

## ANALYSIS

### Oregon Judicial Department Compensation Plan Changes

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**Analyst:** John Borden

**Request:** Acknowledge receipt of a report on compensation plan changes.

**Analysis:** By statute, the Chief Justice of the Oregon Supreme Court, as the administrative head of the Oregon Judicial Department (OJD), is to establish and maintain a department-wide personnel plan (ORS 1.008). The personnel plan includes a classification and compensation structure as well as other benefits. Statute directs that the plan be in reasonable conformity with the general salary structure of the state (ORS 240.245) and that prior to implementing any changes to the plan, a report must be submitted to the Legislature (ORS 8.105(1)). OJD submitted timely notification to the Legislature on February 16, 2023 of a report on preliminary changes to Department's personnel plan. Of note is that Statutory judgeship compensation is not subject to the Chief Justice's personnel plan and is instead directed by statute.

The Chief Justice completed a two-year, two-phase study of the department's classification and compensation plan for all employees falling under the department-wide personnel plan (i.e., excluding statutory judgeships), which totals an estimated 1,762 positions. The first phase of the study was conducted by the National Center for State Courts and OJD's Human Resources Division. This phase of the study updated the classification structure of the department. The second phase of the study, conducted by a small private vendor, made recommendations associated with the compensation of the new classification structure, based on the firm's evaluation of labor market data and comparable rates of pay in the public, private, and non-profit sectors of the economy. Underlying the changes is an attempt to address the issues of pay equity and the demands placed on employees by the Oregon eCourt program and the deployment of other modern information technology over the last ten years.

The new classification and compensation will be implemented on April 1, 2023. The estimated cost of the changes, by biennia and fund-type, is detailed in the following table:

Effective Date April 1, 2023	2021-23 Cost	2023-25 Cost
General Fund	\$1.8 million	\$13.8 million
Other Funds	\$87,363	\$693,335
Federal Fund	\$618	\$4,949
Total Fund	\$1.88 million	\$14.5 million

The 2021-23 biennium actual cost will be absorbed by OJD within the department's current legislatively approved budget. The budgeted cost for the 2023-25 biennium will need to be considered by the 2023 Legislature. These costs include associated Other Payroll Expenses (Social Security taxes; Workers Compensation assessment; Mass Transit taxes; Public Employees Retirement System). While OJD would implement the changes in a least-cost-method, the top step of the new compensation structure represents a material change in compensation for employees.

Of note, is that major compensation plan changes, as being proposed, should occur on the standard budget development process timeline rather than during a legislative session. This is because the legislature, when evaluating an agency's budget, will have outdated and understated budget information on which critical funding decisions are to be made. For example, the classification and cost of OJD's 216 positions requested in 12 policy packages as part of the 2023-25 Chief Justice's Recommended Budget would be understated, as would be any legislative changes to existing current service level positions.

**Legislative Fiscal Office Recommendation:** The Legislative Fiscal Office recommends acknowledging receipt of the report.

# Oregon Judicial Department Gibson

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**Request:** Report on compensation plan changes by the Oregon Judicial Department.

**Recommendation:** The Oregon Judicial Department is not under Executive Branch budgetary authority.

**Discussion:** The Oregon Judicial Department (OJD) submitted a Compensation Plan Change Report in accordance with ORS 8.105(1).

*ORS 8.105(1): Before making any change to a compensation plan, an administrative division of the judicial department must submit the proposed change to the Joint Committee on Ways and Means during the period when the Legislative Assembly is in session, or to the Emergency Board or the Joint Interim Committee on Ways and Means during the interim period between sessions.*

The department completed a two-year study of the current classification and compensation plan. The study included a comprehensive review of the current classifications, identification of outdated job descriptions, and creation of new job profiles. After realigning current employees with updated job profiles, the agency contracted with an outside vendor, HR Answers, Inc., to complete an internal pay equity review of each job profile and determine the competitive pay ranges based on current labor market data.

The department intends to implement the new classification and compensation structure on April 1, 2023 and notes a General Fund budget impact of \$1.8 million in 2021-23 and \$13.8 million in 2023-25. Additionally, the plan will have the following employee impacts:

- 1,067 will be placed in the first closest step in their new compensation grade,
- 503 will be moved to step 1 of their new compensation grade, and
- 7 will retain their current pay higher than their compensation grade, or “red circled.”

The department’s report details the complete list of new job profiles and associated compensation levels.



OREGON JUDICIAL DEPARTMENT  
Office of the State Court Administrator

February 21, 2023  
**(SENT BY EMAIL)**

The Honorable Elizabeth Steiner, Co-Chair  
The Honorable Tawna Sanchez, Co-Chair  
Joint Committee on Ways and Means  
900 Court Street NE  
H-178 State Capitol  
Salem, OR 97301-4048

Re: Classification and Compensation Plan Change Report

Dear Co-Chairpersons:

**Nature of Request**

The Oregon Judicial Department (OJD) is providing this report on prospective OJD compensation plan changes for its employees during the 2021-23 biennium. This letter reports changes to the OJD classifications for all positions within the Oregon Judicial Department.

ORS 8.105(1) provides:

*Before making any change to a compensation plan, an administrative division of the judicial department must submit the proposed change to the Joint Committee on Ways and Means during the period when the Legislative Assembly is in session, or to the Emergency Board or the Joint Interim Committee on Ways and Means during the interim period between sessions.*

**OJD Compensation Plan Actions**

**Background Authority:** The Chief Justice of the Oregon Supreme Court is the administrative head of the Oregon Judicial Department, the state-funded unified court system. ORS 1.008 directs the Chief Justice to establish and maintain a personnel plan for OJD employees. The statewide OJD personnel plan includes the classification and compensation structure for exempt service OJD employees. Under ORS 240.245, the salary plan for exempt service employees must be in reasonable conformity with the general salary structure of the state.

OJD provides a total compensation package (pay, benefits, and retirement) that values the experience and education and continued service of prospective and current employees.

Compensation is established through internal and external comparisons to market, with consideration for fiscal capabilities and responsibility, and in compliance with both federal and state laws. Our compensation structure should be competitive for both new hires and long-term employees based on the labor market.

