

Co-chairs Holvey and Girod, members of the committee, my name is Rob Fullmer and for the past 15 years I've been an IT Specialist at Portland State University and member of SEIU 503. I am testifying in opposition to SB 1049 in its current form.

As a public sector worker, I'm encouraged to see legislative leadership engaged on Oregon's ongoing challenges related to the PERS UAL and their creative thinking on how to address it.

I'd first like to address a couple of the proposals that are problematic:

1. While reducing money match to a fixed 3.6% for service after 7/1/2021 may reduce the UAL, it will likely trigger a wave of retirements. The state must be ready for this; in a strong economy the workforce impact may be significant.

2. Cutting worker total compensation by requiring money intended for their personal retirement to go into the defined benefit pool doesn't meet the fairness test - the UAL wasn't caused by workers, but via systematic PERS underfunding by agencies and local employers over decades and other decisions they had no part in making.

At the same time, the inflation adjusted cap, rehire of retirees contribution, and refinancing of the debt from 20 to 22 years are sensible options to pursue to limit increases to employer contributions over the coming decades.

There are other ideas out there that would also help; voters should be given the opportunity eliminate the kicker and rid the state of a nonsensical policy Oregon can't afford. SAIF reserves should also be on the table.

Ballot initiatives being offered by the business lobby are much worse, and inaction isn't a prudent option, but public sector workers including higher education workers shouldn't be asked to pay more than other taxpayers as a condition of government employment.

Classified workers at our seven public universities are already earning 90 cents on the dollar in aggregate to comparable workers in the public sector; I've attached a very recently concluded independent study. Compensation cuts for these workers is wrong.

Thank you,
Rob Fullmer
1812 NW Hoyt St, Portland



Memorandum

Date: April 22, 2019

To: Molly Malone, Public Services Director, Service Employers International Union Local 503

From: Brian Peterson, Consultant, Anderson Economic Group

Re: Compensation Comparison Findings

Cc: Keith Quick, Bargaining Coordinator, Service Employers International Union Local 503

This memorandum provides our findings in comparing employer costs of compensation for select occupations at Oregon public colleges and universities to costs for similar occupations in state and local government and the private sector.

Purpose of Memorandum

SEIU is preparing for collective bargaining with the state's higher education institutions. As part of this preparation, SEIU retained Anderson Economic Group to compare salary and benefits for select higher education occupations to those in state and local government and the private sector.

Overview of Approach

We collected compensation information from multiple sources to compare compensation costs among the following groups: Oregon public colleges and universities with SEIU employees; state government and select local governments; and private sector employers. Public colleges and universities with SEIU employees include: Oregon State University, Portland State University, the University of Oregon, Eastern Oregon University, Southern Oregon University, Western Oregon University, and the Oregon Institute of Technology. In this memorandum we refer collectively to these schools as "Oregon public colleges and universities." For a list of local governments included in this analysis, see "List of Responding Governments/Organizations" on page 12. The private sector includes private sector companies in Oregon.

For our public college and university compensation analysis we relied primarily on the University of Oregon's (OU) job classification website, Oregon Public Employee Retirement System (PERS) actuarial valuation reports, and Oregon Public Employee Benefit Board (PEBB) health insurance premium data. We contacted the State and local governments to obtain job classification, compensation, and health insurance premium information. We also reviewed actuarial valuation reports for local governments. For our private sector compensation estimates we relied on data

from PayScale, a nationwide salary analytics firm, and the U.S. Bureau of Labor Statistics' Employer Cost of Employee Compensation survey.

For a full description of our methodology, see "Methodology" on page 12.

Employer Cost of Compensation

In this memorandum we define employer costs of compensation to include the following:

- Salary and bonuses;
- The employer-paid portion of health insurance premiums; and
- The employer-paid portion of OPSRP retirement costs.¹

Table 1 beginning on page 3 provides a summary of each type of cost by occupation. For the two public sector groups we show an entry, midpoint, and maximum salary, along with health insurance and retirement costs. For the private sector we show the average statewide compensation in Oregon for that position with five years of experience, which corresponds to the midpoint salaries provided for the two public sector groups. We also show private sector annual health insurance and retirement costs. We show the ratios of salary and benefit costs between Oregon public colleges and universities and select local governments in Tables 2, 3, and 4 beginning on page 7. We show the ratios of salary and benefit costs between Oregon public colleges and universities and the private sector in Table 5 on page 11.

We provide detailed tables outlining our state and local government compensation analysis beginning in "Appendix: Detailed Exhibits" on page 20.

1. In our analysis we define employer-paid retirement costs to include OPSRP normal costs plus a portion of unfunded liability costs for PERS members.

TABLE 1. Annual Employer Compensation Costs for Select Occupations, by Sector

Occupation	Sector	Salary			Health Insurance	Retirement		Total Benefits	Total Compensation (Midpoint)
		Entry	Mid	Max		% of Salary	Dollar Cost		
Accountant I	Public Colleges & Universities	\$ 40,392	\$ 49,884	\$ 61,656	\$ 17,172	15.10%	\$ 7,532	\$ 24,704	\$ 74,588
	State/Local Government	\$ 46,342	\$ 56,558	\$ 63,454	\$ 18,317	13.37%	\$ 7,564	\$ 25,881	\$ 82,438
	Private		\$ 59,235		\$ 10,348	6.39%	\$ 3,787	\$ 14,135	\$ 73,370
Accounting Technician	Public Colleges & Universities	\$ 29,172	\$ 34,650	\$ 42,336	\$ 17,172	15.10%	\$ 5,232	\$ 22,404	\$ 57,054
	State/Local Government	\$ 33,846	\$ 38,696	\$ 44,133	\$ 18,317	13.37%	\$ 5,175	\$ 23,492	\$ 62,188
	Private		\$ 39,101		\$ 10,348	6.39%	\$ 2,500	\$ 12,848	\$ 51,949
Administrative Program Assistant	Public Colleges & Universities	\$ 31,284	\$ 37,752	\$ 46,464	\$ 17,172	15.10%	\$ 5,700	\$ 22,872	\$ 60,624
	State/Local Government	\$ 36,323	\$ 45,134	\$ 50,797	\$ 18,317	13.37%	\$ 6,036	\$ 24,353	\$ 69,487
	Private		\$ 39,920		\$ 17,214	5.23%	\$ 2,087	\$ 19,301	\$ 59,221
Administrative Program Specialist	Public Colleges & Universities	\$ 33,900	\$ 41,364	\$ 51,108	\$ 17,172	15.10%	\$ 6,245	\$ 23,418	\$ 64,782
	State/Local Government	\$ 42,468	\$ 52,562	\$ 60,714	\$ 18,317	13.37%	\$ 7,030	\$ 25,346	\$ 77,908
	Private		\$ 39,835		\$ 17,214	5.23%	\$ 2,083	\$ 19,297	\$ 59,132
Analyst Programmer	Public Colleges & Universities	\$ 51,384	\$ 78,108	\$ 95,376	\$ 17,172	15.10%	\$ 11,793	\$ 28,965	\$ 107,073
	State/Local Government	\$ 44,171	\$ 72,272	\$ 100,815	\$ 18,317	13.37%	\$ 9,666	\$ 27,982	\$ 100,254
	Private		\$ 72,549		\$ 12,499	6.63%	\$ 4,811	\$ 17,310	\$ 89,859
Buyer 1	Public Colleges & Universities	\$ 32,616	\$ 39,492	\$ 48,660	\$ 17,172	15.10%	\$ 5,963	\$ 23,135	\$ 62,627
	State/Local Government	\$ 41,523	\$ 49,952	\$ 57,087	\$ 18,317	13.37%	\$ 6,680	\$ 24,997	\$ 74,949
	Private		\$ 45,460		\$ 12,499	6.63%	\$ 3,015	\$ 15,513	\$ 60,973
Campus Security/Public Safety Officer	Public Colleges & Universities	\$ 31,284	\$ 37,752	\$ 46,464	\$ 17,172	15.10%	\$ 5,700	\$ 22,872	\$ 60,624
	State/Local Government	\$ 42,358	\$ 47,708	\$ 54,302	\$ 18,317	13.37%	\$ 6,380	\$ 24,697	\$ 72,405
	Private		\$ 28,333		\$ 9,172	2.15%	\$ 610	\$ 9,782	\$ 38,115
Carpenter	Public Colleges & Universities	\$ 40,392	\$ 45,408	\$ 51,108	\$ 17,172	15.10%	\$ 6,856	\$ 24,028	\$ 69,436
	State/Local Government	\$ 44,366	\$ 57,042	\$ 61,727	\$ 18,317	13.37%	\$ 7,629	\$ 25,945	\$ 82,987
	Private		\$ 44,453		\$ 12,499	6.63%	\$ 2,948	\$ 15,447	\$ 59,900
Cashier 2	Public Colleges & Universities	\$ 26,280	\$ 30,798	\$ 36,912	\$ 17,172	15.10%	\$ 4,650	\$ 21,822	\$ 52,620
	State/Local Government	\$ 28,417	\$ 33,232	\$ 39,135	\$ 18,317	13.37%	\$ 4,444	\$ 22,761	\$ 55,993
	Private		\$ 27,420		\$ 9,172	2.15%	\$ 590	\$ 9,763	\$ 37,183
Cook 1	Public Colleges & Universities	\$ 26,280	\$ 30,798	\$ 36,912	\$ 17,172	15.10%	\$ 4,650	\$ 21,822	\$ 52,620
	State/Local Government	\$ 29,778	\$ 33,407	\$ 38,698	\$ 18,317	13.37%	\$ 4,468	\$ 22,784	\$ 56,191
	Private		\$ 29,747		\$ 9,172	2.15%	\$ 640	\$ 9,813	\$ 39,560
Custodian	Public Colleges & Universities	\$ 25,452	\$ 29,742	\$ 35,400	\$ 17,172	15.10%	\$ 4,491	\$ 21,663	\$ 51,405
	State/Local Government	\$ 31,063	\$ 33,946	\$ 36,670	\$ 18,317	13.37%	\$ 4,540	\$ 22,857	\$ 56,803
	Private		\$ 24,794		\$ 12,499	6.63%	\$ 1,644	\$ 14,143	\$ 38,937

Source: Anderson Economic Group analysis of base data from state and local government job classifications, Oregon Public Employee Retirement System, PayScale, Local Government CAFRs, U.S. Bureau of Labor Statistics Employer Cost of Employee Compensation, September, 2018.

TABLE 1 (CONTINUED). Annual Employer Compensation Costs for Select Occupations, by Sector

Occupation	Sector	Salary			Health Insurance	Retirement		Total Benefits	Total Compensation (Midpoint)
		Entry	Mid	Max		% of Salary	Dollar Cost		
Early Childhood Assistant	Public Colleges & Universities	\$ 26,280	\$ 30,798	\$ 36,912	\$ 17,172	15.10%	\$ 4,650	\$ 21,822	\$ 52,620
	State/Local Government	\$ 32,067	\$ 37,718	\$ 40,779	\$ 18,317	13.37%	\$ 5,044	\$ 23,361	\$ 61,079
	Private		\$ 26,196		\$ 12,499	6.63%	\$ 1,737	\$ 14,236	\$ 40,432
Early Childhood Associate Teacher	Public Colleges & Universities	\$ 31,284	\$ 37,752	\$ 46,464	\$ 17,172	15.10%	\$ 5,700	\$ 22,872	\$ 60,624
	State/Local Government	\$ 30,838	\$ 36,264	\$ 42,660	\$ 18,317	13.37%	\$ 4,850	\$ 23,167	\$ 59,430
	Private		\$ 29,298		\$ 12,499	6.63%	\$ 1,943	\$ 14,442	\$ 43,740
Electrical/Control Systems Technician	Public Colleges & Universities	\$ 48,660	\$ 60,204	\$ 74,628	\$ 17,172	15.10%	\$ 9,090	\$ 26,262	\$ 86,466
	State/Local Government	\$ 61,360	\$ 71,802	\$ 82,243	\$ 18,317	13.37%	\$ 9,603	\$ 27,919	\$ 99,721
	Private		\$ 50,779		\$ 12,499	6.63%	\$ 3,367	\$ 15,866	\$ 66,645
Electrician	Public Colleges & Universities	\$ 46,464	\$ 58,866	\$ 71,124	\$ 17,172	15.10%	\$ 8,888	\$ 26,060	\$ 84,926
	State/Local Government	\$ 48,709	\$ 62,572	\$ 76,628	\$ 18,317	13.37%	\$ 8,368	\$ 26,685	\$ 89,257
	Private		\$ 62,214		\$ 12,499	6.63%	\$ 4,126	\$ 16,625	\$ 78,839
Environmental Health & Safety Professional 1	Public Colleges & Universities	\$ 33,900	\$ 41,364	\$ 51,108	\$ 17,172	15.10%	\$ 6,245	\$ 23,418	\$ 64,782
	State/Local Government	\$ 43,014	\$ 49,236	\$ 56,999	\$ 18,317	13.37%	\$ 6,585	\$ 24,901	\$ 74,137
	Private		\$ 48,669		\$ 12,499	6.63%	\$ 3,227	\$ 15,726	\$ 64,395
Environmental Health & Safety Professional 2	Public Colleges & Universities	\$ 42,336	\$ 52,314	\$ 64,692	\$ 17,172	15.10%	\$ 7,899	\$ 25,071	\$ 77,385
	State/Local Government	\$ 53,075	\$ 60,444	\$ 69,565	\$ 18,317	13.37%	\$ 8,084	\$ 26,400	\$ 86,844
	Private		\$ 50,897		\$ 12,499	6.63%	\$ 3,375	\$ 15,874	\$ 66,771
Environmental Health & Safety Professional 3	Public Colleges & Universities	\$ 48,660	\$ 60,204	\$ 74,628	\$ 17,172	15.10%	\$ 9,090	\$ 26,262	\$ 86,466
	State/Local Government	\$ 60,679	\$ 68,531	\$ 77,320	\$ 18,317	13.37%	\$ 9,165	\$ 27,482	\$ 96,013
	Private		\$ 71,941		\$ 12,499	6.63%	\$ 4,771	\$ 17,270	\$ 89,211
Executive Support Specialist I	Public Colleges & Universities	\$ 31,284	\$ 37,752	\$ 46,464	\$ 17,172	15.10%	\$ 5,700	\$ 22,872	\$ 60,624
	State/Local Government	\$ 39,509	\$ 48,793	\$ 53,810	\$ 18,317	13.37%	\$ 6,525	\$ 24,842	\$ 73,635
	Private		\$ 48,122		\$ 12,499	6.63%	\$ 3,191	\$ 15,690	\$ 63,812
Facilities Engineer I	Public Colleges & Universities	\$ 48,660	\$ 63,174	\$ 74,628	\$ 17,172	15.10%	\$ 9,538	\$ 26,710	\$ 89,884
	State/Local Government	\$ 50,082	\$ 61,181	\$ 71,099	\$ 18,317	13.37%	\$ 8,182	\$ 26,499	\$ 87,680
	Private		\$ 69,182		\$ 12,499	6.63%	\$ 4,588	\$ 17,087	\$ 86,269
Fiscal Coordinator 2	Public Colleges & Universities	\$ 53,520	\$ 66,288	\$ 82,080	\$ 17,172	15.10%	\$ 10,009	\$ 27,181	\$ 93,469
	State/Local Government	\$ 56,062	\$ 70,734	\$ 78,457	\$ 18,317	13.37%	\$ 9,460	\$ 27,777	\$ 98,511
	Private		\$ 69,949		\$ 10,348	6.39%	\$ 4,471	\$ 14,820	\$ 84,769
Food Service Worker 2	Public Colleges & Universities	\$ 25,452	\$ 28,644	\$ 32,616	\$ 17,172	15.10%	\$ 4,325	\$ 21,497	\$ 50,141
	State/Local Government	\$ 26,188	\$ 31,085	\$ 36,970	\$ 18,317	13.37%	\$ 4,157	\$ 22,474	\$ 53,559
	Private		\$ 26,653		\$ 9,172	2.15%	\$ 574	\$ 9,746	\$ 36,399

Source: Anderson Economic Group analysis of base data from state and local government job classifications, Oregon Public Employee Retirement System, PayScale, Local Government CAFRs, U.S. Bureau of Labor Statistics Employer Cost of Employee Compensation, September, 2018.

TABLE 1 (CONTINUED). Annual Employer Compensation Costs for Select Occupations, by Sector

Occupation	Sector	Salary			Health Insurance	Retirement		Total Benefits	Total Compensation (Midpoint)
		Entry	Mid	Max		% of Salary	Dollar Cost		
General Maintenance Mechanic	Public Colleges & Universities	\$ 38,592	\$ 43,344	\$ 48,660	\$ 17,172	15.10%	\$ 6,544	\$ 23,716	\$ 67,060
	State/Local Government	\$ 41,548	\$ 48,095	\$ 50,247	\$ 18,317	13.37%	\$ 6,432	\$ 24,749	\$ 72,844
	Private		\$ 47,482		\$ 9,172	2.15%	\$ 1,022	\$ 10,195	\$ 57,677
Grants and Contracts Technician	Public Colleges & Universities	\$ 33,900	\$ 41,364	\$ 51,108	\$ 17,172	15.10%	\$ 6,245	\$ 23,418	\$ 64,782
	State/Local Government	\$ 47,769	\$ 54,039	\$ 61,564	\$ 18,317	13.37%	\$ 7,227	\$ 25,544	\$ 79,583
	Private		\$ 52,551		\$ 17,214	5.23%	\$ 2,748	\$ 19,961	\$ 72,512
Grounds Maintenance Worker 2	Public Colleges & Universities	\$ 32,616	\$ 39,492	\$ 48,660	\$ 17,172	15.10%	\$ 5,963	\$ 23,135	\$ 62,627
	State/Local Government	\$ 36,973	\$ 45,050	\$ 50,613	\$ 18,317	13.37%	\$ 6,025	\$ 24,342	\$ 69,391
	Private		\$ 37,537		\$ 9,172	2.15%	\$ 808	\$ 9,981	\$ 47,518
HVAC Control Technician	Public Colleges & Universities	\$ 42,336	\$ 47,562	\$ 53,520	\$ 17,172	15.10%	\$ 7,181	\$ 24,353	\$ 71,915
	State/Local Government	\$ 45,402	\$ 57,430	\$ 60,791	\$ 18,317	13.37%	\$ 7,681	\$ 25,997	\$ 83,427
	Private		\$ 56,988		\$ 12,499	6.63%	\$ 3,779	\$ 16,278	\$ 73,266
Information Technology Consultant	Public Colleges & Universities	\$ 37,956	\$ 57,696	\$ 70,344	\$ 17,172	15.10%	\$ 8,711	\$ 25,883	\$ 83,579
	State/Local Government	\$ 49,809	\$ 64,473	\$ 79,474	\$ 18,317	13.37%	\$ 8,623	\$ 26,939	\$ 91,413
	Private		\$ 61,388		\$ 12,499	6.63%	\$ 4,071	\$ 16,570	\$ 77,958
Laboratory Technician I	Public Colleges & Universities	\$ 29,172	\$ 34,650	\$ 42,336	\$ 17,172	15.10%	\$ 5,232	\$ 22,404	\$ 57,054
	State/Local Government	\$ 37,558	\$ 49,485	\$ 52,860	\$ 18,317	13.37%	\$ 6,618	\$ 24,935	\$ 74,419
	Private		\$ 41,572		\$ 12,499	6.63%	\$ 2,757	\$ 15,256	\$ 56,828
Laborer 2	Public Colleges & Universities	\$ 28,116	\$ 33,258	\$ 40,392	\$ 17,172	15.10%	\$ 5,021	\$ 22,194	\$ 55,452
	State/Local Government	\$ 31,714	\$ 34,602	\$ 38,197	\$ 18,317	13.37%	\$ 4,628	\$ 22,944	\$ 57,547
	Private		\$ 33,461		\$ 9,172	2.15%	\$ 720	\$ 9,893	\$ 43,354
Licensed Practical Nurse	Public Colleges & Universities	\$ 32,616	\$ 39,492	\$ 48,660	\$ 17,172	15.10%	\$ 5,963	\$ 23,135	\$ 62,627
	State/Local Government	\$ 44,512	\$ 52,989	\$ 63,959	\$ 18,317	13.37%	\$ 7,087	\$ 25,403	\$ 78,392
	Private		\$ 47,460		\$ 12,499	6.63%	\$ 3,147	\$ 15,646	\$ 63,106
Locksmith	Public Colleges & Universities	\$ 38,592	\$ 43,344	\$ 48,660	\$ 17,172	15.10%	\$ 6,544	\$ 23,716	\$ 67,060
	State/Local Government	\$ 40,220	\$ 51,734	\$ 55,993	\$ 18,317	13.37%	\$ 6,919	\$ 25,236	\$ 76,970
	Private		\$ 39,823		\$ 12,499	6.63%	\$ 2,641	\$ 15,140	\$ 54,963
Maintenance Electrician	Public Colleges & Universities	\$ 38,052	\$ 42,792	\$ 48,264	\$ 17,172	15.10%	\$ 6,461	\$ 23,633	\$ 66,425
	State/Local Government	\$ 42,060	\$ 58,259	\$ 59,336	\$ 18,317	13.37%	\$ 7,791	\$ 26,108	\$ 84,368
	Private		\$ 47,655		\$ 12,499	6.63%	\$ 3,160	\$ 15,659	\$ 63,314
Medical Aide	Public Colleges & Universities	\$ 29,172	\$ 34,650	\$ 42,336	\$ 17,172	15.10%	\$ 5,232	\$ 22,404	\$ 57,054
	State/Local Government	\$ 37,499	\$ 42,038	\$ 47,649	\$ 18,317	13.37%	\$ 5,622	\$ 23,939	\$ 65,977
	Private		\$ 33,120		\$ 12,499	6.63%	\$ 2,196	\$ 14,695	\$ 47,815

Source: Anderson Economic Group analysis of base data from state and local government job classifications, Oregon Public Employee Retirement System, PayScale, Local Government CAFRs, U.S. Bureau of Labor Statistics Employer Cost of Employee Compensation, September, 2018.

TABLE 1 (CONTINUED). Annual Employer Compensation Costs for Select Occupations, by Sector

Occupation	Sector	Salary			Health Insurance	Retirement		Total Benefits	Total Compensation (Midpoint)
		Entry	Mid	Max		% of Salary	Dollar Cost		
Mid-Level Medical Practitioner	Public Colleges & Universities	\$ 71,124	\$ 88,182	\$ 108,852	\$ 17,172	15.10%	\$ 13,314	\$ 30,486	\$ 118,668
	State/Local Government	\$ 94,018	\$ 107,722	\$ 124,751	\$ 18,317	13.37%	\$ 14,407	\$ 32,723	\$ 140,445
	Private		\$ 109,641		\$ 12,499	6.63%	\$ 7,271	\$ 19,770	\$ 129,411
Office Specialist 1	Public Colleges & Universities	\$ 26,280	\$ 30,798	\$ 36,912	\$ 17,172	15.10%	\$ 4,650	\$ 21,822	\$ 52,620
	State/Local Government	\$ 32,036	\$ 36,619	\$ 40,517	\$ 18,317	13.37%	\$ 4,897	\$ 23,214	\$ 59,833
	Private		\$ 32,597		\$ 17,214	5.23%	\$ 1,704	\$ 18,918	\$ 51,515
Office Specialist 2	Public Colleges & Universities	\$ 29,172	\$ 34,650	\$ 42,336	\$ 17,172	15.10%	\$ 5,232	\$ 22,404	\$ 57,054
	State/Local Government	\$ 34,456	\$ 41,318	\$ 46,695	\$ 18,317	13.37%	\$ 5,526	\$ 23,843	\$ 65,161
	Private		\$ 37,644		\$ 17,214	5.23%	\$ 1,968	\$ 19,182	\$ 56,826
Operating System/Network Analyst	Public Colleges & Universities	\$ 46,776	\$ 71,100	\$ 86,796	\$ 17,172	15.10%	\$ 10,735	\$ 27,907	\$ 99,007
	State/Local Government	\$ 46,238	\$ 74,481	\$ 103,165	\$ 18,317	13.37%	\$ 9,961	\$ 28,278	\$ 102,759
	Private		\$ 59,257		\$ 12,499	6.63%	\$ 3,930	\$ 16,428	\$ 75,685
Painter	Public Colleges & Universities	\$ 38,592	\$ 43,344	\$ 48,660	\$ 17,172	15.10%	\$ 6,544	\$ 23,716	\$ 67,060
	State/Local Government	\$ 44,162	\$ 59,221	\$ 60,805	\$ 18,317	13.37%	\$ 7,920	\$ 26,237	\$ 85,458
	Private		\$ 34,296		\$ 12,499	6.63%	\$ 2,274	\$ 14,773	\$ 49,069
Payroll Technician	Public Colleges & Universities	\$ 29,172	\$ 34,650	\$ 42,336	\$ 17,172	15.10%	\$ 5,232	\$ 22,404	\$ 57,054
	State/Local Government	\$ 43,610	\$ 50,401	\$ 59,537	\$ 18,317	13.37%	\$ 6,741	\$ 25,057	\$ 75,458
	Private		\$ 38,110		\$ 10,348	6.39%	\$ 2,436	\$ 12,784	\$ 50,894
Plumber	Public Colleges & Universities	\$ 48,660	\$ 54,798	\$ 61,656	\$ 17,172	15.10%	\$ 8,274	\$ 25,446	\$ 80,244
	State/Local Government	\$ 64,536	\$ 69,880	\$ 76,011	\$ 18,317	13.37%	\$ 9,346	\$ 27,662	\$ 97,543
	Private		\$ 49,296		\$ 12,499	6.63%	\$ 3,269	\$ 15,768	\$ 65,064
Program Representative 1	Public Colleges & Universities	\$ 38,592	\$ 47,562	\$ 58,752	\$ 17,172	15.10%	\$ 7,181	\$ 24,353	\$ 71,915
	State/Local Government	\$ 59,911	\$ 67,020	\$ 76,197	\$ 18,317	13.37%	\$ 8,963	\$ 27,280	\$ 94,300
	Private		\$ 64,504		\$ 17,214	5.23%	\$ 3,373	\$ 20,586	\$ 85,090
Program Technician 1	Public Colleges & Universities	\$ 46,464	\$ 57,414	\$ 71,124	\$ 17,172	15.10%	\$ 8,669	\$ 25,841	\$ 83,255
	State/Local Government	\$ 54,991	\$ 62,756	\$ 71,391	\$ 18,317	13.37%	\$ 8,393	\$ 26,710	\$ 89,465
	Private		\$ 57,281		\$ 17,214	5.23%	\$ 2,995	\$ 20,209	\$ 77,490
Property Specialist 2	Public Colleges & Universities	\$ 28,116	\$ 33,258	\$ 40,392	\$ 17,172	15.10%	\$ 5,021	\$ 22,194	\$ 55,452
	State/Local Government	\$ 35,866	\$ 40,887	\$ 46,970	\$ 18,317	13.37%	\$ 5,468	\$ 23,785	\$ 64,672
	Private		\$ 33,749		\$ 17,214	5.23%	\$ 1,765	\$ 18,978	\$ 52,727
Registered Nurse 1	Public Colleges & Universities	\$ 51,108	\$ 63,174	\$ 78,240	\$ 17,172	15.10%	\$ 9,538	\$ 26,710	\$ 89,884
	State/Local Government	\$ 56,290	\$ 66,131	\$ 76,434	\$ 18,317	13.37%	\$ 8,844	\$ 27,161	\$ 93,292
	Private		\$ 70,704		\$ 12,499	6.63%	\$ 4,689	\$ 17,188	\$ 87,892

Source: Anderson Economic Group analysis of base data from state and local government job classifications, Oregon Public Employee Retirement System, PayScale, Local Government CAFRs, U.S. Bureau of Labor Statistics Employer Cost of Employee Compensation, September, 2018.

TABLE 1 (CONTINUED). Annual Employer Compensation Costs for Select Occupations, by Sector

Occupation	Sector	Salary			Health Insurance	Retirement		Total Benefits	Total Compensation (Midpoint)
		Entry	Mid	Max		% of Salary	Dollar Cost		
Telecommunications Analyst 2	Public Colleges & Universities	\$ 42,336	\$ 52,314	\$ 64,692	\$ 17,172	15.10%	\$ 7,899	\$ 25,071	\$ 77,385
	State/Local Government	\$ 49,597	\$ 58,303	\$ 73,896	\$ 18,317	13.37%	\$ 7,797	\$ 26,114	\$ 84,417
	Private		\$ 56,459		\$ 12,499	6.63%	\$ 3,744	\$ 16,243	\$ 72,702
Trades/Maintenance Worker 2	Public Colleges & Universities	\$ 31,284	\$ 37,752	\$ 46,464	\$ 17,172	15.10%	\$ 5,700	\$ 22,872	\$ 60,624
	State/Local Government	\$ 38,895	\$ 47,618	\$ 52,601	\$ 18,317	13.37%	\$ 6,368	\$ 24,685	\$ 72,302
	Private		\$ 34,919		\$ 12,499	6.63%	\$ 2,316	\$ 14,814	\$ 49,733

TABLE 2. Public Sector Base Salary Ratios

Occupation	Public Colleges & Universities			State & Local Government			Public Colleges & Universities			State & Local Government		
	Minimum	Minimum	Salary Ratio	Midpoint	Midpoint	Salary Ratio	Maximum	Maximum	Salary Ratio			
Accountant I	\$ 40,392	\$ 46,342	87.2%	\$ 49,884	\$ 56,558	88.2%	\$ 61,656	\$ 63,454	97.2%			
Accounting Technician	\$ 29,172	\$ 33,846	86.2%	\$ 34,650	\$ 38,696	89.5%	\$ 42,336	\$ 44,133	95.9%			
Administrative Program Assistant	\$ 31,284	\$ 36,323	86.1%	\$ 37,752	\$ 45,134	83.6%	\$ 46,464	\$ 50,797	91.5%			
Administrative Program Specialist	\$ 33,900	\$ 42,468	79.8%	\$ 41,364	\$ 52,562	78.7%	\$ 51,108	\$ 60,714	84.2%			
Analyst Programmer	\$ 51,384	\$ 44,171	116.3%	\$ 78,108	\$ 72,272	108.1%	\$ 95,376	\$ 100,815	94.6%			
Buyer 1	\$ 32,616	\$ 41,523	78.5%	\$ 39,492	\$ 49,952	79.1%	\$ 48,660	\$ 57,087	85.2%			
Campus Security/Public Safety Officer	\$ 31,284	\$ 42,358	73.9%	\$ 37,752	\$ 47,708	79.1%	\$ 46,464	\$ 54,302	85.6%			
Carpenter	\$ 40,392	\$ 44,366	91.0%	\$ 45,408	\$ 57,042	79.6%	\$ 51,108	\$ 61,727	82.8%			
Cashier 2	\$ 26,280	\$ 28,417	92.5%	\$ 30,798	\$ 33,232	92.7%	\$ 36,912	\$ 39,135	94.3%			
Cook 1	\$ 26,280	\$ 29,778	88.3%	\$ 30,798	\$ 33,407	92.2%	\$ 36,912	\$ 38,698	95.4%			
Custodian	\$ 25,452	\$ 31,063	81.9%	\$ 29,742	\$ 33,946	87.6%	\$ 35,400	\$ 36,670	96.5%			
Early Childhood Assistant	\$ 26,280	\$ 32,067	82.0%	\$ 30,798	\$ 37,718	81.7%	\$ 36,912	\$ 40,779	90.5%			
Early Childhood Associate Teacher	\$ 31,284	\$ 30,838	101.4%	\$ 37,752	\$ 36,264	104.1%	\$ 46,464	\$ 42,660	108.9%			
Electrical/Control Systems Technician	\$ 48,660	\$ 61,360	79.3%	\$ 60,204	\$ 71,802	83.8%	\$ 74,628	\$ 82,243	90.7%			
Electrician	\$ 46,464	\$ 48,709	95.4%	\$ 58,866	\$ 62,572	94.1%	\$ 71,124	\$ 76,628	92.8%			
Environmental Health & Safety Professional 1	\$ 33,900	\$ 43,014	78.8%	\$ 41,364	\$ 49,236	84.0%	\$ 51,108	\$ 56,999	89.7%			
Environmental Health & Safety Professional 2	\$ 42,336	\$ 53,075	79.8%	\$ 52,314	\$ 60,444	86.5%	\$ 64,692	\$ 69,565	93.0%			
Environmental Health & Safety Professional 3	\$ 48,660	\$ 60,679	80.2%	\$ 60,204	\$ 68,531	87.8%	\$ 74,628	\$ 77,320	96.5%			
Executive Support Specialist I	\$ 31,284	\$ 39,509	79.2%	\$ 37,752	\$ 48,793	77.4%	\$ 46,464	\$ 53,810	86.3%			
Facilities Engineer 1	\$ 48,660	\$ 50,082	97.2%	\$ 63,174	\$ 61,181	103.3%	\$ 74,628	\$ 71,099	105.0%			
Fiscal Coordinator 2	\$ 53,520	\$ 56,062	95.5%	\$ 66,288	\$ 70,734	93.7%	\$ 82,080	\$ 78,457	104.6%			
Food Service Worker 2	\$ 25,452	\$ 26,188	97.2%	\$ 28,644	\$ 31,085	92.1%	\$ 32,616	\$ 36,970	88.2%			
General Maintenance Mechanic	\$ 38,592	\$ 41,548	92.9%	\$ 43,344	\$ 48,095	90.1%	\$ 48,660	\$ 50,247	96.8%			
Grants and Contracts Technician	\$ 33,900	\$ 47,769	71.0%	\$ 41,364	\$ 54,039	76.5%	\$ 51,108	\$ 61,564	83.0%			
Grounds Maintenance Worker 2	\$ 32,616	\$ 36,973	88.2%	\$ 39,492	\$ 45,050	87.7%	\$ 48,660	\$ 50,613	96.1%			
HVAC Control Technician	\$ 42,336	\$ 45,402	93.2%	\$ 47,562	\$ 57,430	82.8%	\$ 53,520	\$ 60,791	88.0%			
Information Technology Consultant	\$ 37,956	\$ 49,809	76.2%	\$ 57,696	\$ 64,473	89.5%	\$ 70,344	\$ 79,474	88.5%			
Laboratory Technician I	\$ 29,172	\$ 37,558	77.7%	\$ 34,650	\$ 49,485	70.0%	\$ 42,336	\$ 52,860	80.1%			
Laborer 2	\$ 28,116	\$ 31,714	88.7%	\$ 33,258	\$ 34,602	96.1%	\$ 40,392	\$ 38,197	105.7%			
Licensed Practical Nurse	\$ 32,616	\$ 44,512	73.3%	\$ 39,492	\$ 52,989	74.5%	\$ 48,660	\$ 63,959	76.1%			
Locksmith	\$ 38,592	\$ 40,220	96.0%	\$ 43,344	\$ 51,734	83.8%	\$ 48,660	\$ 55,993	86.9%			
Maintenance Electrician	\$ 38,052	\$ 42,060	90.5%	\$ 42,792	\$ 58,259	73.5%	\$ 48,264	\$ 59,336	81.3%			
Medical Aide	\$ 29,172	\$ 37,499	77.8%	\$ 34,650	\$ 42,038	82.4%	\$ 42,336	\$ 47,649	88.8%			
Mid-Level Medical Practitioner	\$ 71,124	\$ 94,018	75.6%	\$ 88,182	\$ 107,722	81.9%	\$ 108,852	\$ 124,751	87.3%			
Office Specialist 1	\$ 26,280	\$ 32,036	82.0%	\$ 30,798	\$ 36,619	84.1%	\$ 36,912	\$ 40,517	91.1%			
Office Specialist 2	\$ 29,172	\$ 34,456	84.7%	\$ 34,650	\$ 41,318	83.9%	\$ 42,336	\$ 46,695	90.7%			
Operating System/Network Analyst	\$ 46,776	\$ 46,238	101.2%	\$ 71,100	\$ 74,481	95.5%	\$ 86,796	\$ 103,165	84.1%			
Painter	\$ 38,592	\$ 44,162	87.4%	\$ 43,344	\$ 59,221	73.2%	\$ 48,660	\$ 60,805	80.0%			
Payroll Technician	\$ 29,172	\$ 43,610	66.9%	\$ 34,650	\$ 50,401	68.7%	\$ 42,336	\$ 59,537	71.1%			
Plumber	\$ 48,660	\$ 64,536	75.4%	\$ 54,798	\$ 69,880	78.4%	\$ 61,656	\$ 76,011	81.1%			
Program Representative 1	\$ 38,592	\$ 59,911	64.4%	\$ 47,562	\$ 67,020	71.0%	\$ 58,752	\$ 76,197	77.1%			
Program Technician 1	\$ 46,464	\$ 54,991	84.5%	\$ 57,414	\$ 62,756	91.5%	\$ 71,124	\$ 71,391	99.6%			
Property Specialist 2	\$ 28,116	\$ 35,866	78.4%	\$ 33,258	\$ 40,887	81.3%	\$ 40,392	\$ 46,970	86.0%			
Registered Nurse 1	\$ 51,108	\$ 56,290	90.8%	\$ 63,174	\$ 66,131	95.5%	\$ 78,240	\$ 76,434	102.4%			
Telecommunications Analyst 2	\$ 42,336	\$ 49,597	85.4%	\$ 52,314	\$ 58,303	89.7%	\$ 64,692	\$ 73,896	87.5%			
Trades/Maintenance Worker 2	\$ 31,284	\$ 38,895	80.4%	\$ 37,752	\$ 47,618	79.3%	\$ 46,464	\$ 52,601	88.3%			

Source: Anderson Economic Group analysis of base data from state and local government job classifications, Oregon Public Employee Retirement System, PayScale, Local Government CAFRs, U.S. Bureau of Labor Statistics Employer Cost of Employee Compensation, September, 2018.

