

Raw Data Report

Assistant City Engineer											
Organization	population	Title	MONTHLY SALARY (PER 1.0 FTE)					ADJUSTED COMPENSATION			Comments
			MIN	MID	MAX	PERS	EE Ins Cost	MIN	MID	MAX	
Dallas	14,940	NCC									
The Dalles	14,480	NCC									
St. Helens	12,990	NCC									
Cottage Grove	9,840	NCC									
Astoria	9,590	Assistant City Engineer	5,716.76	6,332.76	6,948.76	0%	187.88	5,904.64	6,520.64	7,136.64	Not supervisory; reviews work of Eng. Techs.
North Bend	9,730	NCC									
Florence	8,565	NCC									
Lincoln City	8,400	NCC									
		Average	5,716.76	6,332.76	6,948.76		187.88	5,904.64	6,520.64	7,136.64	1 # of position matches
		Median	5,716.76	6,332.76	6,948.76		187.88	5,904.64	6,520.64	7,136.64	
Newport	10,095	Assistant City Engineer	5,364.00	6,213.50	7,063.00	0%	-164.16	5,199.84	6,049.34	6,898.84	
		% difference from average	-6.58%	-1.92%	1.62%		214.45%	-13.55%	-7.79%	-3.45%	NCC: No Comparable Class
		% difference from median	-6.58%	-1.92%	1.62%		214.45%	-13.55%	-7.79%	-3.45%	NR: No Response Received

Raw Data Report

Water Distribution Supervisor											
Organization	population	Title	MONTHLY SALARY (PER 1.0 FTE)					ADJUSTED COMPENSATION			Comments
			MIN	MID	MAX	PERS	EE Ins Cost	MIN	MID	MAX	
Dallas	14,940	NCC									
The Dalles	14,480	Water Distribution Manager	4,962.42	5,532.79	6,103.15	6%	-198.55	5,061.62	5,666.20	6,270.79	Bach. Desired + 6 yrs exper, Level II certificatn
St. Helens	12,990	NCC									
Cottage Grove	9,840	NCC									
Astoria	9,590	NCC									
North Bend	9,730	NCC									
Florence	8,565	NCC									
Lincoln City	8,400	Water Distribution Supervisor	4,749.24	5,406.16	6,063.08	6%	-180.59	4,853.61	5,549.94	6,246.28	6 yrs exper
		Average	4,855.83	5,469.47	6,083.12		-189.57	4,957.61	5,608.07	6,258.53	2
		Median	4,855.83	5,469.47	6,083.12		-189.57	4,957.61	5,608.07	6,258.53	# of position matches
Newport	10,095	Water Distribution Supervisor	4,203.00	4,868.50	5,534.00	0%	-164.16	4,038.84	4,704.34	5,369.84	
		% difference from average	-15.53%	-12.34%	-9.92%		-15.48%	-22.75%	-19.21%	-16.55%	NCC: No Comparable Class
		% difference from median	-15.53%	-12.34%	-9.92%		-15.48%	-22.75%	-19.21%	-16.55%	NR: No Response Received

Raw Data Report

Street and Storm Sewer Supervisor											
Organization	population	Title	MONTHLY SALARY (PER 1.0 FTE)			PERS	EE Ins Cost	ADJUSTED COMPENSATION			Comments
			MIN	MID	MAX			MIN	MID	MAX	
Dallas	14,940	PW Operations Supervisor	4,739.73	5,740.61	6,741.49	0%	0.00	4,739.73	5,740.61	6,741.49	HS & 7 yrs; WW Collect. Oper. III certification
The Dalles	14,480	NCC									
St. Helens	12,990	NCC									
Cottage Grove	9,840	NCC									
Astoria	9,590	NCC									
North Bend	9,730	NCC									
Florence	8,565	NCC									
Lincoln City	8,400	Streets Supervisor	4,522.18	5,147.90	5,773.62	6%	-180.59	4,612.92	5,276.19	5,939.45	HS & 8 yrs exper including 2 supervisory
		Average	4,630.95	5,444.26	6,257.56		-90.30	4,676.33	5,508.40	6,340.47	2
		Median	4,630.95	5,444.26	6,257.56		-90.30	4,676.33	5,508.40	6,340.47	# of position matches
Newport	10,095	Street and Storm Sewer Supervisor	4,203.00	4,868.50	5,534.00	0%	-164.16	4,038.84	4,704.34	5,369.84	
		% difference from average	-10.18%	-11.83%	-13.07%		45.00%	-15.78%	-17.09%	-18.08%	NCC: No Comparable Class
		% difference from median	-10.18%	-11.83%	-13.07%		45.00%	-15.78%	-17.09%	-18.08%	NR: No Response Received

