



CITY COUNCIL WORK SESSION

91136 N Willamette Street *Virtual Meeting

541-682-7852 | coburgoregon.org

Tuesday, August 31, 2021 at 6:00 PM

CALL THE CITY COUNCIL WORK SESSION TO ORDER this meeting will be held via webinar. To watch the live streamed of the meeting, go to coburgoregon.org (NO registration required). To participate in the public hearings or public comment portions of the meeting, contact City Recorder to register by 3PM the day of the meeting at sammy.egbert@ci.coburg.or.us or call 541-682-7852.

ROLL CALL

SALARY SURVEY AND BENEFITS PACKAGE

[1.](#) Salary Survey Overview

[2.](#) Employee Survey Overview

[3.](#) Employee Benefit Package

[4.](#) Salary Scale Recommendation

. Financial Impacts Presentation

ADJOURNMENT

*If anyone needs disability accommodation in order to participate, please notify the City Recorder at the City of Coburg at 541-682-7852, sammy.egbert@ci.coburg.or.us.
All Council meetings are recorded and retained as required by ORS 166-200-0235.*

SALARY SURVEY REPORT

Prepared for:

City of Coburg, Oregon

August 2021*

*Report data from FY 2020/21, report finalized August 2021

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Contracted Consultant



Local Government Personnel Services - LGPS

a program of Lane Council of Governments

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1 SCOPE OF STUDY

1.1 PROJECT SUMMARY

At the request of the City of Coburg (City), Local Government Personnel Services (LGPS) conducted a salary and benefits analysis, including market-based recommendations for the City’s information and consideration.

1.2 POSITIONS INCLUDED

Twenty-three (23) city positions were included in the project and are listed below.

Position Title	Position Title
City Administrator	Administrative Assistant III
Finance Director	Police Clerk/Evidence Technician
Chief of Police	Accountant
Assistant City Administrator	Public Works Operator II
Public Works Director	Planning Technician
Municipal Court Administrator	Public Works Operator I
City Recorder	Administrative Assistant II
Planning & Community Development Director	Administrative Assistant II/Emergency Manager
Police Officer 2	Administrative Assistant I
Police Officer 1	Public Works Worker
Public Works Operator III	Reserve Officer
Utility Billing/Administrative Assistant	

1.3 COMPARATORS

LGPS collected and compiled salary data by surveying eleven (11) comparator organizations selected by the City of Coburg.

LGPS requested data from each of the comparators. Participation information is listed below

Entity	<i>Population*</i>	<i>Participation</i>
Lane County	381,365	<i>Participated</i>
City of Eugene	173,620	<i>Participated</i>
City of Springfield	61,535	<i>Participated</i>
City of Corvallis	59,730	<i>Participated</i>
City of Cottage Grove	10,155	<i>Participated</i>
City of Stayton	7,880	<i>Participated</i>
City of Junction City	6,200	<i>Participation</i>
City of Creswell	5,585	<i>Participated</i>
City of Brownsville	1,730	<i>Participated</i>
City of Amity	1,705	<i>No Participation</i>
City of Tangent	1,265	<i>Participated</i>
City of Drain	1,165	<i>Participated</i>

The City of Coburg is estimated to have a population of 1,375*.

*PSU December 15, 2020 Certified Population Estimates.

LGPS generally recommends entities select comparators from within a population range of 150% and 50% to its own, with additional consideration made to geographic proximity and the City's historical comparators. The majority of comparators included this project are outside LGPS's recommended population range.

2 METHODOLOGY

2.1 OVERVIEW

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

2.2 POSITION ANALYSES

Appendix A includes raw data tables for City positions. The data presented in Appendix A illustrates the City's market position compared to similar jobs in the surveyed organizations.

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

Example: If the City paid \$4,000 per month and the market average was \$5,000 per month, the percentage difference as -25%. The data could then be calculated as follows: $\$4,000 \times 1.25 = \$5,000$. Conversely, if the City paid \$5,000 per month and the market was \$4,000 per month, the percentage difference would 20%. To calculate: $\$5,000 \times (1 - .20) = \$4,000$.

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

3 FINDINGS AND ANALYSIS

3.1 INSUFFICIENT JOB MATCHES

LGPS collected job descriptions from each comparator, to ensure proper matches were made for an “apples-to-apples” comparison. Positions were reviewed and comparisons made in order to match City positions with like positions at each comparator organization.

In most cases, no two jobs are exactly alike; therefore, LGPS evaluated job duties and qualifications as well as program responsibility and supervisory duties to match the City’s jobs with substantially similar jobs at comparator entities. Because each entity has different structures for program delivery, staff size, and organizational philosophies, not all comparator entities have positions that can be matched with the City’s positions. In these cases, no comparable class exists and is noted, where applicable, on the Raw Data Report (see Appendix A).

The following positions yielded an insufficient number of job matches:

Position Title	Matches
Administrative Assistant II / Emergency Manager	1
Reserve Officer	1

3.2 HEALTH INSURANCE COMPARISON

LGPS collected health plan details from the City's comparators. Plan details and other related information were evaluated and have been summarized in the table below. Where more than one plan is offered by a comparator, data for the plan most similar to the City's is presented.

Organization	Medical Plan Name	ANNUAL DEDUCTIBLE		ANNUAL OUT-OF-POCKET MAX		COINSURANCE LEVEL	PRESCRIPTION CO-PAY		ANNUAL EMPLOYER PD HSA/HRA/VEBA		PREMIUM COST SHARE CALCULATION	MONTHLY PREMIUMS - FAMILY COVERAGE		
		Individual	Family	Individual	Family		Generic	Brand Preferred	Individual	Family		Total	Employer Pd	Employee Pd
Lane County	PacificSource Plus Plan	250.00	750.00	2,000.00	6,000.00	20%	15.00	30.00	0.00	0.00	Formula	1,662.00	1,612.00	-50.00
Eugene	City Health Plan	150.00	450.00	1,000.00	1,000 per person	20%	Greater of 10% or \$10	Greater of 20% or \$15	0.00	0.00	92% ER Paid	2,422.39	2,228.59	-193.80
Springfield	PacificSource HIP Plan	1,500.00	3,000.00	2,000.00	4,000.00	10%	10%	10%	1,200.00	2,400.00	90% ER Paid	1,955.78	1,760.20	-195.58
Corvallis	Regence HSA 3.0	1,500.00	3,000.00	2,250.00	450.00	20%	2.00	2.00	1,500.00	3,000.00	Formula	1,620.00	1,458.00	-162.00
Cottage Grove	CIS CoPay Plan E	250.00	750.00	2,250.00	4,750.00	20%	10.00	40.00	1,440.00	2,280.00	95% ER Paid	2,310.79	2,195.25	-115.54
Stayton	CIS CoPay Plan F	500.00	1,500.00	2,500.00	5,500.00	20%	10.00	40.00	500.00	1,500.00	85% ER Paid	2,195.26	1,865.97	-329.29
Junction City	CIS CoPay Plan B	500.00	1,500.00	2,500.00	5,500.00	20%	5.00	25.00	0.00	0.00	100% ER Paid	2,213.96	2,213.96	0.00
Creswell	CIS CoPay Plan F	500.00	1,500.00	2,500.00	5,500.00	20%	10.00	40.00	0.00	0.00	100% ER Paid	2,170.73	2,170.73	0.00
Brownsville	CIS CoPay Plan E	250.00	750.00	2,250.00	4,750.00	20%	10.00	40.00	0.00	0.00	95% ER Paid	2,301.11	2,186.05	-115.06
Amity	No Response													
Tangent	N/A (Dental Only)								0.00	0.00	100% ER Paid	210.74	210.74	0.00
Drain	CIS CoPay Plan E	250.00	750.00	2,250.00	4,750.00	20%	10.00	40.00	0.00	0.00	100% ER Paid	2,254.89	2,254.89	0.00
Average		565.00	1,395.00	2,150.00	4,577.78	0.19			421.82	834.55		1,937.97	1,832.40	-105.57
Median		375.00	1,125.00	2,250.00	4,750.00	0.20			0.00	0.00		2,195.26	2,170.73	-115.06
Coburg	CIS CoPay F	500.00	500.00	2,500.00	5,500.00	20%	10.00	40.00	600.00	600.00	95% ER Paid	2,203.15	2,092.99	-110.16
% difference from average		-13.00%	-179.00%	14.00%	16.77%	5.00%			29.70%	-39.09%		12.04%	12.45%	4.16%
% difference from median		25.00%	-125.00%	10.00%	13.64%	0.00%			100.00%	100.00%		0.36%	-3.71%	-4.45%

Notes / Comments:

Prescription Co-Pay Columns: Prescription co-pay types are not standardized across plans, resulting in a mix of Flat Dollar and Percentage Copays. Consequently, average and median are unable to be accurately calculated and, therefore, are not presented.

Lane County: Premium cost share formula = employees pay a flat amount per pay period.

Junction City: Provides annual MERP for represented employees only; \$300/yr for Police unit, \$100/yr for General Employee unit.

Corvallis: Premium cost share formula = Employer pays 97% dent/vision premium and 100% vision premium.

Tangent: Does not offer medical insurance - dental only.

3.3 PAID LEAVE COMPARISON

LGPS collected details about paid leave accrual programs from the City's comparators. Paid leave accruals are presented in the below table terms of days accrued per year. The total days per year at the 10-year mark includes sick, holiday, personal/other, and vacation accrued after completion of 10 years of service.

Organization	DAYS PER YEAR			VACATION LEAVE - DAYS PER YEAR						TOTAL 10-Year Mark
	Sick	Holiday	Personal/Other	Start	5 Years	10 Years	15 Years	20 Years	25 Years	
Lane County		10.00	3.00	20.00	29.00	32.00	35.00	38.00	41.00	45.00
Eugene	12.00	10.00	8.00	12.00	17.00	20.00	22.00	24.00	27.00	50.00
Springfield		10.00	5.00	20.00	23.00	26.00	29.00	32.00	38.00	41.00
Corvallis	12.00	11.50	7.00	15.00	16.50	18.00	21.00	24.00	16.00	48.50
Cottage Grove	12.00	10.00	1.00	10.00	12.00	15.00	20.00	20.00	20.00	38.00
Stayton	12.00	11.00	0.00	10.00	15.00	20.00	25.00	25.00	25.00	43.00
Junction City	12.00	10.00	1.00	10.00	15.00	20.00	20.00	22.00	25.00	43.00
Creswell	12.00	10.00	0.00	10.05	15.00	16.00	20.00	20.00	20.00	38.00
Brownsville	12.00	11.50	0.00	10.00	15.00	20.00	20.00	20.00	20.00	43.50
Amity	No Response									
Tangent	8.00	11.00	0.00	5.00	10.00	15.00	20.00	21.00	22.00	34.00
Drain	12.00	10.00	0.00	10.00	15.00	20.00	20.00	20.00	20.00	42.00
Average	11.56	10.45	2.27	12.00	16.59	20.18	22.91	24.18	24.91	42.36
Median	12.00	10.00	1.00	10.00	15.00	20.00	20.00	22.00	22.00	43.00
Coburg	12.00	10.00	1.00	10.00	12.00	17.00	19.00	20.00	20.00	40.00
% difference from average	4%	-5%	-127%	-20%	-38%	-19%	-21%	-21%	-25%	-6%
% difference from median	0%	0%	0%	0%	-25%	-18%	-5%	-10%	-10%	-8%

Notes / Comments:

Lane Co: Employees accrue time management leave instead of traditional sick and vacation leave.

Exempt employees accrue 3 more Time Management leave days per year than non-exempt employees. Additional exempt leave accruals are reflected in Personal/Other column.

Eugene: 7 Management vacation days are awarded to exempt employees.

1 Be Well Day is awarded to all employees. Both are included in the Personal/Other column above.

Springfield: Employees accrue PTO instead of traditional sick and vacation leave.

Exempt employees accrue 5 more vacation leave days per year than non-exempt employees as reflected in Personal/Other column.

Corvallis: Management exempt employees accrue an additional 7 vacation days per year; see Personal/Other column.

Cottage Grove: One bonus vacation day per year is credited to each full-time employee using 3 days or less in sick leave; see Personal/Other column.

Junction City: Police represented employees accrue one additional paid holiday per year; see Personal/Other Column

3.4 ANCILLARY BENEFITS COMPARISON

LGPS collected collective bargaining agreements, policy statements, and other documents from the City's comparators in order to glean details about ancillary benefits provided to employees. The below table is a comparison of ancillary benefit programs provided.