TABLE 3. Public Sector Benefits Ratios

Occupation	Public Colleges & Universities			State & Local Government		Salary Mid College Univ			Public Colleges & Universities			State & Local Government		Public Colleges & Universities			State & Local Government	
	Minimum	Minimum	Benefits Ratio	Univ	State Local	Midpoint	Midpoint	Benefits Ratio	Maximum	Maximum	Benefits Ratio	Maximum	Maximum	Benefits Ratio	Maximum	Maximum	Benefits Ratio	
Accountant I	\$ 23,271	\$ 24,514	94.9%	\$ 49,884	\$ 56,558	\$ 24,704	\$ 25,881	95.5%	\$ 26,481	\$ 26,803	98.8%							
Accounting Technician	\$ 21,577	\$ 22,843	94.5%	\$ 34,650	\$ 38,696	\$ 22,404	\$ 23,492	95.4%	\$ 23,564	\$ 24,219	97.3%							
Administrative Program Assistant	\$ 21,896	\$ 23,174	94.5%	\$ 37,752	\$ 45,134	\$ 22,872	\$ 24,353	93.9%	\$ 24,188	\$ 25,110	96.3%							
Administrative Program Specialist	\$ 22,291	\$ 23,996	92.9%	\$ 41,364	\$ 52,562	\$ 23,418	\$ 25,346	92.4%	\$ 24,889	\$ 26,436	94.1%							
Analyst Programmer	\$ 24,930	\$ 24,224	102.9%	\$ 78,108	\$ 72,272	\$ 28,965	\$ 27,982	103.5%	\$ 31,573	\$ 31,800	99.3%							
Buyer 1	\$ 22,097	\$ 23,870	92.6%	\$ 39,492	\$ 49,952	\$ 23,135	\$ 24,997	92.5%	\$ 24,519	\$ 25,951	94.5%							
Campus Security/Public Safety Officer	\$ 21,896	\$ 23,982	91.3%	\$ 37,752	\$ 47,708	\$ 22,872	\$ 24,697	92.6%	\$ 24,188	\$ 25,579	94.6%							
Carpenter	\$ 23,271	\$ 24,250	96.0%	\$ 45,408	\$ 57,042	\$ 24,028	\$ 25,945	92.6%	\$ 24,889	\$ 26,572	93.7%							
Cashier 2	\$ 21,140	\$ 22,117	95.6%	\$ 30,798	\$ 33,232	\$ 21,822	\$ 22,761	95.9%	\$ 22,745	\$ 23,551	96.6%							
Cook 1	\$ 21,140	\$ 22,299	94.8%	\$ 30,798	\$ 33,407	\$ 21,822	\$ 22,784	95.8%	\$ 22,745	\$ 23,492	96.8%							
Custodian	\$ 21,015	\$ 22,471	93.5%	\$ 29,742	\$ 33,946	\$ 21,663	\$ 22,857	94.8%	\$ 22,517	\$ 23,221	97.0%							
Early Childhood Assistant	\$ 21,140	\$ 22,605	93.5%	\$ 30,798	\$ 37,718	\$ 21,822	\$ 23,361	93.4%	\$ 22,745	\$ 23,770	95.7%							
Early Childhood Associate Teacher	\$ 21,896	\$ 22,441	97.6%	\$ 37,752	\$ 36,264	\$ 22,872	\$ 23,167	98.7%	\$ 24,188	\$ 24,022	100.7%							
Electrical/Control Systems Technician	\$ 17,172	\$ 18,317	93.8%	\$ 60,204	\$ 71,802	\$ 26,262	\$ 27,919	94.1%	\$ 28,440	\$ 29,316	97.0%							
Electrician	\$ 24,188	\$ 24,831	97.4%	\$ 58,866	\$ 62,572	\$ 26,060	\$ 26,685	97.7%	\$ 27,911	\$ 28,565	97.7%							
Environmental Health & Safety Professional 1	\$ 17,172	\$ 18,317	93.8%	\$ 41,364	\$ 49,236	\$ 23,418	\$ 24,901	94.0%	\$ 24,889	\$ 25,940	95.9%							
Environmental Health & Safety Professional 2	\$ 17,172	\$ 18,317	93.8%	\$ 52,314	\$ 60,444	\$ 25,071	\$ 26,400	95.0%	\$ 26,940	\$ 27,620	97.5%							
Environmental Health & Safety Professional 3	\$ 17,172	\$ 18,317	93.8%	\$ 60,204	\$ 68,531	\$ 26,262	\$ 27,482	95.6%	\$ 28,440	\$ 28,657	99.2%							
Executive Support Specialist I	\$ 21,896	\$ 23,601	92.8%	\$ 37,752	\$ 48,793	\$ 22,872	\$ 24,842	92.1%	\$ 24,188	\$ 25,513	94.8%							
Facilities Engineer I	\$ 24,519	\$ 25,015	98.0%	\$ 63,174	\$ 61,181	\$ 26,710	\$ 26,499	100.8%	\$ 28,440	\$ 27,825	102.2%							
Fiscal Coordinator 2	\$ 25,253	\$ 25,814	97.8%	\$ 66,288	\$ 70,734	\$ 27,181	\$ 27,777	97.9%	\$ 29,565	\$ 28,809	102.6%							
Food Service Worker 2	\$ 21,015	\$ 21,819	96.3%	\$ 28,644	\$ 31,085	\$ 21,497	\$ 22,474	95.7%	\$ 22,097	\$ 23,261	95.0%							
General Maintenance Mechanic	\$ 22,999	\$ 23,873	96.3%	\$ 43,344	\$ 48,095	\$ 23,716	\$ 24,749	95.8%	\$ 24,519	\$ 25,037	97.9%							
Grants and Contracts Technician	\$ 22,291	\$ 24,705	90.2%	\$ 41,364	\$ 54,039	\$ 23,418	\$ 25,544	91.7%	\$ 24,889	\$ 26,550	93.7%							
Grounds Maintenance Worker 2	\$ 22,097	\$ 23,261	95.0%	\$ 39,492	\$ 45,050	\$ 23,135	\$ 24,342	95.0%	\$ 24,519	\$ 25,086	97.7%							
HVAC Control Technician	\$ 23,564	\$ 24,389	96.6%	\$ 47,562	\$ 57,430	\$ 24,353	\$ 25,997	93.7%	\$ 25,253	\$ 26,447	95.5%							
Information Technology Consultant	\$ 22,903	\$ 24,978	91.7%	\$ 57,696	\$ 64,473	\$ 25,883	\$ 26,939	96.1%	\$ 27,793	\$ 28,945	96.0%							
Laboratory Technician I	\$ 21,577	\$ 23,340	92.4%	\$ 34,650	\$ 49,485	\$ 22,404	\$ 24,935	89.8%	\$ 23,564	\$ 25,386	92.8%							
Laborer 2	\$ 21,417	\$ 22,558	94.9%	\$ 33,258	\$ 34,602	\$ 22,194	\$ 22,944	96.7%	\$ 23,271	\$ 23,425	99.3%							
Licensed Practical Nurse	\$ 22,097	\$ 24,270	91.0%	\$ 39,492	\$ 52,989	\$ 23,135	\$ 25,403	91.1%	\$ 24,519	\$ 26,870	91.2%							
Locksmith	\$ 17,172	\$ 18,317	93.8%	\$ 43,344	\$ 51,734	\$ 23,716	\$ 25,236	94.0%	\$ 24,519	\$ 25,805	95.0%							
Maintenance Electrician	\$ 17,172	\$ 18,317	93.8%	\$ 42,792	\$ 58,259	\$ 23,633	\$ 26,108	90.5%	\$ 24,459	\$ 26,252	93.2%							
Medical Aide	\$ 21,577	\$ 23,332	92.5%	\$ 34,650	\$ 42,038	\$ 22,404	\$ 23,939	93.6%	\$ 23,564	\$ 24,689	95.4%							
Mid-Level Medical Practitioner	\$ 27,911	\$ 30,891	90.4%	\$ 88,182	\$ 107,722	\$ 30,486	\$ 32,723	93.2%	\$ 33,607	\$ 35,001	96.0%							
Office Specialist 1	\$ 21,140	\$ 22,601	93.5%	\$ 30,798	\$ 36,619	\$ 21,822	\$ 23,214	94.0%	\$ 22,745	\$ 23,735	95.8%							
Office Specialist 2	\$ 21,577	\$ 22,925	94.1%	\$ 34,650	\$ 41,318	\$ 22,404	\$ 23,843	94.0%	\$ 23,564	\$ 24,562	95.9%							
Operating System/Network Analyst	\$ 24,235	\$ 24,501	98.9%	\$ 71,100	\$ 74,481	\$ 27,907	\$ 28,278	98.7%	\$ 30,277	\$ 32,114	94.3%							
Painter	\$ 22,999	\$ 24,223	94.9%	\$ 43,344	\$ 59,221	\$ 23,716	\$ 26,237	90.4%	\$ 24,519	\$ 26,449	92.7%							
Payroll Technician	\$ 21,577	\$ 24,149	89.3%	\$ 34,650	\$ 50,401	\$ 22,404	\$ 25,057	89.4%	\$ 23,564	\$ 26,279	89.7%							
Plumber	\$ 24,519	\$ 26,948	91.0%	\$ 54,798	\$ 69,880	\$ 25,446	\$ 27,662	92.0%	\$ 26,481	\$ 28,482	93.0%							
Program Representative 1	\$ 22,999	\$ 26,329	87.4%	\$ 47,562	\$ 67,020	\$ 24,353	\$ 27,280	89.3%	\$ 26,043	\$ 28,507	91.4%							
Program Technician 1	\$ 24,188	\$ 25,671	94.2%	\$ 57,414	\$ 62,756	\$ 25,841	\$ 26,710	96.7%	\$ 27,911	\$ 27,864	100.2%							
Property Specialist 2	\$ 21,417	\$ 23,113	92.7%	\$ 33,258	\$ 40,887	\$ 22,194	\$ 23,785	93.3%	\$ 23,271	\$ 24,598	94.6%							
Registered Nurse 1	\$ 24,889	\$ 25,845	96.3%	\$ 63,174	\$ 66,131	\$ 26,710	\$ 27,161	98.3%	\$ 28,985	\$ 28,539	101.6%							
Telecommunications Analyst 2	\$ 23,564	\$ 24,950	94.4%	\$ 52,314	\$ 58,303	\$ 25,071	\$ 26,114	96.0%	\$ 26,940	\$ 28,199	95.5%							
Trades/Maintenance Worker 2	\$ 21,896	\$ 23,519	93.1%	\$ 37,752	\$ 47,618	\$ 22,872	\$ 24,685	92.7%	\$ 24,188	\$ 25,352	95.4%							

Source: Anderson Economic Group analysis of base data from state and local government job classifications, Oregon Public Employee Retirement System, PayScale, Local Government CAFRs, U.S. Bureau of Labor Statistics Employer Cost of Employee Compensation, September, 2018.

TABLE 4. Public Sector Total Compensation Ratios

Occupation	Public Colleges & Universities			State & Local Government			Public Colleges & Universities			State & Local Government		
	Minimum	Minimum	Compensation Ratio	Midpoint	Midpoint	Compensation Ratio	Maximum	Maximum	Compensation Ratio	Maximum	Maximum	Compensation Ratio
Accountant I	\$ 63,663	\$ 70,856	89.8%	\$ 74,588	\$ 82,438	90.5%	\$ 88,137	\$ 90,257	97.7%	\$ 65,900	\$ 68,352	96.4%
Accounting Technician	\$ 50,749	\$ 56,689	89.5%	\$ 57,054	\$ 62,188	91.7%	\$ 70,652	\$ 75,907	93.1%	\$ 75,997	\$ 87,151	87.2%
Administrative Program Assistant	\$ 53,180	\$ 59,497	89.4%	\$ 60,624	\$ 69,487	87.2%	\$ 103,068	\$ 111,559	92.4%	\$ 103,068	\$ 111,559	92.4%
Administrative Program Specialist	\$ 56,191	\$ 66,464	84.5%	\$ 64,782	\$ 77,908	83.2%	\$ 73,179	\$ 83,039	88.1%	\$ 73,179	\$ 83,039	88.1%
Analyst Programmer	\$ 76,314	\$ 68,395	111.6%	\$ 107,073	\$ 100,254	106.8%	\$ 126,949	\$ 132,615	95.7%	\$ 126,949	\$ 132,615	95.7%
Buyer 1	\$ 54,713	\$ 65,393	83.7%	\$ 62,627	\$ 74,949	83.6%	\$ 73,179	\$ 83,039	88.1%	\$ 73,179	\$ 83,039	88.1%
Campus Security/Public Safety Officer	\$ 53,180	\$ 66,340	80.2%	\$ 60,624	\$ 72,405	83.7%	\$ 70,652	\$ 79,880	88.4%	\$ 70,652	\$ 79,880	88.4%
Carpenter	\$ 63,663	\$ 68,616	92.8%	\$ 69,436	\$ 82,987	83.7%	\$ 75,997	\$ 88,299	86.1%	\$ 75,997	\$ 88,299	86.1%
Cashier 2	\$ 47,420	\$ 50,534	93.8%	\$ 52,620	\$ 55,993	94.0%	\$ 59,657	\$ 62,685	95.2%	\$ 59,657	\$ 62,685	95.2%
Cook 1	\$ 47,420	\$ 52,078	91.1%	\$ 52,620	\$ 56,191	93.6%	\$ 59,657	\$ 62,190	95.9%	\$ 59,657	\$ 62,190	95.9%
Custodian	\$ 46,467	\$ 53,534	86.8%	\$ 51,405	\$ 56,803	90.5%	\$ 57,917	\$ 59,891	96.7%	\$ 57,917	\$ 59,891	96.7%
Early Childhood Assistant	\$ 47,420	\$ 54,672	86.7%	\$ 52,620	\$ 61,079	86.2%	\$ 59,657	\$ 64,549	92.4%	\$ 59,657	\$ 64,549	92.4%
Early Childhood Associate Teacher	\$ 53,180	\$ 53,279	99.8%	\$ 60,624	\$ 59,430	102.0%	\$ 70,652	\$ 66,681	106.0%	\$ 70,652	\$ 66,681	106.0%
Electrical/Control Systems Technician	\$ 65,832	\$ 79,677	82.6%	\$ 86,466	\$ 99,721	86.7%	\$ 103,068	\$ 111,559	92.4%	\$ 103,068	\$ 111,559	92.4%
Electrician	\$ 70,652	\$ 73,540	96.1%	\$ 84,926	\$ 89,257	95.1%	\$ 99,035	\$ 105,193	94.1%	\$ 99,035	\$ 105,193	94.1%
Environmental Health & Safety Professional 1	\$ 51,072	\$ 61,330	83.3%	\$ 64,782	\$ 74,137	87.4%	\$ 75,997	\$ 82,939	91.6%	\$ 75,997	\$ 82,939	91.6%
Environmental Health & Safety Professional 2	\$ 59,508	\$ 71,392	83.4%	\$ 77,385	\$ 86,844	89.1%	\$ 91,632	\$ 97,185	94.3%	\$ 91,632	\$ 97,185	94.3%
Environmental Health & Safety Professional 3	\$ 65,832	\$ 78,996	83.3%	\$ 86,466	\$ 96,013	90.1%	\$ 103,068	\$ 105,977	97.3%	\$ 103,068	\$ 105,977	97.3%
Executive Support Specialist I	\$ 53,180	\$ 63,110	84.3%	\$ 60,624	\$ 73,635	82.3%	\$ 70,652	\$ 79,323	89.1%	\$ 70,652	\$ 79,323	89.1%
Facilities Engineer I	\$ 73,179	\$ 75,096	97.4%	\$ 89,884	\$ 87,680	102.5%	\$ 103,068	\$ 98,925	104.2%	\$ 103,068	\$ 98,925	104.2%
Fiscal Coordinator 2	\$ 78,773	\$ 81,876	96.2%	\$ 93,469	\$ 98,511	94.9%	\$ 111,645	\$ 107,266	104.1%	\$ 111,645	\$ 107,266	104.1%
Food Service Worker 2	\$ 46,467	\$ 48,007	96.8%	\$ 50,141	\$ 53,559	93.6%	\$ 54,713	\$ 60,231	90.8%	\$ 54,713	\$ 60,231	90.8%
General Maintenance Mechanic	\$ 61,591	\$ 65,421	94.1%	\$ 67,060	\$ 72,844	92.1%	\$ 73,179	\$ 75,283	97.2%	\$ 73,179	\$ 75,283	97.2%
Grants and Contracts Technician	\$ 56,191	\$ 72,474	77.5%	\$ 64,782	\$ 79,583	81.4%	\$ 75,997	\$ 88,114	86.2%	\$ 75,997	\$ 88,114	86.2%
Grounds Maintenance Worker 2	\$ 54,713	\$ 60,235	90.8%	\$ 62,627	\$ 69,391	90.3%	\$ 73,179	\$ 75,698	96.7%	\$ 73,179	\$ 75,698	96.7%
HVAC Control Technician	\$ 65,900	\$ 69,790	94.4%	\$ 71,915	\$ 83,427	86.2%	\$ 78,773	\$ 87,238	90.3%	\$ 78,773	\$ 87,238	90.3%
Information Technology Consultant	\$ 60,859	\$ 74,787	81.4%	\$ 83,579	\$ 91,413	91.4%	\$ 98,137	\$ 108,419	90.5%	\$ 98,137	\$ 108,419	90.5%
Laboratory Technician I	\$ 50,749	\$ 60,898	83.3%	\$ 57,054	\$ 74,419	76.7%	\$ 65,900	\$ 78,246	84.2%	\$ 65,900	\$ 78,246	84.2%
Laborer 2	\$ 49,533	\$ 54,272	91.3%	\$ 55,452	\$ 57,547	96.4%	\$ 63,663	\$ 61,622	103.3%	\$ 63,663	\$ 61,622	103.3%
Licensed Practical Nurse	\$ 54,713	\$ 68,782	79.5%	\$ 62,627	\$ 78,392	79.9%	\$ 73,179	\$ 90,830	80.6%	\$ 73,179	\$ 90,830	80.6%
Locksmith	\$ 55,764	\$ 58,537	95.3%	\$ 67,060	\$ 76,970	87.1%	\$ 73,179	\$ 81,798	89.5%	\$ 73,179	\$ 81,798	89.5%
Maintenance Electrician	\$ 55,224	\$ 60,376	91.5%	\$ 66,425	\$ 84,368	78.7%	\$ 72,723	\$ 85,588	85.0%	\$ 72,723	\$ 85,588	85.0%
Medical Aide	\$ 50,749	\$ 60,831	83.4%	\$ 57,054	\$ 65,977	86.5%	\$ 65,900	\$ 72,338	91.1%	\$ 65,900	\$ 72,338	91.1%
Mid-Level Medical Practitioner	\$ 99,035	\$ 124,909	79.3%	\$ 118,668	\$ 140,445	84.5%	\$ 142,459	\$ 159,752	89.2%	\$ 142,459	\$ 159,752	89.2%
Office Specialist 1	\$ 47,420	\$ 54,638	86.8%	\$ 52,620	\$ 59,833	87.9%	\$ 59,657	\$ 64,252	92.8%	\$ 59,657	\$ 64,252	92.8%
Office Specialist 2	\$ 50,749	\$ 57,381	88.4%	\$ 57,054	\$ 65,161	87.6%	\$ 65,900	\$ 71,257	92.5%	\$ 65,900	\$ 71,257	92.5%
Operating System/Network Analyst	\$ 71,011	\$ 70,739	100.4%	\$ 99,007	\$ 102,759	96.3%	\$ 117,073	\$ 135,279	86.5%	\$ 117,073	\$ 135,279	86.5%
Painter	\$ 61,591	\$ 68,385	90.1%	\$ 67,060	\$ 85,458	78.5%	\$ 73,179	\$ 87,254	83.9%	\$ 73,179	\$ 87,254	83.9%
Payroll Technician	\$ 50,749	\$ 67,759	74.9%	\$ 57,054	\$ 75,458	75.6%	\$ 65,900	\$ 85,816	76.8%	\$ 65,900	\$ 85,816	76.8%
Plumber	\$ 73,179	\$ 91,483	80.0%	\$ 80,244	\$ 97,543	82.3%	\$ 88,137	\$ 104,493	84.3%	\$ 88,137	\$ 104,493	84.3%
Program Representative 1	\$ 61,591	\$ 86,240	71.4%	\$ 71,915	\$ 94,300	76.3%	\$ 84,795	\$ 104,704	81.0%	\$ 84,795	\$ 104,704	81.0%
Program Technician 1	\$ 70,652	\$ 80,662	87.6%	\$ 83,255	\$ 89,465	93.1%	\$ 99,035	\$ 99,255	99.8%	\$ 99,035	\$ 99,255	99.8%
Property Specialist 2	\$ 49,533	\$ 58,979	84.0%	\$ 55,452	\$ 64,672	85.7%	\$ 63,663	\$ 71,568	89.0%	\$ 63,663	\$ 71,568	89.0%
Registered Nurse 1	\$ 75,997	\$ 82,134	92.5%	\$ 89,884	\$ 93,292	96.3%	\$ 107,225	\$ 104,973	102.1%	\$ 107,225	\$ 104,973	102.1%
Telecommunications Analyst 2	\$ 65,900	\$ 74,547	88.4%	\$ 77,385	\$ 84,417	91.7%	\$ 91,632	\$ 102,096	89.8%	\$ 91,632	\$ 102,096	89.8%
Trades/Maintenance Worker 2	\$ 53,180	\$ 62,414	85.2%	\$ 60,624	\$ 72,302	83.8%	\$ 70,652	\$ 77,953	90.6%	\$ 70,652	\$ 77,953	90.6%

Source: Anderson Economic Group analysis of base data from state and local government job classifications, Oregon Public Employee Retirement System, PayScale, Local Government CAFRs, U.S. Bureau of Labor Statistics Employer Cost of Employee Compensation, September, 2018.

TABLE 5. Private Sector Salary, Benefits, and Compensation Ratios

Occupation	BASE PAY			BENEFITS			TOTAL COMPENSATION		
	Public Colleges & Universities Midpoint	Private Midpoint	Salary Ratio	Public Colleges & Universities Midpoint	Private Midpoint	Benefits Ratio	Public Colleges & Universities Midpoint	Private Midpoint	Compensation Ratio
Accountant I	\$ 49,884	\$ 59,235	84.2%	\$ 24,704	\$ 14,135	174.8%	\$ 74,588	\$ 73,370	101.7%
Accounting Technician	\$ 34,650	\$ 39,101	88.6%	\$ 22,404	\$ 12,848	174.4%	\$ 57,054	\$ 51,949	109.8%
Administrative Program Assistant	\$ 37,752	\$ 39,920	94.6%	\$ 22,872	\$ 19,301	118.5%	\$ 60,624	\$ 59,221	102.4%
Administrative Program Specialist	\$ 41,364	\$ 39,835	103.8%	\$ 23,418	\$ 19,297	121.4%	\$ 64,782	\$ 59,132	109.6%
Analyst Programmer	\$ 78,108	\$ 72,549	107.7%	\$ 28,965	\$ 17,310	167.3%	\$ 107,073	\$ 89,859	119.2%
Buyer 1	\$ 39,492	\$ 45,460	86.9%	\$ 23,135	\$ 15,513	149.1%	\$ 62,627	\$ 60,973	102.7%
Campus Security/Public Safety Officer	\$ 37,752	\$ 28,333	133.2%	\$ 22,872	\$ 9,782	233.8%	\$ 60,624	\$ 38,115	159.1%
Carpenter	\$ 45,408	\$ 44,453	102.1%	\$ 24,028	\$ 15,447	155.6%	\$ 69,436	\$ 59,900	115.9%
Cashier 2	\$ 30,798	\$ 27,420	112.3%	\$ 21,822	\$ 9,763	223.5%	\$ 52,620	\$ 37,183	141.5%
Cook 1	\$ 30,798	\$ 29,747	103.5%	\$ 21,822	\$ 9,813	222.4%	\$ 52,620	\$ 39,560	133.0%
Custodian	\$ 29,742	\$ 24,794	120.0%	\$ 21,663	\$ 14,143	153.2%	\$ 51,405	\$ 38,937	132.0%
Early Childhood Assistant	\$ 30,798	\$ 26,196	117.6%	\$ 21,822	\$ 14,236	153.3%	\$ 52,620	\$ 40,432	130.1%
Early Childhood Associate Teacher	\$ 37,752	\$ 29,298	128.9%	\$ 22,872	\$ 14,442	158.4%	\$ 60,624	\$ 43,740	138.6%
Electrical/Control Systems Technician	\$ 60,204	\$ 50,779	118.6%	\$ 26,262	\$ 15,866	165.5%	\$ 86,466	\$ 66,645	129.7%
Electrician	\$ 58,866	\$ 62,214	94.6%	\$ 26,060	\$ 16,625	156.8%	\$ 84,926	\$ 78,839	107.7%
Environmental Health & Safety Professional 1	\$ 41,364	\$ 48,669	85.0%	\$ 23,418	\$ 15,726	148.9%	\$ 64,782	\$ 64,395	100.6%
Environmental Health & Safety Professional 2	\$ 52,314	\$ 50,897	102.8%	\$ 25,071	\$ 15,874	157.9%	\$ 77,385	\$ 66,771	115.9%
Environmental Health & Safety Professional 3	\$ 60,204	\$ 71,941	83.7%	\$ 26,262	\$ 17,270	152.1%	\$ 86,466	\$ 89,211	96.9%
Executive Support Specialist I	\$ 37,752	\$ 48,122	78.5%	\$ 22,872	\$ 15,690	145.8%	\$ 60,624	\$ 63,812	95.0%
Facilities Engineer I	\$ 63,174	\$ 69,182	91.3%	\$ 26,710	\$ 17,087	156.3%	\$ 89,884	\$ 86,269	104.2%
Fiscal Coordinator 2	\$ 66,288	\$ 69,949	94.8%	\$ 27,181	\$ 14,820	183.4%	\$ 93,469	\$ 84,769	110.3%
Food Service Worker 2	\$ 28,644	\$ 26,653	107.5%	\$ 21,497	\$ 9,746	220.6%	\$ 50,141	\$ 36,399	137.8%
General Maintenance Mechanic	\$ 43,344	\$ 47,482	91.3%	\$ 23,716	\$ 10,195	232.6%	\$ 67,060	\$ 57,677	116.3%
Grants and Contracts Technician	\$ 41,364	\$ 52,551	78.7%	\$ 23,418	\$ 19,961	117.3%	\$ 64,782	\$ 72,512	89.3%
Grounds Maintenance Worker 2	\$ 39,492	\$ 37,537	105.2%	\$ 23,135	\$ 9,981	231.8%	\$ 62,627	\$ 47,518	131.8%
HVAC Control Technician	\$ 47,562	\$ 56,988	83.5%	\$ 24,353	\$ 16,278	149.6%	\$ 71,915	\$ 73,266	98.2%
Information Technology Consultant	\$ 57,696	\$ 61,388	94.0%	\$ 25,883	\$ 16,570	156.2%	\$ 83,579	\$ 77,958	107.2%
Laboratory Technician I	\$ 34,650	\$ 41,572	83.3%	\$ 22,404	\$ 15,256	146.9%	\$ 57,054	\$ 56,828	100.4%
Laborer 2	\$ 33,258	\$ 33,461	99.4%	\$ 22,194	\$ 9,893	224.3%	\$ 55,452	\$ 43,354	127.9%
Licensed Practical Nurse	\$ 39,492	\$ 47,460	83.2%	\$ 23,135	\$ 15,646	147.9%	\$ 62,627	\$ 63,106	99.2%
Locksmith	\$ 43,344	\$ 39,823	108.8%	\$ 23,716	\$ 15,140	156.7%	\$ 67,060	\$ 54,963	122.0%
Maintenance Electrician	\$ 42,792	\$ 47,655	89.8%	\$ 23,633	\$ 15,659	150.9%	\$ 66,425	\$ 63,314	104.9%
Medical Aide	\$ 34,650	\$ 33,120	104.6%	\$ 22,404	\$ 14,695	152.5%	\$ 57,054	\$ 47,815	119.3%
Mid-Level Medical Practitioner	\$ 88,182	\$ 109,641	80.4%	\$ 30,486	\$ 19,770	154.2%	\$ 118,668	\$ 129,411	91.7%
Office Specialist 1	\$ 30,798	\$ 32,597	94.5%	\$ 21,822	\$ 18,918	115.4%	\$ 52,620	\$ 51,515	102.1%
Office Specialist 2	\$ 34,650	\$ 37,644	92.0%	\$ 22,404	\$ 19,182	116.8%	\$ 57,054	\$ 56,826	100.4%
Operating System/Network Analyst	\$ 71,100	\$ 59,257	120.0%	\$ 27,907	\$ 16,428	169.9%	\$ 99,007	\$ 75,685	130.8%
Painter	\$ 43,344	\$ 34,296	126.4%	\$ 23,716	\$ 14,773	160.5%	\$ 67,060	\$ 49,069	136.7%
Payroll Technician	\$ 34,650	\$ 38,110	90.9%	\$ 22,404	\$ 12,784	175.2%	\$ 57,054	\$ 50,894	112.1%
Plumber	\$ 54,798	\$ 49,296	111.2%	\$ 25,446	\$ 15,768	161.4%	\$ 80,244	\$ 65,064	123.3%
Program Representative 1	\$ 47,562	\$ 64,504	73.7%	\$ 24,353	\$ 20,586	118.3%	\$ 71,915	\$ 85,090	84.5%
Program Technician 1	\$ 57,414	\$ 57,281	100.2%	\$ 25,841	\$ 20,209	127.9%	\$ 83,255	\$ 77,490	107.4%
Property Specialist 2	\$ 33,258	\$ 33,749	98.5%	\$ 22,194	\$ 18,978	116.9%	\$ 55,452	\$ 52,727	105.2%
Registered Nurse 1	\$ 63,174	\$ 70,704	89.3%	\$ 26,710	\$ 17,188	155.4%	\$ 89,884	\$ 87,892	102.3%
Telecommunications Analyst 2	\$ 52,314	\$ 56,459	92.7%	\$ 25,071	\$ 16,243	154.3%	\$ 77,385	\$ 72,702	106.4%
Trades/Maintenance Worker 2	\$ 37,752	\$ 34,919	108.1%	\$ 22,872	\$ 14,814	154.4%	\$ 60,624	\$ 49,733	121.9%

Source: Anderson Economic Group analysis of base data from state and local government job classifications, Oregon Public Employee Retirement System, PayScale, Local Government CAFRs, U.S. Bureau of Labor Statistics Employer Cost of Employee Compensation, September, 2018.

