57	13,049.57	13,049.57		
Monmouth	11,019	City Manager	12,846.16	12,846.16	12,846.16	6%	-67.67	13,549.26	13,549.26	13,549.26		
			Average	14,006.19	14,300.62	14,595.06		-177.74	14,516.28	14,818.63	15,120.98	10
			Median	13,822.06	13,926.22	14,486.27		-210.76	14,448.29	14,448.29	15,188.83	# of position matches
Cornelius	14,387	City Manager	13,434.00	13,434.00	13,434.00	0%	-241.17	13,192.83	13,192.83	13,192.83		
			% difference from average	-4.26%	-6.45%	-8.64%		26.30%	-10.03%	-12.32%	-14.62%	NCC: No Comparable Class
			% difference from median	-2.89%	-3.66%	-7.83%		12.61%	-9.52%	-9.52%	-15.13%	NR: No Response Received

Raw Data Report

City Recorder											
Organization	population	Title	MONTHLY SALARY (PER 1.0 FTE)					ADJUSTED COMPENSATION			Comments
			MIN	MID	MAX	PERS	EE Ins Cost	MIN	MID	MAX	
Sherwood	20,868	NCC									City Recorder = supervisory
Canby	19,045	NCC									Administrative Director / City Recorder = supervisory, ov
Dallas	17,989	Executive Assistant / City Recorder	5,796.27	6,423.73	7,051.20	6%	-178.13	5,965.91	6,631.03	7,296.14	
Troutdale	17,005	NCC									City Recorder = supervisory
St. Helens	15,009	NCC									
Sandy	13,159	NCC									
Gladstone	12,140	City Recorder	6,996.00	7,750.00	8,504.00	6%	-225.56	7,190.20	7,989.44	8,788.68	
Cottage Grove	11,095	Administrative Assistant / City Recorder	5,448.00	6,200.50	6,953.00	6%	-120.26	5,654.62	6,452.27	7,249.92	
Newport	11,083	NCC									Assistant City Manager does this
Monmouth	11,019	City Recorder	5,042.27	5,921.07	6,799.87	6%	-67.67	5,277.13	6,208.66	7,140.19	
		Average	5,820.63	6,573.83	7,327.02		-147.91	6,021.97	6,820.35	7,618.73	4
		Median	5,622.13	6,312.12	7,002.10		-149.20	5,810.27	6,541.65	7,273.03	# of position matches
Cornelius	14,387	City Recorder	6,157.00	6,615.00	7,073.00	0%	-241.17	5,915.83	6,373.83	6,831.83	
		% difference from average	5.46%	0.62%	-3.59%		38.67%	-1.79%	-7.01%	-11.52%	NCC: No Comparable Class
		% difference from median	8.69%	4.58%	1.00%		38.14%	1.78%	-2.63%	-6.46%	NR: No Response Received

Raw Data Report

Communication & Community Engagement Manager											
Organization	population	Title	MONTHLY SALARY (PER 1.0 FTE)				ADJUSTED COMPENSATION				Comments
			MIN	MID	MAX	PERS	EE Ins Cost	MIN	MID	MAX	
Sherwood	20,868	Marketing and Communications Manager	8,148.40	9,240.40	10,332.40	0%	-245.26	7,903.14	8,995.14	10,087.14	
Canby	19,045	NCC									
Dallas	17,989	Communications Specialist	3,912.13	4,335.93	4,759.73	6%	-178.13	3,968.73	4,417.96	4,867.19	
Troutdale	17,005	Communications & Digital Media Specialist	5,139.33	5,693.13	6,246.93	6%	-214.09	5,233.60	5,820.63	6,407.66	
St. Helens	15,009	Communications Officer	5,850.98	6,481.44	7,111.90	6%	-46.30	6,155.74	6,824.03	7,492.31	
Sandy	13,159	NCC									
Gladstone	12,140	NCC									
Cottage Grove	11,095	NCC									
Newport	11,083	Communications Specialist	4,486.00	5,183.00	5,880.00	0%	-207.43	4,278.57	4,975.57	5,672.57	
Monmouth	11,019	Communications Coordinator	5,042.27	5,921.07	6,799.87	6%	-67.67	5,277.13	6,208.66	7,140.19	
		Average	5,429.85	6,142.50	6,855.14		-159.81	5,469.49	6,207.00	6,944.51	6
		Median	5,090.80	5,807.10	6,523.40		-192.78	5,255.37	6,014.65	6,773.92	# of position matches
Cornelius	14,387	Communication & Community Engagemer	6,588.00	7,078.00	7,568.00	0%	-241.17	6,346.83	6,836.83	7,326.83	
		% difference from average	17.58%	13.22%	9.42%		33.73%	13.82%	9.21%	5.22%	NCC: No Comparable Class
		% difference from median	22.73%	17.96%	13.80%		20.06%	17.20%	12.03%	7.55%	NR: No Response Received

Raw Data Report

Community Development Director												
Organization	population	Title	MONTHLY SALARY (PER 1.0 FTE)				PERS	EE Ins Cost	ADJUSTED COMPENSATION			Comments
			MIN	MID	MAX	MIN			MID	MAX		
Sherwood	20,868	Community Development Director	11,128.00	12,619.53	14,111.07	0%	-245.26	10,882.74	12,374.27	13,865.81		
Canby	19,045	Planning Director	8,303.00	9,665.50	11,028.00	6%	-244.65	8,556.53	10,000.78	11,445.03		
Dallas	17,989	Economic & Community Development Director	7,470.04	9,053.11	10,636.18	6%	-178.13	7,740.11	9,418.17	11,096.22	Includes Building, Code Services, Econ Dev	
Troutdale	17,005	Community Development Director	10,686.00	11,837.80	12,989.60	6%	-214.09	11,113.07	12,333.98	13,554.89		
St. Helens	15,009	NCC										
Sandy	13,159	Development Services Director	8,314.80	9,572.33	10,829.87	6%	-228.06	8,585.63	9,918.61	11,251.60		
Gladstone	12,140	NCC									contracted	
Cottage Grove	11,095	NCC									reports to PW Director	
Newport	11,083	Community Development Director	7,743.00	8,946.50	10,150.00	0%	-207.43	7,535.57	8,739.07	9,942.57		
Monmouth	11,019	Community & Economic Development Director	7,579.87	8,901.53	10,223.20	6%	-67.67	7,966.99	9,367.96	10,768.92	Econ Dev, planning, historic preservation, tourism/event	
		Average	8,746.39	10,085.19	11,423.99		-197.90	8,911.52	10,307.55	11,703.58	7	
		Median	8,303.00	9,572.33	10,829.87		-214.09	8,556.53	9,918.61	11,251.60	# of position matches	
Cornelius	14,387	Community Development Director	9,761.00	10,488.00	11,215.00	0%	-241.17	9,519.83	10,246.83	10,973.83		
		% difference from average	10.39%	3.84%	-1.86%		17.94%	6.39%	-0.59%	-6.65%	NCC: No Comparable Class	
		% difference from median	14.94%	8.73%	3.43%		11.23%	10.12%	3.20%	-2.53%	NR: No Response Received	