Organization	LIFE / AD&D	DISABILITY	NONPERS RETIREMENT	OTHER
Lane County	• Employer Paid Basic Life + AD&D = 1x annual salary to \$250,000 max • Employee Paid Voluntary Life available through payroll deduction	• Long-Term: Employer Paid = 65-2/3% to \$10,000 monthly max after 90 days continuous total disability • Short-Term: Employer Paid = graduated benefits begin on the 15th consecutive day of disability for a maximum of 76 days	• Employer Sponsored Deferred Comp Plan • Employer contributes 3% of employee PERS subject wage rate • Employees auto-enrolled for a 2% contribution through payroll deduction. • Additional voluntary contributions allowed through payroll deduction	• Voluntary Flexible Spending Account • Employer paid Employee Assistance Program • Employer paid gym membership • Voluntary supplemental insurance available through payroll deduction
Eugene	• Employer Paid Basic Life + AD&D = 1x annual salary to \$250,000 Max • Employee Paid Voluntary Life = available through payroll deduction	• Long-Term: Employer Paid = 60% to \$9,600 monthly max after 90-day waiting period • Short-Term: Employee Paid voluntary insurance available through payroll deduction	• Employer Sponsored Deferred Comp Plan • Employees contributing at least 1% of salary receive 3% employer contribution	• Voluntary Flexible Spending Account and Transportation Reimbursement Account • Employer paid Employee Assistance Program • Employer sponsored health and wellness program
Springfield	• Employer Paid Basic Life + AD&D = 1x annual salary to \$200,000 Max • Employee Paid Voluntary Life + AD&D = available through payroll deduction	• Long-Term: Employer Paid = 60% to \$9,600 monthly max after 90-day waiting period • Short-Term: Employee Paid voluntary insurance available through payroll deduction	• Employer Sponsored Deferred Comp Plan • Voluntary contributions allowed through payroll contribution	• Voluntary Flexible Spending Account • Employer paid Employee Assistance Program • Free wellness center for eligible employees and dependents • Voluntary Supplemental Insurance through payroll deduction • Free fitness membership for employee + discounted dependent membership
Corvallis	• Employer Paid Basic Life + AD&D = 2x annual salary • Employee Paid Voluntary Life + AD&D = available through payroll deduction	• Long-Term: Employer Paid = 60% after 90-day waiting period • Short-Term: Employee Paid voluntary insurance available through payroll deduction	• Employer Sponsored Deferred Comp Plan • Voluntary contributions allowed through payroll deduction • Department directors may participate with a 2% employer match	• Voluntary Flexible Spending Account • Employer paid Employee Assistance Program • Employer paid wellness incentive, employer contributes up to 1% of salary to retirement health savings plan if employee completes approved wellness activities • Tuition Reimbursement program • Voluntary supplemental insurance available through payroll deduction
Cottage Grove	• Employer Paid Basic Life + AD&D = \$15,000 • Employee Paid Voluntary Life +AD&D = available through payroll deduction • Employees pay \$0.10 per month toward Life, AD&D, + LTD	• Long-Term: Employer Paid = 60% after 90 day waiting period • Short-Term: Employee Paid voluntary insurance available through payroll deduction	• Employer Sponsored Deferred Comp Plan • Voluntary contributions allowed through payroll contribution	• Voluntary Flexible Spending Account • Employer paid Employee Assistance Program • Voluntary supplemental insurance available through payroll deduction
Stayton	• Employer Paid Basic Life = \$10,000 (employee + \$10,000 dependent) • Employee Paid Voluntary Life + AD&D = available through payroll deduction	• Long-Term: Employer Paid = 60% after 90-day waiting period • Short-Term: Employee Paid voluntary insurance available through payroll deduction	• Employer Sponsored Defined Benefit Plan (non-PERS employer) • Employees contribute 6% of pay to DB Plan • Employer Sponsored Deferred Comp plan available • Voluntary contributions allowed through payroll deduction	• Voluntary Flexible Spending Account • Employer paid Employee Assistance Program • Voluntary supplemental insurance available through payroll deduction
Junction City	• Employer Paid Basic Life + AD&D = \$50,000 • Employee Paid Voluntary Life +AD&D = available through payroll deduction	• Long-Term: Employer Paid = 66-1/3% to \$4,000 monthly max after 90-day waiting period • Short-Term: Employee Paid voluntary insurance available through payroll deduction	• Employer Sponsored Deferred Comp Plan • Voluntary contributions allowed through payroll contribution	• Voluntary Flexible Spending Account • Employer paid Employee Assistance Program • Voluntary supplemental insurance available through payroll deduction
Creswell	• Employer Paid Basic Life = \$5,000 • Employee Paid Voluntary Life = available through payroll deduction	• Long-Term: Not applicable • Short-Term: Employee Paid voluntary insurance available through payroll deduction	• Employer Sponsored Deferred Comp Plan • Voluntary contributions allowed through payroll contribution	• Voluntary Flexible Spending Account • Employer paid Employee Assistance Program • Voluntary supplemental insurance available through payroll deduction
Brownsville	• Employer Paid Basic Life + AD&D = \$20,000 • Employee Paid Voluntary Life + AD&D = available through payroll deduction	• Long-Term: Employer Paid = 60% after 90-day waiting period	• Employer Sponsored Deferred Comp Plan (non-PERS employer) • Voluntary contributions allowed through payroll contribution	• Voluntary Flexible Spending Account • Employer paid Employee Assistance Program • Voluntary supplemental insurance available through payroll deduction
Amity			No Response	
Tangent	Not Applicable	Not Applicable	• Employer Sponsored Deferred Comp Plan • Voluntary contributions allowed through payroll deduction • Employer pays \$1,600 per month toward retirement plan (or health plan) at the choice of the employee	Not Applicable
Drain	• Employer Paid Basic Life = \$20,000 • Employee Paid Voluntary Life = available through payroll deduction	Not Applicable	Not Applicable	• Employer paid Employee Assistance Program
Coburg	• Employer Paid Basic Life = \$10,000 • Employee Paid, Voluntary Life = available through payroll deduction	• Employer Paid = 66 2/3% to \$5,000 monthly max, after 90-day waiting period • Short-Term: Employee Paid voluntary insurance available through payroll deduction	• Employer Sponsored Deferred Comp Plan • Voluntary contributions allowed through Payroll Deduction	• Voluntary Flexible Spending Account • Employee Assistance Program • Voluntary Supplemental Insurance available through payroll deduction

3.5 INCENTIVE COMPARISON

LGPS collected details about incentive programs provided by the City's comparators. The table below shows a comparison of incentive programs offered.

Organization	CERTIFICATION PAY	BILINGUAL INCENTIVE	ACTING IN CAPACITY PAY
Lane County	Sheriff's Office: Int = 3%, Adv = 6%	5%: must meet fluency standards + serve in designated position	<u>Out-of-Class Pay:</u> Sheriff's Office: not to exceed 5%, when temporarily assigned to perform work in a higher class, paid at a minimum rate for the position or at one step higher than the employee's current. General Employees: When temporarily transferred to a classification at a higher rate of pay in excess of one (1) hour, paid at the higher rate for all work performed in the higher classification (except when the assignment is for training purposes).
Eugene	Police Dept: Int = 5%, Adv = 10% Building Inspector: \$30/mo for each residential cert + \$40/mo for each A-level cert outside their specialty (when working toward Residential Inspector) Eugene Vehicle Technician Program - Fleet Services Tech: \$50 for level 1, \$100 for Level 2, \$150 for level 3, \$200 for level 4	5%: must meet fluency standards + serve in designated position	<u>Acting in Capacity Pay:</u> Police Dept: 5%, when acting in a higher position than regular class after 1 day, or the equivalent in a calendar month. General Employees: 5%, when acting in capacity in a higher position for more than 8 hours in a pay period. No less than first step and no more than top step of higher class.
Springfield	Police Dept: Int = 5%, Adv = 10% General Employees: Wastewater 3 & 4 certs for 3 employees (max 5) = 4% Herbicide Applicator for up to 2 employees = 4% Backflow Tester for up to 3 employees = 2% Class A, CDL = 1/2% Competent Person for Excavation work for 4 employees = 1%	5%: must meet fluency standards + serve in designated position	<u>Out-of-Class Pay:</u> Police Dept: 5% when acting in a higher position than regular class for a minimum of 1 full shift. General Employees: 5% when assigned by management to perform substantial all of the duties of a higher class.
Corvallis	Police Dept: Int = 3%, Adv = 8% General Employees: None designated	Police Dept: 5%, must meet fluency standards + serve in designated position General Employees: 2.5% or 5%, for languages as designated by the city + must meet fluency standards	<u>Acting in Capacity Pay:</u> Police Dept: 5% when acting in capacity of Sergeant or Lieutenant General Employees: 5% when assignment is in writing and lasts longer than 5 days
Cottage Grove	Police Dept: Int = 3.5%, Adv = 7%	Police Dept: \$500/yr: must meet fluency standards + serve in designated position	<u>Working out of Class Pay:</u> Police Dept: 5%, when appointed to work in higher position General Employees: 5%, when assigned for more than 3 consecutive work days
Stayton	Police Dept: Int = \$120/mo, Adv = \$160/mo	Police Dept: 3%, must meet fluency standards	None designated
Junction City	Police Dept: Int = 3%, Adv = 8%	Not Applicable	<u>Working out of Class Pay:</u> Police Dept: 3%, when acting in a higher classification than permanent classification after 3 consecutive days General Employees: the 1st step in the higher class that is greater than current rate and not less than 5%, when assigned to work in a classification with a higher rate of pay
Creswell	Not Applicable	Not Applicable	Not Applicable
Brownsville	None designated	None designated	<u>Responsibility Pay:</u> All: Increase in pay the same as though being promoted, when required to assume responsibilities of a higher position. When assigned for a minimum of 12 consecutive workdays, higher rate paid after 12th day minimum is fulfilled
Amity	No Response Received		
Tangent	None designated	None designated	None designated
Drain	Public Works: Water Distribution, Wastewater Collection, Water Treatment & Wastewater Treatment = \$0.35 per hour, per certification	None designated	None designated
Coburg	Police: 3% per certificate, limited to 3 per EE Public Works: 1.5% per certificate, limited to 6 per EE	None Designated	None Designated

3.6 SALARY STRUCTURE COMPARISON

LGPS collected salary schedules from the City's comparators in order to gain information about how each comparator has structured its salary schedule. The below table is a salary structure comparison. Where more than one salary schedule is in place, data for the salary schedule most similar to the City's is presented.

Organization	Structure Type	Spread	# of Ranges / Grades	# of Steps	% Between Steps	% Between Ranges / Grades
Lane County	Step in Grade	38.5%	47	10	3.7%	2.5%
Eugene	Step in Grade	25%	21	6	4.5%	4.5%
Springfield	Step in Grade	30%	13	7	4.5%	No Standard
Corvallis	Step in Grade	27%	17	6	5%	No Standard
Cottage Grove	Step in Grade	28% (PW: 38%)	42	6 (PW: 8)	5% (PW: top step 3%)	No Standard
Stayton	Step in Grade	30%	7	10	3%	No Standard
Junction City	Step in Grade	either 12.5% or 17%	13	5	3% (generally) For some positions, 3% between steps A-C & 5% between C-E	No Standard
Creswell	Step in Grade	36.4% (generally)	17	13	Between Steps T-5 = 3.5% Between Steps 5-12 = 2% (generally)	No Standard
Brownsville	Step in Grade	25%	10	10	2.5%	No Standard
Amity	No Response					
Tangent	Step in Grade	23%	2	7	No Standard	14%
Drain	Flat Rate per employee	N/A	N/A	N/A	N/A	N/A
Coburg	Step in Grade	29%	17	14	2%	No Standard

4 *RECOMMENDATIONS*

4.1 OVERVIEW

LGPS generally recommends selection of comparators within a population range of 150% and 50% to that of the City. The majority of comparators include in the project, at the request of the City, fall significantly outside the recommended range. As a result, services provided, staff size, and budgets are dissimilar to that of the City.

Because of these factors, job duties for many comparators are organized amongst positions in a manner that is not easily compared to Coburg. Furthermore, these factors contribute to salaries not easily compared to Coburg's. The City should take this into account as it makes decisions based on the information and recommendations contained in this report.

The City of Coburg retains the ability to employ the use of these recommendations as it deems appropriate.

4.2 SALARY SCHEDULE

The City's current salary schedule is well structured. LGPS recommends the City maintain its current salary schedule, making annual cost of living adjustments and other minor adjustments as needed to maintain internal and external equity. Maintaining the pay structure provides fair pay for employees without creating unknown budgetary liability for the City. Written compensation policies go hand-in-hand with the City's salary schedule.

4.3 CLASSIFICATION SERIES

The City of Coburg has implemented several classification series in an effort to provide growth opportunities to its employees; some of which do not yet have defined job descriptions.

As the City continues to offer growth opportunities to its employees, LGPS recommends it pay particular attention to the qualifications and duties required for employees to grow within a given classification series. Duties and qualifications should be graduated within a series. Classification placement on the salary schedule should be consistent with the level of qualifications and duties required, and in relation to other positions internally.

4.4 MARKET PLACEMENT

Overall, the City shows as placing significantly behind the market. This is primarily due to the factors described in section 4.1, above.