Methodology

We provide a detailed discussion of our analysis methodology below.

List of Responding Governments/Organizations

We contacted 47 organizations for our compensation comparison. We show the organizations included in our analysis in Table 6 on page 13. We contacted non-responding organizations via e-mail and phone multiple times in an effort to acquire data.

TABLE 6. List of Organizations that Provided Compensation Data

Organization	Salary	Health Insurance	Retirement
Benton County	X	X	X
Blue Mountain Community College			X
City of Albany	X		X
City of Ashland	X		X
City of Beaverton	X	X	X
City of Bend	X	X	X
City of Corvallis	X	X	X
City of Eugene	X	X	X
City of Gresham	X	X	X
City of Klamath Falls	X		X
City of La Grande		X	X
City of Medford	X	X	X
City of Portland	X	X	X
City of Salem	X	X	X
City of Springfield	X	X	X
City of Vancouver (Washington)	X	X	
Clackamas County	X	X	X
Clark County (Washington)	X		X
Corvallis School District		X	X
Deschutes County	X	X	X
Douglas County	X	X	X
Eugene School District 4J	X		X
Jackson County	X		X
Josephine County	X	X	X
Klamath County	X		X
Lane Community College	X	X	X
Lane County	X	X	X
Lane Education Service District		X	X
Lane Transit District			
Lewis & Clark College		X	
Linfield College			
Linn County	X		X
Linn-Benton Community College			X
Marion County	X	X	X
Metro Regional Government	X	X	X
Multnomah County	X	X	X
Oregon Health & Sciences University			X
Oregon Judicial Department			X
Polk County	X	X	X
Portland Community College	X	X	X
Portland Public Schools	X	X	X
Rogue Community College		X	X
State of Oregon	X		
Tri-Met			X
Union County			X
Washington County	X		X
Willamette University		X	

Source: Anderson Economic Group.

Occupation Mapping and Salary Analysis

We obtained salary information from the University of Oregon job classification website, state and local governments, and PayScale to estimate salary ranges and average annual pay for select occupations. We began our analysis by reviewing the duties and qualification requirements for the select OU occupations. We then reviewed job classifications at state and local governments to find matching occupations with similar duties. We only matched occupations at the state or local government if the job description, duties, and working environment were similar to those listed in the OU job description. This required the use of professional judgment, since no occupation description at any government we surveyed exactly matched the respective OU job description.

In some cases, state and local governments had a single occupation that matched the description of more than one OU occupation. In these instances, we matched the state or local occupation to several OU occupations. For example, a number of local governments do not distinguish between administrative assistants and office specialists. Thus, where appropriate, we matched local government administrative assistants to administrative assistant and office assistant occupations. In other cases, state and local governments had multiple occupations that matched the description of one OU occupation. This was especially the case with information technology positions. Most local governments, for example, had several levels of seniority for occupations like Information Technology Consultant or Operating System/Network Analyst. In these cases, we used the lowest salary for the lowest seniority occupation as the minimum of the salary range, and the highest salary for the highest seniority occupation in the series as the maximum of the salary range.

We did not match occupations at state or local governments if the working environment of the state or local government occupation was significantly different than the working environment of the OU occupation. For example, we did not match nurses at correctional facilities to OU's nurse positions.

Most local governments provided us with minimum and maximum salary numbers for each occupation, while only a few provided midpoint salary numbers. In cases where we were unable to obtain a midpoint salary, we assumed that the salary midpoint was equidistant between the minimum and maximum salary numbers.

After matching state and local government occupations and obtaining salary information, we calculated a weighted average salary range for each occupation based on total employment at each government entity. We obtained employment information from comprehensive annual financial reports for each government or through ESRI Business Analyst.

For private sector occupations, we conducted a similar job matching process using PayScale, a nationwide salary analytics firm. PayScale only provides an average salary estimate rather than a minimum and maximum salary range. We pulled PayScale's statewide average salary estimate for each occupation at five years of experience, which corresponds approximately to OU's midpoint salary between steps 5 and 6.

Health Insurance Cost Analysis

We collected data from the PEBB, state and local governments, and the U.S. Bureau of Labor Statistics to estimate an average employer-paid health insurance cost. We show our per-employee cost estimates in Table 7 on page 15, and describe our methodology in detail below. Note that in Table 7 we show a range of health insurance costs for the private sector since matching occupations are found in a range of industries that have varying levels of health insurance benefits.

TABLE 7. Estimated Annual Employer-paid Health Insurance Costs, by Employer Sector

Sector	Annual Health Insurance Cost
Oregon Public Colleges and Universities ^a	\$17,172
Select Local Governments	\$18,288
Private Sector	\$9,172 - \$17,214

(a) Includes Oregon State University, Portland State University, University of Oregon, Eastern Oregon University, Southern Oregon University, Western Oregon University, and Oregon Institute of Technology. Does NOT include Oregon Health & Sciences University.

Source: Anderson Economic Group analysis of base data from Oregon PEBB, select local governments, U.S. Bureau of Labor Statistics Employer Cost of Compensation, September, 2018.

Public Sector Health Insurance Costs. We calculated average employer-paid health insurance premiums on a per-employee basis. The amount that employers contribute toward employee health care depends on the number of dependents covered under the employer plan and the type of plan the employee selects. We were unable to obtain detailed information on the proportion of employees that select different plan sizes at public colleges and universities or local governments. We were able to obtain this information for state employees, however, and we assumed that the proportion of employees selecting each type of plan at public colleges and universities and local governments reflected the same plan size election rate as the state. We show those estimates in Table 8.

TABLE 8. Estimated Health Care Plan Selection Rate by Number of Plan Members

Employer Group	Single	Married/ Two Party	Single with Children	Family
Plans With Separate Children's Rates	26%	22%	12%	40%
Plans Without Separate Children's Rates	26%	28%	N/A	46%

Source: Anderson Economic Group analysis of base data from Oregon PEBB FY 2017 enrollment data.

After estimating the proportion of employees selecting various sizes of health insurance, we collected insurance premium data from the Oregon PEBB to estimate health insurance costs for Oregon public colleges and universities. We used the Oregon PEBB online benefits calculator to determine which plans were available to employees at each college or university, and then selected the middle-priced plan (excluding high-deductible plans) as the basis for our cost estimates. For schools that had an even number of plans, we chose the plan that fell immediately above the lower half of plans in terms of price. After estimating a composite rate per employee, we calculated a weighted composite rate among public colleges and universities based on total enrollment at each institution.

In order to calculate a cost for governments we contacted local governments and requested information on health insurance plans and their respective premiums for the most recent year available—2018 or 2019. We then calculated a per-employee composite cost using the plan selection assumptions in Table 8. After determining an average cost at each local government, we

calculated a weighted composite rate among all local governments based on total employment at each government. We obtained employment information from local government CAFRs and ESRI Business Analyst.

Private Sector Health Insurance Costs. We used the U.S. Bureau of Labor Statistics' Employer Cost of Employee Compensation survey from September 2018 to estimate private sector health insurance costs. The survey includes a nationwide hourly rate cost estimate for health insurance by occupation group, as well as an overall health insurance cost across all occupation groups by Census region.

We first calculated the nationwide average annual cost for different occupation groups—Management, Business, and Financial; Office and Administrative, Professional and Related; and General Services—and then adjusted the cost for each occupation group upward by 11.64% to reflect the fact that the private-sector-wide average health insurance cost in the Pacific Census region is 11.64% higher than the national average. We then matched each comparison occupation to the appropriate occupation group. We show the estimated health insurance costs for each occupation in Table 9 on page 17. Note that these costs reflect an average across all employees in that particular occupation group, including employees that do not receive any employer-sponsored health insurance coverage.

TABLE 9. Private Sector Health Insurance Costs by Occupation

Occupation Title	Occupation Group	Annual Employer-paid Health Insurance Cost
Accounting Technician	Management, Business, and Financial	\$10,348
Accountant I	Management, Business, and Financial	\$10,348
Administrative Program Assistant	Office and Administrative	\$17,214
Administrative Program Specialist	Office and Administrative	\$17,214
Analyst Programmer	Professional and Related	\$12,499
Buyer 1	Professional and Related	\$12,499
Campus Security/Public Safety Officer	General Service	\$9,172
Carpenter	Professional and Related	\$12,499
Cashier 2	General Service	\$9,172
Cook 1	General Service	\$9,172
Custodian	Professional and Related	\$12,499
Early Childhood Assistant	Professional and Related	\$12,499
Early Childhood Associate Teacher	Professional and Related	\$12,499
Electrical/Control Systems Technician	Professional and Related	\$12,499
Electrician	Professional and Related	\$12,499
Environmental Health & Safety Professional 1	Professional and Related	\$12,499
Environmental Health & Safety Professional 2	Professional and Related	\$12,499
Environmental Health & Safety Professional 3	Professional and Related	\$12,499
Executive Support Specialist I	Professional and Related	\$12,499
Facilities Engineer I	Professional and Related	\$12,499
Fiscal Coordinator 2	Management, Business, and Financial	\$10,348
Food Service Worker 2	General Service	\$9,172
General Maintenance Mechanic	General Service	\$9,172
Grants and Contracts Technician	Office and Administrative	\$17,214
Grounds Maintenance Worker 2	General Service	\$9,172
HVAC Control Technician	Professional and Related	\$12,499
Information Technology Consultant	Professional and Related	\$12,499
Laboratory Technician I	Professional and Related	\$12,499
Laborer 2	General Service	\$9,172
Licensed Practical Nurse	Professional and Related	\$12,499
Locksmith	Professional and Related	\$12,499
Maintenance Electrician	Professional and Related	\$12,499
Medical Aide	Professional and Related	\$12,499
Mid-Level Medical Practitioner	Professional and Related	\$12,499
Office Specialist 1	Office and Administrative	\$17,214
Office Specialist 2	Office and Administrative	\$17,214
Operating System/Network Analyst	Professional and Related	\$12,499
Painter	Professional and Related	\$12,499
Payroll Technician	Management, Business, and Financial	\$10,348
Plumber	Professional and Related	\$12,499
Program Representative 1	Office and Administrative	\$17,214
Program Technician 1	Office and Administrative	\$17,214
Property Specialist 2	Office and Administrative	\$17,214
Registered Nurse 1	Professional and Related	\$12,499
Registered Nurse 2	Professional and Related	\$12,499
Telecommunications Analyst 2	Professional and Related	\$12,499
Trades/Maintenance Worker 2	Professional and Related	\$12,499

Source: Anderson Economic Group analysis of base data from U.S. Bureau of Labor Statistics Employee Cost of Employer Compensation, September, 2018.

Retirement Cost Analysis

We estimated retirement costs as a percentage of salary for Oregon public colleges and universities and state and local government by reviewing actuarial valuation reports for PERS and other pension funds. We estimated annual private sector retirement benefits using the U.S. Bureau of Labor Statistics' Employer Cost of Employee Compensation data from September, 2018. We show

estimated retirement costs by employer group in Table 10 and describe our analysis in detail below. Note that in Table 10 we show a range of retirement costs for private sector occupations since matching occupations are found in a range of industries that have varying levels of retirement benefits.

TABLE 10. Estimated Employer-paid Retirement Benefit Cost, 2018, as a Percentage of Salary

Employer Group	Pension Tiers Included	Retirement Cost as a Percentage of Salary
Oregon Public Colleges and Universities	OPSRP Only	15.10%
Select Local Governments	OPSRP Only	13.37%
Private Sector	N/A	5.23% to 6.39%

Note: Rates include IAP pickup.

Source: Anderson Economic Group analysis of base data from PERS, U.S. Bureau of Labor Statistics Employer Cost of Employee Compensation, September, 2018.

Public Sector Retirement Costs. We used data from the PERS employer rate projection tool published on the PERS website to determine each government’s active OPSRP payroll. We then multiplied the active payroll in each group by the OPSRP normal cost. We also attributed a portion—89%—of the OPSRP UAL to current employees. We determined this proportion by calculating the PERS OPSRP actuarial liability for active employees as a proportion of the total PERS OPSRP liability.

After determining the normal and UAL retirement contribution costs for each government, we summed the total costs and divided it by tot active payroll. We determined that the composite cost for Oregon public colleges and universities and the select local governments is 9.15% before taking into account IAP contributions.

We estimated a composite IAP pickup rate for public colleges and universities and local governments using data supplied by PERS on the proportion of employees at each local government that have their 6% IAP contribution paid by their employer. The IAP pickup rate for public colleges and universities and local governments is 99% and 70%, respectively. We added these totals to the average normal and UAL costs estimated above to determine the total retirement benefit costs as a percentage of salary.

Private Sector Retirement Costs. We used the U.S. Bureau of Labor Statistics’ Employer Cost of Employee Compensation data from September 2018 to estimate private sector employer-paid retirement costs. The Employer Cost of Employee Compensation data includes a nationwide hourly cost estimate for retirement benefits by occupation group, as well as an overall retirement benefit cost across all occupation groups by Census region.

We first calculated the nationwide average retirement benefit cost as a percentage of salary for different occupation groups, and then adjusted the cost for each occupation group upward by 2.22% to reflect the fact that the private-sector-wide average retirement costs in the Pacific Census region are 2.22% higher than the national average. We then matched each comparison occupation to the appropriate occupation group to determine average retirement benefit costs as a percentage of salary. We show these estimates in Table 11 on page 19. Note that the costs shown in the table reflect an average across all employees in the occupation group, including those employees that may not receive any employer-sponsored retirement benefits.

TABLE 11. Private Sector Retirement Costs as a Percentage of Salary

Occupation Title	Type	Retirement Cost as a Percentage of Salary
Accountant I	Management, Business, and Financial	6.39%
Accounting Technician	Management, Business, and Financial	6.39%
Administrative Program Assistant	Office and Administrative	5.23%
Administrative Program Specialist	Office and Administrative	5.23%
Analyst Programmer	Professional and Related	6.63%
Buyer 1	Professional and Related	6.63%
Campus Security/Public Safety Officer	General Service	2.15%
Carpenter	Professional and Related	6.63%
Cashier 2	General Service	2.15%
Cook 1	General Service	2.15%
Custodian	Professional and Related	6.63%
Early Childhood Assistant	Professional and Related	6.63%
Early Childhood Associate Teacher	Professional and Related	6.63%
Electrical/Control Systems Technician	Professional and Related	6.63%
Electrician	Professional and Related	6.63%
Environmental Health & Safety Professional 1	Professional and Related	6.63%
Environmental Health & Safety Professional 2	Professional and Related	6.63%
Environmental Health & Safety Professional 3	Professional and Related	6.63%
Executive Support Specialist 1	Professional and Related	6.63%
Facilities Engineer I	Professional and Related	6.63%
Fiscal Coordinator 2	Management, Business, and Financial	6.39%
Food Service Worker 2	General Service	2.15%
General Maintenance Mechanic	General Service	2.15%
Grants and Contracts Technician	Office and Administrative	5.23%
Grounds Maintenance Worker 2	General Service	2.15%
HVAC Control Technician	Professional and Related	6.63%
Information Technology Consultant	Professional and Related	6.63%
Laboratory Technician I	Professional and Related	6.63%
Laborer 2	General Service	2.15%
Licensed Practical Nurse	Professional and Related	6.63%
Locksmith	Professional and Related	6.63%
Maintenance Electrician	Professional and Related	6.63%
Medical Aide	Professional and Related	6.63%
Mid-Level Medical Practitioner	Professional and Related	6.63%
Office Specialist 1	Office and Administrative	5.23%
Office Specialist 2	Office and Administrative	5.23%
Operating System/Network Analyst	Professional and Related	6.63%
Painter	Professional and Related	6.63%
Payroll Technician	Management, Business, and Financial	6.39%
Plumber	Professional and Related	6.63%
Program Representative 1	Office and Administrative	5.23%
Program Technician 1	Office and Administrative	5.23%
Property Specialist 2	Office and Administrative	5.23%
Registered Nurse 1	Professional and Related	6.63%
Registered Nurse 2	Professional and Related	6.63%
Telecommunications Analyst 2	Professional and Related	6.63%
Trades/Maintenance Worker 2	Professional and Related	6.63%

Source: Anderson Economic Group analysis of base data from U.S. Bureau of Labor Statistics Employer Cost of Employee Compensation, September, 2018.

Appendix: Detailed Exhibits

In the following tables we provide underlying data from our public and private sector job matching analysis.

Accountant I	Occupation Title	Salary			Total Compensation			Compensation Ratio		
		Entry	Mid	Max	Entry	Mid	Max	Entry	Mid	Max
.....Public Colleges & Universities	Accountant I	\$ 40,392	\$ 49,884	\$ 61,656	\$ 63,663	\$ 74,588	\$ 88,137	N/A	N/A	N/A
.....Weighted Public Sector	N/A	\$ 46,342	\$ 56,558	\$ 63,454	\$ 70,856	\$ 82,438	\$ 90,257	89.8%	90.5%	97.7%
.....Private Sector	Accounting Associate	N/A	\$ 59,235	N/A	N/A	\$ 73,370	N/A	N/A	101.7%	N/A
Benton County	Budget/Accounting Analyst	\$ 54,475	\$ 68,099	\$ 81,702	\$ 80,077	\$ 95,523	\$ 110,946	79.5%	78.1%	79.4%
Blue Mountain Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Albany		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Ashland	Accounting/Financial Analyst	\$ 56,701	\$ 62,806	\$ 68,910	\$ 82,601	\$ 89,522	\$ 96,443	77.1%	83.3%	91.4%
City of Beaverton	Accountant	\$ 54,891	\$ 63,544	\$ 73,570	\$ 80,549	\$ 90,359	\$ 101,725	79.0%	82.5%	86.6%
City of Bend	Staff Accountant	\$ 52,728	\$ 60,601	\$ 68,474	\$ 78,096	\$ 87,022	\$ 95,948	81.5%	85.7%	91.9%
City of Corvallis	Accountant	\$ 50,710	\$ 57,710	\$ 64,709	\$ 75,809	\$ 83,744	\$ 91,680	84.0%	89.1%	96.1%
City of Eugene	Accountant I	\$ 56,597	\$ 64,896	\$ 73,195	\$ 82,483	\$ 91,892	\$ 101,301	77.2%	81.2%	87.0%
City of Gresham	Accounting Assistant III	\$ 49,489	\$ 56,317	\$ 63,133	\$ 74,424	\$ 82,166	\$ 89,893	85.5%	90.8%	98.0%
City of Klamath Falls	Accountant	\$ 51,937	\$ 62,329	\$ 72,721	\$ 77,200	\$ 88,982	\$ 100,764	82.5%	83.8%	87.5%
City of La Grande		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Medford	Accountant	\$ 53,008	\$ 60,327	\$ 67,645	\$ 78,414	\$ 86,711	\$ 95,009	81.2%	86.0%	92.8%
City of Portland	Accountant I	\$ 52,395	\$ 60,611	\$ 68,827	\$ 77,719	\$ 87,034	\$ 96,349	81.9%	85.7%	91.5%
City of Salem	Accountant	\$ 56,451	\$ 62,774	\$ 69,098	\$ 82,318	\$ 89,486	\$ 96,655	77.3%	83.4%	91.2%
City of Springfield	Accountant	\$ 47,237	\$ 56,222	\$ 69,784	\$ 71,871	\$ 82,058	\$ 97,433	88.6%	90.9%	90.5%
City of Vancouver (Washington)	Accountant A	\$ 53,784	\$ 60,510	\$ 67,236	\$ 79,294	\$ 86,919	\$ 94,545	80.3%	85.8%	93.2%
Clackamas County	Accountant I	\$ 49,837	\$ 56,160	\$ 62,462	\$ 74,819	\$ 81,987	\$ 89,133	85.1%	91.0%	98.9%
Clark County (Washington)	Accountant	\$ 48,672	\$ 55,037	\$ 62,171	\$ 73,498	\$ 80,714	\$ 88,803	86.6%	92.4%	99.3%
Corvallis School District		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Deschutes County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Douglas County	Accountant	\$ 51,522	\$ 61,474	\$ 73,486	\$ 76,729	\$ 88,013	\$ 101,631	83.0%	84.7%	86.7%
Eugene School District 4J	Accounting and Business Systems Analyst	\$ 44,158	\$ 49,358	\$ 55,432	\$ 68,381	\$ 74,276	\$ 81,162	93.1%	100.4%	108.6%
Jackson County	Accountant I	\$ 44,096	\$ 48,651	\$ 56,306	\$ 68,310	\$ 73,474	\$ 82,153	93.2%	101.5%	107.3%
Josephine County	Accountant	\$ 49,899	\$ 58,802	\$ 67,746	\$ 74,889	\$ 84,982	\$ 95,122	85.0%	87.8%	92.7%
Klamath County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lane Community College	Accountant	\$ 40,049	\$ 49,392	\$ 58,734	\$ 63,722	\$ 74,314	\$ 84,906	99.9%	100.4%	103.8%
Lane County	Accountant	\$ 50,918	\$ 59,956	\$ 70,554	\$ 76,045	\$ 86,291	\$ 98,306	83.7%	86.4%	89.7%
Lane Education Service District		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lane Transit District		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lewis & Clark College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Linfield College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Linn County	Accounting Clerk II	\$ 41,857	\$ 47,359	\$ 53,497	\$ 65,771	\$ 72,009	\$ 78,968	96.8%	103.6%	111.6%
Linn-Benton Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Marion County	Accountant II	\$ 51,337	\$ 60,091	\$ 68,845	\$ 76,519	\$ 86,444	\$ 96,369	83.2%	86.3%	91.5%
Metro Regional Government	Accountant I	\$ 48,589	\$ 56,264	\$ 65,125	\$ 73,404	\$ 82,105	\$ 92,151	86.7%	90.8%	95.6%
Multnomah County	Finance Specialist Senior	\$ 69,805	\$ 76,211	\$ 85,800	\$ 97,457	\$ 104,720	\$ 115,591	65.3%	71.2%	76.2%
Oregon Health & Sciences University		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Oregon Judicial Department		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Polk County	Accounting Technician I	\$ 37,621	\$ 42,325	\$ 47,617	\$ 60,969	\$ 66,302	\$ 72,302	104.4%	112.5%	121.9%
Portland Community College	Accounting Technician II	\$ 36,358	\$ 46,030	\$ 58,323	\$ 59,538	\$ 70,503	\$ 84,440	106.9%	105.8%	104.4%
Portland Public Schools	Accountant/Analyst	\$ 65,042	\$ 71,074	\$ 77,667	\$ 92,057	\$ 98,896	\$ 106,371	69.2%	75.4%	82.9%
Rogue Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
State of Oregon	Accountant I	\$ 40,837	\$ 53,149	\$ 59,017	\$ 64,615	\$ 78,574	\$ 85,227	98.5%	94.9%	103.4%
Tri-Met		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Union County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Washington County	Accountant I	\$ 55,266	\$ 60,944	\$ 67,163	\$ 80,973	\$ 87,411	\$ 94,462	78.6%	85.3%	93.3%
Willamette University		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			

Source: Anderson Economic Group analysis of salary documentation from state and local government job classifications, Oregon Public Employees Retirement System, PayScale, Local Government CAFRs, U.S. Bureau of Labor Statistics Employer Cost of Employee Compensation, September, 2018.

Accounting Technician	Occupation Title	Salary			Total Compensation			Compensation Ratio		
		Entry	Mid	Max	Entry	Mid	Max	Entry	Mid	Max
.....Public Colleges & Universities	Accounting Technician	\$ 29,172	\$ 34,650	\$ 42,336	\$ 50,749	\$ 57,054	\$ 65,900	N/A	N/A	N/A
.....Weighted Public Sector	N/A	\$ 33,846	\$ 38,696	\$ 44,133	\$ 56,689	\$ 62,188	\$ 68,352	89.5%	91.7%	96.4%
.....Private Sector	Accounting Assistant	N/A	\$ 39,101	N/A	N/A	\$ 51,949	N/A	N/A	109.8%	N/A
Benton County	Accounting Clerk	\$ 40,331	\$ 43,950	\$ 49,400	\$ 64,042	\$ 68,145	\$ 74,323	79.2%	83.7%	88.7%
Blue Mountain Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Albany	Accounting Specialist	\$ 38,323	\$ 42,169	\$ 48,829	\$ 61,765	\$ 66,125	\$ 73,676	82.2%	86.3%	89.4%
City of Ashland		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Beaverton	Accounting Assistant	\$ 39,936	\$ 46,218	\$ 53,518	\$ 63,594	\$ 70,715	\$ 78,993	79.8%	80.7%	83.4%
City of Bend	Accounting Technician I	\$ 38,875	\$ 45,011	\$ 49,629	\$ 62,391	\$ 69,348	\$ 74,583	81.3%	82.3%	88.4%
City of Corvallis		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Eugene	Accounting Clerk	\$ 40,414	\$ 45,334	\$ 50,253	\$ 64,136	\$ 69,713	\$ 75,290	79.1%	81.8%	87.5%
City of Gresham	Accounting Assistant II	\$ 40,345	\$ 45,913	\$ 51,481	\$ 64,057	\$ 70,370	\$ 76,683	79.2%	81.1%	85.9%
City of Klamath Falls	Accounting Technician	\$ 41,701	\$ 46,285	\$ 50,869	\$ 65,595	\$ 70,792	\$ 75,989	77.4%	80.6%	86.7%
City of La Grande		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Medford		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Portland	Accounting Technician	\$ 37,461	\$ 45,625	\$ 53,789	\$ 60,787	\$ 70,043	\$ 79,299	83.5%	81.5%	83.1%
City of Salem	Accounting Assistant	\$ 39,853	\$ 42,806	\$ 48,256	\$ 63,499	\$ 66,848	\$ 73,026	79.9%	85.3%	90.2%
City of Springfield	Accounting Specialist	\$ 44,699	\$ 52,707	\$ 65,499	\$ 68,994	\$ 78,073	\$ 92,576	73.6%	73.1%	71.2%
City of Vancouver (Washington)	Accounting Clerk I	\$ 39,204	\$ 44,658	\$ 50,112	\$ 62,764	\$ 68,947	\$ 75,131	80.9%	82.7%	87.7%
Clackamas County	Accounting Clerk	\$ 32,656	\$ 36,837	\$ 41,038	\$ 55,340	\$ 60,080	\$ 64,844	91.7%	95.0%	101.6%
Clark County (Washington)	Accounting Assistant I	\$ 34,237	\$ 38,646	\$ 43,597	\$ 57,132	\$ 62,132	\$ 67,744	88.8%	91.8%	97.3%
Corvallis School District		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Deschutes County		\$ 35,235	\$ 41,725	\$ 48,214	\$ 58,264	\$ 65,622	\$ 72,979	87.1%	86.9%	90.3%
Douglas County	Accounting Technician I	\$ 32,302	\$ 38,584	\$ 46,114	\$ 54,939	\$ 62,061	\$ 70,597	92.4%	91.9%	93.3%
Eugene School District 4J	Accounting Clerk I	\$ 29,682	\$ 33,166	\$ 37,253	\$ 51,968	\$ 55,918	\$ 60,552	97.7%	102.0%	108.8%
Jackson County	Accounting Clerk II	\$ 29,203	\$ 33,176	\$ 38,022	\$ 51,425	\$ 55,930	\$ 61,424	98.7%	102.0%	107.3%
Josephine County	Accounting Technician	\$ 31,949	\$ 37,898	\$ 44,013	\$ 54,538	\$ 61,283	\$ 68,216	93.1%	93.1%	96.6%
Klamath County		\$ 31,699	\$ 36,473	\$ 41,246	\$ 54,255	\$ 59,667	\$ 65,079	93.5%	95.6%	101.3%
Lane Community College	Accounting Specialist	\$ 25,907	\$ 31,950	\$ 37,993	\$ 47,688	\$ 54,540	\$ 61,391	106.4%	104.6%	107.3%
Lane County	Accounting Clerk I	\$ 31,075	\$ 36,598	\$ 43,056	\$ 53,548	\$ 59,809	\$ 67,131	94.8%	95.4%	98.2%
Lane Education Service District		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lane Transit District		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lewis & Clark College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Linfield College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Linn County	Accounting Clerk I	\$ 36,193	\$ 40,333	\$ 46,213	\$ 59,350	\$ 64,044	\$ 70,710	85.5%	89.1%	93.2%
Linn-Benton Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Marion County	Accounting Clerk	\$ 31,346	\$ 36,618	\$ 41,891	\$ 53,854	\$ 59,832	\$ 65,810	94.2%	95.4%	100.1%
Metro Regional Government	Accounting Technician I	\$ 32,885	\$ 38,064	\$ 44,075	\$ 55,599	\$ 61,471	\$ 68,286	91.3%	92.8%	96.5%
Multnomah County	Finance Specialist I	\$ 50,690	\$ 55,245	\$ 62,067	\$ 75,785	\$ 80,950	\$ 88,685	67.0%	70.5%	74.3%
Oregon Health & Sciences University		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Oregon Judicial Department		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Polk County	Account Clerk II	\$ 32,953	\$ 37,081	\$ 41,701	\$ 55,676	\$ 60,357	\$ 65,595	91.1%	94.5%	100.5%
Portland Community College	Accounting Technician I	\$ 32,656	\$ 41,392	\$ 51,626	\$ 55,340	\$ 65,244	\$ 76,847	91.7%	87.4%	85.8%
Portland Public Schools	Fiscal Services Associate I	\$ 41,704	\$ 45,573	\$ 49,795	\$ 65,598	\$ 69,984	\$ 74,771	77.4%	81.5%	88.1%
Rogue Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
State of Oregon	Accounting Technician I	\$ 30,721	\$ 35,137	\$ 39,997	\$ 53,146	\$ 58,153	\$ 63,663	95.5%	98.1%	103.5%
Tri-Met		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Union County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Washington County	Accounting Assistant I	\$ 39,666	\$ 43,722	\$ 48,214	\$ 63,287	\$ 67,886	\$ 72,979	80.2%	84.0%	90.3%
Willamette University		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			

Source: Anderson Economic Group analysis of salary documentation from state and local government job classifications, Oregon Public Employees Retirement System, PayScale, Local Government CAFRs, U.S. Bureau of Labor Statistics Employer Cost of Employee Compensation, September, 2018.

Administrative Program Assistant	Occupation Title	Salary			Total Compensation			Compensation Ratio		
		Entry	Mid	Max	Entry	Mid	Max	Entry	Mid	Max
.....Public Colleges & Universities	Administrative Program Assistant	\$ 31,284	\$ 37,752	\$ 46,464	\$ 53,180	\$ 60,624	\$ 70,652	N/A	N/A	N/A
.....Weighted Public Sector	N/A	\$ 36,323	\$ 45,134	\$ 50,797	\$ 59,497	\$ 69,487	\$ 75,907	89.4%	87.2%	93.1%
.....Private Sector	Program Assistant	N/A	\$ 39,920	N/A	N/A	\$ 59,221	N/A	N/A	102.4%	N/A
Benton County	Administrative Program Specialist 1	\$ 36,733	\$ 40,040	\$ 44,990	\$ 59,962	\$ 63,712	\$ 69,324	88.7%	95.2%	101.9%
Blue Mountain Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Albany	Administrative Assistant	\$ 38,425	\$ 40,321	\$ 49,005	\$ 61,880	\$ 64,030	\$ 73,876	85.9%	94.7%	95.6%
City of Ashland		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Beaverton	Administrative Assistant	\$ 47,424	\$ 54,912	\$ 63,544	\$ 72,083	\$ 80,573	\$ 90,359	73.8%	75.2%	78.2%
City of Bend	Senior Administrative Specialist	\$ 45,864	\$ 52,697	\$ 59,530	\$ 70,314	\$ 78,061	\$ 85,808	75.6%	77.7%	82.3%
City of Corvallis	Administrative Specialist	\$ 35,630	\$ 40,550	\$ 45,469	\$ 58,712	\$ 64,289	\$ 69,866	90.6%	94.3%	101.1%
City of Eugene	Program Assistant	\$ 42,182	\$ 47,351	\$ 52,520	\$ 66,140	\$ 72,000	\$ 77,861	80.4%	84.2%	90.7%
City of Gresham	Administrative Assistant I	\$ 36,397	\$ 41,461	\$ 46,513	\$ 59,581	\$ 65,322	\$ 71,050	89.3%	92.8%	99.4%
City of Klamath Falls		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of La Grande		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Medford		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Portland	Administrative Specialist I	\$ 44,075	\$ 55,089	\$ 66,102	\$ 68,286	\$ 80,773	\$ 93,260	77.9%	75.1%	75.8%
City of Salem	Administrative Analyst I	\$ 48,256	\$ 53,477	\$ 58,698	\$ 73,026	\$ 78,945	\$ 84,864	72.8%	76.8%	83.3%
City of Springfield	Administrative Assistant	\$ 24,710	\$ 30,659	\$ 36,546	\$ 46,332	\$ 53,076	\$ 59,750	114.8%	114.2%	118.2%
City of Vancouver (Washington)		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Clackamas County	Program Aide 2	\$ 32,656	\$ 36,837	\$ 41,038	\$ 55,340	\$ 60,080	\$ 64,844	96.1%	100.9%	109.0%
Clark County (Washington)	Administrative Assistant	\$ 43,680	\$ 49,442	\$ 55,869	\$ 67,838	\$ 74,371	\$ 81,657	78.4%	81.5%	86.5%
Corvallis School District		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Deschutes County		\$ 32,552	\$ 38,085	\$ 43,618	\$ 55,222	\$ 61,495	\$ 67,768	96.3%	98.6%	104.3%
Douglas County	Administrative Assistant	\$ 32,302	\$ 38,584	\$ 46,114	\$ 54,939	\$ 62,061	\$ 70,597	96.8%	97.7%	100.1%
Eugene School District 4J	Administrative Assistant	\$ 37,440	\$ 42,588	\$ 47,819	\$ 60,764	\$ 66,600	\$ 72,531	87.5%	91.0%	97.4%
Jackson County	Office Assistant V	\$ 36,192	\$ 41,309	\$ 47,445	\$ 59,349	\$ 65,150	\$ 72,107	89.6%	93.1%	98.0%
Josephine County	Administrative Secretary	\$ 30,181	\$ 35,797	\$ 41,579	\$ 52,534	\$ 58,901	\$ 65,457	101.2%	102.9%	107.9%
Klamath County		\$ 37,544	\$ 42,910	\$ 48,963	\$ 60,882	\$ 66,966	\$ 73,828	87.3%	90.5%	95.7%
Lane Community College	Administrative Support Specialist	\$ 29,339	\$ 36,183	\$ 43,027	\$ 51,579	\$ 59,339	\$ 67,098	103.1%	102.2%	105.3%
Lane County	Administrative Support Assistant	\$ 37,357	\$ 46,155	\$ 54,912	\$ 60,670	\$ 70,645	\$ 80,573	87.7%	85.8%	87.7%
Lane Education Service District		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lane Transit District		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lewis & Clark College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Linfield College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Linn County	Administrative Assistant	\$ 42,853	\$ 48,079	\$ 53,893	\$ 66,901	\$ 72,826	\$ 79,417	79.5%	83.2%	89.0%
Linn-Benton Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Marion County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Metro Regional Government	Program Assistant I	\$ 36,254	\$ 41,974	\$ 48,589	\$ 59,420	\$ 65,905	\$ 73,404	89.5%	92.0%	96.3%
Multnomah County	Administrative Specialist (NR)	\$ 48,630	\$ 58,168	\$ 67,705	\$ 73,451	\$ 84,264	\$ 95,077	72.4%	71.9%	74.3%
Oregon Health & Sciences University		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Oregon Judicial Department		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Polk County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Portland Community College	Office Assistant I	\$ 29,390	\$ 37,211	\$ 46,488	\$ 51,638	\$ 60,504	\$ 71,022	103.0%	100.2%	99.5%
Portland Public Schools	Project Assistant	\$ 36,109	\$ 40,123	\$ 45,490	\$ 59,255	\$ 63,806	\$ 69,890	89.7%	95.0%	101.1%
Rogue Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
State of Oregon	Administrative Specialist I	\$ 34,249	\$ 44,209	\$ 48,637	\$ 57,146	\$ 68,438	\$ 73,458	93.1%	88.6%	96.2%
Tri-Met		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Union County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Washington County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Willamette University		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			

Source: Anderson Economic Group analysis of salary documentation from state and local government job classifications, Oregon Public Employees Retirement System, PayScale, Local Government CAFRs, U.S. Bureau of Labor Statistics Employer Cost of Employee Compensation, September, 2018.