History: In February 2021, OJD commenced a two-year statewide classification and compensation study of all job classifications. The objectives of this study were to review all classification specifications and update them to more accurately reflect the work assigned, create classifications to address situations where work out of class or differentials were necessary due to lack of a classification, to consolidate classifications where feasible based on similar work, and to realign positions to the new classifications. The classification study included a detailed review of each OJD classification conducted by the National Center for State Courts (NCSC) and OJD's Human Resource Services Division (HRSD). Many job profiles were out of date, had not been studied in many years, and did not reflect the sophistication required by the Oregon eCourt case management system and other technology tools used by the courts. NCSC consolidated the OJD job specifications and job descriptions into one format called a job profile. Job profiles are used to allocate positions, which provides for consistent recruiting criteria, pay administration, and determination of measurable work changes. The job profiles were determined by the grouping of work with substantially similar characteristics in the areas of knowledge, skill, effort, responsibility, and working conditions. OJD in consultation with NCSC reviewed and created 71 new job profiles and updated 52 existing classifications to replace all of OJD's existing classifications. These changes are detailed in Attachment 1.

Upon completion of the new job profiles, HRSD worked with OJD's administrative authorities to determine the most appropriate job profile for each employee based on the work performed. Employees were notified of their preliminary allocation and given an opportunity to request a review of the allocation. OJD received fifty-four requests for review which were evaluated by the OJD Classification Advisory Committee to create a recommendation to the State Court Administrator who then approved or denied the employee's request. Allocations to new job profiles were finalized before the labor market salary data was finalized or published.

In April 2022, the classification portion of the study was completed and OJD contracted with HR Answers, Inc. to conduct a comprehensive review of OJD's compensation structure, an internal pay equity review for each job profile, and labor market research to identify the competitive pay ranges for each job profile based on comparable market data. Our compensation strategy is to consider pay levels relative to those in the existing marketplace. By matching the pay rates of our market comparators, or the types of organizations that OJD may gain employees from or lose employees to, we ensure our compensation structure remains competitive, therefore improving our ability to attract and retain talented employees. The market comparators used included public, private, and not-for-profit sectors. The market data will be used to maintain the OJD compensation plan and the placement of each job profile on a grade within the compensation plan.

Salary data was gathered from comparison markets on the average (mean) and median salary ranges for specific benchmark positions identified by OJD, and current pay ranges (minimum, midpoint and maximum). Sixty-four benchmark jobs were studied or half of OJD's job profiles.

Benchmark jobs include all major departments and functions. A benchmark job is also one that has a standard and consistent set of responsibilities from one organization/comparison market to another and for which pay range data is available. Data is compiled from appropriate salary sources to determine the median salary rate for the job. Benchmark jobs are “stakes” in the ground for which we then gather external comparison market data. We use benchmark jobs to help to evaluate the classification structure that is used to pay employees. We also use them to help to determine how to properly place jobs in the pay structure for which we do not have comparison market data. Another important factor in selecting a benchmark job is the likelihood that we will find data outside of our organization. For example, we are unlikely to find external data on jobs that are very specific to OJD.

The new compensation plan and placement of new job profiles on their respective compensation grades are detailed in Attachment 1. The related salary range changes will be implemented effective April 1, 2023, on a “least cost implementation” basis.

Under the “least cost implementation” approach, if a reallocated employee’s current rate of pay does not fall below step 1 of the new compensation grade for their new job profile, then the employee’s salary will change to the first closest step in the new compensation grade effective April 1, 2023, until the employee’s next regularly scheduled salary eligibility date occurs, at which time the employee will be eligible for an increase. There are 1,067 employees that will be placed into the first closest step in their new compensation grade effective April 1, 2023.

If a reallocated employee’s current rate of pay falls below step 1 of the new compensation grade for their new job profile, then the employee’s current salary will increase to step 1 of the new compensation grade effective April 1, 2023, and the employee’s salary eligibility date will be changed to the date of implementation (from their prior regular salary eligibility date). There are 503 employees that will move to step 1 of their new compensation grade effective April 1, 2023.

If a reallocated employee’s current rate of pay is above step 10 of the new compensation grade for their new job profile, then the employee’s current salary will be red circled and will not change upon implementation of the new compensation plan. There are seven employees that will be red circled in the new compensation plan.

OJD Budget: The following table details the estimated budget impact of moving all OJD staff into the new classification and compensation plan (salaries and OPE) for the last three months of the 2021-23 biennium and the cost of this plan in comparison to the Current Service Level (CSL) budget for the 2023-25 biennium:

Biennium	General Fund Impact	Other Funds Impact	Federal Funds Impact
2021-23 Biennium	\$1.77 million	\$87,363	\$618
2023-25 Biennium	\$13.8 million	\$693,335	\$4,949

Though not a budgetary impact, the calculated current top-step to proposed top-step change for OJD staff, if all positions were filled at the top step, is an increase of \$44.27 million in General

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Fund, an increase of \$2.25 million in Other Funds and an increase of \$38,616 in Federal Funds for all 1,762 permanent positions. This is also referred to as the change in permanent financing.

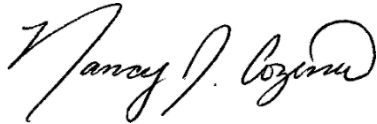
**Action Requested**

OJD requests acknowledgment of the receipt of this report of change to the OJD classification and compensation plan as provided in ORS 8.105(1) and ORS 292.428.

**Legislation Affected**

None.

Sincerely,

A handwritten signature in black ink, appearing to read "Nancy J. Cozine". The signature is fluid and cursive, with a large loop at the end.