Raw Data Report

Senior Planner												
Organization	population	Title	MONTHLY SALARY (PER 1.0 FTE)					ADJUSTED COMPENSATION				Comments
			MIN	MID	MAX	PERS	EE Ins Cost	MIN	MID	MAX		
Sherwood	20,868	Associate Planner	6,007.73	6,813.73	7,619.73	6%	-245.26	6,122.94	6,977.30	7,831.66		
Canby	19,045	Associate Planner	5,897.01	6,750.68	7,604.36	6%	-244.65	6,006.18	6,911.07	7,815.97		
Dallas	17,989	Planner II	5,643.73	6,255.60	6,867.47	6%	-124.69	5,857.67	6,506.25	7,154.82		
Troutdale	17,005	Associate Planner	5,948.80	6,591.00	7,233.20	6%	-227.44	6,078.29	6,759.02	7,439.75	long-range planning, too	
St. Helens	15,009	Associate Planner	6,448.53	7,143.38	7,838.23	6%	-46.30	6,789.14	7,525.68	8,262.22		
Sandy	13,159	Associate Planner	5,180.93	5,964.40	6,747.87	6%	-228.06	5,263.73	6,094.20	6,924.68		
Gladstone	12,140	NCC									contracted	
Cottage Grove	11,095	NCC										
Newport	11,083	Senior Planner	6,011.00	6,945.00	7,879.00	0%	-207.43	5,803.57	6,737.57	7,671.57	long-range planning	
Monmouth	11,019	Community Planner II	5,343.87	6,274.67	7,205.47	6%	-67.67	5,596.83	6,583.48	7,570.12		
		Average	5,810.20	6,592.31	7,374.42		-173.94	5,939.79	6,761.82	7,583.85	8	
		Median	5,922.90	6,670.84	7,418.78		-217.44	5,931.92	6,748.30	7,620.85	# of position matches	
Cornelius	14,387	Senior Planner	5,668.00	6,319.50	6,971.00	0%	-241.17	5,426.83	6,078.33	6,729.83		
		% difference from average	-2.51%	-4.32%	-5.79%		27.88%	-9.45%	-11.24%	-12.69%	NCC: No Comparable Class	
		% difference from median	-4.50%	-5.56%	-6.42%		9.84%	-9.31%	-11.02%	-13.24%	NR: No Response Received	

Raw Data Report

<i>Library Access Services Manager</i>												
Organization	population	Title	MONTHLY SALARY (PER 1.0 FTE)				PERS	EE Ins Cost	ADJUSTED COMPENSATION			Comments
			MIN	MID	MAX	MIN			MID	MAX		
Sherwood	20,868	NCC									Also performs professional librarian duties - masters + 5	
Canby	19,045	NCC										
Dallas	17,989	NCC										
Troutdale	17,005	NCC										
St. Helens	15,009	NCC										
Sandy	13,159	NCC										
Gladstone	12,140	NCC										
Cottage Grove	11,095	NCC										
Newport	11,083	NCC										
Monmouth	11,019	NCC										
		Average									0	
		Median									# of position matches	
Cornelius	14,387	Library Access Services Manager	6,588.00	7,078.00	7,568.00	0%	-241.17	6,346.83	6,836.83	7,326.83		
		% difference from average									NCC: No Comparable Class	
		% difference from median									NR: No Response Received	

Raw Data Report

Librarian - Supervising												
Organization	population	Title	MONTHLY SALARY (PER 1.0 FTE)					ADJUSTED COMPENSATION				Comments
			MIN	MID	MAX	PERS	EE Ins Cost	MIN	MID	MAX		
Sherwood	20,868	Librarian II	6,007.73	6,812.87	7,618.00	6%	-245.26	6,122.94	6,976.38	7,829.82	Non-supervisory, assists supervisor in training, etc. - Re	
Canby	19,045	Library Supervisor	5,929.00	6,902.00	7,875.00	6%	-244.65	6,040.09	7,071.47	8,102.85		
Dallas	17,989	NCC										
Troutdale	17,005	NCC										
St. Helens	15,009	NCC										
Sandy	13,159	Librarian	5,180.93	5,964.40	6,747.87	6%	-228.06	5,263.73	6,094.20	6,924.68		
Gladstone	12,140	NCC										
Cottage Grove	11,095	NCC										
Newport	11,083	Supervising Librarian	4,992.00	5,768.00	6,544.00	0%	-207.43	4,784.57	5,560.57	6,336.57	High Match	
Monmouth	11,019	NCC										
		Average	5,527.42	6,361.82	7,196.22		-231.35	5,552.83	6,425.66	7,298.48	4	
		Median	5,554.97	6,388.63	7,182.93		-236.36	5,651.91	6,535.29	7,377.25	# of position matches	
Cornelius	14,387	Librarian - Supervising	7,049.00	7,573.00	8,097.00	0%	-241.17	6,807.83	7,331.83	7,855.83		
		% difference from average	21.59%	15.99%	11.12%		4.07%	18.43%	12.36%	7.09%	NCC: No Comparable Class	
		% difference from median	21.19%	15.64%	11.29%		2.00%	16.98%	10.86%	6.09%	NR: No Response Received	

Raw Data Report

Library Director												
Organization	population	Title	MONTHLY SALARY (PER 1.0 FTE)					ADJUSTED COMPENSATION			Comments	
			MIN	MID	MAX	PERS	EE Ins Cost	MIN	MID	MAX		
Sherwood	20,868	Library Manager	8,640.67	9,798.53	10,956.40	6%	-245.26	8,913.85	10,141.19	11,368.52		
Canby	19,045	Library Director	8,303.00	9,665.50	11,028.00	6%	-244.65	8,556.53	10,000.78	11,445.03		
Dallas	17,989	NCC									Low match - bachelor's degree + 3 years exp	
Troutdale	17,005	NCC										
St. Helens	15,009	Library Director	8,671.95	9,645.83	10,619.70	6%	-46.30	9,145.97	10,178.27	11,210.58	Masters + 2 years exp	
Sandy	13,159	Library Director	8,314.80	9,572.33	10,829.87	6%	-228.06	8,585.63	9,918.61	11,251.60		
Gladstone	12,140	NCC										
Cottage Grove	11,095	NCC										
Newport	11,083	Library Director	7,023.00	8,114.00	9,205.00	0%	-207.43	6,815.57	7,906.57	8,997.57		
Monmouth	11,019	Library Director	7,151.73	8,398.87	9,646.00	6%	-67.67	7,513.17	8,835.13	10,157.09		
			Average	8,017.53	9,199.18	10,380.83		-173.23	8,255.12	9,496.76	10,738.40	6
			Median	8,308.90	9,609.08	10,724.78		-217.75	8,571.08	9,959.70	11,231.09	# of position matches
Cornelius	14,387	Library Director	9,761.00	10,488.00	11,215.00	0%	-241.17	9,519.83	10,246.83	10,973.83		
			% difference from average	17.86%	12.29%	7.44%		28.17%	13.29%	7.32%	2.15%	NCC: No Comparable Class
			% difference from median	14.88%	8.38%	4.37%		9.71%	9.97%	2.80%	-2.34%	NR: No Response Received