Administrative Program Specialist	Occupation Title	Salary			Total Compensation			Compensation Ratio		
		Entry	Mid	Max	Entry	Mid	Max	Entry	Mid	Max
.....Public Colleges & Universities	Administrative Program Specialist	\$ 33,900	\$ 41,364	\$ 51,108	\$ 56,191	\$ 64,782	\$ 75,997	N/A	N/A	N/A
.....Weighted Public Sector	N/A	\$ 42,468	\$ 52,562	\$ 60,714	\$ 66,464	\$ 77,908	\$ 87,151	84.5%	83.2%	87.2%
.....Private Sector	Administrative Technician	N/A	\$ 39,835	N/A	N/A	\$ 59,132	N/A	N/A	109.6%	N/A
Benton County	Administrative Program Specialist 2	\$ 40,331	\$ 43,950	\$ 49,400	\$ 64,042	\$ 68,145	\$ 74,323	87.7%	95.1%	102.3%
Blue Mountain Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Albany		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Ashland	Administrative Analyst	\$ 56,701	\$ 62,806	\$ 68,910	\$ 82,601	\$ 89,522	\$ 96,443	68.0%	72.4%	78.8%
City of Beaverton		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Bend	Administrative Specialist	\$ 39,874	\$ 45,822	\$ 51,771	\$ 63,523	\$ 70,267	\$ 77,012	88.5%	92.2%	98.7%
City of Corvallis	Central Administrative Services Support Specialist	\$ 39,000	\$ 44,387	\$ 49,774	\$ 62,532	\$ 68,640	\$ 74,748	89.9%	94.4%	101.7%
City of Eugene		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Gresham	Administrative Assistant II	\$ 42,793	\$ 49,213	\$ 55,633	\$ 66,833	\$ 74,111	\$ 81,390	84.1%	87.4%	93.4%
City of Klamath Falls		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of La Grande		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Medford	Administrative Analyst	\$ 43,638	\$ 54,018	\$ 64,397	\$ 67,791	\$ 79,559	\$ 91,326	82.9%	81.4%	83.2%
City of Portland	Administrative Specialist IV	\$ 63,336	\$ 84,354	\$ 105,373	\$ 90,123	\$ 113,952	\$ 137,782	62.3%	56.8%	55.2%
City of Salem	Administrative Analyst II	\$ 54,267	\$ 58,698	\$ 66,373	\$ 79,841	\$ 84,864	\$ 93,566	70.4%	76.3%	81.2%
City of Springfield	Administrative Specialist	\$ 40,373	\$ 50,003	\$ 59,696	\$ 64,089	\$ 75,007	\$ 85,996	87.7%	86.4%	88.4%
City of Vancouver (Washington)	Administrative Assistant	\$ 56,604	\$ 63,684	\$ 70,764	\$ 82,491	\$ 90,518	\$ 98,545	68.1%	71.6%	77.1%
Clackamas County	Program Aide 2	\$ 35,838	\$ 40,456	\$ 45,074	\$ 58,948	\$ 64,183	\$ 69,418	95.3%	100.9%	109.5%
Clark County (Washington)	Administrative Assistant	\$ 43,680	\$ 49,442	\$ 55,869	\$ 67,838	\$ 74,371	\$ 81,657	82.8%	87.1%	93.1%
Corvallis School District		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Deschutes County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Douglas County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Eugene School District 4J		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Jackson County	Project/Program Coordinator I	\$ 51,064	\$ 56,347	\$ 65,187	\$ 76,210	\$ 82,200	\$ 92,222	73.7%	78.8%	82.4%
Josephine County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Klamath County		\$ 50,315	\$ 52,146	\$ 65,582	\$ 75,361	\$ 77,436	\$ 92,670	74.6%	83.7%	82.0%
Lane Community College	Administrative Specialist	\$ 33,227	\$ 40,978	\$ 48,729	\$ 55,987	\$ 64,775	\$ 73,563	100.4%	100.0%	103.3%
Lane County	Administrative Support Specialist	\$ 40,144	\$ 49,608	\$ 59,030	\$ 63,829	\$ 74,559	\$ 85,242	88.0%	86.9%	89.2%
Lane Education Service District		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lane Transit District		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lewis & Clark College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Linfield College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Linn County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Linn-Benton Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Marion County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Metro Regional Government	Program Assistant II	\$ 41,974	\$ 48,589	\$ 56,264	\$ 65,905	\$ 73,404	\$ 82,105	85.3%	88.3%	92.6%
Multnomah County	Administrative Specialist (NR)	\$ 48,630	\$ 58,168	\$ 67,705	\$ 73,451	\$ 84,264	\$ 95,077	76.5%	76.9%	79.9%
Oregon Health & Sciences University		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Oregon Judicial Department		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Polk County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Portland Community College	Administrative Assistant	\$ 42,661	\$ 53,997	\$ 67,475	\$ 66,683	\$ 79,535	\$ 94,816	84.3%	81.5%	80.2%
Portland Public Schools	Administrative Assistant	\$ 46,051	\$ 50,336	\$ 56,618	\$ 70,527	\$ 75,385	\$ 82,506	79.7%	85.9%	92.1%
Rogue Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
State of Oregon	Administrative Specialist II	\$ 38,977	\$ 49,357	\$ 56,101	\$ 62,506	\$ 74,275	\$ 81,921	89.9%	87.2%	92.8%
Tri-Met		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Union County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Washington County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Willamette University		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			

Source: Anderson Economic Group analysis of salary documentation from state and local government job classifications, Oregon Public Employees Retirement System, PayScale, Local Government CAFRs, U.S. Bureau of Labor Statistics Employer Cost of Employee Compensation, September, 2018.

Analyst Programmer	Occupation Title	Salary			Total Compensation			Compensation Ratio		
		Entry	Mid	Max	Entry	Mid	Max	Entry	Mid	Max
.....Public Colleges & Universities	Analyst Programmer	\$ 51,384	\$ 78,108	\$ 95,376	\$ 76,314	\$ 107,073	\$ 126,949	N/A	N/A	N/A
.....Weighted Public Sector	N/A	\$ 44,171	\$ 72,272	\$ 100,815	\$ 68,395	\$ 100,254	\$ 132,615	111.6%	106.8%	95.7%
.....Private Sector	Programmer Analyst	N/A	\$ 72,549	N/A	N/A	\$ 89,859	N/A	N/A	119.2%	N/A
Benton County	Programmer/Analyst	\$ 57,845	\$ 63,648	\$ 72,322	\$ 83,898	\$ 90,477	\$ 100,310	91.0%	118.3%	126.6%
Blue Mountain Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Albany	Data Systems Manager	\$ 78,626	\$ 85,922	\$ 96,734	\$ 107,457	\$ 115,729	\$ 127,988	71.0%	92.5%	99.2%
City of Ashland		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Beaverton	Programmer Analyst	\$ 59,010	\$ 68,307	\$ 79,061	\$ 85,218	\$ 95,759	\$ 107,951	89.6%	111.8%	117.6%
City of Bend	IT Support Specialist I-II	\$ 52,104	\$ 66,378	\$ 80,652	\$ 77,389	\$ 93,572	\$ 109,755	98.6%	114.4%	115.7%
City of Corvallis	Database Administrator	\$ 68,224	\$ 77,646	\$ 87,069	\$ 95,665	\$ 106,347	\$ 117,030	79.8%	100.7%	108.5%
City of Eugene	Application Systems Analyst 1-2	\$ 68,474	\$ 83,399	\$ 98,324	\$ 95,948	\$ 112,869	\$ 129,791	79.5%	94.9%	97.8%
City of Gresham		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Klamath Falls		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of La Grande		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Medford	Systems Analyst	\$ 71,011	\$ 80,850	\$ 90,688	\$ 98,825	\$ 109,979	\$ 121,133	77.2%	97.4%	104.8%
City of Portland	Applications Analyst I-IV	\$ 63,960	\$ 84,053	\$ 104,146	\$ 90,831	\$ 113,611	\$ 136,391	84.0%	94.2%	93.1%
City of Salem	IT Programmer Analyst	\$ 76,213	\$ 84,011	\$ 97,325	\$ 104,722	\$ 113,563	\$ 128,658	72.9%	94.3%	98.7%
City of Springfield	Programmer Analyst	\$ 55,016	\$ 72,155	\$ 84,198	\$ 80,690	\$ 100,122	\$ 113,776	94.6%	106.9%	111.6%
City of Vancouver (Washington)	IT Systems Analyst A - IT Systems Analyst D	\$ 62,208	\$ 88,992	\$ 115,776	\$ 88,844	\$ 119,210	\$ 149,576	85.9%	89.8%	84.9%
Clackamas County	Microcomputer Programmer/Analyst	\$ 61,630	\$ 69,680	\$ 77,750	\$ 88,189	\$ 97,316	\$ 106,465	86.5%	110.0%	119.2%
Clark County (Washington)		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Corvallis School District		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Deschutes County		\$ 58,448	\$ 76,824	\$ 95,201	\$ 84,581	\$ 105,415	\$ 126,249	90.2%	101.6%	100.6%
Douglas County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Eugene School District 4J	Programmer Analyst - Senior Programmer Analyst	\$ 41,933	\$ 53,778	\$ 65,624	\$ 65,858	\$ 79,287	\$ 92,717	115.9%	135.0%	136.9%
Jackson County	Programmer Analyst I-VI	\$ 48,776	\$ 62,816	\$ 87,776	\$ 73,616	\$ 89,534	\$ 117,832	103.7%	119.6%	107.7%
Josephine County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Klamath County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lane Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lane County	Programmer Analyst 1 - Programmer and Systems Analyst Senior	\$ 42,869	\$ 66,581	\$ 90,293	\$ 66,919	\$ 93,802	\$ 120,685	114.0%	114.1%	105.2%
Lane Education Service District		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lane Transit District		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lewis & Clark College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Linfield College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Linn County	Programmer Analyst	\$ 64,861	\$ 69,619	\$ 81,878	\$ 91,852	\$ 97,247	\$ 111,144	83.1%	110.1%	114.2%
Linn-Benton Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Marion County	Programmer Analyst	\$ 59,717	\$ 78,479	\$ 97,242	\$ 86,020	\$ 107,292	\$ 128,563	88.7%	99.8%	98.7%
Metro Regional Government	Systems Administrator I-IV	\$ 56,264	\$ 81,172	\$ 106,080	\$ 82,105	\$ 110,344	\$ 138,584	92.9%	97.0%	91.6%
Multnomah County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Oregon Health & Sciences University		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Oregon Judicial Department		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Polk County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Portland Community College	Database Analyst	\$ 58,739	\$ 74,360	\$ 92,872	\$ 84,912	\$ 102,621	\$ 123,609	89.9%	104.3%	102.7%
Portland Public Schools	Department Technology Data Analyst I, II	\$ 50,814	\$ 61,901	\$ 73,923	\$ 75,927	\$ 88,496	\$ 102,126	100.5%	121.0%	124.3%
Rogue Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
State of Oregon	Information Systems Specialist I-VIII	\$ 35,077	\$ 70,615	\$ 106,154	\$ 58,084	\$ 98,376	\$ 138,668	131.4%	108.8%	91.5%
Tri-Met		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Union County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Washington County	Database Administrator	\$ 90,554	\$ 100,293	\$ 110,032	\$ 120,981	\$ 132,023	\$ 143,064	63.1%	81.1%	88.7%
Willamette University		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			

Source: Anderson Economic Group analysis of salary documentation from state and local government job classifications, Oregon Public Employees Retirement System, PayScale, Local Government CAFRs, U.S. Bureau of Labor Statistics Employer Cost of Employee Compensation, September, 2018.

Buyer 1	Occupation Title	Salary			Total Compensation			Compensation Ratio		
		Entry	Mid	Max	Entry	Mid	Max	Entry	Mid	Max
.....Public Colleges & Universities	Buyer I	\$ 32,616	\$ 39,492	\$ 48,660	\$ 54,713	\$ 62,627	\$ 73,179	N/A	N/A	N/A
.....Weighted Public Sector	N/A	\$ 41,523	\$ 49,952	\$ 57,087	\$ 65,393	\$ 74,949	\$ 83,039	83.7%	83.6%	88.1%
.....Private Sector	Assistant Buyer	N/A	\$ 45,460	N/A	N/A	\$ 60,973	N/A	N/A	102.7%	N/A
Benton County	Contract and Procurement (Lead)	\$ 43,930	\$ 47,882	\$ 53,810	\$ 68,121	\$ 72,602	\$ 79,323	80.3%	86.3%	92.3%
Blue Mountain Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Albany	Purchasing Coordinator	\$ 53,245	\$ 59,005	\$ 68,809	\$ 78,683	\$ 85,213	\$ 96,328	69.5%	73.5%	76.0%
City of Ashland		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Beaverton		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Bend	Purchasing Assistant	\$ 52,104	\$ 60,320	\$ 73,154	\$ 77,389	\$ 86,704	\$ 101,254	70.7%	72.2%	72.3%
City of Corvallis		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Eugene		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Gresham	Purchasing Agent	\$ 65,541	\$ 74,630	\$ 83,720	\$ 92,623	\$ 102,928	\$ 113,233	59.1%	60.8%	64.6%
City of Klamath Falls		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of La Grande		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Medford		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Portland	Procurement Specialist	\$ 56,118	\$ 63,388	\$ 70,658	\$ 81,940	\$ 90,182	\$ 98,424	66.8%	69.4%	74.4%
City of Salem	Buyer	\$ 52,146	\$ 56,451	\$ 63,690	\$ 77,436	\$ 82,318	\$ 90,524	70.7%	76.1%	80.8%
City of Springfield		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Vancouver (Washington)	Procurement Specialist A	\$ 51,084	\$ 57,468	\$ 63,852	\$ 76,233	\$ 83,470	\$ 90,708	71.8%	75.0%	80.7%
Clackamas County	Procurement & Contracts Assistant	\$ 49,379	\$ 55,931	\$ 62,462	\$ 74,300	\$ 81,728	\$ 89,133	73.6%	76.6%	82.1%
Clark County (Washington)	Assistant Buyer	\$ 45,386	\$ 51,293	\$ 57,886	\$ 69,772	\$ 76,469	\$ 83,945	78.4%	81.9%	87.2%
Corvallis School District		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Deschutes County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Douglas County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Eugene School District 4J		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Jackson County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Josephine County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Klamath County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lane Community College	Procurement Specialist	\$ 35,366	\$ 43,616	\$ 51,865	\$ 58,412	\$ 67,765	\$ 77,118	93.7%	92.4%	94.9%
Lane County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lane Education Service District		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lane Transit District		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lewis & Clark College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Linfield College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Linn County	Purchasing Agent I	\$ 41,857	\$ 47,359	\$ 53,497	\$ 65,771	\$ 72,009	\$ 78,968	83.2%	87.0%	92.7%
Linn-Benton Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Marion County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Metro Regional Government		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Multnomah County	Procurement Associate	\$ 46,509	\$ 50,544	\$ 56,909	\$ 71,046	\$ 75,620	\$ 82,836	77.0%	82.8%	88.3%
Oregon Health & Sciences University		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Oregon Judicial Department		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Polk County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Portland Community College	Buyer	\$ 42,661	\$ 53,997	\$ 67,475	\$ 66,683	\$ 79,535	\$ 94,816	82.0%	78.7%	77.2%
Portland Public Schools	Buyer I	\$ 53,373	\$ 58,323	\$ 63,731	\$ 78,827	\$ 84,440	\$ 90,571	69.4%	74.2%	80.8%
Rogue Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
State of Oregon	Procurement and Contract Assistant	\$ 37,249	\$ 46,705	\$ 53,629	\$ 60,547	\$ 71,268	\$ 79,118	90.4%	87.9%	92.5%
Tri-Met		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Union County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Washington County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Willamette University		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			

Source: Anderson Economic Group analysis of salary documentation from state and local government job classifications, Oregon Public Employees Retirement System, PayScale, Local Government CAFRs, U.S. Bureau of Labor Statistics Employer Cost of Employee Compensation, September, 2018.

Campus Security/Public Safety Officer	Occupation Title	Salary			Total Compensation			Compensation Ratio		
		Entry	Mid	Max	Entry	Mid	Max	Entry	Mid	Max
.....Public Colleges & Universities	Campus Security/Public Safety Officer	\$ 31,284	\$ 37,752	\$ 46,464	\$ 53,180	\$ 60,624	\$ 70,652	N/A	N/A	N/A
.....Weighted Public Sector	N/A	\$ 42,358	\$ 47,708	\$ 54,302	\$ 66,340	\$ 72,405	\$ 79,880	80.2%	83.7%	88.4%
.....Private Sector	Security Guard	N/A	\$ 28,333	N/A	N/A	#N/A	N/A	N/A	#N/A	N/A
Benton County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Blue Mountain Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Albany	Building Security/Custodian	\$ 34,237	\$ 37,753	\$ 43,705	\$ 57,132	\$ 61,118	\$ 67,867	93.1%	99.2%	104.1%
City of Ashland		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Beaverton	Library Building Monitor	\$ 38,314	\$ 44,346	\$ 51,334	\$ 61,754	\$ 68,593	\$ 76,516	86.1%	88.4%	92.3%
City of Bend		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Corvallis	Security Attendant	\$ 33,342	\$ 37,950	\$ 42,557	\$ 56,118	\$ 61,342	\$ 66,565	94.8%	98.8%	106.1%
City of Eugene		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Gresham		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Klamath Falls		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of La Grande		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Medford		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Portland	Public Safety Support Specialist	\$ 49,816	\$ 52,946	\$ 56,077	\$ 74,795	\$ 78,344	\$ 81,893	71.1%	77.4%	86.3%
City of Salem	Security Officer	\$ 28,704	\$ 31,595	\$ 36,109	\$ 50,860	\$ 54,137	\$ 59,255	104.6%	112.0%	119.2%
City of Springfield	Security Attendant	\$ 28,413	\$ 32,864	\$ 38,064	\$ 50,529	\$ 55,576	\$ 61,471	105.2%	109.1%	114.9%
City of Vancouver (Washington)		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Clackamas County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Clark County (Washington)		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Corvallis School District		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Deschutes County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Douglas County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Eugene School District 4J		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Jackson County	Security/Courts/Marine Ser. Officer	\$ 22,360	\$ 28,111	\$ 33,862	\$ 43,667	\$ 50,187	\$ 56,708	121.8%	120.8%	124.6%
Josephine County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Klamath County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lane Community College	Public Safety Officer 1	\$ 35,366	\$ 43,616	\$ 51,865	\$ 58,412	\$ 67,765	\$ 77,118	91.0%	89.5%	91.6%
Lane County	Security Guard	\$ 29,578	\$ 34,819	\$ 40,976	\$ 51,850	\$ 57,793	\$ 64,773	102.6%	104.9%	109.1%
Lane Education Service District		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lane Transit District		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lewis & Clark College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Linfield College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Linn County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Linn-Benton Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Marion County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Metro Regional Government		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Multnomah County	Facility Security Officer	\$ 46,509	\$ 50,544	\$ 56,909	\$ 71,046	\$ 75,620	\$ 82,836	74.9%	80.2%	85.3%
Oregon Health & Sciences University		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Oregon Judicial Department		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Polk County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Portland Community College	Public Safety Officer	\$ 42,661	\$ 53,997	\$ 67,475	\$ 66,683	\$ 79,535	\$ 94,816	79.7%	76.2%	74.5%
Portland Public Schools		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Rogue Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
State of Oregon		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Tri-Met		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Union County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Washington County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Willamette University		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			

Source: Anderson Economic Group analysis of salary documentation from state and local government job classifications, Oregon Public Employees Retirement System, PayScale, Local Government CAFRs, U.S. Bureau of Labor Statistics Employer Cost of Employee Compensation, September, 2018.

Carpenter	Occupation Title	Salary			Total Compensation			Compensation Ratio		
		Entry	Mid	Max	Entry	Mid	Max	Entry	Mid	Max
.....Public Colleges & Universities	Carpenter	\$ 40,392	\$ 45,408	\$ 51,108	\$ 63,663	\$ 69,436	\$ 75,997	N/A	N/A	N/A
.....Weighted Public Sector	N/A	\$ 44,366	\$ 57,042	\$ 61,727	\$ 68,616	\$ 82,987	\$ 88,299	92.8%	83.7%	86.1%
.....Private Sector	Carpenter	N/A	\$ 44,453	N/A	N/A	\$ 59,900	N/A	N/A	115.9%	N/A
Benton County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Blue Mountain Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Albany		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Ashland		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Beaverton		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Bend		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Corvallis		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Eugene		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Gresham		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Klamath Falls		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of La Grande		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Medford		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Portland	Carpenter Journey Level	\$ 61,048	\$ 64,667	\$ 68,286	\$ 87,529	\$ 91,632	\$ 95,736	72.7%	75.8%	79.4%
City of Salem		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Springfield		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Vancouver (Washington)		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Clackamas County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Clark County (Washington)		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Corvallis School District		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Deschutes County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Douglas County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Eugene School District 4J	Carpenter	\$ 36,338	\$ 40,976	\$ 45,614	\$ 59,514	\$ 64,773	\$ 70,031	107.0%	107.2%	108.5%
Jackson County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Josephine County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Klamath County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lane Community College	Carpenter	\$ 37,633	\$ 46,411	\$ 55,189	\$ 60,983	\$ 70,935	\$ 80,887	104.4%	97.9%	94.0%
Lane County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lane Education Service District		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lane Transit District		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lewis & Clark College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Linfield College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Linn County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Linn-Benton Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Marion County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Metro Regional Government		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Multnomah County	Carpenter	\$ 56,909	\$ 62,067	\$ 69,805	\$ 82,836	\$ 88,685	\$ 97,457	76.9%	78.3%	78.0%
Oregon Health & Sciences University		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Oregon Judicial Department		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Polk County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Portland Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Portland Public Schools	Carpenter (Journeyman)	\$ -	\$ -	\$ 59,696	\$ 18,317	\$ 18,317	\$ 85,996	347.6%	379.1%	88.4%
Rogue Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
State of Oregon	Carpenter	\$ 41,701	\$ 56,257	\$ 60,709	\$ 65,595	\$ 82,098	\$ 87,145	97.1%	84.6%	87.2%
Tri-Met		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Union County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Washington County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Willamette University		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			

Source: Anderson Economic Group analysis of salary documentation from state and local government job classifications, Oregon Public Employees Retirement System, PayScale, Local Government CAFRs, U.S. Bureau of Labor Statistics Employer Cost of Employee Compensation, September, 2018.

Cashier 2	Occupation Title	Salary			Total Compensation			Compensation Ratio		
		Entry	Mid	Max	Entry	Mid	Max	Entry	Mid	Max
.....Public Colleges & Universities	Cashier 2	\$ 26,280	\$ 30,798	\$ 36,912	\$ 47,420	\$ 52,620	\$ 59,657	N/A	N/A	N/A
.....Weighted Public Sector	N/A	\$ 28,417	\$ 33,232	\$ 39,135	\$ 50,534	\$ 55,993	\$ 62,685	93.8%	94.0%	95.2%
.....Private Sector	Lead Cashier	N/A	\$ 27,420	N/A	N/A	\$ 37,183	N/A	N/A	141.5%	N/A
Benton County	Store Clerk	\$ 36,733	\$ 40,040	\$ 44,990	\$ 59,962	\$ 63,712	\$ 69,324	79.1%	82.6%	86.1%
Blue Mountain Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Albany	Clerical Aide	\$ 22,360	\$ 23,400	\$ 28,080	\$ 43,667	\$ 44,846	\$ 50,152	108.6%	117.3%	119.0%
City of Ashland		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Beaverton		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Bend		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Corvallis	Head Cashier	\$ 23,712	\$ 26,270	\$ 28,829	\$ 45,200	\$ 48,100	\$ 51,001	104.9%	109.4%	117.0%
City of Eugene		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Gresham		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Klamath Falls		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of La Grande		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Medford	Cashier	\$ 22,360	\$ 22,890	\$ 23,421	\$ 43,667	\$ 44,268	\$ 44,870	108.6%	118.9%	133.0%
City of Portland		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Salem	Cashier	\$ 39,853	\$ 42,806	\$ 48,256	\$ 63,499	\$ 66,848	\$ 73,026	74.7%	78.7%	81.7%
City of Springfield		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Vancouver (Washington)		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Clackamas County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Clark County (Washington)		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Corvallis School District		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Deschutes County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Douglas County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Eugene School District 4J		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Jackson County	Cashier	\$ 22,360	\$ 22,641	\$ 22,922	\$ 43,667	\$ 43,985	\$ 44,304	108.6%	119.6%	134.7%
Josephine County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Klamath County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lane Community College	Bookstore Clerk	\$ 22,878	\$ 28,215	\$ 33,552	\$ 44,254	\$ 50,305	\$ 56,356	107.2%	104.6%	105.9%
Lane County	Cashier	\$ 25,522	\$ 30,410	\$ 35,298	\$ 47,252	\$ 52,793	\$ 58,335	100.4%	99.7%	102.3%
Lane Education Service District		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lane Transit District		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lewis & Clark College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Linfield College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Linn County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Linn-Benton Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Marion County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Metro Regional Government		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Multnomah County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Oregon Health & Sciences University		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Oregon Judicial Department		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Polk County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Portland Community College	Bookstore Associate	\$ 29,390	\$ 37,211	\$ 46,488	\$ 51,638	\$ 60,504	\$ 71,022	91.8%	87.0%	84.0%
Portland Public Schools		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Rogue Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
State of Oregon		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Tri-Met		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Union County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Washington County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Willamette University		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			

Source: Anderson Economic Group analysis of salary documentation from state and local government job classifications, Oregon Public Employees Retirement System, PayScale, Local Government CAFRs, U.S. Bureau of Labor Statistics Employer Cost of Employee Compensation, September, 2018.

Cook 1	Occupation Title	Salary			Total Compensation			Compensation Ratio		
		Entry	Mid	Max	Entry	Mid	Max	Entry	Mid	Max
.....Public Colleges & Universities	Cook 1	\$ 26,280	\$ 30,798	\$ 36,912	\$ 47,420	\$ 52,620	\$ 59,657	N/A	N/A	N/A
.....Weighted Public Sector	N/A	\$ 29,778	\$ 33,407	\$ 38,698	\$ 52,078	\$ 56,191	\$ 62,190	91.1%	93.6%	95.9%
.....Private Sector	Line Cook	N/A	\$ 29,747	N/A	N/A	\$ 39,560	N/A	N/A	133.0%	N/A
Benton County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Blue Mountain Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Albany		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Ashland		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Beaverton		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Bend		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Corvallis		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Eugene		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Gresham		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Klamath Falls		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of La Grande		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Medford		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Portland		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Salem		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Springfield		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Vancouver (Washington)		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Clackamas County	Cafeteria Cook	\$ 32,656	\$ 36,837	\$ 41,038	\$ 55,340	\$ 60,080	\$ 64,844	85.7%	87.6%	92.0%
Clark County (Washington)		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Corvallis School District		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Deschutes County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Douglas County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Eugene School District 4J	Food Service Assistant I	\$ 20,738	\$ 23,192	\$ 25,917	\$ 41,828	\$ 44,610	\$ 47,700	113.4%	118.0%	125.1%
Jackson County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Josephine County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Klamath County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lane Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lane County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lane Education Service District		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lane Transit District		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lewis & Clark College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Linfield College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Linn County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Linn-Benton Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Marion County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Metro Regional Government		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Multnomah County	Food Service Worker	\$ 31,200	\$ 32,219	\$ 35,922	\$ 53,689	\$ 54,845	\$ 59,042	88.3%	95.9%	101.0%
Oregon Health & Sciences University		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Oregon Judicial Department		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Polk County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Portland Community College	Cook	\$ 29,390	\$ 37,211	\$ 46,488	\$ 51,638	\$ 60,504	\$ 71,022	91.8%	87.0%	84.0%
Portland Public Schools		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Rogue Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
State of Oregon		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Tri-Met		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Union County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Washington County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Willamette University		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			

Source: Anderson Economic Group analysis of salary documentation from state and local government job classifications, Oregon Public Employees Retirement System, PayScale, Local Government CAFRs, U.S. Bureau of Labor Statistics Employer Cost of Employee Compensation, September, 2018.

Custodian	Occupation Title	Salary			Total Compensation			Compensation Ratio		
		Entry	Mid	Max	Entry	Mid	Max	Entry	Mid	Max
.....Public Colleges & Universities	Custodian	\$ 25,452	\$ 29,742	\$ 35,400	\$ 46,467	\$ 51,405	\$ 57,917	N/A	N/A	N/A
.....Weighted Public Sector	N/A	\$ 31,063	\$ 33,946	\$ 36,670	\$ 53,534	\$ 56,803	\$ 59,891	86.8%	90.5%	96.7%
.....Private Sector	Custodian Janitor	N/A	\$ 24,794	N/A	N/A	\$ 38,937	N/A	N/A	132.0%	N/A
Benton County	Custodial Service Worker	\$ 30,826	\$ 33,280	\$ 36,982	\$ 53,265	\$ 56,048	\$ 60,245	87.2%	91.7%	96.1%
Blue Mountain Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Albany	Building Security/Custodian	\$ 34,237	\$ 37,753	\$ 43,705	\$ 57,132	\$ 61,118	\$ 67,867	81.3%	84.1%	85.3%
City of Ashland	Parks Custodian	\$ 27,706	\$ 33,533	\$ 39,360	\$ 49,728	\$ 56,334	\$ 62,941	93.4%	91.2%	92.0%
City of Beaverton		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Bend		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Corvallis	Custodian	\$ 22,818	\$ 24,752	\$ 26,686	\$ 44,186	\$ 46,379	\$ 48,572	105.2%	110.8%	119.2%
City of Eugene	Custodian	\$ 32,469	\$ 36,442	\$ 40,414	\$ 55,128	\$ 59,632	\$ 64,136	84.3%	86.2%	90.3%
City of Gresham		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Klamath Falls	Custodian	\$ 32,989	\$ 36,619	\$ 40,249	\$ 55,717	\$ 59,833	\$ 63,948	83.4%	85.9%	90.6%
City of La Grande		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Medford	Custodian	\$ 32,594	\$ 37,097	\$ 41,600	\$ 55,269	\$ 60,375	\$ 65,480	84.1%	85.1%	88.4%
City of Portland	Maintenance Worker	\$ 33,925	\$ 33,925	\$ 33,925	\$ 56,779	\$ 56,779	\$ 56,779	81.8%	90.5%	102.0%
City of Salem		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Springfield	Custodian	\$ 28,704	\$ 35,485	\$ 42,307	\$ 50,860	\$ 58,547	\$ 66,282	91.4%	87.8%	87.4%
City of Vancouver (Washington)	Facilities Assistant	\$ 40,176	\$ 45,768	\$ 51,360	\$ 63,866	\$ 70,206	\$ 76,545	72.8%	73.2%	75.7%
Clackamas County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Clark County (Washington)	Custodian	\$ 36,213	\$ 40,040	\$ 44,200	\$ 59,373	\$ 63,712	\$ 68,428	78.3%	80.7%	84.6%
Corvallis School District		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Deschutes County		\$ 32,552	\$ 38,085	\$ 43,618	\$ 55,222	\$ 61,495	\$ 67,768	84.1%	83.6%	85.5%
Douglas County	Custodian	\$ 22,339	\$ 26,187	\$ 30,680	\$ 43,644	\$ 48,006	\$ 53,100	106.5%	107.1%	109.1%
Eugene School District 4J	Custodian	\$ 27,789	\$ 31,054	\$ 34,882	\$ 49,822	\$ 53,524	\$ 57,863	93.3%	96.0%	100.1%
Jackson County	Custodian-Airport	\$ 26,832	\$ 30,493	\$ 34,819	\$ 48,737	\$ 52,888	\$ 57,793	95.3%	97.2%	100.2%
Josephine County	Custodian	\$ 25,459	\$ 30,181	\$ 35,027	\$ 47,181	\$ 52,534	\$ 58,028	98.5%	97.9%	99.8%
Klamath County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lane Community College	Custodian	\$ 24,347	\$ 30,026	\$ 35,705	\$ 45,920	\$ 52,358	\$ 58,797	101.2%	98.2%	98.5%
Lane County	Custodian	\$ 26,146	\$ 30,815	\$ 36,275	\$ 47,959	\$ 53,253	\$ 59,443	96.9%	96.5%	97.4%
Lane Education Service District		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lane Transit District		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lewis & Clark College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Linfield College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Linn County	Custodial Services Worker	\$ 32,809	\$ 37,105	\$ 41,857	\$ 55,513	\$ 60,384	\$ 65,771	83.7%	85.1%	88.1%
Linn-Benton Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Marion County	Custodial Worker 1	\$ 26,811	\$ 31,377	\$ 35,942	\$ 48,714	\$ 53,890	\$ 59,066	95.4%	95.4%	98.1%
Metro Regional Government	Building Custodian	\$ 29,827	\$ 34,528	\$ 39,978	\$ 52,133	\$ 57,462	\$ 63,641	89.1%	89.5%	91.0%
Multnomah County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Oregon Health & Sciences University		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Oregon Judicial Department		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Polk County	Custodian	\$ 28,321	\$ 31,861	\$ 35,833	\$ 50,425	\$ 54,438	\$ 58,942	92.2%	94.4%	98.3%
Portland Community College	Custodian	\$ 27,851	\$ 35,277	\$ 44,699	\$ 49,893	\$ 58,311	\$ 68,994	93.1%	88.2%	83.9%
Portland Public Schools	Custodian	\$ 30,493	\$ 33,738	\$ 38,230	\$ 52,888	\$ 56,566	\$ 61,660	87.9%	90.9%	93.9%
Rogue Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
State of Oregon	Custodian	\$ 31,285	\$ 33,745	\$ 35,605	\$ 53,785	\$ 56,574	\$ 58,683	86.4%	90.9%	98.7%
Tri-Met		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Union County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Washington County	General Services Aide	\$ 28,288	\$ 31,283	\$ 34,528	\$ 50,388	\$ 53,784	\$ 57,462	92.2%	95.6%	100.8%
Willamette University		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			

Source: Anderson Economic Group analysis of salary documentation from state and local government job classifications, Oregon Public Employees Retirement System, PayScale, Local Government CAFRs, U.S. Bureau of Labor Statistics Employer Cost of Employee Compensation, September, 2018.