Raw Data Report

Wastewater Superintendent												
Organization	population	Title	MONTHLY SALARY (PER 1.0 FTE)					ADJUSTED COMPENSATION				Comments
			MIN	MD	MAX	PERS	EE Ins Cost	MIN	MD	MAX		
Dallas	14,940	NCC										
The Dalles	14,480	NCC										
St. Helens	12,990	Wastewater Treatment Plant Superintendent	5,551.00	6,154.00	6,757.00	6%	-92.30	5,791.76	6,430.94	7,070.12		
Cottage Grove	9,840	Wastewater Treatment Plant Superintendent	4,593.00	5,227.50	5,862.00	6%	-103.12	4,765.46	5,438.03	6,110.60		
Astoria	9,590	NCC										
North Bend	9,730	NCC										
Florence	8,565	Wastewater Treatment Plant Superintendent	4,608.68	5,488.31	6,367.94	0%	0.00	4,608.68	5,488.31	6,367.94	HS + 5 yrs exp including 3 yrs supervisory	
Lincoln City	8,400	NCC									WWTP Supervisor is first line, not mgmt only	
			Average	4,917.56	5,623.27	6,328.98		-65.14	5,055.30	5,785.76	6,516.22	3
			Median	4,608.68	5,488.31	6,367.94		-92.30	4,765.46	5,488.31	6,367.94	# of matches
Newport	10,095	Wastewater Superintendent	4,413.00	5,112.00	5,811.00	0%	-164.16	4,248.84	4,947.84	5,646.84		
			% difference from average	-11.43%	-10.00%	-8.91%		60.32%	-18.98%	-16.94%	-15.40%	NCC: No Comparable Class
			% difference from median	-4.43%	-7.36%	-9.58%		43.77%	-12.16%	-10.92%	-12.77%	NR: No Response Received

Raw Data Report

Water Treatment Plant Supervisor													
Organization	population	Title	MONTHLY SALARY (PER 1.0 FTE)					ADJUSTED COMPENSATION					Comments
			MIN	MID	MAX	PERS	EE Ins Cost	MIN	MID	MAX			
Dallas	14,940	NCC											
The Dalles	14,480	Water Quality Supervisor	5,264.63	5,869.73	6,474.83	6%	-198.55	5,381.96	6,023.36	6,664.77	Bachelors + 6 yrs exp; Lev IV cert within 1 yr		
St. Helens	12,990	Water Filtration Facility Supervisor	4,706.00	5,182.50	5,659.00	6%	-92.30	4,896.06	5,401.15	5,906.24	post-HS educ; 8 yrs exper; Level II certification		
Cottage Grove	9,840	Water Production Superintendent	4,593.00	5,227.50	5,862.00	6%	-103.12	4,765.46	5,438.03	6,110.60			
Astoria	9,590	NCC											
North Bend	9,730	NCC											
Florence	8,565	Wastewtr/Water Trtmt Plant Superintendent	4,608.68	5,488.31	6,367.94	0%	0.00	4,608.68	5,488.31	6,367.94	HS; 5 yrs exp; Wtr Trtmt & Dist II cert; Exempt		
Lincoln City	8,400	Water Treatment Plant Supervisor	4,986.70	5,675.69	6,364.68	6%	-180.59	5,105.32	5,835.64	6,565.97	Level III Water Trtmt AND Water Distrib Req'd		
		Average	4,831.80	5,488.75	6,145.69		-114.91	4,951.49	5,637.30	6,323.10	5		
		Median	4,706.00	5,488.31	6,364.68		-103.12	4,896.06	5,488.31	6,367.94	# of position matches		
Newport	10,095	Water Treatment Plant Supervisor	4,203.00	4,868.50	5,534.00	0%	-164.16	4,038.84	4,704.34	5,369.84			
		% difference from average	-14.96%	-12.74%	-11.05%		30.00%	-22.60%	-19.83%	-17.75%	N/C No Comparable Class		
		% difference from median	-11.97%	-12.73%	-15.01%		37.18%	-21.22%	-16.66%	-18.59%	NR No Response Received		