With that said, generally, administrative positions appear to be more closely paced with the market. Whereas, supervisory positions and public works positions appear to be farther behind the market. The City may consider making adjustments to these positions in order to bring them more in line with other positions, both internally and externally.

5 *FUTURE CONSIDERATIONS*

5.1 RECRUITMENT

It is important to consider recruitment and retention issues when considering the assignment of jobs to particular pay grades. One indicator of the possible need to address the assigned salary grade for a classification would be a history of difficulties in recruiting for and retaining employees in a particular job classification.

5.2 MAINTENANCE AND CONTINUATION

Individual classifications should be monitored and tracked as part of the City of Coburg's regular salary review process. At minimum all job classifications and the compensation structure should be reviewed every four to six years. Some individual job classifications may require closer monitoring and be reviewed on a more frequent basis.

APPENDIX A: RAW SURVEY DATA-

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

Position Title	Page
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Administrative Assistant III	13
Assistant City Administrator	4
Chief of Police	3
City Administrator	1
City Recorder	7
Finance Director	2
Municipal Court Administrator	6
Planning & Community Development Director	8
Planning Technician	17
Police Clerk/Evidence Technician	14
Police Officer 1	10
Police Officer 2	9
Public Works Director	5
Public Works Operator I	5
Public Works Operator II	16
Public Works Operator III	11
Public Works Worker	22
Reserve Officer	23
Utility Billing/Administrative Assistant	12

Raw Data Report

City Administrator											
Organization	population	Title	MONTHLY SALARY (PER 1.0 FTE)			PERS	EE Ins Cost	ADJUSTED COMPENSATION			Comments
			MIN	MID	MAX			MIN	MID	MAX	
Lane County	381,365	Department Director (Chief Operations Officer)	8,618.13	10,644.40	12,670.67	6%	-50.00	9,085.22	11,233.06	13,380.91	
Eugene	173,620	Assistant City Manager	10,181.60	11,472.94	12,764.27	6%	-193.80	10,598.70	11,967.51	13,336.33	
Springfield	61,535	City Manager	14,584.25	14,584.25	14,584.25	6%	-195.58	15,263.73	15,263.73	15,263.73	
Corvallis	59,730	City Manager	16,132.00	16,132.00	16,132.00	6%	-162.00	16,937.92	16,937.92	16,937.92	
Cottage Grove	10,155	City Manager	11,602.50	11,602.50	11,602.50	6%	-115.54	12,183.11	12,183.11	12,183.11	
Stayton	7,880	City Manager	9,942.50	9,942.50	9,942.50	0%	-329.29	9,613.21	9,613.21	9,613.21	
Junction City	6,200	City Administrator	8,741.17	8,741.17	8,741.17	6%	0.00	9,265.64	9,265.64	9,265.64	
Creswell	5,585	City Manager	10,225.58	10,225.58	10,225.58	6%	0.00	10,839.12	10,839.12	10,839.12	
Brownsville	1,730	City Administrator	5,787.60	6,506.93	7,226.27	0%	-115.06	5,672.54	6,391.87	7,111.21	
Amity	1,705	NR									
Tangent	1,265	City Manager	4,031.73	4,500.60	4,969.47	0%	0.00	4,031.73	4,500.60	4,969.47	
Drain	1,165	City Administrator	8,633.00	8,633.00	8,633.00	6%	0.00	9,150.98	9,150.98	9,150.98	
		Average	9,861.82	10,271.44	10,681.06		-105.57	10,240.17	10,667.89	11,095.60	10
		Median	9,942.50	10,225.58	10,225.58		-115.06	9,613.21	10,839.12	10,839.12	# of position matches
Coburg	1,375	City Administrator	7,998.08	7,998.08	7,998.08	6%	-110.16	8,367.80	8,367.80	8,367.80	
		% difference from average	-23.30%	-28.42%	-33.55%		4.17%	-22.38%	-27.49%	-32.60%	NCC: No Comparable Class
		% difference from median	-24.31%	-27.85%	-27.85%		-4.45%	-14.88%	-29.53%	-29.53%	NR: No Response Received

Raw Data Report

Finance Director											
Organization	population	Title	MONTHLY SALARY (PER 1.0 FTE)			PERS	EE Ins Cost	ADJUSTED COMPENSATION			Comments
			MIN	MID	MAX			MIN	MID	MAX	
Lane County	381,365	Manager, Sr (Admin & Finance Manager)	6,713.20	8,293.14	9,873.07	6%	-50.00	7,065.99	8,740.72	10,415.45	Bach + 6 years exp
Eugene	173,620	Finance Director	9,314.93	10,663.47	12,012.00	6%	-193.80	9,680.03	11,109.47	12,538.92	Bachelor's Degree Required
Springfield	61,535	Finance Director	8,196.75	9,562.00	10,927.25	6%	-195.58	8,492.98	9,940.14	11,387.31	
Corvallis	59,730	Financial Services Manager	7,682.37	8,994.64	10,306.90	6%	-162.00	7,981.31	9,372.31	10,763.31	
Cottage Grove	10,155	Finance Director	7,075.00	8,052.50	9,030.00	6%	-115.54	7,383.96	8,420.11	9,456.26	Bach + 3 years
Stayton	7,880	Finance Director	7,075.08	8,153.23	9,231.38	0%	-329.29	6,745.79	7,823.94	8,902.09	Bachelor's Degree + 4 years experience
Junction City	6,200	Finance Director	5,544.00	6,014.50	6,485.00	6%	0.00	5,876.64	6,375.37	6,874.10	
Creswell	5,585	Finance Director	6,163.42	7,347.83	8,532.25	6%	0.00	6,533.22	7,788.70	9,044.19	
Brownsville	1,730	NCC									
Amity	1,705	NR									
Tangent	1,265	Finance Director	3,523.87	3,935.53	4,347.20	0%	0.00	3,523.87	3,935.53	4,347.20	
Drain	1,165	NCC									
		Average	6,809.85	7,890.76	8,971.67		-116.25	7,031.53	8,167.37	9,303.20	9
		Median	7,075.00	8,153.23	9,231.38		-115.54	7,065.99	8,420.11	9,456.26	# of position matches
Coburg	1,375	Finance Director	5,463.47	6,266.00	7,068.53	6%	-110.16	5,681.11	6,531.80	7,382.49	
		% difference from average	-24.64%	-25.93%	-26.92%		-5.52%	-23.77%	-25.04%	-26.02%	NCC: No Comparable Class
		% difference from median	-29.50%	-30.12%	-30.60%		-4.88%	-24.38%	-28.91%	-28.09%	NR: No Response Received

Raw Data Report

Chief of Police											
Organization	population	Title	MONTHLY SALARY (PER 1.0 FTE)			PERS	EE Ins Cost	ADJUSTED COMPENSATION			Comments
			MIN	MID	MAX			MIN	MID	MAX	
Lane County	381,365	NCC									
Eugene	173,620	Chief of Police - Assistant	10,247.47	11,550.93	12,854.40	6%	-193.80	10,668.51	12,050.19	13,431.86	
Springfield	61,535	Police Chief	8,281.83	9,937.04	11,592.25	6%	-195.58	8,583.16	10,337.68	12,092.21	
Corvallis	59,730	Police Chief	10,635.74	12,452.46	14,269.18	6%	-162.00	11,111.88	13,037.61	14,963.33	
Cottage Grove	10,155	Police Chief	7,565.00	8,610.50	9,656.00	6%	-115.54	7,903.36	9,011.59	10,119.82	
Stayton	7,880	Police Chief	7,641.09	8,805.48	9,969.88	0%	-329.29	7,311.80	8,476.19	9,640.59	
Junction City	6,200	Police Chief	7,332.00	7,954.50	8,577.00	6%	0.00	7,771.92	8,431.77	9,091.62	
Creswell	5,585	NCC									
Brownsville	1,730	NCC									
Amity	1,705	NR									
Tangent	1,265	NCC									
Drain	1,165	NCC									
		Average	8,617.19	9,885.15	11,153.12		-166.03	8,891.77	10,224.17	11,556.57	6
		Median	7,961.46	9,371.26	10,781.06		-177.90	8,243.26	9,674.64	11,106.01	# of position matches
Coburg	1,375	Chief of Police	6,153.33	7,056.67	7,960.00	6%	-110.16	6,412.37	7,369.91	8,327.44	
		% difference from average	-40.04%	-40.08%	-40.11%		-50.72%	-38.67%	-38.73%	-38.78%	NCC: No Comparable Class
		% difference from median	-29.38%	-32.80%	-35.44%		-61.49%	-28.55%	-31.27%	-33.37%	NR: No Response Received

Raw Data Report

Assistant City Administrator											
Organization	population	Title	MONTHLY SALARY (PER 1.0 FTE)			PERS	EE Ins Cost	ADJUSTED COMPENSATION			Comments
			MIN	MID	MAX			MIN	MID	MAX	
Lane County	381,365	Asst Department Director (Chief Deputy)	8,325.20	10,285.60	12,246.00	6%	-50.00	8,774.71	10,852.74	12,930.76	
Eugene	173,620	NCC									
Springfield	61,535	Assistant City Manager	9,166.17	11,000.25	12,834.33	6%	-195.58	9,520.56	11,464.69	13,408.81	
Corvallis	59,730	NCC									
Cottage Grove	10,155	Assistant to the City Manager	5,911.00	6,727.50	7,544.00	6%	-115.54	6,150.12	7,015.61	7,881.10	Also HR
Stayton	7,880	NCC									
Junction City	6,200	NCC									
Creswell	5,585	NCC									
Brownsville	1,730	NCC									
Amity	1,705	NR									
Tangent	1,265	NCC									
Drain	1,165	NCC									
		Average	7,800.79	9,337.78	10,874.78		-120.37	8,148.46	9,777.68	11,406.89	3
		Median	8,325.20	10,285.60	12,246.00		-115.54	8,774.71	10,852.74	12,930.76	# of position matches
Coburg	1,375	Assistant City Administrator	5,463.47	6,266.00	7,068.53	6%	-110.16	5,681.11	6,531.80	7,382.49	
		% difference from average	-42.78%	-49.02%	-53.85%		-9.27%	-43.43%	-49.69%	-54.51%	NCC: No Comparable Class
		% difference from median	-52.38%	-64.15%	-73.25%		-4.88%	-54.45%	-66.15%	-75.15%	NR: No Response Received

Raw Data Report

Public Works Director											
Organization	population	Title	MONTHLY SALARY (PER 1.0 FTE)			PERS	EE Ins Cost	ADJUSTED COMPENSATION			Comments
			MIN	MID	MAX			MIN	MID	MAX	
Lane County	381,365	NCC									
Eugene	173,620	Maintenance Director	8,446.53	9,794.20	11,141.87	6%	-193.80	8,759.52	10,188.05	11,616.58	
Springfield	61,535	Operations/Maintenance Manager	7,119.67	8,542.88	9,966.08	6%	-195.58	7,351.27	8,859.87	10,368.47	
Corvallis	59,730	Public Works Director	10,143.13	11,875.72	13,608.31	6%	-162.00	10,589.72	12,426.26	14,262.81	Bachelor's Degree + 7 years experience
Cottage Grove	10,155	NCC									
Stayton	7,880	Public Works Director	7,075.08	8,153.23	9,231.38	0%	-329.29	6,745.79	7,823.94	8,902.09	Bachelor's Degree + 4 years experience
Junction City	6,200	Public Works Director	6,378.00	6,919.50	7,461.00	6%	0.00	6,760.68	7,334.67	7,908.66	
Creswell	5,585	Public Works Director	5,945.42	7,028.29	8,111.17	6%	0.00	6,302.14	7,449.99	8,597.84	
Brownsville	1,730	Public Works Superintendent	4,988.53	5,609.07	6,229.60	0%	-115.06	4,873.47	5,494.01	6,114.54	Bachelor's Degree + 3 years
Amity	1,705	NR									
Tangent	1,265	NCC									
Drain	1,165	Public Works Foreman	8,422.75	8,422.75	8,422.75	6%	0.00	8,928.12	8,928.12	8,928.12	Working Supervisor
		Average	7,314.89	8,293.20	9,271.52		-124.47	7,538.84	8,563.11	9,587.39	7
		Median	7,097.37	8,287.99	8,827.06		-138.53	7,055.97	8,341.90	8,915.10	# of position matches
Coburg	1,375	Public Works Director	5,288.40	6,064.07	6,839.73	6%	-110.16	5,495.54	6,317.75	7,139.96	
		% difference from average	-38.32%	-36.76%	-35.55%		-12.99%	-37.18%	-35.54%	-34.28%	NCC: No Comparable Class
		% difference from median	-34.21%	-36.67%	-29.06%		-25.75%	-28.39%	-32.04%	-24.86%	NR: No Response Received