Nancy J. Cozine  
State Court Administrator

NC:jm/23eNC004jm  
Attachment

ec: Chief Justice Meagan A. Flynn  
John Borden, Legislative Fiscal Officer, LFO  
Wendy Gibson, Policy and Budget, DAS-CFO  
Phillip Lemman, Deputy SCA, OJD

**Attachment 1**  
**Changes to OJD Personnel Classification and Compensation Plan / Classification Study**  
**Effective 4/1/2023**

**Table 1. OJD 2023 Classification and Compensation Study – Final Job Profiles**

<b>Oregon Judicial Job Profile Title</b>	<b>Job Code</b>	<b>Job Family</b>	<b>Type</b>
Accountant	8800	Accounting/Collections	Revised
Accounting Services Manager	8801	Accounting/Collections	New
Accounts Payable Clerk	8802	Accounting/Collections	New
Central Services Manager	8803	Accounting/Collections	New
Central Services Supervisor	8804	Accounting/Collections	New
Collections Agent	8805	Accounting/Collections	Revised
Judicial Accounting Clerk	8806	Accounting/Collections	New
Receipting Specialist	8807	Accounting/Collections	New
Revenue and Collections Manager	8808	Accounting/Collections	New
Administrative Coordinator	8810	Administrative Staff Support	New
Executive Services Manager	8811	Administrative Staff Support	New
Management Assistant 1	8812	Administrative Staff Support	Revised
Management Assistant 2	8813	Administrative Staff Support	Revised
Appellate Records Supervisor	8815	Appellate Court Operations	New
Appellate-Supreme Court Office Manager	8816	Appellate Court Operations	New
Appellate Commissioner	8817	Appellate Court Programs	Revised
Appellate Settlement Program Manager	8818	Appellate Court Programs	Revised
Director, Appellate Court Services Division	8819	Appellate Executive	Revised
Chief Internal Auditor	8820	Audit	Revised
Internal Auditor	8821	Audit	Revised
Budget Analyst	8823	Budget	New
Budget Manager	8824	Budget	New
Deputy Director, Business and Fiscal Services Division	8825	Budget	New
Director, Business and Fiscal Services Division	8826	Budget	Revised
Citizen Review Board Coordinator	8830	Citizen Review Board	Revised
Citizen Review Board Education and Training Coordinator	8831	Citizen Review Board	New
Citizen Review Board Program Manager	8832	Citizen Review Board	New
Citizen Review Board Program Specialist	8833	Citizen Review Board	New
Citizen Review Board Support Supervisor	8834	Citizen Review Board	New
Communications Coordinator	8809	Communications	New
Public Information Officer	8836	Communications	New
Deputy Trial Court Administrator 1	8841	Court Executive	New
Multnomah Assistant Deputy Trial Court Administrator	8842	Court Executive	New
Multnomah Deputy Trial Court Administrator 2	8843	Court Executive	New
Multnomah Trial Court Administrator 5	8849	Court Executive	Revised
Trial Court Administrator 1	8845	Court Executive	Revised
Trial Court Administrator 2	8846	Court Executive	Revised



Oregon Judicial Job Profile Title	Job Code	Job Family	Type
Trial Court Administrator 3	8847	Court Executive	Revised
Trial Court Administrator 4	8848	Court Executive	Revised
Court Manager 1	8850	Court Operations	New
Court Manager 2	8851	Court Operations	New
Court Operations Associate	8852	Court Operations	New
Court Operations Clerk	8853	Court Operations	New
Court Operations Specialist	8854	Court Operations	New
Courtroom Clerk	8855	Court Operations	New
Hearings Referee	8856	Court Operations	Revised
Judicial Clerk	8857	Court Operations	Revised
Multnomah Legal Resource Center Specialist	8860	Court Operations	New
Multnomah Legal Resource Center Supervisor	8861	Court Operations	New
Multnomah Public Information Officer	8862	Court Operations	New
Multnomah Senior Court Manager	8863	Court Operations	New
Multnomah Senior Court Supervisor	8864	Court Operations	New
Probate Commissioner	8866	Court Operations	New
Probate Examiner	8867	Court Operations	New
Release Assistance Officer	8868	Court Operations	Revised
Supervisor 2	8870	Court Operations	Revised
Supervisor 3	8871	Court Operations	Revised
Court Facilitator	8873	Court Programs	New
Program Assistant	8875	Court Programs	New
Program Coordinator	8876	Court Programs	Revised
Program Manager	8877	Court Programs	New
Mail Services Delivery Clerk	8880	Facilities	New
Multnomah Facilities Superintendent	8881	Facilities	New
Multnomah Facilities Support and Procurement Clerk	8882	Facilities	New
Grants Manager	8883	Grants	New
Grants Officer	8884	Grants	New
Benefit Services Administrator	8886	Human Resources	Revised
Deputy Director, Human Resources Services Division	8887	Human Resources	New
Director, Human Resources Services Division	8888	Human Resources	Revised
Human Resources Analyst	8889	Human Resources	New
Human Resources Assistant	8890	Human Resources	New
Human Resources Manager	8891	Human Resources	Revised
Human Resources Operations Manager	8892	Human Resources	New
Human Resources Specialist	8893	Human Resources	Revised
Human Resources Systems Analyst	8894	Human Resources	New
Payroll and Benefit Specialist 1	8895	Human Resources	Revised
Payroll and Benefit Specialist 2	8896	Human Resources	Revised
Deputy Director, Enterprise Technology Services Division	8898	Information Technology	Revised
Director, Enterprise Technology Services Division	8899	Information Technology	Revised