Raw Data Report

Facilities Maintenance Worker I												
Organization	population	Title	MONTHLY SALARY (PER 1.0 FTE)				PERS	EE Ins Cost	ADJUSTED COMPENSATION			Comments
			MIN	MID	MAX	MIN			MID	MAX		
Dallas	14,940	NCC										
The Dalles	14,480	Maintenance Repair Technician	2,600.23	2,852.52	3,104.81	6%	-198.55	2,557.69	2,825.12	3,092.55	also lawn & janitorial; no ltd electrical license	
St. Helens	12,990	NCC										
Cottage Grove	9,840	NCC										
Astoria	9,590	NCC										
North Bend	9,730	NCC										
Florence	8,565	Building Maintenance Worker	2,694.60	3,208.90	3,723.20	0%	0.00	2,694.60	3,208.90	3,723.20	No exper stated or electric license within 2 yrs	
Lincoln City	8,400	NCC										
		Average	2,647.42	3,030.71	3,414.01		-99.28	2,626.15	3,017.01	3,407.87	2	
		Median	2,647.42	3,030.71	3,414.01		-99.28	2,626.15	3,017.01	3,407.87	# of position matches	
Newport	10,095	Facilities Maintenance Worker I	2,734.09	3,166.96	3,599.83	0%	-164.16	2,569.93	3,002.80	3,435.67		
		% difference from average	3.17%	4.30%	5.16%		39.53%	-2.19%	-0.47%	0.81%	NCC: No Comparable Class	
		% difference from median	3.17%	4.30%	5.16%		39.53%	-2.19%	-0.47%	0.81%	NR: No Response Received	

Raw Data Report

Facilities Maintenance Worker II											
Organization	population	Title	MONTHLY SALARY (PER 1.0 FTE)					ADJUSTED COMPENSATION			Comments
			MIN	MID	MAX	PERS	EE Ins Cost	MIN	MID	MAX	
Dallas	14,940	NCC									
The Dalles	14,480	NCC									
St. Helens	12,990	NCC									
Cottage Grove	9,840	NCC									
Astoria	9,590	Senior Building Facilities Technician	3,808.84	4,219.26	4,629.67	0%	-93.89	3,714.95	4,125.37	4,535.78	LME w/i 3 yrs; some water flow duties; union rep'd
North Bend	9,730	NCC									
Florence	8,565	NCC									
Lincoln City	8,400	NCC									
		Average	3,808.84	4,219.26	4,629.67		-93.89	3,714.95	4,125.37	4,535.78	1
		Median	3,808.84	4,219.26	4,629.67		-93.89	3,714.95	4,125.37	4,535.78	# of position matches
Newport	10,095	Facilities Maintenance Worker II	3,014.58	3,491.62	3,968.65	0%	-164.16	2,850.42	3,327.46	3,804.49	
		% difference from average	-26.35%	-20.84%	-16.66%		42.81%	-30.33%	-23.98%	-19.22%	NCC: No Comparable Class
		% difference from median	-26.35%	-20.84%	-16.66%		42.81%	-30.33%	-23.98%	-19.22%	NR: No Response Received