Raw Data Report

<i>Library Support Specialist I</i>												
Organization	population	Title	MONTHLY SALARY (PER 1.0 FTE)					ADJUSTED COMPENSATION				Comments
			MIN	MID	MAX	PERS	EE Ins Cost	MIN	MID	MAX		
Sherwood	20,868	Library Assistant I	3,426.80	3,886.13	4,345.47	6%	-245.26	3,387.15	3,874.04	4,360.93		
Canby	19,045	Library Assistant I	3,702.00	4,237.92	4,773.84	6%	-244.65	3,679.47	4,247.55	4,815.62		
Dallas	17,989	Library Aide I	2,776.80	2,776.80	2,776.80	6%	-178.13	2,765.28	2,765.28	2,765.28		
Troutdale	17,005	NCC										
St. Helens	15,009	Library Assistant	3,146.00	3,504.80	3,863.60	6%	-46.30	3,288.46	3,668.79	4,049.12		
Sandy	13,159	Library Clerk	3,092.27	3,559.40	4,026.53	6%	-228.06	3,049.74	3,544.90	4,040.07		
Gladstone	12,140	NCC										
Cottage Grove	11,095	NCC										
Newport	11,083	Library Specialist I	2,623.00	3,031.00	3,439.00	0%	-207.43	2,415.57	2,823.57	3,231.57		
Monmouth	11,019	Library Assistant I	2,655.47	3,118.27	3,581.07	6%	-67.67	2,747.12	3,237.69	3,728.26		
		<i>Average</i>	3,060.33	3,444.90	3,829.47		-173.93	3,047.54	3,451.69	3,855.84	7	
		<i>Median</i>	3,092.27	3,504.80	3,863.60		-207.43	3,049.74	3,544.90	4,040.07	# of position matches	
Cornelius	14,387	Library Support Specialist I	4,325.00	4,822.00	5,319.00	0%	-241.17	4,083.83	4,580.83	5,077.83		
		<i>% difference from average</i>	29.24%	28.56%	28.00%		27.88%	25.38%	24.65%	24.07%	<i>NCC: No Comparable Class</i>	
		<i>% difference from median</i>	28.50%	27.32%	27.36%		13.99%	25.32%	22.61%	20.44%	<i>NR: No Response Received</i>	

Raw Data Report

Library Support Specialist II											
Organization	population	Title	MONTHLY SALARY (PER 1.0 FTE)					ADJUSTED COMPENSATION			Comments
			MIN	MID	MAX	PERS	EE Ins Cost	MIN	MID	MAX	
Sherwood	20,868	NCC									
Canby	19,045	NCC									
Dallas	17,989	Library Aide II	3,390.40	3,757.00	4,123.60	6%	-178.13	3,415.69	3,804.29	4,192.89	
Troutdale	17,005	NCC									
St. Helens	15,009	Library Technician I	3,763.94	4,178.97	4,594.00	6%	-46.30	3,943.48	4,383.41	4,823.34	
Sandy	13,159	Library Assistant	4,137.47	4,762.33	5,387.20	6%	-228.06	4,157.65	4,820.01	5,482.37	
Gladstone	12,140	NCC									
Cottage Grove	11,095	NCC									
Newport	11,083	NCC									
Monmouth	11,019	NCC									
		Average	3,763.94	4,232.77	4,701.60		-150.83	3,838.94	4,335.90	4,832.87	3
		Median	3,763.94	4,178.97	4,594.00		-178.13	3,943.48	4,383.41	4,823.34	# of position matches
Cornelius	14,387	Library Support Specialist II	4,628.00	5,158.50	5,689.00	0%	-241.17	4,386.83	4,917.33	5,447.83	
		% difference from average	18.67%	17.95%	17.36%		37.46%	12.49%	11.82%	11.29%	NCC: No Comparable Class
		% difference from median	18.67%	18.99%	19.25%		26.14%	10.11%	10.86%	11.46%	NR: No Response Received

Raw Data Report

Library Support Specialist III												
Organization	population	Title	MONTHLY SALARY (PER 1.0 FTE)					ADJUSTED COMPENSATION				Comments
			MIN	MID	MAX	PERS	EE Ins Cost	MIN	MID	MAX		
Sherwood	20,868	Library Assistant II	3,943.33	4,471.13	4,998.93	6%	-245.26	3,934.67	4,494.14	5,053.61		
Canby	19,045	Library Assistant II	3,904.00	4,469.17	5,034.33	6%	-244.65	3,893.59	4,492.67	5,091.74	Lead Worker	
Dallas	17,989	Library Assistant	3,965.87	4,395.73	4,825.60	6%	-178.13	4,025.69	4,481.35	4,937.01	Lead Worker	
Troutdale	17,005	NCC										
St. Helens	15,009	NCC										
Sandy	13,159	NCC										
Gladstone	12,140	NCC										
Cottage Grove	11,095	Library Assistant	2,821.87	3,211.87	3,601.87	6%	-120.26	2,870.92	3,284.32	3,697.72		
Newport	11,083	Library Specialist II	2,892.00	3,341.00	3,790.00	0%	-207.43	2,684.57	3,133.57	3,582.57		
Monmouth	11,019	Library Assistant III	3,555.07	4,173.87	4,792.67	6%	-67.67	3,700.70	4,356.63	5,012.56		
		Average	3,513.69	4,010.46	4,507.23		-177.23	3,518.36	4,040.45	4,562.53	6	
		Median	3,729.54	4,284.80	4,809.13		-192.78	3,797.15	4,418.99	4,974.78	# of position matches	
Cornelius	14,387	Library Support Specialist III	5,295.00	5,903.50	6,512.00	0%	-241.17	5,053.83	5,662.33	6,270.83		
		% difference from average	33.64%	32.07%	30.79%		26.51%	30.38%	28.64%	27.24%	NCC: No Comparable Class	
		% difference from median	29.56%	27.42%	26.15%		20.06%	24.87%	21.96%	20.67%	NR: No Response Received	