Oregon Judicial Job Profile Title	Job Code	Job Family	Type
Information Technology Associate	8900	Information Technology	New
Information Technology Developer	8901	Information Technology	New
Information Technology Manager	8902	Information Technology	Revised
Information Technology Representative	8903	Information Technology	New
Information Technology Specialist	8904	Information Technology	New
Information Technology Supervisor	8905	Information Technology	Revised
Multnomah Computer and Information Systems Manager	8906	Information Technology	New
Court Interpreter Training and Certification Coordinator	8907	Language Access	New
Director, Court Language Access Services Program	8908	Language Access	New
Interpreter 1	8909	Language Access	Revised
Interpreter 2	8910	Language Access	Revised
Language Access Coordinator	8911	Language Access	New
Language Access Scheduler	8912	Language Access	New
Language Access Supervisor	8913	Language Access	New
Law Librarian	8914	Library/Publications	Revised
Law Library Assistant	8915	Library/Publications	New
Librarian	8916	Library/Publications	Revised
Publications Program Specialist	8917	Library/Publications	New
Assistant Deputy State Court Administrator	8918	OSCA Executive	New
Deputy State Court Administrator	8919	OSCA Executive	Revised
Construction Project Manager	8921	Procurement	New
Procurement Manager	8922	Procurement	New
Procurement Officer 1	8923	Procurement	Revised
Procurement Officer 2	8924	Procurement	Revised
Chief Marshal	8925	Public Safety	Revised
Deputy Marshal	8926	Public Safety	Revised
Sergeant	8927	Public Safety	New
Analyst 1	8928	Research and Analysis	Revised
Analyst 2	8929	Research and Analysis	Revised
Analyst 3	8930	Research and Analysis	Revised
Analyst 4	8931	Research and Analysis	Revised
Data Analysis and Research Manager	8932	Research and Analysis	New
Counsel in Charge	8933	Statewide Law, Policy, Procedure	Revised
Director, Civil and Criminal Programs Division	8934	Statewide Law, Policy, Procedure	New
Director, Juvenile and Family Court Programs Division	8935	Statewide Law, Policy, Procedure	Revised
General Counsel	8936	Statewide Law, Policy, Procedure	Revised
Law Clerk	8937	Statewide Law, Policy, Procedure	Revised
Legal Policy Advisor	8938	Statewide Law, Policy, Procedure	New
Manager 1	8939	Statewide Law, Policy, Procedure	New
Manager 2	8940	Statewide Law, Policy, Procedure	New
Paralegal	8941	Statewide Law, Policy, Procedure	Revised
Senior Staff Counsel	8942	Statewide Law, Policy, Procedure	Revised

<b>Oregon Judicial Job Profile Title</b>	<b>Job Code</b>	<b>Job Family</b>	<b>Type</b>
Staff Counsel	8943	Statewide Law, Policy, Procedure	Revised
Presiding Tax Magistrate	8944	Tax Court	New
Tax Court Administrator	8945	Tax Court	New
Tax Magistrate	8946	Tax Court	Revised
Technical Trainer	8947	Training	New
Training and Development Specialist 1	8948	Training	New
Training and Development Specialist 2	8949	Training	New

**Table 2. OJD 2023 Classification and Compensation Study – Abolished Classifications**

Accountant 1	Interpreter 1
Accountant 2	Interpreter 2
Analyst 1	Interpreter/Translator
Analyst 2	Judicial Clerk
Analyst 3	Judicial Services Specialist 1
Analyst 4	Judicial Services Specialist 2
Appellate Commissioner	Judicial Services Specialist 3
Appellate Settlement Program Manager	Judicial Services Specialist 4
Benefits Manager	Law Clerk
Budget and Finance Specialist 1	Law Librarian
Budget and Finance Specialist 2	Librarian
Chief Marshal	Management Assistant 1
Collections Agent	Management Assistant 2
Counsel in Charge	Manager 1
CRB Coordinator 1	Manager 2
CRB Coordinator 2	Manager 3
Dep. Dir., Enterprise Technology Services Division (ETSD)	Paralegal
Deputy Marshal	Payroll/Benefits Technician 1
Deputy SCA	Payroll/Benefits Technician 2
Director, Appellate Court Services Division (ACSD)	Procurement Officer 1
Director, Business & Fiscal Services Division (BFSD)	Procurement Officer 2
Director, Enterprise Technology Services Division (ETSD)	Program Coordinator 1
Director, Human Resource Services Division (HRSD)	Program Coordinator 2
Director, Juvenile & Family Court Programs Division (JFCPD)	Program Coordinator 3
Editor-Composer, Assistant	Program Coordinator 4
Electronic Services Librarian	Release Assistance Officer
General Counsel	Senior Staff Counsel
Hearings Referee	Staff Counsel
Human Resource Manager	Supervisor 1
Information Technology Manager	Supervisor 2
Information Technology Specialist 1	Supervisor 3
Information Technology Specialist 2	Tax Magistrate
Information Technology Specialist 3	Trial Court Administrator 1
Information Technology Specialist 4	Trial Court Administrator 2
Information Technology Supervisor	Trial Court Administrator 3
Internal Auditor 1	Trial Court Administrator 4
Internal Auditor 2	Trial Court Administrator 5