Raw Data Report

Facilities Maintenance Worker III												
Organization	population	Title	MONTHLY SALARY (PER 1.0 FTE)				PERS	EE Ins Cost	ADJUSTED COMPENSATION			Comments
			MIN	MID	MAX	MIN			MID	MAX		
Dallas	14,940	NCC										
The Dalles	14,480	NCC										
St. Helens	12,990	NCC										
Cottage Grove	9,840	NCC										
Astoria	9,590	NCC										
North Bend	9,730	NCC										
Florence	8,565	NCC										
Lincoln City	8,400	NCC										
		Average										0
		Median										# of position matches
Newport	10,095	Facilities Maintenance Worker III	3,164.77	3,666.10	4,167.42	0%	-164.16	3,000.61	3,501.94	4,003.26		
		% difference from average										NCC: No Comparable Class
		% difference from median										NR: No Response Received

Raw Data Report

Facilities Maintenance Worker Sr												
Organization	population	Title	MONTHLY SALARY (PER 1.0 FTE)					ADJUSTED COMPENSATION				Comments
			MIN	MID	MAX	PERS	EE Ins Cost	MIN	MID	MAX		
Dallas	14,940	NCC										
The Dalles	14,480	NCC										
St. Helens	12,990	NCC										
Cottage Grove	9,840	NCC										
Astoria	9,590	Facilities Coordinator	3,542.64	3,924.37	4,306.10	0%	-187.88	3,354.76	3,736.49	4,118.22	Coll. &/or 2 yrs exp; low grade elec w/1 6 mos	
North Bend	9,730	NCC										
Florence	8,565	NCC										
Lincoln City	8,400	Lead Building Maintenance & Security Wkr	3,371.27	3,839.26	4,307.25	6%	-164.40	3,409.14	3,905.22	4,401.29	4 yrs exper; electrical lic. Desirable; union rep'd	
		Average	3,456.95	3,881.81	4,306.68		-176.14	3,381.95	3,820.85	4,259.75	2	
		Median	3,456.95	3,881.81	4,306.68		-176.14	3,381.95	3,820.85	4,259.75	# of position matches	
Newport	10,095	Facilities Maintenance Worker Sr	3,322.67	3,849.39	4,376.11	0%	-164.16	3,158.51	3,685.23	4,211.95		
		% difference from average	-4.04%	-0.84%	1.59%		-7.30%	-7.07%	-3.68%	-1.13%	NCC: No Comparable Class	
		% difference from median	-4.04%	-0.84%	1.59%		-7.30%	-7.07%	-3.68%	-1.13%	NR: No Response Received	

Raw Data Report

Facilities Maintenance Supervisor													
Organization	population	Title	MONTHLY SALARY (PER 1.0 FTE)					PERS	EE Ins Cost	ADJUSTED COMPENSATION			Comments
			MIN	MID	MAX	MIN	MID			MAX			
Dallas	14,940	Facilities Maintenance Foreman	3,228.54	3,738.81	4,249.08	0%	0.00	3,228.54	3,738.81	4,249.08	Supervisory; 2 yrs exp vs. Newport 10 yrs		
The Dalles	14,480	NCC											
St. Helens	12,990	NCC											
Cottage Grove	9,840	NCC											
Astoria	9,590	NCC											
North Bend	9,730	NCC											
Florence	8,565	NCC											
Lincoln City	8,400	NCC									Facilities Manager is for one facility only		
		Average	3,228.54	3,738.81	4,249.08		0.00	3,228.54	3,738.81	4,249.08	1		
		Median	3,228.54	3,738.81	4,249.08		0.00	3,228.54	3,738.81	4,249.08	# of position matches		
Newport	10,095	Facilities Maintenance Supervisor	3,457.00	4,005.00	4,553.00	0%	-164.16	3,292.84	3,840.84	4,388.84			
		% difference from average	6.61%	6.65%	6.68%		100.00%	1.95%	2.66%	3.18%	NCC: No Comparable Class		
		% difference from median	6.61%	6.65%	6.68%		100.00%	1.95%	2.66%	3.18%	NR: No Response Received		