Raw Data Report

City Engineer												
Organization	population	Title	MONTHLY SALARY (PER 1.0 FTE)					ADJUSTED COMPENSATION				Comments
			MIN	MID	MAX	PERS	EE Ins Cost	MIN	MID	MAX		
Sherwood	20,868	City Engineer	9,848.80	11,168.73	12,488.67	0%	-245.26	9,603.54	10,923.47	12,243.41		
Canby	19,045	NCC										
Dallas	17,989	NCC									Engineering Sys Supervisor - PE not required	
Troutdale	17,005	Deputy Director of PW & Chief Engineer	9,691.07	10,736.27	11,781.47	6%	-214.09	10,058.44	11,166.35	12,274.26		
St. Helens	15,009	NCC									contracted	
Sandy	13,159	NCC										
Gladstone	12,140	NCC									contracted	
Cottage Grove	11,095	NCC										
Newport	11,083	City Engineer	7,743.00	8,946.50	10,150.00	0%	-207.43	7,535.57	8,739.07	9,942.57		
Monmouth	11,019	NCC										
		Average	9,094.29	10,283.83	11,473.38		-222.26	9,065.85	10,276.30	11,486.75	3	
		Median	9,691.07	10,736.27	11,781.47		-214.09	9,603.54	10,923.47	12,243.41	# of position matches	
Cornelius	14,387	City Engineer	9,761.00	10,488.00	11,215.00	0%	-241.17	9,519.83	10,246.83	10,973.83		
		% difference from average	6.83%	1.95%	-2.30%		7.84%	4.77%	-0.29%	-4.67%	NCC: No Comparable Class	
		% difference from median	0.72%	-2.37%	-5.05%		11.23%	-0.88%	-6.60%	-11.57%	NR: No Response Received	

Raw Data Report

Engineering Technician											
Organization	population	Title	MONTHLY SALARY (PER 1.0 FTE)			PERS	EE Ins Cost	ADJUSTED COMPENSATION			Comments
			MIN	MID	MAX			MIN	MID	MAX	
Sherwood	20,868	Engineering Technician I	4,295.20	4,870.67	5,446.13	6%	-245.26	4,307.65	4,917.65	5,527.64	
Canby	19,045	NCC									
Dallas	17,989	Engineering Technician II	4,640.13	5,141.93	5,643.73	6%	-124.69	4,793.85	5,325.76	5,857.67	
Troutdale	17,005	Engineering Technician	5,668.00	6,277.27	6,886.53	6%	-227.44	5,780.64	6,426.46	7,072.29	
St. Helens	15,009	Engineering Technician I	4,187.30	4,638.50	5,089.69	6%	-46.30	4,392.24	4,870.50	5,348.77	
Sandy	13,159	NCC									
Gladstone	12,140	NCC									
Cottage Grove	11,095	NCC									
Newport	11,083	Engineering Technician II	4,526.00	5,229.00	5,932.00	0%	-207.43	4,318.57	5,021.57	5,724.57	
Monmouth	11,019	NCC									
		Average	4,663.33	5,231.47	5,799.62		-170.22	4,718.59	5,312.39	5,906.19	5
		Median	4,526.00	5,141.93	5,643.73		-207.43	4,392.24	5,021.57	5,724.57	# of position matches
Cornelius	14,387	Engineering Technician	4,628.00	5,158.50	5,689.00	0%	-241.17	4,386.83	4,917.33	5,447.83	
		% difference from average	-0.76%	-1.41%	-1.94%		29.42%	-7.56%	-8.03%	-8.41%	NCC: No Comparable Class
		% difference from median	2.20%	0.32%	0.80%		13.99%	-0.12%	-2.12%	-5.08%	NR: No Response Received

Raw Data Report

Project Manager												
Organization	population	Title	MONTHLY SALARY (PER 1.0 FTE)					ADJUSTED COMPENSATION				Comments
			MIN	MID	MAX	PERS	EE Ins Cost	MIN	MID	MAX		
Sherwood	20,868	Engineering Associate I	6,007.73	6,812.87	7,618.00	6%	-245.26	6,122.94	6,976.38	7,829.82		
Canby	19,045	NCC										
Dallas	17,989	Project Manager - Inspector	5,427.07	6,015.53	6,604.00	6%	-124.69	5,628.00	6,251.78	6,875.55		
Troutdale	17,005	NCC										
St. Helens	15,009	NCC									Engineering Manager = supervisory	
Sandy	13,159	NCC										
Gladstone	12,140	Public Works Project Inspector	5,228.00	5,791.00	6,354.00	6%	-225.56	5,316.12	5,912.90	6,509.68		
Cottage Grove	11,095	Engineering Project Coordinator	4,381.00	4,986.50	5,592.00	6%	-120.26	4,523.60	5,165.43	5,807.26	Low Match	
Newport	11,083	NCC									Senior PM = supervisory	
Monmouth	11,019	Public Works Project Coordinator	6,002.53	7,051.20	8,099.87	6%	-67.67	6,295.02	7,406.60	8,518.19	Low Match	
		Average	5,409.27	6,131.42	6,853.57		-156.69	5,577.13	6,342.62	7,108.10	5	
		Median	5,427.07	6,015.53	6,604.00		-124.69	5,628.00	6,251.78	6,875.55	# of position matches	
Cornelius	14,387	Project Manager	6,588.00	7,078.00	7,568.00	0%	-241.17	6,346.83	6,836.83	7,326.83		
		% difference from average	17.89%	13.37%	9.44%		35.03%	12.13%	7.23%	2.99%	NCC: No Comparable Class	
		% difference from median	17.62%	15.01%	12.74%		48.30%	11.33%	8.56%	6.16%	NR: No Response Received	