Raw Data Report

Municipal Court Administrator											
Organization	population	Title	MONTHLY SALARY (PER 1.0 FTE)			PERS	EE Ins Cost	ADJUSTED COMPENSATION			Comments
			MIN	MID	MAX			MIN	MID	MAX	
Lane County	381,365	NCC									
Eugene	173,620	Court Operations Supervisor	5,298.80	6,077.07	6,855.33	6%	-193.80	5,422.93	6,247.89	7,072.85	HS+ & 4 years
Springfield	61,535	Court Supervisor	5,312.50	6,374.58	7,436.67	6%	-195.58	5,435.67	6,561.48	7,687.29	
Corvallis	59,730	Court Services Supervisor	5,589.23	6,543.95	7,498.67	6%	-162.00	5,762.58	6,774.59	7,786.59	
Cottage Grove	10,155	NCC									
Stayton	7,880	NCC									
Junction City	6,200	Administrative Aide IV - Court	3,373.00	3,584.50	3,796.00	6%	0.00	3,575.38	3,799.57	4,023.76	Not Supervisory
Creswell	5,585	NCC									
Brownsville	1,730	NCC									
Amity	1,705	NR									
Tangent	1,265	NCC									
Drain	1,165	NCC									
		Average	4,893.38	5,645.02	6,396.67		-137.85	5,049.14	5,845.88	6,642.62	4
		Median	5,305.65	6,225.82	7,146.00		-177.90	5,429.30	6,404.68	7,380.07	# of position matches
Coburg	1,375	Municipal Court Administrator	4,016.13	4,606.33	5,196.53	6%	-110.16	4,146.94	4,772.55	5,398.17	
		% difference from average	-21.84%	-22.55%	-23.09%		-25.13%	-21.76%	-22.49%	-23.05%	NCC: No Comparable Class
		% difference from median	-32.11%	-35.16%	-37.51%		-61.49%	-30.92%	-34.20%	-36.71%	NR: No Response Received

Raw Data Report

City Recorder											
Organization	population	Title	MONTHLY SALARY (PER 1.0 FTE)			PERS	EE Ins Cost	ADJUSTED COMPENSATION			Comments
			MIN	MID	MAX			MIN	MID	MAX	
Lane County	381,365	NCC									
Eugene	173,620	Management Analyst 2	5,298.80	6,077.07	6,855.33	6%	-193.80	5,422.93	6,247.89	7,072.85	
Springfield	61,535	Administrative Aide/City Recorder	4,678.58	5,614.29	6,550.00	6%	-195.58	4,763.72	5,755.57	6,747.42	
Corvallis	59,730	City Recorder	6,133.37	7,181.03	8,228.69	6%	-162.00	6,339.37	7,449.89	8,560.41	Bachelor's Degree + 4 years experience
Cottage Grove	10,155	Administrative Assistant / City Recorder	4,420.00	5,030.50	5,641.00	6%	-115.54	4,569.66	5,216.79	5,863.92	
Stayton	7,880	NCC									
Junction City	6,200	City Recorder	4,191.00	4,547.00	4,903.00	6%	0.00	4,442.46	4,819.82	5,197.18	
Creswell	5,585	City Recorder	4,329.08	5,099.38	5,869.67	6%	0.00	4,588.83	5,405.34	6,221.85	
Brownsville	1,730	NCC									
Amity	1,705	NR									
Tangent	1,265	NCC									
Drain	1,165	Administrative Assistant / Planner	5,026.42	5,026.42	5,026.42	6%	0.00	5,328.00	5,328.00	5,328.00	Also HR, minimal planning
		Average	4,868.18	5,510.81	6,153.44		-95.27	5,065.00	5,746.19	6,427.38	6
		Median	4,678.58	5,099.38	5,869.67		-115.54	4,763.72	5,405.34	6,221.85	# of position matches
Coburg	1,375	City Recorder	4,347.20	4,985.93	5,624.67	6%	-110.16	4,497.87	5,174.93	5,851.99	
		% difference from average	-11.98%	-10.53%	-9.40%		13.51%	-12.61%	-11.04%	-9.83%	NCC: No Comparable Class
		% difference from median	-7.62%	-2.28%	-4.36%		-4.88%	-5.91%	-4.45%	-6.32%	NR: No Response Received

Raw Data Report

Planning & Community Development Director											
Organization	population	Title	MONTHLY SALARY (PER 1.0 FTE)			PERS	EE Ins Cost	ADJUSTED COMPENSATION			Comments
			MIN	MID	MAX			MIN	MID	MAX	
Lane County	381,365	Manager, Sr (Land Management Manager)	7,047.73	8,706.53	10,365.33	6%	-50.00	7,420.59	9,178.92	10,937.25	
Eugene	173,620	Planning Director	8,446.53	9,794.20	11,141.87	6%	-193.80	8,759.52	10,188.05	11,616.58	
Springfield	61,535	Comprehensive Planning Manager	6,184.00	7,420.58	8,657.17	6%	-195.58	6,359.46	7,670.24	8,981.02	
Corvallis	59,730	Planning Division Manager	7,682.37	8,994.64	10,306.90	6%	-162.00	7,981.31	9,372.31	10,763.31	
Cottage Grove	10,155	NCC									
Stayton	7,880	Planning & Development Director	6,317.04	7,279.66	8,242.28	0%	-329.29	5,987.75	6,950.37	7,912.99	
Junction City	6,200	NCC									
Creswell	5,585	Senior Planner	4,694.33	5,596.42	6,498.50	6%	0.00	4,975.99	5,932.20	6,888.41	Requires HS + 3 years experience
Brownsville	1,730	NCC									
Amity	1,705	NR									
Tangent	1,265	NCC									
Drain	1,165	NCC									
		Average	6,728.67	7,965.34	9,202.01		-155.11	6,914.10	8,215.35	9,516.59	6
		Median	6,682.38	8,063.56	9,482.03		-177.90	6,890.03	8,424.58	9,872.17	# of position matches
Coburg	1,375	Planning & Community Development Direc	4,307.58	4,939.96	5,572.33	6%	-110.16	4,455.88	5,126.20	5,796.51	
		% difference from average	-56.21%	-61.24%	-65.14%		-40.81%	-55.17%	-60.26%	-64.18%	NCC: No Comparable Class
		% difference from median	-55.13%	-63.23%	-70.16%		-61.49%	-54.63%	-64.34%	-70.31%	NR: No Response Received

Raw Data Report

Police Officer 2

Organization	population	Title	MONTHLY SALARY (PER 1.0 FTE)			PERS	EE Ins Cost	ADJUSTED COMPENSATION			Comments
			MIN	MID	MAX			MIN	MID	MAX	
Lane County	381,365	Sergeant	5,125.47	6,333.60	7,541.73	6%	-50.00	5,383.00	6,663.62	7,944.23	Assoc + 4 years
Eugene	173,620	Police Sergeant	8,283.60	8,780.20	9,276.80	6%	-193.80	8,586.82	9,113.21	9,639.61	
Springfield	61,535	Police Sergeant	7,307.08	7,964.04	8,621.00	6%	-195.58	7,549.93	8,246.30	8,942.68	
Corvallis	59,730	Police Sergeant	6,817.94	7,759.75	8,701.56	6%	-162.00	7,065.02	8,063.34	9,061.65	
Cottage Grove	10,155	Police Sergeant	6,252.00	6,252.00	6,252.00	6%	-115.54	6,511.58	6,511.58	6,511.58	
Stayton	7,880	Police Sergeant	6,133.05	7,067.63	8,002.22	0%	-329.29	5,803.76	6,738.34	7,672.93	
Junction City	6,200	Police Officer II	4,906.00	5,434.50	5,963.00	6%	0.00	5,200.36	5,760.57	6,320.78	
Creswell	5,585	NCC									
Brownsville	1,730	NCC									
Amity	1,705	NR									
Tangent	1,265	NCC									
Drain	1,165	NCC									
		Average	6,403.59	7,084.53	7,765.47		-149.46	6,585.78	7,299.57	8,013.35	7
		Median	6,252.00	7,067.63	8,002.22		-162.00	6,511.58	6,738.34	7,944.23	# of position matches
Coburg	1,375	Police Officer 2	5,099.47	5,848.27	6,597.07	6%	-110.16	5,295.27	6,089.00	6,882.73	
		% difference from average	-25.57%	-21.14%	-17.71%		-35.67%	-24.37%	-19.88%	-16.43%	NCC: No Comparable Class
		% difference from median	-22.60%	-20.85%	-21.30%		-47.06%	-22.97%	-10.66%	-15.42%	NR: No Response Received

Raw Data Report

Police Officer 1											
Organization	population	Title	MONTHLY SALARY (PER 1.0 FTE)			PERS	EE Ins Cost	ADJUSTED COMPENSATION			Comments
			MIN	MID	MAX			MIN	MID	MAX	
Lane County	381,365	Deputy Sherrif	4,829.07	5,473.00	6,116.93	6%	-50.00	5,068.81	5,751.38	6,433.95	
Eugene	173,620	Police Officer	5,378.53	6,118.67	6,858.80	6%	-193.80	5,507.44	6,291.98	7,076.53	
Springfield	61,535	Police Officer	5,449.17	6,036.29	6,623.42	6%	-195.58	5,580.54	6,202.89	6,825.24	
Corvallis	59,730	Police Officer	5,504.27	6,264.65	7,025.03	6%	-162.00	5,672.53	6,478.53	7,284.53	
Cottage Grove	10,155	Police Officer	4,360.00	4,962.50	5,565.00	6%	-115.54	4,506.06	5,144.71	5,783.36	
Stayton	7,880	Police Officer	4,024.01	4,843.11	5,662.20	0%	-329.29	3,694.72	4,513.82	5,332.91	
Junction City	6,200	Police Officer I - Trainee	4,046.00	4,253.00	4,460.00	6%	0.00	4,288.76	4,508.18	4,727.60	
Creswell	5,585	NCC									
Brownsville	1,730	NCC									
Amity	1,705	NR									
Tangent	1,265	NCC									
Drain	1,165	NCC									
		Average	4,798.72	5,421.60	6,044.48		-149.46	4,902.69	5,555.93	6,209.16	7
		Median	4,829.07	5,473.00	6,116.93		-162.00	5,068.81	5,751.38	6,433.95	# of position matches
Coburg	1,375	Police Officer 1	3,941.60	4,520.53	5,099.47	6%	-110.16	4,067.94	4,681.61	5,295.27	
		% difference from average	-21.75%	-19.93%	-18.53%		-35.67%	-20.52%	-18.68%	-17.26%	NCC: No Comparable Class
		% difference from median	-22.52%	-21.07%	-19.95%		-47.06%	-24.60%	-22.85%	-21.50%	NR: No Response Received

Raw Data Report

Public Works Operator III											
Organization	population	Title	MONTHLY SALARY (PER 1.0 FTE)			PERS	EE Ins Cost	ADJUSTED COMPENSATION			Comments
			MIN	MID	MAX			MIN	MID	MAX	
Lane County	381,365	Road Maintenance Sr Operator	3,787.33	4,335.93	4,884.53	6%	-50.00	3,964.57	4,546.09	5,127.60	Roads only, Requires CDL
Eugene	173,620	Maintenance Worker 4	4,555.20	5,116.80	5,678.40	6%	-193.80	4,634.71	5,230.01	5,825.30	Requires 5 years experience
Springfield	61,535	Maintenance Tech Crew Chief, Advanced	4,709.83	5,510.23	6,310.64	6%	-195.58	4,796.84	5,645.27	6,493.69	
Corvallis	59,730	NCC									
Cottage Grove	10,155	Leadman 1	3,996.00	4,755.50	5,515.00	6%	-115.54	4,120.22	4,925.29	5,730.36	
Stayton	7,880	NCC									
Junction City	6,200	NCC									
Creswell	5,585	Public Works Maintenance Specialist III	3,388.33	4,005.46	4,622.58	6%	0.00				
Brownsville	1,730	NCC									
Amity	1,705	NR									
Tangent	1,265	NCC									
Drain	1,165	NCC									
		Average	4,087.34	4,744.78	5,402.23		-110.98	4,379.09	5,086.66	5,794.24	5
		Median	3,996.00	4,755.50	5,515.00		-115.54	4,377.47	5,077.65	5,777.83	# of position matches
Coburg	1,375	Public Works Operator III	3,787.33	4,343.73	4,900.13	6%	-110.16	3,904.41	4,494.20	5,083.98	
		% difference from average	-7.92%	-9.23%	-10.25%		-0.75%	-12.16%	-13.18%	-13.97%	NCC: No Comparable Class
		% difference from median	-5.51%	-9.48%	-12.55%		-4.88%	-12.12%	-12.98%	-13.65%	NR: No Response Received