Raw Data Report

Park and Grounds Maintenance Supervisor												
Organization	population	Title	MONTHLY SALARY (PER 1.0 FTE)					ADJUSTED COMPENSATION				Comments
			MIN	MID	MAX	PERS	EE Ins Cost	MIN	MID	MAX		
Dallas	14,940	Park Supervisor	4,739.73	5,740.61	6,741.49	0%	0.00	4,739.73	5,740.61	6,741.49	5 yrs exp	
The Dalles	14,480	NCC										
St. Helens	12,990	Parks Field Supervisor	4,706.00	5,182.50	5,659.00	6%	-92.30	4,896.06	5,401.15	5,906.24	4 yrs experience	
Cottage Grove	9,840	NCC										
Astoria	9,590	Parks Maintenance Supervisor	4,566.06	5,058.07	5,550.08	0%	-187.88	4,378.18	4,870.19	5,362.20	4 yrs exper; also pool & cemetery certifications	
North Bend	9,730	Parks Superintendent	4,292.67	4,883.21	5,473.75	6%	-186.89	4,363.34	4,989.31	5,615.29		
Florence	8,565	Parks Maintenance Supervisor	3,981.15	4,741.01	5,500.86	0%	0.00	3,981.15	4,741.01	5,500.86	2+ up to 10 FTE; HS+addl tmng; over 2 yr exp	
Lincoln City	8,400	Parks and Open Space Supervisor	4,522.18	5,147.90	5,773.62	6%	-180.59	4,612.92	5,276.19	5,939.45	HS & 6 yrs exp incl 2 as lead or supervisor	
		Average	4,467.96	5,125.55	5,783.13		-107.94	4,495.23	5,169.74	5,844.25	6	
		Median	4,544.12	5,102.99	5,604.54		-136.45	4,495.55	5,132.75	5,760.76	# of position matches	
Newport	10,095	Park and Grounds Maintenance Super	3,457.00	4,005.00	4,553.00	0%	-164.16	3,292.84	3,840.84	4,388.84		
		% difference from average	-29.24%	-27.98%	-27.02%		34.25%	-36.52%	-34.60%	-33.16%	NCC No Comparable Class	
		% difference from median	-31.45%	-27.42%	-23.10%		16.88%	-36.53%	-33.64%	-31.26%	NR. No Response Received	

Raw Data Report

Parks Maintenance/Custodial Worker												
Organization	population	Title	MONTHLY SALARY (PER 1.0 FTE)					ADJUSTED COMPENSATION			Comments	
			MIN	MID	MAX	PERS	EE Ins Cost	MIN	MID	MAX		
Dallas	14,940	NCC										
The Dalles	14,480	NCC										
St. Helens	12,990	Parks Utility II	3,627.00	4,018.00	4,409.00	6%	-36.92	3,807.70	4,222.16	4,636.62	2 yrs exper, union represented	
Cottage Grove	9,840	NCC										
Astoria	9,590	NCC										
North Bend	9,730	Parks Maintenance Worker I	2,533.58	2,880.96	3,228.33	6%	-186.89	2,498.71	2,866.93	3,235.14	N. Bend combines landscape & janitorial	
Florence	8,565	NCC										
Lincoln City	8,400	NCC										
			Average	3,080.29	3,449.48	3,818.67		-111.91	3,153.20	3,544.54	3,935.88	2
			Median	3,080.29	3,449.48	3,818.67		-111.91	3,153.20	3,544.54	3,935.88	# of position matches
Newport	10,095	Parks Maintenance/Custodial Worker	3,014.58	3,491.62	3,968.65	0%	-164.16	2,850.42	3,327.46	3,804.49		
			% difference from average	-2.18%	1.21%	3.78%		31.83%	-10.62%	-6.52%	-3.45%	NCC: No Comparable Class
			% difference from median	-2.18%	1.21%	3.78%		31.83%	-10.62%	-6.52%	-3.45%	HR: No Response Received