Early Childhood Assistant	Occupation Title	Salary			Total Compensation			Compensation Ratio		
		Entry	Mid	Max	Entry	Mid	Max	Entry	Mid	Max
.....Public Colleges & Universities	Early Childhood Assistant	\$ 26,280	\$ 30,798	\$ 36,912	\$ 47,420	\$ 52,620	\$ 59,657	N/A	N/A	N/A
.....Weighted Public Sector	N/A	\$ 32,067	\$ 37,718	\$ 40,779	\$ 54,672	\$ 61,079	\$ 64,549	86.7%	86.2%	92.4%
.....Private Sector	Preschool Teacher Assistant	N/A	\$ 26,196	N/A	N/A	\$ 40,432	N/A	N/A	130.1%	N/A
Benton County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Blue Mountain Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Albany		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Ashland		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Beaverton		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Bend		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Corvallis		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Eugene		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Gresham		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Klamath Falls		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of La Grande		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Medford		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Portland		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Salem		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Springfield		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Vancouver (Washington)		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Clackamas County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Clark County (Washington)		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Corvallis School District		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Deschutes County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Douglas County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Eugene School District 4J	Elementary School Assistant	\$ 31,720	\$ 35,443	\$ 39,811	\$ 54,279	\$ 58,500	\$ 63,452	87.4%	89.9%	94.0%
Jackson County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Josephine County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Klamath County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lane Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lane County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lane Education Service District		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lane Transit District		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lewis & Clark College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Linfield College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Linn County	Community Childcare Worker	\$ 24,492	\$ 27,679	\$ 31,297	\$ 46,085	\$ 49,697	\$ 53,799	102.9%	105.9%	110.9%
Linn-Benton Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Marion County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Metro Regional Government		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Multnomah County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Oregon Health & Sciences University		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Oregon Judicial Department		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Polk County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Portland Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Portland Public Schools		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Rogue Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
State of Oregon	Teaching Assistant	\$ 32,161	\$ 37,885	\$ 40,909	\$ 54,778	\$ 61,268	\$ 64,697	86.6%	85.9%	92.2%
Tri-Met		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Union County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Washington County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Willamette University		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			

Source: Anderson Economic Group analysis of salary documentation from state and local government job classifications, Oregon Public Employees Retirement System, PayScale, Local Government CAFRs, U.S. Bureau of Labor Statistics Employer Cost of Employee Compensation, September, 2018.

Early Childhood Associate Teacher	Occupation Title	Salary			Total Compensation			Compensation Ratio		
		Entry	Mid	Max	Entry	Mid	Max	Entry	Mid	Max
.....Public Colleges & Universities	Early Childhood Associate Teacher	\$ 31,284	\$ 37,752	\$ 46,464	\$ 53,180	\$ 60,624	\$ 70,652	N/A	N/A	N/A
.....Weighted Public Sector	N/A	\$ 30,838	\$ 36,264	\$ 42,660	\$ 53,279	\$ 59,430	\$ 66,681	99.8%	102.0%	106.0%
.....Private Sector	Preschool Teacher, (but not Special Education)	N/A	\$ 29,298	N/A	N/A	\$ 43,740	N/A	N/A	138.6%	N/A
Benton County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Blue Mountain Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Albany	Maple Lawn Preschool Instructor	\$ 33,085	\$ 36,385	\$ 42,109	\$ 55,826	\$ 59,567	\$ 66,057	95.3%	101.8%	107.0%
City of Ashland		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Beaverton		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Bend		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Corvallis		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Eugene		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Gresham		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Klamath Falls		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of La Grande		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Medford		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Portland		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Salem		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Springfield		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Vancouver (Washington)		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Clackamas County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Clark County (Washington)		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Corvallis School District		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Deschutes County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Douglas County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Eugene School District 4J		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Jackson County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Josephine County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Klamath County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lane Community College	Early Childhood Teacher	\$ 29,339	\$ 36,183	\$ 43,027	\$ 51,579	\$ 59,339	\$ 67,098	103.1%	102.2%	105.3%
Lane County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lane Education Service District		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lane Transit District		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lewis & Clark College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Linfield College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Linn County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Linn-Benton Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Marion County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Metro Regional Government		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Multnomah County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Oregon Health & Sciences University		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Oregon Judicial Department		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Polk County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Portland Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Portland Public Schools		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Rogue Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
State of Oregon		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Tri-Met		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Union County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Washington County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Willamette University		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			

Source: Anderson Economic Group analysis of salary documentation from state and local government job classifications, Oregon Public Employees Retirement System, PayScale, Local Government CAFRs, U.S. Bureau of Labor Statistics Employer Cost of Employee Compensation, September, 2018.

Electrical/Control Systems Technician	Occupation Title	Salary			Total Compensation			Compensation Ratio		
		Entry	Mid	Max	Entry	Mid	Max	Entry	Mid	Max
.....Public Colleges & Universities	Electrical/Control Systems Technician	\$ 48,660	\$ 60,204	\$ 74,628	\$ 73,179	\$ 86,466	\$ 103,068	N/A	N/A	N/A
.....Weighted Public Sector	N/A	\$ 61,360	\$ 71,802	\$ 82,243	\$ 87,883	\$ 99,721	\$ 111,559	83.3%	86.7%	92.4%
.....Private Sector	Electrical Technician	N/A	\$ 50,779	N/A	N/A	\$ 66,645	N/A	N/A	129.7%	N/A
Benton County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Blue Mountain Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Albany		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Ashland	Electrician	\$ -	\$ -	\$ 93,901	\$ 18,317	\$ 18,317	\$ 124,776	399.5%	472.1%	82.6%
City of Beaverton	Supervising Electrician	\$ 62,629	\$ 73,268	\$ 83,907	\$ 89,321	\$ 101,383	\$ 113,445	81.9%	85.3%	90.9%
City of Bend	Electrician Journeyman I	\$ 66,498	\$ 75,691	\$ 84,885	\$ 93,708	\$ 104,131	\$ 114,554	78.1%	83.0%	90.0%
City of Corvallis		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Eugene	Electrician 2	\$ 62,650	\$ 70,377	\$ 78,104	\$ 89,345	\$ 98,106	\$ 106,866	81.9%	88.1%	96.4%
City of Gresham	Electrician	\$ 67,288	\$ 76,606	\$ 85,925	\$ 94,604	\$ 105,168	\$ 115,733	77.4%	82.2%	89.1%
City of Klamath Falls		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of La Grande		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Medford		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Portland	Electronic Systems Technician	\$ 61,589	\$ 71,219	\$ 78,520	\$ 88,142	\$ 99,061	\$ 107,338	83.0%	87.3%	96.0%
City of Salem	Electrician I	\$ 60,944	\$ 68,037	\$ 75,130	\$ 87,411	\$ 95,453	\$ 103,494	83.7%	90.6%	99.6%
City of Springfield		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Vancouver (Washington)	Electrician	\$ 66,432	\$ 75,678	\$ 84,924	\$ 93,633	\$ 104,116	\$ 114,598	78.2%	83.0%	89.9%
Clackamas County	Electronics Technician I	\$ 55,765	\$ 63,211	\$ 70,658	\$ 81,539	\$ 89,982	\$ 98,424	89.7%	96.1%	104.7%
Clark County (Washington)		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Corvallis School District		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Deschutes County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Douglas County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Eugene School District 4J		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Jackson County	Electrician	\$ 45,178	\$ 49,421	\$ 56,638	\$ 69,536	\$ 74,347	\$ 82,530	105.2%	116.3%	124.9%
Josephine County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Klamath County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lane Community College	Electrician	\$ 44,803	\$ 51,979	\$ 62,962	\$ 69,112	\$ 77,248	\$ 89,699	105.9%	111.9%	114.9%
Lane County	Facilities Electrician	\$ 52,208	\$ 60,362	\$ 72,259	\$ 77,507	\$ 86,751	\$ 100,240	94.4%	99.7%	102.8%
Lane Education Service District		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lane Transit District		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lewis & Clark College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Linfield College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Linn County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Linn-Benton Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Marion County	Electrician 2	\$ 59,384	\$ 69,482	\$ 79,581	\$ 85,643	\$ 97,092	\$ 108,540	85.4%	89.1%	95.0%
Metro Regional Government	Electrician	\$ 75,795	\$ 77,574	\$ 79,352	\$ 104,249	\$ 106,265	\$ 108,281	70.2%	81.4%	95.2%
Multnomah County	Electrician	\$ 78,624	\$ 79,820	\$ 81,016	\$ 107,456	\$ 108,812	\$ 110,168	68.1%	79.5%	93.6%
Oregon Health & Sciences University		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Oregon Judicial Department		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Polk County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Portland Community College	Journey Level Electrician	\$ 50,066	\$ 63,419	\$ 84,698	\$ 75,078	\$ 90,217	\$ 114,342	97.5%	95.8%	90.1%
Portland Public Schools	Electrician	\$ -	\$ -	\$ 72,613	\$ 18,317	\$ 18,317	\$ 100,641	399.5%	472.1%	102.4%
Rogue Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
State of Oregon	Electrician 3	\$ 56,353	\$ 82,322	\$ 82,322	\$ 82,206	\$ 111,648	\$ 111,648	89.0%	77.4%	92.3%
Tri-Met		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Union County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Washington County	General Journey Electrician	\$ 69,035	\$ 76,471	\$ 83,907	\$ 96,585	\$ 105,015	\$ 113,445	75.8%	82.3%	90.9%
Willamette University		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			

Source: Anderson Economic Group analysis of salary documentation from state and local government job classifications, Oregon Public Employees Retirement System, PayScale, Local Government CAFRs, U.S. Bureau of Labor Statistics Employer Cost of Employee Compensation, September, 2018.

Electrician	Occupation Title	Salary			Total Compensation			Compensation Ratio		
		Entry	Mid	Max	Entry	Mid	Max	Entry	Mid	Max
.....Public Colleges & Universities	Electrician	\$ 46,464	\$ 58,866	\$ 71,124	\$ 70,652	\$ 84,926	\$ 99,035	N/A	N/A	N/A
.....Weighted Public Sector	N/A	\$ 48,709	\$ 62,572	\$ 76,628	\$ 73,540	\$ 89,257	\$ 105,193	96.1%	95.1%	94.1%
.....Private Sector	Electrician Journeyman	N/A	\$ 62,214	N/A	N/A	\$ 78,839	N/A	N/A	107.7%	N/A
Benton County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Blue Mountain Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Albany	Facilities Maintenance Electrician	\$ 48,301	\$ 53,113	\$ 61,549	\$ 73,077	\$ 78,533	\$ 88,097	96.7%	108.1%	112.4%
City of Ashland		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Beaverton		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Bend	Electrician Journeyman I	\$ 63,336	\$ 73,320	\$ 88,920	\$ 90,123	\$ 101,442	\$ 119,129	78.4%	83.7%	83.1%
City of Corvallis		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Eugene	Electrician I	\$ 57,429	\$ 64,480	\$ 71,531	\$ 83,426	\$ 91,420	\$ 99,414	84.7%	92.9%	99.6%
City of Gresham	Electrician	\$ 67,288	\$ 76,627	\$ 85,925	\$ 94,604	\$ 105,192	\$ 115,733	74.7%	80.7%	85.6%
City of Klamath Falls		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of La Grande		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Medford		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Portland	Electrician Journeyman	\$ 77,501	\$ 80,621	\$ 83,741	\$ 106,182	\$ 109,720	\$ 113,257	66.5%	77.4%	87.4%
City of Salem	Electrician I	\$ 60,944	\$ 72,072	\$ 75,130	\$ 87,411	\$ 100,027	\$ 103,494	80.8%	84.9%	95.7%
City of Springfield		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Vancouver (Washington)	Electrician	\$ 66,432	\$ 75,678	\$ 84,924	\$ 93,633	\$ 104,116	\$ 114,598	75.5%	81.6%	86.4%
Clackamas County	Electrician	\$ 68,744	\$ 77,854	\$ 86,965	\$ 96,254	\$ 106,583	\$ 116,912	73.4%	79.7%	84.7%
Clark County (Washington)	Industrial Electrician	\$ 58,219	\$ 64,314	\$ 70,970	\$ 84,322	\$ 91,231	\$ 98,778	83.8%	93.1%	100.3%
Corvallis School District		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Deschutes County		\$ 61,360	\$ 71,802	\$ 82,243	\$ 87,883	\$ 99,721	\$ 111,559	80.4%	85.2%	88.8%
Douglas County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Eugene School District 4J	Electrician	\$ 46,530	\$ 52,010	\$ 58,406	\$ 71,069	\$ 77,283	\$ 84,534	99.4%	109.9%	117.2%
Jackson County	Electrician	\$ 45,178	\$ 51,730	\$ 59,488	\$ 69,536	\$ 76,965	\$ 85,761	101.6%	110.3%	115.5%
Josephine County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Klamath County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lane Community College	Electrician	\$ 45,344	\$ 53,768	\$ 65,104	\$ 69,725	\$ 79,276	\$ 92,128	101.3%	107.1%	107.5%
Lane County	Public Works Electrician	\$ 42,910	\$ 50,565	\$ 59,530	\$ 66,966	\$ 75,644	\$ 85,808	105.5%	112.3%	115.4%
Lane Education Service District		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lane Transit District		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lewis & Clark College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Linfield College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Linn County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Linn-Benton Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Marion County	Electrician I	\$ 48,942	\$ 57,283	\$ 65,624	\$ 73,805	\$ 83,261	\$ 92,717	95.7%	102.0%	106.8%
Metro Regional Government	Electrician I	\$ 58,552	\$ 66,123	\$ 74,672	\$ 84,699	\$ 93,283	\$ 102,975	83.4%	91.0%	96.2%
Multnomah County	Electrician	\$ 78,624	\$ 79,820	\$ 81,016	\$ 107,456	\$ 108,812	\$ 110,168	65.7%	78.0%	89.9%
Oregon Health & Sciences University		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Oregon Judicial Department		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Polk County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Portland Community College	Electrician Journey Level	\$ 50,066	\$ 63,419	\$ 80,309	\$ 75,078	\$ 90,217	\$ 109,366	94.1%	94.1%	90.6%
Portland Public Schools	Electrician (Journeyman)	\$ -	\$ -	\$ 72,613	\$ 18,317	\$ 18,317	\$ 100,641	385.7%	463.7%	98.4%
Rogue Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
State of Oregon	Electrician I-II	\$ 39,973	\$ 58,039	\$ 76,105	\$ 63,635	\$ 84,118	\$ 104,600	111.0%	101.0%	94.7%
Tri-Met		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Union County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Washington County	General Journey Electrician	\$ 69,035	\$ 76,086	\$ 83,907	\$ 96,585	\$ 104,579	\$ 113,445	73.1%	81.2%	87.3%
Willamette University		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			

Source: Anderson Economic Group analysis of salary documentation from state and local government job classifications, Oregon Public Employees Retirement System, PayScale, Local Government CAFRs, U.S. Bureau of Labor Statistics Employer Cost of Employee Compensation, September, 2018.

Environmental Health & Safety Professional I		Salary			Total Compensation			Compensation Ratio		
Occupation Title	Entry	Mid	Max	Entry	Mid	Max	Entry	Mid	Max	
.....Public Colleges & Universities	Environmental Health & Safety Professional I	\$ 33,900	\$ 41,364	\$ 51,108	\$ 56,191	\$ 64,782	\$ 75,997	N/A	N/A	N/A
.....Weighted Public Sector	N/A	\$ 43,014	\$ 49,236	\$ 56,999	\$ 67,083	\$ 74,137	\$ 82,939	83.8%	87.4%	91.6%
.....Private Sector	Environmental Health & Safety (EHS) Technician	N/A	\$ 48,669	N/A	N/A	\$ 64,395	N/A	N/A	100.6%	N/A
Benton County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Blue Mountain Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Albany		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Ashland		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Beaverton		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Bend		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Corvallis		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Eugene		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Gresham		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Klamath Falls		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of La Grande		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Medford		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Portland		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Salem		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Springfield		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Vancouver (Washington)		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Clackamas County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Clark County (Washington)		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Corvallis School District		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Deschutes County	Environmental Health Specialist I	\$ 50,482	\$ 59,072	\$ 67,662	\$ 75,550	\$ 85,289	\$ 95,028	74.4%	76.0%	80.0%
Douglas County	Environmental Health Specialist I	\$ 34,216	\$ 40,102	\$ 48,859	\$ 57,109	\$ 63,782	\$ 73,710	98.4%	101.6%	103.1%
Eugene School District 4J		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Jackson County	Environmental Health Specialist I	\$ 41,309	\$ 45,178	\$ 51,730	\$ 65,150	\$ 69,536	\$ 76,965	86.2%	93.2%	98.7%
Josephine County	Environmental Health Specialist II	\$ 40,040	\$ 47,528	\$ 55,245	\$ 63,712	\$ 72,201	\$ 80,950	88.2%	89.7%	93.9%
Klamath County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lane Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lane County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lane Education Service District		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lane Transit District		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lewis & Clark College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Linfield College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Linn County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Linn-Benton Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Marion County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Metro Regional Government		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Multnomah County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Oregon Health & Sciences University		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Oregon Judicial Department		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Polk County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Portland Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Portland Public Schools		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Rogue Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
State of Oregon		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Tri-Met		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Union County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Washington County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Willamette University		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			

Source: Anderson Economic Group analysis of salary documentation from state and local government job classifications, Oregon Public Employees Retirement System, PayScale, Local Government CAFRs, U.S. Bureau of Labor Statistics Employer Cost of Employee Compensation, September, 2018.

Environmental Health & Safety Professional 2		Salary			Total Compensation			Compensation Ratio		
Occupation Title	Entry	Mid	Max	Entry	Mid	Max	Entry	Mid	Max	
.....Public Colleges & Universities	Environmental Health & Safety Professional 2	\$ 42,336	\$ 52,314	\$ 64,692	\$ 65,900	\$ 77,385	\$ 91,632	N/A	N/A	N/A
.....Weighted Public Sector	N/A	\$ 53,075	\$ 60,444	\$ 69,565	\$ 78,490	\$ 86,844	\$ 97,185	84.0%	89.1%	94.3%
.....Private Sector	Environmental Health & Safety (EHS) Technician	N/A	\$ 50,897	N/A	N/A	\$ 66,771	N/A	N/A	115.9%	N/A
Benton County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Blue Mountain Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Albany		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Ashland		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Beaverton		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Bend	Safety and Training Analyst	\$ 57,450	\$ 65,385	\$ 73,320	\$ 83,450	\$ 92,446	\$ 101,442	79.0%	83.7%	90.3%
City of Corvallis		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Eugene		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Gresham		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Klamath Falls		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of La Grande		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Medford		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Portland		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Salem		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Springfield		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Vancouver (Washington)		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Clackamas County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Clark County (Washington)		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Corvallis School District		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Deschutes County	Environmental Health Specialist II	\$ 58,448	\$ 68,380	\$ 78,312	\$ 84,581	\$ 95,842	\$ 107,102	77.9%	80.7%	85.6%
Douglas County	Environmental Health Specialist II	\$ 40,706	\$ 47,715	\$ 58,282	\$ 64,466	\$ 72,413	\$ 84,393	102.2%	106.9%	108.6%
Eugene School District 4J		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Jackson County	Environmental Health Specialist II	\$ 51,730	\$ 56,638	\$ 64,979	\$ 76,965	\$ 82,530	\$ 91,986	85.6%	93.8%	99.6%
Josephine County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Klamath County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lane Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lane County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lane Education Service District		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lane Transit District		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lewis & Clark College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Linfield College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Linn County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Linn-Benton Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Marion County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Metro Regional Government		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Multnomah County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Oregon Health & Sciences University		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Oregon Judicial Department		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Polk County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Portland Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Portland Public Schools		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Rogue Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
State of Oregon		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Tri-Met		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Union County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Washington County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Willamette University		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			

Source: Anderson Economic Group analysis of salary documentation from state and local government job classifications, Oregon Public Employees Retirement System, PayScale, Local Government CAFRs, U.S. Bureau of Labor Statistics Employer Cost of Employee Compensation, September, 2018.

Environmental Health & Safety Professional 3		Salary			Total Compensation			Compensation Ratio		
Occupation Title	Entry	Mid	Max	Entry	Mid	Max	Entry	Mid	Max	
.....Public Colleges & Universities	Environmental Health & Safety Professional 3	\$ 48,660	\$ 60,204	\$ 74,628	\$ 73,179	\$ 86,466	\$ 103,068	N/A	N/A	N/A
.....Weighted Public Sector	N/A	\$ 60,679	\$ 68,531	\$ 77,320	\$ 87,111	\$ 96,013	\$ 105,977	84.0%	90.1%	97.3%
.....Private Sector	Environmental Health & Safety (EHS) Manager	N/A	\$ 71,941	N/A	N/A	\$ 89,211	N/A	N/A	96.9%	N/A
Benton County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Blue Mountain Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Albany		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Ashland	Maintenance and Safety Supervisor	\$ 62,192	\$ 68,900	\$ 75,608	\$ 88,826	\$ 96,431	\$ 104,036	82.4%	89.7%	99.1%
City of Beaverton		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Bend	Program Manager- Safety and Risk	\$ 69,742	\$ 80,153	\$ 90,563	\$ 97,386	\$ 109,189	\$ 120,992	75.1%	79.2%	85.2%
City of Corvallis		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Eugene		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Gresham		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Klamath Falls		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of La Grande		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Medford		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Portland		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Salem	Environmental Compliance Specialist	\$ 58,698	\$ 65,385	\$ 72,072	\$ 84,864	\$ 92,446	\$ 100,027	86.2%	93.5%	103.0%
City of Springfield		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Vancouver (Washington)		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Clackamas County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Clark County (Washington)		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Corvallis School District		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Deschutes County	Environmental Health Specialist III	\$ 64,438	\$ 75,390	\$ 86,341	\$ 91,373	\$ 103,789	\$ 116,205	80.1%	83.3%	88.7%
Douglas County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Eugene School District 4J		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Jackson County	Environmental Health Specialist III	\$ 54,122	\$ 59,301	\$ 68,016	\$ 79,676	\$ 85,548	\$ 95,429	91.8%	101.1%	108.0%
Josephine County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Klamath County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lane Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lane County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lane Education Service District		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lane Transit District		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lewis & Clark College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Linfield College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Linn County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Linn-Benton Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Marion County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Metro Regional Government		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Multnomah County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Oregon Health & Sciences University		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Oregon Judicial Department		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Polk County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Portland Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Portland Public Schools		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Rogue Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
State of Oregon		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Tri-Met		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Union County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Washington County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Willamette University		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			

Source: Anderson Economic Group analysis of salary documentation from state and local government job classifications, Oregon Public Employees Retirement System, PayScale, Local Government CAFRs, U.S. Bureau of Labor Statistics Employer Cost of Employee Compensation, September, 2018.

Executive Support Specialist I	Occupation Title	Salary			Total Compensation			Compensation Ratio		
		Entry	Mid	Max	Entry	Mid	Max	Entry	Mid	Max
.....Public Colleges & Universities	Executive Support Specialist I	\$ 31,284	\$ 37,752	\$ 46,464	\$ 53,180	\$ 60,624	\$ 70,652	N/A	N/A	N/A
.....Weighted Public Sector	N/A	\$ 39,509	\$ 48,793	\$ 53,810	\$ 63,110	\$ 73,635	\$ 79,323	84.3%	82.3%	89.1%
.....Private Sector	Executive Assistant	N/A	\$ 48,122	N/A	N/A	\$ 63,812	N/A	N/A	95.0%	N/A
Benton County	Department Administrative Assistant (Executive Secret	\$ 43,930	\$ 47,882	\$ 53,810	\$ 68,121	\$ 72,602	\$ 79,323	78.1%	83.5%	89.1%
Blue Mountain Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Albany		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Ashland	Executive Assistant	\$ 46,645	\$ 51,671	\$ 56,697	\$ 71,200	\$ 76,898	\$ 82,596	74.7%	78.8%	85.5%
City of Beaverton	Executive Assistant	\$ 59,010	\$ 68,307	\$ 79,061	\$ 85,218	\$ 95,759	\$ 107,951	62.4%	63.3%	65.4%
City of Bend	Executive Assistant	\$ 52,728	\$ 60,601	\$ 68,474	\$ 78,096	\$ 87,022	\$ 95,948	68.1%	69.7%	73.6%
City of Corvallis		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Eugene		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Gresham	Administrative Assistant I	\$ 36,400	\$ 41,454	\$ 46,509	\$ 59,585	\$ 65,315	\$ 71,046	89.3%	92.8%	99.4%
City of Klamath Falls		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of La Grande		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Medford	Executive Support Specialist	\$ 43,638	\$ 54,018	\$ 64,397	\$ 67,791	\$ 79,559	\$ 91,326	78.4%	76.2%	77.4%
City of Portland	Administrative Specialist I	\$ 44,075	\$ 55,089	\$ 66,102	\$ 68,286	\$ 80,773	\$ 93,260	77.9%	75.1%	75.8%
City of Salem	Executive Assistant	\$ 48,152	\$ 54,226	\$ 64,709	\$ 72,908	\$ 79,794	\$ 91,680	72.9%	76.0%	77.1%
City of Springfield		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Vancouver (Washington)	Support Specialist I	\$ 36,384	\$ 41,460	\$ 46,536	\$ 59,567	\$ 65,321	\$ 71,076	89.3%	92.8%	99.4%
Clackamas County	Executive Assistant	\$ 53,914	\$ 63,336	\$ 72,779	\$ 79,441	\$ 90,123	\$ 100,829	66.9%	67.3%	70.1%
Clark County (Washington)	Executive Assistant	\$ 39,686	\$ 44,845	\$ 50,690	\$ 63,311	\$ 69,159	\$ 75,785	84.0%	87.7%	93.2%
Corvallis School District		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Deschutes County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Douglas County	Executive Administrative Assistant	\$ 36,254	\$ 43,326	\$ 51,813	\$ 59,420	\$ 67,438	\$ 77,059	89.5%	89.9%	91.7%
Eugene School District 4J	Administrative Assistant	\$ 37,440	\$ 42,588	\$ 47,819	\$ 60,764	\$ 66,600	\$ 72,531	87.5%	91.0%	97.4%
Jackson County	Administrative Assistant III	\$ 48,776	\$ 53,706	\$ 62,192	\$ 73,616	\$ 79,205	\$ 88,826	72.2%	76.5%	79.5%
Josephine County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Klamath County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lane Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lane County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lane Education Service District		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lane Transit District		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lewis & Clark College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Linfield College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Linn County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Linn-Benton Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Marion County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Metro Regional Government		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Multnomah County	Executive Specialist	\$ 49,234	\$ 53,706	\$ 60,320	\$ 74,135	\$ 79,205	\$ 86,704	71.7%	76.5%	81.5%
Oregon Health & Sciences University		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Oregon Judicial Department		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Polk County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Portland Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Portland Public Schools	Confidential Executive Assistant	\$ 56,077	\$ 61,277	\$ 66,955	\$ 81,893	\$ 87,789	\$ 94,226	64.9%	69.1%	75.0%
Rogue Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
State of Oregon	Executive Support Specialist I	\$ 35,545	\$ 46,069	\$ 49,765	\$ 58,615	\$ 70,547	\$ 74,737	90.7%	85.9%	94.5%
Tri-Met		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Union County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Washington County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Willamette University		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			

Source: Anderson Economic Group analysis of salary documentation from state and local government job classifications, Oregon Public Employees Retirement System, PayScale, Local Government CAFRs, U.S. Bureau of Labor Statistics Employer Cost of Employee Compensation, September, 2018.

Facilities Engineer I	Occupation Title	Salary			Total Compensation			Compensation Ratio		
		Entry	Mid	Max	Entry	Mid	Max	Entry	Mid	Max
.....Public Colleges & Universities	Facilities Engineer I	\$ 48,660	\$ 63,174	\$ 74,628	\$ 73,179	\$ 89,884	\$ 103,068	N/A	N/A	N/A
.....Weighted Public Sector	N/A	\$ 50,082	\$ 61,181	\$ 71,099	\$ 75,096	\$ 87,680	\$ 98,925	97.4%	102.5%	104.2%
.....Private Sector	Facilities Engineer	N/A	\$ 69,182	N/A	N/A	\$ 86,269	N/A	N/A	104.2%	N/A
Benton County	Civil Engineer	\$ 57,845	\$ 63,648	\$ 72,322	\$ 83,898	\$ 90,477	\$ 100,310	87.2%	99.3%	102.7%
Blue Mountain Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Albany	Civil Engineer II	\$ 65,005	\$ 71,665	\$ 82,922	\$ 92,016	\$ 99,566	\$ 112,328	79.5%	90.3%	91.8%
City of Ashland	Engineering Technician II	\$ 49,543	\$ 55,750	\$ 61,956	\$ 74,485	\$ 81,522	\$ 88,559	98.2%	110.3%	116.4%
City of Beaverton	Associate in Engineering	\$ 59,862	\$ 69,326	\$ 80,246	\$ 86,185	\$ 96,915	\$ 109,295	84.9%	92.7%	94.3%
City of Bend	Engineering Associate	\$ 60,632	\$ 69,690	\$ 78,749	\$ 87,058	\$ 97,327	\$ 107,597	84.1%	92.4%	95.8%
City of Corvallis	Engineering Technician III	\$ 50,710	\$ 57,710	\$ 64,709	\$ 75,809	\$ 83,744	\$ 91,680	96.5%	107.3%	112.4%
City of Eugene	Associate Engineering Technician	\$ 59,987	\$ 67,361	\$ 74,734	\$ 86,326	\$ 94,686	\$ 103,046	84.8%	94.9%	100.0%
City of Gresham	Engineering Technician IV	\$ 67,288	\$ 76,627	\$ 85,925	\$ 94,604	\$ 105,192	\$ 115,733	77.4%	85.4%	89.1%
City of Klamath Falls		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of La Grande		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Medford		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Portland	Engineering Technician I	\$ 44,221	\$ 51,740	\$ 59,259	\$ 68,452	\$ 76,976	\$ 85,501	106.9%	116.8%	120.5%
City of Salem		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Springfield	Civil Engineer	\$ 50,898	\$ 63,003	\$ 75,234	\$ 76,021	\$ 89,746	\$ 103,612	96.3%	100.2%	99.5%
City of Vancouver (Washington)		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Clackamas County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Clark County (Washington)	Engineering Technician Asst - Engineering Tech Sr	\$ 47,216	\$ 63,939	\$ 80,662	\$ 71,847	\$ 90,807	\$ 109,767	101.9%	99.0%	93.9%
Corvallis School District		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Deschutes County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Douglas County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Eugene School District 4J		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Jackson County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Josephine County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Klamath County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lane Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lane County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lane Education Service District		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lane Transit District		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lewis & Clark College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Linfield College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Linn County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Linn-Benton Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Marion County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Metro Regional Government		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Multnomah County	Facilities Specialist 1	\$ 52,166	\$ 56,909	\$ 63,877	\$ 77,460	\$ 82,836	\$ 90,736	94.5%	108.5%	113.6%
Oregon Health & Sciences University		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Oregon Judicial Department		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Polk County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Portland Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Portland Public Schools		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Rogue Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
State of Oregon	Facilities Engineer I	\$ 49,381	\$ 61,705	\$ 72,145	\$ 74,302	\$ 88,274	\$ 100,111	98.5%	101.8%	103.0%
Tri-Met		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Union County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Washington County	Engineering Associate I	\$ 64,064	\$ 70,616	\$ 77,854	\$ 90,949	\$ 98,377	\$ 106,583	80.5%	91.4%	96.7%
Willamette University		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			

Source: Anderson Economic Group analysis of salary documentation from state and local government job classifications, Oregon Public Employees Retirement System, PayScale, Local Government CAFRs, U.S. Bureau of Labor Statistics Employer Cost of Employee Compensation, September, 2018.