Raw Data Report

Utility Billing/Administrative Assistant											
Organization	population	Title	MONTHLY SALARY (PER 1.0 FTE)			PERS	EE Ins Cost	ADJUSTED COMPENSATION			Comments
			MIN	MID	MAX			MIN	MID	MAX	
Lane County	381,365	NCC									
Eugene	173,620	Utility Admin Coordinator 1	3,995.33	4,486.73	4,978.13	6%	-193.80	4,041.25	4,562.13	5,083.02	
Springfield	61,535	Accounting Technician, Journey	3,506.50	4,208.50	4,910.50	6%	-195.58	3,521.31	4,265.43	5,009.55	
Corvallis	59,730	Financial Support Specialist	3,464.43	3,931.54	4,398.65	6%	-162.00	3,510.30	4,005.43	4,500.57	
Cottage Grove	10,155	Utility Billing Specialist	3,525.00	4,012.00	4,499.00	6%	-115.54	3,620.96	4,137.18	4,653.40	
Stayton	7,880	Accounting Specialist	3,075.84	3,544.56	4,013.28	0%	-329.29	2,746.55	3,215.27	3,683.99	
Junction City	6,200	NCC									
Creswell	5,585	Utility Billing - Court Clerk II	2,980.42	3,523.29	4,066.17	6%	0.00	3,159.24	3,734.69	4,310.14	
Brownsville	1,730	Administrative Assistant - Utility Billing	2,691.87	3,027.27	3,362.67	0%	-115.06	2,576.81	2,912.21	3,247.61	Also processes Payroll
Amity	1,705	NR									
Tangent	1,265	NCC									
Drain	1,165	Accounts Receivable / Receptionist	3,184.08	3,184.08	3,184.08	6%	0.00	3,375.13	3,375.13	3,375.13	
		Average	3,302.93	3,739.75	4,176.56		-138.91	3,318.94	3,775.93	4,232.92	7
		Median	3,324.26	3,738.05	4,232.41		-138.77	3,442.71	3,870.06	4,405.35	# of position matches
Coburg	1,375	Utility Billing/Administrative Assistant	3,187.60	3,655.60	4,123.60	6%	-110.16	3,268.70	3,764.78	4,260.86	
		% difference from average	-3.62%	-2.30%	-1.28%		-26.10%	-1.54%	-0.30%	0.66%	NCC: No Comparable Class
		% difference from median	-4.29%	-2.26%	-2.64%		-25.97%	-5.32%	-2.80%	-3.39%	NR: No Response Received

Raw Data Report

Administrative Assistant III											
Organization	population	Title	MONTHLY SALARY (PER 1.0 FTE)			PERS	EE Ins Cost	ADJUSTED COMPENSATION			Comments
			MIN	MID	MAX			MIN	MID	MAX	
Lane County	381,365	Administrative Support Assistant	3,206.67	3,960.67	4,714.67	6%	-50.00	3,349.07	4,148.31	4,947.55	
Eugene	173,620	Administrative Specialist, Sr	3,657.33	4,106.27	4,555.20	6%	-193.80	3,682.97	4,158.84	4,634.71	HS + 3 years experience
Springfield	61,535	Administrative Specialist, Journey	3,526.83	4,231.75	4,936.67	6%	-195.58	3,542.86	4,290.08	5,037.29	
Corvallis	59,730	Senior Administrative Specialist	3,873.15	4,396.71	4,920.27	6%	-162.00	3,943.54	4,498.51	5,053.49	
Cottage Grove	10,155	NCC									
Stayton	7,880	NCC									
Junction City	6,200	NCC									
Creswell	5,585	NCC									
Brownsville	1,730	NCC									
Amity	1,705	NR									
Tangent	1,265	NCC									
Drain	1,165	NCC									
		Average	3,566.00	4,173.85	4,781.70		-150.35	3,629.61	4,273.93	4,918.26	4
		Median	3,592.08	4,169.01	4,817.47		-177.90	3,612.92	4,224.46	4,992.42	# of position matches
Coburg	1,375	Administrative Assistant III	3,187.60	3,655.60	4,123.60	6%	-110.16	3,268.70	3,764.78	4,260.86	
		% difference from average	-11.87%	-14.18%	-15.96%		-36.48%	-11.04%	-13.52%	-15.43%	NCC: No Comparable Class
		% difference from median	-12.69%	-14.04%	-16.83%		-61.49%	-10.53%	-12.21%	-17.17%	NR: No Response Received

Raw Data Report

Police Clerk/Evidence Technician											
Organization	population	Title	MONTHLY SALARY (PER 1.0 FTE)			PERS	EE Ins Cost	ADJUSTED COMPENSATION			Comments
			MIN	MID	MAX			MIN	MID	MAX	
Lane County	381,365	Public Safety Support Specialist	3,988.40	4,666.14	5,343.87	6%	-50.00	4,177.70	4,896.10	5,614.50	
Eugene	173,620	NCC									Two different specialized position
Springfield	61,535	Police Program Technician	4,007.25	4,437.00	4,866.75	6%	-195.58	4,052.11	4,507.64	4,963.18	No Evidence Tech Dues
Corvallis	59,730	Property Control Specialist	3,619.46	4,107.98	4,596.50	6%	-162.00	3,674.63	4,192.46	4,710.29	No Records Duties
Cottage Grove	10,155	Records / Evidence	3,498.00	3,981.00	4,464.00	6%	-115.54	3,592.34	4,104.32	4,616.30	
Stayton	7,880	Evidece Clerk / Records	3,412.00	3,931.94	4,451.87	0%	-329.29	3,082.71	3,602.65	4,122.59	
Junction City	6,200	Police Administrative Assistant	2,668.00	2,895.00	3,122.00	6%	0.00	2,828.08	3,068.70	3,309.32	
Creswell	5,585	NCC									
Brownsville	1,730	NCC									
Amity	1,705	NR									
Tangent	1,265	NCC									
Drain	1,165	NCC									
		Average	3,532.18	4,003.18	4,474.17		-142.07	3,567.93	4,061.98	4,556.03	6
		Median	3,558.73	4,044.49	4,530.25		-138.77	3,633.48	4,148.39	4,663.30	# of position matches
Coburg	1,375	Police Clerk/Evidence Technician	3,381.73	3,878.33	4,374.93	6%	-110.16	3,474.48	4,000.87	4,527.27	
		% difference from average	-4.45%	-3.22%	-2.27%		-28.97%	-2.69%	-1.53%	-0.64%	NCC: No Comparable Class
		% difference from median	-5.23%	-4.28%	-3.55%		-25.97%	-4.58%	-3.69%	-3.00%	NR: No Response Received

Raw Data Report

Accountant											
Organization	population	Title	MONTHLY SALARY (PER 1.0 FTE)			PERS	EE Ins Cost	ADJUSTED COMPENSATION			Comments
			MIN	MID	MAX			MIN	MID	MAX	
Lane County	381,365	Accounting Analyst	3,962.40	4,725.07	5,487.73	6%	-50.00	4,150.14	4,958.57	5,766.99	No Payroll
Eugene	173,620	Accountant 1	4,820.40	5,526.74	6,233.07	6%	-193.80	4,915.82	5,664.54	6,413.25	
Springfield	61,535	Accountant, Journey	4,584.67	5,501.58	6,418.50	6%	-195.58	4,664.17	5,636.10	6,608.03	
Corvallis	59,730	Financial Analyst	4,161.24	4,724.58	5,287.92	6%	-162.00	4,248.91	4,846.05	5,443.20	
Cottage Grove	10,155	Accounting Technician	3,525.00	4,012.00	4,499.00	6%	-115.54	3,620.96	4,137.18	4,653.40	
Stayton	7,880	Accounting Technician	3,727.77	4,295.84	4,863.91	0%	-329.29	3,398.48	3,966.55	4,534.62	
Junction City	6,200	Accountant	3,708.00	3,940.50	4,173.00	6%	0.00	3,930.48	4,176.93	4,423.38	
Creswell	5,585	NCC									
Brownsville	1,730	Administrative Assistant - Finance	3,530.80	3,970.20	4,409.60	0%	-115.06	3,415.74	3,855.14	4,294.54	
Amity	1,705	NR									
Tangent	1,265	NCC									
Drain	1,165	Accounting Clerk	3,897.67	3,874.75	3,851.83	6%	0.00	4,131.53	4,107.24	4,082.94	
		Average	3,990.88	4,507.92	5,024.95		-129.03	4,052.92	4,594.26	5,135.59	8
		Median	3,897.67	4,295.84	4,863.91		-115.54	4,131.53	4,176.93	4,653.40	# of position matches
Coburg	1,375	Accountant	3,251.73	3,729.27	4,206.80	6%	-110.16	3,336.68	3,842.86	4,349.05	
		% difference from average	-22.73%	-20.88%	-19.45%		-17.13%	-21.47%	-19.55%	-18.09%	NCC: No Comparable Class
		% difference from median	-19.86%	-15.19%	-15.62%		-4.88%	-23.82%	-8.69%	-7.00%	NR: No Response Received

Raw Data Report

Public Works Operator II											
Organization	population	Title	MONTHLY SALARY (PER 1.0 FTE)			PERS	EE Ins Cost	ADJUSTED COMPENSATION			Comments
			MIN	MID	MAX			MIN	MID	MAX	
Lane County	381,365	Road Maintenance Operator	3,435.47	3,929.47	4,423.47	6%	-50.00	3,591.60	4,115.24	4,638.88	Roads only, Requires CDL
Eugene	173,620	Maintenance Worker 3	3,995.33	4,486.73	4,978.13	6%	-193.80	4,041.25	4,562.13	5,083.02	Requires 4 years experience
Springfield	61,535	Maintenance Tech Crew Chief, Journey	4,266.45	4,992.06	5,717.68	6%	-195.58	4,326.85	5,096.00	5,865.16	
Corvallis	59,730	NCC									
Cottage Grove	10,155	Utility Maintenance Worker II	3,621.00	4,309.50	4,998.00	6%	-115.54	3,722.72	4,452.53	5,182.34	
Stayton	7,880	Utility Operator I	3,565.54	4,108.88	4,652.21	0%	-329.29	3,236.25	3,779.59	4,322.92	
Junction City	6,200	Utility Worker II	3,737.00	4,054.00	4,371.00	6%	0.00	3,961.22	4,297.24	4,633.26	
Creswell	5,585	Public Works Maintenance Specialist II	3,109.08	3,675.38	4,241.67	6%	0.00	3,295.63	3,895.90	4,496.17	
Brownsville	1,730	Public Works Operator	2,910.27	3,272.53	3,634.80	0%	-115.06	2,795.21	3,157.47	3,519.74	
Amity	1,705	NR									
Tangent	1,265	NCC									
Drain	1,165	Distribution, Collections, Construction & Maint	4,857.50	4,857.50	4,857.50	6%	0.00	5,148.95	5,148.95	5,148.95	
		Average	3,721.96	4,187.34	4,652.72		-111.03	3,791.08	4,278.34	4,765.60	8
		Median	3,621.00	4,108.88	4,652.21		-115.06	3,722.72	4,297.24	4,638.88	# of position matches
Coburg	1,375	Public Works Operator II	3,073.20	3,490.07	3,906.93	6%	-110.16	3,147.43	3,589.31	4,031.19	
		% difference from average	-21.11%	-19.98%	-19.09%		-0.79%	-20.45%	-19.20%	-18.22%	NCC: No Comparable Class
		% difference from median	-17.83%	-17.73%	-19.08%		-4.45%	-18.28%	-19.72%	-15.07%	NR: No Response Received

Raw Data Report

Planning Technician											
Organization	population	Title	MONTHLY SALARY (PER 1.0 FTE)					ADJUSTED COMPENSATION			
			MIN	MID	MAX	PERS	EE Ins Cost	MIN	MID	MAX	Comments
Lane County	381,365	Land Management Technician	3,503.07	4,174.74	4,846.40	6%	-50.00	3,663.25	4,375.22	5,087.18	
Eugene	173,620	Planning & Land Use Technician 1	3,823.73	4,290.87	4,758.00	6%	-193.80	3,859.35	4,354.52	4,849.68	
Springfield	61,535	Permit Specialist, Journey	3,846.25	4,615.00	5,383.75	6%	-195.58	3,881.45	4,696.32	5,511.20	
Corvallis	59,730	Permit Technician II	4,161.24	4,724.58	5,287.92	6%	-162.00	4,248.91	4,846.05	5,443.20	
Cottage Grove	10,155	Planning Technician	3,029.00	3,447.00	3,865.00	6%	-115.54	3,095.20	3,538.28	3,981.36	
Stayton	7,880	NCC									
Junction City	6,200	Planning Technician	3,258.00	3,462.50	3,667.00	6%	0.00	3,453.48	3,670.25	3,887.02	
Creswell	5,585	Planning and Public Works Specialist	3,475.58	4,040.42	4,605.25	6%	0.00	3,684.12	4,282.84	4,881.57	
Brownsville	1,730	Administrative Assistant - Planning	3,530.80	3,970.20	4,409.60	0%	-115.06	3,415.74	3,855.14	4,294.54	
Amity	1,705	NR									
Tangent	1,265	NCC									
Drain	1,165	NCC									
		Average	3,578.46	4,090.66	4,602.87		-104.00	3,662.69	4,202.33	4,741.97	8
		Median	3,516.94	4,107.58	4,681.63		-115.30	3,673.69	4,318.68	4,865.62	# of position matches
Coburg	1,375	Planning Technician	2,840.93	3,257.80	3,674.67	6%	-110.16	2,901.23	3,343.11	3,784.99	
		% difference from average	-25.96%	-25.57%	-25.26%		5.59%	-26.25%	-25.70%	-25.28%	NCC: No Comparable Class
		% difference from median	-23.80%	-26.08%	-27.40%		-4.67%	-26.63%	-29.18%	-28.55%	NR: No Response Received