Raw Data Report

Parks Maintenance Worker											
Organization	population	Title	MONTHLY SALARY (PER 1.0 FTE)			PERS	EE Ins Cost	ADJUSTED COMPENSATION			Comments
			MIN	MID	MAX			MIN	MID	MAX	
Dallas	14,940	Maintenance Worker I (Parks)	2,760.74	3,195.26	3,629.78	0%	0.00	2,760.74	3,195.26	3,629.78	need Dallas JD to compare duties
The Dalles	14,480	Maintenance Worker	3,086.88	3,386.39	3,685.90	6%	-198.55	3,073.54	3,391.02	3,708.50	requires CDL with 12 months
St. Helens	12,990	Parks Utility II	3,627.00	4,018.00	4,409.00	6%	-36.92	3,807.70	4,222.16	4,636.62	2 yrs exper; union represented
Cottage Grove	9,840	Maintenance Worker I	3,097.00	3,686.00	4,275.00	6%	-219.90	3,062.92	3,687.26	4,311.60	2 yrs experience "highly preferred"
Astoria	9,590	NCC									
North Bend	9,730	Parks Maintenance Worker I	2,533.58	2,880.96	3,228.33	6%	-186.89	2,498.71	2,866.93	3,235.14	
Florence	8,565	NCC									Util Wrkr 1 covers parks but has wtr/ww cert
Lincoln City	8,400	Parks Maintenance Worker	2,773.28	3,157.21	3,541.13	6%	-164.40	2,775.28	3,182.24	3,589.20	union represented
		Average	2,979.75	3,387.30	3,794.86		-134.44	2,996.48	3,424.14	3,851.81	6
		Median	2,930.08	3,290.83	3,657.84		-175.65	2,919.10	3,293.14	3,669.14	# of position matches
Newport	10,095	Parks Maintenance Worker	3,014.58	3,491.62	3,968.65	0%	-164.16	2,850.42	3,327.46	3,804.49	
		% difference from average	1.16%	2.99%	4.38%		18.10%	-5.12%	-2.91%	-1.24%	NCC No Comparable Class
		% difference from median	2.80%	5.75%	7.83%		-7.00%	-2.41%	1.03%	3.56%	NR, No Response Received

Raw Data Report

Senior Project Manager												
Organization	population	Title	MONTHLY SALARY (PER 1.0 FTE)				PERS	EE Ins Cost	ADJUSTED COMPENSATION			Comments
			MIN	MID	MAX	MIN			MID	MAX		
Dallas	14,940	NCC										
The Dalles	14,480	NCC										
St. Helens	12,990	Engineering Project Manager	5,019.00	5,562.50	6,106.00	6%	-92.30	5,227.84	5,803.95	6,380.06	No PE registration required, 6 yrs exper v 9 yrs	
Cottage Grove	9,840	NCC										
Astoria	9,590	NCC										
North Bend	9,730	NCC										
Florence	8,565	NCC										
Lincoln City	8,400	NCC										
			Average	5,019.00	5,562.50	6,106.00		-92.30	5,227.84	5,803.95	6,380.06	1
			Median	5,019.00	5,562.50	6,106.00		-92.30	5,227.84	5,803.95	6,380.06	# of position/matches
Newport	10,095	Senior Project Manager	5,364.00	6,213.50	7,063.00	0%	-164.16	5,199.84	6,049.34	6,898.84		
			% difference from average	6.43%	10.48%	13.55%		-43.77%	-0.54%	4.06%	7.52%	NCC: No Comparable Class
			% difference from median	6.43%	10.48%	13.55%		-43.77%	-0.54%	4.06%	7.52%	NR: No Response Received

Raw Data Report

Compliance Officer												
Organization	population	Title	MONTHLY SALARY (PER 1.0 FTE)				PERS	EE Ins Cost	ADJUSTED COMPENSATION			Comments
			MIN	MD	MAX	MIN			MD	MAX		
Dallas	14,940	NCC										
The Dalles	14,480	NCC										
St. Helens	12,990	NCC										
Cottage Grove	9,840	NCC										
Astoria	9,590	NCC										Permit Tech - no backflow or grease traps
North Bend	9,730	NCC										
Florence	8,565	NCC										
Lincoln City	8,400	NCC										Planning Permit Tech & Compl Ofcr no match
		Average										0
		Median										# of position matches
Newport	10,095	Compliance Officer	3,136.00	3,633.00	4,130.00	0%	-164.16	2,971.84	3,468.84	3,965.84		
		% difference from average										NCC - No Comparable Class
		% difference from median										NR - No Response Received