Raw Data Report

Public Safety Support Specialist												
Organization	population	Title	MONTHLY SALARY (PER 1.0 FTE)					ADJUSTED COMPENSATION				Comments
			MIN	MID	MAX	PERS	EE Ins Cost	MIN	MID	MAX		
Sherwood	20,868	NCC										
Canby	19,045	Office Specialist III	4,950.00	5,666.59	6,383.17	6%	-244.65	5,002.35	5,761.93	6,521.51		
Dallas	17,989	Executive Assistant - Fire	4,290.00	4,754.53	5,219.07	6%	-124.69	4,422.71	4,915.12	5,407.52	Confidential Assistant to Fire Chief	
Troutdale	17,005	NCC										
St. Helens	15,009	NCC										
Sandy	13,159	Police Records Specialist	4,069.87	4,452.93	4,836.00	6%	-149.11	4,164.95	4,571.00	4,977.05	Police Only	
Gladstone	12,140	Police Records Technician	4,424.00	4,900.50	5,377.00	6%	-225.56	4,463.88	4,968.97	5,474.06	Police Only	
Cottage Grove	11,095	Administrative Assistant - Police Department	4,571.00	5,202.50	5,834.00	6%	-120.26	4,725.00	5,394.39	6,063.78	Police Only	
Newport	11,083	NCC										
Monmouth	11,019	NCC										
		Average	4,460.97	4,995.41	5,529.85		-172.85	4,555.78	5,122.28	5,688.78	5	
		Median	4,424.00	4,900.50	5,377.00		-149.11	4,463.88	4,968.97	5,474.06	# of position matches	
Cornelius	14,387	Public Safety Support Specialist	5,295.00	5,903.50	6,512.00	0%	-241.17	5,053.83	5,662.33	6,270.83		
		% difference from average	15.75%	15.38%	15.08%		28.33%	9.85%	9.54%	9.28%	NCC: No Comparable Class	
		% difference from median	16.45%	16.99%	17.43%		38.17%	11.67%	12.25%	12.71%	NR: No Response Received	

Raw Data Report

Facility Maintenance Technician											
Organization	population	Title	MONTHLY SALARY (PER 1.0 FTE)					ADJUSTED COMPENSATION			Comments
			MIN	MID	MAX	PERS	EE Ins Cost	MIN	MID	MAX	
Sherwood	20,868	NCC									
Canby	19,045	Facilities Maintenance Technician	4,859.00	5,562.41	6,265.83	6%	-244.65	4,905.89	5,651.51	6,397.13	
Dallas	17,989	Facility Maintenance Foreman	5,218.61	5,783.93	6,349.24	6%	-124.69	5,407.04	6,006.27	6,605.50	lead worker
Troutdale	17,005	Facilities Maintenance Technician	4,662.67	5,165.33	5,668.00	6%	-227.44	4,714.99	5,247.81	5,780.64	
St. Helens	15,009	NCC									
Sandy	13,159	NCC									
Gladstone	12,140	NCC									
Cottage Grove	11,095	NCC									
Newport	11,083	Facilities Maintenance II	3,874.00	4,475.50	5,077.00	0%	-207.43	3,666.57	4,268.07	4,869.57	
Monmouth	11,019	NCC									
		Average	4,653.57	5,246.79	5,840.02		-201.05	4,673.62	5,293.42	5,913.21	4
		Median	4,760.83	5,363.87	5,966.91		-217.44	4,810.44	5,449.66	6,088.88	# of position matches
Cornelius	14,387	Facility Maintenance Technician	4,628.00	5,158.50	5,689.00	0%	-241.17	4,386.83	4,917.33	5,447.83	
		% difference from average	-0.55%	-1.71%	-2.65%		16.63%	-6.54%	-7.65%	-8.54%	NCC: No Comparable Class
		% difference from median	-2.87%	-3.98%	-4.89%		9.84%	-9.66%	-10.83%	-11.77%	NR: No Response Received

Raw Data Report

<i>Fleet Maintenance Technician</i>												
Organization	population	Title	MONTHLY SALARY (PER 1.0 FTE)					ADJUSTED COMPENSATION				Comments
			MIN	MID	MAX	PERS	EE Ins Cost	MIN	MID	MAX		
Sherwood	20,868	Mechanic	5,012.80	5,685.33	6,357.87	6%	-245.26	5,068.31	5,781.19	6,494.08		
Canby	19,045	Mechanic	5,120.01	5,861.20	6,602.39	6%	-244.65	5,182.56	5,968.22	6,753.88	Requires ASE Certifications	
Dallas	17,989	Mechanic Maintenance Specialist	4,640.13	5,141.93	5,643.73	6%	-124.69	4,793.85	5,325.76	5,857.67		
Troutdale	17,005	Equipment Maintenance Technician I	5,397.60	5,978.27	6,558.93	6%	-227.44	5,494.02	6,109.52	6,725.03	Vehicles, equipment, and facilities	
St. Helens	15,009	Mechanic II	4,920.47	5,450.67	5,980.86	6%	-46.30	5,169.40	5,731.40	6,293.41		
Sandy	13,159	NCC										
Gladstone	12,140	NCC										
Cottage Grove	11,095	Mechanic	4,320.00	5,141.50	5,963.00	6%	-120.26	4,458.94	5,329.73	6,200.52	ASE Cert Required	
Newport	11,083	NCC										
Monmouth	11,019	NCC										
		<i>Average</i>	4,901.84	5,543.15	6,184.46		-168.10	5,027.85	5,707.64	6,387.43	6	
		<i>Median</i>	4,966.64	5,568.00	6,169.36		-176.07	5,118.85	5,756.30	6,393.75	<i># of position matches</i>	
Cornelius	14,387	Fleet Maintenance Technician	4,628.00	5,158.50	5,689.00	0%	-241.17	4,386.83	4,917.33	5,447.83		
		<i>% difference from average</i>	-5.92%	-7.46%	-8.71%		30.30%	-14.61%	-16.07%	-17.25%	<i>NCC: No Comparable Class</i>	
		<i>% difference from median</i>	-7.32%	-7.94%	-8.44%		27.00%	-16.69%	-17.06%	-17.36%	<i>NR: No Response Received</i>	

Raw Data Report

Parks Maintenance Worker												
Organization	population	Title	MONTHLY SALARY (PER 1.0 FTE)					ADJUSTED COMPENSATION				Comments
			MIN	MID	MAX	PERS	EE Ins Cost	MIN	MID	MAX		
Sherwood	20,868	Maintenance Worker I	3,943.33	4,471.13	4,998.93	6%	-245.26	3,934.67	4,494.14	5,053.61	May be assigned to grounds maintenance	
Canby	19,045	NCC										
Dallas	17,989	Parks Maintenance Worker I	3,965.87	4,395.73	4,825.60	6%	-124.69	4,079.13	4,534.79	4,990.45		
Troutdale	17,005	Parks & Facilities Worker I	3,834.13	4,248.40	4,662.67	6%	-227.44	3,836.74	4,275.86	4,714.99		
St. Helens	15,009	Parks Utility I	3,969.00	4,396.68	4,824.35	6%	-46.30	4,160.84	4,614.18	5,067.51		
Sandy	13,159	Parks & Facilities Maintenance Worker I	3,614.00	4,160.87	4,707.73	6%	-228.06	3,602.78	4,182.46	4,762.14		
Gladstone	12,140	NCC										
Cottage Grove	11,095	NCC										
Newport	11,083	Parks Maintenance Worker	3,874.00	4,475.50	5,077.00	0%	-207.43	3,666.57	4,268.07	4,869.57	Low Match, requires 2 years exp	
Monmouth	11,019	Parks Maintenance Technician	3,211.87	3,328.87	3,445.87	6%	-67.67	3,336.91	3,460.93	3,584.95	Low Match	
		<i>Average</i>	3,773.17	4,211.03	4,648.88		-163.84	3,802.52	4,261.49	4,720.46	7	
		<i>Median</i>	3,874.00	4,395.73	4,824.35		-207.43	3,836.74	4,275.86	4,869.57	# of position matches	
Cornelius	14,387	Parks Maintenance Worker	4,325.00	4,822.00	5,319.00	0%	-241.17	4,083.83	4,580.83	5,077.83		
		<i>% difference from average</i>	12.76%	12.67%	12.60%		32.07%	6.89%	6.97%	7.04%	<i>NCC: No Comparable Class</i>	
		<i>% difference from median</i>	10.43%	8.84%	9.30%		13.99%	6.05%	6.66%	4.10%	<i>NR: No Response Received</i>	