Fiscal Coordinator 2	Occupation Title	Salary			Total Compensation			Compensation Ratio		
		Entry	Mid	Max	Entry	Mid	Max	Entry	Mid	Max
.....Public Colleges & Universities	Fiscal Coordinator 2	\$ 53,520	\$ 66,288	\$ 82,080	\$ 78,773	\$ 93,469	\$ 111,645	N/A	N/A	N/A
.....Weighted Public Sector	N/A	\$ 56,062	\$ 70,734	\$ 78,457	\$ 81,876	\$ 98,511	\$ 107,266	96.2%	94.9%	104.1%
.....Private Sector	Financial Analyst	N/A	\$ 69,949	N/A	N/A	\$ 84,769	N/A	N/A	110.3%	N/A
Benton County	Business Specialist (Department Finance Services)	\$ 40,331	\$ 43,950	\$ 49,400	\$ 64,042	\$ 68,145	\$ 74,323	123.0%	137.2%	150.2%
Blue Mountain Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Albany		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Ashland		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Beaverton	Financial Reporting Manager	\$ 79,144	\$ 91,624	\$ 106,080	\$ 108,045	\$ 122,194	\$ 138,584	72.9%	76.5%	80.6%
City of Bend	Budget/Financial Analyst	\$ 62,712	\$ 71,770	\$ 80,829	\$ 89,416	\$ 99,686	\$ 109,955	88.1%	93.8%	101.5%
City of Corvallis	Financial Analyst	\$ 47,029	\$ 53,529	\$ 60,029	\$ 71,635	\$ 79,004	\$ 86,374	110.0%	118.3%	129.3%
City of Eugene	Senior Accountant	\$ 68,474	\$ 78,520	\$ 88,566	\$ 95,948	\$ 107,338	\$ 118,728	82.1%	87.1%	94.0%
City of Gresham	Senior Management Analyst	\$ 71,406	\$ 82,118	\$ 92,851	\$ 99,273	\$ 111,417	\$ 123,586	79.3%	83.9%	90.3%
City of Klamath Falls	Senior Accountant - Financial Analyst	\$ 58,405	\$ 70,093	\$ 81,782	\$ 84,533	\$ 97,784	\$ 111,036	93.2%	95.6%	100.5%
City of La Grande		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Medford	Accounting Supervisor	\$ 74,568	\$ 84,864	\$ 95,160	\$ 102,857	\$ 114,530	\$ 126,203	76.6%	81.6%	88.5%
City of Portland		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Salem		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Springfield		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Vancouver (Washington)		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Clackamas County	Budget Coordinator	\$ 51,834	\$ 58,656	\$ 65,499	\$ 77,082	\$ 84,817	\$ 92,576	102.2%	110.2%	120.6%
Clark County (Washington)	Senior Accountant	\$ 56,368	\$ 63,710	\$ 71,947	\$ 82,223	\$ 90,548	\$ 99,886	95.8%	103.2%	111.8%
Corvallis School District		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Deschutes County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Douglas County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Eugene School District 4J		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Jackson County	Accounting Associate	\$ 37,835	\$ 43,181	\$ 49,566	\$ 61,212	\$ 67,272	\$ 74,512	128.7%	138.9%	149.8%
Josephine County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Klamath County		\$ 32,344	\$ 36,639	\$ 40,934	\$ 54,986	\$ 59,856	\$ 64,726	143.3%	156.2%	172.5%
Lane Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lane County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lane Education Service District		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lane Transit District		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lewis & Clark College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Linfield College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Linn County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Linn-Benton Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Marion County	Budget Analyst 2	\$ 51,335	\$ 60,090	\$ 68,845	\$ 76,518	\$ 86,443	\$ 96,369	102.9%	108.1%	115.9%
Metro Regional Government		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Multnomah County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Oregon Health & Sciences University		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Oregon Judicial Department		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Polk County	Senior Fiscal Analyst	\$ 50,521	\$ 56,833	\$ 63,925	\$ 75,594	\$ 82,751	\$ 90,791	104.2%	113.0%	123.0%
Portland Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Portland Public Schools	Financial Operations Manager	\$ 85,342	\$ 93,246	\$ 101,899	\$ 115,073	\$ 124,034	\$ 133,844	68.5%	75.4%	83.4%
Rogue Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
State of Oregon	Fiscal Analyst II	\$ 53,521	\$ 70,369	\$ 77,941	\$ 78,996	\$ 98,097	\$ 106,682	99.7%	95.3%	104.7%
Tri-Met		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Union County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Washington County	Accountant II	\$ 55,266	\$ 60,944	\$ 67,163	\$ 80,973	\$ 87,411	\$ 94,462	97.3%	106.9%	118.2%
Willamette University		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			

Source: Anderson Economic Group analysis of salary documentation from state and local government job classifications, Oregon Public Employees Retirement System, PayScale, Local Government CAFRs, U.S. Bureau of Labor Statistics Employer Cost of Employee Compensation, September, 2018.

Food Service Worker 2	Occupation Title	Salary			Total Compensation			Compensation Ratio		
		Entry	Mid	Max	Entry	Mid	Max	Entry	Mid	Max
.....Public Colleges & Universities	Food Service Worker 2	\$ 25,452	\$ 28,644	\$ 32,616	\$ 46,467	\$ 50,141	\$ 54,713	N/A	N/A	N/A
.....Weighted Public Sector	N/A	\$ 26,188	\$ 31,085	\$ 36,970	\$ 48,007	\$ 53,559	\$ 60,231	96.8%	93.6%	90.8%
.....Private Sector	Food Service Worker	N/A	\$ 26,653	N/A	N/A	\$ 36,399	N/A	N/A	137.8%	N/A
Benton County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Blue Mountain Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Albany		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Ashland		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Beaverton		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Bend		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Corvallis		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Eugene		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Gresham		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Klamath Falls		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of La Grande		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Medford		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Portland		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Salem		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Springfield		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Vancouver (Washington)		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Clackamas County	Cafeteria Cook	\$ 32,656	\$ 36,837	\$ 41,038	\$ 55,340	\$ 60,080	\$ 64,844	84.0%	83.5%	84.4%
Clark County (Washington)		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Corvallis School District		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Deschutes County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Douglas County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Eugene School District 4J	Food Service Assistant I	\$ 20,738	\$ 23,192	\$ 25,917	\$ 41,828	\$ 44,610	\$ 47,700	111.1%	112.4%	114.7%
Jackson County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Josephine County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Klamath County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lane Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lane County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lane Education Service District		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lane Transit District		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lewis & Clark College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Linfield College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Linn County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Linn-Benton Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Marion County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Metro Regional Government	Food Service Worker II	\$ 25,022	\$ 27,498	\$ 31,034	\$ 46,686	\$ 49,492	\$ 53,501	99.5%	101.3%	102.3%
Multnomah County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Oregon Health & Sciences University		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Oregon Judicial Department		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Polk County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Portland Community College	Food Service Associate	\$ 25,043	\$ 31,741	\$ 40,186	\$ 46,709	\$ 54,302	\$ 63,877	99.5%	92.3%	85.7%
Portland Public Schools		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Rogue Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
State of Oregon		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Tri-Met		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Union County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Washington County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Willamette University		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			

Source: Anderson Economic Group analysis of salary documentation from state and local government job classifications, Oregon Public Employees Retirement System, PayScale, Local Government CAFRs, U.S. Bureau of Labor Statistics Employer Cost of Employee Compensation, September, 2018.

General Maintenance Mechanic	Occupation Title	Salary			Total Compensation			Compensation Ratio		
		Entry	Mid	Max	Entry	Mid	Max	Entry	Mid	Max
.....Public Colleges & Universities	General Maintenance Mechanic	\$ 38,592	\$ 43,344	\$ 48,660	\$ 61,591	\$ 67,060	\$ 73,179	N/A	N/A	N/A
.....Weighted Public Sector	N/A	\$ 41,548	\$ 48,095	\$ 50,247	\$ 65,421	\$ 72,844	\$ 75,283	94.1%	92.1%	97.2%
.....Private Sector	Maintenance Mechanic	N/A	\$ 47,482	N/A	N/A	\$ 57,677	N/A	N/A	116.3%	N/A
Benton County	Mechanic 2	\$ 43,930	\$ 47,882	\$ 53,810	\$ 68,121	\$ 72,602	\$ 79,323	90.4%	92.4%	92.3%
Blue Mountain Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Albany	Facilities Mechanic I	\$ 43,369	\$ 53,113	\$ 55,213	\$ 67,486	\$ 78,533	\$ 80,914	91.3%	85.4%	90.4%
City of Ashland	Mechanic	\$ 47,447	\$ 53,112	\$ 58,776	\$ 72,109	\$ 78,531	\$ 84,953	85.4%	85.4%	86.1%
City of Beaverton	Mechanic 2	\$ 47,944	\$ 55,494	\$ 64,210	\$ 72,673	\$ 81,233	\$ 91,114	84.8%	82.6%	80.3%
City of Bend		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Corvallis		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Eugene		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Gresham		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Klamath Falls	Facility Maintenance Worker I	\$ 36,661	\$ 40,693	\$ 44,725	\$ 59,880	\$ 64,452	\$ 69,023	102.9%	104.0%	106.0%
City of La Grande		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Medford	Building/Utility Technician I	\$ 38,958	\$ 44,346	\$ 49,733	\$ 62,485	\$ 68,593	\$ 74,701	98.6%	97.8%	98.0%
City of Portland	Maintenance Mechanic	\$ 56,659	\$ 60,008	\$ 63,357	\$ 82,553	\$ 86,350	\$ 90,147	74.6%	77.7%	81.2%
City of Salem	Facility Maintenance Technician	\$ 52,146	\$ 58,698	\$ 63,690	\$ 77,436	\$ 84,864	\$ 90,524	79.5%	79.0%	80.8%
City of Springfield	Mechanic	\$ 48,610	\$ 56,264	\$ 65,166	\$ 73,427	\$ 82,105	\$ 92,198	83.9%	81.7%	79.4%
City of Vancouver (Washington)		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Clackamas County	Mechanic	\$ 53,602	\$ 57,616	\$ 61,630	\$ 79,087	\$ 83,638	\$ 88,189	77.9%	80.2%	83.0%
Clark County (Washington)		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Corvallis School District		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Deschutes County		\$ 43,638	\$ 49,681	\$ 55,723	\$ 67,791	\$ 74,642	\$ 81,492	90.9%	89.8%	89.8%
Douglas County	Mechanic	\$ 40,061	\$ 45,271	\$ 51,085	\$ 63,735	\$ 69,642	\$ 76,233	96.6%	96.3%	96.0%
Eugene School District 4J		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Jackson County	Maintenance Worker	\$ 33,176	\$ 37,835	\$ 43,389	\$ 55,930	\$ 61,212	\$ 67,508	110.1%	109.6%	108.4%
Josephine County	Journeyman Mechanic	\$ 41,101	\$ 48,287	\$ 56,722	\$ 64,914	\$ 73,062	\$ 82,624	94.9%	91.8%	88.6%
Klamath County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lane Community College	Automotive Mechanic	\$ 35,366	\$ 43,616	\$ 51,865	\$ 58,412	\$ 67,765	\$ 77,118	105.4%	99.0%	94.9%
Lane County	Mechanic I-II	\$ 35,194	\$ 44,876	\$ 54,558	\$ 58,217	\$ 69,194	\$ 80,172	105.8%	96.9%	91.3%
Lane Education Service District		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lane Transit District		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lewis & Clark College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Linfield College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Linn County	Mechanic	\$ 51,325	\$ 55,549	\$ 57,541	\$ 76,506	\$ 81,295	\$ 83,553	80.5%	82.5%	87.6%
Linn-Benton Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Marion County	Mechanic	\$ 44,429	\$ 51,979	\$ 59,530	\$ 68,687	\$ 77,248	\$ 85,808	89.7%	86.8%	85.3%
Metro Regional Government		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Multnomah County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Oregon Health & Sciences University		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Oregon Judicial Department		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Polk County	Mechanic I	\$ 42,325	\$ 47,617	\$ 53,533	\$ 66,302	\$ 72,302	\$ 79,009	92.9%	92.8%	92.6%
Portland Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Portland Public Schools	Machinist (Journeyman)	\$ -	\$ -	\$ 60,965	\$ 18,317	\$ 18,317	\$ 87,435	336.3%	366.1%	83.7%
Rogue Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
State of Oregon	General Maintenance Mechanic	\$ 39,061	\$ 46,021	\$ 47,089	\$ 62,601	\$ 70,492	\$ 71,703	98.4%	95.1%	102.1%
Tri-Met		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Union County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Washington County	Equipment Mechanic	\$ 54,746	\$ 60,237	\$ 66,227	\$ 80,384	\$ 86,609	\$ 93,401	76.6%	77.4%	78.3%
Willamette University		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			

Source: Anderson Economic Group analysis of salary documentation from state and local government job classifications, Oregon Public Employees Retirement System, PayScale, Local Government CAFRs, U.S. Bureau of Labor Statistics Employer Cost of Employee Compensation, September, 2018.

Grants and Contracts Technician	Occupation Title	Salary			Total Compensation			Compensation Ratio		
		Entry	Mid	Max	Entry	Mid	Max	Entry	Mid	Max
.....Public Colleges & Universities	Grants and Contracts Technician	\$ 33,900	\$ 41,364	\$ 51,108	\$ 56,191	\$ 64,782	\$ 75,997	N/A	N/A	N/A
.....Weighted Public Sector	N/A	\$ 47,769	\$ 54,039	\$ 61,564	\$ 72,474	\$ 79,583	\$ 88,114	77.5%	81.4%	86.2%
.....Private Sector	Grants Specialist	N/A	\$ 52,551	N/A	N/A	\$ 72,512	N/A	N/A	89.3%	N/A
Benton County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Blue Mountain Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Albany	Public Works Contracting Coordinator	\$ 47,737	\$ 52,657	\$ 60,949	\$ 72,438	\$ 78,016	\$ 87,417	77.6%	83.0%	86.9%
City of Ashland	Financial Technician	\$ 44,936	\$ 50,566	\$ 56,195	\$ 69,262	\$ 75,645	\$ 82,027	81.1%	85.6%	92.6%
City of Beaverton		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Bend		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Corvallis		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Eugene		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Gresham		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Klamath Falls		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of La Grande		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Medford	Grant Support Technician	\$ 45,406	\$ 51,678	\$ 57,949	\$ 69,796	\$ 76,906	\$ 84,015	80.5%	84.2%	90.5%
City of Portland		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Salem		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Springfield		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Vancouver (Washington)		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Clackamas County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Clark County (Washington)	Grants Accounting Specialist	\$ 45,822	\$ 51,813	\$ 58,594	\$ 70,267	\$ 77,059	\$ 84,747	80.0%	84.1%	89.7%
Corvallis School District		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Deschutes County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Douglas County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Eugene School District 4J		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Jackson County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Josephine County	Grants/Contracts Accountant	\$ 39,811	\$ 47,237	\$ 54,912	\$ 63,452	\$ 71,871	\$ 80,573	88.6%	90.1%	94.3%
Klamath County		\$ 49,633	\$ 57,121	\$ 64,609	\$ 74,587	\$ 83,077	\$ 91,567	75.3%	78.0%	83.0%
Lane Community College	Accountant Trainee	\$ 35,366	\$ 43,616	\$ 51,865	\$ 58,412	\$ 67,765	\$ 77,118	96.2%	95.6%	98.5%
Lane County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lane Education Service District		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lane Transit District		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lewis & Clark College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Linfield College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Linn County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Linn-Benton Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Marion County	Contracts Specialist	\$ 44,429	\$ 51,979	\$ 59,530	\$ 68,687	\$ 77,248	\$ 85,808	81.8%	83.9%	88.6%
Metro Regional Government		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Multnomah County	Contract Technician	\$ 42,598	\$ 46,509	\$ 52,166	\$ 66,612	\$ 71,046	\$ 77,460	84.4%	91.2%	98.1%
Oregon Health & Sciences University		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Oregon Judicial Department		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Polk County	Contracts/Accounting Specialist I	\$ 41,965	\$ 47,161	\$ 53,077	\$ 65,894	\$ 71,785	\$ 78,492	85.3%	90.2%	96.8%
Portland Community College	Grants Specialist	\$ 36,358	\$ 46,030	\$ 58,323	\$ 59,538	\$ 70,503	\$ 84,440	94.4%	91.9%	90.0%
Portland Public Schools	Grantwriter	\$ 65,042	\$ 71,074	\$ 77,667	\$ 92,057	\$ 98,896	\$ 106,371	61.0%	65.5%	71.4%
Rogue Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
State of Oregon		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Tri-Met		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Union County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Washington County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Willamette University		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			

Source: Anderson Economic Group analysis of salary documentation from state and local government job classifications, Oregon Public Employees Retirement System, PayScale, Local Government CAFRs, U.S. Bureau of Labor Statistics Employer Cost of Employee Compensation, September, 2018.

Grounds Maintenance Worker 2	Occupation Title	Salary			Total Compensation			Compensation Ratio		
		Entry	Mid	Max	Entry	Mid	Max	Entry	Mid	Max
.....Public Colleges & Universities	Grounds Maintenance Worker 2	\$ 32,616	\$ 39,492	\$ 48,660	\$ 54,713	\$ 62,627	\$ 73,179	N/A	N/A	N/A
.....Weighted Public Sector	N/A	\$ 36,973	\$ 45,050	\$ 50,613	\$ 60,235	\$ 69,391	\$ 75,698	90.8%	90.3%	96.7%
.....Private Sector	Grounds Maintenance Foreman	N/A	\$ 37,537	N/A	N/A	\$ 47,518	N/A	N/A	131.8%	N/A
Benton County	Landscape Gardener	\$ 36,733	\$ 40,040	\$ 44,990	\$ 59,962	\$ 63,712	\$ 69,324	91.2%	98.3%	105.6%
Blue Mountain Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Albany		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Ashland	Parks Technician II - General Maintenance	\$ 43,473	\$ 49,278	\$ 55,083	\$ 67,604	\$ 74,185	\$ 80,766	80.9%	84.4%	90.6%
City of Beaverton	Landscape Technician	\$ 40,830	\$ 47,278	\$ 54,704	\$ 64,608	\$ 71,918	\$ 80,337	84.7%	87.1%	91.1%
City of Bend		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Corvallis		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Eugene	Park Specialist I	\$ 40,414	\$ 45,334	\$ 50,253	\$ 64,136	\$ 69,713	\$ 75,290	85.3%	89.8%	97.2%
City of Gresham		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Klamath Falls	Parks Maintenance Worker	\$ 36,661	\$ 40,693	\$ 44,725	\$ 59,880	\$ 64,452	\$ 69,023	91.4%	97.2%	106.0%
City of La Grande		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Medford		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Portland	Parks Maintenance Crew Leader	\$ 53,914	\$ 59,519	\$ 65,125	\$ 79,441	\$ 85,796	\$ 92,151	68.9%	73.0%	79.4%
City of Salem	Tree Trimmer	\$ 42,806	\$ 46,363	\$ 52,146	\$ 66,848	\$ 70,880	\$ 77,436	81.8%	88.4%	94.5%
City of Springfield	Maintenance Worker	\$ 23,358	\$ 27,040	\$ 31,283	\$ 44,799	\$ 48,973	\$ 53,784	122.1%	127.9%	136.1%
City of Vancouver (Washington)	Grounds Maintenance Specialist II	\$ 47,232	\$ 54,036	\$ 60,840	\$ 71,865	\$ 79,579	\$ 87,293	76.1%	78.7%	83.8%
Clackamas County	Park Maintenance Specialist	\$ 40,851	\$ 46,072	\$ 51,293	\$ 64,631	\$ 70,550	\$ 76,469	84.7%	88.8%	95.7%
Clark County (Washington)		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Corvallis School District		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Deschutes County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Douglas County	Park Maintenance Technician 3	\$ 34,216	\$ 40,903	\$ 48,797	\$ 57,109	\$ 64,690	\$ 73,640	95.8%	96.8%	99.4%
Eugene School District 4J	Senior Groundskeeper	\$ 29,682	\$ 33,166	\$ 37,378	\$ 51,968	\$ 55,918	\$ 60,693	105.3%	112.0%	120.6%
Jackson County	Landscape Aide	\$ 22,360	\$ 27,383	\$ 32,406	\$ 43,667	\$ 49,362	\$ 55,057	125.3%	126.9%	132.9%
Josephine County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Klamath County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lane Community College	Groundskeeper	\$ 24,347	\$ 30,026	\$ 35,705	\$ 45,920	\$ 52,358	\$ 58,797	119.1%	119.6%	124.5%
Lane County	Landscape Technician	\$ 38,813	\$ 45,677	\$ 53,789	\$ 62,320	\$ 70,102	\$ 79,299	87.8%	89.3%	92.3%
Lane Education Service District		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lane Transit District		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lewis & Clark College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Linfield College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Linn County	Groundskeeper II	\$ 41,857	\$ 47,359	\$ 53,497	\$ 65,771	\$ 72,009	\$ 78,968	83.2%	87.0%	92.7%
Linn-Benton Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Marion County	Groundskeeper	\$ 34,091	\$ 39,863	\$ 45,635	\$ 56,967	\$ 63,511	\$ 70,055	96.0%	98.6%	104.5%
Metro Regional Government		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Multnomah County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Oregon Health & Sciences University		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Oregon Judicial Department		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Polk County	Maintenance/Groundswoker II	\$ 37,489	\$ 42,181	\$ 47,461	\$ 60,819	\$ 66,139	\$ 72,125	90.0%	94.7%	101.5%
Portland Community College	Groundskeeper II	\$ 34,486	\$ 43,680	\$ 54,496	\$ 57,415	\$ 67,838	\$ 80,101	95.3%	92.3%	91.4%
Portland Public Schools	Landscape Laborer (Leadman)	\$ -	\$ -	\$ 50,086	\$ 18,317	\$ 18,317	\$ 75,102	298.7%	341.9%	97.4%
Rogue Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
State of Oregon	Grounds Maintenance Worker 2	\$ 35,005	\$ 44,053	\$ 49,213	\$ 58,003	\$ 68,261	\$ 74,111	94.3%	91.7%	98.7%
Tri-Met		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Union County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Washington County	Senior Groundskeeper	\$ 48,838	\$ 53,851	\$ 59,405	\$ 73,687	\$ 79,370	\$ 85,666	74.3%	78.9%	85.4%
Willamette University		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			

Source: Anderson Economic Group analysis of salary documentation from state and local government job classifications, Oregon Public Employees Retirement System, PayScale, Local Government CAFRs, U.S. Bureau of Labor Statistics Employer Cost of Employee Compensation, September, 2018.

HVAC Control Technician	Occupation Title	Salary			Total Compensation			Compensation Ratio		
		Entry	Mid	Max	Entry	Mid	Max	Entry	Mid	Max
.....Public Colleges & Universities	HVAC Control Technician	\$ 42,336	\$ 47,562	\$ 53,520	\$ 65,900	\$ 71,915	\$ 78,773	N/A	N/A	N/A
.....Weighted Public Sector	N/A	\$ 45,402	\$ 57,430	\$ 60,791	\$ 69,790	\$ 83,427	\$ 87,238	94.4%	86.2%	90.3%
.....Private Sector	HVAC Controls Technician	N/A	\$ 56,988	N/A	N/A	\$ 73,266	N/A	N/A	98.2%	N/A
Benton County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Blue Mountain Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Albany		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Ashland	Facilities Maintenance Worker	\$ 47,447	\$ 53,112	\$ 58,776	\$ 72,109	\$ 78,531	\$ 84,953	91.4%	91.6%	92.7%
City of Beaverton		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Bend		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Corvallis		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Eugene	HVAC Technician I	\$ 50,253	\$ 56,451	\$ 62,650	\$ 75,290	\$ 82,318	\$ 89,345	87.5%	87.4%	88.2%
City of Gresham		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Klamath Falls		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of La Grande		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Medford		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Portland		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Salem	Facility HVAC Technician	\$ 54,267	\$ 58,698	\$ 66,373	\$ 79,841	\$ 84,864	\$ 93,566	82.5%	84.7%	84.2%
City of Springfield		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Vancouver (Washington)	HVAC Technician	\$ 66,432	\$ 75,678	\$ 84,924	\$ 93,633	\$ 104,116	\$ 114,598	70.4%	69.1%	68.7%
Clackamas County	Building Systems Coordinator	\$ 59,550	\$ 67,496	\$ 75,421	\$ 85,831	\$ 94,839	\$ 103,824	76.8%	75.8%	75.9%
Clark County (Washington)		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Corvallis School District		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Deschutes County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Douglas County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Eugene School District 4J	HVAC Refrigeration Technician III	\$ 44,158	\$ 49,358	\$ 55,432	\$ 68,381	\$ 74,276	\$ 81,162	96.4%	96.8%	97.1%
Jackson County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Josephine County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Klamath County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lane Community College	HVAC Technician	\$ 42,619	\$ 52,561	\$ 62,502	\$ 66,635	\$ 77,907	\$ 89,178	98.9%	92.3%	88.3%
Lane County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lane Education Service District		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lane Transit District		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lewis & Clark College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Linfield College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Linn County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Linn-Benton Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Marion County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Metro Regional Government		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Multnomah County	HVAC Engineer	\$ 67,038	\$ 67,038	\$ 67,038	\$ 94,321	\$ 94,321	\$ 94,321	69.9%	76.2%	83.5%
Oregon Health & Sciences University		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Oregon Judicial Department		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Polk County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Portland Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Portland Public Schools		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Rogue Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
State of Oregon	Facility Energy Technician	\$ 41,545	\$ 55,633	\$ 58,633	\$ 65,418	\$ 81,390	\$ 84,791	100.7%	88.4%	92.9%
Tri-Met		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Union County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Washington County	HVAC Technician	\$ 61,006	\$ 67,246	\$ 74,152	\$ 87,482	\$ 94,557	\$ 102,386	75.3%	76.1%	76.9%
Willamette University		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			

Source: Anderson Economic Group analysis of salary documentation from state and local government job classifications, Oregon Public Employees Retirement System, PayScale, Local Government CAFRs, U.S. Bureau of Labor Statistics Employer Cost of Employee Compensation, September, 2018.

Information Technology Consultant	Occupation Title	Salary			Total Compensation			Compensation Ratio		
		Entry	Mid	Max	Entry	Mid	Max	Entry	Mid	Max
.....Public Colleges & Universities	Information Technology Consultant	\$ 37,956	\$ 57,696	\$ 70,344	\$ 60,859	\$ 83,579	\$ 98,137	N/A	N/A	N/A
.....Weighted Public Sector	N/A	\$ 49,809	\$ 64,473	\$ 79,474	\$ 74,787	\$ 91,413	\$ 108,419	81.4%	91.4%	90.5%
.....Private Sector	Information Technology (IT) Consultant	N/A	\$ 61,388	N/A	N/A	\$ 77,958	N/A	N/A	107.2%	N/A
Benton County	PC Technician Lead (IT Specialist I, II, III)	\$ 36,733	\$ 43,950	\$ 53,810	\$ 59,962	\$ 68,145	\$ 79,323	101.5%	122.6%	123.7%
Blue Mountain Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Albany		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Ashland		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Beaverton		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Bend	IT Desktop Support Administrator	\$ 60,320	\$ 69,826	\$ 84,677	\$ 86,704	\$ 97,481	\$ 114,318	70.2%	85.7%	85.8%
City of Corvallis		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Eugene		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Gresham	Technical Support Specialist I-II	\$ 52,083	\$ 62,878	\$ 73,674	\$ 77,365	\$ 89,604	\$ 101,843	78.7%	93.3%	96.4%
City of Klamath Falls		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of La Grande		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Medford		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Portland	Multimedia Specialist	\$ 53,290	\$ 76,045	\$ 98,800	\$ 78,733	\$ 104,532	\$ 130,330	77.3%	80.0%	75.3%
City of Salem		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Springfield		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Vancouver (Washington)		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Clackamas County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Clark County (Washington)		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Corvallis School District		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Deschutes County		\$ 58,448	\$ 76,825	\$ 95,202	\$ 84,581	\$ 105,416	\$ 126,250	72.0%	79.3%	77.7%
Douglas County	Information Systems Tech Support Analyst 1-3	\$ 48,464	\$ 69,722	\$ 90,979	\$ 73,262	\$ 97,363	\$ 121,463	83.1%	85.8%	80.8%
Eugene School District 4J		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Jackson County	IT Support Specialist I-III	\$ 44,096	\$ 54,642	\$ 65,187	\$ 68,310	\$ 80,266	\$ 92,222	89.1%	104.1%	106.4%
Josephine County	System Support Specialist	\$ 39,811	\$ 47,237	\$ 54,912	\$ 63,452	\$ 71,871	\$ 80,573	95.9%	116.3%	121.8%
Klamath County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lane Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lane County	Information Technology Specialist 1-2	\$ 45,053	\$ 62,431	\$ 79,810	\$ 69,395	\$ 89,097	\$ 108,800	87.7%	93.8%	90.2%
Lane Education Service District		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lane Transit District		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lewis & Clark College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Linfield College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Linn County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Linn-Benton Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Marion County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Metro Regional Government		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Multnomah County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Oregon Health & Sciences University		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Oregon Judicial Department		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Polk County	Computer Support Analyst - CSA SR.	\$ 49,717	\$ 58,897	\$ 68,077	\$ 74,683	\$ 85,091	\$ 95,499	81.5%	98.2%	102.8%
Portland Community College	Instructional Support Technician I-IV	\$ 30,992	\$ 47,476	\$ 63,960	\$ 53,454	\$ 72,142	\$ 90,831	113.9%	115.9%	108.0%
Portland Public Schools	IT Training Consultant	\$ 60,403	\$ 65,998	\$ 72,114	\$ 86,798	\$ 93,142	\$ 100,075	70.1%	89.7%	98.1%
Rogue Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
State of Oregon		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Tri-Met		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Union County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Washington County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Willamette University		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			

Source: Anderson Economic Group analysis of salary documentation from state and local government job classifications, Oregon Public Employees Retirement System, PayScale, Local Government CAFRs, U.S. Bureau of Labor Statistics Employer Cost of Employee Compensation, September, 2018.

Laboratory Technician I	Occupation Title	Salary			Total Compensation			Compensation Ratio		
		Entry	Mid	Max	Entry	Mid	Max	Entry	Mid	Max
.....Public Colleges & Universities	Laboratory Technician I	\$ 29,172	\$ 34,650	\$ 42,336	\$ 50,749	\$ 57,054	\$ 65,900	N/A	N/A	N/A
.....Weighted Public Sector	N/A	\$ 37,558	\$ 49,485	\$ 52,860	\$ 60,898	\$ 74,419	\$ 78,246	83.3%	76.7%	84.2%
.....Private Sector	Medical / Clinical Laboratory Technician	N/A	\$ 41,572	N/A	N/A	\$ 56,828	N/A	N/A	100.4%	N/A
Benton County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Blue Mountain Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Albany		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Ashland		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Beaverton		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Bend	Laboratory Technician I	\$ 47,258	\$ 53,789	\$ 60,320	\$ 71,894	\$ 79,299	\$ 86,704	70.6%	71.9%	76.0%
City of Corvallis		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Eugene		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Gresham		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Klamath Falls		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of La Grande		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Medford		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Portland	Laboratory Analyst I	\$ 50,794	\$ 57,470	\$ 64,147	\$ 75,903	\$ 83,473	\$ 91,043	66.9%	68.3%	72.4%
City of Salem	Laboratory Technician I	\$ 48,256	\$ 52,146	\$ 58,698	\$ 73,026	\$ 77,436	\$ 84,864	69.5%	73.7%	77.7%
City of Springfield		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Vancouver (Washington)		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Clackamas County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Clark County (Washington)		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Corvallis School District		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Deschutes County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Douglas County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Eugene School District 4J		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Jackson County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Josephine County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Klamath County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lane Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lane County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lane Education Service District		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lane Transit District		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lewis & Clark College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Linfield College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Linn County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Linn-Benton Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Marion County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Metro Regional Government		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Multnomah County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Oregon Health & Sciences University		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Oregon Judicial Department		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Polk County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Portland Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Portland Public Schools		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Rogue Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
State of Oregon	Medical Laboratory Tech 1	\$ 35,929	\$ 48,589	\$ 51,541	\$ 59,050	\$ 73,404	\$ 76,751	85.9%	77.7%	85.9%
Tri-Met		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Union County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Washington County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Willamette University		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			

Source: Anderson Economic Group analysis of salary documentation from state and local government job classifications, Oregon Public Employees Retirement System, PayScale, Local Government CAFRs, U.S. Bureau of Labor Statistics Employer Cost of Employee Compensation, September, 2018.