Raw Data Report

Public Works Operator I											
Organization	population	Title	MONTHLY SALARY (PER 1.0 FTE)			PERS	EE Ins Cost	ADJUSTED COMPENSATION			Comments
			MIN	MID	MAX			MIN	MID	MAX	
Lane County	381,365	NCC									
Eugene	173,620	Maintenance Worker 2	3,657.33	4,106.27	4,555.20	6%	-193.80	3,682.97	4,158.84	4,634.71	Requires 3 years experience
Springfield	61,535	Maintenance Technician, Journey	3,821.28	4,471.22	5,121.16	6%	-195.58	3,854.98	4,543.91	5,232.85	
Corvallis	59,730	NCC									
Cottage Grove	10,155	Utility Maintenance Worker I	3,449.00	4,104.50	4,760.00	6%	-115.54	3,540.40	4,235.23	4,930.06	
Stayton	7,880	NCC									
Junction City	6,200	Utility Worker I	3,611.00	3,778.50	3,946.00	6%	0.00	3,827.66	4,005.21	4,182.76	
Creswell	5,585	Public Works Maintenance Specialist I	2,858.42	3,379.00	3,899.58	6%	0.00	3,029.92	3,581.74	4,133.56	
Brownsville	1,730	NCC									
Amity	1,705	NR									
Tangent	1,265	NCC									
Drain	1,165	NCC									
		Average	3,479.41	3,967.90	4,456.39		-100.98	3,587.19	4,104.99	4,622.79	5
		Median	3,611.00	4,104.50	4,555.20		-115.54	3,682.97	4,158.84	4,634.71	# of position matches
Coburg	1,375	Public Works Operator I	2,743.87	3,146.87	3,549.87	6%	-110.16	2,798.34	3,225.52	3,652.70	
		% difference from average	-26.81%	-26.09%	-25.54%		8.33%	-28.19%	-27.27%	-26.56%	NCC: No Comparable Class
		% difference from median	-31.60%	-30.43%	-28.32%		-4.88%	-31.61%	-28.94%	-26.88%	NR: No Response Received

Raw Data Report

Administrative Assistant II											
Organization	population	Title	MONTHLY SALARY (PER 1.0 FTE)			PERS	EE Ins Cost	ADJUSTED COMPENSATION			Comments
			MIN	MID	MAX			MIN	MID	MAX	
Lane County	381,365	Office Assistant, Senior	3,097.47	3,691.14	4,284.80	6%	-50.00	3,233.32	3,862.60	4,491.89	
Eugene	173,620	Administrative Specialist	3,347.07	3,756.14	4,165.20	6%	-193.80	3,354.09	3,787.70	4,221.31	
Springfield	61,535	Administrative Specialist, Contributing	3,173.25	3,808.08	4,442.92	6%	-195.58	3,168.07	3,840.99	4,513.91	
Corvallis	59,730	Administrative Specialist	3,172.29	3,599.02	4,025.75	6%	-162.00	3,200.63	3,652.96	4,105.30	
Cottage Grove	10,155	NCC									
Stayton	7,880	NCC									
Junction City	6,200	Administrative Aide II - Utility Billing	2,942.00	3,126.50	3,311.00	6%	0.00	3,118.52	3,314.09	3,509.66	
Creswell	5,585	Administrative Assistant	2,634.42	3,114.21	3,594.00	6%	0.00	2,792.48	3,301.06	3,809.64	
Brownsville	1,730	NCC									
Amity	1,705	NR									
Tangent	1,265	NCC									
Drain	1,165	NCC									
		Average	3,061.08	3,515.85	3,970.61		-100.23	3,144.52	3,626.57	4,108.62	6
		Median	3,134.88	3,645.08	4,095.48		-106.00	3,184.35	3,720.33	4,163.30	# of position matches
Coburg	1,375	Administrative Assistant II	2,743.87	3,146.87	3,549.87	6%	-110.16	2,798.34	3,225.52	3,652.70	
		% difference from average	-11.56%	-11.73%	-11.85%		9.01%	-12.37%	-12.43%	-12.48%	NCC: No Comparable Class
		% difference from median	-14.25%	-15.83%	-15.37%		3.78%	-13.79%	-15.34%	-13.98%	NR: No Response Received

Raw Data Report

Administrative Assistant II/Emergency Manager											
Organization	population	Title	MONTHLY SALARY (PER 1.0 FTE)			PERS	EE Ins Cost	ADJUSTED COMPENSATION			Comments
			MIN	MID	MAX			MIN	MID	MAX	
Lane County	381,365	NCC									
Eugene	173,620	Emergency Manager	5,830.93	6,687.20	7,543.47	6%	-193.80	5,986.99	6,894.63	7,802.28	Bachelor's Degree + 5 years experience
Springfield	61,535	NCC									
Corvallis	59,730	NCC									
Cottage Grove	10,155	NCC									
Stayton	7,880	NCC									
Junction City	6,200	NCC									
Creswell	5,585	NCC									
Brownsville	1,730	NCC									
Amity	1,705	NR									
Tangent	1,265	NCC									
Drain	1,165	NCC									
		Average	5,830.93	6,687.20	7,543.47		-193.80	5,986.99	6,894.63	7,802.28	1
		Median	5,830.93	6,687.20	7,543.47		-193.80	5,986.99	6,894.63	7,802.28	# of position matches
Coburg	1,375	Administrative Assistant II/Emergency Ma	2,743.87	3,146.87	3,549.87	6%	-110.16	2,798.34	3,225.52	3,652.70	
		% difference from average	-112.51%	-112.50%	-112.50%		-75.93%	-113.95%	-113.75%	-113.60%	NCC: No Comparable Class
		% difference from median	-112.51%	-112.50%	-112.50%		-75.93%	-113.95%	-113.75%	-113.60%	NR: No Response Received

Raw Data Report

Administrative Assistant I											
Organization	population	Title	MONTHLY SALARY (PER 1.0 FTE)			PERS	EE Ins Cost	ADJUSTED COMPENSATION			Comments
			MIN	MID	MAX			MIN	MID	MAX	
Lane County	381,365	Office Assistant, 2	2,802.80	3,344.47	3,886.13	6%	-50.00	2,920.97	3,495.13	4,069.30	
Eugene	173,620	Administrative Aide	2,934.53	3,295.93	3,657.33	6%	-193.80	2,916.80	3,299.89	3,682.97	
Springfield	61,535	Administrative Assistant, Journey	2,489.08	2,987.42	3,485.75	6%	-195.58	2,442.85	2,971.08	3,499.32	
Corvallis	59,730	Clerical Assistant I	2,206.53	2,431.87	2,657.20	6%	-162.00	2,176.93	2,415.78	2,654.63	
Cottage Grove	10,155	Finance Clerk	3,005.60	3,420.73	3,835.87	6%	-115.54	3,070.40	3,510.44	3,950.48	
Stayton	7,880	NCC									
Junction City	6,200	Administrative Aide I	2,468.00	2,623.00	2,778.00	6%	0.00	2,616.08	2,780.38	2,944.68	
Creswell	5,585	NCC									
Brownsville	1,730	NCC									
Amity	1,705	NR									
Tangent	1,265	NCC									
Drain	1,165	NCC									
		Average	2,651.09	3,017.24	3,383.38		-119.49	2,690.67	3,078.78	3,466.90	6
		Median	2,645.94	3,141.67	3,571.54		-138.77	2,766.44	3,135.48	3,591.14	# of position matches
Coburg	1,375	Administrative Assistant I	2,586.13	2,965.73	3,345.33	6%	-110.16	2,631.14	3,033.52	3,435.89	
		% difference from average	-2.51%	-1.74%	-1.14%		-8.47%	-2.26%	-1.49%	-0.90%	NCC: No Comparable Class
		% difference from median	-2.31%	-5.93%	-6.76%		-25.97%	-5.14%	-3.36%	-4.52%	NR: No Response Received

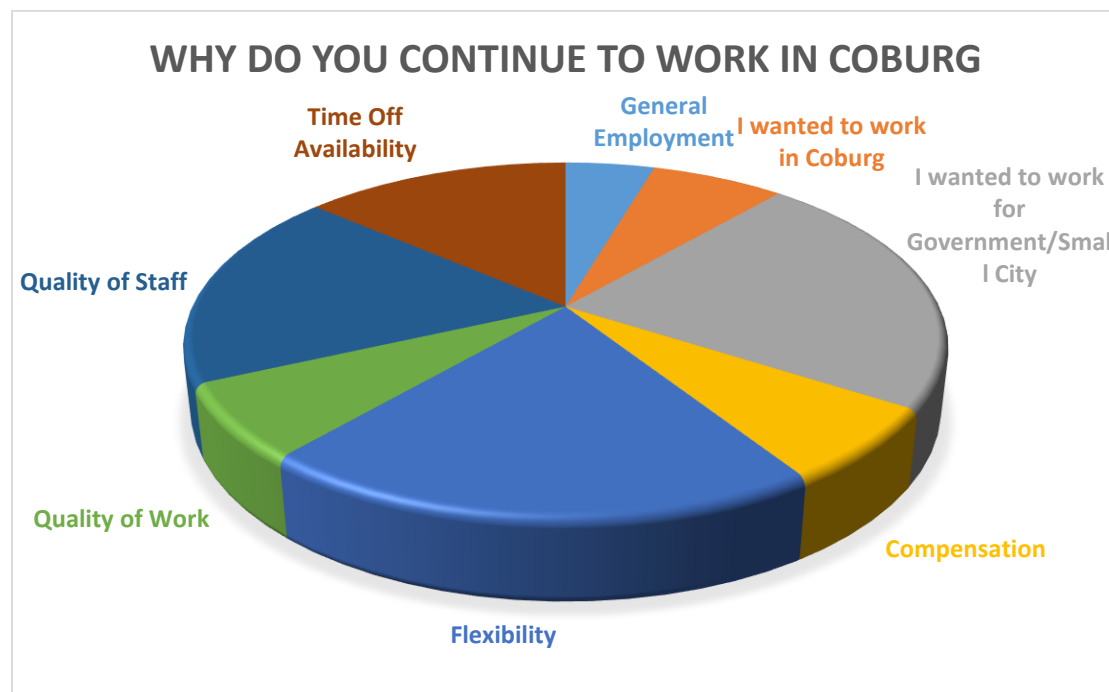
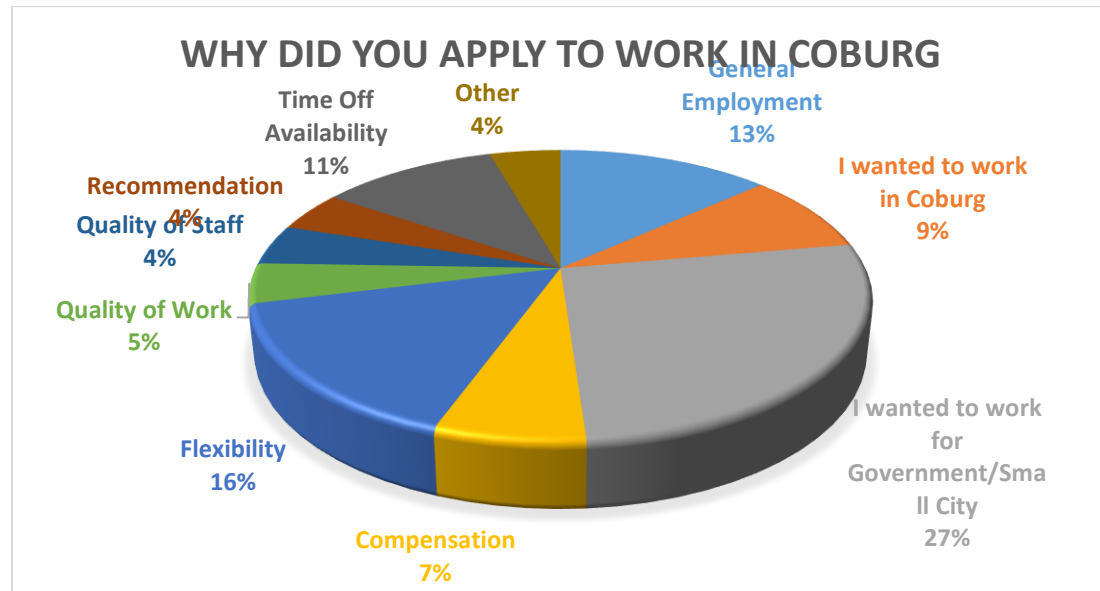
Raw Data Report