**Table 3. OJD 2023 Classification and Compensation Study – New Compensation Plan**

Job Profile	Rate	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Mail Services Delivery Clerk	AA	8	3058	3210	3371	3539	3716	3902	4097	4302	4517	4743
	AP	8	3270	3434	3605	3785	3975	4173	4382	4601	4831	5073
Accounts Payable Clerk	AA	11	3539	3716	3902	4097	4302	4517	4743	4980	5229	5491
	AP	11	3785	3975	4173	4382	4601	4831	5073	5327	5593	5873
Court Operations Clerk	AA	11	3539	3716	3902	4097	4302	4517	4743	4980	5229	5491
	AP	11	3785	3975	4173	4382	4601	4831	5073	5327	5593	5873
Management Assistant 1	AA	11	3539	3716	3902	4097	4302	4517	4743	4980	5229	5491
	AP	11	3785	3975	4173	4382	4601	4831	5073	5327	5593	5873
Receipting Specialist	AA	11	3539	3716	3902	4097	4302	4517	4743	4980	5229	5491
	AP	11	3785	3975	4173	4382	4601	4831	5073	5327	5593	5873
Collections Agent	AA	12	3716	3902	4097	4302	4517	4743	4980	5229	5491	5765
	AP	12	3975	4173	4382	4601	4831	5073	5327	5593	5873	6166
Language Access Scheduler	AA	12	3716	3902	4097	4302	4517	4743	4980	5229	5491	5765
	AP	12	3975	4173	4382	4601	4831	5073	5327	5593	5873	6166
Court Operations Associate	AA	13	3902	4097	4302	4517	4743	4980	5229	5491	5765	6054
	AP	13	4173	4382	4601	4831	5073	5327	5593	5873	6166	6474
Judicial Accounting Clerk	AA	13	3902	4097	4302	4517	4743	4980	5229	5491	5765	6054
	AP	13	4173	4382	4601	4831	5073	5327	5593	5873	6166	6474
Management Assistant 2	AA	13	3902	4097	4302	4517	4743	4980	5229	5491	5765	6054
	AP	13	4173	4382	4601	4831	5073	5327	5593	5873	6166	6474
Probate Examiner	AA	13	3902	4097	4302	4517	4743	4980	5229	5491	5765	6054
	AP	13	4173	4382	4601	4831	5073	5327	5593	5873	6166	6474
Court Operations Specialist	AA	14	4097	4302	4517	4743	4980	5229	5491	5765	6054	6356
	AP	14	4382	4601	4831	5073	5327	5593	5873	6166	6474	6798
Courtroom Clerk	AA	14	4097	4302	4517	4743	4980	5229	5491	5765	6054	6356
	AP	14	4382	4601	4831	5073	5327	5593	5873	6166	6474	6798
Publications Program Specialist	AA	14	4097	4302	4517	4743	4980	5229	5491	5765	6054	6356
	AP	14	4382	4601	4831	5073	5327	5593	5873	6166	6474	6798
Administrative Coordinator	AA	15	4302	4517	4743	4980	5229	5491	5765	6054	6356	6674
	AP	15	4601	4831	5073	5327	5593	5873	6166	6474	6798	7138
Citizen Review Board Program Specialist	AA	15	4302	4517	4743	4980	5229	5491	5765	6054	6356	6674
	AP	15	4601	4831	5073	5327	5593	5873	6166	6474	6798	7138
Court Facilitator	AA	15	4302	4517	4743	4980	5229	5491	5765	6054	6356	6674
	AP	15	4601	4831	5073	5327	5593	5873	6166	6474	6798	7138
Human Resources Assistant	AA	15	4302	4517	4743	4980	5229	5491	5765	6054	6356	6674
	AP	15	4601	4831	5073	5327	5593	5873	6166	6474	6798	7138
Probate Commissioner	AA	15	4302	4517	4743	4980	5229	5491	5765	6054	6356	6674
	AP	15	4601	4831	5073	5327	5593	5873	6166	6474	6798	7138

Job Profile	Rate	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Analyst 1	AA	16	4517	4743	4980	5229	5491	5765	6054	6356	6674	7008
	AP	16	4831	5073	5327	5593	5873	6166	6474	6798	7138	7495
Law Library Assistant	AA	16	4517	4743	4980	5229	5491	5765	6054	6356	6674	7008
	AP	16	4831	5073	5327	5593	5873	6166	6474	6798	7138	7495
Multnomah Facilities Support & Procurement Clerk	AA	16	4517	4743	4980	5229	5491	5765	6054	6356	6674	7008
	AP	16	4831	5073	5327	5593	5873	6166	6474	6798	7138	7495
Paralegal	AA	16	4517	4743	4980	5229	5491	5765	6054	6356	6674	7008
	AP	16	4831	5073	5327	5593	5873	6166	6474	6798	7138	7495
Payroll & Benefit Specialist 1	AA	16	4517	4743	4980	5229	5491	5765	6054	6356	6674	7008
	AP	16	4831	5073	5327	5593	5873	6166	6474	6798	7138	7495
Procurement Officer 1	AA	16	4517	4743	4980	5229	5491	5765	6054	6356	6674	7008
	AP	16	4831	5073	5327	5593	5873	6166	6474	6798	7138	7495
Release Assistance Officer	AA	16	4517	4743	4980	5229	5491	5765	6054	6356	6674	7008
	AP	16	4831	5073	5327	5593	5873	6166	6474	6798	7138	7495
Accountant	AA	18	4980	5229	5491	5765	6054	6356	6674	7008	7358	7726
	AP	18	5327	5593	5873	6166	6474	6798	7138	7495	7870	8263
Human Resources Specialist	AA	18	4980	5229	5491	5765	6054	6356	6674	7008	7358	7726
	AP	18	5327	5593	5873	6166	6474	6798	7138	7495	7870	8263
Interpreter 1	AA	18	4980	5229	5491	5765	6054	6356	6674	7008	7358	7726
	AP	18	5327	5593	5873	6166	6474	6798	7138	7495	7870	8263
Multnomah Legal Resource Center Specialist	AA	18	4980	5229	5491	5765	6054	6356	6674	7008	7358	7726
	AP	18	5327	5593	5873	6166	6474	6798	7138	7495	7870	8263
Procurement Officer 2	AA	18	4980	5229	5491	5765	6054	6356	6674	7008	7358	7726
	AP	18	5327	5593	5873	6166	6474	6798	7138	7495	7870	8263
Analyst 2	AA	19	5229	5491	5765	6054	6356	6674	7008	7358	7726	8113
	AP	19	5593	5873	6166	6474	6798	7138	7495	7870	8263	8676
Citizen Review Board Support Supervisor	AA	19	5229	5491	5765	6054	6356	6674	7008	7358	7726	8113
	AP	19	5593	5873	6166	6474	6798	7138	7495	7870	8263	8676
Grants Officer	AA	19	5229	5491	5765	6054	6356	6674	7008	7358	7726	8113
	AP	19	5593	5873	6166	6474	6798	7138	7495	7870	8263	8676
Human Resources Systems Analyst	AA	19	5229	5491	5765	6054	6356	6674	7008	7358	7726	8113
	AP	19	5593	5873	6166	6474	6798	7138	7495	7870	8263	8676
Communications Coordinator	AA	19	5229	5491	5765	6054	6356	6674	7008	7358	7726	8113
	AP	19	5593	5873	6166	6474	6798	7138	7495	7870	8263	8676
Language Access Coordinator	AA	19	5229	5491	5765	6054	6356	6674	7008	7358	7726	8113
	AP	19	5593	5873	6166	6474	6798	7138	7495	7870	8263	8676
Language Access Supervisor	AA	19	5229	5491	5765	6054	6356	6674	7008	7358	7726	8113
	AP	19	5593	5873	6166	6474	6798	7138	7495	7870	8263	8676
Payroll & Benefit Specialist 2	AA	19	5229	5491	5765	6054	6356	6674	7008	7358	7726	8113
	AP	19	5593	5873	6166	6474	6798	7138	7495	7870	8263	8676