Laborer 2	Occupation Title	Salary			Total Compensation			Compensation Ratio		
		Entry	Mid	Max	Entry	Mid	Max	Entry	Mid	Max
.....Public Colleges & Universities	Laborer 2	\$ 28,116	\$ 33,258	\$ 40,392	\$ 49,533	\$ 55,452	\$ 63,663	N/A	N/A	N/A
.....Weighted Public Sector	N/A	\$ 31,714	\$ 34,602	\$ 38,197	\$ 54,272	\$ 57,547	\$ 61,622	91.3%	96.4%	103.3%
.....Private Sector	Laborer	N/A	\$ 33,461	N/A	N/A	\$ 43,354	N/A	N/A	127.9%	N/A
Benton County	Maintenance Worker	\$ 40,331	\$ 43,950	\$ 49,400	\$ 64,042	\$ 68,145	\$ 74,323	77.3%	81.4%	85.7%
Blue Mountain Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Albany	Maintenance/Laborer/Custodial Aide	\$ 22,360	\$ 23,400	\$ 28,080	\$ 43,667	\$ 44,846	\$ 50,152	113.4%	123.6%	126.9%
City of Ashland		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Beaverton		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Bend	Laborer	\$ 25,834	\$ 28,475	\$ 32,968	\$ 47,605	\$ 50,600	\$ 55,694	104.0%	109.6%	114.3%
City of Corvallis		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Eugene	General Service Aide	\$ 28,413	\$ 31,907	\$ 35,402	\$ 50,529	\$ 54,491	\$ 58,453	98.0%	101.8%	108.9%
City of Gresham		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Klamath Falls		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of La Grande		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Medford	Temporary Public Works Laborer	\$ 28,288	\$ 28,288	\$ 28,288	\$ 50,388	\$ 50,388	\$ 50,388	98.3%	110.0%	126.3%
City of Portland	Maintenance Worker	\$ 33,925	\$ 33,925	\$ 33,925	\$ 56,779	\$ 56,779	\$ 56,779	87.2%	97.7%	112.1%
City of Salem	Laborer	\$ 33,363	\$ 35,922	\$ 39,853	\$ 56,142	\$ 59,042	\$ 63,499	88.2%	93.9%	100.3%
City of Springfield		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Vancouver (Washington)		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Clackamas County	Building Maintenance Assistant	\$ 34,174	\$ 38,605	\$ 43,014	\$ 57,062	\$ 62,084	\$ 67,084	86.8%	89.3%	94.9%
Clark County (Washington)		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Corvallis School District		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Deschutes County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Douglas County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Eugene School District 4J	General Laborer	\$ 26,062	\$ 29,130	\$ 32,718	\$ 47,865	\$ 51,343	\$ 55,411	103.5%	108.0%	114.9%
Jackson County	General Labor	\$ 22,360	\$ 27,383	\$ 32,406	\$ 43,667	\$ 49,362	\$ 55,057	113.4%	112.3%	115.6%
Josephine County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Klamath County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lane Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lane County	General Laborer	\$ 23,691	\$ 27,914	\$ 32,843	\$ 45,176	\$ 49,963	\$ 55,552	109.6%	111.0%	114.6%
Lane Education Service District		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lane Transit District		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lewis & Clark College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Linfield College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Linn County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Linn-Benton Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Marion County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Metro Regional Government		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Multnomah County	Laborer	\$ 31,200	\$ 33,051	\$ 36,941	\$ 53,689	\$ 55,788	\$ 60,198	92.3%	99.4%	105.8%
Oregon Health & Sciences University		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Oregon Judicial Department		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Polk County	Laborer	\$ 34,669	\$ 39,001	\$ 43,873	\$ 57,622	\$ 62,533	\$ 68,057	86.0%	88.7%	93.5%
Portland Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Portland Public Schools	Laborer (Leadman)	\$ -	\$ -	\$ 50,086	\$ 18,317	\$ 18,317	\$ 75,102	270.4%	302.7%	84.8%
Rogue Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
State of Oregon	Laborer	\$ 32,161	\$ 35,329	\$ 39,169	\$ 54,778	\$ 58,370	\$ 62,724	90.4%	95.0%	101.5%
Tri-Met		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Union County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Washington County	General Services Aide	\$ 28,288	\$ 31,283	\$ 34,528	\$ 50,388	\$ 53,784	\$ 57,462	98.3%	103.1%	110.8%
Willamette University		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			

Source: Anderson Economic Group analysis of salary documentation from state and local government job classifications, Oregon Public Employees Retirement System, PayScale, Local Government CAFRs, U.S. Bureau of Labor Statistics Employer Cost of Employee Compensation, September, 2018.

Licensed Practical Nurse	Occupation Title	Salary			Total Compensation			Compensation Ratio		
		Entry	Mid	Max	Entry	Mid	Max	Entry	Mid	Max
.....Public Colleges & Universities	Licensed Practical Nurse	\$ 32,616	\$ 39,492	\$ 48,660	\$ 54,713	\$ 62,627	\$ 73,179	N/A	N/A	N/A
.....Weighted Public Sector	N/A	\$ 44,512	\$ 52,989	\$ 63,959	\$ 68,782	\$ 78,392	\$ 90,830	79.5%	79.9%	80.6%
.....Private Sector	Licensed Practical Nurse (LPN)	N/A	\$ 47,460	N/A	N/A	\$ 63,106	N/A	N/A	99.2%	N/A
Benton County	Public Health Nurse	\$ 57,158	\$ 71,448	\$ 85,717	\$ 83,119	\$ 99,320	\$ 115,497	65.8%	63.1%	63.4%
Blue Mountain Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Albany		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Ashland		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Beaverton		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Bend		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Corvallis		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Eugene		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Gresham		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Klamath Falls		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of La Grande		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Medford		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Portland		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Salem		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Springfield		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Vancouver (Washington)		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Clackamas County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Clark County (Washington)		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Corvallis School District		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Deschutes County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Douglas County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Eugene School District 4J		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Jackson County	LPN	\$ 22,360	\$ 29,692	\$ 37,024	\$ 43,667	\$ 51,980	\$ 60,292	125.3%	120.5%	121.4%
Josephine County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Klamath County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lane Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lane County	Licensed Practical Nurse	\$ 45,637	\$ 53,778	\$ 63,253	\$ 70,057	\$ 79,287	\$ 90,029	78.1%	79.0%	81.3%
Lane Education Service District		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lane Transit District		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lewis & Clark College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Linfield College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Linn County	Licensed Practical Nurse	\$ 48,505	\$ 54,823	\$ 61,957	\$ 73,309	\$ 80,472	\$ 88,560	74.6%	77.8%	82.6%
Linn-Benton Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Marion County	Licensed Practical Nurse	\$ 35,610	\$ 41,642	\$ 47,674	\$ 58,689	\$ 65,527	\$ 72,366	93.2%	95.6%	101.1%
Metro Regional Government		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Multnomah County	Licensed Community Practical Nurse	\$ 48,235	\$ 53,830	\$ 62,858	\$ 73,003	\$ 79,346	\$ 89,581	74.9%	78.9%	81.7%
Oregon Health & Sciences University		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Oregon Judicial Department		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Polk County	Licensed Practical Nurse	\$ 43,201	\$ 48,577	\$ 54,637	\$ 67,295	\$ 73,390	\$ 80,261	81.3%	85.3%	91.2%
Portland Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Portland Public Schools		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Rogue Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
State of Oregon	Licensed Practical Nurse	\$ 44,581	\$ 53,425	\$ 64,849	\$ 68,860	\$ 78,887	\$ 91,839	79.5%	79.4%	79.7%
Tri-Met		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Union County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Washington County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Willamette University		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			

Source: Anderson Economic Group analysis of salary documentation from state and local government job classifications, Oregon Public Employees Retirement System, PayScale, Local Government CAFRs, U.S. Bureau of Labor Statistics Employer Cost of Employee Compensation, September, 2018.

Locksmith	Occupation Title	Salary			Total Compensation			Compensation Ratio		
		Entry	Mid	Max	Entry	Mid	Max	Entry	Mid	Max
.....Public Colleges & Universities	Locksmith	\$ 38,592	\$ 43,344	\$ 48,660	\$ 61,591	\$ 67,060	\$ 73,179	N/A	N/A	N/A
.....Weighted Public Sector	N/A	\$ 40,220	\$ 51,734	\$ 55,993	\$ 63,916	\$ 76,970	\$ 81,798	96.4%	87.1%	89.5%
.....Private Sector	Locksmith	N/A	\$ 39,823	N/A	N/A	\$ 54,963	N/A	N/A	122.0%	N/A
Benton County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Blue Mountain Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Albany		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Ashland		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Beaverton		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Bend		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Corvallis		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Eugene	Building Maintenance Worker 2	\$ 44,117	\$ 49,494	\$ 54,870	\$ 68,334	\$ 74,429	\$ 80,525	90.1%	90.1%	90.9%
City of Gresham		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Klamath Falls		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of La Grande		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Medford		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Portland		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Salem		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Springfield		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Vancouver (Washington)		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Clackamas County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Clark County (Washington)		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Corvallis School District		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Deschutes County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Douglas County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Eugene School District 4J		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Jackson County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Josephine County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Klamath County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lane Community College	Maintenance Worker	\$ 32,822	\$ 38,085	\$ 46,114	\$ 55,529	\$ 61,495	\$ 70,597	110.9%	109.1%	103.7%
Lane County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lane Education Service District		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lane Transit District		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lewis & Clark College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Linfield College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Linn County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Linn-Benton Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Marion County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Metro Regional Government		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Multnomah County	Locksmith	\$ 50,690	\$ 56,378	\$ 62,067	\$ 75,785	\$ 82,235	\$ 88,685	81.3%	81.5%	82.5%
Oregon Health & Sciences University		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Oregon Judicial Department		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Polk County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Portland Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Portland Public Schools	Locksmith	\$ -	\$ -	\$ 59,696	\$ 18,317	\$ 18,317	\$ 85,996	336.3%	366.1%	85.1%
Rogue Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
State of Oregon	Physical/Electronic Security Technician	\$ 39,169	\$ 51,457	\$ 55,513	\$ 62,724	\$ 76,655	\$ 81,254	98.2%	87.5%	90.1%
Tri-Met		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Union County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Washington County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Willamette University		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			

Source: Anderson Economic Group analysis of salary documentation from state and local government job classifications, Oregon Public Employees Retirement System, PayScale, Local Government CAFRs, U.S. Bureau of Labor Statistics Employer Cost of Employee Compensation, September, 2018.

Maintenance Electrician	Occupation Title	Salary			Total Compensation			Compensation Ratio		
		Entry	Mid	Max	Entry	Mid	Max	Entry	Mid	Max
.....Public Colleges & Universities	Maintenance Electrician	\$ 38,052	\$ 42,792	\$ 48,264	\$ 60,969	\$ 66,425	\$ 72,723	N/A	N/A	N/A
.....Weighted Public Sector	N/A	\$ 42,060	\$ 58,259	\$ 59,336	\$ 66,001	\$ 84,368	\$ 85,588	92.4%	78.7%	85.0%
.....Private Sector	Maintenance Electrician	N/A	\$ 47,655	N/A	N/A	\$ 63,314	N/A	N/A	104.9%	N/A
Benton County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Blue Mountain Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Albany	Facilities Maintenance Electrician	\$ 49,513	\$ 57,241	\$ 63,085	\$ 74,451	\$ 83,213	\$ 89,839	81.9%	79.8%	80.9%
City of Ashland		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Beaverton	Traffic Signal Maintenance Technician	\$ 50,253	\$ 58,802	\$ 67,350	\$ 75,290	\$ 84,982	\$ 94,674	81.0%	78.2%	76.8%
City of Bend		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Corvallis	Building and Grounds Maintenance	\$ 50,710	\$ 57,710	\$ 64,709	\$ 75,809	\$ 83,744	\$ 91,680	80.4%	79.3%	79.3%
City of Eugene	Traffic Signal Ltd Maintenance Electrician	\$ 50,253	\$ 56,451	\$ 62,650	\$ 75,290	\$ 82,318	\$ 89,345	81.0%	80.7%	81.4%
City of Gresham		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Klamath Falls		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of La Grande		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Medford	Traffic Signal Electrician	\$ 53,414	\$ 60,840	\$ 68,266	\$ 78,875	\$ 87,293	\$ 95,712	77.3%	76.1%	76.0%
City of Portland		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Salem		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Springfield		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Vancouver (Washington)	Traffic Signal Technician	\$ 60,180	\$ 68,556	\$ 76,932	\$ 86,545	\$ 96,041	\$ 105,537	70.4%	69.2%	68.9%
Clackamas County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Clark County (Washington)		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Corvallis School District		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Deschutes County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Douglas County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Eugene School District 4J		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Jackson County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Josephine County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Klamath County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lane Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lane County	Public Works Electrician	\$ 42,910	\$ 49,650	\$ 57,366	\$ 66,966	\$ 74,606	\$ 83,355	91.0%	89.0%	87.2%
Lane Education Service District		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lane Transit District		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lewis & Clark College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Linfield College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Linn County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Linn-Benton Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Marion County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Metro Regional Government		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Multnomah County	Electronic Technician Assistant	\$ 54,371	\$ 59,665	\$ 64,958	\$ 79,959	\$ 85,961	\$ 91,963	76.3%	77.3%	79.1%
Oregon Health & Sciences University		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Oregon Judicial Department		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Polk County	Building Maintenance Worker I	\$ 33,925	\$ 38,431	\$ 42,937	\$ 56,778	\$ 61,887	\$ 66,996	107.4%	107.3%	108.5%
Portland Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Portland Public Schools	Electronic Technician	\$ -	\$ -	\$ 65,354	\$ 18,317	\$ 18,317	\$ 92,411	332.9%	362.6%	78.7%
Rogue Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
State of Oregon	Electrician I	\$ 39,973	\$ 58,213	\$ 58,213	\$ 63,635	\$ 84,315	\$ 84,315	95.8%	78.8%	86.3%
Tri-Met		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Union County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Washington County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Willamette University		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			

Source: Anderson Economic Group analysis of salary documentation from state and local government job classifications, Oregon Public Employees Retirement System, PayScale, Local Government CAFRs, U.S. Bureau of Labor Statistics Employer Cost of Employee Compensation, September, 2018.

Medical Aide	Occupation Title	Salary			Total Compensation			Compensation Ratio		
		Entry	Mid	Max	Entry	Mid	Max	Entry	Mid	Max
.....Public Colleges & Universities	Medical Aide	\$ 29,172	\$ 34,650	\$ 42,336	\$ 50,749	\$ 57,054	\$ 65,900	N/A	N/A	N/A
.....Weighted Public Sector	N/A	\$ 37,499	\$ 42,038	\$ 47,649	\$ 60,831	\$ 65,977	\$ 72,338	83.4%	86.5%	91.1%
.....Private Sector	Clinical Medical Assistant	N/A	\$ 33,120	N/A	N/A	\$ 47,815	N/A	N/A	119.3%	N/A
Benton County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Blue Mountain Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Albany		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Ashland		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Beaverton		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Bend		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Corvallis		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Eugene		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Gresham		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Klamath Falls		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of La Grande		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Medford		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Portland		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Salem		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Springfield		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Vancouver (Washington)		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Clackamas County	Health Assistant	\$ 34,174	\$ 38,605	\$ 43,014	\$ 57,062	\$ 62,084	\$ 67,084	88.9%	91.9%	98.2%
Clark County (Washington)		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Corvallis School District		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Deschutes County		\$ 39,562	\$ 46,290	\$ 53,019	\$ 63,169	\$ 70,798	\$ 78,427	80.3%	80.6%	84.0%
Douglas County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Eugene School District 4J	Health Services Assistant	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Jackson County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Josephine County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Klamath County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lane Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lane County	Medical Assistant I-II	\$ 35,090	\$ 41,080	\$ 48,360	\$ 58,099	\$ 64,891	\$ 73,144	87.3%	87.9%	90.1%
Lane Education Service District		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lane Transit District		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lewis & Clark College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Linfield College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Linn County	Medical Assistant I-II	\$ 29,797	\$ 35,827	\$ 41,857	\$ 52,098	\$ 58,935	\$ 65,771	97.4%	96.8%	100.2%
Linn-Benton Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Marion County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Metro Regional Government		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Multnomah County	Medical Assistant	\$ 40,206	\$ 43,846	\$ 49,234	\$ 63,900	\$ 68,027	\$ 74,135	79.4%	83.9%	88.9%
Oregon Health & Sciences University		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Oregon Judicial Department		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Polk County	Medical Clerk I-II	\$ 29,881	\$ 35,395	\$ 40,909	\$ 52,193	\$ 58,445	\$ 64,697	97.2%	97.6%	101.9%
Portland Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Portland Public Schools		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Rogue Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
State of Oregon		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Tri-Met		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Union County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Washington County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Willamette University		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			

Source: Anderson Economic Group analysis of salary documentation from state and local government job classifications, Oregon Public Employees Retirement System, PayScale, Local Government CAFRs, U.S. Bureau of Labor Statistics Employer Cost of Employee Compensation, September, 2018.

Mid-Level Medical Practitioner	Occupation Title	Salary			Total Compensation			Compensation Ratio		
		Entry	Mid	Max	Entry	Mid	Max	Entry	Mid	Max
.....Public Colleges & Universities	Mid-Level Medical Practitioner	\$ 71,124	\$ 88,182	\$ 108,852	\$ 99,035	\$ 118,668	\$ 142,459	N/A	N/A	N/A
.....Weighted Public Sector	N/A	\$ 94,018	\$ 107,722	\$ 124,751	\$ 124,909	\$ 140,445	\$ 159,752	79.3%	84.5%	89.2%
.....Private Sector	Nurse Practitioner (NP)	N/A	\$ 109,641	N/A	N/A	\$ 129,411	N/A	N/A	91.7%	N/A
Benton County	Physician Assistant	\$ 87,402	\$ 95,056	\$ 109,262	\$ 117,407	\$ 126,085	\$ 142,192	84.4%	94.1%	100.2%
Blue Mountain Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Albany		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Ashland		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Beaverton		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Bend		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Corvallis		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Eugene		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Gresham		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Klamath Falls		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of La Grande		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Medford		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Portland		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Salem		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Springfield		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Vancouver (Washington)		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Clackamas County	Physician Assistant	\$ 95,722	\$ 108,763	\$ 121,805	\$ 126,840	\$ 141,626	\$ 156,411	78.1%	83.8%	91.1%
Clark County (Washington)		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Corvallis School District		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Deschutes County		\$ 82,243	\$ 96,221	\$ 110,198	\$ 111,559	\$ 127,406	\$ 143,253	88.8%	93.1%	99.4%
Douglas County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Eugene School District 4J		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Jackson County	Nurse Practitioner/Physician's Assistant	\$ 52,000	\$ 69,992	\$ 87,984	\$ 77,271	\$ 97,669	\$ 118,068	128.2%	121.5%	120.7%
Josephine County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Klamath County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lane Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lane County	Physician	\$ 124,800	\$ 156,000	\$ 187,200	\$ 159,807	\$ 195,180	\$ 230,552	62.0%	60.8%	61.8%
Lane Education Service District		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lane Transit District		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lewis & Clark College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Linfield College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Linn County	Nurse Practitioner	\$ 68,209	\$ 77,125	\$ 87,122	\$ 95,648	\$ 105,757	\$ 117,090	103.5%	112.2%	121.7%
Linn-Benton Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Marion County	Nurse Practitioner	\$ 90,792	\$ 103,324	\$ 115,856	\$ 121,251	\$ 135,459	\$ 149,667	81.7%	87.6%	95.2%
Metro Regional Government		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Multnomah County	Nurse Practitioner	\$ 101,213	\$ 111,675	\$ 129,459	\$ 133,065	\$ 144,927	\$ 165,090	74.4%	81.9%	86.3%
Oregon Health & Sciences University		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Oregon Judicial Department		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Polk County	Nurse Practitioner	\$ 65,209	\$ 73,345	\$ 82,514	\$ 92,247	\$ 101,471	\$ 111,865	107.4%	116.9%	127.3%
Portland Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Portland Public Schools		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Rogue Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
State of Oregon		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Tri-Met		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Union County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Washington County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Willamette University		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			

Source: Anderson Economic Group analysis of salary documentation from state and local government job classifications, Oregon Public Employees Retirement System, PayScale, Local Government CAFRs, U.S. Bureau of Labor Statistics Employer Cost of Employee Compensation, September, 2018.

Office Specialist 1	Occupation Title	Salary			Total Compensation			Compensation Ratio		
		Entry	Mid	Max	Entry	Mid	Max	Entry	Mid	Max
.....Public Colleges & Universities	Office Specialist 1	\$ 26,280	\$ 30,798	\$ 36,912	\$ 47,420	\$ 52,620	\$ 59,657	N/A	N/A	N/A
.....Weighted Public Sector	N/A	\$ 32,036	\$ 36,619	\$ 40,517	\$ 54,638	\$ 59,833	\$ 64,252	86.8%	87.9%	92.8%
.....Private Sector	Office Support Specialist	N/A	\$ 32,597	N/A	N/A	\$ 51,515	N/A	N/A	102.1%	N/A
Benton County	Office Specialist	\$ 36,733	\$ 40,040	\$ 44,990	\$ 59,962	\$ 63,712	\$ 69,324	79.1%	82.6%	86.1%
Blue Mountain Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Albany		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Ashland	Office Assistant I	\$ 31,470	\$ 35,412	\$ 39,354	\$ 53,996	\$ 58,465	\$ 62,933	87.8%	90.0%	94.8%
City of Beaverton	Support Specialist 1	\$ 36,109	\$ 41,787	\$ 48,381	\$ 59,255	\$ 65,692	\$ 73,168	80.0%	80.1%	81.5%
City of Bend	Office Specialist I	\$ 38,875	\$ 42,869	\$ 49,629	\$ 62,391	\$ 66,919	\$ 74,583	76.0%	78.6%	80.0%
City of Corvallis	Clerical Assistant I	\$ 23,712	\$ 28,714	\$ 33,717	\$ 45,200	\$ 50,871	\$ 56,543	104.9%	103.4%	105.5%
City of Eugene	Administrative Aide	\$ 32,469	\$ 36,442	\$ 40,414	\$ 55,128	\$ 59,632	\$ 64,136	86.0%	88.2%	93.0%
City of Gresham	Administrative Assistant I	\$ 36,712	\$ 42,224	\$ 47,694	\$ 59,939	\$ 66,188	\$ 72,390	79.1%	79.5%	82.4%
City of Klamath Falls		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of La Grande		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Medford	Administrative Support Assistant	\$ 24,086	\$ 25,293	\$ 26,499	\$ 45,624	\$ 46,992	\$ 48,360	103.9%	112.0%	123.4%
City of Portland	Office Support Specialist I	\$ 34,091	\$ 42,307	\$ 48,714	\$ 56,967	\$ 66,282	\$ 73,545	83.2%	79.4%	81.1%
City of Salem	Office Assistant	\$ 37,149	\$ 39,853	\$ 44,491	\$ 60,434	\$ 63,499	\$ 68,758	78.5%	82.9%	86.8%
City of Springfield		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Vancouver (Washington)	Support Specialist I	\$ 36,384	\$ 41,460	\$ 46,536	\$ 59,567	\$ 65,321	\$ 71,076	79.6%	80.6%	83.9%
Clackamas County	Office Specialist 1	\$ 34,944	\$ 39,811	\$ 44,678	\$ 57,934	\$ 63,452	\$ 68,970	81.9%	82.9%	86.5%
Clark County (Washington)	Office Assistant I	\$ 31,075	\$ 35,194	\$ 39,686	\$ 53,548	\$ 58,217	\$ 63,311	88.6%	90.4%	94.2%
Corvallis School District		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Deschutes County		\$ 32,552	\$ 38,085	\$ 43,618	\$ 55,222	\$ 61,495	\$ 67,768	85.9%	85.6%	88.0%
Douglas County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Eugene School District 4J	Department Secretary	\$ 36,338	\$ 40,976	\$ 45,614	\$ 59,514	\$ 64,773	\$ 70,031	79.7%	81.2%	85.2%
Jackson County	Office Assistant II	\$ 26,832	\$ 30,493	\$ 34,819	\$ 48,737	\$ 52,888	\$ 57,793	97.3%	99.5%	103.2%
Josephine County	Department Assistant	\$ 23,982	\$ 26,853	\$ 33,030	\$ 45,506	\$ 48,761	\$ 55,765	104.2%	107.9%	107.0%
Klamath County		\$ 29,328	\$ 32,989	\$ 37,107	\$ 51,567	\$ 55,717	\$ 60,387	92.0%	94.4%	98.8%
Lane Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lane County	Office Assistant 1	\$ 28,891	\$ 33,987	\$ 39,998	\$ 51,072	\$ 56,849	\$ 63,664	92.8%	92.6%	93.7%
Lane Education Service District		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lane Transit District		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lewis & Clark College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Linfield College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Linn County	Office Specialist 1	\$ 29,797	\$ 33,625	\$ 38,017	\$ 52,098	\$ 56,438	\$ 61,418	91.0%	93.2%	97.1%
Linn-Benton Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Marion County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Metro Regional Government	Office Assistant	\$ 28,413	\$ 32,885	\$ 38,064	\$ 50,529	\$ 55,599	\$ 61,471	93.8%	94.6%	97.0%
Multnomah County	Office Assistant 1	\$ 32,219	\$ 34,902	\$ 39,062	\$ 54,845	\$ 57,887	\$ 62,603	86.5%	90.9%	95.3%
Oregon Health & Sciences University		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Oregon Judicial Department		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Polk County	Office Specialist I	\$ 28,321	\$ 31,861	\$ 35,833	\$ 50,425	\$ 54,438	\$ 58,942	94.0%	96.7%	101.2%
Portland Community College	Office Assistant I	\$ 29,390	\$ 37,211	\$ 46,488	\$ 51,638	\$ 60,504	\$ 71,022	91.8%	87.0%	84.0%
Portland Public Schools		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Rogue Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
State of Oregon	Office Specialist 1	\$ 31,693	\$ 36,001	\$ 38,977	\$ 54,248	\$ 59,132	\$ 62,506	87.4%	89.0%	95.4%
Tri-Met		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Union County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Washington County	Administrative Specialist I	\$ 36,858	\$ 40,602	\$ 44,762	\$ 60,104	\$ 64,348	\$ 69,065	78.9%	81.8%	86.4%
Willamette University		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			

Source: Anderson Economic Group analysis of salary documentation from state and local government job classifications, Oregon Public Employees Retirement System, PayScale, Local Government CAFRs, U.S. Bureau of Labor Statistics Employer Cost of Employee Compensation, September, 2018.

Office Specialist 2	Occupation Title	Salary			Total Compensation			Compensation Ratio		
		Entry	Mid	Max	Entry	Mid	Max	Entry	Mid	Max
.....Public Colleges & Universities	Office Specialist 2	\$ 29,172	\$ 34,650	\$ 42,336	\$ 50,749	\$ 57,054	\$ 65,900	N/A	N/A	N/A
.....Weighted Public Sector	N/A	\$ 34,456	\$ 41,318	\$ 46,695	\$ 57,381	\$ 65,161	\$ 71,257	88.4%	87.6%	92.5%
.....Private Sector	Office Support Specialist	N/A	\$ 37,644	N/A	N/A	\$ 56,826	N/A	N/A	100.4%	N/A
Benton County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Blue Mountain Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Albany		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Ashland	Office Assistant II	\$ 34,694	\$ 39,042	\$ 43,389	\$ 57,651	\$ 62,580	\$ 67,508	88.0%	91.2%	97.6%
City of Beaverton	Support Specialist 2	\$ 40,830	\$ 47,278	\$ 54,704	\$ 64,608	\$ 71,918	\$ 80,337	78.5%	79.3%	82.0%
City of Bend	Office Specialist II	\$ 42,869	\$ 47,258	\$ 54,725	\$ 66,919	\$ 71,894	\$ 80,360	75.8%	79.4%	82.0%
City of Corvallis	Clerical Assistant II	\$ 23,712	\$ 28,714	\$ 33,717	\$ 45,200	\$ 50,871	\$ 56,543	112.3%	112.2%	116.5%
City of Eugene	Administrative Specialist	\$ 37,003	\$ 41,548	\$ 46,093	\$ 60,269	\$ 65,421	\$ 70,574	84.2%	87.2%	93.4%
City of Gresham	Administrative Assistant II	\$ 42,793	\$ 49,213	\$ 55,633	\$ 66,833	\$ 74,111	\$ 81,390	75.9%	77.0%	81.0%
City of Klamath Falls		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of La Grande		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Medford	Administrative Support Tech	\$ 38,688	\$ 44,034	\$ 49,379	\$ 62,179	\$ 68,239	\$ 74,300	81.6%	83.6%	88.7%
City of Portland	Office Support Specialist III	\$ 47,902	\$ 55,692	\$ 63,482	\$ 72,625	\$ 81,457	\$ 90,288	69.9%	70.0%	73.0%
City of Salem		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Springfield		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Vancouver (Washington)	Support Specialist II	\$ 42,216	\$ 48,084	\$ 53,952	\$ 66,179	\$ 72,831	\$ 79,484	76.7%	78.3%	82.9%
Clackamas County	Office Specialist 2	\$ 38,501	\$ 43,888	\$ 49,296	\$ 61,967	\$ 68,074	\$ 74,205	81.9%	83.8%	88.8%
Clark County (Washington)	Office Assistant II	\$ 35,922	\$ 40,581	\$ 45,822	\$ 59,042	\$ 64,325	\$ 70,267	86.0%	88.7%	93.8%
Corvallis School District		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Deschutes County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Douglas County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Eugene School District 4J	Administrative Assistant	\$ 37,440	\$ 42,588	\$ 47,819	\$ 60,764	\$ 66,600	\$ 72,531	83.5%	85.7%	90.9%
Jackson County	Office Assistant IV	\$ 33,176	\$ 37,835	\$ 43,389	\$ 55,930	\$ 61,212	\$ 67,508	90.7%	93.2%	97.6%
Josephine County	Department Specialist	\$ 28,496	\$ 33,800	\$ 39,270	\$ 50,624	\$ 56,637	\$ 62,839	100.2%	100.7%	104.9%
Klamath County		\$ 30,514	\$ 35,100	\$ 39,686	\$ 52,911	\$ 58,111	\$ 63,311	95.9%	98.2%	104.1%
Lane Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lane County	Office Assistant 2	\$ 32,656	\$ 38,449	\$ 45,261	\$ 55,340	\$ 61,908	\$ 69,631	91.7%	92.2%	94.6%
Lane Education Service District		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lane Transit District		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lewis & Clark College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Linfield College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Linn County	Office Specialist 2	\$ 32,809	\$ 37,105	\$ 41,857	\$ 55,513	\$ 60,384	\$ 65,771	91.4%	94.5%	100.2%
Linn-Benton Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Marion County	Office Specialist III	\$ 36,858	\$ 42,390	\$ 47,923	\$ 60,104	\$ 66,376	\$ 72,649	84.4%	86.0%	90.7%
Metro Regional Government		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Multnomah County	Office Assistant 2	\$ 36,941	\$ 40,206	\$ 45,136	\$ 60,198	\$ 63,900	\$ 69,489	84.3%	89.3%	94.8%
Oregon Health & Sciences University		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Oregon Judicial Department		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Polk County	Office Specialist II	\$ 31,081	\$ 34,969	\$ 39,337	\$ 53,554	\$ 57,962	\$ 62,914	94.8%	98.4%	104.7%
Portland Community College	Office Assistant II	\$ 32,656	\$ 41,392	\$ 51,626	\$ 55,340	\$ 65,244	\$ 76,847	91.7%	87.4%	85.8%
Portland Public Schools	Administrative Clerk	\$ 36,109	\$ 40,123	\$ 45,490	\$ 59,255	\$ 63,806	\$ 69,890	85.6%	89.4%	94.3%
Rogue Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
State of Oregon	Office Specialist 2	\$ 31,993	\$ 39,793	\$ 44,629	\$ 54,588	\$ 63,431	\$ 68,914	93.0%	89.9%	95.6%
Tri-Met		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Union County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Washington County	Administrative Specialist II	\$ 42,765	\$ 47,154	\$ 51,979	\$ 66,801	\$ 71,777	\$ 77,248	76.0%	79.5%	85.3%
Willamette University		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			

Source: Anderson Economic Group analysis of salary documentation from state and local government job classifications, Oregon Public Employees Retirement System, PayScale, Local Government CAFRs, U.S. Bureau of Labor Statistics Employer Cost of Employee Compensation, September, 2018.

Operating System/Network Analyst	Occupation Title	Salary			Total Compensation			Compensation Ratio		
		Entry	Mid	Max	Entry	Mid	Max	Entry	Mid	Max
.....Public Colleges & Universities	Operating System/Network Analyst	\$ 46,776	\$ 71,100	\$ 86,796	\$ 71,011	\$ 99,007	\$ 117,073	N/A	N/A	N/A
.....Weighted Public Sector	N/A	\$ 46,238	\$ 74,481	\$ 103,165	\$ 70,739	\$ 102,759	\$ 135,279	100.4%	96.3%	86.5%
.....Private Sector	Network Analyst	N/A	\$ 59,257	N/A	N/A	\$ 75,685	N/A	N/A	130.8%	N/A
Benton County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Blue Mountain Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Albany	IT Infrastructure Administrator	\$ 59,053	\$ 65,005	\$ 79,502	\$ 85,267	\$ 92,016	\$ 108,451	83.3%	107.6%	108.0%
City of Ashland	Network Administrator	\$ 68,915	\$ 76,340	\$ 83,765	\$ 96,448	\$ 104,866	\$ 113,284	73.6%	94.4%	103.3%
City of Beaverton		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Bend	IT Network Administrator	\$ 69,826	\$ 80,829	\$ 98,030	\$ 97,481	\$ 109,955	\$ 129,457	72.8%	90.0%	90.4%
City of Corvallis	Network Administrator	\$ 63,814	\$ 72,634	\$ 81,453	\$ 90,666	\$ 100,664	\$ 110,663	78.3%	98.4%	105.8%
City of Eugene	Database Administrator I - II	\$ 68,474	\$ 78,520	\$ 88,566	\$ 95,948	\$ 107,338	\$ 118,728	74.0%	92.2%	98.6%
City of Gresham	Systems Administrator I-II	\$ 65,541	\$ 82,846	\$ 100,152	\$ 92,623	\$ 112,243	\$ 131,863	76.7%	88.2%	88.8%
City of Klamath Falls		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of La Grande		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Medford	Systems Administrator	\$ 71,011	\$ 80,850	\$ 90,688	\$ 98,825	\$ 109,979	\$ 121,133	71.9%	90.0%	96.6%
City of Portland		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Salem	Network Analyst	\$ 81,122	\$ 85,966	\$ 92,312	\$ 110,287	\$ 115,780	\$ 122,974	64.4%	85.5%	95.2%
City of Springfield	Network Analyst	\$ 55,016	\$ 72,155	\$ 84,198	\$ 80,690	\$ 100,122	\$ 113,776	88.0%	98.9%	102.9%
City of Vancouver (Washington)		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Clackamas County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Clark County (Washington)		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Corvallis School District		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Deschutes County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Douglas County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Eugene School District 4J		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Jackson County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Josephine County	Network Administrator I-II, Network Manager	\$ 46,842	\$ 68,817	\$ 90,792	\$ 71,423	\$ 96,337	\$ 121,251	99.4%	102.8%	96.6%
Klamath County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lane Community College	Network Administrator	\$ 54,645	\$ 67,392	\$ 80,138	\$ 80,270	\$ 94,721	\$ 109,172	88.5%	104.5%	107.2%
Lane County	System Network Architect	\$ 70,242	\$ 82,711	\$ 97,323	\$ 97,952	\$ 112,090	\$ 128,656	72.5%	88.3%	91.0%
Lane Education Service District		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lane Transit District		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lewis & Clark College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Linfield College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Linn County	Network Engineer	\$ 64,861	\$ 72,859	\$ 81,878	\$ 91,852	\$ 100,920	\$ 111,144	77.3%	98.1%	105.3%
Linn-Benton Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Marion County	Network Analyst 1-3	\$ 54,163	\$ 73,394	\$ 92,624	\$ 79,724	\$ 101,526	\$ 123,328	89.1%	97.5%	94.9%
Metro Regional Government	Systems Analyst I-IV	\$ 75,400	\$ 90,740	\$ 106,080	\$ 103,801	\$ 121,192	\$ 138,584	68.4%	81.7%	84.5%
Multnomah County	System Administrator	\$ 80,891	\$ 88,400	\$ 99,507	\$ 110,026	\$ 118,539	\$ 131,132	64.5%	83.5%	89.3%
Oregon Health & Sciences University		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Oregon Judicial Department		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Polk County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Portland Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Portland Public Schools	IT Systems and Services Supervisor	\$ 89,657	\$ 97,970	\$ 107,055	\$ 119,964	\$ 129,389	\$ 139,689	59.2%	76.5%	83.8%
Rogue Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
State of Oregon	Information Systems Specialist I-VIII	\$ 35,077	\$ 70,615	\$ 106,154	\$ 58,084	\$ 98,376	\$ 138,668	122.3%	100.6%	84.4%
Tri-Met		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Union County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Washington County	Software Applications Specialist - Software App Spec.	\$ 53,893	\$ 63,118	\$ 72,342	\$ 79,417	\$ 89,876	\$ 100,334	89.4%	110.2%	116.7%
Willamette University		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			

Source: Anderson Economic Group analysis of salary documentation from state and local government job classifications, Oregon Public Employees Retirement System, PayScale, Local Government CAFRs, U.S. Bureau of Labor Statistics Employer Cost of Employee Compensation, September, 2018.