Raw Data Report

<i>Permit Specialist</i>												
Organization	population	Title	MONTHLY SALARY (PER 1.0 FTE)					ADJUSTED COMPENSATION				Comments
			MIN	MID	MAX	PERS	EE Ins Cost	MIN	MID	MAX		
Sherwood	20,868	Permit Specialist (Engineering)	4,295.20	4,870.67	5,446.13	6%	-245.26	4,307.65	4,917.65	5,527.64		
Canby	19,045	NCC									Clackamas Co issues building permits	
Dallas	17,989	NCC										
Troutdale	17,005	Permit Technician II	5,139.33	5,693.13	6,246.93	6%	-227.44	5,220.25	5,807.28	6,394.31		
St. Helens	15,009	NCC										
Sandy	13,159	Permit Technician	4,137.47	4,762.33	5,387.20	6%	-228.06	4,157.65	4,820.01	5,482.37		
Gladstone	12,140	NCC										
Cottage Grove	11,095	Planning & Building Specialist	4,020.00	4,575.50	5,131.00	6%	-120.26	4,140.94	4,729.77	5,318.60		
Newport	11,083	Permit Technician	3,689.00	4,262.00	4,835.00	0%	-207.43	3,481.57	4,054.57	4,627.57	Low Match	
Monmouth	11,019	NCC										
		<i>Average</i>	4,256.20	4,832.73	5,409.25		-205.69	4,261.61	4,865.86	5,470.10	5	
		<i>Median</i>	4,137.47	4,762.33	5,387.20		-227.44	4,157.65	4,820.01	5,482.37	<i># of position matches</i>	
Cornelius	14,387	Permit Specialist	5,295.00	5,903.50	6,512.00	0%	-241.17	5,053.83	5,662.33	6,270.83		
		<i>% difference from average</i>	19.62%	18.14%	16.93%		14.71%	15.68%	14.07%	12.77%	<i>NCC: No Comparable Class</i>	
		<i>% difference from median</i>	21.86%	19.33%	17.27%		5.69%	17.73%	14.88%	12.57%	<i>NR: No Response Received</i>	

Raw Data Report

Public Works Director												
Organization	population	Title	MONTHLY SALARY (PER 1.0 FTE)					ADJUSTED COMPENSATION				Comments
			MIN	MID	MAX	PERS	EE Ins Cost	MIN	MID	MAX		
Sherwood	20,868	Public Works Director	11,793.60	13,374.40	14,955.20	0%	-245.26	11,548.34	13,129.14	14,709.94	Low Quals	
Canby	19,045	Public Works Director	8,885.00	10,343.00	11,801.00	6%	-244.65	9,173.45	10,718.93	12,264.41		
Dallas	17,989	Public Works Director	7,470.04	9,053.11	10,636.18	6%	-178.13	7,740.11	9,418.17	11,096.22		
Troutdale	17,005	Public Works Director	10,686.00	11,837.80	12,989.60	6%	-214.09	11,113.07	12,333.98	13,554.89		
St. Helens	15,009	Public Works Director	10,094.70	11,228.18	12,361.65	6%	-46.30	10,654.08	11,855.57	13,057.05		
Sandy	13,159	Public Works Director	8,314.80	9,572.33	10,829.87	6%	-228.06	8,585.63	9,918.61	11,251.60	Performs plan reviews (w/o PE)	
Gladstone	12,140	Public Works Director	9,844.00	10,905.00	11,966.00	6%	-225.56	10,209.08	11,333.74	12,458.40		
Cottage Grove	11,095	Public Works & Development Director	8,496.00	9,670.00	10,844.00	6%	-120.26	8,885.50	10,129.94	11,374.38	Includes Planning	
Newport	11,083	Public Works Director	7,743.00	8,946.50	10,150.00	0%	-207.43	7,535.57	8,739.07	9,942.57		
Monmouth	11,019	Public Works Director	8,034.00	9,435.40	10,836.80	6%	-67.67	8,448.37	9,933.85	11,419.34		
<i>Average</i>			9,136.11	10,436.57	11,737.03		-177.74	9,389.32	10,751.10	12,112.88	10	
<i>Median</i>			8,690.50	10,006.50	11,322.50		-210.76	9,029.48	10,424.44	11,841.87	# of position matches	
Cornelius	14,387	Public Works Director	9,761.00	10,488.00	11,215.00	0%	-241.17	9,519.83	10,246.83	10,973.83		
<i>% difference from average</i>			6.40%	0.49%	-4.65%		26.30%	1.37%	-4.92%	-10.38%	NCC: No Comparable Class	
<i>% difference from median</i>			10.97%	4.59%	-0.96%		12.61%	5.15%	-1.73%	-7.91%	NR: No Response Received	