Job Profile	Rate	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Program Assistant	AA	19	5229	5491	5765	6054	6356	6674	7008	7358	7726	8113
	AP	19	5593	5873	6166	6474	6798	7138	7495	7870	8263	8676
Appellate Records Supervisor	AA	20	5491	5765	6054	6356	6674	7008	7358	7726	8113	8518
	AP	20	5873	6166	6474	6798	7138	7495	7870	8263	8676	9110
Appellate-Supreme Court Office Manager	AA	20	5491	5765	6054	6356	6674	7008	7358	7726	8113	8518
	AP	20	5873	6166	6474	6798	7138	7495	7870	8263	8676	9110
Benefit Services Administrator	AA	20	5491	5765	6054	6356	6674	7008	7358	7726	8113	8518
	AP	20	5873	6166	6474	6798	7138	7495	7870	8263	8676	9110
Court Interpreter Training & Certification Coordinator	AA	20	5491	5765	6054	6356	6674	7008	7358	7726	8113	8518
	AP	20	5873	6166	6474	6798	7138	7495	7870	8263	8676	9110
Multnomah Legal Resource Center Supervisor	AA	20	5491	5765	6054	6356	6674	7008	7358	7726	8113	8518
	AP	20	5873	6166	6474	6798	7138	7495	7870	8263	8676	9110
Supervisor 2	AA	20	5491	5765	6054	6356	6674	7008	7358	7726	8113	8518
	AP	20	5873	6166	6474	6798	7138	7495	7870	8263	8676	9110
Technical Trainer	AA	20	5491	5765	6054	6356	6674	7008	7358	7726	8113	8518
	AP	20	5873	6166	6474	6798	7138	7495	7870	8263	8676	9110
Citizen Review Board Coordinator	AA	21	5765	6054	6356	6674	7008	7358	7726	8113	8518	8944
	AP	21	6166	6474	6798	7138	7495	7870	8263	8676	9110	9566
Human Resources Analyst	AA	21	5765	6054	6356	6674	7008	7358	7726	8113	8518	8944
	AP	21	6166	6474	6798	7138	7495	7870	8263	8676	9110	9566
Information Technology Representative	AA	21	5765	6054	6356	6674	7008	7358	7726	8113	8518	8944
	AP	21	6166	6474	6798	7138	7495	7870	8263	8676	9110	9566
Internal Auditor	AA	21	5765	6054	6356	6674	7008	7358	7726	8113	8518	8944
	AP	21	6166	6474	6798	7138	7495	7870	8263	8676	9110	9566
Interpreter 2	AA	21	5765	6054	6356	6674	7008	7358	7726	8113	8518	8944
	AP	21	6166	6474	6798	7138	7495	7870	8263	8676	9110	9566
Program Coordinator	AA	21	5765	6054	6356	6674	7008	7358	7726	8113	8518	8944
	AP	21	6166	6474	6798	7138	7495	7870	8263	8676	9110	9566
Training & Development Specialist 1	AA	21	5765	6054	6356	6674	7008	7358	7726	8113	8518	8944
	AP	21	6166	6474	6798	7138	7495	7870	8263	8676	9110	9566
Analyst 3	AA	22	6054	6356	6674	7008	7358	7726	8113	8518	8944	9391
	AP	22	6474	6798	7138	7495	7870	8263	8676	9110	9566	10044
Central Services Supervisor	AA	22	6054	6356	6674	7008	7358	7726	8113	8518	8944	9391
	AP	22	6474	6798	7138	7495	7870	8263	8676	9110	9566	10044
Citizen Review Board Education & Training Coordinator	AA	22	6054	6356	6674	7008	7358	7726	8113	8518	8944	9391
	AP	22	6474	6798	7138	7495	7870	8263	8676	9110	9566	10044
Deputy Marshal	AA	22	6054	6356	6674	7008	7358	7726	8113	8518	8944	9391
	AP	22	6474	6798	7138	7495	7870	8263	8676	9110	9566	10044
Librarian	AA	22	6054	6356	6674	7008	7358	7726	8113	8518	8944	9391
	AP	22	6474	6798	7138	7495	7870	8263	8676	9110	9566	10044