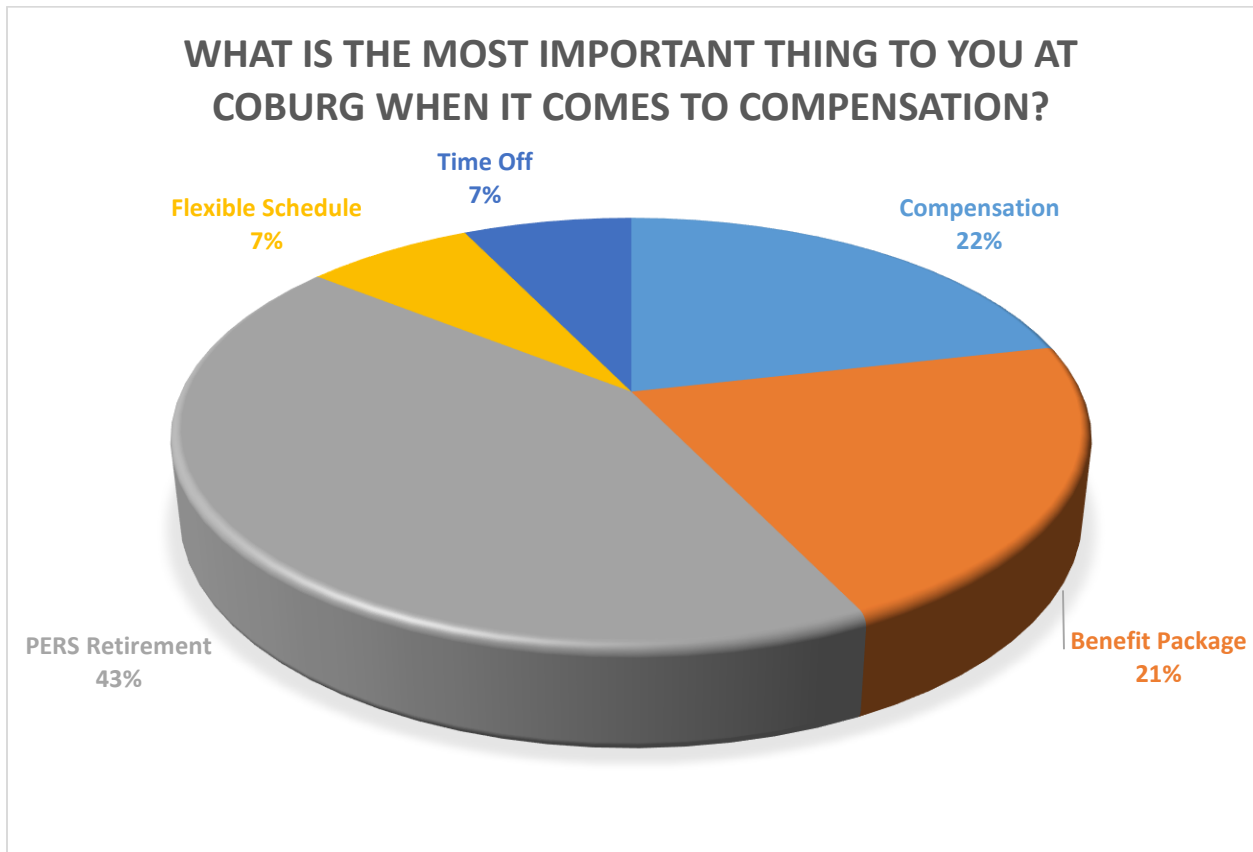
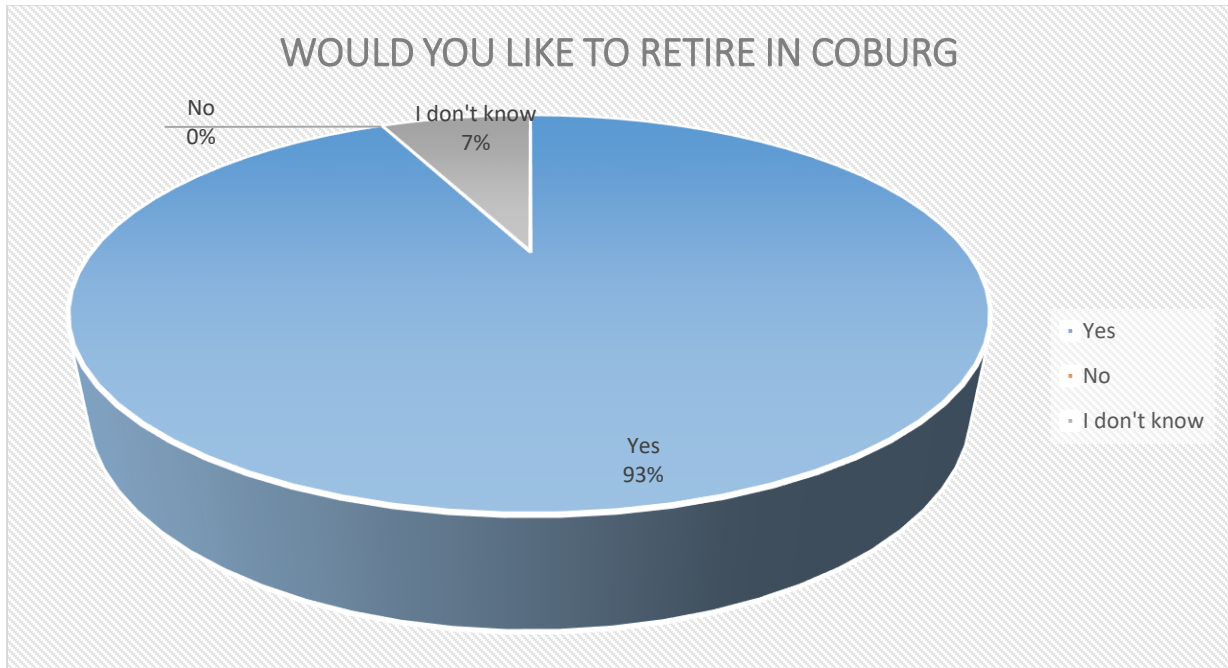
Public Works Worker											
Organization	population	Title	MONTHLY SALARY (PER 1.0 FTE)			PERS	EE Ins Cost	ADJUSTED COMPENSATION			Comments
			MIN	MID	MAX			MIN	MID	MAX	
Lane County	381,365	Road Maintenance Trainee	2,818.40	3,225.74	3,633.07	6%	-50.00	2,937.50	3,369.28	3,801.05	Roads only, Requires CDL upon compl
Eugene	173,620	Maintenance Worker 1	3,504.80	3,930.34	4,355.87	6%	-193.80	3,521.29	3,972.36	4,423.42	Requires 1 year experience
Springfield	61,535	Maintenance Technician, Apprentice	3,381.46	3,954.83	4,528.20	6%	-195.58	3,388.77	3,996.54	4,604.31	
Corvallis	59,730	NCC									
Cottage Grove	10,155	Seasonal Maintenance Worker	2,334.80	2,657.20	2,979.60	6%	-115.54	2,359.35	2,701.09	3,042.84	
Stayton	7,880	NCC									
Junction City	6,200	NCC									
Creswell	5,585	NCC									
Brownsville	1,730	NCC									
Amity	1,705	NR									
Tangent	1,265	NCC									
Drain	1,165	NCC									
		Average	3,009.87	3,442.03	3,874.19		-138.73	3,051.73	3,509.82	3,967.91	4
		Median	3,099.93	3,578.04	3,994.47		-154.67	3,163.14	3,670.82	4,112.24	# of position matches
Coburg	1,375	Public Works Worker	2,586.13	2,965.73	3,345.33	6%	-110.16	2,631.14	3,033.52	3,435.89	
		% difference from average	-16.38%	-16.06%	-15.81%		-25.93%	-15.98%	-15.70%	-15.48%	NCC: No Comparable Class
		% difference from median	-19.87%	-20.65%	-19.40%		-40.40%	-20.22%	-21.01%	-19.68%	NR: No Response Received

Raw Data Report

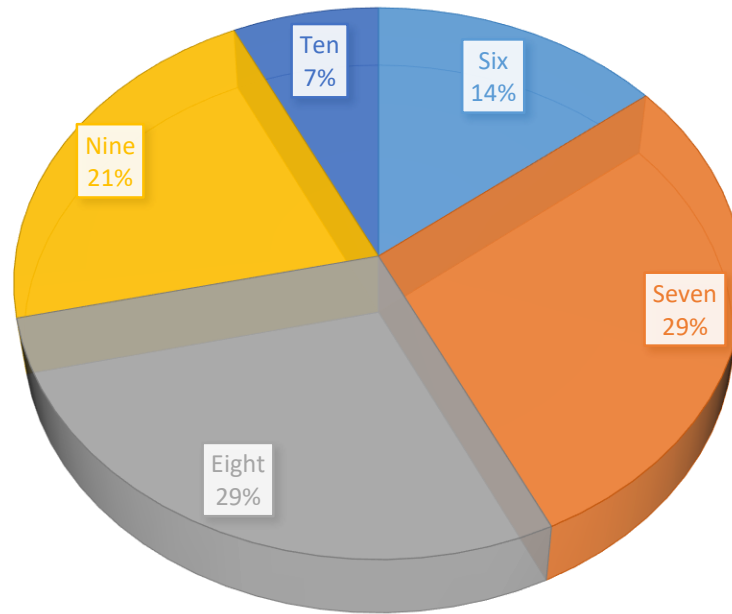
Reserve Officer											
Organization	population	Title	MONTHLY SALARY (PER 1.0 FTE)			PERS	EE Ins Cost	ADJUSTED COMPENSATION			Comments
			MIN	MID	MAX			MIN	MID	MAX	
Lane County	381,365	NCC									
Eugene	173,620	NCC									
Springfield	61,535	NCC									
Corvallis	59,730	NCC									
Cottage Grove	10,155	NCC									
Stayton	7,880	Reserve Police Officer	0.00	0.00	0.00	0%	0.00	0.00	0.00	0.00	Volunteer
Junction City	6,200	NCC									
Creswell	5,585	NCC									
Brownsville	1,730	NCC									
Amity	1,705	NR									
Tangent	1,265	NCC									
Drain	1,165	NCC									
		Average									1
		Median									# of position matches
Coburg	1,375	Reserve Officer	2,771.60	3,178.07	3,584.53	6%	-110.16	2,827.74	3,258.59	3,689.45	
		% difference from average									NCC: No Comparable Class
		% difference from median									NR: No Response Received

CITY OF COBURG EMPLOYEE SURVEY RESULTS

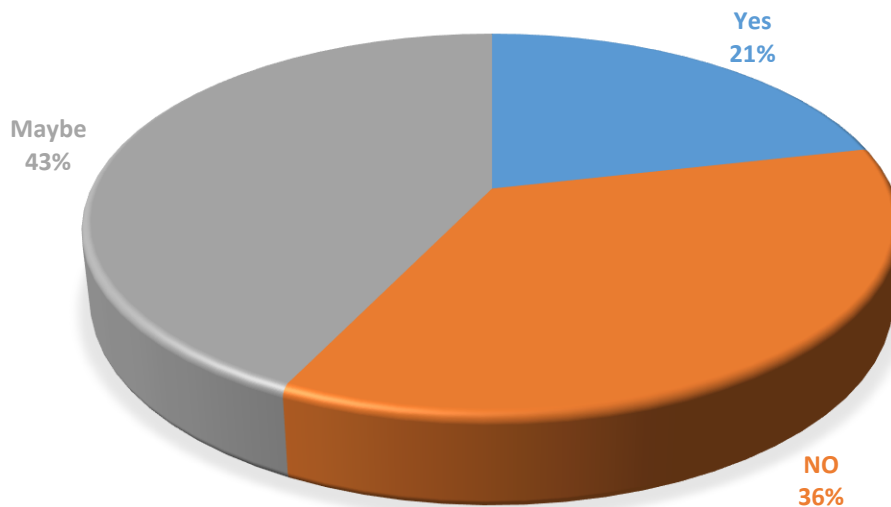




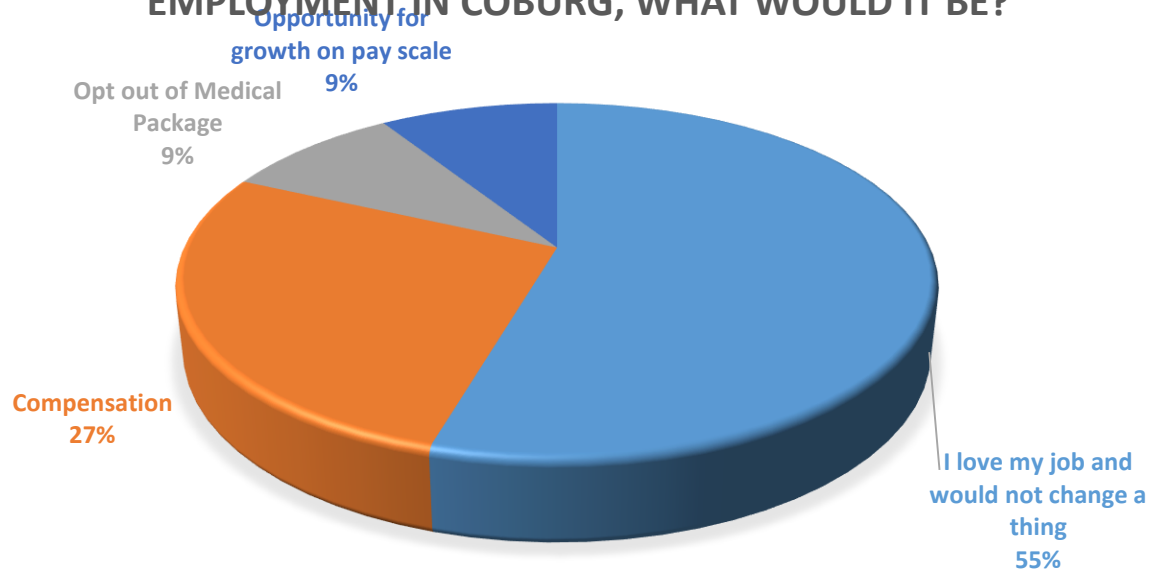
RATE THE BENEFIT PACKAGE BETWEEN 1 AND 10



IF YOU COULD OPT OUT OF MEDICAL BENEFITS IN LIEU OF ANOTHER COMPENSATION BENEFIT WOULD YOU BE INTERESTED?