Raw Data Report

Public Works Foreman												
Organization	population	Title	MONTHLY SALARY (PER 1.0 FTE)					ADJUSTED COMPENSATION				Comments
			MIN	MID	MAX	PERS	EE Ins Cost	MIN	MID	MAX		
Sherwood	20,868	Public Works Operations Supervisor	7,545.20	8,556.60	9,568.00	0%	-245.26	7,299.94	8,311.34	9,322.74		
Canby	19,045	Public Works Operations Supervisor	7,109.00	8,275.50	9,442.00	6%	-244.65	7,290.89	8,527.38	9,763.87		
Dallas	17,989	Public Works Operations Supervisor	5,747.45	6,961.13	8,174.81	6%	-178.13	5,914.17	7,200.67	8,487.17		
Troutdale	17,005	Public Works Superintendent	7,595.47	8,413.60	9,231.73	6%	-214.09	7,837.10	8,704.33	9,571.55		
St. Helens	15,009	Public Works Supervisor	6,564.60	7,301.18	8,037.75	6%	-46.30	6,912.18	7,692.95	8,473.72		
Sandy	13,159	Public Works Superintendent	6,747.87	7,767.93	8,788.00	6%	-228.06	6,924.68	8,005.95	9,087.22		
Gladstone	12,140	NCC									PW Supervisor = working supervisory	
Cottage Grove	11,095	NCC										
Newport	11,083	Public Works Operations Superintendent	6,370.00	7,360.50	8,351.00	0%	-207.43	6,162.57	7,153.07	8,143.57	High Match	
Monmouth	11,019	NCC									Public Works Ops Manager = too high	
		Average	6,811.37	7,805.21	8,799.04		-194.85	6,905.93	7,942.24	8,978.55	7	
		Median	6,747.87	7,767.93	8,788.00		-214.09	6,924.68	8,005.95	9,087.22	# of position matches	
Cornelius	14,387	Public Works Foreman	7,544.00	8,105.00	8,666.00	0%	-241.17	7,302.83	7,863.83	8,424.83		
		% difference from average	9.71%	3.70%	-1.54%		19.21%	5.43%	-1.00%	-6.57%	NCC: No Comparable Class	
		% difference from median	10.55%	4.16%	-1.41%		11.23%	5.18%	-1.81%	-7.86%	NR: No Response Received	

Raw Data Report

<i>Public Works Support Specialist I</i>											
Organization	population	Title	MONTHLY SALARY (PER 1.0 FTE)					ADJUSTED COMPENSATION			Comments
			MIN	MID	MAX	PERS	EE Ins Cost	MIN	MID	MAX	
Sherwood	20,868	Administrative Assistant I	3,426.80	3,886.13	4,345.47	6%	-245.26	3,387.15	3,874.04	4,360.93	
Canby	19,045	Office Specialist I	3,702.00	4,237.92	4,773.84	6%	-244.65	3,679.47	4,247.55	4,815.62	
Dallas	17,989	NCC									
Troutdale	17,005	NCC									
St. Helens	15,009	NCC									
Sandy	13,159	NCC									
Gladstone	12,140	Office Assistant I	4,096.00	4,537.50	4,979.00	6%	-225.56	4,116.20	4,584.19	5,052.18	
Cottage Grove	11,095	Administrative Aide	3,555.00	4,046.00	4,537.00	6%	-120.26	3,648.04	4,168.50	4,688.96	
Newport	11,083	NCC									
Monmouth	11,019	NCC									
		Average	3,694.95	4,176.89	4,658.83		-208.93	3,707.71	4,218.57	4,729.42	4
		Median	3,628.50	4,141.96	4,655.42		-235.11	3,663.76	4,208.02	4,752.29	# of position matches
Cornelius	14,387	Public Works Support Specialist I	4,325.00	4,822.00	5,319.00	0%	-241.17	4,083.83	4,580.83	5,077.83	
		% difference from average	14.57%	13.38%	12.41%		13.37%	9.21%	7.91%	6.86%	NCC: No Comparable Class
		% difference from median	16.10%	14.10%	12.48%		2.51%	10.29%	8.14%	6.41%	NR: No Response Received

Raw Data Report

<i>Public Works Support Specialist II</i>												
Organization	population	Title	MONTHLY SALARY (PER 1.0 FTE)				PERS	EE Ins Cost	ADJUSTED COMPENSATION			Comments
			MIN	MID	MAX	MIN			MID	MAX		
Sherwood	20,868	Administrative Assistant II	3,943.33	4,471.13	4,998.93	6%	-245.26	3,934.67	4,494.14	5,053.61		
Canby	19,045	Office Specialist II	3,904.00	4,469.17	5,034.33	6%	-244.65	3,893.59	4,492.67	5,091.74		
Dallas	17,989	NCC										
Troutdale	17,005	Public Works Department Admin Specialist	4,662.67	5,165.33	5,668.00	6%	-227.44	4,714.99	5,247.81	5,780.64		
St. Helens	15,009	Public Works Office Assistant	4,187.30	4,638.50	5,089.69	6%	-46.30	4,392.24	4,870.50	5,348.77		
Sandy	13,159	NCC										
Gladstone	12,140	Office Assistant II	4,742.00	5,252.50	5,763.00	6%	-225.56	4,800.96	5,342.09	5,883.22		
Cottage Grove	11,095	NCC										
Newport	11,083	Executive Assistant I - Public Works	3,874.00	4,475.50	5,077.00	0%	-207.43	3,666.57	4,268.07	4,869.57		
Monmouth	11,019	Utility Secretary - Public Works	2,877.33	3,718.87	4,560.40	6%	-67.67	2,982.30	3,874.33	4,766.35		
		Average	4,027.23	4,598.71	5,170.19		-180.62	4,055.05	4,655.66	5,256.27	7	
		Median	3,943.33	4,475.50	5,077.00		-225.56	3,934.67	4,494.14	5,091.74	# of position matches	
Cornelius	14,387	Public Works Support Specialist II	4,628.00	5,158.50	5,689.00	0%	-241.17	4,386.83	4,917.33	5,447.83		
		% difference from average	12.98%	10.85%	9.12%		25.11%	7.56%	5.32%	3.52%	NCC: No Comparable Class	
		% difference from median	14.79%	13.24%	10.76%		6.47%	10.31%	8.61%	6.54%	NR: No Response Received	

Raw Data Report

Public Works Support Specialist III												
Organization	population	Title	MONTHLY SALARY (PER 1.0 FTE)					ADJUSTED COMPENSATION				Comments
			MIN	MID	MAX	PERS	EE Ins Cost	MIN	MID	MAX		
Sherwood	20,868	NCC										
Canby	19,045	Office Specialist III - Public Works / Cemetary	4,950.00	5,666.59	6,383.17	6%	-244.65	5,002.35	5,761.93	6,521.51		
Dallas	17,989	Executive Assistant - Public Works	4,290.00	4,754.53	5,219.07	6%	-124.69	4,422.71	4,915.12	5,407.52		
Troutdale	17,005	NCC										
St. Helens	15,009	NCC										
Sandy	13,159	NCC										
Gladstone	12,140	NCC										
Cottage Grove	11,095	NCC										
Newport	11,083	Executive Assistant II - Public Works	4,068.00	4,700.50	5,333.00	0%	-207.43	3,860.57	4,493.07	5,125.57		
Monmouth	11,019	NCC										
		Average	4,436.00	5,040.54	5,645.08		-192.26	4,428.54	5,056.71	5,684.87	3	
		Median	4,290.00	4,754.53	5,333.00		-207.43	4,422.71	4,915.12	5,407.52	# of position matches	
Cornelius	14,387	Public Works Support Specialist III	5,295.00	5,903.50	6,512.00	0%	-241.17	5,053.83	5,662.33	6,270.83		
		% difference from average	16.22%	14.62%	13.31%		20.28%	12.37%	10.70%	9.34%	NCC: No Comparable Class	
		% difference from median	18.98%	19.46%	18.11%		13.99%	12.49%	13.20%	13.77%	NR: No Response Received	