Painter	Occupation Title	Salary			Total Compensation			Compensation Ratio		
		Entry	Mid	Max	Entry	Mid	Max	Entry	Mid	Max
.....Public Colleges & Universities	Painter	\$ 38,592	\$ 43,344	\$ 48,660	\$ 61,591	\$ 67,060	\$ 73,179	N/A	N/A	N/A
.....Weighted Public Sector	N/A	\$ 44,162	\$ 59,221	\$ 60,805	\$ 68,385	\$ 85,458	\$ 87,254	90.1%	78.5%	83.9%
.....Private Sector	Painter, Construction and Maintenance	N/A	\$ 34,296	N/A	N/A	\$ 49,069	N/A	N/A	136.7%	N/A
Benton County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Blue Mountain Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Albany		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Ashland		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Beaverton		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Bend		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Corvallis		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Eugene		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Gresham		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Klamath Falls		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of La Grande		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Medford		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Portland	Painter	\$ 61,131	\$ 64,750	\$ 68,370	\$ 87,623	\$ 91,727	\$ 95,830	70.3%	73.1%	76.4%
City of Salem		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Springfield		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Vancouver (Washington)		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Clackamas County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Clark County (Washington)		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Corvallis School District		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Deschutes County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Douglas County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Eugene School District 4J	Painter	\$ 31,720	\$ 35,443	\$ 39,811	\$ 54,279	\$ 58,500	\$ 63,452	113.5%	114.6%	115.3%
Jackson County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Josephine County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Klamath County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lane Community College	Painter	\$ 35,366	\$ 43,616	\$ 51,865	\$ 58,412	\$ 67,765	\$ 77,118	105.4%	99.0%	94.9%
Lane County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lane Education Service District		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lane Transit District		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lewis & Clark College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Linfield College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Linn County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Linn-Benton Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Marion County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Metro Regional Government	Painter	\$ 43,389	\$ 53,352	\$ 58,614	\$ 67,508	\$ 78,804	\$ 84,770	91.2%	85.1%	86.3%
Multnomah County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Oregon Health & Sciences University		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Oregon Judicial Department		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Polk County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Portland Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Portland Public Schools	Painter (Journeyman)	\$ 48,630	\$ 48,630	\$ 48,630	\$ 73,451	\$ 73,451	\$ 73,451	83.9%	91.3%	99.6%
Rogue Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
State of Oregon	Painter	\$ 42,433	\$ 60,421	\$ 61,765	\$ 66,424	\$ 86,818	\$ 88,342	92.7%	77.2%	82.8%
Tri-Met		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Union County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Washington County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Willamette University		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			

Source: Anderson Economic Group analysis of salary documentation from state and local government job classifications, Oregon Public Employees Retirement System, PayScale, Local Government CAFRs, U.S. Bureau of Labor Statistics Employer Cost of Employee Compensation, September, 2018.

Plumber	Occupation Title	Salary			Total Compensation			Compensation Ratio		
		Entry	Mid	Max	Entry	Mid	Max	Entry	Mid	Max
.....Public Colleges & Universities	Plumber	\$ 48,660	\$ 54,798	\$ 61,656	\$ 73,179	\$ 80,244	\$ 88,137	N/A	N/A	N/A
.....Weighted Public Sector	N/A	\$ 64,536	\$ 69,880	\$ 76,011	\$ 91,483	\$ 97,543	\$ 104,493	80.0%	82.3%	84.3%
.....Private Sector	Plumber	N/A	\$ 49,296	N/A	N/A	\$ 65,064	N/A	N/A	123.3%	N/A
Benton County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Blue Mountain Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Albany		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Ashland		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Beaverton		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Bend		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Corvallis		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Eugene	Plumbing/Mechanical Systems Technician	\$ 57,429	\$ 64,480	\$ 71,531	\$ 83,426	\$ 91,420	\$ 99,414	87.7%	87.8%	88.7%
City of Gresham		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Klamath Falls		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of La Grande		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Medford		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Portland	Plumber	\$ 69,805	\$ 73,975	\$ 78,146	\$ 97,457	\$ 102,185	\$ 106,913	75.1%	78.5%	82.4%
City of Salem		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Springfield		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Vancouver (Washington)		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Clackamas County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Clark County (Washington)		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Corvallis School District		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Deschutes County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Douglas County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Eugene School District 4J	Plumber	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Jackson County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Josephine County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Klamath County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lane Community College	Plumber	\$ 40,040	\$ 48,506	\$ 57,491	\$ 63,712	\$ 73,309	\$ 83,497	114.9%	109.5%	105.6%
Lane County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lane Education Service District		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lane Transit District		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lewis & Clark College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Linfield College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Linn County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Linn-Benton Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Marion County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Metro Regional Government		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Multnomah County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Oregon Health & Sciences University		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Oregon Judicial Department		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Polk County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Portland Community College	Plumber	\$ 50,066	\$ 63,419	\$ 80,309	\$ 75,078	\$ 90,217	\$ 109,366	97.5%	88.9%	80.6%
Portland Public Schools	Plumber (Journeyman)	\$ 74,360	\$ 74,360	\$ 74,360	\$ 102,621	\$ 102,621	\$ 102,621	71.3%	78.2%	85.9%
Rogue Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
State of Oregon		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Tri-Met		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Union County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Washington County	Facilities Plumbing Technician	\$ 61,006	\$ 67,246	\$ 74,152	\$ 87,482	\$ 94,557	\$ 102,386	83.7%	84.9%	86.1%
Willamette University		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			

Source: Anderson Economic Group analysis of salary documentation from state and local government job classifications, Oregon Public Employees Retirement System, PayScale, Local Government CAFRs, U.S. Bureau of Labor Statistics Employer Cost of Employee Compensation, September, 2018.

Program Representative 1	Occupation Title	Salary			Total Compensation			Compensation Ratio		
		Entry	Mid	Max	Entry	Mid	Max	Entry	Mid	Max
.....Public Colleges & Universities	Program Representative 1	\$ 38,592	\$ 47,562	\$ 58,752	\$ 61,591	\$ 71,915	\$ 84,795	N/A	N/A	N/A
.....Weighted Public Sector	N/A	\$ 59,911	\$ 67,020	\$ 76,197	\$ 86,240	\$ 94,300	\$ 104,704	71.4%	76.3%	81.0%
.....Private Sector	Program Planner	N/A	\$ 64,504	N/A	N/A	\$ 85,090	N/A	N/A	84.5%	N/A
Benton County	Client Services Manager	\$ 50,398	\$ 63,627	\$ 75,587	\$ 75,455	\$ 90,453	\$ 104,013	81.6%	79.5%	81.5%
Blue Mountain Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Albany	Event and Program Coordinator	\$ 53,245	\$ 59,005	\$ 68,809	\$ 78,683	\$ 85,213	\$ 96,328	78.3%	84.4%	88.0%
City of Ashland		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Beaverton	Program Coordinator	\$ 54,122	\$ 62,650	\$ 72,530	\$ 79,676	\$ 89,345	\$ 100,546	77.3%	80.5%	84.3%
City of Bend	Program Coordinator	\$ 54,725	\$ 63,336	\$ 76,814	\$ 80,360	\$ 90,123	\$ 105,404	76.6%	79.8%	80.4%
City of Corvallis	Program Specialist	\$ 54,725	\$ 62,286	\$ 69,846	\$ 80,360	\$ 88,932	\$ 97,504	76.6%	80.9%	87.0%
City of Eugene	Program Coordinator	\$ 48,048	\$ 54,013	\$ 59,978	\$ 72,791	\$ 79,553	\$ 86,316	84.6%	90.4%	98.2%
City of Gresham		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Klamath Falls		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of La Grande		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Medford		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Portland		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Salem	Program Coordinator	\$ 54,267	\$ 58,698	\$ 66,373	\$ 79,841	\$ 84,864	\$ 93,566	77.1%	84.7%	90.6%
City of Springfield	Associate Program Manager	\$ 61,880	\$ 74,256	\$ 86,632	\$ 88,472	\$ 102,504	\$ 116,535	69.6%	70.2%	72.8%
City of Vancouver (Washington)		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Clackamas County	Program Aide 2	\$ 35,734	\$ 40,227	\$ 44,741	\$ 58,830	\$ 63,924	\$ 69,041	104.7%	112.5%	122.8%
Clark County (Washington)		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Corvallis School District		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Deschutes County		\$ 41,538	\$ 48,599	\$ 55,661	\$ 65,409	\$ 73,415	\$ 81,421	94.2%	98.0%	104.1%
Douglas County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Eugene School District 4J		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Jackson County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Josephine County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Klamath County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lane Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lane County	Program Services Coordinator 1-2	\$ 43,950	\$ 49,608	\$ 70,554	\$ 68,145	\$ 74,559	\$ 98,306	90.4%	96.5%	86.3%
Lane Education Service District		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lane Transit District		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lewis & Clark College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Linfield College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Linn County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Linn-Benton Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Marion County	Program Coordinator 1	\$ 44,429	\$ 51,979	\$ 59,530	\$ 68,687	\$ 77,248	\$ 85,808	89.7%	93.1%	98.8%
Metro Regional Government	Program Assistant II	\$ 41,974	\$ 48,589	\$ 56,264	\$ 65,905	\$ 73,404	\$ 82,105	93.5%	98.0%	103.3%
Multnomah County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Oregon Health & Sciences University		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Oregon Judicial Department		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Polk County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Portland Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Portland Public Schools	Manager, School Partnerships	\$ 89,648	\$ 97,968	\$ 107,058	\$ 119,954	\$ 129,387	\$ 139,692	51.3%	55.6%	60.7%
Rogue Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
State of Oregon		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Tri-Met		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Union County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Washington County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Willamette University		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			

Source: Anderson Economic Group analysis of salary documentation from state and local government job classifications, Oregon Public Employees Retirement System, PayScale, Local Government CAFRs, U.S. Bureau of Labor Statistics Employer Cost of Employee Compensation, September, 2018.

Program Technician 1	Occupation Title	Salary			Total Compensation			Compensation Ratio		
		Entry	Mid	Max	Entry	Mid	Max	Entry	Mid	Max
.....Public Colleges & Universities	Program Technician 1	\$ 46,464	\$ 57,414	\$ 71,124	\$ 70,652	\$ 83,255	\$ 99,035	N/A	N/A	N/A
.....Weighted Public Sector	N/A	\$ 54,991	\$ 62,756	\$ 71,391	\$ 80,662	\$ 89,465	\$ 99,255	87.6%	93.1%	99.8%
.....Private Sector	Program Evaluator	N/A	\$ 57,281	N/A	N/A	\$ 77,490	N/A	N/A	107.4%	N/A
Benton County	Program Manager 1	\$ 54,475	\$ 68,099	\$ 81,702	\$ 80,077	\$ 95,523	\$ 110,946	88.2%	87.2%	89.3%
Blue Mountain Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Albany		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Ashland		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Beaverton	Program Coordinator	\$ 54,122	\$ 62,650	\$ 72,530	\$ 79,676	\$ 89,345	\$ 100,546	88.7%	93.2%	98.5%
City of Bend	Program Technician I	\$ 50,835	\$ 57,855	\$ 64,875	\$ 75,951	\$ 83,909	\$ 91,868	93.0%	99.2%	107.8%
City of Corvallis	Program Specialist	\$ 54,725	\$ 62,286	\$ 69,846	\$ 80,360	\$ 88,932	\$ 97,504	87.9%	93.6%	101.6%
City of Eugene	Program Specialist	\$ 44,117	\$ 49,494	\$ 54,870	\$ 68,334	\$ 74,429	\$ 80,525	103.4%	111.9%	123.0%
City of Gresham	Program Technician	\$ 52,083	\$ 59,322	\$ 66,518	\$ 77,365	\$ 85,572	\$ 93,731	91.3%	97.3%	105.7%
City of Klamath Falls		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of La Grande		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Medford		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Portland	Housing Program Specialist	\$ 64,875	\$ 75,452	\$ 86,029	\$ 91,868	\$ 103,860	\$ 115,851	76.9%	80.2%	85.5%
City of Salem		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Springfield	Program Specialist	\$ 38,002	\$ 45,614	\$ 53,206	\$ 61,401	\$ 70,031	\$ 78,639	115.1%	118.9%	125.9%
City of Vancouver (Washington)		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Clackamas County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Clark County (Washington)	Program Assistant	\$ 45,968	\$ 51,938	\$ 58,718	\$ 70,432	\$ 77,200	\$ 84,888	100.3%	107.8%	116.7%
Corvallis School District		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Deschutes County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Douglas County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Eugene School District 4J		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Jackson County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Josephine County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Klamath County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lane Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lane County	Program Specialist	\$ 40,144	\$ 50,783	\$ 59,030	\$ 63,829	\$ 75,892	\$ 85,242	110.7%	109.7%	116.2%
Lane Education Service District		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lane Transit District		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lewis & Clark College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Linfield College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Linn County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Linn-Benton Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Marion County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Metro Regional Government	Program Assistant II	\$ 41,974	\$ 48,589	\$ 56,264	\$ 65,905	\$ 73,404	\$ 82,105	107.2%	113.4%	120.6%
Multnomah County	Program Specialist	\$ 56,909	\$ 62,067	\$ 69,805	\$ 82,836	\$ 88,685	\$ 97,457	85.3%	93.9%	101.6%
Oregon Health & Sciences University		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Oregon Judicial Department		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Polk County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Portland Community College	Program Specialist	\$ 42,661	\$ 53,997	\$ 67,475	\$ 66,683	\$ 79,535	\$ 94,816	106.0%	104.7%	104.4%
Portland Public Schools	Business Operations Analyst I	\$ 65,042	\$ 71,074	\$ 77,667	\$ 92,057	\$ 98,896	\$ 106,371	76.7%	84.2%	93.1%
Rogue Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
State of Oregon		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Tri-Met		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Union County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Washington County	Program Specialist	\$ 50,107	\$ 55,203	\$ 60,882	\$ 75,125	\$ 80,903	\$ 87,340	94.0%	102.9%	113.4%
Willamette University		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			

Source: Anderson Economic Group analysis of salary documentation from state and local government job classifications, Oregon Public Employees Retirement System, PayScale, Local Government CAFRs, U.S. Bureau of Labor Statistics Employer Cost of Employee Compensation, September, 2018.

Property Specialist 2	Occupation Title	Salary			Total Compensation			Compensation Ratio		
		Entry	Mid	Max	Entry	Mid	Max	Entry	Mid	Max
.....Public Colleges & Universities	Property Specialist 2	\$ 28,116	\$ 33,258	\$ 40,392	\$ 49,533	\$ 55,452	\$ 63,663	N/A	N/A	N/A
.....Weighted Public Sector	N/A	\$ 35,866	\$ 40,887	\$ 46,970	\$ 58,979	\$ 64,672	\$ 71,568	84.0%	85.7%	89.0%
.....Private Sector	Inventory Clerk	N/A	\$ 33,749	N/A	N/A	\$ 52,727	N/A	N/A	105.2%	N/A
Benton County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Blue Mountain Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Albany	Inventory Specialist	\$ 36,793	\$ 42,505	\$ 46,837	\$ 60,030	\$ 66,506	\$ 71,417	82.5%	83.4%	89.1%
City of Ashland		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Beaverton	Inventory Control Technician	\$ 43,597	\$ 50,461	\$ 58,406	\$ 67,744	\$ 75,526	\$ 84,534	73.1%	73.4%	75.3%
City of Bend		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Corvallis		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Eugene	Stores Clerk	\$ 37,003	\$ 41,548	\$ 46,093	\$ 60,269	\$ 65,421	\$ 70,574	82.2%	84.8%	90.2%
City of Gresham	Fleet Parts Specialist	\$ 44,658	\$ 50,835	\$ 57,013	\$ 68,947	\$ 75,951	\$ 82,954	71.8%	73.0%	76.7%
City of Klamath Falls		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of La Grande		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Medford	Warehouse/Trades Technician	\$ 38,688	\$ 44,034	\$ 49,379	\$ 62,179	\$ 68,239	\$ 74,300	79.7%	81.3%	85.7%
City of Portland		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Salem	Parts and Supply Clerk	\$ 37,149	\$ 39,853	\$ 44,491	\$ 60,434	\$ 63,499	\$ 68,758	82.0%	87.3%	92.6%
City of Springfield		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Vancouver (Washington)	Warehouse Worker	\$ 39,552	\$ 45,054	\$ 50,556	\$ 63,158	\$ 69,396	\$ 75,634	78.4%	79.9%	84.2%
Clackamas County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Clark County (Washington)	Inventory Specialist	\$ 37,731	\$ 42,578	\$ 48,131	\$ 61,094	\$ 66,589	\$ 72,885	81.1%	83.3%	87.3%
Corvallis School District		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Deschutes County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Douglas County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Eugene School District 4J	Warehouse Operations Assistant	\$ 31,720	\$ 35,443	\$ 39,811	\$ 54,279	\$ 58,500	\$ 63,452	91.3%	94.8%	100.3%
Jackson County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Josephine County	Purchasing Warehouse Coordinator	\$ 30,181	\$ 35,797	\$ 41,579	\$ 52,534	\$ 58,901	\$ 65,457	94.3%	94.1%	97.3%
Klamath County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lane Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lane County	Stores Clerk	\$ 32,656	\$ 38,449	\$ 45,261	\$ 55,340	\$ 61,908	\$ 69,631	89.5%	89.6%	91.4%
Lane Education Service District		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lane Transit District		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lewis & Clark College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Linfield College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Linn County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Linn-Benton Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Marion County	Parts Clerk	\$ 34,091	\$ 39,863	\$ 45,635	\$ 56,967	\$ 63,511	\$ 70,055	87.0%	87.3%	90.9%
Metro Regional Government		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Multnomah County	Inventory/Stores Specialist 1	\$ 40,206	\$ 43,846	\$ 49,234	\$ 63,900	\$ 68,027	\$ 74,135	77.5%	81.5%	85.9%
Oregon Health & Sciences University		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Oregon Judicial Department		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Polk County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Portland Community College	Property Control Assistant	\$ 30,992	\$ 39,250	\$ 49,733	\$ 53,454	\$ 62,815	\$ 74,701	92.7%	88.3%	85.2%
Portland Public Schools		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Rogue Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
State of Oregon		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Tri-Met		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Union County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Washington County	General Services Aide	\$ 28,288	\$ 31,283	\$ 34,528	\$ 50,388	\$ 53,784	\$ 57,462	98.3%	103.1%	110.8%
Willamette University		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			

Source: Anderson Economic Group analysis of salary documentation from state and local government job classifications, Oregon Public Employees Retirement System, PayScale, Local Government CAFRs, U.S. Bureau of Labor Statistics Employer Cost of Employee Compensation, September, 2018.

Registered Nurse 1	Occupation Title	Salary			Total Compensation			Compensation Ratio		
		Entry	Mid	Max	Entry	Mid	Max	Entry	Mid	Max
.....Public Colleges & Universities	Registered Nurse 1	\$ 51,108	\$ 63,174	\$ 78,240	\$ 75,997	\$ 89,884	\$ 107,225	N/A	N/A	N/A
.....Weighted Public Sector	N/A	\$ 56,290	\$ 66,131	\$ 76,434	\$ 82,134	\$ 93,292	\$ 104,973	92.5%	96.3%	102.1%
.....Private Sector	Registered Nurse (RN)	N/A	\$ 70,704	N/A	N/A	\$ 87,892	N/A	N/A	102.3%	N/A
Benton County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Blue Mountain Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Albany		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Ashland		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Beaverton		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Bend		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Corvallis		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Eugene		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Gresham		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Klamath Falls		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of La Grande		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Medford		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Portland		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Salem		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Springfield		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Vancouver (Washington)		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Clackamas County	Community Health Nurse	\$ 65,499	\$ 74,214	\$ 82,930	\$ 92,576	\$ 102,456	\$ 112,337	82.1%	87.7%	95.4%
Clark County (Washington)		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Corvallis School District		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Deschutes County		\$ 53,019	\$ 62,026	\$ 71,032	\$ 78,427	\$ 88,637	\$ 98,848	96.9%	101.4%	108.5%
Douglas County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Eugene School District 4J		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Jackson County	Registered Nurse	\$ 29,120	\$ 48,183	\$ 67,246	\$ 51,331	\$ 72,944	\$ 94,557	148.1%	123.2%	113.4%
Josephine County	Public Health Nurse	\$ 54,974	\$ 65,229	\$ 75,774	\$ 80,643	\$ 92,269	\$ 104,225	94.2%	97.4%	102.9%
Klamath County		\$ 52,728	\$ 59,717	\$ 66,706	\$ 78,096	\$ 86,020	\$ 93,943	97.3%	104.5%	114.1%
Lane Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lane County	Community Health Nurse 1	\$ 56,992	\$ 67,153	\$ 79,082	\$ 82,931	\$ 94,450	\$ 107,975	91.6%	95.2%	99.3%
Lane Education Service District		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lane Transit District		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lewis & Clark College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Linfield College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Linn County	Supervising Nurse	\$ 56,413	\$ 63,361	\$ 71,173	\$ 82,274	\$ 90,152	\$ 99,009	92.4%	99.7%	108.3%
Linn-Benton Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Marion County	Public Health Nurse I-II	\$ 52,166	\$ 63,804	\$ 75,442	\$ 77,460	\$ 90,654	\$ 103,848	98.1%	99.2%	103.3%
Metro Regional Government		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Multnomah County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Oregon Health & Sciences University		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Oregon Judicial Department		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Polk County	Community Health Nurse	\$ 52,549	\$ 59,101	\$ 66,481	\$ 77,894	\$ 85,322	\$ 93,689	97.6%	105.3%	114.4%
Portland Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Portland Public Schools		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Rogue Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
State of Oregon		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Tri-Met		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Union County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Washington County	Community Health Nurse II	\$ 67,517	\$ 74,443	\$ 82,077	\$ 94,863	\$ 102,716	\$ 111,370	80.1%	87.5%	96.3%
Willamette University		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			

Source: Anderson Economic Group analysis of salary documentation from state and local government job classifications, Oregon Public Employees Retirement System, PayScale, Local Government CAFRs, U.S. Bureau of Labor Statistics Employer Cost of Employee Compensation, September, 2018.

Telecommunications Analyst 2	Occupation Title	Salary			Total Compensation			Compensation Ratio		
		Entry	Mid	Max	Entry	Mid	Max	Entry	Mid	Max
.....Public Colleges & Universities	Telecommunications Analyst 2	\$ 42,336	\$ 52,314	\$ 64,692	\$ 65,900	\$ 77,385	\$ 91,632	N/A	N/A	N/A
.....Weighted Public Sector	N/A	\$ 49,597	\$ 58,303	\$ 73,896	\$ 74,547	\$ 84,417	\$ 102,096	88.4%	91.7%	89.8%
.....Private Sector	Telecommunications Analyst	N/A	\$ 56,459	N/A	N/A	\$ 72,702	N/A	N/A	106.4%	N/A
Benton County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Blue Mountain Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Albany		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Ashland	AFN Network Technician	\$ 49,543	\$ 84,433	\$ 119,323	\$ 74,485	\$ 114,041	\$ 153,597	88.5%	67.9%	59.7%
City of Beaverton		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Bend		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Corvallis		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Eugene		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Gresham		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Klamath Falls		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of La Grande		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Medford	Technology Support Technician	\$ 45,406	\$ 51,678	\$ 57,949	\$ 69,796	\$ 76,906	\$ 84,015	94.4%	100.6%	109.1%
City of Portland	Communications Engineer II	\$ 69,805	\$ 98,062	\$ 126,318	\$ 97,457	\$ 129,493	\$ 161,529	67.6%	59.8%	56.7%
City of Salem	Telecommunications Analyst	\$ 81,122	\$ 85,966	\$ 92,312	\$ 110,287	\$ 115,780	\$ 122,974	59.8%	66.8%	74.5%
City of Springfield		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Vancouver (Washington)		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Clackamas County	Telecommunications Design Analyst	\$ 59,550	\$ 67,475	\$ 75,421	\$ 85,831	\$ 94,816	\$ 103,824	76.8%	81.6%	88.3%
Clark County (Washington)		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Corvallis School District		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Deschutes County		\$ 53,872	\$ 59,696	\$ 65,520	\$ 79,393	\$ 85,996	\$ 92,599	83.0%	90.0%	99.0%
Douglas County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Eugene School District 4J		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Jackson County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Josephine County	Communications Technician	\$ 42,037	\$ 49,878	\$ 57,970	\$ 65,975	\$ 74,866	\$ 84,039	99.9%	103.4%	109.0%
Klamath County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lane Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lane County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lane Education Service District		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lane Transit District		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lewis & Clark College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Linfield College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Linn County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Linn-Benton Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Marion County	Telecommunications Technician Senior	\$ 50,544	\$ 59,124	\$ 67,704	\$ 75,620	\$ 85,348	\$ 95,075	87.1%	90.7%	96.4%
Metro Regional Government	Telecommunications and Information Systems Technician	\$ 47,466	\$ 56,971	\$ 66,456	\$ 72,130	\$ 82,907	\$ 93,660	91.4%	93.3%	97.8%
Multnomah County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Oregon Health & Sciences University		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Oregon Judicial Department		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Polk County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Portland Community College	Telecommunications Technician	\$ 44,970	\$ 46,030	\$ 71,115	\$ 69,300	\$ 70,503	\$ 98,943	95.1%	109.8%	92.6%
Portland Public Schools		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Rogue Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
State of Oregon	Communications System Analyst	\$ 46,477	\$ 53,821	\$ 68,665	\$ 71,009	\$ 79,336	\$ 96,165	92.8%	97.5%	95.3%
Tri-Met		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Union County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Washington County	Telecommunications Technician	\$ 64,064	\$ 70,616	\$ 77,854	\$ 90,949	\$ 98,377	\$ 106,583	72.5%	78.7%	86.0%
Willamette University		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			

Source: Anderson Economic Group analysis of salary documentation from state and local government job classifications, Oregon Public Employees Retirement System, PayScale, Local Government CAFRs, U.S. Bureau of Labor Statistics Employer Cost of Employee Compensation, September, 2018.

Trades/Maintenance Worker 2	Occupation Title	Salary			Total Compensation			Compensation Ratio		
		Entry	Mid	Max	Entry	Mid	Max	Entry	Mid	Max
.....Public Colleges & Universities	Trades/Maintenance Worker 2	\$ 31,284	\$ 37,752	\$ 46,464	\$ 53,180	\$ 60,624	\$ 70,652	N/A	N/A	N/A
.....Weighted Public Sector	N/A	\$ 38,895	\$ 47,618	\$ 52,601	\$ 62,414	\$ 72,302	\$ 77,953	85.2%	83.8%	90.6%
.....Private Sector	Maintenance Technician	N/A	\$ 34,919	N/A	N/A	\$ 49,733	N/A	N/A	121.9%	N/A
Benton County	Maintenance Technician	\$ 43,930	\$ 47,882	\$ 53,810	\$ 68,121	\$ 72,602	\$ 79,323	78.1%	83.5%	89.1%
Blue Mountain Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Albany	Building Maintenance II	\$ 42,901	\$ 55,297	\$ 63,973	\$ 66,955	\$ 81,009	\$ 90,846	79.4%	74.8%	77.8%
City of Ashland		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Beaverton	Facilities Maintenance Technician	\$ 43,597	\$ 50,461	\$ 58,406	\$ 67,744	\$ 75,526	\$ 84,534	78.5%	80.3%	83.6%
City of Bend	Maintenance Worker II	\$ 38,875	\$ 42,869	\$ 49,629	\$ 62,391	\$ 66,919	\$ 74,583	85.2%	90.6%	94.7%
City of Corvallis		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Eugene	Building Maintenance Worker I	\$ 40,414	\$ 45,334	\$ 50,253	\$ 64,136	\$ 69,713	\$ 75,290	82.9%	87.0%	93.8%
City of Gresham	Facilities Maintenance Tech I	\$ 44,653	\$ 50,833	\$ 57,013	\$ 68,941	\$ 75,948	\$ 82,955	77.1%	79.8%	85.2%
City of Klamath Falls	Facilities Maintenance Worker 1	\$ 36,661	\$ 40,693	\$ 44,725	\$ 59,880	\$ 64,452	\$ 69,023	88.8%	94.1%	102.4%
City of La Grande		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Medford	Building/Utility Technician II	\$ 42,952	\$ 48,890	\$ 54,829	\$ 67,013	\$ 73,746	\$ 80,478	79.4%	82.2%	87.8%
City of Portland	Maintenance Worker	\$ 33,925	\$ 33,925	\$ 33,925	\$ 56,779	\$ 56,779	\$ 56,779	93.7%	106.8%	124.4%
City of Salem		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
City of Springfield	Maintenance Supervisor	\$ 61,880	\$ 74,256	\$ 86,632	\$ 88,472	\$ 102,504	\$ 116,535	60.1%	59.1%	60.6%
City of Vancouver (Washington)	Facilities Maintenance Specialist II	\$ 53,196	\$ 60,600	\$ 68,004	\$ 78,627	\$ 87,021	\$ 95,415	67.6%	69.7%	74.0%
Clackamas County	Building Maintenance Specialist	\$ 45,074	\$ 50,918	\$ 56,742	\$ 69,418	\$ 76,045	\$ 82,648	76.6%	79.7%	85.5%
Clark County (Washington)	Facilities Maintenance Worker	\$ 47,757	\$ 53,955	\$ 60,944	\$ 72,460	\$ 79,488	\$ 87,411	73.4%	76.3%	80.8%
Corvallis School District		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Deschutes County		\$ 45,802	\$ 53,581	\$ 61,360	\$ 70,244	\$ 79,063	\$ 87,883	75.7%	76.7%	80.4%
Douglas County	Building Maintenance Technician III	\$ 38,438	\$ 47,798	\$ 54,829	\$ 61,896	\$ 72,508	\$ 80,478	85.9%	83.6%	87.8%
Eugene School District 4J	Maintenance Worker III	\$ 37,440	\$ 42,588	\$ 47,819	\$ 60,764	\$ 66,600	\$ 72,531	87.5%	91.0%	97.4%
Jackson County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Josephine County	Building Maintenance Worker II	\$ 35,672	\$ 42,328	\$ 49,234	\$ 58,759	\$ 66,306	\$ 74,135	90.5%	91.4%	95.3%
Klamath County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lane Community College	Maintenance Worker	\$ 33,227	\$ 40,978	\$ 48,729	\$ 55,987	\$ 64,775	\$ 73,563	95.0%	93.6%	96.0%
Lane County	Maintenance Specialist 2	\$ 37,877	\$ 44,574	\$ 52,478	\$ 61,259	\$ 68,852	\$ 77,813	86.8%	88.0%	90.8%
Lane Education Service District		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lane Transit District		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Lewis & Clark College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Linfield College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Linn County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Linn-Benton Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Marion County	Building Maintenance Specialist	\$ 38,938	\$ 45,552	\$ 52,166	\$ 62,462	\$ 69,961	\$ 77,460	85.1%	86.7%	91.2%
Metro Regional Government	Facilities Maintenance Worker	\$ 39,978	\$ 46,280	\$ 53,581	\$ 63,641	\$ 70,786	\$ 79,063	83.6%	85.6%	89.4%
Multnomah County	Maintenance Specialist 2	\$ 52,166	\$ 56,909	\$ 63,877	\$ 77,460	\$ 82,836	\$ 90,736	68.7%	73.2%	77.9%
Oregon Health & Sciences University		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Oregon Judicial Department		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Polk County	Building Maintenance Worker	\$ 33,925	\$ 38,173	\$ 42,937	\$ 56,778	\$ 61,595	\$ 66,996	93.7%	98.4%	105.5%
Portland Community College	Facilities Operations Maintenance Specialist II	\$ 38,334	\$ 48,547	\$ 60,611	\$ 61,778	\$ 73,357	\$ 87,034	86.1%	82.6%	81.2%
Portland Public Schools		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Rogue Community College		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
State of Oregon	Facility Maintenance Specialist	\$ 36,925	\$ 47,629	\$ 51,973	\$ 60,180	\$ 72,315	\$ 77,240	88.4%	83.8%	91.5%
Tri-Met		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Union County		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
Washington County	Facilities Maintenance Worker	\$ 43,181	\$ 47,632	\$ 52,478	\$ 67,272	\$ 72,319	\$ 77,813	79.1%	83.8%	90.8%
Willamette University		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			

Source: Anderson Economic Group analysis of salary documentation from state and local government job classifications, Oregon Public Employees Retirement System, PayScale, Local Government CAFRs, U.S. Bureau of Labor Statistics Employer Cost of Employee Compensation, September, 2018.

About the Author

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Mr. Peterson is a Consultant and Acting Director of Public Policy & Economic Analysis with Anderson Economic Group. His work focuses on modeling economic and fiscal impacts of changes in public policy and real estate development, and actuarial analysis. Prior to joining AEG, Mr. Peterson worked as a Policy Analyst in regional economic development and transportation planning in the Chicago region.