Job Profile	Rate	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Multnomah Facilities Superintendent	AA	22	6054	6356	6674	7008	7358	7726	8113	8518	8944	9391
	AP	22	6474	6798	7138	7495	7870	8263	8676	9110	9566	10044
Budget Analyst	AA	23	6356	6674	7008	7358	7726	8113	8518	8944	9391	9861
	AP	23	6798	7138	7495	7870	8263	8676	9110	9566	10044	10546
Program Manager	AA	23	6356	6674	7008	7358	7726	8113	8518	8944	9391	9861
	AP	23	6798	7138	7495	7870	8263	8676	9110	9566	10044	10546
Training & Development Specialist 2	AA	23	6356	6674	7008	7358	7726	8113	8518	8944	9391	9861
	AP	23	6798	7138	7495	7870	8263	8676	9110	9566	10044	10546
Grants Manager	AA	24	6674	7008	7358	7726	8113	8518	8944	9391	9861	10354
	AP	24	7138	7495	7870	8263	8676	9110	9566	10044	10546	11074
Information Technology Associate	AA	24	6674	7008	7358	7726	8113	8518	8944	9391	9861	10354
	AP	24	7138	7495	7870	8263	8676	9110	9566	10044	10546	11074
Sergeant	AA	24	6674	7008	7358	7726	8113	8518	8944	9391	9861	10354
	AP	24	7138	7495	7870	8263	8676	9110	9566	10044	10546	11074
Supervisor 3	AA	24	6674	7008	7358	7726	8113	8518	8944	9391	9861	10354
	AP	24	7138	7495	7870	8263	8676	9110	9566	10044	10546	11074
Analyst 4	AA	25	7008	7358	7726	8113	8518	8944	9391	9861	10354	10872
	AP	25	7495	7870	8263	8676	9110	9566	10044	10546	11074	11627
Construction Project Manager	AA	25	7008	7358	7726	8113	8518	8944	9391	9861	10354	10872
	AP	25	7495	7870	8263	8676	9110	9566	10044	10546	11074	11627
Multnomah Public Information Officer	AA	25	7008	7358	7726	8113	8518	8944	9391	9861	10354	10872
	AP	25	7495	7870	8263	8676	9110	9566	10044	10546	11074	11627
Tax Court Administrator	AA	25	7008	7358	7726	8113	8518	8944	9391	9861	10354	10872
	AP	25	7495	7870	8263	8676	9110	9566	10044	10546	11074	11627
Accounting Services Manager	AA	26	7358	7726	8113	8518	8944	9391	9861	10354	10872	11415
	AP	26	7870	8263	8676	9110	9566	10044	10546	11074	11627	12209
Executive Services Manager	AA	26	7358	7726	8113	8518	8944	9391	9861	10354	10872	11415
	AP	26	7870	8263	8676	9110	9566	10044	10546	11074	11627	12209
Human Resources Manager	AA	26	7358	7726	8113	8518	8944	9391	9861	10354	10872	11415
	AP	26	7870	8263	8676	9110	9566	10044	10546	11074	11627	12209
Information Technology Developer	AA	26	7358	7726	8113	8518	8944	9391	9861	10354	10872	11415
	AP	26	7870	8263	8676	9110	9566	10044	10546	11074	11627	12209
Information Technology Specialist	AA	26	7358	7726	8113	8518	8944	9391	9861	10354	10872	11415
	AP	26	7870	8263	8676	9110	9566	10044	10546	11074	11627	12209
Court Manager 1	AA	27	7726	8113	8518	8944	9391	9861	10354	10872	11415	11986
	AP	27	8263	8676	9110	9566	10044	10546	11074	11627	12209	12819
Human Resources Operations Manager	AA	27	7726	8113	8518	8944	9391	9861	10354	10872	11415	11986
	AP	27	8263	8676	9110	9566	10044	10546	11074	11627	12209	12819
Multnomah Senior Court Supervisor	AA	27	7726	8113	8518	8944	9391	9861	10354	10872	11415	11986
	AP	27	8263	8676	9110	9566	10044	10546	11074	11627	12209	12819



Job Profile	Rate	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Public Information Officer	AA	27	7726	8113	8518	8944	9391	9861	10354	10872	11415	11986
	AP	27	8263	8676	9110	9566	10044	10546	11074	11627	12209	12819
Appellate Settlement Program Manager	AA	28	8113	8518	8944	9391	9861	10354	10872	11415	11986	12585
	AP	28	8676	9110	9566	10044	10546	11074	11627	12209	12819	13460
Budget Manager	AA	28	8113	8518	8944	9391	9861	10354	10872	11415	11986	12585
	AP	28	8676	9110	9566	10044	10546	11074	11627	12209	12819	13460
Central Services Manager	AA	28	8113	8518	8944	9391	9861	10354	10872	11415	11986	12585
	AP	28	8676	9110	9566	10044	10546	11074	11627	12209	12819	13460
Data Analysis & Research Manager	AA	28	8113	8518	8944	9391	9861	10354	10872	11415	11986	12585
	AP	28	8676	9110	9566	10044	10546	11074	11627	12209	12819	13460
Information Technology Supervisor	AA	28	8113	8518	8944	9391	9861	10354	10872	11415	11986	12585
	AP	28	8676	9110	9566	10044	10546	11074	11627	12209	12819	13460
Procurement Manager	AA	28	8113	8518	8944	9391	9861	10354	10872	11415	11986	12585
	AP	28	8676	9110	9566	10044	10546	11074	11627	12209	12819	13460
Revenue & Collections Manager	AA	28	8113	8518	8944	9391	9861	10354	10872	11415	11986	12585
	AP	28	8676	9110	9566	10044	10546	11074	11627	12209	12819	13460
Citizen Review Board Program Manager	AA	29	8518	8944	9391	9861	10354	10872	11415	11986	12585	13215
	AP	29	9110	9566	10044	10546	11074	11627	12209	12819	13460	14133
Court Manager 2	AA	29	8518	8944	9391	9861	10354	10872	11415	11986	12585	13215
	AP	29	9110	9566	10044	10546	11074	11627	12209	12819	13460	14133
Hearings Referee	AA	29	8518	8944	9391	9861	10354	10872	11415	11986	12585	13215
	AP	29	9110	9566	10044	10546	11074	11627	12209	12819	13460	14133
Law Librarian	AA	29	8518	8944	9391	9861	10354	10872	11415	11986	12585	13215
	AP	29	9110	9566	10044	10546	11074	11627	12209	12819	13460	14133
Legal Policy Advisor	AA	29	8518	8944	9391	9861	10354	10872	11415	11986	12585	13215
	AP	29	9110	9566	10044	10546	11074	11627	12209	12819	13460	14133
Manager 1	AA	29	8518	8944	9391	9861	10354	10872	11415	11986	12585	13215
	AP	29	9110	9566	10044	10546	11074	11627	12209	12819	13460	14133
Staff Counsel	AA	29	8518	8944	9391	9861	10354	10872	11415	11986	12585	13215
	AP	29	9110	9566	10044	10546	11074	11627	12209	12819	13460	14133
Trial Court Administrator 1	AA	29	8518	8944	9391	9861	10354	10872	11415	11986	12585	13215
	AP	29	9110	9566	10044	10546	11074	11627	12209	12819	13460	14133
Deputy Director, Human Resources Services Division	AA	30	8944	9391	9861	10354	10872	11415	11986	12585	13215	13875
	AP	30	9566	10044	10546	11074	11627	12209	12819	13460	14133	14840
Deputy Trial Court Administrator 1	AA	30	8944	9391	9861	10354	10872	11415	11986	12585	13215	13875
	AP	30	9566	10044	10546	11074	11627	12209	12819	13460	14133	14840
Information Technology Manager	AA	30	8944	9391	9861	10354	10872	11415	11986	12585	13215	13875
	AP	30	9566	10044	10546	11074	11627	12209	12819	13460	14133	14840
Multnomah Computer & Information Systems Manager	AA	30	8944	9391	9861	10354	10872	11415	11986	12585	13215	13875
	AP	30	9566	10044	10546	11074	11627	12209	12819	13460	14133	14840