Raw Data Report

Utility Maintenance Worker I												
Organization	population	Title	MONTHLY SALARY (PER 1.0 FTE)					ADJUSTED COMPENSATION				Comments
			MIN	MID	MAX	PERS	EE Ins Cost	MIN	MID	MAX		
Sherwood	20,868	Maintenance Worker I	3,943.33	4,471.13	4,998.93	6%	-245.26	3,934.67	4,494.14	5,053.61		
Canby	19,045	Maintenance Worker I	4,031.01	4,614.55	5,198.09	6%	-244.65	4,028.22	4,646.77	5,265.33		
Dallas	17,989	Utility Technician (Float)	3,666.00	4,063.80	4,461.60	6%	-124.69	3,761.27	4,182.94	4,604.61		
Troutdale	17,005	Public Works Operator I	4,662.67	5,165.33	5,668.00	6%	-227.44	4,714.99	5,247.81	5,780.64		
St. Helens	15,009	Public Works Utility Worker I	3,929.00	4,376.68	4,824.35	6%	-46.30	4,118.44	4,592.98	5,067.51		
Sandy	13,159	Public Works Utility Worker I	4,137.47	4,762.33	5,387.20	6%	-228.06	4,157.65	4,820.01	5,482.37		
Gladstone	12,140	Public Works Utility Worker II	4,301.00	4,764.50	5,228.00	6%	-225.56	4,333.50	4,824.81	5,316.12		
Cottage Grove	11,095	Utility Maintenance Worker I	3,914.00	4,658.50	5,403.00	6%	-120.26	4,028.58	4,817.75	5,606.92		
Newport	11,083	Utility Worker I - Streets & Storm	3,895.00	4,500.50	5,106.00	0%	-207.43	3,687.57	4,293.07	4,898.57		
Monmouth	11,019	Public Works Utility Technican	3,211.87	4,195.53	5,179.20	6%	-67.67	3,336.91	4,379.60	5,422.28		
		Average	3,969.13	4,557.29	5,145.44		-173.73	4,010.18	4,629.99	5,249.80	10	
		Median	3,936.17	4,557.52	5,188.65		-216.50	4,028.40	4,619.87	5,290.72	# of position matches	
Cornelius	14,387	Utility Maintenance Worker I	4,325.00	4,822.00	5,319.00	0%	-241.17	4,083.83	4,580.83	5,077.83		
		% difference from average	8.23%	5.49%	3.26%		27.96%	1.80%	-1.07%	-3.39%	NCC: No Comparable Class	
		% difference from median	8.99%	5.48%	2.45%		10.23%	1.36%	-0.85%	-4.19%	NR: No Response Received	

Raw Data Report

Utility Maintenance Worker II												
Organization	population	Title	MONTHLY SALARY (PER 1.0 FTE)					ADJUSTED COMPENSATION				Comments
			MIN	MID	MAX	PERS	EE Ins Cost	MIN	MID	MAX		
Sherwood	20,868	Maintenance Worker II	4,641.87	5,264.13	5,886.40	6%	-245.26	4,675.12	5,334.72	5,994.32		
Canby	19,045	Maintenance Worker III	4,710.99	5,392.99	6,074.99	6%	-244.65	4,749.00	5,471.92	6,194.84		
Dallas	17,989	NCC										
Troutdale	17,005	Public Works Operator II	5,139.33	5,693.13	6,246.93	6%	-227.44	5,220.25	5,807.28	6,394.31		
St. Helens	15,009	NCC										
Sandy	13,159	Public Works Utility Worker II	4,659.20	5,362.93	6,066.67	6%	-228.06	4,710.69	5,456.65	6,202.61		
Gladstone	12,140	Public Works Utility Worker III	4,979.00	5,515.00	6,051.00	6%	-225.56	5,052.18	5,620.34	6,188.50		
Cottage Grove	11,095	NCC										
Newport	11,083	NCC										
Monmouth	11,019	NCC										
		Average	4,826.08	5,445.64	6,065.20		-234.19	4,881.45	5,538.18	6,194.92	5	
		Median	4,710.99	5,392.99	6,066.67		-228.06	4,749.00	5,471.92	6,194.84	# of position matches	
Cornelius	14,387	Utility Maintenance Worker II	4,628.00	5,158.50	5,689.00	0%	-241.17	4,386.83	4,917.33	5,447.83		
		% difference from average	-4.28%	-5.57%	-6.61%		2.89%	-11.28%	-12.63%	-13.71%	NCC: No Comparable Class	
		% difference from median	-1.79%	-4.55%	-6.64%		5.44%	-8.26%	-11.28%	-13.71%	NR: No Response Received	

Raw Data Report

Water Technician												
Organization	population	Title	MONTHLY SALARY (PER 1.0 FTE)					ADJUSTED COMPENSATION				Comments
			MIN	MID	MAX	PERS	EE Ins Cost	MIN	MID	MAX		
Sherwood	20,868	Maintenance Worker II	4,641.87	5,264.13	5,886.40	6%	-245.26	4,675.12	5,334.72	5,994.32		
Canby	19,045	NCC										
Dallas	17,989	Water Utility Worker I	3,965.87	4,395.73	4,825.60	6%	-124.69	4,079.13	4,534.79	4,990.45		
Troutdale	17,005	NCC										
St. Helens	15,009	NCC										
Sandy	13,159	Public Works Utility Worker II	4,659.20	5,362.93	6,066.67	6%	-228.06	4,710.69	5,456.65	6,202.61		
Gladstone	12,140	NCC										
Cottage Grove	11,095	NCC										
Newport	11,083	NCC										
Monmouth	11,019	Public Works System Specialist	3,470.13	4,530.07	5,590.00	6%	-67.67	3,610.67	4,734.20	5,857.73		
		Average	4,184.27	4,888.22	5,592.17		-166.42	4,268.90	5,015.09	5,761.28	4	
		Median	4,303.87	4,897.10	5,738.20		-176.38	4,377.12	5,034.46	5,926.03	# of position matches	
Cornelius	14,387	Water Technician	4,628.00	5,158.50	5,689.00	0%	-241.17	4,386.83	4,917.33	5,447.83		
		% difference from average	9.59%	5.24%	1.70%		30.99%	2.69%	-1.99%	-5.75%	NCC: No Comparable Class	
		% difference from median	7.00%	5.07%	-0.86%		26.87%	0.22%	-2.38%	-8.78%	NR: No Response Received	