IF YOU COULD CHANGE ONE THING ABOUT YOUR EMPLOYMENT IN COBURG, WHAT WOULD IT BE?



City of Coburg Employer Paid Benefits FY 2021-2022

Health Insurance

	Employee Only	Employee and Spouse	Employee & Child	Employee & Children	Employee and Family
Medical	\$694.02	\$1,478.49	\$1,293.62	\$1,723.11	\$1,987.43
Vision	\$8.46	\$11.83	\$10.34	\$18.41	\$21.30
Dental	\$61.94	\$108.93	\$95.29	\$176.16	\$203.21
Totals:	\$764.42	\$1,599.25	\$1,399.25	\$1,917.68	\$2,211.94

Public Employees Retirement System (PERS)

Employer	Tier	OPSRP	OPSRP
6% (Gross Salary)	17.54%	15.21%	19.57%

Basic Life - Flat Life

Basic Life Coverage | \$10,000

Age Band	Cost Per \$1000	Admin Fee
Under 29	\$0.017	\$0.25
30-34	\$0.023	\$0.25
35-39	\$0.029	\$0.25
40-44	\$0.047	\$0.25
45-49	\$0.081	\$0.25
50-54	\$0.128	\$0.25
55-59	\$0.233	\$0.25
60-64	\$0.262	\$0.25
65-69	\$0.401	\$0.25
70-74	\$0.663	\$0.25
75 and up	\$2.186	\$0.25

Statutory Life

Statutory Public Safety Coverage | \$10,000

Age Band	Cost Per \$1,000	Admin Fee
All	\$0.057	\$0.10

LTD - Long-Term Disability

LTD 50% 90 DAY \$5,000 \$10,000

Age Band	Cost Per \$100	Admin Fee
All	\$0.259	\$0.60

Vacation

Length of Service	Hours Per Month	Full-Time Days Per Year Equivalent
1-12 months (Year 1)	6.67	10 days
13-71 months (Years 2 - 5)	8.00	12 days
72-107 months (Years 6 - 8)	9.375	15 days
108-143 months (Years 9 - 11)	11.33	17 days
144-191 months (Years 12 - 15)	12.67	19 days
192+ months (Years 16 +)	13.33	20 days

Holidays and Floating Holidays

1. New Years Day
2. Martin Luther King Jr. Day
3. President's Day
4. Memorial Day
5. Independence Day
6. Labor Day
7. Veteran's Day
8. Thanksgiving Day
9. Day after Thanksgiving
10. Christmas Day

Personal Holidays

1. Personal Holiday

HRA \$600 per year

Salary and Classification Schedule

Draft recommended Changes FOR ALL STAFF

																	Allowable Other			
*= Supervises Others	Step	1	2	3	4	5	6	7	8	9	10	11	12	13	14	Monthly Salaries	Cert	On-Call		
Administration																				
City Adminstrator *	Negotiated Contract															Minimum	Mid	Maximum	# of Cert X 3%	1 paid for Eight Hrs
Finance Director	73,567	75,038	76,539	78,070	79,631	81,224	82,848	84,505	86,195	87,919	89,678	91,471	93,301	95,167						
Salary	35.37	36.08	36.80	37.53	38.28	39.05	39.83	40.63	41.44	42.27	43.11	43.98	44.86	45.75		6,131	7,031	7,931		
Accountant	21.05	21.47	21.90	22.34	22.78	23.24	23.70	24.18	24.66	25.15	25.66	26.17	26.69	27.23						
Hourly	43,781	44,657	45,550	46,461	47,390	48,338	49,305	50,291	51,296	52,322	53,369	54,436	55,525	56,635		3,648	4,184	4,720		
Assistant City Administrator *	73,567	75,038	76,539	78,070	79,631	81,224	82,848	84,505	86,195	87,919	89,678	91,471	93,301	95,167						
Salary	35.37	36.08	36.80	37.53	38.28	39.05	39.83	40.63	41.44	42.27	43.11	43.98	44.86	45.75		6,131	7,031	7,931		
City Recorder *	58,534	59,705	60,899	62,117	63,359	64,626	65,919	67,237	68,582	69,954	71,353	72,780	74,235	75,720						
Salary	28.14	28.70	29.28	29.86	30.46	31.07	31.69	32.33	32.97	33.63	34.30	34.99	35.69	36.40		4,878	5,594	6,310		
Utility Billing Specialist	20.63	21.05	21.47	21.90	22.33	22.78	23.24	23.70	24.18	24.66	25.15	25.66	26.17	26.69						
Hourly	42,918	43,776	44,652	45,545	46,456	47,385	48,333	49,299	50,285	51,291	52,317	53,363	54,430	55,519		3,577	4,102	4,627		
Administrative Specialist	18.39	18.76	19.13	19.52	19.91	20.30	20.71	21.12	21.55	21.98	22.42	22.86	23.32	23.79						
Hourly	38,250	39,015	39,795	40,591	41,403	42,231	43,076	43,937	44,816	45,712	46,627	47,559	48,510	49,480		3,188	3,656	4,123		
Administrative Assistant 2	17.76	18.12	18.48	18.85	19.23	19.61	20.00	20.40	20.81	21.23	21.65	22.08	22.53	22.98						
Hourly	36,944	37,683	38,437	39,205	39,989	40,789	41,605	42,437	43,286	44,151	45,035	45,935	46,854	47,791		3,079	3,531	3,983		
Administrative Assistant 1	16.74	17.07	17.42	17.76	18.12	18.48	18.85	19.23	19.61	20.01	20.41	20.81	21.23	21.65						
Hourly	34,819	35,515	36,226	36,950	37,689	38,443	39,212	39,996	40,796	41,612	42,444	43,293	44,159	45,042		2,902	3,328	3,754		
Administrative Assistant - Temporary	12.75	13.01	13.27	13.53	13.80	14.08	14.36	14.65	14.94	15.24	15.54	15.85	16.17	16.49						
Hourly - Legal Minimum Wage	26,520	27,050	27,591	28,143	28,706	29,280	29,866	30,463	31,072	31,694	32,328	32,974	33,634	34,306		2,210	2,535	2,859		
Court																				
Court Administrator	56,542	57,673	58,826	60,003	61,203	62,427	63,675	64,949	66,248	67,573	68,924	70,303	71,709	73,143				1 -3%		
Salary	27.18	27.73	28.28	28.85	29.42	30.01	30.61	31.23	31.85	32.49	33.14	33.80	34.48	35.16		4,712	5,404	6,095	LEDS PS Support	
Police																				
Police Chief *	86,615	88,347	90,114	91,916	93,754	95,629	97,542	99,493	101,483	103,512	105,583	107,694	109,848	112,045				3-9%		
Salary	41.64	42.47	43.32	44.19	45.07	45.98	46.90	47.83	48.79	49.77	50.76	51.78	52.81	53.87		7,218	8,278	9,337		
Police Sargent *	34.51	35.20	35.90	36.62	37.35	38.10	38.86	39.64	40.43	41.24	42.07	42.91	43.77	44.64				3-9%	1 for 8	
Hourly	71,780	73,216	74,680	76,174	77,697	79,251	80,836	82,453	84,102	85,784	87,499	89,249	91,034	92,855		5,982	6,860	7,738		
Police Officer 1	26.67	27.21	27.75	28.31	28.87	29.45	30.04	30.64	31.25	31.88	32.52	33.17	33.83	34.51				3-9%	1 for 8	
Hourly	55,482	56,592	57,723	58,878	60,056	61,257	62,482	63,731	65,006	66,306	67,632	68,985	70,365	71,772		4,624	5,303	5,981		
Police Department Technician	22.00	22.44	22.89	23.35	23.81	24.29	24.78	25.27	25.78	26.29	26.82	27.35	27.90	28.46				3-9%	1 for 8	
Hourly	45,760	46,675	47,609	48,561	49,532	50,523	51,533	52,564	53,615	54,687	55,781	56,897	58,035	59,195		3,813	4,373	4,933		
Reserve Officer	18.41	18.78	19.15	19.53	19.93	20.32	20.73	21.14	21.57	22.00	22.44	22.89	23.35	23.81						
On-Call officer only (50 hours PY)	38,288	39,054	39,835	40,632	41,444	42,273	43,119	43,981	44,860	45,758	46,673	47,606	48,558	49,530		3,191	3,659	4,127		
Planning/Development																				
Planner/Development Director *	60,634	61,847	63,084	64,345	65,632	66,945	68,284	69,649	71,042	72,463	73,913	75,391	76,899	78,437						
Salary	29.15	29.73	30.33	30.94	31.55	32.19	32.83	33.49	34.15	34.84	35.53	36.25	36.97	37.71		5,053	5,795	6,536		
Associate Planner	21.57	22.00	22.44	22.89	23.35	23.82	24.29	24.78	25.27	25.78	26.30	26.82	27.36	27.90						
Hourly	44,868	45,765	46,681	47,614	48,567	49,538	50,529	51,539	52,570	53,621	54,694	55,788	56,903	58,042		3,739	4,288	4,837		
Public Works																				
Public Works Director *	74,431	75,920	77,438	78,987	80,567	82,178	83,821	85,498	87,208	88,952	90,731	92,546	94,397	96,284				6-9%		
Salary	35.78	36.50	37.23	37.97	38.73	39.51	40.30	41.10	41.93	42.77	43.62	44.49	45.38	46.29		6,203	7,114	8,024		
Public Works Supervisor*	55,482	56,592	57,723	58,878	60,056	61,257	62,482	63,731	65,006	66,306	67,632	68,985	70,365	71,772				6-9%		
Salary	26.67	27.21	27.75	28.31	28.87	29.45	30.04	30.64	31.25	31.88	32.52	33.17	33.83	34.51		4,624	5,303	5,981		
Public Works Operator 3	23.74	24.21	24.70	25.19	25.70	26.21	26.74	27.27	27.82	28.37	28.94	29.52	30.11	30.71				6-9%	1 fo 8	
Hourly	49,379	50,367	51,374	52,402	53,450	54,519	55,609	56,721	57,856	59,013	60,193	61,397	62,625	63,877		4,115	4,719	5,323		
Public Works Operator 2	20.80	21.21	21.64	22.07	22.51	22.96	23.42	23.89	24.37	24.85	25.35	25.86	26.38	26.90				6-9%	1 fo 8	
Hourly	43,258	44,123	45,006	45,906	46,824	47,760	48,716	49,690	50,684	51,697	52,731	53,786	54,862	55,959		3,605	4,134	4,663		
Public Works Operator 1	18.57	18.94	19.32	19.71	20.10	20.50	20.91	21.33	21.76	22.19	22.64	23.09	23.55	24.02				2 -4%	1 for 8	
Hourly	38,623	39,395	40,183	40,987	41,807	42,643	43,496	44,366	45,253	46,158	47,081	48,023	48,983	49,963		3,219	3,692	4,164		
Public Works Seasonal Worker	12.75	13.01	13.27	13.53	13.80	14.08	14.36	14.65	14.94	15.24	15.54	15.85	16.17	16.49					1 for 8	
Hourly - Legal Minimum Wage	26,520	27,050	27,591	28,143	28,706	29,280	29,866	30,463	31,072	31,694	32,328	32,974	33,634	34,306		2,210	2,535	2,859		