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Multnomah Senior Court Manager	AA	30	8944	9391	9861	10354	10872	11415	11986	12585	13215	13875
	AP	30	9566	10044	10546	11074	11627	12209	12819	13460	14133	14840
Trial Court Administrator 2	AA	30	8944	9391	9861	10354	10872	11415	11986	12585	13215	13875
	AP	30	9566	10044	10546	11074	11627	12209	12819	13460	14133	14840
Chief Internal Auditor	AA	31	9391	9861	10354	10872	11415	11986	12585	13215	13875	14569
	AP	31	10044	10546	11074	11627	12209	12819	13460	14133	14840	15582
Director, Court Language Access Services Program	AA	31	9391	9861	10354	10872	11415	11986	12585	13215	13875	14569
	AP	31	10044	10546	11074	11627	12209	12819	13460	14133	14840	15582
Multnomah Assistant Deputy Trial Court Administrator	AA	31	9391	9861	10354	10872	11415	11986	12585	13215	13875	14569
	AP	31	10044	10546	11074	11627	12209	12819	13460	14133	14840	15582
Tax Magistrate	AA	32	9861	10354	10872	11415	11986	12585	13215	13875	14569	15297
	AP	32	10546	11074	11627	12209	12819	13460	14133	14840	15582	16361
Chief Marshal	AA	32	9861	10354	10872	11415	11986	12585	13215	13875	14569	15297
	AP	32	10546	11074	11627	12209	12819	13460	14133	14840	15582	16361
Deputy Director, Business & Fiscal Services Division	AA	32	9861	10354	10872	11415	11986	12585	13215	13875	14569	15297
	AP	32	10546	11074	11627	12209	12819	13460	14133	14840	15582	16361
Deputy Director, Enterprise Technology Services Division	AA	32	9861	10354	10872	11415	11986	12585	13215	13875	14569	15297
	AP	32	10546	11074	11627	12209	12819	13460	14133	14840	15582	16361
Manager 2	AA	32	9861	10354	10872	11415	11986	12585	13215	13875	14569	15297
	AP	32	10546	11074	11627	12209	12819	13460	14133	14840	15582	16361
Senior Staff Counsel	AA	32	9861	10354	10872	11415	11986	12585	13215	13875	14569	15297
	AP	32	10546	11074	11627	12209	12819	13460	14133	14840	15582	16361
Presiding Tax Magistrate	AA	33	10354	10872	11415	11986	12585	13215	13875	14569	15297	16062
	AP	33	11074	11627	12209	12819	13460	14133	14840	15582	16361	17179
Appellate Commissioner	AA	33	10354	10872	11415	11986	12585	13215	13875	14569	15297	16062
	AP	33	11074	11627	12209	12819	13460	14133	14840	15582	16361	17179
Counsel in Charge	AA	33	10354	10872	11415	11986	12585	13215	13875	14569	15297	16062
	AP	33	11074	11627	12209	12819	13460	14133	14840	15582	16361	17179
Director, Appellate Court Services Division	AA	33	10354	10872	11415	11986	12585	13215	13875	14569	15297	16062
	AP	33	11074	11627	12209	12819	13460	14133	14840	15582	16361	17179
Trial Court Administrator 3	AA	33	10354	10872	11415	11986	12585	13215	13875	14569	15297	16062
	AP	33	11074	11627	12209	12819	13460	14133	14840	15582	16361	17179
Director, Civil & Criminal Programs Division	AA	34	10872	11415	11986	12585	13215	13875	14569	15297	16062	16865
	AP	34	11627	12209	12819	13460	14133	14840	15582	16361	17179	18038
Director, Human Resources Services Division	AA	34	10872	11415	11986	12585	13215	13875	14569	15297	16062	16865
	AP	34	11627	12209	12819	13460	14133	14840	15582	16361	17179	18038
Director, Juvenile & Family Court Programs Division	AA	34	10872	11415	11986	12585	13215	13875	14569	15297	16062	16865
	AP	34	11627	12209	12819	13460	14133	14840	15582	16361	17179	18038
Multnomah Deputy Trial Court Administrator 2	AA	34	10872	11415	11986	12585	13215	13875	14569	15297	16062	16865
	AP	34	11627	12209	12819	13460	14133	14840	15582	16361	17179	18038

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Director, Business & Fiscal Services Division	AA	35	11415	11986	12585	13215	13875	14569	15297	16062	16865	17709
	AP	35	12209	12819	13460	14133	14840	15582	16361	17179	18038	18939
Director, Enterprise Technology Services Division	AA	35	11415	11986	12585	13215	13875	14569	15297	16062	16865	17709
	AP	35	12209	12819	13460	14133	14840	15582	16361	17179	18038	18939
General Counsel	AA	35	11415	11986	12585	13215	13875	14569	15297	16062	16865	17709
	AP	35	12209	12819	13460	14133	14840	15582	16361	17179	18038	18939
Trial Court Administrator 4	AA	35	11415	11986	12585	13215	13875	14569	15297	16062	16865	17709
	AP	35	12209	12819	13460	14133	14840	15582	16361	17179	18038	18939
Assistant Deputy State Court Administrator	AA	37	12585	13215	13875	14569	15297	16062	16865	17709	18594	19524
	AP	37	13460	14133	14840	15582	16361	17179	18038	18939	19886	20881
Multnomah Trial Court Administrator 5	AA	37	12585	13215	13875	14569	15297	16062	16865	17709	18594	19524
	AP	37	13460	14133	14840	15582	16361	17179	18038	18939	19886	20881
Deputy State Court Administrator	AA	38	13215	13875	14569	15297	16062	16865	17709	18594	19524	20500
	AP	38	14133	14840	15582	16361	17179	18038	18939	19886	20881	21925
Judicial Clerk	AA	14X	4097	4302	4517	4743						
	AP	14X	4382	4601	4831	5073						
Law Clerk	AA	22X	6054	6356	6674	7008						
	AP	22X	6474	6798	7138	7495						